

KRBE(FM)
EEO PUBLIC FILE REPORT
April 1, 2020 – March 31, 2021

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
No Full-Time Positions Were Filled During this Reporting Period.		

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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
As Reported in Section I, No Full-Time Positions Were Filled During this Reporting Period.			

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding prevention of discrimination and harassment in the workplace	During the month of March 2021, our SEU participated in harassment prevention training. SEU managers were required to complete a course prepared by ThinkHR entitled, “Harassment Prevention for US Managers,” designed to help develop a set of values in managerial and supervisory employees that will assist them in preventing and effectively responding to incidents of discrimination and workplace harassment. This course addressed federal anti-discrimination and anti-harassment law as well as relevant state requirements. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
2	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, our Market Manager and Business Manager participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, “The FCC’s Equal Employment Opportunity Rules, Your Guide to Compliance.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
3	Participate in Virtual Job Fair	On November 5, 2020, Station KRBE(FM) participated in the Bauer Sales Virtual Job Fair. Our Sales and Digital Managers hosted ten (10) chat booths and interacted with visitors about job openings at our Station as well as career opportunities in radio.