

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: July 23, 2010 - July 22, 2011.

1) **Employment Unit: CBS Radio – Sacramento, CA**

2) **Unit Members (Stations and Communities of License):** **KHTK, 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. ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
2. SALES ASSOCIATE	EMPLOYEE REFERRAL
3. EXECUTIVE ASSISTANT	EMPLOYEE REFERRAL
4. ON-AIR TALENT	EMPLOYEE REFERRAL
5. ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
6. ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
7. ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
8. SALES ASSOCIATE	EMPLOYEE REFERRAL
9. ACCOUNT EXECUTIVE	LOS RIOS COLLEGE JOB BOARD
10. GENERAL SALES MANAGER	EMPLOYEE REFERRAL

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

	Job Title	Recruitment Source Referring Hiree
11.	ON-AIR TALENT	EMPLOYEE REFERRAL
12.	SALES ASSOCIATE	EMPLOYEE REFERRAL
13.	ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
14.	ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
15.	PROGRAM DIRECTOR	EMPLOYEE REFERRAL
16.	SALES ASSOCIATE	KHTK WEBSITE
17.	ACCOUNT EXECUTIVE	UNSOLICITED
18.	ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
19.	ON-AIR TALENT	CBSRADO.COM
20.	ON-AIR TALENT	EMPLOYEE REFERRAL
21.	SALES ASSOCIATE	EMPLOYEE REFERRAL
22.	EXECUTIVE ASSISTANT	CRAIGSLIST.COM
23.	ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
24.	ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
25.	ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
26.	ACCOUNT EXECUTIVE	CRAIGSLIST.COM
27.	ON-AIR TALENT	ALLACCESS.COM
28.	GENERAL SALES MANAGER	UNSOLICITED
29.	ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
30.	GENERAL SALES MANAGER	EMPLOYEE REFERRAL (INTERNAL CANDIDATE)
31.	SALES ASSOCIATE	EMPLOYEE REFERRAL
32.	ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
33.	ACCOUNT EXECUTIVE	CBSRADIO.COM

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5) Job Title: ACCOUNT EXECUTIVE 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)
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800		NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO
Calif. State University - Sacramento		https://csus-csm-symplicity.edu			NO
Craigslist		www.craigslist.com		6	NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Los Rios Community Colleges		http://wserber.arc.losrios.edu/-career/			NO
Job Binder	Ann VanCleave	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800		NO
Employee Referral				3	NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com			NO
America's Job Exchange		www.americaljobexchange.com			NO

5) Job Title: SALES ASSOCIATE 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)
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800		NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO
Calif. State University - Sacramento		https://csus-csm-symplicity.edu			NO
Craigslist		www.craigslist.com			NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Los Rios Community Colleges		http://wserber.arc.losrios.edu/-career/			NO

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Job Binder	Ann VanCleave	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800		NO
Employee Referral				3	NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com			NO
America's Job Exchange		www.americaljobexchange.com			NO

5) Job Title: EXECUTIVE ASSISTANT 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)
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800	10	NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO
Calif. State University - Sacramento		https://csus-csm-symplicity.edu			NO
Craigslist		www.craigslist.com		5	NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Los Rios Community Colleges		http://wserber.arc.losrios.edu/-career/			NO
Job Binder	Ann VanCleave	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800		NO
Employee Referral				3	NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com		2	NO
America's Job Exchange		www.americaljobexchange.com			NO
Office Team Temp Service				1	NO

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5) Job Title: 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)
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800		NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO
Calif. State University - Sacramento		https://csus-csm-symplicity.edu			NO
Craigslist		www.craigslist.com			NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Los Rios Community Colleges		http://wserber.arc.losrios.edu/-career/			NO
Job Binder	Ann VanCleave	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800		NO
Employee Referral				4	NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com			NO
America's Job Exchange		www.americaljobexchange.com			NO
All Access Website		www.allaccess.com		3	NO

5) Job Title: ACCOUNT EXECUTIVE

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)
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800	2	NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO
Calif. State University - Sacramento		https://csus-csm-symplicity.edu			NO
Craigslist		www.craigslist.com			NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Los Rios Community Colleges		http://wserber.arc.losrios.edu/-career/			NO
Job Binder	Ann VanCleave	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800		NO
Employee Referral				3	NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com			NO
America's Job Exchange		www.americaljobexchange.com			NO

5) Job Title: ACCOUNT EXECUTIVE 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)
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800	1	NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO
Calif. State University - Sacramento		https://csus-csm-symplicity.edu			NO
Craigslist		www.craigslist.com			NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Los Rios Community Colleges		http://wserber.arc.losrios.edu/-career/			NO
Job Binder	Ann VanCleave	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800		NO
Employee Referral				3	NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com			NO
America's Job Exchange		www.americaljobexchange.com			NO

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5) Job Title: ACCOUNT EXECUTIVE 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)
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800	1	NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO
Calif. State University - Sacramento		https://csus-csm-symplicity.edu			NO
Craigslist		www.craigslist.com			NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Los Rios Community Colleges		http://wserber.arc.losrios.edu/-career/			NO
Job Binder	Ann VanCleave	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800		NO
Employee Referral				3	NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com			NO
America's Job Exchange		www.americaljobexchange.com			NO

5) Job Title: SALES ASSOCIATE 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)
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800	2	NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO
Calif. State University - Sacramento		https://csus-csm-symplicity.edu			NO
Craigslist		www.craigslist.com			NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Los Rios Community Colleges		http://wserber.arc.losrios.edu/-career/			NO
Job Binder	Ann VanCleave	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800		NO

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employee Referral				2	NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com			NO
America's Job Exchange		www.americaljobexchange.com			NO

5) Job Title: ACCOUNT EXECUTIVE Referral Source(s) of Hire: LOS RIOS JOB BOARD

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800	1	NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO
Calif. State University - Sacramento		https://csus-csm-symplicity.edu			NO
Craigslist		www.craigslist.com			NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/-career/		1	NO
Job Binder	Ann VanCleave	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800		NO
Employee Referral				2	NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com			NO
America's Job Exchange		www.americaljobexchange.com			NO

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5) Job Title: GENERAL SALES MGR 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)
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800		NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO
Calif. State University - Sacramento		https://csus-csm-symplicity.edu			NO
Craigslist		www.craigslist.com			NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Los Rios Community Colleges		http://wserber.arc.losrios.edu/-career/			NO
Job Binder	Ann VanCleave	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800		NO
Employee Referral				2	NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com			NO
America's Job Exchange		www.americaljobexchange.com			NO
Careerbuilder Website		www.careerbuilder.com			NO
All Access Radio Website		www.allaccess.com			NO
Unsolicited Application				1	NO

5) Job Title: 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)
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800	1	NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO
Calif. State University - Sacramento		https://csus-csm-symplicity.edu			NO
Craigslist		www.craigslist.com			NO

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Los Rios Community Colleges		http://wserber.arc.losrios.edu/-career/			NO
Job Binder	Ann VanCleave	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800		NO
Employee Referral				2	NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com			NO
America's Job Exchange		www.americaljobexchange.com			NO
Career Builder Website		www.careerbuilder.com			NO
All Access Radio		www.allaccess.com		2	NO

5) Job Title: SALES ASSOCIATE 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)
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800		NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO
Calif. State University - Sacramento		https://csus-csm-symplicity.edu		1	NO
Craigslist		www.craigslist.com			NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Los Rios Community Colleges		http://wserber.arc.losrios.edu/-career/			NO
Job Binder	Ann VanCleave	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800		NO
Employee Referral				1	NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com			NO
America's Job Exchange		www.americaljobexchange.com			NO

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Other Internet Jobsite				2	

5) Job Title: ACCOUNT EXECUTIVE 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)
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800		NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO
Calif. State University - Sacramento		https://csus-csm-symplicity.edu			NO
Craigslist		www.craigslist.com		4	NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Los Rios Community Colleges		http://wserber.arc.losrios.edu/-career/			NO
Job Binder	Ann VanCleave	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800		NO
Employee Referral				1	NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com			NO
America's Job Exchange		www.americaljobexchange.com			NO

5) Job Title: ACCOUNT EXECUTIVE Referral Source(s) of Hire: EMPLOYEE REFERRAL

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800		NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO
Calif. State University - Sacramento		https://csus-csm-symplicity.edu			NO
Craigslist		www.craigslist.com			NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Los Rios Community Colleges		http://wserber.arc.losrios.edu/-career/			NO
Job Binder	Ann VanCleave	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800		NO
Employee Referral				4	NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com			NO
America's Job Exchange		www.americaljobexchange.com			NO

5) Job Title: PROGRAM DIRECTOR 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)
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800	1	NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO
Calif. State University - Sacramento		https://csus-csm-symplicity.edu			NO
Craigslist		www.craigslist.com			NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Los Rios Community Colleges		http://wserber.arc.losrios.edu/-career/			NO
Job Binder	Ann VanCleave	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800	1	NO
Employee Referral				3	NO
Google Base		www.google.com			NO

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed.com		www.Indeed.com			NO
America's Job Exchange		www.americaljobexchange.com			NO
All Access Radio Website		www.allaccess.com			NO
Entertainment Careers Website		www.entertainmentcareers.net			NO

5) Job Title: SALES ASSOCIATE Referral Source(s) of Hire: KHTK Station website

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800		NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO
Calif. State University - Sacramento		https://csus-csm-symplicity.edu			NO
Craigslist		www.craigslist.com			NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Los Rios Community Colleges		http://wserber.arc.losrios.edu/-career/			NO
Job Binder	Ann VanCleave	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800		NO
Employee Referral				2	NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com			NO
America's Job Exchange		www.americaljobexchange.com			NO
Inside Radio		www.insideradio.com			NO
All Access Radio		www.allaccess.com			NO
KHTK Station website		www.khtk.com		1	NO

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5) Job Title: ACCOUNT EXECUTIVE Referral Source(s) of Hire: UNSOLICITED

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800	2	NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net		1	NO
Calif. State University - Sacramento		https://csus-csm-symplicity.edu			NO
Craigslist		www.craigslist.com			NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Los Rios Community Colleges		http://wserber.arc.losrios.edu/-career/			NO
Job Binder	Ann VanCleave	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800		NO
Employee Referral				1	NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com			NO
America's Job Exchange		www.americaljobexchange.com			NO
Inside Radio		www.insideradio.com		1	NO
All Access Radio		www.allaccess.com			NO
Unsolicited				1	

5) Job Title: ACCOUNT EXECUTIVE 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)
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800	2	NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net		1	NO

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Calif. State University - Sacramento		https://csus-csm-symplicity.edu			NO
Craigslist		www.craigslist.com			NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Los Rios Community Colleges		http://wserber.arc.losrios.edu/-career/			NO
Job Binder	Ann VanCleave	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800		NO
Employee Referral				1	NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com			NO
America's Job Exchange		www.americaljobexchange.com			NO
Inside Radio		www.insideradio.com		1	NO
All Access Radio		www.allaccess.com			NO
Unsolicited				1	NO

5) Job Title: ON-AIR TALENT

Referral Source(s) of Hire: 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)
CBSRadio.com	Susan Stabler	www.cbsradio.com	916-923-6800	3	NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO
Calif. State University - Sacramento		https://csus-csm-symplicity.edu			NO
Craigslist		www.craigslist.com			NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Los Rios Community Colleges		http://wserber.arc.losrios.edu/-career/			NO
Job Binder	Susan Stabler	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800		NO
Employee Referral					NO

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com			NO
America's Job Exchange		www.americaljobexchange.com			NO
Inside Radio		www.insideradio.com			NO
All Access Radio		www.allaccess.com		2	NO

5) Job Title: 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)
CBSRadio.com	Susan Stabler	www.cbsradio.com	916-923-6800		NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO
Calif. State University - Sacramento		https://csus-csm-symlicity.edu			NO
Craigslist		www.craigslist.com			NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Los Rios Community Colleges		http://wserber.arc.losrios.edu/-career/			NO
Job Binder	Susan Stabler	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800		NO
Employee Referral				1	NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com			NO
America's Job Exchange		www.americaljobexchange.com			NO
Inside Radio		www.insideradio.com			NO
All Access Radio		www.allaccess.com		2	NO
Careerbuilder website		www.careerbuilder.com			NO
Entertainment Careers Website		www.entertainmentcareers.net			NO

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
University of Calif. Davis		Ucdavis-csm@cymlicity.com			NO

5) Job Title: SALES ASSOCIATE 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)
CBSRadio.com	Susan Stabler	www.cbsradio.com	916-923-6800		NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO
Calif. State University - Sacramento		https://csus-csm-symplicity.edu			NO
Craigslist		www.craigslist.com			NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org		1	NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/-career/			NO
Job Binder	Susan Stabler	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800		NO
Employee Referral				2	NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com			NO
America's Job Exchange		www.americaljobexchange.com			NO
Inside Radio		www.insideradio.com			NO
All Access Radio		www.allaccess.com			NO
Unsolicited				1	NO

5) Job Title: EXECUTIVE ASSISTANT Referral Source(s) of Hire: CRAIGSLIST

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	Ann VanCleave	www.cbsradio.com	916-923-6800	9	NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Calif. State University - Sacramento		https://csus-csm-symplicity.edu			NO
Craigslist		www.craigslist.com		5	NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Los Rios Community Colleges		http://wserber.arc.losrios.edu/-career/			NO
Job Binder	Ann VanCleave	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800		NO
Employee Referral				2	NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com		2	NO
America's Job Exchange		www.americaljobexchange.com			NO

5) Job Title: ACCOUNT EXECUTIVE 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)
CBSRadio.com	Susan Stabler	www.cbsradio.com	916-923-6800		NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO
Calif. State University - Sacramento		https://csus-csm-symplicity.edu			NO
Craigslist		www.craigslist.com		1	NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Los Rios Community Colleges		http://wserber.arc.losrios.edu/-career/			NO
Job Binder	Susan Stabler	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800		NO
Employee Referral				5	NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com			NO
America's Job Exchange		www.americaljobexchange.com			NO

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Inside Radio		www.insideradio.com			NO
All Access Radio		www.allaccess.com			NO

5) Job Title: ACCOUNT EXECUTIVE 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)
CBSRadio.com	Susan Stabler	www.cbsradio.com	916-923-6800		NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO
Calif. State University - Sacramento		https://csus-csm-symplicity.edu			NO
Craigslist		www.craigslist.com			NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Los Rios Community Colleges		http://wserber.arc.losrios.edu/-career/			NO
Job Binder	Susan Stabler	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800		NO
Employee Referral				2	NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com			NO
America's Job Exchange		www.americaljobexchange.com			NO
Inside Radio		www.insideradio.com			NO
All Access Radio		www.allaccess.com		1	NO
Linkup website		www.linkup.com		1	NO
Other/unknown				2	

5) Job Title: ACCOUNT EXECUTIVE Referral Source(s) of Hire: EMPLOYEE REFERRAL

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	Susan Stabler	www.cbsradio.com	916-923-6800		NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO
Calif. State University - Sacramento		https://csus-csm-symplicity.edu		1	NO
Craigslist		www.craigslist.com			NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Los Rios Community Colleges		http://wserber.arc.losrios.edu/-career/			NO
Job Binder	Susan Stabler	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800		NO
Employee Referral				1	NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com			NO
America's Job Exchange		www.americaljobexchange.com			NO
Inside Radio		www.insideradio.com			NO
All Access Radio		www.allaccess.com		1	NO
The Art Institute of California	Jagbir Mavi	jmavi@aii.edu	916-830-6372		YES
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Amelia Ligons	aligons@att-tech.edu	916-852-3900		YES
Other/Unknown				2	NO

5) Job Title: ACCOUNT EXECUTIVE Referral Source(s) of Hire: CRAIGSLIST

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	Susan Stabler	www.cbsradio.com	916-923-6800		NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Calif. State University - Sacramento		https://csus-csm-symplicity.edu			NO
Craigslist		www.craigslist.com		8	NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Los Rios Community Colleges		http://wserber.arc.losrios.edu/-career/			NO
Job Binder	Susan Stabler	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800		NO
Employee Referral				1	NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com			NO
America's Job Exchange		www.americaljobexchange.com			NO
Inside Radio		www.insideradio.com			NO
All Access Radio		www.allaccess.com			NO
The Art Institute of California	Jagbir Mavi	jmavi@aii.edu	916-830-6372		YES
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Amelia Ligons	aligons@att-tech.edu	916-852-3900		YES

5) Job Title: ON-AIR TALENT

Referral Source(s) of Hire: ALLACCESS.COM

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	Susan Stabler	www.cbsradio.com	916-923-6800	1	NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO
Calif. State University - Sacramento		https://csus-csm-symplicity.edu			NO
Craigslist		www.craigslist.com			NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Los Rios Community Colleges		http://wserber.arc.losrios.edu/-career/			NO

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Job Binder	Susan Stabler	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800		NO
Employee Referral				1	NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com			NO
America's Job Exchange		www.americaljobexchange.com			NO
Entertainment Careers Website		www.entertainmentcareers.net			NO
All Access Radio		www.allaccess.com		3	NO
The Art Institute of California	Jagbir Mavi	jmavi@aii.edu	916-830-6372		YES
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Amelia Ligons	aligons@att-tech.edu	916-852-3900		YES

5) Job Title: GENERAL SALES MGR Referral Source(s) of Hire: UNSOLICITED

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	Susan Stabler	www.cbsradio.com	916-923-6800	5	NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Employee Referral					NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com			NO
America's Job Exchange		www.americaljobexchange.com			NO
The Art Institute of California	Jagbir Mavi	jmavi@aii.edu	916-830-6372		YES
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Amelia Ligons	aligons@att-tech.edu	916-852-3900		YES

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Unsolicited/Call-in				1	NO

5) Job Title: ACCOUNT EXECUTIVE 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)
CBSRadio.com	Susan Stabler	www.cbsradio.com	916-923-6800	1	NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO
Calif. State University - Sacramento		https://csus-csm-symplicity.edu			NO
Craigslist		www.craigslist.com		1	NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/-career/			NO
Job Binder	Susan Stabler	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800		NO
Employee Referral				2	NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com			NO
America's Job Exchange		www.americaljobexchange.com			NO
Inside Radio		www.insideradio.com			NO
All Access Radio		www.allaccess.com			NO
The Art Institute of California	Jagbir Mavi	jmavi@aii.edu	916-830-6372		YES
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Amelia Ligons	aligons@att-tech.edu	916-852-3900		YES
Unsolicited				1	NO

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5) Job Title: GENERAL SALES MGR Referral Source(s) of Hire: EMPLOYEE REFERRAL (INTERNAL CANDIDATE)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	Susan Stabler	www.cbsradio.com	916-923-6800	5	NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Employee Referral					NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com			NO
America's Job Exchange		www.americaljobexchange.com			NO
The Art Institute of California	Jagbir Mavi	jmavi@aii.edu	916-830-6372		YES
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Amelia Ligons	aligons@att-tech.edu	916-852-3900		YES
Employee Referral (Internal Candidate)				1	NO

5) Job Title: SALES ASSOCIATE 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)
CBSRadio.com	Susan Stabler	www.cbsradio.com	916-923-6800	1	NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO
Calif. State University - Sacramento		https://csus-csm-symplicity.edu			NO
Craigslist		www.craigslist.com		1	NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Los Rios Community Colleges		http://wserber.arc.losrios.edu/-career/			NO
Job Binder	Susan Stabler	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800		NO

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employee Referral				1	NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com			NO
America's Job Exchange		www.americaljobexchange.com			NO
Inside Radio		www.insideradio.com			NO
All Access Radio		www.allaccess.com			NO
The Art Institute of California	Jagbir Mavi	jmavi@aii.edu	916-830-6372		YES
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Amelia Ligons	aligons@att-tech.edu	916-852-3900		YES
Unsolicited				1	NO

5) Job Title: ACCOUNT EXECUTIVE 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)
CBSRadio.com	Susan Stabler	www.cbsradio.com	916-923-6800	2	NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO
Calif. State University - Sacramento		https://csus-csm-symplicity.edu			NO
Craigslist		www.craigslist.com			NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Los Rios Community Colleges		http://wserber.arc.losrios.edu/-career/			NO
Job Binder	Susan Stabler	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800		NO
Employee Referral				1	NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com			NO

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
America's Job Exchange		www.americaljobexchange.com			NO
Inside Radio		www.insideradio.com			NO
All Access Radio		www.allaccess.com			NO
The Art Institute of California	Jagbir Mavi	jmavi@aii.edu	916-830-6372		YES
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Amelia Ligons	aligons@att-tech.edu	916-852-3900		YES

5) Job Title: ACCOUNT EXECUTIVE Referral Source(s) of Hire: 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)
CBSRadio.com	Susan Stabler	www.cbsradio.com	916-923-6800	2	NO
Calif. State Employment Development Dept Job Posting - CalJobs		www.caljobs.net			NO
Calif. State University - Sacramento		https://csus-csm-symplicity.edu			NO
Craigslist		www.craigslist.com			NO
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org			NO
Los Rios Community Colleges		http://wserver.arc.losrios.edu/-career/			NO
Job Binder	Susan Stabler	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6800		NO
Employee Referral					NO
Google Base		www.google.com			NO
Indeed.com		www.Indeed.com			NO
America's Job Exchange		www.americaljobexchange.com			NO
Inside Radio		www.insideradio.com			NO
All Access Radio		www.allaccess.com			NO
The Art Institute of California	Jagbir Mavi	jmavi@aii.edu	916-830-6372		YES

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Amelia Ligons	aligons@att-tech.edu	916-852-3900		YES
Recruitment Seminar				2	NO

6) **Total # of Interviewees Referred:** For the period from July 23, 2010, through July 22, 2011, this Employment Unit interviewed 181 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

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

Participation in Community and Educational Events.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. 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

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2. Through the San Juan School District Work/Education Department, a student from Del Campo High School participated in a job shadowing program and observed the morning show to better understand the skills for careers in broadcasting	3/2/2011	On-air talent and producer
3. As part of the State Department of Education FFA Leadership Experience Program at the State Capital in Sacramento, an account executive met with high school students and discussed the radio business and the skills required for careers in broadcasting.	3/9/2011	Account Executive
4. A student from Frontier Campus West Side Charter School participated in a job shadowing program and observed the operators of the sales department.	3/21/2011	Account Executive, General Sales Manager, Traffic Director, and sales assistant.
5. As part of the State Department of Education FFA Leadership Conference in Fresno, an account executive spoke to approximately 7,000 high school students and their families about the radio business and the skills required for careers in broadcasting	March 26, 2011	Account Executive

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 broadcasting industry and of the job skills necessary to compete for them.	Ongoing	

Training Management Level Personnel.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
Participated in EEO webinar training in equal employment and anti-discrimination practices.	7/19/11	All Management Level Personnel, personnel involved in hiring, and personnel who help administer the employment unit's EEO program.

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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