

**KBUE(FM)/KBUA(FM)/KEBN(FM)/KHJ(AM)/KWIZ(FM)/
KVNR(AM)/KRQB (FM)/KRCA(TV)
EEO PUBLIC FILE REPORT
08/01/10-07/31/11**

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Avid Editor	6-7, 9, 18, 21-23	9
Human Resources Assistant	1, 3, 7-8, 19	19
Engineer	6-7, 9, 19, 21-23	19
Security	6-7, 9, 18, 20-23	20
Associate Producer	6-7, 9, 19, 21-23	9
Avid Editor	6-7, 9, 19, 21-23	19
Avid Editor	6-7, 9, 17, 21-23	17
Avid Editor	6-7, 9, 19, 21-23	19
Writer	6-7, 9, 20-23	20
Avid Editor	6-7, 9, 17, 21-23	17
Internet Investigator	6-7, 9, 17-18, 21-23	17
Writer	6-7, 9, 19, 21-23	19
Digitizer	6-7, 9, 18, 21-23	18
Avid Editor	7, 10, 21	10
Account Executive	6-7, 9-10, 19, 21-23	7
Accountant	1, 3-5, 7-8, 17	17
Avid Editor	6-7, 11	11
Avid Editor	6-7, 11, 19	19
Internet Investigator	6, 7, 11	11
Receptionist	6, 11	6
Tape Operator	6, 11	11
Security	6-7, 11, 18-19	19
Account Executive	3, 6-7, 11	3
Avid Editor	6-7, 11, 19	19
Production Assistant	6-7, 11, 18-19	19
Production Assistant	6-7, 11, 21	21
Engineer	6-7, 11, 19	19
Account Executive	3, 6-7, 11, 19	19
Avid Editor	6-7, 11, 18	11
Receptionist	6-7, 11, 20	20
Graphic Designer	12, 19, 22-23	19
Sales Assistant	12-13, 19, 22-23	19
Writer	12-13, 22-23	12
Security	12-13, 22-23	13
Account Executive	6-7, 12-13, 22-23, 24	24
Avid Editor	7, 12-13, 22-23	13
Account Executive	6-7, 12-13, 22-23	12
Account Executive	6-7, 12-13, 19, 22, 27	19
Producer	12-13, 19, 22-23	19
Tape Librarian	12-13, 20, 22-23	20
Traffic Manager	1, 3, 6-8, 12-13, 22-23	3

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Traffic Continuity	1, 3, 6-8, 12-13, 19, 22-23	19
Avid Editor	6, 12-14, 22-23	14
Writer	6, 12-14, 22-23	14
Executive Producer	6, 12-14, 20, 22-23	20
Account Executive	6, 12-14, 19, 22-23	19
Avid Editor	6, 12-14, 19, 22-23	19
Traffic Manager	1, 3, 6-8, 12-13, 22-23	3
Sales Assistant	1, 3, 5, 7, 15	1
Avid Editor	6-7, 14-15, 17, 22-23	17
Avid Editor	6-7, 14-15, 22-23	14
Satellite Coordinator	6-7, 14-15, 18, 22-23	15
Internet Investigator	6-7, 14-15, 22-23	15
Production Assistant	6-7, 14-16, 22-23	16
Security	6-7, 14-16, 22-23	16
Executive Producer	3, 5, 7-8, 14-16, 18, 22-23	18

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<p>Caljobs.ca.gov (website) Employment Development Department (EDD) 800 Capitol Mall, MIC 83 Sacramento, CA 95814 (800) 758-0398 www.caljobs.ca.gov</p>	N	3
2	<p>Workforce Connection Attn: Annie Kirakosyan 301 East Olive Avenue Ste. 200 Burbank, CA 91502 (818) 238-5627 <i>Source is a resource center for job seekers, providing computers to individuals searching for available job openings via internet and job-post database. Source also provides phone, fax and copiers for job-search related activities.</i></p>	N	0
3	<p>Southern California Broadcasters Association Attn: LaFern Watkins 5670 Wilshire Blvd #1370 Los Angeles, CA 90036 (323) 904-4105 <i>Source places posts on Internet and sends to various organizations throughout California via monthly newsletter</i></p>	N	6
4	<p>LatinoLA.com (website) Attn: Abelardo De La Peña 15332 Antioch Street, Suite 438 Pacific Palisades, CA 90272 (310) 807-5786 www.latinola.com</p>	N	1
5	<p>Monster.com (website) P.O. Box 632163 Cincinnati, OH 45263-2163 1-800-666-7837 www.monster.com</p>	N	6
6	<p>Craigslist.org (website) P. O. Box 225159 San Francisco, CA 94122-5159 1-818-664-0633 www.craigslist.org</p>	N	10

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Company Website (www.lbimedia.com) Liberman Broadcasting, Inc. 1845 Empire Avenue Burbank, CA 91504 (818) 729-5300 Attn: David Muñoz	N	7
8	American Women in Radio and Television www.awrtsocal.org P. O. Box 11043 Burbank, CA 91510 Attn: Simone Tucker jobposting@awrtsocal.org	N	0
9	SEU Job and Career Fair – 07/12/2010 “TV and Radio” Job Fair Attn: David Muñoz, Jr. <i>(See Section III – EEO Public File Report 2009-2010)</i>	N	15
10	Job and Career Fair – 09/29/10 Mt. Sierra College – “Job Fair” Attn: Stephanie Keegan <i>(See Section III – EEO Public File Report 2010-2011)</i>	N	2
11	SEU Job and Career Fair – 12/16/10 “TV and Radio” Job Fair Attn: David Muñoz, Jr. <i>(See Section III – EEO Public File Report 2010-2011)</i>	N	26
12	Job and Resource Fair – 02/24/11 Best Jobs Magazine - “10,000 Best Jobs Expo” Attn: David Muñoz, Jr. <i>(See Section III – EEO Public File Report 2010-2011)</i>	N	10
13	Job and Resource Fair – 2/26/11 EDD - Elected Officials /Dodger Job Fair Attn: Stephanie Keegan <i>(See Section III – EEO Public File Report 2010-2011)</i>	N	21
14	SEU Job and Resource Fair – 4/10/11 “Feria Financiera y de Trabajo” Attn: Stephanie Keegan <i>(See Section III – EEO Public File Report 2010-2011)</i>	N	4
15	SEU Job and Career Fair – 4/20/11 Broadcast News Job Fair Attn: David Muñoz, Jr. <i>(See Section III – EEO Public File Report 2010-2011)</i>	N	9
16	SEU Job and Resource Fair – 6/21/11 “TV and Radio” Job Fair Attn: Stephanie Keegan <i>(See Section III – EEO Public File Report 2010-2011)</i>	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Former Employee (Re-Hire) Liberman Broadcasting, Inc. 1845 Empire Avenue Burbank, CA 91504 (818) 729-5300 Attn: David Muñoz, Jr.	N	5
18	Self-Referrals/Walk-ins Liberman Broadcasting, Inc. 1845 Empire Avenue Burbank, CA 91504 (818) 729-5300 Attn: David Muñoz, Jr.	N	8
19	Employee Referrals Liberman Broadcasting, Inc. 1845 Empire Avenue Burbank, CA 91504 (818) 729-5300 Attn: David Muñoz, Jr.	N	21
20	Non-employee referrals Liberman Broadcasting, Inc. 1845 Empire Avenue Burbank, CA 91504 (818) 729-5300 Attn: David Muñoz, Jr.	N	5
21	Internal Posting Liberman Broadcasting, Inc. 1845 Empire Avenue Burbank, CA 91504 (818) 729-5300 Attn: David Muñoz, Jr.	N	1
22	Radio On-Air Announcements <i>(all SEU stations)</i> Liberman Broadcasting, Inc. 1845 Empire Avenue Burbank, CA 91504 (818) 729-5300 Attn: David Muñoz	N	1
23	KRCA(TV) On-Air Announcements Liberman Broadcasting, Inc. 1845 Empire Avenue Burbank, CA 91504 (818) 729-5300 Attn: David Muñoz	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Internal Transfer Liberman Broadcasting, Inc. 1845 Empire Avenue Burbank, CA 91504 (818) 729-5300 Attn: David Muñoz, Jr.	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			167

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in job/career fair	<p>Activity: Mt. Sierra College, “Job Fair” , Monrovia, CA</p> <p>Date: September 29, 2010</p> <p>Participants included: HR Assistant, Stephanie Keegan</p> <p>Description: The SEU participated in a job and career fair event hosted by Mt. Sierra College and held in the school’s Atrium. The event featured over 12 different participants offering job opportunities and career guidance to students of the college. Members of the SEU met with students to answer questions related to broadcasting and encourage those with an interest in broadcasting to contact the SEU with career opportunity inquiries. Presentation packages were provided with information about Liberman Broadcasting, the local stations, their personalities and programs as well as job descriptions of various positions within the SEU. Approximately 100 students attended the event.</p>
2	Host job/career fair	<p>Activity: SEU’s “TV and Radio” Job Fair, Burbank, CA.</p> <p>Date: December 16, 2010</p> <p>Participants included: David Muñoz, Jr. – Director of HR, Stephanie Keegan - HR Assistant, TV and Radio Producers</p> <p>Description: SEU organized and hosted a TV and Radio job fair. A successful internet campaign by SEU stations resulted in the attendance of over 300+ job seekers. Questions about careers in broadcasting were answered. Applications and other useful hand-outs were provided to interested attendees. On-site pre-screening interviews were provided by Human Resources and other TV and Radio recruitment personnel. Appointments for secondary interviews were scheduled with potential employment candidates.</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
3	Sponsor and Participate in Job / Career Fair	<p>Activity: Best Jobs Magazine, “10,000 Best Jobs Expo” Anaheim Angeles Stadium, Anaheim, CA.</p> <p>Date: February 24, 2011</p> <p>Participants included: David Muñoz, Jr. – Director of HR, Mayra Hernandez, Office Manager KRQB, George Delgado, Promotions Manager KWIZ.</p> <p>Description: The SEU participated in the “10,000 Best Jobs Expo” job and career fair. The event was sponsored by Best Jobs Magazine, the Los Angeles Angels of Anaheim baseball club and various civic and employment resource agencies. The SEU co-sponsored the event and provided public service announcements for event dissemination. Approximately 3,000 job seekers attended this job and resource fair which was participated by over 30 different employer groups. A booth was set up with information about employment opportunities at Liberman Broadcasting, Inc. Questions about careers in broadcasting were answered. Applications and other useful hand-outs were given to interested attendees and on-site pre-screening interviews were provided.</p>
4	Participate in Job / Career Fair	<p>Activity: State of CA. Employment Development Department (EDD), Los Angeles City Council members, local elected Officials, and Los Angeles Dodgers, 16th Annual Community Job Fair – Dodger Stadium, Los Angeles, CA</p> <p>Date: February 26, 2011</p> <p>Participants included: Stephanie Keegan, HR Assistant and Joan Del Valle, Legal Assistant</p> <p>Description: The SEU participated in a major community Job Fair sponsored by the EDD, elected officials and hosted by the Los Angeles Dodgers baseball team. Over 3,000 job seekers were in attendance. A booth was set up with information about employment opportunities at Liberman Broadcasting, Inc. Questions about careers in broadcasting were answered. Applications and other useful hand-outs were given to interested attendees and on-site pre-screening interviews were provided.</p>

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5	Participate in community activity designed to provide guidance in careers in broadcasting.	<p>Activity: California State University, Long Beach – Society for Advancement of Management, and Southern California Broadcasters Association – Careers in Broadcasting Workshop – College of Business Administration (CBA) building, Long Beach, CA</p> <p>Date: March 21, 2011</p> <p>Invited Speaker: Michael Sheron, Vice-President of Digital Media, LBI Media, Inc.</p> <p>Description: The SEU participated in the “Careers in Broadcasting Workshop organized by CSULB chapter of Society for Advancement of Management, and in coordination with the Southern California Broadcasters Association. The event featured specially invited guests to speak with student attendees and provide career guidance to those interested in broadcasting opportunities. Mr. Sheron met with students to answer questions related to broadcasting, and encourage those with an interest in broadcasting to contact the SEU’s Human Resources Department. Mr. Sheron was requested to represent the SEU due to his vast experience in various broadcast management positions. Approximately 100 students attended the event.</p>
6	Host job/career fair	<p>Activity: SEU’s “Feria Financiera y de Trabajo”, Baldwin Park, CA</p> <p>Date: April 10, 2011</p> <p>Participants included: Stephanie Keegan - HR Assistant, Mayra Hernandez, KRQB Office Manager, B.J. Perez, Promotions Director</p> <p>Description: SEU organized and hosted a community job and financial resource fair. The event was held at the Courtyard Marriott in Baldwin Park, CA. A radio promotional on-air campaign by all SEU stations resulted in the attendance of over 150+ job seekers. Questions about careers in broadcasting were answered. Applications and other useful hand-outs were provided to interested attendees. On-site pre-screening interviews were provided by Human Resources and other SEU recruitment personnel. Ms. Keegan also participated as an event speaker and provided training on resume preparation. Appointments for secondary interviews were scheduled with potential employment candidates.</p>

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7	Host job/career fair	<p>Activity: SEU’s “Broadcast News Job Fair”, Burbank, CA.</p> <p>Date: April 20, 2011</p> <p>Attended: David Muñoz, Jr. – Director of HR, Stephanie Keegan, HR Assistant, Jesus Javier, Vice-President of News, and News Program Producers</p> <p>Description: SEU organized and hosted a Broadcast News job fair. Questions about careers in broadcast news were answered. Applications and other useful hand-outs were provided to interested attendees. On-site interviews were conducted by Human Resources and other TV news recruitment personnel. Appointments for secondary interviews were scheduled with potential employment candidates. Over 65+ job seekers attended the event.</p>
8	Host job/career fair	<p>Activity: SEU’s “TV and Radio” Job Fair, Plaza La Alameda, Huntington Park, CA.</p> <p>Date: June 21, 2011</p> <p>Participants included: Stephanie Keegan - HR Assistant, Laura Martinez, HR Clerk, B.J. Perez, Promotions Director</p> <p>Description: SEU organized and hosted a community job and career resource fair. The event was held at the Plaza La Alameda in Huntington Park, CA. A successful Radio promotional on-air campaign by all SEU stations resulted in the attendance of over 350+ job seekers. Questions about careers in broadcasting were answered. Applications and other useful hand-outs were provided to interested attendees. On-site pre-screening interviews were provided by Human Resources and other TV and Radio recruitment personnel. Appointments for secondary interviews were scheduled with potential employment candidates.</p>