

(REFERENCE COPY - Not for submission)

# Broadcast Equal Employment Opportunity Program Report

FRN: **0019158195** | File Number: **0000141893** | Submit Date: **03/30/2021** | Call Sign: **KCRS-FM** | Facility ID: **9667** | City: **MIDLAND** | State: **TX**  
 Service: **Full Power FM** | Purpose: **EEO Report** | Status: **Received** | Status Date: **03/30/2021** | Filing Status: **Active**

## General Information

Section	Question	Response
<b>Application Description</b>	Description of the application (255 characters max.) is visible only to you and is not part of the submitted application. It will be displayed in your Applications workspace.	FCC Form 396 - Odessa-Midland Unit (2021 )
<b>Attachments</b>	Are attachments (other than associated schedules) being filed with this application?	Yes

## Licensee Information

### Licensee Name, Type and Contact Information

Applicant	Address	Phone	Email	Applicant Type
<b>ICA RADIO, LTD.</b>	Barry Marks 700 NORTH GRANT STREET SIXTH FLOOR ODESSA, TX 79761 United States	+1 (432) 580-5672	MARKS@ICABROADCASTING.COM	Company

## Contact Representatives

Contact Name	Address	Phone	Email	Contact Type
Jennifer A. Johnson Legal Counsel Covington & Burling LLP	Jennifer A. Johnson One CityCenter 850 Tenth Street, N.W. Washington, DC 20001 United States	+1 (202) 662-5552	jjohnson@cov.com	Legal Representative

## Common Stations

Facility Identifier	Call Sign	City	State	Time Brokerage Agreement
42015	KCRS	MIDLAND	TX	No
9667	KCRS-FM	MIDLAND	TX	No
60801	KCHX	MIDLAND	TX	No
41856	KMRK-FM	ODESSA	TX	No
21419	KFZX	GARDENDALE	TX	No

## Program Report Questions

Section	Question	Response
<b>Discrimination Complaints</b>	Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?	No

<b>Full-time Employees</b>	Does your station employment unit employ fewer than five full-time employees? Consider as "full-time" employees all those permanently working 30 or more hours a week?	No
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**Additional Program Report Questions**

**Responsibility for Implementation**

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name	Title
Cindy Jones	Business Manager

**Certification**

Question	Response
The undersigned certifies that he or she is (a) the party filing the report, or an officer, director, member, partner, trustee, authorized employee, or other individual or duly elected or appointed official who is authorized to sign on behalf of the party filing the report; or (b) an attorney qualified to practice before the Commission under 47 C. F.R. Section 1.23(a), who is authorized to represent the party filing the report, and who further certifies that he or she has read the document; that to the best of his or her knowledge, information, and belief there is good ground to support it; and that it is not interposed for delay	
Certified Date	03/30 /2021
Certified Title	President of General Partner
Authorized Party Name	Barry Marks

**Attachments**

File Name	Uploaded By	Attachment Type	Description	Upload Status
<a href="#">Form 396 Narrative Statement - Odessa Midland.pdf</a>	Applicant	Narrative Statement	Narrative Statement Regarding EEO Outreach	Done with Virus Scan and/or Conversion
<a href="#">Odessa-Midland Employment Unit - 3.25.21 EEO Public File Report 2020.2021 Final.pdf</a>	Internal	All Purpose		Done with Virus Scan and/or Conversion
<a href="#">Odessa-Midland Employment Unit - EEO- Public File (2019-2020).pdf</a>	Applicant	EEO Public File Report	Odessa-Midland Employment Unit - EEO Public File (2019-2020)	Done with Virus Scan and/or Conversion
<a href="#">Odessa-Midland Employment Unit - EEO Public File (2020-2021).pdf</a>	Applicant	EEO Public File Report	Odessa-Midland Employment Unit - EEO Public File (2020-2021)	Done with Virus Scan and/or Conversion
<a href="#">Update to FCC Form 396 filing.pdf</a>	Internal	All Purpose		Done with Virus Scan and/or Conversion