

2010-2011 ANNUAL EEO PUBLIC FILE REPORT
'San Bernardino Community College District'

Station: KVCR-FM San Bernardino CA

Reporting period: August 1, 2010-July 31, 2011

No. of Full-time Employees: greater than 10

Small Market Exemption: No

During the Reporting Period, there were no posted positions. 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.

In collaboration with its licensee and affiliated college campuses KVCR sponsored two job fairs during the 2009-2010 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 substantial hiring responsibility at a job fair sponsored by the California Community Colleges.

Participated in scholarship programs designed to assist students interested licensee, in pursuing a broadcasting career.

KVCR, in collaboration with its community college 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.

Current newspaper (published by the Current Publishing Committee, administered by Educational Broadcasting Corporation), and the Corporation fo Public Broadcasting's online Jobline.

Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.

KVCR management attended annual training in 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.