

KCHX FM, KCRS-AM, KCRS-FM, KFZX FM, KMRK FM
EEO PUBLIC FILE REPORT
April 1, 2022 thru March 31, 2023

(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 - 17	14

See “II. Master Recruitment Source List” for recruitment sources source data

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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 2811 La Force Blvd. Midland, TX 79711	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 th St. Suite 200 Austin, TX 78701	Y	0
5	All Access Music Group 1222 16 th 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 th Street, Suite 3 Odessa, TX 79762	Y	0
10	Newspaper Odessa American and Midland Reporter Telegram	N	0
11	On –Air Announcements	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
12	Employee Referral - Odessa	N	0
13	Re-Hire Odessa	N	0
14	Walk-In Odessa	N	1
15	Inside Promotion - Odessa	N	0
16	Non Employee Referral - Odessa	N	0
17	Station Website	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			1

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	4/12/22 Job Fair Odessa College 201 W. University Odessa, YX 79764	ICA Radio. LTD attended a job fair at Odessa College. 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.
2	6/30/22 Permian Basin Hiring Events Marriott Hotel & Convention Center 305 East 5 th Street Odessa TX. 79761	ICA Radio. LTD attended a hiring event at Marriott Hotel & Convention Center, partnering with Permian Basin hiring Events. 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.
3	10/18/22 Job Fair Odessa College 201 W. University Odessa, YX 79764	ICA Radio. LTD attended a job fair at Odessa College. 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.

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4	11/02/22 Transition Fair Texas Workforce Commission 2811 La Force Blvd. Midland, TX 79711	ICA Radio. LTD attended a transition fair at Texas Workforce Commission. The purpose of this event was to help students prepare for life after high school. Attended by station personnel (Alex Shock) who spoke on starting a career in Radio. ICA Radio, LTD provided attendees with station information, job opportunities, and employment applications for those interested in working for ICA Radio, LTD.
5	11/03/22 Job Fair Permian Basin Hiring Events MCM Grande Fundome 6201 E. Business 20 Odessa TX. 79762	ICA Radio. LTD attended a hiring event at MCM Grande Fundome, partnering with Permian Basin hiring Events. 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.
6	Posted On Station Websites: Classicrock102.net KFZX FM Quebuena106.com KCHX FM Mycountry961.com KMRK FM Newstalkkcrs.com KCRS AM 1033kissfm.net KCRS FM	Posted On All (5) Websites: Attention Community Organizations: Would you like to be notified when we have job openings? Just send your information to: ICA RADIO. LTD. Attn: Personnel 1330 East 8 th Street, Suite 207 Odessa, TX 79761 ICA RADIO, LTD continues to broaden its recruiting outreach by effectively establishing communication with recruiting resources in the broadcasting community, professional organizations, community based organizations and outreach through our corporate and local

		<p>station job opportunities websites. Our department managers attend job fairs at local and regional colleges in an effort to recruit candidates with an interest in broadcast related fields. We have also had numerous local schools come to our stations for tours, and our News and on air staff have gone directly to schools to speak to them about careers in Broadcasting. For additional information concerning the outreach efforts undertaken by stations in this employment unit, please read our Equal Employment Opportunity report through the link at the bottom of our websites.</p>
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