

2018 ANNUAL EEO PUBLIC FILE REPORT

Pacifica Foundation Inc.

Station(s): KPFK

Community(ies) of License: Los Angeles, CA

Reporting Period: July 22nd 2017–July 21st 2018

No. of Full-time Employees: More than 10

Small Market Exemption: No

During the reporting period, two 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.*

KPFK Internship Program
For all of 2017 The Volunteer/Outreach Coordinator and News team were responsible for the initial outreach to educational institutions, and made contact with media departments to recruit students for internships. Potential students became volunteers or interns. Recommendations are made to the General Manager by the Program Director, and students are entered into a training program. KPFK News Department Community members with interest in news reporting received several hours of training in field interviewing and audio recording and editing with experienced reporters and producers from the KPFK News Department. KPFK News Director Ernesto Arce and Fernando Velasquez, the Informativo Pacifica News Executive Producer conducted the trainings.

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

The KPFK Production Department conducts a regularly scheduled weekly class in audio editing. The training is available to all paid and unpaid staff. The training is for self-improvement and the skills learned may enable participants to be considered for future job openings.

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

KPFK regularly incorporates new individuals into the program team, teaching them line-producing techniques and program formatting. Station programmers pass on their skills by actively recruiting interns and volunteers for one-on-one and hands-on training.

KPFK regularly incorporates new individuals into the news team, teaching the varied skills needed for newsgathering, story selection, script writing, delivery, digital recording and editing. Producers of all ages meet in the newsroom with News Producers for individualized training. A Pacifica News Reporter who is Executive Producer of “Informativo Pacifica”, Pacifica’s 30-minute Spanish language newscast, teaches these workshops. Approximately 15 individuals were trained and mentored during the reporting period by the news and public affairs staff.

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

Los Angeles City College (LACC) Cooperative Education Program “Cooperative Education” is the term used to describe a three-way relationship between the student, the college, and the employer. This structured relationship allows students to create short-and-long-range career goals and to recognize his/her progress by establishing three measurable learning objectives for the semester. Cooperative Education provides a practical learning model for students and helps them prepare for their future careers through the integration of the on-the-job learning experiences and academic classroom lessons. By integrating both study and work, each area should be more relevant, interesting, and rewarding. For the past 7 years, KPFK has been included in the LACC Cooperative Education catalogue. KPFK has hosted students in various disciplines, all with an interest in Broadcast. KPFK received not applicants in this reporting period

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

LA TIMES FESTIVAL OF BOOKS
Saturday & Sunday, April 21 and 22, 2018
USC Campus - KPFK Radio hosted an outreach booth informing attendees about the tasks needed to run KPFK.

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

In May of 2018, all paid staff and management were required to participate in web-based sexual-harassment, diversity sensitivity training and testing modules, including, Harassment: Ensuring a Respectful Workplace and Workplace Harassment Prevention: Managers and Supervisor Edition hosted by Syntrio.com. Pacifica has on-staff a full-time Human Resources person for additional training and to handle any potential EEO issues.

*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.*

KPFK Outreach & Development facilitate a year round community outreach program, providing well over a dozen monthly media sponsorships for grassroots community organizations and educational institutions. The KPFK Media Sponsorship program involves a partnership with local grassroots arts, cultural and social justice organizations. When an organization requests sponsorship, they are given instructions on how to prepare a radio spot and web announcement, and are provided the opportunity to voice their own radio spot, recording it in our studios with one of our production engineers. Media Sponsorships also include the opportunity for radio interviews by our hosts. Through this process, local grassroots organizations are introduced into our workplace and experience first-hand the radio broadcast environment, receiving a basic overview of the radio broadcast medium. When we attend an organization's event with our table, we request a few minutes to talk about our independent media and radio broadcast operation, and the opportunities available to learn in this environment.

February 8th- 19th 2018 Pan African Film Festival The station had an outreach table at this event in which they discussed with attendees the types of jobs and roles in radio at KPFK.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
January 29,2018	General Manager	KPFK website
May 26, 2018	Assistant Producer	Facebook.com

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 22

Job Title of Position: General Manager Date of Hire: January 29,2018

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
http://Current.org	1
LA Times News Paper	1
http://Facebook.com	0
http://Linkedn.com	0
http://KPFK.org	3
http://Pacifica.org	0

Job Title of Position: Assistant Producer Date of Hire: May 26, 2018

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
http://Current.org	1
LA Times News Paper	5
http://Facebook.com	3
http://Linkedn.com	2
http://KPFK.org	5
http://Pacifica.org	1

RECRUITING SOURCES USED

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON	TEL. NO. AND E-MAIL
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			AT SOURCE	ADDRESS OF SOURCE
http://Current.org	N	Job Search Website	N/A	N/A
LA Times News Paper	N	Local Newspaper	N/A	N/A
http://Facebook.com	N	Job Search Website	N/A	N/A
http://Linkedn.com	N	Job Search Website	N/A	N/A
http://KPFK.org	Y	KPFK Station Website	Otis Maclay	omaclay@pacifica.org
http://Pacifica.org	Y	Pacifica Website	KPFK Webmaster	jobs@kpfk.org

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