

2018-19 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, 2018 – July 20, 2019

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.*

Oct. 17, News Director Sarah Bohannon participates in career day with Butte County Office of Education

Oct. 30, NSPR participates in job fair sponsored by America's Job Center of California

April 5, News Director Sarah Bohannon participates on a panel of CSU, Chico Journalism School News and Public Relations Professional Advisory Board, reviewing curriculum and job opportunities

April 22, NSPR participates in job fair sponsored by America's Job Center of California

*Established an **internship** program designed to assist members of the*

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

community to acquire skills needed for broadcast employment.

breaking news stories

Nicole Camarda, intern from CSU-Chico Journalism School, worked on general news stories and listener-submitted news stories for “Since You Asked”

Julia Moldinado, intern from CSU-Chico Journalism School, worked on general news stories and listener-submitted news stories for “Since You Asked”

*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.*

*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.*

News Director search listed in CSU, Chico
Research Foundation internal job board
Producer search listed in PRADO (nationwide listserv of public radio affiliates), California Association of Broadcasters job board, and Greater Public (nationwide public radio industry service organization) job board

*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.*

*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
11/1/2018	News Director	Job board open to all Research Foundation staff
5/6/2019	Producer	Station website

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 3

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
CSU, Chico Faculty/Staff job board	1
Station website, mynspr.org	2

RECRUITING SOURCES USED

Job Title of Position: News Director Date of Hire: 11/1/2018

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
CSU, Chico Research Foundation Faculty/Staff Job Board	N	25 Main St., Suite 203, Chico, CA	Shelby Angus	sangus@csuchico.edu (530) 898-6034

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

Job Title of Position: Producer Date of Hire: 5/6/2019

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Station website	N	35 Main St., Suite 101, Chico, CA	Phil Wilke	pwilke@csuchico.edu (530) 898-6100

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