EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period 03/10/03 to 08/01/03.

1. **Employment Unit:** CBS Broadcasting, Inc.; VIACOM Television Stations Group of Los Angeles, LLC

2. **Unit Members:** KCBS / KCAL

3. **EEO Contact Information for Unit Member:**

Mailing Address:	**Telephone Number**:
	(323) 460-3631
KCBS / KCAL 6121 Sunset Blvd. Los Angeles, CA 90028	**Contact Person**: Paul Latham
	E-mail Address: pdlatham@cbs.com

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

   1. Sales Assistant – KCBS/KCAL Sales
   2. New Business Account Executive – Sales
   3. Research Analyst – KCBS Programming & Research
   4. Sales Assistant
   5. Sales Assistant – KCAL Sales
   6. Writer/Producer – News
   7. Assignment Editor – KCAL News
   8. Director Sales Mktg/New Business News Develop. – KCBS/KCAL Sales
   9. Sales Assistant

5. Job Title: Sales Assistant – KCBS/KCAL Sales **Referral Source(s) of Hires:** Employee Referral

Name or Organization Notified of Job Vacancy	Did Recruitment Source Request Notification?
ASIAN AMERICAN ECONOMIC DEVELOPMENT ASSOCIATION (Asian) 216 W. Garvey Avenue, Monterey Park, CA 91754 Contact: Tina King, Acting Executive Director Telephone: (626) 572-7021	No
ASIAN PROFESSION EXCHANGE (APEX) (Asian, Pacific Islanders) 923 Seventh Street, Hermosa Beach, 90254 Contact: Mark Yee, President Telephone: (310) 558-6683	No
CITY COMMUNITY SERVICES (Disabled) 1030 Foothill Boulevard, #204, La Canada, CA 91011 Contact: Jodi Komesu Telephone: (818) 952-2489	No
DISABLED AMERICAN VETS 1115 W. Magnolia Boulevard, Burbank, CA 91506 Telephone: (818) 845-2593	No
DISABLED OUTREACH PROGRAM SPECIALIST (Disabled Veterans) 11000 Wilshire Boulevard, 3rd Floor, Los Angeles, CA 90024 Contact: Keith Norris Telephone: (310) 235-6135 **Crenshaw Job Service** 5401 Crenshaw Boulevard, Los Angeles, CA 90043 Contact: Lela Vulitt Telephone: (323) 290-5280	No
FAME RENAISSANCE (African American) 2241 S. Hobart Boulevard, Los Angeles, CA 90018 Contact: Rev. Mark Whitlock, Executive Director Telephone: (323) 731-6367 **Fame Personnel Services** (merged with Act One) Telephone: (323) 730-9194 **Welfare to Work Program** 2248 S. Hobart Boulevard, Los Angeles, CA 90018 Contact: Denise Morgan, Case Manager Telephone: (323) 730-8353	No
IMAGEN FOUNDATION (Hispanic) 18034 Ventura Boulevard, Suite 251, Encino, CA 91316 Telephone: (323) 644-7965	No
LATINA LEADERSHIP NETWORK BOARD OF TRUSTEES (Latinas) 770 Wilshire Boulevard, Los Angeles, CA 90017 Contact: Carol Justiniano Telephone: (213) 891-2044 **California Community Colleges Chancellor's Office** 1102 Q. Street, Sacramento, CA 95814 Telephone: (916) 322-4005	No

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LATINO ENTERTAINMENT INSTITUTE 468 N. Camden Drive, Beverly Hills, CA 90210 Contact: Bell Hernandez, Co-Founder and Ben Torres, Executive Director Telephone: (310) 860-5191 **Latin Heat** Post Office Box 27, West Covina, CA 91793 Contact: Bell Hernandez, Publisher/Editor-in-Chief Telephone: (626) 917-2160	No
NAACP (African American) 3910 Martin Luther King Boulevard, Suite 202, Los Angeles, CA 90008 Contact: Geraldine Washington Telephone: (323) 296-2630	No
NATIONAL HISPANIC MEDIA COALITION 2514 S. Grand Avenue, Los Angeles, CA 90007 Contact: Allison Sotomayor Telephone: (213) 746-6988	No
SOUTHERN CALIFORNIA INDIAN CENTER (Am Indian, Native Alaskans) 10175 Slater Ave., #175, Fountain Valley, CA 92708-4702 Contact: Susie Yellowhorse Jensen Telephone: (213) 387-5772	No
URBAN LEAGUE OF LOS ANGELES (African-American) 450 Mount Vernon Drive, Los Angeles, CA 90008 ontact: Rhonda West Telephone: (323) 299-9660, ext. 216	No
WALTER KAITZ FOUNDATION (Minority) 436 14th Street, Suite 925, Oakland, CA 94612 Contact: Lance Dennis Telephone: (510) 451-9000	No
WOMEN AT WORK (Women) 50 No. Hill Avenue, #300, Pasadena, CA 91106 Contact: Artie Morris Telephone: (626) 796-6870	No
JEWISH VOCATIONAL SERVICE 6505 Wilshire Boulevard, #B, Los Angeles, CA 90048 Contact: Joe Follich Telephone: (323) 761-8888 ext. 8879	No
Additional/Specialized Resources:	
AMERICAN INDIAN COMMUNITY LIAISON (American Indian) Mayor's Office, City of Los Angeles 200 No. Spring Street, Los Angeles, CA 90012 Telephone: (213) 485-8881	No
ART CENTER ontact: Lisa Hughes Fax: (626) 796-9564	No

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ASIAN BUSINESS LEAGUE (Asian) P.O. Box 711059, Los Angeles, CA 90071 Telephone: (213) 268-1396	No
CAL ARTS INSTITUTE Contact: Wilhemine Schaefer Fax: (661) 253-7872	No
COMMISSION ON THE STATUS OF WOMEN (Women) 200 N. Main Street, Room 550-C, Los Angeles, CA 90012 Telephone: (213) 485-6533	No
HISPANIC WOMEN'S COUNCIL (Latina) 5803 E. Beverly Boulevard, Los Angeles, CA 90012 Telephone: (213) 253-5959	No
MALDEF (Mexican-American Legal Defense Educational Fund) Contact: Thomas Saena, HR Telephone: (213) 629-0266	No
NATIONAL COUNCIL OF NEGRO WOMEN P.O. Box 8631, Crenshaw Station, Los Angeles, CA 90008 Telephone: (213) 299-9751	No
SCRIPPS COLLEGE (Women) 1030 Columbia Avenue, Claremont, CA 91711-3948 Telephone: (909) 621-8180	No
SOCIETY OF HISPANIC CPA'S Contact: Ray Machado Telephone: (213) 955-8854	No
URBAN LEAGUE (Pasadena) 1200 N. Fair Oaks Avenue, Pasadena, CA 91103 Employment Services Department Telephone: (626) 398-6155	No

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5. Job Title: New Business Acct Exec – Sales **Referral Source(s) of Hires**: Internal Candidate

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URBAN LEAGUE OF LOS ANGELES (African-American) 450 Mount Vernon Drive, Los Angeles, CA 90008 ontact: Rhonda West Telephone: (323) 299-9660, ext. 216	No
WALTER KAITZ FOUNDATION (Minority) 437 14th Street, Suite 925, Oakland, CA 94612 Contact: Lance Dennis Telephone: (510) 451-9000	No
WOMEN AT WORK (Women) 50 No. Hill Avenue, #300, Pasadena, CA 91106 Contact: Artie Morris Telephone: (626) 796-6870	No
JEWISH VOCATIONAL SERVICE 6505 Wilshire Boulevard, #B, Los Angeles, CA 90048 Contact: Joe Follich Telephone: (323) 761-8888 ext. 8879	No
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5. Job Title: Research Anal – KCBS Pgm/Rsch **Referral Source(s) of Hires**: Internal Candidate

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HISPANIC WOMEN'S COUNCIL (Latina) 5803 E. Beverly Boulevard, Los Angeles, CA 90012 Telephone: (213) 253-5959	No
MALDEF (Mexican-American Legal Defense Educational Fund) Contact: Thomas Saena, HR Telephone: (213) 629-0266	No
NATIONAL COUNCIL OF NEGRO WOMEN P.O. Box 8631, Crenshaw Station, Los Angeles, CA 90008 Telephone: (213) 299-9751	No
SCRIPPS COLLEGE (Women) 1030 Columbia Avenue, Claremont, CA 91711-3948 Telephone: (909) 621-8180	No
SOCIETY OF HISPANIC CPA'S Contact: Ray Machado Telephone: (213) 955-8854	No
URBAN LEAGUE (Pasadena) 1200 N. Fair Oaks Avenue, Pasadena, CA 91103 Employment Services Department Telephone: (626) 398-6155	No

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14. Mount Saint Mary's College
15. El Camino College
16. West Los Angeles College
17. Woodbury University
18. University of Southern California
19. Long Beach City College
20. East Los Angeles College

5. **Job Title:** Writer/Producer – News **Referral Source(s) of Hires**: Internal Candidate

Name or Organization Notified of Job Vacancy	Did Recruitment Source Request Notification?
ASIAN AMERICAN ECONOMIC DEVELOPMENT ASSOCIATION (Asian) 216 W. Garvey Avenue, Monterey Park, CA 91754 Contact: Tina King, Acting Executive Director Telephone: (626) 572-7021	No
ASIAN PROFESSION EXCHANGE (APEX) (Asian, Pacific Islanders) 923 Seventh Street, Hermosa Beach, 90254 Contact: Mark Yee, President Telephone: (310) 558-6683	No
CITY COMMUNITY SERVICES (Disabled) 1030 Foothill Boulevard, #204, La Canada, CA 91011 Contact: Jodi Komesu Telephone: (818) 952-2489	No
DISABLED AMERICAN VETS 1115 W. Magnolia Boulevard, Burbank, CA 91506 Telephone: (818) 845-2593	No
DISABLED OUTREACH PROGRAM SPECIALIST (Disabled Veterans) 11000 Wilshire Boulevard, 3rd Floor, Los Angeles, CA 90024 Contact: Keith Norris elephone: (310) 235-6135 **Crenshaw Job Service** 5401 Crenshaw Boulevard, Los Angeles, CA 90043 Contact: Lela Vulitt Telephone: (323) 290-5280	No
FAME RENAISSANCE (African American) 2241 S. Hobart Boulevard, Los Angeles, CA 90018 Contact: Rev. Mark Whitlock, Executive Director Telephone: (323) 731-6367 **Fame Personnel Services** (merged with Act One) Telephone: (323) 730-9194 **Welfare to Work Program** 2248 S. Hobart Boulevard, Los Angeles, CA 90018 Contact: Denise Morgan, Case Manager Telephone: (323) 730-8353	No
IMAGEN FOUNDATION (Hispanic) 18034 Ventura Boulevard, Suite 251, Encino, CA 91316 Telephone: (323) 644-7965	No
LATINA LEADERSHIP NETWORK BOARD OF TRUSTEES (Latinas) 770 Wilshire Boulevard, Los Angeles, CA 90017 Contact: Carol Justiniano Telephone: (213) 891-2044 **California Community Colleges Chancellor's Office** 102 Q. Street, Sacramento, CA 95814 elephone: (916) 322-4005	No

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LATINO ENTERTAINMENT INSTITUTE 468 N. Camden Drive, Beverly Hills, CA 90210 Contact: Bell Hernandez, Co-Founder and Ben Torres, Executive Director Telephone: (310) 860-5191 **Latin Heat** Post Office Box 27, West Covina, CA 91793 Contact: Bell Hernandez, Publisher/Editor-in-Chief Telephone: (626) 917-2160	No
NAACP (African American) 3910 Martin Luther King Boulevard, Suite 202, Los Angeles, CA 90008 Contact: Geraldine Washington Telephone: (323) 296-2630	No
NATIONAL HISPANIC MEDIA COALITION 2514 S. Grand Avenue, Los Angeles, CA 90007 Contact: Allison Sotomayor Telephone: (213) 746-6988	No
SOUTHERN CALIFORNIA INDIAN CENTER (Am Indian, Native Alaskans) 10175 Slater Ave., #175, Fountain Valley, CA 92708-4702 Contact: Susie Yellowhorse Jensen Telephone: (213) 387-5772	No
URBAN LEAGUE OF LOS ANGELES (African-American) 3450 Mount Vernon Drive, Los Angeles, CA 90008 Contact: Rhonda West Telephone: (323) 299-9660, ext. 216	No
WALTER KAITZ FOUNDATION (Minority) 441 14th Street, Suite 925, Oakland, CA 94612 Contact: Lance Dennis Telephone: (510) 451-9000	No
WOMEN AT WORK (Women) 50 No. Hill Avenue, #300, Pasadena, CA 91106 Contact: Artie Morris Telephone: (626) 796-6870	No
JEWISH VOCATIONAL SERVICE 6505 Wilshire Boulevard, #B, Los Angeles, CA 90048 Contact: Joe Follich Telephone: (323) 761-8888 ext. 8879	No
Additional/Specialized Resources:	
AMERICAN INDIAN COMMUNITY LIAISON (American Indian) Mayor's Office, City of Los Angeles 200 No. Spring Street, Los Angeles, CA 90012 Telephone: (213) 485-8881	No
ART CENTER Contact: Lisa Hughes Fax: (626) 796-9564	No

Name or Organization Notified of Job Vacancy	Did Recruitment Source Request Notification?
ASIAN BUSINESS LEAGUE (Asian) P.O. Box 711059, Los Angeles, CA 90071 Telephone: (213) 268-1396	No
CAL ARTS INSTITUTE Contact: Wilhemine Schaefer Fax: (661) 253-7872	No
COMMISSION ON THE STATUS OF WOMEN (Women) 200 N. Main Street, Room 550-C, Los Angeles, CA 90012 Telephone: (213) 485-6533	No
HISPANIC WOMEN'S COUNCIL (Latina) 5803 E. Beverly Boulevard, Los Angeles, CA 90012 Telephone: (213) 253-5959	No
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NATIONAL COUNCIL OF NEGRO WOMEN P.O. Box 8631, Crenshaw Station, Los Angeles, CA 90008 Telephone: (213) 299-9751	No
SCRIPPS COLLEGE (Women) 1030 Columbia Avenue, Claremont, CA 91711-3948 Telephone: (909) 621-8180	No
SOCIETY OF HISPANIC CPA'S Contact: Ray Machado Telephone: (213) 955-8854	No
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5. **Job Title:** Assignment Editor – KCAL News **Referral Source(s) of Hires:** Resume on file

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ASIAN PROFESSION EXCHANGE (APEX) (Asian, Pacific Islanders) 923 Seventh Street, Hermosa Beach, 90254 Contact: Mark Yee, President Telephone: (310) 558-6683	No
CITY COMMUNITY SERVICES (Disabled) 1030 Foothill Boulevard, #204, La Canada, CA 91011 Contact: Jodi Komesu Telephone: (818) 952-2489	No
DISABLED AMERICAN VETS 1115 W. Magnolia Boulevard, Burbank, CA 91506 Telephone: (818) 845-2593	No
DISABLED OUTREACH PROGRAM SPECIALIST (Disabled Veterans) 11000 Wilshire Boulevard, 3rd Floor, Los Angeles, CA 90024 Contact: Keith Norris Telephone: (310) 235-6135 **Crenshaw Job Service** 5401 Crenshaw Boulevard, Los Angeles, CA 90043 Contact: Lela Vulitt Telephone: (323) 290-5280	No
FAME RENAISSANCE (African American) 2241 S. Hobart Boulevard, Los Angeles, CA 90018 Contact: Rev. Mark Whitlock, Executive Director Telephone: (323) 731-6367 **Fame Personnel Services** (merged with Act One) Telephone: (323) 730-9194 **Welfare to Work Program** 2248 S. Hobart Boulevard, Los Angeles, CA 90018 Contact: Denise Morgan, Case Manager Telephone: (323) 730-8353	No
IMAGEN FOUNDATION (Hispanic) 18034 Ventura Boulevard, Suite 251, Encino, CA 91316 Telephone: (323) 644-7965	No
LATINA LEADERSHIP NETWORK BOARD OF TRUSTEES (Latinas) 770 Wilshire Boulevard, Los Angeles, CA 90017 Contact: Carol Justiniano Telephone: (213) 891-2044 **California Community Colleges Chancellor's Office** 1102 Q. Street, Sacramento, CA 95814 Telephone: (916) 322-4005	No

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NATIONAL HISPANIC MEDIA COALITION 2514 S. Grand Avenue, Los Angeles, CA 90007 Contact: Allison Sotomayor Telephone: (213) 746-6988	No
SOUTHERN CALIFORNIA INDIAN CENTER (Am Indian, Native Alaskans) 10175 Slater Ave., #175, Fountain Valley, CA 92708-4702 Contact: Susie Yellowhorse Jensen Telephone: (213) 387-5772	No
IRBAN LEAGUE OF LOS ANGELES (African-American) 450 Mount Vernon Drive, Los Angeles, CA 90008 Contact: Rhonda West Telephone: (323) 299-9660, ext. 216	No
WALTER KAITZ FOUNDATION (Minority) 442 14th Street, Suite 925, Oakland, CA 94612 Contact: Lance Dennis Telephone: (510) 451-9000	No
WOMEN AT WORK (Women) 50 No. Hill Avenue, #300, Pasadena, CA 91106 Contact: Artie Morris Telephone: (626) 796-6870	No
JEWISH VOCATIONAL SERVICE 6505 Wilshire Boulevard, #B, Los Angeles, CA 90048 Contact: Joe Follich Telephone: (323) 761-8888 ext. 8879	No
Additional/Specialized Resources:	
AMERICAN INDIAN COMMUNITY LIAISON (American Indian) Mayor's Office, City of Los Angeles 200 No. Spring Street, Los Angeles, CA 90012 Telephone: (213) 485-8881	No
RT CENTER Contact: Lisa Hughes Fax: (626) 796-9564	No

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ASIAN BUSINESS LEAGUE (Asian) P.O. Box 711059, Los Angeles, CA 90071 Telephone: (213) 268-1396	No
CAL ARTS INSTITUTE Contact: Wilhemine Schaefer Fax: (661) 253-7872	No
COMMISSION ON THE STATUS OF WOMEN (Women) 200 N. Main Street, Room 550-C, Los Angeles, CA 90012 Telephone: (213) 485-6533	No
HISPANIC WOMEN'S COUNCIL (Latina) 5803 E. Beverly Boulevard, Los Angeles, CA 90012 Telephone: (213) 253-5959	No
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NATIONAL COUNCIL OF NEGRO WOMEN P.O. Box 8631, Crenshaw Station, Los Angeles, CA 90008 Telephone: (213) 299-9751	No
SCRIPPS COLLEGE (Women) 1030 Columbia Avenue, Claremont, CA 91711-3948 Telephone: (909) 621-8180	No
SOCIETY OF HISPANIC CPA'S Contact: Ray Machado Telephone: (213) 955-8854	No
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5. **Job Title:** Dir Sales Mkt/New Bus News Dev **Referral Source(s) of Hires**: Employee referral

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ASIAN AMERICAN ECONOMIC DEVELOPMENT ASSOCIATION (Asian) 216 W. Garvey Avenue, Monterey Park, CA 91754 Contact: Tina King, Acting Executive Director Telephone: (626) 572-7021	No
ASIAN PROFESSION EXCHANGE (APEX) (Asian, Pacific Islanders) 923 Seventh Street, Hermosa Beach, 90254 Contact: Mark Yee, President Telephone: (310) 558-6683	No
CITY COMMUNITY SERVICES (Disabled) 1030 Foothill Boulevard, #204, La Canada, CA 91011 Contact: Jodi Komesu Telephone: (818) 952-2489	No
DISABLED AMERICAN VETS 1115 W. Magnolia Boulevard, Burbank, CA 91506 Telephone: (818) 845-2593	No
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URBAN LEAGUE OF LOS ANGELES (African-American) 3450 Mount Vernon Drive, Los Angeles, CA 90008 Contact: Rhonda West Telephone: (323) 299-9660, ext. 216	No
WALTER KAITZ FOUNDATION (Minority) 443 14th Street, Suite 925, Oakland, CA 94612 Contact: Lance Dennis Telephone: (510) 451-9000	No
WOMEN AT WORK (Women) 50 No. Hill Avenue, #300, Pasadena, CA 91106 Contact: Artie Morris Telephone: (626) 796-6870	No
JEWISH VOCATIONAL SERVICE 6505 Wilshire Boulevard, #B, Los Angeles, CA 90048 Contact: Joe Follich Telephone: (323) 761-8888 ext. 8879	No
Additional/Specialized Resources:	
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ART CENTER Contact: Lisa Hughes Fax: (626) 796-9564	No

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5. Job Title: Sales Assistant **Referral Source(s) of Hires**: Temp employee

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16. West Los Angeles College
17. Woodbury University
18. University of Southern California
19. Long Beach City College
20. East Los Angeles College

Name of Hiree	Name of Recruitment Source
1. Askia Taylor	Employee Referral
2. Flora Echeverria	Employee Referral
3. Nicholas Incardona	Internal Candidate
4. Isadora Cruz	Employee Referral
5. Robin Ligerman	Employee Referral
6. Matt West	Internal Candidate
7. Mark Liu	Resume on file
8. Amy Nizich	Employee Referral
9. Erica Olsen	Temporary Employee

7. Total # of Interviewees Referred by Each Source: For the period from 3/10/03 to 8/1/03, this Employment Unit interviewed 49 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

Recruitment Source	Number of Interviewees Referred
1. Internal Candidate	11
2. Employee referral	28
3. Resume on file	9
4. Temporary employee	1

8. Supplemental Recruitment Measures. List and briefly describe the Supplemental Recruitment Measures undertaken during the proceeding twelve (12) months for the following four (4) recruitment activities.

a. Job Fairs. (Each employment unit must host or co-sponsor one job fair OR participate in at least four job fairs.)

Description of Recruitment Measure	Date	Personnel Involved (Name and Position)
n/a		

b. Internship (Each employment unit must establish an internship program.)

Description of Recruitment Measure	Date	(Name and Position)
Pasadena City College – Ongoing. Listed with University Internship Coordinator	Ongoing	Stephanie Rodriguez, Director, Public Affairs
UCLA – Ongoing. Listed with University Internship Coordinator	Ongoing	Stephanie Rodriguez, Director, Public Affairs
Pepperdine University – Ongoing. Listed with University Internship Coordinator	Ongoing	Stephanie Rodriguez, Director, Public Affairs
Cal State Northridge – Ongoing. Listed with University Internship Coordinator	Ongoing	Stephanie Rodriguez, Director, Public Affairs

c. Participation in Events. (Each employment unit must participate in at least four events relating to career opportunities in broadcasting sponsored by educational institutions.)

Description of Recruitment Measure		(Name and Position)
1. 3/29/03	**State Board of the Calif. Association of Student Leaders** Panel discussion regarding careers as Reporters	Michele Gile Reporter
2. 3/31/03	**Community Employment Project** Panel discussion on careers in media.	Sylvia Lopez On-Air Talent
3. 4/4/03	**MAOF – Mexican American Opportunity Foundation** Spoke regarding career advancement for Latinos	Laura Diaz On-Air Talent
4. 4/26/03	**Adelante Mujer "Women At Work" – Pasadena City College** Panel discussion on employment opportunities for women.	Stephanie Rodriguez Directror, Public Affairs

d. Training Management Personnel. (Each Employment Unit must train management level personnel on methods of ensuring equal employment opportunity and preventing discrimination.)

Description of Recruitment Measure	Date	Describe Training:
Preventing Discrimination & Harassment	June 2003	Mandatory on-line training + testing for Certificate