

BROADCAST MID-TERM REPORT

(For FCC Use Only)
Code No.

Legal Name of the Licensee ICA Radio, Ltd.			
Mailing Address 700 North Grant Street, 6th Floor			
City Odessa	State or Country (if foreign address) TX	ZIP Code 79761	
Telephone Number (include area code) 432-563-9102		E-Mail Address (if available) marks@icabroadcasting.com	
FCC Registration Number (FRN) 0019158195	Facility ID Number 60801	Call Sign KCHX-FM	

TYPE OF BROADCAST STATION:

- | | |
|---|--|
| Commercial Broadcast Station | Noncommercial Broadcast Station |
| <input checked="" type="checkbox"/> Radio | <input type="checkbox"/> Educational Radio |
| <input type="checkbox"/> TV | <input type="checkbox"/> Educational TV |
| <input type="checkbox"/> Low Power TV | |
| <input type="checkbox"/> International | |

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (city, state)	Time Brokerage Agreement (check applicable box)
KCHX	60801	<input type="checkbox"/> AM <input checked="" type="checkbox"/> FM <input type="checkbox"/> TV	Midland, TX	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
KFZX	21419	<input type="checkbox"/> AM <input checked="" type="checkbox"/> FM <input type="checkbox"/> TV	Gardendale, TX	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
KMRK	41856	<input type="checkbox"/> AM <input checked="" type="checkbox"/> FM <input type="checkbox"/> TV	Odessa, TX	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
KCRS	9667	<input type="checkbox"/> AM <input checked="" type="checkbox"/> FM <input type="checkbox"/> TV	Midland, TX	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
KCRS	42015	<input checked="" type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV	Midland, TX	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
K238AZ	155720	<input type="checkbox"/> AM <input checked="" type="checkbox"/> FM <input type="checkbox"/> TV	Odessa, TX	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
K248AR	149509	<input type="checkbox"/> AM <input checked="" type="checkbox"/> FM <input type="checkbox"/> TV	Midland, TX	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No

*Filed
3.28.17*

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name Barry Marks		Street Address 700 North Grant Street, 6th Floor	
City Odessa	State TX	Zip Code 79761	Telephone No. (432) 563-9102

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed.

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

SECTION I.

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? Yes No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed <i>Barry Marks, Pres.</i>	Name of Respondent Barry Marks
Title President of General Partner	Telephone No. (include area code) (432) 563-9102
Date March 27, 2017	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

SECTION II.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

NAME	TITLE
Cindy Jones	Business Manager

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

SECTION III.

MID-TERM REPORT

Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

EXHIBIT 1

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

KCHX, KCRS-AM, KCRS-FM, KFZX, KMRK
EEO PUBLIC FILE REPORT
April 1, 2015 thru March 31, 2016

(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 - 20	8, 14, 16
Programming On Air Staff	1 - 12, 14 - 20	16

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

**KCHX, KCRS-AM, KCRS-FM, KFZX, KMRK
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April 1, 2015 thru March 31, 2016

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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 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	2
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	0
14	Employee Referral	N	3
15	Re-Hire	N	0
16	Walk - In	N	2
17	Inside Promotion	N	0
18	Midland Workforce 3510 North A Street, Bldg A Midland, TX 79705	Y	
19	Non Employee Referral	N	0
20	All Access Music Group 1222 16 th Avenue South, Suite 25 Nashville, TN 37212	Y	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			7

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Midland College Job Fair 04/23/15	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	Adventures Career Fair Ector County Coliseum 05/28/15	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	Adventures Career Fair Midland County Horseshoe Arena 10/15/15	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.

4	University of Texas-Permian Basin ICA Radio Station Tour 03/02/16	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. Presentation given on the broadcast industry and careers in broadcasting.
5	Odessa Chamber of Commerce Leadership Odessa ICA Radio – Station Tour 3/17/16	ICA Radio hosted a station tour to approximately 40 members of Leadership Odessa. Discussions included Radio Programming, Sales and Radio Operations. Presentation given on the broadcast industry and careers in broadcasting.
6	Odessa College 2016 Annual Career Fair 03/21/2016	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.
7	University of Texas-Permian Basin 2016 Annual Career Fair 03/31/2016	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.
8	University of Texas-Permian Basin. Classroom Speaking 9/15 – 03/16	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 2015 through March 2016.

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I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hires
[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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April 1, 2016 thru March 31, 2017

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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. Marienfeld 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 th St. Suite 200 Austin, TX 79701-2619	Y	0
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	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 th 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
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			16

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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	University of Texas-Permian Basin ICA Radio Station Tour 03/06/17	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. Presentation given on the broadcast industry and careers in broadcasting.
5	Odessa College 2017 Annual Career Fair 11:00 am – 2:00 pm 03/27/2017	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	University of Texas-Permian Basin 2017 Annual Career Fair 12:00 pm – 4:00 PM 03/30/2017	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.