

## 2016 ANNUAL EEO PUBLIC FILE REPORT

### Bellevue College

Station:	KBCS(FM-NCE), Bellevue, WA
Reporting Period:	September 30, 2015-September 29, 2016
No. of Full-time Employees:	Between 5 and 10
Small Market:	No

During the Reporting Period, a total of two full time positions were 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 & Networking Fair took place May 8, 2016. The station participated in publicizing the event over the air and had a presence at the fair that was hosted and organized by the licensee. Students, alumni, and community members looked for positions at all levels and in many different fields. Employers from 18 companies and more than 500 job seekers attended the job fair. The KBCS General Manager was present during this fair and spoke with students and community groups interested in radio as a career.

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

The station continues to offer internships to students customized to the skills of the students and their academic goals. During the reporting period, one intern was trained to use Adobe Audition to edit audio content for broadcast.

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

The KBCS General Manager as well as a longtime KBCS host taught training classes with two sessions each quarter. 12-16 students participate each quarter. These classes happen quarterly at the station in September/January/March/May.

Basic Broadcasting. Bellevue College offers regular Basic Broadcast Training Classes, taught every quarter,

through the licensee's Continuing Education program. The course lasts 8 weeks with 2-hour sessions offered twice a week. This class teaches the basics of non-commercial radio broadcasting at KBCS. Students learn the tools of basic broadcasting -- how to properly use studio equipment, announce music smoothly, play CDs and records, as well as understand the FCC's regulations for public broadcasting. During the reporting period, approximately 50 students attended these classes.

The Basics of Community Radio Journalism.

The course introduces students to the basic tools, techniques and vocabulary of Community Radio journalism. The course lasts for 4 weeks, with weekly 2-hour evening sessions. We discuss ethical issues in journalism and how they apply to radio broadcast. Students also learn the basics of writing stories for radio broadcast, voicing techniques and interviewing skills. Enrollment in this course allows students to observe and participate in news production at the Station. KBCS News and Public Affairs Director taught these classes. Approximately 30 students attended during the reporting period.

*Participated in job banks, internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

KBCS sponsored a stage at the Northwest Folklife Festival May 28-31, 2016. At this festival, the KBCS Marketing Director presented materials on the station and how an individual could get involved with the station. The festival attendance was estimated at 200,000. Roughly 1200 people came by our booth during the festival.

KBCS produced a flyer that is distributed at events such as Northwest Folklife and the Job Fair outlining opportunities available for training.

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LIST OF POSITIONS FILLED

Date of Hire	Position	Recruitment Source Referring Hiree
May 23, 2016	KBCS Member Services Director	PRADO List Serve
July 1, 2016	KBCS Music Director	Heard from station employee

### RECRUITING SERVICES USED

Job Title Position: Member Services Director

Date of Hire: May 23, 2016

<b>Referral Source</b>	<b>*</b>	<b>Address of Source</b>	<b>Contact Person</b>	<b>Tel/Email address</b>
National Federation of Community Broadcasters	N	P.O. Box 16 Crawford, CO 81415	Sally Kane	(970) 279-3411/sally@nfcfb.org
PRADO Listserve	N	PRADO@LISTSERV.SYR.EDU	Iris Lo	PRADO@LISTSERV.SYR.EDU
Inside Higher ED	N	careers.insidehighered.com	Daryl Anderson	202-659-9208 recruit@insidehighered.com
Higher Education Recruitment Consortium	N	http://main.hercjobs.org/jobs	Norma Rodriguez	http://main.hercjobs.org/jobs
Washington State Board of Community and Technical Colleges	N	PO Box 42495 Olympia, WA 98504-2495	Sherry Nelson	http://www.sbctc.edu/about/jobs/college-system-job-search.aspx  slnelson@sbctc.edu
Current Newspaper	N	6930 Carroll Avenue, Suite 625 Takoma Park, Maryland 20912	Karen Everhart	301-270-7240 clientserv@yourmembership.com

### RECRUITING SERVICES USED

Job Title Position: Music Director

Date of Hire: July 1, 2016

<b>Referral Source</b>	<b>*</b>	<b>Address of Source</b>	<b>Contact Person</b>	<b>Tel/Email address</b>
Inside Higher ED	N	careers.insidehighered.com	Daryl Anderson	202-659-9208 recruit@insidehighered.com
Higher Education Recruitment Consortium	N	http://main.hercjobs.org/jobs	Norma Rodriguez	http://main.hercjobs.org/jobs
Washington State Board of Community and Technical Colleges	N	PO Box 42495 Olympia, WA 98504-2495	Sherry Nelson	http://www.sbctc.edu/about/jobs/college-system-job-search.aspx  slnelson@sbctc.edu

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