

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period March 22, 2007 to March 21, 2008.

1) **Employment Unit Location/Name:** CBS Radio Houston

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

3) **EEO Contact Information for Employment Unit:**

Mailing Address:  24 Greenway Plaza, Suite 1900 Houston, TX 77046	Telephone Number: 713-881-5100
	Contact Person Name/Title: Patti Rodgers/Office Mgr.
	E-mail Address: prodgers@cbs.com

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

	<b>JOB TITLE</b>	<b>RECRUITMENT SOURCE (“RS”) NOTIFIED OF JOB VACANCY</b>	<b>RS REFERRING HIREE</b>
1	Account Executive	1-12	13
2	Account Executive	1-12	16
3	Account Executive	1-12	13
4	Account Executive	1-12	13
5	Account Executive	1-12, 20-24	13
6	Account Executive	1-12, 20-24	16
7	On-Air Talent	1,3,5,6	16
8	National Sales Manager	1-9, 11-12, 20-22	16
9	Talk Show Host/Reporter	1,3,5,6	15
10	Account Executive	1-12, 20-24	16
11	Account Executive	1-12, 20-24	16
12	Account Executive	1-12, 20-24	5
13	National Sales Manager	1-9, 11-12, 20-22	14
14	Digital Sales Manager	1-12	16
15	Account Executive	1-6, 8, 10-11, 20-22, 24	16
16	Sports Director	1-6, 9, 20-22	6
17	National Sales Manager	1-9, 11-12, 20-22	14
18	Account Executive	1-6, 8, 10-11, 20-22, 24	13
19	Account Executive	1-6, 8-9, 11, 20-22	16

**KILT(AM), KILT-FM, KHJZ(FM) and KIKK(AM)  
are Equal Opportunity Employers**

**5) KILT(AM), KILT-FM, KHJZ(FM) and KIKK(AM)**

**MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS NUMBER</b>	<b>RS INFORMATION</b>	<b>DID RECRUITMENT SOURCE REQUEST NOTIFICATION?</b>	<b>NO. OF INTERVIEWEES REFERRED BY RS OVER REPORTING PERIOD</b>
1	American Women in Radio & TV <a href="http://www.awrt.org">www.awrt.org</a> Melissa Lowe 8405 Greensboro Drive, Suite 800 McLean, VA 22102 703-506-3290, ext 3279	No	1
2	Urban League Carolyn Rose 1301 Texas Avenue Houston, TX 77002 713-393-8700	No	0
3	Texas Workforce Commission/The Work Source <a href="http://www.workintexas.com">www.workintexas.com</a> Craig Albiston 8373 Westheimer Houston, TX 77063 713-243-8031	No	0
4	CBS Corporate Website <a href="http://www.cbsradio.com">www.cbsradio.com</a> Bonnie Dowling 212-975-8676	No	9
5	CBS Radio Houston Websites Tiffany Gallaway 713-881-5946	No	18
6	Texas Association of Broadcasters <a href="http://www.tab.org">www.tab.org</a> Craig Bean 502 East 11 <sup>th</sup> Street, Suite 200 Austin, TX 78701 512-322-9944	No	8
7	West Houston Assistance Ministries Job Search Heiwet Keflom 10501 Meadowglen Lane Houston, TX 77042 832-252-7748	Yes	0
8	Monster.com <a href="http://www.monster.com">www.monster.com</a> Bonnie Dowling 212-975-8676	No	0
9	University of Houston Luisa Gallegos 4800 Calhoun 106 Student Service One Houston, TX 77204-3040 713-743-5123	No	0

10	Houston Hispanic Chamber of Commerce Ana Ferguson 1801 Main Street, Suite 1075 Houston, TX 77002 713-644-7070	No	0
11	Houston Community College Dr. Lee B. Murdy 9600 South Gessner Houston, TX 77071 713-864-6989	Yes	0
12	Trinity University <a href="http://www.trinity.edu/careerservices">www.trinity.edu/careerservices</a> Yvonne Hinojosa One Trinity Place San Antonio, TX 78212-7200 210-999-8321	No	0
13	Internal Referral	No	22
14	Unsolicited Candidate Inquiry	No	8
15	Internal Promotion	No	1
16	Word of Mouth	No	32
17	Client Referral	No	5
18	Sportscasters Talent Agency of America <a href="http://www.staatalent.com">www.staatalent.com</a> 26101 Del Ray, Suite A Mission Viejo, CA 92691 949-215-6713	No	1
19	All Access <a href="http://www.allaccess.com">www.allaccess.com</a> 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 310-457-6616	No	1
20	College Broadcasters Will Robedee UPS – Hershey Square Center 1152 Mae Street Hummelstown, PA 17036 877-275-2241	No	0
21	American Broadcasting School Michelle McConnell-Amick 712 North Watson Rd, Ste 200 Arlington, TX 76011 817-695-2474	No	0
22	Houston NAACP Yolanda Smith 2002 Wheeler Ave. Houston, TX 77004 713-526-3389	No	0

23	University of St. Thomas <a href="http://www.myinterfase.com/stthom/employer">www.myinterfase.com/stthom/employer</a> Lindsey Guthman 3800 Montrose Houston, TX 77006 713-525-3160	No	0
24	Stephen F. Austin University Penny Tousha SFA Box 13032 Nacogdoches, TX 75962 936-468-6637	No	0

**6) TOTAL INTERVIEWEES OVER REPORTING PERIOD:**

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**7) Supplemental Recruitment Initiatives:**

**(a) General Outreach Efforts**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. KILT(AM), KILT-FM, KHJZ(FM), and KIKK(AM), have made significant contributions to the CBS Radio career website ( <a href="http://www.cbsradio.com">www.cbsradio.com</a> ) 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, KHJZ(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. Guest Speaker regarding broadcasting as a career to one class of approximately 20 students at Duchesne School.	March 23, 2007	On-Air Host & Voice of the Houston Texans
2. Guest Speaker regarding broadcasting as a career to one class of approximately 20 students at Alvin Community College.	April 19, 2007	On-Air Host & Voice of the Houston Texans

3. Interviewed by four students from Klein ISD Middle School about a career in the broadcast industry as part of a class assignment.	September 2007	On-Air Newscaster – KILT-FM
4. Guest Speaker regarding broadcasting as a career at Dulles Junior High School Career Day. Spoke to three classes, with a total of approximately 90 students.	January 25, 2008	Afternoon Air Personality – KILT-FM
5. Guest Speaker regarding broadcasting as a career at Harper Alternative School.	February 12, 2008	Mid-Day Air Personality – KHJZ(FM)
6. Guest Speaker at One-day Advanced Skills Workshop with Radio/TV students at Alvin Community College. Class was approximately 30 students.	February 21, 2008	On-Air Newscaster – KILT-FM
7. Guest Speaker at Bunker Hill Elementary Career Day. Interviewed in front of the entire school (680 students) via Bunker Hill closed circuit TV station.	February 14, 2008	SVP/Market General Manager

**c) Training of Management-Level Personnel.**

Description of Supplemental Recruitment Measure:	Date: (EEO Training Provided)	Personnel Involved: (Position)
1. On-line training “Preventing Harassment at CBS Corporation.”	10/17-11/07/07	All Staff and Members of Management

**d) Internship Program**

Description of Supplemental Recruitment Measure	Date:	Personnel Involved (Position)
1. San Jacinto College. Learn the job of a studio producer by inserting commercials, controlling the flow of a live radio show, operating telephone system and screening calls to be put on the air. Also learn reporting and how audio makes its way onto the radio by shadowing reporters to athletic events, recording interviews and using audio editing software. Work with Promotions Department in the execution of at least one offsite radio promotion. This would be the same for #2 and 4-10 below.	February – June 2007	Operations Manager for KILT(AM) & KIKK(AM)
2. Alvin Community College	February – June 2007	Operations Manager for KILT(AM) & KIKK(AM)
3. Texas State University. Learn how to set up for a remote broadcast, execute major events, interact with listeners and promote the stations, submit stations to web search engines so they will come up higher and more frequently, write press releases and event agreements.	May – August 2007	Group Marketing Director
4. Houston Baptist University	May – August 2007	Operations Manager for KILT(AM) & KIKK(AM)
5. Baylor University	May – August 2007	Operations Manager for KILT(AM) & KIKK(AM)
6. University of Houston	May – August 2007	Operations Manager for KILT(AM) & KIKK(AM)
7. Connecticut School of Broadcasting	September – December 2007	Operations Manager for KILT(AM) & KIKK(AM)
8. University of Houston	September – December 2007	Operations Manager for KILT(AM) & KIKK(AM)
9. Houston Baptist University	September – December 2007	Operations Manager for KILT(AM) & KIKK(AM)
10. University of Houston	September – December 2007	Operations Manager for KILT(AM) & KIKK(AM)