

KHCB (AM & FM) EEO PUBLIC FILE REPORT

For the period April 1, 2019-April 1, 2020

This EEO Public File Report is filed in the public inspection file of Stations KHCB(AM), League City, Texas, and KHCB-FM, Houston, Texas, pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the period ending April 1, 2020 the stations filled the following full-time employment vacancies: Office Manager

The total number of people the stations interviewed for all full-time vacancies during the period covered in the report: two

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each: College of Biblical Studies (1), National Religious Broadcasters (0), Moody Bible Institute (0), KHCB's employee referral (1).

The following are the recruitment sources used to fill each vacancy, identified by name, address, contact person and telephone number: National Religious Broadcasters- Mary Montemayor, NRB 1 Massachusetts Ave. NW Suite 333, Washington DC 20001 202 849 8451

College of Biblical Studies- Lee Bouldin 7000 Regency Square Houston, TX 77036 713 77 BIBLE

Moody Bible Institute Career Finder 820 N LaSalle Dr Chicago, IL 60610 800 DL MOODY

KHCB's employee referral (in house)

The following are the recruitment sources that referred the hire for each full-time vacancy: College of Biblical Studies-Houston, KHCB employee referral

The following are the total number of persons interviewed for each full-time vacancy: (2)

The following are the total number of interviewees referred by each recruitment source used in connection with each vacancy: (1)

Due to the specific industry experience and educational requirements of this position, few applicants were received which was expected.

The following is a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

Houston Christian Broadcasters, Inc. (“HCBI”), the licensee of Stations KHCB(AM), League City, Texas, and KHCB-FM, Houston, Texas is a religious broadcaster as defined by the regulations of the Federal Communications Commission. *See 47 C.F.R. § 73.2080(c)(1); Review of the Commission's Broadcast and Cable Equal Employment Opportunity Rules and Policies, 17 FCC Rcd. 24018 (2002).* As a religious broadcaster, HCBI has established a religious qualification for all employee positions at KHCB(AM), League City, Texas, and KHCB-FM, Houston, Texas. In accordance with the FCC's rules, HCBI makes reasonable, good faith efforts to recruit applicants, without regard to race, color, national origin or gender, among those who are qualified for employment based on their religious belief or affiliation. Although not required to do so, Houston Christian Broadcasters, Inc. instituted a summer and shorter winter internship program to train high school and college students in the various aspects of religious broadcasting. Recruitment was made from various high schools and the College of Biblical Studies, a local accredited Bible College. This included interns for Spanish programming as well as English.