

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2016 – July 31, 2017.

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)

KDRW(FM) Santa Barbara, CA (Facility ID 69085)

KERW(FM) San Luis Obispo, CA (Facility ID 63523)

3) EEO Contact Information for Unit Member:

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| Mailing Address: | Telephone: (310) 450-5183 |
| Santa Monica Community College District 1900 Pico Blvd. Santa Monica, CA 90405-1628 | Contact Person/Title: Jennifer Ferro, President |
| | 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 2016-2017 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: Santa Monica College Student Internship 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

SMCCCD 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: USC undergraduate Introduction to Business speaker

On March 6, 2017, SMCCCD's General Manager and the President of the KCRW Foundation, Jennifer Ferro, spoke to 100 USC students in an undergraduate Introduction to Business class. Topics included how to begin a career in public broadcasting, definition of various roles in public media and non-profit management. Among the topics discussed were how to get started in the broadcasting industry and the current openings in the internship program at SMCCCD.

(d) 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. In 2017, 130 college and high school students interned with KCRW.

(f) Initiative: Workshops for Independent Producers

KCRW created a series of free public radio workshops for people interested in public radio producing.

Tackling Production with Bob Carlson - December 10, 2017

Podcast producer Bob Carlson addressed some of the big-picture aspects of producing a professional-sounding audio mix, with a few detours into the finer points of audio mixology.

Accounting Tips for Freelancers - February 2, 2017

Mary Grace Tonden, owner/founder of Tonden & Associates helped independent producers and other 1099 workers with basic tax issues including providing a basic understanding of the tax code and the difference between an independent contractor and an employee.

Sound Design with Jeff Emtman - June 17, 2017

Podcast producer of *Here Be Monsters*, Jeff Emtman, spoke about sound design and storytelling using common literary devices (e.g., allegory, symbolism, and foreshadowing) to create a richer, stronger sound world. A lab environment allowed attendees to work with short clips of raw tape demonstrating the process from start to finish.