



## 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 2022 to and including July 2023 (the "Applicable Period").

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

1. Morning Edition Host
2. Digital Editor
3. Health Care Reporter
4. Mid-Day Host
5. Member Engagement Associate
6. Facilities Manager
7. Story Editor
8. News Anchor, 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. Morning Edition Host  
The recruitment source for hire was a recruiter we hired for this search
2. Digital Editor  
The recruitment source for this hire was capradio.org
3. Health Care Reporter  
The recruitment source for this hire was former employee referral
4. Mid-Day Host  
The recruitment source for this hire was a recruiter we hired for this search
5. Member Engagement Associate  
The recruitment source for hire was capradio.org
6. Facilities Manager  
The recruitment source for hire was capradio.org
7. Story Editor  
The recruitment source for hire was capradio.org
8. News Anchor, NSPR  
The recruitment source for hire was mynspr.org

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

1. Morning Edition Host  
Conducted a total of seven interviews. We enlisted the help of a recruiting company
2. Digital Editor  
Conducted a total of five interviews. Two were from CapRadio website, one – from LinkedIn, one- Indeed, one- from CPB
3. Health Care Reporter  
Conducted a total of two interviews. Both- from employee's referrals
4. Mid-Day Host  
Conducted a total of seven interviews. We enlisted the help of a recruiting company
5. Member Engagement Associate  
Conducted a total of six interviews: three- staff referrals, one- from Idealist.org, one- from Indeed, one- from CapRadio website
6. Facilities Manager  
Conducted a total of five interviews one- CapRadio website, one– Indeed, one – employee referral, one- internal candidate, one- Glassdoor
7. Story Editor  
Conducted a total of four interviews. Three – CapRadio website, one-employee's referral
8. News Anchor, NSPR  
Conducted a total of three interviews. Two – Company website, one-LinkedIn

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 29, 2023, from 10 a.m. to 2 p.m., We have participated in Virtual Public Media Career

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 one intern.

#### Educational activities for college students

We hosted virtual Next Generation Radio Training in October 2022, training session for six students from colleges in California and Neighboring States.

<https://capradio2022.nextgenradio.org/>