



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 2020 to and including July 2021 (the "Applicable Period").

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

1. Studio Operations Technician
2. Host, Insight
3. Account Executive, Corporate Support
4. Northern California Reporter
5. Director of Talent and Culture
6. Director of Foundation Engagement
7. Graphic and Digital Media Designer
8. Venue Manager
9. Morning Classical Host and Content Producer
10. Environment and Climate Change Reporter
11. Education Reporter
12. Production Assistant and Fill-in-Host

The Recruitment Sources utilized to fill the above vacancies:

1. Asian Students Achievement Diversity Board
2. Association of Fundraising Professionals
3. Association of Hispanic MBAs and Business Professionals
4. Association of Latino Professionals of America (ALPFA)
5. Association Media & Publishing
6. Association for Women in Communications
7. Asian Resources, email
8. Auxiliary Organizations Association, website
9. Berkley College of Music
10. CA Indian Manpower Consortium, fax
11. CA Media Jobs, listserv
12. Cal Jobs, EDD, website
13. California Association of Broadcasters, website
14. California Dept. of Rehab, email
15. California State University, Sacramento, website
16. Capital Public Radio, website
17. Capital Public Radio, bulletin board
18. Capital Public Radio Board of Directors, email

19. Capital Public Radio Facebook, website
20. Capital Public Radio LinkedIn, website
21. Capital Public Radio Staff, email
22. Capital Public Radio Twitter, website
23. Capitol Morning Report, email
24. CapStage, email
25. Center for Integration and Improvement of Journalism (SFSU), email
26. Corporation for Public Broadcasting, website
27. Folsom Cordova Community Center, email
28. Folsom Lake College, mail
29. Grambling State University, email
30. Greater Public, website
31. Greater Sacramento Urban League, email
32. Handshake, website (posts to multiple schools)
33. I Hire, email
33. Idealist, website
34. In Alliance Employment Consultant, fax
35. Indeed, website
36. LosRios Community College District (American River, Cosumnes, Folsom Lake, Sac City), website
37. Millennials in Media, email
38. My Sister's House, email
39. National Association for the Advancement of Colored People (NAACP)
40. National Association of Broadcasters
41. National Association of Black Journalists
42. Nehemiah Emerging Leaders Program, email
43. NPR Slack, website
44. PMJA (formerly PRNDI), email
45. Progressive Employment, email
46. Pro Youth and Families, email
47. Process Theatre, Inc, email
48. Public Media Business Association, email
49. Radio-Online, website
50. Sacramento City College, website
51. San Francisco State University, website
52. San Joaquin Delta College Career Center, mail
53. Sierra College, website
54. Solano Community College, email
55. Society of Professional Journalists
56. The Impact Foundry, website
57. The Links, email
58. The Nonprofit Network, website
59. Think Public Media, website
60. WEAVE, email
61. University of California, Berkeley, website
62. University California, Davis, website
63. University of Nevada, Reno, email and website
64. University of San Francisco, website
65. University of the Pacific, email, fax and website
66. Yuba City College, mail

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

1. Studio Operations Technician
The recruitment source for hire was CapRadio employee recommendation
2. Host, Insight
The recruitment source for this hire was employee networking
3. Account Executive, Corporate Support
The recruitment source for this hire was Indeed
4. Northern California Reporter
The recruitment source for this hire was employee networking
5. Director of Talent and Culture
The recruitment source for this hire was Linked In
6. Director of Foundation Engagement
The recruitment source for this hire was CapRadio website
7. Graphic and Digital Media Designer
The recruitment source for hire was CalJobs website
8. Venue Manager
The recruitment source for hire were online research/CapRadio website
9. Morning Classical Host and Content Producer
The recruitment source for hire was MusicJobs
10. Environment and Climate Change Reporter
The recruitment source for hire was Slack groups
11. Education Reporter
The recruitment was through Report For America initiative
12. Production Assistant and Fill-In- Host
The recruitment source for hire was Indeed

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

1. Studio Operations Technician
Conducted a total of seven interviews. Two were from networking, two– Glassdoor, one – CPB, one- Current, one – CapRadio website.
2. Host, Insight
Conducted a total of 14 interviews. Seven - from employees networking, one – from CPB, one- from Google search, one- from Facebook/Twitter, one from Podnews, one- internal candidate, one- CapRadio website, one - from Slack
3. Account Executive, Corporate Support
Conducted a total of four interviews: one was from CapRadio website, one – Greater Public, one –Current, one- Indeed
4. Northern California Reporter
Conducted a total of seven interviews: four were from staff networking, one – from Twitter, one- form CPB, one - from Asian American Journalists Assosiation

5. Director of Talent and Culture
28 applicants have been interviewed by a recruiter. 18 – from Linked In, six – from Indeed, two – from Smart Recruiter, one - from CapRadio
6. Director of Foundation Engagement
18 applicants have been interviewed by a recruiter: five - CapRadio website, five– Recruitee, four- Indeed, one- Idealist, one – AFP Global, one- Impact Foundry, one – from Smart Recruiter
7. Graphic and Digital Media Designer
Conducted a total of four interviews: two were from Indeed, one- Cal Jobs, one – ZipRecruiter
8. Venue Manager
Conducted a total of three interviews. One – from Venue Press Release/capradio.org, one- from online search/CapRadio website, one – Word of mouth/ capradio.org
9. Morning Classical Host and Content Producer
Conducted a total of nine interviews. Four– from CapRadio website, two- from CPB, one- from Current, one - was internal candidate, one - Music Jobs
10. Environment and Climate Change Reporter
Conducted a total of six interviews. Three – from CapRadio website, one- CPB, one- Slack group, one- Public Media Jobs
11. Education Reporter
Conducted a total of three interviews. The recruitment was conducted through Report for America initiative <https://www.reportforamerica.org>
12. Production Assistant and Fill-In- Host
Conducted a total of seven interviews. Two – CapRadio website, two-Indeed, one- Public Media Jobs, one-Google search, one-AirMedia

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

Public Media virtual Career Fair

On March 31, 2021, from 10 a.m. to 2 p.m., Current Magazine, hosted a virtual Career Fair. We met with journalists interested in careers in radio broadcasting and provided them with information about current job openings.

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 4 interns from various local universities, colleges and academic institutions.

Educational activities for college students

We hosted virtual Next Generation Radio Training in October 2020, training session for six students from colleges in California and Neighboring States.

<https://capradio2020.nextgenradio.org/>