

2008 ANNUAL EEO PUBLIC FILE REPORT

'Pataphysical Broadcasting Foundation, Inc.

Stations and Communities of License:	KUSP (FM) Santa Cruz CA; KBDH (FM) San Ardo CA
Reporting Period:	July 22, 2007 – July 21, 2008
No. of Full-time Employees:	5 – 10
Small Market Exemption:	no

During the Reporting Period, a total of 1 full time position was filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

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

*Participated in **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

*Hosted at least one **job fair**.*

*Co-sponsored at least one **job fair** with organizations in the business and professional community whose membership includes substantial participation by women and minorities.*

*Participated in at least 4 **events** sponsored by **organizations** representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.*

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

During the period KUSP continued internship programs with academic programs at four colleges and universities. These provide academic credit, volunteer experience, and paid/stipended work experience opportunities for the university students that are participating. One intern with a work schedule of 4 to 10 hours per week for twelve months came from Cabrillo College. One intern with a work schedule of 4 to 10 hours per week for three months came from Hampshire College. One intern with a work schedule of 4 to 10 hours per week for three months came from New York University (this appointment is ongoing at the end of the reporting period). One intern with a work schedule of approximately 5.5 hours per week for twelve months and one intern with a work schedule of approximately 12 hours per week for three months came from the University of California, Santa Cruz. Four interns served in the news and public affairs department; one served in the programming – digital media department.

*Participated in **job banks, internet programs**, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

*Participated in **scholarship** programs designed to assist students interested in pursuing a career in broadcasting.*

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

During the period KUSP continued its ongoing program of providing volunteer opportunities for community members to participate in the programming and operations of the radio station, enabling them to acquire the skills needed for broadcast employment, among other outcomes. At the end of the reporting period 73 community members were participating in KUSP programming and operations.

*Established a **mentoring** program for station personnel.*

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

*Sponsored at least 2 **events** in the **community** designed to inform and educate the public as to employment opportunities in broadcasting.*

*Listed each **upper-level** category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.*

- Corporation for Public Broadcasting Jobline
- Current newspaper (published by the Current Publishing Committee, administered by Educational Broadcasting Corporation)
- Opportunity Knocks.org

*Provided **assistance** to unaffiliated non-profit entities in **maintaining web sites** that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting*

*Provided **training** to **management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

*Provided **training** to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.*

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
10/1/2007	Development Director	santacruzjobs.com; referral from KUSP staff member

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 3

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
santacruzjobs.com	1*
craigslist.org	1
vacancy announcements mailed to other public radio stations for posting	1
referral from KUSP staff member	1*
* indicates interviewee identified multiple referral sources	

RECRUITING SOURCES USED

Job Title of Position: Development Director

Date of Hire: 10/1/2007

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Cabrillo College Employment Center	Y	6500 Soquel Drive Aptos, CA 95003	Lyn Hood	831-479-6413
UCSC Career Center	N	University of California, Santa Cruz 1156 High Street Santa Cruz, CA 95064	Nannette O'Connor	831-459-4420
Santa Cruz Jobs.com	N	343 Church St. Santa Cruz, CA 95060	Eric Swanson	831-316-0054

craigslist.org	N	1010 Cole St. San Francisco, CA 94117		
Current newspaper	N	6930 Carroll Ave., Suite 350 Takoma Park, MD 20912	Kelsang Menla, Advertising/Product ion Director	301-270-7240
Corporation for Public Broadcasting/CPB Jobline	N	401 9th St. NW Washington, DC 20004		202-879-9600
opportunityknocks. org	N	50 Hurt Plaza, Suite 845 Atlanta, Georgia 30303		678-916-3070
Center for Nonprofit Management	N	1000 N. Alameda St. Suite 250 Los Angeles, CA 90012	Tien Yuan	213-687-9511
Philanthropy News Digest	N	79 Fifth Avenue New York, NY 10003	Alice Itty	212-620-4230
KUSP also broadcast on-air announcements, posted the vacancy on its web site, and sent vacancy announcements by direct mail to 147 public radio stations and media organizations.	N	See table on following pages		

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

callsign	address	address 2	city	st	zip
KIYU	3601 C St. Suite 600		Anchorage	AK	99503
KNBA	3600 San Jeronimo Drive, Suite 480		Anchorage	AK	99508
KYUK	P.O. Box 468		Bethel	AK	99559
KDLG	P.O. Box 670		Dillingham	AK	99576
KZPA	P.O. Box 50		Fort Yukon	AK	99740
KBBI	3913 Katchemak Way		Homer	AK	99603
KTOO	360 Egan Dr.		Juneau	AK	99801
KOTZ	P.O. Box 78		Kotzebue	AK	99752
KFSK	P.O. Box 149		Petersburg	AK	99833
KTNA	P.O. Box 300		Talkeetna	AK	99676
KIAL	P.O. Box 533		Unalaska	AK	99685
KCHU	P.O. Box 467		Valdez	AK	99686
KNAU	P.O. Box 5764		Flagstaff	AZ	86011
KUYI	P.O. Box 1500		Kearns Canyon	AZ	86034
KCMA-LP	P.O. Box 2996		Payson	AZ	85547
KJZZ	2323 W. 14th St.		Tempe	AZ	85281
KGHR	Greyhills Academy	P.O. Box 160	Tuba City	AZ	86045
KXCI	220 S. 4th Ave.		Tucson	AZ	85701
KNNB	P.O. Box 310		Whiteriver	AZ	85941
KHSU	Humboldt State University		Arcata	CA	95521
KALX	26 Barrows Hall #5650	University of California	Berkeley	CA	94720
KPFA	1925 Martin Luther King Jr. Way		Berkeley	CA	94704
Youth Radio	1809 University Ave.		Berkeley	CA	94703
Native Media Resource Center	P.O. Box 1524		Bodega Bay	CA	94923
KCHO	California State University, Chico	First & Normal Streets	Chico	CA	95929
KZFR	P.O. Box 3173		Chico	CA	95927
KSPC	Thatcher Music Building	340 N. College Ave.	Claremont	CA	91711
KDRT-LP	1623 5th St. Suite A		Davis	CA	95616
KDVS	14 Lower Freeborn Hall	UC Davis	Davis	CA	95616
KFCF	P.O. Box 4364		Fresno	CA	93744
KFSR	5201 N. Maple	Mail Stop SA119	Fresno	CA	93740
KVPR	3437 W. Shaw Ave. #101		Fresno	CA	93711
Radio Bilingue	5005 E. Belmont Ave.		Fresno	CA	93727
KFOK-LP	P.O. Box 4238		Georgetown	CA	95634
KIDE	P.O. Box 1220		Hoopa	CA	95546
KPFZ-LP	P.O. Box 446		Lakeport	CA	95453
KFXM-LP	P.O. Box 5478		Lancaster	CA	93539
KGAR-LP	5 Powell Ave		Lemoore	CA	93245
KKJZ	1288 N. Bellflower Blvd.		Long Beach	CA	90815
KFJC	12345 El Monte Rd.		Los Altos Hills	CA	94022
KUSC	P.O. Box 77913		Los Angeles	CA	90007
KVMR	401 Spring St.		Nevada City	CA	95959
KPFK	3729 Cahuenga Blvd. West		North Hollywood	CA	91604
KCSN	Building 11, Room 113	18111 Nordhoff St.	Northridge	CA	91330
National Radio Project	1714 Franklin St., #100-251		Oakland	CA	94612
KAZU	167 Central Ave. Suite B		Pacific Grove	CA	93950
KPCC	1570 E. Colorado Blvd.		Pasadena	CA	91106
KZYX&Z	P.O. Box 1		Philo	CA	95466
KWMR	P.O. Box 1262		Point Reyes Station	CA	94956

KRBH-LP	1260 Union St.		Red Bluff	CA	96080
KMUD	P.O. Box 135		Redway	CA	95560
KRCB-FM	5850 Labath Ave.		Rohnert Park	CA	94928
KDEE-LP	9851 Horn Rd. Suite 160		Sacramento	CA	95827
Capital Public Radio	7055 Folsom Blvd.		Sacramento	CA	95826
KHDC	161 Main St.		Salinas	CA	93901
KVCR-FM	701 S. Mt. Vernon Ave.		San Bernadino	CA	92410
KPBS-FM	5200 Campanile Dr.		San Diego	CA	92182
KALW	500 Mansell St		San Francisco	CA	94134
KPOO	P.O. Box 423030		San Francisco	CA	94142
KQED-FM	2601 Mariposa St.		San Francisco	CA	94110
Western Public Radio	Fort Mason Center	Building D	San Francisco	CA	94123
KSJS	Theater Arts Department, SJSU	1 Washington Square	San Jose	CA	95192
KCBX	4100 Vachell Lane		San Luis Obispo	CA	93401
KCPR	Graphic Arts Building 26, Room 201	California Polytechnic State University	San Luis Obispo	CA	93407
KCSM-FM	1700 W. Hillsdale Blvd.	Bldg. 34	San Mateo	CA	94402
KCSB	University Center 3815-A	UC Santa Barbara	Santa Barbara	CA	93106
KKUP	PMB 9150	933 Monroe St.	Santa Clara	CA	95050
KZSC	Student Music East, UCSC	1156 High St.	Santa Cruz	CA	95064
KCRW	1900 Pico Blvd.		Santa Monica	CA	90405
KBBF	P.O. Box 7189		Santa Rosa	CA	95407
KCLU	60 W. Olsen Rd. #4400		Thousand Oaks	CA	91360
KCSS	California State University Stanislaus	801 W. Monte Vista Ave.	Turlock	CA	95382
KMEC-LP	P.O. Box 299		Ukiah	CA	95482
KRZA	528 9th St.		Alamosa	CO	81101
KAJX	110 E. Hallam, Suite 134		Aspen	CO	81611
KGNU	4700 Walnut St.		Boulder	CO	80301
KDNK	P.O. Box 1388		Carbondale	CO	81623
Colorado Public Radio	7409 South Alton Court		Centennial	CO	80112
KBUT	P.O. Box 308		Crested Butte	CO	81224
KDUR	Fort Lewis College	1000 Rim Drive	Durango	CO	81301
KREV-LP	1509 Fish Hatchery Rd.		Estes Park	CO	80517
KCSU-FM	Colorado State University	Lory Student Center	Fort Collins	CO	80523
KRFC	305 W. Magnolia #213		Fort Collins	CO	80521
KAFM	P.O. Box 4167		Grand Junction	CO	81502
KUNC	822 7th St. Suite 530		Greeley	CO	80631
KYGT-LP	P.O. Box 1419		Idaho Springs	CO	80432
KURA-LP	P.O. Box N		Ouray	CO	81427
KVNF	P.O. Box 1350		Paonia	CO	81428
KHEN-LP	P.O. Box 596		Salida	CO	81201
KSJC-LP	P.O. Box 893		Silverton	CO	81443
KOTO	P.O. Box 1069		Telluride	CO	81435
Boise State Radio	1910 University Dr.	MS-1916	Boise	ID	83725
High Plains News Service	2401 Montana Ave. #301		Billings	MT	59101
Yellowstone Public Radio	1500 University Dr.		Billings	MT	59101
KGPR	P.O. Box 3343		Great Falls	MT	59403
KGVA	P.O. Box 1559		Harlem	MT	59526
Montana Public Radio	The University of Montana	32 Campus Dr.	Missoula	MT	59812
KPLR-LP	P.O. Box 458	400 4th Ave. West	Poplar	MT	59255
KUNM	Onate Hall, 3rd Floor	University of New Mexico	Albuquerque	NM	87131

KLDK-LP	P.O. Box 310		Dixon	NM	87527
KCIE	P.O. Box 603		Dulce	NM	87528
KGLP	200 College Rd.		Gallup	NM	87301
KRWG-FM	P.O. Box 3000		Las Cruces	NM	88003
KABR	P.O. Box 907		Magdalena	NM	87825
KTDB	P.O. Box 40		Pine Hill	NM	87357
KENW-FM	52 Broadcast Center	Eastern New Mexico University	Portales	NM	88130
KEDU-LP	2117 Sudderth Dr. Suite 16		Ruidoso	NM	88345
KSFR	6401 Richards Ave.		Santa Fe	NM	87505
KCEP	330 W. Washington Ave.		Las Vegas	NV	89106
KNPR	1289 S. Torrey Pines Dr.		Las Vegas	NV	89146
KUNV-FM	1515 E. Tropicana Blvd. Suite 240		Las Vegas	NV	89119
KUNR-FM	Mail Stop 294	University of Nevada, Reno	Reno	NV	89557
Jefferson Public Radio	1250 Siskyou Blvd.		Ashland	OR	97520
KMUN	P.O. Box 269		Astoria	OR	97103
KPOV-LP	61382 Orion Dr.		Bend	OR	97702
KSOW-LP	P.O. Box 900		Cottage Grove	OR	97424
KPIE-LP	P.O. Box 553		Dallas	OR	97338
KLCC	4000 East 30th Ave.		Eugene	OR	97405
KRVM	PMB #237	1574 Coburg Rd.	Eugene	OR	97401
KMHD	26000 SE Stark St.		Gresham	OR	97030
KZAS-LP	P.O. Box 859		Hood River	OR	97031
KCUW-LP	P.O. Box 638		Pendleton	OR	97801
KBOO	20 SE 8th Ave.		Portland	OR	97214
KBPS-FM	515 NE 15th Ave.		Portland	OR	97232
KOPB-FM	7140 SW Macadam Ave.		Portland	OR	97219
KWSO	P.O. Box 489		Warm Springs	OR	97761
KUSU-FM	Utah Public Radio	8405 Old Main Hill	Logan	UT	84322
KZMU	P.O. Box 1976		Moab	UT	84532
KPCW	P.O. Box 1372		Park City	UT	84060
KBYU-FM	C-302 HFAC	P.O. Box 26408	Provo	UT	84602
KRCL	1971 West North Temple		Salt Lake City	UT	84116
KUER-FM	University of Utah	101 Wasatch Dr. Room 240	Salt Lake City	UT	84112
KBCS	3000 Landerholm Cir. SE		Bellevue	WA	98007
KUGS	402 Viking Union Bldg.	Western Washington University	Bellingham	WA	98225
KCWU	400 E. University Way		Ellensburg	WA	98926
KSER	2623 Wetmore Ave.		Everett	WA	98201
KDNA	P.O. Box 800		Granger	WA	98932
KSVR	2405 East College Way		Mount Vernon	WA	98273
KAOS	College Activities Bldg. Suite 301	The Evergreen State College	Olympia	WA	98505
KWSU	P.O. Box 642530		Pullman	WA	99164
KUOW	4518 University Way NE	Suite 310	Seattle	WA	98105
KPBX	2319 N. Monroe St.		Spokane	WA	99205
KYRS-LP	35 W. Main St. Suite 340E		Spokane	WA	99201
KPLU	Pacific Lutheran University	121st & Park Ave. South	Tacoma	WA	98447
KWRR	P.O. Box 396		Fort Washakie	WY	82514
Jackson Hole Community Radio	P.O. Box 8639		Jackson Hole	WY	83002
KUWR	Knight Hall	University of Wyoming	Laramie	WY	82071