

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.

All Full-Time KPBS Jobs Filled 7/1/24 to 7/15/2025

Req No.	Title	Total # of Candidates	Candidates Interviewed	Type	Last Closed (Filled)	Recruitment Source of Hiree
2024-17488	KPBS News Web Producer I	1	1	Full-Time Contract	7/30/2024	Current Employee
2024-16887	KPBS Marketing Manager	128	5	Full-Time Contract	8/6/2024	Job Board - CA Nonprofit
2024-16685	KPBS Broadcast Engineer	79	7	Full-Time Contract	8/16/2024	LinkedIn
2024-17548	KPBS Media Production Specialist	1	1	Full-Time Contract	8/16/2024	ZipRecruiter
2024-17217	KPBS Membership Administrator	35	5	Full-Time Contract	8/20/2024	Company Website - SDSU Research Foundation
2024-17603	KPBS Arts Reporter/ Podcast Host	2	2	Full-Time Contract	8/27/2024	Current Employee
2024-17005	KPBS Supervising Audio Producer	42	3	Full-Time Contract	9/17/2024	LinkedIn
2024-17189	KPBS Arts Editor	53	5	Full-Time Contract	9/23/2024	Glassdoor
2024-17803	KPBS Corporate Development Marketing & Sales Coordinator	3	1	Full-Time Contract	9/26/2024	Current Employee
2024-17737	KPBS Community Engagement Coordinator	4	1	Full-Time Contract	10/10/2024	Current Employee
2024-17487	KPBS Managing Editor	57	3	Full-Time Contract	10/28/2024	Employee Referral
2024-17531	KPBS Arts Podcast Producer	103	6	Full-Time Contract	11/20/2024	LinkedIn
2024-17510	KPBS Public Matters Editor	46	2	Full-Time Contract	11/22/2024	Company Website - SDSU Research Foundation
2024-17432	KPBS Donor Engagement Manager	18	4	Full-Time Contract	11/26/2024	LinkedIn
2024-17654	KPBS Administrative Newsroom Coordinator	95	4	Full-Time Contract	12/17/2024	Employee Referral

2024-17973	KPBS Education Reporter I	50	5	Full-Time Contract	12/31/2024	Company Website - SDSU Research Foundation
2025-543103	KPBS Director of Engineering and Operations	21	4	Full-Time Contract	2/6/2025	Current Employee
2025-18409	KPBS Social Media Manager	2	1	Full-Time Contract	2/19/2025	Employee Referral
2024-18111	KPBS Data Analyst	282	6	Full-Time Contract	3/3/2025	LinkedIn
2024-18318	KPBS Planned Giving Program Manager	36	2	Full-Time Contract	3/12/2025	Company Website - SDSU Research Foundation
2024-18188	KPBS Event Calendar Coordinator	62	5	Full-Time Contract	3/24/2025	LinkedIn
2024-18326	KPBS Social Media Host/ Reporter	94	6	Full-Time Contract	4/18/2025	Company Website - SDSU Research Foundation
2024-18230	KPBS Director of Information Technology	52	6	Full-Time Contract	4/30/2025	LinkedIn
2024-18316	KPBS Public Matters Community Engagement Manager	42	5	Full-Time Contract	4/30/2025	Indeed
2025-18684	KPBS Roundtable Producer/ Host	2	1	Full-Time Contract	5/12/2025	Current Employee
2024-18260	KPBS Media Operations Specialist	58	7	Full-Time Contract	5/12/2025	JobTarget - Hire Heroes USA
2025-18600	KPBS Social Media Strategist	172	6	Full-Time Contract	5/29/2025	Current Employee
2024-18323	KPBS Help Desk Support Assistant	172	6	Full-Time Contract	6/2/2025	Employee Referral
2024-18261	KPBS Help Desk Manager	74	5	Full-Time Contract	6/30/2025	Employee Referral
2025-18602	KPBS San Diego News Now Producer/ Host	88	5	Full-Time Contract	7/1/2025	LinkedIn
2025-18750	KPBS Environment Reporter I	60	6	Full-Time Contract	7/2/2025	Employee Referral
2025-18714	KPBS Account Executive	21	4	Full-Time Contract	7/7/2025	Employee Referral
2025-18591	KPBS Digital Fellowship Project Coordinator	90	3	Full-Time Contract	7/8/2025	Employee Referral
2025-18605	KPBS Conference Manager	75	4	Full-Time Contract	7/8/2025	Company Website - SDSU Research Foundation
2025-18601	KPBS South Bay/ Imperial Valley Reporter	46	5	Full-Time Contract	7/9/2025	Employee Referral
		2,166	142			

KPBS Total Number of Candidates Interviewed/Hired Sorted by Job and Referral Source

Job Number and Title	Count of Candidate by Source
2024-17488, KPBS News Web Producer I	1
Interviewed / Hired	1
Current Employee	1
2024-16887, KPBS Marketing Manager	5
Hired	1
Job Board - CA Nonprofit	1
Interviewed	4
Employee Referral	2
Job Board	1
LinkedIn	1
2024-16685, KPBS Broadcast Engineer	7
Hired	1
LinkedIn	1
Interviewed	6
Company Website - SDSU	1
Company Website - SDSU Research Foundation	1
Job Board	3
LinkedIn	1
2024-17548, KPBS Media Production Specialist	1

Interviewed / Hired	1
ZipRecruiter	1
2024-17217, KPBS Membership Administrator	5
Hired	1
Company Website - SDSU Research Foundation	1
Interviewed	4
Company Website - SDSU Research Foundation	1
Employee Referral	1
Indeed	1
Job Board	1
2024-17603, KPBS Arts Reporter/ Podcast Host	2
Hired	1
Current Employee	1
Interviewed	1
Current Employee	1
2024-17005, KPBS Supervising Audio Producer	3
Hired	1
LinkedIn	1
Interviewed	2
Current Employee	1
Employee Referral	1

2024-17189, KPBS Arts Editor	5
Hired	1
Glassdoor	1
Interviewed	4
Internet - Instagram	1
Job Board	1
LinkedIn	1
Other (Non-Internet)	1
2024-17803, KPBS Corporate Development Marketing & Sales Coordinator	1
Interviewed / Hired	1
Current Employee	1
2024-17737, KPBS Community Engagement Coordinator	1
Interviewed / Hired	1
Current Employee	1
2024-17487, KPBS Managing Editor	3
Hired	1
Employee Referral	1
Interviewed	2
LinkedIn	1
Referral	1
2024-17531, KPBS Arts Podcast Producer	6

Hired	1
LinkedIn	1
Interviewed	5
Company Website - SDSU Research Foundation	2
LinkedIn	3
2024-17510, KPBS Public Matters Editor	2
Hired	1
Company Website - SDSU Research Foundation	1
Interviewed	1
Job Board - JournalismJobs.com	1
2024-17432, KPBS Donor Engagement Manager	4
Hired	1
LinkedIn	1
Interviewed	3
LinkedIn	1
Indeed	1
Job Board	1
2024-17654, KPBS Administrative Newsroom Coordinator	4
Hired	1
Employee Referral	1
Interviewed	3

Company Website - SDSU Research Foundation	2
Employee Referral	1
2024-17973, KPBS Education Reporter I	5
Hired	1
Company Website - SDSU Research Foundation	1
Interviewed	4
Company Website - SDSU Research Foundation	1
Employee Referral	1
Internet - CPB	2
2025-543103, KPBS Director of Engineering and Operations	4
Hired	1
Current Employee	1
Interviewed	3
LinkedIn	1
Indeed	1
Internet - Other	1
2024-18409, KPBS Social Media Manager	1
Interviewed / Hired	1
Employee Referral	1
2024-18111, KPBS Data Analyst	6
Hired	1
LinkedIn	1

Interviewed	5
Employee Referral	2
Job Board	1
LinkedIn	2
2024-18318, KPBS Planned Giving Program Manager	2
Hired	1
Company Website - SDSU Research Foundation	1
Interviewed	1
Job Board	1
2024-18188, KPBS Event Calendar Coordinator	5
Hired	1
LinkedIn	1
Interviewed	4
Company Website - SDSU Research Foundation	2
LinkedIn	2
2024-18326, KPBS Social Media Host/ Reporter	6
Hired	1
Company Website - SDSU Research Foundation	1
Interviewed	5
Internet - Instagram	1
Internet - Other	1
Job Board	1

Referral	2
2024-18230, KPBS Director of Information Technology	6
Hired	1
LinkedIn	1
Interviewed	5
Company Website - SDSU Research Foundation	1
Indeed	1
Job Board	2
Other (Non-Internet)	1
2024-18316, KPBS Public Matters Community Engagement Manager	5
Hired	1
Indeed	1
Interviewed	4
Internet - Other	1
LinkedIn	2
Referral	1
2024-18684, KPBS Roundtable Producer/ Host	1
Interviewed / Hired	1
Current Employee	1
2024-18260, KPBS Media Operations Specialist	7
Hired	1
Job Target - Hire Heroes USA	1

Interviewed	6
Company Website - SDSU	1
Company Website - SDSU Research Foundation	2
LinkedIn	1
Other (Non-Internet)	1
Internet - Google	1
2024-18600, KPBS Social Media Strategist	6
Hired	1
Current Employee	1
Interviewed	5
Company Website - SDSU	1
Internet - Instagram	2
LinkedIn	2
2024-18323, KPBS Help Desk Support Assistant	6
Hired	2
Job Board	1
Referral	1
Interviewed	4
Company Website - SDSU	1
Job Board	2
LinkedIn	1
2024-18261, KPBS Help Desk Manager	5

Hired	1
Employee Referral	1
Interviewed	4
Job Board	3
LinkedIn	1
2025-18602, KPBS San Diego News Now Producer/ Host	5
Hired	1
LinkedIn	1
Interviewed	4
Company Website - SDSU	1
Company Website - SDSU Research Foundation	2
LinkedIn	1
2025-18750, KPBS Environment Reporter I	6
Hired	1
Employee Referral	1
Interviewed	5
Company Website - SDSU	1
Company Website - SDSU Research Foundation	1
LinkedIn	1
Employee Referral	1
Referral	1
2025-18714, KPBS Account Executive	4

Hired	2
Employee Referral	1
Referral	1
Interviewed	2
Employee Referral	1
LinkedIn	1
2024-18591, KPBS Digital Fellowship Project Coordinator	3
Hired	1
Referral	1
Interviewed	2
Company Website - SDSU Research Foundation	1
LinkedIn	1
2025-18605, KPBS Conference Manager	4
Hired	1
Company Website - SDSU Research Foundation	1
Interviewed	3
Company Website - SDSU Research Foundation	1
Job Board	1
LinkedIn	1
2025-18601, KPBS South Bay/ Imperial Valley Reporter I	5
Hired	1
Employee Referral	1

Interviewed	4
Company Website - SDSU	1
Company Website - SDSU Research Foundation	2
LinkedIn	1
Grand Total	142

KPBS Total Number of All Candidates Sorted by Job and Referral Source

Source	Count of Candidate Selections
2024-17488, KPBS News Web Producer I	1
Current Employee	1
2024-16887, KPBS Marketing Manager	128
Company Website - SDSU	9
Company Website - SDSU Research Foundation	8
Employee Referral	5
Internet - LinkedIn	24
Internet - Other	2
Job Board - HigherEdJobs.com	7
Job Board - Indeed.com	36
Job Board - Monster.com	1
Job Board - Other	8
Job Board- ZipRecruiter	2
Job Posting	21
Referral	3
External	2
2024-16685, KPBS Broadcast Engineer	79
Company Website - SDSU	6
Company Website - SDSU Research Foundation	13

Employee Referral	2
Internet - LinkedIn	8
Internet - Other	7
Job Board - CalJobs	1
Job Board - CareerBuilder.com	1
Job Board - Indeed.com	27
Job Board - Monster.com	2
Job Posting	9
Other (Non Internet)	2
Referral	1
2024-17548, KPBS Media Production Specialist	1
Current Employee	1
2024-17217, KPBS Membership Administrator	35
Company Website - SDSU	1
Company Website - SDSU Research Foundation	11
Employee Referral	1
Internet - LinkedIn	3
Internet - Other	1
Job Board - HigherEdJobs.com	2
Job Board - Indeed.com	14
Job Board- ZipRecruiter	1
Referral	1

2024-17603, KPBS Arts Reporter/ Podcast Host	2
Current Employee	2
2024-17005, KPBS Supervising Audio Producer	42
Company Website - SDSU	4
Company Website - SDSU Research Foundation	3
Current Employee	2
Employee Referral	1
Internet - LinkedIn	2
Internet - Other	1
Job Board - CareerBuilder.com	1
Job Board - HigherEdJobs.com	1
Job Board - Indeed.com	15
Job Board - Other	1
Job Board- ZipRecruiter	3
Job Posting	5
Other (Non Internet)	1
Referral	1
External	1
2024-17189, KPBS Arts Editor	53
Company Website - SDSU	6
Company Website - SDSU Research Foundation	5
Employee Referral	2

Internet - LinkedIn	4
Internet - Other	1
Job Board - HigherEdJobs.com	2
Job Board - Indeed.com	26
Job Board- Glassdoor	1
Job Posting	2
Other (Non Internet)	1
Referral	2
External	1
2024-17803, KPBS Corporate Development Marketing & Sales Coordinator	3
Company Website - SDSU Research Foundation	1
Current Employee	2
2024-17737, KPBS Community Engagement Coordinator	4
Company Website - SDSU Research Foundation	1
Current Employee	3
2024-17487, KPBS Managing Editor	57
Company Website - SDSU	3
Company Website - SDSU Research Foundation	1
Employee Referral	5
Internet - LinkedIn	9
Internet - Other	3
Job Board - HigherEdJobs.com	4

Job Board - Indeed.com	12
Job Board - Monster.com	1
Job Board - Other	2
Job Posting	13
Other (Non Internet)	1
Referral	3
2024-17531, KPBS Arts Podcast Producer	103
Company Website - SDSU	9
Company Website - SDSU Research Foundation	10
Internet - LinkedIn	15
Internet - Other	5
Job Board - CalJobs	1
Job Board - HigherEdJobs.com	3
Job Board - Indeed.com	42
Job Board - Other	3
Job Posting	8
JobTarget	1
Other (Non Internet)	3
Referral	2
External	1
2024-17510, KPBS Public Matters Editor	46
Company Website - SDSU	4

Company Website - SDSU Research Foundation	4
Internet - LinkedIn	9
Internet - Other	2
Job Board - HigherEdJobs.com	1
Job Board - Indeed.com	10
Job Board - Monster.com	1
Job Board - Other	5
Job Posting	5
Other (Non Internet)	1
Referral	2
External	2
2024-17432, KPBS Donor Engagement Manager	18
Company Website - SDSU	1
Company Website - SDSU Research Foundation	3
Internet - LinkedIn	4
Job Board - HigherEdJobs.com	1
Job Board - Indeed.com	8
Referral	1
2024-17654, KPBS Administrative Newsroom Coordinator	95
Company Website - SDSU	8
Company Website - SDSU Research Foundation	35
Employee Referral	6

Internet - LinkedIn	5
Internet - Other	1
Job Board - Indeed.com	29
Job Board- ZipRecruiter	1
Job Posting	8
Other (Non Internet)	1
Referral	1
2024-17973, KPBS Education Reporter I	50
Company Website - SDSU	3
Company Website - SDSU Research Foundation	6
Employee Referral	3
Internet - LinkedIn	9
Internet - Other	3
Job Board - HigherEdJobs.com	1
Job Board - Indeed.com	11
Job Board - Other	3
Job Posting	9
Referral	2
2025-543103, KPBS Director of Engineering and Operations	21
Company Website - SDSU	2
Employee Referral	1
Internet - LinkedIn	4

Internet - Other	1
Job Board - CalJobs	1
Job Board - Indeed.com	8
Job Board - Other	3
Referral	1
2025-18409, KPBS Social Media Manager	2
Current Employee	2
2024-18111, KPBS Data Analyst	282
Company Website - SDSU	12
Company Website - SDSU Research Foundation	9
Employee Referral	3
Internet - LinkedIn	42
Internet - Other	4
Job Board - HigherEdJobs.com	5
Job Board - Indeed.com	97
Job Board - Monster.com	2
Job Board - Other	9
Job Board- Glassdoor	3
Job Board- ZipRecruiter	17
Job Fair	1
Job Posting	69
Other (Non Internet)	6

Referral	3
2024-18318, KPBS Planned Giving Program Manager	36
Company Website - SDSU	3
Company Website - SDSU Research Foundation	7
Internet - LinkedIn	4
Internet - Other	2
Job Board - CalJobs	1
Job Board - HigherEdJobs.com	2
Job Board - Indeed.com	6
Job Board - Other	1
Job Board- LinkedIn	7
Job Posting	2
Other (Non Internet)	1
2024-18188, KPBS Event Calendar Coordinator	62
Company Website - SDSU	4
Company Website - SDSU Research Foundation	12
Internet - LinkedIn	8
Internet - Other	2
Job Board - Indeed.com	24
Job Board - Other	2
Job Board- ZipRecruiter	1
Job Posting	8

Other (Non Internet)	1
2024-18326, KPBS Social Media Host/ Reporter	94
Company Website - SDSU	7
Company Website - SDSU Research Foundation	6
Email a Friend	1
Employee Referral	5
Internet - Facebook	2
Internet - LinkedIn	21
Internet - Other	7
Job Board - HigherEdJobs.com	1
Job Board - Indeed.com	22
Job Board - Other	1
Job Fair	1
Job Posting	13
Other (Non Internet)	3
Referral	3
External	1
2024-18230, KPBS Director of Information Technology	52
Company Website - SDSU	3
Company Website - SDSU Research Foundation	3
Employee Referral	1
Internet - LinkedIn	12

Job Board - HigherEdJobs.com	2
Job Board - Indeed.com	16
Job Board - Other	1
Job Board- ZipRecruiter	2
Job Posting	9
JobTarget	1
Other (Non Internet)	1
Referral	1
2024-18316, KPBS Public Matters Community Engagement Manager	42
Company Website - SDSU	2
Company Website - SDSU Research Foundation	4
Internet - LinkedIn	13
Internet - Other	2
Job Board - CalJobs	1
Job Board - HigherEdJobs.com	1
Job Board - Indeed.com	11
Job Posting	4
Referral	4
2025-18684, KPBS Roundtable Producer/ Host	2
Company Website - SDSU Research Foundation	1
Current Employee	1
2024-18260, KPBS Media Operations Specialist	58

Company Website - SDSU	5
Company Website - SDSU Research Foundation	6
Employee Referral	1
Internet - LinkedIn	7
Internet - Other	2
Job Board - HigherEdJobs.com	3
Job Board - Indeed.com	24
Job Board- Glassdoor	1
Job Posting	5
JobTarget	2
Other (Non Internet)	1
Referral	1
2025-18600, KPBS Social Media Strategist	172
Company Website - SDSU	15
Company Website - SDSU Research Foundation	22
Email a Friend	2
Employee Referral	3
Internet - Facebook	1
Internet - LinkedIn	27
Internet - Other	16
Job Board - HigherEdJobs.com	5
Job Board - Indeed.com	41

Job Board - Monster.com	1
Job Board- Glassdoor	1
Job Board- LinkedIn	1
Job Board- ZipRecruiter	2
Job Fair	1
Job Posting	24
JobTarget	1
Other (Non Internet)	6
Referral	2
External	1
2024-18323, KPBS Help Desk Support Assistant	172
Company Website - SDSU	11
Company Website - SDSU Research Foundation	18
Employee Referral	1
Internet - LinkedIn	23
Internet - Other	5
Job Board - CalJobs	1
Job Board - HigherEdJobs.com	3
Job Board - Indeed.com	60
Job Board - Monster.com	3
Job Board - Other	1
Job Board- ZipRecruiter	12

Job Posting	30
Other (Non Internet)	1
Referral	1
External	2
2024-18261, KPBS Help Desk Manager	74
Company Website - SDSU	1
Company Website - SDSU Research Foundation	5
Employee Referral	1
Internet - LinkedIn	7
Internet - Other	3
Job Board - HigherEdJobs.com	5
Job Board - HotJobs.com	1
Job Board - Indeed.com	38
Job Board - Monster.com	1
Job Board - Other	2
Job Board- LinkedIn	1
Job Board- ZipRecruiter	2
Job Posting	3
JobTarget	1
Other (Non Internet)	2
External	1
2025-18602, KPBS San Diego News Now Producer/ Host	88

Company Website - SDSU	11
Company Website - SDSU Research Foundation	8
Employee Referral	1
Internet - LinkedIn	18
Internet - Other	11
Job Board - HigherEdJobs.com	1
Job Board - Indeed.com	14
Job Board - Other	2
Job Board- LinkedIn	1
Job Board- ZipRecruiter	1
Job Posting	14
JobTarget	1
Other (Non Internet)	1
Referral	3
Talentify	1
2025-18750, KPBS Environment Reporter I	60
Company Website - SDSU	9
Company Website - SDSU Research Foundation	7
Employee Referral	3
Internet - Facebook	1
Internet - LinkedIn	11
Internet - Other	1

Job Board - HigherEdJobs.com	2
Job Board - Indeed.com	14
Job Board - Other	1
Job Board- LinkedIn	1
Job Board- ZipRecruiter	1
Job Posting	6
JobTarget	1
Other (Non Internet)	1
Referral	1
2025-18714, KPBS Account Executive	21
Company Website - SDSU	1
Company Website - SDSU Research Foundation	1
Email a Friend	1
Employee Referral	3
Internet - LinkedIn	3
Job Board - HigherEdJobs.com	2
Job Board - Indeed.com	6
Job Posting	2
Referral	2
2025-18591, KPBS Digital Fellowship Project Coordinator	90
Company Website - SDSU	8
Company Website - SDSU Research Foundation	14

Employee Referral	4
Internet - Facebook	1
Internet - LinkedIn	10
Internet - Other	6
Job Board - HigherEdJobs.com	2
Job Board - Indeed.com	27
Job Board- LinkedIn	1
Job Fair	1
Job Posting	9
Other (Non Internet)	1
Referral	5
External	1
2025-18605, KPBS Conference Manager	75
Company Website - SDSU	6
Company Website - SDSU Research Foundation	10
Internet - LinkedIn	8
Internet - Other	4
Job Board - HigherEdJobs.com	1
Job Board - Indeed.com	38
Job Posting	6
Referral	1
External	1

2025-18601, KPBS South Bay/ Imperial Valley Reporter I	46
Company Website - SDSU	3
Company Website - SDSU Research Foundation	10
Email a Friend	1
Employee Referral	1
Internet - LinkedIn	9
Internet - Other	4
Job Board - Indeed.com	10
Job Posting	5
Other (Non Internet)	2
Referral	1
Grand Total	2,166

KPBS Total Number of All Candidates Sorted by Referral Source

Source	Count of Candidates Selections
Company Website - SDSU	157
Company Website - SDSU Research Foundation	244
Current Employee	14
Email a Friend	5
Employee Referral	53
External	14
Internet - Facebook	5
Internet - LinkedIn	331
Internet - Other	96
Job Board - CalJobs	6
Job Board - CareerBuilder.com	2
Job Board - HigherEdJobs.com	57
Job Board - HotJobs.com	1
Job Board - Indeed.com	686
Job Board - Monster.com	12
Job Board - Other	45
Job Board - Glassdoor	6
Job Board - ZipRecruiter	45
Job Fair	4
Job Posting	289

Job Target	8
Other (Non Internet)	37
Referral	48
Talentify	1
Grand Total	2,166

List of Sources

JobTarget CompliancePost Media Package Sites

These job boards are subject to change without notice.

SDSU Research Foundation uses a third party vendor, JobTarget, to post open recruitments in a network of 25,000+ job sites, and ensures the organization is in compliance with the Office of Federal Contract Compliance Programs (OFCCP) guidelines and regulations. Every open recruitment is posted to each site listed below. The sites listed below are what make up the JobTarget Media Package.

Job Target

600 Summer St. Stamford, CT 06901

860-288-5430 | <https://www.jobtarget.com>

<u>Site</u>	<u>URL</u>	<u>Audience</u>	<u>Summary</u>
Job Opportunities for Disabled American Veterans (JOFDAV)	http://www.jofdav.com	Disabled Veterans	JOFDAV is also a Microsoft Imagine Academy, working with State Departments of Vocational Rehabilitation and the US Military offering individuals with disabilities and Wounded Warriors marketable job skills free as a public service. <ul style="list-style-type: none"> • Over 60,000 visitors per month. • Listed as a resource on Disability.gov. • Listed as a resource on Employer Assistance and Resource Network on Disability Inclusion (EARN) site
Women in Business and Industry	http://www.wib-i.com	Women	Conduct outreach to women using social media and online magazine, plus guest writing articles for publication throughout the diversity and targeted minority recruitment and compliance community. <ul style="list-style-type: none"> • Over 600,000 visitors per month. • Partner with industry professionals to better serve the job seeking minority community.
Veterans Enterprise	http://www.veteransenterprise.com	Veterans	Listed as a resource on Employer Assistance and Resource Network on Disability Inclusion (EARN) site, Veterans Enterprise has over 500,000 visitors per month.

disABLED Person	http://www.disabledperson.com	Individuals with Disabilities	<p>disABLEDperson, Inc. is also an Microsoft Imagine Academy, working with State Departments of Vocational Rehabilitation and the US Military offering individuals with disabilities and Wounded Warriors marketable job skills free as a public service.</p> <ul style="list-style-type: none"> • Over 60,000 visitors per month. • Listed as a resource on the OFCCP website. • Listed as a resource on Disability.gov. • Listed as a resource on Employer Assistance and Resource Network on Disability Inclusion (EARN) site.
Black Perspective	http://www.blackperspective.com	African Americans	<p>Specifically conduct outreach to African Americans using social media and its own online magazine, in addition to guest writing articles for publication throughout the diversity and targeted Minority recruitment and compliance community. They also partner with many other industry professionals to better serve the job seeking minority community.</p> <ul style="list-style-type: none"> • Over 400,000 visitors per month.
Hispanic Today	http://www.hispanic-today.com	Hispanic & Latino	<p>Specifically conduct outreach to Latinos using social media and its own online magazines, in addition to guest writing articles for publication throughout the diversity and targeted minority recruitment and compliance community. They also partner with many other industry professionals to better serve the job seeking minority community.</p> <ul style="list-style-type: none"> • Over 300,000 visitors per month.

Women for Hire	http://womenforhire.com/	Women	<p>The Women for Hire site was named by Forbes as one of the top 100 websites for women.</p> <ul style="list-style-type: none"> • Up to 200,000 unique visitors each month.
EmployDIVERSITY	https://www.employdiversity.com	Diversity	<p>EmployDIVERSITY has developed strategic marketing networks and relationships with minority colleges, nonprofit organizations, minority student professional groups, diversity focused chambers of commerce.</p>

US Military Pipeline	https://usmilitarypipeline.com	Veterans	<p>All jobs are matched and pushed to Military candidates 24/7</p> <ul style="list-style-type: none"> • Over 252,000 documented hires. • Over 2.43 million jobseekers using the site
Military Vet Jobs	http://militaryvetjobs.com/	Veterans	<p>Besides offering veteran job seekers a community of support, they market the site through adwords, bing, Facebook, veteran groups, University outreach, email campaigns, and many other outreach methods to reach qualified veterans.</p> <ul style="list-style-type: none"> • A veteran job board with 80,000+ unique site visitors per month.

Disability Solutions at Work/Ability Beyond	http://disabilitysolutionsatwork.org/	Individuals with Disabilities	<p>Disability Solutions, a nonprofit consulting service who creates inclusion strategies for national companies.</p> <ul style="list-style-type: none"> • More than 400,000 people with disabilities, including veterans, visit the site every month to find their next career opportunity.
RallyPoint	https://www.rallypoint.com/	Veterans	<p>In December of 2018 RallyPoint signed an MOU with the Veterans Administration to improve veteran outcomes and experiences.</p> <ul style="list-style-type: none"> • 1.5 million members; averaging 1,000 new members daily; 1 million monthly unique visitors; • 10 million content pieces consumed monthly • 200 thousand member interactions monthly. • Backed by US military's Joint Chiefs of Staff.
Hire Heroes USA	https://www.hireheroesusa.org/	Veteran and Military Spouses	<p>A veteran run job site with hundreds of job-seeking veterans and military spouses registering monthly.</p> <ul style="list-style-type: none"> • All jobseekers are verified with proof of military service, or being a military spouse, before gaining access to the job board. • Of the registered jobseekers on Hire Heroes USA, 65% have an active security clearance, 50% hold a bachelor's degree or higher, and 40% have certifications in IT, PMP, HR, etc. • Listed as a resource on the OFCCP website

Ability Beyond	https://abilitybeyond.org/	Individuals with Disabilities	<p>Dedicated to empowering every person, no matter their ability, to have the opportunity to live, work and thrive as an integral part of their community.</p> <ul style="list-style-type: none"> • Leveraged over 60 years of employment experience to source qualified talent • 265 employers/ 504 people placed in jobs annually • 1050 people supported annually
CalJobs	https://www.caljobs.ca.gov/vosnet/Default.aspx	People of California	California's online resource to help job seekers and employers navigate the state's workforce services.
SDSU - Joan and Art Barron Veterans Center (JABVC)	https://arweb.sdsu.edu/es/veterans/	Active Military, Military Veterans, Spouses and Dependent Children	<p>Mission: On campus, and worldwide, we're committed to supporting military, military veterans, military spouses, and dependent children in the areas of higher education in outreach/admission, GI Bill benefits, academic success, graduation, and a career. We exist to be the best in these areas in the eyes of our student-veterans, staff, alumni, and donors.</p>
San Diego Community College District (SDCCD)	https://www.sdccd.edu/	All	One of the largest of California's 73 community college districts, serving approx. 100,000 students annually among three accredited colleges. A well-established public institution of higher learning.
San Diego Regional Center (SDRC)	https://www.sdrc.org/	Individuals and Families of Persons with Developmental Disabilities	<p>To serve and empower persons with developmental disabilities and their families to achieve their goals with community partners.</p> <ul style="list-style-type: none"> • A focal point in the community for persons with developmental disabilities, (intellectual disabilities, cerebral palsy, epilepsy, autism, or other disabling conditions similar to intellectual disabilities) living in San Diego and Imperial counties. • 1 of 21 private, non-profit 501(c)(3) organization regional centers that contract with the State of California to provide services outlined in the Lanterman Developmental Disabilities Services Act.

The Arc of San Diego	https://www.arc-sd.com/	Individuals with Disabilities	<p>One of the region's largest private, not-for-profit human-service agencies.</p> <ul style="list-style-type: none"> • A rich tradition of developing quality programs promoting social, economic, and personal independence. • Accredited by the Commission on Accreditation of Rehabilitation Facilities, CARF, which stands as a symbol of our commitment to the highest quality of service.
Able-Disabled Advocacy	https://www.able2work.org/	Military Veterans and Adults with Disabilities	<p>Focus on vocational skills training and educations advancement for those seeking employment</p> <p>Has provided services to San Diego County for over 46 years, placing over 12,000 individuals into jobs.</p>

iCIMS Post Package Sites

These job boards are subject to change and/or affiliated with additional job boards without notice.

SDSU Research Foundation uses an applicant tracking system, iCIMS, for life-cycle recruitment purposes. Each open recruitment is posted to the sites listed below as part of the iCIMS Career Portal.

iCIMS Sites:

101 Crawfords Corner Road Suite 3-100 Holmdel, NJ 07733 - 1-800-889-4422 | <https://www.icims.com/>

LinkedIn	https://www.linkedin.com
Indeed	https://www.indeed.com
DirectEmployers	https://directemployers.org
Glassdoor	https://www.glassdoor.com
Monster	https://www.monster.com/
RecruitNet	https://www.recruit.net/

Other Sites:

SDSU Research Foundation: Career Website for KPBS	https://careers-sdsurf.icims.com/jobs
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Prong 3 Longer Term Initiatives

Initiative 1: 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	9/19/24	Guest speaker for San Diego State University Journalism class	Reporter shared their career track, experience in journalism, and answered a Q&A with undergraduate journalism students.	KPBS North County Reporter, Alexander Nguyen
2	10/1/24	Panelist and guest speaker during a San Diego State University career event	Producer was a guest speaker and one of three panelists. They shared their career track and experience in journalism, and participated in a Q&A with undergraduate students in journalism.	KPBS South Bay Engagement Producer, Marielena Castellanos
3	10/12/24	Breakout session for The Daily Cal Boot Camp	The Daily Cal Boot Camp is widely recognized for the training and practical experience students gain while working for the Daily Californian, the student newspaper of the University of California, Berkeley. Managing Editor participated in breakout sessions that provided exposure to these aspiring journalists and media professionals students that are early on in their careers.	KPBS Managing Editor, Vinnee Tong
4	11/7/24	Attendee and participant in San Diego State University Part-Time Job Fair	Director of Diversity, Equity and Inclusion joined SDSURF in attending the SDSU Part Time Job Fair, recruiting for open positions at KPBS.	KPBS Director of Diversity Equity & Inclusion, Daniel Cardenas
5	12/5/24	Montgomery High School station tour and career discussion	KPBS hosted 40 TV/Film students for a tour of KPBS, followed by a Q&A with staff from the news and production department. Topics discussed were career-specific, including advice for those interested in media.	KPBS Journalists Kori Suzuki and Gustavo Solis, Videographer Carlos Castillo, and Production Assistant Richard Klein.
6	3/4/25	Discussion and station tour for UC San Diego students studying communications	Various KPBS Journalists and Producers gave a station tour and discussion to UCSD COMM 102B students. Topics included career highlights and tips for entering the industry.	Various KPBS Newsroom staff including Julianna Domingo, Gustavo Solis, Katie Hyson, Terence Shepherd, and Vinnee Tong

7	4/8/25	SDSU Leadership Summit workshop talk by KPBS General Manager	KPBS General Manager, Deanna Mackey, presented her talk <i>First Impressions Matter: Building Connections for Success</i> at the SDSU Leadership Summit	Initiator: SDSU Division of Student Affairs and Campus Diversity Staff Participants: KPBS General Manager Deanna Mackey
8	4/12/25	Community event participant at Explore SDSU Open House	A diverse group of station employees provided a glimpse into what it's like working at KPBS while sharing employment opportunities available to prospective students, veterans, alumni and members of the SDSU community.	Various KPBS staff
9	4/16/25	Guest presenter for JMS School Career Workshop	Presentation to graduating seniors on how to write a great cover letter and resume, followed by a discussion around interview best practices.	KPBS Senior People & Culture Specialist, Hilary Tavalazzi
10	5/5/25	Guest judge for SDSU School of Journalism and Media Studies class	KPBS News Director reviewed student internship portfolio presentations and participated in post-event networking with students and other professionals in journalism	KPBS News Director, Terence Shepherd
11	5/29/25	Guest speaker for San Diego City College Journalism class	KPBS News Director shared his career pathway and gave advice to future journalists joining the industry.	KPBS News Director, Terence Shepherd

Prong 3 Longer Term Initiatives

Initiative 2:

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

No.	Dates	Brief Description	Scope of Involvement	Personnel Involved
1	7/1/24 - 7/15/25	California State University (CSU) Learn - Learning Management System (LMS): Compliance & Professional Development	Staff and new hires are assigned mandatory compliance training by HR. Courses include: Understanding Unconscious Bias, Workplace Diversity, Understanding Business Ethics, Avoiding Conflict of Interest, Workplace Violence and Threats from Outside the Workplace.	Initiator: SDSU & SDSU Research Foundation Staff Participants: All KPBS staff participation is required
2	7/1/24 - 4/1/25	DEIB Hiring and Onboarding Assessment performed by third party consultant, Diversity By Design (DBD)	This nine month process is an assessment of KPBS hiring and onboarding processes and protocols to understand the challenges and recommended changes to our recruitment, and onboarding processes. Assessment included meetings with KPBS People and Culture and Director of DEI, as well as one on one interviews with KPBS Staff regarding their recruitment and onboarding experience.	Initiator: KPBS People and Culture Staff Participants: Twelve recently hired staff, and all hiring managers
3	9/30/24	Corporation for Public Broadcasting (CPB) - Preventing Harassment and Discrimination (Management & Non-Management)	All employees of KPBS are required to complete this online training course on an annual basis. The session trains managers and non-managers on how to cultivate and maintain a workplace culture resistant to discrimination, harassment, and retaliation.	Initiator: CPB Staff Participants: All KPBS staff participation is required
4	11/21/24	Annual Affirmative Action Plan (AAP) training for KPBS Leadership Team	KPBS & San Diego State University Research Foundation are equal opportunity employers and maintain an affirmative action program. SDSU Research Foundation HR Director provided training to KPBS leaders on AAP findings, best practices, and managements' role in EEO/AAP compliance.	Initiator: KPBS & SDSU Research Foundation Staff Participants: All KPBS management-level personnel attendance is required

Prong 3 Longer Term Initiatives

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.

No.	Dates	Brief Description	Scope of Involvement	Personnel Involved
1	7/1/24 - 7/15/25	Public Television Major Market Group (PTMMG) – HR Peer Group	Once a month, representatives from various public media stations come together to discuss current trends, triumphs, and struggles specific to broadcast and media; including but not limited to funding & revenue generation, compensation & retention, employment & professional development, strategic priorities, and DEI initiatives.	Initiator: PTMMG KPBS Senior People & Culture Specialist, Hilary Tavalazzi; Director of People & Culture, Lois Hoyt; Director of Diversity Equity and Inclusion, Daniel Cardenas
2	9/4/24 - 9/8/24	NLGJA Conference (LGBTQIA+ Journalists) panelist	Reporter attended the annual NLGJA Conference for LGBTQIA+ Journalists; lead a panel discussion and participated in Q&A session	KPBS Metro Reporter, Andrew Bowen-Ataide
3	10/19/24	Guest Speaker for Aaron Price Fellows Media Day at KPBS	Reporters spoke to a group of high school cohorts with the intent of exposing them to career opportunities in the media.	KPBS Racial Justice and Social Equity Reporter, Katie Hyson; KPBS South Bay and Imperial Valley Reporter, Kori Suzuki
4	4/2/25	Participant in virtual career for public media professionals, Public Media Career Fair	KPBS attended the annual Public Media Career Fair and met with over a dozen participants virtually to discuss KPBS open positions.	Initiators: Current Media KPBS Director of Diversity Equity & Inclusion, Daniel Cardena & KPBS People & Culture and DEI Student Assistant, Jesse Munyoki
5	4/14/25	Station event for San Diego State University's Student Chapter of National Association for Black Journalists (NABJ)	KPBS hosted members of the NABJ SDSU student chapter for a Q&A and tour of the station.	KPBS Director of Diversity Equity and Inclusion, Daniel Cardenas and KPBS People & Culture and DEI Student Assistant, Jesse Munyoki

6	5/27/25 - 5/30/25	Public Media Business Association (PMBA) - All Access Annual Conference	Specific to public media, the conference covers educational topics to include workplace culture, the future of public media, diversity, development, navigating change, best practices and leadership.	Initiator: PMBA Various KPBS employees and managers
7	7/3/25	Host for Thru Media's Summer Student Enrichment program	KPBS partnered with Thru Media, an Oregon-based online magazine, to provide station tours and answer questions for attendees of this year's Summer Student Enrichment program.	Initiator: Thru Media KPBS Director of Diversity Equity & Inclusion, Daniel Cardenas and Director of Communications & Marketing, Heather Milne
8	7/7/25 - 7/10/25	Public Media Development and Marketing Conference (PMDMC)	PMDMC is an annual conference where Public Media professionals gather to discuss employment, innovation, and share ideas for revenue-generation. Various KPBS leaders were in attendance, participated in break-out sessions, spoke as panelists, and led training sessions specific to their area of expertise.	Initiator: Greater Public KPBS General Manager Deanna Mackey; Director of Communications and Marketing, Heather Milne; Director of Membership, Sean Kurth; various KPBS managers

Prong 3 Longer Term Initiatives

Initiative 4:

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	December 2024	John Frederick Reeves Scholarship opportunity for SDSU students working part time at KPBS.	With the help of the SDSU Financial Aid & Scholarships office, and in conjunction with The Campanile Foundation, KPBS selected two SDSU students working at KPBS to receive the John Frederick Reeves Scholarship. All KPBS student employees who exhibited passion for working in Public Media and met the requirement criteria were eligible to apply. Scholarship recipients were awarded \$5,000 for tuition or any related education costs for the 2024-2025 academic year.	Initiators: KPBS, SDSU Financial Aid & Scholarships Office, and The Campanile Foundation Staff Participants: Members of KPBS Diversity Council were involved in the selection process KPBS Scholarship Recipients: Thaïs Giraudet and Katerina Portela

Prong 3 Longer Term Initiatives

Initiative 5:

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	7/1/24 - 7/15/25	KPBS Penner Fellow/ Assistant News Producer	The KPBS Penner Fellow/Assistant News Producer is a temporary, one-year maximum, part-time fellowship focused on political reporting. The Penner Fellow serves as a member of the KPBS Public Matters team to create broadcast- and website-worthy content related to politics, democracy and civic engagement in the San Diego region. The position is responsible for helping increase the quality of programming in our broadcasts that focus on local political and governance issues and stories that directly impact the lives of San Diegans.	Initiator: KPBS Staff Participants: News Director, Terence Shepherd & Public Matters Editor, Claire Trageser This position is designed for recent college graduates, students in their final year of college, or individuals who are starting a new career in journalism; all interested applicants are considered. This year's Penner Fellow is Mike Ellison
2	7/1/24 - 7/15/25 (multi-year)	California Local News Fellowship	The California Local News Fellowship, based out of UC Berkeley's Graduate School of Journalism, is a multi-year initiative to strengthen local journalism throughout the state. This program provides early-career journalists an opportunity to work as a local news fellow in a two-year, full-time public service reporting position, with an emphasis on underrepresented communities. KPBS' Journalism Fellow is covering San Diego South Bay & Imperial Valley.	Initiator: UC Berkeley and KPBS Staff Participants: KPBS Chief Communications Officer, Nancy Worlie and KPBS News Director, Terence Shepherd Journalism Fellow: Kori Suzuki

3	7/1/24 - 7/15/25	Established internship academic credit partnership with School of Journalism and Media Studies (JMS) at San Diego State University (SDSU)	<p>KPBS serves as a learning organization providing work experience to 40 SDSU students across many departments. Through mentorship and hands-on training, students gain valuable work experience and practical skills in alignment with their field of study.</p> <p>Students that are employed with KPBS and enrolled in JMS 490 - Internship course can earn one unit of academic credit for every 50 hours of work completed during a semester.</p>	<p>Initiator: SDSU School Journalism and Media Studies</p> <p>Staff Participants: KPBS Production Services Manager, Audric Thompson</p> <p>KPBS Student Assistant: Kaley Waye</p>
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Prong 3 Longer Term Initiatives

Initiative 6:

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

Dates	Brief Description	Scope of Involvement	Personnel Involved
7/1/24 - 7/15/25	Career Fairs	<p>SDSU Research Foundation HR and/or KPBS representatives shared information regarding open positions at KPBS/SDSURF at the following career fairs:</p> <p>2024</p> <ul style="list-style-type: none"> • SDSU STEM Career & Internship Fair - 9/11/24 & 9/12/24 • SDSU Graduate School & Continuing Education Fair - 9/26/24 • Diversity Career Fair - 10/2/24 • SDSU Fowler College of Business Fall Career Fair - 10/3/24 • San Diego Veterans Job Fair - 10/9/24 • Jobtoberfest - 10/9/24 • SDSU Fall Career & Internship Fair - 10/17/24 • SDSU Imperial Valley Career & Internship Fair - 10/24/24 • SDSU Part-Time & Seasonal Job Fair - 11/7/24 <p>2025</p> <ul style="list-style-type: none"> • San Diego Spring Veterans Job Fair - 3/12/25 • SDSU Fowler College of Business Fall Career Fair - 3/13/25 • Public Media Career Fair - 4/2/205 • SDSU Spring Just in Time Career Fair - 4/10/25 • Explore SDSU - 4/12/25 • SDSU Imperial Valley Career & Internship Fair - 4/24/25 • SDSU Summer Career Fair - 5/28/25 	<p>Initiators: Organizations listed</p> <p>Staff participants: Various members of SDSU Research Foundation HR Department and/or KPBS</p>

Prepared by Hilary Tavalazzi & Daniel Cardenas – 7/2025