

KRBE (FM)
EEO PUBLIC FILE REPORT
April 1, 2018– March 31, 2019

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
Sales Assistant	1-19,22,23	19
Receptionist	1-18,22,23	18
Sales Representative	1-19,22,23	19
Sales Representative	1-18,20,22,23	20

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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 Website www.indeed.com	N	7
2	All Access Website www.allaccess.com	N	0
3	Station website/ Cumulus.hrm.com Website Posting	N	0
4	SEU Facebook	N	0
5	NAACP – Houston Chapter 2002 Wheeler Avenue Houston, TX 77004 Contact: Brenda Phone: 713-526-3389 branch@naacphouston.org	N	0
6	Sam Houston State University Attn: SHSU Radio/TV Department Fax: 936-294-1336	N	0
7	Texas A&M University Attn: Texas A&M Communications Fax: 979-845-6594	N	0
8	Houston Area Urban League 1301 Texas Avenue Houston, TX 77002 Attn: Gayle A. gaylea@haul.org	N	0
9	University of Houston Attn: Career Services Fax: 713-743-4572	N	0
10	Houston Community College Attn: Job Placement Center/Carolyn Davis Carolyn.davis@hccs.edu	N	0
11	Texas Workforce Commission/The Work Source 8373 Westheimer Road Houston, TX 77063 Workintexas.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	National Association of Credit Managers of South Texas 10887 South Wilcrest Houston, TX 77099 carol@credittoday.net	N	0
13	Alvin Community College Attn: Career Services Fax: 281-756-3534	N	0
14	On-Air/Streaming Announcements	N	0
15	Link Up www.Linkup.com	N	0
16	Glass Door www.glassdoor.com	N	0
17	Simply Hired www.simplyhired.com	N	0
18	Internship Program	N	1
19	Word of Mouth	N	3
20	Transfer from another market	N	1
21	Internal email posting	N	2
22	Monster Monster.com	N	0
23	Zip Recruiter Ziprecruiter.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			14

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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 seventeen student interns in our Programming Department: one from Texas Southern University; eight from the University of Houston; one from Full Sail University; two from Sam Houston State University; one from Avant Media Institute; one from Purdue Northwest; one from Texas State University and two from University Of Texas. 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.</p> <p>During this reporting period, Station KRBE hosted four student interns in our Promotions Department: three from University of Houston and one from Sam Houston State University.</p> <p>Further, our interns are always encouraged to talk with SEU personnel about careers in broadcasting.</p>
2	Sponsor Events in the Community Designed to Inform and Educate the Public Concerning Employment Opportunities in Broadcasting	<p>On June 18th – June 22nd our Station hosted 12 students, aged 11-14 years, for three hours each day.</p> <p>The Students observe how the members of The Roula & Ryan Show prepare and conduct their live radio show on a daily basis (i.e. with news, traffic and entertainment content)</p> <p>Students learn how station contests and promotions are executed by The Roula & Ryan Show.</p> <p>Students learn the importance of digital and social media elements as it relates to The Roula & Ryan Show and station.</p> <p>Students meet and interact with other station department heads to learn about all aspects of the radio and entertainment industry and what to do in order to have a career in the industry</p> <p>Students participate in projects, including helping</p>

		<p>or creating radio content for the week (i.e. Prank Call, News Stories/“Bits”, advertisement ideas)</p> <p>Students participate in a graduation ceremony with their parents on the last day of school.</p>
3	Participate in Career Fair	<p>On April 5, 2018 and November 1, 2018 our Station participated in the University of Houston’s Program for Excellence in Selling, a semi-annual college career fair focused exclusively on sales. Station representatives 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.</p>