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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 2015 to and including July 2016 (the "Applicable Period").

- I. All Full-time Vacancies filled by the Stations during the Applicable Period:
  1. PolitiFact California Reporter
  2. Senior Social Engagement Strategist
  3. Managing Editor, News
  4. State Government Reporter
  5. Web Developer
  6. Account Executive, Underwriting
  7. Health Care Reporter
  8. Food and Sustainability Reporter
  9. Senior Producer, News
  
- II. The Recruitment Sources utilized to fill the above vacancies:
  1. Art Institute of California, e-mail
  2. Asian American Journalists Association, [www.aaaja.org](http://www.aaaja.org)
  3. Authentic Jobs, [authenticjobs.com](http://authenticjobs.com)
  4. California Department of Rehabilitation, Sacramento District Office, Fax #916-322-0325; Elk Grove Office, Fax #916-691-1792; Sacramento NE Office, Fax #916-537-2658; South Sacramento Office, Fax #916-262-2061; Auburn Office, Fax #530-823-4085; Roseville, Fax #916-774-4417; Stockton, Fax #209-473-6511.
  5. CAL Jobs/Employment Development Department, [www.caljobs.ca.gov](http://www.caljobs.ca.gov)
  6. Capital Public Radio (CPR) Website, [www.cpradio.org](http://www.cpradio.org)
  7. Capital Public Radio Bulletin Board
  8. Capital Public Radio Staff
  9. California State University, Sacramento, Career Center
  10. California State University Job Fair
  11. Center for Integration and Improvement in Journalism, [www.ciiij.org](http://www.ciiij.org)
  12. Corporation for Public Broadcasting, <http://stations.cpb.org/jobline>
  13. Craig's List, [sacramento.craiglist.org](http://sacramento.craiglist.org).
  14. Creative Hotlist
  15. CSU Auxiliary Organizations Association, e-mail
  16. Current Magazine
  17. Dice
  18. Facebook



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19. Folsom Cordova Community Center, email
20. Folsom Lake College, 6699 Campus Dr, Placerville, CA 95667.
21. Idealist.org
22. IHireBroadcasting, [www.ihirebroadcasting.com](http://www.ihirebroadcasting.com)
23. InAlliance Employment Consultant, Fax #916-381-9026.
24. Indeed.com
25. ITT Tech
26. JournalismJobs
27. Linked in
28. Los Rios Community College, [www.collegecentral.com](http://www.collegecentral.com).
29. Millennials in Media, email
30. National Association of Black Journalists, [www.nabj.org](http://www.nabj.org)
31. National Association of Broadcasters, [broadcastcareerlink.com](http://broadcastcareerlink.com)
32. National Association of Hispanic Journalists, [www.nahj.org](http://www.nahj.org)
33. National Public Radio website, [stationjobops@npr.org](mailto:stationjobops@npr.org).
34. Northern California Broadcasters Association
35. People Reaching Out Youth and Families, e-mail
36. PRNDI
37. Process Theatre, Inc, e-mail
38. Public Media Business Association, e-mail
39. Radio-Online
40. Sacramento Area Women in Radio & Television, <http://sacramentoawrt.org>.
41. San Joaquin Delta College, Fax #209-954-5787.
42. Sierra College, [www.sierracollege.edu](http://www.sierracollege.edu).
43. Society of Professional Journalists, [www.spj.org](http://www.spj.org)
44. Solano Community College, Career Center, Fax #707-863-7862.
45. Stack Overflow
46. The Impact Foundry <http://www.impactfoundry.org/>
47. The Non Profit Network
48. TV and Radio Jobs
49. UC Berkeley Listing, <http://jobs.berkeley.edu/job-listings.html>
50. University of California, Davis, Career Center, <http://icc.ucdavis.edu>.
51. University of San Francisco, Sacramento Campus, Fax #916-920-1349.
52. University of the Pacific, Career Center, Fax #209-946-2760.
53. Yuba College, Career Center, Fax #530-634-7703.

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

1. PolitiFact California Reporter: The recruitment source for this hire was staff networking
2. Senior Social Engagement Strategist. The recruitment source for this hire was internal promotion
3. Managing Editor, News: The recruitment source for this hire was staff networking



4. State Government Reporter: The recruitment source for this hire was CapRadio Website
5. Web Developer. The recruitment source for this hire was Indeed.com
6. Account Executive, Underwriting. The recruitment source for this hire was CapRadio Website
7. HealthCare Reporter. The recruitment source for this hire was staff networking
8. Food and Sustainability Reporter. The recruitment source for this hire was CapRadio Website
9. Senior Producer, News. The recruitment source was internal promotion

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. PolitiFact California Reporter

We conducted a total of 2 interviews.

One – staff networking on social media, at the conferences, etc., one –from JournalismJobs.com

2. Senior Social Engagement Strategist

We promote internally.

3. Managing Editor, News

We conducted a total of six interviews.

Of the conducted interviews, one was from Current.org, one- National Association of Black Journalists, one- from Capitol Morning Report, three- staff networking on social media, at the conferences, etc.

4. State Government Reporter

We conducted a total of eight interviews.

Of the eight interviews, one was from CapRadio website, one– from CPB Job Line, one- the existing employee, one- networking through the consultant, one – JournalismJobs.com, one – PRNDI website, two – the source was not specified.

5. Web Developer

We conducted a total of 7 interviews.



Of the seven interviews, two— from CapRadio website, one—staff networking on social media, at the conferences, etc.

One – from AuthenticJobs.com, one – from Indeed.com, one – from StackOverflow.

6. Account Executive, Underwriting

We conducted a total of 8 interviews.

Of the eight interviews, five were from staff networking on social media, at the conferences, etc., one – from CapRadio website, one- from Capitol Morning Report, and one – from Linked In.

7. Health Care Reporter

We conducted a total of 5 interviews.

Of the five interviews, three were from staff networking on social media, at the conferences, etc., one – from Facebook, one- from Twitter.

8. Food and Sustainability Reporter

We conducted a total of 6 interviews.

Of the six interviews, three were from staff networking on social media, at the conferences, etc., two – from CapRadio website, one- unspecified

9. Senior Producer, News

We promote internally

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

1. Sacramento State's Fall 2015 Career Fair

On October 6, 2015, 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 2015 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 Fun in the Sun Internship Fair

On April 29<sup>th</sup>, 2016, from 10 a.m. to 1 p.m., California State University, Sacramento State University hosted an Internship Fair. We met with students interested in careers in radio broadcasting, and provided them with information about current job openings and internships.



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### 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 15 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.

We hosted Next Generation Radio Training in October 2015, training session for five Sacramento State Students. Three groups of 15-20 students from California State University, Fresno, UC Davis, and California State University, Sacramento enrolled into Journalism class visit the station and met with our News staff to gain more knowledge about CapRadio content initiatives.

A group from Art Institute graphic/web design class visit CapRadio and learnt how we create and support our website.

We also have groups of visitors from International Visitor Leadership Program.

### 4. 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 three groups tour for high school students:

1. Folsom Cordova Unified School District
2. Junior High School, Chicago Park, Grass Valley, CA
3. Krogerup Folk High School from Denmark