

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period July 23, 2009 to July 22, 2010.

1) Employment Unit: Citadel Broadcasting Co. – Los Angeles

2) Unit Members (Stations and Communities of License):

KABC-AM, Los Angeles, CA – Facility ID No. 33254

KLOS-FM, Los Angeles, CA – Facility ID No. 35078

3) EEO Contact Information for Unit Member:

Mailing Address: Radio License Holding, VI, LLC Radio License Holding XII, LLC 3321 South La Cienega Boulevard Los Angeles, CA 90016	Telephone Number: 310-840-4900
	Contact Person/Title: Bob Moore President and General Manager, KABC-AM/KLOS-FM
	E-mail Address: Bob.Moore@citcomm.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: These multiple openings were posted from July 23, 2009 to Present. The interview enumerated in the hiring method of the 7 filled positions has been consolidated in Part 5 of this report.	
a) Account Executive	Internal Referral
b) Account Executive	SCBA Website Posting
c) Account Executive	SCBA Website Posting
d) Account Executive	Industry Colleague Referral
e) Account Executive	Industry Colleague Referral
f) Account Executive	Industry Colleague Referral
g) Account Executive	SCBA Website Posting
2. General Sales Manager	Industry Colleague Referral

Stations KABC and KLOS are Affirmative Action & Equal Opportunity Employers.

5) Job Title: General Sales Manager

Referral Source(s) of Hiree: Industry Colleague Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
SCBA Website	Director of Community Affairs	1849 Sawtelle Blvd. #553, Los Angeles, CA 90025	310-444-1431	5	No
Industry Colleague Referral	GM/President KABC/KLOS	3321 S. LaCienega Blvd., LA, CA 90016	310-840-4959	4	No

6) Total # of Interviewees Referred: For the period from July 23, 2009 to July 22, 2010.

This Employment Unit interviewed 23 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Career/Job Fair Participant “Jobs Going Green”

EU staffed a booth at the North Valley Campus Job Fair Education and Career Center on April 22, 2010 at 11450 Sharp Avenue, Mission Hills, CA 91345. Representing the EU was KABC/KLOS On-Site Events Manager; who has Citadel hiring authority. He disseminated station information, answered questions, and accepted resumes from students.

(b) Initiative: Southern California Broadcasters Association (SBCA), 2010 Ben Hogan Radio Broadcast Award Participant

EU President and GM of KABC/KLOS, was invited by the SCBA to review submitted information on the three finalists considered for the above reference scholarship. The candidates were then graded on a scale of 1 to 5, with 1 being the top choice. President and GM responded on June 10, 2010 with extensive comments on the candidate of his choice, which included extending a station visit invitation, along with the opportunity for the winner to meet with station staff regarding his/her career aspirations.

(c) Initiative: Southern California Broadcasters University Radio Sales Course

KABC/KLOS were the host stations for the above referenced training program, which consisted of 11 – 2 ½ hour evening classes from January 26 to April 6, 2010. The Radio Sales Course is specifically targeted to enable station personnel in Southern California to be mentored and acquire skills that could qualify them for a higher level position in radio broadcasting. As the hosting station, the EU placed a qualified employee in the sales course free of charge, qualifying him for a higher position at KABC/KLOS.

(d) Initiative: Internship Program

KABC/KLOS has established a semester-long college internship program to assist qualified students in acquiring skills needed for employment in the broadcast industry, while allowing the student to gain school credit. The goal of the program is to expose students to the “real-life” world of broadcasting in the specific field they are pursuing. Each department utilizes established guidelines to create a program specific to the department. The Stations strive to teach interns how radio works, and provide them with valuable experience to pursue a career in broadcasting. An intern’s duties range from helping out at promotional events to assisting in the production of on-air programs. Each Department Head manages the department’s specific program and is responsible for following the EU’s Internship Policy. The policy ensures that proper procedures are employed and verified using uniform documentation across all Stations. College interns are recruited in three ways: 1) Notices to area colleges/universities; 2) postings on station web sites, and 3) student –initiated contact. During this reporting period a total of **18** interns spent a portion or all of their internship period at one of our Stations in the following departments:

Programming – **8** Student Interns

Promotions – **5** Student Interns

News – **3** Student Interns

Digital Media/Internet – **2** Student Interns

(e) Initiative: EEO Workshop

The American Women in Radio and Television SoCal Chapter and Southern California Broadcasters Association hosted an EEO workshop on September 23, 2009, at the Burbank Public Library, 300 N. Buena Vista St., Burbank CA 91505-3607, from 9AM-10:15AM. The Human Resources/Payroll Administrator represented the EU.

(f) Initiative: EEO Workshop for EU Management

On July 14, 2010, the President of the SCBA conducted an EEO Workshop in the Main Conference Room at KABC/KLOS. This training workshop was designed to provide training to management level personnel about methods of ensuring equal employment opportunity and preventing discrimination. Sixteen (16) EU managers attended.

(g) Initiative: Americans With Disabilities Best Practices Summit

“Lights! Camera! Access! July 10, 2010, 8:30A-2:30P, Academy of Television Arts & Sciences Conference Centre, 5220 Lankershim Boulevard, North Hollywood, CA 91601. In recognition of the 20th Anniversary of the Americans With Disabilities Act, the U.S. Department of Labor Secretary hosted this event. The agenda includes dialogue to break down employment barriers, build strategic alliances, and information exchange to increase access to the industry by people with disabilities. The EU was represented by the EU Human Resources/Payroll Administrator.