

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 01, 2018 to July 31, 2019.

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. Account Executive	SCBA Website
3. Mid-day on/air personality	All Access Website

Total Hires: 3

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	2	N
SCBA Website	La Fern Watkins	www.scba.com 5670 Wilshire Blvd. #1370, Los Angeles, CA 90036	(323)-904-4105	2	N
Radio On Line	Gary Springfield	www.radioonline.com	(909)-793-3554	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 Fleniken	1940 Orange Tree Lane, Redlands, CA 92374	(909)-793-3554	0	N

2) Job Title: Account Executive

Referral Source(s) of Hire: SCBA 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	2	N
SCBA Website	La Fern Watkins	www.scba.com 5670 Wilshire Blvd. #1370, Los Angeles, CA 90036	(323)-904-4105	2	N
Radio On Line	Gary Springfield	www.radioonline.com	(909)-793-3554	0	N
All Access Website	Joel Denver	www.allaccess.com 28955 Pacific Coast Highway, St. 210-5 Malibu, CA 90265	(310)-457-6616	1	N
On-Air Announcements	Doug Fleniken	1940 Orange Tree Lane, Redlands, CA 92374	(909)-793-3554	0	N

3) Job Title: Mid-day on/air personality

Referral Source(s) of Hiree: All Access 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	Daryl Norsell	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	10	N
National Hispanic Media Council Job Posting	Job Posting	http://www.hhmc.org/jobs	http://career.csusb.edu/employers/	0	N

6) Total # of Interviewees Referred: For the period from August 01, 2018 to July 31, 2019, this Employment Unit interviewed 19 interviewees for 3-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 strives to conduct 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 0 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.