

## EEO PUBLIC FILE REPORT FOR LICENSEE, KQED, INC.

For the period commencing July 28, 2005 and ending July 29, 2006 (the Report Term).

Prepared by KQED, Inc.

This report covers the following employment unit:

Call Sign	Facility ID No.	Type of Station	Community of Service
KQED	35500	TV	San Francisco, CA
KQED-DT	35500	DT (digital television)	San Francisco, CA
KQED-FM	35501	FM	San Francisco, CA
KQEI-FM*	20791	FM	North Highlands, CA

\*KQED, Inc. considers KQEI-FM to be a part of KQED's Northern California broadcasting community and has thus included the station within this report. KQEI-FM employs fewer than five employees.

A. The following is a list of the job titles of all positions filled during the Report Term, followed by the recruitment sources contacted for each position. An asterisk (\*) indicates the recruitment source that referred the hiree for the position. The contact information for each recruitment source appears in Section B.

Job Title	Recruitment Sources Contacted (an asterisk marks the source that referred the hiree)
Director, Producer's Circle (Development)	<ol style="list-style-type: none"> <li>1. KQED Employee Referrals *</li> <li>2. <a href="http://www.kqed.org/about/jobs">www.kqed.org/about/jobs</a></li> <li>3. Public Broadcasting System Connect</li> <li>4. BAJobs.com</li> <li>5. Association of Fundraising Professionals</li> <li>6. <u>The Chronicle of Philanthropy</u></li> <li>7. Craigslist</li> <li>8. Opportunity Knocks</li> <li>9. <u>Current</u></li> <li>10. Active Voice</li> <li>11. SanFranciscoCareers</li> </ol>
Manager, External Affairs (Marketing)	<ol style="list-style-type: none"> <li>1. KQED Employee Referrals</li> <li>2. <a href="http://www.kqed.org/about/jobs">www.kqed.org/about/jobs</a> *</li> <li>3. Public Broadcasting System Connect</li> <li>4. BAJobs.com</li> <li>5. Craigslist</li> <li>6. The California Morning Report</li> <li>7. Media Alliance</li> <li>8. Opportunity Knocks</li> <li>9. UC Berkeley Career Center</li> <li>10. Active Voice</li> </ol>

	<ul style="list-style-type: none"> <li>11. KVIE</li> <li>12. SanFranciscoCareers</li> </ul>
<p>Development Associate, Producer’s Circle (Development)</p>	<ul style="list-style-type: none"> <li>1. KQED Employee Referrals</li> <li>2. <a href="http://www.kqed.org/about/jobs">www.kqed.org/about/jobs</a></li> <li>3. Public Broadcasting System (PBS) Connect</li> <li>4. BAJobs.com</li> <li>5. Craigslist *</li> <li>6. Opportunity Knocks</li> <li>7. Young Nonprofit Professionals Network</li> <li>8. Active Voice</li> <li>9. SanFranciscoCareers</li> </ul>
<p>Radio Reporter / Producer III, “The California Report” (Radio)</p>	<ul style="list-style-type: none"> <li>1. KQED Employee Referrals *</li> <li>2. <a href="http://www.kqed.org/about/jobs">www.kqed.org/about/jobs</a></li> <li>3. BAJobs.com</li> <li>4. National Public Radio</li> <li>5. Journalismjobs.com</li> <li>6. Media Alliance</li> <li>7. Bay Area Video Coalition</li> <li>8. <u>Current</u></li> <li>9. Active Voice</li> <li>10. National Asian American Telecommunications Association / Center for Asian American Media</li> <li>11. Asian American Journalists Association</li> <li>12. <u>Asian Week</u></li> <li>13. National Association of Hispanic Journalists</li> <li>14. National Association of Black Journalists</li> <li>15. Bay Area Black Journalists Association</li> <li>16. <u>National Diversity Newspaper Job Bank</u></li> <li>17. California Chicano News Media Association</li> <li>18. Center for Integration &amp; Improvement of Journalism @ San Francisco State University’s Journalism Dept</li> <li>19. American Women in Radio &amp; Television</li> <li>20. UC Berkeley’s Graduate School of Journalism</li> <li>21. National Association of Broadcasters</li> <li>22. California Broadcasters Association</li> <li>23. Radio Television News Directors Association &amp; Foundation</li> <li>24. SanFranciscoCareers</li> </ul>
<p>Radio Producer / Reporter I, “The California Report” – Los Angeles (Radio)</p>	<ul style="list-style-type: none"> <li>1. KQED Employee Referrals *</li> <li>2. <a href="http://www.kqed.org/about/jobs">www.kqed.org/about/jobs</a></li> <li>3. National Public Radio</li> <li>4. Journalismjobs.com</li> <li>5. BAJobs.com</li> <li>6. Media Alliance</li> <li>7. <u>Current</u></li> <li>8. Active Voice</li> </ul>

	<ol style="list-style-type: none"> <li>9. National Asian American Telecommunications Association / Center for Asian American Media</li> <li>10. Asian American Journalists Association</li> <li>11. National Association of Hispanic Journalists</li> <li>12. National Association of Black Journalists</li> <li>13. California Chicano News Media Association</li> <li>14. Center for Integration &amp; Improvement of Journalism @ San Francisco State University's Journalism Dept</li> <li>15. American Women in Radio &amp; Television</li> <li>16. UC Berkeley's Graduate School of Journalism</li> <li>17. National Association of Broadcasters</li> <li>18. California Broadcasters Association</li> <li>19. Radio Television News Directors Association &amp; Foundation</li> <li>20. SanFranciscoCareers</li> </ol>
<p>Development Associate, Foundation &amp; Government Support (Development)</p>	<ol style="list-style-type: none"> <li>1. KQED Employee Referrals</li> <li>2. <a href="http://www.kqed.org/about/jobs">www.kqed.org/about/jobs</a></li> <li>3. Public Broadcasting System Connect</li> <li>4. BAJobs.com</li> <li>5. Craigslist *</li> <li>6. Opportunity Knocks</li> <li>7. Young Nonprofit Professionals Network</li> <li>8. Active Voice</li> <li>9. SanFranciscoCareers</li> </ol>
<p>Accountant, Accounts Receivable (Administration)</p>	<ol style="list-style-type: none"> <li>1. KQED Employee Referrals</li> <li>2. <a href="http://www.kqed.org/about/jobs">www.kqed.org/about/jobs</a></li> <li>3. BAJobs.com</li> <li>4. Monster.com</li> <li>5. Careerbank.com</li> <li>6. Craigslist</li> <li>7. Active Voice</li> <li>8. Media Alliance</li> <li>9. <u>San Francisco Chronicle</u></li> <li>10. SanFranciscoCareers</li> <li>11. Accounting Principals</li> <li>12. Robert Half Finance and Accounting *</li> <li>13. Accountemps</li> </ol>
<p>Radio News Producer / Reporter III / Host II – Sacramento (Radio)</p>	<ol style="list-style-type: none"> <li>1. KQED Employee Referrals *</li> <li>2. <a href="http://www.kqed.org/about/jobs">www.kqed.org/about/jobs</a></li> <li>3. National Public Radio (NPR)</li> <li>4. Journalismjobs.com</li> <li>5. BAJobs.com</li> <li>6. Media Alliance</li> <li>7. <u>Current</u></li> <li>8. Active Voice</li> </ol>

	<ol style="list-style-type: none"> <li>9. National Asian American Telecommunications Association /Center for Asian American Media</li> <li>10. Asian American Journalists Association</li> <li>11. National Association of Hispanic Journalists</li> <li>12. National Association of Black Journalists</li> <li>13. California Chicano News Media Association</li> <li>14. Center for Integration &amp; Improvement of Journalism @ San Francisco State University's Journalism Dept</li> <li>15. American Women in Radio &amp; Television</li> <li>16. UC Berkeley's Graduate School of Journalism</li> <li>17. National Association of Broadcasters</li> <li>18. California Broadcasters Association</li> <li>19. Radio Television News Directors Association &amp; Foundation</li> <li>20. The Capitol Morning Report</li> <li>21. SanFranciscoCareers</li> </ol>
<p>Program Coordinator, Digital Services (TV)</p>	<ol style="list-style-type: none"> <li>1. KQED Employee Referrals *</li> <li>2. <a href="http://www.kqed.org/about/jobs">www.kqed.org/about/jobs</a></li> <li>3. Craigslist</li> <li>4. Public Broadcasting System</li> <li>5. Media Alliance</li> <li>6. Bay Area Video Coalition</li> <li>7. Active Voice</li> <li>8. Film Arts Foundation</li> <li>9. Bay Area Women in Film and TV</li> <li>10. SanFranciscoCareers</li> </ol>
<p>Development Associate, Producer's Circle (Development)</p>	<ol style="list-style-type: none"> <li>1. KQED Employee Referrals</li> <li>2. <a href="http://www.kqed.org/about/jobs">www.kqed.org/about/jobs</a></li> <li>3. Public Broadcasting System Connect</li> <li>4. BAJobs.com</li> <li>5. Craigslist *</li> <li>6. Opportunity Knocks</li> <li>7. Young Nonprofit Professionals Network</li> <li>8. Active Voice</li> <li>9. SanFranciscoCareers</li> </ol>
<p>Archivist, Web Audio / Coordinator, Radio Continuity &amp; On-Air Promotions</p>	<ol style="list-style-type: none"> <li>1. KQED Employee Referrals*</li> <li>2. <a href="http://www.kqed.org/about/jobs">www.kqed.org/about/jobs</a></li> <li>3. BAJobs.com</li> <li>4. Bay Area Video Coalition</li> <li>5. Craigslist</li> <li>6. Opportunity Knocks</li> <li>7. Active Voice</li> <li>8. Film Arts Foundation</li> <li>9. SanFranciscoCareers</li> </ol>

Manager, Member Services (Membership)	<ol style="list-style-type: none"> <li>1. KQED Employee Referrals</li> <li>2. <a href="http://www.kqed.org/about/jobs">www.kqed.org/about/jobs</a></li> <li>3. Public Broadcasting System</li> <li>4. National Public Radio</li> <li>5. BAJobs.com</li> <li>5. Opportunity Knocks *</li> <li>6. Active Voice</li> <li>7. <u>Current</u></li> <li>8. SanFranciscoCareers</li> </ol>
Chief Financial Officer (Administration)	<ol style="list-style-type: none"> <li>1. KQED Employee Referrals</li> <li>2. <a href="http://www.kqed.org/about/jobs">www.kqed.org/about/jobs</a></li> <li>3. Public Broadcasting System</li> <li>4. National Public Radio</li> <li>5. BAJobs.com</li> <li>6. Careerbuilder</li> <li>7. Opportunity Knocks</li> <li>8. Active Voice</li> <li>9. <u>Current</u></li> <li>10. Media Alliance</li> <li>11. <u>San Francisco Chronicle</u></li> <li>12. <u>Palo Alto Weekly</u></li> <li>13. <u>Mountain View Weekly</u></li> <li>14. <u>Almanac</u></li> <li>15. McKinsey &amp; Company Alumni Relations</li> <li>16. Bridgestar</li> <li>17. Heidrick &amp; Struggles *</li> <li>18. SanFranciscoCareers</li> </ol>

B. During the Report Term, there were a total of 59 people interviewed for all full-time vacancies. The following table lists each recruitment source that KQED contacted with respect to such vacancies, each resource's contact information and the total number of interviewees the resource referred to KQED for such vacancies. Any recruitment sources that requested notification of job openings are marked with an asterisk.

<b>Recruitment Source</b>	<b>Address/ Contact Person/ Telephone #/ Web site</b>	<b>Number of Interviewees referred</b>
KQED, Inc. employee referrals	2601 Mariposa Street, San Francisco, CA 94110 LanAnh Hoang – <a href="mailto:hr@kqed.org">hr@kqed.org</a> 415 553-2307 <a href="http://www.kqed.org/about/jobs">www.kqed.org/about/jobs</a>	6

KQED, Inc. internal postings	2601 Mariposa Street, San Francisco, CA 94110 LanAnh Hoang – <a href="mailto:hr@kqed.org">hr@kqed.org</a> 415 553-2307 <a href="http://www.kqed.org/about/jobs">www.kqed.org/about/jobs</a>	1
KQED, Inc. job hotline	2601 Mariposa Street, San Francisco, CA 94110 LanAnh Hoang – <a href="mailto:hr@kqed.org">hr@kqed.org</a> Job Hotline: 415 553-2209 <a href="http://www.kqed.org/about/jobs">www.kqed.org/about/jobs</a>	0
KQED, Inc. web site <a href="http://www.kqed.org/about/jobs/">www.kqed.org/about/jobs/</a> Note: Prior to consulting the web site, some of these interviewees may have first learned of the position from informal, secondary sources such as friends of KQED employees or KQED vendors or associates who became aware of openings in the course of their dealings with KQED.	2601 Mariposa Street, San Francisco, CA 94110 LanAnh Hoang – <a href="mailto:hr@kqed.org">hr@kqed.org</a> 415 553-2307 <a href="http://www.kqed.org/about/jobs">www.kqed.org/about/jobs</a>	21
Public Broadcasting System Connect Forums, SystemwideInfo, JobPostings	Georgia Nasios – <a href="mailto:gnasios@pbs.org">gnasios@pbs.org</a> <a href="http://connect.pbs.org">http://connect.pbs.org</a>	0
National Public Radio via Public Broadcasting System Connect Forums, SystemwideInfo, NPR Dacs Information	Georgia Nasios – <a href="mailto:gnasios@pbs.org">gnasios@pbs.org</a> <a href="http://connect.pbs.org">http://connect.pbs.org</a>	0
Opportunity Knocks	580 California Street, Suite 200, c/o The Management Center, San Francisco, CA 94104-1008 <a href="mailto:knocks@tmcenter.org">knocks@tmcenter.org</a> or <a href="mailto:tmc@tmcenter.org">tmc@tmcenter.org</a> 415 399-2635 or 1 800 344-6627, ext. 2635 <a href="http://www.opportunityknocks.org">www.opportunityknocks.org</a>	5
Craigslist	1381 9 <sup>th</sup> Avenue, San Francisco, CA 94122 Annette Ha - <a href="mailto:annette@craigslist.org">annette@craigslist.org</a> or <a href="mailto:questions@craigslist.org">questions@craigslist.org</a> 415 566-6394 <a href="http://www.craigslist.org">www.craigslist.org</a>	16

JournalismJobs *	Berkeley, California Dan Rohn - <a href="mailto:dan@journalismjobs.com">dan@journalismjobs.com</a> 510 524-2007 <a href="http://www.journalismjobs.com">www.journalismjobs.com</a>	0
Media Alliance *	1904 Franklin Street Suite 500 Oakland, CA 94612 Nyeema Brown - <a href="mailto:jobfile@media-alliance.org">jobfile@media-alliance.org</a> 510 832 9000 <a href="http://www.media-alliance.org">www.media-alliance.org</a>	0
Active Voice * - Television Race Initiative American Documentary Point of View	2601 Mariposa Street, San Francisco, CA 94110 Ellen Schneider - <a href="mailto:ellen@activevoice.net">ellen@activevoice.net</a> or <a href="mailto:info@activevoice.net">info@activevoice.net</a> 415 553-2841 <a href="http://www.activevoice.net">www.activevoice.net</a>	0
Bay Area Video Coalition	2727 Mariposa Street, 2 <sup>nd</sup> Floor, San Francisco, CA 94110 Susan McDevitt <a href="mailto:jobpostings@bavc.org">jobpostings@bavc.org</a> or 415 861-3282 <a href="http://www.bavc.org">www.bavc.org</a>	0
BAJobs *	652 Bair Island Road, Suite 301, Redwood City, CA 94063 Andrew Gardiner - <a href="mailto:andrew@advancerecruitment.com">andrew@advancerecruitment.com</a> 650 298-8100 <a href="http://www.BAJobs.com">www.BAJobs.com</a>	0
The Capitol Morning Report	925 L Street, Suite 325a, Sacramento, CA 95814 Jennifer Allen - <a href="mailto:MorningReport@capitolmr.com">MorningReport@capitolmr.com</a> 916 443-5883 <a href="http://www.capitolmr.com">www.capitolmr.com</a>	0
National Asian American Telecommunications Association / Center for Asian American Media	2145 Ninth Street, Suite 350, San Francisco, CA 94103 Joseph Flores - <a href="mailto:joseph@naatanet.org">joseph@naatanet.org</a> 415 863-0814, ext.102 <a href="http://www.naatanet.org/forum/">www.naatanet.org/forum/</a>	0
SanFranciscoCareers *	800-346-5658 <a href="http://www.SanFranciscoCareers.com">www.SanFranciscoCareers.com</a>	0
<u>San Francisco Chronicle</u>	901 Mission Street, San Francisco, CA 94103 Joe Murray, Tia Mignonne, or Yung Ahn <a href="mailto:jmurray@sfchronicle.com">jmurray@sfchronicle.com</a>	1

	<a href="mailto:TMignonne@sfchronicle.com">TMignonne@sfchronicle.com</a> <a href="mailto:yahn@sfchronicle.com">yahn@sfchronicle.com</a> or 415 777.6572, 415 777-6330, 415.615.3520, or 415-777-8993 <a href="http://www.sfgate.com">www.sfgate.com</a> <a href="http://www.SFGate.com/jobs">www.SFGate.com/jobs</a>	
UC Berkeley's Career Center "Cal Jobs"	Career Center 2111 Bancroft Way Berkeley, CA 94720-4350 510 642-1716 <a href="http://career.berkeley.edu">http://career.berkeley.edu</a>	0
Radio Television News Directors Association & Foundation	1600 K Street NW, Suite 700, Washington, DC 20006-2838 202 659.6510 <a href="http://www.rtnda.org">www.rtnda.org</a>	0
California Broadcasters Association	915 "L" Street, Suite 1150, Sacramento, CA 95814 <a href="mailto:info@cabroadcasters.org">info@cabroadcasters.org</a> 916 444-2237 <a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>	0
National Association of Broadcasters	1771 N Street, NW, Washington, DC 20036 <a href="mailto:nab@nab.org">nab@nab.org</a> 202 429-5300 <a href="http://www.nab.org">www.nab.org</a>	0
Bay Area Women in Film and TV	3288 21st Street, #72, San Francisco, CA 94110 415 364-1860 <a href="http://www.bawift.org">www.bawift.org</a>	0
KVIE	2595 Capitol Oaks Drive, Sacramento, CA 95833 Arcelia Chavez - <a href="mailto:achavez@kvie.org">achavez@kvie.org</a> 800-347-KVIE (5843) <a href="http://www.kvie.org">www.kvie.org</a>	0
UC Berkeley's School of Journalism	121 North Gate Hall #5860 University of California at Berkeley Berkeley, CA. 94720-5860 <a href="mailto:jcareers@berkeley.edu">jcareers@berkeley.edu</a> 650 642-3383 or <a href="mailto:andrew@advancerecruitment.com">andrew@advancerecruitment.com</a> 650 298-8100 <a href="http://journalism.berkeley.edu">http://journalism.berkeley.edu</a>	0
Careerbuilder	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	0
Monster.com	Greg Curtis - <a href="mailto:gregory.curtis@monster.com">gregory.curtis@monster.com</a> or 480 567-3617 or 1-800-MONSTER ext. 3617 <a href="http://www.monster.com">www.monster.com</a>	1

<u>Palo Alto Weekly</u>	Irene Schwartz - <a href="mailto:schwartz@fogster.com">schwartz@fogster.com</a> or 650 326-8210, ext. 213 <a href="http://www.embarcaderopublishing.com">www.embarcaderopublishing.com</a> or <a href="http://www.fogster.com">www.fogster.com</a> <a href="http://www.paloaltoonline.com">www.paloaltoonline.com</a>	0
<u>Mountain View Weekly</u>	Irene Schwartz - <a href="mailto:schwartz@fogster.com">schwartz@fogster.com</a> or 650 326-8210, ext. 213 <a href="http://www.embarcaderopublishing.com">www.embarcaderopublishing.com</a> <a href="http://www.fogster.com">www.fogster.com</a>	0
<u>Almanac</u>	Irene Schwartz - <a href="mailto:schwartz@fogster.com">schwartz@fogster.com</a> or 650 326-8210, ext. 213 <a href="http://www.embarcaderopublishing.com">www.embarcaderopublishing.com</a> <a href="http://www.fogster.com">www.fogster.com</a>	0
McKinsey & Company Alumni Relations	Heather Gessino-Kraft - 216 274-4000 <a href="http://www.mckinsey.com">www.mckinsey.com</a>	0
Bridgestar	c/o The Bridgespan Group 535 Boylston Street, 10th Floor Boston, MA 02116  <a href="mailto:Info@bridgestar.org">Info@bridgestar.org</a>  <a href="mailto:Careers@bridgestar.org">Careers@bridgestar.org</a> or  617 572-2833 or 617 572-2118  <a href="http://www.bridgestar.org">www.bridgestar.org</a>	0
Heidrick & Struggles	One California Street, Suite 2400 San Francisco, CA 94111 Jodi Kaelle - <a href="mailto:jkaelle@heidrick.com">jkaelle@heidrick.com</a> 415 981.0482 <a href="http://www.heidrick.com">www.heidrick.com</a>	4
Accounting Principals	One Sansome Street, Suite 1895 San Francisco, CA 94104 Susan Johnston - <a href="mailto:Susan.Johnston@AccountingPrincipals.com">Susan.Johnston@AccountingPrincipals.com</a> or 415 392-2227 x209 <a href="http://www.accountingprincipals.com">www.accountingprincipals.com</a>	1
Robert Half Finance and Accounting	50 California Street, 10 <sup>th</sup> Floor, San Francisco, CA 94111 Valerie Dickinson – <a href="mailto:Valerie.dickinson@roberthalf.com">Valerie.dickinson@roberthalf.com</a> or 415 434 1900 <a href="http://www.roberthalf.com">www.roberthalf.com</a>	1

Accountemps (A Robert Half International Company)	50 California Street, 10 <sup>th</sup> Floor, San Francisco, CA 94111 Barnaby Wang – <a href="mailto:Barnaby.wang@accountemps.com">Barnaby.wang@accountemps.com</a> or 415 434 1900 <a href="http://www.accountemps.com">www.accountemps.com</a>	2
American Women in Radio and Television Golden Gate Chapter's Job Bank	P.O. Box 21007, Oakland, CA 94620-1007 <a href="mailto:awrtgold@yahoo.com">awrtgold@yahoo.com</a> <a href="http://www.awrtgold.org">www.awrtgold.org</a>	0
National Association of Hispanic Journalists	1000 National Press Bldg., Washington, DC 20045-2001 <a href="mailto:nahj@nahj.org">nahj@nahj.org</a> 202 662-7483 <a href="http://www.nahj.org">www.nahj.org</a>	0
National Association of Broadcasters	<a href="http://www.nab.org">NABEF Career Center</a> or 202 429-5498 <a href="http://www.nab.org">www.nab.org</a>	0
Radio Television News Directors Association & Foundation	1600 K Street, NW, Suite 700 Washington, DC 20006 Nicole S. Newsome - <a href="mailto:NicoleN@rtnda.org">NicoleN@rtnda.org</a> 202 67-5208 or 800-80-RTNDA <a href="http://www.rtnda.org">www.rtnda.org</a>	0
<u>Asian Week</u>	809 Sacramento Street, San Francisco, CA 94108 <a href="mailto:advertising@asianweek.com">advertising@asianweek.com</a> 415 397-0220 <a href="http://www.asianweek.com">www.asianweek.com</a>	0
California Chicano News Media Association	USC Annenberg School of Journalism 300 S. Grand Ave., Suite 3950 Los Angeles, CA 90071-8110 <a href="mailto:ccnmainfo@cnma.org">ccnmainfo@cnma.org</a>	0
National Diversity Newspaper Job Bank	P.O. Box 936, Augusta, GA 30903 <a href="mailto:newsjobs@newsjobs.com">newsjobs@newsjobs.com</a> 1 800 622-6358 ext. 3310 <a href="http://www.newsjobs.com">www.newsjobs.com</a>	0
Bay Area Black Journalists Association	1714 Franklin Street, #100-260 Oakland, CA 94610 <a href="mailto:info@babja.org">info@babja.org</a> 510 986-9390 <a href="http://www.babja.org">www.babja.org</a>	0

Center for Integration and Improvement of Journalism @ San Francisco State University's Journalism Dept.	1600 Holloway Avenue, San Francisco, CA 94132 Eva Martinez - <a href="mailto:emartine@sfsu.edu">emartine@sfsu.edu</a> 415 338-7434 (Source also forwards to mailing list of alumni & diversity-oriented media organizations.) <a href="http://www.journalism.sfsu.edu/www/ciij/ciij.htm">www.journalism.sfsu.edu/www/ciij/ciij.htm</a>	0
Asian American Journalists Association	1182 Market Street, Suite 320, San Francisco, CA 94102 Albert Lee - <a href="mailto:AlbertL@aja.org">AlbertL@aja.org</a> or <a href="mailto:post@aja.org">post@aja.org</a> 415 346-2051 <a href="http://www.aja.org">www.aja.org</a>	0
National Association of Black Journalists	1714 Franklin Street, #100-260 Oakland, CA 94610 <a href="http://www.nabj.org">www.nabj.org</a>	0
Young Non Profit Professionals Network	Dee Dee Mendoza - <a href="mailto:dmendoza@berkeley.edu">dmendoza@berkeley.edu</a> <a href="http://www.ynpn.org">www.ynpn.org</a>	0
Careerbank	CareerBank, Inc. 6183 Executive Blvd. Rockville, MD 20852 Margy Kastner - <a href="mailto:mkastner@careerbank.com">mkastner@careerbank.com</a> 877 468.9536 x125 <a href="http://www.careerbank.com">www.careerbank.com</a>	0
<u>Chronicle of Philanthropy</u>	1255 23 <sup>rd</sup> Street N.W., Suite 700, Washington D.C., 20037 <a href="http://philanthropy.com/jobs">http://philanthropy.com/jobs</a>	0
Association of Fundraising Professionals	1101 King Street, Suite 700, Alexandria, VA 22314 or 703 684 0410 <a href="http://philanthropy.com/jobs">http://philanthropy.com/jobs</a>	0

C. During the Report Term, KQED, Inc. engaged in the following recruitment initiatives:

1. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

KQED has two (2) categories of ongoing internship programs. Both internship programs are intended to help interns gain experience within the broadcast environment while enhancing their skills and/or education inside the classrooms. Pre-selected staff are mentors for the interns.

KQED has an ongoing Internship Program for students. Currently, KQED has eleven types of internships each term throughout various departments including television production. KQED allows up to a maximum of two (2) interns per type of internship each term. The goal is to help the interns gain experience within the broadcast environment while enhancing their education inside the classrooms. Internship eligibility requirements, schedules, descriptions, and application procedures can be found at [www.kqed.org/about/internships](http://www.kqed.org/about/internships)

KQED also has an ongoing Radio Practical Training Internship Program for the community. One does not have to be a student to be eligible, but should possess a serious desire to gain intensive radio experience from a choice of four types of internships. KQED allows between one (1) to a maximum of six (6) interns, depending on the type of Radio Practical Internship each term. The goal is to help the interns gain experience within the broadcast environment while enhancing their skills. Internship eligibility requirements, schedules, descriptions, and application procedures can be found at [www.kqed.org/about/internships/#practical](http://www.kqed.org/about/internships/#practical)

2. Participation in the following events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.
  - National Association of Broadcasting Convention: KQED Management Staff from TV Engineering & Operations as well as Radio divisions attended the annual convention. National Association of Broadcasting produces annual events targeted at educating broadcasters and related industries on the latest trends and technologies for radio and television. KQED participants attended workshops and visited booths to discuss broadcast employment issues, and some issues focused on opportunities for women and minorities. The annual National Association of Broadcasting Convention was held in Las Vegas from April 23 – 27, 2006.
  - Public Broadcasting Service Technology Conference: KQED Management from TV Engineering & Operations, and IT divisions attended the annual conference. The purpose of the conference was for broadcasters to come together and share plans for present and future digital technology as well as technical operations for PBS. Issues involving broadcast employment were discussed in forums during the conference. The annual Public Broadcasting Service Technology Conference was held in Las Vegas from April 20 – 22, 2006.
  - San Francisco State University Seminar: The KQED Director of TV Program Scheduling presented at a seminar to a group in the community interested in broadcast employment matters, how the PBS system works, and how KQED TV programs its schedule. The topic of “Economic Aspects of the Electronic Media,” was also discussed at the seminar held on October 2, 2005.
  - Asian American Journalism Association, National Asian American Telecommunications/Center for Asian American Media, UC Berkeley, and San Francisco State University

workshops: The KQED Host of KQED's Pacific Time radio program participated in a dozen workshops for groups in the community during the fall and winter of 2005. The topics at the workshops were on issues of employment diversity in the broadcasting and journalism fields.

- San Francisco State University Seminar: The KQED Pacific Time Radio Senior Producer spoke at a seminar on the topic of employment diversity issues in the broadcasting and journalism fields, particularly with respect to Latinos and Asians, sponsored by the Communications Department in the fall of 2005.
3. Participation in the following events or programs sponsored by educational institutions relating to career opportunities in broadcasting.
- San Francisco State University Workshop: KQED TV Management and Series Producers presented to a professor's class of media students interested in television production, programming, and broadcasting careers. The KQED HR Manager also presented current career opportunities in broadcasting at KQED and how KQED internships help students learn more about broadcasting. Additionally, the KQED Docent Tour Guide gave station tours of the KQED facilities to the professor and media students. The presentation took place on December 7, 2005.
  - San Francisco State University Career Symposium: The KQED HR Manager spoke on a panel as well as served as counselor and recruiter for the Media Career Symposium. The panel presented the topic of "Marketing Yourself Successfully" in relation to careers and internships in broadcasting at KQED on November 2, 2005.
  - University of California, Berkeley Symposium: The KQED Radio Reporter/Producer III participated as a panel speaker at the Graduate School of Journalism in order to advise students about job prospects in the field of journalism. The journalism symposium, "The Life," was held in the fall of 2005.
  - Pomona College Symposium: The KQED Radio News Editor presented at the journalism symposium to a group of students and alumni interested in journalism careers. The topic of "Broadcast Ethics and the Art of Radio" was discussed. The event was held in the fall of 2005.
  - Stanford University, Santa Clara University, University of California, Berkeley, Pomona College, Fresno State University, and San Francisco City College Workshops: KQED Management, Producers, Reporters, and Hosts from the Radio division participated as speakers and on panels at various journalism, broadcasting, and communications classes, as well as provided questions and answers sessions, during the fall and winter of 2005.
4. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.
- Mandatory on-site web training sessions for management covering methods for ensuring

equal employment opportunity and preventing discrimination as well as sexual harassment per the California Law AB 1825. Workplace Answers is the training company that provided the interactive training sessions for KQED supervisors during October and November 2005.