

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

See **Master Recruitment Source List (MRSL)** for recruitment source data

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See “II. Master Recruitment Source List” for recruitment sources source data

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

April 1, 2019 thru March 31, 2020

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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	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	0
5	All Access Music Group 1222 16 th Avenue South, Suite 25 Nashville, TN 37212	Y	0
6	Midland College Connie Howard 3600 N. Garfield Midland, TX 79705	Y	0
7	Pass Office Administrator University of Texas of the Permian Basin 4901 E. University Odessa, TX 79762	Y	2
8	JTPA Administrator P.O. Box 60660 Midland, TX 79711	Y	0
9	JTPA Administrator P.O. Box 60660 Midland, TX 79711	Y	0
10	Mexican American Network Ines Corral 11931 E. 37 th Street, Suite 3 Odessa, TX 79762	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
11	Newspaper Odessa American and Midland Reporter Telegram	N	0
12	On-Air Announcements	N	0
13	Employee Referral - Odessa	N	0
14	Re-Hire Odessa	N	0
15	Walk-In Odessa	N	0
16	Inside Promotion - Odessa	N	0
17	Non Employee Referral - Odessa	N	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			3

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	4/04/2019 Odessa College Spring Job Fair 3:00pm – 7:00 pm	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.
2	8/22/2019 ICA Radio Hosted Job Fair MCM Grande Fundome 9:00 am – 3:00 pm	ICA Radio hosted a “West Texas Jobs” Hiring Event. (20) companies attended to promote job openings at their businesses. ICA Radio 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.
3	8/15/19 – 8/22/19 On Air Announcements – Hiring Event	ICA Radio. LTD aired (249) announcements to further the goal of disseminating information as to employment opportunities at ICA Radio, LTD.

4	<p>3/05/2020</p> <p>ICA RADIO Station Tour</p> <p>University of Texas Permian Basin</p>	<p>ICA Radio hosted a station tour to approximately (35) 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>
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