

## **KHCB (AM & FM) EEO PUBLIC FILE REPORT**

**For the period April 1, 2010-April 1, 2011**

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, 2010 the stations filled the following full-time employment vacancies: Engineer/Technical Director

The total number of people the stations interviewed for all full-time vacancies during the period covered in the report: One (1)

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each: Moody Bible Institute (0); College of Biblical Studies (2); National Religious Broadcasters (0) HisAir.Net (4)

The following are the recruitment sources used to fill each vacancy, identified by name, address, contact person and telephone number:

Moody Bible Institute 820 N. LaSalle, Chicago, Il. 60610 Terry Chan, Career Development (312 329 4000)

College of Biblical Studies 7000 Regency Square Blvd. Houston, TX 77036 Dr. Beverly Lucas (713 77 BIBLE)

National Religious Broadcasters 9510 Technology Drive, Manassas, VA 20110- Judy Stephens (703 330 7000)

HisAir.Net web-based newsletter distributed to over 1000 Christian radio stations in the US. It is a web based site for Christian radio including job postings, updated and sent weekly via email. His Air PO Box 307 Duplessis, LA 70728 Attn: Ted Kelly (225 773 5676) [ted@hisair.net](mailto:ted@hisair.net)

Referrals also came from KHCB-FM staff and volunteers who were aware of the vacancy and the requirements necessary for the job opening. (2)

The following are the recruitment sources that referred the hiree for each full-time vacancy: from KHCB Staff (1)

The following are the total number of persons interviewed for each full-time vacancy: One (1)

The following are the total number of interviewees referred by each recruitment source used in connection with each vacancy: (1)

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), Galveston, 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), Galveston, 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.