

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2010 to July 31, 2011.

Employment Unit: CBS Broadcasting, Inc. / Los Angeles Television Station KCAL LLC

Unit Members (Stations and Communities of License): KCBS / KCAL Los Angeles, California

EEO Contact Information for Unit Member:

Mailing Address: KCBS / KCAL 4200 Radford Avenue Studio City, CA 91604	Telephone Number: 818 655-2024
	Contact Person: Maggie Serrano
	E-mail Address: mserrano@cbs.com

List all Full-Time Job Vacancies (identified by Job Title) Filled by Each Station in the Employment Unit.

1. National Sales Manager - KCAL
2. Account Executive - KCBS
3. News Operations Manager - KCBS/KCAL
4. Director of Community Affairs - KCBS/KCAL
5. Sports Sales & Marketing Coordinator - KCBS/KCAL
6. Anchor - KCBS
7. Sales Assistant - KCAL
8. Account Executive New Business - KCBS
9. Anchor/Reporter - KCBS/KCAL
10. Executive Producer - KCBS/KCAL
11. VP of Sales - KCBS/KCAL
12. Financial Analyst - KCBS/KCAL
13. Managing Editor - KCBS/KCAL
14. Media Manager - KCBS/KCAL
15. Creative Director - KCBS/KCAL
16. Account Executive New Business - KCBS/KCAL
17. Local Sales Manager - KCBS

Job Title: **National Sales Manager - KCAL**
Vacancy #1

Referral Source(s) of Hiree: **Spots N Dots Ad**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Submit Via:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio Southern California	Website	P.O. Box 11043, Burbank, CA 91510	(703) 506-3290	http://www.awrtsocal.org/job_post.php	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754		(626) 572-6533	No
Asian American Studies Center	Ann Chau	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	310 206-9844	No
CA Chicano News Media Assoc	Sylvia Wells	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	ccnainfo@ccna.org	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	www.csun.edu/career.com	No
Center for Language Minority Education and Research	Terri Armstrong	Attn: Career Development Center, BH-250 1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	Mail only	No
Crenshaw Job Service	Katherine Calbera	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	(323) 290-5110	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230		(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	Canoga Park/West Hills WorkSource Center 21010 Vanowen Street Canoga Park, CA 91303	(818) 596-4431	(818) 596-4428	No
Institute for Women in Trades, Technology and Science	Peter Sullivan	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200 x104	peters@iwitts.com	No
Los Angeles Urban League	Job Post	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	(323) 299 -0618 or info@laul.org	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	(323) 890-9632	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	(310) 397-1179	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050		(310) 287-4310	No
Southern California Indian Center	Phil Hale	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	(714) 962-6343	No
JVS Valley Career Center	Job Desk	22622 Vanowen Street West Hills, CA 91307	(818) 464-3222	(818) 464-3375 or valley@jvsia.org	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	(626) 793-7396 or jobs@womenatwork1.org	No
www.spotsndots.com	April Causey	Website	888-884-2630 x1		Yes
Southern California Broadcasters Association	Laferr Watkins	1849 Sawtelle, Ste 543, LA, CA 90025	(310) 444-1412	(310) 444-1463	No
www.cbcareers.com	Brassring/Kenexa	Website		Website	No
www.caljobs.ca.gov	Website	Website	(800) 758-0398	Website	No

Job Title: Account Executive - KCBS
Vacancy # 2

Referral Source(s) of Hiree: Other – Agency Referral

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Submit Via:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio Southern California	Website	P.O. Box 11043, Burbank, CA 91510	(703) 506-3290	http://www.awrtsocal.org/job_post.php	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754		(626) 572-6533	No
Asian American Studies Center	Ann Chau	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	310 206-9844	No
CA Chicano News Media Assoc	Sylvia Wells	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	ccnainfo@ccna.org	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	www.csun.edu/career.com	No
Center for Language Minority Education and Research	Terri Armstrong	Attn: Career Development Center, BH-250 1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	Mail only	No
Crenshaw Job Service	Katherine Calbera	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	(323) 290-5110	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230		(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	Canoga Park/West Hills WorkSource Center 21010 Vanowen Street Canoga Park, CA 91303	(818) 596-4431	(818) 596-4428	No
Institute for Women in Trades, Technology and Science	Peter Sullivan	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200 x104	peters@iwitts.com	No
Los Angeles Urban League	Job Post	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	(323) 299-0618 or info@laul.org	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	(323) 890-9632	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	(310) 397-1179	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050		(310) 287-4310	No
Southern California Indian Center	Phil Hale	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	(714) 962-6343	No
JVS Valley Career Center	Job Desk	22622 Vanowen Street West Hills, CA 91307	(818) 464-3222	(818) 464-3375 or valley@jvsia.org	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	(626) 793-7396 or jobs@womenatwork1.org	No
www.spotsndots.com	April Causey	Website	888-884-2630 x1		Yes
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543 , LA, CA 90025	(310) 444-1412	(310) 444-1463	No
www.cbscareers.com	Brassring/Kenexa	Website		Website	No
www.caljobs.ca.gov	Website	Website	(800) 758-0398	Website	No

Job Title: **News Operations Manager - KCBS/KCAL**
Vacancy # 3

Referral Source(s) of Hire: **Internet Posting**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Submit Via:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio Southern California	Website	P.O. Box 11043, Burbank, CA 91510	(703) 506-3290	http://www.awrtsocal.org/job_post.php	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754		(626) 572-6533	No
Asian American Studies Center	Ann Chau	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	310 206-9844	No
CA Chicano News Media Assoc	Sylvia Wells	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	ccnainfo@ccna.org	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	www.csun.edu/career.com	No
Center for Language Minority Education and Research	Terri Armstrong	Attn: Career Development Center, BH-250 1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	Mail only	No
Crenshaw Job Service	Katherine Calbera	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	(323) 290-5110	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230		(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	Canoga Park/West Hills WorkSource Center 21010 Vanowen Street Canoga Park, CA 91303	(818) 596-4431	(818) 596-4428	No
Institute for Women in Trades, Technology and Science	Peter Sullivan	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200 x104	peters@iwitts.com	No
Los Angeles Urban League	Job Post	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	(323) 299 -0618 or info@laul.org	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	(323) 890-9632	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	(310) 397-1179	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050		(310) 287-4310	No
Southern California Indian Center	Phil Hale	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	(714) 962-6343	No
JVS Valley Career Center	Job Desk	22622 Vanowen Street West Hills, CA 91307	(818) 464-3222	(818) 464-3375 or valley@jvsla.org	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	(626) 793-7396 or jobs@womenatwork1.org	No
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543, LA, CA 90025	(310) 444-1412	(310) 444-1463	No
www.cbscareers.com	Brassring/Kenexa	Website		Website	No
www.caljobs.ca.gov	Website	Website	(800) 758-0398	Website	No
www.entertainmentcareers.net	Website	Website	Website		Yes
www.craigslist.org	Website	Website	Website		No

Job Title: **Director of Community Affairs - KCBS/KCAL**
Vacancy # 4

Referral Source(s) of Hiree: **Other – Industry Referral**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Submit Via:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio Southern California	Website	P.O. Box 11043, Burbank, CA 91510	(703) 506-3290	http://www.awrtsocal.org/job_post.php	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754		(626) 572-6533	No
Asian American Studies Center	Ann Chau	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	310 206-9844	No
CA Chicano News Media Assoc	Sylvia Wells	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	ccnainfo@ccna.org	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	www.csun.edu/career.com	No
Center for Language Minority Education and Research	Terri Armstrong	Attn: Career Development Center, BH-250 1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	Mail only	No
Crenshaw Job Service	Katherine Calbera	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	(323) 290-5110	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230		(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	Canoga Park/West Hills WorkSource Center 21010 Vanowen Street Canoga Park, CA 91303	(818) 596-4431	(818) 596-4428	No
Institute for Women in Trades, Technology and Science	Peter Sullivan	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200 x104	peters@iwitts.com	No
Los Angeles Urban League	Job Post	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	(323) 299-0618 or info@laul.org	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	(323) 890-9632	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	(310) 397-1179	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050		(310) 287-4310	No
Southern California Indian Center	Phil Hale	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	(714) 962-6343	No
JVS Valley Career Center	Job Desk	22622 Vanowen Street West Hills, CA 91307	(818) 464-3222	(818) 464-3375 or valley@jvsla.org	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	(626) 793-7396 or jobs@womenatwork1.org	No
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543, LA, CA 90025	(310) 444-1412	(310) 444-1463	No
www.cbscareers.com	Brassring/Kenexa	Website		Website	No
www.caljobs.ca.gov	Website	Website	(800) 758-0398	Website	No
www.craigslislist.org	Website	Website	Website		No

Job Title: **Sports Sales & Marketing Coordinator - KCBS/KCAL**
Vacancy # 5

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

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Submit Via:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio Southern California	Website	P.O. Box 11043, Burbank, CA 91510	(703) 506-3290	http://www.awrtsocal.org/job_post.php	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754		(626) 572-6533	No
Asian American Studies Center	Ann Chau	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	310 206-9844	No
CA Chicano News Media Assoc	Sylvia Wells	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	ccnainfo@ccna.org	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	www.csun.edu/career.com	No
Center for Language Minority Education and Research	Terri Armstrong	Attn: Career Development Center, BH-250 1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	Mail only	No
Crenshaw Job Service	Katherine Calbera	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	(323) 290-5110	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230		(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	Canoga Park/West Hills WorkSource Center 21010 Vanowen Street Canoga Park, CA 91303	(818) 596-4431	(818) 596-4428	No
Institute for Women in Trades, Technology and Science	Peter Sullivan	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200 x104	peters@iwitts.com	No
Los Angeles Urban League	Job Post	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	(323) 299 -0618 or info@laul.org	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	(323) 890-9632	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	(310) 397-1179	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050		(310) 287-4310	No
Southern California Indian Center	Phil Hale	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	(714) 962-6343	No
JVS Valley Career Center	Job Desk	22622 Vanowen Street West Hills, CA 91307	(818) 464-3222	(818) 464-3375 or valley@jvsia.org	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	(626) 793-7396 or jobs@womenatwork1.org	No
www.spotsndots.com	April Causey	Website	888-884-2630 x1		Yes
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543, LA, CA 90025	(310) 444-1412	(310) 444-1463	No
www.cbscareers.com	Brassring/Kenexa	Website		Website	No
www.arbita.net	Tim Ellerbrock	Website	(612) 278-0000	Website	No

Job Title: **Anchor - KCBS**
Vacancy # 6

Referral Source(s) of Hiree: **Other – Agency Referral**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Submit Via:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio Southern California	Website	P.O. Box 11043, Burbank, CA 91510	(703) 506-3290	http://www.awrtsocal.org/job_post.php	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754		(626) 572-6533	No
Asian American Studies Center	Ann Chau	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	310 206-9844	No
CA Chicano News Media Assoc	Sylvia Wells	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	ccnainfo@ccna.org	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	www.csun.edu/career.com	No
Center for Language Minority Education and Research	Terri Armstrong	Attn: Career Development Center, BH-250 1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	Mail only	No
Crenshaw Job Service	Katherine Calbera	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	(323) 290-5110	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230		(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	Canoga Park/West Hills WorkSource Center 21010 Vanowen Street Canoga Park, CA 91303	(818) 596-4431	(818) 596-4428	No
Institute for Women in Trades, Technology and Science	Peter Sullivan	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200 x104	peters@iwitts.com	No
Los Angeles Urban League	Job Post	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	(323) 299 -0618 or info@laul.org	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	(323) 890-9632	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	(310) 397-1179	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050		(310) 287-4310	No
Southern California Indian Center	Phil Hale	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	(714) 962-6343	No
JVS Valley Career Center	Job Desk	22622 Vanowen Street West Hills, CA 91307	(818) 464-3222	(818) 464-3375 or valley@jvsia.org	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	(626) 793-7396 or jobs@womenatwork1.org	No
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543, LA, CA 90025	(310) 444-1412	(310) 444-1463	No
www.cbscareers.com	Brassring/Kenexa	Website		Website	No
www.arbita.net	Tim Ellerbrock	Website	(612) 278-0000	Website	No

Job Title: **Sales Assistant - KCAL**
Vacancy # 7

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

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Submit Via:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio Southern California	Website	P.O. Box 11043, Burbank, CA 91510	(703) 506-3290	http://www.awrtsocal.org/job_post.php	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754		(626) 572-6533	No
Asian American Studies Center	Ann Chau	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	310 206-9844	No
CA Chicano News Media Assoc	Sylvia Wells	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	ccnainfo@ccna.org	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	www.csun.edu/career.com	No
Center for Language Minority Education and Research	Terri Armstrong	Attn: Career Development Center, BH-250 1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	Mail only	No
Crenshaw Job Service	Katherine Calbera	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	(323) 290-5110	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230		(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	Canoga Park/West Hills WorkSource Center 21010 Vanowen Street Canoga Park, CA 91303	(818) 596-4431	(818) 596-4428	No
Institute for Women in Trades, Technology and Science	Peter Sullivan	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200 x104	peters@twitts.com	No
Los Angeles Urban League	Job Post	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	(323) 299 -0618 or info@laul.org	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	(323) 890-9632	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	(310) 397-1179	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050		(310) 287-4310	No
Southern California Indian Center	Phil Hale	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	(714) 962-6343	No
JVS Valley Career Center	Job Desk	22622 Vanowen Street West Hills, CA 91307	(818) 464-3222	(818) 464-3375 or valley@jvsia.org	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	(626) 793-7396 or jobs@womenatwork1.org	No
www.spotsndots.com	April Causey	Website	888-884-2630 x1		Yes
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543, LA, CA 90025	(310) 444-1412	(310) 444-1463	No
www.cbscareers.com	Brassring/Kenexa	Website		Website	No
www.arbita.net	Tim Ellerbrock	Website	(612) 278-0000	Website	No

Job Title: **Account Executive New Business - KCBS**
Vacancy # 8

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

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Submit Via:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio Southern California	Website	P.O. Box 11043, Burbank, CA 91510	(703) 506-3290	http://www.awrtsocal.org/job_post.php	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754		(626) 572-6533	No
Asian American Studies Center	Ann Chau	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	310 206-9844	No
CA Chicano News Media Assoc	Sylvia Wells	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	ccnainfo@ccna.org	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	www.csun.edu/career.com	No
Center for Language Minority Education and Research	Terri Armstrong	Attn: Career Development Center, BH-250 1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	Mail only	No
Crenshaw Job Service	Katherine Calbera	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	(323) 290-5110	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230		(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	Canoga Park/West Hills WorkSource Center 21010 Vanowen Street Canoga Park, CA 91303	(818) 596-4431	(818) 596-4428	No
Institute for Women in Trades, Technology and Science	Peter Sullivan	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200 x104	peters@iwitts.com	No
Los Angeles Urban League	Job Post	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	(323) 299 -0618 or info@laul.org	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	(323) 890-9632	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	(310) 397-1179	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050		(310) 287-4310	No
Southern California Indian Center	Phil Hale	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	(714) 962-6343	No
JVS Valley Career Center	Job Desk	22622 Vanowen Street West Hills, CA 91307	(818) 464-3222	(818) 464-3375 or valley@jvsia.org	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	(626) 793-7396 or jobs@womenatwork1.org	No
www.spotsndots.com	April Causey	Website	888-884-2630 x1		Yes
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543, LA, CA 90025	(310) 444-1412	(310) 444-1463	No
www.cbscareers.com	Brassring/Kenexa	Website		Website	No
www.arbita.net	Tim Ellerbrock	Website	(612) 278-0000	Website	No

Job Title: **Anchor/Reporter - KCBS/KCAL**
Vacancy # 9

Referral Source(s) of Hiree: **Other - Agency Referral**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Submit Via:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio Southern California	Website	P.O. Box 11043, Burbank, CA 91510	(703) 506-3290	http://www.awrtsocal.org/job_post.php	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754		(626) 572-6533	No
Asian American Studies Center	Ann Chau	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	310 206-9844	No
CA Chicano News Media Assoc	Sylvia Wells	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	ccnainfo@ccna.org	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	www.csun.edu/career.com	No
Center for Language Minority Education and Research	Terri Armstrong	Attn: Career Development Center, BH-250 1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	Mail only	No
Crenshaw Job Service	Katherine Calbera	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	(323) 290-5110	No
Employment Development Department - West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230		(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	Canoga Park/West Hills WorkSource Center 21010 Vanowen Street Canoga Park, CA 91303	(818) 596-4431	(818) 596-4428	No
Institute for Women in Trades, Technology and Science	Peter Sullivan	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200 x104	peters@iwitts.com	No
Los Angeles Urban League	Job Post	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	(323) 299-0618 or info@laul.org	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	(323) 890-9632	No
NAACP - Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	(310) 397-1179	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050		(310) 287-4310	No
Southern California Indian Center	Phil Hale	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	(714) 962-6343	No
JVS Valley Career Center	Job Desk	22622 Vanowen Street West Hills, CA 91307	(818) 464-3222	(818) 464-3375 or valley@jvsia.org	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	(626) 793-7396 or jobs@womenatwork1.org	No
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543, LA, CA 90025	(310) 444-1412	(310) 444-1463	No
www.cbscareers.com	Brassring/Kenexa	Website		Website	No
www.arbita.net	Tim Ellerbrock	Website	(612) 278-0000	Website	No

Job Title: **Executive Producer - KCBS/KCAL**
Vacancy # 10

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

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Submit Via:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio Southern California	Website	P.O. Box 11043, Burbank, CA 91510	(703) 506-3290	http://www.awrtsocal.org/job_post.php	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754		(626) 572-6533	No
Asian American Studies Center	Ann Chau	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	310 206-9844	No
CA Chicano News Media Assoc	Sylvia Wells	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	ccnainfo@ccna.org	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	www.csun.edu/career.com	No
Center for Language Minority Education and Research	Terri Armstrong	Attn: Career Development Center, BH-250 1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	Mail only	No
Crenshaw Job Service	Katherine Calbera	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	(323) 290-5110	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230		(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	Canoga Park/West Hills WorkSource Center 21010 Vanowen Street Canoga Park, CA 91303	(818) 596-4431	(818) 596-4428	No
Institute for Women in Trades, Technology and Science	Peter Sullivan	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200 x104	peters@iwitts.com	No
Los Angeles Urban League	Job Post	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	(323) 299 -0618 or info@laul.org	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	(323) 890-9632	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	(310) 397-1179	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050		(310) 287-4310	No
Southern California Indian Center	Phil Hale	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	(714) 962-6343	No
JVS Valley Career Center	Job Desk	22622 Vanowen Street West Hills, CA 91307	(818) 464-3222	(818) 464-3375 or valley@jvsia.org	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	(626) 793-7396 or jobs@womenatwork1.org	No
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543, LA, CA 90025	(310) 444-1412	(310) 444-1463	No
www.cbscareers.com	Brassring/Kenexa	Website		Website	No
www.arbita.net	Tim Ellerbrock	Website	(612) 278-0000	Website	No

Job Title: **VP of Sales - KCBS/KCAL**
Vacancy # 11

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

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Submit Via:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio Southern California	Website	P.O. Box 11043, Burbank, CA 91510	(703) 506-3290	http://www.awrtsocal.org/job_post.php	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754		(626) 572-6533	No
Asian American Studies Center	Ann Chau	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	310 206-9844	No
CA Chicano News Media Assoc	Sylvia Wells	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	ccnainfo@ccna.org	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	www.csun.edu/career.com	No
Center for Language Minority Education and Research	Terri Armstrong	Attn: Career Development Center, BH-250 1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	Mail only	No
Crenshaw Job Service	Katherine Calbera	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	(323) 290-5110	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230		(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	Canoga Park/West Hills WorkSource Center 21010 Vanowen Street Canoga Park, CA 91303	(818) 596-4431	(818) 596-4428	No
Institute for Women in Trades, Technology and Science	Peter Sullivan	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200 x104	peters@iwitts.com	No
Los Angeles Urban League	Job Post	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	(323) 299 -0618 or info@laul.org	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	(323) 890-9632	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	(310) 397-1179	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050		(310) 287-4310	No
Southern California Indian Center	Phil Hale	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	(714) 962-6343	No
JVS Valley Career Center	Job Desk	22622 Vanowen Street West Hills, CA 91307	(818) 464-3222	(818) 464-3375 or valley@jvsia.org	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	(626) 793-7396 or jobs@womenatwork1.org	No
www.spotsndots.com	April Causey	Website	888-884-2630 x1		Yes
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543, LA, CA 90025	(310) 444-1412	(310) 444-1463	No
www.cbscareers.com	Brassring/Kenexa	Website		Website	No
www.arbita.net	Tim Ellerbrock	Website	(612) 278-0000	Website	No

Job Title: **Financial Analyst - KCBS/KCAL**
Vacancy # 12

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

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Submit Via:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio Southern California	Website	P.O. Box 11043, Burbank, CA 91510	(703) 506-3290	http://www.awrtsocal.org/job_post.php	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754		(626) 572-6533	No
Asian American Studies Center	Ann Chau	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	310 206-9844	No
CA Chicano News Media Assoc	Sylvia Wells	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	ccnainfo@ccna.org	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	www.csun.edu/career.com	No
Center for Language Minority Education and Research	Terri Armstrong	Attn: Career Development Center, BH-250 1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	Mail only	No
Crenshaw Job Service	Katherine Calbera	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	(323) 290-5110	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230		(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	Canoga Park/West Hills WorkSource Center 21010 Vanowen Street Canoga Park, CA 91303	(818) 596-4431	(818) 596-4428	No
Institute for Women in Trades, Technology and Science	Peter Sullivan	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200 x104	peters@iwitts.com	No
Los Angeles Urban League	Job Post	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	(323) 299 -0618 or info@laur.org	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	(323) 890-9632	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	(310) 397-1179	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050		(310) 287-4310	No
Southern California Indian Center	Phil Hale	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	(714) 962-6343	No
JVS Valley Career Center	Job Desk	22622 Vanowen Street West Hills, CA 91307	(818) 464-3222	(818) 464-3375 or valley@jvsla.org	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	(626) 793-7396 or jobs@womenatwork1.org	No
www.monster.com	Website	Website	Website		No
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543, LA, CA 90025	(310) 444-1412	(310) 444-1463	No
www.cbscareers.com	Brassring/Kenexa	Website		Website	No
www.arbita.net	Tim Ellerbrock	Website	(612) 278-0000	Website	No

Job Title: **Managing Editor - KCBS/KCAL**
Vacancy # 13

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

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Submit Via:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio Southern California	Website	P.O. Box 11043, Burbank, CA 91510	(703) 506-3290	http://www.awrtsocal.org/job_post.php	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754		(626) 572-6533	No
Asian American Studies Center	Ann Chau	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	310 206-9844	No
CA Chicano News Media Assoc	Sylvia Wells	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	ccnainfo@ccna.org	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	www.csun.edu/career.com	No
Center for Language Minority Education and Research	Terri Armstrong	Attn: Career Development Center, BH-250 1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	Mail only	No
Crenshaw Job Service	Katherine Calbera	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	(323) 290-5110	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230		(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	Canoga Park/West Hills WorkSource Center 21010 Vanowen Street Canoga Park, CA 91303	(818) 596-4431	(818) 596-4428	No
Institute for Women in Trades, Technology and Science	Peter Sullivan	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200 x104	peters@iwitts.com	No
Los Angeles Urban League	Job Post	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	(323) 299 -0618 or info@laui.org	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	(323) 890-9632	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	(310) 397-1179	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050		(310) 287-4310	No
Southern California Indian Center	Phil Hale	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	(714) 962-6343	No
JVS Valley Career Center	Job Desk	22622 Vanowen Street West Hills, CA 91307	(818) 464-3222	(818) 464-3375 or valley@jvsia.org	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	(626) 793-7396 or jobs@womenatwork1.org	No
www.spotsndots.com	April Causey	Website	888-884-2630 x1		Yes
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543, LA, CA 90025	(310) 444-1412	(310) 444-1463	No
www.cbscareers.com	Brassring/Kenexa	Website		Website	No
www.arbita.net	Tim Ellerbrock	Website	(612) 278-0000	Website	No

Job Title: **Media Manager - KCBS/KCAL**
Vacancy # 14

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

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Submit Via:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio Southern California		P.O. Box 11043, Burbank, CA 91510	(703) 506-3290	http://www.awrtsocal.org/job_post.php	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754		(626) 572-6533	No
Asian American Studies Center	Ann Chau	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	310 206-9844	No
CA Chicano News Media Assoc	Sylvia Wells	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	ccnainfo@ccna.org	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	www.csun.edu/career.com	No
Center for Language Minority Education and Research	Terri Armstrong	Attn: Career Development Center, BH-250 1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	Mail only	No
Crenshaw Job Service	Katherine Calbera	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	(323) 290-5110	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230		(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	Canoga Park/West Hills WorkSource Center 21010 Vanowen Street Canoga Park, CA 91303	(818) 596-4431	(818) 596-4428	No
Institute for Women in Trades, Technology and Science	Peter Sullivan	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200 x104	peters@iwitts.com	No
Los Angeles Urban League	Job Post	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	(323) 299 -0618 or info@laurg	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	(323) 890-9632	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	(310) 397-1179	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050		(310) 287-4310	No
Southern California Indian Center	Phil Hale	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	(714) 962-6343	No
JVS Valley Career Center	Job Desk	22622 Vanowen Street West Hills, CA 91307	(818) 464-3222	(818) 464-3375 or valley@jvsia.org	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	(626) 793-7396 or jobs@womenatwork1.org	No
www.spotsndots.com	April Causey	Website	888-884-2630 x1		Yes
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543, LA, CA 90025	(310) 444-1412	(310) 444-1463	No
www.cbscareers.com	Brassring/Kenexa	Website		Website	No
www.arbita.net	Tim Ellerbrock	Website	(612) 278-0000	Website	No

Job Title: **Creative Director - KCBS/KCAL**
Vacancy # 15

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

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Submit Via:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio Southern California		P.O. Box 11043, Burbank, CA 91510	(703) 506-3290	http://www.awrtsocal.org/job_post.php	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754		(626) 572-6533	No
Asian American Studies Center	Ann Chau	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	310 206-9844	No
CA Chicano News Media Assoc	Sylvia Wells	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	ccnainfo@ccna.org	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	www.csun.edu/career.com	No
Center for Language Minority Education and Research	Terri Armstrong	Attn: Career Development Center, BH-250 1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	Mail only	No
Crenshaw Job Service	Katherine Calbera	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	(323) 290-5110	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230		(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	Canoga Park/West Hills WorkSource Center 21010 Vanowen Street Canoga Park, CA 91303	(818) 596-4431	(818) 596-4428	No
Institute for Women in Trades, Technology and Science	Peter Sullivan	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200 x104	peters@iwitts.com	No
Los Angeles Urban League	Job Post	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	(323) 299 -0618 or info@laul.org	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	(323) 890-9632	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	(310) 397-1179	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050		(310) 287-4310	No
Southern California Indian Center	Phil Hale	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	(714) 962-6343	No
JVS Valley Career Center	Job Desk	22622 Vanowen Street West Hills, CA 91307	(818) 464-3222	(818) 464-3375 or valley@jvsia.org	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	(626) 793-7396 or jobs@womenatwork1.org	No
IATSE Local # 133	Job Post	4729 Lankershim Boulevard, North Hollywood, CA 91602-1864		jeffm@mpsc839.org	No
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543, LA, CA 90025	(310) 444-1412	(310) 444-1463	No
www.cbscareers.com	Brassring/Kenexa	Website		Website	No
www.arbita.net	Tim Ellerbrock	Website	(612) 278-0000	Website	No

Job Title: **Account Executive New Business - KCBS/KCAL**
Vacancy # 16

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

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Submit Via:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio Southern California		P.O. Box 11043, Burbank, CA 91510	(703) 506-3290	http://www.awrtsocal.org/job_post.php	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754		(626) 572-6533	No
Asian American Studies Center	Ann Chau	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	310 206-9844	No
CA Chicano News Media Assoc	Sylvia Wells	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	ccnainfo@ccna.org	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	www.csun.edu/career.com	No
Center for Language Minority Education and Research	Terri Armstrong	Attn: Career Development Center, BH-250 1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	Mail only	No
Crenshaw Job Service	Katherine Calbera	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	(323) 290-5110	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230		(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	Canoga Park/West Hills WorkSource Center 21010 Vanowen Street Canoga Park, CA 91303	(818) 596-4431	(818) 596-4428	No
Institute for Women in Trades, Technology and Science	Peter Sullivan	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200 x104	peters@iwitts.com	No
Los Angeles Urban League	Job Post	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	(323) 299 -0618 or info@laul.org	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	(323) 890-9632	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	(310) 397-1179	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050		(310) 287-4310	No
Southern California Indian Center	Phil Hale	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	(714) 962-6343	No
JVS Valley Career Center	Job Desk	22622 Vanowen Street West Hills, CA 91307	(818) 464-3222	(818) 464-3375 or valley@jvsia.org	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	(626) 793-7396 or jobs@womenatwork1.org	No
www.spotsndots.com	April Causey	Website	888-884-2630 x1		Yes
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543, LA, CA 90025	(310) 444-1412	(310) 444-1463	No
www.cbscareers.com	Brassring/Kenexa	Website		Website	No
www.arbita.net	Tim Ellerbrock	Website	(612) 278-0000	Website	No

Job Title: **Local Sales Manager - KCBS**
Vacancy # 17

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

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Submit Via:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio Southern California		P.O. Box 11043, Burbank, CA 91510	(703) 506-3290	http://www.awrtsocal.org/job_post.php	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754		(626) 572-6533	No
Asian American Studies Center	Ann Chau	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	310 206-9844	No
CA Chicano News Media Assoc	Sylvia Wells	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	ccnainfo@ccna.org	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	www.csun.edu/career.com	No
Center for Language Minority Education and Research	Terri Armstrong	Attn: Career Development Center, BH-250 1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	Mail only	No
Crenshaw Job Service	Katherine Calbera	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	(323) 290-5110	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230		(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	Canoga Park/West Hills WorkSource Center 21010 Vanowen Street Canoga Park, CA 91303	(818) 596-4431	(818) 596-4428	No
Institute for Women in Trades, Technology and Science	Peter Sullivan	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200 x104	peters@iwitts.com	No
Los Angeles Urban League	Job Post	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	(323) 299 -0618 or info@laui.org	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	(323) 890-9632	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	(310) 397-1179	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050		(310) 287-4310	No
Southern California Indian Center	Phil Hale	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	(714) 962-6343	No
JVS Valley Career Center	Job Desk	22622 Vanowen Street West Hills, CA 91307	(818) 464-3222	(818) 464-3375 or valley@jvsia.org	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	(626) 793-7396 or jobs@womenatwork1.org	No
www.spotsndots.com	April Causey	Website	888-884-2630 x1		Yes
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543, LA, CA 90025	(310) 444-1412	(310) 444-1463	No
www.cbscareers.com	Brassring/Kenexa	Website		Website	No
www.arbita.net	Website	Website	(800) 758-0398	Website	No

Recruitment Source Summary:

Name of Recruitment Source	
1.	Spots N Dots Ad
2.	Other – Agency Referral
3.	Internet Posting
4.	Other – Industry Referral
5.	Employee Referral
6.	Other – Agency Referral
7.	Employee Referral
8.	Employee Referral
9.	Other – Agency Referral
10.	Internal
11.	Employee Referral
12.	Website
13.	Internal
14.	Internal
15.	Internal
16.	Employee Referral
17.	Website

Total # of Interviewees Referred by Each Source: For the period from August 1, 2010 to July 31, 2011, this Employment Unit interviewed **139** Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

Recruitment Source	Number of Interviewees Referred
1. Website Posting - www.cbscareers.com	44
2. Spots N Dots Ad	3
3. Employee Referral	35
4. Internal	26
5. Other - Agent Referral	19
6. Other – Ind. Referral	8
7. Internet Posting	4

Supplemental Recruitment Measures
Job Fairs:

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
NAACP Professional & Executive Diversity Job Fairs Set up booth at Career Fair. Discussed careers with attendees and collected resumes for various departments.	September 14, 2010	Jill Goerd, PHR Human Resources Administrator CBS Television Studios/CBS Studios International
Imagen Job Fair Discussed Careers with attendees and collected resumes for various departments	April 2, 2010	Jill Goerd, PHR Human Resources Administrator CBS Television Studios/CBS Studios International
NAACP Professional & Executive Diversity Job Fairs Set up booth at Career Fair. Discussed careers with attendees and collected resumes for various departments.	July 26, 27, 2011	Maggie Serrano Human Resources Mgr. CBS2/KCAL9 Jill Goerd, PHR Human Resources Administrator CBS Television Studios/CBS Studios International

Educational Station Tours:

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Moorpark Community College Tour and Career Mentoring	May 7, 2011	William Scott Henry Sr. Executive Producer, Sports KCBS 2 /KCAL 9,
Lema School/ Lincoln Heights Tour and Career Mentoring	May 12, 2011	Olivia Campos-Bergeron Community Affairs Director, Drew Weaver TOC Operator, Robert Nino News Operations Mgr., KCBS 2 /KCAL 9
Pasadena City College/ TVR Tour and Career Mentoring	June 2, 2011	Olivia Campos-Bergeron Community Affairs Director, Paul Button Asst. News Director, Ray Bell Newswriter, KCBS 2 /KCAL 9

Internship:

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>Emma Bowen Foundation Program Interviewed 5 diverse students for four year paid internship.</p> <p>CBS Apprenticeship program: Interviewed applicants and chose one apprentice for the CBS newsroom program.</p> <p>Azusa Pacific University Baylor University Cal Lutheran Cal Poly, San Luis Obispo Cal State Dominguez Cal State Long Beach Cal State Northridge College of the Canyons East Carolina University Emory University Fullerton Ithaca College La Salle University LA Valley College Loyola Marymount Menlo College New York University Northern Illinois University Northwestern University Santa Monica College Soka University of America St. Bernard/UCI Stanford University Syracuse University Texas Tech UC Berkeley UC Santa Barbara UCLA University of the Pacific USC William Jewel College</p> <p>Internships listed with University Internship Director. Community Affairs Director, News & Sports News Departments supervise approximately twenty interns per semester. Interns receive invaluable "behind" the scenes experience in a major market news television station.</p>	<p>On-Going – Spring/Summer/ Fall</p>	<p>Larisa Montelindo Estrada Assignment Manager News KCBS2/KCAL9</p> <p>Jessika Ming-Yonekawa Executive Producer News KCBS 2 /KCAL 9,</p> <p>Olivia Campos-Bergeron Community Affairs Director KCBS 2 /KCAL 9,</p> <p>William Scott Henry Sr. Executive Producer, Sports KCBS 2 /KCAL 9,</p> <p>Phil Gonzales Director of Sales Marketing KCBS 2 /KCAL 9,</p> <p>Otto Petersen Creative Services Director KCBS 2 /KCAL 9,</p>

Training Management Personnel:

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
CBS Corporation Compliance Training Program – <i>Business Conduct Statement/Certification</i>	September 5, 2010 & July, 2011 All Employees	Every two years, all employees, officers and directors of CBS Corporation are required to reaffirm their commitment to the highest standards of business ethics and workplace behavior as set forth in the CBS Corporation Business Conduct Statement.
Indecency Training under the FCC Consent Decree	January 21, 2011	The Consent Decree requires that the company provide indecency training to all employees and on-air talent who participate, in a material way, in decisions that determine broadcast content.
Alliance for Women in Media	February 26, 2011	Outreach program to promote generally and/or mentoring. Participate in career workshops at colleges, high schools and other community organizations.
Managing in Times of Change	March 15 – 17, 2011 All Managers June 29 – 30, 2011 All Employees	Training as a means of building skills and expertise in helping our employees adapt to these times of transition. Training as a means of building skills and expertise to adapt to these times of transition.

Participation in Events:

Description of Community Measure:	Date:	Personnel Involved: (Name and Position)
Diversity Best Partners Round table w/ L.A. Urban League	January 20, 2011	Steve Mauldin General Manager, Scott Diener News Director, Olivia Campos- Bergeron, Dir. Community Affairs, KCBS 2 / KCAL 9

~Continued~ Description of Community Measure:	Date:	Personnel Involved: (Name and Position)
Hope's Visionary Leaders Discussed Leadership, advocacy and education to benefit all communities and status of women.	January 28, 2011	Olivia Campos- Bergeron, Dir. Community Affairs, KCBS 2 / KCAL 9
Business of Sports Summit Athlete Students in Broadcasting LAUSD/LBUSD	February 16, 2011	Jim Hill Sports Anchor, KCBS 2 / KCAL 9
Mary Star of the Sea High School Career Day School: Speaker/ Mentor Discussed careers in broadcasting.	February 18, 2011	Jamie Maggio, Sports Reporter, KCBS 2 / KCAL 9
Recording for the Blind & Dyslexic, L.A. 19 th Annual Recording A-Thon Read Across America	March 2, 2011	Sylvia Lopez, Anchor, KCBS 2 / KCAL 9
Monte Vista Elementary School Career Week Discussed careers in broadcasting.	March 23, 2011	Rita Garcia, Reporter, KCBS 2 / KCAL 9
USC/ Chicano Alumni One Stop Mentoring and Co-Moderator Discussed careers in broadcasting.	March 29, 2011	Sylvia Lopez, Anchor, KCBS 2 / KCAL 9
Wyland Foundation 61 st Annual L.A. Co. Science Fair LAUSD & O.C.	April 16, 2011	Sibila Vargas, Anchor, KCBS 2 / KCAL 9
Girls Scouts of Greater Los Angeles Volunteer Recognition Ceremony	April 26, 2011	Leyna Nguyen, Anchor, KCBS 2 / KCAL 9
National Council of Jewish Women Teen Bullying Program/ Moderator	May 11, 2011	Pat Harvey, Anchor, KCBS 2 / KCAL 9
Cal State Northridge Key Note/ Honors Convocation	May 23, 2011	Rick Garcia, Anchor, KCBS 2 / KCAL 9
Department of Probation Black and Brown Relations at Central Juvenile Hall. Discussed race relations.	June 12, 2011	Laura Diaz, Anchor, KCBS 2 / KCAL 9

~Continued~ Description of Community Measure:	Date:	Personnel Involved: (Name and Position)
Cabrillo Middle School Graduation - Key Note	June 14, 2011	Whitney Drolen, Traffic Reporter, KCBS 2 / KCAL 9
Vintage Magnet School NASA Science & Tech Event Spoke to students about careers in weather-casting and broadcasting.	June 17, 2011	Josh Rubenstein Meteorologist, KCBS 2 / KCAL 9
Ronald McDonald House Charities Southern California Youth Scholarship Luncheon.	June 25, 2011	Sibila Vargas, Anchor, KCBS 2 / KCAL 9