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**KXPR, KXJZ, KXSR, KKTO, KXJS, KQNC & KUOP
Annual EEO Public File Report**

This EEO Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KXPR-FM, KXJZ-FM, KXSR-FM, KKTO-FM, KXJS-FM, KQNC-FM and KUOP-FM all licensed to CALIFORNIA STATE UNIVERSITY, SACRAMENTO. This report is placed in the public inspection files of these stations, and posted on the Website, in accordance with FCC Rules.

The information contained in this Report covers the time period beginning August 2018 to and including July 2019 (the "Applicable Period").

I. All Full-time Vacancies filled by the Stations during the Applicable Period:

1. Classical Music Host and Assistant Scheduler
2. Chief Technology Officer
3. State Government Reporter
4. Front-end Developer
5. Member Services Assistant
6. Corporate Support Administrative Assistant
7. Director of Marketing
8. Web Developer

II. The Recruitment Sources utilized to fill the above vacancies:

1. Art Institutes, email (closed in December 2018)
2. Access Sacramento, mail and email
3. Asian Resources, email
4. Auxiliary Organizations Association, website
5. CA Indian Manpower Consortium, fax
6. CA Media Jobs, website
7. Cal Jobs, EDD, website
8. California Association of Broadcasters, website
9. California College of the Arts, website
10. California Dept. of Rehab, email
11. California Dept. of Rehab- Auburn Office, fax
12. California Dept. of Rehab- Roseville Office, fax
13. California State University, Chico, website
14. California State University, Sacramento, website
15. Capital Public Radio, website
16. Capital Public Radio, physical bulletin board
17. Capital Public Radio Board of Directors, email
18. Capital Public Radio Facebook, website
19. Capital Public Radio LinkedIn, website
20. Capital Public Radio Staff, email
21. Capital Public Radio Twitter, website



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22. Capitol Morning Report, website
23. Center for Integration and Improvement of Journalism (SFSU), email
24. Corporation for Public Broadcasting, website
25. Folsom Cordova Community Center, email
26. Folsom Lake College, mail
27. Grambling State University, email
28. Greater Public, website
29. I Hire, email
30. Idealist, website
31. In Alliance Employment Consultant, fax
32. Indeed, website
33. INN Labs, website
34. LosRios Community College District (American River, Cosumnes, Folsom Lake, Sac City), website
35. Millennials in Media, email
36. My Sister's House, email
37. NPR Slack, website
38. PRNDI, website
39. Pro Youth and Families, email
40. Process Theatre, Inc, email
41. Public Media Business Association, email
42. Radio-Online, website
43. Sacramento City College, website
44. San Francisco State University, website
45. San Joaquin Delta College Career Center, mail
46. Sierra College, website
47. Solano Community College, email
48. The Impact Foundry, website
49. The Links, email
50. The Nonprofit Network, website
51. Think Public Media, website
52. University of California, Berkeley, website
53. University California, Davis, website
54. University of Nevada, Reno, email and website
55. University of San Francisco, website
56. University of the Pacific, email, fax and website
57. Yuba City College, mail

III. The Recruitment Source that referred the hire for each Full-Time Vacancy during the Applicable Period:

1. Classical Music Host & Assistant Scheduler. The person hired was promoted from a part-time position.
2. Chief Technology Officer. The recruitment source for this hire was CapRadio website.



3. State Government Reporter. The recruitment source for this hire was staff networking.
4. Front-end Developer. The recruitment source for this hire was Linked In/Indeed.
5. Member Services Assistant. The recruitment source for this hire was CapRadio website.
6. Corporate Support Administrative Assistant. The recruitment source for this hire was CapRadio website.
7. Director of Marketing. The recruitment source for hire was internal promotion.
8. Web Developer. The recruitment source for hire was Glassdoor.

IV. Total number of persons interviewed for Full-Time Vacancy during the Applicable Period and Total number of interviewees referred by each Recruitment Source:

1. Classical Music Host & Assistant Scheduler

We conducted a total of two interviews. One was from Indeed.com, one – staff member.

2. Chief Technology Officer

We conducted a total of 16 interviews. Nine - from recruitment agency, 6 from CapRadio website, one – from staff networking.

3. State Government Reporter

We conducted a total of seven interviews.
Of the seven interviews, one was from CapRadio website, two – CapRadio employees, one – from CPB website, three from staff networking.

4. Front-end Developer

We conducted a total of two interviews.
Of the two interviews, one was from Linked In/Indeed, one– from Slack-Sac Tech.

5. Member Services Assistant

We conducted a total of six interview. Two – from Facebook, one – from staff networking, two – from CapRadio website.

6. Corporate Support Administrative Assistant



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We conducted a total of three interviews. Of the three interviews, one was from CapRadio website, one – from UC Berkeley website, one- unknown.

7. Director of Marketing

Internal Promotion.

8. Web Developer

We conducted a total of two interviews. One – from Linked In, one- from Glassdoor.

V. List and brief description of initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules:

1. Sacramento State's Fall 2018 Career Fair

On October 3, 2018, from 10 a.m. to 2 p.m., California State University, Sacramento, licensee of the stations for which this report is prepared, hosted a Fall 2018 Career Fair. We met with students interested in careers in radio broadcasting and provided them with information about current job openings and internships.

2. Sacramento State's Spring 2019 Career Fair

On March 5, 2019, from 10 a.m. to 2 p.m., California State University, Sacramento, licensee of the stations for which this report is prepared, hosted a Spring 2019 Career Fair. We met with students interested in careers in radio broadcasting and provided them with information about current job openings and internships.

3. Internship Program

We offer a wide variety of internships in the areas of talk show, new media, news, operations and programming. Over the past 12 months, we have placed 12 interns from various local universities, colleges and academic institutions. We have created special Public Radio Experience Internship in collaboration with Sacramento State University. Two Sacramento State University students went through this special internship program in the past year.



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4. Educational activities for college students

We hosted Next Generation Radio Training in October 2018, training session for six students from colleges state wide.

Two groups of 15-20 students from Fresno State University and UC Davis enrolled into Journalism class visited the station and met with our News staff to gain more knowledge about CapRadio content initiatives.

We have participated in Culminating Reception & Ceremony for Arts and Letters Professional Seminar Series on March 6, 2019 presenting our job opportunities to Sacramento State University Students.

5. Mentoring program

We offer mentoring for local High School students interested in career in broadcasting. We also host the informational meetings for High School students. We had groups of school students tour the station:

- El Camino High Media Class
- Group of high school students enrolled in summer PR courses in Sacramento State
- Group of piano students of local music school.