



capital public radio

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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 2016 to and including July 2017 (the "Applicable Period").

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

1. Director of Research and Advancement
2. Member Services Assistant
3. Director of Major Gifts
4. Interactive Producer, Engagement
5. Web Developer
6. Health Care Reporter

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. 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.
5. CAL Jobs/Employment Development Department, www.caljobs.ca.gov
6. Capital Public Radio Website, www.cpradio.org
7. Capital Public Radio Bulletin Board
8. Capital Public Radio Staff, e-mail
9. Capital Public Radio- Twitter
10. CapRadio – Linked In
11. California Indian Manpower Consortium, fax
12. California State University, Sacramento, Career Center
13. California State University Job Fair
14. Center for Integration and Improvement in Journalism, www.cijj.org
15. Corporation for Public Broadcasting, <http://stations.cpb.org/jobline>
16. Craig's List, sacramento.craigslist.org.
17. Creative Hotlist
18. CSU Auxiliary Organizations Association, e-mail
19. Current Magazine
20. Dice
21. Facebook



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22. Folsom Cordova Community Center, email
23. Folsom Lake College, 6699 Campus Dr, Placerville, CA 95667.
24. Idealist.org
25. IHireBroadcasting, www.ihirebroadcasting.com
26. InAlliance Employment Consultant, Fax #916-381-9026.
27. Indeed.com
28. ITT Tech
29. JournalismJobs
30. Los Rios Community College, www.collegecentral.com.
31. Millennials in Media, email
32. National Association of Black Journalists, www.nabj.org
33. National Association of Broadcasters, broadcastcareerlink.com
34. National Association of Hispanic Journalists, www.nahj.org
35. National Public Radio website, stationjobops@npr.org.
36. Northern California Broadcasters Association
37. People Reaching Out Youth and Families, e-mail
38. PRNDI
39. Process Theatre, Inc, e-mail
40. Public Media Business Association, e-mail
41. Radio-Online
42. Sacramento Area Women in Radio & Television, <http://sacramentoawrt.org>.
43. San Joaquin Delta College, Fax #209-954-5787.
44. Sierra College, www.sierracollege.edu.
45. Society of Professional Journalists, www.spj.org
46. Solano Community College, Career Center, Fax #707-863-7862.
47. Stack Overflow
48. The Impact Foundry <http://www.impactfoundry.org/>
49. The Non Profit Network
50. TV and Radio Jobs
51. UC Berkeley Listing, <http://jobs.berkeley.edu/job-listings.html>
52. University of California, Davis, Career Center, <http://icc.ucdavis.edu>.
53. University of San Francisco, Sacramento Campus, Fax #916-920-1349.
54. University of the Pacific, Career Center, Fax #209-946-2760.
55. 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. Director of Research and Advancement: The recruitment source for this hire was CapRadio website
2. Member Services Assistant. The recruitment source for this hire was Idealist.org
3. Director of Major Gifts: The recruitment source for this hire was CapRadio website
4. Interactive Producer, Engagement: The recruitment source for this hire was JournalismJobs.com
5. Web Developer. The recruitment source for this hire was Indeed.com



6. HealthCare Reporter. The recruitment source for this hire was staff networking

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. Director of Research and Advancement

We conducted a total of 1 interview.
We promoted internally.

2. Member Services Assistant

We conducted a total of eight interviews.
Of the conducted interviews, four were from Idealist.org, three- from CapRadio website, one- internal candidate.

3. Director of Major Gifts

We conducted a total of five interviews.
Of the five interviews, one was from CapRadio website, one- from CapRadio Board recommendation, three- the existing employees.

4. Interactive Producer, Engagement

We conducted a total of three interviews.
Of the three interviews, one was from CapRadio website, one- staff networking on social media, at the conferences, etc., one - from JournalismJobs.com.

5. Web Developer

We conducted a total of 10 interviews.

Of the 10 interviews, nine- from Indeed.com, one- staff networking on social media, at the conferences, etc.

7. Health Care Reporter

We conducted a total of four interviews.

Of the four interviews, one was from staff networking on social media, at the conferences, etc., one - from CapRadio website, one- from CPB website, one is unknown.



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

1. Sacramento State's Fall 2016 Career Fair

On October 7, 2016, 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 2016 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 2017 Career Fair

On February 28, 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 Spring 2017 Career Fair. We met with students interested in careers in radio broadcasting, and provided them with information about current job openings and internships.

3. 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 13 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 Chinese university students attending a workshop about new media at University of Pacific, Stockton visited CapRadio and learnt about our Content department.

We also have groups of visitors from Perennial Plant Club and the Neighborhood Group

4. 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 three groups tour for high school students:

1. Natomas Unified School District
2. Da Vinci Charter Academy
3. Sierra Academy



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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: Catherine Stifter, Senior Documentary Producer

Jesikah Ross, Community Engagement Coordinator

Jen Picard, Senior Producer Insight

Mark Jones, Senior Producer

Nick Brunner, Manager On-Air Promotions and Imaging

Chris Nichols – Politifact California Reporter

Marnette Federis - Senior Editor, Digital

Total number of full time employees: 54

Approximate Population in coverage area: 429,900



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EXHIBIT 2
NARRATIVE STATEMENT
FCC FORM 396
JULY 2017

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, 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.

