

Cumulus-San Francisco
KFOG(FM), KFFG (FM), KSAN(FM), KNBR(AM),
KTCT(AM), KGO (AM), KSFO (AM)
EEO PUBLIC FILE REPORT
August 1, 2013 - July 31, 2014

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
KNBR Account Executive	1-36, 39	4
KFOG Account Executive	1-36, 39	5
KGO Account Executive	1-36, 39	5
KNBR Account Executive	1-36, 39	8
Managing Editor/Assistant News Director	1-6, 9-11,13-18, 20, 23-27,29-30,32-35	19
KSAN Account Executive		4
Assignment Editor	1-6, 9-11,13-18, 20, 23-27,29-30,32-35	2
KSAN Account Executive	1-36, 39	4
Receptionist		5
Assistant Program Director	1-6, 9-11,13-18, 20, 23-27,29-30,32-35	5
KFOG Account Executive	1-36, 39	8
Continuity Coordinator	1-6, 9-11,13-18, 20, 23-27,29-30,32-35	8
KFOG Account Executive	1-36, 39	5
KGO AE	1-36, 39	5
Accounts Payable	1-6, 9-11,13-18, 20, 23-27,29-30,32-35	5
Sales & Creative Specialist	1-36, 39	5
KGO Account Executive	1-36, 39	9
National Sales Coordinator	1-36, 39	5
KNBR Account Executive	1-36, 39	39
On-Air Talent	1-6, 9-11,13-18, 20, 23-27,29-30,32-35	5
KFOG Operations Manager	*19	19
Board Operator	1-6, 9-11,13-18, 20, 23-27,29-30,32-35	19
Accounts Receivable Billings Coordinator	1-6, 9-11,13-18, 20, 23-27,29-30,32-35	1
Temp Broadcast engineer	1-6, 9-11,13-18, 20, 23-27,29-30,32-35	5

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
National Sales Coordinator	1-6, 9-11,13-18, 20, 23-27,29-30,32-35	19
Continuity Coordinator	1-6, 9-11,13-18, 20, 23-27,29-30,32-35	5
Continuity Coordinator	1-6, 9-11,13-18, 20, 23-27,29-30,32-35	5
KGO Account Executive	1-36, 39	5
KGO Account Executive	1-36, 39	5
Assistant Business Manager	1-6, 9-11,13-18, 20, 23-27,29-30,32-35	1
Business Manager	*5	5

**Exigent Circumstances*

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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	2
2	Station Websites , www.kfog.com; www.1077thebone.com www.knbr.com; www.kgoam810.com ; www.ksfo.com	N	1
3	CMP Business Managers CMPBusinessManagers@cumulus.com	N	
4	Non-Employee Referral	N	3
5	Employee Referral	N	16
6	Re-Hire (<i>former employee</i>)	N	
7	Craigslist , sfbayarea.craigslist.org	N	
8	Indeed.com	N	3
9	Bay Area STAR , (415) 332-5754: bayareastar.org ;	N	1
10	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	
11	UC Berkeley Career Center, University of California, Berkeley , Berkeley, CA 94720, 510.642.6000, https://berkeley-csm.symplicity.com/employers/	N	
12	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	
13	University of San Francisco Career Center , 2130 Fulton Street, San Francisco, CA 94117-1080 (415) 422-5555, https://usfca-csm.symplicity.com/employers/	N	
14	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	
15	Stanford University , 450 Serra Mall, Stanford, California 94305. 650.723.2300 https://stanford-csm.symplicity.com/employers/	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	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	
17	AMFMJobs , www.amfmjobs.com	N	
18	ActiveHire , www.activehire.com	N	
19	Internal Transfer/Promotion	N	4
20	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	
21	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	
22	Music Jobs USA , 1 323 527 9905, http://us.music-jobs.com/employers.php	N	
23	Northern California Broadcasters Association ; arobillard@ncradio.com	N	
24	Heald College , 670 Howard Street, San Francisco, CA 94105; dwennette_flash@heald.edu	N	
25	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	
26	San Francisco State University Career Center , recruit@sfsu.edu	N	
27	SFRecruiter.com – send by email to jobs@sfrecruiter.com	N	
28	On-Air Announcements (<i>one or more SEU stations</i>)	N	
29	NOVA , Joyce Nolan, 505 W. Olive Avenue, Sunnyvale, CA 94086, 408.774.5417; fax 408.730.7643; jobs@novaworks.org	N	
30	Gary James, Ohio Center for Broadcasting , 5330 East Main St, Suite 200, Columbus, Ohio 43213, Phone: 614.245.0555 gary@beonair.com	Y	
31	National Lesbian & Gay Journalists Association , 2120 L Street, Suite 850, Washington, DC 20037, Phone: 202.588.9888, Fax: 202.588.1818, info@nlgja.org	N	
32	Arriba Juntos , Edwin Narvaez, Case Manager/Employment Specialist, 1850 Mission St., San Francisco, CA 94103, 415-401-4895 (Direct), 415-487-3240 (Main), Fax: 415-863-9314	Y	
33	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	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	Experience Unlimited , Attn: Sylvia Gonzales, 745 Franklin Street, Lower Level, San Francisco, CA 94102, Tel: 415.771.1776; send to fax 415.749.7478;	N	
35	Young Community Developers, Inc. , 1715 Yosemite Avenue, San Francisco, CA 94124, (415) 822-3491; Fax 415.822.1196;	N	
36	Walk-In/Self-Referral	N	
37	Job Fairs/Open House (<i>see Section III</i>)	N	
38	Inside Radio , http://www.insideradio.com/	N	
39	Listener/Audience Database	N	1
40	Golden Gate University , 536 Mission St San Francisco, CA 94105, (415) 442-7000 – http://www.ggu.edu/	N	
41	All Access , Job Board, http://www.allaccess.com/forum/viewforum.php?f=9	N	
42	Unknown (<i>source not adequately identified</i>)	N	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			31

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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 <u>75</u> interns from the following schools:</p> <ul style="list-style-type: none"> Academy of Art San Francisco Cal State East Bay California State University Chico Canada College Chabot College Chapman University Diablo Valley College Elon University Humboldt State INTRAX San Francisco City College San Francisco State University San Jose State University Skyline College The New School The University of Nevada UC Santa Barbara University of California Berkeley
		<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	Hosted Job Fair	Hosted job fair at AT&T Park on 9/4/2013. Free event with many recruiters present. KGO-AM broadcasted the event live with various guests/experts joining the show.
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