

2020-2021 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, 2020 to, and including, March 31, 2021 (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 Hiree 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 04/1/2021 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, 2020 to March 31, 2021**

Station: **KSBJ**

Full-time Positions Filled by Job Title and Date Filled		Recruitment Source that Referred the Person Hired	Number of Persons Interviewed
1.	Vice President, Finance* – 4/1/2020	Internal Promotion	5
2.	Director, Accounting – 6/15/2020	KSBJ Website	8
3.	Media Producer – 1/19/2021	Other-Referral	4
4.	Accountant – Revenue - 2/1/2021	Glo Resources	1
5.	Director, Accounting – 3/10/2021	Indeed	4
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7.			
8.			
9.			
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14.			
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16.			
17.			
18.			

Total Number of People Interviewed for All Job Positions: 22

*Title was changed in the process of hiring; position requirements remained the same.

SECTION 2: Recruitment Sources

Time Period Covered: **April 1, 2020 to March 31, 2021**

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 Susan Brown, HR Director 1722 Treble, Humble, TX 77338 281.446.5725	6	All Positions
2.	KSBJ Employee Referral	1	All Positions
3.	KSBJ Internal Staff	1	All Positions
4.	Between Jobs Ministry Northwest Bible Church 5503 Fellowship Lane Spring, TX 77379 281.376.1110	0	Position 2
5.	Indeed www.indeed.com 6433 Champion Grandview Way, Bldg. 1 Austin, TX 78750 800.475.4361	7	All Positions
6.	Glassdoor, Inc. www.glassdoor.com 100 Shoreline Highway, Bldg. A. Mill Valley, CA 94941 415.339.9105	0	All Positions
7.	Other – Referrals	2	All Position
8.	Bessire & Associates, Inc www.bessire.com 15720 Brixham Hill Ave., Ste 300 Charlotte, NC 28277 704.341.1423	4	Position 1
9.	Glo Resources www.gloresources.com 1115 Yale St. Houston, TX 77008 346.395.4600	1	Position 4

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

Time Period Covered: **April 1, 2020 to March 31, 2021**

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.