

## 2009 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, 2008 – July 21, 2009
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 two 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 three months came from New York University (this appointment carried over from the prior reporting period). One intern with a work schedule of approximately 20 hours per week for three months came from the University of California, Santa Cruz. Both interns served in the news and public affairs 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 69 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
- Grassroots Institute for Fundraising Training

*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.*

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LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
5/29/2009	Director of Foundation and Business Support	Referral from KUSP staff

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
referral from KUSP staff member	2
Internet newsletter/job bank: Opportunity Knocks	1

RECRUITING SOURCES USED

Job Title of Position: Director of Foundation and Business Support  
 Date of Hire: 5/29/2009

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
opportunityknocks.org	N	50 Hurt Plaza, Suite 845 Atlanta, Georgia 30303		678-916-3070

California State University, Monterey Bay Career Development Office	N	100 Campus Center Seaside, CA 93955	Amber Perez	831-582-3845
Current newspaper	N	6930 Carroll Ave., Suite 350 Takoma Park, MD 20912	Ronald Woods, Business and Circulation Director	301-270-7240
Corporation for Public Broadcasting/CPB Jobline	N	401 9th St. NW Washington, DC 20004		202-879-9600
Grassroots Institute for Fundraising Training	N	1904 Franklin St. Suite 705 Oakland, CA 94612	Monica Enriquez	510-452-4520
KUSP also broadcast on-air announcements, posted the vacancy on its web site, and sent vacancy announcements by direct mail to 92 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
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
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		Hoopla	CA	95546
KPFZ	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
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
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
KSJS	Theater Arts Department, SJSU	1 Washington Square	San Jose	CA	95192
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
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
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
KEXP	113 Dexter Ave. North		Seattle	WA	98109
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