

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period July 23, 2008 – July 22, 2009.

**1) Employment Unit Location/Name: CBS Radio Sacramento**

- 22) Unit Members:**      **KHTK (AM) Sacramento CA**  
                                  **KQJK, Roseville CA\***  
                                  **KNCI, Sacramento CA**  
                                  **KSFM, Woodland CA**  
                                  **KYMX, Sacramento CA**  
                                  **KZZO, Sacramento CA**

**\*Station KQJK was assigned to AMFM Texas Licenses Limited Partnership on April 1, 2009. This Report therefore includes information pertaining to KQJK for the time period of July 23, 2008 until April 1, 2009.**

**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) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
1. Account Executive – KYMX	Unsolicited Application
2. Account Executive - KQJK	CBS Corporation Website
3. Account Executive - KHTK	Monster.com
4. Account Executive - KSFM	Employee Referral
5. Account Executive - KYMX	CBS Corporation Website
6. Account Executive - KZZO	Employee Referral
7. Account Executive – KSFM	Craigslist.org
8. Account Executive - KSFM	Employee Referral
9. Account Executive – KQJK	Employee Referral
10. Account Executive – KNCI	Employee Referral
11. Account Executive – KZZO	CBS Corporation Website

**Stations KHTK, KQJK, KSFM, KYMX, KZZO and KNCI are Equal Opportunity Employers.**

12. Account Executive – KNCI	InsideRadio.com
13. Account Executive – KSFM	Other Internet Jobsite
14. Account Executive – KSFM	CBS Corporation Website
15. Account Executive – KYMX	Employee Referral
16. Account Executive – KSFM	Employee Referral
17. Account Executive – KZZO	CBS Corporation Website
18. Account Executive – KHTK	Unsolicited Application
19. Account Executive – KHTK	Employee Referral
20. Billing Coordinator	CBS Corporation Website
21. General Sales Manager – KYMX	Internal Posting
22. General Sales Manager - KYMX	Employee Referral
23. Promotions Coordinator – KYMX	Internal Posting
24. National Sales Manager	Employee Referral
25. Production/On-air Talent – KYMX/KZZO	Employee Referral
26. Promotion Assistant – KZZO	Employee Referral
27. Sales Assistant – KSFM	Employee Referral
28. On-Air Talent—KHTK	Employee Referral
29. On-Air Talent--KHTK	Employee Referral

**Stations KHTK, KQJK, KSFM, KYMX, KZZO and KNCI are Equal Opportunity Employers.**

**5) Job Title: Account Executive - KYMX**

**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)
CBScorporation.com/careers		280 Commerce Circle, Sacramento, CA 95915		1	NO
Monster.com		<a href="http://www.monster.com">www.monster.com</a>			NO
Ca State Employment Development Dept Job Posting - CalJobs		<a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>			NO
CA State University Sacramento		<a href="https://csus-csm.symplicity.edu">https://csus-csm.symplicity.edu</a> 6000 J Street Sacramento, CA 95819	916-278-6011	2	NO
Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>			NO
Los Rios Community Colleges		<a href="http://wserver.arc.lostios.edu/~cxareer/">http://wserver.arc.lostios.edu/~cxareer/</a> 1919 Spanos Court Sacramento, CA 95825	916-558-2111		NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to <a href="mailto:info@gsul.org">info@gsul.org</a> 3725 Marysville Blvd Sacramento, CA	916-286-8600		NO
All Access Radio		<a href="http://www.allaccess.com">www.allaccess.com</a>			NO
California Broadcasters Association		<a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>			NO
Career Builder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>		1	NO
Hot Jobs Website		<a href="http://www.hotjobs.org">www.hotjobs.org</a>			NO
Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>			NO
Unsolicited application				1	NO
Not specified				1	NO

**5) Job Title: Account Executive - KQJK**

**Referral Source(s) of Hiree: CBS Corporation Website**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBScorporation.com/careers		280 Commerce Circle, Sacramento, CA 95915		1	NO
Monster.com		<a href="http://www.monster.com">www.monster.com</a>		1	NO

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Ca State Employment Development Dept Job Posting - CalJobs		<a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>			NO
CA State University Sacramento		<a href="https://csus-csm.symplicity.edu">https://csus-csm.symplicity.edu</a> 6000 J Street Sacramento, CA 95819	916-278-6011		NO
Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>			NO
Los Rios Community Colleges		<a href="http://wserver.arc.lostios.edu/~cxareer/">http://wserver.arc.lostios.edu/~cxareer/</a> 1919 Spanos Court Sacramento, CA 95825	916-558-2111	1	NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to <a href="mailto:info@gsul.org">info@gsul.org</a> 3725 Marysville Blvd Sacramento, CA	916-286-8600		NO
All Access Radio		<a href="http://www.allaccess.com">www.allaccess.com</a>			NO
California Broadcasters Association		<a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>			NO
Career Builder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>		2	NO
Hot Jobs Website		<a href="http://www.hotjobs.org">www.hotjobs.org</a>			NO
Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>			NO
Not specified				1	NO

**5) Job Title: Account Executive - KHTK**

**Referral Source(s) of Hire: Monster.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBScorporation.com/careers		280 Commerce Circle, Sacramento, CA 95915			NO
Monster.com		<a href="http://www.monster.com">www.monster.com</a>		1	NO
Ca State Employment Development Dept Job Posting - CalJobs		<a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>			NO
CA State University Sacramento		<a href="https://csus-csm.symplicity.edu">https://csus-csm.symplicity.edu</a> 6000 J Street Sacramento, CA 95819	916-278-6011		NO
Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>			NO
Los Rios Community Colleges		<a href="http://wserver.arc.lostios.edu/~cxareer/">http://wserver.arc.lostios.edu/~cxareer/</a> 1919 Spanos Court Sacramento, CA 95825	916-558-2111		NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to <a href="mailto:info@gsul.org">info@gsul.org</a> 3725 Marysville Blvd Sacramento, CA	916-286-8600		NO

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All Access Radio		<a href="http://www.allaccess.com">www.allaccess.com</a>			NO
California Broadcasters Association		<a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>			NO
Career Builder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>			NO
Hot Jobs Website		<a href="http://www.hotjobs.org">www.hotjobs.org</a>		1	NO
Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>			NO
Employee referral				1	NO
Not specified				3	NO
Other Internet Jobsite				1	NO

**5) Job Title: Account Executive - KSFM**

**Referral Source(s) of Hire: 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)
CBScorporation.com/careers		280 Commerce Circle, Sacramento, CA 95915			NO
Monster.com		<a href="http://www.monster.com">www.monster.com</a>			NO
Ca State Employment Development Dept Job Posting - CalJobs		<a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>			NO
CA State University Sacramento		<a href="https://csus-csm.symplicity.edu">https://csus-csm.symplicity.edu</a> 6000 J Streeet Sacramento, CA 95819	916-278-6011		NO
Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>			NO
Los Rios Community Colleges		<a href="http://wserver.arc.lostios.edu/~cxareer/">http://wserver.arc.lostios.edu/~cxareer/</a> 1919 Spanos Court Sacramento, CA 95825	916-558-2111		NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to <a href="mailto:info@gsul.org">info@gsul.org</a> 3725 Marysville Blvd Sacramento, CA	916-286-8600		NO
All Access Radio		<a href="http://www.allaccess.com">www.allaccess.com</a>		2	NO
California Broadcasters Association		<a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>			NO
Career Builder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>			NO
Hot Jobs Website		<a href="http://www.hotjobs.org">www.hotjobs.org</a>			NO
Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>			NO

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Employee Referral				3	NO
Other Internet jobsite				1	NO

**5) Job Title: Account Executive - KYMX**

**Referral Source(s) of Hiree: CBS Corporation Website**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBScorporation.com/careers		280 Commerce Circle, Sacramento, CA 95915		1	NO
Monster.com		<a href="http://www.monster.com">www.monster.com</a>		1	NO
Ca State Employment Development Dept Job Posting - CalJobs		<a href="http://www.cajobs.ca.gov">www.cajobs.ca.gov</a>			NO
CA State University Sacramento		<a href="https://csus-csm.symplicity.edu">https://csus-csm.symplicity.edu</a> 6000 J Streeet Sacramento, CA 95819	916-278-6011		NO
Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>			NO
Los Rios Community Colleges		<a href="http://wserver.arc.lostios.edu/~cxareer/">http://wserver.arc.lostios.edu/~cxareer/</a> 1919 Spanos Court Sacramento, CA 95825	916-558-2111		NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to <a href="mailto:info@gsul.org">info@gsul.org</a> 3725 Marysville Blvd Sacramento, CA	916-286-8600		NO
All Access Radio		<a href="http://www.allaccess.com">www.allaccess.com</a>			NO
California Broadcasters Association		<a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>			NO
Career Builder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>			NO
Hot Jobs Website		<a href="http://www.hotjobs.org">www.hotjobs.org</a>			NO
Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>			NO
Not specified				2	NO
Job Board				1	NO

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**5) Job Title: Account Executive - KZZO**

**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)
CBScorporation.com/careers		280 Commerce Circle, Sacramento, CA 95915			NO
Monster.com		<a href="http://www.monster.com">www.monster.com</a>			NO
Ca State Employment Development Dept Job Posting - CalJobs		<a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>			NO
CA State University Sacramento		<a href="https://csus-csm.symplicity.edu">https://csus-csm.symplicity.edu</a> 6000 J Street Sacramento, CA 95819	916-278-6011		NO
Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>			NO
Los Rios Community Colleges		<a href="http://wserver.arc.lostios.edu/~cxareer/">http://wserver.arc.lostios.edu/~cxareer/</a> 1919 Spanos Court Sacramento, CA 95825	916-558-2111		NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to <a href="mailto:info@gsul.org">info@gsul.org</a> 3725 Marysville Blvd Sacramento, CA	916-286-8600		NO
All Access Radio		<a href="http://www.allaccess.com">www.allaccess.com</a>			NO
California Broadcasters Association		<a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>			NO
Career Builder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>		1	NO
Hot Jobs Website		<a href="http://www.hotjobs.org">www.hotjobs.org</a>			NO
Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>		1	NO
Employee referral				1	NO
Other Internet job site				1	NO
Job Board				1	NO

**5) Job Title: Account Executive - KSFM**

**Referral Source(s) of Hiree: Craigslist.org**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBScorporation.com/careers		280 Commerce Circle, Sacramento, CA 95915			NO
Monster.com		<a href="http://www.monster.com">www.monster.com</a>		2	NO

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Ca State Employment Development Dept Job Posting - CalJobs		<a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>			NO
CA State University Sacramento		<a href="https://csus-csm.symplicity.edu">https://csus-csm.symplicity.edu</a> 6000 J Street Sacramento, CA 95819	916-278-6011		NO
Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>		1	NO
Los Rios Community Colleges		<a href="http://wserver.arc.lostios.edu/~cxareer/">http://wserver.arc.lostios.edu/~cxareer/</a> 1919 Spanos Court Sacramento, CA 95825	916-558-2111		NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to <a href="mailto:info@gsul.org">info@gsul.org</a> 3725 Marysville Blvd Sacramento, CA	916-286-8600		NO
All Access Radio		<a href="http://www.allaccess.com">www.allaccess.com</a>			NO
California Broadcasters Association		<a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>			NO
Career Builder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>			NO
Hot Jobs Website		<a href="http://www.hotjobs.org">www.hotjobs.org</a>			NO
Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>		2	NO
Other Internet jobsite				1	NO

**5) Job Title: Account Executive - KSFM**

**Referral Source(s) of Hire: 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)
CBScorporation.com/careers		280 Commerce Circle, Sacramento, CA 95915			NO
Monster.com		<a href="http://www.monster.com">www.monster.com</a>		1	NO
Ca State Employment Development Dept Job Posting - CalJobs		<a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>			NO
CA State University Sacramento		<a href="https://csus-csm.symplicity.edu">https://csus-csm.symplicity.edu</a> 6000 J Street Sacramento, CA 95819	916-278-6011		NO
Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>			NO
Los Rios Community Colleges		<a href="http://wserver.arc.lostios.edu/~cxareer/">http://wserver.arc.lostios.edu/~cxareer/</a> 1919 Spanos Court Sacramento, CA 95825	916-558-2111		NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to <a href="mailto:info@gsul.org">info@gsul.org</a> 3725 Marysville Blvd Sacramento, CA	916-286-8600		NO

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All Access Radio		<a href="http://www.allaccess.com">www.allaccess.com</a>			NO
California Broadcasters Association		<a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>			NO
Career Builder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>		1	NO
Hot Jobs Website		<a href="http://www.hotjobs.org">www.hotjobs.org</a>			NO
Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>			NO
Employee referral				1	NO
Not specified				1	NO
Other Internet jobsite				2	NO
Job Board				1	NO

**5) Job Title: Account Executive - KQJK**

**Referral Source(s) of Hire: 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)
CBScorporation.com/careers		280 Commerce Circle, Sacramento, CA 95915			NO
Monster.com		<a href="http://www.monster.com">www.monster.com</a>			NO
Ca State Employment Development Dept Job Posting - CalJobs		<a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>			NO
CA State University Sacramento		<a href="https://csus-csm.symplicity.edu">https://csus-csm.symplicity.edu</a> 6000 J Streeet Sacramento, CA 95819	916-278-6011		NO
Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>			NO
Los Rios Community Colleges		<a href="http://wserver.arc.lostios.edu/~cxareer/">http://wserver.arc.lostios.edu/~cxareer/</a> 1919 Spanos Court Sacramento, CA 95825	916-558-2111		NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to <a href="mailto:info@gsul.org">info@gsul.org</a> 3725 Marysville Blvd Sacramento, CA	916-286-8600		NO
All Access Radio		<a href="http://www.allaccess.com">www.allaccess.com</a>			NO
California Broadcasters Association		<a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>			NO
Career Builder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>			NO

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Hot Jobs Website		<a href="http://www.hotjobs.org">www.hotjobs.org</a>			NO
Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>			NO
Employee referral				2	NO
Not specified				3	NO
Job Board				2	NO

**5) Job Title: Account Executive - KNCI**

**Referral Source(s) of Hire: 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)
CBScorporation.com/careers		280 Commerce Circle, Sacramento, CA 95915			NO
Monster.com		<a href="http://www.monster.com">www.monster.com</a>			NO
Ca State Employment Development Dept Job Posting - CalJobs		<a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>			NO
CA State University Sacramento		<a href="https://csus-csm.symplicity.edu">https://csus-csm.symplicity.edu</a> 6000 J Streeet Sacramento, CA 95819	916-278-6011		NO
Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>			NO
Los Rios Community Colleges		<a href="http://wserver.arc.lostios.edu/~cxareer/">http://wserver.arc.lostios.edu/~cxareer/</a> 1919 Spanos Court Sacramento, CA 95825	916-558-2111		NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to <a href="mailto:info@gsul.org">info@gsul.org</a> 3725 Marysville Blvd Sacramento, CA	916-286-8600		NO
All Access Radio		<a href="http://www.allaccess.com">www.allaccess.com</a>			NO
California Broadcasters Association		<a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>			NO
Career Builder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>			NO
Hot Jobs Website		<a href="http://www.hotjobs.org">www.hotjobs.org</a>		1	NO
Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>			NO
Showbizjobs.com				1	NO
Not specified				2	NO

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Employee Referral				1	NO
Other Internet jobsite				1	NO

**5) Job Title: Account Executive - KZZO**

**Referral Source(s) of Hiree: CBS Corporation Website**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBScorporation.com/careers		280 Commerce Circle, Sacramento, CA 95915		1	NO
Monster.com		<a href="http://www.monster.com">www.monster.com</a>		2	NO
Ca State Employment Development Dept Job Posting - CalJobs		<a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>			NO
CA State University Sacramento		<a href="https://csus-csm.symplicity.edu">https://csus-csm.symplicity.edu</a> 6000 J Streeet Sacramento, CA 95819	916-278-6011		NO
Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>			NO
Los Rios Community Colleges		<a href="http://wserver.arc.lostios.edu/~cxareer/">http://wserver.arc.lostios.edu/~cxareer/</a> 1919 Spanos Court Sacramento, CA 95825	916-558-2111	1	NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to <a href="mailto:info@gsul.org">info@gsul.org</a> 3725 Marysville Blvd Sacramento, CA	916-286-8600		NO
All Access Radio		<a href="http://www.allaccess.com">www.allaccess.com</a>			NO
California Broadcasters Association		<a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>			NO
Career Builder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>			NO
Hot Jobs Website		<a href="http://www.hotjobs.org">www.hotjobs.org</a>			NO
Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>			NO
Unsolicited application				2	NO
Job Board				1	NO

**5) Job Title: Account Executive - KNCI**

**Referral Source(s) of Hiree: InsideRadio.com**

**Stations KHTK, KQJK, KSFM, KYMX, KZZO and KNCI are Equal Opportunity Employers.**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBScorporation.com/careers		280 Commerce Circle, Sacramento, CA 95915			NO
Monster.com		<a href="http://www.monster.com">www.monster.com</a>			NO
Ca State Employment Development Dept Job Posting - CalJobs		<a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>			NO
CA State University Sacramento		<a href="https://csus-csm.symplicity.edu">https://csus-csm.symplicity.edu</a> 6000 J Street Sacramento, CA 95819	916-278-6011		NO
Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>			NO
Los Rios Community Colleges		<a href="http://wserver.arc.lostios.edu/~cxareer/">http://wserver.arc.lostios.edu/~cxareer/</a> 1919 Spanos Court Sacramento, CA 95825	916-558-2111		NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to <a href="mailto:info@gsul.org">info@gsul.org</a> 3725 Marysville Blvd Sacramento, CA	916-286-8600		NO
All Access Radio		<a href="http://www.allaccess.com">www.allaccess.com</a>			NO
California Broadcasters Association		<a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>			NO
Career Builder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>			NO
Hot Jobs Website		<a href="http://www.hotjobs.org">www.hotjobs.org</a>		1	NO
Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>		1	NO
Not specified				3	NO
Employee referral				2	NO
Job Board				1	NO

**5) Job Title: Account Executive - KSFM**

**Referral Source(s) of Hiree: Other Internet Jobsite**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBScorporation.com/careers		280 Commerce Circle, Sacramento, CA 95915			NO
Monster.com		<a href="http://www.monster.com">www.monster.com</a>			NO
Ca State Employment Development Dept Job Posting - CalJobs		<a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>			NO
CA State University Sacramento		<a href="https://csus-csm.symplicity.edu">https://csus-csm.symplicity.edu</a> 6000 J Street	916-278-6011		NO

**Stations KHTK, KQJK, KSFM, KYMX, KZZO and KNCI are Equal Opportunity Employers.**

		Sacramento, CA 95819			
Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>			NO
Los Rios Community Colleges		<a href="http://wserver.arc.lostios.edu/~cxareer/">http://wserver.arc.lostios.edu/~cxareer/</a> 1919 Spanos Court Sacramento, CA 95825	916-558-2111		NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to <a href="mailto:info@gsul.org">info@gsul.org</a> 3725 Marysville Blvd Sacramento, CA	916-286-8600		NO
All Access Radio		<a href="http://www.allaccess.com">www.allaccess.com</a>			NO
California Broadcasters Association		<a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>			NO
Career Builder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>			NO
Hot Jobs Website		<a href="http://www.hotjobs.org">www.hotjobs.org</a>			NO
Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>			NO
Not specified				3	NO
Job Board				2	NO
Other Internet jobsite				2	NO

**5) Job Title: Account Executive – KSFM**

**Referral Source(s) of Hiree: CBS Corporation Website**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBScorporation.com/careers		280 Commerce Circle, Sacramento, CA 95915		1	NO
Monster.com		<a href="http://www.monster.com">www.monster.com</a>		1	NO
Ca State Employment Development Dept Job Posting - CalJobs		<a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>			NO
CA State University Sacramento		<a href="https://csus-csm.symplicity.edu">https://csus-csm.symplicity.edu</a> 6000 J Streeet Sacramento, CA 95819	916-278-6011		NO
Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>			NO
Los Rios Community Colleges		<a href="http://wserver.arc.lostios.edu/~cxareer/">http://wserver.arc.lostios.edu/~cxareer/</a> 1919 Spanos Court	916-558-2111		NO

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		Sacramento, CA 95825			
Greater Sacramento Urban League	Taurus Jackson	e-mail to <a href="mailto:info@gsul.org">info@gsul.org</a> 3725 Marysville Blvd Sacramento, CA	916-286-8600		NO
All Access Radio		<a href="http://www.allaccess.com">www.allaccess.com</a>			NO
California Broadcasters Association		<a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>			NO
Career Builder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>			NO
Hot Jobs Website		<a href="http://www.hotjobs.org">www.hotjobs.org</a>			NO
Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>			NO
Not specified				4	NO
Other Internet jobsite				1	NO

**5) Job Title: Account Executive - KYMX**

**Referral Source(s) of Hire: 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)
CBScorporation.com/careers		280 Commerce Circle, Sacramento, CA 95915			NO
Monster.com		<a href="http://www.monster.com">www.monster.com</a>			NO
Ca State Employment Development Dept Job Posting - CalJobs		<a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>			NO
CA State University Sacramento		<a href="https://csus-csm.symplicity.edu">https://csus-csm.symplicity.edu</a> 6000 J Street Sacramento, CA 95819	916-278-6011	1	NO
Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>			NO
Los Rios Community Colleges		<a href="http://wserver.arc.lostios.edu/~cxareer/">http://wserver.arc.lostios.edu/~cxareer/</a> 1919 Spanos Court Sacramento, CA 95825	916-558-2111		NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to <a href="mailto:info@gsul.org">info@gsul.org</a> 3725 Marysville Blvd Sacramento, CA	916-286-8600		NO
All Access Radio		<a href="http://www.allaccess.com">www.allaccess.com</a>			NO
California Broadcasters Association		<a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>			NO
Career Builder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>		1	NO

**Stations KHTK, KQJK, KSFM, KYMX, KZZO and KNCI are Equal Opportunity Employers.**

Hot Jobs Website		<a href="http://www.hotjobs.org">www.hotjobs.org</a>		1	NO
Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>			NO
Employee referral				1	NO
Other Internet jobsite				2	NO

**5) Job Title: Account Executive - KSFM**

**Referral Source(s) of Hire: 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)
CBScorporation.com/careers		280 Commerce Circle, Sacramento, CA 95915			NO
Monster.com		<a href="http://www.monster.com">www.monster.com</a>			NO
Ca State Employment Development Dept Job Posting - CalJobs		<a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>			NO
CA State University Sacramento		<a href="https://csus-csm.symplicity.edu">https://csus-csm.symplicity.edu</a> 6000 J Streeet Sacramento, CA 95819	916-278-6011		NO
Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>			NO
Los Rios Community Colleges		<a href="http://wserver.arc.lostios.edu/~cxareer/">http://wserver.arc.lostios.edu/~cxareer/</a> 1919 Spanos Court Sacramento, CA 95825	916-558-2111		NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to <a href="mailto:info@gsul.org">info@gsul.org</a> 3725 Marysville Blvd Sacramento, CA	916-286-8600		NO
All Access Radio		<a href="http://www.allaccess.com">www.allaccess.com</a>			NO
California Broadcasters Association		<a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>			NO
Career Builder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>		1	NO
Hot Jobs Website		<a href="http://www.hotjobs.org">www.hotjobs.org</a>			NO
Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>			NO
Employee Referral				2	NO
Other Internet jobsite				1	NO
Job Board				1	NO

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**5) Job Title: Account Executive – KZZO**

**Referral Source of Hiree: CBS Corporation Website**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBScorporation.com/careers		280 Commerce Circle, Sacramento, CA 95915		1	NO
Monster.com		<a href="http://www.monster.com">www.monster.com</a>		1	NO
Ca State Employment Development Dept Job Posting - CalJobs		<a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>			NO
CA State University Sacramento		<a href="https://csus-csm.symplicity.edu">https://csus-csm.symplicity.edu</a> 6000 J Street Sacramento, CA 95819	916-278-6011		NO
Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>			NO
Los Rios Community Colleges		<a href="http://wserver.arc.lostios.edu/~cxareer/">http://wserver.arc.lostios.edu/~cxareer/</a> 1919 Spanos Court Sacramento, CA 95825	916-558-2111		NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to <a href="mailto:info@gsul.org">info@gsul.org</a> 3725 Marysville Blvd Sacramento, CA	916-286-8600		NO
All Access Radio		<a href="http://www.allaccess.com">www.allaccess.com</a>			NO
California Broadcasters Association		<a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>			NO
Career Builder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>		1	NO
Hot Jobs Website		<a href="http://www.hotjobs.org">www.hotjobs.org</a>			NO
Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>			NO
Other Internet jobsite				1	NO
Not specified				2	NO

**5) Job Title: Account Executive - KHTK**

**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)
CBScorporation.com/careers		280 Commerce Circle, Sacramento, CA 95915			NO
Monster.com		<a href="http://www.monster.com">www.monster.com</a>			NO

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Ca State Employment Development Dept Job Posting - CalJobs		<a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>			NO
CA State University Sacramento		<a href="https://csus-csm.symplicity.edu">https://csus-csm.symplicity.edu</a> 6000 J Street Sacramento, CA 95819	916-278-6011		NO
Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>			NO
Los Rios Community Colleges		<a href="http://wserver.arc.lostios.edu/~cxareer/">http://wserver.arc.lostios.edu/~cxareer/</a> 1919 Spanos Court Sacramento, CA 95825	916-558-2111		NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to <a href="mailto:info@gsul.org">info@gsul.org</a> 3725 Marysville Blvd Sacramento, CA	916-286-8600		NO
All Access Radio		<a href="http://www.allaccess.com">www.allaccess.com</a>			NO
California Broadcasters Association		<a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>			NO
Career Builder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>			NO
Hot Jobs Website		<a href="http://www.hotjobs.org">www.hotjobs.org</a>			NO
Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>			NO
Employee referral				4	NO
Unsolicited application				1	NO
Not specified				2	NO
Other Internet jobsite				1	NO
Job board				1	NO

**5) Job Title: Account Executive - KHTK**

**Referral Source(s) of Hire: 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)
CBScorporation.com/careers		280 Commerce Circle, Sacramento, CA 95915			NO
Monster.com		<a href="http://www.monster.com">www.monster.com</a>			NO
Ca State Employment Development Dept Job Posting - CalJobs		<a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>			NO
CA State University Sacramento		<a href="https://csus-csm.symplicity.edu">https://csus-csm.symplicity.edu</a> 6000 J Street Sacramento, CA 95819	916-278-6011		NO

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Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>			NO
Los Rios Community Colleges		<a href="http://wserver.arc.lostios.edu/~cxareer/">http://wserver.arc.lostios.edu/~cxareer/</a> 1919 Spanos Court Sacramento, CA 95825	916-558-2111		NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to <a href="mailto:info@gsul.org">info@gsul.org</a> 3725 Marysville Blvd Sacramento, CA	916-286-8600		NO
All Access Radio		<a href="http://www.allaccess.com">www.allaccess.com</a>			NO
California Broadcasters Association		<a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>			NO
Career Builder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>			NO
Hot Jobs Website		<a href="http://www.hotjobs.org">www.hotjobs.org</a>			NO
Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>			NO
Employee referral				3	NO
Not specified				3	NO
Other Internet jobsite				1	NO
Job Board				1	NO

**5) Job Title: Billing Coordinator**

**Referral Source(s) of Hiree: CBS Corporation Website**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBScorporation.com/careers		280 Commerce Circle, Sacramento, CA 95915		3	NO
Monster.com		<a href="http://www.monster.com">www.monster.com</a>		2	NO
Ca State Employment Development Dept Job Posting - CalJobs		<a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>			NO
CA State University Sacramento		<a href="https://csus-csm.symplicity.edu">https://csus-csm.symplicity.edu</a> 6000 J Streeet Sacramento, CA 95819	916-278-6011		NO
Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>			NO
Los Rios Community Colleges		<a href="http://wserver.arc.lostios.edu/~cxareer/">http://wserver.arc.lostios.edu/~cxareer/</a> 1919 Spanos Court Sacramento, CA 95825	916-558-2111		NO

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Greater Sacramento Urban League	Taurus Jackson	e-mail to <a href="mailto:info@gsul.org">info@gsul.org</a> 3725 Marysville Blvd Sacramento, CA	916-286-8600		NO
All Access Radio		<a href="http://www.allaccess.com">www.allaccess.com</a>			NO
California Broadcasters Association		<a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>			NO
Career Builder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>			NO
Hot Jobs Website		<a href="http://www.hotjobs.org">www.hotjobs.org</a>			NO
Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>		1	NO
Employee referral				2	NO
Not specified				8	NO
Job Fair				1	NO
Other Internet jobsite				1	NO
Job Board				5	NO

**5) Job Title: General Sales Manager - KYMX**

**Referral Source(s) of Hire: Internal Posting**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBScorporation.com/careers		280 Commerce Circle, Sacramento, CA 95915		1	NO
Monster.com		<a href="http://www.monster.com">www.monster.com</a>		1	NO
Ca State Employment Development Dept Job Posting - CalJobs		<a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>			NO
CA State University Sacramento		<a href="https://csus-csm.symplicity.edu">https://csus-csm.symplicity.edu</a> 6000 J Streeet Sacramento, CA 95819	916-278-6011		NO
Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>			NO
Los Rios Community Colleges		<a href="http://wserver.arc.lostios.edu/~cxareer/">http://wserver.arc.lostios.edu/~cxareer/</a> 1919 Spanos Court Sacramento, CA 95825	916-558-2111		NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to <a href="mailto:info@gsul.org">info@gsul.org</a> 3725 Marysville Blvd Sacramento, CA	916-286-8600		NO
All Access Radio		<a href="http://www.allaccess.com">www.allaccess.com</a>			NO

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California Broadcasters Association		<a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>			NO
Career Builder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>		1	NO
Hot Jobs Website		<a href="http://www.hotjobs.org">www.hotjobs.org</a>			NO
Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>			NO
Internal posting				1	NO

**5) Job Title: General Sales Manager - KYMX**

**Referral Source(s) of Hire: 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)
CBScorporation.com/careers		280 Commerce Circle, Sacramento, CA 95915			NO
Monster.com		<a href="http://www.monster.com">www.monster.com</a>		1	NO
Ca State Employment Development Dept Job Posting - CalJobs		<a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>			NO
CA State University Sacramento		<a href="https://csus-csm.symplicity.edu">https://csus-csm.symplicity.edu</a> 6000 J Streeet Sacramento, CA 95819	916-278-6011		NO
Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>			NO
Los Rios Community Colleges		<a href="http://wserver.arc.lostios.edu/~cxareer/">http://wserver.arc.lostios.edu/~cxareer/</a> 1919 Spanos Court Sacramento, CA 95825	916-558-2111		NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to <a href="mailto:info@gsul.org">info@gsul.org</a> 3725 Marysville Blvd Sacramento, CA	916-286-8600		NO
All Access Radio		<a href="http://www.allaccess.com">www.allaccess.com</a>			NO
California Broadcasters Association		<a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>			NO
Career Builder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>		1	NO
Hot Jobs Website		<a href="http://www.hotjobs.org">www.hotjobs.org</a>			NO
Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>		1	NO
Employee referral				1	NO

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**5) Job Title: Promotion Coordinator-KYMX**

**Referral Source(s) of Hire: Internal Posting**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBScorporation.com/careers		280 Commerce Circle, Sacramento, CA 95915			NO
Monster.com		<a href="http://www.monster.com">www.monster.com</a>		1	NO
Ca State Employment Development Dept Job Posting - CalJobs		<a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>			NO
CA State University Sacramento		<a href="https://csus-csm.symplicity.edu">https://csus-csm.symplicity.edu</a> 6000 J Street Sacramento, CA 95819	916-278-6011	1	NO
Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>			NO
Los Rios Community Colleges		<a href="http://wserver.arc.lostios.edu/~cxareer/">http://wserver.arc.lostios.edu/~cxareer/</a> 1919 Spanos Court Sacramento, CA 95825	916-558-2111		NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to <a href="mailto:info@gsul.org">info@gsul.org</a> 3725 Marysville Blvd Sacramento, CA	916-286-8600		NO
All Access Radio		<a href="http://www.allaccess.com">www.allaccess.com</a>		2	NO
California Broadcasters Association		<a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>			NO
Career Builder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>		1	NO
Hot Jobs Website		<a href="http://www.hotjobs.org">www.hotjobs.org</a>			NO
Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>			NO
Not specified				6	NO
Internal posting				1	NO
Job Board				1	NO

**5) Job Title: National Sales Manager**

**Referral Source(s) of Hire: 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)
CBScorporation.com/careers		280 Commerce Circle, Sacramento, CA 95915			NO

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Monster.com		<a href="http://www.monster.com">www.monster.com</a>		1	NO
Ca State Employment Development Dept Job Posting - CalJobs		<a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>			NO
CA State University Sacramento		<a href="https://csus-csm.symplicity.edu">https://csus-csm.symplicity.edu</a> 6000 J Street Sacramento, CA 95819	916-278-6011	1	NO
Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>			NO
Los Rios Community Colleges		<a href="http://wserver.arc.lostios.edu/~cxareer/">http://wserver.arc.lostios.edu/~cxareer/</a> 1919 Spanos Court Sacramento, CA 95825	916-558-2111		NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to <a href="mailto:info@gsul.org">info@gsul.org</a> 3725 Marysville Blvd Sacramento, CA	916-286-8600		NO
All Access Radio		<a href="http://www.allaccess.com">www.allaccess.com</a>		1	NO
California Broadcasters Association		<a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>			NO
Career Builder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>		2	NO
Hot Jobs Website		<a href="http://www.hotjobs.org">www.hotjobs.org</a>			NO
Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>			NO
Employee referral				2	NO
Not specified				2	NO

**5) Job Title: Production/On-Air Talent**

**Referral Source(s) of Hire: 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)
CBScorporation.com/careers		280 Commerce Circle, Sacramento, CA 95915			NO
Monster.com		<a href="http://www.monster.com">www.monster.com</a>			NO
Ca State Employment Development Dept Job Posting - CalJobs		<a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>			NO
CA State University Sacramento		<a href="https://csus-csm.symplicity.edu">https://csus-csm.symplicity.edu</a> 6000 J Street Sacramento, CA 95819	916-278-6011		NO
Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>			NO

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Los Rios Community Colleges		<a href="http://wserver.arc.lostios.edu/~cxareer/">http://wserver.arc.lostios.edu/~cxareer/</a> 1919 Spanos Court Sacramento, CA 95825	916-558-2111		NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to <a href="mailto:info@gsul.org">info@gsul.org</a> 3725 Marysville Blvd Sacramento, CA	916-286-8600		NO
All Access Radio		<a href="http://www.allaccess.com">www.allaccess.com</a>			NO
California Broadcasters Association		<a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>		3	NO
Career Builder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>			NO
Hot Jobs Website		<a href="http://www.hotjobs.org">www.hotjobs.org</a>			NO
Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>			NO
Employee referral				1	NO
Not specified				2	NO
Other Internet jobsite				1	NO
Job Board				1	NO

**5) Job Title: Promotion Assistant - KZZO**

**Referral Source(s) of Hire: 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)
CBScorporation.com/careers		280 Commerce Circle, Sacramento, CA 95915			NO
Monster.com		<a href="http://www.monster.com">www.monster.com</a>		6	NO
Ca State Employment Development Dept Job Posting - CalJobs		<a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>			NO
CA State University Sacramento		<a href="https://csus-csm.symplicity.edu">https://csus-csm.symplicity.edu</a> 6000 J Street Sacramento, CA 95819	916-278-6011		NO
Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>			NO
Los Rios Community Colleges		<a href="http://wserver.arc.lostios.edu/~cxareer/">http://wserver.arc.lostios.edu/~cxareer/</a> 1919 Spanos Court Sacramento, CA 95825	916-558-2111		NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to <a href="mailto:info@gsul.org">info@gsul.org</a> 3725 Marysville Blvd Sacramento, CA	916-286-8600		NO
All Access Radio		<a href="http://www.allaccess.com">www.allaccess.com</a>			NO

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California Broadcasters Association		<a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>			NO
Career Builder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>		2	NO
Hot Jobs Website		<a href="http://www.hotjobs.org">www.hotjobs.org</a>			NO
Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>			NO
Employee referral				3	NO
Not specified				13	NO
Other Internet jobsite				6	NO
Job Board				3	NO

**5) Job Title: Sales Assistant -KSFM**

**Referral Source(s) of Hire: 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)
CBScorporation.com/careers		280 Commerce Circle, Sacramento, CA 95915			NO
Monster.com		<a href="http://www.monster.com">www.monster.com</a>			NO
Ca State Employment Development Dept Job Posting - CalJobs		<a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>			NO
CA State University Sacramento		<a href="https://csus-csm.symplicity.edu">https://csus-csm.symplicity.edu</a> 6000 J Streeet Sacramento, CA 95819	916-278-6011		NO
Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>			NO
Los Rios Community Colleges		<a href="http://wserver.arc.lostios.edu/~cxareer/">http://wserver.arc.lostios.edu/~cxareer/</a> 1919 Spanos Court Sacramento, CA 95825	916-558-2111		NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to <a href="mailto:info@gsul.org">info@gsul.org</a> 3725 Marysville Blvd Sacramento, CA	916-286-8600		NO
All Access Radio		<a href="http://www.allaccess.com">www.allaccess.com</a>			NO
California Broadcasters Association		<a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>			NO
Career Builder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>		2	NO
Hot Jobs Website		<a href="http://www.hotjobs.org">www.hotjobs.org</a>		1	NO

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Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>			NO
Employee referral				1	NO
Not specified				5	NO
Job Board				1	NO

**5) Job Title: On-Air Talent - KHTK**

**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)
CBScorporation.com/careers		280 Commerce Circle, Sacramento, CA 95915			NO
Monster.com		<a href="http://www.monster.com">www.monster.com</a>			NO
Ca State Employment Development Dept Job Posting - CalJobs		<a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>			NO
CA State University Sacramento		<a href="https://csus-csm.symplicity.edu">https://csus-csm.symplicity.edu</a> 6000 J Streeet Sacramento, CA 95819	916-278-6011		NO
Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>			NO
Los Rios Community Colleges		<a href="http://wserver.arc.lostios.edu/~cxareer/">http://wserver.arc.lostios.edu/~cxareer/</a> 1919 Spanos Court Sacramento, CA 95825	916-558-2111		NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to <a href="mailto:info@gsul.org">info@gsul.org</a> 3725 Marysville Blvd Sacramento, CA	916-286-8600		NO
All Access Radio		<a href="http://www.allaccess.com">www.allaccess.com</a>		2	NO
California Broadcasters Association		<a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>		1	NO
Career Builder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>			NO
Hot Jobs Website		<a href="http://www.hotjobs.org">www.hotjobs.org</a>		1	NO
Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>			NO
Employee referral				1	NO
Not specified				7	NO

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**5) Job Title: On-Air Talent - KHTK**

**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)
CBScorporation.com/careers		280 Commerce Circle, Sacramento, CA 95915			NO
Monster.com		<a href="http://www.monster.com">www.monster.com</a>			NO
Ca State Employment Development Dept Job Posting - CalJobs		<a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>			NO
CA State University Sacramento		<a href="https://csus-csm.symplicity.edu">https://csus-csm.symplicity.edu</a> 6000 J Street Sacramento, CA 95819	916-278-6011		NO
Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>			NO
Los Rios Community Colleges		<a href="http://wserver.arc.lostios.edu/~cxareer/">http://wserver.arc.lostios.edu/~cxareer/</a> 1919 Spanos Court Sacramento, CA 95825	916-558-2111		NO
Greater Sacramento Urban League	Taurus Jackson	e-mail to <a href="mailto:info@gsul.org">info@gsul.org</a> 3725 Marysville Blvd Sacramento, CA	916-286-8600		NO
All Access Radio		<a href="http://www.allaccess.com">www.allaccess.com</a>		1	NO
California Broadcasters Association		<a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>		2	NO
Career Builder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>			NO
Hot Jobs Website		<a href="http://www.hotjobs.org">www.hotjobs.org</a>			NO
Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>			NO
Employee referral				2	NO
Not specified				4	NO

**6) Total # of Interviewees Referred:** For the period from July 23, 2008, through July 22, 2009, this Employment Unit interviewed 249 interviewees for full-time job vacancies.

**7) Supplemental Recruitment Measures.**

**1. Participation in Job Fairs**

Sacramento County Department of Human Assistance Fall Job Fair

Date: September 24, 2008

Personnel Involved: Senior Accountant, HR Representative

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The Employment Unit had a booth at the job fair and presented information about jobs at the stations, including how to access the station website to apply. The employment unit collected resumes and applications and gave information to potential job candidates about careers in radio.

## **2. Internship program**

Ongoing

Personnel Involved: Department Managers

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. The Employment Unit hosted 27 interns during this reporting period.

## **3. Participation in General Outreach Efforts Using Job Banks or Internet Programs**

Ongoing

The Employment Unit has made significant contributions to the career sections of the CBS website ([www.cbcorporation.com/careers](http://www.cbcorporation.com/careers)) which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them.

## **4. Training of Management-Level Personnel**

Date: July 15, 2009

Employment Unit management-level personnel - - Market Manager, Controller, Program Directors, Director of Sales, General Sales Manager, and Marketing Director - - participated in an audio and online “webinar” during which they received training in equal employment opportunity and anti-discrimination practices.

## **5. Participation in Career Events Sponsored by Educational and/or Community Institutions**

(a). Date: February 9-11, 2009

Personnel involved: Public Affairs Director

Public Affairs Director worked with students from UC Davis who are interested in careers in broadcasting, and specifically agricultural and farm reporting, during the UC Davis World Ag-Expo career event.

(b). Date: Ongoing

Personnel involved: Public Affairs Director

The Public Affairs Director initiated the Valley Broadcast Legends youth education program, which allows students who are interested in careers in broadcasting to discuss issues with broadcasting veterans on an ongoing basis.

(c). Date: August-September 2008

Personnel involved: Public Affairs Director

The Public Affairs Director assisted the California State Fair in raising money for the youth scholarship program benefitting high school seniors planning to attend college.