

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

April 1, 2013 thru March 31, 2014

(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 79762	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	0
5	Professional Concepts Charlotte Chandler 4692 W. University Odessa, TX 79762	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	0
9	JTPA Administrator P.O. Box 60660 Midland, TX 79711	Y	0
10	American Commercial College Nancy Seal 5119 Twin Towers Blvd 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	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	0
14	Employee Referral	N	0
15	Re-Hire	N	0
16	Walk - In	N	0
17	Inside Promotion	N	2
18	Midland Workforce 3510 North A Street, Bldg A Midland, TX 79705	Y	
19	Non Employee Referral	N	2
20	All Access Music Group 1222 16 th Avenue South, Suite 25 Nashville, TN 37212	Y	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			4

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Midland College Job Fair 04/25/13	Participated in Job Fair Recruited 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	U.T.P.B. Classroom Speaking 9/13 – 03/14	KCRS AM On Air Host, Kurt Verlei spoke to classrooms of approximately 260 students at the University of Texas Permian Basin on the opportunities and careers in the Radio industry from September 2013 through March 2014.
3	ICA Radio – Station Tour Midland Cub Scout Pack #67, Tiger Dens 2/25/14	Program Director for KCRS FM, hosted a station tour for Midland Cub Scout Pack #67. Discussions included communications in the radio industry. The cub scouts were working on obtaining their communications badge.
4	Odessa College 2014 Annual Career Fair 3/3/14	Participated in Job Fair Recruited 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.

5	University of Texas-Permian Basin ICA Radio Station Tour 3/25/14	<p>ICA Radio hosted a station tour for (65) U.T.P.B. College of Business and Engineering students. Presentation given on the broadcast industry and careers in broadcasting.</p> <p>Discussions included Radio Programming, Sales and Radio Operations. Break out groups were formed and discussions were led by General Manager, Operations Manager, Program Directors for all five stations, Sales Manager and three sales representatives.</p>
6	University of Texas-Permian Basin 2014 Spring Job Fair 3/27/14	<p>Participated in Job Fair</p> <p>Recruited Account Executives. 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.</p>