

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period July 23, 2008 to July 22, 2009.

1) Employment Unit Location/Name: CBS Radio – San Diego, CA

2) Unit Members (List all station call signs and communities of license): KYXY(FM), San Diego, California
KSCF(FM), San Diego, California

3) EEO Contact Information for Employment Unit:

Mailing Address: KYXY / KSCF – CBS RADIO 8033 LINDA VISTA ROAD SAN DIEGO, CA 92111-5108	Telephone Number: 858-467-4111
	Contact Person: Joan Rubin, Market Controller
	E-mail Address: jrubin@kyxy.com

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

Job Title	Recruitment Source Referring Hiree
1. KSCF Account Executive	Monster.com
2. KYXY Promotions Assistant	Employee Referral
3. KYXY/KSCF VP Market Manager	Internal Promotion
4. KYXY General Sales Manager	Industry Referral
5. KSCF Account Executive	Monster.com
6. KYXY Account Executive	Industry Referral
7. VP/Market Manager	Exigent Circumstances

Stations KYXY(FM) and KSCF(FM) are Equal Opportunity Employers.

5) Job Title: 1. KSCF Account Executive

Referral Source(s) of Hiree: Monster.com

(i) Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alliant International University	Christine Shine	Building M-2 10455 Pomerado Road San Diego, CA 92131	Ph: 858-635-4565 Fx: 858-635-4853		No
AMFMjobs.com	Mark Holloway	P.O. Box 4116 Oceanside, CA 92052	Ph: 760-754-8177 Fx: 760-754-2115		No
California Lutheran University	Cynthia Smith	60 West Olsen Road, #2400 Thousand Oaks, CA 91360	Ph: 805-493-3196 Fx: 805-493-3201		No
CalJobs-EDD State Employment Service	Michael Bertnick	800 Capitol Mall, MIC 83 Sacramento, CA 95814	Ph: 800-758-0398		No
CBS Radio website	CBSradio.com	51 West 52 nd Street, 19 th Floor New York, NY 10019	Ph: 212-846-3939	1	No
Center for Employment Training	Martha	3295 Market Street San Diego, CA 92102	Ph: 619-233-6829 Fx: 619-233-1297		No
Cuyamaca College	Job Placement Office	900 Rancho San Diego Parkway San Diego, CA 92019-4304	Ph: 619-660-4436 Fx: 619-660-4294		No
East County Career Center	Susan Roberts	924 E. Main Street El Cajon, CA 92021	Ph: 619-590-3900 Fx: 619-441-2396		No
Employee Bulletin Board	Chris Valentine	8033 Linda Vista Road San Diego, CA 92111	Ph: 858-467-4111 Fx: 858-560-1881		No
Filipino Press, The	Susan delos Santos	P.O. Box 2226 National City, CA 91951	Ph: 619-477-0940 Fx: 619-477-1024		No
Goodwill Industries of San Diego County	Barbara Abeyta	3663 Rosecrans Street San Diego, CA 92110-3226	Ph: 619-225-2200 Fx: 619-225-6201		No
Grossmont College	Job Placement Office	8800 Grossmont College Drive El Cajon, CA 92020	Ph: 619-644-7611 Fx: 619-644-7917		No
Hispanic Americans for Fairness in Media	Laura Espinoza	5400 E. Olympic Blvd., #260 Los Angeles, CA 90022-5142	Ph: 323-726-1558 Fx: 323-726-1865		No
Latter-Day Saints Employment Services	Kirk Draper & Norm Knight	4722 Mercury Street San Diego, CA 92111	Ph: 858-279-2338 Fx: 858-279-2527		No
Miramar College	Joe Hankinson	10441 Black Mountain Road San Diego, CA 92126	Ph: 858-388-7335 Fx: 858-388-7910		No
Monster.com	---	E-mail: partnerprograms@monster.com	Ph: 866-378-6224	7	No
National Hispanic Media Coalition	Alex Nogales	2514 S. Grand Avenue Los Angeles, CA 90007	Ph: 213-746-6988 Fx: 213-746-1305		No

Stations KXYX(FM) and KSCF(FM) are Equal Opportunity Employers.

(i) Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
National City Chamber of Commerce	Edith Hughes	901 National City Blvd. National City, CA 91950	Ph: 619-477-9339 Fx: 619-477-5018		No
One Stop Career Center-North Inland	Frank Berry	1935 E. Valley Parkway Escondido, CA 92027	Ph: 760-738-0274 Fx: 760-738-8723		No
Point Loma Nazarene University	Student Employment	3900 Lomaland Drive San Diego, CA 92106-2899	Ph: 619-849-2633		No
ROP – Regional Occupational Program	Becky Schooler	6401 Linda Vista Road San Diego, CA 92111-7399	Ph: 858-292-3824 Fx: 858-268-9726		No
San Diego Chinese Center	Chew-Fun Ang	428 3 rd Avenue San Diego, CA 92101	Ph: 619-234-4447 Fx: 619-234-0442		No
San Diego City College	Career Center	1313 Park Blvd., Room A-111 San Diego, CA 92101-4787	Ph: 619-388-3722 Fx: 619-388-3403		No
San Diego City Schools	Race/Human Relations	4100 Normal Street San Diego, CA 92103-2682	Ph: 619-725-5506 Fx: 619-291-7182		No
San Diego Community College District Career Planning & Assessment Center	Patti Buse	8401 Aero Drive San Diego, CA 92123	Ph: 858-627-2553 Fx: 858-627-2563		No
San Diego Community College District Workability 3 Program	Rusty Krumm	3375 Camino Del Rio S., #275 San Diego, CA 92108	Ph: 619-388-6801 Fx: 619-388-6534		No
San Diego County Hispanic Chamber of Commerce	Eduardo Landeros	1250 Sixth Avenue, #550 San Diego, CA 92101	Ph: 619-702-0790 Fx: 619-696-3282		No
San Diego Mesa College	Sheri Endicott	7250 Mesa College Drive San Diego, CA 92111	Ph: 858-627-2777 Fx: 858-388-5834		No
San Diego Radio News	David Tanny	P.O. Box 19569 San Diego, CA 92159-0569	---		No
SDSU – San Diego State University	Career Services	Career Services – MC8255 5500 Campanile Drive San Diego, CA 92182-8255	Ph: 619-594-4391 Fx: 619-594-2650		No
South County Career Center	Leonardo Alarcon	1111 Bay Blvd., Suite E Chula Vista, CA 91911	Ph: 619-628-0300 Fx: 619-424-1144		No
South Metro Career Center	Stephanie Murphy	4389 Imperial Avenue San Diego, CA 92113	Ph: 619-266-4200 Fx: 619-266-6172		No
Southern California Broadcasters Association	LaFern Watkins	5670 Wilshire Blvd., #1370 Los Angeles, CA 90036	Ph: 323-938-3100 Fx: 323-938-8600		No
Southwestern College	Student	901 Otay Lakes Road	Ph: 619-482-6356		No

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(i) Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
	Employment Services	Chula Vista, CA 91910	Fx: 619-482-6445		
USD – University of San Diego Career Services	Connie Wilson or Cindy Covarrubias	5998 Alcalá Park, HC 110 San Diego, CA 92110	Ph; 619-260-4654		No
USC – University of Southern California – Annenberg School of Communication	Megan Hutaff	3502 Watt Way, ASC 154 Los Angeles, CA 90089-0281	Ph: 213-821-1514 Fx: 213-740-8036		No
Industry Referral				1	No
Employee Referral				1	No
Not specified				3	No

5) Job Title: **2. KYXY Promotions Assistant**

Referral Source(s) of Hiree: **Employee Referral**

(i) Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alliant International University	Christine Shine	Building M-2 10455 Pomerado Road San Diego, CA 92131	Ph: 858-635-4565 Fx: 858-635-4853		No
AMFMjobs.com	Mark Holloway	P.O. Box 4116 Oceanside, CA 92052	Ph: 760-754-8177 Fx: 760-754-2115		No
California Lutheran University	Cynthia Smith	60 West Olsen Road, #2400 Thousand Oaks, CA 91360	Ph: 805-493-3196 Fx: 805-493-3201		No
CalJobs-EDD State Employment Service	Michael Bertnick	800 Capitol Mall, MIC 83 Sacramento, CA 95814	Ph: 800-758-0398		No
CBS Radio website	CBSradio.com	51 West 52 nd Street, 19 th Floor New York, NY 10019	Ph: 212-846-3939		No
Center for Employment Training	Martha	3295 Market Street San Diego, CA 92102	Ph: 619-233-6829 Fx: 619-233-1297		No
Cuyamaca College	Job Placement Office	900 Rancho San Diego Parkway San Diego, CA 92019-4304	Ph: 619-660-4436 Fx: 619-660-4294		No
East County Career Center	Susan Roberts	924 E. Main Street El Cajon, CA 92021	Ph: 619-590-3900 Fx: 619-441-2396		No

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(i) Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employee Bulletin Board	Chris Valentine	8033 Linda Vista Road San Diego, CA 92111	Ph: 858-467-4111 Fx: 858-560-1881		No
Filipino Press, The	Susan delos Santos	P.O. Box 2226 National City, CA 91951	Ph: 619-477-0940 Fx: 619-477-1024		No
Goodwill Industries of San Diego County	Barbara Abeyta	3663 Rosecrans Street San Diego, CA 92110-3226	Ph: 619-225-2200 Fx: 619-225-6201		No
Grossmont College	Job Placement Office	8800 Grossmont College Drive El Cajon, CA 92020	Ph: 619-644-7611 Fx: 619-644-7917		No
Hispanic Americans for Fairness in Media	Laura Espinoza	5400 E. Olympic Blvd., #260 Los Angeles, CA 90022-5142	Ph: 323-726-1558 Fx: 323-726-1865		No
Latter-Day Saints Employment Services	Kirk Draper & Norm Knight	4722 Mercury Street San Diego, CA 92111	Ph: 858-279-2338 Fx: 858-279-2527		No
Miramar College	Joe Hankinson	10441 Black Mountain Road San Diego, CA 92126	Ph: 858-388-7335 Fx: 858-388-7910		No
Monster.com	---	E-mail: partnerprograms@monster.com	Ph: 866-378-6224	2	No
National Hispanic Media Coalition	Alex Nogales	2514 S. Grand Avenue Los Angeles, CA 90007	Ph: 213-746-6988 Fx: 213-746-1305		No
National City Chamber of Commerce	Edith Hughes	901 National City Blvd. National City, CA 91950	Ph: 619-477-9339 Fx: 619-477-5018		No
One Stop Career Center-North Inland	Frank Berry	1935 E. Valley Parkway Escondido, CA 92027	Ph: 760-738-0274 Fx: 760-738-8723		No
Point Loma Nazarene University	Student Employment	3900 Lomaland Drive San Diego, CA 92106-2899	Ph: 619-849-2633		No
ROP – Regional Occupational Program	Becky Schooler	6401 Linda Vista Road San Diego, CA 92111-7399	Ph: 858-292-3824 Fx: 858-268-9726		No
San Diego Chinese Center	Chew-Fun Ang	428 3 rd Avenue San Diego, CA 92101	Ph: 619-234-4447 Fx: 619-234-0442		No
San Diego City College	Career Center	1313 Park Blvd., Room A-111 San Diego, CA 92101-4787	Ph: 619-388-3722 Fx: 619-388-3403		No
San Diego City Schools	Race/Human Relations	4100 Normal Street San Diego, CA 92103-2682	Ph: 619-725-5506 Fx: 619-291-7182		No
San Diego Community College District Career Planning & Assessment Center	Patti Buse	8401 Aero Drive San Diego, CA 92123	Ph: 858-627-2553 Fx: 858-627-2563		No
San Diego Community College District	Rusty Krumm	3375 Camino Del Rio S., #275	Ph: 619-388-6801		No

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(i) Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Workability 3 Program		San Diego, CA 92108	Fx: 619-388-6534		
San Diego County Hispanic Chamber of Commerce	Eduardo Landeros	1250 Sixth Avenue, #550 San Diego, CA 92101	Ph: 619-702-0790 Fx: 619-696-3282		No
San Diego Mesa College	Sheri Endicott	7250 Mesa College Drive San Diego, CA 92111	Ph: 858-627-2777 Fx: 858-388-5834		No
San Diego Radio News	David Tanny	P.O. Box 19569 San Diego, CA 92159-0569	---		No
SDSU – San Diego State University	Career Services	Career Services – MC8255 5500 Campanile Drive San Diego, CA 92182-8255	Ph: 619-594-4391 Fx: 619-594-2650		No
South County Career Center	Leonardo Alarcon	1111 Bay Blvd., Suite E Chula Vista, CA 91911	Ph: 619-628-0300 Fx: 619-424-1144		No
South Metro Career Center	Stephanie Murphy	4389 Imperial Avenue San Diego, CA 92113	Ph: 619-266-4200 Fx: 619-266-6172		No
Southern California Broadcasters Association	LaFern Watkins	5670 Wilshire Blvd., #1370 Los Angeles, CA 90036	Ph: 323-938-3100 Fx: 323-938-8600		No
Southwestern College	Student Employment Services	901 Otay Lakes Road Chula Vista, CA 91910	Ph: 619-482-6356 Fx: 619-482-6445		No
USD – University of San Diego Career Services	Connie Wilson or Cindy Covarrubias	5998 Alcalá Park, HC 110 San Diego, CA 92110	Ph; 619-260-4654		No
USC – University of Southern California – Annenberg School of Communication	Megan Hutaff	3502 Watt Way, ASC 154 Los Angeles, CA 90089-0281	Ph: 213-821-1514 Fx: 213-740-8036		No
Employee Referral				2	No
Unidentified				0	No

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5) Job Title: 3. KYXY/KSCF VP Market Manager

Referral Source(s) of Hiree: Internal Promotion

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access Music Group	Joel Denver	28955 Pacific Coast Highway#210-5 Malibu, CA 90265	Ph: 310-457-6616 Fx: 310-457-8058		No
AMFMjobs.com - Broadcast Employment Services	Mark Holloway	P.O. Box 4116 Oceanside, CA 92052	Ph: 760-754-8177 Fx: 760-754-2115		No
California Broadcasters Association	Joe Berry	915 L. Street, #1150 Sacramento, CA 95814	916-444-2237		No
Southern Cal Broadcasters Assoc.	LaFern Watkins	1849 Sawtelle Blvd. #543 Los Angeles, CA 90025	310-444-1412		No
Inside Radio	Gene McKay		Ph: 800-640-8852 Fx: 877-270-3998		No
Company Bulletin Board	Jodi Burns	8033 Linda Vista Road San Diego, CA 92111	858-467-4111		No
CBS Radio (Corp Website)	Cbsradio.com	51 West 52 nd Street, 19 th Floor New York, NY 10019	212-846-3939		No
Inside Radio	Insideradio.com			10	No
Cbscorporation.com/careers				11	No
Employee Referral				1	No

5) Job Title: 4. KYXY General Sales Manager

Referral Source(s) of Hiree: Industry Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access Music Group	Joel Denver	28955 Pacific Coast Highway #210-5 Malibu, CA 90265	Ph: 310-457-6616 Fx: 310-457-8058		No

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Alliant International University	Christine Shine Director	Building M-2, 10455 Pomerado Rd San Diego, CA 92131	Ph: 858-635-4565 Fx: 858-635-4853	No
AMFMjobs.com - Broadcast Employment Services	Mark Holloway	P.O. Box 4116 Oceanside, CA 92052	Ph: 760-754-8177 Fx: 760-754-2115	No
CBA - California Broadcasters Association	Joe Berry	915 "L" Street, #1150 Sacramento, CA 95814	Ph: 916-444-2237	No
California Lutheran University	Cynthia Smith Career Couns	60 West Olsen Road, #2400 Thousand Oaks, CA 91360	Ph: 805-493-3196 Fx: 805-493-3201	No
CBS Radio (Corporate website)	cbsradio.com	51 West 52nd Street, 19th Floor New York, NY 10019	Ph: 212-846-3939	No
Center for Employment Training	Hilario Torres	3295 Market Street San Diego, CA 92102	Ph: 619-233-6829 Fx: 619-233-1297	No
East County Career Center	Susan Roberts	924 E. Main Street El Cajon, CA 92021	Ph: 619-590-3900 x3038 Fx: 619-441-2396	No
Employee Bulletin Board at KXYX/KSCF	Jodi Burns	8033 Linda Vista Road San Diego, CA 92111	Ph: 858-467-4111 Fx: 858-560-1881	No
Goodwill Industries of San Diego County	Barbara Chavez	3663 Rosecrans Street San Diego, CA 92110-3226	Ph: 619-225-2200 Fx: 619-225-6201	No
Latter-Day Saints Employment Services	Kirk Draper and Norm Knight	4722 Mercury Street San Diego, CA 92111	Ph: 858-279-2338 Fx: 858-279-2527	No
Miramar College	Joe Hankinson Placement Officer	10440 Black Mountain Road San Diego, CA 92126	Ph: 858-388-7335 Fx: 858-388-7909	No
Monster.com	---	E-mail: partnerprograms@monster.com	Ph: 866-378-6224	No
National Hispanic Media Coalition	Alex Nogales	2514 S. Grand Avenue Los Angeles, CA 90007	Ph: 213-746-6988 Fx: 213-746-1305	No
One Stop Career Center-North Inland	Frank Berry	1935 E. Valley Parkway Escondido, CA 92027	Ph: 760-738-0274 Fx: 760-738-8723	No
ROP - Regional Occupational Program	Becky Schooler	6401 Linda Vista Road San Diego, CA 92111-7399	Ph: 858-292-3824 Fx: 858-268-9726	No
San Diego Chinese Center	Chew-Fun Ang	428 3rd Avenue San Diego, CA 92101	Ph: 619-234-4447 Fx: 619-234-0442	No
San Diego Community College District Workability 3 Program	Rusty Krumm Job Agent	3375 Camino Del Rio S, #275 San Diego, CA 92108	Ph: 619-388-6801 Fx: 619-388-6534	No
San Diego Mesa College	Sheri Endicott Job Placement	7250 Mesa College Drive San Diego, CA 92111	Ph: 858-627-2777 Fx: 858-388-5834	No

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South County Career Center	Leonardo Alarcon	1111 Bay Blvd., Suite E Chula Vista, CA 91911	Ph: 619-628-0300 Fx: 619-424-1144		No
SCBA - Southern California Broadcasters Association	LaFern Watkins	5670 Wilshire Blvd., #1370 Los Angeles, CA 90036	Ph: 323-938-3100 Fx: 323-938-8600		No
USC - University of Southern California - Annenberg School of Communication	Megan Hutaff Career Dev Adv	3502 Watt Way, ASC 154 Los Angeles, CA 90089-0281	Ph: 213-821-1514 Fx: 213-740-8036		No
Industry Referral				1	No

5) Job Title: **5. KSCF Account Executive**

Referral Source(s) of Hiree: **Monster.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alliant International University	Christine Shine Director	Building M-2, 10455 Pomerado Road San Diego, CA 92131	Ph: 858-635-4565 Fx: 858-635-4853		No
AMFMjobs.com - Broadcast Employment Services	Mark Holloway	P.O. Box 4116 Oceanside, CA 92052	Ph: 760-754-8177 Fx: 760-754-2115		No
CBA - California Broadcasters Association	Joe Berry	915 "L" Street, #1150 Sacramento, CA 95814	Ph: 916-444-2237		No
Cal State San Marcos – CSUSM	Career Center	Craven Hall 1400 San Marcos, CA 92096-0001	Ph: 760-750-4900 Fx: 760-750-3142		No
CalJobs-State Employment Service EDD-Employment Development Dept	Michael Bertnick	800 Capitol Mall, MIC 83 Sacramento, CA 95814	Ph: 800-758-0398		No
CBS Radio (Corporate website)	cbsradio.com	51 West 52nd Street, 19th Floor New York, NY 10019	Ph: 212-846-3939		No
Cuyamaca College	Laurie Brown / Maggie Gonzales	900 Rancho San Diego Parkway San Diego, CA 92019-4304	Ph: 619-660-4436 Fx: 619-660-4294		No
Employee Bulletin Board at KYXY/KSCF	Jodi Burns	8033 Linda Vista Road San Diego, CA 92111	Ph: 858-467-4111 Fx: 858-560-1881		No
Grossmont College	Job Placement Office	8800 Grossmont College Drive El Cajon, CA 92020	Ph: 619-644-7611 Fx: 619-644-7917		No

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Hispanic Americans for Fairness in Media	Esther Renteria	1304 W. Beverly Blvd., #102 Montebello, CA 90640	Ph: 323-726-1558 Fx: 323-726-1865		No
Monster.com	---	E-mail: partnerprograms@monster.com	Ph: 866-378-6224	1	No
Point Loma Nazarene University	Charlie Howard	3900 Lomaland Drive San Diego, CA 92106-2899	Ph: 619-849-2633 Fx: 619-849-7023		No
Sales Spider	Web	www.salesspider.com	n/a		No
SDSU - San Diego State University	Career Services	Career Services - MC8255 5500 Campanile Drive San Diego, CA 92182-8255	Ph: 619-594-4391 Fx: 619-594-2650		No
SCBA - Southern California Broadcasters Association	LaFern Watkins	1849 Sawtelle Blvd., Suite 543 Los Angeles, CA 90025	Ph: 310-444-1412 Fx: 310-444-1463		No
USD-University of SD Career Services	Connie Wilson	5998 Alcalá Park HC 110 San Diego, CA 92110	619-260-4654		No

5) Job Title: **6. KYXY Account Executive**

Referral Source(s) of Hire: **Industry Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alliant International University	Christine Shine Director	Building M-2, 10455 Pomerado Road San Diego, CA 92131	Ph: 858-635-4565 Fx: 858-635-4853		No
AMFMjobs.com - Broadcast Employment Services	Mark Holloway	P.O. Box 4116 Oceanside, CA 92052	Ph: 760-754-8177 Fx: 760-754-2115		No
CBA - California Broadcasters Association	Joe Berry	915 "L" Street, #1150 Sacramento, CA 95814	Ph: 916-444-2237		No
Cal State San Marcos – CSUSM	Career Center	Craven Hall 1400 San Marcos, CA 92096-0001	Ph: 760-750-4900 Fx: 760-750-3142		No
CalJobs-State Employment Service EDD-Employment Development Dept	Michael Bertnick	800 Capitol Mall, MIC 83 Sacramento, CA 95814	Ph: 800-758-0398		No
CBS Radio (Corporate website)	cbsradio.com	51 West 52nd Street, 19th Floor New York, NY 10019	Ph: 212-846-3939		No

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Cuyamaca College	Laurie Brown / Maggie Gonzales	900 Rancho San Diego Parkway San Diego, CA 92019-4304	Ph: 619- 660-4436 Fx: 619- 660-4294		No
Employee Bulletin Board at KYXY/KSCF	Jodi Burns	8033 Linda Vista Road San Diego, CA 92111	Ph: 858- 467-4111 Fx: 858- 560-1881		No
Grossmont College	Job Placement Office	8800 Grossmont College Drive El Cajon, CA 92020	Ph: 619- 644-7611 Fx: 619- 644-7917		No
Hispanic Americans for Fairness in Media	Esther Renteria	1304 W. Beverly Blvd., #102 Montebello, CA 90640	Ph: 323- 726-1558 Fx: 323- 726-1865		No
Monster.com	---	E-mail: partnerprograms@monster.com	Ph: 866- 378-6224		No
Point Loma Nazarene University	Charlie Howard	3900 Lomaland Drive San Diego, CA 92106-2899	Ph: 619- 849-2633 Fx: 619- 849-7023		No
Sales Spider	Web	www.salesspider.com	n/a		No
SDSU - San Diego State University	Career Services	Career Services - MC8255 5500 Campanile Drive San Diego, CA 92182-8255	Ph: 619- 594-4391 Fx: 619- 594-2650		No
SCBA - Southern California Broadcasters Association	LaFern Watkins	1849 Sawtelle Blvd., Suite 543 Los Angeles, CA 90025	Ph: 310- 444-1412 Fx: 310- 444-1463		No
USD-University of SD Career Services	Connie Wilson	5998 Alcalá Park HC 110 San Diego, CA 92110	619-260- 4654		No
Cbscorporation.com/careers				2	No
Careerbuilder	Careerbuilder.com			1	No
Industry Referral				1	No

5) Job Title: 7. VP/Market Manager

Referral Source(s) of Hiree: Exigent Circumstances

No recruitment was conducted for this vacancy due to exigent circumstances. The previous Market Manager was replaced via the rehiring of a former employee. The former employee had previously been the Market Manager for the stations, and was therefore identified to return to manage them due to his unique knowledge of the stations, the employees, and the competitive landscape of the San Diego radio market.

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6) **Total # of Interviewees Referred by Each Source:** For the Period from July 23, 2008 to July 22, 2009, this Employment Unit interviewed 45 Interviewees for full time job vacancies.

7) **Supplemental Recruitment Measures.**

(a) **Participation in Job Fairs.**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. The Employment Unit participated in the Cuyamaca College Career Fair. Participation in this event offered awareness and information designed to inform college students and the general public of the varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them. Personnel present accepted resumes and also had substantial responsibility in the making of hiring decisions.	May 5, 2009	Office Manager/ Human Resources/EEO Compliance Officer

(b) **Participation in Educational Events.**

1. The Employment Unit participated in a presentation at the California State University San Marcos regarding opportunities for participation in the employment unit's internship program.	December 4, 2008	Office Manager/ Human Resources/EEO Compliance Officer
2. The Employment Unit participated in a program for students in the Mira Mesa High School Special Education and Transition Skills classes concerning career opportunities in the radio industry.	December 17, 2008	Director of Technical Operations

(b) **General Outreach Efforts.**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. The Employment Unit has made significant contributions to the CBS Radio career 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.	Ongoing	Executive Assistant/Office Manager/ Human Resources & EEO Compliance Officer
2. The Employment Unit has made significant contributions to the Southern California Broadcasters Association EEO Job Alert Bulletin website (www.scba.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.	Ongoing	Executive Assistant/Office Manager/ Human Resources & EEO Compliance Officer

Stations KXYX(FM) and KSCF(FM) are Equal Opportunity Employers.

(c) Training Management Personnel.

Description of Supplemental Recruitment Measure:	Date: (EEO Training Provided)	Personnel Involved: (Position)
1. Management-level personnel at the Employment Unit participated in an audio and online "webinar" during which they received training in equal employment opportunity and anti-discrimination practices.	July 15, 2009	Executive Assistant/Office Manager/ Human Resources & EEO Compliance Officer; Market Manager; Controller/Business Manager; KYXY/KSCF General Sales Manager; KYXY Program Director; KSCF Program Director; KYXY/KSCF Director of Marketing & Promotions; Director of Technical Operations; Event Manager

(d) Internship Program.

Description of Supplemental Recruitment Measure:	Date: (EEO Training Provided)	Personnel Involved: (Position)
1. 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 San Diego area. The Employment Unit hosted 3 interns during this reporting period.	Ongoing	All department heads