

KRBE (FM)
EEO PUBLIC FILE REPORT
 April 1, 2019– March 31, 2020

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	5
2	All Access Website www.allaccess.com	N	5
3	Station website/ Cumulus.hrm.com Website Posting	N	0
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
10	National Association of Credit Managers of South Texas 10887 South Wilcrest Houston, TX 77099 carol@credittoday.net	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Alvin Community College Attn: Career Services Fax: 281-756-3534	N	0
12	On-Air/Streaming Announcements	N	0
13	Link Up www.Linkup.com	N	0
14	Glass Door www.glassdoor.com	N	0
15	Zip Recruiter Ziprecruiter.com	N	1
16	Simply Hired www.simplyhired.com	N	0
17	Internship Program	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			
			11

KRBE (FM)
EEO PUBLIC FILE REPORT
 April 1, 2019– March 31, 2020

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
	<p>Internship Program-Summer Semester</p>	<p>During this reporting period, Station KRBE hosted six student interns: one from Texas Southern University; three from the University of Houston; one from Stephen F Austin University and one from Sam Houston State 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>
<p>1</p>	<p>Internship Program-Fall Semester</p>	<p>During this reporting period, Station KRBE hosted three student interns: one from Texas Southern University and two from the University of Houston. 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>

<p>Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment</p>	<p>During the month of April 2019, this SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, "Workplace Harassment Prevention," designed to address sexual harassment with a focus on the forms of harassment prohibited by federal law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.</p>
<p>3 Participate in Career Fair (2)</p>	<p>On April 2, 2019 and November 5, 2019 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>