

2021-2022 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, 2021 to, and including, March 31, 2022 (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 04/1/2022 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, 2021 to March 31, 2022**

Station: **KSBJ**

Full-time Positions Filled by Job Title and Date Filled		Recruitment Source that Referred the Person Hired	Number of Persons Interviewed
1.	Administrative Assistant, VP Support – 4/20/2021	Internal Promotion	1
2.	Manager, Marketing – 5/3/2021	Referral	5
3.	Director, Risk & Compliance* - 5/20/2021	KSBJ Website	5
4.	Financial Analyst, FP&A – 5/18/2021	Other-Referrals	7
5.	Director, Community Relations – 5/24/2021	KSBJ Website	3
6.	Manager, Payables & Payroll – 5/24/2021	Indeed	5
7.	Facilities Specialist – 8/2/2021	KSBJ Website	2
8.	Accounts Payable & Payroll Specialist – 9/13/2021	KSBJ Website	1
9.	VU Program Director/On-Air Talent* - 9/20/2021	Indeed	9
10.	VU On-Air Talent/Media Producer* - 9/22/2021	KSBJ Website	8
11.	Hope On Demand Talent – 10/4/2021	Internal Promotion	2
12.	Development Officer, Corporate Partnerships–11/1/2021	KSBJ Website	12
13.	Manager, Donor Communication – 2/9/2022	Indeed	1
14.	Media Producer – 2/14/2022	KSBJ Website	9
15.			
16.			
17.			
18.			

Total Number of People Interviewed for All Job Positions: 70

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

SECTION 2: Recruitment Sources

Time Period Covered: **April 1, 2021 to March 31, 2022**

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	20	All Positions
2.	KSBJ Employee Referral	9	All Positions
3.	KSBJ Internal Staff	5	All Positions
4.	Indeed www.indeed.com 6433 Champion Grandview Way, Bldg. 1 Austin, TX 78750 800.475.4361	31	All Positions
5.	Glassdoor, Inc. www.glassdoor.com 100 Shoreline Highway, Bldg. A. Mill Valley, CA 94941 415.339.9105	2	All Positions
6.	Other – Referrals	1	All Position
7.	LinkedIn www.linkedin.com 1000 W Maude Ave Sunnyvale, CA 94085 650.687.3600	1	Position 5
8.	National Association of Hispanic Journalists www.nahjcareers.org PO Box 117 Windsor, CA 95492 626.792.3846		Position 5
9.	National Association of Black Journalists www.nabj.org 1100 Knight Hall, Suite 3101 College Park, Maryland 20742		Position 5
10.	Christian Music Broadcasters (CMB) www.cmbonline.org PO Box 241871 Little Rock, AR 72223		Position 11

11.	Texas Association of Broadcasters (TAB) www.tab.org 502 East 11 th Street, Suite 200 Austin, TX 78701 512.322.9944		Position 11
12.	HisAir.net Ted Kelly PO Box 307 Duplessis, LA 70728 225.744.3524		Position 11
13.	National Religious Broadcasters www.nrg.org 9510 Technology Dr Manassas, VA 20110 703.331.4510		Position 11, 12
14.	National Association of Broadcasters www.nab.org 1772 N Street NW Washington, DC 20036 202.429.5300		Position 11
15.	All Access Music Group www.allaccess.com 28955 Pacific Coast Hwy Ste 210 Malibu, CA 90265 310.457.6616		Position 11
16.	United Way of Greater Houston www.unitedwayhouston.org 50 Waugh Drive Houston, Texas 77007 713.685.2300		Position 12
17.	Association of Fundraising Professionals Greater Houston Chapter www.afphouston.org 3305 Steck Avenue, Suite 200 Austin, TX 78757 832.895.1613	1	Position 12

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

Time Period Covered: **April 1, 2021 to March 31, 2022**

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.