

EEO PUBLIC FILE REPORT
August 1, 2020 through July 31, 2022
KCCL – Sacramento

RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES

Appendix A includes a list of recruitment sources, indicating name, address, contact person and telephone number of each. Sources with an asterisk (*) denote organizations that have requested notification of full-time job vacancies.

FULL-TIME POSITIONS FILLED; RECRUITMENT SOURCES USED
[With Hiree’s Recruitment Source Noted in Brackets]

Account Manager (## 01-9) [Hiree #5]

TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS

6

NUMBER OF INTERVIEWEE REFERRALS FROM SOURCES USED

#1-#3 (1 persons), #5 (3 persons), #6 (1 persons), #8 (1 persons), #9 (0 persons)

SUPPLEMENTAL OUTREACH ACTIVITIES

Appendix B contains a brief description of activities from the *FCC Menu* of outreach initiatives undertaken during the reporting period, including station personnel involved in the activities.

Appendix A

MASTER LIST OF RECRUITMENT SOURCES

(an astrisk* after the source denotes organizations that
requested notification of full-time vacancies)

NO

- 1 KCCL Radio
1792 Tribute Rd. Ste 230
Sacramento, Ca 95815
Ron Castro

2. KCCL Facebook
1792 Tribute Rd. Ste 230
Sacramento, Ca 95815
Todd Speelman

3. Craigslist
Cragislist.org

4. Results Radio Internal Posting
1792 Tribute Rd
Sacramento, Ca 95815

5. Ziprecruiter.com
Lucy Rice

6. Linkedin.com
Todd Speelman

7. EDD Cal Jobs

8. Sac State Jobs Website

9. Todd Speelman
Personal Facebook

Note – if organaztion requestion notivfcations does so during the reporting period, we suggest that you indicate the date the request was made

Appendix B
Supplemental Outreach Initiatives
August 1, 2020 through July 31, 2022

)
FCC Menu Categories

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;

4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of 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;
16. Participation in other activities designed by the station 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.

Menu Category (select # from above list)	Brief Description of Activity, Including Date(s) and Station Staff Involved
1	We pushed on Social Media. Most job fairs were shutdown coming out of Covid
12	Listed job with EDD Cal Jobs
14	Required all employees to complete course designed to prevent workplace harassment and discrimination
16	Ran announcements on-air identifying Results Radio as an Equal Opportunity Employer and soliciting organizations to register for notification of job openings