

Nevada City Community Broadcast Group
KVMR FM 89.5
EEO Report for the time period
August 1, 2005-July 31, 2006

There were two full time vacancies filled by the station during the time period of August 1, 2005 through July 31, 2006. The Development Department Administrative Assistant position was hired in November 2005 and the General Manager position was hired during the month of March, 2006. See attached sheets for recruitment sources and other information related to this hire.

KVMR took part in the "Nevada County Job Fair" in September of 2005. The Business Manager and the Volunteer Director participated in the job fair. Both the Business Manager and the Volunteer Director are members of the Management Team and are generally both on the Hiring Team for general hires at the radio station.

KVMR offered a Broadcast Training Class, open to community members for a nominal fee. There were also scholarships available for those who could not afford the cost.

The participants were educated in station policy, FCC rules and regulations, station structure, staff positions and how they related to broadcasting, KVMR programming and other station mechanisms. The mentoring process refined the knowledge learned from the classroom as well as being the hands-on portion of the Broadcast Class where-in individuals became proficient in on-air engineering, interview technique, the EAS system, the phone patch and other in-studio operations.

KVMR's Chief Engineer continued an informal training program/internship for community members interested in learning aspects of engineering remote broadcasts. In addition he also provided informal training in audio engineering.

KVMR's Volunteer Director coordinated the participation of 5 students from Grizzly Hill Junior High School in a tour of the station and 3 hours of hands on learning. They were introduced to community radio philosophy, production of spots, on-air broadcasting and volunteer opportunities. They produced a report showcasing radio history, the benefits of radio, and music trends in the USA.

The Volunteer Director also participated in a seminar for students from the Partnership Academy. She discussed community radio philosophy, an overview of the roles of staff, and skills needed for radio broadcasting. She had several students job shadow station staff and report back to their class.

She also coordinated the certification for broadcasting of one high school student for her year long Senior Project. This student learned all skills necessary to become a certified broadcaster at this radio station.

This is also the third summer that the Music Director has provided an intern program within the music department offering training in music department procedures, music library maintenance and cataloging.

KVMR performed other outreach, informing and educating the public about broadcasting by providing an on-air engineer to community members during our weekly program, "Beyond the Box". Community members broadcast their own music collection, or use KVMR's music library. No experience required, just an interest in broadcasting.