

**KBUE(FM)/KBUA(FM)/KEBN(FM)/KHJ(AM)/KWIZ(FM)/  
KVNR(AM)/KRQB (FM)/KRCA(TV)  
EEO PUBLIC FILE REPORT  
07/24/08-07/31/09<sup>1</sup>**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-6,8-9,19	9
IT Technician	2-9,18	5
Webmaster	2-6,8-9,18	5
Production Assistant	6,17-19	19
Producer	9,18	18
Account Executive	1-6,8-9	6
Production Assistant	2-3,6,17-19	17
Security	2-6,8,17-18	5
Continuity / Traffic	1-3,5,18	18
Sales Assistant	2-3,5,8,18-19	18
Production Assistant	4,6,17-18	17
Production Assistant	4,6,17-18	17
Production Assistant	4,6,10,17	10
Location Coordinator	10-11,18	18
Producer	9-11,18-19	19
Producer	9-11,18	18
Sales Assistant	2-5,10-11,18	18
Promotion	9-11,18	10
Promotion	9-11,18-19	10
Account Executive	2-5,10-11,18	5
Producer	9-11,18	18
Driver	10-11,17,19	10
Location Coordinator	11-12,17	12
Wardrobe Assistant	4,8,11-12,18-19	19
Location Coordinator	4,8,11-12,17	17
Production Assistant	12,17,18-19	18
Account Executive	2-5,6,8,9,12,18-19	9
Account Executive	2-5,6,8,9,12,19	6
Account Executive	2-5,6,8,9,12	3
Producer	9,12,18-19	19
Production Assistant	9,12,17,18	12
Producer	9,12,17,18	9
VP of Network Operations	21*	21
Copywriter	16-18	16
Account Executive	2-3,5-6,8-9,18-19	6
Editor	5-6,8-9,16,19	16

<sup>1</sup> This report reflects data collected from July 24, 2008 to July 31, 2009.

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	2-6,8-9	5
Account Executive	2-6,8-9,18,20	18
Account Executive	2-6,8-9,18-19	19
Talent Coordinator	17-19	18
Security	2-3,5,18-19	19
Production Assistant	2-3,5,6,18-19	18
Producer	2-3,5,19	5
Production Assistant	2-3,5-6,17-19	17
Audience Coordinator	18-19	18
Writer	2-3,5-6,18-19	18
Production Assistant	2,3,5,6,17,18	5
Financial Analyst	1-3,5-6,8	8
Account Executive	5,6,9	9
Production Assistant	5-6,17-19	17
Security	5-6,9,17-18	18
Digitizer	5-6,18	18
Engineer	2-3,5-6,16,20	16
Graphic Designer	5-6,13,18	13
Engineer	2-3,5,13,16	16
Reception	5,9,13,18-19	13
Copywriter	5,13,19	19
Production Assistant	13,17-19	13
Assignment Editor	13,18-19	18
Production Assistant	13,17-18,20	13
Account Executive	5,8-9,13,18	8
Security	5-6,13,17-18	13
Account Executive	5-6,9,18	9
Account Executive	5-6,8-9,14,19	19
Account Executive	5-6,8-9,14,18	5
Travel Coordinator	14,18	18
Account Executive	5,9,14,18	5
Account Executive	5-6,8-9,14-15	6
Account Executive	5-6,8-9,14-15,18	18
National Sales Representative	14-15,18	18
Talent Coordinator	14-15,18	18
Production Assistant	14-15,17	17
Writer	14-15,19	19
News Anchor	21*	21
Sales Assistant	15,18-19	18
Security	15,18	15
Account Executive	5-6,9,15,18	5
Security	15,18,20	18
Account Executive	5-6,9,15,19	19
Account Executive	5-6,9,15,18	6

\* Exigent circumstances.

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	<b>Caljobs.ca.gov (website)</b> Employment Development Department (EDD) 800 Capitol Mall, MIC 83 Sacramento, CA 95814 (800) 758-0398 www.caljobs.ca.gov	N	0
2	<b>Workforce Connection</b> 301 East Olive Avenue Ste. 200 Burbank, CA 91502 (818) 238-5627	N	0
3	<b>Southern California Broadcasters Association</b> 5670 Wilshire Blvd #1370 Los Angeles, CA 90036 (323) 904-4105 Attn: LaFern Watkins <i>Source places posts on Internet and sends to various organizations throughout California via monthly newsletter</i>	N	1
4	<b>LatinoLA.com (website)</b> Attn: Abelardo De La Peña 15332 Antioch Street, Suite 438 Pacific Palisades, CA 90272 (310) 807-5786 www.latinola.com	N	2
5	<b>Monster.com (website)<sup>2</sup></b>	N	59
6	<b>Craigslist.org (website)</b>	N	16

<sup>2</sup> During this reporting period, the SEU relied heavily on internet and word-of-mouth sources to recruit for certain vacancies. Although the SEU is taking steps to extend its outreach to include additional non-internet recruitment sources, LBI respectfully submits that its reliance on internet sources is consistent with prevailing trends in the human resources industry, marketplace realities, and does, as a factual matter, achieve broad outreach.

The number of non-internet based recruitment sources appears to be diminishing as classes of formerly non-internet based recruitment sources – such as collegiate career centers – begin to rely exclusively on websites to make job postings available to their constituencies. Simply put, cork bulletin boards have been superseded by electronic ones. Moreover, in these challenging times, employers in every economic sector are searching for ways to reduce costs wherever possible. As a result, employers in non-regulated industries are increasingly less prone to pay for paper-based vacancy notices when they can turn to free (and popular) alternatives, such as craigslist.org. Accordingly, LBI respectfully urges the Commission to consider these factors when assessing the SEU’s EEO outreach efforts.

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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	<b>CSUN.edu/career (website)</b> California State University - Northridge Student Affairs / Career Center 18111 Nordhoff Street Northridge, CA 91330 (818) 677-1200 www.csun.edu/career	N	0
8	<b>TheJobSpider.com (website)</b> Free internet job search engine and job board for U.S. and Canada. c/o: Chris McGarry www.thejobspider.com	N	2
9	<b>Company Website (www.lbimedia.com)</b>	N	7
10	<b>Community Event – 09/14/08</b> Fiestas Patrias Attn: Oscar Salazar	N	13
11	<b>Job and Resource Fair – 09/17/08</b> EDD / “Hire a Veteran” Attn: Sylvia Miramontes	N	7
12	<b>Job and Resource Fair – 10/3/08</b> City of Bell Job Fair Attn: David Muñoz	N	7
13	<b>Job and Resource Fair – 3/14/08</b> EDD / Elected Officials /Dodger Job Fair Attn: David Muñoz	N	22
14	<b>Community Event – 05/03/09</b> 5 de Mayo Attn: Sylvia Miramontes	N	5
15	<b>Job and Resource Fair – 05/22/09</b> El Camino College “Operation Confidence” Job Fair Attn: David Muñoz	N	13
16	<b>Former Employee (Re-Hire)</b>	N	4
17	<b>Walk-in / Self-Referral</b>	N	21
18	<b>Employee Referrals</b>	N	77
19	<b>Non-employee referrals</b>	N	32
20	<b>Former Employee</b>	N	4
21	<b>Exceptional Talent</b> Liberan Broadcasting, Inc. 1845 Empire Avenue Burbank, CA 91504 (818) 729-5300 Attn: Recruiter	N	2
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>294</b>

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Host Community Event Relating to Careers in Broadcasting	<p><b>Activity:</b> Fiestas Patrias – National Orange Show, San Bernardino , CA</p> <p><b>Date:</b> September 14, 2008</p> <p><b>Attended:</b> KRQB Office Manager, Oscar Salazar</p> <p><b>Description:</b> Approximately 12,000 people attended this community event. 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 given.</p>
<b>2</b>	Participate in Community Job and Resource Fair	<p><b>Activity:</b> State of CA. Employment Development Department (EDD), “Hire a Veteran – Job Fair” , Woodland Hills, CA</p> <p><b>Date:</b> Sept. 17, 2008</p> <p><b>Attended:</b> HR Assistant, Sylvia Miramontes</p> <p><b>Description:</b> Liberman Broadcasting, Inc participated in an invitation to attend a major Job Fair sponsored by the EDD. Approximately 5,000 people attended this job and resource fair participated by over 40 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 given.</p>
<b>3</b>	Participate in Community Job and Resource Fair	<p><b>Activity:</b> City of Bell – Community Job Fair, Bell Community Center, Bell, CA.</p> <p><b>Date:</b> October 3, 2008</p> <p><b>Attended:</b> HR Director, David Muñoz</p> <p><b>Description:</b> Liberman Broadcasting, Inc participated in an invitation to attend a major Job Fair sponsored by The City of Bell. Approximately 2,000 people attended this job and resource fair participated by over 15 different</p>

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		<p>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 given.</p>
4	Participated in Community Job and Resource Fair	<p><b>Activity:</b> State of CA. Employment Development Department (EDD), Los Angeles City Council members, local elected Officials, and Los Angeles Dodgers, Community Job Fair – Dodger Stadium, Los Angeles, CA</p> <p><b>Date:</b> March 14, 2009</p> <p><b>Attended:</b> HR Director, David Muñoz</p> <p><b>Description:</b> Liberman Broadcasting, Inc participated in an invitation to attend a major Job Fair sponsored by the EDD, elected officials and hosted by the Los Angeles Dodgers baseball team. Over 5,000 thousand 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 given.</p>
5	Host Community Event Relating to Careers in Broadcasting	<p><b>Activity:</b> Cinco de Mayo – Rosemead, CA</p> <p><b>Date:</b> May 3, 2009</p> <p><b>Attended:</b> HR Assistant, Sylvia Miramontes</p> <p><b>Description:</b> Approximately 40,000 people attended this community event. 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 given.</p>
6	Participate in Community Job and Resource Fair	<p><b>Activity:</b> Los Angeles Community Colleges “Operation Confidence” Job Fair , El Camino College, Torrance, CA</p> <p><b>Date:</b> May 22, 2009</p> <p><b>Attended:</b> HR Director, David Muñoz and LBI Representative Ruth Quevedo</p>

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		<p><b>Description:</b> Liberman Broadcasting, Inc participated in an invitation to attend a major Job Fair sponsored by Career Placement Services department of El Camino College. Approximately 2,000 people attended this job and resource fair participated by over 12 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 given.</p>