

## **2017 EEO Public File Report**

Station KCSN, California State University, Northridge

Period covered: 8-1-2016 through 7-31-2017

Prepared to comply with the FCC's Equal Employment Rules,  
Section 73.2080(c)(6)

### **I. Full-time vacancies filled during the period:**

Director of Underwriting – 4-1-2017

Traffic Director – 7-1-2017

### **II. Recruitment Sources:**

California State University, Northridge - Careers: <https://www.csun.edu/careers>

All Access: <https://www.allaccess.com/>

### **III. Total number of persons interviewed for full-time openings**

4

### **IV. Outreach activities**

#### **Introduction**

KCSN has seven full-time employees (regular 30+ hours or more per week).

#### Job Fair Participation

KCSN's participation in job fairs is limited due to our existence as a department within the

California State University system. All hiring is controlled by the University's Human Resources Department. The University's EEO policy is defined here:

## Equal Opportunity Employment

As an Equal Opportunity/Affirmative Action employer, CSUN strives to create a community in which a diverse population can work, teach and learn in an atmosphere of civility and respect for the rights of each individual. We consider qualified applicants for employment without regard to race, color, religion, national origin, gender, gender identity/expression, sexual orientation, age, disability, genetic information, medical information, marital status, or veteran status. For more information about the University, check our website: [www.csun.edu](http://www.csun.edu).

### Internships, Volunteers, Student Involvement

KCSN continues to have strong academic ties to the College of Journalism and the Cinema and Television Arts Department at California State University, Northridge. Each academic semester over 70 CSUN Journalism students participate in live broadcasts of the award-winning KCSN News. Early morning news updates plus a half-hour live program called "The Evening Update" make for a vibrant, hands-on learning experience for these young broadcast journalists. KCSN's News Department has garnered over 500 awards for excellence.

Students write and edit the news, produce and anchor the broadcasts, and create all of the feature stories. These students are being exposed to and participating in professional radio journalism activities through KCSN. KCSN offers formal production internship positions each year to qualified students from the University. These students work closely with the KCSN Director of Broadcast Operation during daily production duties.

Interns learn how to produce audio, station imaging and voice over technique, along with digital editing and final mix-down techniques. Interns also work directly with the General Manager to screen music and build the library for the Station's Triple A format. This is a unique

and exciting opportunity for CSUN students. KCSN is one of the only public radio stations in Los Angeles to give student interns this level of production and programming experience. KCSN's daily music programming is partially automated. The weekend broadcast staff consists primarily of community volunteers. All weekend music programs are produced and hosted by volunteers from the Los Angeles County area. This again offers our community a chance to participate in the operation of the station. Along with volunteers we also engage CSUN students to volunteer, intern, and be a part of the KCSN community. Formal and informal training opportunities abound at KCSN, and we welcome anyone who is interested to visit and consider taking part in the KCSN radio experience.

### Tours

KCSN regularly provides tours of its facility for both high school and local community groups such as The Cub Scouts, The Boy Scouts, The Girl Scouts, both Indian Princess and Indian Guide troupes, Cub Scouts, Brownies, middle, high school, and college students. Tours explain station operations and promote careers in public radio and broadcasting. Station tours are available to any member of the public during regular business hours.

- CSUN / KCSN has and continues to list upper-level job openings (when such openings occur) with various public radio organizations that reach women and minorities.

- Advertising for Upper Level Job Openings (when such openings occur) can be found in the following publications, websites, and trade bulletins:

Current / Public Broadcasting (bi-weekly Newspaper), Broadcasting and Cable (magazine), Billboard (weekly trade journal), Electronic Media, website: PubRadio, website: Corporation For Public Broadcasting (Jobline)

KCSN FM is a non-profit organization broadcasting from the campus of California State University Northridge.