

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 396</p>	Approved by OMB 3060-0113 (March 2003)
FOR FCC USE ONLY	
BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT (To be filed with broadcast license renewal application) Read INSTRUCTIONS Before Filling Out Form	FOR COMMISSION USE ONLY FILE NO. B396 - 20130731AAK

Section I

Legal Name of the Licensee SANTA MONICA COMMUNITY COLLEGE DISTRICT		
Mailing Address 1900 PICO BLVD.		
City SANTA MONICA	State or Country (if foreign address) CA	Zip Code 90405 - 1628
Telephone Number (include area code) 3104505183	E-Mail Address (if available)	
	Facility ID Number 59086	Call Sign KCRW
TYPE OF BROADCAST STATION: (if applicable)	Commercial Broadcast Station <input type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input checked="" type="radio"/> Educational Radio <input type="radio"/> Educational TV

Application Purpose

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

Station List

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KCRW	59086	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	SANTA MONICA, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KCRI	59087	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	INDIO, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KCRU	59085	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	OXNARD, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KCRY	59092	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	MOHAVE, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No

CONTACT PERSON IF OTHER THAN LICENSEE

Name LEWIS J. PAPER, ESQ.		Street Address 2300 N STREET, NW		
City WASHINGTON	State DC	Zip Code 20037-1122	Telephone Number 2026638184	

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during Yes No this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees? Yes No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

CERTIFICATION.

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent RANDAL LAWSON
Title EXECUTIVE VICE PRESIDENT	Telephone No. (include area code) 3104505183
Date 07/30/2013	

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: JENNIFER FERRO	Title: GENERAL MANAGER
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

I. EEO PUBLIC FILE REPORT Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 2]
II. NARRATIVE STATEMENT Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.	[Exhibit 3]

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the

statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Attachment 2

Description
EEO Public File Report (2011-2012)
EEO Public File Report (2012-2013)

Exhibit 3

Description: NARRATIVE STATEMENT

SEE ATTACHED EEO PUBLIC FILE REPORTS.

Attachment 3

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.

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2012 – July 25, 2013.

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 2012-2013 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: Volunteer Program

SMCCD maintains an active volunteer program with over 100 weekly participants. Volunteers actively work in every area of broadcast operations. The program is available to all interested participants. The volunteers 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 work in that area.

(c) Initiative: Mount Saint Mary's Student Career Day Speaker

On April 13, 2013, SMCCD's General Manager and the President of the KCRW Foundation, Jennifer Ferro, spoke to a group of women students at Mount Saint Mary's College. 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 March 23, 2013 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.

(e) Initiative: Summer Internship Program

High school and college students apply to participate in the KCRW Summer Internship Program that runs from June - September. This marketing internship exposes students to all of the areas involved in public broadcasting. Interns receive monthly visits and talks from various members of KCRW explaining their work and answering questions. Interns also work directly with various departments in the operation.