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

April 1, 2017 thru March 31, 2018

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

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
[Insert name of job title, e.g. Account Executive]	[Insert numbers corresponding to RS's in the MRSL, e.g., 1-10, 15, 18-23]	[Insert number corresponding to RS in the MRSL, e.g., 23]
Sales Account Executive	1 – 18	13, 14, 18
Programming On Air Staff	1 – 18	18

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

April 1, 2017 thru March 31, 2018 (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 Texas Workforce Commission 2626 JBS Parkway Bldg. D Odessa, TX 79761	Y	0
2	Rachel Stone Midland Hispanic Chamber of Commerce 208 S. Marienfeld 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 th St. Suite 200 Austin, TX 79701-2619	Y	1
5	All Access Music Group 1222 16 th Avenue South, Suite 25 Nashville, TN 37212	Y	0
6	Job Bank Administrator NAACP/Lulac 521 N. Grant Odessa, TX 79761	Y	0
7	Midland College Connie Howard 3600 N. Garfield Midland, Tx 79705	Y	0
8	Pass Office Administrator University of Texas of the Permian Basin 4901 E. University Odessa, TX 79762	Y	1
9	JTPA Administrator P.O. Box 60660 Midland, TX 79711	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	American Commercial College Nancy Seal 5119 Twin Towers Blvd Odessa, TX 79762	Y	0
11	Mexican American Network Iris Correa 1609 W. 10 th Street Odessa, TX 79763	Y	0
12	Newspaper Odessa American and Midland Reporter Telegram	N	0
13	On-Air Announcements	N	1
14	Employee Referral - Odessa	N	4
15	Re-Hire - Odessa	N	0
16	Walk – In - Odessa	N	2
17	Inside Promotion - Odessa	N	0
	Non Employee Referral - Odessa	N	3
	TOTAL INTERVIEWEES OVER 12-MONTH PERIOD	<u>'</u>	12

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

April 1, 2017 thru March 31, 2018

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

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Midland College Spring Job Fair 12:00 pm – 4:00 pm 04/06/17	Participated in Job Fair 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	Eventures Career Fair 12/7/17 10:00 am – 3:00 pm Ector County Coliseum	Participated in Job Fair 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.
3	ICA Radio Hosted Job Fair 2/21/18 10:00 am - 3:00 pm MCM Grand Hotel and Fun Dome	ICA Radio hosted a "New Careers" Hiring Event. 30 Advertisers attended to promote job openings at their businesses. ICA Radio also 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.

4	University of Texas-Permian Basin ICA Radio Station Tour 03/07/18	ICA Radio hosted a station tour to approximately 40 U.T.P.B. students from the "Modern Media Communications" class. Discussions included Radio Programming, Sales and Radio Operations. Presentation given on the broadcast industry and careers in broadcasting.
5	U.T.P.B. Spring 2018 Job Fair 12:00 pm – 4:00 pm 03/29/2018	Participated in Job Fair 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.
6	On Air Announcements – Hiring Event 2/08/18 – 2/20/18	ICA Radio. LTD aired (589) announcements to further the goal of disseminating information as to employment opportunities at ICA Radio, LTD.
7		
8		