



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 2019 to and including July 2020 (the "Applicable Period").

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

1. Accounting Manager
2. Assistant Producer, Insight
3. Interactive Producer
4. Managing Editor, News-Talk
5. Marketing Associate
6. News Reporter
7. Politics Reporter
8. Producer, Insight
9. Business Assistant
10. News Editor
11. Web Developer
12. Director of Technology

The Recruitment Sources utilized to fill the above vacancies:

1. Access Sacramento, mail and email
2. Asian Resources, email
3. Auxiliary Organizations Association, website
4. CA Indian Manpower Consortium, fax
5. CA Media Jobs, listserv
6. Cal Jobs, EDD, website
7. California Association of Broadcasters, website
8. California Dept. of Rehab, email
9. California Dept. of Rehab- Auburn Office, fax
10. California Dept. of Rehab- Roseville Office, fax
11. California State University, Chico, website
12. California State University, Sacramento, website

13. Capital Public Radio, website
14. Capital Public Radio, physical bulletin board
15. Capital Public Radio Board of Directors, email
16. Capital Public Radio Facebook, website
17. Capital Public Radio LinkedIn, website
18. Capital Public Radio Staff, email
19. Capital Public Radio Twitter, website
20. Capitol Morning Report, email
21. CapStage, email
22. Center for Integration and Improvement of Journalism (SFSU), email
23. Corporation for Public Broadcasting, website
24. Folsom Cordova Community Center, email
25. Folsom Lake College, mail
26. Grambling State University, email
27. Greater Public, website
28. Greater Sacramento Urban League, email
29. Handshake, website (posts to multiple schools)
I Hire, email
30. Idealist, website
31. In Alliance Employment Consultant, fax
32. Indeed, website
33. Los Rios Community College District (American River, Cosumnes, Folsom Lake, Sac City),
website
34. Millennials in Media, email
35. My Sister's House, email
36. Nehemiah Emerging Leaders Program, email
37. NPR Slack, website
38. PMJA (formerly PRNDI), email
39. Progressive Employment, email
40. Pro Youth and Families, email
41. Process Theatre, Inc, email
42. Public Media Business Association, email
43. Radio-Online, website
44. Sacramento City College, website
45. San Francisco State University, website
46. San Joaquin Delta College Career Center, mail
47. Sierra College, website
48. Solano Community College, email
49. The Impact Foundry, website
50. The Links, email
51. The Nonprofit Network, website
52. Think Public Media, website
53. WEAVE, email

- 54. University of California, Berkeley, website
- 55. University California, Davis, website
- 56. University of Nevada, Reno, email and website
- 57. University of San Francisco, website
- 58. University of the Pacific, email, fax and website
- 59. Yuba City College, mail

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

- 1. Accounting Manager
The recruitment source for this hire was Glassdoor
- 2. Assistant Producer, Insight
The recruitment source for this hire was employee networking and Next Gen event
- 3. Interactive Producer
The recruitment source for this hire was Open News job board / Gather Slack
- 4. Managing Editor, News-Talk
The recruitment source for this hire was CapRadio website
- 5. Marketing Associate
The recruitment source for this hire was Handshake job board
- 6. News Reporter
The recruitment source for this hire was Facebook.
- 7. Politics Reporter.
The recruitment source for hire was NPR Slack channel
- 8. Producer, Insight
The recruitment source for hire were CPB and LinkedIn
- 9. Business Assistant
The recruitment source for hire was CapRadio website
- 10. New Editor
The recruitment source for hire was Staff networking
- 11. Web Developer
The recruitment source for hire was non-CapRadio networking
- 12. Director of Technology
The recruitment source for hire was CapRadio Employee

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

- 1. Accounting Manager
We conducted a total of eight interviews. Three were from Indeed.com, three – Glassdoor, one – LinkedIn.

2. Assistant Producer, Insight
We conducted a total of four interviews. One - from CapRadio website, one – from staff networking and Next Gen event, two sources were not identified by applicants.
3. Interactive Producer
We conducted a total of 11 interviews. Of the 11 interviews, one was from CapRadio website, two – Next Gen, one – from Twitter, one - from staff networking, one- from Open News job board / Gather Slack, five- source unknown.
4. Managing Editor, News-Talk
We conducted a total of five interviews. Of the five interviews, two were from CapRadio website, one – from staff networking, one from CPB/journalism jobs, one from Public Radio Job Board.
5. Marketing Associate
We conducted a total of nine interviews. Two – from Glassdoor, one – from Handshake job board, two – from CapRadio website, one- from Impact Foundry, three-source unknown.
6. News Reporter
We conducted a total of seven interviews. Of the seven interviews, one was a CapRadio employee, one – staff networking, two- Facebook groups, one- Twitter, one – CPB job board, one- unknown.
7. Politics Reporter
We conducted a total of four interviews. Of the five, one was from NPR Slack Channel, one- staff networking, one – Millennials in the media website, one - source unknown.
8. Producer Insight
We conducted a total of four interviews. One – from CPB and Linked In, two- from CapRadio website, one – CapRadio employee.
9. Business Assistant
We conducted a total of five interviews. Two – from CapRadio website, two- from Impact Foundry, one- from LinkedIn
10. News Editor
We conducted a total of two interviews. One – from Staff networking, one- CapRadio employee.
11. Web Developer
We conducted a total of three interviews. One – from non-CapRadio networking, one- from Glassdoor, one- from LinkedIn.

12. Director of Technology
We conducted a total of eight interviews. One – CapRadio former employee, one- staff networking, six- Stanton Chase Recruitment agency.

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

1. Sacramento State’s Fall 2019 Career Fair
On September 30, 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 Fall 2019 Career Fair. We met with students interested in careers in radio broadcasting and provided them with information about current job openings and internships.
2. Transgender Job Fair
On September 6, 2019, from 12 p.m. to 4 p.m., Sol Collective and Peach House, Sacramento based Non-Profit organizations, hosted a Transgender Job Fair. We met with people interested in careers in radio broadcasting and provided them with information about current job openings and internships.
3. Think Up Diversity Job Fair
On February 5, 2020, from 9 a.m. to 1 p.m., Greater Sacramento Urban League, Sacramento based Non-Profit organization, hosted a 2020 Diversity Job Fair. We met with people interested in careers in radio broadcasting and provided them with information about current job openings and internships.

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 9 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.

4. Educational activities for college students
We hosted Next Generation Radio Training in October 2019, training session for six students from colleges in California and Neighboring States.
<https://capradio2019.nextgenradio.org/>
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 and University students. We had groups of school students tour the station:

- 1) Class from Sac State Geography Department
- 2) Radio class from UC Davis