



Diversity Statement and Annual Report

For the period of 10/1/13 to 9/30/14

Background

KPBS TV and FM are licensed to the Board of Trustees of The California State University (the CSU) for San Diego State University (SDSU or the University). KQVO FM is licensed to the State of California on behalf of the University. San Diego State University Research Foundation (“SDSURF”) is an auxiliary organization of CSU, registered as a not-for-profit California corporation, and provides accounting, grant and administrative support to the Station. As an entity of San Diego State University, KPBS personnel acquisition processes are managed by SDSU and the SDSU Research Foundation.

KPBS receives annual community service grants (“CSG”) through the Corporation for Public Broadcasting (“CPB”). Such grants are processed through SDSURF on behalf of KPBS.

CPB Diversity Eligibility Annual Certification Requirements

CSG recipients must annually certify they have:

- (a) Established a formal written goal of diversity in their workforce, management and boards, including community advisory boards and governing boards;
- (b) Implemented the following three policy initiatives:
 - i. Reviewed with the Station licensee official those practices that are designed to fulfill the station’s commitment to diversity and to meet the applicable FCC guidelines;
 - ii. Posted to the Station’s website a statement that reflects on the following points:
 - The elements of diversity (e.g., gender, race, culture, religion, language, generation) that the Station finds important to its public media work
 - The extent to which its staff and governance reflect such diversity
 - The progress the Station has made to increase its diversity in the last two to three years and its diversity plans in the coming year.

- (c) Completed one of the following
 - i. Included individuals representing diverse groups in internships or work-study programs; or
 - ii. Participated in minority or other diversity job fairs;
 - iii. Implemented formal diversity training programs for management and appropriate staff;

Details of Station Compliance

(a) Formal Written Goal of Diversity

KPBS, in conjunction with SDSURF, is committed to fulfilling San Diego State University's Diversity Goals (see <http://newscenter.sdsu.edu/universitysenate/files/03385-2014july30revpf.pdf>) specifically as outlined on Page 36, Section 4.0 of the University Senate Policy. An excerpt of the policy follows:

“San Diego State University (SDSU) is a community diverse in race, ethnicity, language, culture, social class, national origin, religious political belief, age, ability, gender, gender identity, and sexual orientation. As a university committed to learning in all its forms, San Diego State University recognizes the need to attract and retain a critical mass of diverse persons who will advance its goals and ideals. This fundamental commitment to diversity 1) enriches the institution and provides an atmosphere in which all human potential is valued, 2) promotes learning through interactions among people of different backgrounds and many perspectives, and 3) better enables the university to prepare all members of its community to promote social responsibility, equity, freedom, and productive citizenship in a global society.

Diversity means not only the opportunity for all groups to be represented among faculty, student, staff, and administration but also the support for these persons as they seek the highest achievements. Attitudes, actions, programs, and policies that foster diversity engender the vigorous exchange of ideas, enhance respect and consideration for individuals and groups, strengthen the understanding of our mutual dependence, and form the core of the university. Diversity promotes enriched learning and produces positive educational outcomes for all.

Vigorous efforts to increase the diversity of the faculty, staff, administration, and students shall continue as a high priority, and as access increases, the university will create changes in its environment that enhances the opportunities for the success of all members of the campus community.

The University shall cultivate a campus climate that promotes human dignity, civility, and mutual appreciation for the uniqueness of each member of our community. Because the University's educational goals are founded on the values of intellectual honesty, appreciation for diversity, and mutual respect, it is critical that our academic and co-curricular programs, scholarships, courses, workshops, lectures, and other aspects of campus life reflect diverse perspectives. Freedom from discrimination, harassment, and violence against persons or property is a basic right and is requisite for learning. Freedom of speech shall be protected. By the same token, the campus community shall denounce the confront acts of intolerance, abusive behaviors, and the beliefs and past events that have separated us as a people. “

(b)(i) Station licensee official

The licensee official for institutional licensees such as KPBS, must execute the role and responsibilities that would normally belong to a Board of Directors. The Station has reviewed with its licensee official those practices, as documented within this report and related Exhibit A, that are designed to fulfill the Station's commitment to diversity and meet the applicable FCC guidelines.

(b)(ii) Station Annual Report to satisfy the Diversity Eligibility policy

Consistent with the University and SDSURF, KPBS is committed to diversity and inclusion in all we do. Indeed, we believe that diversity and excellence go hand in hand starting with the programming we air.

The richness of diversity is evident in national programs, such as "America by the Numbers," to "Makers: Women Who Made America," as well as in KPBS Explore, a bounty of locally-produced programs created by producers of diverse background and heritage. Programming like "Crossing South" and "Savor San Diego," which bring a Latino and Thai flavor, respectively, to our audience. KPBS also regularly features interviews with members of our diverse community on KPBS-FM's radio series, "KPBS Midday Edition."

The station also sheds light on the richness of our cultural landscape through station initiatives. For example, Speak City Heights is a media collaborative that amplifies the voices of residents in one of San Diego's most diverse neighborhoods. One Book, One San Diego encourages the entire community to engage in reading and join a conversation around a book that features a diverse perspective, and KPBS honors Local Heroes of diverse backgrounds and abilities who have made significant strides in the communities they serve.

Indeed, every member of our community is valued, which is why we strive to engage them in a multitude of ways, through television, radio and online, as well as through social media and events. We are dedicated to ensuring diversity and inclusion are essential elements of all our work. We use our public media to tell the stories, embracing the full spectrum of diversity-- gender, race, ethnicity, age, class, citizenship, marital status, sexual orientation, nationality, socioeconomic status, religion, physical ability, mental ability and expression. It can be said that diversity is at the heart and soul of KPBS.

KPBS has set the following diversity goals for fiscal 14/15:

- Candidates will be sourced from various diverse resources for job opportunities at the Stations to enhance diversity to match the neighborhoods of San Diego we serve;
- Employment decisions will be based on the principles of equal employment opportunity and with the intent to further KPBS's commitment to affirmative action and equal employment. KPBS is an equal opportunity employer and provides equal opportunity in employment for all qualified persons. Employment decisions, including, but not limited to, recruiting, hiring, promotion, demotion, training, compensation, benefits, disciplinary actions, and terminations are made on the basis of merit and an individual's qualifications as they relate to the job under consideration.
- Two or more training sessions on diversity will be offered for all managers and supervisors;
- Attendance at 4 or more job fairs focused on Military, Latino, and other specific communities;

(c) (i) Include individuals representing diverse groups in internships or work-study programs

The Station participates in the University's work study program, reflective of the diverse student body, with approximately 45 to 50 work study positions filled on average. The work study program provides meaningful professional experience and furthers public broadcasting's commitment to education.

(c) (ii) Participate in minority or other diversity job fairs

As documented in Exhibit A, KPBS and SDSURF Human Resource regularly participate in minority and diversity job fairs and related activities. Openings are also listed with the appropriate state employment agency.

(c) (iii) Implemented formal diversity training programs for management and appropriate staff

All management and appropriate staff are required to participate in Diversity Training at a minimum bi-annually. KPBS complies through both classroom and on-line training sessions. As described in section b(ii) above, two or more diversity training sessions are planned for the current fiscal year.

General Information

TV Community Service Grant (CSG) General Provisions and Eligibility criteria can be found at <http://cpb.org/stations/grants/tv/generalprovisions/>

Radio Community Service Grant (CSG) General Provisions and Eligibility criteria can be found at <http://cpb.org/stations/grants/radio/generalprovisions/>

SDSU is actively involved in promoting Diversity at the University. Details of this initiative and its many components, including campus programs, diversity rankings and more can be found at: http://newscenter.sdsu.edu/lead/pledge_diversity.aspx

The SDSURF Human Resources department generally handles day to day hiring and recruitment processes and ensures that station personnel involved in recruiting, screening, selection, promotion, and related processes are trained on equal employment opportunity laws, regulations, and job-related personnel practices. Station supervisors are required to take actions to prevent harassment in the workplace and make career counseling available to employees upon request.

California State and Federal Employment Notices are posted in conspicuous areas at all sites for all applicants and employees to view. An EEO statement is included on all employment advertisements and job announcements, and employment information is available on SDSURF's online recruitment system and the KPBS website. Employees receive a copy of the EEO Policy at time of hire and annually thereafter. The EEO Statement appears on all employment agreements.

SDSURF's Human Resources department takes several steps to review and analyze the recruitment and selection process to ensure no discriminatory impact and to match the ethnic composition of the surrounding San Diego County census information. Job requirements for KPBS positions are evaluated using relevant criteria. Human Resources reviews job descriptions, posts job announcements, reviews screening grids, conducts interviews, reviews rating sheets, determines salary (in conjunction with hiring manager based on education, experience and skills, internal and external market equity), checks references, makes all official offers, and signs off on all employment agreements.



Exhibit A to the Diversity Statement and Annual Report

FCC EEO Worksheets

When read in conjunction with the Diversity Statement and Annual Report contained on preceding pages, this Exhibit A provides further details of KPBS' hiring goals, guidelines, employment statistics and programs of our Diversity Policy.

Hiring Goals and Guidelines

For the period KPBS filled a total of 13 employment vacancies.

The University Office of Employee Relations and Compliance ensures that equality, diversity, and campus climate are at the forefront of university life and that university related programs, and activities are made available to all qualified individuals on a nondiscriminatory basis. San Diego State University guidelines are found at: <http://oerc.sdsu.edu/deptoverview.htm>.

Likewise, as excerpted from the San Diego State University Research Foundation website, "San Diego State University Research Foundation is an Equal Employment/Affirmative Action Employer. Applications from qualified minority, female, veteran, and disabled candidates are encouraged. SDSU Research Foundation, committed to a diverse workforce and affirmative action, is an Equal Opportunity/Title IX employer. SDSU Research Foundation maintains and promotes a policy of non-discrimination and non-harassment on the basis of race, color, gender, age, religion, ancestry, national origin, marital status, sexual orientation, veteran status, medical condition including pregnancy, physical/mental disability, or genetic information. Their full policy is at:

http://www.foundation.sdsu.edu/hr/employment/app_eeo.html.

Employment Statistics and Programs

The following pages, containing EEO worksheets, provide employment statistics and programs demonstrating KPBSTV and FM's broad outreach and recruitment, and compliance with CPB Diversity eligibility requirements and FCC's EEO rules, policies and record-keeping requirements.

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 September 30, 2014

List of Full-Time Jobs Filled

PERIOD OF August 1, 2013 through July 31, 2014

Job Title: KPBS Morning Multimedia Producer	Date Filled: 09/17/13
Job Title: KPBS Radio Operations Assistant	Date Filled: 10/02/13
Job Title: Web Developer	Date Filled: 11/07/13
Job Title: KPBS Media Production Specialist	Date Filled: 12/30/13
Job Title: Client Relationship Coordinator	Date Filled: 01/28/14
Job Title: Digital Editor	Date Filled: 02/13/14
Job Title: Director of Development	Date Filled: 03/12/14
Job Title: Audience & Member Services Rep	Date Filled: 04/14/14
Job Title: KPBS Metro Reporter	Date Filled: 05/09/14
Job Title: Account Executive	Date Filled: 5/14/14; 6/16/14
Job Title: KPBS Education Reporter	Date Filled: 06/13/14
Job Title: AM Multimedia Producer	Date Filled: 06/20/14

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

Date Filled:

KPBS Morning Multimedia Producer

09/17/13

Recruitment Source for Actual Hire:

KPBS Internal Announcement

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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)

Indeed.com

LinkedIn

Current

Tvjobs.com

Missouri School of Journalism - University of Missouri

Medill School of Journalism - Northwestern University

SD Press club

SDSU Career Services

Voice and Viewpoint

La Prensa

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:

4

Recruitment Referral Sources:

Internal Announcement (1)

LinkedIn (2)

SDSURF Bulletin (1)

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

KPBS Radio Operations Assistant

Date Filled:

10/02/13

Recruitment Source for Actual Hire:

SDSURF Website

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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)*
- Indeed.com
- Craigslist
- Current
- LinkedIn
- Radio Jobs, Broadcast Station Job Openings
- Voice and Viewpoint
- La Prensa
- 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:

7

Recruitment Referral Sources:

- SDSURF Website (2)
- Craigslist (2)
- Friend or Relative (1)
- LinkedIn (1)
- Not specified (1)

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

Web Developer

Date Filled:

11/07/13

Recruitment Source for Actual Hire:

Indeed.com

* * * * *

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)

Indeed.com

LinkedIn

Voice and Viewpoint

La Prensa

San Diego Asian Journal

California University Campuses

Employment Development Department (EDD)

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:

2

Recruitment Referral Sources:

Indeed.com (2)

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

Date Filled:

KPBS Media Production Specialist

12/30/13

Recruitment Source for Actual Hire:

LinkedIn

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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)

Current

Linked-In

Indeed.com

Craigslist

Voice and Viewpoint

La Prensa

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:

6

Recruitment Referral Sources:

LinkedIn (2)

SDSURF Website (1)

Indeed.com (1)

Craigslist (1)

SimplyHired.com (1)

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

Client Relationship Coordinator

Date Filled:

01/28/14

Recruitment Source for Actual Hire:

SDSURF Website

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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)
- Indeed.com
- LinkedIn
- San Diego Radio Broadcasters Association (SDRBA)
- AllAccess.com
- Voice and Viewpoint
- La Prensa
- 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: SDSURF Website (2)
Indeed.com (1)

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy: Digital Editor
Date Filled: 02/13/14

Recruitment Source for Actual Hire: Twitter

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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)
- LinkedIn
- Indeed.com
- Missouri School of Journalism
- TVJobs.com
- Aztec Career Connection
- SD Press Club
- Northwestern Medill University
- Columbia Journalism School
- Journalismnext.com
- Syracuse University, Newhouse School of Public Communications
- USC Annenberg School of Communication and Journalism
- National Association of Black Journalists
- National Association of Hispanic Journalists
- American Asian Journalist Association
- Voice and Viewpoint
- La Prensa
- San Diego Asian Journal
- California University Campuses
- EDD Offices
- RBR/TVBR - Radio and Television Broadcasting
- San Diego Ad Club - Linked-In
- 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: 7

Recruitment Referral Sources: Twitter (1)
Current (1)
SDSURF Website (1)
LinkedIn (1)
Friend or Relative (3)

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

Date Filled:

Director of Development

03/12/14

Recruitment Source for Actual Hire:

SDSU Website

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Recruitment Sources Utilized for Vacancies:

SDSU Website

CSU

HERC

Higher Ed career pages

Number of candidates interviewed:

4

Recruitment Referral Sources:

SDSU Website (4)

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

Audience & Member Services Representative

Date Filled:

04/14/14

Recruitment Source for Actual Hire:

SDSURF Website

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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)

Indeed.com

Linked-In

Voice and Viewpoint

La Prensa

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:

5

Recruitment Referral Sources:

SDSURF Website (3)

LinkedIn (1)

Indeed.com (1)

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

KPBS Metro Reporter

Date Filled:

05/09/14

Recruitment Source for Actual Hire:

Internal Announcement

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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)

Current

Linked-In

Indeed.com

Missouri Journalism School

Aztec Career Connection

Columbia Journalism School

Medill School of Journalism

Journalism Next

Voice and Viewpoint

La Prensa

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:

2

Recruitment Referral Sources:

Internal Announcement (1)

Referral (1)

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

Date Filled:

Account Executive

5/14/14; 6/16/14

Recruitment Source for Actual Hire:

LinkedIn

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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)
- Indeed.com
- LinkedIn
- SD Ad Club
- All Access.com
- Voice and Viewpoint
- La Prensa
- 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:

7

Recruitment Referral Sources:

- LinkedIn (4)
- Indeed.com (1)
- Referral (2)

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

Date Filled:

KPBS Education Reporter

06/13/14

Recruitment Source for Actual Hire:

Linked-In

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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)

Indeed.com

Current

Linked-In

Missouri School of Journalism

Aztec Career Connection

Columbia Journalism School

Medill School of Journalism

Journalism Next

Voice and Viewpoint

La Prensa

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:

6

Recruitment Referral Sources:

LinkedIn (3)

Internal Announcement (1)

Referral (2)

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

Date Filled:

AM Multimedia Producer

06/20/14

Recruitment Source for Actual Hire:

Referral

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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)

Indeed.com

Current

Linked-In

Missouri School of Journalism

Aztec Career Connection

Journalism Jobs

Journalism Next

Investigative Reporters & Editors (IRE)

Voice and Viewpoint

La Prensa

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:

4

Recruitment Referral Sources:

Referral (2)

Journalismjobs.com (2)

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@csu.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 Heath Ed Students	cuyamaca.joblink@gcccd.edu				
Cuyamaca College Heath Ed Students	Cuyamaca College Heath Ed Students	scott.herrin@gcccd.edu				
Cuyamaca College Heath Ed Students	Cuyamaca College Heath Ed Students	donna.riley@gcccd.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	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	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	jackynfarrington@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	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	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	eulloa@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	cjsdco@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.	Navy Family Svc. Ctr.					
Sycuan Inter-Tribal Vocational Rehabilitation			5475 Sycuan Road	El Cajon, CA 92019	619-722-6235	619-722-6580
Craigslist		www.craigslist.com				
Indeed.com		http://www.indeed.com/				
LinkedIn		https://www.linkedin.com/nhome/get-started#unwim@current.org				
Current	Kathleen Unsin	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	
Investigative Reporters & Editors	Missouri School of Journalism	http://www.ire.org/jobs/post-job/	141 Neff Annex	Columbia, MO 65211	(573) 882-2042	
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.aaja.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	Simply Hired	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				
Inside Higher Ed		https://www.caljobs.ca.gov/vosnet/Default.aspx				

Prong 3 Longer Term Initiatives

No.	Date(s)	Initiative	Brief Description	Scope of Involvement	Personnel Involved
1.a	10/30/13	Participation in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Point Loma Nazerene University – Network 9 panel.	Claire Trageser, Multimedia Enterprise Reporter was on Network 9 panel for Language, Literature, and Journalism professionals for aspiring students at Point Loma Nazerene University. Network 9 fosters student interaction with nine or more professionals a particular field (in this case Language, Literature, and Journalism) to learn more about what they do, where they work, and how they got started.	Point Loma Nazerene University was the initiator. Multimedia Enterprise Reporter Claire Trageser participated.
1.b	1/13/14	Participation in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Presentation to University of the Third Age at the University of San Diego	General Manager Tom Karlo presented a brief history of public broadcasting and KPBS, a look at present-day media, and gave an overview of the future of broadcasting, and how the media and career opportunities within our industry are evolving.	Jodi Waterhouse of USD’s University of the Third Age was the initiator. General Manager Tom Karlo participated.

Prong 3 Longer Term Initiatives

No.	Date(s)	Initiative	Brief Description	Scope of Involvement	Personnel Involved
1.c	1/15/14	Participation in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Cub Scouts station tour.	General Manager Tom Karlo and Client Development Analyst Michael Schuerman toured group of 20+ Cub Scouts, showing them our news room, radio operations and TV production. Participants observed live radio news and pre-production of our nightly news TV program and learned about career opportunities in the broadcasting field.	Jeremy Simmons of the San Diego Cub Scouts was the initiator. General Manager Tom Karlo and Client Development Analyst Michael Schuerman participated.
1.d	2/17/14	Participation in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Price Fellow Media day at KPBS.	Approximately 28 Aaron Price Fellows met with staff of KPBS and Investigative Newsource to learn about broadcast journalism and investigative reporting. This program was created by the Price Family in honor of Aaron Price who died of a brain tumor while in high school. "Fellows" receive an "up close" look at various facets of the San Diego community, including business, culture and government. The fellows toured KPBS and had an in-depth, half-day presentation and training on journalism.	Darryl Acosta of Price Charities and the Aaron Price Fellow Program was the initiator. News Editor Tom Fudge and <i>inewsource</i> Director Lorie Hearn participated.

Prong 3 Longer Term Initiatives

No.	Dates	Initiative	Brief Description	Scope of Involvement	Personnel Involved
1.e	3/14/14	Participation in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	San Diego State University Crisis Training Program -- How to Cover Wildfires and More.	Digital Editor Laura Wingard presented in this training, sponsored by Online News Association. This training program offered crisis communication strategies and resources that can be used in the event of a wildfire and other crises/disasters in the San Diego region. Audience consisted of professional and student journalists.	Online News Association was the initiator. Digital Editor Laura Wingard participated.
1.f	4/10/14	Participation in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Tour and lecture with journalism students of National Journalism Convention in San Diego.	Senior News Producer Natalie Walsh toured group of 12+ journalism students attending the National Journalism Convention in San Diego, showing them our news room, radio operations and TV production. Participants learned about multi-media reporting and career opportunities in the broadcasting field.	National Journalism Convention was the initiator. Senior News Producer Natalie Walsh participated.

Prong 3 Longer Term Initiatives

No.	Dates	Initiative	Brief Description	Scope of Involvement	Personnel Involved
1.g	4/24/14	Participation in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	CSUSM/Palomar College/MiraCosta College annual Media and Communication Days – Careers in Communication Panel.	North County Bureau Chief Alison St. John was a panelist at Careers in Communication session of the the 3rd annual Media and Communication Days. Audience consisted of students from CSUSM’s, Palomar College’s and MiraCosta College’s communication departments interested in media and broadcasting jobs.	CSUSM, Palomar College and MiraCosta College were the initiators. North County Bureau Chief Alison St. John participated.
1.h	6/19/14	Participation in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	CSUSM Leadership North County presentation.	General Manager Tom Karlo presented to the Class of 2014 Leadership North County students on the current media landscape in North County San Diego, a look at present-day media, and gave an overview of the future of broadcasting, and how the media and career opportunities within our industry are evolving.	Leadership North County director Scott Gross was the initiator. General Manager Tom Karlo participated.

Prong 3 Longer Term Initiatives

No.	Dates	Initiative	Brief Description	Scope of Involvement	Personnel Involved
1.i	6/25/14	Participation in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Girl Scouts Image Camp station tour.	Station Manager Deanna Mackey toured group of 20+ Girl Scouts camp-goers, showing them our news room, radio operations and TV production. Participants learned about KPBS and the public media industry and had hands-on experience using TV production equipment.	Girl Scouts San Diego was the initiator. Station Manager Deanna Mackey and Director of Production Ena Newell participated.
2	Various dates through FY14	Participation in at least 4 job fairs by station personnel who have substantial responsibility in making hiring decisions.	Participation in 10 job fairs.	9/25/2013 - Fleet and Family Fair 9/26/2013 - SDSU Career Fair 10/8/2013 – Jobtoberfest 10/16/2013 - UCSD Career Fair 11/7/2013 - Honor A Hero, Hire A Vet Job & Resource Fair 2/20/2014 - SDSU Spring Career & Internship fair 3/25/14 Hiring Our Heroes 3/26/2014 - Fleet and Family Support Center Job Fair 2014 4/9/2014 - UCSD Career Fair 4/10/2014 - SDSU Non-Profit, Government & Education Career Fair	SDSURF HR participated in all job fairs held by various local organizations and universities.

Prong 3 Longer Term Initiatives

No.	Dates	Initiative	Brief Description	Scope of Involvement	Personnel Involved
3	Fall 2013 semester	Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	KPBS-SDSU Journalism School Reeves Scholarship.	Through SDSU's Reeves Scholarship program, selected scholar is an SDSU Journalism student who spends up to 20 hours per week during the semester working with the news department on daily news operations, including news writing, news producing, shooting and editing interviews and b-roll, editing video and audio, covering press events.	KPBS and SDSU Journalism Department were the initiators. Senior Producer Natalie Walsh, SDSU Acting Assistant Director of Scholarships Colleen J Conniff, and SDSU Journalism and Media Studies Internship Coordinator/Lecturer Nicole Vargas were involved in scholar selection process.
4	September 2013 - September 2014	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	Assistant News Producer Intern for KPBS News.	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. Senior Producer Natalie Walsh and Producer for Nightly News Gina Diamante were involved in the selection process.