

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: November 22, 2012 – November 21, 2013.

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: Carla Charles	Telephone Number: 404-898-8974
	Contact Person/Title: Carla Charles/Office Manager
	E-mail Address:Carla.Charles@cbsradio.com

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

Job Title	Recruitment Source Referring Hiree
(1) Office Manager	Indeed.com
(2) Traffic Assistant	Indeed.com
(3) Web Content Director	CBS Referral
(4) Promotions Coordinator	Industry Referral
(5) Promotions Coordinator	Employee Referral
(6) Operations Admin. Manager	CBS Radio.com
(7) On-Air Talent (WVEE)	CBS Radio.com
(8) Credit & Collections Manager	Indeed.com
(9) Digital Content Manager	Facebook.com
(10) Account Executive	Employee Referral
(11) Account Executive	Employee Referral
(12) Account Executive	Employee Referral
(13) Account Executive	CBS Radio.com
(14) HR/Payroll Coordinator	Indeed.com
(15) Receptionist	Internal Posting
(16) Digital Producer	Employee Referral

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Job Title	Recruitment Source Referring Hiree
(17) General Sales Manager	Industry Referral
(18) Account Manager	Employee Referral
(19) Account Manager	Employee Referral
(20) Sports Producer	Employee Referral
(21) Sports Producer	CBS Radio.com
(22) Digital Sales Specialist	Employee Referral
(23) On-Air Talent	CBS Radio.com
(24) Board Operations/Production Asst	Employee Referral
(25) Event Manager	Employee Referral
(26) MIS Technician	Indeed.com
(27) Account Executive	Linked In
(28) Account Executive	Linked In
(29) Account Executive	Linked In
(30) Account Executive	Employee Referral

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**5) Job Title: Office Manager
(1)**

Referral Source(s) of Hire: Indeed.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	Carla Charles	www.cbsradio.com	404-898-8974	0	No
Georgia Department of Labor Placement Office	N/A	148 International Boulevard #200 Atlanta, GA 30303	404-232-4290	0	No
Indeed.com	N/A	www.indeed.com	N/A	3	No
America's Job Exchange	N/A	400 Minuteman Road Andover, MD 01810 Americasjobexchange.com	N/A	0	No
Simply Hired	N/A	www.simplyhired.com	N/A	0	No
Lycos Classified	N/A	www.jobs.lycos.com	N/A	0	No
LinkedIn	N/A	www.linkedin.com	N/A	0	No
HR.com	N/A	www.hr.com	N/A	0	No
Career Builder	N/A	www.careerbuilder.com	N/A	0	
Juju Smarter Job Search	N/A	Job-searchengine.com	N/A	0	No
JustJobs.com	N/A		N/A	0	No
Employee Referral	N/A	N/A	N/A	1	No
OLX Classified	N/A	www.olx.com	N/A	0	No
Spoke.com	N/A	www.spoke.com	N/A	0	No
Jobirn.com	N/A	www.4jobirn.com	N/A	0	No
Oodle	N/A	www.job.oodle.com	N/A	0	No
Zoominfo.com	N/A	www.zoominfo.com	N/A	0	No

* In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various sources (e.g., Indeed.com, America's Job Exchange ("AJE"), etc.) using the CBS Radio recruitment software, listed on Attachment A. Notices that the Employment Unit distributes to AJE are further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Note that these lists may change from time to time.

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5) Job Title: Traffic Assistant
(2)

Referral Source(s) of Hiree: Indeed.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	Carla Charles	www.cbsradio.com	404-898-8974	1	No
Georgia Department of Labor Placement Office	N/A	148 International Boulevard #200 Atlanta, GA 30303	404-232-4290	0	No
Indeed.com	N/A	www.indeed.com	N/A	2	No
America's Job Exchange	N/A	400 Minuteman Road Andover, MD 01810 Americasjobexchange.com	N/A	0	No
Simply Hired	N/A	www.simplyhired.com	N/A	0	No
Lycos Classified	N/A	www.jobs.lycos.com	N/A	0	No
LinkedIn	N/A	www.linkedin.com	N/A	0	No
HR.com	N/A	www.hr.com	N/A	0	No
Career Builder		www.careerbuilder.com	N/A		
Juju Smarter Job Search	N/A	Job-searchengine.com	N/A	0	No
Internal Referral	NA	N/A	NA	1	No
JustJobs.com	N/A	www.justjobs.com	N/A	0	No
OLX Classified		www.olx.com	N/A	0	No
Spoke.com		www.spoke.com	N/A	0	No
Jobirn.com		www.4jobirn.com	N/A	0	No
Oodle		www.job.oodle.com	N/A	0	No
Zoominfo.com	N/A	www.zoominfo.com	N/A	0	No

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5) Job Title: Web Content Director
(3)

Referral Source(s) of Hiree: CBS Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	Carla Charles	www.cbsradio.com	404-898-8974	5	No
Georgia Department of Labor Placement Office	N/A	148 International Boulevard #200 Atlanta, GA 30303	404-232-4290	0	No
Indeed.com	N/A	www.indeed.com	N/A	0	No
America's Job Exchange	N/A	400 Minuteman Road Andover, MD 01810 Americasjobexchange.com	N/A	0	No
Referral (CBS)	N/A	N/A	N/A	1	No
Simply Hired	N/A	www.simplyhired.com	N/A	0	No
Lycos Classified	N/A	www.jobs.lycos.com	N/A	0	No
LinkedIn	N/A	www.linkedin.com	N/A	0	No
HR.com	N/A	www.hr.com	N/A	0	No
Career Builder	N/A	www.careerbuilder.com	N/A	0	No
Juju Smarter Job Search	N/A	Job-searchengine.com	N/A	0	No
JustJobs.com	N/A	www.justjobs.com	N/A	0	No
OLX Classified		www.olx.com	N/A	0	No
Spoke.com		www.spoke.com	N/A	0	No
Jobirn.com		www.4jobirn.com	N/A	0	No
Oodle		www.job.oodle.com	N/A	0	No
Zoominfo.com	N/A	www.zoominfo.com	N/A	0	No

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**5) Job Title: Promotions Coordinator
(4,5)**

Referral Source(s) of Hire: Employee Referral(1); Industry Referral(1)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	Carla Charles	www.cbsradio.com	404-898-8974	4	No
Georgia Department of Labor Placement Office	N/A	148 International Boulevard #200 Atlanta, GA 30303	404-232-4290	0	No
Indeed.com	N/A	www.indeed.com	N/A	0	No
America's Job Exchange	N/A	400 Minuteman Road Andover, MD 01810 Americasjobexchange.com	N/A	0	No
Employee Referral	N/A	N/A	N/A	2	No
Simply Hired	N/A	www.simplyhired.com	N/A	0	No
Lycos Classified	N/A	www.jobs.lycos.com	N/A	0	No
LinkedIn	N/A	www.linkedin.com	N/A	0	No
HR.com	N/A	www.hr.com	N/A	0	No
Career Builder		www.careerbuilder.com	N/A	0	No
Juju Smarter Job Search	N/A	Job-searchengine.com	N/A	0	No
JustJobs.com	N/A	N/A	N/A	0	No
Industry Referral	N/A	N/A	N/A	3	No
Kennesaw State University	Career Services	1000 Chastain Road, Kennesaw GA	N/A	1	No
University of Georgia	Career Services	Athens, Georgia	N/A	1	No
Internal Referral		N/A	N/A	1	No
JustJobs.com	N/A	www.justjobs.com	N/A	0	No
OLX Classified		www.olx.com	N/A	0	No
Spoke.com		www.spoke.com	N/A	0	No
Jobirn.com		www.4jobirn.com	N/A	0	No
Oodle		www.job.oodle.com	N/A	0	No
Zoominfo.com	N/A	www.zoominfo.com	N/A	0	No

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**5) Job Title: Operations Admin. Manager Referral Source(s) of Hire: CBS Radio.com
(6)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	Carla Charles	www.cbsradio.com	404-898-8974	2	No
Georgia Department of Labor Placement Office	N/A	148 International Boulevard #200 Atlanta, GA 30303	404-232-4290	0	No
Indeed.com	N/A	www.indeed.com	N/A	1	No
America's Job Exchange	N/A	400 Minuteman Road Andover, MD 01810 Americasjobexchange.com	N/A	0	No
Referral (CBS)	N/A			0	No
Simply Hired	N/A	www.simplyhired.com	N/A	0	No
Lycos Classified	N/A	www.jobs.lycos.com	N/A	0	No
LinkedIn	N/A	www.linkedin.com		0	No
HR.com	N/A	www.hr.com	N/A	0	No
Career Builder		www.careerbuilder.com		0	No
Juju Smarter Job Search	N/A	Job-searchengine.com	N/A	0	No
Internal Employee	N/A	N/A	N/A	3	No
JustJobs.com	N/A	www.justjobs.com	N/A	0	No
OLX Classified		www.olx.com	N/A	0	No
Spoke.com		www.spoke.com	N/A	0	No
Jobirn.com		www.4jobirn.com	N/A	0	No
Oodle		www.job.oodle.com	N/A	0	No
Zoominfo.com	N/A	www.zoominfo.com	N/A	0	No

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5) Job Title: On-Air Talent
(7, 23)

Referral Source(s) of Hiree: CBS Radio.com (2)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com		www.cbsradio.com		3	No
Georgia Department of Labor Placement Office	N/A	148 International Boulevard #200 Atlanta, GA 30303	404-232-4290	0	No
Indeed.com	N/A	www.indeed.com	N/A	0	No
America's Job Exchange	N/A	400 Minuteman Road Andover, MD 01810 Americasjobexchange.com	N/A	0	No
Referral (CBS)	N/A	N/A	N/A	1	No
Simply Hired	N/A	www.simplyhired.com	N/A	0	No
Lycos Classified	N/A	www.jobs.lycos.com	N/A	0	No
LinkedIn	N/A	www.linkedin.com		0	No
HR.com	N/A	www.hr.com	N/A	0	No
Career Builder		www.careerbuilder.com			
Juju Smarter Job Search	N/A	Job-searchengine.com	N/A	0	No
JustJobs.com	N/A	www.justjobs.com	N/A	0	No
OLX Classified		www.olx.com	N/A	0	No
Spoke.com		www.spoke.com	N/A	0	No
Jobirn.com		www.4jobirn.com	N/A	0	No
Oodle		www.job.oodle.com	N/A	0	No
Zoominfo.com	N/A	www.zoominfo.com	N/A	0	No

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5) Job Title: Credit and Collections
 Manager
 (8)

Referral Source(s) of Hiree: Indeed.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	Carla Charles	www.cbsradio.com	404-898-8974	1	No
Georgia Department of Labor Placement Office	N/A	148 International Boulevard #200 Atlanta, GA 30303	404-232-4290	0	No
Indeed.com	N/A	www.indeed.com	N/A	5	No
America's Job Exchange	N/A	400 Minuteman Road Andover, MD 01810 Americasjobexchange.com	N/A	0	No
Referral (CBS)	N/A	N/A	N/A	0	No
Simply Hired	N/A	www.simplyhired.com	N/A	0	No
Lycos Classified	N/A	www.jobs.lycos.com	N/A	0	No
LinkedIn	N/A	www.linkedin.com		0	No
HR.com	N/A	www.hr.com	N/A	0	No
Career Builder		www.careerbuilder.com	N/A	0	No
Juju Smarter Job Search	N/A	Job-searchengine.com	N/A	0	No
JustJobs.com	N/A	www.justjobs.com	N/A	0	No
OLX Classified		www.olx.com	N/A	0	No
Spoke.com		www.spoke.com	N/A	0	No
Jobirn.com		www.4jobirn.com	N/A	0	No
Oodle		www.job.oodle.com	N/A	0	No
Zoominfo.com	N/A	www.zoominfo.com	N/A	0	No

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5) Job Title: **Digital Content Manager** Referral Source(s) of Hire: **Facebook.com**
 (9)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	Carla Charles	www.cbsradio.com	404-898-8974	2	No
Georgia Department of Labor Placement Office	N/A	148 International Boulevard #200 Atlanta, GA 30303	404-232-4290	0	No
Indeed.com	N/A	www.indeed.com	N/A	2	No
America's Job Exchange	N/A	400 Minuteman Road Andover, MD 01810 Americasjobexchange.com	N/A	0	No
Referral (CBS)	N/A	N/A	N/A	0	No
Simply Hired	N/A	www.simplyhired.com	N/A	0	No
Lycos Classified	N/A	www.jobs.lycos.com	N/A	0	No
LinkedIn	N/A	www.linkedin.com		0	No
HR.com	N/A	www.hr.com	N/A	0	No
Facebook.com	N/A	www.facebook.com	N/A	1	No
Juju Smarter Job Search	N/A	Job-searchengine.com	N/A	0	No
Career Builder	N/A	www.careerbuilder.com	N/A	0	No
Employee Referral	N/A	N/A	N/A	2	No
JustJobs.com	N/A	www.justjobs.com	N/A	0	No
OLX Classified	N/A	www.olx.com	N/A	0	No
Spoke.com	N/A	www.spoke.com	N/A	0	No
Jobirn.com	N/A	www.4jobirn.com	N/A	0	No
Oodle	N/A	www.job.oodle.com	N/A	0	No
Zoominfo.com	N/A	www.zoominfo.com	N/A	0	No

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**5) Job Title: Account Executives
(10, 11, 12, 13)**

**Referral Source(s) of Hire: CBS Employee Referral(3); CBS
Radio.com (1)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	Carla Charles	www.cbsradio.com	404-898-8974	2	No
Georgia Department of Labor Placement Office	N/A	148 International Boulevard #200 Atlanta, GA 30303	404-232-4290	0	No
Indeed.com	N/A	www.indeed.com	N/A	0	No
America's Job Exchange	N/A	400 Minuteman Road Andover, MD 01810 Americasjobexchange.com	N/A	0	No
Employee Referral (CBS)	N/A	N/A	N/A	4	No
Simply Hired	N/A	www.simplyhired.com	N/A	0	No
Lycos Classified	N/A	www.jobs.lycos.com	N/A	0	No
LinkedIn	N/A	www.linkedin.com		2	No
HR.com	N/A	www.hr.com	N/A	0	No
Juju Smarter Job Search	N/A	Job-searchengine.com	N/A	0	No
Career Builder	N/A	www.careerbuilder.com	N/A	0	No
Job Board	N/A	N/A	N/A	1	No
JustJobs.com	N/A	www.justjobs.com	N/A	0	No
OLX Classified	N/A	www.olx.com	N/A	0	No
Spoke.com	N/A	www.spoke.com	N/A	0	No
Jobirn.com	N/A	www.4jobirn.com	N/A	0	No
Oodle	N/A	www.job.oodle.com	N/A	0	No
Zoominfo.com	N/A	www.zoominfo.com	N/A	0	No

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**5) Job Title: HR/Payroll Coordinator Referral Source(s) of Hiree: Indeed.com
(14)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	Carla Charles	www.cbsradio.com	404-898-8974	1	No
Georgia Department of Labor Placement Office	N/A	148 International Boulevard #200 Atlanta, GA 30303	404-232-4290	0	No
Indeed.com	N/A	www.indeed.com	N/A	5	No
America's Job Exchange	N/A	400 Minuteman Road Andover, MD 01810 Americasjobexchange.com	N/A	0	No
Referral (CBS)	N/A	N/A	N/A	0	No
Simply Hired	N/A	www.simplyhired.com	N/A	0	No
Lycos Classified	N/A	www.jobs.lycos.com	N/A	0	No
LinkedIn	N/A	www.linkedin.com		0	No
HR.com	N/A	www.hr.com	N/A	0	No
Facebook.com	N/A	N/A	N/A	0	No
Juju Smarter Job Search	N/A	Job-searchengine.com	N/A	0	No
Career Builder	N/A	www.careerbuilder.com	N/A	0	No
JustJobs.com	N/A	www.justjobs.com	N/A	0	No
OLX Classified	N/A	www.olx.com	N/A	0	No
Spoke.com	N/A	www.spoke.com	N/A	0	No
Jobirn.com	N/A	www.4jobirn.com	N/A	0	No
Oodle	N/A	www.job.oodle.com	N/A	0	No
Zoominfo.com	N/A	www.zoominfo.com	N/A	0	No

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**5) Job Title: Receptionist
(15)**

Referral Source(s) of Hiree: Internal posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	Carla Charles	www.cbsradio.com	404-898-8974	1	No
Georgia Department of Labor Placement Office	N/A	148 International Boulevard #200 Atlanta, GA 30303	404-232-4290	0	No
Indeed.com	N/A	www.indeed.com	N/A	0	No
America's Job Exchange	N/A	400 Minuteman Road Andover, MD 01810 Americasjobexchange.com	N/A	0	No
Referral (CBS)	N/A	N/A	N/A	0	No
Simply Hired	N/A	www.simplyhired.com	N/A	0	No
Lycos Classified	N/A	www.jobs.lycos.com	N/A	0	No
LinkedIn	N/A	www.linkedin.com		0	No
HR.com	N/A	www.hr.com	N/A	0	No
Juju Smarter Job Search	N/A	Job-searchengine.com	N/A	0	No
Internal Posting	N/A	N/A	N/A	2	No
Career Builder		www.careerbuilder.com		0	
JustJobs.com	N/A	www.justjobs.com	N/A	0	No
OLX Classified	N/A	www.olx.com	N/A	0	No
Spoke.com	N/A	www.spoke.com	N/A	0	No
Jobirn.com	N/A	www.4jobirn.com	N/A	0	No
Oodle	N/A	www.job.oodle.com	N/A	0	No
Zoominfo.com	N/A	www.zoominfo.com	N/A	0	No

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**5) Job Title: Digital Producer
(16)**

Referral Source(s) of Hire: 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)
CBSRadio.com	Carla Charles	www.cbsradio.com	404-898-8974	2	No
Georgia Department of Labor Placement Office	N/A	148 International Boulevard #200 Atlanta, GA 30303	404-232-4290	0	No
Indeed.com	N/A	www.indeed.com	N/A	0	No
America's Job Exchange	N/A	400 Minuteman Road Andover, MD 01810 Americasjobexchange.com	N/A	0	No
Employee Referral	N/A	N/A	N/A	3	No
Simply Hired	N/A	www.simplyhired.com	N/A	0	No
Lycos Classified	N/A	www.jobs.lycos.com	N/A	0	No
LinkedIn	N/A	www.linkedin.com	N/A	0	No
HR.com	N/A	www.hr.com	N/A	0	No
Juju Smarter Job Search	N/A	Job-searchengine.com	N/A	0	No
Career Builder		www.careerbuilder.com	N/A	0	No
JustJobs.com	N/A	www.justjobs.com	N/A	0	No
OLX Classified	N/A	www.olx.com	N/A	0	No
Spoke.com	N/A	www.spoke.com	N/A	0	No
Jobirn.com	N/A	www.4jobirn.com	N/A	0	No
Oodle	N/A	www.job.oodle.com	N/A	0	No
Zoominfo.com	N/A	www.zoominfo.com	N/A	0	No

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**5) Job Title: General Sales Manager
(17)**

Referral Source(s) of Hiree: Industry Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	Carla Charles	www.cbsradio.com	404-898-8974	1	No
Georgia Department of Labor Placement Office	N/A	148 International Boulevard #200 Atlanta, GA 30303	404-232-4290	0	No
Indeed.com	N/A	www.indeed.com	N/A	0	No
America's Job Exchange	N/A	400 Minuteman Road Andover, MD 01810 Americasjobexchange.com	N/A	0	No
Industry Referral (CBS)	N/A	N/A	N/A	1	No
Simply Hired	N/A	www.simplyhired.com	N/A	0	No
Lycos Classified	N/A	www.jobs.lycos.com	N/A	0	No
LinkedIn	N/A	www.linkedin.com	N/A	0	No
HR.com	N/A	www.hr.com	N/A	0	No
Juju Smarter Job Search	N/A	Job-searchengine.com	N/A	0	No
Internal Posting	N/A	N/A	N/A	1	No
Career Builder	N/A	www.careerbuilder.com	N/A	0	No
Inside Radio Classified	N/A	www.insideradio.com	N/A	0	No
JustJobs.com	N/A	www.justjobs.com	N/A	0	No
OLX Classified	N/A	www.olx.com	N/A	0	No
Spoke.com	N/A	www.spoke.com	N/A	0	No
Jobirn.com	N/A	www.4jobirn.com	N/A	0	No
Oodle	N/A	www.job.oodle.com	N/A	0	No
Zoominfo.com	N/A	www.zoominfo.com	N/A	0	No

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**5) Job Title: Account Manager
(18,19)**

Referral Source(s) of Hire: Employee Referral(2)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	Carla Charles	www.cbsradio.com	404-898-8974	1	No
Georgia Department of Labor Placement Office	N/A	148 International Boulevard #200 Atlanta, GA 30303	404-232-4290	0	No
Indeed.com	N/A	www.indeed.com	N/A	2	No
America's Job Exchange	N/A	400 Minuteman Road Andover, MD 01810 Americasjobexchange.com	N/A	0	No
Employee Referral (CBS)	N/A	N/A	N/A	4	No
Simply Hired	N/A	www.simplyhired.com	N/A	0	No
Lycos Classified	N/A	www.jobs.lycos.com	N/A	0	No
LinkedIn	N/A	www.linkedin.com	N/A	0	No
HR.com	N/A	www.hr.com	N/A	0	No
Juju Smarter Job Search	N/A	Job-searchengine.com	N/A	0	No
Career Builder	N/A	www.careerbuilder.com	N/A	0	No
Internal Posting	N/A	N/A	N/A	1	No
JustJobs.com	N/A	www.justjobs.com	N/A	0	No
OLX Classified	N/A	www.olx.com	N/A	0	No
Spoke.com	N/A	www.spoke.com	N/A	0	No
Jobirn.com	N/A	www.4jobirn.com	N/A	0	No
Oodle	N/A	www.job.oodle.com	N/A	0	No
Zoominfo.com	N/A	www.zoominfo.com	N/A	0	No

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**5) Job Title: Sports Producer
(20, 21)**

**Referral Source(s) of Hire: Employee Referral (1); CBS
Radio.com (1)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	Carla Charles	www.cbsradio.com	404-898-8974	10	No
Georgia Department of Labor Placement Office	N/A	148 International Boulevard #200 Atlanta, GA 30303	404-232-4290	0	No
Indeed.com	N/A	www.indeed.com	N/A	0	No
America's Job Exchange	N/A	400 Minuteman Road Andover, MD 01810 Americasjobexchange.com	N/A	0	No
Simply Hired	N/A	www.simplyhired.com	N/A	0	No
Lycos Classified	N/A	www.jobs.lycos.com	N/A	0	No
LinkedIn	N/A	www.linkedin.com	N/A	0	No
HR.com	N/A	www.hr.com	N/A	0	No
Juju Smarter Job Search	N/A	Job-searchengine.com	N/A	0	No
Career Builder		www.careerbuilder.com			
Complete Game Broadcasting	Jeff Batten	1945 Cliff Valley Way Suite 110 Atlanta, GA 30329 Jeff@completegame.tv	N/A	0	No
Employee Referral	N/A	N/A	N/A	2	No
JustJobs.com	N/A	www.justjobs.com	N/A	0	No
OLX Classified	N/A	www.olx.com	N/A	0	No
Spoke.com	N/A	www.spoke.com	N/A	0	No
Jobirn.com	N/A	www.4jobirn.com	N/A	0	No
Oodle	N/A	www.job.oodle.com	N/A	0	No
Zoominfo.com	N/A	www.zoominfo.com	N/A	0	No

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5) Job Title: **Digital Sales Specialist**
(22)

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)
CBSRadio.com	Carla Charles	www.cbsradio.com	404-898-8974	0	No
Georgia Department of Labor Placement Office	N/A	148 International Boulevard #200 Atlanta, GA 30303	404-232-4290	0	No
Indeed.com	N/A	www.indeed.com	N/A	0	No
America's Job Exchange	N/A	400 Minuteman Road Andover, MD 01810 Americasjobexchange.com	N/A	0	No
Employee Referral	N/A	N/A	N/A	1	No
Simply Hired	N/A	www.simplyhired.com	N/A	0	No
Lycos Classified	N/A	www.jobs.lycos.com	N/A	2	No
LinkedIn	N/A	www.linkedin.com	N/A	0	No
HR.com	N/A	www.hr.com	N/A	0	No
Juju Smarter Job Search	N/A	Job-searchengine.com	N/A	0	No
Industry Referral	N/A	N/A	N/A	1	No
Career Builder		www.careerbuilder.com	N/A	0	No
JustJobs.com	N/A	www.justjobs.com	N/A	0	No
OLX Classified	N/A	www.olx.com	N/A	0	No
Spoke.com	N/A	www.spoke.com	N/A	0	No
Jobirn.com	N/A	www.4jobirn.com	N/A	0	No
Oodle	N/A	www.job.oodle.com	N/A	0	No
Zoominfo.com	N/A	www.zoominfo.com	N/A	0	No

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**5) Job Title: Board
Operations/Production Asst
(24)**

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)
CBSRadio.com	Carla Charles	www.cbsradio.com	404-898-8974	5	No
Georgia Department of Labor Placement Office	N/A	148 International Boulevard #200 Atlanta, GA 30303	404-232-4290	0	No
Indeed.com	N/A	www.indeed.com	N/A	0	No
America's Job Exchange	N/A	400 Minuteman Road Andover, MD 01810 Americasjobexchange.com	N/A	0	No
Employee Referral	N/A	N/A	N/A	1	No
Simply Hired	N/A	www.simplyhired.com	N/A	0	No
Lycos Classified	N/A	www.jobs.lycos.com	N/A	0	No
LinkedIn	N/A	www.linkedin.com	N/A	0	No
HR.com	N/A	www.hr.com	N/A	0	No
Juju Smarter Job Search	N/A	Job-searchengine.com	N/A	0	No
Career Builder		www.careerbuilder.com	N/A	0	No
JustJobs.com	N/A	www.justjobs.com	N/A	0	No
OLX Classified	N/A	www.olx.com	N/A	0	No
Spoke.com	N/A	www.spoke.com	N/A	0	No
Jobirn.com	N/A	www.4jobirn.com	N/A	0	No
Oodle	N/A	www.job.oodle.com	N/A	0	No
Zoominfo.com	N/A	www.zoominfo.com	N/A	0	No

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**5) Job Title: Event Manager
(25)**

Referral Source(s) of Hire: 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)
CBSRadio.com	Carla Charles	www.cbsradio.com	404-898-8974	0	No
Georgia Department of Labor Placement Office	N/A	148 International Boulevard #200 Atlanta, GA 30303	404-232-4290	0	No
Indeed.com	N/A	www.indeed.com	N/A	4	No
America's Job Exchange	N/A	400 Minuteman Road Andover, MD 01810 Americasjobexchange.com	N/A	0	No
Employee Referral	N/A		N/A	2	No
Simply Hired	N/A	www.simplyhired.com	N/A	0	No
Lycos Classified	N/A	www.jobs.lycos.com	N/A	0	No
LinkedIn	N/A	www.linkedin.com	N/A	0	No
HR.com	N/A	www.hr.com	N/A	0	No
Juju Smarter Job Search	N/A	Job-searchengine.com	N/A	0	No
Career Builder		www.careerbuilder.com			
University of Georgia	Career Services	Athens, Georgia	N/A	1	No
Industry Referral	N/A	N/A	N/A	1	No
Internal Posting	N/A	N/A	N/A	2	No
JustJobs.com	N/A	www.justjobs.com	N/A	0	No
OLX Classified	N/A	www.olx.com	N/A	0	No
Spoke.com	N/A	www.spoke.com	N/A	0	No
Jobirn.com	N/A	www.4jobirn.com	N/A	0	No
Oodle	N/A	www.job.oodle.com	N/A	0	No
Zoominfo.com	N/A	www.zoominfo.com	N/A	0	No

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5) Job Title: MIS Technician
(26)

Referral Source(s) of Hiree: Indeed.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	Carla Charles	www.cbsradio.com	404-898-8974	0	No
Georgia Department of Labor Placement Office	N/A	148 International Boulevard #200 Atlanta, GA 30303	404-232-4290	0	No
Indeed.com	N/A	www.indeed.com	N/A	1	No
America's Job Exchange	N/A	400 Minuteman Road Andover, MD 01810 Americasjobexchange.com	N/A	0	No
Simply Hired	N/A	www.simplyhired.com	N/A	0	No
Lycos Classified	N/A	www.jobs.lycos.com	N/A	0	No
LinkedIn	N/A	www.linkedin.com	N/A	0	No
HR.com	N/A	www.hr.com	N/A	0	No
Juju Smarter Job Search	N/A	Job-searchengine.com	N/A	0	No
Career Builder		www.careerbuilder.com	N/A	0	No
Society of Broadcast Engineers	N/A	www.sbe.org	N/A	2	No
JustJobs.com	N/A	www.justjobs.com	N/A	0	No
OLX Classified	N/A	www.olx.com	N/A	0	No
Spoke.com	N/A	www.spoke.com	N/A	0	No
Jobirn.com	N/A	www.4jobirn.com	N/A	0	No
Oodle	N/A	www.job.oodle.com	N/A	0	No
Zoominfo.com	N/A	www.zoominfo.com	N/A	0	No

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**5) Job Title: Account Executive
(27, 28, 29, 30)**

**Referral Source(s) of Hire: Linked In (3); Employee Referral
(1)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	Carla Charles	www.cbsradio.com	404-898-8974	0	No
Georgia Department of Labor Placement Office	N/A	148 International Boulevard #200 Atlanta, GA 30303	404-232-4290	0	No
Indeed.com	N/A	www.indeed.com	N/A	0	No
America's Job Exchange	N/A	400 Minuteman Road Andover, MD 01810 Americasjobexchange.com	N/A	0	No
Google Base Website	N/A	www.googlebase.com	N/A	0	No
Simply Hired	N/A	www.simplyhired.com	N/A	0	No
Lycos Classified	N/A	www.jobs.lycos.com	N/A	0	No
LinkedIn	N/A	www.linkedin.com	N/A	6	No
HR.com	N/A	www.hr.com	N/A	0	No
Juju Smarter Job Search	N/A	Job-searchengine.com	N/A	0	No
Career Builder	N/A	www.careerbuilder.com			
Employee Referral	N/A	N/A	N/A	6	No
JustJobs.com	N/A	www.justjobs.com	N/A	0	No
OLX Classified	N/A	www.olx.com	N/A	0	No
Spoke.com	N/A	www.spoke.com	N/A	0	No
Jobirn.com	N/A	www.4jobirn.com	N/A	0	No
Oodle	N/A	www.job.oodle.com	N/A	0	No
Zoominfo.com	N/A	www.zoominfo.com	N/A	0	No

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6) **Total # of Interviewees Referred:** For the period from November 22, 2012, through November 21, 2013, this Employment Unit interviewed 130 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

a) **Participation in Job Fairs and Career Expos**

1. **2013 Annual Diversity Employment Day Career Fair**

Date: May 22, 2013

Personnel Involved: HR/Payroll Manager, Office Manager

The Employment Unit had a booth at the 2013 City of Atlanta Diversity Employment Day Career Fair. The human resource manager, office manager who is responsible for posting open positions, and a member of the Digital Media staff attended to discuss positions available at the Employment Unit.

2. **Entertainment Industry College Outreach Tour at Florida A & M**

Date: October 2-3, 2013

Regional HR Manager

CBS Entertainment participated in this annual event, held at Florida A&M University (FAMU). EICOP is an education, recruitment, and diversity program that tours Historically Black Colleges and Universities (HBCU) throughout the country bringing a unique view and opportunity to students interested in the entertainment industry. Through workshops, panel discussions, and a recruitment fair with professionals in the industry, students from FAMU's School of Journalism and Graphic Communication gained a rare inside look of major entertainment studios and networks. One of the regional HR directors for CBS Radio participated in the panel discussion and provided students with information on job and internship opportunities at CBS Radio (including openings at the Employment Unit) and the skills trending in today's environment. During the Q&A session, students were most interested in finding out how they could make their resumes stand out and how they could get started in the entertainment industry.

3. **2013 Gwinnett Business Expo**

Date: August 22, 2013

Personnel Involved: Account Executive, Sales Assistant, and Promotions Coordinator

The Employment Unit attended and exhibited at the Gwinnett Business Expo, sponsored by the Gwinnett Chamber of Commerce, and had a table at the Career Expo which was held in conjunction with the Business Expo.

b) **Internship Program**

CBS Radio Atlanta Intern Program

Date: Ongoing

Personnel Involved: Assistant Programming Director, Marketing Directors, General Sales Manager, and Internship Coordinator

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 student internship opportunities at the Employment Unit in several departments, including programming, promotions, sales, and marketing, engineering and traffic. Each intern reports to their respective department's head and typically shadows one or more individuals during the internship. During reporting period, the Employment Unit provided internship opportunities to approximately 52 students from various colleges and universities.

c) **Mentoring Programs**

Sales Associate Training/Mentoring Program

Date: Ongoing

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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.

e) Training of Management-Level Personnel

1. CBS Corporation Compliance Training Program

Date: Ongoing

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

Employment Unit employees, including management-level personnel, participated in CBS Corporation's Compliance Training Program, which included online training regarding the Corporation's Business Conduct Statement, ethical business practices, appropriate workplace conduct and preventing sexual harassment and employment discrimination. Employees received the 2012 CBS Corporation Business Conduct Statement in July 2012 and were required to complete related online training during the period October to November 2012. Employment Unit employees, including management-level personnel, also received copies of the CBS Corporation quarterly compliance newsletter (Compliance Up Close) and short video vignettes on the following subjects: the Company's anti-retaliation policy, appropriate use of social media and financial integrity. In addition, all full time employees were required to take the "Preventing Sexual Harassment in Today's Workplace" online course and all supervisory managers were required to complete "Addressing Sexual Harassment in Today's Workplace" in July/August 2013.

2. CBS Radio Management-Level Training

Date: November 8, 2013

Personnel involved: All management-level employees

On November 8, 2013, the Employment Unit's management-level personnel received training on methods of ensuring equal employment opportunity and preventing discrimination.

f) Contributions to CBS Radio Career Website

Date: Ongoing

Personnel involved: Market EEO Compliance Officer

The Employment Unit has made significant contributions to the CBS Radio career website (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 to view all available job opportunities with CBS Radio Atlanta.

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Attachment A

JuJu.com- <http://www.job-search-engine.com/>

SimplyHired – www.simplyhired.com

Indeed – www.indeed.com

Lycos Classifieds – <http://jobs.lycos.oodle.com/>

OLX Classifieds – <http://www.olx.com/>

Oodle – <http://jobs.oodle.com/>

LinkedIn (available on web tab only) – <http://www.linkedin.com/>

Zoominfo.com – <http://www.zoominfo.com/>

Spoke.com – <http://www.spoke.com/>

HR.com – <http://www.hr.com/>

Jobirn - <http://www4.jobirn.com/>

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Attachment B



Details of AJE Job Posting Outreach in Support of OFCCP Compliance

The America's Job Exchange OFCCP Compliance for Recruitment solution leverages an expansive network of partners and job exchanges that enables us to distribute your job posting to thousands of national, state, and community sites with a strong representation of diversity partners. As the OFCCP's regulations and guidelines continue to evolve, AJE is committed to expanding our network in an effort to help clients achieve compliance and obtain maximum exposure for their job postings.

AJE Job Network:

- AJE National Exchange: www.americasjobexchange.com
- AJE Diversity Exchanges
 - Veterans Job Exchange: www.americasjobexchange.com/veteran/job_exchange
 - Disability Job Exchange: www.americasjobexchange.com/disability-jobs
 - Diversity Job Exchange: www.americasjobexchange.com/diversity-jobs/diversityjobs
 - Women Job Exchange: www.americasjobexchange.com/womens-jobs
- AJE State Exchanges
 - Customized for 50 states (e.g., www.americasjobexchange.com/NY/state-jobs)
- AJE Jobs Mobile
 - AJE app for iPhone

AJE Outreach Partner Network¹:

AJE leverages more than 5000 sites in our Outreach Partner Network. Below is a small sample of the partners we work with to distribute your jobs nationally and to special interest groups.

- Niche Job Boards
 - Veterans Job Boards
 - VeteransJobs.net: www.veteranjobs.net
 - Disabled American Vets: www.jofdav.com
 - All Veteran Jobs: www.allveteranjobs.com
 - Disability Job Boards
 - Disability Jobs: www.disabilityjobs.net
 - Disabled Person: www.disabledperson.com

¹ America's Job Exchange chooses the organizations in the Outreach Partner Network based on service reputation and a track record of reliability. However, America's Job Exchange cannot guarantee the distribution performance provided by our partners.



- Ability Links: www.abilitylinks.org
- Diversity Job Boards
 - Diversity Jobs: www.diversityjobs.com
 - Asian Hires: www.asianhires.com
 - African American Hires: www.africanamericanhires.com
 - All Hispanic Jobs: www.allhispanicjobs.com
 - All LGBT Jobs: www.alllgbtjobs.com
- National Job Board Aggregators
 - Indeed: www.indeed.com
 - Simply Hired: www.simplyhired.com
 - Beyond: www.beyond.com
- Community Based Organizations
 - Easter Seals (several local chapters)
 - Goodwill Industries (several local chapters)
 - Arc (several local chapters)
 - New England Center for Homeless Veterans
 - US Veterans Initiative
- Government Sponsored Sites
 - VetSuccess: www.vetsuccess.gov
 - Veterans Job Bank:
www.nationalresourcedirectory.gov/home/veterans_job_bank
 - State Department of Rehabilitation
 - U.S. Department of Veterans Affairs

AJE State Distribution Network²:

AJE distributes your jobs to more than 5,000 state employment delivery systems as defined by the OFCCP within VEVRAA/JVA regulations: www.dol.gov/vets/contractor/main.htm#37

- **State Job Banks**
 - Job feed
 - Job feed to individual states or through partner GeoSolutions
 - Manual posting
 - Manually posting of jobs on behalf of customer
- **State One-Stop Career Centers**
 - Daily email of new jobs (with links) sent to Career One-Stop offices near to job location
 - Business representatives, career counselors
 - Veteran representatives (LVER/DVOPs)

² America's Job Exchange's preferred method of job distribution to states is via job feed to state boards. When a job feed is not available, America's Job Exchange takes responsibility for manually posting jobs to the state board on behalf of clients, or utilizes the method of job posting recommended by the state.