

KRBE (FM)
EEO PUBLIC FILE REPORT
April 1, 2021– March 31, 2022

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 Hire
Promotions Director	1-3, 5-21	21
Creative Director	1-3, 5-20	3
On-Air Talent	1-3, 5-20	3
On-Air Talent	1-3, 5-20	3

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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	Indeed (<i>not directly contacted by SEU</i>) www.indeed.com	N	0
2	All Access Website www.allaccess.com	N	0
3	Cumulus Careers Website www.cumulusmediajobs.net	N	16
4	NAACP – Houston Chapter 2002 Wheeler Avenue Houston, TX 77004 Contact: Brenda Phone: 713-526-3389 branch@naacphouston.org	N	0
5	Sam Houston State University Attn: SHSU Radio/TV Department Fax: 936-294-1336	N	0
6	Texas A&M University Attn: Texas A&M Communications Fax: 979-845-6594	N	0
7	Houston Area Urban League 1301 Texas Avenue Houston, TX 77002 Attn: Gayle A. gaylea@haul.org	N	0
8	University of Houston Attn: Career Services Fax: 713-743-4572	N	0
9	Houston Community College Attn: Job Placement Center/Carolyn Davis Carolyn.davis@hccs.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Texas Workforce Commission/The Work Source 8373 Westheimer Road Houston, TX 77063 Workintexas.com	N	0
11	National Association of Credit Managers of South Texas 10887 South Wilcrest Houston, TX 77099 carol@credittoday.net	N	0
12	Alvin Community College Attn: Career Services Fax: 281-756-3534	N	0
13	On-Air/Streaming Announcements (<i>one or more SEU stations</i>)	N	0
14	Glassdoor (<i>not directly contacted by SEU</i>) www.glassdoor.com	N	0
15	Adzuna www.adzuna.com	N	0
16	Job is Job www.jobisjob.com	N	0
17	The Job Spider www.jobspider.com	N	0
18	My Job Helper www.myjobhelper.com	N	0
19	Oodle www.oodle.com	N	0
20	Trovit www.trovit.com	N	0
21	Internal Recommendation	N	1
22	Word-of-Mouth Referral	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			17

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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 December 2021, our SEU participated in harassment prevention training. All hiring managers—Market, Operations, Local Sales, Digital Sales, and Business Managers as well as the Program Director and Chief Engineer—were required to complete a course prepared by Mineral entitled, “Harassment Prevention.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers – Market Manager, Operations Manager, Business Manager, Local Sales Manager, Digital Sales Manager, and Promotions Manager were required to complete courses on line using ThinkZoom. Participants viewed five segments entitled “Working Well With Others,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 29, 2021, our SEU's Market Manager took part in a presentation by Brooks Scott entitled, <i>Conversations of Race & Allyship in the Workplace</i> . During his presentation he emphasized the importance of learning better ways to communicate to create a healthier workplace environment. He discussed managing unconscious biases, team building around values, learning specific skills and tactics to navigate sensitive conversation, understanding how to give useful feedback, and encouraged attendees to hire, promote and acknowledge people who don't look, think, act, and problem solve like them.
4	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 18, 2021, our SEU's Market Manager participated in a presentation conducted by Merging Path Coaching entitled, <i>Managing Unconscious Bias</i> . This session focused on managing teams without a bias.
5	Participate in Career Fair (2)	On April 8, 2021 and November 2, 2021, our Station participated in the University of Houston's Program for Excellence in Selling, a semi-annual college virtual career fair focused exclusively on sales. Station representatives virtually occupied a booth and spoke with attendees about career opportunities in broadcasting as well as job and internship openings at the Station. Station participants included our General Sales Manager and two Account Executives.