

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 01, 2021, to July 31, 2022.

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
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Morning drive co-host

SCBA Website

Total Hires: 1

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

5)

1) Job Title: Morning drive co-host

Referral Source(s) of Hiree: 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	0	N
SCBA Website	La Fern Watkins	www.scba.com 5670 Wilshire Blvd. #1370, Los Angeles, CA 90036	(323)-904-4105	3	N
Radio Online	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	38	N
Referral	Chris Elliott	977 Harpy Court Castle Rock Co 80109	(303) 887-3111	2	N
Referral	Jesse Duran	1940 Orange Tree Lane Redlands Ca 92373	(909) 793-3554	2	N
Referral	Gary Springfield	1940 Orange Tree Lane Redlands Ca 92373	(909) 793-3554	1	N
No confirmation of source – (They didn't reply back when asked)	Gary Springfield	1940 Orange Tree Lane Redlands Ca 92373	(909) 793-3554	8	N

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6) Total # of Interviewees Referred: For the period from August 01, 2021, to July 31, 2022, there was one vacancy and 54 interviews for this Employment Unit.

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 and all other staff members 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. Due to the Covid-19 Pandemic and Cal/OSHA health and safety regulations, we will continue to have all employees take an on-line course offered through NAVEX Global, Inc. NAVEX Global, Inc is a worldwide leader in offering organizations integrated risk and compliance solutions, including, but not limited to, employee training software, whistleblower hotlines, third party risk management services, and more.

(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). This was also due to downsizing at the stations because of the Covid-19 Pandemic. We look forward to restarting our intern program at the appropriate time. Interns are eligible to receive compensation and 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. One of the primary purposes of these tours is to make young people of all backgrounds aware of career opportunities in broadcasting. Unfortunately, due to the Covid-19 Pandemic, we were forbidden to allow tours, per Cal/OSHA health and safety regulations.

(d) Initiative: Quarterly Issues and Programs Reports. The Licensee maintained its commitment to educating and enlightening its audience about a wide variety of important issues that concern the Riverside/San Bernardino marketplace. In addition to all the other issues and programs, the Licensee did its best to keep its audience informed on issues related to the Covid-19 Pandemic.

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