

2017-2018 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: KSBJ Educational Foundation
Address: 1722 Treble Drive
Humble, TX 77338
Phone Number: 281.446.5725

Call Sign	Community	FIN
KSBJ	Humble, TX	35590

The information contained in this Annual EEO Report covers the time period from April 1, 2017 to, and including, March 31, 2018 (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 04/1/2018 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, 2017 to March 31, 2018**

Station: **KSBJ**

Full-time Positions Filled By Job Title and Date Filled		Recruitment Source that Referred the Person Hired	Number of Persons Interviewed
1.	Paralegal* – 5/15/2017	Glassdoor	4
2.	KSBJ Director, Promotions – 4/17/2017	KSBJ Website	3
3.	Director, Community Relations – 7/11/2017	Indeed	7
4.	Promotions Outreach Manager – 6/12/2017	KSBJ Website	1
5.	Web Designer & Developer – 8/1/2017	Indeed	2
6.	Manager, Live Events – 8/17/2017	KSBJ Website	3
7.	Facilities Specialist – 8/22/2017	Indeed	3
8.	Vice President, Operations – 12/18/2017	Employee Referral	1
9.	Afternoon Show Co-Host – 1/2/2018	Employee Referral	5
10.	Director, Donor Relations – 2/26/2018	Glassdoor	3
11.			
12.			
13.			

Total Number of People Interviewed for All Job Positions: 32

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

SECTION 2: Recruitment Sources

Time Period Covered: **April 1, 2017 to March 31, 2018**

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	10	All Positions
2.	KSBJ Employee Referral	5	All Positions
3.	KSBJ Internal Promotion		All Positions
4.	HisAir.net Ted Kelly P.O. Box 307 Duplessis, LA 70728 225.744.3524	2	Position 2, 5, 8, 9
5.	CMB (Christian Music Broadcasters) www.cmbonline.org >powered by www.christianradiocareers.com radioservers.com/contactus		Position 5, 8
6.	TAB (Texas Association of Broadcasters) 502 East 11 th Street, Suite 200 Austin, TX 78701 512.322.9944		Position 8, 9
7.	Between Jobs Ministry Northwest Bible Church 5503 Fellowship Lane Spring, TX 77379 281.376.1110		Position 2, 7
8.	All Access Music Group Jackie Chapman 28955 Pacific Coast Hwy Ste 210 Malibu, CA 90265 310.457.6616	1	Position 9
9.	National Religious Broadcasters www.nrb.org 9510 Technology Drive Manassas, VA 20110 703.331.4510		Position 8

10.	National Association of Broadcasters www.nab.org 1772 N Street NW Washington, DC 20036 202.429.5300		Position 8
11.	Indeed www.indeed.com 6433 Champion Grandview Way Bldg. 1 Austin, TX 78750 800.475.4361	9	All Positions
12.	Glassdoor, Inc. www.glassdoor.com 100 Shoreline Highway Bldg. A. Mill Valley, CA 94941 415.339.9105	2	All Positions
13.	Robert Half Legal – Accountemps 10001 Woodlock Forest Dr., Ste 550 The Woodlands, TX 77380 281.681.2940	1	Position 1
14.	LinkedIn Corporation www.linkedin.com 1000 W. Maude Ave. Sunnyvale, CA 94085 650.687.3600	2	Position 3, 5
15.	American Marketing Association Houston www.amahouston.org P.O. Box 27983 Houston, TX 77227 713.668.8550		Position 5
16.	The Art Institute of Houston www.aii.edu 4140 Southwest Freeway Houston, TX 77027 713.623.2040		Position 5
17.	National Association of Black Journalists www.nabj.org 1100 Knight Hall Suite 3100 College Park, MD 20742 301.405.0248		Position 9
18.	National Association of Hispanic Journalists www.nahj.org 888.281.9066		Position 9
19.	Radio Ink www.radioink.com 331 SE Mizner Blvd. Boca Raton, FL 33432 561.655.8778		Position 9

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

Time Period Covered: **April 1, 2017 to March 31, 2018**

Station: **KSBJ**

KSBJ Educational Foundation 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, KSBJ is exempt from the "Prong 3" long-term outreach and certain other FCC EEO requirements. KSBJ 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.