

KHCB (AM & FM) EEO PUBLIC FILE REPORT

For the period April 1, 2023-April 1, 2024

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, 2024 the stations filled the following full-time employment vacancies: two

The total number of people the stations interviewed for all full-time vacancies during the period covered in the report: 18 applicants were culled down into 8 interviews.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each: over 100 sources were reached out to, as well as referrals by staff as the search was conducted by an executive search firm.

The following are the recruitment sources used to fill each vacancy, identified by name, address, contact person and telephone number: An executive search firm, Carter Baldwin was used for one opening and the firm did not give those details. However, 134 contacts were generated. For the other opening a former intern and volunteer was contacted by a staff member and responded to be interviewed.

The following are the recruitment sources that referred the hire for each full-time vacancy: Carter Baldwin executive search firm spearheaded the nationwide search for a new president. For the other opening, a staff member referred the candidate since he was an intern and volunteer previously, so the candidate was contacted to alert him to the full-time vacancy.

The following are the total number of persons interviewed for each full-time vacancy: 9

The following are the total number of interviewees referred by each recruitment source used in connection with each vacancy: Not available as the search firm did not keep records of each individual source's referrals of the 100 that were contacted. Again 134 contacts were generated, 18 applied and 8 were interviewed.

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. Also, a robust volunteer core has been established and maintained to train people with skills to operate a radio station including the exposure to automation and production in an effort to help with the pursuit of a career in media and to establish a pool of already trained candidates.