

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

Fronteras News Reporter

Date Filled:

08/30/10

Recruitment Source for Actual Hire:

Friend/Colleague

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Recruitment Sources Utilized for Vacancies:

- KPBS Internal Announcement
- San Diego State University Research Foundation Human Resources Online Announcement
- San Diego State University Research Foundation Bulletin *(distributed across the CSU system)*
- Careerbuilder.com
- JournalismJobs.com
- National Association of Black Journalists
- National Association of Hispanic Journalists
- Gypsy Media Group
- San Diego Asian Journal
- California University Campuses
- EDD Offices
- Diversity Employment Site
- Local Community Agencies

A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

Number of candidates interviewed:

3

Recruitment Referral Sources:

- Friend/Colleague
- Careerbuilder.com
- Friend or Relative

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

Date Filled:

Interactive Technology Manager

09/13/10

Recruitment Source for Actual Hire:

Friend or Relative

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Recruitment Sources Utilized for Vacancies:

KPBS Internal Announcement

San Diego State University Research Foundation Human Resources Online Announcement

San Diego State University Research Foundation Bulletin (distributed across the CSU system)

Careerbuilder.com

San Diego Asian Journal

California University Campuses

EDD Offices

Diversity Employment Site

Local Community Agencies

A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

Number of candidates interviewed:

1

Recruitment Referral Sources:

Friend or Relative

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

Yearly Period Beginning: August 1, 2010 Ending: July 31, 2011

Total Number of Persons Interviewed for Full Time Vacancies: 84

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<i>Recruitment Source Name</i>	<i>Total Number of Sources</i>
San Diego State University Research Foundation Human Resources Online Announcement	27
San Diego State University Research Foundation Bulletin (distributed across the CSU system)	3
KPBS Internal Announcement	3
Careerbuilder	9
Friend or Relative Recommendation	20
Friend or Colleague	2
Craigslist	3
Journalism.com	1
Mediabistro.com	1
Indeed.com	4
Columbia University JobNews Website	1
San Diego State University Website	6
Association of Fundraising Professionals Function	1
Corporation for Public Broadcasting	1
Diversity Employment Website	2
Total	84

Recruitment Sources Contact Information

* * * * *

Name	Dept / Project	E-mail	Bldg / Rm	City / Zip	Phone	Fax
Alba Jaquez	San Francisco State Univ.	ajaquez@SFSU.edu	1600 Holloway Ave, ADM. 252	San Francisco, CA 94132	(415) 338-1872	(415) 338-0521
Alan Ridley, M.A.	Cuyamaca College (Continuing Education & Workforce Training)	alan.ridley@gcccd.edu	900 Rancho San Diego Parkway	El Cajon, CA 92019-4369	619-660-4425	619-660-4012
Beth Herrera	Catholic Charities	bherrerac@ccdsd.org	349 Cedar St.	San Diego, CA 92101	(619) 281-6152	(619) 231-0694
Barbara Lefkarites	Health Data Program	blefkarites@projects.sdsu.edu	6505 Alvarado Rd., #211	San Diego, CA 92120	(619) 594-8938	(619) 594-0351
Steve Stover, M.S.	Bridge Builders Advocacy	BridgeBuilders7@yahoo.com	PO Box 3085	San Diego, CA 92163	619.807.6716	1.866.828.6716
California State Univ. Bakersfield	Career Planning & Placement	career@csub.edu	9001 Stockdale Highway	Bakersfield, CA 93311-1099	(661) 664-3033	(661) 664-3345
Cherry Vanek	Career Ctr/Humboldt State Univ.	cgv7001@axe.humboldt.edu	1 Harpst St	Arcata, CA 95521-8299	(707) 826-5454	(707) 826-5473
Charlotte Tenney	Employment and Community Options	charlotte@workforce.org	4389 Imperial Ave	San Diego, CA 92113	(619)266-4246	
Laura D. Chiquete	UEI College (Career Services)	chiquetel@uei.edu	310 3rd Avenue, Suite C6/C7	Chula Vista, CA 91910	619-240-8167	619-409-4129
State of California 1	State of California EDD	cjsdco@edd.ca.gov				
Connie Vasquez	North County Career Centers	conniev@workforce.org		Escondido	(760)871-1970	(760)871-0346
Dolores Almdarez	Manpower	dalmendarez@manpower-sd.com			619-699-1226	
Dori Marcelino	Father Joe's Villages	dori.marcelino@neighbor.org	1501 Imperial Avenue	San Diego, CA 92101	(619) 645-6446	(619) 687-1049
dwozniak@mail.sdsu.edu		dwozniak@mail.sdsu.edu				
Elisa Barnett	The Meeting Place, Inc	ebarnett@mhsinc.org efrainlagunas@hotmail.com	4034 Park Blvd	San Diego, CA 92103	619.294.9582	619.294.9588
employ@mail.sdsu.edu		employ@mail.sdsu.edu				
Frank Scott	PCG Health & Human Services	fscott@pcgus.com	690 Oxford St.	Chula Vista, CA 91911	(619) 270-4133	
Employment Development Department		gmedina@edd.ca.gov				
California Maritime Academy	California Maritime Academy	hr@csum.edu				
State of California 2		htran@edd.ca.gov inna@workforce.org jhong@mail.sdsu.edu				
Dynalectric - San Diego		jobs@dyna-sd.com kolsen@lgd.k12.ca.us	9505 Chesapeake Drive	San Diego, CA 92123-6396	858-712-4700	858-712-4701
United States Navy	United States Navy	krysthian.oro_ctr@navy.mil				
Laurie Arnold		laurie.arnold@va.gov			(619) 228-8011	
Lyford, Laurie	Navy Family Svc. Ctr.	laurie.lyford@navy.mil	Box 257138, Bldg 318, Code 93	San Diego CA 92135	619.545.6071	
Linda Blair Forsch	Comprehensive training Systems	linda@ctsjobs.org	497 11th St, Suite 4	Imperial Beach, CA 91932	(619) 424-6650	(619) 424-6650
maria_stravelakis@lhh.com		maria_stravelakis@lhh.com				
Mary Jo Joy	HR @ UCSB	maryjo.joy@hr.ucsb.edu			(805) 893-3166	
Ann McPherson	San Diego Job Corps Center	Mcpherson.Ann@jobcorps.org	1325 Iris Ave	Imperial Beach, CA 91932	(619) 429-8500	(619) 423-7631
Southwestern College	Southwestern College	mdawson@swccd.edu				
mmcisaac@aol.com		mmcisaac@aol.com				
Myrna Reed	Goodwill Industries (Community Employment Center)	m-reed@sdgoodwill.org	9575 Mission Gorge Road	Santee, CA 92071	(619) 258-1736	(619) 449-0917
Milly Strodman	Military Matters (Veterans Outreach)	msveterans@gmail.com	PO Box 181085	Coronado, CA 92178-1085	(619) 721-0885	
Natacia Cordle	U.S. Department of Veterans Affairs (Vocational Rehab & Employer	natacia.cordle@va.gov	5500 Campanile Drive, Rm 1575	San Diego, CA 92182	(619) 594-2444	(619) 5944287

Natasha Wong	Chinese Service Center	ncwong99@yahoo.com	8775 Aero Drive Ste 138	San Diego, 92123	(858) 505-9906	(858) 278-8899
Nancy Kennaly	Goodwill Industries (Community Employment Center)	nkennaly@sdgoodwill.org	1105 Broadway St., Suite 205	Chula Vista, CA 91911	(619) 420-1522	(619) 420-1496
San Diego State University		oharris@mail.sdsu.edu				
United Way of San Diego	United Way of San Diego	reception@uwsd.org				
Sandra Beasley	Cuyamaca College LRC	sandy.beasley@gcccd.net	900 Rancho San Diego Pkwy	El Cajon, CA 92019	(619) 660-4405	(619) 660-4493
Sandra Bullock	SDSU	sbullock@mail.sdsu.edu	5500 Campanile Dr	San Diego, CA 92182-1625	(619) 594-1139	
Shelly Steck	California Polytechnic State University	ssteck@calpoly.edu				
Van J. Ross		van_ross@sbcglobal.net				
San Diego State University	San Diego State University	veterans@sdsu.edu				
William Hooper	Navy Region Southwest (Family and Child Programs)	william.hooper@mwrsw.com	3005 Corbina Alley, Bldg. 263	San Diego, CA 92136-5190	(858) 663-0545	(858) 277-7052
City of Oceanside	City of Oceanside	ystewart@ci.oceanside.ca.us				
	Careerbuilder	careerbuilders.com				
	Craigslist	craigslist.com				
Ron Woods	Current	woods@current.org				
	National Association of Black Journalists	http://careerservices.nabj.org	1100 Knight Hall, Suite 3100	College Park, Maryland 20742	(301) 405-0248	
	National Association of Hispanic Journalists	http://najh.ihispano.com				
	CCNMA: Latino Journalists of California	http://www.ccnma.org/				
Albert Lee	Asian American Journalists Association	http://www.aja.org/membership/caree	1182 Market St., Suite 320	San Francisco, CA 94102	(415) 346-6343	
	South Asian Journalist Association	http://www.saja.org/				
	Native American Journalists - University of Oklahoma - Gaylord College	jharjo@ou.edu	395 W. Lindsey St.	Norman, OK 73019-4201	(405) 325-9008	(405) 325-9008
Simeon Silverio, Jr.	SD Asian Journal	asianjournal@aol.com	550 East 8th St. Suite 6	National City, CA 91950	(619) 474-0588	
	Journalismjobs.com	Journalismjobs.com			(510) 653-1521	
	Poyntner Career Center	careers.poyntner.org	801 Third Street south	St. Petersburg, FL 33701	(888) 769-6837	(727) 896-6703
	UC Berkeley Graduate School of Journalism	http://journalism.berkeley.edu/jobs/sub	121 North Gate Hall	Berkeley, CA 94720-5860	(510) 542-3383	
	Columbia University Graduate School of Journalism	http://www.journalism.columbia.edu/ca	2950 Broadway	New York, NY 10027	(212) 854-8608	
	Corporation for Public Broadcasting	http://www.cpb.org/jobline	401 Ninth Street, NW	Washington, DC 20004-2129	(202) 879-9600	
	Northwest University Medill Journalism	https://medill-northwestern-csm.symplicity.com/employers/				
Lanie Lockwood	SDSU School of Journalism & Media Studies	alockwoo@mail.sdsu.edu	5500 Campanile Drive	San Diego, CA 92182	(619) 594-2521	
Dana Faciane	Gypsy Media Group	www.gypsymediagroup.com			(888) 50-GYPSY	
	Indeed.com	Indeed.com				

Description of Supplemental Outreach Initiatives

Date(s) of Initiative Event(s):

September 23, 2010

October 7, 2010

November 9, 2010

February 17, 2010

February 25, 2011

Describe Nature of Initiative:

Attend at Least Four Job Fairs

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

Job Fairs included in the initiative will reach out across the community to also include diversity and disability fairs as follows:

US Census Job Fair, Jobtoberfest Career Fair for People with Disabilities, Hire-A-Vet Career Fair, SDSU Spring Career Fair, Congressman Hunter's Community Job Fair.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organization):

KPBS is the initiator and full participant in this outreach initiative. The initiative is helped supported by the SDSU Research Foundation Human Resources Office, San Diego State University, San Diego Committee on Employment of People with Disabilities.

Names of Station Personnel Involved in the Initiative:

Marta Dukes

SDSU Research Foundation HR Staff

Form Prepared By: Consuela Steward

Updated: 08/01/11

Description of Supplemental Outreach Initiatives

Date(s) of Initiative Event(s):

8/1/10 – 7/31/11

Describe Nature of Initiative:

KPBS Radio News Internship

The KPBS News Internship program enables Junior and Senior college students or recent graduates in San Diego to gain real world public media experience. As interns, college students or recent graduates will work in all aspects of news, including research, interviewing, writing, reporting and producing for either school credit or not.

One to four internship positions are available during the Summer semester. The internship will last for one semester. Through an open recruitment process, students contact the station on their own regarding available internships.

Intern candidates must submit a resume and meet certain education and skill requirements in order to be considered for an open position. The resumes of qualified candidates are submitted to the News Director and/or the senior editorial team for review. Qualified candidates are interviewed and the News Director (or senior editorial team) will select the best candidate(s) to receive an internship based on the eligibility requirements and qualifications. Interns are selected based on their education, skills and schedule availability, and the station's needs at that time.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organization):

KPBS is the initiator and full participant in this outreach initiative. The initiative is helped supported by the SDSU School of Communication, the SDSU School of Theater, Television and Film, University of San Diego and University of California, SD.

Names of Station Personnel Involved in the Initiative:

Suzanne Marmion
Natalie Walsh
Mark Sauer

Form Prepared By: Consuela Steward

Updated: 08/01/11

Description of Supplemental Outreach Initiatives

Date(s) of Initiative Event(s):

2010 Fall Semester:

AUG 24, AUG 26, AUG 31, SEP 2, SEP 7, SEP 9, SEP 14, SEP 16, SEP 21, SEP 23, SEP 28, SEP 30, OCT 5, OCT 7, OCT 12, OCT 14, OCT 19, OCT 21, OCT 26, OCT 28, NOV 2, NOV 4, NOV 9, NOV 11, NOV 16, NOV 18, NOV 23, NOV 25, NOV 30, DEC 2, DEC 7, DEC 9

Describe Nature of Initiative:

Multimedia Journalism course (WRI 430)

This class was offered at Point Loma Nazarene University during the Fall 2010 semester. The course gives students extensive practice in multimedia storytelling, with students planning, storyboarding, researching, creating and producing story packages with text, video, audio, photos, graphics and interactive elements. Scheduled from 4-5:15 p.m. Tuesdays and Thursdays in the MAC lab, this practical class can turn an "ordinary" resume into a "value-added" one as students prepare for the increasingly converged media market of internships and jobs. As a 2010 graduate who just landed a job as a reporter with a CBS-affiliate in Oregon said: "I ended up creating a website to show everything that I've done and that helped a lot. They were impressed I knew to make a website and add videos."

At KPBS, Gibbs oversees online multimedia such as on-demand audio and video, live radio streaming, mobile media, blogs, podcasts and social media. Gibbs has a background in broadcast journalism, photography and media art. He received a B.S. in Electronic Media from Abilene Christian University in Abilene, Texas in 2000 and completed an M.F.A. in Electronic Art from Rensselaer Polytechnic Institute in Troy, New York, in 2004.

Additionally, Gibbs wrote an article on his experience teaching this class

<http://www.pbs.org/mediashift/2011/01/learning-how-to-teach-multimedia-journalism007.html>

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organization):

Taught by Nathan Gibbs, KPBS Interactive Technology Specialist at Point Loma Nazarene University

Names of Station Personnel Involved in the Initiative:

Nathan Gibbs

Form Prepared By: Consuela Steward

Updated: 08/01/11

Description of Supplemental Outreach Initiatives

<i>Date(s) of Initiative Event(s):</i>

April 25th, 2011

<i>Describe Nature of Initiative:</i>
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KPBS Diversity Training

As today's workforce is more diverse than ever before, executives need to ensure that their managers understand the dynamics of diversity in their workplace. They must understand how to effectively meet the unique needs of diverse employees and they must understand how to maximize the talents of all of their employees. Aaron Bruce, Chief Diversity Officer, Office of the President at San Diego State University, led this diversity training and helped staff gain an understanding of the cultural differences and similarities the company's workforce encompasses. This is achieved in a positive manner, resembling a preparation for a trip to a foreign land. An underlying feature in this presentation was highlighting of the skills and perspectives workers from different cultures bring to the organization, and the benefits this mix can afford every employee.

33 staff members attend this meeting, 13 of which are management/director-level staff.

Staff who attended the training were asked to complete a pre-training survey to assist the presenter in knowing the level of understaining of diversity in the workplace.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organization):

KPBS is the initiator and full participant in this outreach initiative. Diversity Training was presented by Aaron Bruce, Chief Diversity Officer, Office of the President at San Diego State University.

Names of Station Personnel Involved in the Initiative:

Monica Medina
Deanna Mackey
Hanna Pister
Ashley Rodriguez

Form Prepared By: Consuela Steward

Updated: 08/01/11

Summary Description of Supplemental Outreach Initiatives

1 Year period covering August 1, 2010 And Ending: July 31, 2011

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Specify First Initiative:

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

Describe activities undertaken to fulfill that initiative:

Career Fairs

- * SDSURF HR Staff attended US Census Job Fair on September 23, 2010
- * SDSURF HR Staff attended Jobtoberfest Career Fair for People with Disabilities on October 7, 2010
- * SDSURF HR Staff attended Hire-A-Vet Career Fair on November 9, 2011
- * Marta Dukes, KPBS HR Manager, attended SDSU Spring Career Fair on February 17, 2011
- * SDSURF HR Staff attended Congressman Hunter's Community Job Fair on February 25, 2011

Specify Second Initiative:

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

Describe activities undertaken to fulfill that initiative:

KPBS Radio News Internship

* 1-4 Internship positions available through Summer

*Open recruitment process – interns chosen based on their education, skills and schedule availability, and that station's needs at that time.

*Program enables Junior and Senior college students or recent graduates in San Diego to gain real world public media experience.

*Applicants must complete a resume and meet certain education and skill requirements.

Specify Third Initiative:

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

Describe activities undertaken to fulfill that initiative:

Multimedia Journalism course (WRI 430)

Class was offered at Point Loma Nazarene University during the Fall 2010 semester. The course gives students extensive practice in multimedia storytelling, with students planning, storyboarding, researching, creating and producing story packages with text, video, audio, photos, graphics and interactive elements. Scheduled from 4-5:15 p.m. Tuesdays and Thursdays. Nathan Gibbs, the instructor who works for KPBS wrote an article on his experience as well <http://www.pbs.org/mediashift/2011/01/learning-how-to-teach-multimedia-journalism007.html>

Specify Fourth Initiative:

Providing training to management level personnel on methods of ensuring equal employment opportunity and preventing discrimination.

Describe activities undertaken to fulfill that initiative:

KPBS Diversity Training

Aaron Bruce, Chief Diversity Officer, Office of the President at San Diego State University, led a diversity training attended by 33 employees and upper management staff. This diversity training served several purposes, including : 1) Ensure that executives and their managers understand the dynamics of diversity in their workplace; 2) Ensure upper management understands how to effectively meet the unique needs of diverse employees and understand how to maximize the talents of all of their employees; 3) Gain an understanding of the cultural differences and similarities the company's workforce encompasses; 4) Highlight skills and perspectives workers from different cultures bring to the organization, and the benefits this mix can afford every employee.