

KHCB (AM & FM) EEO PUBLIC FILE REPORT

For the period April 1, 2015-April 1, 2016

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, 2016 the stations filled the following full-time employment vacancies: One-Engineering tech. A vacancy occurred in the engineering department and there was a need for another radio engineer. This is a specialized position that requires certain skills and training.

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

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each: Three

Univision Communications 5999 Center Dr, Los Angeles, CA 90045 (310) 216-3434

Rio Grande Bible Institute 4300 S US Hwy 281 Edinburg, TX 78539-9650 (956) 380-8100

Society of Broadcast Engineers 9102 N Meridian St # 150, Indianapolis, IN 46260 (317) 846-9000 The SBE Jobs line: www.sbe.org/sections/jobs_online.php

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

The following are the recruitment sources that referred the hire for each full-time vacancy: Each of the above referred one candidate

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

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

The following is a list and brief description of 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 as well as Houston Baptist University and other like institutions. This included interns for Spanish programming as well as English.