

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period July 23, 2010 – July 22, 2011.

Employment Unit: CBS Radio Stations Inc. – San Diego, CA

Unit Members (Stations and Communities of License): KYXY-FM, San Diego, CA
KSCF, San Diego, CA

EEO Contact Information for Employment Unit:

Mailing Address: CBS Radio – San Diego 8033 Linda Vista Road San Diego, CA 92111-5108	Telephone Number: (858) 467-4111
	Contact Person/Title: Stephanie Estrada/Human Resources Administrator
	E-mail Address: stephanie.estrada@cbsradio.com

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

Job Title	Recruitment Source Referring Hiree
1. Account Executive (2)	Unsolicited Inquiry (1) , Employee Referral (2)
2. Assistant Program Director/Music Director	Industry Referral
3. Morning Show Host	Industry Referral
4. Morning Show Producer	Industry Referral
5. Morning Show Production Asst	Industry Referral
6. Sales Assistant	Employee Referral
7. Vice President of Sales	Industry Referral

Stations KYXY-FM and KSCF are Equal Opportunity Employers.

Job Title: Account Executive (2)

Referral Source(s) of Hiree: Unsolicited Inquiry (1), Employee Referral (2)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access Music Group	Joel Denver	28955 Pacific Coast Highway #210-5 Malibu, CA 90265	Ph: 310-457-6616 Fx: 310-457-8058		No
America's Job Exchange	Stephanie Estrada	8033 Linda Vista Road San Diego, CA 92111	Ph: 858-467-4111 Fx: 858-560-1881		No
AMFMjobs.com - Broadcast Employment Services	Mark Holloway	P.O. Box 4116 Oceanside, CA 92052	Ph: 760-754-8177 Fx: 760-754-2115		No
Asian Business Association, San Diego	Erica Oyama Exec Assistant	5675 Ruffin Road, Suite 305 San Diego, CA 92123	Ph: 858-277-2822 Fx: 858-277-2622		Yes
CBA - California Broadcasters Association	Joe Berry	915 "L" Street, #1150 Sacramento, CA 95814	Ph: 916-444-2237		No
California Lutheran University	Cynthia Smith Career Couns	60 West Olsen Road, #2400 Thousand Oaks, CA 91360	Ph: 805-493-3196 Fx: 805-493-3201		Yes
California State University, San Marcos	Career Center	Craven Hall 1400 San Marcos, CA 92096-0001	Ph: 760-750-4900 Fx: 760-750-3142		No
CalJobs-State Employment Service EDD-Employment Development Dept	Michael Berntrick	800 Capitol Mall, MIC 83 Sacramento, CA 95814	Ph: 800-758-0398		No
CareerBuilder.com	Stephanie Estrada	8033 Linda Vista Road San Diego, CA 92111	Ph: 858-467-4111 Fx: 858-560-1881		No
CBS Campus Recruiting	Stephanie Estrada	8033 Linda Vista Road San Diego, CA 92111	Ph: 858-467-4111 Fx: 858-560-1881		No
CBS Corporate	Stephanie Estrada	8033 Linda Vista Road San Diego, CA 92111	Ph: 858-467-4111 Fx: 858-560-1881		No
CBS Internal Gateway	Stephanie Estrada	8033 Linda Vista Road San Diego, CA 92111	Ph: 858-467-4111 Fx: 858-560-1881		No
CBS Radio Career Center	Stephanie Estrada	8033 Linda Vista Road San Diego, CA 92111	Ph: 858-467-4111 Fx: 858-560-1881	1	No
Center for Employment Training	Martha	3295 Market Street San Diego, CA 92102	Ph: 619-233-6829 Fx: 619-233-1297		Yes
Cuyamaca College	Job Placement Office	900 Rancho San Diego Parkway San Diego, CA 92019-4304	Ph: 619-660-4436 Fx: 619-660-4294		Yes
DeVry University	Guadalupe Zambrano	2655 Camino del Rio North, Ste 201 San Diego, CA 92108-1633	Ph: 619-293-5440 Fx: 619-683-2448		No
East County Career Center	Susan Roberts	924 E. Main Street El Cajon, CA 92021	Ph: 619-590-3900 x3038 Fx: 619-441-2396		Yes

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Employee Referrals	Cathy Lloyd, Larry Goodman, Cordell Giesen, Charese Fruge, Tommy Sablan	8033 Linda Vista Road San Diego, CA 92111	Ph: 858-571-7600	5	No
Employment Crossing	John Simpson	202 S. Lake Ave, Unit 250 Pasadena, CA 91101	jsimpson@employ mentcrossing.com		No
Goodwill Industries of San Diego County	Barbara Abeyta	3663 Rosecrans Street San Diego, CA 92110-3226	Ph: 619-225-2200 Fx: 619-225-6201		Yes
GoogleBase	Stephanie Estrada	8033 Linda Vista Road San Diego, CA 92111	Ph: 858-467-4111 Fx: 858-560-1881		No
Grossmont College	Job Placement Office	8800 Grossmont College Drive El Cajon, CA 92020	Ph: 619-644-7611 Fx: 619-644-7917		Yes
Indeed.com	Stephanie Estrada	8033 Linda Vista Road San Diego, CA 92111	Ph: 858-467-4111 Fx: 858-560-1881		No
Industry Referral				3	No
Internal Posting	Stephanie Estrada	8033 Linda Vista Road San Diego, CA 92111	Ph: 858-467-4111 Fx:858-560-1881		No
Jobirn.com	Stephanie Estrada	8033 Linda Vista Road San Diego, CA 92111	Ph: 858-467-4111 Fx: 858-560-1881		No
Latter-Day Saints Employment Services	Kirk Draper and Norm Knight	4722 Mercury Street San Diego, CA 92111	Ph: 858-279-2338 Fx: 858-279-2527		Yes
Miramar College	Joe Hankinson Placement Officr	10440 Black Mountain Road San Diego, CA 92126	Ph: 858-388-7335 Fx: 858-388-7909		Yes
Monster.com	Stephanie Estrada	8033 Linda Vista Road San Diego, CA 92111	Ph: 858-467-4111 Fx: 858-560-1881		No
National City Chamber of Commerce	Edith Hughes	901 National City Blvd. National City, CA 91950	Ph: 619-477-9339 Fx: 619-477-5018		Yes
National Hispanic Media Coalition	Tatiana Arizaga	55 S Grand Ave. Pasadena, CA 91105	Ph: 626-792-6462		Yes
Point Loma Nazarene University	Debbie Glaunert	3900 Lomaland Drive San Diego, CA 92106-2899	Ph: 619-849-2633 Fx: 619-849-2769		Yes
Regional Occupational Program	Becky Schooler	6401 Linda Vista Road San Diego, CA 92111-7399	Ph: 858-292-3824 Fx: 858-268-9726		Yes
San Diego Chinese Center	Chew-Fun Ang	428 Third Avenue San Diego, CA 92101	Ph: 619-234-4447 Fx: 619-234-0442		Yes
San Diego City College	Career Center	1313 Park Blvd., Room A-111 San Diego, CA 92101-4787	Ph: 619-388-3722 Fx: 619-388-3403		Yes
San Diego Community College District Career Planning & Assessment Center	Patti Buse	8401 Aero Drive San Diego, CA 92123	Ph: 858-627-2553 Fx: 858-627-2563		Yes
San Diego Community College District Workability 3 Program	Rusty Krumm Job Agent	3375 Camino Del Rio So, #105 San Diego, CA 92108	Ph: 619-388-6810 Fx: 619-388-6534		Yes

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San Diego Mesa College	Monica Romero Job Placement	7250 Mesa College Drive San Diego, CA 92111	Ph: 858-388-2777 Fx: 858-388-5834		Yes
South County Career Center	Leonardo Alarcon Jose Aguilera	1111 Bay Blvd., Suite E Chula Vista, CA 91911	Ph: 619-628-0300 Fx: 619-424-1144		Yes
South Metro Career Center	Inna Lomack	4389 Imperial Ave San Diego, CA 92113	Ph: 619-266-4205 Fx: 619-266-4261		No
Southern California Broadcasters Association	LaFern Watkins	1849 Sawtelle Blvd., Suite 543 Los Angeles, CA 90025	Ph: 310-444-1412 Fx: 310-444-1463		No
Southwestern College	Nelson G. Riley, III	900 Otay Lakes Road Chula Vista, CA 91910	Ph: 619-482-6356 Fx: 619-482-6444		Yes
University of San Diego Career Services	Connie Wilson or Cindy Covarrubias	5998 Alcalá Park, HC 110 San Diego, CA 92110	Ph: 619-260-4654		Yes
Unsolicited Inquiry				4	No

Job Title: KSCF Assistant Program Director/Music Director

Referral Source(s) of Hiree: Industry Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AMFMjobs.com - Broadcast Employment Services	Mark Holloway	P.O. Box 4116 Oceanside, CA 92052	Ph: 760-754-8177 Fx: 760-754-2115		No
CalJobs-State Employment Service	Michael Bernick	800 Capitol Mall, MIC 83 Sacramento, CA 95814	Ph: 800-758-0398		No
East County Career Center	Susan Roberts-Egley	924 E. Main Street El Cajon, CA 92021	Ph: 619-590-3938 Fx: 619-441-2396		Yes
Employee Referral	Charese Fruge	8033 Linda Vista Road San Diego, CA 92111	Ph: 858-467-4158	1	No
Grossmont College	Nancy Davis	8800 Grossmont College Drive El Cajon, CA 92020	Ph: 619-644-7614 Fx: 619-644-7917		Yes
Industry Referral				3	No
National Hispanic Media Coalition	Tatiana Arizaga	55 S. Grand Avenue Pasadena, CA 91105	Ph: 626-792-6462		Yes
North County Coastal Career Center	Connie Vasquez Renee Huston	1949 Avenida Delo Oro Oceanside, CA 92056	Ph: 760-631-6150 Fx: 760-631-6161		Yes
North County Inland Career Center	Connie Vasquez Renee Huston	463 North Midway Dr., Ste 100B Escondido, CA 92027	Ph: 760-871-1962 Fx: 760-871-0346		Yes
South County Career Center	Leonardo Alarcon	1111 Bay Blvd., Suite E Chula Vista, CA 91911	Ph: 619-628-0300 Fx: 619-424-1144		Yes
South Metro Career Center	Inna Lomack	4389 Imperial Avenue San Diego, CA 92113	Ph: 619-266-4200 Fx: 619-266-6172		Yes
Southern California Broadcasters Association	LaFern Watkins	5670 Wilshire Blvd., #1370 Los Angeles, CA 90036	Ph: 323-938-3100 Fx: 323-938-8600	1	No
University of Southern California - Annenberg School of Communication	Megan Hutaff	3502 Watt Way, ASC 154 Los Angeles, CA 90089-0281	Ph: 213-821-1514 Fx: 213-740-8036		Yes

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Job Title: Sales Assistant**Referral Source(s) of Hire: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access Music Group	Joel Denver	28955 Pacific Coast Highway #210-5 Malibu, CA 90265	Ph: 310-457-6616 Fx: 310-457-8058		No
AMFMjobs.com - Broadcast Employment Services	Mark Holloway	P.O. Box 4116 Oceanside, CA 92052	Ph: 760-754-8177 Fx: 760-754-2115		No
California State University, San Marcos	Career Center	Craven Hall 1400 San Marcos, CA 92096-0001	Ph: 760-750-4900 Fx: 760-750-3142		No
CalJOBS	Employment Development Dept.	P.O. Box 826880, MIC 83 Sacramento, CA 94280-0001	1-800-758-0358		Yes
CareerBuilder.com	Stephanie Estrada	8033 Linda Vista Road San Diego, CA 92111	Ph: 858-467-4111 Fx: 858-560-1881		No
CBS Campus Recruiting	Stephanie Estrada	8033 Linda Vista Road San Diego, CA 92111	Ph: 858-467-4111 Fx: 858-560-1881		No
CBS Corporate	Stephanie Estrada	8033 Linda Vista Road San Diego, CA 92111	Ph: 858-467-4111 Fx: 858-560-1881	1	No
CBS Internal Gateway	Stephanie Estrada	8033 Linda Vista Road San Diego, CA 92111	Ph: 858-467-4111 Fx: 858-560-1881		No
CBS Radio Career Center	Stephanie Estrada	8033 Linda Vista Road San Diego, CA 92111	Ph: 858-467-4111 Fx: 858-560-1881		No
Cuyamaca College	Laurie Brown / Maggie Gonzales	900 Rancho San Diego Parkway San Diego, CA 92019-4304	Ph: 619-660-4436 Fx: 619-660-4294		Yes
East County Career Center	Susan Roberts	924 E. Main Street El Cajon, CA 92021	Ph: 619-590-3900 ext. 03938 Fx: 619-579-4720		Yes
Employee Referral	Kevin Becker	8033 Linda Vista Road San Diego, CA 92111	Ph: 858-467-4141	1	No
Grossmont College	Nancy Davis	8800 Grossmont College Drive El Cajon, CA 92020	Ph: 619-644-7614		Yes
Indeed.com	Stephanie Estrada	8033 Linda Vista Road San Diego, CA 92111	Ph: 858-467-4111 Fx: 858-560-1881	1	No
Internal Posting	Stephanie Estrada	8033 Linda Vista Road San Diego, CA 92111	Ph: 858-467-4111 Fx: 858-560-1881		No
Monster.com	Stephanie Estrada	8033 Linda Vista Road San Diego, CA 92111	Ph: 858-467-4111 Fx: 858-560-1881		No
National Hispanic Media Coalition	Tatiana Arizaga	55 South Grand Ave. Pasadena, CA 91105	Ph: 626-792-6462 Fx: 626-792-6051		No
San Diego State University	Career Services	Career Services – MC8255 5500 Campanile Drive San Diego, CA 92182-8255	Ph: 619-594-4391 Fx: 619-594-2650		No
South County Career Center	Leonardo Alarcon	1111 Bay Blvd., Suite E Chula Vista, CA 91911	Ph: 619-628-0300 ext. 321 Fx: 619-424-1144		Yes
Southern California Broadcasters Assoc.	LaFern Watkins	1849 Sawtelle Blvd. #543 Los Angeles, CA 90025	Ph: 310-444-1412		No
University of San Diego Career Services	Connie Wilson or Cindy Covarrubias	5998 Alcalá Park, HC 110 San Diego, CA 92110	Ph: 619-260-4654		Yes
Unsolicited Inquiry				1	No

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Job Title: KYXY Morning Show Host **Referral Source(s) of Hiree: Industry Referral**
 Due to exigent circumstances, no recruitment was conducted for this vacancy.

Job Title: Producer **Referral Source(s) of Hiree: Industry Referral**
 Due to exigent circumstances, no recruitment was conducted for this vacancy.

Job Title: Production Assistant **Referral Source(s) of Hiree: Industry Referral**
 Due to exigent circumstances, no recruitment was conducted for this vacancy.

Job Title: Vice President of Sales **Referral Source(s) of Hiree: Industry Referral**
 Due to exigent circumstances, no recruitment was conducted for this vacancy.

Total # of Interviewees Referred: For the period from July 23, 2010, through July 22, 2011, this Employment Unit interviewed 22 interviewees for full-time job vacancies.

Supplemental Recruitment Measures.

Participation in Job Fairs

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. The Employment Unit participated in the Fall Job Fair at Southwestern College. Participation in this event offered awareness and information designed to inform college students and the general public of the varied career and internship opportunities available in the broadcasting industry and of the job skills necessary to compete for them. Personnel present provided information about how to apply online through the CBS Radio website, and also had the authority to hire.	Sept 16, 2010	Human Resources Administrator Promotions & Events Manager
2. The Employment Unit participated in the San Diego City College Career EXPO 2011. Participation in this event offered awareness and information designed to inform college students and the general public of the varied career and internship opportunities available in the broadcasting industry and of the job skills necessary to compete for them. Personnel present provided information about how to apply online through the CBS Radio website, and also had the authority to hire.	April 13, 2011	Human Resources Administrator

Co-Sponsoring of Job Fairs

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. The Employment Unit co-sponsored and participated in the Grossmont College Career Expo 2010. Participation in this event offered awareness and information designed to inform college students and the general public of the varied career and internship opportunities available in the broadcasting industry and of the job skills necessary to compete for them. Personnel present provided information about how to apply online through the CBS Radio website, and also had the authority to hire.	October 13, 2010	Human Resources Administrator Non Traditional Revenue/Digital Sales Manager

Participation in Events Sponsored by Groups Interested in Broadcast Employment Issues

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. The Conclave Annual Programming Conference – “Mentoring Women” event. Station personnel served as a panelist for a seminar about women’s roles in media and how to develop skills and promote advancement of women in the broadcast industry..	July 15, 2011	KSCF Program Director

Internship Program

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. The Employment Unit established and conducted a Programming Internship program designed to provide students interested in the media business with hands-on exposure to the day-to-day work at the stations, a better understanding of the media business, career and personal development, and exposure to industry professionals. Participating schools included: California Lutheran University, Chapman University, Grossman College and San Diego State University.	Fall ‘10/Spring & Summer ‘11 Semesters	Assistant Program Director Human Resources Administrator

General Outreach Efforts.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. The Employment Unit has made significant contributions to the CBS Radio career website (www.cbsradio.com) which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them.	Ongoing	Human Resources Administrator
2. CBS Radio San Diego has included language on their respective station websites which contain information designed to inform the general public of career opportunities available at the stations.	Ongoing	Human Resources Administrator

Training Management Level Personnel

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. Participated in EEO webinar training in equal employment and anti-discrimination practices.	July 19, 2011	Management level personnel, personnel involved in hiring, and personnel who help administer the employment unit’s EEO program.

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