

KRBE(FM)
EEO PUBLIC FILE REPORT
April 1, 2023 – March 31, 2024

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
Digital Account Executive	1 - 29, 32 - 44, 46 - 50	1
Account Executive	1 - 30, 32 - 50	30
Digital Media Producer	1 - 29, 32 - 50	1
Promotions Coordinator	1 - 30, 32 - 44, 46 - 48, 50 - 53	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	26
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	2
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	0
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
16	Diversity in Jobs www.diversityinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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 Houston, TX 77025-4012 713-661-3220 Astrodome@wrksolutions.com acie.evans@tvc.state.tx.us	N	0
33	Workforce Solutions - Baytown 4308 Garth Road Baytown, TX 77521 281-837-0079 baytown@wrksolutions.com martin.navarro@tvc.state.tx.us	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	Workforce Solutions - Humble 9668 FM1960 Bypass Road W Humble, TX 77338-4040 281-446-4837 Humble@wrksolutions.com maryann.zimmerman@tvc.texas.gov	N	0
35	Workforce Solutions - Northshore 14355 East Wallisville Road Houston, TX 77049 281-458-1155 Northshore@wrksolutions.com	N	0
36	Workforce Solutions - Westheimer 8373 Westheimer Houston, TX 77063-2703 713-953-9211 Westheimer@wrksolutions.com Marcello.lynch@tvc.texas.gov	N	0
37	Workforce Solutions - Cypress Station 70 FM 1960 West Houston, TX 77090 281-891-2850 willie.cooper@tvc.texas.gov	N	0
38	Houston Chapter of the Labor & Emp Relations Assoc 3107 Georgetown Houston, TX 77005 713-667-8988 charlie@local564.com	N	0
39	Mayor's Office for People with Disabilities 1475 West Gray Houston, TX 77019 713-284-1990 mopdmail@houstontx.gov	N	0
40	Houston Center for Independent Living 6201 Bonhomme Road, Suite 150 South Houston, TX 77036 hcil@neosoft.com	N	0
41	American Council for the Blind PO Box 5251 Beaumont, TX 409-866-5838 semien@sbcglobal.net	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	Associated General Contractors of Texas 2400 Augusta Drive Houston, TX 77057 713-334-7100 ltaylor@agctx.org	N	0
43	Hispanic Chamber of Commerce Houston 1801 Main Street Houston, TX 77002 713-644-7070 rmireles@houstonhispanicchamber.com	N	0
44	Texas Southern University 3100 Cleburne Street, Suite 152 Houston, TX 77004 713-313-7541 faith@tsu.edu morgan_ma@tsu.edu	N	0
45	Washington Vocational Services WA 98043 425-774-3338 jbruckshen@wvs.org	N	0
46	Associated General Contractors of Texas 3825 Dacoma Street Houston, TX 77092 713-843-3700 anavell.t@agchouston.org	N	0
47	Houston Area Womens Center 1010 Waugh Drive Houston, TX 77019 713-630-2211 cnguyen@hawc.org	N	0
48	National Hispanic Professional Organization 6946 Kernel Houston, TX 77087 281-795-5729 ilsaglad@gmail.com	N	0
49	On Our Own Services 2310 McAllister Road Houston, TX 77092 800-713-6892 webmaster@onourownservices.net	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
50	Volunteers of America 4808 Yale Street Houston, TX 77018 713-460-0781 dwadley@voatx.org	N	0
51	Workforce Solutions - Clear Lake 1300a Bay Area Boulevard Houston, TX 77058 346-230-7018 clearlake@wrksolutions.com Myeshia.wilcox@tvc.texas.gov	N	0
52	Workforce Solutions - Southwest 13625 Beechnut Street Houston, TX 77083 281-564-2660 southwest@wrksolutions.com Erick.gilmore@tvc.texas.gov	N	0
53	Workforce Solutions - Willowbrook 17725 Tomball Parkway Houston, TX 77064 281-807-9462 Willowbrook@wrksolutions.com	N	0
			29

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of April 2023, certain members of our Station, which included management-level personnel, participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete a series of sessions prepared by the Health & Safety Institute (HSI) entitled, <i>Understanding Harassment and Anti-Harassment – Managers</i> (6 sessions for staff and 9 for managers). The sessions explained what harassment is, provided tips to help understand offenders and targets; offered bystander training; described warning signs, and instructed viewers about how to create a healthy workplace culture. There was additional training for managers about supervisory responsibilities and how to conduct investigations regarding claims of harassment. In order to obtain a certificate of participation, all employees were required to take a quiz following their completion of each session.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the month of April 2023, certain members of our Station, which included management-level personnel, participated in additional Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course presented in two segments entitled, <i>Microaggressions</i> and <i>Tokenism</i> . The segments defined these terms, explained how they originated, and provided methods to overcome these behaviors.
3	Management-level training regarding Diversity, Equity, and Inclusion	On April 20, 2023, our Station’s Market Manager participated in a facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session included group discussions, activities, new tools/techniques for everyday interpersonal behaviors that support DEI, and a “DEI Practice Lab” that focused on Bias and Barriers.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 20, 2023, our VP/Market Manager 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 Director of Centralized HR Operations & Talent Acquisition entitled, "The FCC's Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers & HR Business Partners." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
5	Management-level training regarding Diversity, Equity, and Inclusion	On August 4, 2023, our Station's Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion ("DEI") advisory firm, H3C, entitled, <i>Privilege & Access Roundtable</i> . This session included group discussions, activities, new tools/techniques for everyday interpersonal behaviors that support DEI, and a "DEI Practice Lab" that focused on Privilege and Access.
6	Management-level training regarding Diversity, Equity, and Inclusion	During the months of October and November 2023, this Station participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager and Operations Managers—as well as the entire staff were required to complete a Health & Safety Institute (HSI) on-line course entitled, <i>Privilege</i> . This training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concept of Privilege: what it is, scenarios where privilege is seen/experienced, and how to use privilege to advocate for diversity, equity, and inclusion.
7	Management-level training regarding Diversity, Equity, and Inclusion	On November 15, 2023, our Station's Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion ("DEI") advisory firm, H3C, entitled, <i>Advocacy & Allyship Leadership</i> . During this Roundtable, participants explored what it means to be an ally and how to advocate for others. The presentation also provided two important tools for interrupting bias in the moment and intervening after the moment.
8	Participate in Job Fair	On April 13, 2023, our Station participated in the Valenti School of Communication Career Workshop at the University of Houston. Our Regional Director of Digital Operations, Sales Assistant, and an Account Executive occupied the Cumulus booth, and engaged with interested students about the company, careers in radio broadcasting, and job opportunities with our Station.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
9	Participate in Job Fair	On November 7, 2023, our Station participated in the career fair sponsored by the University of Houston, which took place on the campus of Hilton University of Houston. Our Director of Sales, Sales Assistant, and an Account Executive occupied the Cumulus booth, and engaged with interested students about the company, careers in radio broadcasting, and job opportunities with our Station.
10	Participate in event sponsored by a professional organization relating to careers in broadcasting	On November 15, 2023, our Station participated in a virtual Student Networking Night: Careers in Broadcast Media sponsored by the National Association of Broadcasters. The Regional Vice President of our Station as well as our Dallas SEU was available to engage with interested students about the company, careers in radio broadcasting, and job opportunities with our Station and in the Dallas SEU.