

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2011 – July 31, 2012.

1) **Employment Unit:** Santa Monica Community College District (“SMCCD”)

2) **Unit Members (Stations and Communities of License):**

KCRW(FM), Santa Monica, CA (Facility ID 59086)  
KCRU(FM), Oxnard, CA (Facility ID 59085)  
KCRY(FM), Mojave, CA (Facility ID 59092)  
KCRI(FM), Indio, CA (Facility ID 59087)

3) **EEO Contact Information for Unit Member:**

Mailing Address:	Telephone: (310) 450-5183
Santa Monica Community College District 1900 Pico Blvd. Santa Monica, CA 90405-1628	Contact Person/Title: Jennifer Ferro, General Manager
	E-mail Address: Jennifer.ferro@kcrw.org

4) **List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.**

There were no full-time job openings or hires in the 2011-2012 reporting year. As such, no jobs were posted.

5) **Recruitment Sources Used to Fill Each Vacancy.** As stated above, there were no full-time hires during the reporting period. Therefore, there are no data to report with respect to the number of persons referred by SMCCD’s recruitment sources.

6) **Total Number of Interviewees Referred.** With no full-time job openings, SMCCD did not interview any candidates for full-time vacancies.

7) **Supplemental Recruitment Initiatives.** The supplemental recruitment initiatives undertaken by SMCCD during the period covered by this report are set forth below:

(a) **Initiative:** Greenberg-Steinhauser Scholarship Program

SMCCD makes available 5-10 paid internship opportunities for all areas of radio station operations, including producing, sound editing, video editing, sound design, call screening, music library catalog work, on-air assistance and public information outreach. Scholarship recipients come from Santa Monica College and include students of the broadcast program. Recipients reflect a diversity of background, age and ability.

The internships continue throughout the year and are offered for semester-long periods. All interns receive training and exposure to the skills necessary to have a successful career in the broadcast industry.

**(b) Initiative:** Internship Program

SMCCD maintains an active internship program with over 100 weekly participants. Interns actively work in every area of broadcast operations. The internship program is available to all interested participants. The interns come from all parts of Southern California and all age ranges. All interns are introduced to various jobs in the broadcast industry regardless of whether they will intern in that area.

**(c) Initiative:** UCLA Student Form

On May 24, 2012, SMCCD's General Manager and the President of the KCRW Foundation, Jennifer Ferro, spoke to a group of students at the UCLA Graduate School of Public Affairs. This was a 2-hour presentation about public radio and the various jobs, challenges and career opportunities in public broadcasting. Several topics were discussed about the radio industry. Among the topics discussed were how to get started in the broadcasting industry and the current openings in the internship program at SMCCD.

**(d) Initiative:** Archer School for Girls Career Day

On April 12, 2012 ten high school seniors had an on-site, all day career experience at KCRW. They learned about the job opportunities and roles available in a public radio station. The students conducted interviews with managers and staff and compiled a report that they shared with students in their senior class.