

2015 ANNUAL EEO PUBLIC FILE REPORT

‘Pataphysical Broadcasting Foundation, Inc.

Station :	KUSP(FM), Santa Cruz CA
Reporting Period:	July 22, 2014 – July 21, 2015
No. of Full-time Employees:	5 – 10
Small Market:	No

No full-time positions were filled during the Reporting Period.

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.*

During the reporting period KUSP continued internship programs with academic programs at two colleges and universities. These provide academic credit, professional experience, and paid and/or stipended work experience opportunities for the students that are participating. Two interns participated during this reporting period. Details are supplied in the table at the end of this section.

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

During the reporting 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 52 community members were participating in KUSP programming and operations.

*Provision of **training to management** level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.*

On October 24, 2014 the KUSP General Manager attended a one-day workshop sponsored by the Nonprofits Alliance Insurance Group, the California Association of Nonprofits, and CompassPoint Nonprofit Services; topics included gender identity discrimination and best practices in accommodating employees with disabilities.

INTERNSHIP PROGRAM DETAILS
(each line in the table reports activity for one intern)

COLLEGE OR UNIVERSITY	AVERAGE HOURS/WEEK	DURATION OF INTERNSHIP	DEPARTMENT(S)
Cabrillo College	10	13 weeks	News
University of California Santa Cruz	20	13 weeks	News