

**LIST OF ALL FULLTIME POSITIONS FILLED**  
**8/1/18 -7/31/19**

<b><u>Job Title</u></b>	<b><u>Station</u></b>	<b><u>Date</u></b>
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**Filled**

Receptionist	KNCO	5/15/2019
Sales Account Executive	KNCO	5/06/2019

Nevada County Broadcasters  
**RECRUITMENT SOURCES FOR EACH JOB VACANCY**  
 8/1/2018 -7/31/19

<b><u>JOB TITLE</u></b>	<b><u>STATION</u></b>	<b><u>DATE FILLED</u></b>
Receptionist	KNCO	5/15/2019
OTHER RECRUITMENT SOURCES PRODUCING APPLICANTS		No. of Interviewees
Radio Ad (KNCO 830 & STAR 94)		3
Craig's List - <a href="http://www.craigslist.com">www.craigslist.com</a>		1

<b><u>JOB TITLE</u></b>	<b><u>STATION</u></b>	<b><u>DATE FILLED</u></b>
Sales Account Executive	KNCO	05/06/2019
OTHER RECRUITMENT SOURCES PRODUCING APPLICANTS		No. of Interviewees
Radio Ad (KNCO 830 & STAR 94)		6
Craig's List - <a href="http://www.craigslist.com">www.craigslist.com</a>		2

Nevada County Broadcasters  
**FCC FORM 396 OUTREACH NARRATIVE STATEMENT**

In an effort to reach as diverse an employee pool as possible, Nevada County Broadcasters utilizes many different employee sources when seeking candidates to fill our fulltime job openings. There are numerous community colleges and four year universities, two broadcast trade associations, employment agencies and service agencies that service minorities and women.

Our efforts include co-sponsoring a job fair in the Grass Valley area twice per year, showcasing opportunities in all areas of broadcasting, while attending regional Job Fairs in cities such as Sacramento, Folsom, Rancho Cordova, etc. We also participate in local career fairs targeting students for entry level broadcasting careers. KNCO prides itself in being a community involved radio station. The staff is involved in a number of service clubs and organizations, sits on boards of non-profit organizations, and volunteers in community events throughout the year. These activities also expose career opportunities within Nevada County Broadcasters.

## Nevada County Broadcasters

### EMPLOYEE RECRUITMENT SOURCES

In addition to on air announcements at KNCO AM and KNCO FM, Nevada County Broadcasters, Inc. sends written notification of all full time job openings to the following organizations, publications, and websites:

American River College -Student Employment Department  
4700 College Oak Dr, Sacramento CA. 95841

Butte Community College -Personnel Department  
3536 Butte Campus Drive, Oroville, CA. 95965  
California Department of Veteran Affairs -Human Resources Division  
P.O. Box 942895, Sacramento CA. 94295

California State University -Student Employment Office  
6000 J Street, Sacramento CA. 95819  
Chico State University -Student Placement Office  
400 W 1st St, Chico, CA. 95929

Cosumnes River Community College -Personnel Office  
8401Center Parkway, Sacramento CA. 95823

Employment Development Department (EDD)  
117 New Mohawk Rd, Nevada City CA. 95959

One Stop Career Center  
988 McCourtneyRd, Grass Valley, CA. 95949

NAACP -Sacramento Office  
PO Box 188231, Sacramento CA. 95818

Sacramento City College Career Center  
3835 Freeport Blvd, Sacramento CA. 95822

Sierra College Nevada County Campus -Job Placement Office  
Sierra College Drive, Grass Valley CA. 95945

Yuba College Placement Office  
2088 N. Beale Rd, Marysville CA. 95901

California Broadcasters Association -Job Bank  
[www.calbroadcasters.org](http://www.calbroadcasters.org)

NevadaCountyBroadcasters  
**EMPLOYEE RECRUITMENT SOURCES**

National Association of State Broadcasters -Job Bank

[www.careerpage.org](http://www.careerpage.org)

Craig's List

[www.craigslist.com](http://www.craigslist.com)

Nevada County Help Wanted -Job Bank

[www.nevadacountyhelpwanted.com](http://www.nevadacountyhelpwanted.com)

Auburn Journal –Classified

Auburn CA 95603

The Union Newspaper –Classified

Grass Valley CA 95945

KNCO Website: [www.knco.com](http://www.knco.com)

KNCO-FM Website: [www.mystarradio.com](http://www.mystarradio.com)

NevadaCountyBroadcasters  
**DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES**  
Period 8/1/18 to 7/31/19

**First Initiative**

Participation in at least two (2) job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Activities Undertaken to fulfill First Initiative

3/28/2019 - Grass Valley Job Fair. Dave Strout, General Sales Manager greets potential employees and hands out station materials.

Nevada Union High School Job Fair – Tom Fitzsimmons invites a counselor/high school representative into building to discuss possible opportunities for high school youth employment.

**Activities Undertaken to fulfill Second Initiative**

Our business always offers opportunities for local organizations/ schools to tour our facility to learn about communications and potential opportunities that may be available for employment with their local radio stations.