2007-2008 ANNUAL EEO PUBLIC FILE REPORT
'San Bernardino Community College District'

Station:	KVCR (FM) San Bernardino CA
Reporting period:	August 1, 2007-July 31, 2008
No. of Full-time Employees:	>10
Small Market Exemption:	No

During the Reporting Period, a total of 6 full time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

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.	In collaboration with its licensee and affiliated college campuses KVCR sponsored two job fairs during the 2007-2008 reporting period.
Participated in job fairs by station station personnel who have substantial responsibility in making hiring recommendations.	KVCR was represented by a staff member with hiring responsibility at a job fair sponsored by the California Community Colleges.
Participated in scholarship programs designed to assist students interested in pursuing a broadcasting career.	KVCR, in collaboration with its community college licensee, provides the Television Production Certificate Program Scholarship for students who exhibit 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.	Current newspaper (published by the Current Publishing Committee, administered by Educational Broadcasting Corporation) and the Corporation for Public Broadcasting's online Jobline
Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.	All KVCR managers attended annual employer training in ensuring EEO compliance and prevention of discrimination.
Intern programs	Students who have shown promise in academic programs are afforded unpaid broadcast production internships. Others who demonstrate a commitment to a career in broadcasting are hired as student workers. Senior staff members who have substantial responsibility in making hiring decisions periodically serve as guest lecturers and advisers counseling students interested in pursuing a broadcasting career.

KVCR (FM) and KVCR-DT
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I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Vacancies Filed	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Job Title: RF/Microwave Engineer Date Filled: *5/12/2008*	CPB.ORG Jobline Current publication *and* Current.org SBCCDjobs.com	SBCCDjobs.com
Job Title: Radio Station Manager Date Filled : *5/27/2008*	CPB.ORG Jobline Current publication *and* Current.org SBCCDjobs.com Livingston & Associates	Livingston & Associates
Job Title: Traffic Coordinator, TV Date Filled *5/12/2008*	CPB.ORG Jobline Current publication *and* Current.org SBCCDjobs.com	SBCCDjobs.com
Job Title: Program Coordinator, KVCR Date Filled : 4/14/2008	CPB.ORG Jobline Current publication *and* Current.org SBCCDjobs.com	CPB Jobline
Job Title: Broadcast Operator Date Filled 2/19/2008	CPB.ORG Jobline Current publication *and* Current.org SBCCDjobs.com	SBCCDjobs.com
Job Title: Broadcast Operator Date Filled 2/19/2008	CPB.ORG Jobline Current publication *and* Current.org SBCCDjobs.com	CPB.ORG Jobline

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
1	Current newspaper and Current.org 6930 Carroll Av, Suite 350 Takoma Park MD 301-270-7240 Sherron Phillips	No	0
2	Corporation for Public Broadcasting online job line 401 Ninth St NW Washington DC 20004 202-879-9600 EEO compliance officer	No	5
3	San Bernardino Community College District SBCCDJobs.com 114 S. Del Rosa Dr San Bernardino CA 92408 909-382-4000 Lizanna Ocampo	Yes	12
4	Tom Livingston, Principal Livingston & Associates 3000 Chestnut Ave, Suite 208 The Mill Centre Baltimore MD 21211 410-243-1974	Yes	1
		TOTAL INTERVIEWEES OVER 12-MONTH PERIOD	18

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Job Fair hosting/participation	Job fair staged at San Bernardino Valley College in San Bernardino CA on April 24, 2008.
2	Job Fair hosting/participation	Job fair staged at Crafton Hills College in Yucaipa CA on May 12, 2008.
3	Job Fair participation	Represented at job fair organized by the California Community Colleges in Los Angeles, CA on January 26, 2008.
4	Scholarship programs	The KVCR and its educational licensee assist students interested in a broadcasting career, by advising Radio-TV-Film faculty on curriculum design and administering the Television Production Certificate Program Scholarship. Senior staff members who have significant responsibility in hiring recommendations also serve as guest lecturers throughout the academic year.
5	Internship programs	Students who excel in broadcast production programs conducted at KVCR are afforded opportunities to explore a future in broadcasting by serving as interns. Exceptional students may be hired by KVCR's Student Worker Program, an initiative that continues to serve as a gateway to employment in the region's media industry.