

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 01, 2017 to July 31, 2018.

1) Employment Unit: SBR Broadcasting Corporation, Inland Empire Broadcasting Corporation.

2) Unit Members (Stations and Communities of License):

KCAL-FM – Redlands, CA

KOLA -FM – San Bernardino, CA

3) EEO Contact Information for Unit Member:

Mailing Address: 1940 Orange Tree Lane, Redlands, CA 92374	Telephone Number: (909) 793-3554
	Contact Person/Title: Jeffrey Parke/General Manager
	E-mail Address: jparke@kcalfm.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

Job Title	Recruitment Source Referring Hiree
1. Account Executive	Station Website
2. Promotions Coordinator	Station Website
3. Promotions Coordinator	Station Website
4. Traffic Assistant	Referral

Total Hires: 4

Stations KCAL-FM and KOLA-FM are Equal Opportunity Employers.

1) Job Title: Account Executive

Referral Source(s) of Hire: Station Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Websites	Gary Springfield	1940 Orange Tree Lane, Redlands, CA 92374	(909)-793-3554	4	N
SCBA Website	La Fern Watkins	www.scba.com 5670 Wilshire Blvd. #1370, Los Angeles, CA 90036	(323)-904-4105	1	N
Radio On Line	Ron Chase	www.radioonline.com 3500 Tripp Ave. Amarillo, TX 79121	(806) 352-7503	0	N
All Access Website	Joel Denver	www.allaccess.com 28955 Pacific Coast Highway, St. 210-5 Malibu, CA 90265	(310)-457-6616	0	N
On-Air Announcements	Doug	1940 Orange Tree Lane, Redlands, CA 92374	(909)-793-3554	0	N

2) Job Title: Promotions Coordinator

Referral Source(s) of Hiree: Station Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Websites	Brandon Kessel	1940 Orange Tree Lane, Redlands, CA 92374	(909)-793-3554	7	N
SCBA Website	La Fern Watkins	www.scba.com 5670 Wilshire Blvd. #1370, Los Angeles, CA 90036	(323)-904-4105	0	N
Radio On Line	Ron Chase	www.radioonline.com 3500 Tripp Ave. Amarillo, TX 79121	(806) 352-7503	0	N
All Access Website	Joel Denver	www.allaccess.com 28955 Pacific Coast Highway, St. 210-5 Malibu, CA 90265	(310)-457-6616	0	N
California State University San Bernardino	Job Posting	http://career.csusb.edu/employers/	http://career.csusb.edu/employers/	1	N

3) Job Title: KOLA Promotions Coordinator

Referral Source(s) of Hiree: Station Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Websites	Rebekah Deponte	1940 Orange Tree Lane, Redlands, CA 92374	(909)-793-3554	16	N
SCBA Website	La Fern Watkins	www.scba.com 5670 Wilshire Blvd. #1370, Los Angeles, CA 90036	(323)-904-4105	4	N
Radio On Line	Ron Chase	www.radioonline.com 3500 Tripp Ave. Amarillo, TX 79121	(806) 352-7503	0	N
All Access Website	Joel Denver	www.allaccess.com 28955 Pacific Coast Highway, St. 210-5 Malibu, CA 90265	(310)-457-6616	2	N
California State University San Bernardino	Job Posting	http://career.csusb.edu/employers/	http://career.csusb.edu/employers/	3	N

3) Job Title: Assistant Traffic Director

Referral Source(s) of Hiree: Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Websites	Gary Springfield	1940 Orange Tree Lane, Redlands, CA 92374	(909)-793-3554	0	N
SCBA Website	La Fern Watkins	www.scba.com 5670 Wilshire Blvd. #1370, Los Angeles, CA 90036	(323)-904-4105	0	N
Radio On Line	Ron Chase	www.radioonline.com 3500 Tripp Ave. Amarillo, TX 79121	(806) 352-7503	0	N
All Access Website	Joel Denver	www.allaccess.com 28955 Pacific Coast Highway, St. 210-5 Malibu, CA 90265	(310)-457-6616	0	N
California State University San Bernardino	Job Posting	http://career.csusb.edu/employers/	http://career.csusb.edu/employers/	0	N

6) Total # of Interviewees Referred: For the period from August 01, 2017 to July 31, 2018, this Employment Unit interviewed 38 interviewees for 4-full-time job vacancies.

7) Supplemental Recruitment Initiatives. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) Initiative: Management Training. The Licensee conducts regular training programs for management level personnel which outline EEO requirements and discusses how to prevent discriminations, harassment, etc. The training involves the station’s general manager, program directors, promotions directors, sales managers, human resources and webmaster.

(b) Initiative: Internship Program The stations have an established intern program designed to assist members to assist members of the community to acquire skills needed for broadcast employment. During the current reporting period, The Station had 1 intern(s). Interns are eligible to receive academic credit for participation in the program and compensation.

(c) Initiative: Station Tours. The Licensee station tours for local schools, Cub Scout troops, etc., upon request.

(d) Initiative: Career Fair: The Stations participated in a Career Fair at California Baptist University on Thursday, September 28, 2017. Hiring managers from Sales and Promotions were in attendance at the event and numerous resumes and applications were collected.