

EEO Regulations for Broadcasters Public File

The FCC's updated equal employment opportunity regulations emphasize broad outreach and recruitment. The following EEO worksheets are designed to assist and illustrate that KPBS TV/FM is in compliance with the Commission's current EEO rules, policies and record-keeping requirements.

Updated as of July 2017

List of Full-Time Jobs Filled

Period of August 1, 2016 through July 31, 2017

Position	Dated Filled
Midday News Producer	August 23, 2016
Administrative Support Assistant I	August 24, 2016
Senior Systems Administrator	September 12, 2016
KPBS Web Producer	November 21, 2016
KPBS News & Digital Editor	November 21, 2016
KPBS Web Producer	January 11, 2017
HR Manager	February 13, 2017
KPBS Investigative Reporter (2)	April 12, 2017
KPBS Radio Operations Manager	May 1, 2017
KPBS Account Executive	May 10, 2017
KPBS Motion Graphics Broadcast Designer	May 10, 2017
Social Media Strategist	May 18, 2017
KPBS Producer/Editor	June 1, 2017

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

Date Filled:

Midday News Producer

August 23, 2016

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Recruitment Source for Actual Hire:

External referral

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Recruitment Sources Utilized for Vacancies:

San Diego State University Research Foundation Human Resources Online Announcement

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Number of candidates interviewed:

2

Referral Sources for interviewees:

Internal referral (1)

External referral (1)

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

Administrative Support Assistant I

Date Filled:

August 24, 2016

Recruitment Source for Actual Hire:

Current employee/internal referral

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Recruitment Sources Utilized for Vacancies:

San Diego State University Research Foundation Human Resources Online Announcement

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Number of candidates interviewed:

1

Recruitment Referral Sources:

internal referral (1)

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

Date Filled:

Senior Systems Administrator

September 12, 2016

Recruitment Source for Actual Hire:

External referral

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Recruitment Sources Utilized for Vacancies:

San Diego State University Research Foundation Human Resources Online Announcement
Linked In

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Number of candidates interviewed:

3

Recruitment Referral Sources:

Employee referral (1)

SDSURF website (1)

External referral (1)

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

Date Filled:

KPBS Web Producer

November 21, 2016

Recruitment Source for Actual Hire:

SDSURF website

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Recruitment Sources Utilized for Vacancies:

San Diego State University Research Foundation Human Resources Online Announcement

KPBS internal announcement

SDSU Career Services website

San Diego Press Club

Corporation for Public Broadcasting (CPB)

Twitter

Linked In

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Number of candidates interviewed:

4

Recruitment Referral Sources:

Referral - External (1)

SDSURF website (1)

Facebook (1)

LinkedIn (1)

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

KPBS News & Digital Editor

Date Filled:

November 21, 2016

Recruitment Source for Actual Hire:

Linked In

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Recruitment Resources

San Diego State University Research Foundation Human Resources Online Announcement

KPBS internal announcement

Twitter

Linked In

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Number of candidates interviewed:

2

Recruitment Referral Sources:

Linked In (1)

Referral - External (1)

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

Date Filled:

KPBS Web Producer

January 11, 2017

Recruitment Source for Actual Hire:

Employee Referral

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Recruitment Sources Utilized for Vacancies:

San Diego State University Research Foundation Human Resources Online Announcement

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Number of candidates interviewed:

3

Recruitment Referral Sources:

- Company Website - SDSURF (1)
- Employee Referral (1)
- Indeed.com (1)

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

Date Filled:

HR Manager

February 13, 2017

Recruitment Source for Actual Hire:

Linked In

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Recruitment Sources Utilized for Vacancies:

San Diego State University Research Foundation Human Resources Online Announcement

KPBS internal announcement

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Number of candidates interviewed:

5

Recruitment Referral Sources:

Linked In (2)

Indeed.com (1)

Job board, other - SHRM (1)

Company website, SDSU (1)

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

KPBS Investigative Reporter (2)

Date Filled:

April 12, 2017

Recruitment Source for Actual Hire:

Internal recruitment

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Recruitment Sources Utilized for Vacancies:

Internal recruitment

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Number of candidates interviewed:

4

Recruitment Referral Sources:

Internal (4)

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

Date Filled:

KPBS Radio Operations Manager

May 1, 2017

Recruitment Source for Actual Hire:

CPB Job Line

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Recruitment Sources Utilized for Vacancies:

San Diego State University Research Foundation Human Resources Online Announcement

Cal Jobs

Corporation for Public Broadcasting (CPB) website

KPBS internal announcement

Current.org (online)

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Number of candidates interviewed:

5

Recruitment Referral Sources:

CPB job line (2)

Current.org (2)

Indeed.com (1)

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

Date Filled:

KPBS Account Executive

May 10, 2017

Recruitment Source for Actual Hire:

Employee Referral

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Recruitment Sources Utilized for Vacancies:

San Diego State University Research Foundation Human Resources Online Announcement

Cal Jobs

Corporation for Public Broadcasting (CPB) website

KPBS internal announcement

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Number of candidates interviewed:

6

Recruitment Referral Sources:

Employee Referral (3)

CPB website (2)

External referral (1)

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

Date Filled:

KPBS Motion Graphics Broadcast Designer

May 10, 2017

Recruitment Source for Actual Hire:

Internal referral

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Recruitment Sources Utilized for Vacancies:

San Diego State University Research Foundation Human Resources Online Announcement

Corporation for Public Broadcasting (CPB) website

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Number of candidates interviewed:

3

Recruitment Referral Sources:

Internal Employee Referral (1)

SDSU website (1)

Cal Jobs (1)

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

Date Filled:

Social Media Strategist

May 18, 2017

Recruitment Source for Actual Hire:

Indeed.com

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Recruitment Sources Utilized for Vacancies:

San Diego State University Research Foundation Human Resources Online Announcement
Cal Jobs

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Number of candidates interviewed:

2

Recruitment Referral Sources:

Indeed.com (2)

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

Date Filled:

KPBS Producer/Editor

June 1, 2017

Recruitment Source for Actual Hire:

Indeed.com

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Recruitment Sources Utilized for Vacancies:

San Diego State University Research Foundation Human Resources Online Announcement
Corporation for Public Broadcasting (CPB) website

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Number of candidates interviewed:

8

Recruitment Referral Sources:

Indeed.com (4)
internal referral (3)
SDSURF website (1)

Recruitment Sources Contact Information

Dept / Project	Name	E-mail	Bldg /Rm	City / Zip	Phone	Fax
Able and Disable Advocacy	Lynda Crawford	lynda@able2work.org	4283 El Cajon Blvd, Ste 110	San Diego, CA 92105	619-231-5990 ext 303	
Access to Independence	Media Battou Fettinger	mbattou@a2isd.org	8885 Rio San Diego Dr. Ste 131	San Diego, CA 92108	619-293-3500	
Alternative Treatment and Rehabilitation Services Inc.	Jeffrey S. Nelson	jeffreypsy@yahoo.com	1286 University Ave #575	San Diego, CA 92103	619-508-6811	619-330-1953
Alliance for African Assistance	Rodney Johnson	rodney@alliance-for-africa.org	5952 El Cajon Blvd	San Diego, CA 92115	619-286-9052	
Arc of San Diego	Rob Carley	rcarley@arc-sd.com	3030 Market St.	San Diego, CA 92102	619-685-1175 ext 224	
Bridge Builders Advocacy	Steve Stover, M.S.	BridgeBuilders7@yahoo.com	PO Box 3085	San Diego, CA 92163	619.807.6716	1.866.828.6716
California Maritime Academy	California Maritime Academy	hr@csum.edu				
California Polytechnic State University	Shelly Steck	careerservices@calpoly.edu				
Career Ctr/Humboldt State Univ.	Cherry Vanek	cgv7001@humboldt.edu	1 Harpst St	Arcata, CA 95521-8299	(707) 826-5454	(707) 826-5473
Career Planning & Placement	California State Univ. Bakersfield	career@csub.edu	9001 Stockdale Highway	Bakersfield, CA 93311-1099	(661) 664-3033	(661) 664-3345
Career Services	Abdi Mohamed	Abdi.career.services@gmail.com	3914 Murphy Canyon Road, A138	San Diego, CA 92123	858-560-0144	
Catholic Charities	Beth Herrera	bherrera@ccdsd.org	349 Cedar St.	San Diego, CA 92101	(619) 281-6152	(619) 231-0694
Chinese Service Center	Natasha Wong	ncwong99@yahoo.com	8775 Aero Drive Ste 138	San Diego, 92123	(858) 505-9906	(858) 278-8899
City of Oceanside	City of Oceanside	ystewart@ci.oceanside.ca.us				
Community Research Foundation	Linda Martinez	lmartinez@comresearch.org	995 Gateway Center Way, Suite 30	San Diego, CA 92102	619-286-9052	
Comprehensive training Systems	Linda Blair Forsch	linda@ctsjobs.org	497 11th St, Suite 4	Imperial Beach, CA 91932	(619) 424-6650	(619) 424-6650
CSU San Marcos Student Organizations	CSU San Marcos Student Organizations	studentorg@csusm.edu				
Cuyamaca College (Continuing Education & Workforce Training)	Cuyamaca College	cuyamaca.joblink@qcccd.edu				
Cuyamaca College Heath Ed Students	Cuyamaca College Heath Ed Students	scott.herrin@qcccd.edu				
Cuyamaca College Heath Ed Students	Cuyamaca College Heath Ed Students	donna.riley@qcccd.edu				
Department of Rehabilitation	Scott Jaeger	dorsandiego@dor.ca.gov	7575 Metropolitan Dr. #107	San Diego, CA 92108	(619) 767-2124	(619) 767-2156
Department of Rehabilitation	Melissa Nickerson	Melissa.Nickerson@dor.ca.gov	7575 Metropolitan Dr. #107	San Diego, CA 92108	619-767-2124	619-767-2156
Disabled Veterans National Foundation		info@dvnf.org				
Dynalectric - San Diego	Dynalectric - San Diego	jobs@dyna-sd.com	9505 Chesapeake Drive	San Diego, CA 92123-6396	858-712-4700	858-712-4701
Employment Development Department	Employment Development Department	gmedina@edd.ca.gov				
Employment Development Department	Molly Wheat	Molly.wheat@edd.ca.gov	4389 Imperial Ave	San Diego, CA 92113	619-266-4242	
Employment Development Department (EDD) State of California	Guillermo Salgado	guillermo.salgado@edd.ca.gov	1550 West Main St	El Centro, CA 92244	(760) 339-2770	(760) 339-2745
ENS Undergrad student advisor-SDSU	SDSU - ENS Undergrad student advisor	ensugrad@mail.sdsu.edu				
Father Joe's Villages	Father Joe's Villages	bert.capati@neighbor.org	1501 Imperial Avenue	San Diego, CA 92101	(619) 645-6446	(619) 687-1049
Father Joe's Villages	Father Joe's Villages	dwozniak@mail.sdsu.edu				
Goodwill Industries (Community Employment Center)	Nancy Kennaly	nkennaly@sdgoodwill.org	1105 Broadway St., Suite 205	Chula Vista, CA 91911	(619) 420-1522	(619) 420-1496
Goodwill Industries (Community Employment Center)	Aaron Pritchard	apritchard@sdgoodwill.org	3663 Rosecrans St.	San Diego, CA 92110	619-417-7993	
Health Data Program	Robert Seidman, PhD	rseidman@mail.sdsu.edu	6505 Alvarado Rd., #211	San Diego, CA 92120	(619) 594-8938	(619) 594-0351
Loma Linda Heath	patti Herring	pherring@llu.edu				
Loma Linda Heath	Dwight Barrett	dbarrett@llu.edu				
Mid-City CAN	Diana Ross	dross@midcitycan.org				
Mid-City CAN	Mid-City CAN	midcitycan@gmail.com				
Military Matters (Veterans Outreach)	Milly Strodman	mrveterans@gmail.com	PO Box 181085	Coronado, CA 92178-1085	(619) 721-0885	
Military Matters (Veterans Outreach)	Military Matters (Veterans Outreach)	mmcisaac@aol.com				
Navy Region Southwest (Family and Child Programs)	Navy Region Southwest (Family and Child Programs)	denise.zuniga.ctr@mwrsw.com				
Navy Region Southwest (Family and Child Programs)	Navy Region Southwest (Family and Child Programs)	inna@workforce.org				
Navy Region Southwest (Family and Child Programs)	Navy Region Southwest (Family and Child Programs)	jhong@mail.sdsu.edu				
Network for a Health CA	Karemi Alvarez	karemi@ucsd.edu				
North County Career Centers	Connie Vasquez	conniev@workforce.org		Escondido	(760)871-1970	(760)871-0346
Palomar College		stitus@palomar.edu				
Palomar College	Palomar College	mlunde@palomar.edu				
Public Health Internship Coord-National Univeristy	Cindy Nichols	cnichola@nu.edu				
ResCare Workforce Services	Jacki Farrington	jackyfarrington@rescare.com	1750 5th Ave., 2nd floor	San Diego, CA 92101	(619) 321-1897	(619) 321-1899
ResCare Workforce Services	Deona Dorsey	Deona.Dorsey@rescare.com				
San Diego Job Corps Center	San Diego Job Corps Center	business@jobcorps.gov	1325 Iris Ave	Imperial Beach, CA 91932	(619) 429-8500	(619) 423-7631
San Diego Miramar College		jhankins@sdccd.edu				
SDSU	employ@mail.sdsu.edu	employ@mail.sdsu.edu				
SDSU - Employee Relations and Compliance	Sandra Bullock	sbullock@mail.sdsu.edu	5500 Campanile Dr	San Diego, CA 92182-1625	(619) 594-1139	
SDSU - ENS Grad student advisor	SDSU - ENS Grad student advisor	ensgrad@mail.sdsu.edu				
SDSU - GSPH	Jacqueline Walker	jwalker@mail.sdsu.edu				
SDSU - veterans office	SDSU - veterans office	veterans@sdsu.edu				
SDSU ENS	Jeanne Nichols	ensinbox@mail.sdsu.edu				
SDSU Graphic Design		artinfo@mail.sdsu.edu				
SDSU Psychology	Maureen Crawford	mcrawford@sciences.sdsu.edu				
SDSU Social Work	Sylvia Telafaro	socwork@mail.sdsu.edu				
SDSU Social Work	Liz Marucheau	emaruche@mail.sdsu.edu				
SDSU Undergrad advisor-Psychology	Emilio C. Ulloa	edulloa@sciences.sdsu.edu				
Second Chance	David Benites	dbenites@secondchanceprogram.org	6145 Imperial Ave	San Diego, CA 92114-4213	619-234-8888	619-839-0932

Southwestern College	Southwestern College	mdawson@swccd.edu			
State of California EDD	State of California 1	cisdco@edd.ca.gov			
State of California EDD	State of California 2	htran@edd.ca.gov			
Toward Maximum Independence	Jessie Campbell	jessiec@tmi-inc.org	4140 Murphy Canyon Rd, Ste 300	San Diego, CA 92123	858-467-0600 ext 353
U.S. Department of Veterans Affairs (Vocational Rehab & Employment Division)	Natacia Cordle	natacia.cordle@va.gov	5500 Campanile Drive, Rm 1575	San Diego, CA 92182	(619) 594-2444 (619) 5944287
UEI College (Career Services)	UEI College (Career Services)	LujanoA@uei.edu	310 3rd Avenue, Suite C6/C7	Chula Vista, CA 91910	619-240-8167 619-409-4129
UEI College (Career Services)	Laurie Arnold	laurie.arnold@va.gov			(619) 228-8011
United Way of San Diego	United Way of San Diego	reception@uwsd.org			
United Way of San Diego	Van J. Ross	van_ross@sbcglobal.net			
USD	Mary Whelan	mwhelan@sandiego.edu			
Unyeway Inc.	Christina Graff	cgraff@unyeway.org	9320 Willowgrove Ave. Ste B	Santee, CA 92071	
Veterans Administration		vre.vbasdc@va.gov			
Dayle McIntosh Center (Disability Resources and Advocacy)			13272 Garden Grove Blvd	Garden Grove, CA 92843	760-234-9635 714-489-8152
Navy Family Svc. Ctr.					
Indeed.com		http://www.indeed.com/			
LinkedIn		https://www.linkedin.com/nhome/get-started#			
Current	Kathleen Unsinn	unwim@current.org	6930 Carroll Ave, Suite 350	Takoma Park, Maryland 20912	(877) 745-8776
SD Voice and Viewpoint	Deanna Campa	http://sdvoice.info/	3619 College Ave	San Diego, CA 92115	(619) 266-2233
La Prensa	Ruben Munoz	http://laprensa-sandiego.org/	651 3rd Ave. - C,	Chula Vista, CA 91910	(619) 425-7400
San Diego Asian Journal	Simeon Silverio, Jr.	http://asianjournalusa.com/	550 East 8th St., Suite 6	National City, CA 91950	(619) 474-0588
Broadcast Employment Services - Tvjobs.com	Mark Holloway	jobs@tvjobs.com	P.O. Box 4116	Oceanside, CA 92052	(800) 374-0119 (760) 754-2115
San Diego Ad Club - Linked-IN	Laura Harap	http://www.sandiegoadclub.com/	3579 Fifth Ave, Suite 100	San Diego, CA 92103	(619) 255-2251
Medill Northwestern University (Journalismjobs.com)		http://www.journalismjobs.com/			(510) 653-1521
Columbia Journalism School		http://www.journalism.columbia.edu/	2950 Broadway	New Yor, NY 10027	(212) 854-8608
Missouri School of Journalism		http://journalism.missouri.edu/	120 Neff Hall	Columbia, MO 65211-1200	(573) 882-1045
UC Berkeley Graduate School of Journalism		http://www.journalism.berkeley.edu/	121 North Gate Hall	Berkeley, CA 93720-5870	(510) 642-3833
National Association of Black Journalists		http://www.nabj.org/	1100 Knight Hall, Suite 3100	College Park, Maryland 20742	(301) 405-0248
National Association of Hispanic Journalists		http://nahj.org/			
Asian American Journalists Association		http://www.aaaja.org/			
San Diego Press Club	Terry Williams, Executive Director San Diego Press Cl	http://sdpressclub.org/about-us/contact-us/	P.O. Box 82571	San Diego, CA 92138	619-231-4340
TV Jobs.com Broadcast Employment Services		http://www.tvjobs.com/	P.O. Box 4116	Oceanside, CA 92052	(800) 374-0119
SDSU Career Services		http://career.sdsu.edu/student_affairs/career/	5500 Campanile Drive	San Diego, CA 92182-8255	(619) 594-6851
Aztec Career Connection		http://career.sdsu.edu/student_affairs/career/			
Radio Jobs, Broadcast Station Job Openings		http://radio.jobamatic.com/a/jobs/find-jobs			
San Diego Radio Broadcasters Association (SDRBA)		http://sandiegoradio.com/			
AllAccess.com		http://www.allaccess.com/			
Journalismnext.com		http://www.journalismnext.com/			(703) 629-0178
Syracuse University, Newhouse School of Public Communications		http://newhouse.syr.edu/	215 University Pl	Syracuse, NY 13244	(315) 443-2302
USC Annenberg School of Communication and Journalism		http://annenberg.usc.edu/	Watt Way	Los Angeles, CA 90007	
Higher Education Recruitment Consortium		http://careers.insidehighered.com			
CSU Career Center		http://www.hercjobs.org/southern_california/			
Cal Jobs		http://csucareers.calstate.edu			
		https://www.caljobs.ca.gov/vosnet/Default.aspx			
Inside Higher Ed					
Society of Professional Journalists					

TWITTER Accounts

@NABJ – National Association of Black Journalists
@NAHJ – National Association of Hispanic Journalists
@AAJA – Asian American Journalist Association
@AMEJA – Arab and Middle Eastern Journalists Association AMEJA Columbia
@NLGJA – The Association of LGBT Journalists
@SDSUSPJ – San Diego State’s Society of Professional Journalists
@nprjobs – National Public Radio job postings
@najournalists – Native American Journalists Association NAJA
@SAJAHQ – South Asian Journalists Association
@UNITY_JFD – Alliance of AAJA, NLGJA, and NAJA: Advocates Diversity and inclusion in media
@Cronkite_ASU – Cronkite School of Journalism&Mass Communication at Arizona State University
@SDSPJ – San Diego Pro Chapter: Journalism resource in the San Diego area.
@sdpressclub – News Communications Field: Social and Professional growth activities
@NAPWInc – Natl Association of Professional Women

email posts: info@nlgja.org (subject: Job posting); spchrist@yahoo.com (NABJ); justins@aaja.org;
jobs@mije.org

**Yearly Total Number of Interviewees & Total Number of Interviewees
Referred by Each Recruitment Source**

Yearly Period Beginning: August 1, 2016 Ending: July 31, 2017

Total Number of Persons Interviewed for Full Time Vacancies:

* * * * *

<i>Recruitment Source Name</i>	<i>Total Number of Interviewees</i>
External referral	7
Employee/internal referrals	15
SDSURF website	6
Facebook	1
Linked In	4
Indeed.com	9
Job board - other	1
CPB website	4
Current.org	2
Cal Jobs	1
Total	50

Prong 3 Longer Term Initiatives

Initiative:

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

No.	Dates	Brief Description	Scope of Involvement	Personnel Involved
1	11/16/16 & 11/20/16	Two-day externship for Vista Unified School District TV/Film Teacher.	KPBS Director of Production coordinated a job shadow externship experience for Dave West at KPBS. The goal of the externship is to “enhance the skills and industry knowledge of the teachers currently education our future workforce.” Dave shadowed various staff members in the Production Department for a two-day period.	Sage San Diego’s James Hayes and VUSD TV/Film Teacher Dave West are the initiators. Staff participants: Director of Production Ena Newell, Various Production Department Staff.
2	12/5/16	Guest speaker at SDSU journalism class.	KPBS Associate General Manager, Content and Communication Nancy Worlie spoke to class of SDSU journalism students about KPBS media convergence, careers in broadcast journalism and opportunities for students to work at KPBS.	SDSU Journalism Professor Kenneth (Tim) Wulfemeyer is the initiator. Staff Participant: Associate General Manager, Content and Communication Nancy Worlie.
3	1/30/17	Guest speaker for High School newspaper journalists.	KPBS Education Reporter Megan Burks spoke to students at Helix Charter High School about her experience working in journalism, interview and reporting techniques, and other information regarding careers in journalism and broadcasting.	English/Journalism Teacher Leanna Block of Helix Charter High School is the initiator. Staff participant: Education Reporter Megan Burks.
4	2/4/17	Panelist at Aja Project event on journalism ethics.s	KPBS News Editor Gina Diamante and Speak City Heights reporter Tarryn Mento spoke to students from the Media Arts Center San Diego and the Aja Project about journalism ethics. Students in this program are interested in careers in broadcast journalism.	Media Arts Center San Diego and Aja Project Program Department Manager Keri Jhaveri are the initiators. Staff participants: News Editor Gina Diamante and Speak City Heights reporter Tarryn Mento.

Prong 3 Longer Term Initiatives

5	3/10/17	Hosted students for e3 Civic High half day Job Shadow program.	Eleven high school students from e3 Civic High shadowed KPBS staff and learned about job opportunities in journalism and broadcasting. Students observed production for KPBS Roundtable, met with editors, reporters and videographers, and toured the facility.	Melissa Woods of e3 Civic High is the initiator. Staff participants: Director of Programming John Decker, News Editor Gina Diamante, Executive Assistant Consuela Steward.
6	3/17/17	Guest speaker for SDSU KCR student run radio station bi-weekly general body meeting.	KPBS Evening Edition Host Ebone Monet participated as guest speaker for SDSU's KCR student run radio station and spoke to the college radio students on how to jumpstart their career in broadcast journalist.	SDSU KCR is the initiator. KPBS Staff participant: Evening Edition Host Ebone Monet.
7	3/22/17	Guest speaker at SDSU journalism class.	KPBS News Editor Joe Guerin spoke to class of upper-division SDSU journalism students about Media Writing and Reporting and discussed the dynamics of reporting for print versus reporting on radio. Course is for students studying for careers in journalism.	SDSU Journalism David Coddon is the initiator. Staff Participant: News Editor Joe Guerin.
8	2/3/17; 3/28/17 - 3/31/17	Tour for San Diego Reality Changers SDSU student group and participation in San Diego Reality Changers Shadow Week program.	KPBS hosted a tour of 16 SDSU students who are part of San Diego Reality Changers - a college readiness success program for disadvantaged youth in San Diego. Students learned about careers in public media and how to apply for positions at KPBS while attending SDSU. In addition, several individual students from the local Reality Changers program shadowed KPBS staff for a 2-4 hour period to learn more about careers in public broadcasting. Topics covered during student visits include media creation and distribution from studio to the web, as well as an overview of the shadowee's position,	Reality Changers Coordinator Cella Chung and Reality Changers Director of Alumni Network Noel Salunga are the initiators. Staff Participants included: General Manager Tom Karlo, Interactive Technology Project Specialist Nate John; Education Reporter Megan Burks; Video Journalist Katie Schoolov.

Prong 3 Longer Term Initiatives

			station operations and structure, and information about public broadcasting.	
9	4/19/17	Hosted student for High Tech High North County job shadow day program.	A student from High Tech High North County shadowed KPBS Health Reporter Kenny Goldberg for a day and learned more about reporting at a public broadcasting station. This shadow day was part of an internship requirement site visit. The student participated in a month-long summer internship at NPR, TED Radio Hour, How I Built This, and StoryCorp. As the local NPR station, KPBS hosted the student for the school's initial job shadow day requirement.	Student at High Tech High North County is the initiator. Staff participant: Health Reporter Kenny Goldberg.
10	6/6/17	La Jolla Elementary School Students station visit and tour.	Elementary school students from La Jolla Elementary, along with teachers and chaperones toured KPBS. KPBS Executive Assistant Consuela Steward and Arts Calendar Editor Nina Garin toured the 18 students, showing them our newsroom, radio operations and TV production. Participants observed station operation, participated in a question and answer about KPBS with Associate General Manager, Operations and Technology Bruce Rogow, and learned about careers in broadcasting.	KPBS Arts Calendar Editor Nina Garin was the initiator and planned with La Jolla Elementary 3rd grade teacher. Staff participants: Nina Garin, Associate General Manager, Operations and Technology Bruce Rogow, Executive Assistant Consuela Steward.
11	6/9/17	San Diego Museum School Students station visit and tour.	Middle school students from San Diego Museum School, along with teachers and chaperones toured KPBS. KPBS General Manager Tom Karlo toured the 21 students, showing them our newsroom, radio operations and TV production. Participants observed station operations and learned about careers in broadcasting.	KPBS Program Host Elsa Sevilla was the initiator and planned with Museum School 7th grade teacher. Staff participant: General Manager Tom Karlo

Prong 3 Longer Term Initiatives

12	6/20/17	Einstein Academy students station visit and tour.	Twenty-three middle school students from Einstein Academy, along with their teachers and chaperones visited KPBS. KPBS Speak City Heights Reporter Tarryn Mento toured the students, showing them the newsroom and the daily news meeting, radio operations and TV production. Participants observed station operations and learned about career opportunities in broadcasting.	KPBS & Einstein Academy are the initiators. Staff participant: Speak City Heights Reporter Tarryn Mento.
13	6/29/17 & 6/30/17	Two-day externship for San Marcos School District Instructor.	KPBS Director of Production Ena Newell and Production Supervisor Audric Thompson coordinated a job shadow externship experience for Shannon Hobbs at KPBS. The goal of the externship is to enhance the skills and industry knowledge of the teachers currently educating our future workforce. The instructor shadowed various staff members in the Production Department for a two-day period.	Shannon Hobbs of San Marcos Unified School District is the initiator. KPBS Staff Participants: Director of Production Ena Newell; Production Supervisor Audric Thompson; Various Production Department Staff.

Initiative:

Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions.

No.	Dates	Brief Description	Scope of Involvement	Personnel Involved
1	5/3/17	Participation in job fair.	Tabled at the Port of San Diego Power of Diversity Career Fair.	SDSURF HR/KPBS is the participant.

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Initiative:

Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.

No.	Dates	Brief Description	Scope of Involvement	Personnel Involved
1	2/2/17	San Diego SPJ resume workshop for college students.	KPBS News Editor Joe Guerin and Senior Producer Kris Vera-Phillips took part in the Society of Professional Journalists resume workshop for college students. Journalists from six local news organizations worked with 30 students on resumes, cover letters and interviews as they prepare for careers in broadcast and print journalism. The workshop was held at San Diego State University.	San Diego Chapter of the Society of Professional Journalists is the initiator. KPBS Staff participants: News Editor Joe Guerin; Senior Producer Kris Vera-Phillips.
2	3/23/17	Hosted event for National Association of Hispanic Journalists local chapter.	KPBS hosted the National Association of Hispanic Journalists' and participated in a panel discussion with reporters at the vanguard of border reporting. The KPBS news team was invited to attend.	San Diego-Tijuana Chapter of the National Association of Hispanic Journalists local chapter is the initiator. KPBS Staff participants included: News Producer Marissa Cabrera; Investigative Reporter Jean Guerrero; Director of News and Editorial Strategy Suzanne Marmion.
3	3/24/17	Participation in Business and Youth Career Expo and Luncheon.	KPBS staff attended the Business and Youth Expo, presented by Explore Solutions, which provides an opportunity for students to learn from and connect with professionals in a unique one-on-one setting. KPBS tabled at the event to mingle with student attendees and inform them about careers in public broadcasting.	Explore Solution, host of the event, is the initiator. KPBS Staff participants included: Interactive Technology Project Specialist Nate John; Director of News and Editorial Strategy Suzanne Marmion; Director of Production Ena Newell; Leadership Giving Officer Sheilagh Carlisle.
4	Spring/	Participation in faculty mentor program for	Asian American Journalists Association selected KPBS Senior Producer Kris Vera Phillips as a	San Diego Chapter of the Asian American Journalists Association is the initiator. KPBS

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	Summer 2017	students in the Asian American Journalists Association.	faculty mentor for students for AAJA "Voices" program. According to the program, these journalists will volunteer their time to mentor, edit and coach VOICES student participants in the months prior to the AAJA convention, as well as alongside the students on site. The mission of VOICES is to advance careers development for AAJA student journalists, as well as develop leadership and management talent for mid-career professional journalists.	Staff participant: Senior Producer Kris Vera Phillip.
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Initiative:

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

No.	Dates	Brief Description	Scope of Involvement	Personnel Involved
1	Fall 2016 - Summer 2017	Assistant News Producer Intern for KPBS News (Penner Fellow).	Intern is employed with KPBS for one year appointment as an assistant producer. The intern works closely with the TV and radio news team to create broadcast-worthy content focused on local issues important to the San Diego region. The position is responsible for helping increase quality of programming in our TV and radio broadcasts that focus on local issues and stories that directly impact the lives of San Diegans.	KPBS is the initiator; San Diego City College journalism student was the Penner Fellow. Senior News Producer Kris Vera Phillips was involved in the recruitment and selection process.

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2	Fall Semester 2016 (9/23/16 - 12/22/16; Spring Semester 2017 (2/03/17 - 5/05/17)	Established as an internship site for SDSU Student interns interested in careers in broadcasting, video and audio production.	KPBS was selected as an internship site for SDSU students in the Performing Arts department, which encompasses Music, Dance, Theatre, TV, Film, Recording Arts and Music/Entrepreneurship. In our inaugural year, KPBS took in two interns, one intern each semester. Interns worked approximately 50 hours during the semester and earned college credit after completion.	SDSU Internship Coordinator Eric Starr is the initiator. KPBS Staff Participants: Director of Production Ena Newell; Production Supervisor Audric Thompson.
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Initiative:

Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

No.	Dates	Brief Description	Scope of Involvement	Personnel Involved
1	Spring 2017	Revamped the John Frederick Reeves Scholarship opportunity for students working at KPBS; three scholarships were offered through the previous criteria and new criteria.	With the help of the SDSU scholarship office, and in conjunction with The Campanile Foundation, KPBS selected three SDSU students currently working at KPBS to receive the John Frederick Reeves Scholarship. All student employees who met our criteria were eligible to apply. Ten PT assistant students applied; three students were selected as recipients by KPBS Management Council. The previous criteria allowed for 1 recipient, while the recently established criteria allowed for 2 recipients. Each scholarship recipient was awarded \$5,000 for tuition or any college related expenses.	KPBS, SDSU Scholarship Office and The Campanile Foundation are the initiators. Executive Assistant Consuela Steward; Accounting Assistant Lois Meza; Senior Accountant Todd Reh fuss; KPBS Management Council were involved in applicant review and selection process. KPBS selected three current PT assistant student staff as scholarship recipients.

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