

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period January 23, 2007 to January 22, 2008.

1) Employment Unit Location/Name: NY/WCBS-FM

2) Unit Members (List all station call signs and communities of license): WCBS-FM

3) EEO Contact Information for Employment Unit:

Mailing Address: 1515 BROADWAY 40 <sup>TH</sup> FLOOR NEW YORK, NY 10036	Telephone Number: 212-846-5102
	Contact Person: Katie Turner
	E-mail Address: <a href="mailto:kturner@wcbsfm.com">kturner@wcbsfm.com</a>

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

Job Title	Recruitment Source Referring Hiree
1. Webmaster	Monster.com
2. Sales Assistant	Employee Referral
3. Local Sales Manager	Internal Transfer
4. Account Executive	CBSRadio.com
5. On- Air Talent	Former Employee
6. On-Air Talent	Internal Transfer
7. On-Air Talent	Former Employee
8. On-Air Talent	Former Employee
9. On-Air Talent	Internal Transfer
10. On-Air Talent	Former Employee
11. On-Air Talent	Former Employee
12. On-Air Talent	Employee Referral

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13. On-Air Talent	Former Employee
14. Accounting Assistant	Monster.com
15. Promotions Assistant	NYMRAD.com
16. Sales Development Manager	Internal Transfer
17. Morning Show Producer	Internal Promotion
18. Promotions Assistant	CBSRadio.com
19. Copy Director/Assistant Traffic Manager	Monster.com
20. National Sales Coordinator	Internal Promotion

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5) (1) Job Title: Webmaster Referral Source(s) of Hiree: Monster.com

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	Allison Reilly	www.CBSRadio.com	212-846-5886	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
National Association for the Advancement of Colored People (NAACP)	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	212-344-7474 x100	No
New York Market Radio (NYMRAD)	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
New York Institute of Technology (NYIT)	Charlene Degrego	Career Center 16 West 61 <sup>st</sup> Street New York, NY 10023	212-261-1537	No
WCBS-FM On-air advertising	Katie Turner	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Arbor Career Center	Guillermo Brathwaite	330 7 <sup>th</sup> Ave, 15 <sup>th</sup> Floor New York, NY 10018	646-733-3918	No
The Hope Program	Audrey Bloch	1 Smith Street Brooklyn, NY 11201	718-852-9307 x11	No
Kingsborough Community College	Nina	2001 Oriental Blvd. Brooklyn, NY 11235	718-368-5656	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	No
Craigs List	N/A	<a href="http://www.craigslist.com">www.craigslist.com</a>	N/A	No

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**5) (2) Job Title: Sales Assistant Referral Source(s) of Hiree: Employee Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	Allison Reilly	www.CBSRadio.com	212-846-5886	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
National Association for the Advancement of Colored People (NAACP)	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	212-344-7474 x100	No
New York Market Radio (NYMRAD)	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
New York Institute of Technology (NYIT)	Charlene Degrego	Career Center 16 West 61 <sup>st</sup> Street New York, NY 10023	212-261-1537	No
WCBS-FM On-air advertising	Katie Turner	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Arbor Career Center	Guillermo Brathwaite	330 7 <sup>th</sup> Ave, 15 <sup>th</sup> Floor New York, NY 10018	646-733-3918	No
The Hope Program	Audrey Bloch	1 Smith Street Brooklyn, NY 11201	718-852-9307 x11	No
Kingsborough Community College	Nina	2001 Oriental Blvd. Brooklyn, NY 11235	718-368-5656	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	No

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**5) (3) Job Title: Local Sales Manager Referral Source(s) of Hiree: Internal Transfer**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	Allison Reilly	www.CBSRadio.com	212-846-5886	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57th Street New York, NY 10019	212-975-2545	No
National Association for the Advancement of Colored People (NAACP)	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	212-344-7474 x100	No
New York Market Radio (NYMRAD)	Deborah Beagan	261 Madison Ave, 23rd Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
New York Institute of Technology (NYIT)	Charlene Degregio	Career Center 16 West 61st Street New York, NY 10023	212-261-1537	No
WCBS-FM On-air advertising	Katie Turner	1515 Broadway, 40th Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Arbor Career Center	Guillermo Brathwaite	330 7th Ave, 15th Floor New York, NY 10018	646-733-3918	No
The Hope Program	Audrey Bloch	1 Smith Street Brooklyn, NY 11201	718-852-9307 x11	No
Kingsborough Community College	Nina	2001 Oriental Blvd. Brooklyn, NY 11235	718-368-5656	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	No

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5) (4) Job Title: Account Executive Referral Source(s) of Hire: CBSRadio.com

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	Allison Reilly	www.CBSRadio.com	212-846-5886	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
National Association for the Advancement of Colored People (NAACP)	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	212-344-7474 x100	No
New York Market Radio (NYMRAD)	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
New York Institute of Technology (NYIT)	Charlene Degregio	Career Center 16 West 61 <sup>st</sup> Street New York, NY 10023	212-261-1537	No
WCBS-FM On-air advertising	Katie Turner	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Arbor Career Center	Guillermo Brathwaite	330 7 <sup>th</sup> Ave, 15 <sup>th</sup> Floor New York, NY 10018	646-733-3918	No
The Hope Program	Audrey Bloch	1 Smith Street Brooklyn, NY 11201	718-852-9307 x11	No
Kingsborough Community College	Nina	2001 Oriental Blvd. Brooklyn, NY 11235	718-368-5656	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	No
Craigslist	N/A	<a href="http://www.craigslist.com">www.craigslist.com</a>	N/A	No

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**5) (5) Job Title: On-Air Talent Referral Source(s) of Hiree: Former Employee**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	Allison Reilly	www.CBSRadio.com	212-846-5886	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
National Association for the Advancement of Colored People (NAACP)	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	212-344-7474 x100	No
New York Market Radio (NYMRAD)	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
New York Institute of Technology (NYIT)	Charlene Degrego	Career Center 16 West 61 <sup>st</sup> Street New York, NY 10023	212-261-1537	No
WCBS-FM On-air advertising	Katie Turner	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Arbor Career Center	Guillermo Brathwaite	330 7 <sup>th</sup> Ave, 15 <sup>th</sup> Floor New York, NY 10018	646-733-3918	No
The Hope Program	Audrey Bloch	1 Smith Street Brooklyn, NY 11201	718-852-9307 x11	No
Kingsborough Community College	Nina	2001 Oriental Blvd. Brooklyn, NY 11235	718-368-5656	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	No

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**5) (6) Job Title: On-Air Talent Referral Source(s) of Hiree: Internal Transfer**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	Allison Reilly	www.CBSRadio.com	212-846-5886	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
National Association for the Advancement of Colored People (NAACP)	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	212-344-7474 x100	No
New York Market Radio (NYMRAD)	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
New York Institute of Technology (NYIT)	Charlene Degrego	Career Center 16 West 61 <sup>st</sup> Street New York, NY 10023	212-261-1537	No
WCBS-FM On-air advertising	Katie Turner	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Arbor Career Center	Guillermo Brathwaite	330 7 <sup>th</sup> Ave, 15 <sup>th</sup> Floor New York, NY 10018	646-733-3918	No
The Hope Program	Audrey Bloch	1 Smith Street Brooklyn, NY 11201	718-852-9307 x11	No
Kingsborough Community College	Nina	2001 Oriental Blvd. Brooklyn, NY 11235	718-368-5656	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	No

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**5) (7) Job Title: On-Air Talent Referral Source(s) of Hiree: Former Employee**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	Allison Reilly	www.CBSRadio.com	212-846-5886	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
National Association for the Advancement of Colored People (NAACP)	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	212-344-7474 x100	No
New York Market Radio (NYMRAD)	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
New York Institute of Technology (NYIT)	Charlene Degrego	Career Center 16 West 61 <sup>st</sup> Street New York, NY 10023	212-261-1537	No
WCBS-FM On-air advertising	Katie Turner	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Arbor Career Center	Guillermo Brathwaite	330 7 <sup>th</sup> Ave, 15 <sup>th</sup> Floor New York, NY 10018	646-733-3918	No
The Hope Program	Audrey Bloch	1 Smith Street Brooklyn, NY 11201	718-852-9307 x11	No
Kingsborough Community College	Nina	2001 Oriental Blvd. Brooklyn, NY 11235	718-368-5656	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	No

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**5) (8) Job Title: On-Air Talent Referral Source(s) of Hiree: Former Employee**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	Allison Reilly	www.CBSRadio.com	212-846-5886	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
National Association for the Advancement of Colored People (NAACP)	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	212-344-7474 x100	No
New York Market Radio (NYMRAD)	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
New York Institute of Technology (NYIT)	Charlene Degregio	Career Center 16 West 61 <sup>st</sup> Street New York, NY 10023	212-261-1537	No
WCBS-FM On-air advertising	Katie Turner	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Arbor Career Center	Guillermo Brathwaite	330 7 <sup>th</sup> Ave, 15 <sup>th</sup> Floor New York, NY 10018	646-733-3918	No
The Hope Program	Audrey Bloch	1 Smith Street Brooklyn, NY 11201	718-852-9307 x11	No
Kingsborough Community College	Nina	2001 Oriental Blvd. Brooklyn, NY 11235	718-368-5656	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	No

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**5) (9) Job Title: On-Air Talent Referral Source(s) of Hiree: Internal Transfer**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	Allison Reilly	www.CBSRadio.com	212-846-5886	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
National Association for the Advancement of Colored People (NAACP)	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	212-344-7474 x100	No
New York Market Radio (NYMRAD)	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
New York Institute of Technology (NYIT)	Charlene Degrego	Career Center 16 West 61 <sup>st</sup> Street New York, NY 10023	212-261-1537	No
WCBS-FM On-air advertising	Katie Turner	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Arbor Career Center	Guillermo Brathwaite	330 7 <sup>th</sup> Ave, 15 <sup>th</sup> Floor New York, NY 10018	646-733-3918	No
The Hope Program	Audrey Bloch	1 Smith Street Brooklyn, NY 11201	718-852-9307 x11	No
Kingsborough Community College	Nina	2001 Oriental Blvd. Brooklyn, NY 11235	718-368-5656	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	No

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**5) (10) Job Title: On-Air Talent Referral Source(s) of Hiree: Former Employee**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	Allison Reilly	www.CBSRadio.com	212-846-5886	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
National Association for the Advancement of Colored People (NAACP)	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	212-344-7474 x100	No
New York Market Radio (NYMRAD)	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
New York Institute of Technology (NYIT)	Charlene Degregio	Career Center 16 West 61 <sup>st</sup> Street New York, NY 10023	212-261-1537	No
WCBS-FM On-air advertising	Katie Turner	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Arbor Career Center	Guillermo Brathwaite	330 7 <sup>th</sup> Ave, 15 <sup>th</sup> Floor New York, NY 10018	646-733-3918	No
The Hope Program	Audrey Bloch	1 Smith Street Brooklyn, NY 11201	718-852-9307 x11	No
Kingsborough Community College	Nina	2001 Oriental Blvd. Brooklyn, NY 11235	718-368-5656	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	No

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**5) (11) Job Title: On-Air Talent Referral Source(s) of Hiree: Former Employee**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	Allison Reilly	www.CBSRadio.com	212-846-5886	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
National Association for the Advancement of Colored People (NAACP)	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	212-344-7474 x100	No
New York Market Radio (NYMRAD)	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
New York Institute of Technology (NYIT)	Charlene Degregio	Career Center 16 West 61 <sup>st</sup> Street New York, NY 10023	212-261-1537	No
WCBS-FM On-air advertising	Katie Turner	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Arbor Career Center	Guillermo Brathwaite	330 7 <sup>th</sup> Ave, 15 <sup>th</sup> Floor New York, NY 10018	646-733-3918	No
The Hope Program	Audrey Bloch	1 Smith Street Brooklyn, NY 11201	718-852-9307 x11	No
Kingsborough Community College	Nina	2001 Oriental Blvd. Brooklyn, NY 11235	718-368-5656	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	No

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**5) (12) Job Title: On-Air Talent Referral Source(s) of Hiree: Employee Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	Allison Reilly	www.CBSRadio.com	212-846-5886	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
National Association for the Advancement of Colored People (NAACP)	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	212-344-7474 x100	No
New York Market Radio (NYMRAD)	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
New York Institute of Technology (NYIT)	Charlene Degrego	Career Center 16 West 61 <sup>st</sup> Street New York, NY 10023	212-261-1537	No
WCBS-FM On-air advertising	Katie Turner	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Arbor Career Center	Guillermo Brathwaite	330 7 <sup>th</sup> Ave, 15 <sup>th</sup> Floor New York, NY 10018	646-733-3918	No
The Hope Program	Audrey Bloch	1 Smith Street Brooklyn, NY 11201	718-852-9307 x11	No
Kingsborough Community College	Nina	2001 Oriental Blvd. Brooklyn, NY 11235	718-368-5656	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	No

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**5) (13) Job Title: On-Air Talent Referral Source(s) of Hiree: Former Employee**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	Allison Reilly	www.CBSRadio.com	212-846-5886	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
National Association for the Advancement of Colored People (NAACP)	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	212-344-7474 x100	No
New York Market Radio (NYMRAD)	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
New York Institute of Technology (NYIT)	Charlene Degregio	Career Center 16 West 61 <sup>st</sup> Street New York, NY 10023	212-261-1537	No
WCBS-FM On-air advertising	Katie Turner	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Arbor Career Center	Guillermo Brathwaite	330 7 <sup>th</sup> Ave, 15 <sup>th</sup> Floor New York, NY 10018	646-733-3918	No
The Hope Program	Audrey Bloch	1 Smith Street Brooklyn, NY 11201	718-852-9307 x11	No
Kingsborough Community College	Nina	2001 Oriental Blvd. Brooklyn, NY 11235	718-368-5656	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	No

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5) (14) Job Title: Accounting Assistant Referral Source(s) of Hiree: Monster.com

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	Allison Reilly	www.CBSRadio.com	212-846-5886	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
National Association for the Advancement of Colored People (NAACP)	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	212-344-7474 x100	No
New York Market Radio (NYMRAD)	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
New York Institute of Technology (NYIT)	Charlene Degregio	Career Center 16 West 61 <sup>st</sup> Street New York, NY 10023	212-261-1537	No
WCBS-FM On-air advertising	Katie Turner	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Arbor Career Center	Guillermo Brathwaite	330 7 <sup>th</sup> Ave, 15 <sup>th</sup> Floor New York, NY 10018	646-733-3918	No
The Hope Program	Audrey Bloch	1 Smith Street Brooklyn, NY 11201	718-852-9307 x11	No
Kingsborough Community College	Nina	2001 Oriental Blvd. Brooklyn, NY 11235	718-368-5656	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	No

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**5) (15) Job Title: Promotions Assistant Referral Source(s) of Hiree: NYMRAD.com**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	Allison Reilly	www.CBSRadio.com	212-846-5886	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
National Association for the Advancement of Colored People (NAACP)	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	212-344-7474 x100	No
New York Market Radio (NYMRAD)	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
New York Institute of Technology (NYIT)	Charlene Degrego	Career Center 16 West 61 <sup>st</sup> Street New York, NY 10023	212-261-1537	No
WCBS-FM On-air advertising	Katie Turner	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Arbor Career Center	Guillermo Brathwaite	330 7 <sup>th</sup> Ave, 15 <sup>th</sup> Floor New York, NY 10018	646-733-3918	No
The Hope Program	Audrey Bloch	1 Smith Street Brooklyn, NY 11201	718-852-9307 x11	No
Kingsborough Community College	Nina	2001 Oriental Blvd. Brooklyn, NY 11235	718-368-5656	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	No

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**5) (16) Job Title: Sales Development Manager Referral Source(s) of Hiree: Internal Transfer**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	Allison Reilly	www.CBSRadio.com	212-846-5886	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
National Association for the Advancement of Colored People (NAACP)	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	212-344-7474 x100	No
New York Market Radio (NYMRAD)	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
New York Institute of Technology (NYIT)	Charlene Degrego	Career Center 16 West 61 <sup>st</sup> Street New York, NY 10023	212-261-1537	No
WCBS-FM On-air advertising	Katie Turner	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Arbor Career Center	Guillermo Brathwaite	330 7 <sup>th</sup> Ave, 15 <sup>th</sup> Floor New York, NY 10018	646-733-3918	No
The Hope Program	Audrey Bloch	1 Smith Street Brooklyn, NY 11201	718-852-9307 x11	No
Kingsborough Community College	Nina	2001 Oriental Blvd. Brooklyn, NY 11235	718-368-5656	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	No

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**5) (17) Job Title: Morning Show Producer Referral Source(s) of Hiree: Internal Promotion**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	Allison Reilly	www.CBSRadio.com	212-846-5886	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
National Association for the Advancement of Colored People (NAACP)	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	212-344-7474 x100	No
New York Market Radio (NYMRAD)	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
New York Institute of Technology (NYIT)	Charlene Degregio	Career Center 16 West 61 <sup>st</sup> Street New York, NY 10023	212-261-1537	No
WCBS-FM On-air advertising	Katie Turner	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Arbor Career Center	Guillermo Brathwaite	330 7 <sup>th</sup> Ave, 15 <sup>th</sup> Floor New York, NY 10018	646-733-3918	No
The Hope Program	Audrey Bloch	1 Smith Street Brooklyn, NY 11201	718-852-9307 x11	No
Kingsborough Community College	Nina	2001 Oriental Blvd. Brooklyn, NY 11235	718-368-5656	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	No

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**5) (18) Job Title: Promotions Assistant Referral Source(s) of Hiree: CBSRadio.com**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	Allison Reilly	www.CBSRadio.com	212-846-5886	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
National Association for the Advancement of Colored People (NAACP)	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	212-344-7474 x100	No
New York Market Radio (NYMRAD)	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
New York Institute of Technology (NYIT)	Charlene Degregio	Career Center 16 West 61 <sup>st</sup> Street New York, NY 10023	212-261-1537	No
WCBS-FM On-air advertising	Katie Turner	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Arbor Career Center	Guillermo Brathwaite	330 7 <sup>th</sup> Ave, 15 <sup>th</sup> Floor New York, NY 10018	646-733-3918	No
The Hope Program	Audrey Bloch	1 Smith Street Brooklyn, NY 11201	718-852-9307 x11	No
Kingsborough Community College	Nina	2001 Oriental Blvd. Brooklyn, NY 11235	718-368-5656	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	No

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**5) (19) Job Title: Copy Director/Assistant Traffic Manager Referral Source(s) of Hiree: Monster.com**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	Allison Reilly	www.CBSRadio.com	212-846-5886	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
National Association for the Advancement of Colored People (NAACP)	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	212-344-7474 x100	No
New York Market Radio (NYMRAD)	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
New York Institute of Technology (NYIT)	Charlene Degregio	Career Center 16 West 61 <sup>st</sup> Street New York, NY 10023	212-261-1537	No
WCBS-FM On-air advertising	Katie Turner	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Arbor Career Center	Guillermo Brathwaite	330 7 <sup>th</sup> Ave, 15 <sup>th</sup> Floor New York, NY 10018	646-733-3918	No
The Hope Program	Audrey Bloch	1 Smith Street Brooklyn, NY 11201	718-852-9307 x11	No
Kingsborough Community College	Nina	2001 Oriental Blvd. Brooklyn, NY 11235	718-368-5656	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	No

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**5) (20) Job Title: National Sales Coordinator Referral Source(s) of Hiree: Internal Promotion**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	Allison Reilly	www.CBSRadio.com	212-846-5886	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
National Association for the Advancement of Colored People (NAACP)	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	212-344-7474 x100	No
New York Market Radio (NYMRAD)	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
New York Institute of Technology (NYIT)	Charlene Degregio	Career Center 16 West 61 <sup>st</sup> Street New York, NY 10023	212-261-1537	No
WCBS-FM On-air advertising	Katie Turner	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Arbor Career Center	Guillermo Brathwaite	330 7 <sup>th</sup> Ave, 15 <sup>th</sup> Floor New York, NY 10018	646-733-3918	No
The Hope Program	Audrey Bloch	1 Smith Street Brooklyn, NY 11201	718-852-9307 x11	No
Kingsborough Community College	Nina	2001 Oriental Blvd. Brooklyn, NY 11235	718-368-5656	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	No

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**6) Total # of Interviewees Referred by Each Source:** For the period from January 23, 2007 to January 22, 2008, this Employment Unit interviewed 101 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
1) Monster.com	30
2) Craigslist.com	6
3) CBSRadio.com	13
4) Employee Referral	15
5) NYMRAD.com	3
6) Internal Transfer	6
7) All Access	1
8) NY Times	4
9) Internal Promotion	4
10) Cold Call/Mail In	9
11) Former Employee	10

## 7) Supplemental Recruitment Measures.

### (a) Job Fairs.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
<p><b>1. <u>PSI/NAACP-Executive Diversity Job Fair @ Penn Plaza Pavilion, New York City</u></b> – CBS' New York Market stations all provided on-air and internet support in partnership with PSI in sponsoring this recruitment event. Applicants were interviewed and referred to specific websites regarding career opportunities within CBS in the NYC Market and nationally. Over 200 resumes were collected at this event.</p>	<u>May 22, 2007</u>	Human Resources Director, NYC Market
<p><b>2. <u>Latinos for Hire Career Expo @ Penn Plaza Pavilion, New York City</u></b>- This event targeted experienced Hispanic job seekers in a variety of industries in either the U.S. or from international markets. 39 resumes were collected at this event in addition to the significant number of attendees seeking general information about CBS and its divisions.</p>	<u>June 27, 2007</u>	Human Resources Director, NYC Market
<p><b>3. <u>Hofstra University-Communication Internship Fair @ Hofstra, Long Island, NY</u></b>- This on-campus event was hosted for Hofstra students seeking internships during this academic year. It was an informational meeting and some resumes were collected for consideration in either Radio or Television.</p>	<u>November 16, 2007</u>	Human Resources Director, NYC Market

### (b) General Outreach Efforts.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
<p><b>WCBS-FM</b>, has 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.</p>	Ongoing	Broadcast Operations Coordinator

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(c) **Participation in Events.**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
<p>1. <b><u>International Radio &amp; Television Society-Minority Career Fair @ AMA Conference Center, New York City</u></b> – Human Resources Director spoke to 125 students from across the country about the Radio industry and Broadcasting careers as a panelist on the “Secrets of Success” workshop. These students were later interviewed during the last day of the event for internship and full time employment.</p>	<p><u>March 29-30, 2007</u></p>	<p>Human Resources Director, NYC Market</p>
<p>2. <b><u>Central New York Communications Consortium @ Syracuse University</u></b>– This annual event attracts students from The Newhouse School, Ithaca College, Colgate, Cornell and LeMoyne colleges.</p>	<p><u>April 12-14, 2007</u></p>	<p>Human Resources Director, NYC Market</p>
<p>3. <b><u>Hofstra University- Advertising Club @ Hofstra University, Long Island, NY</u></b>- Human Resources Director spoke to approximately 40 Marketing students about careers, tips and trends in hiring, effective networking and the corporate culture at CBS Broadcasting and the New York City Market properties.</p>	<p><u>April 25, 2007</u></p>	<p>Human Resources Director, NYC Market</p>
<p>4. <b><u>Emma L. Bowen Foundation- 2007 Summer Conference @ Fordham University</u></b>- Human Resources Director addressed 180 Emma Bowen students attending the Summer Conference about interviewing effectively for employment, professional development and workplace realities to be mindful of as they begin to manage their careers.</p>	<p><u>June 23, 2007</u></p>	<p>Human Resources Director, NYC Market</p>
<p>5. <b><u>St. Francis College, Brooklyn, NY- Young Journalists in Training Program</u></b>- Human Resources Director addressed this year’s class about how to begin preparing to obtain internships, cultivate mentoring relationships and ultimately secure employment in the broadcasting industry.</p>	<p><u>November 26, 2007</u></p>	<p>Human Resources Director, NYC Market</p>

(d) **Internship Program.**

<p><b>WCBS-FM</b> reaches out to students in the tri-state area via postings on wcbssf.com, career web sites and career fairs. WCBS-FM had 17 interns during the reporting period that experienced every facet of radio production to prepare them for careers in broadcasting and in return they receive college credit. Each student was evaluated at the end of the semester and they take with them the vast knowledge they learned in the number one market for radio at WCBS-FM.</p>	<p>Ongoing</p>	<p>Promotions Assistant</p>
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