

**EEO PUBLIC FILE REPORT**

**This Report covers full-time vacancy recruitment data for the period August 01, 2022, to July 31, 2023.**

**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.**

<b>Job Title</b>	<b>Recruitment Source Referring Hire</b>
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Account Executive	On-Air Announcements
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Total Hires: 1

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

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1) Job Title: Account Executive

Referral Source(s) of Hire: 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)
Station Websites	Doug Fleniken	1940 Orange Tree Lane, Redlands, CA 92374	(909)-793-3554	2	N
SCBA Website	La Fern Watkins	<a href="http://www.scba.com">www.scba.com</a> 5670 Wilshire Blvd. #1370, Los Angeles, CA 90036	(323)-904-4105	0	N
Radio Online	Ron Chase	<a href="http://www.radioonline.com">www.radioonline.com</a> 3500 Tripp Ave. Amarillo, TX 79121	(806) 352-7503	0	N
All Access Website	Joel Denver	<a href="http://www.allaccess.com">www.allaccess.com</a> 28955 Pacific Coast Highway, St. 210-5 Malibu, CA 90265	(310)-457-6616	0	N
Referral	Kelli Cluque	Cal State San Bernardino 5500 University Pkwy, San Bernardino, CA 92407	(909) 537-5000	1	N
On -Air Announcements	Doug Fleniken	1940 Orange Tree Lane, Redlands, CA 92374	(909) 793-3554	3	N

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**6) Total # of Interviewees Referred:** For the period from August 01, 2022, to July 31, 2023, there was one vacancy and 6 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:** 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. We conducted a station tour with students from the Moreno Valley Middle School on February 21<sup>st</sup>, 2023. We also had a station tour with a local Boy Scouts Group on June 12, 2023.

**(c) 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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