

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period July 23, 2007 – July 22, 2008.

1) Employment Unit Location/Name: Sacramento, California – CBS Radio Sacramento

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

3) EEO Contact Information for Employment Unit:

Mailing Address: CBS Radio 1750 Howe Avenue, Suite 500 Sacramento CA 95825	Telephone Number: 916-920-1025
	Contact Person: Ann VanCleave
	E-mail Address: Ann.vancleave@cbsradio.com

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

Job Title	Recruitment Source Referring Hiree
1. Account Executive – KQJK	Management Referral
2. Account Executive – KQJK	CBS Website
3. Account Executive – KQJK	Management Referral
4. Account Executive – KQJK	Station Website
5. Account Executive – KQJK	Employee Referral
6. Account Executive – KHTK	Walk-in/unsolicited application
7. Account Executive – KHTK	CBS Website
8. Account Executive – KHTK	On-air advertisement
9. Account Executive – KHTK	Monster.com
10. Account Executive – KSFM	Management Referral
11. Account Executive – KSFM	Management Referral
14. Account Executive – KSFM	Management Referral
15. Account Executive – KYMX	Employee Referral
16. Account Executive – KYMX	Call-in/unsolicited application
17. Account Executive – KYMX	Management Referral
18. Account Executive – KYMX	Management Referral

(X) Check here if additional Full-Time Job Vacancies filled are listed on an attached sheet, using identical format

Stations KQJK, KHTK, KSFM, KYMX, KZZO, KNCI Equal Opportunity Employer(s).

19. Account Executive – KZZO	Walk-in/unsolicited application
20. Account Executive – KNCI	Walk-in/unsolicited application
21. Account Executive – KNCI	Walk-in/unsolicited application
22. Account Executive – KNCI	Management Referral
23. Account Executive – KNCI	Client Referral
24. Accounting Clerk – KSFM	CBS Website
25. On-air talent – KSFM	Walk-in//unsolicited application
26. Engineer – KZZO	Management Referral
27. On-air Talent – KZZO	Management Referral
28. General Sales Mgr – KNCI	Management Referral
29. General Sales Mgr – KQJK	Monster.com
30. LAN Admin – KSFM	CBS Website
31. On-air Talent – KZZO	All Access
32. On-air Talent – KYMX	All Access
33. On-air Talent – KZZO	CBS Website
34. Music Director – KSFM	Walk-in/unsolicited application
35. Morning Show Producer – KNCI	CBS Website
36. Promotion Coordinator – KZZO	Employee Referral
37. Promotion Manager – KZZO	All Access
38. Promotion Manager – KZZO	Management Referral
39. Receptionist – KSFM	Internal Promotion
40. Sales Assistant – KSFM	Craigslist.com
41. Traffic Director – KSFM	Employee Referral
42. Account Executive – KQJK	Management Referral
43. Account Executive – KSFM	Management Referral
44. General Sales Manager – KYMX	Internal Promotion
45. Account Executive – KHTK	Internal Promotion

Stations KQJK, KHTK, KSFM, KYMX, KZZO, KNCI Equal Opportunity Employer(s).

5) Job Title: Account Executive - KQJK

Referral Source(s) of Hire: Management Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KQJK Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	1	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Account Executive - KQJK

Referral Source(s) of Hiree: CBS Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	4	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
KQJK Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Account Executive - KQJK

Referral Source(s) of Hire: Management Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KQJK Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Account Executive - KQJK

Referral Source(s) of Hire: Station Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
KQJK Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Account Executive - KQJK

Referral Source(s) of Hire: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
KQJK Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Account Executive - KHTK

Referral Source(s) of Hire: Walk-in/unsolicited application

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	2	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KHTK Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Account Executive - KHTK

Referral Source(s) of Hiree: CBS Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	3	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KHTK Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	2	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Account Executive - KHTK

Referral Source(s) of Hire: On-air Advertisement

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	4	N/A
KHTK Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	5	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Account Executive - KHTK

Referral Source(s) of Hire: Monster

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	4	N/A
KHTK Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	5	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Account Executive - KSFM

Referral Source(s) of Hire: Management Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	2	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KSFM Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Account Executive - KSFM

Referral Source(s) of Hire: Management Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KSFM Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	1	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Account Executive - KSFM

Referral Source(s) of Hire: Management Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KSFM Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	1	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Account Executive - KYMX

Referral Source(s) of Hire: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	2	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KYMX Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Account Executive - KYMX

Referral Source(s) of Hire: Call-in/unsolicited

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KYMX Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Account Executive - KYMX

Referral Source(s) of Hire: Management Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	2	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KYMX Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	1	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Account Executive - KYMX

Referral Source(s) of Hire: Management Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KYMX Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Account Executive - KZZO

Referral Source(s) of Hire: Walk-in/unsolicited

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KZZO Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	4	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Account Executive – KNCI

Referral Source(s) of Hire: Walk-in/unsolicited

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	3	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KNCI Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Account Executive - KNCI

Source(s) of Hiree: Job Binder

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KNCI Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	1	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Account Executive – KNCI

Referral Source(s) of Hire: Management Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KNCI Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Account Executive – KNCI

Referral Source(s) of Hire: Client Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KNCI Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	1	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Accounting Clerk – KSFM

Referral Source(s) of Hire: CBS Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KSFM Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	2	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
Craig's List	Rachel Conrado	www.craigslist	916-920-1025	2	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO
Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	0	NO

5) Job Title: On-air Talent – KSFM

Referral Source(s) of Hiree: Call-in/unsolicited

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	2	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KSFM Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Engineer – KZZO

Referral Source(s) of Hire: Management Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KZZO Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	1	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO
SBE	Bruce Hirsh	5244 Madison Ave Sacramento CA 95841	916-338-9200	1	NO

5) Job Title: On-air talent – KZZO

Referral Source(s) of Hire: Management Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KQJK Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: General Sales Mgr – KNCI

Referral Source(s) of Hire: Management Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KNCI Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	2	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	2	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: General Sales Mgr – KQJK

Referral Source(s) of Hire: Monster

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	2	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KQJK Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	3	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	1	NO

5) Job Title: LAN Admin – KSFM

Referral Source(s) of Hire: CBS Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KSFM Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	9	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO
Radio Classified	Bruce Hirsh	www.radio.classified.com	916-338-9200	0	NO

5) Job Title: On-air Talent - KZZO

Referral Source(s) of Hire: All Access

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KZZO Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	3	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: On-air Talent – KYMX

Referral Source(s) of Hire: All Access

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KYMX Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	7	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO
Radio Classified	Bryan Jackson	www.radio.classified.com	916-338-9200	0	NO

5) Job Title: On-air talent – KZZO

Referral Source(s) of Hire: CBS Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	2	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KZZO Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	2	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Music Director – KSFM

Referral Source(s) of Hire: Job Binder

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KSFM Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	4	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Morning Show Producer – KNCI

Referral Source(s) of Hire: CBS Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	6	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KNCI Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	4	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Promotion Coordinator - KZZO

Referral Source(s) of Hire: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KZZO Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	5	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	2	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Promotion Director - KZZO

Referral Source(s) of Hire: All Access

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KSFM Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	4	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	3	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Promotion Director - KZZO

Referral Source(s) of Hire: Management Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KSFM Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	1	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Receptionist - KSFM

Referral Source(s) of Hire: Internal Promotion

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KSFM Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	6	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Sales Assistant – KSFM

Referral Source(s) of Hire: Craig’s List

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KSFM Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	4	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	0	NO
Craig's list.com	Rachel Conrado	www.craigslistr.com	916-920-1025	7	NO

5) Job Title: Traffic Director - KSFM

Referral Source(s) of Hire: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	2	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KSFM Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	4	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Account Executive - KQJK

Referral Source(s) of Hire: Management Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
KQJK Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: Account Executive - KSFM

Referral Source(s) of Hire: Management Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KSFM Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	1	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

5) Job Title: General Sales Mgr – KYMX

Referral Source(s) of Hire: Internal Promotion

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	2	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KQJK Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	3	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	1	NO

5) Job Title: Account Executive - KHTK

Referral Source(s) of Hiree: Internal Promotion

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.Com Posting	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	2	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	1	N/A
CBS On-air Spots	Gerardo Martinez	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
KHTK Website	Chris Garcia	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	0	N/A
CA State Employment Development Dept job posting...CalJobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	0	NO
Monster,.com	Ann VanCleave	www.monster.com	916-920-1025	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	5244 Madison Ave Sacramento CA 95841	916-338-9200	0	N/A
CBS Radio Sacramento Job Binder	Ann VanCleave	280 Commerce Circle Sacramento CA 95815	916-923-6800	0	N/A
All Access	Ann VanCleave	www.allaccess.com	916-9201025	0	NO
CA Broadcaster Assoc	Ann VanCleave	www.cabroadcaster.org	916-920-1025	0	NO

6) **Total # of Interviewees Referred:** For the period from July 23, 2007 through July 22, 2008, this Employment Unit interviewed 197 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Measures.**

1. Participation in Job Fairs

Sacramento County Department of Human Assistance Spring Job Fair

Date: March 19, 2008

Personnel Involved: Senior Accountant, HR Representative

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

2. Participation in Events Sponsored by Community or Educational Institutions

Excellence in Presentations Conference sponsored by the Sacramento Leadership Experience

Dates: March 4 – 7, 2008.

Personnel Involved: Public Affairs Director

The Public Affairs Director worked with 40 high school students who are part of a four-year program for student leadership and development, and discussed the skills necessary for careers in broadcasting.

3. Participation in Events Sponsored by Community or Educational Institutions

CK McClatchy High School

December 2007 through May 2008

Personnel Involved: On-Air Talent.

On-air talent served as a Senior Project Mentor for a student in which the student learned about the programming operations of a radio station.

4. Participation in Events Sponsored by Community or Educational Institutions

Bear Creek High School

December 2007 through May 2008

Personnel Involved: On-Air Talent.

On-air talent served as a Senior Project Mentor for a student in which the student learned about the programming operations of a radio station.

5. Internship Program

Ongoing

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 Charlotte area.

5. Participate in General Outreach Efforts Using Job Banks or Internet Programs

The Employment Unit has made significant contributions to the career section of the CBS Radio 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.

Stations KQJK, KHTK, KSFM, KYMX, KZZO, KNCI Equal Opportunity Employer(s).