

**KHCB AM/FM**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2025 – March 31, 2026**

Houston Christian Broadcasters, Inc. (HCBI) the licensee of KHCB AM & FM, 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 & FM 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. Listed below are the full-time vacancies filled during this reporting period, followed by the 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.*

<b>Job Title</b>	<b>Date Filled</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hire</b>
Business Administrator	06/02/25	1, 5, 6	5
Program Director	07/21/25	1, 6	6
Executive Administrator	09/15/25	1, 3	3
Senior Directory of Technology	03/09/26	4, 6	6
Director of Community Engagement	03/18/26	1, 8	8

**II. Master Recruitment Source (RS) List (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Vacancy Notification Requested (Y/N)</b>	<b>Number of Interviews Referred</b>
1	KHCB.org Job Opportunities <a href="http://khcb.org/job-opportunities">khcb.org/job-opportunities</a>	N	0
2	KHCB AM On Air Job Opportunities Announcements	N	0
3	KHCB FM On Air Job Opportunities Announcements	N	1
4	HisAir.net Job Openings <a href="http://hisair.net/job-openings">hisair.net/job-openings</a>	N	5
5	National Religious Broadcasters (NRB) Job Board <a href="http://nrb.org/membership/nrb-job-board">nrb.org/membership/nrb-job-board</a>	N	1
6	KHCB Employee Referral	N	2

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**II. Master Recruitment Source (RS) List - Continued**

RS Number	RS Information	Vacancy Notification Requested (Y/N)	Number of Interviews Referred
7	CMB Online Industry Job Openings <a href="http://cmbonline.org/jobs">cmbonline.org/jobs</a>	N	0
8	FaithSearch Partners <a href="http://faithsearchpartners.com">faithsearchpartners.com</a>	N	1
9	iEncourager <a href="http://iencourager.com">iencourager.com</a>	N	0
10			
11			
12			
13			
14			
15			
16			
17			
18			
19			
20			
Total Number of Interviews During Reporting Period			10

**III. Recruitment Initiatives (RI)**

RI Number	Type of Recruitment Initiative	Brief Description of Activity	Number of Station Participants	Participant Title	Points