

KRBE(FM)
EEO PUBLIC FILE REPORT
April 1, 2022 – March 31, 2023

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-29, 32-48, 51, 53-65	1
Account Executive	1-30, 32-59, 61-62	30
Digital Media Producer	1-29, 32-55	10
Digital Content Editor	1-29, 32-55	1
Promotions Director	1-29, 32-55	1

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	17
2	Adzuna Website www.adzuna.com/	N	0
3	Job Is Job Website www.jobisjob.com/	N	0
4	MyJobHelper Website www.myjobhelper.com/	N	0
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
6	The Job Spider www.jobspider.com/	N	0
7	Trovit Website www.trovit.com/	N	0
8	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	6
9	Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm	N	0
10	LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/	N	7
11	Abilities in Jobs www.abilitiesinjobs.com	N	0
12	Asian in Jobs www.asianinjobs.com	N	0
13	Black In Jobs www.blackinjobs.com	N	0
14	Hispanic In Jobs www.hispanicinjobs.com	N	0
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Diversity in Jobs www.diversityinjobs.com	N	0
17	Seniors in Jobs www.seniorsinjobs.com	N	0
18	Women in Jobs www.womeninjobs.com	N	0
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20	Disabled Person www.disAbledperson.com	N	0
21	Hire Black Now www.hireblacknow.com	N	0
22	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
23	African American Job Search www.africanamericanjobsearch.com	N	0
24	Asian Job Search www.asianjobsearch.com	N	0
25	LGBT Job Search www.lgbtjobsearch.com	N	0
26	Disabled Job Seekers www.disabledjobseekers.com	N	0
27	US Diversity Job Search www.usdiversityjobsearch.com	N	0
28	Veteran Career Center www.veterancareercenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Employee Referral	N	1
31	Internal Transfer/Promotion	N	0
32	Workforce Solutions - Astrodome 9315 Stella Link Road 713-661-3220 acie.evans@tvc.state.tx.us rupert.webb@tvc.texas.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Workforce Solutions - Baytown 4308 Garth Road 281-837-0079 kyle.emanuel@wrksolutions.com michelle.lopez@tvc.state.tx.us	N	0
34	Workforce Solutions - Hobby 8231 Broadway 713-847-6118 reginald.parker@tvc.texas.gov sandra.dever@wrksolutions.com	N	0
35	Workforce Solutions - Humble 9668 FM1960 Bypass Road W 281-446-4837 amy.cramer@tvc.texas.gov lois.crouch@tvc.texas.gov	N	0
36	Workforce Solutions - Northshore 14355 E. Wallisville Road 281-458-1155 jennifer.collins@wrksolutions.com jewel.carvajal@wrksolutions.com	N	0
37	Workforce Solutions Westheimer 8373 Westheimer 713-953-9211 aleshia.jamison@tvc.state.tx.us benito.guzman@wrksolutions.com	N	0
38	Workforce Solutions - Willowbrook 17517 Highway 249 at North Gessner 281-807-9462 gary.gulbrandsen@tvc.state.tx.us joan.jaco@wrksource.com	N	0
39	Workforce Solutions Veterans Affairs 6900 Almeida al.morales@tvc.texas.gov	N	0
40	Workforce Solutions 4424 North Freeway, Suite A 713-692-7755 amy.cramer@tvc.texas.gov colette.smith@tvc.texas.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	Workforce Solutions - Southwest 12710 Bissonnet Street 281-344-0279 benito.guzman@wrksolutions.com deedee.glasscock@tvc.state.tx.us	N	0
42	Workforce Solutions – Cypress Station 70 FM 1960 West, #A 281-891-2850 jo.ikard@tvc.texas.gov willie.cooper@tvc.texas.gov	N	0
43	Urban League Workforce Development 1301 Texas Avenue 713-393-8754 ericg@haul.org	N	0
44	Workforce Employer Services 3355 W Alabama, Suite 350 713-688-8062 clecouris@careersourceclm.com	N	0
45	Houston Chapter of the Labor & Emp Relations Assoc 3107 Georgetown 713-667-8988 charlie@local564.com	N	0
46	Mayor's Office for People with Disabilities 1475 West Gray 713-284-1990 mopdmail@houstontx.gov	N	0
47	Houston Center for Independent Living 6201 Bonhomme Road, Suite 150 South hcil@neosoft.com	N	0
48	American Council for the Blind PO Box 5251 409-866-5838 semien@sbcglobal.net	N	0
49	Homeless to Independence anne@homelesstoindpendence.org	N	0
50	Veteran Employment Center - TX norma.gutierrez.ctr@mail.mil	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
51	Associated General Contractors of Texas 2400 Augusta Drive 713-334-7100 ltaylor@agctx.org	N	0
52	Hire Heroes USA ltalbot@hireherosusa.org	N	0
53	Texas Southern University 3100 Cleburne Street, Suite 152 713-313-7541 faith@tsu.edu morgan_ma@tsu.edu	N	0
54	University of Houston 4800 Calhoun Road 713-743-2255 jchee@uh.edu mplaney@uh.edu	N	0
55	University of St. Thomas 3800 Montrose 713-522-7911 career.services@stthom.edu dmiller@stthom.edu	N	0
56	SER-Jobs for Progress 201 Broadway Street 713-773-6000 mike.russell@serhouston.org	N	0
57	Department of Assistive and Rehabilitative Services 427 West 20th Street, Suite 407 sabrina.parras@dars.state.tx.us	N	0
58	Department of Assistive and Rehabilitative Services 2 6220 Westpark, Suite 110 713-267-8510 kimberly.king@dars.state.tx.us	N	0
59	Hispanic Chamber of Commerce Houston 1801 Main Street 713-644-7070 rmireles@houstonhispanicchamber.com	N	0
60	Wounded Warrior Project 615-782-7226 hpeck@woundedwarriorproject.org jmoore@woundedwarriorproject.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
61	Associated General Contractors of Texas 3825 Dacoma Street (713) 843-3700 anavell.t@agchouston.org	N	0
62	Houston Area Women's Center 1010 Waugh Drive (713) 630-2211 cnguyen@hawc.org	N	0
63	National Hispanic Professional Organization 6946 Kernel (281) 795-5729 ilsaglad@gmail.com	N	0
64	On Our Own Services 2310 McAllister Road (800) 713-6892 webmaster@onourownservices.net	N	0
65	Volunteers of America 4808 Yale Street (713) 460-0781 dwadley@voatx.org	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			31

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On May 24, 2022, our Market and Business Managers as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.’s Executive Vice President and General Counsel as well as its Vice President, Human Resources entitled, “The FCC’s Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers, Business Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the months of April and May of 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed three segments entitled “Unconscious Bias,” which addressed the meaning of Unconscious Bias – what it is, the types of Unconscious Bias, and how to overcome it.
3	Management-level training regarding Diversity, Equity, and Inclusion	During the month of August 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a ThinkZoom course on-line which included five separate segments dealing with Anti-Racism entitled: the Anti-Racism Continuum; Color-Blindness and Why it Doesn’t Work; Calling In vs. Calling Out People; Learning to Listen and Listening to Learn; and, Keeping the Momentum going. Each session is designed to offer specific ways every individual can contribute to the ongoing fight against racism.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding Diversity, Equity, and Inclusion	During the months of November/December 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a Think Mineral course on-line titled: <i>Your Role in Workplace Diversity</i> . The training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concepts of allyship and how to advocate for diversity, equity, and inclusion.
5	Management-level training regarding Diversity, Equity, and Inclusion	On January 25, 2023, our SEU’s Market Manager participated in a facilitated session and presentation conducted by a Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session was a re-fresher which reinforced and built upon the concepts of what Diversity, Equity, and Inclusion are as well as a re-cap regarding Anti-Racism and Bias & Microaggressions, which were addressed through both our initial facilitated sessions and our subsequent video trainings.