

CBS TELEVISION STATIONS EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period of 8/1/08 to 7/31/09.

1. Employment Unit: SACRAMENTO TELEVISION STATIONS INC.
2. Unit Members: (Stations and Communities of License: KOVR / KMAX, Sacramento California)
3. EEO Contact Information for Unit Member:

Mailing Address: 2713 KOVR Drive, West Sacramento, CA 95605
Telephone: 916-374-1445
Contact Person: Cynde Bloom
E-mail Address: cbloom@kmaxtv.com

4. List all Full-Time Job Vacancies (identified by Job Title) Filled by Each Station in the Employment Unit:
 1. ANCHOR
 2. EXECUTIVE PRODUCER
 3. PHOTOGRAPHER/EDITOR
 4. PRODUCER (2 concurrent openings)
 5. IT MANAGER
 6. ACCOUNT EXECUTIVE
 7. ASSIGNMENT EDITOR
 8. REPORTER (2 concurrent openings)
 9. ART DIRECTOR
 10. PRODUCER
 11. MAINTENANCE ENGINEER
 12. PROMOTION COORDINATOR
 13. SALES ASSISTANT
 14. WEATHER ANCHOR

5. **JOB TITLE: ANCHOR**
Referral Source of Hire: Outside Agency
Vacancy #1

Recruitment Source Name	Contact Person	Address	Telephone Number	E-mail	Did Recruitment Source Notified Request Notification?
Sacramento Urban League	Taurus Jackson	3725 Marysville Blvd. Sacramento, CA 95838	916-561-0856	wanderson@gsul.org	No
Chinese Community Services Center	Kevin Thai Job Developer	915 T. Street Sacramento, CA 95814	916-442-2523	na1@sccsc.org	No
Hispanic Americans for Fairness in Media		5400 E. Olympic Blvd. #250 Los Angeles, CA 90022	323-726-1558	trosec77@aol.com	No
National Assoc. of Hispanic Journalist		1193 National Press Blvd. Washington, DC 20025	202-662-7145	jobbank@nahj.org	No
Sacramento Society for the Blind – dist. To org. listed below	Julia Fretwell	2750 24th Street Sacramento, CA 95818	916-452-8271	jfretwell@societyfortheblind.org	YES
California Broadcasters Association Job Bank	Joe Berry VP Director of Special Projects	915 L. Street, Suite 1150 Sacramento, Ca 95814	916-444-2237	info@cabroadcasters.org	YES
Sacramento Job Corp Center	Joe Pearson Career Transition Services	3100 Meadowview Rd. Sacramento, CA 95832	916-394-0770	pearson.joe@jobcorps.org	NO
Sacramento Works Career Center	Marketing Specialist	925 Del Paso Blvd., Suite 100 Sacramento, CA 95815	916-263-3800	ljmorgan@delpaso.seta.net	NO
Inalliance	Alisa Fleming	6950 21st Ave. Sacramento, CA 95820	916-381-1300	afleming@inallianceinc.com	NO
Salvation Army	Captains Kris & Cammie Potter	100 Lincoln Street Roseville, CA 95678	916-784-3382		NO
SETA Hillsdale Career Center	Betty Conley	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	916-263-4100	conleyb@saccounty.net	YES
SETA	J. Woods	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	916-263-4100	jwoodso@delpaso.seta.net	NO
Sacramento County Affirmative Action Coord.	Department of Personal Management	609 9th Street Sacramento, CA 95814	916-874-7148	employoffice@saccounty.net	NO
Cal State University, Sacramento	Candace McGee Career Center	6000 J Street Sacramento, CA 95819	916-278-7207	jobs@csus.edu	YES
Cal State University, Sacramento	Joshua Guiler Communications Department	600 J Street Sacramento, CA 95819	916-278-7207	jguilar@saclink.csus.edu	YES
California State University, Chico	Placement Office Kate Buckley	400 West First Street Chico, CA 95929	530-898-5253	kaadams@csuchico.edu	NO
MTI Business Schools	Job Announcements	5221 Madison Ave. Sacramento, CA 95841	916-339-1500	tlewis@mticollege.edu	NO
Workforce Investment Board Dist. To list #2 below	Scotty Sanderson Bus. Services Rep.	320 Campus Lane Fairfield, CA 94534	707-863-3543	ssanderson@solano WIB.org	YES
Sacramento Black Chamber of Commerce	Marquita Ward	2655 Del Monte Street	916-374-9355	mward@sacblackchamber.org	YES

	Executive Director	W. Sacramento, CA 95691			
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 6863 Corpus Christi, TX	361-986-0118 FAX:361-994-8328	gregorio@EntertainmentEmploymentJournal.com	YES
MediaLine	Mark Shilstone, Manager	PO Box 51909 Pacific Grove, CA 93905	800-237-8073	medialine@medialine.com	YES
Sacramento Urban League	Taurus Jackson	3725 Marysville Blvd. Sacramento, CA 95838	916-561-0856	wanderson@gsul.org	No
Hispanic Americans for Fairness in Media		5400 E. Olympic Blvd. #250 Los Angeles, CA 90022	323-726-1558	trosec77@aol.com	No
Chinese Community Services Center	Kevin Thai Job Developer	915 T. Street Sacramento, CA 95814	916-442-2523	nai@sccsc.org	No
KOVR/KMAX Website		CBS13.com			N/A
Internal Job Posting		KOVR/KMAX Job Board and CBS Stations Group Mailing			N/A
CBS Corporation Website		Internal Posting for all CBS locations			N/A

5. JOB TITLE: EXECUTIVE PRODUCER

Referral Source of Hire: CBS Website

Vacancy #2

Recruitment Source Name	Contact Person	Address	Telephone Number	E-mail	Did Recruitment Source Notified Request Notification?
Sacramento Urban League	Taurus Jackson	3725 Marysville Blvd. Sacramento, CA 95838	916-561-0856	wanderson@gsul.org	No
Chinese Community Services Center	Kevin Thai Job Developer	915 T. Street Sacramento, CA 95814	916-442-2523	nai@sccsc.org	No
Hispanic Americans for Fairness in Media		5400 E. Olympic Blvd. #250 Los Angeles, CA 90022	323-726-1558	trosec77@aol.com	No
National Assoc. of Hispanic Journalist		1193 National Press Blvd. Washington, DC 20025	202-662-7145	jobbank@nahj.org	No
Sacramento Society for the Blind – dist. To org. listed below	Julia Fretwell	2750 24th Street Sacramento, CA 95818	916-452-8271	jfretwell@societyfortheblind.org	YES
California Broadcasters Association Job Bank	Joe Berry VP Director of Special Projects	915 L. Street, Suite 1150 Sacramento, Ca 95814	916-444-2237	info@cabroadcasters.org	YES
Sacramento Job Corp Center	Joe Pearson Career Transition Services	3100 Meadowview Rd. Sacramento, CA 95832	916-394-0770	pearson.joe@jobcorps.org	NO
Sacramento Works Career Center	Marketing Specialist	925 Del Paso Blvd., Suite 100 Sacramento, CA 95815	916-263-3800	ljmorgan@delpaso.seta.net	NO
Inalliance	Alisa Fleming	6950 21st Ave. Sacramento, CA 95820	916-381-1300	afleming@inallianceinc.com	NO
Salvation Army	Captains Kris & Cammie Potter	100 Lincoln Street Roseville, CA 95678	916-784-3382		NO
SETA Hillsdale Career Center	Betty Conley	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	916-263-4100	conleyb@saccounty.net	YES
SETA	J. Woods	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	916-263-4100	jwoodso@delpaso.seta.net	NO
Sacramento County Affirmative Action Coord.	Department of Personal Management	609 9th Street Sacramento, CA 95814	916-874-7148	employoffice@saccounty.net	NO
Cal State University, Sacramento	Candace McGee Career Center	6000 J Street Sacramento, CA 95819	916-278-7207	jobs@csus.edu	YES
Cal State University, Sacramento	Joshua Guiler Communications Department	600 J Street Sacramento, CA 95819	916-278-7207	jguilar@saclink.csus.edu	YES
California State University, Chico	Placement Office Kate Buckley	400 West First Street Chico, CA 95929	530-898-5253	kaadams@suchico.edu	NO
MTI Business Schools	Job Announcements	5221 Madison Ave. Sacramento, CA 95841	916-339-1500	tlewis@mticollege.edu	NO
Workforce Investment Board Dist. To list #2 below	Scotty Sanderson Bus. Services Rep.	320 Campus Lane Fairfield, CA 94534	707-863-3543	ssanderson@solanoWIB.org	YES

Workforce Investment Board Dist. To list #2 below	Scotty Sanderson Bus. Services Rep.	320 Campus Lane Fairfield, CA 94534	707-863-3543	Ssanderson@solano.wib.org	YES
Sacramento Black Chamber of Commerce	Marquita Ward Executive Director	2655 Del Monte Street W. Sacramento, CA 95691	916-374-9355	mward@sacblackchamber.org	YES
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 6863 Corpus Christi, TX	361-986-0118 FAX:361-994-8328	gregorio@EntertainmentEmploymentJournal.com	YES
MediaLine	Mark Shilstone, Manager	PO Box 51909 Pacific Grove, CA 93905	800-237-8073	medialine@medialine.com	YES
Sacramento Urban League	Taurus Jackson	3725 Marysville Blvd. Sacramento, CA 95838	916-561-0856	wanderson@gsul.org	No
Hispanic Americans for Fairness in Media		5400 E. Olympic Blvd. #250 Los Angeles, CA 90022	323-726-1558	trosec77@aol.com	No
Chinese Community Services Center	Kevin Thai Job Developer	915 T. Street Sacramento, CA 95814	916-442-2523	nai@scsc.org	No
KOVR/KMAX Website		CBS13.com			N/A
CBS Corporation Website		Internal Posting for all CBS locations			N/A

5. **JOB TITLE: PHOTOGRAPHER/EDITOR**
Referral Source of Hire: Internal Referral

Vacancy #3

Recruitment Source Name	Contact Person	Address	Telephone Number	E-mail	Did Recruitment Source Notified Request Notification?
Sacramento Urban League	Taurus Jackson	3725 Marysville Blvd. Sacramento, CA 95838	916-561-0856	wanderson@gsul.org	No
Chinese Community Services Center	Kevin Thai Job Developer	915 T. Street Sacramento, CA 95814	916-442-2523	nai@ccsc.org	No
Hispanic Americans for Fairness in Media		5400 E. Olympic Blvd. #250 Los Angeles, CA 90022	323-726-1558	trosec77@aol.com	No
National Assoc. of Hispanic Journalist		1193 National Press Blvd. Washington, DC 20025	202-662-7145	jobbank@nahj.org	No
Sacramento Society for the Blind – dist. To org. listed below	Julia Fretwell	2750 24th Street Sacramento, CA 95818	916-452-8271	jfretwell@societyfortheblind.org	YES
California Broadcasters Association Job Bank	Joe Berry VP Director of Special Projects	915 L. Street, Suite 1150 Sacramento, Ca 95814	916-444-2237	info@cabroadcasters.org	YES
Sacramento Job Corp Center	Joe Pearson Career Transition Services	3100 Meadowview Rd. Sacramento, CA 95832	916-394-0770	pearson.joe@jobcorps.org	NO
Sacramento Works Career Center	Marketing Specialist	925 Del Paso Blvd., Suite 100 Sacramento, CA 95815	916-263-3800	ljmorgan@delpaso.seta.net	NO
Inalliance	Alisa Fleming	6950 21st Ave. Sacramento, CA 95820	916-381-1300	alfleming@inallianceinc.com	NO
Salvation Army	Captains Kris & Cammie Potter	100 Lincoln Street Roseville, CA 95678	916-784-3382		NO
SETA Hillsdale Career Center	Betty Conley	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	916-263-4100	conleyb@saccounty.net	YES
SETA	J. Woods	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	916-263-4100	jwwoodso@delpaso.seta.net	NO
Sacramento County Affirmative Action Coord.	Department of Personal Management	609 9th Street Sacramento, CA 95814	916-874-7148	employoffice@saccounty.net	NO
Cal State University, Sacramento	Candace McGee Career Center	6000 J Street Sacramento, CA 95819	916-278-7207	jobs@csus.edu	YES
Cal State University, Sacramento	Joshua Guiler Communications Department	600 J Street Sacramento, CA 95819	916-278-7207	jguilar@saclink.csus.edu	YES
California State University, Chico	Placement Office Kate Buckley	400 West First Street Chico, CA 95929	530-898-5253	kaadams@csuchico.edu	NO
MTI Business Schools	Job Announcements	5221 Madison Ave. Sacramento, CA 95841	916-339-1500	tlewis@mticollege.edu	NO
Workforce Investment Board	Scotty Sanderson	320 Campus Lane	707-863-3543	ssanderson@solanowib.org	YES

Dist. To list #2 below	Bus. Services Rep.	Fairfield, CA 94534			
Sacramento Black Chamber of Commerce	Marquita Ward Executive Director	2655 Del Monte Street W. Sacramento, CA 95691	916-374-9355	mward@sacblackchamber.org	YES
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 6863 Corpus Christi, TX	361-986-0118 FAX:361-994-8328	gregorio@EntertainmentEmploymentJournal.com	YES
MediaLine	Mark Shilstone, Manager	PO Box 51909 Pacific Grove, CA 93905	800-237-8073	medialine@medialine.com	YES
Sacramento Urban League	Taurus Jackson	3725 Marysville Blvd. Sacramento, CA 95838	916-561-0856	wanderson@gsul.org	No
Hispanic Americans for Fairness in Media		5400 E. Olympic Blvd. #250 Los Angeles, CA 90022	323-726-1558	trosec77@aol.com	No
Chinese Community Services Center	Kevin Thai Job Developer	915 T. Street Sacramento, CA 95814	916-442-2523	nai@scsc.org	No
TV Jobs.com		Website			N/A
KOVR/KMAX Website		CBS13.com			N/A
CBS Corporation Website		Internal Posting for all CBS locations			N/A

5. **JOB TITLE: PRODUCER**
Referral Source of Hire: (a & b) Outside Referral
Vacancy #4a, #4b

Recruitment Source Name	Contact Person	Address	Telephone Number	E-mail	Did Recruitment Source Notified Request Notification?
Sacramento Urban League	Taurus Jackson	3725 Marysville Blvd. Sacramento, CA 95838	916-561-0856	wanderson@gsul.org	No
Chinese Community Services Center	Kevin Thai Job Developer	915 T. Street Sacramento, CA 95814	916-442-2523	nai@ccsc.org	No
Hispanic Americans for Fairness in Media		5400 E. Olympic Blvd. #250 Los Angeles, CA 90022	323-726-1558	trosec77@aol.com	No
National Assoc. of Hispanic Journalist		1193 National Press Blvd. Washington, DC 20025	202-662-7145	jobbank@nahj.org	No
Sacramento Society for the Blind – dist. To org. listed below	Julia Fretwell	2750 24th Street Sacramento, CA 95818	916-452-8271	jfretwell@societyfortheblind.org	YES
California Broadcasters Association Job Bank	Joe Berry VP Director of Special Projects	915 L. Street, Suite 1150 Sacramento, Ca 95814	916-444-2237	info@cabroadcasters.org	YES
Sacramento Job Corp Center	Joe Pearson Career Transition Services	3100 Meadowview Rd. Sacramento, CA 95832	916-394-0770	pearson.joe@jobcorps.org	NO
Sacramento Works Career Center	Marketing Specialist	925 Del Paso Blvd., Suite 100 Sacramento, CA 95815	916-263-3800	ljmorgan@delpaso.seta.net	NO
Inalliance	Alisa Fleming	6950 21st Ave. Sacramento, CA 95820	916-381-1300	alfleming@inallianceinc.com	NO
Salvation Army	Captains Kris & Cammie Potter	100 Lincoln Street Roseville, CA 95678	916-784-3382		NO
SETA Hillsdale Career Center	Betty Conley	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	916-263-4100	conleyb@saccounty.net	YES
SETA	J. Woods	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	916-263-4100	jwwoodso@delpaso.seta.net	NO
Sacramento County Affirmative Action Coord.	Department of Personal Management	609 9th Street Sacramento, CA 95814	916-874-7148	employoffice@saccounty.net	NO
Cal State University, Sacramento	Candace McGee Career Center	6000 J Street Sacramento, CA 95819	916-278-7207	jobs@csus.edu	YES
Cal State University, Sacramento	Joshua Guiler Communications Department	600 J Street Sacramento, CA 95819	916-278-7207	jguilar@saclink.csus.edu	YES
California State University, Chico	Placement Office Kate Buckley	400 West First Street Chico, CA 95929	530-898-5253	kaadams@csuchico.edu	NO
MTI Business Schools	Job Announcements	5221 Madison Ave. Sacramento, CA 95841	916-339-1500	tlewis@mticollege.edu	NO
Workforce Investment Board	Scotty Sanderson	320 Campus Lane	707-863-3543	ssanderson@solanowib.org	YES

Dist. To list #2 below	Bus. Services Rep.	Fairfield, CA 94534			
Sacramento Black Chamber of Commerce	Marquita Ward Executive Director	2655 Del Monte Street W. Sacramento, CA 95691	916-374-9355	mward@sacblackchamber.org	YES
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 6863 Corpus Christi, TX	361-986-0118 FAX:361-994-8328	gregorio@EntertainmentEmploymentJournal.com	YES
MediaLine	Mark Shilstone, Manager	PO Box 51909 Pacific Grove, CA 93905	800-237-8073	medialine@medialine.com	YES
Sacramento Urban League	Taurus Jackson	3725 Marysville Blvd. Sacramento, CA 95838	916-561-0856	wanderson@gsul.org	No
Hispanic Americans for Fairness in Media		5400 E. Olympic Blvd. #250 Los Angeles, CA 90022	323-726-1558	trosec77@aol.com	No
Chinese Community Services Center	Kevin Thai Job Developer	915 T. Street Sacramento, CA 95814	916-442-2523	nai@scsc.org	No
KOVR/KMAX Website		CBS13.com			N/A
CBS Corporation Website		Internal Posting for all CBS locations			N/A

5. **JOB TITLE: IT MANAGER**
Referral Source of Hire: CBS Website

Vacancy #5

Recruitment Source Name	Contact Person	Address	Telephone Number	E-mail	Did Recruitment Source Notified Request Notification?
Sacramento Urban League	Taurus Jackson	3725 Marysville Blvd. Sacramento, CA 95838	916-561-0856	wanderson@gsul.org	No
Chinese Community Services Center	Kevin Thai Job Developer	915 T. Street Sacramento, CA 95814	916-442-2523	nai@ccsc.org	No
Hispanic Americans for Fairness in Media		5400 E. Olympic Blvd. #250 Los Angeles, CA 90022	323-726-1558	trosec77@aol.com	No
National Assoc. of Hispanic Journalist		1193 National Press Blvd. Washington, DC 20025	202-662-7145	jobbank@nahj.org	No
Sacramento Society for the Blind – dist. To org. listed below	Julia Fretwell	2750 24th Street Sacramento, CA 95818	916-452-8271	jfretwell@societyfortheblind.org	YES
California Broadcasters Association Job Bank	Joe Berry VP Director of Special Projects	915 L. Street, Suite 1150 Sacramento, Ca 95814	916-444-2237	info@cabroadcasters.org	YES
Sacramento Job Corp Center	Joe Pearson Career Transition Services	3100 Meadowview Rd. Sacramento, CA 95832	916-394-0770	pearson.joe@jobcorps.org	NO
Sacramento Works Career Center	Marketing Specialist	925 Del Paso Blvd., Suite 100 Sacramento, CA 95815	916-263-3800	ljmorgan@delpaso.seta.net	NO
Inalliance	Alisa Fleming	6950 21st Ave. Sacramento, CA 95820	916-381-1300	alfleming@inallianceinc.com	NO
Salvation Army	Captains Kris & Cammie Potter	100 Lincoln Street Roseville, CA 95678	916-784-3382		NO
SETA Hillsdale Career Center	Betty Conley	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	916-263-4100	conleyb@saccounty.net	YES
SETA	J. Woods	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	916-263-4100	jwwoodso@delpaso.seta.net	NO
Sacramento County Affirmative Action Coord.	Department of Personal Management	609 9th Street Sacramento, CA 95814	916-874-7148	employoffice@saccounty.net	NO
Cal State University, Sacramento	Candace McGee Career Center	6000 J Street Sacramento, CA 95819	916-278-7207	jobs@csus.edu	YES
Cal State University, Sacramento	Joshua Guiler Communications Department	600 J Street Sacramento, CA 95819	916-278-7207	jguilar@saclink.csus.edu	YES
California State University, Chico	Placement Office Kate Buckley	400 West First Street Chico, CA 95929	530-898-5253	kaadams@csuchico.edu	NO
MTI Business Schools	Job Announcements	5221 Madison Ave. Sacramento, CA 95841	916-339-1500	tlewis@mticollege.edu	NO
Workforce Investment Board	Scotty Sanderson	320 Campus Lane	707-863-3543	ssanderson@solanowib.org	YES

Dist. To list #2 below	Bus. Services Rep.	Fairfield, CA 94534			
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Sacramento Urban League	Taurus Jackson	3725 Marysville Blvd. Sacramento, CA 95838	916-561-0856	wanderson@gsul.org	No
Hispanic Americans for Fairness in Media		5400 E. Olympic Blvd. #250 Los Angeles, CA 90022	323-726-1558	trosec77@aol.com	No
Chinese Community Services Center	Kevin Thai Job Developer	915 T. Street Sacramento, CA 95814	916-442-2523	nai@scsc.org	No
Craigs list.com		Job Search Website			N/A
KOVR/KMAX Website		CBS13.com			N/A
CBS Corporation Website		Internal Posting for all CBS locations			N/A

5. **JOB TITLE: ACCOUNT EXECUTIVE**
Referral Source of Hire: Outside Referral

Vacancy #6

Recruitment Source Name	Contact Person	Address	Telephone Number	E-mail	Did Recruitment Source Notified Request Notification?
Sacramento Urban League	Taurus Jackson	3725 Marysville Blvd. Sacramento, CA 95838	916-561-0856	wanderson@gsul.org	No
Chinese Community Services Center	Kevin Thai Job Developer	915 T. Street Sacramento, CA 95814	916-442-2523	nai@ccsc.org	No
Hispanic Americans for Fairness in Media		5400 E. Olympic Blvd. #250 Los Angeles, CA 90022	323-726-1558	trosec77@aol.com	No
National Assoc. of Hispanic Journalist		1193 National Press Blvd. Washington, DC 20025	202-662-7145	jobbank@nahj.org	No
Sacramento Society for the Blind – dist. To org. listed below	Julia Fretwell	2750 24th Street Sacramento, CA 95818	916-452-8271	jfretwell@societyfortheblind.org	YES
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Sacramento Works Career Center	Marketing Specialist	925 Del Paso Blvd., Suite 100 Sacramento, CA 95815	916-263-3800	ljmorgan@delpaso.seta.net	NO
Inalliance	Alisa Fleming	6950 21st Ave. Sacramento, CA 95820	916-381-1300	alfleming@inallianceinc.com	NO
Salvation Army	Captains Kris & Cammie Potter	100 Lincoln Street Roseville, CA 95678	916-784-3382		NO
SETA Hillsdale Career Center	Betty Conley	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	916-263-4100	conleyb@saccounty.net	YES
SETA	J. Woods	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	916-263-4100	jwwoodso@delpaso.seta.net	NO
Sacramento County Affirmative Action Coord.	Department of Personal Management	609 9th Street Sacramento, CA 95814	916-874-7148	employoffice@saccounty.net	NO
Cal State University, Sacramento	Candace McGee Career Center	6000 J Street Sacramento, CA 95819	916-278-7207	jobs@csus.edu	YES
Cal State University, Sacramento	Joshua Guiler Communications Department	600 J Street Sacramento, CA 95819	916-278-7207	jguilar@saclink.csus.edu	YES
California State University, Chico	Placement Office Kate Buckley	400 West First Street Chico, CA 95929	530-898-5253	kaadams@csuchico.edu	NO
MTI Business Schools	Job Announcements	5221 Madison Ave. Sacramento, CA 95841	916-339-1500	tlewis@mticollege.edu	NO
Workforce Investment Board	Scotty Sanderson	320 Campus Lane	707-863-3543	ssanderson@solanowib.org	YES

Dist. To list #2 below	Bus. Services Rep.	Fairfield, CA 94534			
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Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 6863 Corpus Christi, TX	361-986-0118 FAX:361-994-8328	gregorio@EntertainmentEmploymentJournal.com	YES
MediaLine	Mark Shilstone, Manager	PO Box 51909 Pacific Grove, CA 93905	800-237-8073	medialine@medialine.com	YES
Sacramento Urban League	Taurus Jackson	3725 Marysville Blvd. Sacramento, CA 95838	916-561-0856	wanderson@gsul.org	No
Hispanic Americans for Fairness in Media		5400 E. Olympic Blvd. #250 Los Angeles, CA 90022	323-726-1558	trosec77@aol.com	No
Chinese Community Services Center	Kevin Thai Job Developer	915 T. Street Sacramento, CA 95814	916-442-2523	nai@scsc.org	No
KOVR/KMAX Website		CBS13.com			N/A
CBS Corporation Website		Internal Posting for all CBS locations			N/A

5. **JOB TITLE: ASSIGNMENT EDITOR**
Referral Source of Hire: CBS Website

Vacancy #7

Recruitment Source Name	Contact Person	Address	Telephone Number	E-mail	Did Recruitment Source Notified Request Notification?
Sacramento Urban League	Taurus Jackson	3725 Marysville Blvd. Sacramento, CA 95838	916-561-0856	wanderson@gsul.org	No
Chinese Community Services Center	Kevin Thai Job Developer	915 T. Street Sacramento, CA 95814	916-442-2523	nai@ccsc.org	No
Hispanic Americans for Fairness in Media		5400 E. Olympic Blvd. #250 Los Angeles, CA 90022	323-726-1558	trosec77@aol.com	No
National Assoc. of Hispanic Journalist		1193 National Press Blvd. Washington, DC 20025	202-662-7145	jobbank@nahj.org	No
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California Broadcasters Association Job Bank	Joe Berry VP Director of Special Projects	915 L. Street, Suite 1150 Sacramento, Ca 95814	916-444-2237	info@cabroadcasters.org	YES
Sacramento Job Corp Center	Joe Pearson Career Transition Services	3100 Meadowview Rd. Sacramento, CA 95832	916-394-0770	pearson.joe@jobcorps.org	NO
Sacramento Works Career Center	Marketing Specialist	925 Del Paso Blvd., Suite 100 Sacramento, CA 95815	916-263-3800	ljmorgan@delpaso.seta.net	NO
Inalliance	Alisa Fleming	6950 21st Ave. Sacramento, CA 95820	916-381-1300	alfleming@inallianceinc.com	NO
Salvation Army	Captains Kris & Cammie Potter	100 Lincoln Street Roseville, CA 95678	916-784-3382		NO
SETA Hillsdale Career Center	Betty Conley	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	916-263-4100	conleyb@saccounty.net	YES
SETA	J. Woods	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	916-263-4100	jwwoodso@delpaso.seta.net	NO
Sacramento County Affirmative Action Coord.	Department of Personal Management	609 9th Street Sacramento, CA 95814	916-874-7148	employoffice@saccounty.net	NO
Cal State University, Sacramento	Candace McGee Career Center	6000 J Street Sacramento, CA 95819	916-278-7207	jobs@csus.edu	YES
Cal State University, Sacramento	Joshua Guiler Communications Department	600 J Street Sacramento, CA 95819	916-278-7207	jguilar@saclink.csus.edu	YES
California State University, Chico	Placement Office Kate Buckley	400 West First Street Chico, CA 95929	530-898-5253	kaadams@csuchico.edu	NO
MTI Business Schools	Job Announcements	5221 Madison Ave. Sacramento, CA 95841	916-339-1500	tlewis@mticollege.edu	NO
Workforce Investment Board	Scotty Sanderson	320 Campus Lane	707-863-3543	ssanderson@solanowib.org	YES

Dist. To list #2 below	Bus. Services Rep.	Fairfield, CA 94534			
Sacramento Black Chamber of Commerce	Marquita Ward Executive Director	2655 Del Monte Street W. Sacramento, CA 95691	916-374-9355	mward@sacblackchamber.org	YES
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 6863 Corpus Christi, TX	361-986-0118 FAX:361-994-8328	gregorio@EntertainmentEmploymentJournal.com	YES
MediaLine	Mark Shilstone, Manager	PO Box 51909 Pacific Grove, CA 93905	800-237-8073	medialine@medialine.com	YES
Sacramento Urban League	Taurus Jackson	3725 Marysville Blvd. Sacramento, CA 95838	916-561-0856	wanderson@gsul.org	No
Hispanic Americans for Fairness in Media		5400 E. Olympic Blvd. #250 Los Angeles, CA 90022	323-726-1558	trosec77@aol.com	No
Chinese Community Services Center	Kevin Thai Job Developer	915 T. Street Sacramento, CA 95814	916-442-2523	nai@scsc.org	No
KOVR/KMAX Website		CBS13.com			N/A
CBS Corporation Website		Internal Posting for all CBS locations			N/A

5. JOB TITLE: REPORTER (2 concurrent openings)

Referral Source of Hire: (a & b) Outside Agency

Vacancy #8a, #8b

Recruitment Source Name	Contact Person	Address	Telephone Number	E-mail	Did Recruitment Source Notified Request Notification?
Sacramento Urban League	Taurus Jackson	3725 Marysville Blvd. Sacramento, CA 95838	916-561-0856	wanderson@gsul.org	No
Chinese Community Services Center	Kevin Thai Job Developer	915 T. Street Sacramento, CA 95814	916-442-2523	na1@sccsc.org	No
Hispanic Americans for Fairness in Media		5400 E. Olympic Blvd. #250 Los Angeles, CA 90022	323-726-1558	trosec77@aol.com	No
National Assoc. of Hispanic Journalist		1193 National Press Blvd. Washington, DC 20025	202-662-7145	jobbank@nahj.org	No
Sacramento Society for the Blind – dist. To org. listed below	Julia Fretwell	2750 24th Street Sacramento, CA 95818	916-452-8271	jfretwell@societyfortheblind.org	YES
California Broadcasters Association Job Bank	Joe Berry VP Director of Special Projects	915 L. Street, Suite 1150 Sacramento, Ca 95814	916-444-2237	info@cabroadcasters.org	YES
Sacramento Job Corp Center	Joe Pearson Career Transition Services	3100 Meadowview Rd. Sacramento, CA 95832	916-394-0770	pearson.joe@jobcorps.org	NO
Sacramento Works Career Center	Marketing Specialist	925 Del Paso Blvd., Suite 100 Sacramento, CA 95815	916-263-3800	ljmorgan@delpaso.seta.net	NO
Inalliance	Alisa Fleming	6950 21st Ave. Sacramento, CA 95820	916-381-1300	afleming@inallianceinc.com	NO
Salvation Army	Captains Kris & Cammie Potter	100 Lincoln Street Roseville, CA 95678	916-784-3382		NO
SETA Hillsdale Career Center	Betty Conley	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	916-263-4100	conleyb@saccounty.net	YES
SETA	J. Woods	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	916-263-4100	jwoodso@delpaso.seta.net	NO
Sacramento County Affirmative Action Coord.	Department of Personal Management	609 9th Street Sacramento, CA 95814	916-874-7148	employoffice@saccounty.net	NO
Cal State University, Sacramento	Candace McGee Career Center	6000 J Street Sacramento, CA 95819	916-278-7207	jobs@csus.edu	YES
Cal State University, Sacramento	Joshua Guiler Communications Department	600 J Street Sacramento, CA 95819	916-278-7207	jguilar@saclink.csus.edu	YES
California State University, Chico	Placement Office Kate Buckley	400 West First Street Chico, CA 95929	530-898-5253	kaadams@suchico.edu	NO
MTI Business Schools	Job Announcements	5221 Madison Ave. Sacramento, CA 95841	916-339-1500	tlewis@mticollege.edu	NO
Workforce Investment Board Dist. To list #2 below	Scotty Sanderson Bus. Services Rep.	320 Campus Lane Fairfield, CA 94534	707-863-3543	ssanderson@solanoWIB.org	YES

Sacramento Black Chamber of Commerce	Marquita Ward Executive Director	2655 Del Monte Street W. Sacramento, CA 95691	916-374-9355	mward@sacblackchamber.org	YES
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 6863 Corpus Christi, TX	361-986-0118 FAX:361-994-8328	gregorio@EntertainmentEmploymentJournal.com	YES
MediaLine	Mark Shilstone, Manager	PO Box 51909 Pacific Grove, CA 93905	800-237-8073	medialine@medialine.com	YES
Sacramento Urban League	Taurus Jackson	3725 Marysville Blvd. Sacramento, CA 95838	916-561-0856	wanderson@gsul.org	No
Hispanic Americans for Fairness in Media		5400 E. Olympic Blvd. #250 Los Angeles, CA 90022	323-726-1558	trosec77@aol.com	No
Chinese Community Services Center	Kevin Thai Job Developer	915 T. Street Sacramento, CA 95814	916-442-2523	nai@sccsc.org	No
KOVR/KMAX Website		CBS13.com			N/A
CBS Corporation Website		Internal Posting for all CBS locations			N/A

5. **JOB TITLE: ART DIRECTOR**
Referral Source of Hire: Internal Referral
Vacancy #9

Recruitment Source Name	Contact Person	Address	Telephone Number	E-mail	Did Recruitment Source Notified Request Notification?
Sacramento Urban League	Taurus Jackson	3725 Marysville Blvd. Sacramento, CA 95838	916-561-0856	wanderson@gsul.org	No
Chinese Community Services Center	Kevin Thai Job Developer	915 T. Street Sacramento, CA 95814	916-442-2523	na1@sccsc.org	No
Hispanic Americans for Fairness in Media		5400 E. Olympic Blvd. #250 Los Angeles, CA 90022	323-726-1558	trosec77@aol.com	No
National Assoc. of Hispanic Journalist		1193 National Press Blvd. Washington, DC 20025	202-662-7145	jobbank@nahj.org	No
Sacramento Society for the Blind – dist. To org. listed below	Julia Fretwell	2750 24th Street Sacramento, CA 95818	916-452-8271	jfretwell@societyfortheblind.org	YES
California Broadcasters Association Job Bank	Joe Berry VP Director of Special Projects	915 L. Street, Suite 1150 Sacramento, Ca 95814	916-444-2237	info@cabroadcasters.org	YES
Sacramento Job Corp Center	Joe Pearson Career Transition Services	3100 Meadowview Rd. Sacramento, CA 95832	916-394-0770	pearson.joe@jobcorps.org	NO
Sacramento Works Career Center	Marketing Specialist	925 Del Paso Blvd., Suite 100 Sacramento, CA 95815	916-263-3800	ljmorgan@delpaso.seta.net	NO
Inalliance	Alisa Fleming	6950 21st Ave. Sacramento, CA 95820	916-381-1300	afleming@inallianceinc.com	NO
Salvation Army	Captains Kris & Cammie Potter	100 Lincoln Street Roseville, CA 95678	916-784-3382		NO
SETA Hillsdale Career Center	Betty Conley	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	916-263-4100	conleyb@saccounty.net	YES
SETA	J. Woods	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	916-263-4100	jwoodso@delpaso.seta.net	NO
Sacramento County Affirmative Action Coord.	Department of Personal Management	609 9th Street Sacramento, CA 95814	916-874-7148	employoffice@saccounty.net	NO
Cal State University, Sacramento	Candace McGee Career Center	6000 J Street Sacramento, CA 95819	916-278-7207	jobs@csus.edu	YES
Cal State University, Sacramento	Joshua Guiler Communications Department	600 J Street Sacramento, CA 95819	916-278-7207	jguilar@saclink.csus.edu	YES
California State University, Chico	Placement Office Kate Buckley	400 West First Street Chico, CA 95929	530-898-5253	kaadams@csuchico.edu	NO
MTI Business Schools	Job Announcements	5221 Madison Ave. Sacramento, CA 95841	916-339-1500	tlewis@mticollege.edu	NO
Workforce Investment Board Dist. To list #2 below	Scotty Sanderson Bus. Services Rep.	320 Campus Lane Fairfield, CA 94534	707-863-3543	ssanderson@solano WIB.org	YES
Sacramento Black Chamber of Commerce	Marquita Ward	2655 Del Monte Street	916-374-9355	mward@sacblackchamber.org	YES

	Executive Director	W. Sacramento, CA 95691			
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 6863 Corpus Christi, TX	361-986-0118 FAX:361-994-8328	gregorio@EntertainmentEmploymentJournal.com	YES
MediaLine	Mark Shilstone, Manager	PO Box 51909 Pacific Grove, CA 93905	800-237-8073	medialine@medialine.com	YES
Sacramento Urban League	Taurus Jackson	3725 Marysville Blvd. Sacramento, CA 95838	916-561-0856	wanderson@gsul.org	No
Hispanic Americans for Fairness in Media		5400 E. Olympic Blvd. #250 Los Angeles, CA 90022	323-726-1558	trosec77@aol.com	No
Chinese Community Services Center	Kevin Thai Job Developer	915 T. Street Sacramento, CA 95814	916-442-2523	nai@sccsc.org	No
KOVR/KMAX Website		CBS13.com			N/A
CBS Corporation Website		Internal Posting for all CBS locations			N/A

5. **JOB TITLE: PRODUCER**
Referral Source of Hire: CBS Website
Vacancy #10

Recruitment Source Name	Contact Person	Address	Telephone Number	E-mail	Did Recruitment Source Notified Request Notification?
Sacramento Urban League	Taurus Jackson	3725 Marysville Blvd. Sacramento, CA 95838	916-561-0856	wanderson@gsul.org	No
Chinese Community Services Center	Kevin Thai Job Developer	915 T. Street Sacramento, CA 95814	916-442-2523	na1@sccsc.org	No
Hispanic Americans for Fairness in Media		5400 E. Olympic Blvd. #250 Los Angeles, CA 90022	323-726-1558	trosec77@aol.com	No
National Assoc. of Hispanic Journalist		1193 National Press Blvd. Washington, DC 20025	202-662-7145	jobbank@nahj.org	No
Sacramento Society for the Blind – dist. To org. listed below	Julia Fretwell	2750 24th Street Sacramento, CA 95818	916-452-8271	jfretwell@societyfortheblind.org	YES
California Broadcasters Association Job Bank	Joe Berry VP Director of Special Projects	915 L. Street, Suite 1150 Sacramento, Ca 95814	916-444-2237	info@cabroadcasters.org	YES
Sacramento Job Corp Center	Joe Pearson Career Transition Services	3100 Meadowview Rd. Sacramento, CA 95832	916-394-0770	pearson.joe@jobcorps.org	NO
Sacramento Works Career Center	Marketing Specialist	925 Del Paso Blvd., Suite 100 Sacramento, CA 95815	916-263-3800	ljmorgan@delpaso.seta.net	NO
Inalliance	Alisa Fleming	6950 21st Ave. Sacramento, CA 95820	916-381-1300	afleming@inallianceinc.com	NO
Salvation Army	Captains Kris & Cammie Potter	100 Lincoln Street Roseville, CA 95678	916-784-3382		NO
SETA Hillsdale Career Center	Betty Conley	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	916-263-4100	conleyb@saccounty.net	YES
SETA	J. Woods	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	916-263-4100	jwoodso@delpaso.seta.net	NO
Sacramento County Affirmative Action Coord.	Department of Personal Management	609 9th Street Sacramento, CA 95814	916-874-7148	employoffice@saccounty.net	NO
Cal State University, Sacramento	Candace McGee Career Center	6000 J Street Sacramento, CA 95819	916-278-7207	jobs@csus.edu	YES
Cal State University, Sacramento	Joshua Guiler Communications Department	600 J Street Sacramento, CA 95819	916-278-7207	jguilar@saclink.csus.edu	YES
California State University, Chico	Placement Office Kate Buckley	400 West First Street Chico, CA 95929	530-898-5253	kaadams@csuchico.edu	NO
MTI Business Schools	Job Announcements	5221 Madison Ave. Sacramento, CA 95841	916-339-1500	tlewis@mticollege.edu	NO
Workforce Investment Board Dist. To list #2 below	Scotty Sanderson Bus. Services Rep.	320 Campus Lane Fairfield, CA 94534	707-863-3543	ssanderson@solano WIB.org	YES
Sacramento Black Chamber of Commerce	Marquita Ward	2655 Del Monte Street	916-374-9355	mward@sacblackchamber.org	YES

	Executive Director	W. Sacramento, CA 95691			
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 6863 Corpus Christi, TX	361-986-0118 FAX:361-994-8328	gregorio@EntertainmentEmploymentJournal.com	YES
MediaLine	Mark Shilstone, Manager	PO Box 51909 Pacific Grove, CA 93905	800-237-8073	medialine@medialine.com	YES
Sacramento Urban League	Taurus Jackson	3725 Marysville Blvd. Sacramento, CA 95838	916-561-0856	wanderson@gsul.org	No
Hispanic Americans for Fairness in Media		5400 E. Olympic Blvd. #250 Los Angeles, CA 90022	323-726-1558	trosec77@aol.com	No
Chinese Community Services Center	Kevin Thai Job Developer	915 T. Street Sacramento, CA 95814	916-442-2523	nai@sccsc.org	No
KOVR/KMAX Website		CBS13.com			N/A
CBS Corporation Website		Internal Posting for all CBS locations			N/A

5. **JOB TITLE: MAINTENANCE ENGINEER**

Referral Source of Hire: CBS Website

Vacancy #11

Recruitment Source Name	Contact Person	Address	Telephone Number	E-mail	Did Recruitment Source Notified Request Notification?
Sacramento Urban League	Taurus Jackson	3725 Marysville Blvd. Sacramento, CA 95838	916-561-0856	wanderson@gsul.org	No
Chinese Community Services Center	Kevin Thai Job Developer	915 T. Street Sacramento, CA 95814	916-442-2523	na1@sccsc.org	No
Hispanic Americans for Fairness in Media		5400 E. Olympic Blvd. #250 Los Angeles, CA 90022	323-726-1558	trosec77@aol.com	No
National Assoc. of Hispanic Journalist		1193 National Press Blvd. Washington, DC 20025	202-662-7145	jobbank@nahj.org	No
Sacramento Society for the Blind – dist. To org. listed below	Julia Fretwell	2750 24th Street Sacramento, CA 95818	916-452-8271	jfretwell@societyfortheblind.org	YES
California Broadcasters Association Job Bank	Joe Berry VP Director of Special Projects	915 L. Street, Suite 1150 Sacramento, Ca 95814	916-444-2237	info@cabroadcasters.org	YES
Sacramento Job Corp Center	Joe Pearson Career Transition Services	3100 Meadowview Rd. Sacramento, CA 95832	916-394-0770	pearson.joe@jobcorps.org	NO
Sacramento Works Career Center	Marketing Specialist	925 Del Paso Blvd., Suite 100 Sacramento, CA 95815	916-263-3800	ljmorgan@delpaso.seta.net	NO
Inalliance	Alisa Fleming	6950 21st Ave. Sacramento, CA 95820	916-381-1300	afleming@inallianceinc.com	NO
Salvation Army	Captains Kris & Cammie Potter	100 Lincoln Street Roseville, CA 95678	916-784-3382		NO
SETA Hillsdale Career Center	Betty Conley	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	916-263-4100	conleyb@saccounty.net	YES
SETA	J. Woods	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	916-263-4100	jwoodso@delpaso.seta.net	NO
Sacramento County Affirmative Action Coord.	Department of Personal Management	609 9th Street Sacramento, CA 95814	916-874-7148	employoffice@saccounty.net	NO
Cal State University, Sacramento	Candace McGee Career Center	6000 J Street Sacramento, CA 95819	916-278-7207	jobs@csus.edu	YES
Cal State University, Sacramento	Joshua Guiler Communications Department	600 J Street Sacramento, CA 95819	916-278-7207	jguilar@saclink.csus.edu	YES
California State University, Chico	Placement Office Kate Buckley	400 West First Street Chico, CA 95929	530-898-5253	kaadams@csuchico.edu	NO
MTI Business Schools	Job Announcements	5221 Madison Ave. Sacramento, CA 95841	916-339-1500	tlewis@mticollege.edu	NO
Workforce Investment Board Dist. To list #2 below	Scotty Sanderson Bus. Services Rep.	320 Campus Lane Fairfield, CA 94534	707-863-3543	ssanderson@solano WIB.org	YES
Sacramento Black Chamber of Commerce	Marquita Ward	2655 Del Monte Street	916-374-9355	mward@sacblackchamber.org	YES

	Executive Director	W. Sacramento, CA 95691			
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 6863 Corpus Christi, TX	361-986-0118 FAX:361-994-8328	gregorio@EntertainmentEmploymentJournal.com	YES
MediaLine	Mark Shilstone, Manager	PO Box 51909 Pacific Grove, CA 93905	800-237-8073	medialine@medialine.com	YES
Sacramento Urban League	Taurus Jackson	3725 Marysville Blvd. Sacramento, CA 95838	916-561-0856	wanderson@gsul.org	No
Hispanic Americans for Fairness in Media		5400 E. Olympic Blvd. #250 Los Angeles, CA 90022	323-726-1558	trosec77@aol.com	No
Chinese Community Services Center	Kevin Thai Job Developer	915 T. Street Sacramento, CA 95814	916-442-2523	nai@sccsc.org	No
KOVR/KMAX Website		CBS13.com			N/A
CBS Corporation Website		Internal Posting for all CBS locations			N/A

5. **JOB TITLE: PROMOTION COORDINATOR**

Referral Source of Hire: CBS Website

Vacancy #12

Recruitment Source Name	Contact Person	Address	Telephone Number	E-mail	Did Recruitment Source Notified Request Notification?
Sacramento Urban League	Taurus Jackson	3725 Marysville Blvd. Sacramento, CA 95838	916-561-0856	wanderson@gsul.org	No
Chinese Community Services Center	Kevin Thai Job Developer	915 T. Street Sacramento, CA 95814	916-442-2523	na1@sccsc.org	No
Hispanic Americans for Fairness in Media		5400 E. Olympic Blvd. #250 Los Angeles, CA 90022	323-726-1558	trosec77@aol.com	No
National Assoc. of Hispanic Journalist		1193 National Press Blvd. Washington, DC 20025	202-662-7145	jobbank@nahj.org	No
Sacramento Society for the Blind – dist. To org. listed below	Julia Fretwell	2750 24th Street Sacramento, CA 95818	916-452-8271	jfretwell@societyfortheblind.org	YES
California Broadcasters Association Job Bank	Joe Berry VP Director of Special Projects	915 L. Street, Suite 1150 Sacramento, Ca 95814	916-444-2237	info@cabroadcasters.org	YES
Sacramento Job Corp Center	Joe Pearson Career Transition Services	3100 Meadowview Rd. Sacramento, CA 95832	916-394-0770	pearson.joe@jobcorps.org	NO
Sacramento Works Career Center	Marketing Specialist	925 Del Paso Blvd., Suite 100 Sacramento, CA 95815	916-263-3800	ljmorgan@delpaso.seta.net	NO
Inalliance	Alisa Fleming	6950 21st Ave. Sacramento, CA 95820	916-381-1300	afleming@inallianceinc.com	NO
Salvation Army	Captains Kris & Cammie Potter	100 Lincoln Street Roseville, CA 95678	916-784-3382		NO
SETA Hillsdale Career Center	Betty Conley	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	916-263-4100	conleyb@saccounty.net	YES
SETA	J. Woods	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	916-263-4100	jwoodso@delpaso.seta.net	NO
Sacramento County Affirmative Action Coord.	Department of Personal Management	609 9th Street Sacramento, CA 95814	916-874-7148	employoffice@saccounty.net	NO
Cal State University, Sacramento	Candace McGee Career Center	6000 J Street Sacramento, CA 95819	916-278-7207	jobs@csus.edu	YES
Cal State University, Sacramento	Joshua Guiler Communications Department	600 J Street Sacramento, CA 95819	916-278-7207	jguilar@saclink.csus.edu	YES
California State University, Chico	Placement Office Kate Buckley	400 West First Street Chico, CA 95929	530-898-5253	kaadams@csuchico.edu	NO
MTI Business Schools	Job Announcements	5221 Madison Ave. Sacramento, CA 95841	916-339-1500	tlewis@mticollege.edu	NO
Workforce Investment Board Dist. To list #2 below	Scotty Sanderson Bus. Services Rep.	320 Campus Lane Fairfield, CA 94534	707-863-3543	ssanderson@solano WIB.org	YES
Sacramento Black Chamber of Commerce	Marquita Ward	2655 Del Monte Street	916-374-9355	mward@sacblackchamber.org	YES

	Executive Director	W. Sacramento, CA 95691			
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 6863 Corpus Christi, TX	361-986-0118 FAX:361-994-8328	gregorio@EntertainmentEmploymentJournal.com	YES
MediaLine	Mark Shilstone, Manager	PO Box 51909 Pacific Grove, CA 93905	800-237-8073	medialine@medialine.com	YES
Sacramento Urban League	Taurus Jackson	3725 Marysville Blvd. Sacramento, CA 95838	916-561-0856	wanderson@gsul.org	No
Hispanic Americans for Fairness in Media		5400 E. Olympic Blvd. #250 Los Angeles, CA 90022	323-726-1558	trosec77@aol.com	No
Chinese Community Services Center	Kevin Thai Job Developer	915 T. Street Sacramento, CA 95814	916-442-2523	nai@sccsc.org	No
KOVR/KMAX Website		CBS13.com			N/A
CBS Corporation Website		Internal Posting for all CBS locations			N/A

5. **JOB TITLE: SALES ASSISTANT**
Referral Source of Hire: CBS Website
Vacancy #13

Recruitment Source Name	Contact Person	Address	Telephone Number	E-mail	Did Recruitment Source Notified Request Notification?
Sacramento Urban League	Taurus Jackson	3725 Marysville Blvd. Sacramento, CA 95838	916-561-0856	wanderson@gsul.org	No
Chinese Community Services Center	Kevin Thai Job Developer	915 T. Street Sacramento, CA 95814	916-442-2523	na1@sccsc.org	No
Hispanic Americans for Fairness in Media		5400 E. Olympic Blvd. #250 Los Angeles, CA 90022	323-726-1558	trosec77@aol.com	No
National Assoc. of Hispanic Journalist		1193 National Press Blvd. Washington, DC 20025	202-662-7145	jobbank@nahj.org	No
Sacramento Society for the Blind – dist. To org. listed below	Julia Fretwell	2750 24th Street Sacramento, CA 95818	916-452-8271	jfretwell@societyfortheblind.org	YES
California Broadcasters Association Job Bank	Joe Berry VP Director of Special Projects	915 L. Street, Suite 1150 Sacramento, Ca 95814	916-444-2237	info@cabroadcasters.org	YES
Sacramento Job Corp Center	Joe Pearson Career Transition Services	3100 Meadowview Rd. Sacramento, CA 95832	916-394-0770	pearson.joe@jobcorps.org	NO
Sacramento Works Career Center	Marketing Specialist	925 Del Paso Blvd., Suite 100 Sacramento, CA 95815	916-263-3800	ljmorgan@delpaso.seta.net	NO
Inalliance	Alisa Fleming	6950 21st Ave. Sacramento, CA 95820	916-381-1300	afleming@inallianceinc.com	NO
Salvation Army	Captains Kris & Cammie Potter	100 Lincoln Street Roseville, CA 95678	916-784-3382		NO
SETA Hillsdale Career Center	Betty Conley	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	916-263-4100	conleyb@saccounty.net	YES
SETA	J. Woods	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	916-263-4100	jwoodso@delpaso.seta.net	NO
Sacramento County Affirmative Action Coord.	Department of Personal Management	609 9th Street Sacramento, CA 95814	916-874-7148	employoffice@saccounty.net	NO
Cal State University, Sacramento	Candace McGee Career Center	6000 J Street Sacramento, CA 95819	916-278-7207	jobs@csus.edu	YES
Cal State University, Sacramento	Joshua Guiler Communications Department	600 J Street Sacramento, CA 95819	916-278-7207	jguilar@saclink.csus.edu	YES
California State University, Chico	Placement Office Kate Buckley	400 West First Street Chico, CA 95929	530-898-5253	kaadams@csuchico.edu	NO
MTI Business Schools	Job Announcements	5221 Madison Ave. Sacramento, CA 95841	916-339-1500	tlewis@mticollege.edu	NO
Workforce Investment Board Dist. To list #2 below	Scotty Sanderson Bus. Services Rep.	320 Campus Lane Fairfield, CA 94534	707-863-3543	ssanderson@solano WIB.org	YES
Sacramento Black Chamber of Commerce	Marquita Ward	2655 Del Monte Street	916-374-9355	mward@sacblackchamber.org	YES

	Executive Director	W. Sacramento, CA 95691			
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 6863 Corpus Christi, TX	361-986-0118 FAX:361-994-8328	gregorio@EntertainmentEmploymentJournal.com	YES
MediaLine	Mark Shilstone, Manager	PO Box 51909 Pacific Grove, CA 93905	800-237-8073	medialine@medialine.com	YES
Sacramento Urban League	Taurus Jackson	3725 Marysville Blvd. Sacramento, CA 95838	916-561-0856	wanderson@gsul.org	No
Hispanic Americans for Fairness in Media		5400 E. Olympic Blvd. #250 Los Angeles, CA 90022	323-726-1558	trosec77@aol.com	No
Chinese Community Services Center	Kevin Thai Job Developer	915 T. Street Sacramento, CA 95814	916-442-2523	nai@sccsc.org	No
KOVR/KMAX Website		CBS13.com			N/A
CBS Corporation Website		Internal Posting for all CBS locations			N/A

5. **JOB TITLE: WEATHER ANCHOR**
Referral Source of Hire: Outside Agency
 Vacancy #14

Recruitment Source Name	Contact Person	Address	Telephone Number	E-mail	Did Recruitment Source Notified Request Notification?
Sacramento Urban League	Taurus Jackson	3725 Marysville Blvd. Sacramento, CA 95838	916-561-0856	wanderson@gsul.org	No
Chinese Community Services Center	Kevin Thai Job Developer	915 T. Street Sacramento, CA 95814	916-442-2523	na1@sccsc.org	No
Hispanic Americans for Fairness in Media		5400 E. Olympic Blvd. #250 Los Angeles, CA 90022	323-726-1558	trosec77@aol.com	No
National Assoc. of Hispanic Journalist		1193 National Press Blvd. Washington, DC 20025	202-662-7145	jobbank@nahj.org	No
Sacramento Society for the Blind – dist. To org. listed below	Julia Fretwell	2750 24th Street Sacramento, CA 95818	916-452-8271	jfretwell@societyfortheblind.org	YES
California Broadcasters Association Job Bank	Joe Berry VP Director of Special Projects	915 L. Street, Suite 1150 Sacramento, Ca 95814	916-444-2237	info@cabroadcasters.org	YES
Sacramento Job Corp Center	Joe Pearson Career Transition Services	3100 Meadowview Rd. Sacramento, CA 95832	916-394-0770	pearson.joe@jobcorps.org	NO
Sacramento Works Career Center	Marketing Specialist	925 Del Paso Blvd., Suite 100 Sacramento, CA 95815	916-263-3800	ljmorgan@delpaso.seta.net	NO
Inalliance	Alisa Fleming	6950 21st Ave. Sacramento, CA 95820	916-381-1300	afleming@inallianceinc.com	NO
Salvation Army	Captains Kris & Cammie Potter	100 Lincoln Street Roseville, CA 95678	916-784-3382		NO
SETA Hillsdale Career Center	Betty Conley	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	916-263-4100	conleyb@saccounty.net	YES
SETA	J. Woods	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	916-263-4100	jwoodso@delpaso.seta.net	NO
Sacramento County Affirmative Action Coord.	Department of Personal Management	609 9th Street Sacramento, CA 95814	916-874-7148	employoffice@saccounty.net	NO
Cal State University, Sacramento	Candace McGee Career Center	6000 J Street Sacramento, CA 95819	916-278-7207	jobs@csus.edu	YES
Cal State University, Sacramento	Joshua Guiler Communications Department	600 J Street Sacramento, CA 95819	916-278-7207	jguilar@saclink.csus.edu	YES
California State University, Chico	Placement Office Kate Buckley	400 West First Street Chico, CA 95929	530-898-5253	kaadams@csuchico.edu	NO
MTI Business Schools	Job Announcements	5221 Madison Ave. Sacramento, CA 95841	916-339-1500	tlewis@mticollege.edu	NO
Workforce Investment Board Dist. To list #2 below	Scotty Sanderson Bus. Services Rep.	320 Campus Lane Fairfield, CA 94534	707-863-3543	ssanderson@solano WIB.org	YES
Sacramento Black Chamber of Commerce	Marquita Ward	2655 Del Monte Street	916-374-9355	mward@sacblackchamber.org	YES

	Executive Director	W. Sacramento, CA 95691			
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 6863 Corpus Christi, TX	361-986-0118 FAX:361-994-8328	gregorio@EntertainmentEmploymentJournal.com	YES
MediaLine	Mark Shilstone, Manager	PO Box 51909 Pacific Grove, CA 93905	800-237-8073	medialine@medialine.com	YES
Sacramento Urban League	Taurus Jackson	3725 Marysville Blvd. Sacramento, CA 95838	916-561-0856	wanderson@gsul.org	No
Hispanic Americans for Fairness in Media		5400 E. Olympic Blvd. #250 Los Angeles, CA 90022	323-726-1558	trosec77@aol.com	No
Chinese Community Services Center	Kevin Thai Job Developer	915 T. Street Sacramento, CA 95814	916-442-2523	nai@sccsc.org	No
KOVR/KMAX Website		CBS13.com			N/A
CBS Corporation Website		Internal Posting for all CBS locations			N/A

ADDITIONAL RESOURCES
DISTRIBUTED BY CONTACT INDICATED ABOVE

LIST #1 – DISTRIBUTED BY SACRAMENTO SOCIETY FOR THE BLIND for
Career Developers Network Partners

Our group contains over 200 career development professionals from the following agencies:

The Sacramento Career Developers Network includes over 200 people in an eight county area (Sacramento, Yolo, Yuba, Placer, Solano, El Dorado, San Joaquin, Sutter) who help other people find jobs. Members work for the community colleges, universities, one- stop career centers, the Employment Development Department, Department of Human Assistance and other non-profit and for-profit job development agencies. The web site is: http://www.swol.org/Career_Developers/index.shtml . Job postings are distributed to the group daily.

AARP
ABC Resume Service
Acustaff
Advocacy, Resources and Choices
Agency 4 on Aging
All Sacramento Works Career Centers
American River College
Beale AFB Career Center
BTTI
California Department of Corrections
California Indian Manpower Consortium
California Youth Authority
Center for Employment Training
City of West Sacramento
Cosumnes River College
Department of Rehabilitation
Elk Grove Unified School District Adult Education
Elk Grove Unified School District High Schools
Employment Development Department
Fathers and Families
Folsom Lake College
Grant Joint Union School District
Greater Sacramento Urban League
Heald College
Lutheran Charities
Mercy Housing
Nevada County Cal Works
Norcal Center on Deafness
Placer County Cal Works
Pride Industries
Randstad
Sacramento Children's Home

Sacramento City College
Sacramento City Unified School District High Schools
Sacramento County Department of Human Assistance
Sacramento County Office of Education
Sacramento Housing and Redevelopment Agency
Sacramento Regional Occupational Program
Sacramento Regional Transit
San Joaquin County Worknet
San Juan Unified School District
Solano County Workforce Investment Board
Tech Skills
Turning Point
United States Department of Veteran's Affairs
University of California, Davis
University of San Francisco
University of the Pacific
Vietnam Veterans
Washoe Indian TANF
Westaff
Women's Empowerment
Yolo County Department of Employment Services
Yuba County Cal Works

LIST #2 – DISTRIBUTED BY WORKFORCE INVESTMENT BOARD

- Area Agency on Aging – Napa/Solano
- Catholic Social Services
- Chapman University
- Christian Help Center
- Contra Costa County – Employment & Human Services Div.
- Dept of Rehabilitation – Solano
- Diablo Valley College
- Dixon Family Services
- EastBay Works (Alameda & Contra Costa Counties)
- EDDs – Solano, Yolo, Napa, Sonoma, Marin, Contra Costa, Alameda, Sacramento, Placer, etc.
- Experience Works – Solano
- Fairfield & Benicia Community Action Councils (CAC)
- Fairfield – Suisun Adult School
- Goodwill – multiple Counties
- LDS Placement Services – Solano & Contra Costa
- Mission Solano
- Napa County – Various Departments
- Napa Valley College
- Oakland PIC

- One Stop Career Centers in Solano, Yolo, Sonoma, Napa, Marin, Contra Costa, Alameda, Sacramento, and other Bay Area and Northern California Counties
 - Ready Center
 - Regional Occupation Program (Solano)
 - Sacramento Works
 - Salvation Army – Solano
 - SETA – Sacramento Employment & Training Agency
 - Society for the Blind – Sacramento
 - Solano Community College
 - Solano County Office of Education, incl. High Sch. Employment Programs
 - Solano Diversified Services
 - Success Center – Vallejo
 - Travis AFB Career Center and Transition Assistance Program
 - University of Phoenix
 - Vacaville Unified School District, Vallejo Unified School District
 - Veterans Representatives - EDD
- and others.

6) Hiree Recruitment Source Summary. List the Recruitment Sources that referred the hiree for each full-time vacancy during the proceeding year.

- | | | |
|-----|------------|-------------------|
| 1. | [REDACTED] | Outside Agency |
| 2. | [REDACTED] | CBS Website |
| 3. | [REDACTED] | Internal Referral |
| 4A. | [REDACTED] | Outside Referral |
| 4B. | [REDACTED] | Outside Referral |
| 5. | [REDACTED] | CBS Website |
| 6. | [REDACTED] | Outside Referral |
| 7. | [REDACTED] | CBS Website |
| 8A. | [REDACTED] | Outside Agency |
| 8B. | [REDACTED] | Outside Agency |
| 9. | [REDACTED] | Internal Referral |
| 10. | [REDACTED] | CBS Website |
| 11. | [REDACTED] | CBS Website |
| 12. | [REDACTED] | CBS Website |
| 13. | [REDACTED] | CBS Website |
| 14. | [REDACTED] | Outside Agency |

7) Total # of Interviewees Referred by Each Source: For the period of 08/01/08 – 07/31/09, this Employment Unit interviewed 59 interviewees for full-time job vacancies. These interviewees were referred by the following sources:

- | | |
|-----------------------------|-----------|
| 1. CBS Website | 21 |
| 2. Outside Referral | 17 |
| 3. Internal Referral | 7 |
| 4. Outside Agency | 10 |
| 5. Craigslist.com | 3 |
| 6. TVJobs.com | 1 |

8) Supplemental Recruitment Measures

(a) Job Fairs

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1.KMAX/KOVR were TV sponsors of the 2009 Greater Sacramento Urban League Job Fair – February 2009. We produced a :30 public service announcement, went live from the Fair on CBS 13 News. Had a booth with recruitment information.	2/09	Bryan Cheah, Marketing Director Diana Penna, Health Reporter Kevin Walsh, Vice President, General Manager

(b) Internship

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. KMAX-31 and KOVR 13 has partnered with various colleges and universities to offer a widespread internship program that allows students to gain first-hand experience in the broadcasting field – includes news, graphic arts, production, promotions, public service, sales, traffic, engineering and programming.	9/08 through 12/08 1/09 through 5/09 6/09 through 8/09	Terry Trovato, Operations Manager Brent Baader, News Director Cameryn Beck, News Director Bob Hess, Chief Engineer Dave Manoucheri, News Cameron Glen, Web Master Drew Fowler, Promotions Director

(c) Participation in Educational Events

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Alan Sanchez, reporter, was keynote speaker at California State University, Stanislaus – spoke to students about the television industry.	8/07/08	Alan Sanchez, reporter
2. Daniel McChesney spoke with a group of Sacramento State Graphic Design students. He coached them on the interview process and critiqued their communications skills and work.	5/16/09	Daniel McChesney, Art Director

(d) Training Management Personnel.

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
Training manual concerning Sexual Harassment and EEO	All staff (at hire)	Training manual, including signed certification that all materials were read and understood.
Business Conduct Certification	All employees including Managers and Human Resources Employees.	An on-line training program covering EEO rules for recruitment and hiring. Included non discrimination policy.
Cover EEO diversification each quarter – present our EEO figures for the past quarter and discuss ways to improve our diversification.	All managers	Meeting presentation once each quarter.