

Cumulus Media Partners-San Francisco
KFOG(FM), KFFG(FM), KSAN(FM), KNBR(AM), KTCT(AM)
EEO PUBLIC FILE REPORT
August 1, 2009 - July 31, 2010

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Accounts Receivable Coordinator	1 – 4, 40, 42, 43	43
FM Sales Coordinator	1 – 4, 40, 42, 43	43
KFOG Account Executive	1,2, 5 – 18, 20 – 21, 24 – 28, 30 – 32, 35 – 47	6
KFOG Account Executive	1, 2, 5 – 21, 23 – 32, 34 – 47	42
KFOG Local Sales Manager	1, 2, 5 – 18, 20 – 21, 23 – 25, 27 – 32, 34 – 36, 38 – 47	41
KNBR Account Executive	1, 4 – 18, 20 -22, 24 – 28, 30 – 32, 35 – 47	6
KNBR Account Executive	1, 4 – 18, 20 -22, 24 – 28, 30 – 32, 35 – 47	42
KNBR Account Executive	1, 4, 5 – 22, 24 – 32, 34 – 47	47
KNBR Air Staff	Exigent Circumstances	41
KSAN Account Executive	1, 3, 5 – 21, 23 – 32, 34 – 47	42
KSAN Account Executive	1, 3, 5 – 18, 20 – 21, 23 – 25, 27 – 32, 34 – 47	6

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Internal Posting	N	3
2	KFOG web site , www.kfog.com	N	6
3	KSAN web site , www.1077thebone.com	N	8
4	KNBR web site , www.knbr.com	N	2
5	Cumulus Jobs , www.cumulusjobs.com	N	0
6	Craigslist : www.craigslist.org	N	20
7	Bay Area STAR , (415) 332-5754: bayareastar.org ;	N	6
8	California Employment Development Department, Oakland Career Center East , 675 Hegenberger Road, 3rd Floor, Oakland, CA 94621, (510) 563-5283 – http://www.caljobs.ca.gov/	N	0
9	UC Berkeley Career Center, University of California, Berkeley , Berkeley, CA 94720, 510.642.6000, https://berkeley-csm.symplicity.com/employers/	N	0
10	California State University – East Bay , O. Ray Angle, Director Career Development Center, CSU East Bay, 510.885.2139, ray.angle@csueastbay.edu , post online at https://eastbay-csm.symplicity.com/employers/index.php	N	0
11	University of San Francisco Career Center , 2130 Fulton Street, San Francisco, CA 94117-1080 (415) 422-5555, https://usfca-csm.symplicity.com/employers/	N	0
12	San Jose State University Career Center , One Washington Square, San José, California 95192, 408.924.1000 https://sjsu-csm.symplicity.com/employers/index.php?signin_tab=0&cck=1&au=&cck=	N	0
13	Stanford University , 450 Serra Mall, Stanford, California 94305. 650.723.2300 https://stanford-csm.symplicity.com/employers/	N	0
14	St. Mary’s College of California , 1928 Saint Mary's Road, Moraga, CA 94556, 925. 631.4000, http://www.stmarys-ca.edu/community-and-visitors/for-employers/index.html	N	0
15	Golden Gate University , Office of Career Planning, 40 Jessie St., Suite 320, San Francisco, CA, 94105, E-mail: careers@ggu.edu , Phone: 415.442.7299 https://ggu-csm.symplicity.com/employers/index.php?cck=1&au=&cck=	N	0
16	AMFMJobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	GadBall.com	N	0
18	ActiveHire.com	N	0
19	Media Staffing Network , 1950 W Henderson, Chicago, IL 60657, Phone: 312.944.9194, Laurie@MediaStaffingNetwork.com http://www.mediastaffingnetwork.com/pages/online_recruiting_post_a_job/105.php	N <i>(9/21/09 – 2/28/10)</i>	0
20	Career Grub , info@CareerGrub.com , http://www.careergrub.com/members/login/?next=/jobs/post/	N	0
21	City College of San Francisco ; post on website at http://www.ccsf.edu/Services/ ; also email to eseymore@ccsf.edu and iquadra@ccsf.edu	N	0
22	WorkInSports.com , Amy Eaton, Director of Employer Relations, Work In Sports, L.L.C. P: 480-905-8059, F: 480-905-7231; post by email to PostAJob@WorkInSports.com .	N	0
23	Music Jobs USA , 1 323 527 9905, http://us.music-jobs.com/employers.php	N <i>(as of 12/09)</i>	0
24	Northern California Broadcasters Association ; acoburn@ncradio.com	N	0
25	Heald College , 670 Howard Street, San Francisco, CA 94105; dwennette_flash@heald.edu	N	0
26	Edgewood Center , 1801 Vicente Street, San Francisco, CA 94116, Phone: 415.681.3211, Fax: 415.664.7094, Theresa Calderon - TheresaC@edgewood.org	Y <i>(8/09 – 1/21/10)</i>	0
27	San Francisco State University BCA Department , 1600 Holloway Avenue, San Francisco, CA 94132, (415) 338-1111; Paid positions - beca@sfsu.edu ; Internships - mcamacho@sfsu.edu	N	0
28	San Francisco State University Career Center , recruit@sfsu.edu	N	0
29	SFRecruiter.com – send by email to jobs@sfrecruiter.com	N <i>(as of 9/09)</i>	0
30	Career Resources Development Center , 655 Geary Blvd., San Francisco, CA 94102, (415) 775-8880; holly@crdcsf.org and jobsforcrdc@yahoo.com	N	0
31	NOVA , Joyce Nolan, 505 W. Olive Avenue, Sunnyvale, CA 94086, 408.774.5417; fax 408.730.7643; jobs@novaworks.org	N	0
32	Gary James, Ohio Center for Broadcasting , 5330 East Main St, Suite 200, Columbus, Ohio 43213, Phone: 614.245.0555 gary@beonair.com	Y	0
33	National Lesbian & Gay Journalists Association , 1420 K Street, NW, Suite 910, Washington, DC 20005, Phone: 202.588.9888, Fax: 202.588.1818, info@nljja.org	N <i>(as of 9/09)</i>	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	Arriba Juntos , Edwin Narvaez, Case Manager/Employment Specialist, 1850 Mission St., San Francisco, CA 94103, 415-401-4895 (Direct), 415-487-3240 (Main), enarvaez@arribajuntos.org	Y <i>(as of 11/19./09)</i>	0
35	University of California - Berkeley, Mass Communications Department , 301 Campbell Hall, Berkeley, CA 94720, Fax: 510.642.6987	N <i>(through 1/31/10)</i>	0
36	Diablo Valley College Career Placement Center , 321 Golf Club Road, Pleasant Hill, CA 94523, Phone: 925.685.1230, Fax: 925.691.7538; email careerservices@dvc.edu	N	0
37	Peninsula Works , 550 Quarry Road, San Carlos, CA 94070, (650) 802-6506; fax 650.596.2864	N <i>(through 12/21/09)</i>	0
38	Experience Unlimited , Attn: Sylvia Gonzales, 745 Franklin Street, Lower Level, San Francisco, CA 94102 Tel: 415.771.1776; send to fax 415.749.7478; mail if fax does not go through	N	0
39	Young Community Developers, Inc. , 1715 Yosemite Avenue, San Francisco, CA 94124, (415) 822-3491; Fax 415.822.1196; email fholmes@ycdjobs.org	N	0
40	Walk-in/Self-referral	N	5
41	Non-employee referral	N	3
42	Employee referral	N	3
43	Re-hire (former employee and/or intern)	N	2
44	Internal Promotion	N	0
45	E-mail to all CMP Business Managers CMPSBusinessManagers@cumulus.com	N	0
46	Job Fairs (see Section III)	N	0
47	On-Air Announcements (one or more SEU stations)	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			58

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	College Internship Program	<p>During this reporting period this SEU hosted 116 interns from the following schools:</p> <ul style="list-style-type: none"> Academy of Art University Arizona State University Boston University Canada College Citrus College City College of San Francisco California State University Chico Diablo Valley College Embassy CES Golden Gate University Heald College Loyola University Menlo College Notre Dame University Ohlone College San Francisco State University San Jose State University Santa Clara University Skyline Community college Sonoma State University St. Mary's College University of California Davis University of California Santa Cruz University of California Berkeley University of California Davis University of Oregon University of San Francisco University of Southern California Whitman College <p>This ongoing internship program is designed to assist members of the community acquire the skills needed for broadcast employment. It provides on-the-job training opportunities to college students so that they can learn about career opportunities in the radio industry. Interns work closely with their mentors from the following departments: business operations, promotions, sales, and programming.</p>

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
2	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On October 21, 2009, the Human Resources Administrator represented the SEU at a Career Information Night organized by the University of San Francisco Career Center, and spoke with students and alumni about careers in broadcasting. Resumes were accepted.
3	Participate in Job Fair	On May 10, 2010 all SEU stations participated in the Northern California Broadcasters Association Job Fair in San Francisco, California. Participating employees included the Human Resources Administrator, the KSAN Local Sales Manager, and the AM Local Sales Manager. SEU stations ran on-air announcements advertising this event. SEU personnel talked with the participants about careers in broadcasting as well as job openings in the SEU and provided written material about careers and openings. Resumes were accepted.
4	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On February 25, 2010, the Promotions Director and Promotions Coordinator for KNBR hosted seven students from Marin Academy in San Rafael, California for a career event entitled "So You Want to be a News Broadcaster?" organized by their school.
5	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On March 16, 2010, our Human Resources Administrator was a featured panelist at a career event sponsored by the Office of Career Planning at Golden Gate University. The panelists addressed questions from the panel moderator and from the students about establishing careers, career progression within the field, and transitioning into a new field. After the panel, panelists spent an hour meeting with individual students to answer questions and review resumes. Resumes were accepted.