

Cumulus Media Partners-San Francisco
KFOG(FM), KFFG(FM), KSAN(FM), KNBR(AM), KTCT(AM)
EEO PUBLIC FILE REPORT
August 1, 2008 - July 31, 2009¹

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	1-5, 7-11, 16-18, 22-28, 31, 33-36, 39, 42	39
Continuity Coordinator	1-5, 7-11, 16-18, 22-28, 31, 33-36, 39, 42	7
Credit and Collections Manager	1-5, 7-11, 16-18, 22-28, 31, 33-36, 38-39, 42	7
KFOG Account Executive	1-5, 7-19, 21-28, 31-36, 38, 42	2
KFOG Account Executive	1-5, 7-19, 21-28, 31-36, 38, 42	7
KFOG Promotions Coordinator	1-5, 7-11, 14, 16-18, 21-28, 31, 33-36, 40, 42	40
KNBR Account Executive	1, 4-5, 7-11, 16-17, 22-28, 31, 33-36, 38, 42, 45	4
KNBR Account Executive	1, 4-5, 7-14, 16-19, 21-28, 31-36, 38-39, 42, 45	38
KNBR Account Executive	1-5, 7-14, 16-19, 21-28, 31-36, 38-39, 42, 45	45
KNBR Promotions Coordinator	1-5, 7-11, 16-17, 22-28, 31, 33-36, 38-39, 42, 45	7
KNBR Sales Coordinator	1-5, 7-11, 16-18, 22-28, 31, 33-36, 38-40, 42	40
KSAN Account Executive	1, 3, 5, 7-19, 21-28, 31-36, 38-39, 42	38

¹ This Report was revised in September 2009 to address reporting issues.

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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	7
2	KFOG web site , www.kfog.com	N	9
3	KSAN web site , www.1077thebone.com	N	0
4	KNBR web site , www.knbr.com	N	8
5	Cumulus Jobs , www.cumulusjobs.com	N	1
6	NAB Broadcast Career Center Website: www.nabef.org	N	0
7	Craigslist: www.craigslist.org (San Francisco/Bay Area section)	N	43
8	Bay Area STAR , (415) 332-5754: bayareastar.org ;	N	0
9	EDD, Oakland Career Center East , 675 Hegenberger Road, 3rd Floor, Oakland, CA 94621, (510) 563-5283 – http://www.caljobs.ca.gov/ - Paid jobs only	N	0
10	UC Berkeley Career Center University of California , Berkeley, Berkeley, CA 94720, 510.642.6000, https://berkeley-csm.symplicity.com/employers/	Y	0
11	Cal State Hayward , 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	Y	0
12	USF Career Center , 2130 Fulton Street, San Francisco, CA 94117-1080 (415) 422-5555, https://usfca-csm.symplicity.com/employers/	N	0
13	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&ck=1&au=&ck=	N	0
14	Stanford University , 450 Serra Mall, Stanford, California 94305. 650.723.2300 https://stanford-csm.symplicity.com/employers/	N	0
15	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
16	AMFMJobs.com	N	0
17	GadBall.com	N	0
18	FreeListingsOnline.com	N	0
19	ActiveHire.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	American Marketing Association , 311 S. Wacker Drive, Suite 5800, Chicago, IL 60606, Telephone 800.AMA.1150 or 312.542.9000, Fax 312.542.9001 http://jobs.marketingpower.com/hr	N	0
21	City College of San Francisco ; post on website at http://www.ccsf.edu/Services/ ; also email to eeymore@ccsf.edu and iquadra@ccsf.edu .	N	0
22	Northern California Broadcasters Association ; acoburn@ncradio.com	N	0
23	Heald College , 670 Howard Street, San Francisco, CA 94105; dwennette_flash@heald.edu	Y	0
24	Edgewood Center , 1801 Vicente Street, San Francisco, CA 94116, Phone: 415.681.3211, Fax: 415.664.7094, Theresa Calderon - TheresaC@edgewood.org	Y	0
25	Young Community Developers, Inc. , 1715 Yosemite Avenue, San Francisco, CA 94124, (415) 822-3491; Fax 415.822.1196; info@ycdjobs.org	Y	0
26	SF State University, BCA Department , 1600 Holloway Avenue, San Francisco, CA 94132, (415) 338-1111; Paid positions - beca@sfsu.edu ; Internships - mcamacho@sfsu.edu	Y	0
27	SF State University Career Center , recruit@sfsu.edu	Y	0
28	Career Resources Development Center , 655 Geary Blvd., San Francisco, CA 94102, (415) 775-8880; holly@crdcsf.org and jobsforcrdc@yahoo.com	Y	0
29	University of California Berkeley Extension, International Diploma Programs , Marena Cortes, Internship Coordinator, 510.643.4228, mcortes@unex.berkeley.edu – Internships only	N	0
30	Intrax International Institute , Lindsey Putman II, Student Services Supervisor, 551 Sutter Street, San Francisco, CA 94102, Phone: (415) 835-9766 Fax: (415) 873-1380, lputman@intraxinstitute.edu – Internships only	N	0
31	North Valley Job Training , Joyce Nolan, 505 W. Olive Avenue, Sunnyvale, CA 94086, 408.774.5417; fax 408.730.7643; jobs@novaworks.org	Y	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 <i>(as of 02/09)</i>	0
33	UC Berkeley, Mass Communications Department , 301 Campbell Hall, Berkeley, CA 94720	Y	0
34	Diablo Valley College Career Placement Center , 321 Golf Club Road, Pleasant Hill, CA 94523, Phone: 925.685.1230, Fax: 925.691.7538	Y	0
35	Peninsula Works , 550 Quarry Road, San Carlos, CA 94070, (650) 802-6506; fax 650.596.2864	Y	0
36	Experience Unlimited , Attn: Laura Fox, 745 Franklin Street, Lower Level, San Francisco, CA 94102 Tel: 415.771.1776; send to fax 415.749.7478	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	Walk-in/Self-referral	N	0
38	Non-employee referral	N	11
39	Employee referral	N	8
40	Re-hire (former employee and/or intern)	N	6
41	Internal Promotion	N	0
42	E-mail to all CMP Business Managers CMPBusinessManagers@cumulus.com	N	0
43	INTENTIONALLY OMITTED	N	
44	Job Fairs (see Section III)	N	0
45	On-Air Announcements (one or more SEU stations)	N	4
TOTAL INTERVIEWEES OVER REPORTING PERIOD			97

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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 eighty (80) interns from the following schools:</p> <p>Diablo Valley College; Golden Gate University; Intrax International Institute; San Francisco State University; San Jose State University; Stanford University; University of California, Berkeley; University of California, Davis; University of San Francisco; University of Oregon; California Polytechnic Institute; University of California, Los Angeles; City College of San Francisco; Arizona State University; Laney College; St. Marys College; University of California, San Diego; Santa Barbara City College; Napa Valley College; Whittier College; Boston University; California State University, Fresno; De Anza College; College of San Meto; Expression College of the Arts; Golden Gate University; California State University, East Bay; Emerson College; Citrus College; California State University, Long Beach; Heald; Embassy CES; University of Southern California; Emory University; Colorado College; Oceana High School; Trinity College; College of Marin.</p> <p>This on-going 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</p>

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
		work closely with their mentors from the following departments: business operations, promotions, sales, and programming.
2	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On November 19, 2008, the KFOG News Director spoke to a troop of Cub Scouts from Berkeley, California, about careers in broadcasting as part of their Career Exploration event.
3	Management level training regarding equal employment opportunity and prevention of discrimination	On February 5, 2009, our SEU participated via teleconference in a training session entitled "The Nuts & Bolts of EEO Compliance" presented by outside communications counsel for CMP. SEU participants included the Market Manager and the Human Resources Coordinator.
4	Participate in Job Fair	On February 21, 2009, the KNBR and KSAN Promotions team represented their stations and KFOG at the Golden State Warriors Career Fair in Oakland, California. These SEU stations ran on-air announcements advertising this event. The Promotions team talked with participants about careers in broadcasting as well as job openings in the SEU and provided written material about careers and openings. Resumes were accepted.
5	Participate in Job Fair	On March 16, 2009, 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, the KNBR Local Sales Manager, the KNBR Executive Producer. 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.
6	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On July 13, 2009, the KFOG Local Sales Manager spoke to students at Gunderson High School in San Jose, California about career options in broadcasting for the Breakthrough Silicon Valley Career Day.