



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 2021 to and including July 2022 (the "Applicable Period").

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

1. Member Engagement Associate
2. Account Executive, Corporate Support
3. Director of Finance
4. Assistant Producer, Insight
5. Assistant Produces, Insight
6. Front End Web Developer
7. Studio Operations Technician
8. Manager of Operations
9. Member Engagement Associate
10. Wild Fires Reporter
11. Sacramento Government Reporter
12. Senior Accountant
13. Studio Operations Technician NSPR

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. Member Engagement Associate
Two seats were filled. The recruitment sources for hire were Idealist.org and CapRadio website
2. Account Executive, Corporate Support
The recruitment source for this hire was CapRadio website
3. Director of Finance
For this executive hire we have enlisted a recruiter The recruitment source for this hire was CapRadio website
4. Assistant Producer, Insight
The recruitment source for this hire was staff networking
5. Assistant Producer, Insight
The recruitment source for hire was CapRadio website
6. Front End Web Developer
The recruitment source for hire was Glassdoor
7. Manager of Operations
The recruitment source for hire was staff member outreach
8. Member Engagement Associate
The recruitment source for hire was Indeed and CapRadio website
9. Wildfires Reporter
The recruitment was through Report For America initiative
10. Sacramento Government Reporter
The recruitment source for this hire was Current/PublicMediaJobs
11. Senior Accountant
The recruitment source for this hire was staff member outreach
12. Studio Operations Technician
The recruitment source for this hire was LinkedIn
13. Studio Operations Technician, NSPR
The recruitment source for this hire was staff member outreach

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

1. Member Engagement Associate
Conducted a total of five interviews. Two were from Idealist.org, three– CapRadio website
2. Account Executive, Corporate Support
Conducted a total of three interviews. one was from CapRadio website, one – from Current/PublicMediaJobs, one- Indeed
3. Director of Finance
19 applicants have been interviewed by a recruiter and by CapRadio hiring team
Sources utilized:careercenter.afponline.org, Indeed, CapRadio website,recruitee.com ,jobbank.bcfm.com,csus.joinhandshake.com

4. Assistant Producer, Insight
Conducted a total of seven interviews: two- from CapRadio website, one – Next Gen. two-staff member outreach, one- Linked In, one-CPB.
5. Assistant Producer, Insight
Conducted a total of six interviews: all from CapRadio website
6. Front End Web Developer
Conducted a total of six interviews one- declined to report, two – Indeed, One – Glassdoor, one- LinkedIn one- CapRadio website
7. Studio Operations Technician
Conducted a total of four interviews. One – CapRadio website, one-Linked In, one- CPB, one-staff member outreach
8. Manager of Operations
This position hiring utilized the Studio Operations Technician hiring process. See above. Conducted a total of four interviews. One – CapRadio website, one-Linked In, one- CPB, one-member outreach
9. Member Engagement Associate
Conducted a total of four interviews. Two- staff members outreach, one- indeed and CapRadio website, one- Idealist.org
10. Wildfires Reporter
Conducted a total of five interviews. The recruitment was conducted through Report for America initiative <https://www.reportforamerica.org>
11. Sacramento Government Reporter
Conducted a total of five interviews. One- Current/PublicMediaJobs/, one-Current, one- CPB, one-CapRadio website, one- staff member outreach.
12. Senior Accountant
Conducted a total of one interview. The source was – staff member outreach
13. Studio Operations Technician, NSPR
Conducted a total of four interviews. One – CapRadio website, one-CPB, one- staff member outreach, one-CapRadio website

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

Public Media virtual Career Fair

On October 5, 2021, from 10 a.m. to 2 p.m., California State University, Sacramento, hosted a virtual Jobs & Internships Fair. We met with students 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 two interns from various local universities, colleges and academic institutions.

Educational activities for college students

We hosted virtual Next Generation Radio Training in October 2021, training session for six

students from colleges in California and Neighboring States.
<https://capradio2021.nextgenradio.org/>