

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: July 23, 2013 - July 22, 2014

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

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

3) **EEO Contact Information for Employment Unit:**

Mailing Address:  CBS Radio 280 Commerce Circle Sacramento, CA 95815	Telephone Number: 916-923-6803
	Contact Person/Title: Susan Stabler; Assistant Controller/HR Representative
	E-mail Address: susan.stabler@cbsradio.com

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

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
1. Account Executive	Employee referral
2. Digital Media Coordinator	Cbsradio.com
3. Director of Digital Content	Internal Posting
4. On-Air Talent	All Access website
5. Account Executive	Cbsradio.com
6. Political Business Development Coordinator	Employee Referral
7. Account Executive	Employee Referral
8. Promotion Director	Cbsradio.com
9. Account Executive	Linked In
10. Music Director	Employee Referral
11. Account Executive	Cbsradio.com

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<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
12. Sales Assistant	Internal Posting
13. On-Air Talent	Employee Referral
14. Promotion Director	Employee Referral
15. Sales Assistant	Indeed.com
16. Account Executive	Employee Referral
17. Chief Engineer	Cbsradio.com
18. NTR Sales Specialist	Internal Posting
19. Account Executive	Employee Referral
20. Account Executive	Linked In Website
21. Sales Assistant	Employee Referral
22. Account Executive	Employee Referral

**5) Job Title: 1-Account Executive Referral Source(s) of Hire: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Cbsradio.com*	Susan Stabler	www.cbsradio.com	916-923-6800	2	
Calif. State Employment Development Dept Job Posting - CalJobs	Dennis Petrie	www.caljobs.com	800-758-0398		
Findly Job Board Network	Kristin Maizel	www.findly.com	650-403-4813		
CBS Radio Job Binder in Lobbies at both Madison Ave & Commerce Cr	Susan Stabler & Cindy Jordan	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6803		
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org	916-286-8600		
Sacramento Job Corps	Ashell Harris	harris.ashell@jobcorps.org	916-429-4969		
Calif. State University Sacramento	Brigitte Clark	https://csus-csm.symplicity.com	916-278-6233		
Los Rios Community Colleges	Jennifer Garcia	www.arc.losrios.edu	916-484-8555		
University of California. at Davis	Subhash Risbud	https://icweb.ucdavis.edu/employer/Career.htm	530-752-6659		
MTI College	Career services	careerservices@mticollege.edu	916-339-1500		
Asian Pacific Chamber of Commerce Newsletter	Matt Sumida	msumida@sacasiancc.org	916-446-7883		
The Art Institute of California	Jagbir Mavi	jmavi@aii.edu	916-830-6372		YES
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Amelia Ligons	aligons@att-tech.edu	916-852-3900		YES
International Academy of Design Technology	Vickie Parsons	vparsons@iadtsacramento.com	916-285-9468		
California Broadcasters Assoc.	Job Services	www.yourcba.com	916-444-2237		
All Access Radio		www.allacess.com	310-457-6616		
Linked-In.com		www.linkedin.com		1	
Employee Referral				1	
Industry Referral				1	

\* In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various sources (e.g., LinkedIn.com, etc.) using the CBS Radio recruitment software, listed on Attachment A. Indeed.com and America's Job Exchange ("AJE") scrape CBS Radio websites for job vacancy announcements, as well. Notices that AJE scrapes are also further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Note that these lists may change from time to time.

**Stations KHTK-AM, KNCI-FM, KSFM-FM, KYMX-FM & KZZO-FM  
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**5) Job Title: 2-Digital Media Coordinator Referral Source(s) of Hire: Cbsradio.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Cbsradio.com	Susan Stabler	www.cbsradio.com	916-923-6800	4	
Calif. State Employment Development Dept Job Posting - CalJobs	Dennis Petrie	www.caljobs.com	800-758-0398		
Findly Job Board Network	Kristin Maizel	www.findly.com	650-403-4813		
CBS Radio Job Binder in Lobbies at both Madison Ave & Commerce Cr	Susan Stabler & Cindy Jordan	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-912-6803		
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org	916-286-8600		
Sacramento Job Corps	Ashell Harris	harris.ashell@jobcorps.org	916-429-4969	1	
Los Rios Community Colleges	Jennifer Garcia	www.arc.losrios.edu	916-484-8555		
Calif. State University Sacramento	Brigitte Clark	https://csus-csm.symplicity.com	916-278-6233		
University of California. at Davis	Subhash Risbud	https://iccweb.ucdavis.edu/employer/Career.htm	530-752-2855		
MTI College	Career services	careerservices@mticollege.edu	916-339-1500		
International Academy of Design Technology	Vickie Parsons	vparsons@iadtsacramento.com	916-285-9468		
California Broadcasters Assoc.	Job Services	www.yourcba.com	916-444-2237	1	
Asian Pacific Chamber of Commerce Newsletter	Matt Sumida	msumida@sacasiancc.org	916-446-7883		
The Art Institute of California	Jagbir Mavi	jmavi@aii.edu	916-830-6372		YES
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Amelia Ligons	aligons@att-tech.edu	916-852-3900		YES
Indeed.com	Kristin Maizel	www.indeed.com	650-403-4813	2	

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**5) Job Title: 3-Director of Digital Content Referral Source(s) of Hire: Internal Posting**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Cbsradio.com	Susan Stabler	www.cbsradio.com	916-923-6800	2	
Calif. State Employment Development Dept Job Posting - CalJobs	Dennis Petrie	www.caljobs.com	800-758-0398		
Findly Job Board Network	Kristin Maizel	www.findly.com	650-403-4813		
CBS Radio Job Binder in Lobbies at both Madison Ave & Commerce Cr	Susan Stabler & Cindy Jordan	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-912-6803		
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org	916-286-8600		
Sacramento Job Corps	Ashell Harris	harris.ashell@jobcorps.org	916-429-4969		
Los Rios Community Colleges	Jennifer Garcia	www.arc.losrios.edu	916-484-8555		
Calif. State University Sacramento	Brigitte Clark	https://csus-csm.symplicity.com	916-278-6233		
University of California. at Davis	Subhash Risbud	https://iccweb.ucdavis.edu/employer/Career.htm	530-752-2855		
MTI College	Career services	careerservices@mticollege.edu	916-339-1500		
International Academy of Design Technology	Vickie Parsons	vparsons@iadsacramento.com	916-285-9468		
California Broadcasters Assoc.	Job Services	www.yourcba.com	916-444-2237		
Asian Pacific Chamber of Commerce Newsletter	Matt Sumida	msumida@sacasiancc.org	916-446-7883		
The Art Institute of California	Jagbir Mavi	jmavi@aai.edu	916-830-6372		YES
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Amelia Ligons	aligons@att-tech.edu	916-852-3900		YES
Indeed.com	Kristin Maizel	www.indeed.com	650-403-4813	1	
Glassdoor.com		www.glassdoor.com	415-339-9105	1	
Internal Posting	Chris Garcia	Chris.garcia@cbsradio.com	916-923-6820	1	

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5) Job Title: 4-On-Air Talent

Referral Source(s) of Hire: All Access website

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Cbsradio.com	Susan Stabler	www.cbsradio.com	916-923-6800		
Calif. State Employment Development Dept Job Posting - CalJobs	Dennis Petrie	www.caljobs.com	800-758-0398		
Findly Job Board Network	Kristin Maizel	www.findly.com	650-403-4813		
CBS Radio Job Binder in Lobbies at both Madison Ave & Commerce Cr	Susan Stabler & Cindy Jordan	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6803		
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org	916-286-8600		
Sacramento Job Corps	Ashell Harris	harris.ashell@jobcorps.org	916-429-4969\		
Los Rios Community Colleges	Jennifer Garcia	www.arc.losrios.edu	916-484-8555		
Entertainment Careers.com	Brad Hall	www.entertainmentcareers.net	310-442-0200		
Indeed.com	Kristin Maizel	www.Indeed.com	650-403-4813		
My Aircheck.com	Scott Russell	https://myaircheck.com	604-696-9975		
The Art Institute of California	Jagbir Mavi	jmavi@aii.edu	916-830-6372		YES
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Amelia Ligons	aligons@att-tech.edu	916-852-3900		YES
All Access Radio	Jonathan Kaplan	www.allaccess.com	310-457-6616	4	
California Broadcasters Assoc.	Job Services	www.yourcba.com	916-444-2237		
Employee Referral				2	

5) Job Title: 5-Account Executive

Referral Source(s) of Hire: Cbsradio.com

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Cbsradio.com	Susan Stabler	www.cbsradio.com	916-923-6800	1	
Calif. State Employment Development Dept Job Posting - CalJobs	Dennis Petrie	www.caljobs.com	800-758-0398		
Findly Job Board Network	Kristin Maizel	www.findly.com	650-403-4813		
CBS Radio Job Binder in Lobbies at both Madison Ave & Commerce Cr	Susan Stabler & Cindy Jordan	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6803		
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org	916-286-8600		
Sacramento Job Corps	Ashell Harris	harris.ashell@jobcorps.org	916-429-4969		
Calif. State University Sacramento	Brigitte Clark	https://csus-csm.symplicity.com	916-278-6233		
Los Rios Community Colleges	Jennifer Garcia	www.arc.losrios.edu	916-484-8555		
University of California. at Davis	Subhash Risbud	https://icweb.ucdavis.edu/employer/Career.htm	530-752-6659	1	
MTI College	Career services	careerservices@mticollege.edu	916-339-1500		
Asian Pacific Chamber of Commerce Newsletter	Matt Sumida	msumida@sacasiancc.org	916-446-7883		
The Art Institute of California	Jagbir Mavi	jmavi@aii.edu	916-830-6372		YES
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Amelia Ligons	aligons@att-tech.edu	916-852-3900		YES
International Academy of Design Technology	Vickie Parsons	vparsons@iadtsacramento.com	916-285-9468		
California Broadcasters Assoc.	Job Services	www.yourcba.com	916-444-2237		
All Access Radio		www.allaccess.com	310-457-6616		
Linked-In.com		www.linkedin.com		4	

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**5) Job Title: 6-Political Bus. Development Referral Source(s) of Hire: Employee Referral Coordinator**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Cbsradio.com	Susan Stabler	www.cbsradio.com	916-923-6800	1	
Calif. State Employment Development Dept Job Posting - CalJobs	Dennis Petrie	www.caljobs.com	800-758-0398		
Findly Job Board Network	Kristin Maizel	www.findly.com	650-403-4813		
CBS Radio Job Binder in Lobbies at both Madison Ave & Commerce Cr	Susan Stabler & Cindy Jordan	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-912-6803		
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org	916-286-8600		
Sacramento Job Corps	Ashell Harris	harris.ashell@jobcorps.org	916-429-4969		
Los Rios Community Colleges	Jennifer Garcia	www.arc.losrios.edu	916-484-8555		
Calif. State University Sacramento	Brigitte Clark	https://csus-csm.symplicity.com	916-278-6233		
University of California. at Davis	Subhash Risbud	https://iccweb.ucdavis.edu/employer/Career.htm	530-752-2855		
MTI College	Career services	careerservices@mticollege.edu	916-339-1500		
International Academy of Design Technology	Vickie Parsons	vparsons@iadtsacramento.com	916-285-9468		
The Art Institute of California	Jagbir Mavi	jmavi@aai.edu	916-830-6372		YES
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Amelia Ligons	aligons@att-tech.edu	916-852-3900		YES
Indeed.com	Kristen Maizel	www.indeed.com	650-403-4813	2	
Employee Referral				2	

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5) Job Title: 7-Account Executive

Referral Source(s) of Hire: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Cbsradio.com	Susan Stabler	www.cbsradio.com	916-923-6800		
Calif. State Employment Development Dept Job Posting - CalJobs	Dennis Petrie	www.caljobs.com	800-758-0398		
Findly Job Board Network	Kristin Maizel	www.findly.com	650-403-4813		
CBS Radio Job Binder in Lobbies at both Madison Ave & Commerce Cr	Susan Stabler & Cindy Jordan	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6803		
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org	916-286-8600		
Sacramento Job Corps	Ashell Harris	harris.ashell@jobcorps.org	916-429-4969		
Calif. State University Sacramento	Brigitte Clark	https://csus-csm.symplicity.com	916-278-6233		
Los Rios Community Colleges	Jennifer Garcia	www.arc.losrios.edu	916-484-8555		
University of California. at Davis	Subhash Risbud	https://iccweb.ucdavis.edu/employer/Career.htm	530-752-6659		
MTI College	Career services	careerservices@mticollege.edu	916-339-1500		
Asian Pacific Chamber of Commerce Newsletter	Matt Sumida	msumida@sacasiancc.org	916-446-7883		
The Art Institute of California	Jagbir Mavi	jmavi@aii.edu	916-830-6372		YES
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Amelia Ligons	aligons@att-tech.edu	916-852-3900		YES
International Academy of Design Technology	Vickie Parsons	vparsons@iadtsacramento.com	916-285-9468		
California Broadcasters Assoc.	Job Services	www.yourcba.com	916-444-2237		
All Access Radio		www.allaccess.com	310-457-6616		
Linked-In.com		www.linkedin.com		3	
Employee Referral				2	

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**5) Job Title: 8 – Promotion Director Referral Source(s) of Hire: Cbsradio.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Cbsradio.com	Susan Stabler	www.cbsradio.com	916-923-6800	5	
Calif. State Employment Development Dept Job Posting - CalJobs	Dennis Petrie	www.caljobs.com	800-758-0398		
Findly Job Board Network	Kristin Maizel	www.findly.com	650-403-4813		
CBS Radio Job Binder in Lobbies at both Madison Ave & Commerce Cr	Susan Stabler & Cindy Jordan	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6803		
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org	916-286-8600		
Sacramento Job Corps	Ashell Harris	harris.ashell@jobcorps.org	916-429-4969\		
Los Rios Community Colleges	Jennifer Garcia	www.arc.losrios.edu	916-484-8555		
Calif. State University Sacramento	Brigitte Clark	https://csus-csm.symplicity.com	916-278-6233		
Indeed.com	Kristen Maizel	www.Indeed.com	650-403-4813		
Linked In		www.linkedin.com			
My Aircheck.com	Scott Russell	https://myaircheck.com	604-696-9975		
The Art Institute of California	Jagbir Mavi	jmavi@aii.edu	916-830-6372		YES
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Amelia Ligons	aligons@att-tech.edu	916-852-3900		YES

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**5) Job Title: 9 – Account Executive Referral Source(s) of Hire: Linked In**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Cbsradio.com	Susan Stabler	www.cbsradio.com	916-923-6800		
Calif. State Employment Development Dept Job Posting - CalJobs	Dennis Petrie	www.caljobs.com	800-758-0398		
Findly Job Board Network	Kristin Maizel	www.findly.com	650-403-4813		
CBS Radio Job Binder in Lobbies at both Madison Ave & Commerce Cr	Susan Stabler & Cindy Jordan	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6803		
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org	916-286-8600		
Sacramento Job Corps	Ashell Harris	harris.ashell@jobcorps.org	916-429-4969		
Calif. State University Sacramento	Brigitte Clark	https://csus-csm.symplicity.com	916-278-6233		
Los Rios Community Colleges	Jennifer Garcia	www.arc.losrios.edu	916-484-8555		
University of California. at Davis	Subhash Risbud	https://iccweb.ucdavis.edu/employer/Career.htm	530-752-6659		
MTI College	Career services	careerservices@mticollege.edu	916-339-1500		
Asian Pacific Chamber of Commerce Newsletter	Matt Sumida	msumida@sacasiancc.org	916-446-7883		
The Art Institute of California	Jagbir Mavi	jmavi@aii.edu	916-830-6372		YES
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Amelia Ligons	aligons@att-tech.edu	916-852-3900		YES
International Academy of Design Technology	Vickie Parsons	vparsons@iadtsacramento.com	916-285-9468		
California Broadcasters Assoc.	Job Services	www.yourcba.com	916-444-2237		
All Access Radio		www.allaccess.com	310-457-6616		
Linked-In.com		www.linkedin.com		2	
Employee Referral				3	

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5) Job Title: 10-Music Director

Referral Source(s) of Hire: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Cbsradio.com	Susan Stabler	www.cbsradio.com	916-923-6800	2	
Calif. State Employment Development Dept Job Posting - CalJobs	Dennis Petrie	www.caljobs.com	800-758-0398		
Findly Job Board Network	Kristin Maizel	www.findly.com	650-403-4813		
CBS Radio Job Binder in Lobbies at both Madison Ave & Commerce Cr	Susan Stabler & Cindy Jordan	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6803		
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org	916-286-8600		
Sacramento Job Corps	Ashell Harris	harris.ashell@jobcorps.org	916-429-4969\		
Los Rios Community Colleges	Jennifer Garcia	www.arc.losrios.edu	916-484-8555		
Linked In		www.linkedin.com			
Indeed.com	Kristen Maizel	www.Indeed.com	650-403-4813		
My Aircheck.com	Scott Russell	https://myaircheck.com	604-696-9975		
The Art Institute of California	Jagbir Mavi	jmavi@aii.edu	916-830-6372		YES
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Amelia Ligons	aligons@att-tech.edu	916-852-3900		YES
All Access Radio	Jonathan Kaplan	www.allaccess.com	310-457-6616		
California Broadcasters Assoc.	Job Services	www.yourcba.com	916-444-2237		
International Academy of Design Technology	Vickie Parsons	vparsons@iadsacramento.com	916-285-9468		
Employee Referral				1	
Internal Posting				2	

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

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Cbsradio.com	Susan Stabler	www.cbsradio.com	916-923-6800	2	
Calif. State Employment Development Dept Job Posting - CalJobs	Dennis Petrie	www.caljobs.com	800-758-0398		
Findly Job Board Network	Kristin Maizel	www.findly.com	650-403-4813		
CBS Radio Job Binder in Lobbies at both Madison Ave & Commerce Cr	Susan Stabler & Cindy Jordan	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6803		
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org	916-286-8600		
Sacramento Job Corps	Ashell Harris	harris.ashell@jobcorps.org	916-429-4969		
Calif. State University Sacramento	Brigitte Clark	https://csus-csm.symplicity.com	916-278-6233		
Los Rios Community Colleges	Jennifer Garcia	www.arc.losrios.edu	916-484-8555		
University of California. at Davis	Subhash Risbud	https://iccweb.ucdavis.edu/employer/Career.htm	530-752-6659		
MTI College	Career services	careerservices@mticollege.edu	916-339-1500		
The Art Institute of California	Jagbir Mavi	jmavi@aii.edu	916-830-6372		YES
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Amelia Ligons	aligons@att-tech.edu	916-852-3900		YES
International Academy of Design Technology	Vickie Parsons	vparsons@iadtsacramento.com	916-285-9468		
California Broadcasters Assoc.	Job Services	www.yourcba.com	916-444-2237		
All Access Radio		www.allacess.com	310-457-6616		
Linked-In.com		www.linkedin.com		4	

**5) Job Title: 12-Sales Assistant Referral Source(s) of Hiree: Internal Posting**

**Stations KHTK-AM, KNCI-FM, KSFM-FM, KYMX-FM & KZZO-FM are Equal Opportunity Employers.**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Cbsradio.com	Susan Stabler	www.cbsradio.com	916-923-6800	2	
Calif. State Employment Development Dept Job Posting - CalJobs	Dennis Petrie	www.caljobs.com	800-758-0398		
Findly Job Board Network	Kristin Maizel	www.findly.com	650-403-4813		
CBS Radio Job Binder in Lobbies at both Madison Ave & Commerce Cr	Susan Stabler & Cindy Jordan	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6803		
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org	916-286-8600		
Sacramento Job Corps	Ashell Harris	harris.ashell@jobcorps.org	916-429-4969\		
Los Rios Community Colleges	Jennifer Garcia	www.arc.losrios.edu	916-484-8555		
Calif. State University Sacramento	Brigitte Clark	https://csus-csm.symplicity.com	916-278-6233		
University of California at Davis	Subhash Risbud	https://iccweb.udcafis.edu/employer/Career.htm	530-752-2855		
International Academy of Design Technology	A.Gomez	Agomez@iadtsacramento.com	916-285-9468		
The Art Institute of California	Jagbir Mavi	jmavi@aia.edu	916-830-6372		YES
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Amelia Ligons	aligons@att-tech.edu	916-852-3900		YES
Linked In		www.linkedin.com		1	
Indeed.com	Kristen Maizel	www.Indeed.com	650-403-4813		
Employee Referral				1	
Internal Posting	Christian Salisbury	Christian.salisbury@cbsradio.com	916-923-6800	1	

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5) Job Title: 13-On-Air Talent

Referral Source(s) of Hire: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Cbsradio.com	Susan Stabler	www.cbsradio.com	916-923-6800		
Calif. State Employment Development Dept Job Posting - CalJobs	Dennis Petrie	www.caljobs.com	800-758-0398		
Findly Job Board Network	Kristin Maizel	www.findly.com	650-403-4813		
CBS Radio Job Binder in Lobbies at both Madison Ave & Commerce Cr	Susan Stabler & Cindy Jordan	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6803		
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org	916-286-8600		
Sacramento Job Corps	Ashell Harris	harris.ashell@jobcorps.org	916-429-4969\		
Los Rios Community Colleges	Jennifer Garcia	www.arc.losrios.edu	916-484-8555		
Calif. State University Sacramento	Brigitte Clark	https://csus-csm.symplicity.com	916-278-6233		
Linked In		www.linkedin.com			
Indeed.com	Kristin Maizel	www.Indeed.com	650-403-4813		
My Aircheck.com	Scott Russell	https://myaircheck.com	604-696-9975		
The Art Institute of California	Jagbir Mavi	jmavi@aii.edu	916-830-6372		YES
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Amelia Ligons	aligons@att-tech.edu	916-852-3900		YES
All Access Radio	Jonathan Kaplan	www.allaccess.com	310-457-6616	4	
California Broadcasters Assoc.	Job Services	www.yourcba.com	916-444-2237		
Employee Referral				2	

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**5) Job Title: 14-Promotion Director Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Cbsradio.com	Susan Stabler	www.cbsradio.com	916-923-6800	2	
Calif. State Employment Development Dept Job Posting - CalJobs	Dennis Petrie	www.caljobs.com	800-758-0398		
Findly Job Board Network	Kristin Maizel	www.findly.com	650-403-4813		
CBS Radio Job Binder in Lobbies at both Madison Ave & Commerce Cr	Susan Stabler & Cindy Jordan	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6803		
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org	916-286-8600		
Sacramento Job Corps	Ashell Harris	harris.ashell@jobcorps.org	916-429-4969		
Calif. State University Sacramento	Brigitte Clark	https://csus-csm.symplicity.com	916-278-6233		
Los Rios Community Colleges	Jennifer Garcia	www.arc.losrios.edu	916-484-8555		
University of California. at Davis	Subhash Risbud	https://iccweb.ucdavis.edu/employer/Career.htm	530-752-6659		
MTI College	Career services	careerservices@mticollege.edu	916-339-1500		
The Art Institute of California	Jagbir Mavi	jmavi@aii.edu	916-830-6372		YES
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Michelle Winters	mwinters@itt-tech.edu	916-851-5658		YES
International Academy of Design Technology	Brenda Vargas	bvargas@iadsacramento.com	916-285-9468		
Entertainment Careers website	Brad Hall	www.entertainmentcareers.net	310-442-0200		
All Access Radio		www.allacess.com	310-457-6616		
Internal Posting/Email	Bryan Jackson	bryan.jackson@cbsradio.com	916-923-6829	2	
Employee Referral				1	

**5) Job Title: 15-Sales Assistant Referral Source(s) of Hiree: Indeed.com**

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Cbsradio.com	Susan Stabler	www.cbsradio.com	916-923-6800	1	
Calif. State Employment Development Dept Job Posting - CalJobs	Dennis Petrie	www.caljobs.com	800-758-0398		
Findly Job Board Network	Kristin Maizel	www.findly.com	650-403-4813		
CBS Radio Job Binder in Lobbies at both Madison Ave & Commerce Cr	Susan Stabler & Cindy Jordan	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6803		
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org	916-286-8600		
Sacramento Job Corps	Ashell Harris	harris.ashell@jobcorps.org	916-429-4969		
Calif. State University Sacramento	Brigitte Clark	https://csus-csm.symplicity.com	916-278-6233		
Los Rios Community Colleges	Jennifer Garcia	www.arc.losrios.edu	916-484-8555	1	
University of California. at Davis	Subhash Risbud	https://icweb.ucdavis.edu/employer/Career.htm	530-752-6659		
MTI College	Career services	careerservices@mticollege.edu	916-339-1500		
The Art Institute of California	Jagbir Mavi	jmavi@aii.edu	916-830-6372		YES
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Michelle Winters	mwinters@itt-tech.edu	916-851-5658		YES
International Academy of Design Technology	Brenda Vargas	bvargas@iadtsacramento.com	916-285-9468		
Asian Pacific Chamber of Commerce Newsletter	Matt Sumida	msumida@sacasiancc.org	916-446-7883		
Indeed.com	Kristin Maizel	www.indeed.com	650-403-4813	4	
Career Builder website		www.careerbuilder.com	866-438-1485	3	
Simply Hired website	Kristin Maizel	www.simplyhired.com	650-403-4813	1	

5) Job Title: 16-Account Executive

Referral Source(s) of Hire: Employee Referral

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Cbsradio.com	Susan Stabler	www.cbsradio.com	916-923-6800	4	
Calif. State Employment Development Dept Job Posting - CalJobs	Dennis Petrie	www.caljobs.com	800-758-0398		
Findly Job Board Network	Kristin Maizel	www.findly.com	650-403-4813		
CBS Radio Job Binder in Lobbies at both Madison Ave & Commerce Cr	Susan Stabler & Cindy Jordan	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6803		
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org	916-286-8600		
Sacramento Job Corps	Ashell Harris	harris.ashell@jobcorps.org	916-429-4969		
Calif. State University Sacramento	Brigitte Clark	https://csus-csm.symplicity.com	916-278-6233		
Los Rios Community Colleges	Jennifer Garcia	www.arc.losrios.edu	916-484-8555		
University of California. at Davis	Subhash Risbud	https://iccweb.ucdavis.edu/employer/Career.htm	530-752-6659		
MTI College	Career services	careerservices@mticollege.edu	916-339-1500		
The Art Institute of California	Jagbir Mavi	jmavi@aii.edu	916-830-6372		YES
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Michelle Winters	mwinters@itt-tech.edu	916-851-5658		YES
International Academy of Design Technology	Brenda Vargas	bvargas@iadtsacramento.com	916-285-9468		
California Broadcasters Assoc.	Job Services	www.yourcba.com	916-444-2237		
All Access Radio		www.allacess.com	310-457-6616		
Linked-In.com	Brandon Bettar	www.linkedin.com	916-338-9291		
Indeed.com	Kristin Maizel	www.indeed.com	650-403-4813	1	
Employee Referral				3	

5) Job Title: 17-Chief Engineer

Referral Source(s) of Hire: Cbsradio.com

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Cbsradio.com	Susan Stabler	www.cbsradio.com	916-923-6800	5	
Calif. State Employment Development Dept Job Posting – CalJobs, includes America’s Job Exchange listing	Dennis Petrie	www.caljobs.com	800-758-0398		
Findly Job Board Network	Kristin Maizel	www.findly.com	650-403-4813		
CBS Radio Job Binder in Lobbies at both Madison Ave & Commerce Cr	Susan Stabler & Cindy Jordan	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6803		
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org	916-286-8600		
Sacramento Job Corps	Ashell Harris	harris.ashell@jobcorps.org	916-429-4969		
Los Rios Community Colleges	Jennifer Garcia	www.arc.losrios.edu	916-484-8555		
Calif. State University Sacramento	Brigitte Clark	https://csus-csm.symplicity.com	916-278-6233		
University of California. at Davis	Subhash Risbud	https://icweb.ucdavis.edu/employer/Career.htm	530-752-2855		
MTI College		careerservices@mticollege.edu	916-339-1500		
Indeed.com	Kristin Maizel	www.Indeed.com	650-403-4813	1	
Sacramento Asian Chamber Newsletter	Matt Sumida	msumida@sacasiancc.org	916-446-7883		
Calif. Broadcasters Assoc.	Mark Powers	www.yourcba.com	916-444-2237		
The Art Institute of California	Jagbir Mavi	jmavi@aii.edu	916-830-6372		YES
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Michelle Winters	mwinters@itt-tech.edu	916-851-5658		YES
Society of Broadcast Engineers website		www.sbe.org	317-846-9000	1	
Entertainment Careers website	Brad Hall	www.entertainmentcareers.net	916-444-2237		
Creative Jobs Central		www.creativejobscentral.com	732-996-3224		
Intl Academy of Design Technology	Brenda Vargas	bvargas@iadsacramento.com	916-285-9468		
Employee Referral				1	

5) Job Title: 18-NTR Sales Specialist Referral Source(s) of Hire: Internal Posting

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	Susan Stabler	www.cbsradio.com	916-923-6800	1	
Calif. State Employment Development Dept Job Posting – CalJobs, includes America’s Job Exchange listing	Dennis Petrie	www.caljobs.com	800-758-0398		
Findly Job Board Network	Kristin Maizel	www.findly.com	650-403-4813		
CBS Radio Job Binder in Lobbies at both Madison Ave & Commerce Cr	Susan Stabler & Cindy Jordan	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6803		
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org	916-286-8600		
Sacramento Job Corps	Ashell Harris	harris.ashell@jobcorps.org	916-429-4969		
Los Rios Community Colleges	Jennifer Garcia	www.arc.losrios.edu	916-484-8555		
Calif. State University Sacramento	Brigitte Clark	https://csus-csm.symplicity.com	916-278-6233		
University of California. at Davis	Subhash Risbud	https://icweb.ucdavis.edu/employer/Career.htm	530-752-2855		
MTI College		careerservices@mticollege.edu	916-339-1500		
Indeed.com		www.Indeed.com	650-403-4813		
Calif. Broadcasters Assoc.	Mark Powers	www.yourcba.com	916-444-2237		
The Art Institute of California	Jagbir Mavi	jmavi@aia.edu	916-830-6372		YES
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Michelle Winters	mwinters@itt-tech.edu	916-851-5658		YES
Internal Posting	Karyn Dahl	Karyn.dahl@cbsraio.com	916-338-9258	4	

5) Job Title: 19-Account Executive

Referral Source(s) of Hiree: Employee Referral

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Cbsradio.com	Susan Stabler	www.cbsradio.com	916-923-6800	1	
Calif. State Employment Development Dept Job Posting - CalJobs	Dennis Petrie	www.caljobs.com	800-758-0398		
Findly Job Board Network	Kristin Maizel	www.findly.com	650-403-4813		
CBS Radio Job Binder in Lobbies at both Madison Ave & Commerce Cr	Susan Stabler & Cindy Jordan	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6803		
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org	916-286-8600		
Sacramento Job Corps	Ashell Harris	harris.ashell@jobcorps.org	916-429-4969		
Calif. State University Sacramento	Brigitte Clark	https://csus-csm.symplicity.com	916-278-6233		
Los Rios Community Colleges	Jennifer Garcia	www.arc.losrios.edu	916-484-8555		
University of California. at Davis	Subhash Risbud	https://iccweb.ucdavis.edu/employer/Career.htm	530-752-6659		
MTI College	Career services	careerservices@mticollege.edu	916-339-1500		
The Art Institute of California	Jagbir Mavi	jmavi@aii.edu	916-830-6372		YES
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Michelle Winters	mwinters@itt-tech.edu	916-851-5658		YES
International Academy of Design Technology	Brenda Vargas	bvargas@iadtsacramento.com	916-285-9468		
California Broadcasters Assoc.	Job Services	www.yourcba.com	916-444-2237		
All Access Radio		www.allacess.com	310-457-6616		
Linked-In.com	Brandon Bettar	www.linkedin.com	916-338-9291	2	
Indeed.com		www.indeed.com	650-403-4813	2	
Employee Referral				1	

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**5) Job Title: 20-Account Executive****Referral Source(s) of Hiree: Linked In Website**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Cbsradio.com	Susan Stabler	www.cbsradio.com	916-923-6800		
Calif. State Employment Development Dept Job Posting - CalJobs	Dennis Petrie	www.caljobs.com	800-758-0398		
Findly Job Board Network	Kristin Maizel	www.findly.com	650-403-4813		
CBS Radio Job Binder in Lobbies at both Madison Ave & Commerce Cr	Susan Stabler & Cindy Jordan	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6803		
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org	916-286-8600		
Sacramento Job Corps	Ashell Harris	harris.ashell@jobcorps.org	916-429-4969		
Calif. State University Sacramento	Brigitte Clark	https://csus-csm.symplicity.com	916-278-6233		
Los Rios Community Colleges	Jennifer Garcia	www.arc.losrios.edu	916-484-8555		
University of California. at Davis	Subhash Risbud	https://iccweb.ucdavis.edu/employer/Career.htm	530-752-6659		
MTI College	Career services	careerservices@mticollege.edu	916-339-1500		
The Art Institute of California	Jagbir Mavi	jmavi@aii.edu	916-830-6372		YES
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Michelle Winters	mwinters@itt-tech.edu	916-851-5658		YES
International Academy of Design Technology	Brenda Vargas	bvargas@iadtsacramento.com	916-285-9468		
California Broadcasters Assoc.	Job Services	www.yourcba.com	916-444-2237		
All Access Radio		www.allacesss.com	310-457-6616		
Linked-In.com	Brandon Bettar	www.linkedin.com	916-338-9291	2	
Indeed.com	Kristin Maizel	www.indeed.com	650-403-4813		
Active Hire.com	Ryan Pierce	www.acrivehire.com	512-327-9332		
Creative Jobs Central		www.creativejobscentral.com	732-996-3224		
CBS Radio Advertisement	Dell Goetz	Dell.goetz@cbsradio.com	916-338-9260	3	

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5) Job Title: 21-Sales Assistant

Referral Source(s) of Hire: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Cbsradio.com	Susan Stabler	www.cbsradio.com	916-923-6800	3	
Calif. State Employment Development Dept Job Posting - CalJobs	Dennis Petrie	www.caljobs.com	800-758-0398	1	
Findly Job Board Network	Kristin Maizel	www.findly.com	650-403-4813		
CBS Radio Job Binder in Lobbies at both Madison Ave & Commerce Cr	Susan Stabler & Cindy Jordan	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6803		
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org	916-286-8600		
Sacramento Job Corps	Ashell Harris	harris.ashell@jobcorps.org	916-429-4969		
Calif. State University Sacramento	Brigitte Clark	https://csus-csm.symplicity.com	916-278-6233		
Los Rios Community Colleges	Jennifer Garcia	www.arc.losrios.edu	916-484-8555		
MTI College	Career services	careerservices@mticollege.edu	916-339-1500		
The Art Institute of California	Jagbir Mavi	jmavi@aia.edu	916-830-6372		YES
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Michelle Winters	mwinters@itt-tech.edu	916-851-5658		YES
International Academy of Design Technology	Brenda Vargas	bvargas@iadtsacramento.com	916-285-9468		
Asian Pacific Chamber of Commerce Newsletter	Matt Sumida	msumida@sacasiancc.org	916-446-7883		
Indeed.com	Kristin Maizel	www.indeed.com	650-403-4813	1	
Simply Hired website	Kristin Maizel	www.simplyhired.com	650-403-4813		
Employee Referral				1	

5) Job Title: 22-Account Executive

Referral Source(s) of Hire: Employee Referral

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Cbsradio.com	Susan Stabler	www.cbsradio.com	916-923-6800	1	
Calif. State Employment Development Dept Job Posting - CalJobs	Dennis Petrie	www.caljobs.com	800-758-0398		
Findly Job Board Network	Kristin Maizel	www.findly.com	650-403-4813		
CBS Radio Job Binder in Lobbies at both Madison Ave & Commerce Cr	Susan Stabler & Cindy Jordan	CBS Radio, 280 Commerce Circle & 5244 Madison Avenue, Sacramento, CA	916-923-6803		
Greater Sacramento Urban League	Taurus Jackson	Email to info@gsul.org	916-286-8600		
Sacramento Job Corps	Ashell Harris	harris.ashell@jobcorps.org	916-429-4969		
Calif. State University Sacramento	Brigitte Clark	https://csus-csm.symplicity.com	916-278-6233		
Los Rios Community Colleges	Jennifer Garcia	www.arc.losrios.edu	916-484-8555		
University of California. at Davis	Subhash Risbud	https://iccweb.ucdavis.edu/employer/Career.htm	530-752-6659		
MTI College	Career services	careerservices@mticollege.edu	916-339-1500		
The Art Institute of California	Jagbir Mavi	jmavi@aii.edu	916-830-6372		YES
Heald College	Sandy Hightower	Sandra_hightower@heald.edu	916-789-8600		YES
ITT Technical Institute	Michelle Winters	mwinters@itt-tech.edu	916-851-5658		YES
International Academy of Design Technology	Brenda Vargas	bvargas@iadtsacramento.com	916-285-9468		
California Broadcasters Assoc.	Job Services	www.yourcba.com	916-444-2237		
All Access Radio		www.allaccess.com	310-457-6616		
Linked-In.com	Brandon Bettar	www.linkedin.com	916-338-9291		
Indeed.com	Kristin Maizel	www.indeed.com	650-403-4813	1	
Active Hire.com	Ryan Pierce	www.acrivehire.com	512-327-9332		
Creative Jobs Central		www.creativejobscentral.com	732-996-3224		
CBS Radio Advertisement	Dell Goetz	Dell.goetz@cbsradio.com	916-338-9260	2	
Employee Referral				1	

**6) Total # of Interviewees Referred:** For the period from July 23, 2013, through July 22, 2014, this Employment Unit interviewed 130 interviewees for full-time job vacancies.

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## 7) Supplemental Recruitment Initiatives.

### a) Internship Program

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
The Employment Unit operates an internship program designed to promote and foster the professional development of participating students. Interns are assigned to work in a variety of departments at the stations, including promotions, marketing, programming, and sales. Interns come from various colleges and universities in the greater Sacramento area. During the reporting period, 37 students took part in the Employment Unit's internship program.	Ongoing	Department Managers

### b) Training of Management-level Personnel

#### CBS Corporation Compliance Training Program

Date: Ongoing Personnel involved: All full time employees, including management-level personnel

Employment Unit employees, including management-level personnel, participated in CBS Corporation's Compliance Training Program, which included online training regarding the Corporation's Business Conduct Statement, ethical business practices, appropriate workplace conduct and preventing sexual harassment and employment discrimination. Employees received the 2012 CBS Corporation Business Conduct Statement in July 2012 and were required to complete related online training during the period October to November 2012. Employment Unit employees, including management-level personnel, also received copies of the CBS Corporation quarterly compliance newsletter (Compliance Up Close) and short video vignettes on the following subjects: The Company's Anti-retaliation Policy, Appropriate Use of Social Media, and Financial Integrity. In addition, all full time employees were required to take the "Preventing Sexual Harassment in Today's Workplace" online course and all supervisory managers were required to complete "Addressing Sexual Harassment in Today's Workplace" in July/August 2013.

### c) Participation in Career Events Sponsored by Educational Institutions

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. The KSFM-FM Promotion Department Street Team met with students at Burbank High School and discussed the skills, techniques and requirements for executing on-site radio station promotional events.	September 9, 2013	KSFM Street Team Supervisor and two KSFM Promotion Coordinators
2. CBS Regional HR Manager participated in the annual Entertainment Industry College Outreach Program at Florida A&M University on	October 9, 2013	CBS Radio Regional HR Manager

**Stations KHTK-AM, KNCI-FM, KSFM-FM, KYMX-FM & KZZO-FM  
are Equal Opportunity Employers.**



**Attachment A**

JuJu.com- <http://www.job-search-engine.com/>

SimplyHired – [www.simplyhired.com](http://www.simplyhired.com)

Indeed – [www.indeed.com](http://www.indeed.com)

Lycos Classifieds – <http://jobs.lycos.oodle.com/>

OLX Classifieds – <http://www.olx.com/>

Oodle – <http://jobs.oodle.com/>

MySpace (Jobs) –<http://www.myspace.com/simplyhiredjobs>

LinkedIn (available on web tab only) – <http://www.linkedin.com/>

Zoominfo.com – <http://www.zoominfo.com/>

Spoke.com – <http://www.spoke.com/>

HR.com – <http://www.hr.com/>

Jobirn - <http://www4.jobirn.com/>

## Attachment B



### Details of AJE Job Posting Outreach in Support of OFCCP Compliance

The America's Job Exchange OFCCP Compliance for Recruitment solution leverages an expansive network of partners and job exchanges that enables us to distribute your job posting to thousands of national, state, and community sites with a strong representation of diversity partners. As the OFCCP's regulations and guidelines continue to evolve, AJE is committed to expanding our network in an effort to help clients achieve compliance and obtain maximum exposure for their job postings.

#### AJE Job Network:

- AJE National Exchange: [www.americasjobexchange.com](http://www.americasjobexchange.com)
- AJE Diversity Exchanges
  - Veterans Job Exchange: [www.americasjobexchange.com/veteran/job\\_exchange](http://www.americasjobexchange.com/veteran/job_exchange)
  - Disability Job Exchange: [www.americasjobexchange.com/disability-jobs](http://www.americasjobexchange.com/disability-jobs)
  - Diversity Job Exchange: [www.americasjobexchange.com/diversity-jobs/diversityjobs](http://www.americasjobexchange.com/diversity-jobs/diversityjobs)
  - Women Job Exchange: [www.americasjobexchange.com/womens-jobs](http://www.americasjobexchange.com/womens-jobs)
- AJE State Exchanges
  - Customized for 50 states (e.g., [www.americasjobexchange.com/NY/state-jobs](http://www.americasjobexchange.com/NY/state-jobs))
- AJE Jobs Mobile
  - AJE app for iPhone

#### AJE Outreach Partner Network<sup>1</sup>:

AJE leverages more than 5000 sites in our Outreach Partner Network. Below is a small sample of the partners we work with to distribute your jobs nationally and to special interest groups.

- Niche Job Boards
  - Veterans Job Boards
    - VeteransJobs.net: [www.veteranjobs.net](http://www.veteranjobs.net)
    - Disabled American Vets: [www.jofdav.com](http://www.jofdav.com)
    - All Veteran Jobs: [www.allveteranjobs.com](http://www.allveteranjobs.com)
  - Disability Job Boards
    - Disability Jobs: [www.disabilityjobs.net](http://www.disabilityjobs.net)
    - Disabled Person: [www.disabledperson.com](http://www.disabledperson.com)

<sup>1</sup> America's Job Exchange chooses the organizations in the Outreach Partner Network based on service reputation and a track record of reliability. However, America's Job Exchange cannot guarantee the distribution performance provided by our partners.



- Ability Links: [www.abilitylinks.org](http://www.abilitylinks.org)
- Diversity Job Boards
  - Diversity Jobs: [www.diversityjobs.com](http://www.diversityjobs.com)
  - Asian Hires: [www.asianhires.com](http://www.asianhires.com)
  - African American Hires: [www.africanamericanhires.com](http://www.africanamericanhires.com)
  - All Hispanic Jobs: [www.allhispanicjobs.com](http://www.allhispanicjobs.com)
  - All LGBT Jobs: [www.allgltjobs.com](http://www.allgltjobs.com)
- National Job Board Aggregators
  - Indeed: [www.indeed.com](http://www.indeed.com)
  - Simply Hired: [www.simplyhired.com](http://www.simplyhired.com)
  - Beyond: [www.beyond.com](http://www.beyond.com)
- Community Based Organizations
  - Easter Seals (several local chapters)
  - Goodwill Industries (several local chapters)
  - Arc (several local chapters)
  - New England Center for Homeless Veterans
  - US Veterans Initiative
- Government Sponsored Sites
  - VetSuccess: [www.vetsuccess.gov](http://www.vetsuccess.gov)
  - Veterans Job Bank: [www.nationalresourcedirectory.gov/home/veterans\\_job\\_bank](http://www.nationalresourcedirectory.gov/home/veterans_job_bank)
  - State Department of Rehabilitation
  - U.S. Department of Veterans Affairs

## AJE State Distribution Network<sup>2</sup>:

AJE distributes your jobs to more than 5,000 state employment delivery systems as defined by the OFCCP within VEVRAA/JVA regulations: [www.dol.gov/vets/contractor/main.htm#37](http://www.dol.gov/vets/contractor/main.htm#37)

- **State Job Banks**
  - Job feed
    - Job feed to individual states or through partner GeoSolutions
  - Manual posting
    - Manually posting of jobs on behalf of customer
- **State One-Stop Career Centers**
  - Daily email of new jobs (with links) sent to Career One-Stop offices near to job location
    - Business representatives, career counselors
    - Veteran representatives (LVER/DVOPs)

<sup>2</sup> America's Job Exchange's preferred method of job distribution to states is via job feed to state boards. When a job feed is not available, America's Job Exchange takes responsibility for manually posting jobs to the state board on behalf of clients, or utilizes the method of job posting recommended by the state.