

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period March 22, 2010 to March 21, 2011 .

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: Patti Rodgers
	E-mail Address: Patti.rodgers@cbsradio.com

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

Job Title	Recruitment Source Referring Hiree
1. Continuity Director	Employee Referral
2. Continuity Director	Employee Referral
3. On-Air Talent	LinkedIn
4. Traffic Assistant	Employee Referral
5. Traffic Assistant	Internal Posting
6. Account Executive	Client Referral
7. Credit Analyst	CBS Radio Website
8. Program Assistant	Internal Posting
9. Producer	CBS Radio Website
10. Account Executive	Industry Referral
11. Account Executive	Employee Referral
12. Account Executive	Industry Referral
13. Account Executive	Employee Referral
14. GSM – Texans Radio	Employee Referral
15. On-Air Talent	CBS Radio Website
16. Account Executive	CBS Radio Website
17. Account Executive	CBS Radio Website
18. Account Executive	CBS Radio Website
19. Sales Associate	Internal Posting
20. Account Executive	Employee Referral
21. National Sales Manager	Employee Referral
22. Sales Associate	Internal Posting
23. Sales Associate	Employee Referral
24. Sales Associate	Internal Posting
25. Account Executive	Internal Posting
26. Program Director	Industry Referral
27. National Sales Assistant	Employee Referral
28. Account Executive	Employee Referral
29. Account Executive	Employee Referral
30. On-Air Talent	Employee Referral
31. On-Air Talent	Employee Referral
32. Account Executive	Employee Referral
33. Account Executive	Employee Referral
34. Sports Sales Manager	Internal Posting
35. Account Executive	Employee Referral
36. Engineer	Society of Broadcast Engineers
37. Account Executive	Employee Referral

**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@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
Alliance for Women in Media	Kate Niswander www.allwomeninmedia.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	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	2	No

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College/University Career Center (interviewee did not identify the specific college or university where interviewee learned of the job vacancy)				1	No
LinkedIn				1	No

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Client Referral				1	No

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Monster.com				1	No

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LinkedIn				1	No
AOL.com Search				1	No

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Texas Workforce Commission	Will Smith www.workintexas.com	8373 Westheimer Houston, TX 77063	713-243-8034	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
Internal Referral	N/A	24 Greenway Plaza, Ste 1900 Houston, TX 77046		1	No

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CBS Radio Corporate Website	Margaret Marion	1515 Broadway New York, NY 10019	212-846-3966	3	No
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Alliance for Women in Media	Kate Niswander www.allwomeninmedia.org	8405 Greensboro Drive, Ste 800 McLean, VA 22102	703-506-3290, Ext 3279	0	No
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LinkedIn				1	No
Dice.com				1	No

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

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Job Bank (interviewee did not identify specific site where interviewee learned of job vacancy)				1	No
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Texas Workforce Commission	Will Smith www.workintexas.com	8373 Westheimer Houston, TX 77063	713-243-8034	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	1	No
Industry Referral				1	No

5) Job Title: Engineer (36)

Referral Source(s) of Hires: Texas Association of Broadcasters

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	1	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
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
Society of Broadcast Engineers	Scott Jones kjones@sbe.org			2	No

5) Job Title: Account Executive (37)

Referral Source(s) of Hires: 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)
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	3	No
Texas Workforce Commission	Will Smith www.workintexas.com	8373 Westheimer Houston, TX 77063	713-243-8034	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
Employee Referral	N/A	24 Greenway Plaza, Ste 1900 Houston, TX 77046	713-881-5100	2	No

6) Total # of Interviewees Referred: For the period from March 22, 2010 to March 21, 2011, this Employment Unit interviewed 124 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. Participated in University of Houston Downtown Campus 2 nd Annual Career Quest providing students an opportunity to learn about future employment and career insight.	May 18, 2010	Two Promotion Coordinators, KKHH-FM

(c) Participation in Job Fairs

1. Participated in University of Houston Internship Career Fair where undergraduate students are seeking employment or Internships. Discussed career opportunities in broadcasting with interested students.	October 6, 2010	Group Integrated Marketing Project Manager/Internship Coordinator Group Sales Associate
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(d) Participation in Events Sponsored by Community Organizations

1. Houston Hispanic Forum 25 th annual Career and Education Day. Guest panelist in 2 sessions focused on careers in radio and broadcasting speaking to approximately 40 students. Moderator for 1st session was another CBS on-air talent. Included in 2 nd session was a CBS Program Director.	February 19, 2011	On-Air Talent; KHMx-FM On-Air Talent, KLOL-FM Program Director, KLOL-FM
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(e) 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 67 interns in its internship program. These students were from the following colleges/universities:

- University of Houston
- Alvin Community College
- University of Houston Clearlake
- Art Institute of Houston
- University of St. Thomas
- Texas A&M University Corpus Christi
- Lone Star College – North Harris County
- Sam Houston State University
- Texas Southern University
- Texas A&M University
- Houston Community College
- University of Texas Austin
- Rowan University
- University of Massachusetts
- University of Houston Downtown
- Houston Baptist University

Six of these Interns were hired by CBS Radio Houston.

(f) Training of Management-Level Personnel.

Description of Supplemental Recruitment Measure:	Date: (EEO Training Provided)	Personnel Involved: (Position)
1. Participated in EEO webinar training in equal employment and anti-discrimination practices.	March 17, 2011 and March 21, 2011	Management level personnel as well as personnel who help administer the employment unit's EEO program.