

**KBIG(FM), KHHT(FM), KIIS(FM), KOST(FM), KYSR(FM),  
KFI(AM), KLAC(AM), KTLK(AM)  
EEO PUBLIC FILE REPORT  
August 1, 2009 – July 31, 2010<sup>1</sup>**

**I. VACANCY LIST**

See Section II, the **Master Recruitment Source List (MRSL)** for recruitment source data.

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hire
SALES ASSISTANT – KIIS Sales	1-16, 18-24, 31-53	53
SALES ASSISTANT – CCLA Sales	1-16, 18-24, 31-53	24
SALES ASSISTANT – CCLA Sales	1-16, 18-24, 31-53	24
SALES ASSISTANT – CCLA Sales	1-16, 18-24, 31-53	24
WEBMASTER/CONTENT MGR II – CCLA Internet	1-25, 31-52	25
PRODUCER- CCLA Internet	1-16, 18-24, 26, 29-33, 45, 49	24
OUTSIDE ACCOUNT EXECUTIVE – KFI-AM Sales	1-16, 18-24, 26, 29-33, 45, 49	25
OUTSIDE ACCOUNT EXECUTIVE – KHHT-FM Sales	1-16, 18-26, 31-53	24
OUTSIDE ACCOUNT EXECUTIVE – KFI-AM Sales	1-16, 18-24, 26, 31-33, 45, 49	24
PRODUCER – KBIG-FM Programming	1-16, 18-24, 26, 28, 31-33, 45, 49	28
WEBMASTER/CONTENT MGR II – CCLA Internet	1-16, 18-24, 26, 31-33, 45, 49, 53	24
PRODUCER – KFI-AM Programming	1-24, 26, 31-33, 45, 49	16
PRODUCER – KFI-AM Programming	1-24, 26, 31-33, 45, 49	23
OUTSIDE ACCOUNT EXECUTIVE – KBIG-FM Sales	1-16, 18-24, 26, 31-33, 45, 49	16
OUTSIDE ACCOUNT EXECUTIVE – Air Traffic Sales	1-16, 18-24, 26, 31-33, 45, 49	24
INSIDE ACCOUNT EXECUTIVE – KFI-AM Sales	1-16, 18-23, 26, 29, 31-33, 45, 49	29
ON AIR HOST – KFI-AM Programming	26	26
OUTSIDE ACCOUNT EXECUTIVE – KYSR-FM Sales	1-16, 18-24, 31-33, 45, 49	24
OUTSIDE ACCOUNT EXECUTIVE – KBIG-FM Sales	1-16, 18-24, 26, 31-33, 45, 49	16
ON-AIR HOST – KFI-AM Programming	26	26
RECEPTIONIST – CCLA General & Administrative	1-16, 18-24, 26, 31-33, 45, 49	24
SALES ASSISTANT – KIIS-FM Sales	1-16, 18-25, 31-33, 45, 49	24
OUTSIDE ACCOUNT EXECUTIVE – KFI-AM Sales	1-16, 18-24, 26, 31-33, 45, 49	24
WEBMASTER/CONTENT MGR II – CCLA Internet	1-16, 18-23, 29-33, 45, 49, 53	2
SALES ASSISTANT – CCLA Sales	1-16, 18-24, 31-33, 45, 49	24
OUTSIDE ACCOUNT EXECUTIVE – KIIS-FM Sales	1-16, 18-26, 31-33, 45, 49	26

<sup>1</sup> This Report provides recruitment data collected from July 27, 2009 through July 23, 2010.

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hire</b>
PRODUCER – KIIS-FM Programming	1-23, 31-33, 45, 49	23
OUTSIDE ACCOUNT EXECUTIVE – KLAC-AM Sales	1-16, 18-24, 31-33, 45, 49	24
OUTSIDE ACCOUNT EXECUTIVE – KHHT-FM Sales	1-16, 18-26, 31-33, 45, 49, 54	26
SALES ASSISTANT – CCLA Sales	1-16, 18-24, 31-33, 45, 49, 53	24
OUTSIDE ACCOUNT EXECUTIVE – KYSR-FM Sales	1-16, 18-24, 26, 31-33, 45, 49	24
ADMINISTRATIVE ASSISTANT – KBIG Programming	1-16, 18-25, 31-33, 45, 49	24
WEBMASTER/CONTENT MGR II – CCLA Internet	1-16, 18-24, 26, 29-33, 45, 49, 53	24
CONTINUITY DIRECTOR – CCLA Traffic	1-24	16
LOCAL SALES MANAGER – KBIG-FM Sales	1-16, 18-25, 31-33, 44, 49	24
EDITOR – KFI-AM News	1-24	24
ANCHOR / REPORTER – KFI-AM News	1-16, 18-24, 26, 28, 31-33, 45, 49	26
BOARD OPERATOR – KFI-AM Programming	1-24, 26, 54	24
DIGITAL PROGRAM DIRECTOR – CCLA Internet	1-16, 18-23, 31-33, 45, 49	23

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS over 12-month period</b>
<b>1</b>	Ms. Katrina Richmond Student Employment Coordinator American Intercontinental University 12655 W. Jefferson Blvd. Los Angeles, CA 90066 krichmond@la.aiuniv.edu www.aiuniv.edu 310-302-2475	Y	0
<b>2</b>	Ms. Jennifer Milgram, Career Svcs Advisor The Art Institute of California – Los Angeles 2900 31 <sup>st</sup> Street Santa Monica, CA 90405 310.314.6005 ph 310.314.6055 fax jmilgram@aia.edu www.aia.edu	Y	1
<b>3</b>	Sommer Barwick & Ryan Young Monica Stenberg Youth Employment Services Burbank Employment Student Training (B.E.S.T.) Burbank City Hall 275 E Olive Ave Burbank, CA 91502 mstenberg@ci.burbank.ca.us 818-238-5324 phone 818-238-5199 fax www.ci.burbank.ca.us	Y	0
<b>4</b>	Career Center California State University, Northridge 18111 Nordhoff St. University Hall, Ste. 105 Northridge, CA 91330 career.center@csun.edu www.csun.edu	Y	0
<b>5</b>	Rhonda Rose Community Career Development 3550 Wilshire Blvd., #500 Los Angeles, CA 90010 rrose@communitycareer.org 213-365-9829 ext 250 rrose@communitycareer.org www.communitycareer.org	Y	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS over 12-month period
6	Yolanda Alaniz, Job Developer Mr. Brendan Little, Job Developer Covenant House 1325 N Western Avenue Hollywood, CA 90027 323-461-7915 ext 311 blittle@covca.org www.covca.org	Y	0
7	Joanne Uy M Roble Didi Hirsch Mental Health Center 4760 S. Sepulveda Blvd. Culver City, CA 90230 310-751-5455 mroble@didihirsch.org www.didihirsch.org	Y	0
8	Career Services East Los Angeles College Attn: Job Placement Center 1301 Avenida Cesar Chavez Monterey Park, CA 91754 213-415-4126 elac_career@elac.edu www.elac.edu	Y	0
9	Ms. Sandy Smith, Coordinator Victor Gonzales, Job Developer First Break Program 333 S Beaudry Ave, 18 <sup>th</sup> Fl Los Angeles, CA 90017 213-241-0878 victorgonzales@lausd.net http://firstbreak.lausd.net	Y	0
10	Andra Verstraete Secretary to the Superintendent Glendale Community College 1500 N. Verdugo Road, SR 236 Glendale, CA 91208 818-840-1000 x5405 adrav@glendale.edu www.glendale.edu	Y	0
11	Mr. Ramon Monxi Flores, Job Developer Mr. Victor Lemus Job Development Superintendent Homeboy Industries 130 Bruno Street Los Angeles, CA 90012-1815 323-526-1254 x 337 323-526-1257 fax victorl@homeboy-industries.org www.homeboy-industries.org	Y	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS over 12-month period
12	Angel Del Villar, AE/Job Development Zsyrette Agonoy, Job Developer Marina Del Rey Work Source Center 13160 Mindanao Way, Suite 240 Marina del Rey, CA 90292 310-309-6000 x208 zagonoy@jvsla.org www.jvsla.org	Y	0
13	Jose Ruiz / Marcela Covarrubias, Program Managers Workforce Investment Act (WIA) Youth Services Mexican American Opportunities Foundation 401 N. Garfield Avenue Montebello, CA 90640 323-313-1603 mcovarrubias@maof.org www.maof.org	Y	0
14	Mr. Gary James National Director of Placement Ohio Center for Broadcasting-Cleveland 9885 Rockside Road, #160 Valley View, OH 44125-6273 216-503-5900 x1104 gary@beonair.com http://beonair.com/cleveland	Y	0
15	Mr. Dan Smith / Mr. Mark Lillie Placement Coordinator Ohio Center for Broadcasting-Denver 404 S. Upham St. Lakewood, CO 80226-7431 303-937-7070 phone 303-975-0386 fax lillie.m@beonair.com http://beonair.com/denver	Y	0
16	Ms. LaFern Cusack Director of Community Affairs Southern California Broadcasters Assn - SCBA Job Alert Bulletin <sup>2</sup> 1849 Sawtelle Blvd., Suite 543 Los Angeles, CA 90025 310-441-1412 lafern@scba.com www.scba.com	Y	25
17	Ms. Audreonna Gilberte Cuarez Job Developer Sound Master Recording Engineering School 1000 S. Fremont Ave., Bldg. A11, Suite 11010 Alhambra, CA 91803 626-284-0050 x24 audreonna.cuarez@pinnaclecollege.edu www.pinnaclecollege.edu	Y <i>(technical jobs only)</i>	0

<sup>2</sup> SCBA's Job Alert Bulletin distributes our job vacancy notices to more than 200 additional minority, education and other community groups.

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS over 12-month period</b>
<b>18</b>	Antoinette Mosely, Business Services Rep Brown Faave, Job Developer Southeast L.A. (SELA) Worksource Center 3965 S. Vermont Ave Los Angeles, CA 90037 (323) 730-7900 ext. 233 (323) 730-7934 bfaavae@selawsc.com www.selawsc.com	Y	0
<b>19</b>	S. Cummings, Job Identifier State of California Employment Development Department 5401 South Crenshaw Blvd. Los Angeles, CA 90043 323-290-5110 phone 323-290-5166 fax scumming@edd.ca.gov	Y	0
<b>20</b>	Ms. Bonnie Anketell, Internship Director Film & Visual Culture 900 University Avenue University of California, Riverside Riverside, CA 92521 951-827-2118 or 951-827-3456 bonnie.anketell@ucr.edu www.careers.ucr.edu	Y	0
<b>21</b>	Ms Elizabeth Jordan, Job Developer University of Southern California Career Planning and Placement Center 3601 Trousdale Pkwy, Student Union Bldg. 110 Los Angeles, CA 90089-4897 213-740-9538 phone / 213-740-9104 fax ejordan@usc.edu www.careers.usc.edu	Y	0
<b>22</b>	Ms. Patti Gallagher / Mr. Gerald Washington Business Resource Specialists Verdugo Jobs Center 1255 South Central Avenue Glendale, CA 91204 818-937-8014 gWASHINGTON@ci.glendale.ca.us www.verdugojobcenter.org	Y	0
<b>23</b>	Clear Careers – mycareers.clearchannel.com	Y	33
<b>24</b>	Employee Referral	N	76
<b>25</b>	Non-Employee Referral	N	14
<b>26</b>	Self-Referral / Walk-In	N	31
<b>27</b>	Internal Transfer / Promotion	N	0
<b>28</b>	All Access – www.allaccess.com	N	1
<b>29</b>	Craig's List – losangeles.craigslist.com	N	6
<b>30</b>	Media Bistro – mediabistro.com	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS over 12-month period
31	Mr. Brad Elmore c/o Rebecca Swain Chattavegas Design 1310 Dugdale Street Chattanooga, TN 37405 423-504-6643 or 865-405-5036	N <i>OOB</i> <i>deleted 5/14/10</i>	0
32	Mr. Karen Diaz, Job Developer Northrop Grumman Career Center 6151 W. Century Blvd., Suite 820 El Segundo, CA 90045-5315 310-332-1000	N <i>OOB</i> <i>deleted 5/14/10</i>	0
33	Chinatown Service Center 767 North Hill Street, Suite 400 Los Angeles, CA 90012 213.808.1700	N <i>(No interest – deleted 5/14/10)</i>	0
34	Pacific Asian Consortium in Employment 1055 Wilshire Blvd., Suite 1475 Los Angeles, CA 90017 213.353.3982	N <i>(No interest – deleted 5/14/10)</i>	0
35	Metro Jobs 972 South Goodrich Blvd. Commerce, CA 90022 323.890.1555 Office	N <i>(No interest – deleted 5/14/10)</i>	0
36	Los Angeles Urban League Worksource Business & Career Center 12700 S. Avalon Blvd. Los Angeles, CA 90061 323-525-3799 phone info@laur.org	N <i>(No response – deleted 5/14/10)</i>	0
37	Braille Institute 741 N. Vermont Ave. Los Angeles, CA 90029 323-663-1111	N <i>(No interest – deleted 5/14/10)</i>	0
38	Burbank's Workforce Connection 301 E. Olive Ave., #101 Burbank, CA 91502 818.238.JOBS	N <i>(No interest – deleted 5/14/10)</i>	0
39	Harbor Career Center 1851 N. Gaffey St. Ste. F San Pedro, CA 90731	N <i>(No interest – deleted 5/14/10)</i>	0
40	Jewish Vocational Services 6505 Wilshire Blvd., #200 Los Angeles, CA 90048 323.761.8888	N <i>(No response – deleted 5/14/10)</i>	0
41	L.A. Works 5200 Irwindale Ave. #130 Irwindale, CA 91706 626.960.3964	N <i>(No interest – deleted 5/14/10)</i>	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS over 12-month period
42	L.A. County Regional Occupational Programs 9300 Imperial Highway Downey, CA 90242 562.922.6850	N <i>(No response – deleted 5/14/10)</i>	0
43	Goodwill Industries of Southern California Los Angeles Headquarters 342 San Fernando Rd. Los Angeles, CA 90031 323.539.2000	N <i>(No response – deleted 5/14/10)</i>	0
44	Los Angeles Urban League 5414 Crenshaw Blvd. Los Angeles, CA 90043 323.292.8111	N <i>(No response – deleted 5/14/10)</i>	0
45	Southeast L.A. County (SELACO) Workforce Investment Board 10900 E. 183 <sup>rd</sup> St., #392 Cerritos, CA 90703 562.402.9336 marjean@selaco.com	N <i>(Email postings to downtown location only – deleted 5/14/10)</i>	0
46	Southern California Indian Center 3440 Wilshire Blvd., #904 Los Angeles, CA 90010 213.387.5772	N <i>(No response – deleted 5/14/10)</i>	0
47	Torrance Career Center Win One-Stop Career Centers 1220 Engracia Avenue Torrance, CA 90501 310.782.2101	N <i>(No interest – deleted 5/14/10)</i>	0
48	Women at Work 50 North Hill Ave., #300 Pasadena, CA 91106 626.796.6870 jobs@womenatwork1.org	N <i>(No interest – deleted 5/14/10)</i>	0
49	National Association of Hispanic Journalists Job Bank 1000 National Press Bldg. 429 14 <sup>th</sup> St., NW Washington, DC 20045 www.jobbank@nahj.org Washington, DC 20045-2001 202-662-7145	N <i>(No interest – deleted 5/14/10)</i>	0
50	Rita Soultanian, Career Counselor Occidental College Career Development Center 1600 Campus Road, Coons 109 Los Angeles, CA 90041-3314 323.259.2623 phone rsoultanian@oxy.edu	N <i>(No interest – deleted 5/14/10)</i>	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS over 12-month period
51	Ellie Rabani Los Angeles Valley College CalWORKS 5800 Fulton Avenue Valley Glen, CA 91401 818.947.2976 phone erabanie@lavc.edu	N <i>(No response – deleted 5/14/10)</i>	0
52	Westwood College 3250 Wilshire Blvd., Ste 400 Los Angeles, CA 90010	N <i>(No interest – deleted 5/14/10)</i>	0
53	Other Website / Online Source <sup>3</sup>	N	7
54	Unknown Referral Source	N	2
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			196

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<sup>3</sup>Interviewee identified an on-line source that was not directly notified by SEU.

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Internship Program	Our ongoing internship program offers students the opportunity to explore career interests and acquire marketable job skills while “learning the ropes” in the areas of Programming, Production, Marketing and Sales. During this reporting period, our eight stations provided internships for 80 students from 38 colleges and universities: New York University, University of Colorado/Boulder, Cal Poly Pomona, Harbor College, Pepperdine University, Chapman University, Cal State Fullerton, Cal State Long Beach, Cerritos College, L.A. Valley College, Cypress College, Mt. San Antonio College, Santa Ana College, Saddleback College, Irvine Valley College, Cornell University, Cal State Northridge, Glendale Community College, University of California at – Santa Barbara, University of LaVerne, Long Beach City College, Cal State University Long Beach, Whittier College, Pierce College, Patrick Henry College, Loyola Marymount, Sherman Oaks High School, Washington University, UCLA Extension, Vanderbilt University, University of Notre Dame, College of the Canyons, Santa Clara University, Cal State L.A., Boston College, East Los Angeles College and Orange Coast Community College.
<b>2</b>	Participate in events or programs sponsored by or on behalf of educational institutions relating to career opportunities in broadcasting	On March 26, 2010 our SEU participated in the Art Institute of California’s Winter 2010 Graduate Portfolio Show. At the event, employers met with new graduates and viewed their work (specifically, their final projects) at the Sheraton Delfina in Santa Monica. Station participants included our Integrated Media Manager.
<b>3</b>	Participate in job fair	On March 31, 2010 our SEU participated in the Job Fair 2010 at Glendale Community College. At the job fair we spoke with participants about career opportunities at our SEU. Station participants included our Human Resources Director.
<b>4</b>	Participate in job fair	On April 29, 2010 our SEU participated in the Career Job Fair at L.A. City College campus. At the job fair we spoke with participants about career opportunities at our SEU. Station participants included our Human Resources Director, VP of Sales and KOST-FM Program Director.
<b>5</b>	Participate in job fair	On May 27, 2010 our SEU participated in the Annual Spring Job Fair at Santa Monica College campus. At the job fair we spoke with participants about career opportunities at our SEU. Station participants included our Human Resources Director.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
6	Participate in scholarship program	During the reporting period, our SEU participated in the Southern California Broadcasters Association Scholarship Fund, managed by the California Community Foundation. The fund awards three scholarships annually in the field of Radio Broadcast Communications. Our VP of Sales and Human Resources Director participated in the selection process for the three scholarship recipients.
7	Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	From January 2010 through April 2010 three Account Executives, 3 Sales Assistants and one Board Operator from our SEU attended or are currently attending a radio sales course at the Southern California Broadcasters University to further their radio sales skills. The courses are presented by SCBA's General Sales Managers Council over a 11 week period. These courses are designed to provide radio sales training for people with limited experience in radio sales as well as those beginning entry-level positions at Southern California stations.
8	Participate in events or programs sponsored by or on behalf of educational institutions relating to career opportunities in broadcasting	On March 16, 2010 our VP of Sales taught the <i>Building Client Relationships</i> class to students attending radio sales courses hosted by the Southern California Broadcasters Association University.
9	Participate in events or programs sponsored by or on behalf of a community organization relating to career opportunities in broadcasting	On February 27, 2010 our SEU participated in the American Women in Radio and Television (AWRT) Annual Speed Mentor Event at CBS Studios in Studio City, CA. The program featured a panel of mentors offering one-on-one career advice and encouragement to attendees. Our SEU contributed 5 of the 10 featured Mentors for this event: Director of Traffic, 2 KFI Producers, KHHT Community Service Director and KFI News/Anchor Reporter.
10	Provide training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On September 23, 2009, Human Resources Director attended an EEO Workshop sponsored by the American Women in Radio and Television SoCal Chapter and Southern California Broadcasters Association. The EEO training workshop was designed to provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.





RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>0</b>

**KTPI-AM, KSRV-FM, KVVS-FM**  
**EEO PUBLIC FILE REPORT**  
08/01/09 – 07/31/10

**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1		
2		
3		