

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 2022

All Full-Time KPBS Jobs Filled 7/1/21 to 6/30/2022

Req No.	Title	Total # of Candidates	Candidates Interviewed	Type	Last Closed (Filled)	Recruitment Source of Hiree
2020-11319	KPBS Science & Technology Reporter	59	4	Full-Time Contract	10/1/2021 2:30:50 PM	Referral
2021-11474	KPBS Major Gifts Officer	32	2	Full-Time Contract	8/11/2021 1:57:25 PM	Job Board (LinkedIn)
2021-11582	KPBS Broadcast Engineer	39	6	Full-Time Contract	8/31/2021 4:04:03 PM	Company Website - SDSU
2021-11823	KPBS Video Journalist	36	4	Full-Time Contract	7/21/2021 11:30:04 AM	Employee Referral
2021-11833	KPBS Accounting Coordinator	13	2	Full-Time Contract	7/7/2021 3:45:07 PM	Company Website - SDSU Research Foundation
2021-11834	KPBS Grants Coordinator	14	1	Full-Time Contract	7/29/2021 11:47:39 AM	Job Board (LinkedIn)
2021-11927	KPBS Executive Office Administrative Assistant	60	2	Full-Time Contract	8/12/2021 3:53:38 PM	Job Board (Indeed)
2021-11999	KPBS Education Reporter	38	1	Full-Time Contract	8/11/2021 8:25:04 AM	Job Board (LinkedIn)
2021-12000	KPBS Investigative Border Reporter	32	1	Full-Time Contract	10/12/2021 7:43:47 AM	Employee Referral
2021-12124	KPBS Community Engagement Manager	56	6	Full-Time Contract	1/14/2022 4:37:11 PM	Employee Referral
2021-12219	KPBS Programming Coordinator	33	3	Full-Time Contract	10/13/2021 8:38:18 AM	Job Board (Indeed)

2021-12236	KPBS General Assignment Reporter	35	2	Full-Time Contract	10/7/2021 1:29:37 PM	Job Board (LinkedIn)
2021-12238	KPBS Speak City Heights Reporter	19	3	Full-Time Contract	10/14/2021 12:22:53 PM	Current Employee
2021-12282	KPBS Traffic Coordinator (Radio)	22	3	Full-Time Contract	11/8/2021 1:42:08 PM	Employee Referral
2021-12306	KPBS Audience & Member Services Supervisor	2	2	Full-Time Contract	8/11/2021 4:25:04 PM	Current Employee
2021-12324	KPBS Systems Administrator	27	4	Full-Time Contract	10/13/2021 9:51:41 AM	Employee Referral
2021-12431	KPBS Audience & Member Services Specialist	32	3	Full-Time Contract	10/18/2021 3:17:30 PM	Job Board (Indeed)
2021-12445	KPBS On-Air Fundraising Producer	23	3	Full-Time Contract	1/11/2022 8:36:33 AM	Employee Referral
2021-12513	KPBS Social Media Strategist	75	4	Full-Time Contract	12/10/2021 8:31:10 AM	Employee Referral
2021-12574	KPBS Media Production Specialist I	27	5	Full-Time Contract	12/7/2021 4:10:41 PM	Employee Referral
2021-12690	KPBS Senior Producer, Radio News	13	4	Full-Time Contract	12/22/2021 10:17:35 AM	Current Employee
2021-12840	KPBS TV Traffic Coordinator	16	2	Full-Time Contract	1/25/2022 8:13:06 AM	Job Board (Indeed)
2021-12916	KPBS Account Executive	29	1	Full-Time Contract	2/15/2022 11:40:13 AM	Employee Referral
2021-12967	KPBS News & Digital Editor	14	3	Full-Time Contract	4/7/2022 3:54:46 PM	Current Employee
2022-13276	KPBS News Producer (Midday Edition)	42	3	Full-Time Contract	5/25/2022 3:56:56 PM	Current Employee
		788	74			

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

Job Number and Title	Count of Candidate by Source
2020-11319KPBS Science & Technology Reporter	4
Hired	1
Employee Referral	1
Interviewed	3
Employee Referral	1
Internet - Email	1
Job Board (Indeed)	1
2021-11474KPBS Major Gifts Officer	2
Hired	1
Job Board (LinkedIn)	1
Interviewed	1
Job Board (LinkedIn)	1
2021-11582KPBS Broadcast Engineer	6
Hired	1
Company Website - SDSU	1
Interviewed	5
Current Employee	1
Employee Referral	1
Job Board (Indeed/LinkedIn)	3
2021-11823KPBS Video Journalist	4
Hired	1
Employee Referral	1
Interviewed	3
Employee Referral	2
Job Board (Indeed)	1
2021-11833KPBS Accounting Coordinator	2
Hired	1
Company Website - SDSU Research Foundation	1
Interviewed	1
Company Website - SDSU	1

2021-11834KPBS Grants Coordinator	1
Hired	1
Job Board (LinkedIn)	1
2021-11927KPBS Executive Office Administrative Assistant	2
Hired	1
Job Board (Indeed)	1
Interviewed	1
Job Board (Indeed)	1
2021-11999KPBS Education Reporter	1
Hired	1
Job Board (LinkedIn)	1
2021-12000KPBS Investigative Border Reporter	1
Hired	1
Employee Referral	1
2021-12124KPBS Community Engagement Manager	6
Hired	1
Employee Referral	1
Interviewed	5
Company Website - SDSU Research Foundation	2
Current Employee	1
Job Board (Indeed/Other)	2
2021-12219KPBS Programming Coordinator	3
Hired	1
Job Board (Indeed)	1
Interviewed	2
Employee Referral	1
Job Board (LinkedIn)	1
2021-12236KPBS General Assignment Reporter	2
Hired	1
Job Board (LinkedIn)	1
Interviewed	1
Current Employee	1
2021-12238KPBS Speak City Heights Reporter	3
Hired	1
Current Employee	1

Interviewed	2
Current Employee	2
2021-12282KPBS Traffic Coordinator (Radio)	3
Hired	1
Employee Referral	1
Interviewed	2
Job Board (Indeed)	2
2021-12306KPBS Audience & Member Services Supervisor	2
Hired	1
Current Employee	1
Interviewed	1
Company Website - SDSU Research Foundation	1
2021-12324KPBS Systems Administrator	4
Hired	1
Employee Referral	1
Interviewed	3
Company Website - SDSU Research Foundation	1
Current Employee	1
Job Board (Indeed)	1
2021-12431KPBS Audience & Member Services Specialist	3
Hired	1
Job Board (Indeed)	1
Interviewed	2
Company Website - SDSU	1
Job Board (Indeed)	1
2021-12445KPBS On-Air Fundraising Producer	3
Hired	1
Employee Referral	1
Interviewed	2
Employee Referral	1
Job Board (Glassdoor)	1
2021-12513KPBS Social Media Strategist	4
Hired	1
Employee Referral	1
Interviewed	3

Employee Referral	1
Job Board (Indeed)	2
2021-12574KPBS Media Production Specialist I	5
Hired	1
Employee Referral	1
Interviewed	4
Job Board (Indeed/LinkedIn)	4
2021-12690KPBS Senior Producer, Radio News	4
Hired	1
Current Employee	1
Interviewed	3
Company Website - SDSU	1
Employee Referral	1
Job Board (iHireBroadcasting)	1
2021-12840KPBS TV Traffic Coordinator	2
Hired	1
Job Board (Indeed)	1
Interviewed	1
Referral	1
2021-12916KPBS Account Executive	1
Hired	1
Employee Referral	1
2021-12967KPBS News & Digital Editor	3
Hired	1
Current Employee	1
Interviewed	2
Current Employee	1
Job Board (LinkedIn)	1
2022-13276KPBS News Producer (Midday Edition)	3
Hired	1
Current Employee	1
Interviewed	2
Current Employee	1
Employee Referral	1
Grand Total	74

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

Job Requisition Number and Job Title	Count of Candidates for Each Source
2020-11319 KPBS Science & Technology Reporter	59
Company Website - SDSU	4
Company Website - SDSU Research Foundation	5
Current Employee	1
Employee Referral	4
Incomplete	5
Internet - Email	1
Internet - Google	1
Internet - Newsletter	2
Internet - Other	1
Job Board (HigherEdJobs.com)	2
Job Board (Indeed)	21
Job Board (LinkedIn)	8
Job Board (Monster)	1
Job Board (Neuvoo)	3
2021-11474 KPBS Major Gifts Officer	32
Company Website - SDSU	1
Company Website - SDSU Research Foundation	5
Employee Referral	2
Incomplete	1
Internet - Other Website	1
Job Board (Indeed)	11
Job Board (LinkedIn)	8
Job Board (Neuvoo)	2
Referral	1
2021-11582 KPBS Broadcast Engineer	39
Company Website - SDSU	2
Company Website - SDSU Research Foundation	1
Current Employee	1
Employee Referral	1

Internet - Google	1
Internet - Other Website	1
Job Board (BroadcastCareer)	1
Job Board (CareerBuilder)	1
Job Board (Handshake)	3
Job Board (Indeed)	21
Job Board (LinkedIn)	4
Job Board (ZipRecruiter)	2
2021-11823 KPBS Video Journalist	36
Company Website - SDSU	3
Company Website - SDSU Research Foundation	1
Employee Referral	2
Incomplete	1
Internet - Other	1
Job Board (Indeed)	15
Job Board (LinkedIn)	6
Job Board (Neuvoo)	3
Other - Social Networks	1
Referral	3
2021-11833 KPBS Accounting Coordinator	13
Company Website - SDSU	1
Company Website - SDSU Research Foundation	2
Job Board (HigherEdJobs.com)	1
Job Board (Indeed)	3
Job Board (LinkedIn)	5
Job Board (Neuvoo)	1
2021-11834 KPBS Grants Coordinator	14
Company Website - SDSU	1
Employee Referral	1
Job Board (Indeed)	3
Job Board (LinkedIn)	5
Job Board (Neuvoo)	2
Referral	1
Social Media (Facebook)	1
2021-11927 KPBS Executive Office Administrative Assistant	60

Company Website - SDSU	4
Employee Referral	1
Incomplete	4
Internet - Google	1
Job Board (HigherEdJobs.com)	1
Job Board (Indeed)	27
Job Board (LinkedIn)	7
Job Board (Neuvoo)	14
Social Media (Facebook)	1
2021-11999 KPBS Education Reporter	38
Company Website - SDSU	2
Company Website - SDSU Research Foundation	1
Current Employee	2
Incomplete	2
Job Board (CPB)	1
Job Board (Indeed)	19
Job Board (LinkedIn)	9
Referral	1
Social Media (Twitter)	1
2021-12000 KPBS Investigative Border Reporter	32
Company Website - SDSU	2
Company Website - SDSU Research Foundation	4
Employee Referral	6
Incomplete	3
Internet - Google	1
Job Board (HigherEdJobs.com)	1
Job Board (Indeed)	7
Job Board (JournalismJobs)	1
Job Board (LinkedIn)	3
Other - Slack	1
Referral	1
Social Media (Facebook)	2
2021-12124 KPBS Community Engagement Manager	56
Company Website - SDSU	3
Company Website - SDSU Research Foundation	10

Current Employee	1
Employee Referral	1
Incomplete	2
Internet - Newsletter	2
Job Board (Glassdoor)	1
Job Board (HigherEdJobs.com)	2
Job Board (Indeed)	23
Job Board (LinkedIn)	9
Job Board (Other)	1
Referral	1
2021-12219 KPBS Programming Coordinator	33
Company Website - SDSU Research Foundation	2
Employee Referral	2
Incomplete	1
Job Board (HigherEdJobs.com)	1
Job Board (Indeed)	19
Job Board (LinkedIn)	8
2021-12236 KPBS General Assignment Reporter	35
Company Website - SDSU	6
Company Website - SDSU Research Foundation	3
Current Employee	3
Incomplete	6
Job Board (CPB)	1
Job Board (Indeed)	4
Job Board (LinkedIn)	10
Job Board (PMJA)	1
Job Board (TVJOBS)	1
2021-12238 KPBS Speak City Heights Reporter	19
Company Website - SDSU	1
Company Website - SDSU Research Foundation	1
Current Employee	3
Employee Referral	1
Incomplete	2
Job Board (Glassdoor)	1
Job Board (Indeed)	6

Job Board (LinkedIn)	2
Referral	1
Social Media (Facebook)	1
2021-12282 KPBS Traffic Coordinator (Radio)	22
Company Website - SDSU	1
Current Employee	1
Employee Referral	1
Job Board (Indeed)	18
Job Board (LinkedIn)	1
2021-12306 KPBS Audience & Member Services Supervisor	2
Company Website - SDSU Research Foundation	1
Current Employee	1
2021-12324 KPBS Systems Administrator	27
Company Website - SDSU Research Foundation	3
Current Employee	1
Employee Referral	2
Job Board (HigherEdJobs.com)	1
Job Board (Indeed)	14
Job Board (LinkedIn)	6
2021-12431 KPBS Audience & Member Services Specialist	32
Company Website - SDSU	3
Company Website - SDSU Research Foundation	6
Incomplete	2
Job Board (Indeed)	18
Job Board (LinkedIn)	3
2021-12445 KPBS On-Air Fundraising Producer	23
Company Website - SDSU	1
Company Website - SDSU Research Foundation	3
Employee Referral	3
Incomplete	1
Internet - Google	1
Internet - KPBS Website	1
Job Board (Glassdoor)	1
Job Board (Indeed)	5
Job Board (LinkedIn)	3

Job Board (Monster)	1
Job Board (ZipRecruiter)	2
Job Board (HigherEdJobs)	1
2021-12513 KPBS Social Media Strategist	75
Company Website - SDSU	5
Company Website - SDSU Research Foundation	2
Employee Referral	7
Incomplete	6
Internet - Google	2
Internet - KPBS Website	1
Job Board (HigherEdJobs.com)	1
Job Board (Indeed)	33
Job Board (LinkedIn)	14
Job Fair	1
Referral	2
Social Media (Facebook)	1
2021-12574 KPBS Media Production Specialist I	27
Employee Referral	1
Incomplete	1
Job Board (Indeed)	17
Job Board (LinkedIn)	5
Job Board (Upward)	1
Other - Social Networks	1
Social Media (Facebook)	1
2021-12690 KPBS Senior Producer, Radio News	13
Company Website - SDSU	2
Current Employee	1
Employee Referral	1
Job Board (iHireBroadcasting)	1
Job Board (Indeed)	6
Job Board (LinkedIn)	2
2021-12840 KPBS TV Traffic Coordinator	16
Company Website - SDSU	1
Company Website - SDSU Research Foundation	2
Employee Referral	1

Internet - Google	1
Job Board (Indeed)	8
Job Board (LinkedIn)	2
Referral	1
2021-12916 KPBS Account Executive	29
Company Website - SDSU	3
Company Website - SDSU Research Foundation	2
Employee Referral	3
Incomplete	2
Internet - Google	1
Job Board (Indeed)	10
Job Board (LinkedIn)	6
Job Board (Upward)	1
Job Fair	1
2021-12967 KPBS News & Digital Editor	14
Company Website - SDSU	2
Current Employee	2
Incomplete	1
Job Board (Indeed)	5
Job Board (LinkedIn)	4
2022-13276 KPBS News Producer (Midday Edition)	42
Company Website - SDSU	4
Company Website - SDSU Research Foundation	3
Current Employee	2
Employee Referral	4
Incomplete	6
Internet - Newsletter	2
Job Board (HigherEdJobs.com)	1
Job Board (Indeed)	6
Job Board (LinkedIn)	13
Job Fair	1
Grand Total	788

KPBS Total Number of All Candidates Sorted by Referral Source

Source	Count of Candidates Selections
Job Board (Indeed)	319
Job Board (LinkedIn)	143
Company Website - SDSU Research Foundation	57
Company Website - SDSU	52
<i>Incomplete Applications</i>	46
Employee Referral	44
Job Board (Neuvoo)	25
Current Employee	19
Referral	12
Job Board (HigherEdJobs.com)	11
Internet - Google	9
Social Media (Facebook)	7
Internet - Newsletter	6
Job Board (ZipRecruiter)	4
Job Board (Glassdoor)	3
Job Board (Handshake)	3
Job Fair	3
Job Board (Upward)	2
Job Board (CPB)	2
Other - Social Networks	2
Internet - Other	2
Internet - KPBS Website	2
Internet - Other Website	2
Job Board (Monster)	2
Social Media (Twitter)	1
Job Board (BroadcastCareer)	1
Job Board (Other)	1
Job Board (TVJOBS)	1
Other - Slack	1
Job Board (CareerBuilder)	1

Internet - Email	1
Job Board (JournalismJobs)	1
Job Board (PMJA)	1
Job Board (HigherEdJobs)	1
Job Board (iHireBroadcasting)	1
Grand Total	788

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>

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

disABLED Person	https://www.disabledperson.com	Individuals with Disabilities	<p>disABLEDperson, Inc. is also an Microsoft Imagine Academy, working work with State Departments of Vocational Rehabilitation and the US Military offering individuals with disabilities and Wounded Warriors marketable job skills free as a public service.</p> <ul style="list-style-type: none"> • Over 60,000 visitors per month. • Listed as a resource on the OFCCP website. • Listed as a resource on Disability.gov. • Listed as a resource on Employer Assistance and Resource Network on Disability Inclusion (EARN) site.
Black Perspective	http://www.blackperspective.com	African Americans	<p>Specifically conduct outreach to African Americans using social media and its' own online magazine, in addition to guest writing articles for publication throughout the diversity and targeted Minority recruitment and compliance community. They also partner with many other industry professionals to better serve the job seeking minority community.</p> <ul style="list-style-type: none"> • Over 400,000 visitors per month.
Hispanic Today	http://www.hispanic-today.com	Hispanic & Latino	<p>Specifically conduct outreach to Latinos using social media and its' own online magazines, in addition to guest writing articles for publication throughout the diversity and targeted minority recruitment and compliance community. They also partner with many other industry professionals to better serve the job seeking minority community.</p> <ul style="list-style-type: none"> • Over 300,000 visitors per month.
Women for Hire	http://womenforhire.com/	Women	<p>The Women for Hire site was named by Forbes as one of the top 100 websites for women.</p> <ul style="list-style-type: none"> • Up to 200,000 unique visitors each month.
EmployDIVERSITY	https://www.employdiversity.com	Diversity	<p>EmployDIVERSITY has developed strategic marketing networks and relationships with minority colleges, nonprofit organizations, minority student professional groups, diversity</p>

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

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

			<p>65% have an active security clearance, 50% hold a bachelor's degree or higher, and 40% have certifications in IT, PMP, HR, etc.</p> <ul style="list-style-type: none"> • Listed as a resource on the OFCCP website
Ability Beyond	https://abilitybeyond.org/	Individuals with Disabilities	<p>Dedicated to empowering every person, no matter their ability, to have the opportunity to live, work and thrive as an integral part of their community.</p> <ul style="list-style-type: none"> • Leveraged over 60 years of employment experience to source qualified talent • 265 employers/ 504 people placed in jobs annually • 1050 people supported annually
CalJobs	https://www.caljobs.ca.gov/vosnet/Default.aspx	People of California	California's online resource to help job seekers and employers navigate the state's workforce services.
SDSU - Joan and Art Barron Veterans Center (JABVC)	https://arweb.sdsu.edu/es/veterans/	Active Military, Military Veterans, Spouses and Dependent Children	Mission: On campus, and worldwide, we're committed to supporting military, military veterans, military spouses, and dependent children in the areas of higher education in outreach/admission, GI Bill benefits, academic success, graduation, and a career. We exist to be the best in these areas in the eyes of our student-veterans, staff, alumni, and donors.
San Diego Community College District (SDCCD)	https://www.sdccd.edu/	All	One of the largest of California's 73 community college districts, serving approx. 100,000 students annually among

			three accredited colleges. A well-established public institution of higher learning.
San Diego Regional Center (SDRC)	https://www.sdrc.org/	Individuals and Families of Persons with Developmental Disabilities	<p>To serve and empower persons with developmental disabilities and their families to achieve their goals with community partners.</p> <ul style="list-style-type: none"> • A focal point in the community for persons with developmental disabilities, (intellectual disabilities, cerebral palsy, epilepsy, autism, or other disabling conditions similar to intellectual disabilities) living in San Diego and Imperial counties. • 1 of 21 private, non-profit 501(c)(3) organization regional centers that contracts with the State of California to provide services outlined in the Lanterman Developmental Disabilities Services Act.
The Arc of San Diego	https://www.arc-sd.com/	Individuals with Disabilities	<p>One of the region's largest private, not-for-profit human-service agencies.</p> <ul style="list-style-type: none"> • A rich tradition of developing quality programs promoting social, economic, and personal independence. • Accredited by the Commission on Accreditation of Rehabilitation Facilities, CARF, which stands as a symbol of our commitment to the highest quality of service.
Able-Disabled Advocacy	https://www.able2work.org/	Military Veterans and Adults with Disabilities	<p>Focus on vocational skills training and educational advancement for those seeking employment</p> <p>Had provided services to San Diego County for over 46 years, placing over 12,000 individuals into jobs.</p>

iCIMS Post Package Sites

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

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

iCIMS Sites:

101 Crawfords Corner Road Suite 3-100 Holmdel, NJ 07733

800-889-4422 | <https://www.icims.com/>

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

Other Sites:

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

Initiative 1:

Participation in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

No.	Dates	Brief Description	Scope of Involvement	Personnel Involved
1	2/2022	Guest speaker at Diegueno Middle School	Reporter spoke to a middle-school media classroom about the role of a journalist and KPBS as an organization.	Initiator: Diegueno Middle School Staff Participant: Speak City Heights Reporter, Jacob Aere
2	3/12/22	Panelists for annual all-campus and community event: Explore SDSU Open House. (Virtual & In-Person)	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: Interim General Manager Nancy Worlie, Reporter Matt Hoffman, Communications department representatives Carla Connor, Claudine Casillas and Heather Milne, and part time student assistant Catlan Nguyen
3	3/13/22	Participant in the SDSU Chapter of The Society of Professional Journalists	Evening Edition Anchor discussed personal experience in broadcasting with aspiring journalists.	Initiator: SDSU Staff Participant: Anchor/ Reporter Maya Trabulsi
4	2021-2022	Community Conversations	KPBS, in partnership with local sponsors and educational institutions, hosts solutions-focused/ educational discussions on issues important to our region and chosen by the public. These conversations are held quarterly and include a panel of notable experts who discuss critical and current topics. The purpose of this program is bringing together people of all backgrounds to share their thoughts and solutions.	Initiators: KPBS, local sponsors and various education institutions Staff Participants: Grants & Engagement department and diverse Reporters in News department

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	2021-2022	California State University (CSU) Learn - Learning Management System (LMS): Compliance & Professional Development	Staff and new hires are assigned mandatory compliance training by SDSURF 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 Research Foundation Staff Participants: All KPBS staff are required to complete
2	9/2021	CPB - Preventing Harassment and Discrimination (Management & Non-Management)	All employees of KPBS are required to complete Preventing Harassment and Discrimination on an annual basis. The course 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 are required to complete
3	10/2021	HR & Recruitment Workshop	This annual, in-house training is mandatory for all managers. Course material covers leadership responsibilities and expectations, recruitment guidelines, EEO/AAP policies, performance management, compliances updates, and workplace regulations.	Initiator: KPBS Staff Participants: All hiring managers and student supervisors are required to attend.
4	2/2022	San Diego Employers Association (SDEA): Management Essentials Certificate Program	This 9-week certification course focuses on leadership capabilities for new managers and those interested in expanding their leadership capabilities. The course covers technical and people skills such as employment, management, communication, and performance. All participants in attendance receive a certification in the course.	Initiator: SDEA Staff Participants: Various KPBS managers and front line 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	3/29/22	Public Media Career Exhibition (Virtual)	KPBS professionals engage in conversation with patrons and educate them on struggles within broadcast media, opportunities available within the organization, as well as answer any questions participants may have.	Initiators: Knight Foundation and publicmediajobs.org Staff Participants: News department and People & Culture Specialist Hilary Tavalazzi
2	5/31/22 - 6/3/22	2022 Public Media Business Association (PBMA) - All Access Annual Conference	Specific to public media, the conference covers educational topics to include workplace culture, and compliance, as well as, diversity, development, navigating change, best practices and leadership.	Initiator: PMBA Staff Participants: Various KPBS employees and managers
3	2021 - 2022	Community Conversations (Panel, Q&A, Interview)	Four times a year, conversations on topics of importance to the region take place. <i>(See description reference under Initiative 1 above)</i> 7/28/21 - A Conversation on ID 12/8/21 - Gentrification Displacement 4/20/22 - Solving Homelessness in San Diego 6/28/22 - Cross-Border Economy	Initiator: KPBS, local sponsors and various education institutions are the initiators Staff Participants: Midday Producer Harrison Patino, Race & Equity Reporter Cristina Kim, Metro Reporter Andrew Bowen, and Investigative Border Reporter Gustavo Solis
4	2021 - 2022	Public Television Major Market Group (PTMMG) – 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

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	Spring & 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 two SDSU part-time student assistants 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. Each scholarship recipient was awarded \$5,000 for tuition or any related education costs for the 2022-2023 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 two current part-time assistant SDSU students as scholarship recipients

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 '21 – Spring '22	Assistant News Producer Intern for KPBS Evening Edition (Penner Fellow).	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: Senior Producer of Evening Edition James Bunner and Director of People & Culture Brenda Foster. An SDSU student is selected as the Penner Fellow.
2	Spring & Summer 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 took in two interns: one during Spring 2022, and one during Summer 2022. Interns are paid and work approximately 50 hours during the semesters to earn college credit after completion.	Initiator: SDSU TFM department 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	7/1/21 - 12/31/21	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>2021</p> <ul style="list-style-type: none"> • SDSU Fall Career & Internship Fair (Virtual) - 8/2/2021 • 22nd Annual Jobtoberfest (Virtual) - 10/13/2021 • VEC (Veteran's Employment Committee) Job & Resource Fair (Virtual) - 11/4/2021 	<p>Initiators: Organizations listed</p> <p>Staff participants: Various members of SDSU Research Foundation HR Department and/or KPBS.</p>
2	1/1/22 - 6/30/22	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>2022</p> <ul style="list-style-type: none"> • UCSD Career Fair (Virtual) - 2/22/2022 • Diversity & Inclusion Career Fair (Virtual) – 5/12/2022 	<p>Initiators: Organizations listed</p> <p>Staff participants: Various members of SDSU Research Foundation HR Department and/or KPBS.</p>

Prepared by Hilary Tavalazzi – 7/2022