

Federal Communications Commission
Washington, D.C. 20554

Approved by OMB
3060-0922 (September 2002)

FOR FCC USE ONLY

FCC 397

BROADCAST MID-TERM REPORT

FOR COMMISSION USE ONLY
FILE NO.
B397 - 20090803AFT

Legal Name of the Licensee
SUSQUEHANNA RADIO CORP.

Mailing Address
3280 PEACHTREE ROAD NW
SUITE 2300

City
ATLANTA

State or Country (if foreign address)
GA

Zip Code
30305 -

Telephone Number (include area code)
4049490700

E-Mail Address (if available)

FCC Registration Number
0003254562

Facility ID Number
54770

Call Sign
KFOG

TYPE OF BROADCAST STATION:

Commercial Broadcast Station

- ☒ Radio
☐ TV
☐ Low Power TV
☐ International

Noncommercial Broadcast Station

- ☐ Educational Radio
☐ Educational TV

Application Purpose

- ☒ New Program Report
☐ Amendment to Program Report

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Station List]

Station List

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KFOG(FM)	54770	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	SAN FRANCISCO, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No
KSAN(FM)	14484	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	SAN MATEO, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No

KFFG(FM)	58843	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	LOS ALTOS, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No
KNBR(AM)	35208	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	SAN FRANCISCO, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No
KTCT(AM)	51188	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	SAN MATEO, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name MARK N. LIPP, ESQ.		Street Address 1776 K STREET, NW	
City WASHINGTON	State DC	Zip Code 20006-	Telephone Number 2027197503

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification].

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? ☐ Yes ☒ No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent RICHARD S. DENNING
Title V. P., SECRETARY AND GENERAL COUNSEL	Telephone No. (include area code) 4049490700
Date 8/3/2009	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: STACEY HAYSLER

Title: HUMAN RESOURCES
ADMINISTRATOR

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

Section III

MID-TERM REPORT

Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

[Exhibit 1]

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 1

Description: EEO PUBLIC FILE REPORTS

Attachment 1

Description

2008 EEO Public File Report
2009 EEO Public File Report

Cumulus Media Partners-SFO
KFOG(FM), KFFG(FM), KSAN(FM), KNBR(AM), KTCT(AM)
EEO PUBLIC FILE REPORT
August 1, 2007 – July 31, 2008

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Accounts Payable Specialist	1-4, 6-23, 33	1
KSAN Account Executive	1-26, 29-30, 33, 35	7
KSAN Account Executive	1-26, 29-30, 33, 35	30
Web Producer	1-4, 6-23, 30, 33	30
KFOG Account Executive	1-31, 33-36, 39	7
KFOG Account Executive	1-31, 33-36, 39	29
KNBR Board Operator	1-27, 32-33, 35	32
KNBR Board Operator	1-27, 33, 35	7
KNBR Board Operator	1-27, 32-33, 35	32
Data Entry Clerk	1-26, 29-30, 33	7
KNBR Promotions Coordinator	1-26, 28, 30, 32-33	32
Inside Sales Specialist	1-27, 30, 33, 35	7
Director of Sales	1-26, 29-30, 33	30
Accounts Receivable Coordinator	1-26, 33	32
Accounts Receivable Billing Coordinator	1-26, 32-33	7
Accounts Receivable Billing Coordinator	1-26, 32-33	32
Data Entry Clerk	1-26, 33	7
KFOG Promotions Coordinator	1-24, 31, 33	31
Credit and Collections Manager	1-24, 33	1
KNBR Account Executive	1-28, 33	4
KNBR Account Executive	1-28, 33	5
KNBR Account Executive	1-28, 33	28
Market Engineer	1-4, 29, 33, 36-37	29

Cumulus Media Partners-SFO
KFOG(FM), KFFG(FM), KSAN(FM), KNBR(AM), KTCT(AM)
EEO PUBLIC FILE REPORT
August 1, 2007 – July 31, 2008

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	11
2	KFOG web site, www.kfog.com	N	2
3	KSAN web site, www.1077thebone.com	N	1
4	KNBR web site, www.knbr.com	N	8
5	Cumulus Jobs, www.cumulusjobs.com	N	1
6	NAB Broadcast Career Center Website: www.nabef.org	N	0
7	Craigslist: www.craigslist.org (San Francisco/Bay Area section)	N	75
8	Bay Area STAR, (415) 332-5754; bayareastar.org	N	0
9	Northern California Broadcasters Association; acoburn@ncradio.com	N	0
10	Heald College, 670 Howard Street, San Francisco, CA 94105; dwennette_flash@heald.edu	Y	0
11	EDD, Oakland Career Center East, 675 Hegenberger Road, 3rd Floor, Oakland, CA 94621, (510) 563-5283; www.edd.ca.gov	N	0
12	Young Community Developers, Inc., 1715 Yosemite Avenue, San Francisco, CA 94124, (415) 822-3491; info@ydcjobs.org	Y	0
13	UC Berkeley, Mass Communications Department, 301 Campbell Hall, Berkeley, CA 94720	Y	0
14	UC Berkeley Career Center - www.caljobs.com	Y	0
15	Cal State Hayward, O. Ray Angle, Director Career Development Center, CSU East Bay, 510.885.2139, ray.angle@csueastbay.edu; www.csueastbay.edu	Y	0
16	SF State University, BCA Department, 1600 Holloway Avenue, San Francisco, CA 94132, (415) 338-1111; beca@sfsu.edu	Y	0
17	SF State University Career Center, recruit@sfsu.edu	Y	0
18	Career Resources Development Center, 655 Geary Blvd., San Francisco, CA 94102, (415) 775-8880; holly@crdesf.org and jobsforerdc@yahoo.com	Y	0
19	Diablo Valley College, Attn: Martha, 321 Golf Club Road, Pleasant Hill, CA 94523, (925) 685-1230	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Peninsula Works, 550 Quarry Road, San Carlos, CA 94070, (650) 802-6506; fax 650.596.2864	Y	0
21	North Valley Job Training, Christine LeMay, 505 W. Olive Avenue, Sunnyvale, CA 94086, (408) 730-7232; fax 408.730.7643; jobs@novaworks.org	Y	0
22	ProMatch, 420 S. Pastoria Avenue, Sunnyvale, CA 94086, (408) 736-2391; promatch@promatch.org	Y	0
23	AMFMJobs – www.amfmjobs.com	N	0
24	Experience Unlimited, Attn: Laura Fox, 745 Franklin Street, Lower Level, San Francisco, CA 94102 Tel: 415.771.1776; fax 415.749.7478	Y (as of 04/08)	0
25	GadBall; www.GadBall.com	N	0
26	Edgewood Center, 1801 Vicente Street, San Francisco, CA 94116, Phone: 415.681.3211, Fax: 415.664.7094, Theresa Calderon - TheresaC@edgewood.org	Y (as of 06/08)	0
27	BA Jobs, www.bajobs.com	N	0
28	Walk-in/Self referral	N	6
29	Non-employee referral	N	11
30	Employee referral	N	17
31	Re-hire (former employee and/or intern)	N	2
32	Internal Promotion	N	5
33	E-mail to CMP Business Managers CMPBusinessManagers@cumulus.com	N	0
34	INTENTIONALLY OMITTED	N	
35	Job Fairs (see Section III)	N	1
36	Society of Broadcast Engineers website – www.sbe.org	N	4
37	Radio World Magazine, NewBay Media LLC, 5285 Shawnee Rd, Suite 100, Alexandria, VA, 22312-2334; phone 703-852-4600; also www.RWOnline.com	N	3
TOTAL INTERVIEWEES OVER REPORTING PERIOD			147

Cumulus Media Partners-SFO
KFOG(FM), KFFG(FM), KSAN(FM), KNBR(AM), KTCT(AM)
EEO PUBLIC FILE REPORT
August 1, 2007 – July 31, 2008

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 seventy eight (78) interns from the following schools:</p> <p>Diablo Valley College;</p> <p>San Francisco State University;</p> <p>Stanford University;</p> <p>University of California, Berkeley;</p> <p>University of San Francisco.</p> <p>This on-going internship program is designed to assist members of the community acquire the skills needed for broadcast employment. It provides on-the-job training opportunities to college students so that they can learn about career opportunities in the radio industry. Interns work with their mentors from the following departments: business operations, promotions, sales, and programming.</p>
2	Host event/program for or on behalf of an educational institution relating to careers in broadcasting	On February 16, 2008, the KNBR and KSAN Promotions Director conducted a guided tour and question-and-answer session for the eighth grade students from the Town School for Boys.
3	Host event/program for or on behalf of an educational institution relating to careers in broadcasting	In March 2008, the KNBR and KSAN Promotions Director hosted a career shadowing day for three students from Piedmont Middle School. These students "shadowed" members of the promotions team and met with several other female employees to learn about career options in radio.
4	Management level training regarding equal employment opportunity and prevention of discrimination	On April 4, 2008, our SEU participated via teleconference in a training session entitled "The Nuts & Bolts of EEO Compliance" presented by outside communications counsel for CMP. SEU participants included the Market Manager and the Human Resources Coordinator.
5	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On April 11, 2008, the KNBR and KSAN Promotions Director and the KSAN Promotions Coordinator spoke to an Electronic Media Management class at San Francisco State University about establishing a career in media management and career progression.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
6	Participate in Job Fair	On April 12, 2008, the KNBR and KSAN Promotions team represented its stations and KFOG at the Golden State Warriors Career Fair in Oakland, California. These SEU stations ran on-air announcements advertising this event. The Promotions team talked with the participants about careers in broadcasting as well as job openings in the SEU and provided written material about careers and openings. Resumes were accepted.
7	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On April 21, 2008, the KSAN Promotions Department gave the Chabot College MCOM 34 – Radio Studio Techniques class a guided tour of the SEU facilities/studios and conducted a question-and-answer session about careers in broadcasting.
7	Participate in Job Fair	On April 29, 2008, all SEU stations participated in the Northern California Broadcasters Association Job Fair in San Francisco, California. Participating employees included the KFOG Sales Manager, the KSAN Sales Manager, the KNBR Sales Manager, the KFOG Promotions Coordinator; the KSAN Promotions Director; the KSAN Promotions Coordinator; and one KSAN Air Personality. SEU stations ran on-air announcements advertising this event. SEU employees talked with the participants about careers in broadcasting as well as job openings in the SEU and provided written material about careers and openings. Resumes were accepted.

Cumulus Media Partners-San Francisco
KFOG(FM), KFFG(FM), KSAN(FM), KNBR(AM), KTCT(AM)
EEO PUBLIC FILE REPORT
August 1, 2008 - July 31, 2009

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Accounts Receivable Coordinator	1-5, 7-12, 16-17, 22-29, 31-36, 39, 42	39
Continuity Coordinator	1-5, 7-12, 16-17, 22-29, 31-36, 39, 42	7
Credit and Collections Manager	1-5, 7-12, 16-17, 22-29, 31-36, 38, 42	7
KFOG Account Executive	1-28, 31-36, 42	7
KFOG Account Executive	1-28, 31-36, 42	2
KFOG Promotions Coordinator	1-5, 7-12, 16-17, 22-29, 31-36, 39-40, 42	40
KNBR Account Executive	1-28, 31-36, 42, 45	4
KNBR Account Executive	1-28, 31-36, 38, 42, 45	38
KNBR Account Executive	1-28, 31-36, 42, 45	45
KNBR Promotions Coordinator	1-28, 31-36, 42	7
KNBR Sales Coordinator	1-5, 7-12, 16-17, 22-29, 31-36, 38, 40, 42	40
KSAN Account Executive	1-28, 31-36, 38, 42	38
National Sales Associate	1-28, 31-36, 42	1

Cumulus Media Partners-San Francisco
KFOG(FM), KFFG(FM), KSAN(FM), KNBR(AM), KTCT(AM)
EEO PUBLIC FILE REPORT
August 1, 2008 - July 31, 2009

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Internal posting	N	7
2	KFOG web site, www.kfog.com	N	9
3	KSAN web site, www.1077thebone.com	N	0
4	KNBR web site, www.knbr.com	N	8
5	Cumulus Jobs, www.cumulusjobs.com	N	1
6	NAB Broadcast Career Center Website: www.nabef.org	N	0
7	Craigslist: www.craigslist.org (San Francisco/Bay Area section)	N	43
8	Bay Area STAR, (415) 332-5754: bayareastar.org	N	0
9	EDD, Oakland Career Center East, 675 Hegenberger Road, 3rd Floor, Oakland, CA 94621, (510) 563-5283 – http://www.caljobs.ca.gov/ - Paid jobs only	N	0
10	UC Berkeley Career Center University of California, Berkeley, Berkeley, CA 94720, 510.642.6000, https://berkeley-csm.symplicity.com/employers/	Y	0
11	Cal State Hayward, O. Ray Angle, Director Career Development Center, CSU East Bay, 510.885.2139, ray.angle@csueastbay.edu , post online at https://eastbay-csm.symplicity.com/employers/index.php	Y	0
12	USF Career Center, 2130 Fulton Street, San Francisco, CA 94117-1080 (415) 422-5555, https://usfca-csm.symplicity.com/employers/	N	0
13	San Jose State University Career Center, One Washington Square, San José, California 95192, 408.924.1000 https://sjsu-csm.symplicity.com/employers/index.php?signin_tab=0&ck=1&au=&ck=	N	0
14	Stanford University, 450 Serra Mall, Stanford, California 94305. 650.723.2300 https://stanford-csm.symplicity.com/employers/	N	0
15	St. Mary's College of California, 1928 Saint Mary's Road, Moraga, CA 94556, 925. 631.4000, http://www.stmarys-ca.edu/community-and-visitors/for-employers/index.html	N	0
16	AMFMJobs.com	N	0
17	GadBall.com	N	0
18	FreeListingsOnline.com	N	0
19	ActiveHire.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	American Marketing Association , 311 S. Wacker Drive, Suite 5800, Chicago, IL 60606, Telephone 800.AMA.1150 or 312.542.9000, Fax 312.542.9001 http://jobs.marketingpower.com/hr	N	0
21	City College of San Francisco ; post on website at http://www.ccsf.edu/Services/ ; also email to eseymore@ccsf.edu and iquadra@ccsf.edu .	N	0
22	Northern California Broadcasters Association ; acoburn@ncradio.com	N	0
23	Heald College , 670 Howard Street, San Francisco, CA 94105; dwennette_flash@heald.edu	Y	0
24	Edgewood Center , 1801 Vicente Street, San Francisco, CA 94116, Phone: 415.681.3211, Fax: 415.664.7094, Theresa Calderon - TheresaC@edgewood.org	Y	0
25	Young Community Developers, Inc. , 1715 Yosemite Avenue, San Francisco, CA 94124, (415) 822-3491; Fax 415.822.1196	Y	0
26	SF State University, BCA Department , 1600 Holloway Avenue, San Francisco, CA 94132, (415) 338-1111; Paid positions - beca@sfsu.edu ; Internships - mcamacho@sfsu.edu	Y	0
27	SF State University Career Center , recruit@sfsu.edu	Y	0
28	Career Resources Development Center , 655 Geary Blvd., San Francisco, CA 94102, (415) 775-8880; holly@crdcsf.org and jobsforcrdc@yahoo.com	Y	0
29	University of California Berkeley Extension, International Diploma Programs , Marena Cortes, Internship Coordinator, 510.643.4228, mcortes@unex.berkeley.edu – Internships only	N	0
30	Intrax International Institute , Lindsey Putman II, Student Services Supervisor, 551 Sutter Street, San Francisco, CA 94102, Phone: (415) 835-9766 Fax: (415) 873-1380, lputman@intraxinstitute.edu – Internships only	N	0
31	North Valley Job Training , Joyce Nolan, 505 W. Olive Avenue, Sunnyvale, CA 94086, 408.774.5417; fax 408.730.7643; jobs@novaworks.org	Y	0
32	Gary James, Ohio Center for Broadcasting , 5330 East Main St, Suite 200, Columbus, Ohio 43213, Phone: 614.245.0555 gary@beonair.com	Y (as of 02/09)	0
33	UC Berkeley, Mass Communications Department , 301 Campbell Hall, Berkeley, CA 94720	Y	0
34	Diablo Valley College Career Placement Center , 321 Golf Club Road, Pleasant Hill, CA 94523, Phone: 925.685.1230, Fax: 925.691.7538	Y	0
35	Peninsula Works , 550 Quarry Road, San Carlos, CA 94070, (650) 802-6506; fax 650.596.2864	Y	0
36	Experience Unlimited , Attn: Laura Fox, 745 Franklin Street, Lower Level, San Francisco, CA 94102 Tel: 415.771.1776; send to fax 415.749.7478	Y	0

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

Cumulus Media Partners-San Francisco
KFOG(FM), KFFG(FM), KSAN(FM), KNBR(AM), KTCT(AM)
EEO PUBLIC FILE REPORT
August 1, 2008 - July 31, 2009

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	College Internship Program	<p>During this reporting period this SEU hosted eighty six (86) interns from the following schools:</p> <p>Diablo Valley College; Golden Gate University; Intrax International Institute; San Francisco State University; San Jose State University; Stanford University; University of California, Berkeley; University of San Francisco.</p> <p>This on-going internship program is designed to assist members of the community acquire the skills needed for broadcast employment. It provides on-the-job training opportunities to college students so that they can learn about career opportunities in the radio industry. Interns work closely with their mentors from the following departments: business operations, promotions, sales, and programming.</p>
2	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On November 19, 2008, the KFOG News Director spoke to a troop of Cub Scouts from Berkeley, California, about careers in broadcasting as part of their Career Exploration event.
3	Management level training regarding equal employment opportunity and prevention of discrimination	On February 5, 2009, our SEU participated via teleconference in a training session entitled "The Nuts & Bolts of EEO Compliance" presented by outside communications counsel for CMP. SEU participants included the Market Manager and the Human Resources Coordinator.
4	Participate in Job Fair	On February 21, 2009, the KNBR and KSAN Promotions team represented their stations and KFOG at the Golden State Warriors Career Fair in Oakland, California. These SEU stations ran on-air announcements advertising this event. The Promotions team talked with participants about careers in broadcasting as well as job openings in the SEU and provided written material about careers and openings. Resumes were accepted.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
5	Participate in Job Fair	On March 16, 2009, all SEU stations participated in the Northern California Broadcasters Association Job Fair in San Francisco, California. Participating employees included the Human Resources Administrator, the KSAN Local Sales Manager, the KNBR Local Sales Manager, the KNBR Executive Producer. SEU stations ran on-air announcements advertising this event. SEU personnel talked with the participants about careers in broadcasting as well as job openings in the SEU and provided written material about careers and openings. Resumes were accepted.
6	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On March 25, 2009, the KSAN Promotions Director and the KSAN Promotions Coordinator spoke to the Electronic Media Management class at San Francisco State University about how to establish a career in media management and career progression.
7	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On July 13, 2009, the KFOG Local Sales Manager spoke to students at Gunderson High School in San Jose, California about career options in broadcasting for the Breakthrough Silicon Valley Career Day.

