



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

**April 1, 2018 thru March 31, 2019**

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

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

| RS Number | RS Information  | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|-----------|---|---|---|
| 1         | Job Search Office<br>Texas Workforce Commission<br>2626 JBS Parkway Bldg. D<br>Odessa, TX 79761                 | Y   | 0   |
| 2         | Midland Hispanic Chamber of Commerce<br>208 S. Marienfeld<br>Midland, TX 79701                                  | Y   | 0   |
| 3         | Lauren Henson<br>Career Center Odessa College<br>201 W. University<br>Odessa, TX 79764                          | Y   | 0   |
| 4         | Texas Association of Broadcaster<br>502 E. 11 <sup>th</sup> St. Suite 200<br>Austin, TX 79701-2619              | Y   | 0   |
| 5         | All Access Music Group<br>1222 16 <sup>th</sup> Avenue South, Suite 25<br>Nashville, TN 37212                   | Y   | 0   |
| 6         | Midland College<br>Connie Howard<br>3600 N. Garfield<br>Midland, TX 79705                                       | Y   | 0   |
| 7         | Pass Office Administrator<br>University of Texas of the Permian Basin<br>4901 E. University<br>Odessa, TX 79762 | Y   | 2   |
| 8         | JTPA Administrator<br>P.O. Box 60660<br>Midland, TX 79711   | Y   | 0   |
| 9         | JTPA Administrator<br>P.O. Box 60660<br>Midland, TX 79711   | Y   | 0   |
| 10        | Mexican American Network<br>Ines Corral<br>11931 E. 37 <sup>th</sup> Street, Suite 3<br>Odessa, TX 79762        | Y   | 0   |

| RS Number                                      | RS Information   | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|--|--|---|---|
| 11   | Newspaper<br>Odessa American and Midland Reporter Telegram | N   | 0   |
| 12   | On-Air Announcements                                       | N   | 2   |
| 13   | Employee Referral - Odessa                                 | N   | 2   |
| 14   | Re-Hire Odessa   | N   | 0   |
| 15   | Walk-In Odessa   | N   | 0   |
| 16   | Inside Promotion - Odessa                                  | N   | 0   |
| 17   | Non Employee Referral - Odessa                             | N   | 0   |
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| <b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b> |  |   | <b>6</b>  |
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**III. RECRUITMENT INITIATIVES**

|   | TYPE OF RECRUITMENT INITIATIVE<br>(MENU SELECTION)   | BRIEF DESCRIPTION OF ACTIVITY   |
|---|--|---|
| 1 | 4/23/18<br>Odessa College Spring Job Fair<br>11:00 am – 2:00 pm  | Participated in Job Fair<br>Recruited for Account Executives, and On-Air Announcers. Attended by station personnel who have substantial responsibility in the making of hiring decisions. We provided job fair attendees with our stations profiles and job opportunities in the radio industry, employment applications provided for those interested in working for ICA Radio, LTD. |
| 2 | 5/03/18<br>ICA Radio Hosted Job Fair<br>West Texas Jobs Hiring Event<br>Ector County Coliseum<br>9:00 am – 3:00 pm | ICA Radio hosted a “West Texas Jobs” Hiring Event. (28) companies attended to promote job openings at their businesses. ICA Radio provided job fair attendees with our stations profiles and job opportunities in the radio industry, employment applications provided for those interested in working for ICA Radio, LTD.  |
| 3 | 6/18/18 – 7/31/18<br>On Air Announcements – Hiring Event   | ICA Radio. LTD aired (803) announcements to further the goal of disseminating information as to employment opportunities at ICA Radio, LTD.   |

|   |   |   |
|---|---|---|
| 4 | 8/22/18<br>ICA RADIO, LTD<br>West Texas Jobs Hiring Event<br>MCM Grande Fun Dome<br>9:00 am – 3:00 pm | ICA Radio ICA Radio hosted a “West Texas Jobs” Hiring Event. (24) companies attended to promote job openings at their businesses. ICA Radio provided job fair attendees with our stations profiles and job opportunities in the radio industry, employment applications provided for those interested in working for ICA Radio, LTD.  |
| 5 | 2/21/19<br>ICA RADIO Station Tour   | Approximately (40) members of Odessa’s Chamber of Commerce program Leadership Odessa, toured ICA Radio. Speakers from the management, programming and sales staff at ICA Radio discussed the broadcast industry and career opportunities in Radio.  |
| 6 | 2/27/19<br>ICA RADIO, LTD<br>West Texas Jobs Hiring Event<br>MCM Grande Fun Dome<br>9:00 am – 2:00 pm | ICA Radio ICA Radio hosted a “West Texas Jobs” Hiring Event. (18) companies attended to promote job openings at their businesses. ICA Radio provided job fair attendees with our stations profiles and job opportunities in the radio industry, employment applications provided for those interested in working for ICA Radio, LTD.  |
| 7 | 3/28/19<br>ICA RADIO Station Tour<br>University of Texas Permian Basin                                | ICA Radio hosted a station tour to approximately (32) U.T.P.B. students from the “Modern Media Communications” class. Discussions included Radio Programming, Sales and Radio Operations.<br><br>Presentation given on the broadcast industry and careers in broadcasting.  |
| 8 | 3/28/19<br>University of Texas Permian Basin<br>2019 Spring Job Fair                                  | Participated in Job Fair<br><br>Recruited for Account Executives, and On-Air Announcers. Attended by station personnel who have substantial responsibility in the making of hiring decisions. We provided job fair attendees with our stations profiles and job opportunities in the radio industry, employment applications provided for those interested in working for ICA Radio, LTD. |