

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 01, 2013 to July 31, 2014.

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	On Air Recruitment
Total Hires: 2	

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

1) Job Title: Account Executive (#1)

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)
On air advertising	Curtis Parcell	1940 Orange Tree Lane, Redlands, CA 92374	(909)-793-3554	5	N
Station Websites	Curtis Parcell	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	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

2) Job Title: Account Executive (#2)

Referral Source(s) of Hiree: On Air Recruitment

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
On air advertising	Curtis Parcell	1940 Orange Tree Lane, Redlands, CA 92374	(909)-793-3554	5	N
Station Websites	Curtis Parcell	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	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

6) Total # of Interviewees Referred: For the period from August 01, 2013 to July 31, 2014, this Employment Unit interviewed 16 interviewees for 2-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: Personnel Training

The Licensee provides regular training to its employees based on the job description of the employee. Account Executives receive sales training. Air Personalities and Board operators attend regular meetings to advise them of technical operations. Outside vendors, such as Arbitron, also conduct sessions teaching employees how to properly use their data, and traffic and sales support staff receive regular training as well. These ongoing efforts provide employees with the opportunity to develop their skills and in some instances have resulted in promotions to higher-level positions within the company.