

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period July 23, 2006 – July 22, 2007.

Employment Unit Location/Name: CBS Radio/KNX-AM, Los Angeles

Unit Members (List all station call signs and communities of license): KNX-AM, Los Angeles

EEO Contact Information for Employment Unit: Lindsay Trumbull

Mailing Address: CBS Radio/KNX-AM 5670 Wilshire Boulevard, Suite 200 Los Angeles, CA 90036	Telephone Number: (323) 930-8732
	Contact Person: Lindsay Trumbull
	E-mail Address: ltrumbull@cbs.com

List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title	Recruitment Source Referring Hiree
1. NEWS DIRECTOR	CBS DIVERSITY RECRUITMENT AD
2. ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
3. ACCOUNT EXECUTIVE	UNSOLICITED INQUIRY
4. LOCAL SALES MANAGER	EMPLOYEE REFERRAL
5. ACCOUNT EXECUTIVE	EMPLOYEE REFFERAL

Station KNX-AM is an Equal Opportunity Employer.

Job Title: NEWS DIRECTOR Referral Source(s) of Hire: CBS DIVERSITY RECRUITMENT AD

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification?
American Women in Radio	Marla Brenanan	8405 Greensboro Drive, McLean, VA 22102	(703) 506-3290	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754	(626) 572-6533	No
Asian American Studies Center	Dennis Arguelles	3230 Campbell Hall, 405 Hilgard, Los Angeles, CA, 90095	(310) 825-2974	No
CA Chicano News Media Association	Julio Moran	USC, 300 Grand Ave, Ste. 950, Los Angeles, CA 90071	(213) 437-4408	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	No
Center for Language Minority Education and Research	Leticia Collins	1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	No
Crenshaw Job Service	Yolanda Dodd-Lyons	5401 Crenshaw Boulevard, Los Angeles, CA 90043	(323) 290-5100	No
Employment Development Department – West Los Angeles	Job Desk	4800 Freshman Drive, Culver City, CA 90230	(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	933 S. Glendora, West Covina, CA 91790	(626) 814-8291	No
Hispanic Americans for Fairness in the Media	Esther Renteria	1304 W. Beverly Blvd., S-102, Montebello, CA 90640-4187	(323) 726-1558	No
Institute for Women in Trades, Technology and Science	Donna Milgram	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200	No
Los Angeles Urban League	Marcus Wilder	3450 Mount Vernon Drive, Los Angeles, CA 90008	(323) 299-9660	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, Los Angeles, CA 90028	(323) 296-2630	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	Frank Lucero	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	No
West Hollywood Career Center	Job Desk	8300 Santa Monica Blvd, West Hollywood, CA 90069	(323) 848-6400	No
Women at Work	Cecile Goodwin	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	No
Pacifico Employment Agency	Martha Rodriguez	1111 W. 6 th Street, Suite 101, Los Angeles, CA 90098	(213) 481-0103	Yes
CBS Radio Website/Monster.com	Partner Programs	partnerprograms@monster.com		Yes
Southern California Broadcasters Association	Lafern Watkins	5670 Wilshire Blvd., Ste. 1370, Los Angeles, CA 90036	(323) 938-3100	No
California Jobs	Website	www.caljobs.ca.gov	Website	No
America's Job Bank	Website	www.ajb.dni.us	(877) US-2JOBS	No
Radio & Records	Ad Sales	Radioandrecords.com		No
Entertainment Careers	Website	www.entertainmentcareers.net	Website	No
CBS Diversity Recruitment Ad	Bob Butler	bbutler@cbs.com	E-mail	No

Job Title: ACCOUNT EXECUTIVE Referral Source(s) of Hiree: EMPLOYEE REFERRAL

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
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Asian American Studies Center	Dennis Arguelles	3230 Campbell Hall, 405 Hilgard, Los Angeles, CA, 90095	(310) 825-2974	No
CA Chicano News Media Association	Julio Moran	USC, 300 Grand Ave, Ste. 950, Los Angeles, CA 90071	(213) 437-4408	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	No
Center for Language Minority Education and Research	Leticia Collins	1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	No
Crenshaw Job Service	Yolanda Dodd-Lyons	5401 Crenshaw Boulevard, Los Angeles, CA 90043	(323) 290-5100	No
Employment Development Department – West Los Angeles	Job Desk	4800 Freshman Drive, Culver City, CA 90230	(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	933 S. Glendora, West Covina, CA 91790	(626) 814-8291	No
Hispanic Americans for Fairness in the Media	Esther Renteria	1304 W. Beverly Blvd., S-102, Montebello, CA 90640-4187	(323) 726-1558	No
Institute for Women in Trades, Technology and Science	Donna Milgram	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200	No
Los Angeles Urban League	Marcus Wilder	3450 Mount Vernon Drive, Los Angeles, CA 90008	(323) 299-9660	No
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North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050	(310) 287-4310	No
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Women at Work	Cecile Goodwin	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	No
Pacifico Employment Agency	Martha Rodriguez	1111 W. 6 th Street, Suite 101, Los Angeles, CA 90098	(213) 481-0103	Yes
CBS Radio Website	Partner Programs	partnerprograms@monster.com		Yes
Southern California Broadcasters Association	Lafern Watkins	5670 Wilshire Blvd., Ste. 1370, Los Angeles, CA 90036	(323) 938-3100	No
California Jobs	Website	www.caljobs.ca.gov	Website	No
America's Job Bank	Website	www.ajb.dni.us	(877) US-2JOBS	No
Entertainment Careers	Website	www.entertainmentcareers.net	Website	No
Monster.com	Website	www.monster.com	Website	No

Job Title: ACCOUNT EXECUTIVE Referral Source(s) of Hiree: UNSOLICITED INQUIRY

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
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West Hollywood Career Center	Job Desk	8300 Santa Monica Blvd, West Hollywood, CA 90069	(323) 848-6400	No
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Pacifico Employment Agency	Martha Rodriguez	1111 W. 6 th Street, Suite 101, Los Angeles, CA 90098	(213) 481-0103	Yes
CBS Radio Website	Partner Programs	partnerprograms@monster.com		Yes
Southern California Broadcasters Association	Lafern Watkins	5670 Wilshire Blvd., Ste. 1370, Los Angeles, CA 90036	(323) 938-3100	No
California Jobs	Website	www.caljobs.ca.gov	Website	No
America's Job Bank	Website	www.ajb.dni.us	(877) US-2JOBS	No
Entertainment Careers	Website	www.entertainmentcareers.net	Website	No
Monster.com	Website	www.monster.com	Website	No

Job Title: LOCAL SALES MANAGER Referral Source(s) of Hire: EMPLOYEE REFERRAL

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Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754	(626) 572-6533	No
Asian American Studies Center	Dennis Arguelles	3230 Campbell Hall, 405 Hilgard, Los Angeles, CA, 90095	(310) 825-2974	No
CA Chicano News Media Association	Julio Moran	USC, 300 Grand Ave, Ste. 950, Los Angeles, CA 90071	(213) 437-4408	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	No
Center for Language Minority Education and Research	Leticia Collins	1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	No
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Entertainment Careers	Website	www.entertainmentcareers.net	Website	No
Monster.com	Website	www.monster.com	Website	No

Total # of Interviewees Referred by Each Source: For the period from July 23, 2006 – July 22, 2007, this Employment Unit interviewed 57 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
(1) EMPLOYEE REFERRALS	5
(2) WWW.CBSRADIO.COM	5
(3) WWW.CAREERBUILDER.COM	1
(4) WWW.ENTERTAINMENTCAREERS.NET	1
(5) INTERNAL POSTING	19
(6) INDUSTRY REFERRAL	3
(7) WWW. MONSTER.COM	4
(8) RADIO & RECORDS	1
(9) SOUTHERN CALIFORNIA BROADCASTERS ASSOCIATION	1
(10) SCHOOL POSTING/CAL POLY POMONA	1
(11) STATION WEBSITE	1
(12) CBS DIVERSITY RECRUITMENT AD	1
(13) OTHER/UNKNOWN	13
(14) UNSOLICITED INQUIRY	1

Supplemental Recruitment Measures

Hosting of Job Fairs

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
1. KNX-AM hosted a 2006 Career Fair at the Los Angeles Airport Hilton. 37 Exhibitor booths; 250 attendees.	November 14, 2006	KNX Marketing Director KNX General Sales Manager KNX Local Sales Manager KNX Retail Sales Manager KNX Account Executives

Co-Sponsoring and Participation in Job Fairs

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
1. The Employment unit co-sponsored and participated in the California Chicano News Mediation Association Journalism Opportunities Conference. Participation at this event offered awareness and information designed to inform students and the general public of the varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them. Personnel present accepted resumes and also had the authority to hire.	October 26, 2006	CBS Radio LA Market Human Resources Administrator KNX Promotions Director KNX Retail Sales Manager
2. The Employment unit co-sponsored and participated in the Latinos for Hire Career Fair. Co-sponsorship of this event offered awareness and information designed to inform the general public of the varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them. Personnel present accepted resumes and also had the authority to hire.	April 25, 2007	CBS Radio LA Market Human Resources Administrator KNX Local Sales Manager CBS Radio LA Market/Cluster Sales Manager

Participation in Events Sponsored by Groups Interested in Broadcast Employment Issues

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
1. The Employment Unit attended a Sexual Harassment/EEO Seminar sponsored by the California Broadcasters Association. Personnel present were educated on current EEO practices and potential problem areas.	April 20, 2007	KNX Human Resources Representative

Scholarship Program

Description of Supplemental Recruitment Measure:	Date	Personnel Involved
1. The Employment Unit participated in the selection of the 2006 Southern California Broadcasters Association Scholarship Program. Participation included recruitment, assessment, and voting of candidates for the both the Ben Hoberman and George Nicholaw Radio Broadcasting Awards. Participants also determined the form of outreach to be used to acquire applicants.	September 2006	Vice President/General Manager, Los Angeles News Operations

Participation in Career Events Sponsored by Educational Institutions

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
1. Coro Southern California <ul style="list-style-type: none"> Question and answer session regarding current employment opportunities in the broadcasting industry. 	October 12, 2006	Vice President/General Manager of News Operations – Los Angeles Vice President of Programming, News Stations
2. University of Southern California – Guest panelist for Communication, Broadcasting and Print internship panel <ul style="list-style-type: none"> Question and answer session regarding current employment opportunities in the broadcasting industry. 	October 18, 2006	CBS Radio LA Market Human Resources Administrator
3. University of Southern California – Hosted class of journalism students from USC Annenberg School re: broadcasting issues and careers. <ul style="list-style-type: none"> Question and answer session regarding current broadcasting issues 	October 24, 2006	Vice President/General Manager of News Operations – Los Angeles Vice President of Programming, News Stations Vice President of Research, CBS Radio KNX Account Executive KNX On-Air Reporter
4. University of Southern California - Guest lecturer at Business/Law School class. <ul style="list-style-type: none"> Question and answer session regarding current broadcasting issues 	October 26, 2006	Vice President/General Manager of News Operations – Los Angeles
5. University of Southern California – Hosted class of journalism students from USC Annenberg School re: broadcasting issues and careers. Question and answer session regarding current broadcasting	February 21, 2007	Vice President/General Manager of News Operations – Los Angeles KNX Writer KNX Reporter KNX Research Director
6. University of Southern California – Hosted class of journalism students from USC Annenberg School re: broadcasting issues and careers. Question and answer session regarding current broadcasting	March 1, 2007	Vice President/General Manager of News Operations – Los Angeles Vice President of Programming, News Stations

Training of Management-Level Personnel

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
1. EEO and Anti-Discrimination web conference – The Employment Unit participated in a web conference call with management personnel in other CBS Radio Employment Units to review methods of ensuring equal opportunity and preventing discrimination.	September 20, 2006	KNX management personnel including General Managers, General Sales Manager, Local Sales Manager, National Sales Manager, Promotions Director, Programming Director, Engineer, Controller, and Human Resources/EEO Coordinator.

Participation in General Outreach Efforts Using Job Banks or Internet Programs

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
1. KNX has made significant contributions to the CBS Radio career website (www.cbsradio.com) which contains information designed to inform the general public of numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them.	Continual Posting	KNX Human Resources Representative

<p>2.KNX has included language on their station website (www.knx1070.com) which contains information designed to inform the general public of numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them.</p>	<p>Continual Posting</p>	<p>KNX Human Resources Representative</p>
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