



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 and KCHO licensed to CSU CHICO. 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 2024 to and including July 2025 (the "Applicable Period").

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

1. Communities Reporter
2. Member Engagement Associate
3. Major Gifts Officer
4. News Anchor, NSPR
5. Director of Sponsorship
6. Reporter
7. Account Manager, Sponsorship
8. Sponsorship Specialist

The Recruitment Sources utilized to fill the above vacancies:

1. Asian Resources, email
2. Auxiliary Organizations Association, website
3. CA Indian Manpower Consortium, fax
4. CA Media Jobs, listserv
5. Cal Jobs, EDD, website
6. California Association of Broadcasters, website
7. California Dept. of Rehab, email
8. California State University, Sacramento, website
9. Capital Public Radio, website
10. Capital Public Radio, bulletin board
11. Capital Public Radio Board of Directors, email
12. Capital Public Radio Facebook, website
13. Capital Public Radio LinkedIn, website
14. Capital Public Radio Staff, email
15. CapStage, email
16. Center for Integration and Improvement of Journalism (SFSU), email
17. Corporation for Public Broadcasting, website
18. Current, public media online newspaper
19. Folsom Cordova Community Center, email
20. Folsom Lake College, mail
21. Greater Sacramento Urban League, email
22. Handshake, website (posts to multiple schools)

23. I Hire, email
24. Idealist, website
25. In Alliance Employment Consultant, fax
26. Indeed, website
27. LosRios Community College District (American River, Cosumnes, Folsom Lake, Sac City), website
28. Millennials in Media, email
29. My Sister's House, email
30. National Association of Broadcasters
31. NPR Slack
32. Progressive Employment, email
33. Pro Youth and Families, email
34. Process Theatre, Inc, email
35. Radio-Online, website
36. Handshake- universities job board
37. San Joaquin Delta College Career Center, mail
38. Solano Community College, email
39. Society of Professional Journalists
40. The Links, email
41. Target Jobs- job board through Paylocity
42. WEAVE, email
43. Yuba City College, mail

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

1. Communities Reporter
Hired two employees. The recruitment source for hire were Linked In and Internal recommendation.
2. Member Engagement Associate
The recruitment source for this hire was CapRadio website.
3. Major Gifts Officer
The recruitment source for this hire was CapRadio website.
4. News Anchor, NSPR
The recruitment source was Indeed.com
5. Director of Sponsorship
The recruitment source was CapRadio website.
6. Reporter
Hired three employees. The recruitment sources were Linked In and CapRadio website.
7. Account Manager, Sponsorship
Hired two employees. The recruitment source was Internal recommendation.
8. Sponsorship Specialist
The recruitment source was CapRadio website.

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

1. Communities Reporter
Conducted a total of four interviews. Two from LinkedIn, one company website, one- internal recommendation
2. Member Engagement Associate
Conducted a total of five interviews. Two were from the CapRadio website, two- from Indeed, one- internal recommendation.
3. Major Gifts Officer
Conducted a total of four interviews. Two- company website, two- Indeed
4. News Anchor, NSPR
Conducted a total of two interviews. One was from the company website, one- Indeed
5. Director of Sponsorship
Conducted a total of two interviews. One- internal candidate, one- network recommendation
6. Reporter
Conducted a total of six interviews. Three- from Linked In, one- internal candidate, two- CPB website
7. Account Manager, Sponsorship
Conducted a total of two interviews. Two- internal recommendation
8. Sponsorship Specialist
Conducted one interview. CapRadio website

List and brief description of initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules see Exhibit 1.