



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

**April 1, 2023 thru March 31, 2024**

*(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 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 <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



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

**April 1, 2023 thru March 31, 2024**

*(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	4/25/23 Job Fair Odessa College & Community Career Fair 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	10/25/23 West Texas Job Fair MCM Grande Hotel & Fundome 6201 Business 20 Odessa TX. 79761	ICA Radio. LTD attended a hiring event at MCM Grande Hotel & 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. On air ads were broadcast to promote this event 8/10/23 – 10/12/23 on all five stations, KFZX FM, KCHX FM, KMRK FM, KCRS AM & KCRS FM.
3	11/01/23 Region 18 Education Service Center Transition Fair 2023 2811 La Force Boulevard Midland, TX 79706	ICA Radio. LTD attended a Transition Fair at Region 18 Education Service Center. Information about employment, education, training, independent living, agencies, benefits & goals were discussed. ICA Radio employee, Alex Shock, On Air DJ with KCRS FM made a presentation about entering in the Radio broadcasting industry as a career path. ICA Radio, LTD provided attendees with station information, job opportunities, and employment applications for those interested in working for ICA Radio, LTD.

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

**April 1, 2023 thru March 31, 2024**

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

**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
4	<p>Posted On Station Websites:</p> <p>Classicrock102.net KFZX FM            Quebuena106.com KCHX FM            Mycountry961.com KMRK FM            Newstalkkcrs.com KCRS AM            1033kissfm.net KCRS FM</p>	<p>Posted On All (5) Websites:            Attention Community Organizations:</p> <p>Would you like to be notified when we have job openings? Just send your information to:            ICA RADIO. LTD.            Attn: Personnel            1330 East 8<sup>th</sup> Street, Suite 207            Odessa, TX 79761</p>
5		<p>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 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>