

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: November 22, 2010 – November 21, 2011.

1) **Employment Unit: CBS Radio – Atlanta, GA**

2) **Unit Members (Stations and Communities of License): WAOK(AM), Atlanta, GA  
WVEE(FM), Atlanta, GA  
WZGC(FM), Atlanta, GA**

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

Mailing Address:  WAOK(AM)/WVEE(FM)/WZGC(FM) 1201 Peachtree Street Suite 800 Atlanta, GA 30361 Attn: Jason Edwards, EEO Market Controller	Telephone Number: 404-898-8872
	Contact Person/Title: Jason Edwards/Market Controller
	E-mail Address: Jason.edwards@cbsradio.com

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

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
1. ASSISTANT PROGRAM DIRECTOR	INDUSTRY REFERRAL
2. PRODUCER	CBSRADIO.COM
3. ACCOUNT EXECUTIVE	INDUSTRY REFERRAL
4. ACCOUNT EXECUTIVE	CBSRADIO.COM
5. DIGITAL SALES MANAGER	CBSRADIO.COM
6. URBAN CONTENT MANAGER	CBSRADIO.COM
7. ACCOUNT EXECUTIVE	INDUSTRY REFERRAL
8. ACCOUNT EXECUTIVE	CBSRADIO.COM
9. ACCOUNT EXECUTIVE (DIGITAL SALES)	CBSRADIO.COM
10. SALES ASSOCIATE	CBSRADIO.COM
11. ACCOUNT EXECUTIVE	CBSRADIO.COM
12. ACCOUNT EXECUTIVE (DIGITAL SALES)	LINKEDIN.COM
13. SALES ASSOCIATE	CBSRADIO.COM

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	<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
14.	ACCOUNT EXECUTIVE	CBSRADIO.COM
15.	TRAFFIC ASSISTANT	CBSRADIO.COM

**5) Recruitment Information by Job Vacancy**

**ASSISTANT PROGRAM DIRECTOR (1)  
URBAN CONTENT MANAGER (6)**

**Referral Source of Hires: Industry Referral (1)  
CBSRadio.com(6)**

<b>Name of Organization Notified of Job Vacancy</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
Georgia Dept of Labor Job Placement Office	N/A	148 International Blvd. #200 Atlanta GA 30303	404-232-4290	0	No
CBSRadio.com	Jason Edwards	www.cbsradio.com	404-898-8872	10	No
State University of West GA	Rebecca McGee	1601 Maple Street Carrollton, GA 30118	678-839-6412	0	No
Clayton College and State University Counseling and Career Center	Albertina Robinson	2000 Clayton State Blvd Morrow, GA 30260	678-466-4238	0	No
Agnes Scott College Counseling and Career Center	Karen Gilbert	141 East College Avenue Decatur, GA 30030	404-471-6000	0	No
Georgia State University	Ramona Simiem	PO Box 3965 Atlanta, GA 30302	404-413-1830	0	No
The University of Georgia Career Center - Clark Howell Hall	Michelle Carter	2nd Floor, Clark Howell Hall Athens, GA 30602	706-542-8421	0	No
Moorehouse College	Douglas Cooper	830 Westview Drive SW Atlanta, GA 30314	404-653-7882	0	No
Art Institute of Atlanta	Kendra Nolley	6660 Peachtree-Dunwoody Road 100 Embassy Row Atlanta, GA 30328	770-689-4884	0	No
Industry Referral	N/A	1201 Peachtree Street Suite 800 Atlanta, GA 30361	404 898-8872	3	No
GoogleBase	N/A	www.googlebase.com	N/A	0	No
America's Job Exchange	N/A	www.americasjobexchange.com	N/A	0	No
Indeed.com	N/A	www.indeed.com	N/A	0	No
Georgia Institute of Technology Career Services Center	N/A	225 North Avenue NW Atlanta, GA 30332 <a href="http://career.gatech.edu/">http://career.gatech.edu/</a>	404-894-2550	0	No

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**Job Title: PRODUCER (2)****Referral Sources of Hire: CBSRadio.com**

<b>Name of Organization Notified of Job Vacancy</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
Georgia Dept of Labor Job Placement Office	N/A	148 International Blvd. #200 Atlanta GA 30303	404-232-4290	0	No
CBSRadio.com	Jason Edwards	www.cbsradio.com	404-898-8872	8	No
State University of West GA	Rebecca McGee	1601 Maple Street Carrollton, GA 30118	678-839-6412	0	No
Clayton College and State University Counseling and Career Center	Albertina Robinson	2000 Clayton State Blvd Morrow, GA 30260	678-466-4238	0	No
Agnes Scott College Counseling and Career Center	Karen Gilbert	141 East College Avenue Decatur, GA 30030	404-471-6000	0	No
Georgia State University	Ramona Simiem	PO Box 3965 Atlanta, GA 30302	404-413-1830	0	No
The University of Georgia Career Center - Clark Howell Hall	Michelle Carter	2nd Floor, Clark Howell Hall Athens, GA 30602	706-542-8421	0	No
Moorehouse College	Douglas Cooper	830 Westview Drive SW Atlanta, GA 30314	404-653-7882	0	No
Art Institute of Atlanta	Kendra Nolley	6660 Peachtree-Dunwoody Road 100 Embassy Row Atlanta, GA 30328	770-689-4884	0	No
Internal Applicant	N/A	1201 Peachtree Street Suite 800 Atlanta, GA 30361	404 898-8872	4	No
America's Job Exchange	N/A	www.americasjobexchange.com	N/A	0	No
Indeed.com	N/A	www.indeed.com	N/A	0	No

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**Job Title: ACCOUNT EXECUTIVE (3, 4, 7)**

**Referral Source of Hirees: Industry Referral (3, 7)  
CBSRadio.com (4)**

<b>Name of Organization Notified of Job Vacancy</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
Georgia Dept of Labor Job Placement Office	N/A	148 International Blvd. #200 Atlanta GA 30303	404-232-4290	0	No
CBSRadio.com	Jason Edwards	www.cbsradio.com	404-898-8872	15	No
State University of West GA	Rebecca McGee	1601 Maple Street Carrollton, GA 30118	678-839-6412	0	No
Clayton College and State University Counseling and Career Center	Albertina Robinson	2000 Clayton State Blvd Morrow, GA 30260	678-466-4238	0	No
Agnes Scott College Counseling and Career Center	Karen Gilbert	141 East College Avenue Decatur, GA 30030	404-471-6000	0	No
Georgia State University	Ramona Simiem	PO Box 3965 Atlanta, GA 30302	404-413-1830	0	No
The University of Georgia Career Center - Clark Howell Hall	Michelle Carter	2nd Floor, Clark Howell Hall Athens, GA 30602	706-542-8421	0	No
Moorehouse College	Douglas Cooper	830 Westview Drive SW Atlanta, GA 30314	404-653-7882	0	No
Art Institute of Atlanta	Kendra Nolley	6660 Peachtree-Dunwoody Road 100 Embassy Row Atlanta, GA 30328	770-689-4884	0	No
Industry Referral	N/A	1201 Peachtree Street Suite 800 Atlanta, GA 30361	404 898-8872	3	No
GoogleBase	N/A	www.googlebase.com	N/A	0	No
America's Job Exchange	N/A	www.americasjobexchange.com	N/A	0	No
Indeed.com	N/A	www.indeed.com	N/A	0	No

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**Job Title: Business DIGITAL SALES MANAGER (5)**

**Referral Source of Hiree: CBSRadio.com**

<b>Name of Organization Notified of Job Vacancy</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
Georgia Dept of Labor Job Placement Office	N/A	148 International Blvd. #200 Atlanta GA 30303	404-232-4290	0	No
CBSRadio.com	Jason Edwards	www.cbsradio.com	404-898-8872	11	No
State University of West GA	Rebecca McGee	1601 Maple Street Carrollton, GA 30118	678-839-6412	0	No
Clayton College and State University Counseling and Career Center	Albertina Robinson	2000 Clayton State Blvd Morrow, GA 30260	678-466-4238	0	No
Agnes Scott College Counseling and Career Center	Karen Gilbert	141 East College Avenue Decatur, GA 30030	404-471-6000	0	No
Georgia State University	Ramona Simiem	PO Box 3965 Atlanta, GA 30302	404-413-1830	0	No
The University of Georgia Career Center - Clark Howell Hall	Michelle Carter	2nd Floor, Clark Howell Hall Athens, GA 30602	706-542-8421	0	No
Moorehouse College	Douglas Cooper	830 Westview Drive SW Atlanta, GA 30314	404-653-7882	0	No
Art Institute of Atlanta	Kendra Nolley	6660 Peachtree-Dunwoody Road 100 Embassy Row Atlanta, GA 30328	770-689-4884	0	No
Industry Referral	N/A	1201 Peachtree Street Suite 800 Atlanta, GA 30361	404 898-8872	2	No
GoogleBase	N/A	www.googlebase.com	N/A	0	No
America's Job Exchange	N/A	www.americasjobexchange.com	N/A	0	No
Indeed.com	N/A	www.indeed.com	N/A	0	No

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**Job Title: ACCOUNT EXECUTIVE (8)**

**Referral Source of Hire: CBSRadio.com**

<b>Name of Organization Notified of Job Vacancy</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
Georgia Dept of Labor Job Placement Office	N/A	148 International Blvd. #200 Atlanta GA 30303	404-232-4290	0	No
CBSRadio.com	Jason Edwards	www.cbsradio.com	404-898-8872	12	No
State University of West GA	Rebecca McGee	1601 Maple Street Carrollton, GA 30118	678-839-6412	0	No
Clayton College and State University Counseling and Career Center	Albertina Robinson	2000 Clayton State Blvd Morrow, GA 30260	678-466-4238	0	No
Agnes Scott College Counseling and Career Center	Karen Gilbert	141 East College Avenue Decatur, GA 30030	404-471-6000	0	No
Georgia State University	Ramona Simiem	PO Box 3965 Atlanta, GA 30302	404-413-1830	0	No
The University of Georgia Career Center - Clark Howell Hall	Michelle Carter	2nd Floor, Clark Howell Hall Athens, GA 30602	706-542-8421	0	No
Moorehouse College	Douglas Cooper	830 Westview Drive SW Atlanta, GA 30314	404-653-7882	0	No
Art Institute of Atlanta	Kendra Nolley	6660 Peachtree-Dunwoody Road 100 Embassy Row Atlanta, GA 30328	770-689-4884	0	No
Employee Referral	N/A	1201 Peachtree Street Suite 800 Atlanta, GA 30361	404 898-8872	3	No
GoogleBase	N/A	www.googlebase.com	N/A	0	No
America's Job Exchange	N/A	www.americasjobexchange.com	N/A	0	No
Indeed.com	N/A	www.indeed.com	N/A	0	No

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**Job Title: ACCOUNT EXECUTIVES (DIGITAL SALES) (9, 12)**

**Referral Source of Hire: CBSRadio.com (9)  
LinkedIn.com (12)**

<b>Name of Organization Notified of Job Vacancy</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
Georgia Dept of Labor Job Placement Office	N/A	148 International Blvd. #200 Atlanta GA 30303	404-232-4290	0	No
CBSRadio.com	Jason Edwards	www.cbsradio.com	404-898-8872	18	No
State University of West GA	Rebecca McGee	1601 Maple Street Carrollton, GA 30118	678-839-6412	0	No
Clayton College and State University Counseling and Career Center	Albertina Robinson	2000 Clayton State Blvd Morrow, GA 30260	678-466-4238	0	No
Agnes Scott College Counseling and Career Center	Karen Gilbert	141 East College Avenue Decatur, GA 30030	404-471-6000	0	No
Georgia State University	Ramona Simiem	PO Box 3965 Atlanta, GA 30302	404-413-1830	0	No
The University of Georgia Career Center - Clark Howell Hall	Michelle Carter	2nd Floor, Clark Howell Hall Athens, GA 30602	706-542-8421	0	No
Moorehouse College	Douglas Cooper	830 Westview Drive SW Atlanta, GA 30314	404-653-7882	0	No
Art Institute of Atlanta	Kendra Nolley	6660 Peachtree-Dunwoody Road 100 Embassy Row Atlanta, GA 30328	770-689-4884	0	No
Industry Referral	N/A	1201 Peachtree Street Suite 800 Atlanta, GA 30361	404 898-8872	4	No
LinkedIn.com*	N/A	www.linkedin.com	N/A	5	No
America's Job Exchange	N/A	www.americasjobexchange.com	N/A	0	No
Indeed.com	N/A	www.indeed.com	N/A	0	No

\* Due to the unique nature of these digital sales positions, which require a certain degree of technological proficiency and digital experience, in addition to widely disseminating notice of these job vacancies to recruitment sources across the community, the Employment Unit also employed non-traditional recruitment initiatives by actively searching out qualified candidates via professional networking sites such as LinkedIn.

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**Job Title: SALES ASSOCIATES (10, 13)****Referral Sources of Hirees: CBSRadio.com**

<b>Name of Organization Notified of Job Vacancy</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
Georgia Dept of Labor Job Placement Office	N/A	148 International Blvd. #200 Atlanta GA 30303	404-232-4290	0	No
CBSRadio.com	Jason Edwards	www.cbsradio.com	404-898-8872	16	No
State University of West GA	Rebecca McGee	1601 Maple Street Carrollton, GA 30118	678-839-6412	0	No
Clayton College and State University Counseling and Career Center	Albertina Robinson	2000 Clayton State Blvd Morrow, GA 30260	678-466-4238	0	No
Agnes Scott College Counseling and Career Center	Karen Gilbert	141 East College Avenue Decatur, GA 30030	404-471-6000	0	No
Georgia State University	Ramona Simiem	PO Box 3965 Atlanta, GA 30302	404-413-1830	0	No
The University of Georgia Career Center - Clark Howell Hall	Michelle Carter	2nd Floor, Clark Howell Hall Athens, GA 30602	706-542-8421	0	No
Moorehouse College	Douglas Cooper	830 Westview Drive SW Atlanta, GA 30314	404-653-7882	0	No
Art Institute of Atlanta	Kendra Nolley	6660 Peachtree-Dunwoody Road 100 Embassy Row Atlanta, GA 30328	770-689-4884	0	No
Industry Referral	N/A	1201 Peachtree Street Suite 800 Atlanta, GA 30361	404 898-8872	4	No
GoogleBase	N/A	www.googlebase.com	N/A	0	No
America's Job Exchange	N/A	www.americasjobexchange.com	N/A	0	No
Indeed.com	N/A	www.indeed.com	N/A	0	No

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**Job Title: ACCOUNT EXECUTIVE (11)****Referral Sources of Hirees: CBSRadio.com**

<b>Name of Organization Notified of Job Vacancy</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
Georgia Dept of Labor Job Placement Office	N/A	148 International Blvd. #200 Atlanta GA 30303	404-232-4290	0	No
CBSRadio.com	Jason Edwards	www.cbsradio.com	404-898-8872	9	No
State University of West GA	Rebecca McGee	1601 Maple Street Carrollton, GA 30118	678-839-6412	0	No
Clayton College and State University Counseling and Career Center	Albertina Robinson	2000 Clayton State Blvd Morrow, GA 30260	678-466-4238	0	No
Agnes Scott College Counseling and Career Center	Karen Gilbert	141 East College Avenue Decatur, GA 30030	404-471-6000	0	No
Georgia State University	Ramona Simiem	PO Box 3965 Atlanta, GA 30302	404-413-1830	0	No
The University of Georgia Career Center - Clark Howell Hall	Michelle Carter	2nd Floor, Clark Howell Hall Athens, GA 30602	706-542-8421	0	No
Moorehouse College	Douglas Cooper	830 Westview Drive SW Atlanta, GA 30314	404-653-7882	0	No
Art Institute of Atlanta	Kendra Nolley	6660 Peachtree-Dunwoody Road 100 Embassy Row Atlanta, GA 30328	770-689-4884	0	No
GoogleBase	N/A	www.googlebase.com	N/A	0	No
America's Job Exchange	N/A	www.americasjobexchange.com	N/A	0	No
Indeed.com	N/A	www.indeed.com	N/A	0	No

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**Job Title: ACCOUNT EXECUTIVE (14)**

**Referral Source of Hiree: CBSRadio.com**

<b>Name of Organization Notified of Job Vacancy</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
Georgia Dept of Labor Job Placement Office	N/A	148 International Blvd. #200 Atlanta GA 30303	404-232-4290	0	No
CBSRadio.com	Jason Edwards	www.cbsradio.com	404-898-8872	14	No
State University of West GA	Rebecca McGee	1601 Maple Street Carrollton, GA 30118	678-839-6412	0	No
Clayton College and State University Counseling and Career Center	Albertina Robinson	2000 Clayton State Blvd Morrow, GA 30260	678-466-4238	0	No
Agnes Scott College Counseling and Career Center	Karen Gilbert	141 East College Avenue Decatur, GA 30030	404-471-6000	0	No
Georgia State University	Ramona Simiem	PO Box 3965 Atlanta, GA 30302	404-413-1830	0	No
The University of Georgia Career Center - Clark Howell Hall	Michelle Carter	2nd Floor, Clark Howell Hall Athens, GA 30602	706-542-8421	0	No
Moorehouse College	Douglas Cooper	830 Westview Drive SW Atlanta, GA 30314	404-653-7882	0	No
Art Institute of Atlanta	Kendra Nolley	6660 Peachtree-Dunwoody Road 100 Embassy Row Atlanta, GA 30328	770-689-4884	0	No
Industry Referral	N/A	1201 Peachtree Street Suite 800 Atlanta, GA 30361	404-898-8872	3	No
GoogleBase	N/A	www.googlebase.com	N/A	0	No
America's Job Exchange	N/A	www.americasjobexchange.com	N/A	0	No
Indeed.com	N/A	www.indeed.com	N/A	0	No

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**Job Title: TRAFFIC ASSISTANT (15)**

**Referral Source of Hiree: CBSRadio.com**

<b>Name of Organization Notified of Job Vacancy</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
Georgia Dept of Labor Job Placement Office	N/A	148 International Blvd. #200 Atlanta GA 30303	404-232-4290	0	No
CBSRadio.com	Jason Edwards	www.cbsradio.com	404-898-8872	3	No
State University of West GA	Rebecca McGee	1601 Maple Street Carrollton, GA 30118	678-839-6412	0	No
Clayton College and State University Counseling and Career Center	Albertina Robinson	2000 Clayton State Blvd Morrow, GA 30260	678-466-4238	0	No
Agnes Scott College Counseling and Career Center	Karen Gilbert	141 East College Avenue Decatur, GA 30030	404-471-6000	0	No
Georgia State University	Ramona Simiem	PO Box 3965 Atlanta, GA 30302	404-413-1830	0	No
The University of Georgia Career Center - Clark Howell Hall	Michelle Carter	2nd Floor, Clark Howell Hall Athens, GA 30602	706-542-8421	0	No
Moorehouse College	Douglas Cooper	830 Westview Drive SW Atlanta, GA 30314	404-653-7882	0	No
Art Institute of Atlanta	Kendra Nolley	6660 Peachtree-Dunwoody Road 100 Embassy Row Atlanta, GA 30328	770-689-4884	0	No
GoogleBase	N/A	www.googlebase.com	N/A	0	No
America's Job Exchange	N/A	www.americasjobexchange.com	N/A	0	No
Indeed.com	N/A	www.indeed.com	N/A	0	No

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**6) Total # of Interviewees Referred:** For the period from November 22, 2010, through November 21, 2011, this Employment Unit interviewed 147 interviewees for full-time job vacancies.

**7) Supplemental Recruitment Measures**

**a) Participation in Job Fairs**

2011 City of Atlanta Diversity Employment Day Career Fair

Date: September 7, 2011

Personnel Involved: Market Controller, General Sales Managers, Assistant Controller

The Employment Unit had a booth at the 2011 City of Atlanta Diversity Employment Day Career Fair, and several managers with substantial responsibility in the making of hiring decisions attended on behalf of the Employment Unit. The Employment Unit also supported the job fair by running on-air announcements to inform the public of the job fair.

**b) Participation in Career Events Sponsored by Educational Institutions**

Job Shadow Program

Date: February 23, 2011 and February 24, 2011

Personnel Involved: Various

Students in the music, broadcast, and media academic programs from local high schools, colleges, and universities shadow Employment Unit personnel for several days to gain real life experience in broadcasting and a perspective on what it is like to work in the radio industry. Employment Unit personnel hosting the job shadows are available to answer questions about careers in the broadcasting industry.

Grammy Camp Basic Training

Date: November 15, 2011

Personnel Involved: On-Air Talent

Employment Unit On-Air talent attended the Grammy Camp Basic Training program in Atlanta, Georgia, and discussed careers in broadcasting with students attending the program. The program is a national outreach program designed to provide insight to high school students about careers that are available in the music industry, including broadcasting, and direction on how to prepare for these opportunities.

Clark Atlanta University Mass Media Arts Career Day

October 19, 2011

Personnel Involved: Market Manager

The Employment Unit's Market Manager spoke at the Clark Atlanta University Mass Media Arts Career Day. Topics covered included new technologies in broadcasting, best opportunities for students in broadcasting, and how to be successful in the industry as well as what hiring managers look for in the recruitment process. Additionally, the Market Manager spent time with several students discussing opportunities available at the Employment Unit in the sales associate program (described below).

Portfolio Critique for Broadcast Students at The Art Institute of Atlanta

Date: June 2011

Personnel Involved: Creative Services Director

The Employment Unit's Creative Services Director attended The Art Institute of Atlanta's portfolio show, spoke individually with seniors about preparing their demos to present to potential employers, and was available to answer questions about careers in broadcasting and job opportunities at the Employment Unit.

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**c) Internship Program**

*CBS Radio Atlanta Internship Program*

Date: Ongoing

Personnel Involved: Assistant Programming Director, Marketing Directors, General Sales Managers

The Employment Unit has an ongoing internship program designed to assist members of the community in acquiring skills needed for broadcast employment and designed to promote and foster the professional development of participating students. CBS Radio Atlanta offers area college students internship opportunities at the Employment Unit in several departments (including programming, promotions, sales and marketing, engineering, and traffic). Each intern reports to his or her department's head and typically shadows one or more individuals during the internship. The internships are ongoing throughout the year and are coordinated by the Market Controller. Interns come from various colleges and universities in the Atlanta area. During this reporting period, the Employment Unit had approximately 35 interns.

**d) Training of Management-Level Personnel**

*CBS Radio Management-Level Training*

Date: November 15, 2011

Personnel Involved: All management level employees

On November 15, 2011, the Employment Unit's management-level personnel received training on methods of ensuring equal employment opportunity and preventing discrimination.

*CBS Eye on Ethics Training*

Date: Ongoing throughout 2011

Personnel Involved: All full time employees, including management-level personnel

Employment Unit employees, including management-level personnel, participated in CBS's Eye on Ethics Training Program, which covered methods of preventing sexual harassment and preventing employment discrimination. Employees were required to complete the online training in compliance and business conduct between July 2011, and the end of the reporting period, November 21, 2011.

**e) Mentoring Program**

*Sales Associate Training/Mentoring Program*

Date: Ongoing

Personnel Involved: Market Manger, Market Controller, General Sales Managers, Programming Directors, Marketing Directors, Assistant Controller

The Employment Unit has implemented a sales training/mentoring program to assist with the growth, development, and support of junior account executives and other entry level personnel who have interests in careers in sales. The Sales Associate Training/Mentoring Program is designed to enable Employment Unit personnel in sales in acquiring skills that could qualify them for higher level positions. Participants participate in a 10 – 12 month training program to obtain real world industry training as well as a perspective on interdepartmental procedures. Additionally, one senior account executive at each station is a designated mentor, who works on a one-on-one daily basis with designated mentees. At the same time, the senior account executive mentors develop supervisory and instructional skills necessary for careers in sales management. During this reporting period, the Employment Unit had 4 participants in the training/mentoring program.

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**f) Participate in General Outreach Efforts Using Job Banks or Internet Programs**

Contributions to CBS Radio Career Website

Date: Ongoing

Personnel Involved: Market Controller

The Employment Unit has made significant contributions to the CBS Radio career website ([www.cbsradio.com](http://www.cbsradio.com)), 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. Listeners to the stations are regularly directed to visit [CBSRadio.com](http://CBSRadio.com) to view all available job opportunities with CBS Radio Atlanta.