

2017-18 ANNUAL EEO PUBLIC FILE REPORT

NORTH STATE PUBLIC RADIO

Station(s): KCHO and KFPR

Community(ies) of License: Chico and Redding, California

Reporting Period: July 21, 2017 – July 20, 2018

No. of Full-time Employees: 5 – 10 X / More than 10 _____

Small Market Exemption: Yes

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Participated in at least 4 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

*Hosted at least one **job fair**.*

*Co-sponsored at least one **job fair** with organizations in the business and professional community whose membership includes substantial participation by women and minorities.*

*Participated in at least 4 **events** sponsored by **organizations** representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.*

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

Elizabeth Castillo, intern from CSU-Chico School of Journalism, worked on the show “Common Ground for Common Good”

Andrew Baumgartner, intern from CSU-Chico Journalism School, worked on general and breaking news stories

*Participated in **job banks, internet programs**, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

*Participated in **scholarship** programs designed to assist students interested in pursuing a career in broadcasting.*

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

*Established a **mentoring** program for station personnel.*

Elizabeth Sosa Bailey was hired as an underwriting sales representative. She was new to the public media industry, so NSPR arranged for her to be mentored by J.C. Patrick, a veteran public media development officer and consultant.

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*Participated in at least 4 **events** or **programs** sponsored by **educational** institutions relating to career opportunities in broadcasting.*

*Sponsored at least 2 **events** in the **community** designed to inform and educate the public as to employment opportunities in broadcasting.*

*Listed each **upper-level** category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.*

General Manager's job was listed in:

- Indeed.com job site (general job site)
- Current.org job board (public media industry job site)
- PRADO listserv (public radio industry listserv)

*Provided **assistance** to unaffiliated non-profit entities in **maintaining web sites** that provide counseling on the process of searching for broadcast employment and/or other career*

development assistance pertinent to broadcasting

*Provided **training to management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

All NSPR staffers required to take EEO/Diversity training given by the California State University system, Feb. 20, 2018

*Provided **training** to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.*

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
8/20/2018	General Manager	Current.org

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 5

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Current.org	3
Indeed.com	1
Public Media Job Board	1

RECRUITING SOURCES USED

Job Title of Position: General Manager Date of Hire: 8/20/2018

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Publicmediajobs.org	N	6930 Carroll Avenue, Suite 625 Takoma Park, MD 20912	clientserv@yourme mbership.com	301-270-7240

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.