



KVCR-FM, KVCR-DT, KJHP-LD
2022-2023 ANNUAL EEO PUBLIC FILE REPORT
San Bernardino Community College District

Stations: KVCR-FM and KVCR-DT, San Bernardino, CA
KJHP-LD, Morongo Valley, CA

Reporting period: July 1, 2022 to June 30, 2023

No. of Full-time Employees: >10

Small Market Exemption: No

During this reporting period, 4 official full time positions were filled.

Director of Operations
Hire Date: 09/01/22

Executive Director, KVCR-TV/FM
Hire Date: 12/01/22

Director of Development and Strategic Relations
Hire Date: 01/17/23

Administrative Assistant III
Hire Date: 05/15/23

The information required by FCC Rule 73.2080(c)(6) is provided in the information that follows.

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hire
Director of Operations	sbccd.org	sbccd.org (all positions)
Executive Director, KVCR-TV/FM	CCC Registry Higher Ed Jobs EdJoin	
Director of Development And Strategic Relations	Indeed	
Administrative Assistant III	(same for all vacant job postings)	

II. MASTER RECRUITMENT SOURCE LIST

(MRSL) RS Number	RS Information Name, Address, Contact Person and Telephone Number	No. of Interviewees Referred by RS over 12-month period
1	San Bernardino Community College District Sbccd.org 550 Hospitality Lane Suite 200 San Bernardino CA 92408 Marcela Navarro 909-382-4884	11
2	CCC registry cccregistry.com 2201 Blue Gum Avenue Modesto, CA 95358 Beth Au 1-800-245-4157	1

II. MASTER RECRUITMENT SOURCE LIST

(MRSL) RS Number	RS Information Name, Address, Telephone Number and Contact Person	No. of Interviewees Referred by RS over 12-month period
3	Higher Ed Jobs higheredjobs.com 715 Lake Street Suite 400 Oak Park, IL 60301 Various 814-861-3080	3
4	Edjoin edjoin.org 6225 El Camino Real, Carlsbad, CA 92010 Various 888-900-8945	1
5	Indeed indeed.com 7501 N Capital of Of Texas Hwy Austin, TX 78731 Various 1-800-462-5842	7
6	Other (word of mouth, friend referrals)	4

Note: These numbers are for the Executive Director and Director of Development and Strategic Relations positions. The Administrative Assistant and Director of Operations position did not ask applicants where they heard about the position, but all positions used the same recruitment sources.

Executive Director: 16 applications, 8 interviewees

Director of Development and Strategic Relations: 11 applications 4 interviewees

Director of Operations: 9 applications, 4 interviewees

Administrative Assistant III: 29 applications, 3 interviewees

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities

On Sep 26, 2022, staff members Ben Holland, Yesica Alatorre and Cheryl Alexander participated in a career day fair at Newmark Elementary School in San Bernardino. We talked to kids about careers in TV and radio broadcasting and what skills and education it takes to work in the industry.

On November 16, 2022, KVCR's Shareen Awad presented at Career Day at Palm Ave Elementary School in San Bernardino. The presentation was for Mr. Paule's class for 32 fourth graders. In the presentation, Shareen shared her job as a radio producer at KVCR. She shared what public radio and public television is and talked about some of the tasks that go into producing content, such as editing, writing, and recording. She shared which skills and education are needed to work in the field. Shareen shared a video tour of the KVCR radio station and TV studio, showing them a sound board, green screen, cameras, and more. And they were able to see a behind the scenes look at a live television production. She passed around microphone windscreen and took questions from the

Class. At the end of the presentation, the students learned these terms: sound board; windscreen; producer; editor; internship; segment; promo; green screen and more.



Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment

July 2022, Education is a vital part of building a better future, and that's why we're happy to share that KVCR created an official **Student Intern Program**. This program gives students the opportunity to gain valuable real-world experience and make meaningful connections in their chosen fields. It is a paid internship program, with students working with our staff for one or two semesters. Students work on editing for both TV and radio, doing voice overs, crew productions and more.



Establishment of a mentoring program for station personnel

In August 2022, FNX Producer & Director Frank Blanquet (Yucatec Maya) worked with Darren Brown (Cochiti Pueblo) from Cheyenne & Arapaho Television to mentor Indigenous journalists who are part of the Native American Journalists Association. The media training took place at the annual Native Media Summit which was held in Phoenix Arizona.

Blanquet worked with recipients of the Native American Journalism Fellowship (NAJF) to offer media training in the form of story composition, video capture, audio capture, editing and delivery. Blanquet had 2 journalism students work with him and built several broadcast news segments that were published as part of the FNX NOW news series.



In June 2023, FNX Producer & Director Frank Blanquet (Yucatec Maya) worked with Angel Benally (Diné), Tribal Affairs Specialist of Strategy & Policy at AT&T's FirstNet program to offer AT&T interns advice on navigating sensitive issues within a major organization or corporate environment. Blanquet worked with two students in various fields who received fellowships to work at AT&T.

Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting

KVCR staff have participated on a number of panels and attended several events encouraging, informing and showcasing the field of broadcasting and the many jobs involved from producers, director, editors, writers, social media, marketing, fundraising and all that really encompasses public media. We have spoken at colleges, universities, and private companies to encourage our youth in the media industry.

