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

Station: KVCR-DT 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 six 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.

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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: Chief Engineer **Date Filled: Not filled, still posted**	**JobElephant.Com** **CPB.ORG Jobline** **SBCCDjobs.com** **Southern California Broadcasters Association website (SCBA.COM)** **San Bernardino Sun**	**SBCCDJobs.com**
Job Title: Development & Planning Supervisor **Date Filled: December 10, 2010**	**JobElephant.Com** **CPB.ORG Jobline** **SBCCDjobs.com** **Southern California Broadcasters Association website (SCBA.COM)** **San Bernardino Sun**	**SBCCDJobs.com**
Job Title: Broadcast Technician **Date Filled: December 10, 2010**	**JobElephant.Com** **CPB.ORG Jobline** **SBCCDjobs.com** **Southern California Broadcasters Association website (SCBA.COM)** **San Bernardino Sun**	**CPB.ORG Jobline**
Job Title: Producer / Director **Date Filled: January 27, 2011**	**JobElephant.Com** **CPB.ORG Jobline** **SBCCDjobs.com** **Southern California Broadcasters Association website (SCBA.COM)** **San Bernardino Sun**	**CPB.ORG Jobline**
Job Title: Director of Engineering **Date Filled: December 10, 2011**	**JobElephant.Com** **CPB.ORG Jobline** **SBCCDjobs.com** **Southern California Broadcasters Association website (SCBA.COM)** **San Bernardino Sun**	**CPB.ORG Jobline**
Job Title: Broadcast Technician **Date Filled: December 10, 2011**	**JobElephant.Com** **CPB.ORG Jobline** **SBCCDjobs.com** **Southern California Broadcasters Association website (SCBA.COM)** **San Bernardino Sun**	**CPB.ORG Jobline**

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information Name, Address, Telephone And Contact Person	Source Requested Notification of Vacancies (Yes / No)	No of Interviewees Referred by RS over 12 month period
1	Corporation for Public Broadcasting-online job page 401 Ninth St NW Washington DC 2004 202-879-9600 EEO compliance officer	No	7
2	San Bernardino Community College District SBCCDJobs.com 114 S. Del Rosa Dr San Bernardino, CA 92408 Jeremiah MacFarland	Yes	6
3	Southern California Broadcasters Association SCBA.com 1849 Sawtelle Blvd Suite 543 Los Angeles, CA 90025 310-444-1431 LaFern Cusack	No	6

Total Interviewees over a 12 month Period 19

III. Recruitment Initiatives

1.	Job Fair hosting / participation	Job Fair staged at San Bernardino Valley College in San Bernardino, CA
2.	Job Fair hosting / participation	Job Fair staged at Crafton Hills College in Yucaipa, CA
3.	Job Fair Participation	Represented at job fair organized by the California Colleges in Los Angeles, CA
4.	Scholarship Programs	KVCR and its community college 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 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.
5.	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.