

## EEO Regulations for Broadcasters Public File

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

*Updated as of July 2023*

**All Full-Time KPBS Jobs Filled 7/1/22 to 6/30/2023**

Req No.	Title	Total # of Candidates	Candidates Interviewed	Type	Last Closed (Filled)	Recruitment Source of Hiree
<b>2021-12259</b>	KPBS Web Producer (P.M.)	34	5	Full-Time Contract	8/26/2022 4:44:11 PM	Company Website- SDSU
<b>2021-12690</b>	KPBS Senior Producer, Radio News	13	4	Full-Time Contract	9/23/2022 3:15:18 PM	Current Employee
<b>2022-13110</b>	KPBS News Editor	62	6	Full-Time Contract	9/15/2022 2:04:58 PM	Employee Referral
<b>2022-13289</b>	KPBS Videographer/ Studio Technician (Production)	195	7	Full-Time Contract	8/19/2022 10:46:09 AM	Job Board (Indeed)
<b>2022-13388</b>	KPBS Technical Producer/Sound Designer	270	5	Full-Time Contract	9/23/2022 7:50:31 AM	Job Board (LinkedIn)
<b>2022-13399</b>	KPBS Traffic Manager	23	2	Full-Time Contract	7/1/2022 10:54:07 AM	Company Website- SDSURF
<b>2022-13400</b>	KPBS News Director	44	1	Full-Time Contract	7/25/2022 1:42:16 PM	Other (Non Internet) - Stanton Chase
<b>2022-13501</b>	KPBS Newsroom Office Manager	57	3	Full-Time Contract	8/19/2022 12:53:40 PM	Job Board (Indeed)
<b>2022-13515</b>	KPBS Broadcast Engineer	51	2	Full-Time Contract	3/9/2023 2:12:07 PM	LinkedIn + Referral
<b>2022-13711</b>	KPBS Development & Campaign Coordinator	21	1	Full-Time Contract	7/27/2022 11:33:20 AM	Current Employee
<b>2022-13948</b>	KPBS Afternoon Anchor	8	7	Full-Time Contract	9/8/2022 12:01:59 PM	Company Website- SDSURF
<b>2022-14037</b>	KPBS Producer I- Audio News	41	4	Full-Time Contract	10/31/2022 12:45:29 PM	Current Employee
<b>2022-14189</b>	KPBS Events Coordinator	67	3	Full-Time Contract	10/27/2022 9:34:39 AM	Job Board (Indeed)

<b>2022-14191</b>	KPBS Podcast Producer/Editor - Port of Entry Emphasis	68	4	Full-Time Contract	11/23/2022 7:41:51 AM	Employee Referral
<b>2022-14382</b>	KPBS Videojournalist I or II	14	2	Full-Time Contract	11/18/2022 8:49:16 AM	Employee Referral
<b>2022-14477</b>	KPBS Major Gifts Officer	21	3	Full-Time Contract	2/10/2023 3:49:48 PM	Job Board (Indeed)
<b>2022-14498</b>	KPBS Racial Justice & Social Equity Reporter	69	4	Full-Time Contract	3/10/2023 10:01:19 AM	Employee Referral
<b>2022-14533</b>	KPBS Senior Producer - Evening Edition	12	1	Full-Time Contract	12/15/2022 3:57:05 PM	Company Website- SDSURF
<b>2022-14535</b>	KPBS News Editor	74	5	Full-Time Contract	3/23/2023 8:51:20 AM	Company Website- SDSU
<b>2022-14573</b>	KPBS Audience & Member Services Specialist	35	7	Full-Time Contract	2/1/2023 2:13:15 PM	Employee Referral
<b>2022-14592</b>	KPBS Military and Veteran Affairs Reporter	15	2	Full-Time Contract	12/30/2022 1:30:50 PM	Employee Referral
<b>2022-14635</b>	KPBS Front End Web Developer/Designer	71	2	Full-Time Contract	2/9/2023 1:19:49 PM	Company Website- SDSU
<b>2022-14734</b>	KPBS South Bay Engagement Producer	36	4	Full-Time Contract	4/7/2023 11:32:26 AM	Job Board (LinkedIn)
<b>2022-14762</b>	KPBS Deputy Investigations/Digital Training Editor	12	2	Full-Time Contract	1/27/2023 3:46:26 PM	Company Website- SDSURF
<b>2023-14910</b>	KPBS Senior Director of Content Development	1	1	Full-Time Contract	1/27/2023 3:44:29 PM	Current Employee
<b>2023-14924</b>	KPBS News Producer (Evening Edition)	25	2	Full-Time Contract	4/11/2023 10:52:01 AM	Company Website- SDSU
<b>2023-14977</b>	KPBS Lead Videojournalist	4	3	Full-Time Contract	3/23/2023 8:52:00 AM	Current Employee
<b>2023-15036</b>	KPBS Investigative Reporter	21	4	Full-Time Contract	4/11/2023 1:36:44 PM	Employee Referral
<b>2023-15156</b>	KPBS Membership Marketing Coordinator	2	1	Full-Time Contract	3/23/2023 8:55:02 AM	Current Employee
<b>2023-15410</b>	KPBS Audience & Member Services Specialist	2	1	Full-Time Contract	5/25/2023 1:02:52 PM	Company Website- SDSURF

<b>2021-12659</b>	KPBS Freelance Web Producer (Pool)	22	6	Part-Time Contract	12/29/2022 10:04:32 AM	Job Board (LinkedIn)
<b>2022-13314</b>	KPBS Roundtable Host	61	3	Part-Time Contract	8/24/2022 6:26:04 AM	Current Employee
<b>2022-13725</b>	KPBS Corporate Development Marketing & Sales Coordinator	19	2	Part-Time Contract	8/16/2022 3:42:49 PM	Company Website- SDSURF
<b>2022-14052</b>	KPBS Shipping & Receiving Clerk (Part-Time)	52	1	Part-Time Contract	10/20/2022 2:25:10 PM	Job Board (Indeed)
<b>2022-14055</b>	KPBS Freelance News Editor (Pool)	120	2	Part-Time Contract	2/13/2023 1:09:08 PM	Company Website- SDSURF
<b>2022-14148</b>	KPBS Freelancer Reporter (Pool)	59	3	Part-Time Contract	2/27/2023 9:58:12 AM	Employee Referral
<b>2022-14353</b>	KPBS Freelance Producer (Midday Edition)	13	3	Part-Time Contract	11/22/2022 4:12:54 PM	Employee Referral
<b>2022-14740</b>	KPBS GI Film Festival Coordinator (Seasonal)	25	5	Part-Time Contract	2/27/2023 2:06:46 PM	Job Board (LinkedIn)
<b>2022-14786</b>	KPBS Audience Services Representative (Part Time)	179	15	Part-Time Contract	4/21/2023 9:26:29 AM	Company Website- SDSURF
<b>2023-15076</b>	KPBS Freelance Director	15	1	Part-Time Contract	3/29/2023 3:51:58 PM	Employee Referral
<b>2022-14161</b>	Student Assistant - KPBS Grants & Engagement	13	3	Student	9/28/2022 8:23:30 AM	Company Website- SDSURF
<b>2022-14403</b>	KPBS Assistant News Producer/Penner Fellow Intern	18	2	Temporary	12/30/2022 1:39:22 PM	Job Board (HigherEdJobs)
		<b>1964</b>	<b>144</b>			

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

<b>Job Number and Title</b>	<b>Count of Candidate by Source</b>
<b>2021-12259, KPBS Web Producer (P.M.)</b>	<b>5</b>
<b>Hired</b>	<b>1</b>
Company Website - SDSU	1
<b>Interviewed</b>	<b>4</b>
Current Employee	1
Employee Referral	2
Internet - Other	1
<b>2021-12659, KPBS Freelance Web Producer (Pool)</b>	<b>6</b>
<b>Hired</b>	<b>2</b>
Company Website - SDSU Research Foundation	1
Job Posting- LinkedIn	1
<b>Interviewed</b>	<b>4</b>
Company Website - SDSU	1
Job Board- Indeed	1
Job Posting- LinkedIn	1
Referral	1
<b>2021-12690, KPBS Senior Producer, Radio News</b>	<b>4</b>
<b>Hired</b>	<b>1</b>

Current Employee	1
<b>Interviewed</b>	<b>3</b>
Company Website - SDSU	1
Employee Referral	1
Job Board - iHireBroadcasting.com	1
<b>2022-13110, KPBS News Editor</b>	<b>6</b>
<b>Hired</b>	<b>1</b>
Referral	1
<b>Interviewed</b>	<b>5</b>
Company Website - SDSU Research Foundation	2
Job Board - iHireBroadcasting.com	1
Job Board - JournalismJobs.com	1
Referral	1
<b>2022-13289, KPBS Videographer/ Studio Technician (Production)</b>	<b>7</b>
<b>Hired</b>	<b>1</b>
Job Board- Indeed	1
<b>Interviewed</b>	<b>6</b>
Company Website - SDSU	1
Job Board- Indeed	3
Job Posting- LinkedIn	1
Other (Non Internet)	1

<b>2022-13314, KPBS Roundtable Host</b>	<b>3</b>
<b>Hired</b>	<b>1</b>
Current Employee	1
<b>Interviewed</b>	<b>2</b>
Employee Referral	1
Other (Non Internet)	1
<b>2022-13388, KPBS Technical Producer/Sound Designer</b>	<b>5</b>
<b>Hired</b>	<b>1</b>
Job Posting- LinkedIn	1
<b>Interviewed</b>	<b>4</b>
Company Website - SDSU	1
Current Employee	1
Job Board- Indeed	1
Job Posting- LinkedIn	1
<b>2022-13399, KPBS Traffic Manager</b>	<b>2</b>
<b>Hired</b>	<b>1</b>
Company Website - SDSU Research Foundation	1
<b>Interviewed</b>	<b>1</b>
Job Board- Indeed	1
<b>2022-13400, KPBS News Director</b>	<b>1</b>
<b>Hired</b>	<b>1</b>

Other (Non Internet)	1
<b>2022-13501, KPBS Newsroom Office Manager</b>	<b>3</b>
<b>Hired</b>	<b>1</b>
Job Board- Indeed	1
<b>Interviewed</b>	<b>2</b>
Job Board- Indeed	1
Referral	1
<b>2022-13515, KPBS Broadcast Engineer</b>	<b>2</b>
<b>Hired</b>	<b>2</b>
Job Posting- LinkedIn	1
Referral	1
<b>2022-13711, KPBS Development &amp; Campaign Coordinator</b>	<b>1</b>
<b>Hired</b>	<b>1</b>
Current Employee	1
<b>2022-13725, KPBS Corporate Development Marketing &amp; Sales Coordinator</b>	<b>2</b>
<b>Hired</b>	<b>1</b>
Company Website - SDSU Research Foundation	1
<b>Interviewed</b>	<b>1</b>
Job Board- Indeed	1
<b>2022-13948, KPBS Afternoon Anchor</b>	<b>7</b>

<b>Hired</b>	<b>1</b>
Company Website - SDSU Research Foundation	1
<b>Interviewed</b>	<b>6</b>
Company Website - SDSU Research Foundation	1
Job Board- Indeed	3
Job Posting- LinkedIn	2
<b>2022-14037, KPBS Producer I- Audio News</b>	<b>4</b>
<b>Hired</b>	<b>1</b>
Current Employee	1
<b>Interviewed</b>	<b>3</b>
Company Website - SDSU	2
Job Posting- LinkedIn	1
<b>2022-14052, KPBS Shipping &amp; Receiving Clerk (Part-Time)</b>	<b>1</b>
<b>Hired</b>	<b>1</b>
Job Board- Indeed	1
<b>2022-14055, KPBS Freelance News Editor (Pool)</b>	<b>2</b>
<b>Hired</b>	<b>1</b>
Company Website - SDSU Research Foundation	1
<b>Interviewed</b>	<b>1</b>
Job Board- Indeed	1
<b>2022-14148, KPBS Freelancer Reporter (Pool)</b>	<b>3</b>



<b>Hired</b>	<b>3</b>
Company Website - SDSU	1
Employee Referral	1
Referral	1
<b>2022-14161, Student Assistant - KPBS Grants &amp; Engagement</b>	<b>3</b>
<b>Hired</b>	<b>1</b>
Company Website - SDSU Research Foundation	1
<b>Interviewed</b>	<b>2</b>
Internet - Other	2
<b>2022-14189, KPBS Events Coordinator</b>	<b>3</b>
<b>Hired</b>	<b>1</b>
Job Board- Indeed	1
<b>Interviewed</b>	<b>2</b>
Job Board- Indeed	2
<b>2022-14191, KPBS Podcast Producer/Editor - Port of Entry Emphasis</b>	<b>4</b>
<b>Hired</b>	<b>1</b>
Referral	1
<b>Interviewed</b>	<b>3</b>
Company Website - SDSU	1
Job Posting- LinkedIn	2

<b>2022-14353, KPBS Freelance Producer (Midday Edition)</b>	<b>3</b>
<b>Hired</b>	<b>2</b>
Employee Referral	1
Referral	1
<b>Interviewed</b>	<b>1</b>
Job Posting- LinkedIn	1
<b>2022-14382, KPBS Videojournalist I or II</b>	<b>2</b>
<b>Hired</b>	<b>1</b>
Other (Non Internet)	1
<b>Interviewed</b>	<b>1</b>
Employee Referral	1
<b>2022-14403, KPBS Assistant News Producer/Penner Fellow Intern</b>	<b>2</b>
<b>Hired</b>	<b>1</b>
Job Board- HigherEdJobs.com	1
<b>Interviewed</b>	<b>1</b>
Job Posting- LinkedIn	1
<b>2022-14477, KPBS Major Gifts Officer</b>	<b>3</b>
<b>Hired</b>	<b>1</b>
Job Board- Indeed	1
<b>Interviewed</b>	<b>2</b>
Job Board- Indeed	2

<b>2022-14498, KPBS Racial Justice &amp; Social Equity Reporter</b>	<b>4</b>
<b>Hired</b>	<b>1</b>
Employee Referral	1
<b>Interviewed</b>	<b>3</b>
Company Website - SDSU	1
Company Website - SDSU Research Foundation	1
Job Board- Indeed	1
<b>2022-14533, KPBS Senior Producer - Evening Edition</b>	<b>1</b>
<b>Hired</b>	<b>1</b>
Company Website - SDSU Research Foundation	1
<b>2022-14535, KPBS News Editor</b>	<b>5</b>
<b>Hired</b>	<b>1</b>
Company Website - SDSU	1
<b>Interviewed</b>	<b>4</b>
Company Website - SDSU Research Foundation	2
Job Posting- LinkedIn	1
Other (Non Internet)	1
<b>2022-14573, KPBS Audience &amp; Member Services Specialist</b>	<b>7</b>
<b>Hired</b>	<b>1</b>
Employee Referral	1
<b>Interviewed</b>	<b>6</b>

Company Website - SDSU	1
Company Website - SDSU Research Foundation	1
Employee Referral	1
Internet - Other	2
Referral	1
<b>2022-14592, KPBS Military and Veteran Affairs Reporter</b>	<b>2</b>
<b>Hired</b>	<b>1</b>
Employee Referral	1
<b>Interviewed</b>	<b>1</b>
Job Posting- LinkedIn	1
<b>2022-14635, KPBS Front End Web Developer/Designer</b>	<b>2</b>
<b>Hired</b>	<b>1</b>
Company Website - SDSU	1
<b>Interviewed</b>	<b>1</b>
Job Board- Indeed	1
<b>2022-14734, KPBS South Bay Engagement Producer</b>	<b>4</b>
<b>Hired</b>	<b>1</b>
Job Posting- LinkedIn	1
<b>Interviewed</b>	<b>3</b>
Company Website - SDSU	1
Company Website - SDSU Research Foundation	1

Job Board- Indeed	1
<b>2022-14740, KPBS GI Film Festival Coordinator (Seasonal)</b>	<b>5</b>
<b>Hired</b>	<b>1</b>
Job Posting- LinkedIn	1
<b>Interviewed</b>	<b>4</b>
Job Board- Indeed	3
Job Posting- LinkedIn	1
<b>2022-14762, KPBS Deputy Investigations/Digital Training Editor</b>	<b>2</b>
<b>Hired</b>	<b>1</b>
Company Website - SDSU Research Foundation	1
<b>Interviewed</b>	<b>1</b>
Job Posting- LinkedIn	1
<b>2022-14786, KPBS Audience Services Representative (Part Time)</b>	<b>15</b>
<b>Hired</b>	<b>1</b>
Company Website - SDSU Research Foundation	1
<b>Interviewed</b>	<b>14</b>
Employee Referral	1
Job Board - Monster.com	1
Job Board- Indeed	11
Referral	1
<b>2023-14910, KPBS Senior Director of Content Development</b>	<b>1</b>

<b>Hired</b>	<b>1</b>
Current Employee	1
<b>2023-14924, KPBS News Producer (Evening Edition)</b>	<b>2</b>
<b>Hired</b>	<b>1</b>
Company Website - SDSU	1
<b>Interviewed</b>	<b>1</b>
Company Website - SDSU Research Foundation	1
<b>2023-14977, KPBS Lead Videojournalist</b>	<b>3</b>
<b>Hired</b>	<b>1</b>
Current Employee	1
<b>Interviewed</b>	<b>2</b>
Current Employee	2
<b>2023-15036, KPBS Investigative Reporter</b>	<b>4</b>
<b>Hired</b>	<b>1</b>
Employee Referral	1
<b>Interviewed</b>	<b>3</b>
Current Employee	1
Employee Referral	1
Other (Non Internet)	1
<b>2023-15076, KPBS Freelance Director</b>	<b>1</b>
<b>Hired</b>	<b>1</b>

Employee Referral	1
<b>2023-15156, KPBS Membership Marketing Coordinator</b>	<b>1</b>
<b>Hired</b>	<b>1</b>
Current Employee	1
<b>2023-15410, KPBS Audience &amp; Member Services Specialist</b>	<b>1</b>
<b>Hired</b>	<b>1</b>
Company Website - SDSU Research Foundation	1
<b>Grand Total</b>	<b>144</b>

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

Job Requisition Number and Job Title	Count of Candidates for Each Source
<b>2021-12259, KPBS Web Producer (P.M.)</b>	<b>34</b>
Company Website - SDSU	8
Company Website - SDSU Research Foundation	3
Current Employee	2
Employee Referral	4
Incomplete	1
Internet - Other	2
Job Board - CareerBuilder.com	1
Job Board - Other	5
Job Board- HigherEdJobs.com	1
Job Board- Indeed	5
Job Posting- LinkedIn	2
<b>2021-12659, KPBS Freelance Web Producer (Pool)</b>	<b>22</b>
Company Website - SDSU	2
Company Website - SDSU Research Foundation	2
Incomplete	1
Internet - Other	4
Job Board - HigherEdJobs.com	1



Job Board- Indeed	5
Job Posting- LinkedIn	6
Referral	1
<b>2021-12690, KPBS Senior Producer, Radio News</b>	<b>13</b>
Company Website - SDSU	2
Current Employee	1
Employee Referral	1
Job Board - iHireBroadcasting.com	1
Job Board- Indeed	6
Job Posting- LinkedIn	2
<b>2022-13110, KPBS News Editor</b>	<b>62</b>
Company Website - SDSU	9
Company Website - SDSU Research Foundation	7
Incomplete	7
Internet - Other	3
Job Board - CareerBuilder.com	1
Job Board - Craigslist.com	1
Job Board - iHireBroadcasting.com	1
Job Board - JournalismJobs.com	3
Job Board - Other	1
Job Board- HigherEdJobs.com	1

Job Board- Indeed	13
Job Posting- LinkedIn	12
Referral	3
<b>2022-13289, KPBS Videographer/ Studio Technician (Production)</b>	<b>195</b>
Company Website - SDSU	11
Company Website - SDSU Research Foundation	5
Incomplete	10
Internet - Other	5
Job Board - HigherEdJobs.com	1
Job Board - Monster.com	1
Job Board - Other	3
Job Board- HigherEdJobs.com	2
Job Board- Indeed	91
Job Posting- LinkedIn	63
Other (Non Internet)	2
Referral	1
<b>2022-13314, KPBS Roundtable Host</b>	<b>61</b>
Company Website - SDSU	8
Company Website - SDSU Research Foundation	5
Current Employee	1
Email a Friend	1

Employee Referral	1
Incomplete	7
Internet - Other	2
Job Board - Monster.com	1
Job Board- Indeed	16
Job Board- ZipRecruiter	2
Job Posting- LinkedIn	15
Other (Non Internet)	1
Referral	1
<b>2022-13388, KPBS Technical Producer/Sound Designer</b>	<b>270</b>
Company Website - SDSU	7
Company Website - SDSU Research Foundation	7
Current Employee	2
Employee Referral	2
Incomplete	8
Internet - Other	8
Job Board - CareerBuilder.com	1
Job Board - Monster.com	2
Job Board - Other	1
Job Board- Glassdoor	1
Job Board- HigherEdJobs.com	2

Job Board- Indeed	161
Job Board- ZipRecruiter	2
Job Fair	1
Job Posting- LinkedIn	61
JobTarget	1
Other (Non Internet)	2
Referral- EDD DVOP	1
<b>2022-13399, KPBS Traffic Manager</b>	<b>23</b>
Company Website - SDSU Research Foundation	2
Current Employee	1
Incomplete	1
Job Board- Indeed	13
Job Board- ZipRecruiter	1
Job Posting- LinkedIn	4
JobTarget	1
<b>2022-13400, KPBS News Director</b>	<b>44</b>
Company Website - SDSU	4
Company Website - SDSU Research Foundation	2
Employee Referral	2
Incomplete	3
Job Board - CPB Jobline	1

Job Board - Other	1
Job Board- HigherEdJobs.com	2
Job Board- Indeed	9
Job Posting- LinkedIn	13
Other (Non Internet)	2
Referral	5
<b>2022-13501, KPBS Newsroom Office Manager</b>	<b>57</b>
Company Website - SDSU	6
Company Website - SDSU Research Foundation	6
Employee Referral	1
Incomplete	3
Internet - Other	3
Job Board - CareerBuilder.com	1
Job Board - HigherEdJobs.com	1
Job Board - Other	1
Job Board- Indeed	25
Job Posting- LinkedIn	9
Referral	1
<b>2022-13515, KPBS Broadcast Engineer</b>	<b>51</b>
Company Website - SDSU	6
Company Website - SDSU Research Foundation	1

Employee Referral	1
Incomplete	3
Internet - Other	3
Job Board - CalJobs	1
Job Board - Other	1
Job Board- HigherEdJobs.com	1
Job Board- Indeed	15
Job Board- ZipRecruiter	1
Job Posting- LinkedIn	17
Referral	1
<b>2022-13711, KPBS Development &amp; Campaign Coordinator</b>	<b>21</b>
Company Website - SDSU	1
Company Website - SDSU Research Foundation	1
Current Employee	1
Job Board- Glassdoor	1
Job Board- Indeed	16
Job Posting- LinkedIn	1
<b>2022-13725, KPBS Corporate Development Marketing &amp; Sales Coordinator</b>	<b>19</b>
Company Website - SDSU Research Foundation	2
Incomplete	1

Job Board - Monster.com	1
Job Board- Indeed	15
<b>2022-13948, KPBS Afternoon Anchor</b>	<b>8</b>
Company Website - SDSU Research Foundation	2
Incomplete	1
Job Board- Indeed	3
Job Posting- LinkedIn	2
<b>2022-14037, KPBS Producer I- Audio News</b>	<b>41</b>
Company Website - SDSU	6
Company Website - SDSU Research Foundation	2
Current Employee	1
Employee Referral	1
Incomplete	4
Job Board - Other	2
Job Board- Indeed	17
Job Board- ZipRecruiter	1
Job Posting- LinkedIn	7
<b>2022-14052, KPBS Shipping &amp; Receiving Clerk (Part-Time)</b>	<b>52</b>
Company Website - SDSU	3
Company Website - SDSU Research Foundation	6
Incomplete	3

Internet - Other	2
Job Board - Craigslist.com	5
Job Board - Monster.com	2
Job Board- Indeed	24
Job Board- ZipRecruiter	2
Job Posting- LinkedIn	3
Referral	2
<b>2022-14055, KPBS Freelance News Editor (Pool)</b>	<b>120</b>
Company Website - SDSU	4
Company Website - SDSU Research Foundation	8
Incomplete	10
Internet - Other	1
Job Board - Monster.com	1
Job Board - Simply Hired	1
Job Board- Indeed	72
Job Board- ZipRecruiter	2
Job Posting- LinkedIn	18
Other (Non Internet)	2
Referral	1
<b>2022-14148, KPBS Freelancer Reporter (Pool)</b>	<b>59</b>
Company Website - SDSU	4



Company Website - SDSU Research Foundation	10
Employee Referral	1
Incomplete	5
Internet - Other	3
Job Board- HigherEdJobs.com	1
Job Board- Indeed	20
Job Board- ZipRecruiter	1
Job Posting- LinkedIn	10
Other (Non Internet)	3
Referral	1
<b>2022-14161, Student Assistant - KPBS Grants &amp; Engagement</b>	<b>13</b>
Company Website - SDSU	3
Company Website - SDSU Research Foundation	4
Incomplete	1
Internet - Other	2
Job Board- Indeed	2
Referral	1
<b>2022-14189, KPBS Events Coordinator</b>	<b>67</b>
Company Website - SDSU	4
Company Website - SDSU Research Foundation	1
Employee Referral	1

Incomplete	6
Internet - Other	3
Job Board- HigherEdJobs.com	1
Job Board- Indeed	36
Job Posting- LinkedIn	13
Other (Non Internet)	2
<b>2022-14191, KPBS Podcast Producer/Editor - Port of Entry Emphasis</b>	<b>68</b>
Company Website - SDSU	4
Company Website - SDSU Research Foundation	2
Email a Friend	1
Incomplete	4
Internet - Other	1
Job Board - HigherEdJobs.com	1
Job Board - Other	2
Job Board- Indeed	40
Job Board- ZipRecruiter	1
Job Posting- LinkedIn	10
Referral	2
<b>2022-14353, KPBS Freelance Producer (Midday Edition)</b>	<b>13</b>
Company Website - SDSU Research Foundation	5

Employee Referral	1
Incomplete	1
Job Board- HigherEdJobs.com	1
Job Board- Indeed	2
Job Posting- LinkedIn	2
Referral	1
<b>2022-14382, KPBS Videojournalist I or II</b>	<b>14</b>
Company Website - SDSU	1
Company Website - SDSU Research Foundation	1
Employee Referral	1
Job Board- Indeed	7
Job Posting- LinkedIn	3
Other (Non Internet)	1
<b>2022-14403, KPBS Assistant News Producer/Penner Fellow Intern</b>	<b>18</b>
Company Website - SDSU	2
Company Website - SDSU Research Foundation	1
Incomplete	1
Internet - Other	1
Job Board- HigherEdJobs.com	1
Job Board- Indeed	6
Job Posting- LinkedIn	5

Other (Non Internet)	1
<b>2022-14477, KPBS Major Gifts Officer</b>	<b>21</b>
Company Website - SDSU Research Foundation	5
Employee Referral	2
Incomplete	2
Job Board- Indeed	6
Job Board- ZipRecruiter	1
Job Posting- LinkedIn	5
<b>2022-14498, KPBS Racial Justice &amp; Social Equity Reporter</b>	<b>69</b>
Company Website - SDSU	5
Company Website - SDSU Research Foundation	6
Employee Referral	2
Incomplete	12
Internet - Other	2
Job Board - HigherEdJobs.com	1
Job Board- HigherEdJobs.com	1
Job Board- Indeed	22
Job Board- ZipRecruiter	1
Job Posting- LinkedIn	16
Other (Non Internet)	1
<b>2022-14533, KPBS Senior Producer - Evening Edition</b>	<b>12</b>

Company Website - SDSU Research Foundation	1
Employee Referral	1
Incomplete	2
Job Board- Indeed	4
Job Posting- LinkedIn	4
<b>2022-14535, KPBS News Editor</b>	<b>74</b>
Company Website - SDSU	6
Company Website - SDSU Research Foundation	4
Employee Referral	1
Incomplete	1
Internet - Other	1
Job Board - HotJobs.com	1
Job Board - Monster.com	1
Job Board - Other	1
Job Board- Indeed	40
Job Board- ZipRecruiter	1
Job Posting- LinkedIn	14
Other (Non Internet)	1
Referral	2
<b>2022-14573, KPBS Audience &amp; Member Services Specialist</b>	<b>35</b>
Company Website - SDSU	6

Company Website - SDSU Research Foundation	8
Employee Referral	3
Incomplete	3
Internet - Other	3
Job Board- HigherEdJobs.com	1
Job Board- Indeed	4
Job Posting- LinkedIn	4
Other (Non Internet)	1
Referral	2
<b>2022-14592, KPBS Military and Veteran Affairs Reporter</b>	<b>15</b>
Company Website - SDSU	3
Employee Referral	2
Internet - Other	1
Job Board- Indeed	5
Job Posting- LinkedIn	3
Referral	1
<b>2022-14635, KPBS Front End Web Developer/Designer</b>	<b>71</b>
Company Website - SDSU	5
Company Website - SDSU Research Foundation	2
Internet - Other	4
Job Board - Other	2

Job Board- HigherEdJobs.com	1
Job Board- Indeed	24
Job Board- ZipRecruiter	2
Job Posting- LinkedIn	30
Other (Non Internet)	1
<b>2022-14734, KPBS South Bay Engagement Producer</b>	<b>36</b>
Company Website - SDSU	1
Company Website - SDSU Research Foundation	5
Incomplete	6
Internet - Other	3
Job Board - Monster.com	1
Job Board- HigherEdJobs.com	1
Job Board- Indeed	14
Job Board- ZipRecruiter	1
Job Posting- LinkedIn	4
<b>2022-14740, KPBS GI Film Festival Coordinator (Seasonal)</b>	<b>25</b>
Company Website - SDSU Research Foundation	2
Current Employee	1
Incomplete	3
Job Board- Indeed	12
Job Posting- LinkedIn	7

<b>2022-14762, KPBS Deputy Investigations/Digital Training Editor</b>	<b>12</b>
Company Website - SDSU Research Foundation	2
Job Board - Other	1
Job Board- Indeed	8
Job Posting- LinkedIn	1
<b>2022-14786, KPBS Audience Services Representative (Part Time)</b>	<b>179</b>
Company Website - SDSU	6
Company Website - SDSU Research Foundation	11
Email a Friend	1
Employee Referral	3
Incomplete	5
Internet - Other	4
Job Board - Craigslist.com	2
Job Board - Monster.com	1
Job Board - Simply Hired	1
Job Board- Indeed	134
Job Posting- LinkedIn	8
Referral	3
<b>2023-14910, KPBS Senior Director of Content Development</b>	<b>1</b>
Current Employee	1
<b>2023-14924, KPBS News Producer (Evening Edition)</b>	<b>25</b>



Company Website - SDSU	2
Company Website - SDSU Research Foundation	2
Incomplete	1
Internet - Other	1
Job Board- Indeed	14
Job Posting- LinkedIn	4
Referral	1
<b>2023-14977, KPBS Lead Videojournalist</b>	<b>4</b>
Current Employee	4
<b>2023-15036, KPBS Investigative Reporter</b>	<b>21</b>
Company Website - SDSU	1
Current Employee	1
Employee Referral	2
Incomplete	2
Internet - Other	1
Job Board - Other	1
Job Board- Indeed	7
Job Posting- LinkedIn	4
Other (Non Internet)	1
Referral	1
<b>2023-15076, KPBS Freelance Director</b>	<b>15</b>

Company Website - SDSU Research Foundation	1
Employee Referral	1
Incomplete	1
Internet - Other	2
Job Board- Indeed	5
Job Posting- LinkedIn	5
<b>2023-15156, KPBS Membership Marketing Coordinator</b>	<b>2</b>
Company Website - SDSU Research Foundation	1
Current Employee	1
<b>2023-15410, KPBS Audience &amp; Member Services Specialist</b>	<b>2</b>
Company Website - SDSU Research Foundation	1
Current Employee	1
<b>Grand Total</b>	<b>1964</b>

### KPBS Total Number of All Candidates Sorted by Referral Source

Source	Count of Candidates Selections
Job Board- Indeed	918
Job Posting- LinkedIn	387
Company Website - SDSU Research Foundation	136
Company Website - SDSU	130
<i>Incomplete</i>	119
Internet - Other	65
Employee Referral	34
Referral	31
Job Board - Other	22
Other (Non Internet)	21
Job Board- ZipRecruiter	19
Current Employee	18
Job Board- HigherEdJobs.com	22
Job Board - Monster.com	11
Job Board - Craigslist.com	8
Job Board - CareerBuilder.com	4
Email a Friend	3
Job Board - JournalismJobs.com	3

Job Board - Simply Hired	2
Job Board- Glassdoor	2
JobTarget	2
Job Board - iHireBroadcasting.com	2
Job Fair	1
Job Board - CalJobs	1
Referral- EDD DVOP	1
Job Board - CPB Jobline	1
Job Board - HotJobs.com	1
<b>Grand Total</b>	<b>1964</b>

## 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>
<b>Job Opportunities for Disabled American Veterans (JOFDAV)</b>	<a href="https://www.jofdav.com">https://www.jofdav.com</a>	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"><li>• Over 60,000 visitors per month.</li><li>• Listed as a resource on Disability.gov.</li><li>• Listed as a resource on Employer Assistance and Resource Network on Disability Inclusion (EARN) site</li></ul>
<b>Women in Business and Industry</b>	<a href="http://www.wib-i.com">http://www.wib-i.com</a>	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"><li>• Over 600,000 visitors per month.</li><li>• Partner with industry professionals to better serve the job seeking minority community.</li></ul>
<b>Veterans Enterprise</b>	<a href="http://www.veteransenterprise.com">http://www.veteransenterprise.com</a>	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.

<b>disABLED Person</b>	<a href="https://www.disabledperson.com">https://www.disabledperson.com</a>	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"> <li>• Over 60,000 visitors per month.</li> <li>• Listed as a resource on the OFCCP website.</li> <li>• Listed as a resource on Disability.gov.</li> <li>• Listed as a resource on Employer Assistance and Resource Network on Disability Inclusion (EARN) site.</li> </ul>
<b>Black Perspective</b>	<a href="http://www.blackperspective.com">http://www.blackperspective.com</a>	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"> <li>• Over 400,000 visitors per month.</li> </ul>
<b>Hispanic Today</b>	<a href="http://www.hispanic-today.com">http://www.hispanic-today.com</a>	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"> <li>• Over 300,000 visitors per month.</li> </ul>

<b>Women for Hire</b>	<a href="http://womenforhire.com/">http://womenforhire.com/</a>	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"> <li>• Up to 200,000 unique visitors each month.</li> </ul>
<b>EmployDIVERSITY</b>	<a href="https://www.employdiversity.com">https://www.employdiversity.com</a>	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>

<b>US Military Pipeline</b>	<a href="https://usmilitarypipeline.com">https://usmilitarypipeline.com</a>	Veterans	<p>All jobs are matched and pushed to Military candidates 24/7</p> <ul style="list-style-type: none"> <li>• Over 252,000 documented hires.</li> <li>• Over 2.43 million jobseekers using the site</li> </ul>
<b>Military Vet Jobs</b>	<a href="http://militaryvetjobs.com/">http://militaryvetjobs.com/</a>	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"> <li>• A veteran job board with 80,000+ unique site visitors per month.</li> </ul>

<b>Disability Solutions at Work/Ability Beyond</b>	<a href="http://disabilitysolutionsatwork.org/">http://disabilitysolutionsatwork.org/</a>	Individuals with Disabilities	<p>Disability Solutions, a nonprofit consulting service who creates inclusion strategies for national companies.</p> <ul style="list-style-type: none"> <li>• More than 400,000 people with disabilities, including veterans, visit the site every month to find their next career opportunity.</li> </ul>
<b>RallyPoint</b>	<a href="https://www.rallypoint.com/">https://www.rallypoint.com/</a>	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"> <li>• 1.5 million members; averaging 1,000 new members daily; 1 million monthly unique visitors;</li> <li>• 10 million content pieces consumed monthly</li> <li>• 200 thousand member interactions monthly.</li> <li>• Backed by US military's Joint Chiefs of Staff.</li> </ul>
<b>Hire Heroes USA</b>	<a href="https://www.hireheroesusa.org/">https://www.hireheroesusa.org/</a>	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"> <li>• All jobseekers are verified with proof of military service, or being a military spouse, before gaining access to the job board.</li> <li>• 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.</li> <li>• Listed as a resource on the OFCCP website</li> </ul>

<b>Ability Beyond</b>	<a href="https://abilitybeyond.org/">https://abilitybeyond.org/</a>	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"> <li>• Leveraged over 60 years of employment experience to source qualified talent</li> <li>• 265 employers/ 504 people placed in jobs annually</li> <li>• 1050 people supported annually</li> </ul>
<b>CalJobs</b>	<a href="https://www.caljobs.ca.gov/vosnet/Default.aspx">https://www.caljobs.ca.gov/vosnet/Default.aspx</a>	People of California	California's online resource to help job seekers and employers navigate the state's workforce services.
<b>SDSU - Joan and Art Barron Veterans Center (JABVC)</b>	<a href="https://arweb.sdsu.edu/es/veterans/">https://arweb.sdsu.edu/es/veterans/</a>	Active Military, Military Veterans, Spouses and Dependent Children	<p><b>Mission:</b> 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>
<b>San Diego Community College District (SDCCD)</b>	<a href="https://www.sdccd.edu/">https://www.sdccd.edu/</a>	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.
<b>San Diego Regional Center (SDRC)</b>	<a href="https://www.sdrc.org/">https://www.sdrc.org/</a>	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"> <li>• 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.</li> <li>• 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.</li> </ul>



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

#### **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/>

<b>LinkedIn</b>	<a href="https://www.linkedin.com">https://www.linkedin.com</a>
<b>Indeed</b>	<a href="https://www.indeed.com">https://www.indeed.com</a>
<b>DirectEmployers</b>	<a href="https://directemployers.org">https://directemployers.org</a>
<b>Glassdoor</b>	<a href="https://www.glassdoor.com">https://www.glassdoor.com</a>
<b>Monster</b>	<a href="https://www.monster.com/">https://www.monster.com/</a>
<b>RecruitNet</b>	<a href="https://www.recruit.net/">https://www.recruit.net/</a>

#### **Other Sites:**

<b>SDSU Research Foundation: Career Website for KPBS</b>	<a href="https://careers-sdsurf.icims.com/jobs">https://careers-sdsurf.icims.com/jobs</a>
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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	10/14/22	Guest lecturer at Mesa College	Editor presented, lectured and led a discussion about arts journalism and media relations for a museum studies class.	Initiator: Mesa College Staff Participants: Arts Calendar Editor, Julia Dixon Evans
2	10/15/22	Speaker for San Diego Union Tribune Festival of Journalism at San Diego State University (SDSU)	Director presented new research related to opportunities in broadcasting, and how to build trust with news organizations.	Initiator: SDSU Staff Participants: News Director, Terence Shepherd
3	3/15/23	Guest speaker at Francis Parker School	Reporter spoke to and discussed film criticism with a group of potential film critics.	Initiator: Francis Parker School Staff Participant: Arts and Culture Reporter, Beth Accomando
4	4/15/23	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 opportunities available to prospective students, veterans, alumni and members of the SDSU community.	Initiator: SDSU Staff Participants: Various KPBS staff

### 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	2022-2023	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	9/2022	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
3	4/2023	Annual HR & Recruitment Workshop	This mandatory in-house training covers a variety of training materials to include, leadership responsibilities and expectations, recruitment guidelines, EEO/AAP policies, performance management, compliances updates, and workplace regulations.	Initiator: KPBS Staff Participants: All hiring manager and student supervisor participation is required
4	4/20/2023	Creating an Inclusive Workplace and Identifying Implicit Bias and Microaggressions	Associate Vice President for Faculty and Staff Diversity, Jennifer Imazeki, led an interactive training on Implicit Bias and Microaggressions; understanding what an inclusive workplace is, why it is important, and how to recognize and respond to implicit bias and microaggressions.	Initiator: KPBS & SDSU Division of Student Affairs and Campus Diversity - Center for Inclusive Excellence Staff Participants: All KPBS staff

### 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	2022 - 2023	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 media; including but not limited to compensation & retention, employment & professional development, strategic priorities, and DEI initiatives.	Initiator: PTMMG Staff Participant: People & Culture Specialist, Hilary Tavalazzi
2	2022-2023	Public Media Village	The ‘Village’ is committed to recruiting diverse employees and staff newsrooms reflective of the communities they serve through Think.Public.Media; a platform used to advertise careers in public media.	Initiators: CPB & NPR Staff Participants: KPBS
3	9/14/22 - 9/16/22	Radio Television Digital News Association (RTDNA)	During this annual news leadership retreat, KPBS News Director served as a panelist in the breakout session, “Mind the (Age) Gap: Navigating Multigenerational Newsrooms”.	Initiators: RTDNA Staff Participants: KPBS
4	3/29/23	Public Media Career Fair (Virtual)	KPBS professionals connect with diverse jobseekers and engage in conversation with patrons who are eager to advance their careers in public media.	Initiators: Knight Foundation, Current and PublicMediaJobs.org Staff Participants: News Director, Terence Shepherd and various KPBS staff
5	5/30/23 - 6/2/23	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 Staff Participants: Various KPBS employees and 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	Summer 2022	John Frederick Reeves Scholarship opportunity for SDSU students working as part time assistants at KPBS.	With the help of the SDSU Financial Aid & Scholarships office, and in conjunction with The Campanile Foundation, KPBS selected one SDSU part-time student assistant currently working at KPBS to receive the John Frederick Reeves Scholarship. All KPBS student employees who met our criteria were eligible to apply. In addition to meeting criteria, applicants must exhibit passion for working in Public Media. The scholarship recipient was awarded \$5,000 for tuition or any related education costs for the 2023-2024 school year.	Initiators: KPBS, SDSU Financial Aid & Scholarships office, and The Campanile Foundation Staff Participants: Members of KPBS Management Council were involved in the selection process.  KPBS selected one part-time student assistant of SDSU as the scholarship recipient.

### 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	Fall '22 to Spring '23	Assistant News Producer / Penner Fellow Intern for KPBS Evening Edition.	The Penner Fellow is employed with KPBS for a six-month to one-year appointment as an assistant producer intern for KPBS Evening Edition. The fellow works closely with the entire news team to create broadcast-worthy content focused on local issues important to the San Diego region. The position is responsible for helping increase the quality of programming in our TV broadcasts that focus on local issues and stories that directly impact the lives of San Diegans.	Initiator: KPBS Staff Participants: News Director, Terence Shepherd & Senior Producer of Evening Edition, Kim Swain  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.
2	Fall 2022	Established as an internship site for SDSU student interns interested in careers in broadcasting, video, and audio production.	KPBS is established as an internship site for SDSU students in the Performing Arts department, which encompasses Music, Dance, Theatre, TV, Film, Recording Arts and Music/Entrepreneurship. KPBS brought on one intern in Fall 2022. Interns are paid and work approximately 50 hours during the semesters to earn college credit after completion.	Initiator: SDSU School of Theatre, Television, and Film Staff Participant: Production Services Manager, Audric Thompson

### 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.

No.	Dates	Brief Description	Scope of Involvement	Personnel Involved
1	7/1/22 - 12/31/22	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><b>2022</b></p> <ul style="list-style-type: none"> <li>• Diversity &amp; Inclusion Career Fair (Virtual) - 7/21/2022 &amp; 9/9/2022</li> <li>• 23<sup>rd</sup> Annual Jobtoberfest - 10/12/2022</li> <li>• VEC (Veterans Employment Committee) Job &amp; Resource Fair - 11/10/2022</li> </ul>	<p>Initiators: Organizations listed</p> <p>Staff participants: Various members of SDSU Research Foundation HR Department and/or KPBS</p>
2	1/1/23 - 6/30/23	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><b>2023</b></p> <ul style="list-style-type: none"> <li>• VEC (Veterans Employment Committee) Job &amp; Resource Fair - 6/21/2023</li> </ul>	<p>Initiators: Organizations listed</p> <p>Staff participants: Various members of SDSU Research Foundation HR Department and/or KPBS</p>

Prepared by Hilary Tavalazzi – 7/2023