



**KCHX FM, KCRS-AM, KCRS-FM, KFZX FM, KMRK FM  
EEO PUBLIC FILE REPORT**

**April 1, 2021 thru March 31, 2022**

*(Note: 12-month period determined by FCC license renewal filing date and not on calendar basis)*

**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	Job Search Office Texas Workforce Commission 2626 JBS Parkway Bldg. D Odessa, TX 79761	Y	0
2	Midland Hispanic Chamber of Commerce 208 S. Marienfeld, Suite 100 Midland, TX 79701	Y	0
3	Lauren Henson Career Center Odessa College 201 W. University Odessa, TX 79764	Y	0
4	Texas Association of Broadcaster 502 E. 11 <sup>th</sup> St. Suite 200 Austin, TX 78701	Y	0
5	All Access Music Group 1222 16 <sup>th</sup> Avenue South, Suite 25 Nashville, TN 37212	Y	0
6	Midland College Connie Howard 3600 N. Garfield Midland, TX 79705	Y	0
7	Pass Office Administrator University of Texas of the Permian Basin 4901 E. University Odessa, TX 79762	Y	0
8	JTPA Administrator P.O. Box 60660 Midland, TX 79711	Y	0
9	Mexican American Network Ines Corral 11931 E. 37 <sup>th</sup> Street, Suite 3 Odessa, TX 79762	Y	0
10	Newspaper Odessa American and Midland Reporter Telegram	N	0
11	On –Air Announcements	N	0



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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	<p>08/09/21 – 8/25/21</p> <p>Permian Basin Hiring Events / Navitas MCM Grande Fundome 6201 E. Business 20 Odessa TX. 79762</p>	<p>ICA Radio. LTD attended a hiring event at MCM Grande Fundome. Stations broadcast live at the hiring event. Attended by station personnel who had substantial responsibility in making hiring decisions. ICA Radio, LTD provided job fair attendees with station information, job opportunities, and employment applications for those interested in working for ICA Radio, LTD.</p>
<b>2</b>	<p>9/23/21 – 10/05/21</p> <p>Permian Basin Hiring Events Rigzone MCM Grande Fundome 6201 E. Business 20 Odessa TX. 79762</p>	<p>ICA Radio. LTD attended a hiring event at MCM Grande Fundome, partnering with Rigzone. Stations broadcast live at the hiring event. Attended by station personnel who had substantial responsibility in making hiring decisions. ICA Radio, LTD provided job fair attendees with station information, job opportunities, and employment applications for those interested in working for ICA Radio, LTD.</p>
<b>3</b>	<p>3/04/22</p> <p>Job Fair The United Family / ICA Radio 1350 E. 8<sup>th</sup> Street Odessa, TX 79761</p>	<p>ICA Radio partnered with the United Family Market that held a job fair. Stations broadcast live at the hiring event. Attended by station personnel who had substantial responsibility in making hiring decisions. ICA Radio, LTD provided job fair attendees with station information, job opportunities, and employment applications for those interested in working for ICA Radio, LTD.</p>