## 2022-2023 Annual EEO Public File Report

The purpose of this EEO Public File Report ("Annual EEO Report") is to comply with Section 73.2080(c)(6) of the FCC's Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following stations.

Licensee: Hope Media Group (HMG)

Address: 1722 Treble Drive

Humble, TX 77338

Phone Number: 281.446.5725

Call Sign Community FIN
KSBJ Humble, TX 35590

to include KSBJ, KSBJ-FM1, KSBJ-FM2, KEHH, KHIH, KWUP, KUBJ, KXBJ, KYBJ, KZBJ, KXNG

The information contained in this Annual EEO Report covers the time period from April 1, 2022 to, and including, March 31, 2023 (the "Applicable Period"). Consistent with the FCC's Rules, this Annual EEO Report contains the following information:

- A list of full-time vacancies filled by the Station(s) during the Applicable Period.
- For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the station(s) about any new job openings, which are separately identified.
- The recruitment source that referred the Hire for each full-time vacancy filled during the Applicable Period.
- Data reflecting the total number of persons interviewed for all full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.

The following sections provide the required information and summarize the station(s) EEO efforts during the Applicable Period.

This Annual Report was placed in each station's public inspection file on 04/1/2023 and posted on the station's website, in accordance with the FCC's EEO Rules.

**SECTION 1:** Full-Time Job Openings Filled During This Period

Time Period Covered: **April 1, 2022 to March 31, 2023**Station: **KSBJ** 

Full-time Positions Filled by Job Title and Date Filled		Recruitment Source that Referred the Person Hired	Number of Persons Interviewed
1.	Programming Assistant Vida Unida – 4/4/2022	Referral	1
2.	KSBJ Program Director – 4/11/2022	KSBJ Website	3
3.	Broadcast Engineer – 5/2/2022	KSBJ Website	2
4.	Director, Digital Audio – 5/2/2022	Referral	1
5.	Chief of Development – 5/3/2022	Referral	2
6.	Administrative Assistant – 5/16/2022	KSBJ Website	1
7.	Director, Promotions* - 9/26/2022	Internal Promotion	4
8.	Facilities Specialist – 9/26/2022	KSBJ Website	4
9.	KSBJ Assistant Program/Music Director – 9/26/2022	Referral	4
10.	Jr Software Engineer – 9/29/2022	WayFM Website	6
11.	Chief of Marketing/Houston GM – 10/3/2022	Referral	6
12.	Financial Systems Analyst – 12/19/2022	Technology Navigators	2
13.	Donor Relationship Manager, Major Donor – 1/3/2023	Referral	6
14.	Administrative Assistant, Donor – 1/3/2023	KSBJ Website	5
15.	Promotions Outreach Supervisor – 1/3/2023	Internal Promotion	1
16.	Endpoint Administrator – 1/9/2023	Referral	1
17.	Chief of Programming – 1/9/2023	Referral	1
18.	Director, Data Science & Analytics – 2/6/2023	Referral	5
19.	Power BI Analyst – 3/13/2023	Robert Half	12

Total Number of People Interviewed for All Job Positions: <u>67</u>

<sup>\*</sup>Title was changed in the process of hiring; position requirements remained the same.

## **SECTION 2:** Recruitment Sources

Time Period Covered: **April 1, 2022 to March 31, 2023**Station: **KSBJ** 

Recruitment Source (Name, Address, Phone Number, Contact Person)		Total Number of Interviewees This Source Provided During This Period	Full-time Positions for Which This Source Was Utilized
1.	KSBJ Website  www.KSBJ.org Susan Brown, VP of HR  1722 Treble, Humble, TX 77338  281.446.5725	12	All Positions
2.	Hope Media Group Website  www.hopemediagroup.com  Susan Brown, VP of HR  1722 Treble, Humble, TX 77338  281.446.5725		All Positions
3.	WayFM Website  www.WayFM.com  Susan Brown, VP of HR  1722 Treble, Humble, TX 77338  281.446.5725	6	Positions 7, 10, 11, 13, 16, 17
4.	Employee Referral	16	All Positions
5.	Internal Staff	7	All Positions
6.	Indeed www.indeed.com 6433 Champion Grandview Way, Bldg. 1 Austin, TX 78750 800.475.4361	21	All Positions
7.	Glassdoor, Inc. www.glassdoor.com 100 Shoreline Highway, Bldg. A. Mill Valley, CA 94941 415.339.9105		All Positions
8.	Other – Referrals		All Position
9.	Christian Music Broadcasters (CMB)  www.cmbonline.org PO Box 241871  Little Rock, AR 72223	1	Position 2, 7, 9, 11, 13
10.	Texas Association of Broadcasters (TAB)  www.tab.org 502 East 11 <sup>th</sup> Street, Suite 200	_	Position 2, 7, 9, 11, 13

	Austin TV 70701		
	Austin, TX 78701 512.322.9944		
11.	HisAir.net		
11.	Ted Kelly		
	PO Box 307		Position 2, 7, 9, 11, 13
	Duplessis, LA 70728		POSICION 2, 7, 9, 11, 13
	225.744.3524		
12.			
12.	National Religious Broadcasters		
	WWW.nrg.org		Desition 2 7 0 11 12
	9510 Technology Dr		Position 2, 7, 9, 11, 13
	Manassas, VA 20110		
12	703.331.4510		
13.	National Association of Broadcasters		
	www.nab.org		Danition 2 7 0 12
	1772 N Street NW		Position 2, 7, 9, 13
	Washington, DC 20036		
1.4	202.429.5300		
14.	All Access Music Group		
	www.allaccess.com		Danition 7.0
	28955 Pacific Coast Hwy Ste 210		Position 7, 9
	Malibu, CA 90265		
1 =	310.457.6616		
15.	Work In Texas		
	www.workintexas.com		Danition 14
	9668 FM 1960 Bypass Rd W		Position 14
	Humble, TX 77338		
1.0	281.446.4837		
16.	Association of Fundraising Professionals		
	Greater Houston Chapter		
	www.afphouston.org		Position 13
	3305 Steck Avenue, Suite 200		
	Austin, TX 78757		
17	832.895.1613		
17.	LinkedIn		
	www.linkedin.com 1000 W Maude Ave	1	Position 11
		1	Position 11
	Sunnyvale, CA 94085		
18.	650.687.3600		
10.	Technology Navigators, LLC www.technologynavigators.com		
	633 Bridepoint Parkway,		
	Bldg. One, Ste 420	1	Position 12
	Austin, TX 78730		
	512.637.9891		
19.	Robert Half		
19.	www.roberthalf.com		
	11700 Katy Freeway, Ste 400	1	Position 19
	1	1	FOSITION 13
	Houston, TX 77079 346.275.4428		
	JTU.2/3.7720		

20.	Society of Broadcast Engineers Inc.	
	www.sbe.org	Position 3
	9102 North Meridian St, Ste 150	1 0310011 3
	Indianapolis, IN 46260	
21.	Between Job Ministry	
	www.betweenjobsministry.org	
	5503 Fellowship Lane	Position 8, 14
	Spring, TX 77379	
	281.376.1110 ext 119	
22.	American Marketing Association-Houston	
	www.amahouston.org	
	PO Box 27983	Position 11
	Houston, TX 77227	
	713.417.3451	
23.	American Marketing Association	
	www.ama.org	
	130 E Randolph St, Fl 22,	Position 11
	Chicago, IL 60601	
	800.262.1150	

## **SECTION 3:** Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

Time Period Covered: April 1, 2022 to March 31, 2023

Station: **KSBJ** 

Hope Media Group (HMG) is a religious broadcaster as defined by the FCC and has established a religious qualification for all employee positions at its stations. As a religious broadcaster, HMG is exempt from the "Prong 3" long-term outreach and certain other FCC EEO requirements. HMG makes reasonable, good faith efforts to recruit applicants without regard to race, color, national origin, or gender from among those who are qualified for employment based on their religious belief and/or affiliation.