



EXHIBIT 2
NARRATIVE STATEMENT
FCC FORM 396
JULY 2023

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 vacancies.

We have also reviewed and revamped our hiring processes to address diversity, equity, and inclusion issues. Our recruitment and hiring processes now have much greater transparency internally and language in our job announcements have been edited for racial and gender equity.

While we have had an extensive internship and volunteer program in the past, we have had to suspend our programs last year due to the COVID-19 pandemic. We intend to slowly reintroduce the interns and volunteers as we are able to repopulate our offices and studios.