



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 2023 to and including July 2024 (the "Applicable Period").

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

1. Managing Editor, News and Information
2. Producer, Insight
3. Sr. Broadcast Engineer
4. Statehouse Politics Reporter and Fill In Host

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 the hire for each Full-Time Vacancy during the Applicable Period:

1. Managing Editor, News and Information
The recruitment source for hire was CapRadio.org
2. Producer, Insight
The recruitment source for this hire was LinkedIn
3. Sr. Broadcast Engineer
The recruitment source for this hire was CPB.org
4. Statehouse Politics Reporter and Fill in Host
Hired two positions. The recruitment sources were CapRadio.org and employee referral

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

1. Managing Editor, News and Information
Conducted a total of three interviews. Two from LinkedIn, one company website
2. Producer, Insight
Conducted a total of six interviews. Two were from CapRadio website, three – from LinkedIn, one- from CPB
3. Sr. Broadcast Engineer
Conducted a total of three interviews. One- employee reference, one- company website, one- CPB website
4. Statehouse Politics Reporter and Fill in Host
Conducted a total of two interviews. One was from the company website, one- employee referral

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