

2006 ANNUAL EEO PUBLIC FILE REPORT

PACIFICA FOUNDATION, INC.

Stations: KPFA and KPFB
Community of License: Berkeley, CA
Reporting Period: July 22, 2005 – July 21, 2006
No. of Full-time Employees: More than 10

During the Reporting Period, no full time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the chart that follows.

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.*

News internships are given to those who are interested. We had a total of 34 interns during this period. 2 were from UC Berkeley, 1 was from UC Santa Cruz and 1 was from San Jose State. They worked an average of 8 hours per week. The other interns were from the general public.

*Participated in **scholarship** programs designed to assist students interested in pursuing a career in broadcasting.*

Through a Fellowship program, we provide paid training for up to a one year period relating to the apprenticeship program described below. The one-year training would begin after an apprentice has gained some skills in the program, usually after six-nine months of training. We gave five fellowships during this period.

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

The Apprenticeship program is an intensive 18-month affirmative action training program that brings women and people of color into the radio field. This program is intended to remedy discrimination and create equality for those underrepresented in media. Since 1985, this program has taught radio production and engineering to people from many cultural, social, political and ethnic backgrounds. Each participant leaves the program with a greater

understanding of expressing their first voice through media to build bridges with different communities.

The Apprentices are required to work on some weekdays during the week and attend evening and Saturday classes. There were 25 apprentices during this period. 8 apprentices have become employed in media related work since graduating.

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

December 7, 2005

Management received Anti-Harassment Training.