

**KVCR-FM, KVCR-DT, KJHP-LD**  
**2020-2021 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, 2020 to June 30, 2021

No. of Full-time Employees: >10

Small Market Exemption: No

During this reporting period, 0 official full time positions were filled. We did, however hire the following temporary management positions under a yearly contract:

Interim Director, Broadcast Media Systems  
Hire Date: 07/01/20

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.*

No job fairs were held in 2020 / 2021

*Participated in job fairs by station personnel who have substantial responsibility in making hiring recommendations.*

KVCR did not participate in job fairs in 2020 / 2021

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

KVCR, in collaboration with its community college licensee, 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.*

indeed.com  
cccregistry.org  
edjoin.org  
higheredjobs.com

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

KVCR management and staff on hiring committees attending training 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

**Recruitment Sources (RS) Used    RS Referring Hire  
to Fill Vacancy**

No Vacancies for full time  
positions hired

**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
NA	San Bernardino Community College District- SBCCDJobs.com 114 S. Del Rosa Dr San Bernardino CA 92408 909-382-4884 Marcela Navarro	NA	0

### **III. RECRUITMENT INITIATIVES**

#### **TYPE OF RECRUITMENT INITIATIVE**

#### **BRIEF DESCRIPTION OF ACTIVITY**

- |   |                      |  |
|---|----------------------|--|
| 1 | 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 RTVF 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. |
| 2 | 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.   |