

**KVCR-FM, KVCR-DT, KJHP-LD**  
**2021-2022 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, 2021 to June 30, 2022

No. of Full-time Employees: >10

Small Market Exemption: No

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

Interim Director, Broadcast Media Systems  
Hire Date: 07/01/21

We also posted the position of Executive Director, KVCR TV/FM on June 1, 2022. It closed June 17 and we are currently in the process of interviewing 9 candidates.

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):

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

1 job fair attended on 4/21/22 by an HR Generalist and an HR Coordinator. CSUSB Springs 2022 College of Education Career Expo (tailored to students and alumni pursuing degrees or credentials in K-12 and / or higher education.)

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

In collaboration with its educational licensee, academically accomplished media studies students are afforded paid and 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

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

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

advisers counseling 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.

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

KVCR management and staff on hiring committees attend training ensuring prevention of discrimination and EEO compliance.

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**I. VACANCY LIST**

See Master Recruitment  
Source List (MRSL)  
for recruitment source data

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

**RS Referring Hire**

Executive Director, KVCR-  
TV/FM

SBCCD  
Job Elephant  
CCC Registry  
Higher Ed Jobs  
Ed Join  
Association of  
Community College  
Administrators  
Indeed  
Other

Currently interviewing  
9 candidates (7 from the MRSLs  
listed below and 2 from other  
sources that interviewees  
declined to say.)

**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

3

2

Job Elephant  
joelephant.com  
4950 Waring Rd STE 4  
San Diego, CA 92120  
Michael Ang  
1-800-311-0563

0

## 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	CCC registry cccregistry.com 2201 Blue Gum Avenue Modesto, CA 95358 Beth Au 1-800-245-4157	0
4	Higher Ed Jobs higheredjobs.com 715 Lake Street Suite 400 Oak Park, IL 60301 Various 814-861-3080	2
5	Edjoin edjoin.org 6225 El Camino Real, Carlsbad, CA 92010 Various 888-900-8945	0
6	Association of Community College Administrators 1102 Q Street 4 <sup>th</sup> Floor # 431 Sacramento, CA 95811 accca.org Ana Sneed 916-443-3559	0

## 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
7	Indeed indeed.com 7501 N Capital of Of Texas Hwy Austin, TX 78731 Various 1-800-462-5842	2

## III. RECRUITMENT INITIATIVES

### TYPE OF RECRUITMENT INITIATIVE

### BRIEF DESCRIPTION OF ACTIVITY

1	Scholarship programs	KVCR and it's 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.