

KRBE (FM)
EEO PUBLIC FILE REPORT
April 1, 2015– March 31, 2016

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 |
|----------------------|--|---------------------------|
| Sales Representative | 1-4,6-17,19-22 | 23 |
| Sales Representative | 1-4,6-17,19-22 | 25 |
| Sales Representative | 1-4,6-17,19-22 | 24 |
| Sales Representative | 1-4,6-17,19-22 | 24 |
| Sales Representative | 1-4,6-17,19-22 | 4 |
| Sales Representative | 1-4,6-17,19-22 | 4 |
| On Air Talent | 1-4,6-17,19-22 | 3 |
| Sales Assistant | 1,2,4,6-17,19-22 | 2 |

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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 | Texas Association of Broadcasters 502 East 11 th Street, Suite 200 Austin, TX 78701 Contact: Craig Bean www.tab.org | N | 0 |
| 2 | Indeed Website www.indeed.com | N | 6 |
| 3 | All Access Website www.allaccess.com | N | 4 |
| 4 | Station website/ Cumulus.com Website Posting | N | 3 |
| 5 | SEU Summer Job Camp (<i>see Section III</i>) | N | 0 |
| 6 | NAACP – Houston Chapter 2002 Wheeler Avenue Houston, TX 77004 Contact: Brenda Phone: 713-526-3389 branch@naacphouston.org | N | 0 |
| 7 | Sam Houston State University Attn: SHSU Radio/TV Department Fax: 936-294-1336 | N | 0 |
| 8 | Texas A&M University Attn: Texas A&M Communications Fax: 979-845-6594 | N | 0 |
| 9 | Ohio Center for Broadcasting Attn: gary@beonair.com | N | 0 |
| 10 | Houston Area Urban League 1301 Texas Avenue Houston, TX 77002 Attn: Gayle A. gaylea@haul.org | N | 0 |
| 11 | University of Houston Attn: Career Services Fax: 713-743-4572 | N | 1 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|---|--|---|
| 12 | Houston Community College Attn: Job Placement Center/Carolyn Davis Carolyn.davis@hccs.edu | N | 0 |
| 13 | Texas Workforce Commission/The Work Source 8373 Westheimer Road Houston, TX 77063 Workintexas.com | N | 0 |
| 14 | Houston Chronicle HoustonChronicle@chronjobs.com Attn: Dana Hardeman Phone: 713-362-3304 dana.hardeman@chron.com | N | 0 |
| 15 | Linked In Website Linkedin.com | N | 0 |
| 16 | National Association of Credit Managers of South Texas 10887 South Wilcrest Houston, TX 77099 carol@credittoday.net | N | 0 |
| 17 | Alvin Community College Attn: Career Services Fax: 281-756-3534 | N | 0 |
| 18 | On-Air/Streaming Announcements | N | 0 |
| 19 | Link Up www.Linkup.com | N | 0 |
| 20 | Glass Door www.glassdoor.com | N | 0 |
| 21 | Simply Hired www.simplyhired.com | N | 0 |
| 22 | Cumulus.hrm.com | N | 0 |
| 23 | Walk-In/Self Referral | N | 2 |
| 24 | Word-of-Mouth Referral | N | 3 |
| 25 | Rehire | N | 1 |
| 26 | Intern | N | 1 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 21 |

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III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|----------|--|--|
| 1 | Internship Program | <p>During this reporting period, Station KRBE hosted nine student interns: one from University of Alabama; five from the University of Houston; one from University of Texas Austin; one from Sam Houston State University and one from Boston University. These interns were supervised by our Program Director and Morning Show Producer and assisted the Programming Department with preparation for the morning show as well as answering calls that came in on the call-in line. Further, our interns are always encouraged to talk with SEU personnel about careers in broadcasting.</p> |
| 2 | Host Job Camp | <p>On July 14, 2015 Station KRBE hosted University of Houston Sales Summer Camp with 50 attendees at our studio in Houston. SEU representatives spoke with attendees about careers in broadcasting, with an emphasis on radio sales, as well as job opportunities within the SEU. Interested attendees received a tour of the facilities. Resumes of interested attendees were collected. Station participants included our Market and General Sales Managers.</p> |
| 3 | Participate in Career Fair | <p>On April 2, 2015 and November 12, 2015, our Station participated in the University of Houston's Program for Excellence in Selling, an annual college career fair focused exclusively on sales. Station representatives occupied and a booth 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.</p> |

