

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period July 23, 2005 – July 22, 2006.

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

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: Rachel Conrado
	E-mail Address: Rachel.conrado@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	CBS Website
2. Account Executive – KQJK	Management Referral
3. Account Executive – KQJK	Sacramento State University
4. Account Executive – KQJK	Call-in/unsolicited application
5. Account Executive – KQJK	Employee Referral
6. Account Executive – KQJK	Management Referral
7. Account Executive – KQJK	Craigslist.Com
8. Account Executive – KQJK	Craigslist.Com
9. Account Executive – KHTK	Station Website
10. Account Executive – KHTK	On-air advertisement
11. Account Executive – KSFM	Station Website
12. Account Executive – KSFM	Call-In/unsolicited application
13. Account Executive – KSFM	Employee Referral
14. Account Executive – KSFM	On-air advertisement

(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 ARE EQUAL OPPORTUNITY EMPLOYERS.

15. Account Executive – KSFM	Station Website
16. Account Executive – KYMX	On-air advertisement
17. Account Executive – KYMX	On-air advertisement
18. Account Executive – KYMX	Management Referral
19. Account Executive – KZZO	Call-In/unsolicited application
20. Account Executive – KZZO	Employee Referral
21. Account Executive – KZZO	Monster.Com
22. Account Executive – KZZO	Management Referral
23. Account Executive – KNCI	Employee Referral
24. Account Executive – KNCI	Management Referral
25. Account Executive – KNCI	Monster.Com
26. Account Executive – KNCI	Management Referral
27. Account Executive – KNCI	Client Referral
28. Account Executive – KNCI	On-air advertisement
29. Program Director – KQJK	Management Referral
30. Program Director – KZZO	Employee Referral
31. Promotion Manager – KQJK	Management Referral
32. Promotion Coordinator – KZZO	Employee Referral
33. Promotion Coordinator – KZZO	Employee Referral
34. Promotion Coordinator – KNCI	Monster.Com
35. Morning Talent – KHTK	CBS Website
36. Morning Talent – KYMX	Employee Referral
37. Afternoon Talent – KZZO	Employee Referral
38. Overnight Talent – KNCI	CBS Website
39. Local Sales Manager – KYMX	CBS Website
40. New Business Manager – KNCI	Employee Referral
41. Sales Assistant – KNCI	Call In/unsolicited application
42. Receptionist – KYMX	Monster.Com
43. Receptionist – KYMX	Craigslist.Com

5) Job Title: Account Executive – KQJK Referral Source(s) of Hire: CBS Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS On-air Spots	Jeff Keller	1750 Howe Avenue #500 Sacramento CA 95825	916-338-9200	N/A
KQJK Website	Leon Guidry	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.helpwanted.com	916-920-1025	N/A
Craig's List	Jeff Keller	www.craigslis.com	916-338-9200	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	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:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS On-air Spots	Jeff Keller	1750 Howe Avenue #500 Sacramento CA 95825	916-338-9200	N/A
KQJK Website	Leon Guidry	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-0125	N/A
Craig's List	Jeff Keller	www.craigslist.com	916-338-9200	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

5) Job Title: Account Executive – KQJK Referral Source(s) of Hiree: Sacramento State University website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS On-air Spots	Jeff Keller	1750 Howe Avenue #500 Sacramento CA 95825	916-338-9200	N/A
KQJK Website	Leon Guidry	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-0125	N/A
Craig's List	Jeff Keller	www.craigslist.com	916-338-9200	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

5) Job Title: Account Executive – KQJK Referral Source(s) of Hiree: Call in/unsolicited application

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS On-air Spots	Jeff Keller	1750 Howe Avenue #500 Sacramento CA 95825	916-338-9200	N/A
KQJK Website	Leon Guidry	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	Jeff Keller	www.craigslist.com	916-338-9200	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

5) Job Title: Account Executive – KQJK Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS On-air Spots	Jeff Keller	1750 Howe Avenue #500 Sacramento CA 95825	916-338-9200	N/A
KQJK Website	Leon Guidry	1750 Howe Ave #500 Sacramento CA 95825	916-338-9200	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	Jeff Keller	www.craigslist.com	916-338-9200	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

5) Job Title: Account Executive – KQJK Referral Source(s) of Hiree: Management Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS On-air Spots	Jeff Keller	1750 Howe Avenue #500 Sacramento CA 95825	916-338-9200	N/A
KQJK Website	Leon Guidry	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	Jeff Keller	www.craigslist.com	916-338-9200	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

5) Job Title: Account Executive – KQJK Referral Source(s) of Hire: CRAIGSLIST

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS On-air Spots	Jeff Keller	1750 Howe Avenue #500 Sacramento CA 95825	916-338-9200	N/A
KQJK Website	Leon Guidry	1750 Howe Ave #500 Sacramento CA 95825	916-338-9200	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	Jeff Keller	www.craigslist.com	916-338-9200	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

5) Job Title: Account Executive – KQJK Referral Source(s) of Hire: CRAIGSLIST

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS On-air Spots	Jeff Keller	1750 Howe Avenue #500 Sacramento CA 95825	916-338-9200	N/A
KQJK Website	Leon Guidry	1750 Howe Ave #500 Sacramento CA 95825	916-338-9200	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	Jeff Keller	www.craigslist.com	916-338-9200	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

5) Job Title: Account Executive – KHTK Referral Source(s) of Hiree: STATION WEBSITE

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS On-air Spots	Jeff Keller	1750 Howe Avenue #500 Sacramento CA 95825	916-338-9200	N/A
KQJK Website	Leon Guidry	1750 Howe Ave #500 Sacramento CA 95825	916-338-9200	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	Jeff Keller	www.craigslist.com	916-338-9200	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

5) Job Title: Account Executive – KHTK Referral Source(s) of Hiree: On-air Advertisements

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS On-air Spots	Mike Rogers	1750 Howe Avenue #500 Sacramento CA 95825	916-923-6800	N/A
KHTK Website	Leon Guidry	1750 Howe Ave #500 Sacramento CA 95825	916-338-9200	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	Mike Rogers	www.craigslist.com	916-923-6800	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

5) Job Title: Account Executive – KSFM Referral Source(s) of Hiree: STATION WEBSITE

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS On-air Spots	Dell Goetz	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
KSFM Website	Kim Piazza	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	Dell Goetz	www.craigslist.com	916-920-1025	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

5) Job Title: Account Executive – KSFM Referral Source(s) of Hiree: CALL IN/UNSOLICITED APPLICATION

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS On-air Spots	Dell Goetz	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
KSFM Website	Kim Piazza	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	Dell Goetz	www.craigslist.com	916-920-1025	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

5) Job Title: Account Executive – KSFM Referral Source(s) of Hiree: EMPLOYEE REFERRAL

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS On-air Spots	Dell Goetz	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
KSFM Website	Kim Piazza	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	Dell Goetz	www.craigslist.com	916-920-1025	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

5) Job Title: Account Executive – KSFM Referral Source(s) of Hire: On-Air Advertisement

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS On-air Spots	Dell Goetz	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
KSFM Website	Kim Piazza	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	Dell Goetz	www.craigslist.com	916-920-1025	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

5) Job Title: Account Executive – KSFM Referral Source(s) of Hiree: STATION WEBSITE

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS On-air Spots	Dell Goetz	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
KSFM Website	Kim Piazza	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	Dell Goetz	www.craigslist.com	916-920-1025	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

5) Job Title: Account Executive – KYMX Referral Source(s) of Hiree: On-Air Advertisement

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS On-air Spots	Michael Hernandez	280 Commerce Circle, Sacramento, CA 95815	916-923-6800	N/A
KYMx Website	Rouna Daouk	280 Commerce Circle, Sacramento, CA 95815	916-923-6800	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	Michael Hernandez	www.craigslist.com	916-923-68005	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

5) Job Title: Account Executive – KYMX Referral Source(s) of Hire: On-Air Advertisement

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS On-air Spots	Michael Hernandez	280 Commerce Circle, Sacramento, CA 95815	916-923-6800	N/A
KYMX Website	Rouna Daouk	280 Commerce Circle, Sacramento, CA 95815	916-923-6800	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	Michael Hernandez	www.craigslist.com	916-923-6800	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	

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:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS On-air Spots	Michael Hernandez	280 Commerce Circle, Sacramento, CA 95815	916-923-6800	N/A
KYMX Website	Rouna Daouk	280 Commerce Circle, Sacramento, CA 95815	916-923-6800	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	Michael Hernandez	www.craigslist.com	916-923-6800	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

5) Job Title: Account Executive – KZZO Referral Source(s) of Hiree: CALL IN/UNSOLICITED APPLICATION

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS On-air Spots	Jeannine Davis	280 Commerce Circle, Sacramento, CA 95815	916-923-6800	N/A
KZZO Website	Samantha Sacco	280 Commerce Circle, Sacramento, CA 95815	916-923-6800	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	Michael Hernandez	www.craigslist.com	916-923-6800	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

5) Job Title: Account Executive – KZZO Referral Source(s) of Hire: EMPLOYEE REFERRAL

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS On-air Spots	Jeannine Davis	280 Commerce Circle, Sacramento, CA 95815	916-923-6800	N/A
KZZO Website	Samantha Sacco	280 Commerce Circle, Sacramento, CA 95815	916-923-6800	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	Michael Hernandez	www.craigslist.com	916-923-6800	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	

5) Job Title: Account Executive – KZZO Referral Source(s) of Hiree: MONSTER.COM

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS On-air Spots	Jeannine Davis	280 Commerce Circle, Sacramento, CA 95815	916-923-6800	N/A
KZZO Website	Samantha Sacco	280 Commerce Circle, Sacramento, CA 95815	916-923-6800	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	Michael Hernandez	www.craigslist.com	916-923-6800	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	

5) Job Title: Account Executive – KZZO Referral Source(s) of Hiree: MANAGEMENT REFERRAL

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS On-air Spots	Jeannine Davis	280 Commerce Circle, Sacramento, CA 95815	916-923-6800	N/A
KZZO Website	Samantha Sacco	280 Commerce Circle, Sacramento, CA 95815	916-923-6800	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	Michael Hernandez	www.craigslist.com	916-923-6800	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	no

5) Job Title: Account Executive – KNCI Referral Source(s) of Hiree: EMPLOYEE REFERRAL

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS On-air Spots	JC Swan	5244 Madison Avenue, Sacramento, CA 95841	916-338-9200	N/A
KNCI Website	Leon Guidry	5244 Madison Avenue, Sacramento, CA 95841	916-338-9200	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	Michael Hernandez	www.craigslist.com	916-923-6800	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	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:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS On-air Spots	JC Swan	5244 Madison Avenue, Sacramento, CA 95841	916-338-9200	N/A
KNCI Website	Leon Guidry	5244 Madison Avenue, Sacramento, CA 95841	916-338-9200	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	JC Swan	www.craigslist.com	916-338-9200	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

5) Job Title: Account Executive – KNCI Referral Source(s) of Hire: MONSTER.COM

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS On-air Spots	JC Swan	5244 Madison Avenue, Sacramento, CA 95841	916-338-9200	N/A
KNCI Website	Leon Guidry	5244 Madison Avenue, Sacramento, CA 95841	916-338-9200	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	JC Swan	www.craigslist.com	916-338-9200	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	

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:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS On-air Spots	JC Swan	5244 Madison Avenue, Sacramento, CA 95841	916-338-9200	N/A
KNCI Website	Leon Guidry	5244 Madison Avenue, Sacramento, CA 95841	916-338-9200	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	JC Swan	www.craigslist.com	916-338-9200	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

5) Job Title: Account Executive – KNCI Referral Source(s) of Hiree: CLIENT REFERRAL

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS On-air Spots	JC Swan	5244 Madison Avenue, Sacramento, CA 95841	916-338-9200	N/A
KNCI Website	Leon Guidry	5244 Madison Avenue, Sacramento, CA 95841	916-338-9200	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	JC Swan	www.craigslist.com	916-338-9200	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

5) Job Title: Account Executive – KNCI Referral Source(s) of Hiree: On-Air Advertisement

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS On-air Spots	JC Swan	5244 Madison Avenue, Sacramento, CA 95841	916-338-9200	N/A
KNCI Website	Leon Guidry	5244 Madison Avenue, Sacramento, CA 95841	916-338-9200	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	JC Swan	www.craigslist.com	916-338-9200	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

5) Job Title: Program Director – KQJK Referral Source(s) of Hiree: MANAGEMENT REFERRAL

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	N/A
KQJK Website	Leon Guidry	1750 Howe Ave #500 Sacramento CA 95825	916-920-1025	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	JC Swan	www.craigslist.com	916-338-9200	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
The Sacramento Bee	Help Wanted Dept.	2100 Q Street, Sacramento, CA 95814	916-321-1465	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

5) Job Title: Program Director – KZZO Referral Source(s) of Hiree: EMPLOYEE REFERRAL

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
Monster.com	Rachel Conrado	www.monster.com		N/A
KZZO Website	Samantha Sacco	280 Commerce Circle, Sacramento, CA 95815	916-923-6800	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	JC Swan	www.craigslist.com	916-338-9200	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
The Sacramento Bee	Help Wanted Dept.	2100 Q Street, Sacramento, CA 95814	916-321-1465	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	

5) Job Title: Promotion Manager – KQJK Referral Source(s) of Hire: MANAGEMENT REFERRAL

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
Monster.com	Rachel Conrado	www.monster.com		N/A
KQJK Website	Leon Guidry	5244 Madison Avenue, Sacramento, CA 95841	916-338-9200	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	JC Swan	www.craigslist.com	916-338-9200	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
The Sacramento Bee	Help Wanted Dept.	2100 Q Street, Sacramento, CA 95814	916-321-1465	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	

5) Job Title: Promotion Coordinator – KZZO Referral Source(s) of Hiree: EMPLOYEE REFERRAL

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	N/A
KZZO Website	Samantha Sacco	280 Commerce Circle, Sacramento, CA 95815	916-923-6800	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	Byron Kennedy	www.craigslist.com	916-338-9200	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
The Sacramento Bee	Help Wanted Dept.	2100 Q Street, Sacramento, CA 95814	916-321-1465	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	

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:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
Monster.com	Rachel Conrado	www.monster.com	916-920-8782	N/A
KZZO Website	Samantha Sacco	280 Commerce Circle, Sacramento, CA 95815	916-920-1025	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	Samantha Sacco	www.craigslist.com	916-338-9200	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
The Sacramento Bee	Help Wanted Dept.	2100 Q Street, Sacramento, CA 95814	916-321-1465	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

5) Job Title: Promotion Coordinator – KNCI Referral Source(s) of Hire: MONSTER.COM

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
Monster.com		www.monster.com	916-920-1025	N/A
KNCI Website	Leon Guidry	5244 Madison Avenue, Sacramento, CA 95841	916-920-1025	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	JC Swan	www.craigslist.com	916-338-9200	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
The Sacramento Bee	Help Wanted Dept.	2100 Q Street, Sacramento, CA 95814	916-321-1465	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	

5) Job Title: Morning Talent – KHTK Referral Source(s) of Hiree: CBS WEBSITE

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	N/A
KHTK Website	Leon Guidry	5244 Madison Avenue, Sacramento, CA 95841	916-920-1025	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	JC Swan	www.craigslist.com	916-338-9200	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
The Sacramento Bee	Help Wanted Dept.	2100 Q Street, Sacramento, CA 95814	916-321-1465	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

5) Job Title: Morning Talent - KYMX Referral Source(s) of Hiree: EMPLOYEE REFERRAL

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	N/A
KYMx Website	Rouna Daouk	280 Commerce Circle, Sacramento, CA 95815	916-920-1025	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	Bryan Jackson	www.craigslist.com	916-923-6800	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
The Sacramento Bee	Help Wanted Dept.	2100 Q Street, Sacramento, CA 95814	916-321-1465	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

5) Job Title: Afternoon Talent - KZZO Referral Source(s) of Hiree: EMPLOYEE REFERRAL

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	N/A
KZZO Website	Samantha Sacco	280 Commerce Circle, Sacramento, CA 95815	916-920-1025	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	Byron Kennedy	www.craigslist.com	916-923-6800	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
The Sacramento Bee	Help Wanted Dept.	2100 Q Street, Sacramento, CA 95814	916-321-1465	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

5) Job Title: Overnight Talent - KNCI Referral Source(s) of Hiree: CBS WEBSITE

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	N/A
KNCI Website	Leon Guidry	280 Commerce Circle, Sacramento, CA 95815	916-920-1025	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	Mark Evans	www.craigslist.com	916-923-6800	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
The Sacramento Bee	Help Wanted Dept.	2100 Q Street, Sacramento, CA 95814	916-321-1465	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

5) Job Title: Local Sales Manager - KYMX Referral Source(s) of Hiree: CBS WEBSITE

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS On-air Spots	Michael Hernandez	280 Commerce Circle, Sacramento, CA 95815	916-923-6800	N/A
KYMX Website	Rouna Daouk	280 Commerce Circle, Sacramento, CA 95815	916-923-6800	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	Michael Hernandez	www.craigslist.com	916-923-6800	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
The Sacramento Bee	Help Wanted Dept.	2100 Q Street, Sacramento, CA 95814	916-321-1465	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	NO

5) Job Title: New Business Manager - KNCI Referral Source(s) of Hiree: EMPLOYEE REFERRAL

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	N/A
KNCI Website	Leon Guidry	5244 Madison Avenue, Sacramento, CA	916-338-9200	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	Joe Whalen	www.craigslist.com	916-923-6800	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
The Sacramento Bee	Help Wanted Dept.	2100 Q Street, Sacramento, CA 95814	916-321-1465	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

5) Job Title: Sales Assistant - KNCI Referral Source(s) of Hiree: CALL IN/UNSOLICITED APPLICATION

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	N/A
KNCI Website	Leon Guidry	5244 Madison Ave, Sacramento, CA 95841	916-338-9200	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	Cindy Jordan	www.craigslist.com	916-338-9200	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
The Sacramento Bee	Help Wanted Dept.	2100 Q Street, Sacramento, CA 95814	916-321-1465	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

5) Job Title: Receptionist - KYMX Referral Source(s) of Hiree: MONSTER.COM

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	N/A
KYMX Website	Rouna Daouk	280 Commerce Circle, Sacramento, CA 95815	916-923-6800	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	Michael Hernandez	www.craigslist.com	916-923-6800	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
The Sacramento Bee	Help Wanted Dept.	2100 Q Street, Sacramento, CA 95814	916-321-1465	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

5) Job Title: Receptionist - KYMX Referral Source(s) of Hire: CRAIGSLIST.COM

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio.com Posting	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
CBS Radio Sacramento Job Binder	Rachel Conrado	1750 Howe Avenue #500 Sacramento CA 95825	916-920-1025	N/A
Monster.com	Rachel Conrado	www.monster.com	916-920-1025	N/A
KYMX Website	Rouna Daouk	280 Commerce Circle, Sacramento, CA 95815	916-923-6800	N/A
CA Job Journal	Mary Rose	2033 Howe Ave #100 Sacramento CA 95825	916-925-0800	NO
Helpwanted.com	Rachel Conrado	www.Helpwanted.com	916-920-1025	N/A
Craig's List	Michael Hernandez	www.craigslist.com	916-923-6800	N/A
CA State Employment Development Dept job posting...Caljobs.com	Martha Escobeda	2901 50 th Street Sacramento CA 95819	916-277-0359	NO
Sacramento State University	Career Center	6000 University Ave, Sacramento, CA 95819	916-278-7207	NO
The Sacramento Bee	Help Wanted Dept.	2100 Q Street, Sacramento, CA 95814	916-321-1465	NO
All Access	Rachel Conrado	www.allaccess.com	916-920-1025	NO

6) Total # of Interviewees Referred by Each Source: For the period from July 23, 2005 – July 22, 2006, this Employment Unit interviewed 220 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
(1) CBS Radio Website	41
(2) Monster.com	26
(3) CBS Radio On-Air Advertisements	17
(4) KHTK, KQJK, KNCI, KSFM, KYMX, KZZO websites	14
(5) Craigslist.com	14
(6) Sacramento State University	1
(7) Allaccess.com	4
(8) California Job Journal	1
(9) CBS Radio Job Binders in station lobbies	15
(10) Client/Employee Referral	44
(11) Management Referral	26
(12) The Sacramento Bee	7
(13) Unsolicited/Walk-in/Call-in	10

7) Supplemental Recruitment Measures.

PARTICIPATION IN JOB FAIRS

1. Sacramento County Department of Human Assistance Spring Job Fair.
Date: March 22, 2006
Personnel Involved: Assistant Controller, IT Manager
CBS Radio had a booth and collected resumes and applications. We presented information about CBS Radio, including how to access the CBS Radio website to apply for jobs. Also gave general information about working in radio to potential job candidates.
2. Spring Career Fair hosted by ITT Technical Institute.
Date: April 6, 2006
Personnel Involved: IT Manager, Production Director, Promotion Assistant
CBS Radio had a booth, collected resumes, and presented information about working in radio, particularly the technical aspects of the industry and what education is required.

PARTICIPATION IN EVENTS SPONSORED BY EDUCATIONAL INSTITUTIONS

1. Leadership Course at Inderkum High School.
Date: March 10, 2006
Personnel Involved: Promotions Director, Promotions Assistant
KSFM Promotions Staff gave a talk and presentation on working in the Radio and Media Industry. Answered questions and gave advice regarding education and experience necessary for careers in broadcasting. Date: 3/10/06
2. Career Mentor Day at Rio Vista High School.
Date: October 27, 2005
Personnel Involved: IT Manager
KZZO/KYMX IT Manager attended the event as a career mentor and gave a talk about the radio industry and careers in broadcasting, and took students on a tour of broadcast facilities.

PARTICIPATION IN GENERAL OUTREACH EFFORTS USING JOB BANKS OR INTERNET PROGRAMS

1. KHTK, KQJK, KNCL, KSFM, KYMX, and KZZO have 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.

TRAINING OF MANAGEMENT LEVEL PERSONNEL

1. CBS Radio Managers' Meeting. New York City.
Date: January 24, 2006
Personnel Involved: Management level personnel
Management-level personnel received training as to methods of ensuring equal employment opportunity and preventing discrimination at the CBS Radio Managers Conference