

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

**For the period April 1, 2003-April 1, 2004**

This EEO Public File Report is filed in the public inspection file of Stations KHCB(AM), Galveston, 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, 2003 the stations filled the following full-time employment vacancies: None

The total number of people the stations interviewed for all full-time vacancies during the period covered in the report: Not Applicable

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each: Not Applicable

The following are the recruitment sources used to fill each vacancy, identified by name, address, contact person and telephone number: Not Applicable

The following are the recruitment sources that referred the hiree for each full-time vacancy: Not Applicable

The following are the total number of persons interviewed for each full-time vacancy: Not Applicable

The following are the total number of interviewees referred by each recruitment source used in connection with each vacancy: Not Applicable

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.