

2010 ANNUAL EEO PUBLIC FILE REPORT

PACIFICA FOUNDATION, INC.

Station:	WBAI
Community of License:	New York, New York
Reporting Period:	February 1, 2009 to January 31, 2010
No. of Full-time Employees:	More than 10
Small Market Exemption:	No

During the Reporting Period, no full time positions were 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):

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.* **AARP** Provides an ongoing program for Seniors to train and participate in various office technologies and radio production.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.* **WBAI Producers' Guild** conducted workshops to discuss and learn how to leverage 21st Century technologies and become relevant to today's online audience. Workshops are open to all WBAI producers, paid and unpaid, whether they are members of the Guild or not as part of the Guild's mission "to bring together individuals with a common purpose to again make WBAI a vital resource for the New York metropolitan area and beyond." August 25/26, 6:30-8:30 PM, 2009.

*Established a **mentoring** program for station personnel.* **Station Operations Director** conducts full staff meetings reviewing professional techniques in broadcast engineering. He also brings in an outside engineering professional for training engineering personnel.

Program Director introduced an experienced radio producer to mentor station personnel on technologies for advanced production techniques as well as systems analysis and design.

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

News Director sources interns for the news department from educational institutions.

Wakeup Call sponsors interns from local educational institutions and provides training for students on radio production.

Other producers sponsor students from local and other institutions providing actual work experience in radio production. One producer provides train for young women whose origins are north and northeast Africa.

Single Parent Resource Center, Inc. Youth Leadership Program.

Provided special training in radio broadcasting for teenagers along with orientation and discussion of jobs in radio including technology/engineering, on air hosting, research and writing and production. Continued with actual sessions where teenagers experienced on air hosting and engineering in a professional recording studio. November 11, 2009 12:00 PM – 6:00

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

Pacifica Foundation provides the following online training: Sexual Prevention for Managers and Building a positive work environment through Pacifica Foundation University at:

<http://learning.syntrio.com/KPFK/>

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.

WBAI Radio and a producer of the **HealthStyles** program provided an opportunity for the **Women's Media Center** to be part of an actual on-air broadcast production for a 6 week period. The Women's Media Center was able to

provide for their trainees and staff real world broadcast experience to enhance their existing training program to mentor women in careers in broadcasting.