

EEO PUBLIC FILE REPORT

KCSM FM, SAN MATEO, CALIFORNIA

For the period commencing July 22, 2021 and ending July 21, 2022

There were no positions filled during the report term. The station employment unit currently has 6 fulltime employees.

Our operations were severely impacted this reporting term by the COVID-19 pandemic. San Mateo Community College District is the licensee of KCSM and the campus has been closed throughout the pandemic. Only the staffer on-air has been allowed to access the stations. Nearly all of the station's efforts have been directed toward staying on the air and keeping the station operating.

Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment:

There were no visitors or tours allowed during the course of the work-from-home period during the pandemic.

Establishment of an internship program designed to develop skills needed for broadcast employment:

KCSM provides internships for college students. Unfortunately, there were no students on campus during the course of the pandemic.

Participation in scholarship programs directed to students who want to pursue a career in broadcasting: The Bonnie Chastain Memorial Scholarship

The licensee has historically administered the Bonnie Chastain Memorial Scholarship program. Recipients of the scholarship are women concentrating on full-time study in the digital media division, who intend to pursue a career in broadcasting and who have need for financial support. (Ms. Chastain was a graduate of the CSM class of 1972.) Usually one scholarship is awarded every year, but there have been no scholarships awarded during the pandemic.

Establishment of training programs designed to enable employees to acquire skills to qualify for higher-level positions:

"The College District recognizes that the quality of its educational offerings and services is enhanced by the professional growth and development of its employees. The Classified Staff Development Program is intended to provide opportunities to attend classes and workshops that will promote outstanding District departments, program and services, while fostering the creativity, personal growth and advancement of our employees. Through our staff development opportunities, we hope to create a positive climate of open communication, mutual respect and appreciation for the advantages of a diverse community." The District offers both conference reimbursement and tuition reimbursement

for all of the KCSM full time staff. In addition, all of the full time KCSM staff are encouraged to attend and budgeted for at least one educational opportunity each year. KCSM management identifies areas for training for each employee to increase the employees' skill level to prepare them for growth in the station and at the colleges in the district. Unfortunately, however, there were no training programs during the course of the year because of the pandemic.

Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination:

The Station Manager participates in monthly Managers' Forum meetings, sponsored by the San Mateo County Community College District Human Resources Department, that provide education and training on a variety of human resources issues and topics, including equal opportunity, racial discrimination, sex discrimination, and sexual orientation discrimination. Throughout the year there were also several online seminars and presentations about these issues in the context of Educational Equity during this reporting period. These are made available to the staff and management on a regular basis.