

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period July 23, 2009 – July 22, 2010.

1) Employment Unit: CBS Radio; Sacramento, CA

2) Unit Members (Stations and Communities of License): KHTK(AM) Sacramento, CA
KNCI, Sacramento, CA
KSFM, Woodland, CA
KYMx, Sacramento, CA
KZZO, Sacramento, CA

3) EEO Contact Information for Employment Unit:

Mailing Address: CBS Radio 280 Commerce Circle Sacramento, CA 95815	Telephone Number: 916-923-6800
	Contact Person/Title: Susan Stabler, Assistant Controller
	E-mail Address: Susan.stabler@cbsradio.com

4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title	Recruitment Source Referring Hiree
1. Accounting Clerk	CBSRadio.com
2. Account Executive	Employee Referral
3. Account Executive	Employee Referral
4. Account Executive	Employee Referral
5. Account Executive	Employee Referral
6. Account Executive	Employee Referral
7. Account Executive	Craigslist.com
8. Account Executive	Employee Referral
9. Account Executive	Employee Referral
10. Account Executive	Employee Referral
11. Account Executive	Employee Referral
12. Account Executive	Employee Referral
13. Account Executive	Employee Referral

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14. Account Executive	Employee Referral
15. Account Executive	Employee referral
16. Account Executive	On-Air Announcement
17. Account Executive	Unsolicited Application
18. Sales Associate	CBSRadio.com
19. Sales Associate	CBSRadio.com
20. Sales Associate	Craigslist
21. Sales Associate	Employee Referral
22. Sales Associate	Employee Referral
23. Assistant Program Director	Employee Referral
24. General Sales Manager	Employee Referral
25. Sales Assistant	Employee Referral
26. On-Air Talent	Employee Referral
27. On-Air Talent	Employee Referral
28. On-Air Talent	Employee Referral

5) Job Title: Accounting Clerk - 1**Referral Source(s) of Hiree: CBSRadio.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster.com		www.monster.com			NO
Calif. State Employment Development Dept Job Posting – CalJobs		www.caljobs.com		5	NO
Calif. State University, Sacramento		https://csus-csm.symplicity.edu			NO
Craigslist		www.craigslist.org			NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/~cxareer/			NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to info@gsul.org			NO
All Access Radio		www.allaccess.com			NO
Hot Jobs Website		www.hotjobs.com			NO
Inside Radio		www.insideradio.com			NO
Calif. Dept of Social Services		www.calworks.com			NO
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800	3	NO
American Jobs website		www.americanjobs.com		1	NO
Sac Hire website		www.sachire.com		1	NO
Jobing.com website		www.jobing.com		1	NO
Indeed.com website		www.indeed.com		1	NO

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5) Job Title: Account Executive -2**Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
On-Air Announcement	Ann VanCleave	280 Commerce Circle, Sacramento, CA 95815	916-923-6800		NO
Monster.com		www.monster.com			NO
Calif. State Employment Development Dept Job Posting – CalJobs		www.caljobs.com		1	NO
Calif. State University, Sacramento		https://csus-csm.symplicity.edu		1	NO
Craigslist		www.craigslist.org			NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/~cxareer/			NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to info@gsul.org			NO
All Access Radio		www.allaccess.com			NO
Hot Jobs Website		www.hotjobs.com			NO
Inside Radio		www.insideradio.com			NO
Calif. Dept of Social Services		www.calworks.com			NO
Employee Referral				1	NO
Not Specified				1	NO
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800	2	NO

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5) Job Title: Account Executive - 3**Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
On-Air Announcement	Ann VanCleave	280 Commerce Circle, Sacramento, CA 95815	916-923-6800		NO
Monster.com		www.monster.com			NO
Calif. State Employment Development Dept Job Posting – CalJobs		www.caljobs.com			NO
Calif. State University, Sacramento		https://csus-csm.symplicity.edu			NO
Craigslist		www.craigslist.org			NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/~cxareer/			NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to info@gsul.org			NO
All Access Radio		www.allaccess.com			NO
Hot Jobs Website		www.hotjobs.com			NO
Inside Radio		www.insideradio.com			NO
Calif. Dept of Social Services		www.calworks.com			NO
Employee Referral				2	NO
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800	3	NO

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5) Job Title: Account Executive - 4**Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
On-Air Announcement	Ann VanCleave	280 Commerce Circle, Sacramento, CA 95815	916-923-6800		NO
Monster.com		www.monster.com			NO
Calif. State Employment Development Dept Job Posting – CalJobs		www.caljobs.com			NO
Calif. State University, Sacramento		https://csus-csm.symplicity.edu			NO
Craigslist		www.craigslist.org		4	NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/~cxareer/			NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to info@gsul.org			NO
All Access Radio		www.allaccess.com			NO
Hot Jobs Website		www.hotjobs.com			NO
Inside Radio		www.insideradio.com			NO
Calif. Dept of Social Services		www.calworks.com			NO
Employee Referral				6	NO
Unsolicited Application				1	NO
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800		NO

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5) Job Title: Account Executive - 5**Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
On-Air Announcement	Ann VanCleave	280 Commerce Circle, Sacramento, CA 95815	916-923-6800		NO
Monster.com		www.monster.com			NO
Calif. State Employment Development Dept Job Posting – CalJobs		www.caljobs.com			NO
Calif. State University, Sacramento		https://csus-csm.symplicity.edu			NO
Craigslist		www.craigslist.org		1	NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/~cxareer/			NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to info@gsul.org			NO
All Access Radio		www.allaccess.com			NO
Hot Jobs Website		www.hotjobs.com			NO
Inside Radio		www.insideradio.com			NO
Calif. Dept of Social Services		www.calworks.com			NO
Employee Referral				1	NO
Unsolicited				1	NO
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800	1	NO

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5) Job Title: Account Executive - 6**Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
On-Air Announcement	Ann VanCleave	280 Commerce Circle, Sacramento, CA 95815	916-923-6800		NO
Monster.com		www.monster.com			NO
Calif. State Employment Development Dept Job Posting – CalJobs		www.caljobs.com			NO
Calif. State University, Sacramento		https://csus-csm.symplicity.edu			NO
Craigslist		www.craigslist.org			NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/~cxareer/		1	NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to info@gsul.org			NO
All Access Radio		www.allaccess.com			NO
Hot Jobs Website		www.hotjobs.com			NO
Inside Radio		www.insideradio.com		1	NO
Calif. Dept of Social Services		www.calworks.com			NO
Not Specified				1	NO
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800		NO
Journalism Jobs Website		www.journalismjobs.com		1	NO
NAACP Job Fair				1	NO

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5) Job Title: Account Executive - 7**Referral Source(s) of Hiree: Craigslist**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
On-Air Announcement	Ann VanCleave	280 Commerce Circle, Sacramento, CA 95815	916-923-6800		NO
Monster.com		www.monster.com			NO
Calif. State Employment Development Dept Job Posting – CalJobs		www.caljobs.com			NO
Calif. State University, Sacramento		https://csus-csm.symplicity.edu			NO
Craigslist		www.craigslist.org		2	NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/~cxareer/			NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to info@gsul.org			NO
All Access Radio		www.allaccess.com			NO
Hot Jobs Website		www.hotjobs.com			NO
Inside Radio		www.insideradio.com			NO
Calif. Dept of Social Services		www.calworks.com			NO
Employee Referral				3	NO
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800		NO

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5) Job Title: Account Executive - 8**Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
On-Air Announcement	Ann VanCleave	280 Commerce Circle, Sacramento, CA 95815	916-923-6800		NO
Monster.com		www.monster.com			NO
Calif. State Employment Development Dept Job Posting – CalJobs		www.caljobs.com		1	NO
Calif. State University, Sacramento		https://csus-csm.symplicity.edu			NO
Craigslist		www.craigslist.org			NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/~cxareer/			NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to info@gsul.org			NO
All Access Radio		www.allaccess.com			NO
Hot Jobs Website		www.hotjobs.com			NO
Inside Radio		www.insideradio.com			NO
Calif. Dept of Social Services		www.calworks.com			NO
Employee Referral				1	NO
Not Specified				1	NO
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800	2	NO

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5) Job Title: Account Executive - 9**Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
On-Air Announcement	Ann VanCleave	280 Commerce Circle, Sacramento, CA 95815	916-923-6800		NO
Monster.com		www.monster.com			NO
Calif. State Employment Development Dept Job Posting – CalJobs		www.caljobs.com			NO
Calif. State University, Sacramento		https://csus-csm.symplicity.edu			NO
Craigslist		www.craigslist.org			NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/~cxareer/			NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to info@gsul.org			NO
All Access Radio		www.allaccess.com			NO
Hot Jobs Website		www.hotjobs.com			NO
Inside Radio		www.insideradio.com			NO
Calif. Dept of Social Services		www.calworks.com			NO
Employee Referral				2	NO
Not Specified				1	NO
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800	1	NO

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5) Job Title: Account Executive - 10**Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
On-Air Announcement	Ann VanCleave	280 Commerce Circle, Sacramento, CA 95815	916-923-6800		NO
Monster.com		www.monster.com			NO
Calif. State Employment Development Dept Job Posting – CalJobs		www.caljobs.com			NO
Calif. State University, Sacramento		https://csus-csm.symplicity.edu			NO
Craigslist		www.craigslist.org			NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/~cxareer/			NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to info@gsul.org			NO
All Access Radio		www.allaccess.com			NO
Hot Jobs Website		www.hotjobs.com		1	NO
Inside Radio		www.insideradio.com			NO
Calif. Dept of Social Services		www.calworks.com			NO
Employee Referral				3	NO
Not Specified				1	NO
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800		NO
LinkedIn website		www.linkedin.com		1	NO

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5) Job Title: Account Executive - 11**Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
On-Air Announcement	Ann VanCleave	280 Commerce Circle, Sacramento, CA 95815	916-923-6800		NO
Monster.com		www.monster.com			NO
Calif. State Employment Development Dept Job Posting – CalJobs		www.caljobs.com			NO
Calif. State University, Sacramento		https://csus-csm.symplicity.edu			NO
Craigslist		www.craigslist.org		1	NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/~cxareer/			NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to info@gsul.org			NO
All Access Radio		www.allaccess.com			NO
Hot Jobs Website		www.hotjobs.com			NO
Inside Radio		www.insideradio.com			NO
Calif. Dept of Social Services		www.calworks.com			NO
Employee Referral				4	NO
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800		NO

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5) Job Title: Account Executive - 12**Referral Source(s) of Hiree: Employee referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
On-Air Announcement	Ann VanCleave	280 Commerce Circle, Sacramento, CA 95815	916-923-6800		NO
Monster.com		www.monster.com			NO
Calif. State Employment Development Dept Job Posting – CalJobs		www.caljobs.com		1	NO
Calif. State University, Sacramento		https://csus-csm.symplicity.edu			NO
Craigslist		www.craigslist.org			NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/~cxareer/			NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to info@gsul.org			NO
All Access Radio		www.allaccess.com			NO
Hot Jobs Website		www.hotjobs.com			NO
Inside Radio		www.insideradio.com			NO
Calif. Dept of Social Services		www.calworks.com			NO
Employee Referral				2	NO
Not Specified				1	NO
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800	2	NO

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5) Job Title: Account Executive - 13**Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
On-Air Announcement	Ann VanCleave	280 Commerce Circle, Sacramento, CA 95815	916-923-6800		NO
Monster.com		www.monster.com			NO
Calif. State Employment Development Dept Job Posting – CalJobs		www.caljobs.com			NO
Calif. State University, Sacramento		https://csus-csm.symplicity.edu			NO
Craigslist		www.craigslist.org		1	NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/~cxareer/		1	NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to info@gsul.org			NO
All Access Radio		www.allaccess.com			NO
Hot Jobs Website		www.hotjobs.com			NO
Inside Radio		www.insideradio.com			NO
Calif. Dept of Social Services		www.calworks.com			NO
Employee Referral				1	NO
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800	2	NO

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5) Job Title: Account Executive - 14**Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
On-Air Announcement	Ann VanCleave	280 Commerce Circle, Sacramento, CA 95815	916-923-6800		NO
Monster.com		www.monster.com			NO
Calif. State Employment Development Dept Job Posting – CalJobs		www.caljobs.com			NO
Calif. State University, Sacramento		https://csus-csm.symplicity.edu			NO
Craigslist		www.craigslist.org		1	NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/~cxareer/			NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to info@gsul.org			NO
All Access Radio		www.allaccess.com			NO
Hot Jobs Website		www.hotjobs.com		1	NO
Inside Radio		www.insideradio.com			NO
Calif. Dept of Social Services		www.calworks.com			NO
Employee Referral				2	NO
Not Specified				1	NO
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800		NO
Diversity First Website		www.diversityfirst.org		1	NO

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5) Job Title: Account Executive - 15**Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
On-Air Announcement	Ann VanCleave	280 Commerce Circle, Sacramento, CA 95815	916-923-6800		NO
Monster.com		www.monster.com			NO
Calif. State Employment Development Dept Job Posting – CalJobs		www.caljobs.com			NO
Calif. State University, Sacramento		https://csus-csm.symplicity.edu			NO
Craigslist		www.craigslist.org			NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/~cxareer/			NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to info@gsul.org			NO
All Access Radio		www.allaccess.com			NO
Hot Jobs Website		www.hotjobs.com			NO
Inside Radio		www.insideradio.com			NO
Calif. Dept of Social Services		www.calworks.com			NO
Employee Referral				1	NO
Unsolicited				1	NO
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800	2	NO

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5) Job Title: Account Executive - 16**Referral Source(s) of Hiree: On-Air Announcement**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
On-Air Announcement	Ann VanCleave	280 Commerce Circle, Sacramento, CA 95815	916-923-6800	1	NO
Monster.com		www.monster.com			NO
Calif. State Employment Development Dept Job Posting – CalJobs		www.caljobs.com			NO
Calif. State University, Sacramento		https://csus-csm.symplicity.edu			NO
Craigslist		www.craigslist.org			NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/~cxareer/			NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to info@gsul.org			NO
All Access Radio		www.allaccess.com			NO
Hot Jobs Website		www.hotjobs.com			NO
Inside Radio		www.insideradio.com		1	NO
Calif. Dept of Social Services		www.calworks.com			NO
Not Specified				2	NO
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800		NO
Linked In Website		www.linkedin.com		1	NO

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5) Job Title: Account Executive - 17**Referral Source(s) of Hiree: Unsolicited Application**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
On-Air Announcement	Ann VanCleave	280 Commerce Circle, Sacramento, CA 95815	916-923-6800	1	NO
Monster.com		www.monster.com			NO
Calif. State Employment Development Dept Job Posting – CalJobs		www.caljobs.com			NO
Calif. State University, Sacramento		https://csus-csm.symplicity.edu			NO
Craigslist		www.craigslist.org			NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/~cxareer/			NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to info@gsul.org			NO
All Access Radio		www.allaccess.com			NO
Hot Jobs Website		www.hotjobs.com			NO
Inside Radio		www.insideradio.com			NO
Calif. Dept of Social Services		www.calworks.com			NO
Unsolicited				2	NO
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800	1	NO

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5) Job Title: Sales Associate - 18**Referral Source(s) of Hiree: CBSRadio.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster.com		www.monster.com			NO
Calif. State Employment Development Dept Job Posting – CalJobs		www.caljobs.com			NO
Calif. State University, Sacramento		https://csus-csm.symplicity.edu			NO
Craigslist		www.craigslist.org			NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/~cxareer/			NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to info@gsul.org			NO
All Access Radio		www.allaccess.com			NO
Hot Jobs Website		www.hotjobs.com			NO
Inside Radio		www.insideradio.com			NO
Calif. Dept of Social Services		www.calworks.com			NO
Employee Referral				2	NO
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800	2	NO
On-Air Announcement	Ann VanCleave	280 Commerce Circle, Sacramento, CA 95815	916-923-9800	2	NO

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5) Job Title: Sales Associate - 19**Referral Source(s) of Hiree: CBSRadio.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster.com		www.monster.com			NO
Calif. State Employment Development Dept Job Posting – CalJobs		www.caljobs.com			NO
Calif. State University, Sacramento		https://csus-csm.symplicity.edu			NO
Craigslist		www.craigslist.org			NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/~cxareer/			NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to info@gsul.org			NO
All Access Radio		www.allaccess.com			NO
Hot Jobs Website		www.hotjobs.com			NO
Inside Radio		www.insideradio.com			NO
Calif. Dept of Social Services		www.calworks.com			NO
Employee Referral				3	NO
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800	2	NO
On-Air Announcement	Ann VanCleave	280 Commerce Circle, Sacramento, CA 95815	916-923-9800		NO

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5) Job Title: Sales Associate - 20**Referral Source(s) of Hire: Craigslist.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster.com		www.monster.com			NO
Calif. State Employment Development Dept Job Posting – CalJobs		www.caljobs.com			NO
Calif. State University, Sacramento		https://csus-csm.symplicity.edu			NO
Craigslist		www.craigslist.org		3	NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/~cxareer/			NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to info@gsul.org			NO
All Access Radio		www.allaccess.com			NO
Hot Jobs Website		www.hotjobs.com			NO
Inside Radio		www.insideradio.com			NO
Calif. Dept of Social Services		www.calworks.com			NO
Employee Referral				1	NO
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800		NO
On-Air Announcement	Ann VanCleave	280 Commerce Circle, Sacramento, CA 95815	916-923-9800		NO

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5) Job Title: Sales Associate - 21**Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster.com		www.monster.com			NO
Calif. State Employment Development Dept Job Posting – CalJobs		www.caljobs.com			NO
Calif. State University, Sacramento		https://csus-csm.symplicity.edu			NO
Craigslist		www.craigslist.org		3	NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/~cxareer/			NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to info@gsul.org			NO
All Access Radio		www.allaccess.com			NO
Hot Jobs Website		www.hotjobs.com			NO
Inside Radio		www.insideradio.com			NO
Calif. Dept of Social Services		www.calworks.com			NO
Employee Referral				4	NO
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800	3	NO
Facebook		www.facebook.com		2	NO
On-Air Announcement	Ann VanCleave	280 Commerce Circle, Sacramento, CA 95815	916-923-9800		NO

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5) Job Title: Sales Associate - 22**Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster.com		www.monster.com			NO
Calif. State Employment Development Dept Job Posting – CalJobs		www.caljobs.com			NO
Calif. State University, Sacramento		https://csus-csm.symplicity.edu		1	NO
Craigslist		www.craigslist.org		1	NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/~cxareer/			NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to info@gsul.org			NO
All Access Radio		www.allaccess.com			NO
Hot Jobs Website		www.hotjobs.com			NO
Inside Radio		www.insideradio.com		1	NO
Calif. Dept of Social Services		www.calworks.com			NO
Employee Referral				3	NO
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800		NO
On-Air Announcement	Ann VanCleave	280 Commerce Circle, Sacramento, CA 95815	916-923-9800		NO

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5) Job Title: Assistant Program Director - 23**Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster.com		www.monster.com			NO
Calif. State Employment Development Dept Job Posting – CalJobs		www.caljobs.com			NO
Calif. State University, Sacramento		https://csus-csm.symplicity.edu			NO
Craigslist		www.craigslist.org			NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/~cxareer/			NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to info@gsul.org			NO
All Access Radio		www.allaccess.com			NO
Hot Jobs Website		www.hotjobs.com			NO
Inside Radio		www.insideradio.com			NO
Calif. Dept of Social Services		www.calworks.com			NO
Employee Referral				1	NO
Not Specified				2	NO
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800	3	NO
Career Builder Website		www.careerbuilder.com		1	NO

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5) Job Title: General Sales Manager - 24**Referral Source(s) of Hiree: Employee referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster.com		www.monster.com			NO
Calif. State Employment Development Dept Job Posting – CalJobs		www.caljobs.com			NO
Calif. State University, Sacramento		https://csus-csm.symplicity.edu			NO
Craigslist		www.craigslist.org			NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/~cxareer/			NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to info@gsul.org			NO
All Access Radio		www.allaccess.com			NO
Hot Jobs Website		www.hotjobs.com		1	NO
Inside Radio		www.insideradio.com		1	NO
Calif. Dept of Social Services		www.calworks.com			NO
Employee Referral				1	NO
Not Specified				2	NO
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800		NO

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5) Job Title: Sales Assistant - 25**Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster.com		www.monster.com			NO
Calif. State Employment Development Dept Job Posting – CalJobs		www.caljobs.com			NO
Calif. State University, Sacramento		https://csus-csm.symplicity.edu			NO
Craigslist		www.craigslist.org		2	NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/~cxareer/			NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to info@gsul.org			NO
All Access Radio		www.allaccess.com			NO
Hot Jobs Website		www.hotjobs.com			NO
Inside Radio		www.insideradio.com			NO
Calif. Dept of Social Services		www.calworks.com			NO
Employee Referral				3	N O
CBS Internship Program		CBS Internship Program		1	N O

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5) Job Title: On-Air Talent - 26**Referral Source(s) of Hiree: Employee referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster.com		www.monster.com			NO
Calif. State Employment Development Dept Job Posting – CalJobs		www.caljobs.com			NO
Calif. State University, Sacramento		https://csus-csm.symplicity.edu			NO
Craigslist		www.craigslist.org			NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/~cxareer/			NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to info@gsul.org			NO
All Access Radio		www.allaccess.com			NO
Hot Jobs Website		www.hotjobs.com		1	NO
Inside Radio		www.insideradio.com		1	NO
Calif. Dept of Social Services		www.calworks.com			NO
Employee Referral				1	NO
Not Specified				2	NO

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5) Job Title: On-Air Talent 27**Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster.com		www.monster.com			NO
Calif. State Employment Development Dept Job Posting – CalJobs		www.caljobs.com			NO
Calif. State University, Sacramento		https://csus-csm.symplicity.edu			NO
Craigslist		www.craigslist.org			NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/~cxareer/			NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to info@gsul.org			NO
All Access Radio		www.allaccess.com		1	NO
Hot Jobs Website		www.hotjobs.com			NO
Inside Radio		www.insideradio.com			NO
Calif. Dept of Social Services		www.calworks.com			NO
Employee Referral				1	NO
Not Specified				2	NO
Journalism Jobs Website		www.journalismjobs.com		1	NO

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5) Job Title: On-Air Talent 28**Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster.com		www.monster.com			NO
Calif. State Employment Development Dept Job Posting – CalJobs		www.caljobs.com			NO
Calif. State University, Sacramento		https://csus-csm.symplicity.edu			NO
Craigslist		www.craigslist.org			NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/~cxareer/			NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to info@gsul.org			NO
All Access Radio		www.allaccess.com		1	NO
Hot Jobs Website		www.hotjobs.com			NO
Inside Radio		www.insideradio.com			NO
Calif. Dept of Social Services		www.calworks.com			NO
Employee Referral				2	NO
Not Specified				1	NO

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- 6) **Total # of Interviewees Referred:** For the period from July 23, 2009, through July 22, 2010, this Employment Unit interviewed 163 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Measures.**

1. Internship Program

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
The Employment Unit operates an internship program designed to promote and foster the professional development of participating students. Interns are assigned to work in a variety of departments at the stations, including promotions, marketing, programming, and sales. Interns come from various colleges and universities in the greater Sacramento area. During the reporting period, 29 students took part in the Employment Unit's internship program.	Ongoing	Department Mangers

2. Participation in Community and Educational Events.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
Valley Broadcast Legends Youth Education Program. The Employment Units' Public Affairs Director started this program for young students interested in broadcasting careers, giving them an opportunity to talk with broadcast veterans, and participate on an ongoing basis in the organization's meetings and events. The organization holds monthly meetings, each featuring a presentation by a radio veteran, and students are invited and encouraged to attend.	Ongoing	Public Affairs Director

3. General Outreach Efforts.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
The Employment Unit has made significant contributions to the CBS Radio career website (www.cbsradio.com) which contains information designed to inform the general public of the numerous and varied career opportunities available in the	Ongoing	

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broadcasting industry and of the job skills necessary to compete for them.		
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4. Training Management Level Personnel.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
The Employment Unit conducted four (4) 30 minute online training classes regarding methods to prevent sexual harassment and employment discrimination.	7/27/09-9/30/09	Management Level Personnel

5. Mentoring Program.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
The Employment Unit has implemented a sales mentoring program to assist with the growth, development, and support of sales associates who have interest in careers in sales. The purpose of the mentoring program is to teach skills that would encourage career advancement within the field.	Ongoing	Sales Managers; Senior Account Executives