

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 01, 2015 to July 31, 2016.

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. Promotions Coordinator	All Access
2. Sales Assistant	All Access
3. Account Executive	Station Website
4. Account Executive	Station Website
5. Account Executive	Walk-in
6. Digital Media Assistant	
Total Hires: 6	

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

5) Job Title: Promotions Coordinator (1)

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)
Cal State University San Bernardino	Jacob Poore	http://career.csusb.edu/employers/	(909)-537-3486	4	N
Station Websites	Daryl Norsell	1940 Orange Tree Lane, Redlands, CA 92374	(909)-793-3554	1	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	(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	11	N
National Hispanic Media Council	Job Posting	http://www.nhmc.org/jobs	http://www.nhmc.org/jobs	1	N

5) Job Title: Sales Assistant (2)

Referral Source(s) of Hiree: All Access

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
California State University, San Bernardino	Jacob Poore	ACM Department 5500 University Parkway San Bernardino, CA 92407	(909)-537-3486	0	N
Station Websites	Curtis Parcell	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	0	N
Radio On Line	Ron Chase	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
National Hispanic Media Council	Job Posting	http://www.nhmc.org/jobs	http://www.nhmc.org/jobs	0	N
Station On-Air Announcements	Doug Fleniken	1940 Orange Tree Lane, Redlands, CA 92374	(909)-793-3554	1	N
San Bernardino Sun	Classified Department	290 N. D Street, Suite 102 San Bernardino, CA 92401	(909)-889-9666	3	N

5) Job Title: Account Executive (3)

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)
California State University, San Bernardino	Jacob Poore	ACM Department 5500 University Parkway San Bernardino, CA 92407	(909)-537-3486	1	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	(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
National Hispanic Media Council	Job Posting	http://www.nhmc.org/jobs	http://www.nhmc.org/jobs	0	N
Station On-Air Announcements	Curtis Parcell	1940 Orange Tree Lane, Redlands, CA 92374	(909)-793-3554	2	N

5) Job Title: Account Executive (4)

Referral Source(s) of Hiree: Station On-Air Announcements

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
California State University, San Bernardino	Jacob Poore	ACM Department 5500 University Parkway San Bernardino, CA 92407	(909)-537-3486	1	N
Station Websites	Curtis Parcell	1940 Orange Tree Lane, Redlands, CA 92374	(909)-793-3554	3	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	(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
National Hispanic Media Council	Job Posting	http://www.nhmc.org/jobs	http://www.nhmc.org/jobs	0	N
Station On-Air Announcements	Curtis Parcell	1940 Orange Tree Lane, Redlands, CA 92374	(909)-793-3554	2	N

5) Job Title: Account Executive (5)

Referral Source(s) of Hiree: Walk-in

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
California State University, San Bernardino	Jacob Poore	ACM Department 5500 University Parkway San Bernardino, CA 92407	(909)-537-3486	0	N
Station Websites	Curtis Parcell	1940 Orange Tree Lane, Redlands, CA 92374	(909)-793-3554	3	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	(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
National Hispanic Media Council	Job Posting	http://www.nhmc.org/jobs	http://www.nhmc.org/jobs	0	N
Station On-Air Announcements	Doug Fleniken	1940 Orange Tree Lane, Redlands, CA 92374	(909)-793-3554	1	N
Walk-in applicant	Doug Fleniken	1940 Orange Tree Lane, Redlands, CA 92374	(909)-793-3554	1	N

5) Job Title: (6)

Referral Source(s) of Hiree: Station Websites

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
California State University, San Bernardino	Victoria Seitz	Marketing Department 5500 University Parkway San Bernardino, CA 92407	(909)-537-5753	0	N
Station Websites	Ben Wurzell	1940 Orange Tree Lane, Redlands, CA 92374	(909)-793-3554	2	N

6) Total # of Interviewees Referred: For the period from August 01, 2015 to July 31, 2016, this Employment Unit interviewed 45 interviewees for 6-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 discrimination, harassment, etc. The training involves the station's general manager, program directors, promotions directors, sales managers, human resources department and webmaster.

(b) Initiative: Internship Program

The stations have an established intern program designed to assist members of the community to acquire skills needed for broadcast employment. During the current reporting period, The Station had 3 intern(s). Interns are eligible to receive academic credit for participation in the program.

(c) Initiative: Station Tours

The Licensee station tours for local schools, Cub Scout troops, etc., upon request.