

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: 67

*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 th Street, Suite 200		Position 2, 7, 9, 11, 13

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

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

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.