EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2008 to July 31, 2009.

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:	Telephone Number:
KCBS / KCAL 4200 Radford Avenue Studio City, CA 91604	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. Sales Assistant – KCAL
2. Facilities Supervisor – KCBS/KCAL
3. Account Executive - KCAL
4. Anchor - KCAL
5. Local Sales Manager - KCAL
6. President – General Manager – KCBS/KCAL
7. Account Executive - KCAL
8. Newswriter/Producer – KCBS
9. Reporter- KCBS
10. Reporter- KCBS
11. Account Executive - KCBS
12. Sales Marketing Coordinator - KCBS
13. Lighting Technician – KCBS/KCAL

Job Title: **Sales Assistant – KCAL**
Vacancy #1

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@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.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
www.entertainmentcareers.net	Website	Website	Website		Yes
www.craigslist.org	Website	Website	Website		No

Job Title: **Facilities Supervisor - KCBS/KCAL**
Vacancy # 2

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@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.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
www.entertainmentcareers.net	Website	Website	Website		Yes
www.craigslist.org	Website	Website	Website		No

Job Title: **Account Executive - KCAL**
Vacancy # 3

Referral Source(s) of Hiree: **Other - Client 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
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
www.entertainmentcareers.net	Website	Website	Website		Yes
www.craigslist.org	Website	Website	Website		No

Job Title: **Anchor – KCAL**
Vacancy # 4

Referral Source(s) of Hiree: **Other – Agent 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
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
www.entertainmentcareers.net	Website	Website	Website		Yes
www.craigslist.org	Website	Website	Website		No

Job Title: **Local Sales Manager - KCAL**
Vacancy # 5

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@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
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
www.entertainmentcareers.net	Website	Website	Website		Yes
www.craigslist.org	Website	Website	Website		No

Job Title: **President/General Manager – KCBS/KCAL**
Vacancy # 6

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@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
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
www.entertainmentcareers.net	Website	Website	Website		Yes
www.craigslist.org	Website	Website	Website		No

Job Title: **Account Executive - 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@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
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
www.entertainmentcareers.net	Website	Website	Website		Yes
www.craigslist.org	Website	Website	Website		No

Job Title: **Newswriter/Producer - 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@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.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
www.entertainmentcareers.net	Website	Website	Website		Yes
www.craigslist.org	Website	Website	Website		No

Job Title: **Reporter – KCBS**
Vacancy # 9

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@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
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
www.entertainmentcareers.net	Website	Website	Website		Yes
www.craigslist.org	Website	Website	Website		No

Job Title: **Reporter – KCBS**
Vacancy # 10

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

ame of Organization Notified of ob 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
xican American Opportunity undation	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.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
www.entertainmentcareers.net	Website	Website	Website		Yes
www.craigslist.org	Website	Website	Website		No

Job Title: **Account Executive – KCBS**
Vacancy # 11

Referral Source(s) of Hiree: **Other - Intra-Division**

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
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
www.entertainmentcareers.net	Website	Website	Website		Yes
www.craigslist.org	Website	Website	Website		No

Job Title: **Sales Marketing Coordinator - KCBS**
Vacancy # 12

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@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
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
www.entertainmentcareers.net	Website	Website	Website		Yes
www.craigslist.org	Website	Website	Website		No

Job Title: **Lighting Technician**
Vacancy # 13

Referral Source(s) of Hiree: **Other – Union #133**

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@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
IATSE Local # 133	Job Post	4729 Lankershim Boulevard, North Hollywood, CA 91602-1864		jeffm@mpsc839.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
www.entertainmentcareers.net	Website	Website	Website		Yes
www.craigslist.org	Website	Website	Website		No

iree Recruitment Source Summary:

Name of Recruitment Source

1. **Employee Referral**
2. **Employee Referral**
3. **Other - Client Referral**
4. **Other – Agent Referral**
5. **Internal**
6. **Internal**
7. **Employee Referral**
8. **Employee Referral**
9. **Internal**
10. **Internal**
11. **Other – Intra Division**
12. **Internal**
13. **Other – Union #133**

Total # of Interviewees Referred by Each Source: For the period from August 1, 2008 to July 31, 2009, this Employment Unit interviewed **66** Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

	Recruitment Source	Number of Interviewees Referred
1.	**Internet Posting-www.cbscareers.com**	**6**
2.	**Employee Referral**	**25**
3.	**Internal**	**4**
4.	**Other – Intra Division**	**1**
5.	**Other Industry Referral**	**9**
6	**Unsolicited**	**13**
7	**Other - Agent Referral**	**4**
8	**Other - Union IATSE # 133**	**4**

Supplemental Recruitment Measures
Job Fairs:

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
NAACP Professional & Executive Diversity Job Fairs	10/21/2008 and 2/10/2009	Stephanie Rodriguez, Public Affairs Director KCBS 2 / KCAL 9
CCNMA Job Opportunities Conference sponsored and staffed booth	10/9/2008 & 10/10/2008	Stephanie Rodriguez, Public Affairs Director, Karla Sanchez Public Affairs Coordinator KCBS2/KCAL9

Internship:

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Emma Bowen Foundation Program Interviewed 5 diverse students for four year paid internship. CBS Apprenticeship program: Interviewed applicants and chose one apprentice for the CBS newsroom program. Bryn Mawr College LA Valley College University of Denver Villanova University Tufts University Boston College Glendale Community College UC Berkeley Cal State Northridge USC University of La Verne Internship listed with University Internship Director, Public Affairs Coordinator, News & Sports News Departments supervise approximately twenty interns per semester. Interns receive invaluable "behind" the scenes experience in a major market news television station.	On-Going – Spring/Summer	Stephanie Rodriguez, Public Affairs Director, Karla Sanchez Public Affairs Coordinator KCBS2/KCAL9 Paul Skolnick, Managing Editor KCBS 2 /KCAL 9, William Scott Henry Sr. Executive Producer KCBS 2 /KCAL 9,

Participation in Events:

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
NAACP Media Panel	8/22/2008	Leyna Nguyen Anchor/Reporter KCBS 2/ KCAL 9
USC Annenberg School	10/13/2008	Dave Bryan Reporter, KCBS 2 / KCAL 9
Andrews Elementary School	11/2/2008	Jackie Johnson Weatherperson, KCBS 2 / KCAL 9
New Village Charter	11/5/2008	Vera Jimenez Traffic Anchor, KCBS 2 / KCAL 9
New Village Charter	11/5/2008	Sylvia Lopez Anchor, KCBS 2 / KCAL 9
Lassen Elementary	2/26/2009	Sandra Mitchell Anchor, KCBS 2 / KCAL 9
West Ranch High School	3/14/2009	Paul Button Assistant News Director, KCBS 2 / KCAL 9 Sandy Mitchell Anchor, KCBS 2 / KCAL 9
University of La Verne	3/25/2009	Pat Harvey Anchor, KCBS 2 / KCAL 9 Paul Button Assistant News Director, KCBS 2 / KCAL 9 Stephanie Rodriguez, Public Affairs Director, KCBS2/KCAL9
Career Exploration Conference	3/28/2009	Sylvia Lopez Anchor, KCBS 2 / KCAL 9

Participation in Events - *Continued*

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Cal State Northridge	4/30/2009	Melissa McCarty Reporter, KCBS 2 / KCAL 9
Cal State Northridge	5/4/2009	Melissa McCarty Reporter, KCBS 2 / KCAL 9

Educational Station Tours:

Description of Recruitment Measure:	Date:
Boys and Girls Scout Tour	5/17/2008
Cub Scout Tour	12/6/2008
Parras Middle School	12/10/2009
West Ranch High School	1/28/2009
Milken High School	4/2/2009
Harvard Westlake	5/20/2009

Training Management Personnel

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
CBS Corporation Compliance Training Program – ***Business Conduct Statement/Certification***	September 5, 2008 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, 2009	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.