

2019 ANNUAL EEO PUBLIC FILE REPORT

Bellevue College

Station: KBCS (FM-HD-NCE), Bellevue, WA
Reporting Period: September 30, 2018-September 29, 2019
Full Time Employees: Between 5 and 10
Small Market: No

During the Reporting Period, one full time position at KBCS was filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

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:

The Bellevue College Job and Networking Fair held on May 5, 2019 promoted our equal employment opportunity program to all attendees. KBCS managers and staff interface with potential job applicants and encourage them to apply for open jobs at the station. It is made very clear through our display and one on one conversations that no job applicant for KBCS would be discriminated against based on their race, color, religion, national origin, sex or sexual preference. We emphasize Bellevue College's commitment to promoting diversity among students, staff and faculty to all interested job seekers.

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

KBCS is a community non-commercial educational radio station where the majority of the station's programming is produced and hosted by over 70 community volunteers. These community volunteers complete an established internship/learning program where they are introduced to basic radio announcing, audio production and other broadcasting technical skills as well as important FCC regulations pertaining to broadcasting that they need to be aware of.

KBCS is a Washington State college radio station providing a student internship program that is open to all Bellevue College students. During this reporting period there were four Bellevue College student interns working with the KCBS Music Director, three student interns worked under the guidance of the News Director and two student interns worked with the Development Manager. These internships are directed by faculty and staff advisors and are customized to compliment the skill sets of individual students and their career goals. Internships at KBCS involve personalized training by our professional staff that include specialized instruction in broadcast announcing and production, audio editing and engineering, news and public affairs, and marketing and membership.

Participated in at least 4 events or programs sponsored by educational institutions related to career opportunities in broadcasting.

- 1) The KBCS Operations Manager and News Director participate with the Bellevue College English Department in a structured class project on technical writing skills. Bellevue College students produce technical materials for KBCS related to radio news research and marketing.
- 2) KBCS participates in Student Welcome Week events every quarter term sponsored by Bellevue College. Students are given tours of the station facilities and learn about volunteer, employment, and internship opportunities at the station. They are allowed the opportunity to ask questions of KBCS staff members about broadcasting and their specific jobs. KBCS also provides the music and a DJ for the Welcome Week events where KBCS promotional materials related to volunteer opportunities, jobs and student internships are available.
- 3) KBCS collaborates with Bellevue College instructors on campus who teach courses in journalism and communications to provide opportunities and training experiences for students interested in pursuing a career in broadcasting. Students work on producing audio segments under the KBCS News Directors supervision that are used for broadcast during the local news segments.
- 4) The KBCS News Director served as a professional mentor for a University of Washington broadcast journalism undergraduate course in January of 2019.

LIST OF POSITIONS FILLED KBCS

Date of Hire	Position	Recruitment Source Referring Hire
August 1, 2019	KBCS General Manager	CPB Website

RECRUITING SOURCES USED

Referral Source	*	Address of Source	Contact Person	Tel/Email Address
Corporation for Public Broadcasting (CPB)	N	www.cpb.org	N/A	www.cpb.org
National Federation of Community Broadcasters	N	PO Box 16 Crawford, Ohio 81415	Sally Kane	970-279-3411 sally@nfcfb.org
PRADO Listserve	N	prado@listserve.syr.edu	N/A	prado@listserve.syr.edu
Washington State Board of Community and Technical Colleges	N	PO Box 42495 Olympia, WA 98504-2495	Sherry Nelsen	http://www.sbctc.edu/about/jobs/college-system-job-search.aspx slnelson@sbctc.edu
Current Public Media News	N	6930 Carroll Avenue, Suite 625 Takoma Park, MD 20912	N/A	jobs.current.org 301-270-7240
Public Radio News Directors Inc. (PRNDI)	N	P.O. Box 838Sturgis, SD 57785	Christine Paige Diers	christine@prndi.org 605-490-3033

*Indicate “Y” (yes) or “N” (no) of the organization requested that the station provide it with notice of all job vacancies.