**2020-2021 ANNUAL EEO PUBLIC FILE REPORT**

**San Bernardino Community College District**

**KVCR-FM and KVCR-DT**

Station: KVCR-FM and KVCR-DT San Bernardino, CA

Reporting period: July 1, 2020 to June 30, 2021

No. of Full-time Employees: >10

Small Market Exemption: No

During this reporting period, 0 official full time positions were filled. We did, however hire the following temporary management positions under a yearly contract:

Interim Director, Broadcast Media Systems

Hire Date: 07/01/20

The information required by FCC Rule 73.2080(c)(6) is provided in the information that follows.

**INITIATIVES**

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Hosted at least one job fair.* No job fairs were held in 2020 / 2021

*Participated in job fairs by station* KVCR did not participate in job fairs in 2020 / 2021 *station personnel who have substantial*

*responsibility in making hiring*

*recommendations.*

*Participated in scholarship programs* KVCR, in collaboration with its community college

*designed to assist students interested* licensee, provides a Television Production Certificate

*in pursuing a broadcasting career.* Program Scholarship. It is designed for students who

demonstrate potential for a career in public service

broadcasting.

*Listed each upper-level category* indeed.com

*opening in a job bank or newsletter* cccregistry.org

*of media trade groups whose* edjoin.org

*membership includes substantial* higheredjobs.com

*participation of women and minorities.*

*Provided training to management* KVCR management and staff on hiring committees

*level personnel on methods of* attending training ensuring prevention of discrimination

*ensuring equal employment* and EEO compliance.

*opportunity and prevent*

*discrimination.*

*Intern programs* In collaboration with its educational licensee,

 academically accomplished media studies students are

 afforded unpaid broadcast production internships.

 Students who demonstrate talent and commitment to

 working in the media arts are hired as student workers.

 Staff members who are integral to the hiring process

 periodically serve as guest lecturers and advisers

 counseling students interested in pursuing a broadcasting

 career.

**KVCR-FM and KVCR-DT**

**EEO PUBLIC FILE REPORT**

**July 1, 2020 through June 30, 2021**

**I. VACANCY LIST**

|  |  |  |
| --- | --- | --- |
| See **Master Recruitment Source List (MRSL)** **for recruitment source data**  | **Recruitment Sources (RS) Used to Fill Vacancy**  | **RS Referring Hire**  |
| No Vacancies for full time positions hired |  |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **II. MASTER RECRUITMENT SOURCE LIST** (MRSL) RS Number  | RS Information Name, Address, Telephone Number and Contact Person  | Source Requested Notification of Vacancies (Yes/No)  | No. of Interviewees Referred by RS over 12-month period  |
| NA |  San Bernardino Community College District- SBCCDJobs.com 114 S. Del Rosa Dr San Bernardino CA 92408 909-382-4884 Marcela Navarro | NA | 0 |

|  |  |
| --- | --- |
| **III. RECRUITMENT INITIATIVES****TYPE OF RECRUITMENT INITIATIVE**  |  **BRIEF DESCRIPTION OF ACTIVITY**  |

1 Scholarship programs KVCR and it’s community college licensee

Assist students interested in a broadcasting career by advising Radio-TV-Film faculty on curriculum design and administering the RTVF Scholarship. Senior staff members who have significant responsibility in applicant screening and hiring also serve as guest lecturers throughout the academic year. They also provide one on one counseling to students who are intent on a career in the media arts and broadcasting.

2 Internship programs Students who excel in broadcast production

programs conducted at KVCR by its community college licensee are afforded opportunities to explore a future in broadcasting by serving as interns. Exceptional students may be hired by KVCR’s Student Worker Program which is designed to provide “real-world” practicum and serve as a gateway to employment in the media industry.