

**Equal Employment Opportunity Report**  
**'Pataphysical Broadcasting Foundation, Inc.**  
**KUSP Santa Cruz/KBDH San Ardo**

**Reporting Period: July 22, 2006 – July 21, 2007**

Full Time Vacancies Filled in the Reporting Period

Member Services Assistant: date of hire 8/21/2006

Recruitment sources utilized to fill the vacancy:

- Craigslist

craigslist.org  
1010 Cole St.  
San Francisco, CA 94117

- Santa Cruz Jobs.com

santacruzjobs.com (a service of workin.com)  
343 Church St.  
Santa Cruz, CA 95060  
Eric Swanson  
831-316-0054

- UCSC Career Center

University of California, Santa Cruz  
1156 High Street  
Santa Cruz, CA 95064  
Nannette O'Connor  
831-459-4420

- Cabrillo College Employment Center (requested notification of vacancies)

6500 Soquel Drive  
Aptos, CA 95003  
Lyn Hood  
831-479-6413

KUSP also broadcast on-air announcements and posted the vacancy on its web site.

No other sources, except as noted above, requested notices of job vacancies.

Referral sources for the hiree: Craigslist

Talk and Information Producer: date of hire 12/8/2006

Recruitment sources utilized to fill the vacancy:

- Current Newspaper

6930 Carroll Ave., Suite 350  
Takoma Park, MD 20912  
Kelsang Menla, Advertising/Production Director  
301-270-7240

- Corporation for Public Broadcasting/CPB Jobline

401 9th St. NW  
Washington, DC 20004  
202-879-9600

- Craigslist

craigslist.org  
1010 Cole St.  
San Francisco, CA 94117

- Graduate School of Journalism

121 North Gate Hall #5860  
University of California, Berkeley  
Berkeley, CA 94720  
Lanita Pace  
510-642-3383

- UCSC Career Center

University of California, Santa Cruz  
1156 High Street  
Santa Cruz, CA 95064  
Nannette O'Connor  
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KUSP also broadcast on-air announcements, posted the vacancy on its web site, and sent vacancy announcements by direct mail to 90 public radio stations and media organizations.

No other sources, except as noted above, requested notices of job vacancies.

Referral sources for the hiree: Referral from KUSP staff

Total number of candidates interviewed for full-time vacancies: 7

Total referrals for interviewees for full-time vacancies, ranked by source:

Craigslist	3
Referrals from KUSP staff	1
KUSP web site	1
Santa Cruz Jobs.com	1
Humboldt State University job posting	1

#### Equal Employment Opportunity Outreach Initiatives

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 99 community members were participating in KUSP programming and operations.

During the period KUSP expanded internship programs with journalism, social science, and applied science programs at one university and one community college. These provide academic credit, volunteer experience, and paid/stipended work experience opportunities for the university and college students that are participating.

One intern with a work schedule of approximately 10 hours per week for seven months came from Cabrillo College and served in the public affairs department. One intern with a work schedule of approximately 10 hours per week for three months came from Cabrillo College and served in the new media department.

One intern with a work schedule of approximately 5 hours per week for three months came from the University of California, Santa Cruz and served in the music department. One intern with a work schedule of approximately 4 hours per week for ten weeks and one intern with a work schedule of approximately 10 hours per week for ten weeks came from the University of California, Santa Cruz; these two interns served in the KUSP public affairs department. Three interns, each with a work schedule of approximately 10 hours per week for three months, came from the University of California, Santa Cruz and served in the new media department.