

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period March 22, 2009 to March 21, 2010 .

1) Employment Unit Location/Name: CBS Radio; Houston, TX

2) Unit Members (List all station call signs and communities of license): **KILT – Houston, TX**
KILT-FM – Houston, TX
KKHH – Houston, TX
KIKK - Pasadena, TX
KLOL – Houston, TX
KHMX - Houston, TX

3) EEO Contact Information for Unit Member:

Mailing Address: CBS Radio Houston 24 Greenway Plaza, Suite 1900 Houston, TX 77046	Telephone Number: 713-881-5270
	Contact Person: Brian Purdy
	E-mail Address: bpurdy@cbs.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title	Recruitment Source Referring Hiree
1. Account Executive	Employee Referral
2. Promotion Coordinator	Internal Posting
3. On-Air Talent	AllAccess.com
4. On-Air Talent	Employee Referral
5. Account Executive	Employee Referral
6. General Sales Manager	Employee Referral
7. Integrated Marketing Mgr.	Inside Radio
8. Account Executive	Employee Referral
9. Program Director	Internal Posting
10. On-Air Talent	Unsolicited Application
11. Local Sales Manager	Unsolicited Application
12. Local Sales Manager	Internal Posting
13. Account Executive	Employee Referral
14. Account Executive	Employee Referral
15. On-Air Talent	Employee Referral
16. Payroll/HR Administrator	CBS Radio Website
17. On-Air Talent	Employee Referral
18. National Sales Assistant	Internal Posting
19. Account Executive	Employee Referral
20. Digital Sales Manager	Internal Posting
21. On-Air Talent	CBS Radio Website
22. Account Executive	Employee Referral
23. On-Air Talent	Employee Referral
24. On-Air Talent	Employee Referral
25. On-Air Talent	Employee Referral
26. Accountant	Internal Posting

**KILT, KIKK, KILT-FM, KKHH, KLOL, and KHMX
are Equal Opportunity Employers**

Name of Organization Notified of Job Vacancy	Contact Person	Address:	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Texas Association of Broadcasters	Craig Bean http://www.tab.org	502 E. 11 th , Ste 200, Austin, TX 78701	512-322-9944	0	No
Urban League	Carolyn Rose crose@hul.org	1301 Texas Avenue Houston, TX 77002	713-393-8700	0	No
CBS Radio Corporate Website	Margaret Marion	1515 Broadway New York, NY 10019	212-846-3966	0	No
Texas Workforce Commission	Will Smith www.workintexas.com	8373 Westheimer Houston, TX 77063	713-243-8034	0	No
American Women in Radio & TV	Melissa Lowe www.awrt.org	8405 Greensboro Drive, Ste 800 McLean, VA 22102	703-506-3290, Ext 3279	0	No
University of Houston	Jazel Borja Fax: 713-743-5111	4800 Calhoun 106 Student Service One Houston, TX 77204-3040	713-743-5123	0	No
CBS Radio Houston Websites	Tiffany Gallaway	24 Greenway Plaza, Suite 1900 Houston, TX 77046		0	No
Houston Community College	Dr. Lee B. Murdy Laila.Zariff@hccs.edu	9600 South Gessner Houston, TX 77071	713-864-6989	0	Yes
College Broadcasters	Will Robedee cbjob@mailman.rice.edu	UPS – Hershey Square Center 1152 Mae Street Hummelstown, PA 17036	713-348-2935	0	No
American Broadcasting School	Michelle McConnell-Amick michelle@radioschool.com	712 North Watson Rd, Ste 200 Arlington, TX 76011	817-695-2474	0	No
Houston NAACP	Yolanda Smith branch@naacphouston.org	2002 Wheeler Avenue Houston, TX 77004	713-526-3389	0	No
Stephen F Austin University	Penny Tousha ptousha@sfasu.edu	SFA Box 13032 Nacogdoches, TX 75962	936-468-6637	0	No
Internal Posting	Patti Rodgers	24 Greenway Plaza, Ste 1900 Houston, TX 77046	713-881-5100	0	No
Employee Referral	N/A	24 Greenway Plaza, Ste 1900 Houston, TX 77046	713-881-5100	1	No

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West Houston Assistance Ministries Job Search	Heiwet Keflom Fax: 713-781-5360	10501 Meadowglen Lane Houston, TX 77042	832-252-7748	0	No
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Allaccess.com	N/A	N/A	N/A	1	No

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Inside Radio	N/A	N/A	N/A	1	No

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Employee Referral	N/A	24 Greenway Plaza, Ste 1900 Houston, TX 77046	713-881-5100	5	No
Other Internet Jobsite (interviewee did not identify specific site where interviewee learned of job vacancy)	N/A	N/A	N/A	3	No
InsideRadio.com	N/A	N/A	N/A	1	No
Unknown (interviewee did not identify referral source)	N/A	N/A	N/A	1	No

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Professional Assn (interviewee did not identify specific referral source)	N/A	N/A	N/A	1	No
InsideRadio.com	N/A	N/A	N/A	2	No

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West Houston Assistance Ministries Job Search	Heiwet Keflom Fax: 713-781-5360	10501 Meadowglen Lane Houston, TX 77042	832-252-7748	0	No
Houston Community College	Dr. Lee B. Murdy Laila.Zariff@hccs.edu	9600 South Gessner Houston, TX 77071	713-864-6989	0	Yes
College Broadcasters	Will Robedee cbjob@mailman.rice.edu	UPS – Hershey Square Center 1152 Mae Street Hummelstown, PA 17036	713-348-2935	0	No
American Broadcasting School	Michelle McConnell-Amick michelle@radioschool.com	712 North Watson Rd, Ste 200 Arlington, TX 76011	817-695-2474	0	No
Houston NAACP	Yolanda Smith branch@naacphouston.org	2002 Wheeler Avenue Houston, TX 77004	713-526-3389	0	No
Stephen F Austin University	Penny Tousha ptousha@sfasu.edu	SFA Box 13032 Nacogdoches, TX 75962	936-468-6637	0	No
Internal Posting	Patti Rodgers	24 Greenway Plaza, Ste 1900 Houston, TX 77046	713-881-5100	1	No
Employee Referral	N/A	24 Greenway Plaza, Ste 1900 Houston, TX 77046	713-881-5100	0	No

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Urban League	Carolyn Rose crose@haul.org	1301 Texas Avenue Houston, TX 77002	713-393-8700	0	No
CBS Radio Corporate Website	Margaret Marion	1515 Broadway New York, NY 10019	212-846-3966	3	No
Texas Workforce Commission	Will Smith www.workintexas.com	8373 Westheimer Houston, TX 77063	713-243-8034	1	No
American Women in Radio & TV	Melissa Lowe www.awrt.org	8405 Greensboro Drive, Ste 800 McLean, VA 22102	703-506-3290, Ext 3279	0	No
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Employee Referral	N/A	24 Greenway Plaza, Ste 1900 Houston, TX 77046	713-881-5100	1	No
InsideRadio.com	N/A	N/A	N/A	1	No
Unknown (interviewee did not identify referral source)	N/A	N/A	N/A	5	No
Other Job Board (interviewee did not identify specific job board where interviewee learned of job vacancy)	N/A	N/A	N/A	1	No

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Allaccess.com	N/A	N/A	N/A	2	No

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Employee Referral	N/A	24 Greenway Plaza, Ste 1900 Houston, TX 77046	713-881-5100	1	No
Careerbuilders.com	N/A	N/A	N/A	1	No
Businessweek.com	N/A	N/A	N/A	1	No
Indeed.com	N/A	N/A	N/A	1	No

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Employee Referral	N/A	24 Greenway Plaza, Ste 1900 Houston, TX 77046	713-881-5100	4	No
Newspaper (self-reported by interviewees)	N/A	N/A	N/A	2	No

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Employee Referral	N/A	24 Greenway Plaza, Ste 1900 Houston, TX 77046	713-881-5100	2	No
Industry Referral	N/A	N/A	N/A	1	No

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West Houston Assistance Ministries Job Search	Heiwet Keflom Fax: 713-781-5360	10501 Meadowglen Lane Houston, TX 77042	832-252-7748	0	No
Houston Community College	Dr. Lee B. Murdy Laila.Zariff@hccs.edu	9600 South Gessner Houston, TX 77071	713-864-6989	0	Yes
College Broadcasters	Will Robedee cbjob@mailman.rice.edu	UPS – Hershey Square Center 1152 Mae Street Hummelstown, PA 17036	713-348-2935	0	No
American Broadcasting School	Michelle McConnell-Amick michelle@radioschool.com	712 North Watson Rd, Ste 200 Arlington, TX 76011	817-695-2474	0	No
Houston NAACP	Yolanda Smith branch@naacphouston.org	2002 Wheeler Avenue Houston, TX 77004	713-526-3389	0	No
Stephen F Austin University	Penny Tousha ptousha@sfasu.edu	SFA Box 13032 Nacogdoches, TX 75962	936-468-6637	0	No
Internal Posting	Patti Rodgers	24 Greenway Plaza, Ste 1900 Houston, TX 77046	713-881-5100	0	No
Employee Referral	N/A	24 Greenway Plaza, Ste 1900 Houston, TX 77046	713-881-5100	1	No

Name of Organization Notified of Job Vacancy	Contact Person	Address:	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Texas Association of Broadcasters	Craig Bean http://www.tab.org	502 E. 11 th , Ste 200, Austin, TX 78701	512-322-9944	0	No
Urban League	Carolyn Rose crose@haul.org	1301 Texas Avenue Houston, TX 77002	713-393-8700	0	No
CBS Radio Corporate Website	Margaret Marion	1515 Broadway New York, NY 10019	212-846-3966	0	No
Texas Workforce Commission	Will Smith www.workintexas.com	8373 Westheimer Houston, TX 77063	713-243-8034	0	No
American Women in Radio & TV	Melissa Lowe www.awrt.org	8405 Greensboro Drive, Ste 800 McLean, VA 22102	703-506-3290, Ext 3279	0	No
University of Houston	Jazel Borja Fax: 713-743-5111	4800 Calhoun 106 Student Service One Houston, TX 77204-3040	713-743-5123	0	No
West Houston Assistance Ministries Job Search	Heiwet Keflom Fax: 713-781-5360	10501 Meadowglen Lane Houston, TX 77042	832-252-7748	0	No
Houston Community College	Dr. Lee B. Murdy Laila.Zariff@hccs.edu	9600 South Gessner Houston, TX 77071	713-864-6989	0	Yes
College Broadcasters	Will Robedee cbjob@mailman.rice.edu	UPS – Hershey Square Center 1152 Mae Street Hummelstown, PA 17036	713-348-2935	0	No
American Broadcasting School	Michelle McConnell-Amick michelle@radioschool.com	712 North Watson Rd, Ste 200 Arlington, TX 76011	817-695-2474	0	No
Houston NAACP	Yolanda Smith branch@naacphouston.org	2002 Wheeler Avenue Houston, TX 77004	713-526-3389	0	No
Stephen F Austin University	Penny Tousha ptousha@sfasu.edu	SFA Box 13032 Nacogdoches, TX 75962	936-468-6637	0	No
Internal Posting	Patti Rodgers	24 Greenway Plaza, Ste 1900 Houston, TX 77046	713-881-5100	0	No
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Texas Workforce Commission	Will Smith www.workintexas.com	8373 Westheimer Houston, TX 77063	713-243-8034	1	No
American Women in Radio & TV	Melissa Lowe www.awrt.org	8405 Greensboro Drive, Ste 800 McLean, VA 22102	703-506-3290, Ext 3279	0	No
University of Houston	Jazel Borja Fax: 713-743-5111	4800 Calhoun 106 Student Service One Houston, TX 77204-3040	713-743-5123	0	No
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American Broadcasting School	Michelle McConnell-Amick michelle@radioschool.com	712 North Watson Rd, Ste 200 Arlington, TX 76011	817-695-2474	0	No
Houston NAACP	Yolanda Smith branch@naacphouston.org	2002 Wheeler Avenue Houston, TX 77004	713-526-3389	0	No
Stephen F Austin University	Penny Tousha ptousha@sfasu.edu	SFA Box 13032 Nacogdoches, TX 75962	936-468-6637	0	No
Internal Posting	Patti Rodgers	24 Greenway Plaza, Ste 1900 Houston, TX 77046	713-881-5100	1	No
Employee Referral	N/A	24 Greenway Plaza, Ste 1900 Houston, TX 77046	713-881-5100	0	No
Houston Accounting Jobs Website	N/A	N/A	N/A	1	No
Indeed.com	N/A	N/A	N/A	1	No

6) Total # of Interviewees Referred: For the period from March 22, 2009 to March 21, 2010, this Employment Unit interviewed 113 Interviewees for full time job vacancies.

7) Supplemental Recruitment Measures

(a) General Outreach Efforts

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved : (Position)
1. KILT(AM), KILT-FM, KKHH(FM), KHMx(FM), KLOL(FM) and KIKK(AM), have 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	Office Manager
2. Broadcast weekly announcements on KILT(AM), KILT-FM, KKHH(FM), KHMx(FM), KLOL(FM) and KIKK(AM). The weekly recruitment announcements inform potential recruitment sources that they may ask to be included on the station's recruitment list.	Ongoing	Office Manager

(b) Participation in Events Sponsored by Educational Institutions:

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. Spoke to a class of 75 students at Sablatura Middle School regarding careers in broadcasting as a part of the school's 2 nd Annual College and Career Week.	November 30, 2009	On-Air Personality, KHMx-FM
2. Participated in David Crockett Middle School's Career Day, speaking to 450 - 8 th grade students regarding careers in broadcasting.	January 29, 2010	On-Air Personality, KILT-FM
3. Alvin Community College Advisory Board Member for the Radio & TV Broadcasting Department. Meetings are held several times a year to discuss needs of today's Radio/TV business, which leads to the course schedule designed by the departments for students pursuing a media career.	On-Going	Promotion Director, KILT-AM & KIKK-AM
4. Carl Wunsche Senior High School Technology class toured the stations to learn what goes on behind the scenes in broadcasting a radio station and learn about the skills required for careers in broadcasting.	October 9, 2009	Programming Coordinator, KILT-FM, KHMx-FM, KKHH-FM

(c) Participation in Events Sponsored by Community Organizations

1. Houston Hispanic Forum 24 th annual Career and Education Day. Event is attended by several thousand middle and high school students. Participated on a panel about careers in radio and broadcasting.	January 9, 2010	On-Air Talent; KHMN-FM
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(d) Internship Program: CBS Radio Houston has an established internship program that recruits interns from various colleges/universities each school semester for departments such as programming/on-air, promotions, marketing, accounting and sales.

Before the start of each college semester, CBS Radio Houston holds internship orientations, which allow interested students the opportunity to learn about our company as a whole and our stations, tour our facilities and learn about what available internship positions we have for the upcoming semester. Each internship position allows the intern to receive valuable hands on experience, which helps prepare them for a potential career in media.

During this reporting period, CBS Radio Houston hosted 38 interns in its internship program. These students were from the following colleges/universities:

The University of Oklahoma
Texas Southern University
Alvin Community College
Sam Houston State University
University of Texas- Austin
Lonestar College- Montgomery
University of Houston- Downtown
University of Houston- Main Campus
University of Houston- Clear Lake
Houston Baptist University
The Art Institute of Houston
University of St. Thomas
Texas A&M- Corpus Christi
Lonestar North Harris College