

**KCHX, KCRS-AM, KCRS-FM, KFZX, KMRK  
EEO PUBLIC FILE REPORT  
April 1, 2016 thru March 31, 2017**

*(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]
Account Executive	1 – 12, 14 - 18	8, 14, 16
Programming On Air Staff	1 – 12, 14 – 18	16
Operations Manager	1 – 12, 14 – 18	17

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 2626 JBS Parkway Bldg. D Odessa, TX 79761	Y	0
2	Rachel Stone Midland Hispanic Chamber of Commerce 208 S. Mariefeld Midland, TX 79701	Y	0
3	Lauren Henson Career Center Odessa College 201 W. University Odessa, TX 79764	Y	1
4	Texas Association of Broadcaster 502 E. 11 <sup>th</sup> St. Suite 200 Austin, TX 79701-2619	Y	0
5	All Access Music Group 1222 16 <sup>th</sup> 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	3
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 <sup>th</sup> Street Odessa, TX 79763	Y	0
12	Newspaper Odessa American and Midland Reporter Telegram	N	0
13	On-Air Announcements	N	7
14	Employee Referral	N	2
15	Re-Hire	N	0
16	Walk - In	N	0
17	Inside Promotion	N	1
18	Non Employee Referral	N	2
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>16</b>

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**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 04/07/16	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 4/28/2016 10:00 am – 3:00 pm Grand Texan Hotel, Midland, TX	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	University of Texas-Permian Basin. Classroom Speaking 9/16 – 01/17	KCRS AM On Air Host, Kurt Verlei spoke to classrooms of approximately 245 students at the University of Texas Permian Basin on the opportunities and careers in the Radio industry from September 2016 through January 2017

4	<p>University of Texas-Permian Basin ICA Radio Station Tour 03/06/17</p>	<p>ICA Radio hosted a station tour to approximately 50 U.T.P.B. students from the "Modern Media Communications" class. Discussions included Radio Programming, Sales and Radio Operations.</p> <p>Presentation given on the broadcast industry and careers in broadcasting.</p>
5	<p>Odessa College 2017 Annual Career Fair 11:00 am – 2:00 pm 03/27/2017</p>	<p>Participated in Job Fair</p> <p>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</p>
6	<p>University of Texas-Permian Basin 2017 Annual Career Fair 12:00 pm – 4:00 PM 03/30/2017</p>	<p>Participated in Job Fair</p> <p>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.</p>