

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period July 23, 2008 to July 22, 2009.

1) Employment Unit: Radio License Holding VI, LLC and Radio License Holding XII, LLC – Los Angeles, California (Citadel Radio – Los Angeles)

2) Unit Members:

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 LaCienega 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 3/23/09 to Present. The interviews enumerated in the hiring method of the 9 filled positions are listed together.	
a. Account Executive	Industry Colleague Referral
b. Account Executive	Industry Colleague Referral
c. Account Executive	Industry Colleague Referral
d. Account Executive	Industry Colleague Referral
e. Account Executive	Industry Colleague Referral
f. Account Executive	Industry Colleague Referral
g. Account Executive	Industry Colleague Referral
h. Account Executive	Industry Colleague Referral
i. Account Executive	Industry Colleague Referral
2. General Sales Manager	Website: LARadio.com
3. Promotions Manager	Industry Colleague Referral
4. On-Site Promotions Manager	Industry Colleague Referral
5. Business Manager	Internal Referral
6. Programming Assistant	Internal Candidate

Stations KABC and KLOS are equal Opportunity Employers.

5) Job Title: Account Executive (1a)
Referral Source(s) of Hiree: Industry Colleague
Job Title: Account Executive (1b)
Referral Source(s) of Hiree: Industry Colleague
Job Title: Account Executive (1c)
Referral Source(s) of Hiree: Industry Colleague
Job Title: Account Executive (1d)
Referral Source(s) of Hiree: Industry Colleague
Job Title: Account Executive (1e)
Referral Source(s) of Hiree: Industry Colleague
Job Title: Account Executive (1f)
Referral Source(s) of Hiree: Industry Colleague
Job Title: Account Executive (1g)
Referral Source(s) of Hiree: Industry Colleague
Job Title: Account Executive (1h)
Referral Source(s) of Hiree: Industry Colleague
Job Title: Account Executive (1i)
Referral Source(s) of Hiree: Industry Colleague

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Southern California Broadcasters Association (SCBA Job Posting Distribution List Attached) *	LaFern Cusack	5670 Wilshire Blvd. Ste. 1370 Los Angeles, CA 93306	323-938-3100	1	No
Internal Referral	Bob Moore	3321 S. La Cienega Blvd., LA, CA 90016	323-840-4959	3	No
Industry Colleague Referral	Brian Beishline Craig Rossi	3321 S. La Cienega Blvd., LA, CA 90016 3321 S. La Cienega Blvd., LA, CA 90016	323-840-4955 323-840-2843	13 1	No
Unsolicited call-in				1	No

5) Job Title: On Site Promotions 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)
Southern California Broadcasters Association *SCBA Job Posting Distribution List Attached	La Fern Cusack	5670 Wilshire Blvd., Ste. 1370 Los Angeles, CA 93306	323-938-3100	9	No
Industry Colleague Referral	Mike Olson	3321 S. La Cienega Blvd. Los Angeles, CA 90016	310-840-4989	4	No
Station Website				2	No
Unsolicited call-in				1	No

6) Total # of Interviewees Referred: For the period from July 23, 2008 to July 22, 2009.

This Employment Unit interviewed 61 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) Initiative: Job/Career Fair Participant

KABC/KLOS participated by having a booth at the Education and Career Center North Valley Campus Job Fair on May 5, 2009, at 11450 Sharp Avenue, Mission Hills, CA 91345. Representing KABC/KLOS was Erez Illouz, KABC/KLOS On-Site Events Manager; as a hiring authority for Citadel, he disseminated station information, answered questions and accepted resumes from the students.

(b) Initiative: Southern California Broadcaster Association 2009 Ben Hogan Radio Broadcast Award Participant

KABC/KLOS President and GM, was invited by the SCBA to review the submitted information on the five finalists considered for the above referenced scholarship. The candidates were then graded on a scale of 1 to 5, with 1 being the top choice. GM responded on 6/1/09 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: Meet & Mix With The Media

The Print Interactive Radio and Television Society (PIRATES) stage this annual event, which benefits the Ruth Collander Endowment Fund providing scholarships to Southern California Journalism students. This year's event, hosted by CBS2 & KCAL9, on 6/10/09 at CBS Studio Center, 4200 Radford Ave. Studio City, CA. The EU was represented by the KLOS-FM Program Director. This PIRATES sponsored event, "Mix With The Media" gives exposure to 95 non-profit and 40 media representatives of the community.

(d) Initiative: Southern California Broadcasters University – Radio Sales Course

KABC/KLOS is the host station for the above referenced training program, which consists of 11 evening classes from 7/7 to 9/15/09. The Radio Sales Course is specifically targeted to enable station personnel throughout Southern California acquire skills that could qualify them for a higher-level position in the radio broadcasting industry. As the hosting station, the EU has placed a qualified employee in the sales course free of charge.

(e) Initiative: Internship Program

KABC/KLOS have 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 internship 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 the world of 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 program. During this reporting period a total of 6 interns spent a portion or all of their internship period at one of our Stations in the following departments:

Programming - 3 Students

Digital Media/Internet – 1 Student

Promotions – 1 Student

Marketing – 1 Student

Each Department Head manages the department's specific program and is responsible for following the Station'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 contacts.