

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: **May 23, 2013 – May 22, 2014**

1) **Employment Unit: CBS Radio – Cleveland, OH**

2) **Unit Members (Stations and Communities of License):**

WDOK(FM), Cleveland, OH

WKRK-FM, Cleveland Heights, OH

WNCX(FM), Cleveland, OH

WQAL(FM), Cleveland, OH

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

Mailing Address: CBS Radio Cleveland 1041 Huron Road Cleveland, OH 44115	Telephone Number: 216-861-0198
	Contact Person/Title: Diane Scott, EEO Compliance Officer
	E-mail Address: dlscott@cbs.com

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

Job Title	Recruitment Source Referring Hiree
(a) CBS Account Executive	Employee Referral
(b) WKRK Production Director	CBSRadio.com website
(c) CBS Sales Assistant	Indeed.com website
(d) CBS Account Executive	CBSRadio.com website
(e) CBS Account Executive	Indeed.com website
(f) CBS Account Executive	Cleveland Association of Broadcasters –Board
(g) CBS Account Executive	Employee Referral
(h) CBS Digital Sales Specialist	CBSRadio.com website
(i) CBS Account Executive	Indeed.com website
(j) CBS Account Executive	CBSRadio.com website

(k) CBS Account Executive

Employee Referral

(l) CBS Account Executive

Cavalier's Career Fair

(m) WQAL Morning Talent

Cleveland Plain Dealer Newspaper

(n) CBS Account Executive

CBSRadio.com website

5) Job Title: a) CBS 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)
Internal Staff Posting WDOK/WKRK/WNCX/WQAL Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0198 216-861-5764 Fax	0	No
CBS Radio & WDOX/WKRK/WNCX/WQAL websites*	Diane Scott, EEO Compliance Officer	www.cbsradio.com	216-861-0198 216-861-5764 Fax	0	No
AARP	Michelle Simko, Director	4614 Prospect Avenue Cleveland, OH 44103	216-881-1155 216-881-4311 Fax	0	No
Bryant & Stratton College	Jan Gholson, Director of Career Services	3121 Euclid Ave Cleveland, OH 44115	216-771-1700 216-771-7787 Fax	0	No
Bureau of Workers Comp State of Ohio	Career Services Placement	N/A	877-520-6446 Fax	0	No
Call & Post Newspaper	Victoria Mockabee, Classified Coordinator	11800 Shaker Blvd. Cleveland, OH 44120	216-588-6700 216-588-6723 Fax	0	No
Case Western Reserve University	Carole Sadowski, Recruitment Center	10900 Euclid Avenue Cleveland, OH 44106	216-368- 2000	0	No
Cleveland.com website	Nicholas Inzano, Classified Advertising Rep	Cleveland Plain Dealer website	216-999-3748 216-999-6350 Fax	0	No
Cleveland Plain Dealer Newspaper	Nicholas Inzano, Classified Advertising Rep	1801 Superior Avenue Cleveland, OH 44114	216-999-3748 216-999-6350 Fax	0	No
Cleveland State University	Joyce Mixon, Career Services	1860 East 22 nd St. RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	0	No
Council for Economic Opportunities	Sonya Renzenbrink, Human Resources	1228 Euclid Avenue Cleveland, OH 44115	216-696-9077 216-696-0770 Fax	0	No
Cuyahoga Community College Career Center	Maria Brathwaite, Director of Career Services	2900 Community College Ave Cleveland, OH 44115	216-987-4913 216-987-3198 Fax	0	No
Dress For Success Cleveland	Elena Griffin, Workforce Development	2239 E 55 th Street Cleveland, OH 44103	216-391-2316 216-391-2380	0	Yes
Employee Referral	N/A	N/A	N/A	2	No
Employment Connection	Amy Emery, Recruitment	1020 Bolivar , 3 rd Floor Cleveland, OH 44115	216-696-3458 216-443-5950 Fax	0	Yes
Employment Connection	Ed Ramsey, Recruitment	9830 Lorain Rd Cleveland, OH 44102	216-939-2599	0	No
Goodwill Industries of Greater Cleveland	Jared Daly, Career Services	2295 E. 55 th Street Cleveland, OH 44103	216-431-8300 216-431-4504	0	No
Kent State University	Robin Pijor, Assistant Director Career Services	261 Schwartz Center Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	0	No

* In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various sources (e.g., Indeed.com, etc.) using the CBS Radio recruitment software, listed on [Attachment A](#). Notices that America's Job Exchange ("AJE") receives/scrapes are also 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.

Lorain Community College website	Marci Pelsey, Career Services	1005 N. Abbe Road Elyria, OH 44035	440-366-7563 440-366-4685 Fax	0	No
Marietta College	Natalie Wood, Recruiting Coordinator	215 Fifth Street Marietta, OH 45750	740-376-4600 740-376-4935 Fax	0	No
National Association for the Advancement of Colored People	Donna Motley, Executive Assistant	2131 Stokes Blvd. Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	0	No
National Association of Black Journalists Sports	Marc J. Spears, President	1100 Knight Hall #3100 College Park MD 20742	301-405-0248 301-314-1714 Fax	0	Yes
Notre Dame College	Kim Lane, Career Services	4545 College Road Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	0	No
Ohio Association of Broadcasters	Patricia Geary, Director of Operations	17 S. High St. #1010 Columbus, OH 43215	614-228-4052 614-228-8133 Fax	0	Yes
Ohio Center for Broadcasting	Elizabeth Grattan, Career Services	9885 Rockside Rd. #160 Valley View, OH 44125	216-503-5900 216-476-3435 Fax	0	Yes
Ohio Job & Family Services	Sybil Merritt, Counselor	11699 Brookpark Road. Parma, OH 44130	216-898-3204 216-898-1497 Fax	0	Yes
Ohio Means Jobs Website	Ohiomeansjobs.com Website	30 East Broad Street Columbus, OH 43215	800-409-1205 614-728-3046 Fax	0	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd. Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	0	No
University of Akron	Christina M. Ross	302 E. Buchtel Mall Akron, OH 44325	330-972-7111	0	No
Ursuline College	Gerri Sullivan, Dir of Office of Career Services	2550 Lander Road Cleveland, OH 44124	440-449-4200 Email preferred	0	No
Virginia Marti College of Art and Design	J. Wagner, Placement	11724 Detroit Ave. Lakewood, OH 44107	216-221-8584 216-221-2311 Fax	0	No
Vocational Guidance	Jennifer Londo, Placement Specialist	2239 East 55 th Street Cleveland, OH 44103	216-881-6032 216-476-3435 Fax	0	Yes
Vocational Resource Center	Lisa Kuzmic, Area Employment Services	14650 Detroit Suite 440 Lakewood, OH 44107	330-322-7401 440-799-4346	0	No
West Side Ecumenical Ministry	I. Angel, Placement	5209 Detroit Road Cleveland, OH 44102	216-961-2997	0	No

5) Job Title: b) WKRK Production Director

Referral Source(s) of Hiree: CBSRadio.com website

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Staff Posting WDOK/WKRK/WNCX/WQAL Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0198 216-861-5764 Fax	1	No
CBS Radio & WDOX/WKRK/WNCX/WQAL websites	Diane Scott, EEO Compliance Officer	www.cbsradio.com	216-861-0198 216-861-5764 Fax	10	No
AARP	Michelle Simko, Director	4614 Prospect Avenue Cleveland, OH 44103	216-881-1155 216-881-4311 Fax	0	No
Bryant & Stratton College	Jan Gholson, Director of Career Services	3121 Euclid Ave Cleveland, OH 44115	216-771-1700 216-771-7787 Fax	0	No
Bureau of Workers Comp State of Ohio	Career Services Placement	N/A	877-520-6446 Fax	0	No
Call & Post Newspaper	Victoria Mockabee, Classified Coordinator	11800 Shaker Blvd. Cleveland, OH 44120	216-588-6700 216-588-6723 Fax	0	No
Case Western Reserve University	Carole Sadowski, Recruitment Center	10900 Euclid Avenue Cleveland, OH 44106	216-368- 2000	0	No
Cleveland.com website	Nicholas Inzano, Classified Advertising Rep	Cleveland Plain Dealer website	216-999-3748 216-999-6350 Fax	0	No
Cleveland Plain Dealer Newspaper	Nicholas Inzano, Classified Advertising Rep	1801 Superior Avenue Cleveland, OH 44114	216-999-3748 216-999-6350 Fax	0	No
Cleveland State University	Joyce Mixon, Career Services	1860 East 22 nd St. RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	0	No
Council for Economic Opportunities	Sonya Renzenbrink, Human Resources	1228 Euclid Avenue Cleveland, OH 44115	216-696-9077 216-696-0770 Fax	0	No
Cuyahoga Community College Career Center	Maria Brathwaite, Director of Career Services	2900 Community College Ave Cleveland, OH 44115	216-987-4913 216-987-3198 Fax	0	No
Dress For Success Cleveland	Elena Griffin, Workforce Development	2239 E 55 th Street Cleveland, OH 44103	216-391-2316 216-391-2380	0	Yes
Employee Referral	N/A	N/A	N/A	1	No
Employment Connection	Amy Emery, Recruitment	1020 Bolivar , 3 rd Floor Cleveland, OH 44115	216-696-3458 216-443-5950 Fax	0	Yes
Employment Connection	Ed Ramsey, Recruitment	9830 Lorain Rd Cleveland, OH 44102	216-939-2599	0	No
Goodwill Industries of Greater Cleveland	Jared Daly, Career Services	2295 E. 55 th Street Cleveland, OH 44103	216-431-8300 216-431-4504	0	No
Kent State University	Robin Pijor, Assistant Director Career Services	261 Schwartz Center Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	0	No
Lorain Community College website	Marci Pelsey, Career Services	1005 N. Abbe Road Elyria, OH 44035	440-366-7563 440-366-4685 Fax	0	No
Marietta College	Natalie Wood, Recruiting Coordinator	215 Fifth Street Marietta, OH 45750	740-376-4600 740-376-4935 Fax	0	No

National Association for the Advancement of Colored People	Donna Motley, Executive Assistant	2131 Stokes Blvd. Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	0	No
National Association of Black Journalists Sports	Marc J. Spears, President	1100 Knight Hall #3100 College Park MD 20742	301-405-0248 301-314-1714 Fax	0	Yes
Notre Dame College	Kim Lane, Career Services	4545 College Road Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	0	No
Ohio Association of Broadcasters	Patricia Geary, Director of Operations	17 S. High St. #1010 Columbus, OH 43215	614-228-4052 614-228-8133 Fax	0	Yes
Ohio Center for Broadcasting	Elizabeth Grattan, Career Services	9885 Rockside Rd. #160 Valley View, OH 44125	216-503-5900 216-476-3435 Fax	0	Yes
Ohio Job & Family Services	Sybil Merritt, Counselor	11699 Brookpark Road. Parma, OH 44130	216-898-3204 216-898-1497 Fax	0	Yes
Ohio Means Jobs Website	Ohiomeansjobs.com Website	30 East Broad Street Columbus, OH 43215	800-409-1205 614-728-3046 Fax	0	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd. Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	0	No
University of Akron	Christina M. Ross	302 E. Buchtel Mall Akron, OH 44325	330-972-7111	0	No
Ursuline College	Gerri Sullivan, Dir of Office of Career Services	2550 Lander Road Cleveland, OH 44124	440-449-4200 Email preferred	0	No
Virginia Marti College of Art and Design	J. Wagner, Placement	11724 Detroit Ave. Lakewood, OH 44107	216-221-8584 216-221-2311 Fax	0	No
Vocational Guidance	Jennifer Londo, Placement Specialist	2239 East 55 th Street Cleveland, OH 44103	216-881-6032 216-476-3435 Fax	0	Yes
Vocational Resource Center	Lisa Kuzmic, Area Employment Services	14650 Detroit Suite 440 Lakewood, OH 44107	330-322-7401 440-799-4346	0	No
West Side Ecumenical Ministry	I. Angel, Placement	5209 Detroit Road Cleveland, OH 44102	216-961-2997	0	No

5) Job Title: c) CBS Sales Assistant**Referral Source(s) of Hiree:****Indeed.com website**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Staff Posting WDOK/WKRC/WNCX/WQAL Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0198 216-861-5764 Fax	0	No
CBS Radio & WDOX/WKRC/WNCX/WQAL websites	Diane Scott, EEO Compliance Officer	www.cbsradio.com	216-861-0198 216-861-5764 Fax	0	No
AARP	Michelle Simko, Director	4614 Prospect Avenue Cleveland, OH 44103	216-881-1155 216-881-4311 Fax	0	No
Bryant & Stratton College	Jan Gholson, Director of Career Services	3121 Euclid Ave Cleveland, OH 44115	216-771-1700 216-771-7787 Fax	0	No
Bureau of Workers Comp State of Ohio	Career Services Placement	N/A	877-520-6446 Fax	0	No
Call & Post Newspaper	Victoria Mockabee, Classified Coordinator	11800 Shaker Blvd. Cleveland, OH 44120	216-588-6700 216-588-6723 Fax	0	No
Case Western Reserve University	Carole Sadowski, Recruitment Center	10900 Euclid Avenue Cleveland, OH 44106	216-368- 2000	0	No
Cleveland.com website	Nicholas Inzano, Classified Advertising Rep	Cleveland Plain Dealer website	216-999-3748 216-999-6350 Fax	0	No
Cleveland Plain Dealer Newspaper	Nicholas Inzano, Classified Advertising Rep	1801 Superior Avenue Cleveland, OH 44114	216-999-3748 216-999-6350 Fax	0	No
Cleveland State University	Joyce Mixon, Career Services	1860 East 22 nd St. RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	0	No
Council for Economic Opportunities	Sonya Renzenbrink, Human Resources	1228 Euclid Avenue Cleveland, OH 44115	216-696-9077 216-696-0770 Fax	0	No
Cuyahoga Community College Career Center	Maria Brathwaite, Director of Career Services	2900 Community College Ave Cleveland, OH 44115	216-987-4913 216-987-3198 Fax	0	No
Dress For Success Cleveland	Elena Griffin, Workforce Development	2239 E 55 th Street Cleveland, OH 44103	216-391-2316 216-391-2380	0	Yes
Employee Referral	N/A	N/A	N/A	1	No
Employment Connection	Amy Emery, Recruitment	1020 Bolivar , 3 rd Floor Cleveland, OH 44115	216-696-3458 216-443-5950 Fax	0	Yes
Employment Connection	Ed Ramsey, Recruitment	9830 Lorain Rd Cleveland, OH 44102	216-939-2599	0	No
Goodwill Industries of Greater Cleveland	Jared Daly, Career Services	2295 E. 55 th Street Cleveland, OH 44103	216-431-8300 216-431-4504	0	No
Indeed.com Website	N/A	N/A	N/A	4	No
Kent State University	Robin Pijor, Assistant Director Career Services	261 Schwartz Center Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	0	No
Lorain Community College website	Marci Field, Career Services	1005 N. Abbe Road Elyria, OH 44035	440-366-7563 440-366-4685 Fax	0	No

Marietta College	Natalie Wood, Recruiting Coordinator	215 Fifth Street Marietta, OH 45750	740-376-4600 740-376-4935 Fax	0	No
May Dugan Center	Sue Marasco, Vocational Career Mgr.	4115 Bridge Avenue Cleveland, OH 44113	216-631-5800 216-631-4595 Fax	0	No
National Association for the Advancement of Colored People	Donna Motley, Executive Assistant	2131 Stokes Blvd. Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	0	No
National Association of Black Journalists	Marc J. Spears, President	1100 Knight Hall #3100 College Park MD 20742	301-405-0248 301-314-1714 Fax	0	Yes
Notre Dame College	Kim Lane, Career Services	4545 College Road Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	0	No
Ohio Association of Broadcasters	Patricia Geary, Director of Operations	17 S. High St. #1010 Columbus, OH 43215	614-228-4052 614-228-8133 Fax	0	Yes
Ohio Center for Broadcasting	Elizabeth Grattan, Career Services	9885 Rockside Rd. #160 Valley View, OH 44125	216-503-5900 216-476-3435 Fax	0	Yes
Ohio Job & Family Services	Sybil Merritt, Counselor	11699 Brookpark Road. Parma, OH 44130	216-898-3204 216-898-1497 Fax	0	Yes
Ohio Means Jobs Website	Ohiomeansjobs.com Website	30 East Broad Street Columbus, OH 43215	800-409-1205 614-728-3046 Fax	0	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd. Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	0	No
University of Akron	Christina M. Ross	302 E. Buchtel Mall Akron, OH 44325	330-972-7111	0	No
Ursuline College	Gerri Sullivan, Dir of Office of Career Services	2550 Lander Road Cleveland, OH 44124	440-449-4200 Email preferred	0	No
Virginia Marti College of Art and Design	J. Wagner, Career Services	11724 Detroit Ave. Lakewood, OH 44107	216-221-8584 216-221-2311 Fax	0	No
Vocational Guidance	Jennifer Londo, Placement Specialist	2239 East 55 th Street Cleveland, OH 44103	216-881-6032 216-476-3435 Fax	0	Yes
Vocational Resource Center	Lisa Kuzmic, Area Employment Services	14650 Detroit Suite 440 Lakewood, OH 44107	330-322-7401 440-799-4346	0	No
West Side Ecumenical Ministry	I. Angel, Placement	5209 Detroit Road Cleveland, OH 44102	216-961-2997	0	No

5) Job Title: d) CBS Account Executive Referral Source(s) of Hiree: CBSRadio.com website

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Staff Posting WDOK/WKRR/WNCX/WQAL Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0198 216-861-5764 Fax	0	No
CBS Radio & WDOX/WKRR/WNCX/WQAL websites	Diane Scott, EEO Compliance Officer	www.cbsradio.com	216-861-0198 216-861-5764 Fax	3	No
WKRR-FM Radio Commercial	Jeff Miller, GSM WNCX/WKRR	1041 Huron Rd. Cleveland, OH 44115	216-861-0100	1	No
AARP	Michelle Simko, Director	4614 Prospect Avenue Cleveland, OH 44103	216-881-1155 216-881-4311 Fax	0	No
Bryant & Stratton College	Jan Gholson, Director of Career Services	3121 Euclid Ave Cleveland, OH 44115	216-771-1700 216-771-7787 Fax	0	No
Bureau of Workers Comp State of Ohio	Career Services Placement	N/A	877-520-6446 Fax	0	No
Call & Post Newspaper	Victoria Mockabee, Classified Coordinator	11800 Shaker Blvd. Cleveland, OH 44120	216-588-6700 216-588-6723 Fax	0	No
Case Western Reserve University	Carole Sadowski, Recruitment Center	10900 Euclid Avenue Cleveland, OH 44106	216-368- 2000	0	No
Cleveland.com website	Nicholas Inzano, Classified Advertising Rep	Cleveland Plain Dealer website	216-999-3748 216-999-6350 Fax	0	No
Cleveland Plain Dealer Newspaper	Nicholas Inzano, Classified Advertising Rep	1801 Superior Avenue Cleveland, OH 44114	216-999-3748 216-999-6350 Fax	1	No
Cleveland State University	Joyce Mixon, Career Services	1860 East 22 nd St. RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	0	No
Council for Economic Opportunities	Sonya Renzenbrink, Human Resources	1228 Euclid Avenue Cleveland, OH 44115	216-696-9077 216-696-0770 Fax	0	No
Cuyahoga Community College Career Center	Maria Brathwaite, Director of Career Services	2900 Community College Ave Cleveland, OH 44115	216-987-4913 216-987-3198 Fax	0	No
Dress For Success Cleveland	Elena Griffin, Workforce Development	2239 E 55 th Street Cleveland, OH 44103	216-391-2316 216-391-2380	0	Yes
Employee Referral	N/A	N/A	N/A	1	No
Employment Connection	Amy Emery, Recruitment	1020 Bolivar , 3 rd Floor Cleveland, OH 44115	216-696-3458 216-443-5950 Fax	0	Yes
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Goodwill Industries of Greater Cleveland	Jared Daly, Career Services	2295 E. 55 th Street Cleveland, OH 44103	216-431-8300 216-431-4504	0	No
Indeed.com Website	N/A	N/A	N/A	4	No
Kent State University	Robin Pijor, Assistant Director Career Services	261 Schwartz Center Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	0	No

Lorain Community College website	Marci Pelsey, Career Services	1005 N. Abbe Road Elyria, OH 44035	440-366-7563 440-366-4685 Fax	0	No
Marietta College	Natalie Wood, Recruiting Coordinator	215 Fifth Street Marietta, OH 45750	740-376-4600 740-376-4935 Fax	0	No
Monster.com Website	N/A	N/A	N/A	1	No
National Association for the Advancement of Colored People	Donna Motley, Executive Assistant	2131 Stokes Blvd. Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	0	No
National Association of Black Journalists Sports	Marc J. Spears, President	1100 Knight Hall #3100 College Park MD 20742	301-405-0248 301-314-1714 Fax	0	Yes
Notre Dame College	Kim Lane, Career Services	4545 College Road Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	0	No
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Vocational Resource Center	Lisa Kuzmic, Area Employment Services	14650 Detroit Suite 440 Lakewood, OH 44107	330-322-7401 440-799-4346	0	No
West Side Ecumenical Ministry	I. Angel, Placement	5209 Detroit Road Cleveland, OH 44102	216-961-2997	0	No

5) Job Title: e) CBS Account Executive Referral Source(s) of Hiree: Indeed.com website

f) CBS Account Executive Referral Source(s) of Hiree: Cleveland Association of Broadcasters

(vacancies filled using the same pool of interviewees)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Staff Posting WDOK/WKRK/WNCX/WQAL Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0198 216-861-5764 Fax	0	No
CBS Radio & WDOX/WKRK/WNCX/WQAL websites	Diane Scott, EEO Compliance Officer	www.cbsradio.com	216-861-0198 216-861-5764 Fax	2	No
WKRR-FM Radio Commercial	Jeff Miller, GSM WNCX/WKRK	1041 Huron Rd. Cleveland, OH 44115	216-861-0100	0	No
AARP	Michelle Simko, Director	4614 Prospect Avenue Cleveland, OH 44103	216-881-1155 216-881-4311 Fax	0	No
Bryant & Stratton College	Jan Gholson, Director of Career Services	3121 Euclid Ave Cleveland, OH 44115	216-771-1700 216-771-7787 Fax	0	No
Bureau of Workers Comp State of Ohio	Career Services Placement	N/A	877-520-6446 Fax	0	No
Call & Post Newspaper	Victoria Mockabee, Classified Coordinator	11800 Shaker Blvd. Cleveland, OH 44120	216-588-6700 216-588-6723 Fax	0	No
CareerBuilders.com Website	N/A	N/A	N/A	1	No
Case Western Reserve University	Carole Sadowski, Recruitment Center	10900 Euclid Avenue Cleveland, OH 44106	216-368- 2000	0	No
Cleveland Association of Broadcasters	Bill Young, Board Member	P.O. Box 15294 Cleveland, OH 44115	216-431-3403	1	No
Cleveland.com website	Nicholas Inzano, Classified Advertising Rep	Cleveland Plain Dealer website	216-999-3748 216-999-6350 Fax	0	No
Cleveland Plain Dealer Newspaper	Nicholas Inzano, Classified Advertising Rep	1801 Superior Avenue Cleveland, OH 44114	216-999-3748 216-999-6350 Fax	0	No
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Council for Economic Opportunities	Sonya Renzenbrink, Human Resources	1228 Euclid Avenue Cleveland, OH 44115	216-696-9077 216-696-0770 Fax	0	No
Cuyahoga Community College Career Center	Maria Brathwaite, Director of Career Services	2900 Community College Ave Cleveland, OH 44115	216-987-4913 216-987-3198 Fax	0	No
Dress For Success Cleveland	Elena Griffin, Workforce Development	2239 E 55 th Street Cleveland, OH 44103	216-391-2316 216-391-2380	0	Yes
Employee Referral	N/A	N/A	N/A	2	No
Employment Connection	Amy Emery, Recruitment	1020 Bolivar , 3 rd Floor	216-696-3458	0	Yes

		Cleveland, OH 44115	216-443-5950 Fax		
Employment Connection	Ed Ramsey, Recruitment	9830 Lorain Rd Cleveland, OH 44102	216-939-2599	0	No
Goodwill Industries of Greater Cleveland	Jared Daly, Career Services	2295 E. 55 th Street Cleveland, OH 44103	216-431-8300 216-431-4504	0	No
Indeed.com Website	N/A	N/A	N/A	1	No
Kent State University	Robin Pijor, Assistant Director Career Services	261 Schwartz Center Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	0	No
Linked-in.com Website	N/A	N/A	N/A	1	No
Lorain Community College website	Marci Pelsey, Career Services	1005 N. Abbe Road Elyria, OH 44035	440-366-7563 440-366-4685 Fax	0	No
Marietta College	Natalie Wood, Recruiting Coordinator	215 Fifth Street Marietta, OH 45750	740-376-4600 740-376-4935 Fax	0	No
National Association for the Advancement of Colored People	Donna Motley, Executive Assistant	2131 Stokes Blvd. Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	0	No
National Association of Black Journalists Sports	Marc J. Spears, President	1100 Knight Hall #3100 College Park MD 20742	301-405-0248 301-314-1714 Fax	0	Yes
Notre Dame College	Kim Lane, Career Services	4545 College Road Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	0	No
Ohio Association of Broadcasters	Patricia Geary, Director of Operations	17 S. High St. #1010 Columbus, OH 43215	614-228-4052 614-228-8133 Fax	0	Yes
Ohio Center for Broadcasting	Elizabeth Grattan, Career Services	9885 Rockside Rd. #160 Valley View, OH 44125	216-503-5900 216-476-3435 Fax	0	Yes
Ohio Job & Family Services	Sybil Merritt, Counselor	11699 Brookpark Road. Parma, OH 44130	216-898-3204 216-898-1497 Fax	0	Yes
Ohio Means Jobs Website	Ohiomeansjobs.com Website	30 East Broad Street Columbus, OH 43215	800-409-1205 614-728-3046 Fax	0	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd. Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	0	No
University of Akron	Christina M. Ross	302 E. Buchtel Mall Akron, OH 44325	330-972-7111	0	No
Ursuline College	Gerri Sullivan, Dir of Office of Career Services	2550 Lander Road Cleveland, OH 44124	440-449-4200 Email preferred	0	No
Virginia Marti College of Art and Design	J. Wagner, Placement	11724 Detroit Ave. Lakewood, OH 44107	216-221-8584 216-221-2311 Fax	0	No
Vocational Guidance	Jennifer Londo, Placement Specialist	2239 East 55 th Street Cleveland, OH 44103	216-881-6032 216-476-3435 Fax	0	Yes
Vocational Resource Center	Lisa Kuzmic, Area Employment Services	14650 Detroit Suite 440 Lakewood, OH 44107	330-322-7401 440-799-4346	0	No
West Side Ecumenical Ministry	I. Angel, Placement	5209 Detroit Road Cleveland, OH 44102	216-961-2997	0	No

5) Job Title: g) CBS 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)
Internal Staff Posting WDOK/WKRK/WNCX/WQAL Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0198 216-861-5764 Fax	0	No
CBS Radio & WDOX/WKRK/WNCX/WQAL websites	Diane Scott, EEO Compliance Officer	www.cbsradio.com	216-861-0198 216-861-5764 Fax	3	No
WKRK Radio Advertisement	Randy Parker, LSM	1041 Huron Road Cleveland, OH 44115	216-861-0198 216-861-5764 Fax	1	No
AARP	Michelle Simko, Director	4614 Prospect Avenue Cleveland, OH 44103	216-881-1155 216-881-4311 Fax	0	No
Bryant & Stratton College	Jan Gholson, Director of Career Services	3121 Euclid Ave Cleveland, OH 44115	216-771-1700 216-771-7787 Fax	0	No
Bureau of Workers Comp State of Ohio	Career Services Placement	N/A	877-520-6446 Fax	0	No
Call & Post Newspaper	Victoria Mockabee, Classified Coordinator	11800 Shaker Blvd. Cleveland, OH 44120	216-588-6700 216-588-6723 Fax	0	No
Case Western Reserve University	Carole Sadowski, Recruitment Center	10900 Euclid Avenue Cleveland, OH 44106	216-368- 2000	0	No
Cleveland.com website	Nicholas Inzano, Classified Advertising Rep	Cleveland Plain Dealer website	216-999-3748 216-999-6350 Fax	0	No
Cleveland Plain Dealer Newspaper	Nicholas Inzano, Classified Advertising Rep	1801 Superior Avenue Cleveland, OH 44114	216-999-3748 216-999-6350 Fax	1	No
Cleveland State University	Joyce Mixon, Career Services	1860 East 22 nd St. RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	0	No
Council for Economic Opportunities	Sonya Renzenbrink, Human Resources	1228 Euclid Avenue Cleveland, OH 44115	216-696-9077 216-696-0770 Fax	0	No
Cuyahoga Community College Career Center	Maria Brathwaite, Director of Career Services	2900 Community College Ave Cleveland, OH 44115	216-987-4913 216-987-3198 Fax	0	No
Dress For Success Cleveland	Elena Griffin, Workforce Development	2239 E 55 th Street Cleveland, OH 44103	216-391-2316 216-391-2380	0	Yes
Employee Referral	N/A	N/A	N/A	1	No
Employment Connection	Amy Emery, Recruitment	1020 Bolivar , 3 rd Floor Cleveland, OH 44115	216-696-3458 216-443-5950 Fax	0	Yes
Goodwill Industries of Greater Cleveland	Vince DiPio, Goodskill Services	2295 E. 55 th Street Cleveland, OH 44103	216-916-9999	0	No
Indeed.com Website	N/A	N/A	N/A	3	No
Kent State University	Robin Pijor, Assistant Director Career Services	261 Schwartz Center Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	0	No
Lorain Community College website	Marci Field, Career Services	1005 N. Abbe Road Elyria, OH 44035	440-366-7563 440-366-4685 Fax	0	No

Marietta College	Natalie Wood, Recruiting Coordinator	215 Fifth Street Marietta, OH 45750	740-376-4600 740-376-4935 Fax	0	No
May Dugan Center	Sue Marasco, Vocational Career Mgr.	4115 Bridge Avenue Cleveland, OH 44113	216-631-5800 216-631-4595 Fax	0	No
Monster.com website	N/A	N/A	N/A	1	No
National Association for the Advancement of Colored People	Donna Motley, Executive Assistant	2131 Stokes Blvd. Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	0	No
National Association of Black Journalists	Marc J. Spears, President	1100 Knight Hall #3100 College Park MD 20742	301-405-0248 301-314-1714 Fax	0	Yes
Notre Dame College	Kim Lane, Career Services	4545 College Road Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	0	No
Ohio Association of Broadcasters	Patricia Geary, Director of Operations	17 S. High St. #1010 Columbus, OH 43215	614-228-4052 614-228-8133 Fax	0	Yes
Ohio Center for Broadcasting	Elizabeth Grattan, Career Services	9885 Rockside Rd. #160 Valley View, OH 44125	216-503-5900 216-476-3435 Fax	0	Yes
Ohio Job & Family Services	Francetta Hines, Counselor	11699 Brookpark Road. Parma, OH 44130	216-898-3204 216-898-1497 Fax	0	Yes
Ohio Means Jobs Website	Ohiomeansjobs.com Website	30 East Broad Street Columbus, OH 43215	800-409-1205 614-728-3046 Fax	0	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd. Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	0	No
University of Akron	Christina M. Ross	302 E. Buchtel Mall Akron, OH 44325	330-972-7111	0	No
Ursuline College	Gerri Sullivan, Dir of Office of Career Services	2550 Lander Road Cleveland, OH 44124	440-449-4200 Email preferred	0	No
Virginia Marti College of Art and Design	Lisa Marti, Career Services	11724 Detroit Ave. Lakewood, OH 44107	216-221-8584 216-221-2311 Fax	0	No
Vocational Guidance	Anne Cummings, Placement Specialist	2239 East 55 th Street Cleveland, OH 44103	216-881-6032 216-476-3435 Fax	0	Yes
Vocational Resource Center	Lisa Kuzmic, Area Employment Services	14650 Detroit Suite 440 Lakewood, OH 44107	330-322-7401 440-799-4346	0	No

5) Job Title: h) CBS Digital Sales Specialist

Referral Source(s) of Hiree: CBSRadio.com website

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Staff Posting WDOX/WKRR/WNCX/WQAL Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0198 216-861-5764 Fax	0	No
CBS Radio & WDOX/WKRR/WNCX/WQAL websites	Diane Scott, EEO Compliance Officer	www.cbsradio.com	216-861-0198 216-861-5764 Fax	1	No
AARP	Michelle Simko, Director	4614 Prospect Avenue Cleveland, OH 44103	216-881-1155 216-881-4311 Fax	0	No
Bryant & Stratton College	Jan Gholson, Director of Career Services	3121 Euclid Ave Cleveland, OH 44115	216-771-1700 216-771-7787 Fax	0	No
Bureau of Workers Comp State of Ohio	Career Services Placement	N/A	877-520-6446 Fax	0	No
Call & Post Newspaper	Victoria Mockabee, Classified Coordinator	11800 Shaker Blvd. Cleveland, OH 44120	216-588-6700 216-588-6723 Fax	0	No
Case Western Reserve University	Carole Sadowski, Recruitment Center	10900 Euclid Avenue Cleveland, OH 44106	216-368- 2000	0	No
Cleveland.com website	Nicholas Inzano, Classified Advertising Rep	Cleveland Plain Dealer website	216-999-3748 216-999-6350 Fax	0	No
Cleveland Plain Dealer Newspaper	Nicholas Inzano, Classified Advertising Rep	1801 Superior Avenue Cleveland, OH 44114	216-999-3748 216-999-6350 Fax	0	No
Cleveland State University	Joyce Mixon, Career Services	1860 East 22 nd St. RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	0	No
Council for Economic Opportunities	Sonya Renzenbrink, Human Resources	1228 Euclid Avenue Cleveland, OH 44115	216-696-9077 216-696-0770 Fax	0	No
Cuyahoga Community College Career Center	Maria Brathwaite, Director of Career Services	2900 Community College Ave Cleveland, OH 44115	216-987-4913 216-987-3198 Fax	0	No
Dress For Success Cleveland	Elena Griffin, Workforce Development	2239 E 55 th Street Cleveland, OH 44103	216-391-2316 216-391-2380	0	Yes
Employment Connection	Amy Emery, Recruitment	1020 Bolivar , 3 rd Floor Cleveland, OH 44115	216-696-3458 216-443-5950 Fax	0	Yes
Goodwill Industries of Greater Cleveland	Vince DiPio, Goodskill Services	2295 E. 55 th Street Cleveland, OH 44103	216-916-9999	0	No
Indeed.com website	N/A	N/A	N/A	1	No
Kent State University	Robin Pijor, Assistant Director Career Services	261 Schwartz Center Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	0	No
Lorain Community College website	Marci Field, Career Services	1005 N. Abbe Road Elyria, OH 44035	440-366-7563 440-366-4685 Fax	0	No
Marietta College	Natalie Wood, Recruiting Coordinator	215 Fifth Street Marietta, OH 45750	740-376-4600 740-376-4935 Fax	0	No
National Association for the Advancement of Colored People	Donna Motley, Executive Assistant	2131 Stokes Blvd. Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	0	No

National Association of Black Journalists	Marc J. Spears, President	1100 Knight Hall #3100 College Park MD 20742	301-405-0248 301-314-1714 Fax	0	Yes
Notre Dame College	Kim Lane, Career Services	4545 College Road Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	0	No
Ohio Association of Broadcasters	Patricia Geary, Director of Operations	17 S. High St. #1010 Columbus, OH 43215	614-228-4052 614-228-8133 Fax	0	Yes
Ohio Center for Broadcasting	Elizabeth Grattan, Career Services	9885 Rockside Rd. #160 Valley View, OH 44125	216-503-5900 216-476-3435 Fax	0	Yes
Ohio Job & Family Services	Francetta Hines, Counselor	11699 Brookpark Road. Parma, OH 44130	216-898-3204 216-898-1497 Fax	0	Yes
Ohio Means Jobs Website	Ohiomeansjobs.com Website	30 East Broad Street Columbus, OH 43215	800-409-1205 614-728-3046 Fax	0	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd. Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	0	No
SimplyHired.com website	N/A	N/A	N/A	1	No
University of Akron	Christina M. Ross	302 E. Buchtel Mall Akron, OH 44325	330-972-7111	0	No
Ursuline College	Gerri Sullivan, Dir of Office of Career Services	2550 Lander Road Cleveland, OH 44124	440-449-4200 Email preferred	0	No
Virginia Marti College of Art and Design	Lisa Marti, Career Services	11724 Detroit Ave. Lakewood, OH 44107	216-221-8584 216-221-2311 Fax	0	No
Vocational Guidance	Anne Cummings, Placement Specialist	2239 East 55 th Street Cleveland, OH 44103	216-881-6032 216-476-3435 Fax	0	Yes
Vocational Resource Center	Lisa Kuzmic, Area Employment Services	14650 Detroit Suite 440 Lakewood, OH 44107	330-322-7401 440-799-4346	0	No

5) Job Title: i) CBS Account Executive 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)
Internal Staff Posting WDOK/WKRK/WNCX/WQAL Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0198 216-861-5764 Fax	0	No
CBS Radio & WDOX/WKRK/WNCX/WQAL websites	Diane Scott, EEO Compliance Officer	www.cbsradio.com	216-861-0198 216-861-5764 Fax	1	No
WKRK Radio Advertisement	Randy Parker, LSM	1041 Huron Road Cleveland, OH 44115	216-861-0198 216-861-5764 Fax	0	No
AARP	Michelle Simko, Director	4614 Prospect Avenue Cleveland, OH 44103	216-881-1155 216-881-4311 Fax	0	No
Bryant & Stratton College	Jan Gholson, Director of Career Services	3121 Euclid Ave Cleveland, OH 44115	216-771-1700 216-771-7787 Fax	0	No
Bureau of Workers Comp State of Ohio	Career Services Placement	N/A	877-520-6446 Fax	0	No
Call & Post Newspaper	Victoria Mockabee, Classified Coordinator	11800 Shaker Blvd. Cleveland, OH 44120	216-588-6700 216-588-6723 Fax	0	No
Case Western Reserve University	Carole Sadowski, Recruitment Center	10900 Euclid Avenue Cleveland, OH 44106	216-368- 2000	0	No
Cleveland.com website	Nicholas Inzano, Classified Advertising Rep	Cleveland Plain Dealer website	216-999-3748 216-999-6350 Fax	0	No
Cleveland Plain Dealer Newspaper	Nicholas Inzano, Classified Advertising Rep	1801 Superior Avenue Cleveland, OH 44114	216-999-3748 216-999-6350 Fax	0	No
Cleveland State University	Joyce Mixon, Career Services	1860 East 22 nd St. RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	0	No
Council for Economic Opportunities	Sonya Renzenbrink, Human Resources	1228 Euclid Avenue Cleveland, OH 44115	216-696-9077 216-696-0770 Fax	0	No
Cuyahoga Community College Career Center	Maria Brathwaite, Director of Career Services	2900 Community College Ave Cleveland, OH 44115	216-987-4913 216-987-3198 Fax	0	No
Dress For Success Cleveland	Elena Griffin, Workforce Development	2239 E 55 th Street Cleveland, OH 44103	216-391-2316 216-391-2380	0	Yes
Employment Connection	Amy Emery, Recruitment	1020 Bolivar , 3 rd Floor Cleveland, OH 44115	216-696-3458 216-443-5950 Fax	0	Yes
Goodwill Industries of Greater Cleveland	Vince DiPio, Goodskill Services	2295 E. 55 th Street Cleveland, OH 44103	216-916-9999	0	No
Indeed.com Website	N/A	N/A	N/A	1	No
Kent State University	Robin Pijor, Assistant Director Career Services	261 Schwartz Center Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	0	No
Lorain Community College website	Marci Field, Career Services	1005 N. Abbe Road Elyria, OH 44035	440-366-7563 440-366-4685 Fax	0	No
Marietta College	Natalie Wood, Recruiting Coordinator	215 Fifth Street Marietta, OH 45750	740-376-4600 740-376-4935 Fax	0	No

May Dugan Center	Sue Marasco, Vocational Career Mgr.	4115 Bridge Avenue Cleveland, OH 44113	216-631-5800 216-631-4595 Fax	0	No
National Association for the Advancement of Colored People	Donna Motley, Executive Assistant	2131 Stokes Blvd. Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	0	No
National Association of Black Journalists	Marc J. Spears, President	1100 Knight Hall #3100 College Park MD 20742	301-405-0248 301-314-1714 Fax	0	Yes
Notre Dame College	Kim Lane, Career Services	4545 College Road Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	0	No
Ohio Association of Broadcasters	Patricia Geary, Director of Operations	17 S. High St. #1010 Columbus, OH 43215	614-228-4052 614-228-8133 Fax	0	Yes
Ohio Center for Broadcasting	Elizabeth Grattan, Career Services	9885 Rockside Rd. #160 Valley View, OH 44125	216-503-5900 216-476-3435 Fax	0	Yes
Ohio Job & Family Services	Francetta Hines, Counselor	11699 Brookpark Road. Parma, OH 44130	216-898-3204 216-898-1497 Fax	0	Yes
Ohio Means Jobs Website	Ohiomeansjobs.com Website	30 East Broad Street Columbus, OH 43215	800-409-1205 614-728-3046 Fax	0	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd. Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	0	No
University of Akron	Christina M. Ross	302 E. Buchtel Mall Akron, OH 44325	330-972-7111	0	No
Ursuline College	Gerri Sullivan, Dir of Office of Career Services	2550 Lander Road Cleveland, OH 44124	440-449-4200 Email preferred	0	No
Virginia Marti College of Art and Design	Lisa Marti, Career Services	11724 Detroit Ave. Lakewood, OH 44107	216-221-8584 216-221-2311 Fax	0	No
Vocational Guidance	Anne Cummings, Placement Specialist	2239 East 55 th Street Cleveland, OH 44103	216-881-6032 216-476-3435 Fax	0	Yes
Vocational Resource Center	Lisa Kuzmic, Area Employment Services	14650 Detroit Suite 440 Lakewood, OH 44107	330-322-7401 440-799-4346	0	No

5) Job Title: j) CBS Account Executive Referral Source(s) of Hiree: CBSRadio.com website

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Staff Posting WDOK/WKRK/WNCX/WQAL Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0198 216-861-5764 Fax	0	No
CBS Radio & WDOX/WKRK/WNCX/WQAL websites	Diane Scott, EEO Compliance Officer	www.cbsradio.com	216-861-0198 216-861-5764 Fax	3	No
WKRK Radio Advertisement	Randy Parker, LSM	1041 Huron Road Cleveland, OH 44115	216-861-0198 216-861-5764 Fax	0	No
AARP	Michelle Simko, Director	4614 Prospect Avenue Cleveland, OH 44103	216-881-1155 216-881-4311 Fax	0	No
BeyondNetwork.com website	N/A	N/A	N/A	1	No
Bryant & Stratton College	Jan Gholson, Director of Career Services	3121 Euclid Ave Cleveland, OH 44115	216-771-1700 216-771-7787 Fax	0	No
Bureau of Workers Comp State of Ohio	Career Services Placement	N/A	877-520-6446 Fax	0	No
Call & Post Newspaper	Victoria Mockabee, Classified Coordinator	11800 Shaker Blvd. Cleveland, OH 44120	216-588-6700 216-588-6723 Fax	0	No
CareerBuilders.com website	N/A	N/A	N/A	1	No
Case Western Reserve University	Carole Sadowski, Recruitment Center	10900 Euclid Avenue Cleveland, OH 44106	216-368- 2000	0	No
Cleveland.com website	Nicholas Inzano, Classified Advertising Rep	Cleveland Plain Dealer website	216-999-3748 216-999-6350 Fax	0	No
Cleveland Plain Dealer Newspaper	Nicholas Inzano, Classified Advertising Rep	1801 Superior Avenue Cleveland, OH 44114	216-999-3748 216-999-6350 Fax	0	No
Cleveland State University	Joyce Mixon, Career Services	1860 East 22 nd St. RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	0	No
Council for Economic Opportunities	Sonya Renzenbrink, Human Resources	1228 Euclid Avenue Cleveland, OH 44115	216-696-9077 216-696-0770 Fax	0	No
Cuyahoga Community College Career Center	Maria Brathwaite, Director of Career Services	2900 Community College Ave Cleveland, OH 44115	216-987-4913 216-987-3198 Fax	0	No
Dress For Success Cleveland	Elena Griffin, Workforce Development	2239 E 55 th Street Cleveland, OH 44103	216-391-2316 216-391-2380	0	Yes
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Employment Connection	Amy Emery, Recruitment	1020 Bolivar , 3 rd Floor Cleveland, OH 44115	216-696-3458 216-443-5950 Fax	0	Yes
Goodwill Industries of Greater Cleveland	Vince DiPio, Goodskill Services	2295 E. 55 th Street Cleveland, OH 44103	216-916-9999	0	No
Indeed.com Website	N/A	N/A	N/A	2	No

Kent State University	Robin Pijor, Assistant Director Career Services	261 Schwartz Center Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	0	No
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Marietta College	Natalie Wood, Recruiting Coordinator	215 Fifth Street Marietta, OH 45750	740-376-4600 740-376-4935 Fax	0	No
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Ohio Center for Broadcasting	Elizabeth Grattan, Career Services	9885 Rockside Rd. #160 Valley View, OH 44125	216-503-5900 216-476-3435 Fax	0	Yes
Ohio Job & Family Services	Francetta Hines, Counselor	11699 Brookpark Road. Parma, OH 44130	216-898-3204 216-898-1497 Fax	0	Yes
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University of Akron	Christina M. Ross	302 E. Buchtel Mall Akron, OH 44325	330-972-7111	0	No
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Vocational Guidance	Anne Cummings, Placement Specialist	2239 East 55 th Street Cleveland, OH 44103	216-881-6032 216-476-3435 Fax	0	Yes
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5) Job Title: k) CBS Account Executive Referral Source(s) of Hiree: Employee Referral

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CBS Radio & WDOX/WKRK/WNCX/WQAL websites	Diane Scott, EEO Compliance Officer	www.cbsradio.com	216-861-0198 216-861-5764 Fax	3	No
WKRK Radio Advertisement	Randy Parker, LSM	1041 Huron Road Cleveland, OH 44115	216-861-0198 216-861-5764 Fax	0	No
AARP	Michelle Simko, Director	4614 Prospect Avenue Cleveland, OH 44103	216-881-1155 216-881-4311 Fax	0	No
BeyondNetwork.com website	N/A	N/A	N/A	1	No
Bryant & Stratton College	Jan Gholson, Director of Career Services	3121 Euclid Ave Cleveland, OH 44115	216-771-1700 216-771-7787 Fax	0	No
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Call & Post Newspaper	Victoria Mockabee, Classified Coordinator	11800 Shaker Blvd. Cleveland, OH 44120	216-588-6700 216-588-6723 Fax	0	No
CareerBuilders.com website	N/A	N/A	N/A	1	No
Case Western Reserve University	Carole Sadowski, Recruitment Center	10900 Euclid Avenue Cleveland, OH 44106	216-368- 2000	0	No
Cleveland.com website	Nicholas Inzano, Classified Advertising Rep	Cleveland Plain Dealer website	216-999-3748 216-999-6350 Fax	0	No
Cleveland Plain Dealer Newspaper	Nicholas Inzano, Classified Advertising Rep	1801 Superior Avenue Cleveland, OH 44114	216-999-3748 216-999-6350 Fax	0	No
Cleveland State University	Joyce Mixon, Career Services	1860 East 22 nd St. RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	0	No
Council for Economic Opportunities	Sonya Renzenbrink, Human Resources	1228 Euclid Avenue Cleveland, OH 44115	216-696-9077 216-696-0770 Fax	0	No
Cuyahoga Community College Career Center	Maria Brathwaite, Director of Career Services	2900 Community College Ave Cleveland, OH 44115	216-987-4913 216-987-3198 Fax	0	No
Dress For Success Cleveland	Elena Griffin, Workforce Development	2239 E 55 th Street Cleveland, OH 44103	216-391-2316 216-391-2380	0	Yes
Employee Referral	N/A	N/A	N/A	1	No
Employment Connection	Amy Emery, Recruitment	1020 Bolivar , 3 rd Floor Cleveland, OH 44115	216-781-5872	0	Yes
Goodwill Industries of Greater Cleveland	Vince DiPio, Goodskill Services	2295 E. 55 th Street Cleveland, OH 44103	216-916-9999	0	No
Indeed.com website	N/A	N/A	N/A	2	No

Kent State University	Robin Pijor, Assistant Director Career Services	261 Schwartz Center Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	0	No
Lorain Community College website	Marci Field, Career Services	1005 N. Abbe Road Elyria, OH 44035	440-366-7563 440-366-4685 Fax	0	No
Marietta College	Natalie Wood, Recruiting Coordinator	215 Fifth Street Marietta, OH 45750	740-376-4600 740-376-4935 Fax	0	No
May Dugan Center	Sue Marasco, Vocational Career Mgr.	4115 Bridge Avenue Cleveland, OH 44113	216-631-5800 216-631-4595 Fax	0	No
National Association for the Advancement of Colored People	Donna Motley, Executive Assistant	2131 Stokes Blvd. Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	0	No
National Association of Black Journalists	Marc J. Spears, President	1100 Knight Hall #3100 College Park MD 20742	301-405-0248 301-314-1714 Fax	0	Yes
Notre Dame College	Kim Lane, Career Services	4545 College Road Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	0	No
Ohio Association of Broadcasters	Patricia Geary, Director of Operations	17 S. High St. #1010 Columbus, OH 43215	614-228-4052 614-228-8133 Fax	0	Yes
Ohio Center for Broadcasting	Career Services	9885 Rockside Rd. #160 Valley View, OH 44125	216-503-5900 216-476-3435 Fax	1	Yes
Ohio Job & Family Services	Francetta Hines, Counselor	11699 Brookpark Road. Parma, OH 44130	216-898-3204 216-898-1497 Fax	0	Yes
Ohio Means Jobs Website	Ohiomeansjobs.com Website	30 East Broad Street Columbus, OH 43215	800-409-1205 614-728-3046 Fax	0	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd. Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	0	No
University of Akron	Christine Ross, Director Career Network	302 E. Buchtel Mall Akron, OH 44325	330-972-4843	0	No
Ursuline College	Gerri Jenkins, Dir of Office of Career Services	2550 Lander Road Cleveland, OH 44124	440-449-4200 Email preferred	0	No
Virginia Marti College of Art and Design	J. Wagner, Career Services	11724 Detroit Ave. Lakewood, OH 44107	216-221-8584 216-221-2311 Fax	0	No
Vocational Guidance	Anne Cummings, Placement Specialist	2239 East 55 th Street Cleveland, OH 44103	216-881-6032 216-476-3435 Fax	0	Yes
Vocational Resource Center	Lisa Kuzmic, Area Employment Services	14650 Detroit Suite 440 Lakewood, OH 44107	330-322-7401 440-799-4346	0	No

5) Job Title: I) CBS Account Executive Referral Source(s) of Hiree: Cavalier's Career Fair

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Staff Posting WDOK/WKRK/WNCX/WQAL Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0198 216-861-5764 Fax	0	No
CBS Radio & WDOX/WKRK/WNCX/WQAL websites	Diane Scott, EEO Compliance Officer	www.cbsradio.com	216-861-0198 216-861-5764 Fax	0	No
AARP	Michelle Simko, Director	4614 Prospect Avenue Cleveland, OH 44103	216-881-1155 216-881-4311 Fax	0	No
Bryant & Stratton College	Jan Gholson, Director of Career Services	3121 Euclid Ave Cleveland, OH 44115	216-771-1700 216-771-7787 Fax	0	No
Bureau of Workers Comp State of Ohio	Career Services Placement	N/A	877-520-6446 Fax	0	No
Call & Post Newspaper	Victoria Mockabee, Classified Coordinator	11800 Shaker Blvd. Cleveland, OH 44120	216-588-6700 216-588-6723 Fax	0	No
Case Western Reserve University	Carole Sadowski, Recruitment Center	10900 Euclid Avenue Cleveland, OH 44106	216-368- 2000	0	No
Cavalier's Career Fair	Brendon Phillips, Group Sales	1 Center Court Cleveland, OH 44115	216-420-2959	1	No
Cleveland.com website	Beth Fielding, Recruitment Advertising	Cleveland Plain Dealer website	216-999-3748 216-999-6350 Fax	0	No
Cleveland Plain Dealer Newspaper	Beth Fielding, Recruitment Advertising	1801 Superior Avenue Cleveland, OH 44114	216-999-3748 216-999-6350 Fax	0	No
Cleveland State University	Joyce Mixon, Career Services	1860 East 22 nd St. RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	0	No
Council for Economic Opportunities	Sonya Renzenbrink, Human Resources	1228 Euclid Avenue Cleveland, OH 44115	216-696-9077 216-696-0770 Fax	0	No
Cuyahoga Community College Career Center	Maria Brathwaite, Director of Career Services	2900 Community College Ave Cleveland, OH 44115	216-987-4913 216-987-3198 Fax	0	No
Dress For Success Cleveland	Shirley Hunter, Workforce Development	2239 E 55 th Street Cleveland, OH 44103	216-391-2301	0	Yes
Employment Connection	Amy Emery, Recruitment	1020 Bolivar , 3 rd Floor Cleveland, OH 44115	216-781-5872	0	Yes
Goodwill Industries of Greater Cleveland	Vince DiPio, Goodskill Services	2295 E. 55 th Street Cleveland, OH 44103	216-916-9999	0	No
Kent State University	Robin Pijor, Assistant Director Career Services	261 Schwartz Center Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	0	No
Lorain Community College website	Marci Field, Career Services	1005 N. Abbe Road Elyria, OH 44035	440-366-7563 440-366-4685 Fax	0	No
Marietta College	Natalie Wood, Recruiting Coordinator	215 Fifth Street Marietta, OH 45750	740-376-4600 740-376-4935 Fax	0	No
May Dugan Center	Sue Marasco, Vocational Career Mgr.	4115 Bridge Avenue Cleveland, OH 44113	216-631-5800 216-631-4595 Fax	0	No

National Association for the Advancement of Colored People	Donna Motley, Executive Assistant	2131 Stokes Blvd. Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	0	No
National Association of Black Journalists	Marc J. Spears, President	1100 Knight Hall #3100 College Park MD 20742	301-405-0248 301-314-1714 Fax	0	Yes
Notre Dame College	Kim Lane, Career Services	4545 College Road Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	0	No
Ohio Association of Broadcasters	Patricia Geary, Director of Operations	17 S. High St. #1010 Columbus, OH 43215	614-228-4052 614-228-8133 Fax	0	Yes
Ohio Center for Broadcasting	Career Services	9885 Rockside Rd. #160 Valley View, OH 44125	216-503-5900 216-476-3435 Fax	0	Yes
Ohio Job & Family Services	Francetta Hines, Counselor	11699 Brookpark Road. Parma, OH 44130	216-898-3204 216-898-1497 Fax	0	Yes
Ohio Means Jobs Website	Ohiomeansjobs.com Website	30 East Broad Street Columbus, OH 43215	800-409-1205 614-728-3046 Fax	0	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd. Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	0	No
University of Akron	Christine Ross, Director Career Network	302 E. Buchtel Mall Akron, OH 44325	330-972-4843	0	No
Ursuline College	Gerri Jenkins, Dir of Office of Career Services	2550 Lander Road Cleveland, OH 44124	440-449-4200 Email preferred	0	No
Virginia Marti College of Art and Design	J. Wagner, Career Services	11724 Detroit Ave. Lakewood, OH 44107	216-221-8584 216-221-2311 Fax	0	No
Vocational Guidance	Anne Cummings, Placement Specialist	2239 East 55 th Street Cleveland, OH 44103	216-881-6032 216-476-3435 Fax	0	Yes
Vocational Resource Center	Lisa Kuzmic, Area Employment Services	14650 Detroit Suite 440 Lakewood, OH 44107	330-322-7401 440-799-4346	0	No

5) Job Title: m) WQAL Morning Talent Referral Source(s) of Hiree: Cleveland Plain Dealer Newspaper

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Staff Posting WDOK/WKRK/WNCX/WQAL Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0198 216-861-5764 Fax	6	No
CBS Radio & WDOX/WKRK/WNCX/WQAL websites	Diane Scott, EEO Compliance Officer	www.cbsradio.com	216-861-0198 216-861-5764 Fax	4	No
Station Listener	N/A	1041 Huron Road Cleveland, OH 44115	216-861-0198 216-861-5764 Fax	1	No
AARP	Michelle Simko, Director	4614 Prospect Avenue Cleveland, OH 44103	216-881-1155 216-881-4311 Fax	0	No
Bryant & Stratton College	Jan Gholson, Director of Career Services	3121 Euclid Ave Cleveland, OH 44115	216-771-1700 216-771-7787 Fax	0	No
Bureau of Workers Comp State of Ohio	Career Services Placement	N/A	877-520-6446 Fax	0	No
Call & Post Newspaper	Victoria Mockabee, Classified Coordinator	11800 Shaker Blvd. Cleveland, OH 44120	216-588-6700 216-588-6723 Fax	0	No
CareerBuilder.com website	N/A	N/A	N/A	0	No
Case Western Reserve University	Carole Sadowski, Recruitment Center	10900 Euclid Avenue Cleveland, OH 44106	216-368- 2000	0	No
Cleveland.com website	Beth Fielding, Recruitment Advertising	Cleveland Plain Dealer website	216-999-3748 216-999-6350 Fax	0	No
Cleveland Plain Dealer Newspaper	Beth Fielding, Recruitment Advertising	1801 Superior Avenue Cleveland, OH 44114	216-999-3748 216-999-6350 Fax	1	No
Cleveland State University	Joyce Mixon, Career Services	1860 East 22 nd St. RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	0	No
Council for Economic Opportunities	Sonya Renzenbrink, Human Resources	1228 Euclid Avenue Cleveland, OH 44115	216-696-9077 216-696-0770 Fax	0	No
Cuyahoga Community College Career Center	Maria Brathwaite, Director of Career Services	2900 Community College Ave Cleveland, OH 44115	216-987-4913 216-987-3198 Fax	0	No
Dress For Success Cleveland	Shirley Hunter, Workforce Development	2239 E 55 th Street Cleveland, OH 44103	216-391-2301	0	Yes
Employee Referral	N/A	N/A	N/A	0	No
Employment Connection	Amy Emery, Recruitment	1020 Bolivar , 3 rd Floor Cleveland, OH 44115	216-781-5872	0	Yes
Facebook	N/A	Social Networking	N/A	1	No
Goodwill Industries of Greater Cleveland	Vince DiPio, Goodskill Services	2295 E. 55 th Street Cleveland, OH 44103	216-916-9999	0	No
Indeed.com website	N/A	N/A	N/A	0	No

Kent State University	Robin Pijor, Assistant Director Career Services	261 Schwartz Center Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	0	No
Lorain Community College website	Marci Field, Career Services	1005 N. Abbe Road Elyria, OH 44035	440-366-7563 440-366-4685 Fax	0	No
Marietta College	Natalie Wood, Recruiting Coordinator	215 Fifth Street Marietta, OH 45750	740-376-4600 740-376-4935 Fax	0	No
May Dugan Center	Sue Marasco, Vocational Career Mgr.	4115 Bridge Avenue Cleveland, OH 44113	216-631-5800 216-631-4595 Fax	0	No
Industry Referral	IMG Sports Media	1360 E. 9 th St. #100 Cleveland, OH 44114	216-522-1200	1	No
National Association for the Advancement of Colored People	Donna Motley, Executive Assistant	2131 Stokes Blvd. Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	0	No
National Association of Black Journalists	Marc J. Spears, President	1100 Knight Hall #3100 College Park MD 20742	301-405-0248 301-314-1714 Fax	0	Yes
Notre Dame College	Kim Lane, Career Services	4545 College Road Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	0	No
Ohio Association of Broadcasters	Patricia Geary, Director of Operations	17 S. High St. #1010 Columbus, OH 43215	614-228-4052 614-228-8133 Fax	0	Yes
Ohio Center for Broadcasting	Career Services	9885 Rockside Rd. #160 Valley View, OH 44125	216-503-5900 216-476-3435 Fax	0	Yes
Ohio Job & Family Services	Francetta Hines, Counselor	11699 Brookpark Road. Parma, OH 44130	216-898-3204 216-898-1497 Fax	0	Yes
Ohio Means Jobs Website	Ohio means jobs.com Website	30 East Broad Street Columbus, OH 43215	800-409-1205 614-728-3046 Fax	0	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd. Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	0	No
University of Akron	Christine Ross, Director Career Network	302 E. Buchtel Mall Akron, OH 44325	330-972-4843	0	No
Ursuline College	Gerri Jenkins, Dir of Office of Career Services	2550 Lander Road Cleveland, OH 44124	440-449-4200 Email preferred	0	No
Virginia Marti College of Art and Design	J. Wagner, Career Services	11724 Detroit Ave. Lakewood, OH 44107	216-221-8584 216-221-2311 Fax	0	No
Vocational Guidance	Anne Cummings, Placement Specialist	2239 East 55 th Street Cleveland, OH 44103	216-881-6032 216-476-3435 Fax	0	Yes
Vocational Resource Center	Lisa Kuzmic, Area Employment Services	14650 Detroit Suite 440 Lakewood, OH 44107	330-322-7401 440-799-4346	0	No

5) Job Title: n) CBS Account Executive Referral Source(s) of Hiree: CBSRadio.com website

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Staff Posting WDOK/WKRK/WNCX/WQAL Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0198 216-861-5764 Fax	2	No
CBS Radio & WDOX/WKRK/WNCX/WQAL websites	Diane Scott, EEO Compliance Officer	www.cbsradio.com	216-861-0198 216-861-5764 Fax	2	No
WKRK Radio Advertisement	Randy Parker, LSM	1041 Huron Road Cleveland, OH 44115	216-861-0198 216-861-5764 Fax	0	No
AARP	Michelle Simko, Director	4614 Prospect Avenue Cleveland, OH 44103	216-881-1155 216-881-4311 Fax	0	No
Bryant & Stratton College	Jan Gholson, Director of Career Services	3121 Euclid Ave Cleveland, OH 44115	216-771-1700 216-771-7787 Fax	0	No
Bureau of Workers Comp State of Ohio	Career Services Placement	N/A	877-520-6446 Fax	0	No
Call & Post Newspaper	Victoria Mockabee, Classified Coordinator	11800 Shaker Blvd. Cleveland, OH 44120	216-588-6700 216-588-6723 Fax	0	No
Case Western Reserve University	Carole Sadowski, Recruitment Center	10900 Euclid Avenue Cleveland, OH 44106	216-368- 2000	1	No
Cleveland.com website	Beth Fielding, Recruitment Advertising	Cleveland Plain Dealer website	216-999-3748 216-999-6350 Fax	0	No
Cleveland Plain Dealer Newspaper	Beth Fielding, Recruitment Advertising	1801 Superior Avenue Cleveland, OH 44114	216-999-3748 216-999-6350 Fax	0	No
Cleveland State University	Joyce Mixon, Career Services	1860 East 22 nd St. RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	0	No
Council for Economic Opportunities	Sonya Renzenbrink, Human Resources	1228 Euclid Avenue Cleveland, OH 44115	216-696-9077 216-696-0770 Fax	0	No
Cuyahoga Community College Career Center	Maria Brathwaite, Director of Career Services	2900 Community College Ave Cleveland, OH 44115	216-987-4913 216-987-3198 Fax	0	No
Dress For Success Cleveland	Shirley Hunter, Workforce Development	2239 E 55 th Street Cleveland, OH 44103	216-391-2301	0	Yes
Employee Referral	N/A	N/A	N/A	0	No
Employment Connection	Amy Emery, Recruitment	1020 Bolivar , 3 rd Floor Cleveland, OH 44115	216-781-5872	0	Yes
Goodwill Industries of Greater Cleveland	Vince DiPio, Goodskill Services	2295 E. 55 th Street Cleveland, OH 44103	216-916-9999	0	No
Indeed.com Website	N/A	N/A	N/A	2	No
Kent State University	Robin Pijor, Assistant Director Career Services	261 Schwartz Center Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	0	No

Lorain Community College website	Marci Field, Career Services	1005 N. Abbe Road Elyria, OH 44035	440-366-7563 440-366-4685 Fax	0	No
Marietta College	Natalie Wood, Recruiting Coordinator	215 Fifth Street Marietta, OH 45750	740-376-4600 740-376-4935 Fax	0	No
May Dugan Center	Sue Marasco, Vocational Career Mgr.	4115 Bridge Avenue Cleveland, OH 44113	216-631-5800 216-631-4595 Fax	0	No
National Association for the Advancement of Colored People	Donna Motley, Executive Assistant	2131 Stokes Blvd. Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	0	No
National Association of Black Journalists	Marc J. Spears, President	1100 Knight Hall #3100 College Park MD 20742	301-405-0248 301-314-1714 Fax	0	Yes
Notre Dame College	Kim Lane, Career Services	4545 College Road Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	0	No
Ohio Association of Broadcasters	Patricia Geary, Director of Operations	17 S. High St. #1010 Columbus, OH 43215	614-228-4052 614-228-8133 Fax	0	Yes
Ohio Center for Broadcasting	Career Services	9885 Rockside Rd. #160 Valley View, OH 44125	216-503-5900 216-476-3435 Fax	0	Yes
Ohio Job & Family Services	Francetta Hines, Counselor	11699 Brookpark Road. Parma, OH 44130	216-898-3204 216-898-1497 Fax	0	Yes
Ohio Means Jobs Website	Ohiomeansjobs.com Website	30 East Broad Street Columbus, OH 43215	800-409-1205 614-728-3046 Fax	0	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd. Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	0	No
University of Akron	Christine Ross, Director Career Network	302 E. Buchtel Mall Akron, OH 44325	330-972-4843	0	No
Ursuline College	Gerri Jenkins, Dir of Office of Career Services	2550 Lander Road Cleveland, OH 44124	440-449-4200 Email preferred	0	No
Virginia Marti College of Art and Design	J. Wagner, Career Services	11724 Detroit Ave. Lakewood, OH 44107	216-221-8584 216-221-2311 Fax	0	No
Vocational Guidance	Anne Cummings, Placement Specialist	2239 East 55 th Street Cleveland, OH 44103	216-881-6032 216-476-3435 Fax	0	Yes
Vocational Resource Center	Lisa Kuzmic, Area Employment Services	14650 Detroit Suite 440 Lakewood, OH 44107	330-322-7401 440-799-4346	0	No

6) **Total # of Interviewees Referred:** For the period from May 23, 2013, through May 22, 2014, this Employment Unit interviewed (92) interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

a. **Training of Management-Level Personnel**

Description of Supplemental Training	Date	Personnel Involved (Position)
<p>1. CBS Corporate Compliance Training Program: 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.</p>	Ongoing	All management level employees
<p>2. CBS Management Training: On May 15, 2014, the Employment Unit's management-level personnel received training on methods of ensuring equal employment opportunity and preventing discrimination.</p>	5/15/14	SVP/Market Manager, Market Engineering Manager, Market Controller, Market EEO Compliance Officer, VP Market Director of Programming, WNCX Program Director, WKRK Program Director, WDOK/WQAL Marketing Director, VP Director of Sales, WDOK General Sales Manager, WKRK Local Sales Manager, WNCX/WKRK Marketing Director, WNCX/WKRK General Sales Manager

b. Participation in Job Fairs

Description of Supplemental Recruitment Effort	Date	Personnel Involved (Position)
<p>1. <u>Diversity Career Fair – Entertainment Industry College Outreach Tour at Florida A&M University:</u> 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.</p>	10/03/13	Regional Human Resources Manager, CBS Radio Florida
<p>2. <u>Cleveland State University Career Fair:</u> Cleveland State University Fall 2013 Career Fair was open to students, alumni and community members looking for careers in Cleveland, Ohio. The Career Fairs provided attendees with the opportunity to network with employers distribute resumes, gather information, and find out about full-time, part-time and internship postings.</p>	10/11/13	Market EEO Compliance Officer and Promotions Event Team Internship Coordinator
<p>3. <u>Cleveland Cavaliers 15th Annual Career Fair:</u> Cleveland Cavaliers 15th Annual Career Fair provided the opportunity for attendees to meet with representatives in the fields of public relations, journalism, broadcasting, advertising, marketing, sales/business development, finance, and more. Information was provided regarding full-time, part-time, and internship opportunities.</p>	01/24/14	Market EEO Compliance Officer and Promotions Event Team Internship Coordinator

<p>4. 7th Annual Polaris/Westshore Neighborhood Family Service Center Career Fair: Polaris Career Center and Cuyahoga Job and Family Services 7th Annual Polaris/Westshore Neighborhood Family Service Center Career Fair was a collaborative effort between Polaris Career Center, Cuyahoga Job and Family Services, and Westshore Neighborhood Family Service Center (NFSC) that provided an important connection between employers, community organizations, and government agencies whose shared mission is to develop a competitive and productive workforce in Northeast Ohio.</p>	03/26/14	Market EEO Compliance Officer and Promotions Event Team/Internship Coordinator
<p>5. Kent State University Career Fair: Kent State University College of Communication and Information (CCI) CareerExpo brings together a wide range of businesses and organizations in and near Northeast Ohio providing a career forum for juniors and seniors from each of the schools in the College of Information and Communication to meet with prospective employers for internship, career and employment discussions.</p>	04/04/14	Market EEO Compliance Officer and Promotions Event Team Internship Coordinator

c. General Outreach Efforts

Description of Supplemental Recruitment Effort	Date	Personnel Involved (Position)
<p>1. 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 Cleveland.</p>	Ongoing	Market EEO Compliance Officer and CBS Radio Corporate Management

d. Participation in Career Events Sponsored by Educational Institutions

Description of Supplemental Recruitment Effort	Date	Personnel Involved (Position)
<p>1. Ohio Center for Broadcasting Session on “Hosting a Morning Show” in WQAL Air Studio: An Ohio Center for Broadcasting class of 12 students were invited to the WQAL-FM studio. They were greeted by the show producer and participated in studio during a live show where they learned about “Hosting a Morning Show”.</p>	09/20/13	WQAL Morning Show Co-Hosts and Show Producer

2. <u>Ohio Center for Broadcasting Session on “Persistence, Perseverance and Patience”</u> : Ohio Center for Broadcasting class session with WQAL-FM talent guest speaker discussing careers in broadcasting and sharing her personal experience on how “Persistence, Perseverance and Patience” paid off in a rewarding career.	10/02/13	WQAL Afternoon Talent
3. <u>John Carroll University “Basic Sales Process and the Selling Process”</u> : John Carroll University Media Sales and Marketing class session with CBS Radio Sales Account Executive (KSU Alumni) guest speaker discussing careers in broadcasting sales and “The Basic Sales Process and The Selling Process”.	10/10/13	CBS Radio Sales Account Executive
4. <u>Hoban High School Junior & Senior Career Day Session on “Professional Experiences and Training required for a Career in Radio”</u> : Hoban High School Junior & Senior Career Day class session with WKRK-FM Sports Radio Producer guest speaker discussing “Professional Experiences and Training Required for a Career in Radio”, followed by a Q&A session with students afterwards.	10/21/13	WKRK Sports Radio Producer
5. <u>Ohio Center for Broadcasting Program Advisory Committee Board Meeting</u> – Agenda items: New GED training at Ohio/Illinois Centers; changes in the curriculum; Roll Out of “All Sports Cleveland” internet radio.	11/13/13	WDOK Morning Show Co-Hosts
6. <u>John Carroll University “Current State of Radio and Career Opportunities in Radio”</u> : John Carroll University Electronic Media and Sales class session with CBS Radio VP/Market Manager guest speaker discussing “Current State of Radio and Career Opportunities in Radio.	11/16/13	SVP/Market Manager
7. <u>John Carroll University “Radio Before the Internet, Challenges Facing Radio Today, How PPM (Portable People Meter – Ratings) work, PPM and Changes in Radio Sales and Radio Job Market”</u> : John Carroll University Electronic Media and Sales class session with CBS Radio VP/Market Manager guest speaker discussing “Radio Before the Internet, Challenges Facing Radio Today, How PPM (Portable People Meter – Ratings) work, PPM and Changes in Radio Sales and Future of Radio	03/28/14	SVP/Market Manager

Job Market”.		
8. <u>Kent State University Black Squirrel Radio On Air Guest Promoting Internships and Careers in Radio:</u> Kent State University Student Media Department live on-air session with CBS Radio Promotions Event Team/Internship Coordinator (KSU alumni) taking call-ins on KSU student run “Black Squirrel Radio” followed up with “Black Squirrel Radio” class session to promote our CBS Radio internship program.	04/23/14	Promotions Event Team Internship Coordinator, KSU Alumni

e. Internship Program

The Employment Unit has an ongoing internship program designed to assist members of the community in acquiring the skills needed for broadcast employment by providing an opportunity for the student to observe and participate in a professional work situation, supplementing the knowledge and skills learned in an academic setting. Internships in the Promotions Department include an introduction to and observation of the coordination of on-air and on-site promotional activities, computersr database maintenance, creative writing on press releases, proposals, and promotional copy, review of the FCC Guidelines, legal procedures/policies, set-up and execution of remote broadcasts and sales generated events. Internships in the programming department include an introduction to and observation of in-studio broadcasts with on-air talent, screening listener phone calls, gathering winner information and organizing that day's show. In addition, interns are provided with the opportunity to learn how to cover events create commercials and execute a sportscast.

Intern Source Total Number of Internships:

School	Internships	Hired
Cleveland State University	1	
Indiana University	2	
John Carroll University	1	
Kent State University	4	
Marquette University	1	
Mercyhurst University	1	
Ohio Center for Broadcasting	9	1
University of Findlay	1	
	20	1

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/>

MySpace (Jobs) –<http://www.myspace.com/simplyhiredjobs>

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/>

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.