EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2009 to July 31, 2010.

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: 818 655-2024
KCBS / KCAL 4200 Radford Avenue Studio City, CA 91604	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. Assignment Editor– KCBS/KCAL
2. President – General Manager – KCBS/KCAL
3. VP News Director - KCBS/KCAL
4. Account Executive– KCAL
5. Controller - KCBS/KCAL
6. Administrative Assistant – KCBS/KCAL
7. Director Finance & Accounting- KCBS/KCAL
8. Account Executive - KCAL
9. Local Sales Manager - KCBS
10 Director of Research - KCBS/KCAL
11. Account Executive – KCBS
12. News Graphics Manager - KCBS/KCAL
13. Account Executive – KCBS/KCAL
14. Reporter Traffic - KCBS/KCAL
15. Manager New Business - KCBS/KCAL
16. Account Executive – KCBS/KCAL
17. Account Executive – KCBS/KCAL
18. Weather Anchor

Job Title: **Assignment Editor– KCBS/KCAL Vacancy #1**

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 # 2**

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: **VP News Director - KCBS/KCAL**
Vacancy # 3

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: **Account Executive– KCAL Vacancy # 4**

Referral Source(s) of Hiree: **Other –Buyer 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: **Controller - KCBS/KCAL**
Vacancy # 5

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: **Administrative Assistant – KCBS/KCAL**
Vacancy # 6

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: **Director Finance & Accounting- KCBS/KCAL Vacancy # 7**

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: **Account Executive - KCAL Vacancy # 8**

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: **Local Sales Manager - 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: **Director of Research - KCBS/KCAL**
Vacancy # 10

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 – 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: **News Graphics Manager - KCBS/KCAL**
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: **Account Executive – KCBS/KCAL**
Vacancy # 13

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@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 Traffic - 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@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

Job Title: **Manager, New Business - 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@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

Job Title: **Account Executive – KCBS/KCAL**
Vacancy # 16

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**		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

Job Title: **Account Executive – KCBS/KCAL**
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@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

Job Title: **Weather Anchor – KCBS/KCAL**
Vacancy # 18

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**		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

Hiree Recruitment Source Summary:

	Name of Recruitment Source
1.	**Internal**
2.	**Other – Intra Division**
3.	**Other – Intra Division**
4.	**Other – Buyer Referral**
5.	**Other – Intra Division**
6.	**Employee Referral**
7.	**Other – Intra Division**
8.	**Other – Intra Division**
9.	**Internal**
10.	**Employee Referral**
11.	**Other – Intra Division**
12.	**Internal**
13.	**Internal**
14.	**Internal**
15.	**Internal**
16.	**Other – Intra Division**
17.	**Website**
18.	**Other - Agent Referral**

Total # of Interviewees Referred by Each Source: For the period from August 1, 2009 to July 31, 2010, this Employment Unit interviewed 107 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**	38
2.	**Employee Referral**	**28**
3.	**Internal**	**14**
4.	**Other – Intra Division**	**9**
5.	**Unsolicited**	**0**
6	**Other - Agent Referral**	**10**
7.	**Other - Buyer Referral**	**8**

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 15, 2009	Maggie Serrano, HR Manager KCBS 2 / KCAL 9
CCNMA Job Opportunities Conference Discussed Careers with attendees and collected resumes for various departments	October 15,16, 2009	Stephanie Rodriguez, Public Affairs Director, Karla Sanchez Public Affairs Coordinator KCBS2/KCAL9
Imagen Job Fair Discussed Careers with attendees and collected resumes for various departments	March 27, 2010	Jill Goerdt, PHR Human Resources Administrator CBS Television Studios/CBS Studios International

Educational Station Tours:

Description of Recruitment Measure:	Date:
Frank Del Olmo	12/12/2009
La Canada Prep	12/8/2009
Carpenter Elementary School	11/12/2009
Milken High School	11/18/2009
Cub Scout Tour	11/30/2009

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. College of the Canyons Cal State San Bernardino Pierce College SD Mesa College Dixie State College UCLA Azusa Pacific University Boston University University of Wisconsin – Madison University of Michigan Menlo College Pepperdine University UC Riverside 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, Larisa Montelindo Estrada Assignment Manager KCBS2/KCAL9 Paul Skolnick, Managing Editor KCBS 2 /KCAL 9, Jessika Ming Executive Producer KCBS 2 /KCAL 9, William Scott Henry Sr. Executive Producer KCBS 2 /KCAL 9,

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, 2009 & July, 2010 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, 2010	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.

Participation in Events:

Description of Community Measure:	Date:	Personnel Involved: (Name and Position)
Cal State at Channel Island University - Guest Speaker Scholarships awarded to students, and to community leaders in technology, business and education.	4/23/2010	Amy Johnson, Reporter, KCBS 2 / KCAL 9
Grafts Elementary (Pico Union) Keynote Speaker Discussed careers in broadcasting with students.	3/20/2010	Sylvia Lopez, Anchor, KCBS 2 / KCAL 9
USC Women's Panel Panelist in discussing careers in broadcasting.	3/12/2010	Sylvia Lopez, Anchor, KCBS 2 / KCAL 9
Canterbury School - Career Day Weatherperson spoke to students about careers in weather-casting and broadcasting	2/24/2010	Josh Rubenstein Weatherperson KCBS 2 / KCAL 9
Louisville High School - Career Day Discussed careers in broadcasting with students.	2/2/2010	Sylvia Lopez, Anchor, KCBS 2 / KCAL 9
West Ranch - Career Day Discussed careers in broadcasting with students.	1/30/2010	Rick Garcia Anchor, Sandra Mitchell, Reporter KCBS 2 / KCAL 9
Grafts Elementary (Pico Union) Million Word Challenge	11/19/2009	Sylvia Lopez, Anchor, KCBS 2 / KCAL 9
Roosevelt Middle School – Guest Speaker Discussion to develop student's awareness of opportunities in broadcasting.	10/23/2009	Vera Jimenez Weatherperson, KCBS 2 / KCAL 9