

2026 ANNUAL EEO PUBLIC FILE REPORT

KPBS TV/FM

Station(s):	KPBS, KPBS2, KPBS Create, KPBS Kids KPBS 89.5 FM, KQVO 97.7 FM
Community(ies) of License:	San Diego, Calexico, Imperial County
Reporting Period:	08/1/25 - 07/31/26
No. of Full-time Employees:	More than 10
Small Market Exemption:	N/A

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

<i>LONG TERM INITIATIVES</i>	SCOPE OF INVOLVEMENT AND STAFF
<i>Initiative 1: Participation in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</i>	02/20/2026. Preuss School Career Panel and Tour. Newsroom Reporters and Marketing & Communications Staff 03/12/2026. Daily Aztec SDSU Weekly Meeting attended by Newsroom Reporter as featured speaker 03/13/2026. Asian American Journalist Association SDSU Chapter Meeting, Newsroom Reporter featured speaker 04/06/2026. Society of Professional Journalist SDSU Chapter Meeting, Newsroom Reporter featured speaker
<i>Initiative 2: Provide training to management-level personnel on methods of ensuring equal employment opportunity and preventing discrimination</i>	08/01/25 - 07/31/2026. California State University Learning Management System Compliance & Professional Development for KPBS Leadership Team; Workplace Violence Prevention 03/3/2026 KPBS Leadership Team training; Recruitments & Roles: Recognizing Bias, Chief of Staff
<i>Initiative 3: 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</i>	11/12/2025. Society of Professional Journalists National Chapter Meeting, attended by a Newsroom Reporter as a panel speaker 08/07/2025. Reality Changers tour and KPBS Career Panel attended by Newsroom Leadership and Reporter 05/15/2026. Spirit of the Barrio Luncheon attended by Newsroom Reporter 06/27/2026. San Diego World Affairs Council's Annual member Meeting, attended by Newsroom Reporter

<i>Initiative 4: Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting</i>	January 2026. John Frederick Reeves Scholarship opportunity for SDSU students working part time at KPBS.
<i>Initiative 5: Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</i>	08/01/2025-07/31/2026 KPBS Penner Fellow/Assistant News Producer position 08/01/2025-07/31/2026 California Local News Fellowship, Arts and Culture Reporter and East County Reporter positions
<i>Initiative 6: Participation in at least four jobs fairs by station personnel who have substantial responsibility in making hiring decisions.</i>	01/27/2026. JMS Fest. SDSU Journalism and Media Studies Festival, Senior People & Culture Specialist 03/11/2026. San Diego Spring Veteran's Job Fair, Senior HR Business Partner, San Diego State University Research Foundation 03/13/2026 - UC Berkeley School of Journalism Media Mayhem 2026 Job Fair, People & Culture Staff 04/11/2026. Explore SDSU, People & Culture Staff

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
09/08/25	KPBS South Bay/ Imperial Valley Reporter I	Employee Referral
09/23/25	KPBS Web Producer	Job Posting - LinkedIn
12/15/25	KPBS Grants and Engagement Manager	Company Website - SDSU Research Foundation
12/15/25	KPBS Associate Director of Membership	Job Board - Indeed.com
3/2/26	KPBS Public Matters Editor	Referral
3/6/26	KPBS Chief Financial Officer	Job Posting - LinkedIn
4/1/26	KPBS Lobby Receptionist	Referral
4/16/26	KPBS Senior Broadcast Engineer	Company Website - SDSU Research Foundation
4/27/26	KPBS Videographer/ Studio Technician	Job Posting - LinkedIn
6/1/26	KPBS Public Matters Reporter II	Company Website - SDSU Research Foundation
6/11/26	KPBS Science & Technology Reporter I	Job Posting - LinkedIn
6/29/26	KPBS Chief Technology Officer	Job Posting - LinkedIn

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
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Company Website - SDSU	4
Company Website - SDSU Research Foundation	8
Employee Referral	6
Job Board - Chronicle of Higher Education	1
Job Board - HigherEdJobs.com	2
Job Board - Indeed.com	5
Job Board - JournalismJobs.com	2
Job Board - ZipRecruiter	2
Job Posting - LinkedIn	27
Referral	3
Total Number of Persons Interviewed during the Reporting Period:	60

RECRUITING SOURCES USED

Job Title of Position: KPBS South Bay/ Imperial Valley Reporter I

Date of Hire: 09/08/2025

REFERRAL SOURCE	*	# OF INTERVIEWEES	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Company Website - SDSU	N	1	https://careers-sdsurf.icims.com/jobs/	SDSU Research Foundation	sdsurfhr@sdsu.edu
Company Website - SDSU Research Foundation	N	2	https://careers-sdsurf.icims.com/jobs/	SDSU Research Foundation	sdsurfhr@sdsu.edu
Employee Referral	N	1	N/A	N/A	N/A
Internet - Other	N	0	N/A	N/A	N/A
Job Board - Direct Employers	N	0	https://directemployers.org/	N/A	N/A
Job Board - Glassdoor	N	0	https://www.glassdoor.com/index.htm	N/A	N/A
**Job Board - HigherEdJobs.com	N	0	https://www.higheredjobs.com	N/A	N/A
Job Board - Indeed	N	0	https://www.indeed.com	N/A	N/A
Job Board - Monster	N	0	https://www.monster.com	N/A	N/A
Job Board - Recruit	N	0	https://www.recruit.net/	N/A	N/A
Job Board - Other	N	0	N/A	N/A	N/A
**Job Board - ZipRecruiter	N	0	https://www.ziprecruiter.com	N/A	N/A
Job Posting - Instagram	N	0	https://www.instagram.com/	N/A	N/A
Job Posting - LinkedIn	N	1	https://www.linkedin.com/jobs/kpbs-jobs	N/A	N/A
***JobTarget Media	N	0	Various Sites	N/A	N/A

Package					
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* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

** Organization did not post to this source directly.

*** Refer to JobTarget CompliancePost Media Package Sites for full list of sources

Job Title of Position: KPBS Web Producer

Date of Hire: 09/23/205

REFERRAL SOURCE	*	# OF INTERVIEWEES	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Company Website - SDSU	N	1	https://careers-sdsurf.ici.ms.com/jobs/	SDSU Research Foundation	sdsurfhr@sdsu.edu
Company Website - SDSU Research Foundation	N	1	https://careers-sdsurf.ici.ms.com/jobs/	SDSU Research Foundation	sdsurfhr@sdsu.edu
Employee Referral	N	0	N/A	N/A	N/A
Internet - Other	N	0	N/A	N/A	N/A
**Job Board - Handshake	N	0	https://joinhandshake.com/	N/A	N/A
**Job Board - HigherEdJobs.com	N	0	https://www.higheredjobs.com	N/A	N/A
Job Board - Direct Employers	N	0	https://directemployers.org/	N/A	N/A
Job Board - Glassdoor	N	0	https://www.glassdoor.com/index.htm	N/A	N/A
Job Board - Indeed	N	0	https://www.indeed.com	N/A	N/A
Job Board - Monster	N	0	https://www.monster.com	N/A	N/A
Job Board - Recruit	N	0	https://www.recruit.net/	N/A	N/A
**Job Board - ZipRecruiter	N	1	https://www.ziprecruiter.com	N/A	N/A
Job Posting	N	0	Various	N/A	N/A
**Job Posting - Facebook	N		https://www.facebook.com	N/A	N/A
Job Posting - LinkedIn	N	1	https://www.linkedin.com/jobs/kpbs-jobs	N/A	N/A
***JobTarget Media Package	N	0	Various Sites	N/A	N/A
Referral	N	0	N/A	N/A	N/A

* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

** Organization did not post to this source directly.

*** Refer to JobTarget CompliancePost Media Package Sites for full list of sources

Job Title of Position: KPBS Grants and Engagement Manager

Date of Hire: 12/15/25

REFERRAL SOURCE	*	# OF INTERVIEWEES	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Company Website - SDSU	N	0	https://careers-sdsurf.icims.com/jobs/	SDSU Research Foundation	sdsurfhr@sdsu.edu
Company Website - SDSU Research Foundation	N	1	https://careers-sdsurf.icims.com/jobs/	SDSU Research Foundation	sdsurfhr@sdsu.edu
Employee Referral	N	0	N/A	N/A	N/A
Internet - Other	N	0	N/A	N/A	N/A
**Job Board - HigherEdJobs.com	N	0	https://www.higheredjobs.com	N/A	N/A
Job Board - Direct Employers	N	0	https://directemployers.org/	N/A	N/A
Job Board - Glassdoor	N	0	https://www.glassdoor.com/index.htm	N/A	N/A
Job Board - Indeed	N	1	https://www.indeed.com	N/A	N/A
Job Board - Monster	N	0	https://www.monster.com	N/A	N/A
Job Board - Recruit	N	0	https://www.recruit.net/	N/A	N/A
**Job Board - ZipRecruiter	N	0	https://www.ziprecruiter.com	N/A	N/A
Job Posting - LinkedIn	N	3	https://www.linkedin.com/jobs/kpbs-jobs	N/A	N/A
***JobTarget Media Package	N	0	Various Sites	N/A	N/A
Referral	N	0	N/A	N/A	N/A

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

** Organization did not post to this source directly.

*** Refer to JobTarget CompliancePost Media Package Sites for full list of sources

Job Title of Position: KPBS Associate Director of Membership

Date of Hire: 12/15/25

REFERRAL SOURCE	*	# OF INTERVIEWEES	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Company Website - SDSU	N	0	https://careers-sdsurf.icims.com/jobs/	SDSU Research Foundation	sdsurfhr@sdsu.edu
Company Website - SDSU Research Foundation	N	0	https://careers-sdsurf.icims.com/jobs/	SDSU Research Foundation	sdsurfhr@sdsu.edu

Employee Referral	N	0	N/A	N/A	N/A
Internet - Other	N	0	N/A	N/A	N/A
**Job Board - HigherEdJobs.com	N	1	https://www.higheredjobs.com	N/A	N/A
**Job Board - HiringCafe	N	0	https://hiringcafe.com	N/A	N/A
Job Board - Direct Employers	N	0	https://directemployers.org/	N/A	N/A
Job Board - Glassdoor	N	0	https://www.glassdoor.com/index.htm	N/A	N/A
Job Board - Indeed	N	1	https://www.indeed.com	N/A	N/A
Job Board - Monster	N	0	https://www.monster.com	N/A	N/A
Job Board - Recruit	N	0	https://www.recruit.net/	N/A	N/A
Job Posting	N	0	https://www.kpbs.org/about/careers/	N/A	N/A
Job Posting - LinkedIn	N	3	https://www.linkedin.com/jobs/kpbs-jobs	N/A	N/A
***JobTarget Media Package	N	0	Various Sites	N/A	N/A
Referral	N	1	N/A	N/A	N/A

* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

** Organization did not post to this source directly.

*** Refer to JobTarget CompliancePost Media Package Sites for full list of sources

Job Title of Position: KPBS Public Matters Editor

Date of Hire: 03/02/26

REFERRAL SOURCE	*	# OF INTERVIEWEES	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Company Website - SDSU	N	0	https://careers-sdsurf.icims.com/jobs/	SDSU Research Foundation	sdsurfhr@sdsu.edu
Company Website - SDSU Research Foundation	N	1	https://careers-sdsurf.icims.com/jobs/	SDSU Research Foundation	sdsurfhr@sdsu.edu
Employee Referral	N	0	N/A	N/A	N/A
Internet - Other	N	0	Various	N/A	N/A
**Job Board - HigherEdJobs.com	N	0	https://www.higheredjobs.com	N/A	N/A
Job Board - Direct Employers	N	0	https://directemployers.org/	N/A	N/A
Job Board - Glassdoor	N	0	https://www.glassdoor.com/index.htm	N/A	N/A
Job Board - Indeed.com	N	0	https://www.indeed.com	N/A	N/A

Job Board - Monster	N	0	https://www.monster.com	N/A	N/A
Job Board - Recruit	N	0	https://www.recruit.net/	N/A	N/A
Job Board - JournalismJobs.com	N	0	http://www.journalismjobs.com	N/A	N/A
Job Board - Other	N	0	N/A	N/A	N/A
Job Posting - LinkedIn	N	2	https://www.linkedin.com/jobs/kpbs-jobs	N/A	N/A
***JobTarget Media Package	N	0	Various Sites	N/A	N/A
Referral	N	1	N/A	N/A	N/A

* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

** Organization did not post to this source directly.

*** Refer to JobTarget CompliancePost Media Package Sites for full list of sources

Job Title of Position: KPBS Chief Financial Officer

Date of Hire: 03/06/2026

REFERRAL SOURCE	*	# OF INTERVIEWEES	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Company Website - SDSU	N	0	https://careers.sdsu.edu/en-us/listing/	SDSU	chr@sdsu.edu
AsiansInHigherEd.com	N	0	https://asiansinhighered.com/	N/A	N/A
BlacksInHigherEd.com	N	0	https://blacksinhighered.com/	N/A	N/A
Careers in government.com	N	0	https://careersingovernment.com/	N/A	N/A
CSU Careers	N	0	https://csucareers.calstate.edu/	N/A	N/A
Department of Rehab	N	0	https://www.dor.ca.gov/Home/EmploymentServices	N/A	N/A
DisabledInHigherEd.com	N	0	https://disabledinhighered.com/	N/A	N/A
Employee Referral	N	0	N/A	N/A	N/A
HERC	N	0	https://www.hercjobs.org/	N/A	N/A
HispanicsInHigherEd.com	N	0	https://hispanicsinhighered.com/	N/A	N/A
Inside Higher Ed	N	0	https://careers.insidehighered.com/	N/A	N/A
Job Board - CalJobs	N	0	https://www.caljobs.ca.gov/	N/A	N/A
Job Board - Chronicle of Higher Education	N	1	https://jobs.chronicle.com/jobs/	N/A	N/A
Job Board- Current	N	0	https://jobs.current.org	N/A	N/A

Job Board - HigherEdJobs.com	N	1	https://www.higheredjobs.com	N/A	N/A
Job Board - Indeed	N	1	https://www.indeed.com	N/A	N/A
Job Board- LinkedIn	N	3	https://www.linkedin.com/jobs	N/A	N/A
Job Board - Other	N	0	N/A	N/A	N/A
Job Board - Public Media Business Association (PMBA)	N	0	https://pmbaonline.mcjobboard.net/jobs	N/A	N/A
Other - Recruiter	N	0	N/A	N/A	N/A
Professional Association	N	0	N/A	N/A	N/A
Word of Mouth	N	0	N/A	N/A	N/A

* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

** Organization did not post to this source directly.

Job Title of Position: KPBS Lobby Receptionist

Date of Hire: 04/01/2026

REFERRAL SOURCE	*	# OF INTERVIEWEES	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Company Website - SDSU	N	1	https://careers-sdsurf.ici.ms.com/jobs/	SDSU Research Foundation	sdsurfhr@sdsu.edu
Company Website - SDSU Research Foundation	N	0	https://careers-sdsurf.ici.ms.com/jobs/	SDSU Research Foundation	sdsurfhr@sdsu.edu
Employee Referral	N	1	N/A	N/A	N/A
Internet - Other	N	0	N/A	N/A	N/A
**Job Board - CareerBuilder.com	N	0	https://www.careerbuilder.com	N/A	N/A
**Job Board - HigherEdJobs.com	N	0	https://www.higheredjobs.com	N/A	N/A
Job Board - Direct Employers	N	0	https://directemployers.org/	N/A	N/A
Job Board - Glassdoor	N	0	https://www.glassdoor.com/index.htm	N/A	N/A
Job Board - Indeed	N	0	https://www.indeed.com	N/A	N/A
Job Board - Monster	N	0	https://www.monster.com	N/A	N/A
Job Board - Recruit	N	0	https://www.recruit.net/	N/A	N/A
Job Board - Other	N	0	N/A	N/A	N/A
**Job Board - ZipRecruiter	N	1	https://www.ziprecruiter.com	N/A	N/A
Job Posting - LinkedIn	N	1	https://www.linkedin.com/jobs/kpbs-jobs	N/A	N/A

***JobTarget Media Package	N	0	Various Sites	N/A	N/A
Referral	N	1	N/A	N/A	N/A

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

** Organization did not post to this source directly.

*** Refer to JobTarget CompliancePost Media Package Sites for full list of sources

Job Title of Position: KPBS Senior Broadcast Engineer

Date of Hire: 04/16/2026

REFERRAL SOURCE	*	# OF INTERVIEWEES	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Company Website - SDSU Research Foundation	N	1	https://careers-sdsurf.ici.ms.com/jobs/	SDSU Research Foundation	sdsurfhr@sdsu.edu
Employee Referral	N	0	N/A	N/A	N/A

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: KPBS Videographer/ Studio Technician

Date of Hire: 04/27/2026

REFERRAL SOURCE	*	# OF INTERVIEWEES	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Company Website - SDSU	N	0	https://careers-sdsurf.icims.com/jobs/	SDSU Research Foundation	sdsurfhr@sdsu.edu
Company Website - SDSU Research Foundation	N	0	https://careers-sdsurf.icims.com/jobs/	SDSU Research Foundation	sdsurfhr@sdsu.edu
Employee Referral	N	1	N/A	N/A	N/A
Internet - Other	N	0	N/A	N/A	N/A
**Job Board - HigherEdJobs.com	N	0	https://www.higheredjobs.com	N/A	N/A
Job Board - Direct Employers	N	0	https://directemployers.org/	N/A	N/A
Job Board - Glassdoor	N	0	https://www.glassdoor.com/index.htm	N/A	N/A
Job Board - Indeed	N	1	https://www.indeed.com	N/A	N/A
Job Board - Monster	N	0	https://www.monster.com	N/A	N/A
Job Board - Recruit	N	0	https://www.recruit.net/	N/A	N/A
Job Board - Other	N	0	N/A	N/A	N/A

**Job Board - ZipRecruiter	N	0	https://www.ziprecruiter.com	N/A	N/A
Job Posting - Instagram	N	0	https://www.instagram.com/	N/A	N/A
Job Posting - LinkedIn	N	4	https://www.linkedin.com/jobs/kpbs-jobs	N/A	N/A
***JobTarget Media Package	N	0	Various Sites	N/A	N/A
Other (Non Internet)	N	0	N/A	N/A	N/A
Referral	N	0	N/A	N/A	N/A

* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

** Organization did not post to this source directly

*** Refer to JobTarget CompliancePost Media Package Sites for full list of sources

Job Title of Position: KPBS Public Matters Reporter II

Date of Hire: 06/01/2026

REFERRAL SOURCE	*	# OF INTERVIEWEES	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Company Website - SDSU	N	0	https://careers-sdsurf.icims.com/jobs/	SDSU Research Foundation	sdsurfhr@sdsu.edu
Company Website - SDSU Research Foundation	N	2	https://careers-sdsurf.icims.com/jobs/	SDSU Research Foundation	sdsurfhr@sdsu.edu
Employee Referral	N	1	N/A	N/A	N/A
Internet - Other	N	0	N/A	N/A	N/A
**Job Board - Handshake	N	0	https://joinhandshake.com/	N/A	N/A
Job Board - Direct Employers	N	0	https://directemployers.org/	N/A	N/A
Job Board - Glassdoor	N	0	https://www.glassdoor.com/index.htm	N/A	N/A
Job Board - Indeed	N	0	https://www.indeed.com	N/A	N/A
Job Board - Monster	N	0	https://www.monster.com	N/A	N/A
Job Board - Recruit	N	0	https://www.recruit.net/	N/A	N/A
Job Board - JournalismJobs.com	N	2	https://journalismjobs.com	N/A	N/A
Job Board - Other	N	0	N/A	N/A	N/A
**Job Board - ZipRecruiter	N	0	https://www.ziprecruiter.com	N/A	N/A
Job Fair	N	0	N/A	N/A	N/A
Job Posting - Instagram	N	0	https://www.instagram.com/	N/A	N/A

Job Posting - LinkedIn	N	1	https://www.linkedin.com/jobs/kpbs-jobs	N/A	N/A
***JobTarget Media Package	N	0	Various Sites	N/A	N/A
Referral	N	0	N/A	N/A	N/A

* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

** Organization did not post to this source directly.

*** Refer to JobTarget CompliancePost Media Package Sites for full list of sources

Job Title of Position: KPBS Science & Technology Reporter I

Date of Hire: 06/11/2026

REFERRAL SOURCE	*	# OF INTERVIEWEES	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Company Website - SDSU	N	0	https://careers-sdsurf.ici.ms.com/jobs/	SDSU Research Foundation	sdsurfhr@sdsu.edu
Company Website - SDSU Research Foundation	N	0	https://careers-sdsurf.ici.ms.com/jobs/	SDSU Research Foundation	sdsurfhr@sdsu.edu
Employee Referral	N	1	N/A	N/A	N/A
Internet - Other	N	0	N/A	N/A	N/A
**Job Board - HigherEdJobs.com	N	0	https://www.higheredjobs.com	N/A	N/A
Job Board - Direct Employers	N	0	https://directemployers.org/	N/A	N/A
Job Board - Glassdoor	N	0	https://www.glassdoor.com/index.htm	N/A	N/A
Job Board - Indeed	N	1	https://www.indeed.com	N/A	N/A
Job Board - Monster	N	0	https://www.monster.com	N/A	N/A
Job Board - Recruit	N	0	https://www.recruit.net/	N/A	N/A
Job Board - JournalismJobs.com	N	0	http://www.journalismjobs.com	N/A	N/A
Job Board - Other	N	0	N/A	N/A	N/A
Job Posting - LinkedIn	N	3	https://www.linkedin.com/jobs/kpbs-jobs	N/A	N/A
***JobTarget Media Package	N	0	Various Sites	N/A	N/A
Referral	N	0	N/A	N/A	N/A

* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

** Organization did not post to this source directly.

*** Refer to JobTarget CompliancePost Media Package Sites for full list of sources

Job Title of Position: KPBS Chief Technology Officer

Date of Hire: 06/29/2026

REFERRAL SOURCE	*	# OF INTERVIEWEES	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Company Website - SDSU	N	1	https://careers.sdsu.edu/en-us/listing/	SDSU	chr@sdsu.edu
AsiansInHigherEd.com	N	0	https://asiansinhighered.com/	N/A	N/A
BlacksInHigherEd.com	N	0	https://blacksinhighered.com/	N/A	N/A
Careers in government.com	N	0	https://careersingovernment.com/	N/A	N/A
CSU Careers	N	0	https://csucareers.calstate.edu/	N/A	N/A
Department of Rehab	N	0	https://www.dor.ca.gov/Home/EmploymentServices	N/A	N/A
DisabledInHigherEd.com	N	0	https://disabledinhighered.com/	N/A	N/A
Employee Referral	N	0	N/A	N/A	N/A
HERC	N	0	https://www.hercjobs.org/	N/A	N/A
HispanicsInHigherEd.com	N	0	https://hispanicsinhighered.com/	N/A	N/A
Inside Higher Ed	N	0	https://careers.insidehighered.com/	N/A	N/A
Job Board - AISES	N	0	https://careers.aises.org/	N/A	N/A
Job Board - CalJobs	N	0	https://www.caljobs.ca.gov/	N/A	N/A
Job Board- Current.org	N	0	https://jobs.current.org/	N/A	N/A
Job Board - HigherEdJobs.com	N	0	https://www.higheredjobs.com	N/A	N/A
Job Board - Indeed.com	N	0	https://www.indeed.com	N/A	N/A
Job Posting - LinkedIn	N	5	https://www.linkedin.com/jobs	N/A	N/A
Job Posting - NSBE	N	0	https://careers.nsbe.org	N/A	N/A
Job Board - Other	N	0	N/A	N/A	N/A
Job Board - PMBA	N	0	https://pmbaonline.mcjobboard.net/jobs	N/A	N/A
Job Board - SWE	N	0	https://careers.swe.org	N/A	N/A
Professional Association	N	0	N/A	N/A	N/A
**Twitter	N	0	N/A	N/A	N/A

Word of Mouth	N	0	N/A	N/A	N/A
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* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

** Organization did not post to this source directly.

*** JobTarget CompliancePost Media Package Sites

<u>Site</u>	<u>URL</u>
Job Opportunities for Disabled American Veterans	http://www.jofdav.com
Women in Business and Industry	http://www.wib-i.com
Veterans Enterprise	http://www.veteransenterprise.com
disABLED Person	http://www.disabledperson.com
Black Perspective	http://www.blackperspective.com
Hispanic Today	http://www.hispanic-today.com
Women for Hire	http://womenforhire.com/
EmployDIVERSITY	https://www.employdiversity.com
US Military Pipeline	https://usmilitarypipeline.com
Military Vet Jobs	http://militaryvetjobs.com/
Disability Solutions at Work/Ability Beyond	http://disabilitysolutionsatwork.org/
RallyPoint	https://www.rallypoint.com/
Hire Heroes USA	https://www.hireheroesusa.org/
Ability Beyond	https://abilitybeyond.org/
CalJobs	https://www.caljobs.ca.gov/vosnet/Default.aspx
SDSU - Joan and Art Barron Veterans Center	https://arweb.sdsu.edu/es/veterans/
San Diego Community College District	https://www.sdccd.edu/
San Diego Regional Center	https://www.sdrc.org/
The Arc of San Diego	https://www.arc-sd.com/
Able-Disabled Advocacy	https://www.able2work.org/