

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

April 1, 2017 thru March 31, 2018

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

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	0
4	Texas Association of Broadcaster 502 E. 11 th St. Suite 200 Austin, TX 79701-2619	Y	1
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	1
9	JTPA Administrator P.O. Box 60660 Midland, TX 79711	Y	0

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

April 1, 2017 thru March 31, 2018

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

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	<p>Midland College Spring Job Fair 12:00 pm – 4:00 pm 04/06/17</p>	<p>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.</p>
2	<p>Eventures Career Fair 12/7/17 10:00 am – 3:00 pm Ector County Coliseum</p>	<p>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.</p>
3	<p>ICA Radio Hosted Job Fair 2/21/18 10:00 am - 3:00 pm MCM Grand Hotel and Fun Dome</p>	<p>ICA Radio hosted a “New Careers” Hiring Event. 30 Advertisers attended to promote job openings at their businesses. ICA Radio also provided job fair attendees with our stations profiles and job opportunities in the radio industry, employment applications provided for those interested in working for ICA Radio, LTD.</p>

4	<p>University of Texas-Permian Basin ICA Radio Station Tour 03/07/18</p>	<p>ICA Radio hosted a station tour to approximately 40 U.T.P.B. students from the “Modern Media Communications” class. Discussions included Radio Programming, Sales and Radio Operations.</p> <p>Presentation given on the broadcast industry and careers in broadcasting.</p>
5	<p>U.T.P.B. Spring 2018 Job Fair 12:00 pm – 4:00 pm 03/29/2018</p>	<p>Participated in Job Fair</p> <p>Recruited for Account Executives, and On-Air Announcers. Attended by station personnel who have substantial responsibility in the making of hiring decisions. We provided job fair attendees with our stations profiles and job opportunities in the radio industry, employment applications provided for those interested in working for ICA Radio, LTD.</p>
6	<p>On Air Announcements – Hiring Event 2/08/18 – 2/20/18</p>	<p>ICA Radio. LTD aired (589) announcements to further the goal of disseminating information as to employment opportunities at ICA Radio, LTD.</p>
7		
8		