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**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 2017 to and including July 2018 (the "Applicable Period").

- I. All Full-time Vacancies filled by the Stations during the Applicable Period:
  1. Chief Development and Brand Officer
  2. Environment Reporter
  3. Senior Editor, Digital Content
  4. Interactive Producer
  5. Account Executive, Underwriting
  6. Director of Marketing
  7. Member Services Assistant
  
- II. The Recruitment Sources utilized to fill the above vacancies:
  1. Art Institute of California, e-mail
  2. Asian Resources, fax
  3. Access Sacramento, fax
  4. Alliance for Women in Media, web
  5. Asian American Journalist Association, web
  6. Association of fundraising professionals, web
  7. Authentic Jobs, web
  8. Ca Association of Broadcaster, web
  9. California Association of Nonprofits, web
  10. CA Media Jobs
  11. California Department of Rehabilitation, Sacramento District Office, Fax #916-322-0325; Elk Grove Office, Fax #916-691-1792; Sacramento NE Office, Fax #916-537-2658; South Sacramento Office, Fax #916-262-2061; Auburn Office, Fax #530-823-4085; Roseville, Fax #916-774-4417; Stockton, Fax #209-473-6511.
  12. CAL Jobs/Employment Development Department, [www.caljobs.ca.gov](http://www.caljobs.ca.gov)
  13. Capital Public Radio Website, [www.capradio.org](http://www.capradio.org)
  14. Capital Public Radio Bulletin Board
  15. Capital Public Radio Staff, e-mail
  16. Capital Public Radio- Twitter
  17. CapRadio – Linked In
  18. California Indian Manpower Consortium, fax
  19. California State University, Sacramento, Career Center



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20. California State University Job Fair
21. Capitol Morning Report, web
22. Cornicles of Philanthropy, web
23. Center for Integration and Improvement in Journalism, [www.ciiij.org](http://www.ciiij.org)
24. Community Brands, e-mail
25. Corporation for Public Broadcasting, <http://stations.cpb.org/jobline>
26. Craig's List, [sacramento.craiglist.org](http://sacramento.craiglist.org).
27. Creative Hotlist, web
28. Creative Mornings, e-mail
29. CSU Auxiliary Organizations Association, e-mail
30. Current Magazine, web
31. Dice, web
32. Facebook
33. Folsom Cordova Community Center, email
34. Folsom Lake College, 6699 Campus Dr, Placerville, CA 95667
35. Grambling State University, direct contact
36. Greater Public, web
37. Idealist.org
38. IHireBroadcasting, [www.ihirebroadcasting.com](http://www.ihirebroadcasting.com)
39. InAlliance Employment Consultant, Fax #916-381-9026.
40. Indeed.com
41. Investigative Reporters and Editors, web
42. ITT Tech
43. JournalismJobs
44. JournalismNext, web
45. Los Rios Community College, [www.collegecentral.com](http://www.collegecentral.com).
46. Media Bistro, web
47. Media Recruiter, web
48. Millennials in Media, email
49. National Association of Black Journalists, [www.nabj.org](http://www.nabj.org)
50. National Association of Broadcasters, [broadcastcareerlink.com](http://broadcastcareerlink.com)
51. National Association of Hispanic Journalists, [www.nahj.org](http://www.nahj.org)
52. National Public Radio website, [stationjobops@npr.org](mailto:stationjobops@npr.org).
53. Native American Journalist Association, web
54. Northern California Broadcasters Association
55. On-line news Association, web
56. People Reaching Out Youth and Families, e-mail
57. Poynter, web
58. PRNDI
59. Pro youth and families, e-mail
60. Public Media Business Association, e-mail
61. Radio-Online
62. Sacramento Area Women in Radio & Television, <http://sacramentoawrt.org>.
63. Sacramento Professional Network, fax
64. Sacramento Employment Agency, fax
65. San Joaquin Delta College, Fax #209-954-5787.
66. Sierra College, [www.sierracollege.edu](http://www.sierracollege.edu).
67. Society of Professional Journalists, [www.spj.org](http://www.spj.org)



68. Solano Community College, Career Center, Fax #707-863-7862.
69. Stack Overflow
70. The Association of Women in Communications, web
71. The Impact Foundry <http://www.impactfoundry.org/>
72. The Links, web
73. The Non Profit Network
74. Think Public Media, web
75. TV and Radio Jobs
76. UC Berkeley Listing, <http://jobs.berkeley.edu/job-listings.html>
77. University of California, Davis, Career Center, <http://icc.ucdavis.edu>
78. University of Nevada, e-mail.
79. University of San Francisco, Sacramento Campus, Fax #916-920-1349.
80. University of the Pacific, Career Center, Fax #209-946-2760.
81. Yuba College, Career Center, Fax #530-634-7703.

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

1. Chief Development and Brand Officer: The recruitment source for this hire was staff networking
2. Environment Reporter. The recruitment source for this hire was staff networking
3. Senior Editor, Digital Content: The recruitment source for this hire was promotion
4. Interactive Producer: The recruitment source for this hire was networking NSPR.
5. Account Executive, Underwriting: The recruitment source for this hire was staff networking
6. Director of Marketing: the recruitment source for this hire was staff networking
7. Member Services Assistant: the recruitment source for hire was volunteer promotion

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

1. Chief Development and Brand Officer

We conducted a total of one interview. The source of hire was staff networking.

2. Environment Reporter

We conducted a total of one interview. The source of hire was staff networking.



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3. Senior Editor, Digital Content

We conducted a total of two interviews.

Of the two interviews, one was CapRadio employee, one – from staff networking

4. Interactive Producer

We conducted a total of eleven interviews.

Of the 11 interviews, one was from Journalists of Color Facebook Page, one – CapRadio intern, one – Think Public Media, two – CapRadio website, one – News Nerdy Slack Channel, four – staff networking, one – unknown.

5. Account Executive, Underwriting:

We conducted a total of one interview. The source of hire was staff networking.

7. Director of Marketing

We conducted a total of six interviews.

Of the six interviews, one was from CPB website, one – from CapRadio website, two- staff networking, two – unknown.

8. Member Services Assistant

Internal Promotion

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

1. Sacramento State's Fall 2017 Career Fair

On October 3, 2017, from 10 a.m. to 2 p.m., California State University, Sacramento, licensee of the stations for which this report is prepared, hosted a Fall 2017 Career Fair. We met with students interested in careers in radio broadcasting and provided them with information about current job openings and internships.

2. Sacramento State's Spring 2018 Career Fair



On April 3, 2018, from 10 a.m. to 2 p.m., California State University, Sacramento, licensee of the stations for which this report is prepared, hosted a Spring 2018 Career Fair. We met with students interested in careers in radio broadcasting and provided them with information about current job openings and internships.

3. University of Pacific Career Fair

On March 7, 2017, from 10 a.m. to 2 p.m., University of Pacific, Stockton, hosted "Your Future Is Now" Career and Internship Fair. We met with students interested in careers in radio broadcasting and provided them with information about current job openings and internships.

4. 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 12 interns from various local universities, colleges and academic institutions. We have created special Public Radio Experience Internship in collaboration with Sacramento State University. Two Sacramento State University students went through this special internship program in the past year.

A group of Indian university students attending "The U.S, Foreign Policy for Journalists" program, students from Society of Professional Journalists and UC Davis Digital Media visited CapRadio and learnt about our Content department. We also have groups of visitors from Sacramento State and the Neighborhood Group learning about our garden.

5. Mentoring program

We offer mentoring for local High School students interested in career in broadcasting. We also host the informational meetings for High School students.

We had groups tour for high school students:

1. Sierra Academy of Expeditionary Learning
2. Da Vinci Charter Academy
3. Lincoln Hills computer Club
4. Boy Scouts

On July 20, 2018 we hosted Career Day for students with Breakthrough Sacramento.



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## EXHIBIT 1

### Job Fairs

Persons involved: Zorobabel Pruneda, Business Affairs Assistant, interns

### Internship Program:

Person responsible: Zorobabel Pruneda, Business Affairs Assistant

Mentors: Jesikah Ross, Community Engagement Coordinator

Jen Picard, Senior Producer Insight

Nick Brunner, Manager On-Air Promotions and Imaging

Chris Nichols – Politifact California Reporter

Linnea Edmeier, managing Editor, News

Total number of full time employees: 61

Approximate Population in coverage area: 468,300



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EXHIBIT 2  
NARRATIVE STATEMENT  
FCC FORM 396  
JULY 2018

California State University, Sacramento, and its broadcasting auxiliary, Capital Public Radio, Inc., have actively participated in broad and inclusive outreach activities during the past two years. Those activities are detailed in Exhibit 1.

During this period, we made a concerted effort to attend events that would give us exposure to individuals interested in our job and internship openings. We made a conscious effort to meet with individuals from high school students to mid-life career changers, who had an interest in radio broadcasting.

We contacted, and received responses from, several community groups that asked for announcements of our job vacancies. These announcements were also available at the numerous community events we attended. And we posted a notice on our website, [www.capradio.org](http://www.capradio.org), asking interested parties to contact us for announcements of our job vacancies.

During the past 12 months, our internship program has provided radio broadcasting training to students from various local universities, colleges and academic institutions. Our joint initiative to provide the special internship opportunities for California State University, Sacramento is successful. We also provide mentoring to High School student during the year.

We have periodically evaluated our outreach efforts and, overall, we have been pleased with the results. Going forward, we plan to undertake efforts to increase the productivity of our recruitment efforts. This will include, for example, increasing the frequency of mailings to possible recruitment sources, and broadcasting public service announcements regarding career opportunities at the stations. We are also considering the sponsorship of a local community job fair for non-profit organizations.