

## EEO PUBLIC FILE REPORT

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

1) **Employment Unit Location/Name:** New York / WCBS-AM

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

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

Mailing Address: 524 West 57 <sup>th</sup> St. New York, NY 10019	Telephone Number: 212-975-6653
	Contact Person/Title: Amy H. Oliver
	E-mail Address: aoliver@wcbs880.com

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

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
1. Account Executive	Client Referral
2. Account Executive	Client Referral
3. Digital Account Executive	Monster.com
4. Traffic Coordinator	Cbsradio.com
5. Sales Assistant	Cbsradio.com
6. Account Executive	Employee Referral
7. Account Executive	Internet
8. Account Executive	Internal Company Promotion
9. Account Executive	Internal Company Promotion
10. Sales Assistant	Employee Referral
11. Account Executive	Transfer
12. Sports Sales Manager	Internal Company Promotion
13. Traffic Manager	Transfer

**WCBS-AM is an Equal Opportunity Employer.**

**5a.) Job Title: Account Executive Referral Source(s) of Hiree: Client Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio	Via Kenexa Brassring ATS	<a href="http://www.cbsradio.com">www.cbsradio.com</a>	N/A	0	N/A
CBS Internal Gateway	Via Kenexa Brassring ATS	<a href="http://www.cbsandyou.com">www.cbsandyou.com</a>	N/A	0	N/A
CBS Corporation	Via Kenexa Brassring ATS	<a href="http://www.cbs.com">www.cbs.com</a> / <a href="http://www.cbcorporation.com">www.cbcorporation.com</a>	N/A	0	N/A
Client Referral	N/A	N/A	N/A	2	N/A

**5b.) Job Title: Account Executive Referral Source(s) of Hiree: Client Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio	Via Kenexa Brassring ATS	<a href="http://www.cbsradio.com">www.cbsradio.com</a>	N/A	0	N/A
CBS Internal Gateway	Via Kenexa Brassring ATS	<a href="http://www.cbsandyou.com">www.cbsandyou.com</a>	N/A	0	N/A
CBS Corporation	Via Kenexa Brassring ATS	<a href="http://www.cbs.com">www.cbs.com</a> / <a href="http://www.cbcorporation.com">www.cbcorporation.com</a>	N/A	0	N/A
Client Referral	N/A	N/A	N/A	5	N/A

**5c.) Job Title: Account Executive Referral Source(s) of Hiree: Monster.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internet*	N/A	N/A	N/A	3	N/A
CBS Radio Website- www.wcbs880.com	Travis Lusk	524 West 57 <sup>th</sup> St. New York, NY	212-975-6451	3	NO
National Association for the Advancement of Colored People	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	(Ph) 344-7474 x100 (Fx) 212-344-1212	0	NO
Women Center for Education and Career Advancement	Carolyn Johnson	198 Broadway Suite 400 New York, NY 10038	(Ph) 212-964-8934 (Fx) 212-964-0222	0	NO
Spanish American Institute	Bob Connolly	215 West 43rd Street New York, NY 10036-3913	(Ph) 212-840-7111 (Fx) 212-719-5922	0	NO
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	(Ph) 404-523-6136 (Fx) 404-523-5467	0	NO
National Association of Hispanics Journalists	Michelle Gonzalez	1000 National Press Building Washington, D.C 20045-2001	(Ph) 202-662-7147 (Fx) 202-662-7144	0	NO
National Lesbian & Gay Journalist Association	Lorona Corona	1420 K St. Washington, DC 20005	(Ph) 202-588-9888 (Fx) 202-588-1818	0	NO
National Urban League	Yolanda Richards	120 Wall Street New York, NY 10005	(Ph) 212-558-5300 (Fx) 212-344-5332	0	NO
Chinese American Planning Council	John Mak	150 Elizabeth St. New York, NY 10012	(Ph) 212-941-0925 (Fx) 212-966-8581	0	NO
National Association of Minority Media Executives	Garbo Jasik	1921 Gallows Road Suite 600 Vienna, VA 22182	(Ph) 703-893-2410 (Fx) 703-893-2414	0	NO
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	2	NO

Rutgers University	Cheryl Eagan Michelle Bryan	360 ML King Blvd. Newark, NJ 07102	(Ph) 973-353- 5312	0	NO
Pace University	Shannon Pill	41 Park Row NY, NY 10038	(Ph) 212-346- 1898	0	NO
Baruch College	Barbara Lambert	1 Bernard Baruch Way NY, NY 10010	(Ph) 646-312- 4684	0	NO
City College	Rhea Christian	160 Convent Ave. NY, NY 10031	212-650-6789	0	NO

\*Due to a technical flaw in the Employment Unit's online job application system, some interviewees who submitted applications online during the period covered by this report were unable to appropriately indicate the referral source from which they learned of the job vacancy. As a result, those interviewees are listed in this report as being referred by the Internet. The Employment Unit has since taken steps to correct the online application system so that the referral source information is accurately recorded.

**5d.) Job Title: Traffic Coordinator Referral Source(s) of Hire: Cbsradio.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internet*	N/A	N/A	N/A	2	N/A
CBS Radio Website- www.wcbs880.com	Travis Lusk	524 West 57 <sup>th</sup> St. New York, NY	212-975-6451	4	NO
National Association for the Advancement of Colored People	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	(Ph) 344-7474 x100 (Fx) 212-344-1212	0	NO
Women Center for Education and Career Advancement	Carolyn Johnson	198 Broadway Suite 400 New York, NY 10038	(Ph) 212-964-8934 (Fx) 212-964-0222	0	NO
Spanish American Institute	Bob Connolly	215 West 43rd Street New York, NY 10036-3913	(Ph) 212-840-7111 (Fx) 212-719-5922	0	NO
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	(Ph) 404-523-6136 (Fx) 404-523-5467	0	NO
National Association of Hispanics Journalists	Michelle Gonzalez	1000 National Press Building Washington, D.C 20045-2001	(Ph) 202-662-7147 (Fx) 202-662-7144	0	NO
National Lesbian & Gay Journalist Association	Lorona Corona	1420 K St. Washington, DC 20005	(Ph) 202-588-9888 (Fx) 202-588-1818	0	NO
National Urban League	Yolanda Richards	120 Wall Street New York, NY 10005	(Ph) 212-558-5300 (Fx) 212-344-5332	0	NO
Chinese American Planning Council	John Mak	150 Elizabeth St. New York, NY 10012	(Ph) 212-941-0925 (Fx) 212-966-8581	0	NO
National Association of Minority Media Executives	Garbo Jasik	1921 Gallows Road Suite 600 Vienna, VA 22182	(Ph) 703-893-2410 (Fx) 703-893-2414	0	NO
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	2	NO

Rutgers University	Cheryl Eagan Michelle Bryan	360 ML King Blvd. Newark, NJ 07102	(Ph) 973-353- 5312	0	NO
Pace University	Shannon Pill	41 Park Row NY, NY 10038	(Ph) 212-346- 1898	0	NO
Baruch College	Barbara Lambert	1 Bernard Baruch Way NY, NY 10010	(Ph) 646-312- 4684	0	NO
City College	Rhea Christian	160 Convent Ave. NY, NY 10031	212-650-6789	0	NO

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5e.) Job Title: Sales Assistant

Referral Source(s) of Hiree:Cbsradio.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internet*	N/A	N/A	N/A	8	N/A
CBS Radio Website- www.wcbs880.com	Travis Lusk	524 West 57 <sup>th</sup> St. New York, NY	212-975-6451	3	NO
National Association for the Advancement of Colored People	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	(Ph) 344-7474 x100 (Fx) 212-344-1212	0	NO
Women Center for Education and Career Advancement	Carolyn Johnson	198 Broadway Suite 400 New York, NY 10038	(Ph) 212-964-8934 (Fx) 212-964-0222	0	NO
Spanish American Institute	Bob Connolly	215 West 43rd Street New York, NY 10036-3913	(Ph) 212-840-7111 (Fx) 212-719-5922	0	NO
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	(Ph) 404-523-6136 (Fx) 404-523-5467	0	NO
National Association of Hispanics Journalists	Michelle Gonzalez	1000 National Press Building Washington, D.C 20045-2001	(Ph) 202-662-7147 (Fx) 202-662-7144	0	NO
National Lesbian & Gay Journalist Association	Lorona Corona	1420 K St. Washington, DC 20005	(Ph) 202-588-9888 (Fx) 202-588-1818	0	NO
National Urban League	Yolanda Richards	120 Wall Street New York, NY 10005	(Ph) 212-558-5300 (Fx) 212-344-5332	0	NO
Chinese American Planning Council	John Mak	150 Elizabeth St. New York, NY 10012	(Ph) 212-941-0925 (Fx) 212-966-8581	0	NO
National Association of Minority Media Executives	Garbo Jasik	1921 Gallows Road Suite 600 Vienna, VA 22182	(Ph) 703-893-2410 (Fx) 703-893-2414	0	NO
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	7	NO

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Rutgers University	Cheryl Eagan Michelle Bryan	360 ML King Blvd. Newark, NJ 07102	(Ph) 973-353- 5312	0	NO
Pace University	Shannon Pill	41 Park Row NY, NY 10038	(Ph) 212-346- 1898	0	NO
Baruch College	Barbara Lambert	1 Bernard Baruch Way NY, NY 10010	(Ph) 646-312- 4684	0	NO
City College	Rhea Christian	160 Convent Ave. NY, NY 10031	212-650-6789	0	NO

\*Due to a technical flaw in the Employment Unit's online job application system, some interviewees who submitted applications online during the period covered by this report were unable to appropriately indicate the referral source from which they learned of the job vacancy. As a result, those interviewees are listed in this report as being referred by the Internet. The Employment Unit has since taken steps to correct the online application system so that the referral source information is accurately recorded.

**5f.) Job Title: Account Executive Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internet*	N/A	N/A	N/A	2	N/A
Employee Referral	Matt Kiger	524 West 57 <sup>th</sup> St. New York, NY	212-975-3715	1	NO
CBS Radio Website- www.wcbs880.com	Travis Lusk	524 West 57 <sup>th</sup> St. New York, NY	212-975-6451	0	NO
National Association for the Advancement of Colored People	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	(Ph) 344-7474 x100 (Fx) 212-344-1212	0	NO
Women Center for Education and Career Advancement	Carolyn Johnson	198 Broadway Suite 400 New York, NY 10038	(Ph) 212-964-8934 (Fx) 212-964-0222	0	NO
Spanish American Institute	Bob Connolly	215 West 43rd Street New York, NY 10036-3913	(Ph) 212-840-7111 (Fx) 212-719-5922	0	NO
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	(Ph) 404-523-6136 (Fx) 404-523-5467	0	NO
National Association of Hispanics Journalists	Michelle Gonzalez	1000 National Press Building Washington, D.C 20045-2001	(Ph) 202-662-7147 (Fx) 202-662-7144	0	NO
National Lesbian & Gay Journalist Association	Lorona Corona	1420 K St. Washington, DC 20005	(Ph) 202-588-9888 (Fx) 202-588-1818	0	NO
National Urban League	Yolanda Richards	120 Wall Street New York, NY 10005	(Ph) 212-558-5300 (Fx) 212-344-5332	0	NO
Chinese American Planning Council	John Mak	150 Elizabeth St. New York, NY 10012	(Ph) 212-941-0925 (Fx) 212-966-8581	0	NO
National Association of Minority Media Executives	Garbo Jasik	1921 Gallows Road Suite 600 Vienna, VA 22182	(Ph) 703-893-2410 (Fx) 703-893-2414	0	NO

Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	0	NO
Rutgers University	Cheryl Eagan Michelle Bryan	360 ML King Blvd. Newark, NJ 07102	(Ph) 973-353- 5312	0	NO
Pace University	Shannon Pill	41 Park Row NY, NY 10038	(Ph) 212-346- 1898	0	NO
Baruch College	Barbara Lambert	1 Bernard Baruch Way NY, NY 10010	(Ph) 646-312- 4684	0	NO
City College	Rhea Christian	160 Convent Ave. NY, NY 10031	212-650-6789	0	NO
Client Referral	N/A	N/A	N/A	1	N/A

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**5g.) Job Title: Account Executive Referral Source(s) of Hiree: Internet**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internet*	N/A	N/A	N/A	7	N/A
CBS Radio Website- www.wcbs880.com	Travis Lusk	524 West 57 <sup>th</sup> St. New York, NY	212-975-6451	0	NO
National Association for the Advancement of Colored People	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	(Ph) 344-7474 x100 (Fx) 212-344-1212	0	NO
Women Center for Education and Career Advancement	Carolyn Johnson	198 Broadway Suite 400 New York, NY 10038	(Ph) 212-964-8934 (Fx) 212-964-0222	0	NO
Spanish American Institute	Bob Connolly	215 West 43rd Street New York, NY 10036-3913	(Ph) 212-840-7111 (Fx) 212-719-5922	0	NO
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	(Ph) 404-523-6136 (Fx) 404-523-5467	0	NO
National Association of Hispanics Journalists	Michelle Gonzalez	1000 National Press Building Washington, D.C 20045-2001	(Ph) 202-662-7147 (Fx) 202-662-7144	0	NO
National Lesbian & Gay Journalist Association	Lorona Corona	1420 K St. Washington, DC 20005	(Ph) 202-588-9888 (Fx) 202-588-1818	0	NO
National Urban League	Yolanda Richards	120 Wall Street New York, NY 10005	(Ph) 212-558-5300 (Fx) 212-344-5332	0	NO
Chinese American Planning Council	John Mak	150 Elizabeth St. New York, NY 10012	(Ph) 212-941-0925 (Fx) 212-966-8581	0	NO
National Association of Minority Media Executives	Garbo Jasik	1921 Gallows Road Suite 600 Vienna, VA 22182	(Ph) 703-893-2410 (Fx) 703-893-2414	0	NO
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	0	NO

Rutgers University	Cheryl Eagan Michelle Bryan	360 ML King Blvd. Newark, NJ 07102	(Ph) 973-353- 5312	0	NO
Pace University	Shannon Pill	41 Park Row NY, NY 10038	(Ph) 212-346- 1898	0	NO
Baruch College	Barbara Lambert	1 Bernard Baruch Way NY, NY 10010	(Ph) 646-312- 4684	0	NO
City College	Rhea Christian	160 Convent Ave. NY, NY 10031	212-650-6789	0	NO

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**5h.) Job Title: Account Executive Referral Source(s) of Hiree: Internal Company Promotion**

\*Recruitment was conducted for this vacancy, however, the employment unit chose to promote an employee from within the company.

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website- www.wcbs880.com	Travis Lusk	524 West 57 <sup>th</sup> St. New York, NY	212-975-6451	0	NO
National Association for the Advancement of Colored People	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	(Ph) 344-7474 x100 (Fx) 212-344-1212	0	NO
Women Center for Education and Career Advancement	Carolyn Johnson	198 Broadway Suite 400 New York, NY 10038	(Ph) 212-964-8934 (Fx) 212-964-0222	0	NO
Spanish American Institute	Bob Connolly	215 West 43rd Street New York, NY 10036-3913	(Ph) 212-840-7111 (Fx) 212-719-5922	0	NO
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	(Ph) 404-523-6136 (Fx) 404-523-5467	0	NO
National Association of Hispanics Journalists	Michelle Gonzalez	1000 National Press Building Washington, D.C 20045-2001	(Ph) 202-662-7147 (Fx) 202-662-7144	0	NO
National Lesbian & Gay Journalist Association	Lorona Corona	1420 K St. Washington, DC 20005	(Ph) 202-588-9888 (Fx) 202-588-1818	0	NO
National Urban League	Yolanda Richards	120 Wall Street New York, NY 10005	(Ph) 212-558-5300 (Fx) 212-344-5332	0	NO
Chinese American Planning Council	John Mak	150 Elizabeth St. New York, NY 10012	(Ph) 212-941-0925 (Fx) 212-966-8581	0	NO
National Association of Minority Media Executives	Garbo Jasik	1921 Gallows Road Suite 600 Vienna, VA 22182	(Ph) 703-893-2410 (Fx) 703-893-2414	0	NO
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	0	NO

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Rutgers University	Cheryl Eagan Michelle Bryan	360 ML King Blvd. Newark, NJ 07102	(Ph) 973-353- 5312	0	NO
Pace University	Shannon Pill	41 Park Row NY, NY 10038	(Ph) 212-346- 1898	0	NO
Baruch College	Barbara Lambert	1 Bernard Baruch Way NY, NY 10010	(Ph) 646-312- 4684	0	NO
City College	Rhea Christian	160 Convent Ave. NY, NY 10031	212-650-6789	0	NO
Internal Candidate	N/A	N/A	N/A	1	NO

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**5i.) Job Title: Account Executive Referral Source(s) of Hiree: Internal Company Promotion**

\*Recruitment was conducted for this vacancy, however, the employment unit chose to promote an employee from within the company.

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website- www.wcbs880.com	Travis Lusk	524 West 57 <sup>th</sup> St. New York, NY	212-975-6451	0	NO
National Association for the Advancement of Colored People	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	(Ph) 344-7474 x100 (Fx) 212-344-1212	0	NO
Women Center for Education and Career Advancement	Carolyn Johnson	198 Broadway Suite 400 New York, NY 10038	(Ph) 212-964-8934 (Fx) 212-964-0222	0	NO
Spanish American Institute	Bob Connolly	215 West 43rd Street New York, NY 10036-3913	(Ph) 212-840-7111 (Fx) 212-719-5922	0	NO
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	(Ph) 404-523-6136 (Fx) 404-523-5467	0	NO
National Association of Hispanics Journalists	Michelle Gonzalez	1000 National Press Building Washington, D.C 20045-2001	(Ph) 202-662-7147 (Fx) 202-662-7144	0	NO
National Lesbian & Gay Journalist Association	Lorona Corona	1420 K St. Washington, DC 20005	(Ph) 202-588-9888 (Fx) 202-588-1818	0	NO
National Urban League	Yolanda Richards	120 Wall Street New York, NY 10005	(Ph) 212-558-5300 (Fx) 212-344-5332	0	NO
Chinese American Planning Council	John Mak	150 Elizabeth St. New York, NY 10012	(Ph) 212-941-0925 (Fx) 212-966-8581	0	NO
National Association of Minority Media Executives	Garbo Jasik	1921 Gallows Road Suite 600 Vienna, VA 22182	(Ph) 703-893-2410 (Fx) 703-893-2414	0	NO
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	0	NO



Rutgers University	Cheryl Eagan Michelle Bryan	360 ML King Blvd. Newark, NJ 07102	(Ph) 973-353- 5312	0	NO
Pace University	Shannon Pill	41 Park Row NY, NY 10038	(Ph) 212-346- 1898	0	NO
Baruch College	Barbara Lambert	1 Bernard Baruch Way NY, NY 10010	(Ph) 646-312- 4684	0	NO
City College	Rhea Christian	160 Convent Ave. NY, NY 10031	212-650-6789	0	NO
Internal Candidate	N/A	N/A	N/A	1	NO

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5j.) Job Title: Sales Assistant

Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website- www.wcbs880.com	Travis Lusk	524 West 57 <sup>th</sup> St. New York, NY	212-975-6451	0	NO
CBSRADIO.com	Via Kenexa Brassring ATS	<a href="http://www.cbsradio.com">www.cbsradio.com</a>	N/A	3	NO
CBS Internal Gateway	Via Kenexa Brassring ATS	<a href="http://www.cbsandyou.com">www.cbsandyou.com</a>	N/A	0	NO
CBS Corporation	Via Kenexa Brassring ATS	<a href="http://www.cbs.com">www.cbs.com</a> / <a href="http://www.cbscorporation.com">www.cbscorporation.com</a>	N/A	0	NO
Employee Referral	N/A	N/A	N/A	1	NO

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**5k.) Job Title: Account Executive Referral Source(s) of Hiree: Transfer**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website- www.wcbs880.com	Travis Lusk	524 West 57 <sup>th</sup> St. New York, NY	212-975-6451	0	NO
CBSRadio.com	Via Kenexa Brassring ATS	N/A	N/A	6	NO
Radio	Via Kenexa Brassring ATS	N/A	N/A	1	NO
Simon & Schuster	Via Kenexa Brassring ATS	N/A	N/A	1	NO

51.) **Job Title: Sports Sales Manager**

**Referral Source(s) of Hiree: Internal Company Promotion**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website- www.wcbs880.com	Travis Lusk	524 West 57 <sup>th</sup> St. New York, NY	212-975-6451	0	NO
Inside Radio	Gene McKay	365 Union St. Littleton, NH 03561	800-640-8852	2	NO
Internal Candidates	N/A	N/A	N/A	1	N/A

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**5m.) Job Title: Traffic Manager Referral Source(s) of Hiree: Transfer**

**\*No recruitment was conducted for this position as it was an internal transfer that coincided with a company restructuring.**

**6) Total # of Interviewees Referred:** For the period from January 23, 2008, through January 22, 2009, this Employment Unit interviewed **69** interviewees for full-time job vacancies.

**7) Supplemental Recruitment Measures.**

1. Participation in Job Fairs

- a. **Women For Hire** @ Hammerstein Ballroom, NY, NY (November 11, 2008): Several members of CBS Human Resources, each of whom have substantial responsibility in making hiring decisions, including CBS Radio Human Resources, attended this all day recruiting event. This event was targeted to professional women in the New York area. Our booth had prominent placement and the highest turnout at the fair. Collectively, the employment unit spoke to about 200 women and resumes were collected.
- b. **International Radio & Television Society – Minority Career Fair** NY, NY (March 31-April 1, 2008): An Human Resources representative, who has substantial responsibility in making hiring decisions, spoke to 100+ college students from across the country about Radio and Broadcasting careers as a panelist. Several students were later interviewed for internship and full time employment opportunities.
- c. **Career Fair** Medgar Evers College Brooklyn, NY- September 25, 2008- CBS's Human Resources Director, who has substantial responsibilities in making hiring decisions, represented CBS Radio, including the employment unit, at this career fair.
- d. Long Island University C.W. Post Internship Fair – November 12, 2008 – CBS's Human Resources Director, who has substantial responsibilities in making hiring decisions, represented CBS Radio, including the employment unit, at this internship fair.

2. Participation in Events Sponsored by Groups Interested in Broadcast Employment Issues

- a. **Diversity in the Workplace** @ Fordham University, NY, NY (October 28, 2008) – CBS's Director, Diversity Recruitment participated in a panel at Fordham University and met with Fordham University Students discussing diversity in the workplace.

3. Co-Sponsor of a job fair with an organization in the business and professional community whose membership includes substantial participation of women and minorities:

- a. **Unity 2008 Convention "Media Showcase & Career Expo"**, Chicago, IL (July 23-July 27, 2008) – 10,000 journalists and media executives met to discuss timely issues affecting journalism and media industry and to promote diversity in these industries. CBS was a sponsor of the event and had a team of HR professionals attend the event, including a Director from CBS Radio New York.

4. Internships:

- a. The employment unit had a total of fifteen (15) interns from various universities including (but not limited to) George Washington, Rutgers, University of Miami, and Syracuse University. The News Room interns are responsible for assisting in compiling news stories, sound clips and writing. Sales/Marketing interns are responsible for prospecting leads, sales proposals and helping with all station events.

5. Participate in General Outreach Efforts Using Job Banks or Internet Programs

- a. The employment unit lists its upper level openings in the job banks of several media trade groups whose membership includes participation of women and minorities including the NAACP, The Women's Center for Education and Career Advancements, Spanish American

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Institute, National Association Black College Broadcasters, National Association of Hispanics Journalists, National Lesbian & Gay Journalist Association, National Urban League, Chinese American Planning, and National Association of Minority Executives.

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