

2019-2020 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: KSBJ Educational Foundation
Address: 1722 Treble Drive
Humble, TX 77338
Phone Number: 281.446.5725

Call Sign Community FIN
KSBJ Humble, TX 35590
to include KSBJ, KEHH, KHIH, KWUP, KUBJ, KXBJ, KYBJ, KZBY, KXNG

The information contained in this Annual EEO Report covers the time period from April 1, 2019 to, and including, March 31, 2020 (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 Hiree 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 04/1/2020 and posted on the station's website, in accordance with the FCC's EEO Rules.

SECTION 1: Full-Time Job Openings Filled During This PeriodTime Period Covered: **April 1, 2019 to March 31, 2020**Station: **KSBJ**

Full-time Positions Filled by Job Title and Date Filled		Recruitment Source that Referred the Person Hired	Number of Persons Interviewed
1.	Sr. Director, Donor Engagement – 4/15/2019	Internal Promotion	1
2.	NGEN Assistant Program Director – 4/22/2019	Internal Promotion	4
3.	NGEN Afternoon Show Host* - 5/8/2019	KSBJ Website	3
4.	Production Manager/On-Air Utility Player – 5/14/2019	HisAir.net	5
5.	Donor Engagement Specialist – 6/17/2019	Internal Promotion	3
6.	KSBJ Promotions Outreach Manager – 6/28/2019	Referral	2
7.	Development Officer – Mid Level Donors – 7/2/2019	Indeed.com	3
8.	KSBJ Promotions Outreach Manager – 8/26/2019	Indeed.com	3
9.	Director, Engineering – 9/2/2019	Internal Promotion	4
10.	Chief Content Officer* – 9/2/2019	Internal Promotion	2
11.	KSBJ Social Media Specialist – 9/9/2019	KSBJ Website	4
12.	IT Jr Systems Administrator – 9/30/2019	Referral	4
13.	Broadcast Engineer* – 12/23/2019	Internal Promotion	1
14.	NGEN Social Media Specialist – 1/20/2020	Internal Promotion	8
15.	Development Officer – Major Donor – 2/24/2020	DB&A	6
16.	KSBJ Promotions Outreach Manager – 3/2/2020	Referral	10
17.	Sr. Manager, Special Events – 3/9/2020	CMB	5
18.	Director, Digital Content – 3/16/2020	KSBJ Website	4

Total Number of People Interviewed for All Job Positions: 72

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

SECTION 2: Recruitment SourcesTime Period Covered: **April 1, 2019 to March 31, 2020**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.	KSBJ Website Susan Brown, HR Director 1722 Treble, Humble, TX 77338 281.446.5725	21	All Positions
2.	KSBJ Employee Referral	22	All Positions
3.	KSBJ Internal Staff	9	All Positions
4.	HisAir.net Ted Kelly P.O. Box 307 Duplessis, LA 70728 225.744.3524	2	Position 2, 3, 4, 6, 7, 8, 9, 10, 13, 15, 16, 17, 18
5.	Christian Music Broadcasters (CMB) www.cmbonline.org PO Box 241871 Little Rock, AR 72223	2	Position 2, 3, 4, 6, 8, 10, 13, 16, 17, 18
6.	Texas Association of Broadcasters (TAB) 502 East 11 th Street, Suite 200 Austin, TX 78701 512.322.9944		Position 2, 3, 9, 10, 13, 18
7.	Between Jobs Ministry Northwest Bible Church 5503 Fellowship Lane Spring, TX 77379 281.376.1110		Position 7, 15
8.	All Access Music Group www.allaccess.com 28955 Pacific Coast Hwy Ste 210 Malibu, CA 90265 310.457.6616		Position 2, 3
9.	National Religious Broadcasters (NRB) www.nrb.org 9510 Technology Drive Manassas, VA 20110 703.331.4510		Position 2, 3, 10, 17, 18
10.	National Association of Broadcasters (NAB) www.nab.org		Position 10, 17, 18

	1772 N Street NW Washington, DC 20036 202.429.5300		
11.	Indeed www.indeed.com 6433 Champion Grandview Way, Bldg. 1 Austin, TX 78750 800.475.4361	7	All Positions
12.	Glassdoor, Inc. www.glassdoor.com 100 Shoreline Highway, Bldg. A. Mill Valley, CA 94941 415.339.9105		All Positions
13.	LinkedIn Corporation www.linkedin.com 1000 W. Maude Ave. Sunnyvale, CA 94085 650.687.3600	2	Position 18
14.	Other – Referrals	3	All Position
15.	Christian Jobs www.christinajobs.com 804.205.9695		Position 15
16.	Society of Broadcast Engineering-Houston www.sbehouston.org Hank Lam hlan@sbe.org		Position 9, 12, 13
17.	American Marketing Association-Houston www.amahouston.org PO Box 27983 Houston, TX 77227 713.417.3451		Position 14
18.	Association of Fundraising Professionals (AFP Houston Chapter) www.afphouston.org 832.871.5961		Position 7
19.	Dickerson, Bakker & Associates (DB&A) www.dickerson-bakker.com 1998 Hendersonville Road, Suite 23, Asheville, NC 28803 800.382.0094	4	Position 15
20.	Full Sail University www.fullsail.edu 3300 University Blvd Winter Park, FL 32792 407.679.6333		Position 17
21.	Handshake www.handshake.com 627 Broadway, Lvl 9 New York, NY 10012 855.663.6628		Position 17

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

Time Period Covered: **April 1, 2019 to March 31, 2020**

Station: **KSBJ**

KSBJ Educational Foundation 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, KSBJ is exempt from the "Prong 3" long-term outreach and certain other FCC EEO requirements. KSBJ 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.