

KHCB (AM & FM) EEO PUBLIC FILE REPORT

For the period April 1, 2024-April 1, 2025

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 sex, among those who are qualified for employment based on their religious belief or affiliation. Additionally, 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. Listed below are the full-time vacancies filled during this reporting period, followed by a list of recruitment sources used during the period to solicit applicants.

I. Vacancy List

See Section II, the “Master Recruitment Source List” (“MRSL”) for full recruitment source data.

Job Title	Date Filled	Recruitment Sources (“RS”) Used to Fill this Vacancy	RS Referring Hire
No Positions Filled This Period		No Positions Filled This Period	

II. Master Recruitment Source List (“MRSL”)

RS Number	RS Information	Vacancy Notification Requested (Y/N)	Number of Interviews Referred
Total Number of Interviews During Reporting Period:			

III. Recruitment Initiatives (“RI”)

RI Number	Type of Recruitment Initiative	Brief Description of Activity	No. of Station Participants	Participant Title	Points