

2023-2024 Annual EEO Public File Report

The purpose of this EEO Public File Report ("Annual EEO Report") is to comply with Section 73.2080(c)(6) of the FCC's Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following stations.

Licensee: Hope Media Group (HMG)
Address: 1722 Treble Drive
Humble, TX 77338
Phone Number: 281.446.5725

Call Sign **Community** **FIN**
KSBJ **Humble, TX** **35590**
to include KSBJ, KSBJ-FM1, KSBJ-FM2, KEHH, KHHH, KWUP, KUBJ, KXBJ, KHVU,
KVUJ, and KVUD

The information contained in this Annual EEO Report covers the time period from April 1, 2023 to, and including, March 31, 2024 (the "Applicable Period"). Consistent with the FCC's Rules, this Annual EEO Report contains the following information:

- A list of full-time vacancies filled by the Station(s) during the Applicable Period.
- For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the station(s) about any new job openings, which are separately identified.
- The recruitment source that referred the Hire for each full-time vacancy filled during the Applicable Period.
- Data reflecting the total number of persons interviewed for all full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.

The following sections provide the required information and summarize the station(s) EEO efforts during the Applicable Period.

This Annual Report was placed in each station's public inspection file on 04/1/2024 and posted on the station's website, in accordance with the FCC's EEO Rules.

SECTION 1: Full-Time Job Openings Filled During This Period

Time Period Covered: **April 1, 2023 to March 31, 2024**

Station: **KSBJ**

Full-time Positions Filled by Job Title and Date Filled		Recruitment Source that Referred the Person Hired	Number of Persons Interviewed
1.	Business Development Director-Nashville-4/10/2023	Indeed.com	1
2.	Endpoint Administrator-4/17/2023	Referral	1
3.	Manager, Marketing Communications-4/19/2023	Internal	2
4.	Data Engineer-4/20/2023	On-air-KSBJ	6
5.	Engineering Director (Mid-South Region)-5/3/2023	Hope Media Group Website	1
6.	Donor Development Project Manager-5/15/2023	Referral	2
7.	Promotions Outreach Manager-4/29/2023	Referral	1
8.	Donor Care Specialist-5/18/2023	Internal	1
9.	Social Media Producer-5/17/2023	LinkedIn	6
10.	Recruiter -5/29/2023*	Internal	3
11.	Accounts Payable Specialist-6/1/2023	Referral	1
12.	Donor Care Specialist-COS-6/5/2023	Indeed.com	2
13.	Systems Administrator-6/26/2023	Indeed.com	5
14.	Sr. Manager Special Events-6/27/2023	Referral	3
15.	WayFM Network Program Director-7/24/2023	Referral	7
16.	Content Producer-7/24/2023	Referral	4
17.	Operations/Event Manager-7/28/2023*	Referral	1
18.	HR Specialist-7/31/2023	Referral	4
19.	Business Development Director-Bilingual-7/31/2023	Internal	2
20.	Media Producer-7/31/2023	Indeed.com	1
21.	Director, Audio Streaming-8/7/2023	Referral	1
22.	Director, Media Fundraising (Bilingual)-8/8/2023	Referral	1
23.	Chief of Development-8/21/2023	Referral	1
24.	Business Development Director-Florida-8/21/2023	On-Air WayFM	7
25.	Promotions Outreach Manager-Denver-8/28/2023	Hope Media Group Website	7
26.	Business Development Director-SC-9/11/2023	Referral	1
27.	Office Manager-10/2/2023	Referral	1
28.	Manager Marketing-10/4/2023	Referral	1
29.	Director, Prospect Development-10/6/2023	Referral	1
30.	Webmaster-10/17/2023	Hope Media Group Website	8
31.	Business Development Director-COS-11/27/2023	Internal	6
32.	Facilities Specialist-12/11/2023	Internal	1
33.	KSBJ Midday Show Host-1/17/2024	Internal	3
34.	Sr. Manager, Promotions-2/6/2024*	Internal	5
35.	Sr. Accountant-2/6/2024	Navigators Agency	4

Total Number of People Interviewed for All Job Positions: **102**

*Title was changed in the process of hiring; position requirements remained the same.

SECTION 2: Recruitment Sources

Time Period Covered: **April 1, 2023 to March 31, 2024**

Station: **KSBJ**

Recruitment Source (Name, Address, Phone Number, Contact Person)		Total Number of Interviewees This Source Provided During This Period	Full-time Positions for Which This Source Was Utilized
1.	Hope Media Group Website www.hopemediagroup.com Susan Brown, VP of HR 1722 Treble, Humble, TX 77338 281.446.5725	11	All Positions
2.	Employee Referral	34	All Positions
3.	Internal Staff	13	All Positions
4.	Indeed www.indeed.com 6433 Champion Grandview Way, Bldg. 1 Austin, TX 78750 800.475.4361	22	All Positions
5.	Glassdoor, Inc. www.glassdoor.com 100 Shoreline Highway, Bldg. A. Mill Valley, CA 94941 415.339.9105		All Positions
6.	Other – Referrals	8	All Positions
7.	Christian Music Broadcasters (CMB) www.cmbonline.org PO Box 241871 Little Rock, AR 72223		Position 13, 14, 15,16, 23, 28, 33, 34
8.	HisAir.net Ted Kelly PO Box 307 Duplessis, LA 70728 225.744.3524	2	Position 5, 9, 13, 14, 16, 23, 28, 33, 34
9.	National Association of Broadcasters www.nab.org 1772 N Street NW Washington, DC 20036 202.429.5300		Position 15
10.	LinkedIn www.linkedin.com 1000 W Maude Ave Sunnyvale, CA 94085 650.687.3600	4	Position 3, 5

11.	Between Job Ministry www.betweenjobsministry.org 5503 Fellowship Lane Spring, TX 77379 281.376.1110 ext 119		Position 10, 32
12.	KSBJ On-Air KSJB.org 1722 Treble Dr. Humble, TX 77338 281.446-5725	4	All positions
13.	WayFM On-Air WayFM.com 1722 Treble Dr. Humble, TX 77338 281.446.5725	2	All positions
14.	Vida Unida On-Air Vidaunida.com 1722 Treble Dr. Humble, TX 77338 281.446.5725		All positions
15.	Accounting Navigators 6300 Bridge Point Parkway, Building 1, Suite 420 Austin, TX 78730 512.637.9881	2	Position 35
16.	All Access Music Group www.allaccess.com 28955 Pacific Coast Hwy Ste 210 Malibu, CA 90265 310.457.6616		Position 9, 15, 25
17.	HR Houston www.hrhouston.org 2190 North Loop W., Ste. 311 Houston, TX 77018 713.426.2646		Position 10
18.	Denver Seminary www.denverseminary.edu 6399 South Santa Fe Drive Littleton, CO 80120 303.761.2482		Position 12
19.	Radio Insight www.radioinsight.com 1036 S Front St, Columbus, Ohio, 43206		Position 33

SECTION 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

Time Period Covered: **April 1, 2023 to March 31, 2024**
Station: **KSBJ**

Hope Media Group (HMG) is a religious broadcaster as defined by the FCC and has established a religious qualification for all employee positions at its stations. As a religious broadcaster, HMG is exempt from the "Prong 3" long-term outreach and certain other FCC EEO requirements. HMG makes reasonable, good faith efforts to recruit applicants without regard to race, color, national origin, or gender from among those who are qualified for employment based on their religious belief and/or affiliation.