

2011 ANNUAL EEO PUBLIC FILE REPORT

Period Covered by this Report: August 1, 2010 through July 31, 2011

Call signs of stations comprising the reporting Station Employment Unit:

KHSU(FM), Arcata, CA and KHSR(FM), Crescent City, CA

I. Full-time vacancies filled during period

None

II. Recruitment or referral sources ("Source") used to seek candidates for each vacancy:

N/A

III. Total number of persons interviewed for all full-time vacancies filled during period:

N/A

IV. Total number of interviewees for all full-time vacancies filled during period per source:

N/A

V. Outreach initiatives during the period in accordance with FCC Rule 73.2080(c)(2)

KHSU has less than ten employees and operates in a small market. As such, we are required to complete at least two employment outreach initiatives within a two year time period.

During the August 1, 2010 – July 31, 2011 reporting period, the stations have engaged in the following outreach initiatives:

- 1) An **internship program** with Humboldt State University. This ongoing semester-long internship program is an established college course called “The KHSU Experience”. Students are given different responsibilities ranging from editing, production and program hosting to assisting with pledge drives, fund-raising, marketing and special events.

Interns are individuals who are willing to commit to a significant amount of time over a defined period to volunteer their services to the stations in exchange for on the job training, experience in radio and academic credit.

- 2) An ongoing **volunteer program**. Volunteers are individuals who donate their time and services to the stations in exchange for on the job training and experience, or to help the stations fulfill their mission. Training is provided to volunteers to give them the skills needed to perform numerous jobs at the stations, including on-air announcing, producing, news gathering, fundraising, marketing and public relations. Volunteer commitments are both ongoing and occasional. Volunteers are not paid.
- 3) The stations regularly provide **training and continuing education opportunities for its employees**, and also send employees to conferences and training sessions to help improve and increase their skills, improve their job performance and/or prepare them for higher level positions. Employees are encouraged to participate in these professional development activities to learn new skills that make it possible for them to do their job better, grow in their position and/or acquire skills that prepare them for higher level positions within the organization and the radio industry.

During this reporting period employees participated in numerous conferences, seminars, webinars and training sessions. Station employees have been sent to the Public Media Marketing & Development Conference, the Western States Public Radio annual conference, the National Association of Community Broadcasters annual conference, the NorCAN annual conference (Northern California Association of Nonprofits), management workshops provided by the Humboldt State University Departments of Human Resources and Financial Management, a state-wide conference for development officers of the California State University system and an on-site consultant seminar in public radio on-air fundraising. Employees also participated in numerous webinars and conference calls on topics as varied as legal issues, regulatory issues, government relations, disaster preparedness, programming, music libraries, fundraising and on-air promotion.

- 4) The stations offer **an in-house mentoring program for station personnel**. Employees wishing to learn the skills that qualify them for higher level positions within the organization inform the General Manager of their interest in being mentored for a particular position. The General Manager then teams employees with an appropriate mentor to facilitate this training.