

**EEO PUBLIC FILE REPORT**

**This Report covers full-time vacancy recruitment data for the period August 01, 2019 to July 31, 2020.**

**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**

Total Hires: 0

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

**6) Total # of Interviewees Referred:** For the period from August 01, 2019 to July 31, 2020, there were no job postings and no 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 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.

**(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). 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.