

KBEST MEDIA

P.O. Box 1632 Big Spring, TX 79721 432-267-6391 432-267-1579 fax www.kbst.com

May 5, 2024

**Filed in Each Station's Online
Public Inspection File**

Investigations & Hearings Division
Enforcement Bureau
Federal Communications Commission
45 L Street, NE
Washington, DC 20554

**Re: Kbest Media, LLC
KBST(AM), Big Spring, Texas
Facility Id. No. 33684
Response to EEO Audit Letter dated March 22, 2024**

Dear Sir or Madam:

Kbest Media, LLC ("Kbest"), the licensee of AM Radio Broadcast Station KBST, Big Spring, Texas, Facility Id. No 33684 (the "Station"), hereby submits this letter in response to the Investigations & Hearings Division, Enforcement Bureau's letter dated March 22, 2024 requesting information on the Equal Employment Opportunity ("EEO") program for the Unit (the "Audit Letter").¹ The Unit of which this Station is associated has more than five full-time employees and is not brokered by another company. Accordingly, this letter provides Kbest's response to Question 2 of the Audit Letter. Unless otherwise indicated, the responses are numbered according to the questions in the Audit Letter.

2(b)(i) Copies of the Unit's two most recent EEO Public File Reports, described in Section 73.2080(c)(6)

Copies of the 2023 and 2024 EEO Public File Reports for the Unit are attached as Exhibits 2 and 3. Two other stations are licensed to Kbest and comprise the Unit: (1) KBST-FM, Big Spring, Texas, Facility Id. No. 33685 and (2) KBTS(FM), Big Spring, Texas, Facility Id. No. 14827. A copy of this response was uploaded to each online public inspection file for each of these stations and posted on their web sites.

¹ The Audit Letter requires Kbest to upload a copy of this response to each station's online public inspection file and submit the response to the FCC by May 6, 2024. Thus, this response is timely filed. A copy of the Audit Letter is attached as Exhibit 1.

2(b)(ii) For each station in the Unit that maintains a website, the website address.

The most recent EEO Public File Report is posted on the station's web site <https://kbst.com/kbst-1490-home/#> and the web site for each station in the Unit.²

2(b)(iii) For each of the Unit's full-time positions filled during the period covered by the EEO Public File Reports noted above, or since acquisition of the Unit (if during that period), the date of hire as required by section 73.2080(c)(5)(vi) as well as dated copies of all advertisements, bulletins, letters, faxes, e-mails or other communications announcing the position, as described in section 73.2080(c)(5)(iii).

No full-time positions were filled during the time period covered by the EEO Public File Reports. Accordingly, there is no documentation to submit with this response. It is Kbest's practice to post all full-time job vacancies to all individuals, organizations and institutions listed in the Unit's EEO Public File Report.

2(b)(iv) As required by Section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all of the Unit's full-time vacancies filled during the period covered by the above-noted EEO Public File Reports

No full-time positions were filled during the time period covered by the EEO Public File Reports.

2(b)(v) Dated documentation of the Unit's recruitment initiatives described in Section 73.2080(c)(2) during the period covered by the above-noted EEO Public File Reports, such as participation in job fairs, events with educational institutions, and mentoring or training programs for staff. Specify the Unit personnel involved in each such recruitment initiative. In addition, provide the Unit's total number of full-time employees and state whether the population of the market is 250,000 people or more. Based upon these two factors, state whether the Unit is required to perform two or four points worth of initiative activities within a two-year period.

The Unit has five full time employees and is part of the Big Spring, Texas market with a population well below 250,000 persons.³ Section 73.2080(c)(2) of the Commission's Rules

² <https://kbst.com/94-3-the-fuse-home/> and <https://kbst.com/kbest957-home/>.

³ The United States Census for 2020 lists the population for Big Spring as 26,145.

states that a unit with five to ten full time employees or in a market with less than 250,000 persons is required to engage in two recruitment initiatives during each two-year period. A description of the recruitment initiatives undertaken is included in the 2023 and 2024 EEO Public File Reports and documentation included in Exhibit 4.⁴ Station personnel involved in the recruitment initiatives and additional documentation are identified in Exhibit 4.

2(b)(vi) Any pending or resolved complaints involving the Unit filed during the Unit's current license term(s) before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or gender.

No such complaints were filed against the Unit during the time period covered by the Audit Letter.

2(b)(vii) In accordance with section 73.2080(b), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), a description of the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and how the Unit has informed employees and job applicants of its EEO policies and program

Kbest holds a training session for all upper-level management in conjunction with the Company's strategic planning and professional education annual meeting. This session is designed specifically to train management personnel on methods of ensuring sound equal employment opportunity (EEO) practices and preventing discrimination. The most recent meeting was held on April 12, 2024. The managers attending the training session for Kbest were Mark Richardson, General Manager, and Malinda Flenniken, Managing Partner. Mark Richardson and Malinda Flenniken reviewed Kbest's EEO Policy Statement. It contains the Company's commitment to ensuring equal opportunity in employment and promotions for minorities and females. They then reviewed in detail the FCC's EEO Policy which states that equal opportunity in employment shall be afforded to all persons, and that no one shall be discriminated against, regardless of race, color, religion, national origin or sex. Both the general and the specific EEO program requirements under the rules were presented and discussed.

⁴ The documents include internships held by two interns during the time period covered by the EEO Public File Reports along with job fairs the Unit participated in at Big Spring High School, Howard College and Big Spring Workforce.

2(b)(viii) *In accordance with section 73.2080(c)(3), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), a description of the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.*

As part of the self-assessment process described above, Prong Three Initiatives were discussed in detail, and each Manager presented examples of such initiatives taken so far this year. The FCC requirement to periodically self-assess and improve a station's EEO program was also discussed. The specific requirements of the self-analysis were discussed, to include a detailed review of the results and proposed enhancements. It was stressed that proper record keeping is very important, and record retention requirements of the FCC were reviewed. Their next discussion was the requirement to prepare an Annual EEO Public File Report. They discussed the components of the report. The participants discussed in detail how each manager could assist. It was stressed that if each station fulfilled its requirements on an ongoing basis throughout the year, and kept adequate records, that the Public File Report would be relatively easy to prepare.

2(b)(ix) *As required by section 73.2080(c)(4), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), a description of the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.*

Mark Richardson and Malinda Flenniken then reviewed the Company's sexual harassment policy. What constitutes harassment and how to respond to it were discussed in detail with actual cases presented and discussed. If the Company's stations are sensitive to harassment issues, and if the policy is followed, the result will be fairer treatment of employees. After a discussion of several other Company policies, to include the dress code and the computer policy, the meeting was adjourned.

A staff seminar was conducted by General Manager Mark Richardson. During this meeting, the entire Equal Employment Opportunity Policy Statement for the company was read. A complete discussion of the policy then ensued. It was also discussed that Kbest wants referrals from the staff for prospective minority and female employees. This was conducted on April 17, 2024 during a Staff Meeting. During this meeting the Sexual Harassment Policy was also read. This included a discussion of what constitutes a hostile environment with sexual harassment and that it can include unwelcome sexual advances, requests for sexual favors, any conduct of a sexual nature or disparaging comments that is sufficiently severe, persistent or pervasive to have

the purpose or effect of unreasonably interfering with an individual's work or creating an intimidating, hostile, abusive or offensive work or learning environment. Also, there was a discussion of how to report sexual harassment to management. Each employee has acknowledged that they understand the policy. Our training seminar is an important part of maintaining a professional work environment. This seminar helps participants identify the types of sexual harassment.

Kbest maintains an Equal Employment Opportunity policy in accordance with Section 73.2080 of the Commission's regulations. Our policy is that all persons shall be afforded equal opportunity in employment, and that no person shall be discriminated against due to race, color, religion, ethnicity, marital status, gender or age. All decisions on employment will be made based on nondiscriminatory considerations. Our corporate officers and General Manager have been instructed to rigorously enforce this policy and require strict cooperation of all employees in its implementation. Employees observing actions in violation of this policy are required to contact our executive. All such communications will be held in the utmost confidence and thoroughly investigated.

Management of the Unit holds weekly management meetings for all departments of the Unit. The employment practices and benefits of the Unit are discussed from time to time during these meetings. Management of the licensee meets routinely through the year to discuss operations at the Unit. As part of these meetings, management would review employee benefits, seniority practices, promotions and selection techniques to make sure that it is competitive with the marketplace and industry standards. In addition to compliance with federal, state and local laws, such a review has the additional benefit of ensuring that KBest Media attracts the best and the brightest in the industry to work at the Unit, while also ensuring a diverse staff reflective of the community.

The Unit does not have any union employees.

2(b)(ix) *If your entity is a religious broadcaster and any of the Unit's full-time employees are subject to a religious qualification as described in Section 73.2080(a) of the rules, the Unit should indicate that status in your response to this letter and provide data as applicable to the Unit's EEO program.*

The Unit's employees are not subject to a religious qualification.

Respectfully submitted,

KBEST MEDIA, LLC

By: 
Malinda Flenniken
Managing Partner

EXHIBIT 1

EEO AUDIT LETTER
March 22, 2024



Federal Communications Commission
Washington, D.C. 20554

March 22, 2024

Dear Licensee:

1. In accordance with 47 CFR § 73.2080(f)(4), [Station call sign] (the Station) and all other stations, if any, in the same station employment unit (defined by 73.2080(e)(2) as commonly owned stations in the same market that share employees) (the Unit) has been randomly selected for an audit of its Equal Employment Opportunity (EEO) program. A copy of section 73.2080 of the Federal Communications Commission (FCC or Commission) rules can be found here: <https://www.fcc.gov/enforcement/eb-eeo/equal-employment-opportunity-rules>.

2. Audit Data Requested.

(a) If the Unit has fewer than five full-time employees (defined by section 73.2080(e)(1) as employees regularly assigned to work 30 hours a week or more), submit a response listing the Unit's full-time employees identified by job title (no personal names should be provided), the number of hours each is regularly assigned to work per week, and a response to Question 2(b)(vi) below. Please also see Questions 3 and 4 below for guidance regarding brokers and brokered stations.

(b) If the Unit employs five or more full-time employees, provide the following information:

(i) Copies of the Unit's two most recent EEO Public File Reports, described in section 73.2080(c)(6).

(ii) For each station in the Unit that maintains a website, the website address. If the Unit's most recent EEO Public File Report is not posted on each website as required by section 73.2080(c)(6), identify that website and explain why the report is not so posted. If the Unit does not maintain a website, but its corporate site contains a link to a site pertaining to the Unit, identify the corporate website address where the Unit's most recent EEO Public File Report is linked pursuant to section 73.2080(c)(6).

(iii) For each of the Unit's full-time positions filled during the period covered by the EEO Public File Reports noted above, or since acquisition of the Unit (if during that period), the date of hire as required by section 73.2080(c)(5)(vi) as well as dated copies of all advertisements, bulletins, letters, faxes, e-mails or other communications announcing the position, as described in section 73.2080(c)(5)(iii). However, to reduce the burden of responding to this audit, if a job notice was sent to multiple sources, the Unit may include in its response: (1) documentation showing one such notice was sent, (2) a list of the additional sources to which the notice was distributed, and (3) a statement confirming notices to all additional sources used to announce the vacancy were retained, as required by section 73.2080(c)(5)(iii).² Include, however, copies of all job announcements sent to any organization (identified separately from other recruitment sources) that has notified the Unit that it wants to be notified of the Unit's job openings, as described in section 73.2080(c)(1)(ii).

(iv) As required by section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all the Unit's full-time vacancies filled during the period covered by the above-noted EEO Public File Reports.

² For on-air announcements that aired multiple times to advertise the position, you may send a traffic log summary documenting the timeframe during which the announcements aired (in lieu of the log in its entirety). The log showing all air dates and times may be required for additional verification, but the Unit need not provide with its initial response.

(v) Dated documentation demonstrating performance of the Unit's recruitment initiatives described in section 73.2080(c)(2) during the period covered by the above-noted EEO Public File Reports, such as participation in job fairs, events with educational institutions, and mentoring or training programs for staff. Specify the Unit personnel involved in each recruitment initiative. In addition, provide the Unit's total number of full-time employees and state whether the population of the market in which any of the Unit's stations operates is 250,000 or more. Based upon these two factors, and as required by section 73.2080(c)(2) and (e)(3) of the Commission's rules, state whether the Unit is required to perform two or four points worth of initiative activities within a two-year period (measured from the date the stations in the Unit file their renewal applications and the second, fourth, sixth and eighth anniversaries of that date). If the Unit performed more than the required number of initiative activities, it may provide documentation for only the required amount in its response, i.e., two or four points worth. If any documentation provided appears inadequate, e.g., it is not dated or does not clearly prove the Unit's participation, the Commission may ask for additional verification.

(vi) Any pending or resolved complaints involving the Unit filed during the Unit's current license term(s) before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or gender. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that the Unit must report all complaints, regardless of their status or disposition.

(vii) In accordance with section 73.2080(b), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), a description of the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and how the Unit has informed employees and job applicants of its EEO policies and program.

(viii) In accordance with section 73.2080(c)(3), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), a description of the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.

(ix) As required by section 73.2080(c)(4), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), a description of the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.

(x) If your entity is a religious broadcaster and any of the Unit's full-time employees are subject to a religious qualification as described in section 73.2080(a) of the rules, the Unit should indicate that status in its response and provide data as applicable to its EEO program. For example, for those full-time hires subject to a religious qualification, you must provide only a record of the hire listed by job title and date filled, the recruitment sources used for the opening, and the source that referred the person hired. No other records are required for those hires. If five or more full-time positions are not subject to a religious qualification, the licensee must maintain and provide all records for such hires and complete the initiatives required under section 73.2080(c)(2). Otherwise, a religious broadcaster is not required to perform these initiatives.

(c) Resumes, company training manuals, posters, employee handbooks, and corporate guidebooks are not required to be submitted. If any of the information in these or similar materials is relevant to any part of this audit letter, the Unit may provide a summary of any content if it so wishes. If this audit requires an unusually burdensome volume of documentation, the Unit may contact EEO staff at (202) 418-1450 at least seven days prior to the response deadline to discuss alternative ways of condensing the information.

3. Time Brokerage—Licensee of brokered station(s) receives audit letter.

If any station included in the Unit is subject to a time brokerage agreement, the licensee must immediately forward a copy of this letter to the broker under each such agreement. Additionally, if the Unit employs fewer than five full-time employees, the licensee must respond by providing a list of the Unit's full-time employees listed by job title, the number of hours each employee is assigned to work, and a response to paragraph 2(b)(vi) above. If the Unit employs five or more full-time employees, the licensee must respond fully to paragraph 2(b).

4. Time Brokerage—Broker receives audit letter.

(a) **Broker receives audit letter from brokered station licensee.** The broker must submit information requested in paragraph 2(b) above concerning information relating only to its own full-time employees working on behalf of the brokered station, as required by section 73.2080(f)(3) of the Commission's rules. If recruitment activity for those brokered station employees is maintained with that of other stations licensed to you, and you lack the ability to separate the information, submit information pertaining to both.

(b) **Broker receives audit letter directly from Commission.** If any station in the Unit is licensed to you, submit information requested in paragraph 2(b) above for the Unit's EEO program. If recruitment activity pertaining to full-time employees working on behalf of another station you broker is maintained with that of the Unit, and you lack the ability to separate the information, submit information pertaining to both.

(c) **Broker described in 4(a) or 4(b).** If full-time employees at the station you broker, combined with full-time employees at the Station (or Unit), total fewer than five, you need only respond to this letter by submitting a list of full-time employees (identified by job title and number of hours regularly assigned to work per week) for both the brokered station(s) and subject Station as well as a response to paragraph 2(b)(vi).

5. Procedures.

(a) **The response to this audit letter must be uploaded to the FCC-hosted online public inspection file (<https://publicfiles.fcc.gov/>) belonging to each station in the Unit by no later than May 6, 2024.** The response should be placed in the EEO Audits, Investigations, and Complaints subfolder in the online public file (found at EEO Records>>Additional Documents>> EEO Audits, Investigations, and Complaints). Include in the response the Station's Facility ID Number and an e-mail address of a Station representative.

(b) Any extension of time must be requested at least five days prior to aforementioned deadline (via email to EB-EEO@fcc.gov), indicate the additional time the Unit believes it needs to complete its response (not to exceed 45 days) and will be granted only upon a showing of good cause. Unless and until an extension is granted, the original deadline remains in effect.

(c) If the Unit submitted an EEO audit response in 2022 or 2023 and/or the most recent license renewal application(s) applicable to the Unit were granted after February 1, 2022, send an email to EB-EEO@fcc.gov for additional guidance on whether a response is required. In the email, provide a

reference to the relevant filings/applications before the Commission.

(d) The accuracy and completeness of the response must be certified by an officer, partner or other principal of the Station licensee or broker (as appropriate) or, in the case of a noncommercial educational station, by an officer, member or other principal of the licensee. (See 47 CFR § 1.16.) To knowingly and willfully make any false statement or conceal any material fact in response to this audit is punishable by fine or imprisonment (see 18 U.S.C. § 1001; 47 CFR § 1.17), revocation of any station license or construction permit (47 U.S.C. § 312(a)(1)), and/or forfeiture (47 U.S.C. § 503). Failure to respond to this audit letter by the deadline is punishable by sanctions in accordance with section 73.2080(g).

(e) As required by sections 73.3526(e)(10) (commercial stations) and 73.3527(e)(11) (noncommercial educational stations), a copy of this letter and the response must be placed in the FCC-hosted online public inspection file belonging to each station in the Unit. Consequently, the response should **NOT include personal information about individuals, such as social security numbers, home addresses, or other personally identifiable information. The FCC does not require that employment units retain such information in their records, or that such information be provided in response to this letter.**

(f) Upon receipt, audit responses will be reviewed for completeness. If any questions arise or there are missing materials, EEO staff will contact you. The Enforcement Bureau no longer issues letters to licensees upon completion of our review of audit responses.

6. Should you have any questions, please contact EEO Staff at EB-EEO@fcc.gov or (202) 418-1450. Thank you for your cooperation.

Sincerely,

/s/ Elizabeth Goldin

Elizabeth E. Goldin
Assistant Chief, Investigations & Hearings Division
Enforcement Bureau

**MARCH 22, 2024 BROADCAST EEO AUDIT
RADIO & TELEVISION STATIONS**

	CALL SIGN	SERVICE	FACILITY ID	CITY OF LICENSE	STATE	LICENSEE NAME
29.	KHOV-FM	FM	29021	WICKENBURG	AZ	Univision Radio Stations Group, Inc.
30.	KHSU	FM	28111	ARCATA	CA	California State Polytechnic University, Humboldt
31.	KIDO	AM	17396	NAMPA	ID	Townsquare License, LLC
32.	KISO	FM	71411	OMAHA	NE	iHM Licenses, LLC
33.	KIST-FM	FM	31434	CARPINTERIA	CA	Rincon Broadcasting LS LLC
34.	KJTV	AM	55061	LUBBOCK	TX	Ramar Communications, Inc.
35.	KKAP	DTV	58267	LITTLE ROCK	AR	Educational Broadcasting Corporation
36.	KKNT	AM	13508	PHOENIX	AZ	Salem Communications Holding Corporation
37.	KKQX	FM	164232	MANHATTAN	MT	Silver Star Communications, Inc.
38.	KKWS	FM	28650	WADENA	MN	HBI Radio Brainerd/Wadena, LLC
39.	KLRT-TV	DTV	11951	LITTLE ROCK	AR	Mission Broadcasting, Inc.
40.	KLTY	FM	2809	ARLINGTON	TX	Inspiration Media of Texas, LLC
41.	KMAT	FM	72527	SEADRIFT	TX	Cordell Communications, Inc.
42.	KMCT-TV	DTV	38584	WEST MONROE	LA	KMCT Holdings, LLC
43.	KMEL	FM	35121	SAN FRANCISCO	CA	iHM Licenses, LLC
44.	KNHD	AM	27124	CAMDEN	AR	Family Worship Center Church, Inc.
45.	KNLV	AM	35247	ORD	NE	MWB Broadcasting II, LLC
46.	KOEZ	FM	7823	AMES	IA	Saga Communications Of Iowa, LLC
47.	KOFK-FM	FM	172286	BOZEMAN	MT	Guild of St. Peter Educational Association
48.	KOHH	FM	172573	SAN LUCY	AZ	Tohono O'Odham Nation
49.	KOUW	FM	83882	ISLAND PARK	ID	Wood River Media, LLC
50.	KPHX	AM	13790	PHOENIX	AZ	La Hermosa Radio, LLC
51.	KPOP	FM	190388	HARTSHORNE	OK	Heartbeat Oklahoma LLC
52.	KPRW	FM	31058	PERHAM	MN	Leighton Radio Holdings, Inc.
53.	KQBU	AM	67065	EL PASO	TX	97.5 Licensee TX LLC
54.	KQCI	FM	174323	FREER	TX	CENTRO CRISTIANO DE VIDA ETERNA
55.	KQFC	FM	51217	BOISE	ID	Radio License Holding CBC, LLC
56.	KQNU	FM	3971	ONAWA	IA	Powell Broadcasting Company, Inc.

EXHIBIT 2

2023 EEO PUBLIC FILE REPORT

1) **Job Title:** None

(s) of Hiree: TAB

Normal Hiring Notices

Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	# of Interviews Referred	Did Recruitment Source Request notification? (Yes or No)
Permian Basin Workforce Ctr		3510 N "A" St., Bldg.A Midland, TX 79707			
Odessa College		201 W. University Odessa, TX 79764			
Midland Hispanic Chamber of Commerce		208 S. Marienfeld Midland, TX 79702			
Texas Workforce Comm.		PO BOX 60445 Midland, TX 7971			
Big Spring Area Chamber of Commerce		PO Box 1391 Big Spring, TX 79720			
Howard College		1001 Birdwell Lane Big Spring TX 79720			
NAACP Midland Branch		PO BOX 50881 Midland, TX 79710			
NAACP Odessa Branch		717 OXFORD DRIVE Odessa, TX 7976			

KBST MEDIA		608 Johnson St Big Spring TX 79720			
Casa De Amigos		110-1 Garden Lane Midland TX 79731			
RadioOnline.com					
AllAccess.com					

2) Job Title: None

Referral Source(s) of Hiree: All Access

Normal Hiring Notices

Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	# of Interviews Referred	Did Recruitment Source Request notification? (Yes or No)
Permian Basin Workforce Ctr		3510 N "A" St., Bldg.A Midland, TX 79707			
Odessa College		201 W. University Odessa, TX 79764			
Midland Hispanic Chamber of Commerce		208 S. Marienfeld Midland, TX 79702			
Texas Workforce Comm.		PO BOX 60445 Midland, TX 7971			
Big Spring Area Chamber of Commerce		PO Box 1391 Big Spring, TX 79720			
Howard College		1001 Birdwell Lane Big Spring TX 79720			
NAACP Midland Branch		PO BOX 50881 Midland, TX 79710			
NAACP Odessa Branch		717 OXFORD DRIVE Odessa, TX 7976			

KBST MEDIA		608 Johnson St Big Spring TX 79720			
Casa De Amigos		110-1 Garden Lane Midland TX 79731			

RadioOnline.com					
AllAccess.com					

2) **Total # of Interviewees Referred:** For the period from April 31, 2022 to March 31, 2023, this Employment Unit interviewed 0 interviewees for full-time job vacancies.

3) **Supplemental Recruitment Initiatives.** List and briefly describe the Supplemental Recruitment Initiatives undertaken during the preceding twelve (12) months.

a. **Initiative:** Participation in job fair and career days

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by name and title) and specific date/time/place information.

_____ See Attachment A _____

b. **Initiative:** Job Bank

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by name and title) and specific date/time/place information.

_____ See Attachment B _____

c. **Initiative:** Convention/Training

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by name and title) and specific date/time/place information.

_____ See Attachment C _____

d. **Initiative:** EEO Discrimination Training for Upper Management.

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by name and title) and specific date/time/place information.

_____ See Attachment D _____

e. **Initiative:** EEO & Sexual Harassment Staff Meeting.

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by name and title) and specific date/time/place information.

See Attachment E

f. **Initiative:** Internship Program.

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by name and title) and specific date/time/place information.

Fairs/Career Days

KBST AM, KBST FM and KBTS FM participated in a Howard College Career Day and the Cosden Federal Credit Union Budget Reality Fair.

2022-23 EEO Activities – TAB Job Bank

TAB Job Bank

As a member station of the Texas Broadcasters Association, KBST AM, KBST FM & KBTS FM supports and participates in the Texas Broadcasters Association (TAB) Job Bank which is maintained on the TAB's website. Member stations, including those listed above, submit all job openings as they occur and provide email addresses for responses. The job bank encourages minorities and women from around the county to submit their resumes for consideration by Texas area stations.

Convention/Training

KBST AM, KBST FM & KBTS FM representatives did not attend any Conventions or Training events.

EQUAL EMPLOYMENT OPPORTUNITY AND DISCRIMINATION PREVENTION TRAINING UPPER LEVEL MANAGEMENT

A training session was held for all upper level management of KBEST Media LLC in Big Spring Texas in conjunction with the Company's strategic planning and professional education annual meeting. This session was designed specifically to train management personnel on methods of ensuring sound equal employment opportunity (EEO) practices and preventing discrimination.

The managers attending the training session for KBEST were Mark Richardson, Operations Manager and Malinda Flenniken, Managing Partner.

Mark Richardson and Malinda Flenniken reviewed KBEST's EEO Policy Statement. It contains the Company's commitment to ensuring equal opportunity in employment and promotions for minorities and females. A copy of the company's EEO Policy Statement is attached for review.

They then reviewed in detail the FCC's EEO Policy which states that equal opportunity in employment shall be afforded to all persons, and that no one shall be discriminated against, regardless of race, color, religion, national origin or sex. Both the general and the specific EEO program requirements under the rules were presented and discussed. Prong Three Initiatives were discussed in detail, and each Manager presented examples of such initiatives taken so far this year. The FCC requirement to periodically self-assess and improve a station's EEO program was also discussed. The specific requirements of the self-analysis were discussed, to include a detailed review of the results and proposed enhancements. It was stressed that proper record keeping is very important, and record retention requirements of the FCC were reviewed.

Their next discussion was the requirement to prepare an Annual EEO Public File Report. They discussed the components of the report. The participants discussed in detail how each manager could assist. It was stressed that if each station fulfilled its requirements on an ongoing basis throughout the year, and kept adequate records, that the Public File Report would be relatively easy to prepare.

Mark Richardson and Malinda Flenniken then reviewed the Company's sexual harassment policy. What constitutes harassment and how to respond to it were discussed in detail with actual cases presented and discussed. If the Company's stations are sensitive to harassment issues, and if the policy is followed, the

result will be fairer treatment of employees. After a discussion of several other Company policies, to include the dress code and the computer policy, the meeting was adjourned.

Attachment E

EEO and Sexual Harassment Staff Seminar

A staff seminar was conducted by Operations Manager Mark Richardson. This training / seminar was held on Monday, March 13th, 2023. During this meeting, the entire KBEST MEDIA, Equal Employment Opportunity Policy Statement was read. A complete discussion of the policy then ensued. It was also discussed that KBEST MEDIA wants referrals from the staff for prospective minority and female employees.

During this meeting the Sexual Harassment Policy was also read. We discussed what constitutes a hostile environment with sexual harassment and that it can include unwelcome sexual advances, requests for sexual favors, any conduct of a sexual nature or disparaging comments that is sufficiently severe, persistent or pervasive to have the purpose or effect of unreasonably interfering with an individual's work or creating an intimidating, hostile, abusive or offensive work or learning environment. Also, there was a discussion of how to report sexual harassment to management in Big Spring, Texas and to our corporate headquarters on Gregg St in Big Spring Texas.

Each employee has acknowledged that they understand the policy.

Our training seminar is an important part of maintaining a professional work environment. This seminar helps participants identify the types of sexual harassment.

EQUAL EMPLOYMENT OPPORTUNITY POLICY

KBEST Media maintains an Equal Employment Opportunity policy in accordance with Section 73.2080 of FCC regulations. Our policy is that all persons shall be afforded equal opportunity in employment, and that no person shall be discriminated against due to race, color, religion, ethnicity, marital status, gender or age. All decisions on employment will be made based on nondiscriminatory considerations.

Our corporate officers and General Manager have been instructed to rigorously enforce this policy and require strict cooperation of all employees in its implementation. Employees observing actions in violation of this policy are required to contact our executive. All such communications will be held in the upmost confidence and thoroughly investigated.

Internship Program

KBEST Media utilized one intern between May, 2022 and April, 2023. Brylea Gordon, Texas Tech University, focused on our Social Media components. She was responsible for helping launch an improved website as well as developing and opening a new App, KBEST Media.

NARRATIVE STATEMENT

The unemployment rate in Howard County is 4.9%, meanwhile in neighboring Midland County unemployment is one of the nation’s lowest at 2.5% to 3.6%. As the price of oil begins to improve, companies are beginning to resume drilling which will have a positive impact concerning unemployment.

Month/Year	Howard County, TX%	Texas%	National %
5/ 2022	4.9%	3.9%	3.6%
2016 Midland, TX Unemployment Rate			

Month/Year	Midland, TX%
5 / 2022	3.5%

Unemployment remains low in Howard County although it has increased over the past year resulting in a decrease in housing costs. Median List Price of homes in Howard County, TX is \$153,784. The economy is slowing.

A review of the current employment roster indicates there are six full time employees at the stations; five of whom are female. One of the females is our Managing Partner, and the others fill full time, professional jobs. The Managing Partner is in charge of the stations. One of these minority employees is among our highest compensated employees at the stations. Among the four-fulltime time female employees, one is Hispanic. We had no full-time job openings during the past 12 months. Had we had openings, we would have diligently recruited in compliance with the Commissions EEO Rules. During the past year, we have revised the list of organizations we contact whenever we have a job opening. We will continue to add new sources to our outreach, which could help provide more interviews with qualified minorities

Job Fair participation and other Prong 3 initiatives should help our continuing efforts to recruit females and minorities. We have also performed a thorough self-assessment in connection with this report to

make sure that our policies are being followed and that there is no discrimination in practice at the stations in either the hiring or employment process.

We are not expecting to add any additional employees in 2022, and we will continue to strive to meet our obligations to the FCC as well as to fulfill the objectives of our own EEO Policy.

EXHIBIT 3

2024 EEO PUBLIC FILE REPORT

1) **Job Title:** None

(s) of Hiree: TAB

Normal Hiring Notices

Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	# of Interviews Referred	Did Recruitment Source Request notification? (Yes or No)
Permian Basin Workforce Ctr		3510 N "A" St., Bldg.A Midland, TX 79707			
Odessa College		201 W. University Odessa, TX 79764			
Midland Hispanic Chamber of Commerce		208 S. Marienfeld Midland, TX 79702			
Texas Workforce Comm.		PO BOX 60445 Midland, TX 7971			
Big Spring Area Chamber of Commerce		PO Box 1391 Big Spring, TX 79720			
Howard College		1001 Birdwell Lane Big Spring TX 79720			
NAACP Midland Branch		PO BOX 50881 Midland, TX 79710			
NAACP Odessa Branch		717 OXFORD DRIVE Odessa, TX 7976			

KBST MEDIA		608 Johnson St Big Spring TX 79720			
Casa De Amigos		110-1 Garden Lane Midland TX 79731			
RadioOnline.com					
AllAccess.com					

2) Job Title: None

Referral Source(s) of Hiree: All Access

Normal Hiring Notices

Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	# of Interviews Referred	Did Recruitment Source Request notification? (Yes or No)
Permian Basin Workforce Ctr		3510 N "A" St., Bldg.A Midland, TX 79707			
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KBST MEDIA		608 Johnson St Big Spring TX 79720			
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RadioOnline.com					
AllAccess.com					

- 2) **Total # of Interviewees Referred:** For the period from April 31, 2023 to March 31, 2024, this Employment Unit interviewed 0 interviewees for full-time job vacancies.
- 3) **Supplemental Recruitment Initiatives.** List and briefly describe the Supplemental Recruitment Initiatives undertaken during the preceding twelve (12) months.

a. **Initiative:** Participation in job fair and career days

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by name and title) and specific date/time/place information.

_____ See Attachment A _____

b. **Initiative:** Job Bank

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by name and title) and specific date/time/place information.

_____ See Attachment B _____

c. **Initiative:** Convention/Training

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by name and title) and specific date/time/place information.

_____ See Attachment C _____

d. **Initiative:** EEO Discrimination Training for Upper Management.

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by name and title) and specific date/time/place information.

_____ See Attachment D _____

e. **Initiative:** EEO & Sexual Harassment Staff Meeting.

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by name and title) and specific date/time/place information.

See Attachment E

f. **Initiative:** Internship Program.

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by name and title) and specific date/time/place information.

Fairs/Career Days

KBST AM, KBST FM and KBTS FM participated in the Coahoma ISD Career Day, the Cosden Federal Credit Union Budget Reality Fair, the Howard College Fall Job Fair and the Howard College Spring Job Fair.

2017-18 EEO Activities – TAB Job Bank

TAB Job Bank

As a member station of the Texas Broadcasters Association, KBST AM, KBST FM & KBTS FM supports and participates in the Texas Broadcasters Association (TAB) Job Bank which is maintained on the TAB's website. Member stations, including those listed above, submit all job openings as they occur and provide email addresses for responses. The job bank encourages minorities and women from around the county to submit their resumes for consideration by Texas area stations.

Convention/Training

KBST AM, KBST FM & KBTS FM representatives did not attend any Conventions or Training events.

**EQUAL EMPLOYMENT OPPORTUNITY AND
DISCRIMINATION PREVENTION TRAINING
UPPER LEVEL MANAGEMENT**

A training session was held for all upper-level management of KBEST Media LLC in Big Spring Texas in conjunction with the Company's strategic planning and professional education annual meeting. This session was designed specifically to train management personnel on methods of ensuring sound equal employment opportunity (EEO) practices and preventing discrimination. This meeting was held on Monday, February 12th, 2024.

The managers attending the training session for KBEST were Mark Richardson, General Manager and Malinda Flenniken, Managing Partner.

Mark Richardson and Malinda Flenniken reviewed KBEST's EEO Policy Statement. It contains the Company's commitment to ensuring equal opportunity in employment and promotions for minorities and females. A copy of the company's EEO Policy Statement is attached for review.

They then reviewed in detail the FCC's EEO Policy which states that equal opportunity in employment shall be afforded to all persons, and that no one shall be discriminated against, regardless of race, color, religion, national origin or sex. Both the general and the specific EEO program requirements under the rules were presented and discussed. Prong Three Initiatives were discussed in detail, and each Manager presented examples of such initiatives taken so far this year. The FCC requirement to periodically self-assess and improve a station's EEO program was also discussed. The specific requirements of the self-analysis were discussed, to include a detailed review of the results and proposed enhancements. It was stressed that proper record keeping is very important, and record retention requirements of the FCC were reviewed.

Their next discussion was the requirement to prepare an Annual EEO Public File Report. They discussed the components of the report. The participants discussed in detail how each manager could assist. It was stressed that if each station fulfilled its requirements on an ongoing basis throughout the year, and kept adequate records, that the Public File Report would be relatively easy to prepare.

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A staff seminar was conducted by General Manager Mark Richardson. During this meeting, the entire KBEST MEDIA, Equal Employment Opportunity Policy Statement was read. A complete discussion of the policy then ensued. It was also discussed that KBEST MEDIA wants referrals from the staff for prospective minority and female employees. This was conducted on Monday, March 11th during a Staff Meeting.

During this meeting the Sexual Harassment Policy was also read. We discussed what constitutes a hostile environment with sexual harassment and that it can include unwelcome sexual advances, requests for sexual favors, any conduct of a sexual nature or disparaging comments that is sufficiently severe, persistent or pervasive to have the purpose or effect of unreasonably interfering with an individual's work or creating an intimidating, hostile, abusive or offensive work or learning environment. Also, there was a discussion of how to report sexual harassment to management in Big Spring, Texas and to our corporate headquarters on Gregg St in Big Spring Texas.

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Internship Program

KBEST Media utilized one intern between May, 2023 and April, 2024. Elisa Rodriguez (Big Spring High School). Her primary responsibilities included Production work, assisting our Production Director, Board Op'ing for sports and on-air co-hosting.

NARRATIVE STATEMENT

The unemployment rate in Howard County is 4.3%, meanwhile in neighboring Midland County unemployment is one of the nations lowest at 2.6%. As the price of oil remains high, oil companies continue to drill which has have a positive impact concerning unemployment.

Month/Year	Howard County, TX%	Texas%	National %
5/ 2023	4.3%	4.0%	3.7%

2016 Midland, TX Unemployment Rate

Month/Year	Midland, TX%
5 / 2016	1.8%

Unemployment is at all-time lows resulting in a spike of housing costs. However, housing prices have fallen significantly over the last year. Median List Price of homes in Howard County, TX is \$165,000. This is a 19% reduction since 2022 The economy is booming and local business is thriving.

A review of the current employment roster indicates there are six full time employees at the stations; four of whom are female. One of the females is our Managing Partner, and the others fill full time, professional jobs. The Managing Partner is in charge of the stations. One of these minority female employees is among our highest compensated employees at the stations. Among the four-fulltime time female employees, one is Hispanic. We had no full-time job openings during the past 12 months. Had we had openings, we would have diligently recruited in compliance with the Commissions EEO Rules. During the past year, we have revised the list of organizations we contact whenever we have a job opening. We will continue to add new sources to our outreach, which could help provide more interviews with qualified minorities

Job Fair participation and other Prong 3 initiatives should help our continuing efforts to recruit females and minorities. We have also performed a thorough self-assessment in connection with this report to make sure that our policies are being followed and that there is no discrimination in practice at the stations in either the hiring or employment process.

We are not expecting to add any additional employees in 2024, and we will continue to strive to meet our obligations to the FCC as well as to fulfill the objectives of our own EEO Policy.

EXHIBIT 4
2023 AND 2024
RECRUITMENT INITIATIVES

BRYLEA GORDON INTERNSHIP

K-BEST MEDIA, LLC

P.O. Box 1632 Big Spring, TX 79721 432-267-6391 432-267-1579 fax www.kbst.com

January 27, 2023

It has been brought to my attention that Brylea Gordon is applying for some scholarships from the Texas Association of Broadcasters. I want to assure you that Brylea is exactly the type of candidate that deserves consideration for a scholarship. Brylea is what the new generation of broadcasting needs.

I hope you will consider her for a multitude of reasons. I think her resourcefulness stood out the most with me. She was given some assignments that we had all struggled with for a considerable amount of time. She found ways through social media and the internet to solve a lot of our issues. She also brings a young person's perspective to a business that quite honestly needs fresh ideas and new ways of accomplishing projects. Her personality kept our office laughing constantly. She is very quick witted and funny.

Most importantly, Brylea is dependable. She will be at work, in class or wherever she is needed. She will work hard and look for additional assignments.

K-BEST Media was lucky to have Brylea as an intern. She earned our trust and we hope that someday she can rejoin this team.

I am available for further questions at any time. My cell phone number is 432-254-5790.

In support of Brylea Gordon.



Mark Richardson
Operations Manager
K-Best Media



TBEF Scholarship Essay – My Ultimate Career Goal

Throughout all our lives we have probably at one point, or another memorized our favorite radio stations frequency to tune into, their jingles, and maybe even commercials that were often played. Growing up, “The Radio People,” as I would call them, always filled me with such excitement. I loved hearing them speak to me while I sat in the back seat of the family car headed to school. Not only did they tell me all about the weather and news happening around us, but they would also read my county’s school lunch menus for that day. I would tell my mom that I would be reading the lunch menu when I was grown up.

Heading into college I was very conflicted when deciding what I wanted for my future. My passion for radio had stuck with me, but the people around me told me that radio was a dying industry and going nowhere. This pushed me into making the decision to explore other career options. I decided to major in Public Relations and Strategic Communication with a minor in advertising. When beginning to get into my major classes, I felt like something was missing. I didn’t feel the passion I always had for radio broadcasting. Heading into the summer, I decided I needed to dip my toes in the water and gain experience through an internship. Not being able to shake the feeling that something was wrong, I decided to message my local radio station’s General Manager in hopes of being able to intern with them and finally get an inside look into the industry I had admired for so long. I can now say that this was the most beneficial decision I have ever made for myself. I was thrown full force into the radio broadcasting industry which was everything I had imagined it to be. It was during this summer that I realized, radio is very much still alive.

Once my summer with my local radio station ended, it was time to head back to my university, but this time I had a plan for my future. I changed my minor to Creative Media

Industries in order to hopefully grasp the skills I would need in order to carry through with my new career plans. There have been a lot of challenges I have faced since entering this new phase of my life. A lot of doubt and weird looks have been placed on me when telling people what my ultimate career goal is. A strong phrase used in the world of technology and now more heavily in the radio industry is that, "We either adapt or die." We have seen multiple examples of this in modern technology's short time here. The people of radio know that it is now *our* time to find ways to adapt and overcome this fast-changing world. My ultimate career goal is not only to push forward with these new adaptations, but to help create an experience that launches radio into a new era that will flourish.

Radio has brought joy to people for over a century now and I refuse to deprive future generations of this feeling. I have a few ways I plan to implement my goal throughout my professional career as reawakening the public to radio is not something that can happen overnight. The industry has already begun adapting by taking control of new options that have never been available before. I had the opportunity to help my local radio station adapt by creating an app for them which not only provided our local news, but also let you stream their stations no matter where you are! This might not seem like the huge new adaptation that will carry the industry for years to come, however it is the beginning of many ways radio will succeed in this new time. I believe radio will use streaming to its utmost ability while also honing in on social media activity. Instead of looking at the changes radio will have to make in a bad light, I choose to look at it as exciting opportunity to bring radio with us as we continue to progress as a society.

Radio streaming and broadcasting is something I hold close to my heart. When thinking about where I want to be in 30 years, there is no place or industry I would rather be. I was lucky

enough to discover my passion at a young age and I am so glad I have decided to pursue it to my utmost ability. No matter what changes and innovations go into bringing radio broadcasting to a new light, I am very excited to be a part of it. Radio is not lost or dying... no matter who might attempt to claim this. It is just it's turn to evolve, and my goal is to make radio as meaningful to others as it has been to me.

ELISA RODRIGUEZ INTERNSHIP



Fwd: New Hire Position

1 message

Adrienne Green <adrienne@kbst.com>
To: Mark Richardson <mark@kbst.com>

Tue, Apr 30, 2024 at 1:10 PM

see attached.

----- Forwarded message -----
From: **Elisa Rodriguez** <rodrigueznelisa1908@gmail.com>
Date: Thu, Jun 22, 2023 at 2:13 PM
Subject: Re: New Hire Position
To: Adrienne Green <adrienne@kbst.com>

Elisa was given an internship position. She helped in the News Department with obtaining stories and writing them up. She also learned how to operate our Studio Boards during Sports and Remote broadcasts.

On Wed, Jun 21, 2023 at 5:14 AM Adrienne Green <adrienne@kbst.com> wrote:
Got it, thanks! Please reply with a good phone number and we'll be in touch soon to schedule an interview.

- Adrienne Green

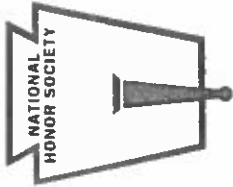
On Tue, Jun 20, 2023 at 6:05 PM Elisa Rodriguez <rodrigueznelisa1908@gmail.com> wrote:

Sent from my iPhone

1. I have an interest in radio communication, and being around to help at radio stations.
2. I hope to learn on how to be presentable, multiple tasks and being able to follow an instruction in higher standards.
3. Monday - Friday, I can't on Sundays for religious purposes.

432-268-3007

JOB FAIRS



NHS

2023-2024

Community Service Log



Date	Service/Activity	Hours Served	Verification Signature
	Steer Food Pantry		
	Chocolate Sales Fundraiser		
	Humane Society		
	Nursing Home		sold 3 boxes
	Salvation Army		
	Keep BS Beautiful		Kebeast 3/6 7-9
12/9/23	KBEST media	7-9:00	Andrew Adams
12/9/23	KBEST media	6:45-9:00 12:45-1:00	Andrew Adams
	Service of Your Choice (2 hours)		
12/9/23	Festival of lights greeter (a)	6:00-8:00	Meredith Cochran
12/10/23	*HEB Feast of Sharing (a)	10:15-12:30	Meredith Cochran
	*Big Spring Trash Off		
	Total Hours (15 or more)		

KBEST media *
Intern hours*

*Logs are due by May 1, 2024



Mark Richardson <operations@kbst.com>

RE: Career Fair 2023

1 message

Channel Parrish <cparrish@howardcollege.edu>

Mon, Feb 20, 2023 at 5:04 PM

To: "jessica.dickens@ttuhsc.edu" <jessica.dickens@ttuhsc.edu>, "albert.a.garza@navy.mil" <albert.a.garza@navy.mil>, "MROBERTSON@SPITRACTOR.COM" <MROBERTSON@spittractor.com>, "maxey.nuss@tdcj.texas.gov" <maxey.nuss@tdcj.texas.gov>, "sking@mybigspring.com" <sking@mybigspring.com>, "Sanjuanita.yeats@hhs.texas.gov" <Sanjuanita.yeats@hhs.texas.gov>, "rachel.ortega@va.gov" <rachel.ortega@va.gov>, "ryan.cavazos@oncor.com" <ryan.cavazos@oncor.com>, "Tina.Columbus@steward.org" <Tina.Columbus@steward.org>, Dana Pannell <dpannell@howardcollege.edu>, Rhonda Kernick <RKERNICK@howardcollege.edu>, Belinda Lendermon <blendermon@howardcollege.edu>, [REDACTED], "sylvia.alvarado@tdcj.texas.gov" <sylvia.alvarado@tdcj.texas.gov>, "melissam@adaccv.org" <melissam@adaccv.org>, "luis.a.paboncastillo2.mil@army.mil" <luis.a.paboncastillo2.mil@army.mil>, "john.mcgahan.1@us.af.mil" <john.mcgahan.1@us.af.mil>, "ashley@pathwayaudiology.com" <ashley@pathwayaudiology.com>, "Franks.Phaengsy@marines.usmc.mil" <Franks.Phaengsy@marines.usmc.mil>, "rebekah.ratliff@gmr.net" <rebekah.ratliff@gmr.net>, "Frank.vidal@howardcountytexas.gov" <Frank.vidal@howardcountytexas.gov>, Natalie Franco <nfranco@howardcollege.edu>, "anastacia.delossantos@twc.texas.gov" <anastacia.delossantos@twc.texas.gov>, "daphne.thomas@wtcmhmr.org" <daphne.thomas@wtcmhmr.org>, "mark@kbst.com" <mark@kbst.com>, "bs.hr@bigspringvethome.com" <bs.hr@bigspringvethome.com>, "llight@cosden.org" <llight@cosden.org>, "angel.arview@nutrien.com" <angel.arview@nutrien.com>, "cory.outland@dps.texas.gov" <cory.outland@dps.texas.gov>, "aneagle@csnhc.com" <aneagle@csnhc.com>, "gwells@bsisd.esc18.net" <gwells@bsisd.esc18.net>, [REDACTED], "rmontoya@bop.gov" <rmontoya@bop.gov>, [REDACTED], "brooke.hurst@supremelending.com" <brooke.hurst@supremelending.com>, "Madison, Joshua" <Joshua.Madison@tsa.dhs.gov>

Hello all,

I have attached a map of our campus. The Student Union Building is # 4 on the map. You can start setting your table up at 10:30 AM. There are tables throughout the SUB. As soon as you walk in, you can choose your table. I will be around if you have any questions while setting up.

From: Channel Parrish
Sent: Thursday, February 16, 2023 2:28 PM
Subject: Career Fair 2023

Hello all,

I just wanted to send a follow up email for the Career Fair that will be held on February 21st from 11-1 in the Student Union Building. If you have not signed up and would still like to, please feel free. I will conclude registration tomorrow with our final numbers for table

reservations. If you signed up for the original date and would still like to attend the rescheduled date, please use the link below to register as I will be using that for our final registration. Thank you to everyone who has signed up so far!

<https://form.jotform.com/223176779567170>

We look forward to seeing you on Tuesday. If you have any questions, please do not hesitate to contact me.

Thank you,



Channel Parrish, M.S.

Director of Student Development Center

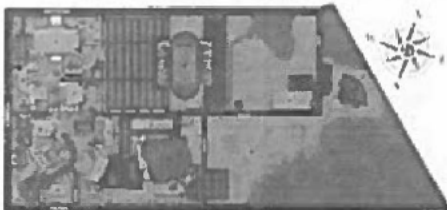
cparrish@howardcollege.edu

432-264-5618

Hours:

Monday-Thursday 8:00 a.m. - 5:00 p.m.

Fridays 8:00 a.m. - 3:00 p.m.



Screen-Shot-2022-07-11-at-9.09.35-AM.png
678K

JOB FAIR

Big Spring Workforce Center

In Person Job Fair

Located @Howard College Campus

In the Charles O. Warren Center Building

1001 Birdwell lane

August 22, 2023

1:30pm-5:00pm

Make connections and find a career!

JOB FAIR



Inform



Advice



Skills



Applicants



Recruitment



Hiring

Workforce Solutions Permian Basin is an equal opportunity employer/program and auxiliary aids and services are available upon request to individuals with disabilities. TTY/TDD via RELAY Texas service at 711 or (TDD) 1.800.735.2989 / 1.800.735.2988 (voice); 1-800-622-4954 (Español)



Job Posting Details

Job Site Information:

Company Name: _KBEST Media_ FEIN: _46-4576354_

Company Contact Name: Mark Richardson Contact Title: _General Manager_

Home Office Address: _608 Johnson St._ City: Big Spring State: _TX_ Zip: 79720

Email: mark@kbst.com Phone: _432-254-5790_ Alternate Number: 432-254-5790 Site

Location *(if different from above)*

Address: _____ City: _____ State: _____ Zip: _____

Job(s) Details:

Title: _Board Operator, Sports Broadcaster, Radio Sho Host_ No. of openings: _Up to 3_ Age Requirement? 15

Work from Home: Yes / No / Not Specified

Other methods accepted for Job Application BESIDES (www.workintexas.com - Please list them in Job Description):

Email mark@kbst.com / 432-267-6391 / 608 Johnson / www.kbst.com

Job Description for each Job: *(Attach additional pages if needed and provide web links and/or social media links where additional information can be found)*

Salary \$ _Varies_ per: HR. / WK. / MO. / YR. Display Salary on Job Posting? Yes / No

Business Hours of Operation: These jobs have varied hours. May be 9am – 11:00 on Weekdays for Radio Show. Sports positions are usually after hours and on weekends.

Shifts: FT _____ PT _____ Work Hrs. per Wk.: 4 - 15

(Circle Shifts): **Day** / **Evenings** / **Nights** / **Weekend** / **Varied**

Min. Education Required: None Min. (Mos./Yrs.) of Experience in Occupation: None

Does this Job Require License / Certification? **Yes** / **No** (Specify) _____

Is a Driver's License Required for this Position? **Yes** / **No** (Specify) _____

Is this job accessible by public transportation? **Yes** / **No**

Drug Test: **Y/N** Background Check: **Y/N** Physical: **Y/N** Is there a cost: No

Any Additional Employer Pre-Employment Checks or Information you'd like to add:



Mark Richardson <operations@kbst.com>

Re: KBEST information for Job Fair

1 message

Tue, Aug 22, 2023 at 12:06 PM

Adrienne Green <adrienne@kbst.com>
To: Mark Richardson <mark@kbst.com>
Cc: courtney.young@workforcepb.org

He had trouble typing in the job descriptions. Here they are:

Board Operator - Monitor on-air broadcasts to ensure the audio quality of the program and to prevent dead air. Coordinates commercials breaks with on-air sports broadcasters during live coverage of games. Schedule would be Friday nights during football season. Must be able to multitask and attention to detail is imperative. Position could possibly extend to basketball and baseball/softball season.

Sports Broadcaster - On-air announcer would assist during sports broadcasts to bring live coverage of high school football games. Must have a clear speaking voice. Must have knowledge of football. Must be available for all football games - home and away games. Position may require climbing numerous stairs to get to a press box or walking back and forth on the sidelines throughout the football game to provide on-site coverage. Must be able to conduct one's self in a professional manner on and off the field.

Radio Show Host - On-air personality would host Swap Shop on The Mighty 1490 AM / FM 103.9 from 9-11 am, Monday - Friday. Host will interact with live callers about items they are trying to buy, sell, or trade. They will also read posts from our official KBest Swap Shop page on the air. Plus, they will give weather updates and talk about on-air appropriate entertaining stories. Must have a clear speaking voice. Must be able to interact pleasantly with callers. Must be well-organized.

On Tue, Aug 22, 2023 at 11:20 AM Mark Richardson <mark@kbst.com> wrote:
attached

Mark Richardson

General Manager

 KBEST Media.png

KBST FM 95.7

KBST AM 1490

KBTS FM 94.3

608 Johnson

Big Spring, TX 79720



Mark Richardson <operations@kbst.com>

Career Fair Confirmation

1 message

Channel Parrish <cparrish@howardcollege.edu>

Wed, Feb 14, 2024 at 10:50 AM

Hello all,

If you are receiving this email, I have a table reserved for you at this years Career Fair. Just a reminder that the event will be on February 27th from 11-1 in the Anthony Hunt Library. Thank you for your participation!

I will be sending an additional email in a few minutes for a "last chance" registration for all other participants. I just wanted to let you know that you are confirmed for a table and do not need to register.

If you have any questions, please let me know.



Chunnel Parrish, M.S.

Director of Student Development Center

cparrish@howardcollege.edu

432-264-5618

Hours:

Monday-Thursday 8:00 a.m. - 5:00 p.m.

JOB FAIR

Big Spring Workforce Center

In Person Job Fair

Located @Howard College Campus

In the Charles O. Warren Center Building

1001 Birdwell lane

August 22, 2023

1:30pm-5:00pm

Make connections and find a career!

JOB FAIR



Inform



Advice



Skills



Applicants



Recruitment



Hiring

Workforce Solutions Permian Basin is an equal opportunity employer/program and auxiliary aids and services are available upon request to individuals with disabilities. TTY/TDD via RELAY Texas service at 711 or (TDD) 1.800.735.2989 / 1.800.735.2988 (voice); 1-800-622-4954 (Español)

Job Posting Details

Job Site Information:

Company Name: KBEST Media FEIN: 46-4576354
Company Contact Name: Mark Richardson Contact Title: General Manager
Home Office Address: 608 Johnson St. City: Big Spring State: TX Zip: 79720
Email: mark@kbst.com Phone: 432-254-5790 Alternate Number: 432-254-5790 Site
Location (if different from above)
Address: _____ City: _____ State: _____ Zip: _____

Job(s) Details:

Title: Board Operator, Sports Broadcaster, Radio Sho Host No. of openings: Up to 3 Age Requirement? 15

Work from Home: Yes / No / Not Specified

Other methods accepted for Job Application BESIDES (www.workintexas.com - Please list them in Job Description):

Email mark@kbst.com / 432-267-6391 / 608 Johnson / www.kbst.com

Job Description for each Job: (Attach additional pages if needed and provide web links and/or social media links where additional information can be found)

Salary \$ Varies per: HR. / WK. / MO. / YR. Display Salary on Job Posting? Yes / No

Business Hours of Operation: These jobs have varied hours. May be 9am – 11:00 on Weekdays for Radio Show. Sports positions are usually after hours and on weekends.

Shifts: FT _____ PT _____ Work Hrs. per Wk.: 4 - 15

(Circle Shifts): **Day** / **Evenings** / **Nights** / **Weekend** / **Varied**

Min. Education Required: None Min. (Mos./Yrs.) of Experience in Occupation: None

Does this Job Require License / Certification? **Yes** / **No** (Specify) _____

Is a Driver's License Required for this Position? **Yes** / **No** (Specify) _____

Is this job accessible by public transportation? **Yes** / **No**

Drug Test: **Y/N** Background Check: **Y/N** Physical: **Y/N** Is there a cost: No

Any Additional Employer Pre-Employment Checks or Information you'd like to add:



Mark Richardson <operations@kbst.com>

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Mark Richardson

General Manager



KBST FM 95.7

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608 Johnson

Big Spring, TX 79720

News
Intern

Name

Email

Phone

~~Michelle~~ Chloe Gillitron

Daniella Fierro (Board Op.)

Abby Sutton

Logan Henry (ASU)

Marcus Cavanaugh

Colbin Cate

Sabrina Bublako (Both)

Melencie Woodruff (Board Op.)

Shawn O'Leary (Board Op.)

live
mex

Karleigh Norman

Avery Williams <sup>voice
over</sup>

Zoe Tarpley

Springbrake

Lila Franco