2019-2020 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, 2019 to June 30, 2020
No. of Full-time Employees:	>10
Small Market Exemption:	No

During this reporting period, 2 official full time positions were filled. We also hired 1 temporary management positions under an interim contract.

Interim General Manager	Hire Date: 04/13/20
Administrative Coordinator	Hire Date: 09/16/19
Secretary II	Hire Date: 11/28/19

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 2019 / 2020
Participated in job fairs by station station personnel who have substantial responsibility in making hiring recommendations.	KVCR did not participate in job fairs in 2019 / 2020
Participated in scholarship programs designed to assist students interested in pursuing a broadcasting career.	KVCR, in collaboration with its community college licensee, provides a Television Production Certificate Program Scholarship. It is designed for students who demonstrate potential for a career in public service broadcasting.

Listed each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.	indeed.com cccregistry.org edjoin.org higheredjobs.com
Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.	KVCR management and staff on hiring committees attending training ensuring prevention of discrimination and EEO compliance.
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.

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I. VACANCY LIST

See **Master Recruitment Source List (MRSL) for recruitment source data**	**Recruitment Sources (RS) Used to Fill Vacancy**	**RS Referring Hiree**
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.