

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period January 23, 2006 to January 22, 2007.

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

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

3) EEO Contact Information for Employment Unit:

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

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

Job Title	Recruitment Source Referring Hiree
1. IT Technician	Atlantis Partners (Agency)
2. Account Executive	Employee Referral
3. Account Executive	Employee Referral
4. Account Executive	CBSRadio.com
5. National Sales Manager	Internal Company Transfer
6. Account Executive	CBSRadio.com
7. Account Executive	CBSRadio.com
8. Account Executive	Employee Referral
9. Account Executive	CBSRadio.com
10. Account Executive	CBSRadio.com
11. Sales Assistant	CBSRadio.com
12. Promotion Coordinator	CBSRadio.com
13. Promotion Coordinator	NYMRAD.com
14. Promotion Assistant	CBSRadio.com

✓ Check here if additional Full-Time Job Vacancies filled are listed on an attached sheet, using identical format

**WCBS-FM is an Equal Opportunity Employer**

- |                                      |                            |
|--------------------------------------|----------------------------|
| 15. Promotion Assistant              | CBSRadio.com               |
| 16. Promotions Assistant             | CBSRadio.com               |
| 17. Promotion Assistant              | Monster.com                |
| 18. General Manager                  | Internal Company Promotion |
| 19. Broadcast Operations Coordinator | Internal Company Promotion |

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

**5) (1) Job Title: IT Technician      Referral Source(s) of Hiree: Atlantis Partners (Agency)**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website		www.CBSRadio.com		No
NY State Broadcasters Association	Sandy Hickey	1805 Western Ave Albany, NY 12203	518-456-8888	No
NY State Department of Labor	Ray Simmons	P.O. Box 704 Mail Stop 8A New York, NY 10014	212-621-9300	No
NY Market Radio	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
Women Center for Education and Career Advancement	Merble Reagan	198 Broadway Suite 400 New York, NY 10038	212-964-8934	No
League of the Hard of Hearing	Donna Lee Lawless	50 Broadway 6 <sup>th</sup> Floor New York, NY 10004	917-305-7741	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
Chinese American Planning Council	Vickie Wong	150 Elizabeth St New York, NY 10012	212-941-0925	No
WCBS-FM On-air advertising	Jackie Green	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Young Women's Christian Association (YWCA)	Vikkitoria Cooper	610 Lexington Ave New York, NY 10022	212-735-9771	No
The City College of New York	Santa Martinez	138th Street & Convent Avenue New York, NY 10031	212-650-5327	No
Medgar Evers	Deborah Young	1150 Carroll Street Brooklyn, NY 11225	718-270-6189	No

**5) (2) Job Title: Account Executive Referral Source(s) of Hire: Employee Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website		www.CBSRadio.com		No
NY State Broadcasters Association	Sandy Hickey	1805 Western Ave Albany, NY 12203	518-456-8888	No
NY State Department of Labor	Ray Simmons	P.O. Box 704 Mail Stop 8A New York, NY 10014	212-621-9300	No
NY Market Radio	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
Women Center for Education and Career Advancement	Merble Reagan	198 Broadway Suite 400 New York, NY 10038	212-964-8934	No
League of the Hard of Hearing	Donna Lee Lawless	50 Broadway 6 <sup>th</sup> Floor New York, NY 10004	917-305-7741	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
Chinese American Planning Council	Vickie Wong	150 Elizabeth St New York, NY 10012	212-941-0925	No
WCBS-FM On-air advertising	Jackie Green	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Young Women's Christian Association (YWCA)	Vikkitoria Cooper	610 Lexington Ave New York, NY 10022	212-735-9771	No

**5) (3) Job Title: Account Executive Referral Source(s) of Hire: Employee Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website		www.CBSRadio.com		No
NY State Broadcasters Association	Sandy Hickey	1805 Western Ave Albany, NY 12203	518-456-8888	No
NY State Department of Labor	Ray Simmons	P.O. Box 704 Mail Stop 8A New York, NY 10014	212-621-9300	No
NY Market Radio	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
Women Center for Education and Career Advancement	Merble Reagan	198 Broadway Suite 400 New York, NY 10038	212-964-8934	No
League of the Hard of Hearing	Donna Lee Lawless	50 Broadway 6 <sup>th</sup> Floor New York, NY 10004	917-305-7741	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
Chinese American Planning Council	Vickie Wong	150 Elizabeth St New York, NY 10012	212-941-0925	No
WCBS-FM On-air advertising	Jackie Green	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Young Women's Christian Association (YWCA)	Vikkitoria Cooper	610 Lexington Ave New York, NY 10022	212-735-9771	No

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

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website		www.CBSRadio.com		No
NY State Broadcasters Association	Sandy Hickey	1805 Western Ave Albany, NY 12203	518-456-8888	No
NY State Department of Labor	Ray Simmons	P.O. Box 704 Mail Stop 8A New York, NY 10014	212-621-9300	No
NY Market Radio	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
Women Center for Education and Career Advancement	Merble Reagan	198 Broadway Suite 400 New York, NY 10038	212-964-8934	No
League of the Hard of Hearing	Donna Lee Lawless	50 Broadway 6 <sup>th</sup> Floor New York, NY 10004	917-305-7741	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
Chinese American Planning Council	Vickie Wong	150 Elizabeth St New York, NY 10012	212-941-0925	No
WCBS-FM On-air advertising	Jackie Green	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Young Women's Christian Association (YWCA)	Vikkitoria Cooper	610 Lexington Ave New York, NY 10022	212-735-9771	No

**5) (5) Job Title: National Sales Manager Referral Source(s) of Hire: Internal Company Transfer**

**No recruitment was done for this position as it was an internal company transfer.**

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

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website		www.CBSRadio.com		No
NY State Broadcasters Association	Sandy Hickey	1805 Western Ave Albany, NY 12203	518-456-8888	No
NY State Department of Labor	Ray Simmons	P.O. Box 704 Mail Stop 8A New York, NY 10014	212-621-9300	No
NY Market Radio	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
Women Center for Education and Career Advancement	Merble Reagan	198 Broadway Suite 400 New York, NY 10038	212-964-8934	No
League of the Hard of Hearing	Donna Lee Lawless	50 Broadway 6 <sup>th</sup> Floor New York, NY 10004	917-305-7741	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
Chinese American Planning Council	Vickie Wong	150 Elizabeth St New York, NY 10012	212-941-0925	No
WCBS-FM On-air advertising	Jackie Green	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Young Women's Christian Association (YWCA)	Vikkitoria Cooper	610 Lexington Ave New York, NY 10022	212-735-9771	No

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

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website		www.CBSRadio.com		No
NY State Broadcasters Association	Sandy Hickey	1805 Western Ave Albany, NY 12203	518-456-8888	No
NY State Department of Labor	Ray Simmons	P.O. Box 704 Mail Stop 8A New York, NY 10014	212-621-9300	No
NY Market Radio	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
Women Center for Education and Career Advancement	Merble Reagan	198 Broadway Suite 400 New York, NY 10038	212-964-8934	No
League of the Hard of Hearing	Donna Lee Lawless	50 Broadway 6 <sup>th</sup> Floor New York, NY 10004	917-305-7741	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
Chinese American Planning Council	Vickie Wong	150 Elizabeth St New York, NY 10012	212-941-0925	No
WCBS-FM On-air advertising	Jackie Green	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Young Women's Christian Association (YWCA)	Vikkitoria Cooper	610 Lexington Ave New York, NY 10022	212-735-9771	No

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

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website		www.CBSRadio.com		No
NY State Broadcasters Association	Sandy Hickey	1805 Western Ave Albany, NY 12203	518-456-8888	No
NY State Department of Labor	Ray Simmons	P.O. Box 704 Mail Stop 8A New York, NY 10014	212-621-9300	No
NY Market Radio	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
Women Center for Education and Career Advancement	Merble Reagan	198 Broadway Suite 400 New York, NY 10038	212-964-8934	No
League of the Hard of Hearing	Donna Lee Lawless	50 Broadway 6 <sup>th</sup> Floor New York, NY 10004	917-305-7741	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
Chinese American Planning Council	Vickie Wong	150 Elizabeth St New York, NY 10012	212-941-0925	No
WCBS-FM On-air advertising	Jackie Green	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Young Women's Christian Association (YWCA)	Vikkitoria Cooper	610 Lexington Ave New York, NY 10022	212-735-9771	No

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

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website		www.CBSRadio.com		No
NY State Broadcasters Association	Sandy Hickey	1805 Western Ave Albany, NY 12203	518-456-8888	No
NY State Department of Labor	Ray Simmons	P.O. Box 704 Mail Stop 8A New York, NY 10014	212-621-9300	No
NY Market Radio	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
Women Center for Education and Career Advancement	Merble Reagan	198 Broadway Suite 400 New York, NY 10038	212-964-8934	No
League of the Hard of Hearing	Donna Lee Lawless	50 Broadway 6 <sup>th</sup> Floor New York, NY 10004	917-305-7741	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
Chinese American Planning Council	Vickie Wong	150 Elizabeth St New York, NY 10012	212-941-0925	No
WCBS-FM On-air advertising	Jackie Green	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Young Women's Christian Association (YWCA)	Vikkitoria Cooper	610 Lexington Ave New York, NY 10022	212-735-9771	No

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

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website		www.CBSRadio.com		No
NY State Broadcasters Association	Sandy Hickey	1805 Western Ave Albany, NY 12203	518-456-8888	No
NY State Department of Labor	Ray Simmons	P.O. Box 704 Mail Stop 8A New York, NY 10014	212-621-9300	No
NY Market Radio	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
Women Center for Education and Career Advancement	Merble Reagan	198 Broadway Suite 400 New York, NY 10038	212-964-8934	No
League of the Hard of Hearing	Donna Lee Lawless	50 Broadway 6 <sup>th</sup> Floor New York, NY 10004	917-305-7741	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
Chinese American Planning Council	Vickie Wong	150 Elizabeth St New York, NY 10012	212-941-0925	No
WCBS-FM On-air advertising	Jackie Green	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Young Women's Christian Association (YWCA)	Vikkitoria Cooper	610 Lexington Ave New York, NY 10022	212-735-9771	No

**5) (11) Job Title: Sales Assistant Referral Source(s) of Hire: CBSRadio.com**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website		www.CBSRadio.com		No
NY State Broadcasters Association	Sandy Hickey	1805 Western Ave Albany, NY 12203	518-456-8888	No
NY State Department of Labor	Ray Simmons	P.O. Box 704 Mail Stop 8A New York, NY 10014	212-621-9300	No
NY Market Radio	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
Women Center for Education and Career Advancement	Merble Reagan	198 Broadway Suite 400 New York, NY 10038	212-964-8934	No
League of the Hard of Hearing	Donna Lee Lawless	50 Broadway 6 <sup>th</sup> Floor New York, NY 10004	917-305-7741	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
Chinese American Planning Council	Vickie Wong	150 Elizabeth St New York, NY 10012	212-941-0925	No
WCBS-FM On-air advertising	Jackie Green	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Young Women's Christian Association (YWCA)	Vikkitoria Cooper	610 Lexington Ave New York, NY 10022	212-735-9771	No

**5) (12) Job Title: Promotion Coordinator Referral Source(s) of Hiree: CBSRadio.com**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website		www.CBSRadio.com		No
NY State Broadcasters Association	Sandy Hickey	1805 Western Ave Albany, NY 12203	518-456-8888	No
NY State Department of Labor	Ray Simmons	P.O. Box 704 Mail Stop 8A New York, NY 10014	212-621-9300	No
NY Market Radio	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
Women Center for Education and Career Advancement	Merble Reagan	198 Broadway Suite 400 New York, NY 10038	212-964-8934	No
League of the Hard of Hearing	Donna Lee Lawless	50 Broadway 6 <sup>th</sup> Floor New York, NY 10004	917-305-7741	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
Chinese American Planning Council	Vickie Wong	150 Elizabeth St New York, NY 10012	212-941-0925	No
WCBS-FM On-air advertising	Jackie Green	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Young Women's Christian Association (YWCA)	Vikkitoria Cooper	610 Lexington Ave New York, NY 10022	212-735-9771	No
The City College of New York	Santa Martinez	138th Street & Convent Avenue New York, NY 10031	212-650-5327	No
Medgar Evers	Deborah Young	1150 Carroll Street Brooklyn, NY 11225	718-270-6189	No

**5) (13) Job Title: Promotion Coordinator Referral Source(s) of Hiree: NYMRAD.com**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website		www.CBSRadio.com		No
NY State Broadcasters Association	Sandy Hickey	1805 Western Ave Albany, NY 12203	518-456-8888	No
NY State Department of Labor	Ray Simmons	P.O. Box 704 Mail Stop 8A New York, NY 10014	212-621-9300	No
NY Market Radio	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
Women Center for Education and Career Advancement	Merble Reagan	198 Broadway Suite 400 New York, NY 10038	212-964-8934	No
League of the Hard of Hearing	Donna Lee Lawless	50 Broadway 6 <sup>th</sup> Floor New York, NY 10004	917-305-7741	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
Chinese American Planning Council	Vickie Wong	150 Elizabeth St New York, NY 10012	212-941-0925	No
WCBS-FM On-air advertising	Jackie Green	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Young Women's Christian Association (YWCA)	Vikkitoria Cooper	610 Lexington Ave New York, NY 10022	212-735-9771	No
The City College of New York	Santa Martinez	138th Street & Convent Avenue New York, NY 10031	212-650-5327	No
Medgar Evers	Deborah Young	1150 Carroll Street Brooklyn, NY 11225	718-270-6189	No

**5) (14) Job Title: Promotion Assistant Referral Source(s) of Hire: CBSRadio.com**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website		www.CBSRadio.com		No
NY State Broadcasters Association	Sandy Hickey	1805 Western Ave Albany, NY 12203	518-456-8888	No
NY State Department of Labor	Ray Simmons	P.O. Box 704 Mail Stop 8A New York, NY 10014	212-621-9300	No
NY Market Radio	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
Women Center for Education and Career Advancement	Merble Reagan	198 Broadway Suite 400 New York, NY 10038	212-964-8934	No
League of the Hard of Hearing	Donna Lee Lawless	50 Broadway 6 <sup>th</sup> Floor New York, NY 10004	917-305-7741	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
Chinese American Planning Council	Vickie Wong	150 Elizabeth St New York, NY 10012	212-941-0925	No
WCBS-FM On-air advertising	Jackie Green	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Young Women's Christian Association (YWCA)	Vikkitoria Cooper	610 Lexington Ave New York, NY 10022	212-735-9771	No
The City College of New York	Santa Martinez	138th Street & Convent Avenue New York, NY 10031	212-650-5327	No
Medgar Evers	Deborah Young	1150 Carroll Street Brooklyn, NY 11225	718-270-6189	No

**5) (15) Job Title: Promotion Assistant Referral Source(s) of Hire: CBSRadio.com**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website		www.CBSRadio.com		No
NY State Broadcasters Association	Sandy Hickey	1805 Western Ave Albany, NY 12203	518-456-8888	No
NY State Department of Labor	Ray Simmons	P.O. Box 704 Mail Stop 8A New York, NY 10014	212-621-9300	No
NY Market Radio	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
Women Center for Education and Career Advancement	Merble Reagan	198 Broadway Suite 400 New York, NY 10038	212-964-8934	No
League of the Hard of Hearing	Donna Lee Lawless	50 Broadway 6 <sup>th</sup> Floor New York, NY 10004	917-305-7741	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
Chinese American Planning Council	Vickie Wong	150 Elizabeth St New York, NY 10012	212-941-0925	No
WCBS-FM On-air advertising	Jackie Green	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Young Women's Christian Association (YWCA)	Vikkitoria Cooper	610 Lexington Ave New York, NY 10022	212-735-9771	No
The City College of New York	Santa Martinez	138th Street & Convent Avenue New York, NY 10031	212-650-5327	No
Medgar Evers	Deborah Young	1150 Carroll Street Brooklyn, NY 11225	718-270-6189	No

**5) (16) Job Title: Promotion Assistant Referral Source(s) of Hire: CBSRadio.com**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website		www.CBSRadio.com		No
NY State Broadcasters Association	Sandy Hickey	1805 Western Ave Albany, NY 12203	518-456-8888	No
NY State Department of Labor	Ray Simmons	P.O. Box 704 Mail Stop 8A New York, NY 10014	212-621-9300	No
NY Market Radio	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
Women Center for Education and Career Advancement	Merble Reagan	198 Broadway Suite 400 New York, NY 10038	212-964-8934	No
League of the Hard of Hearing	Donna Lee Lawless	50 Broadway 6 <sup>th</sup> Floor New York, NY 10004	917-305-7741	No
Emma L. Bowen Foundation for Minority Interest In Media	Sandra Rice	524 W. 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	No
Chinese American Planning Council	Vickie Wong	150 Elizabeth St New York, NY 10012	212-941-0925	No
WCBS-FM On-air advertising	Jackie Green	1515 Broadway, 40 <sup>th</sup> Floor NY, NY 10036	212-846-5102	No
Wood Tobe-Coburn School	Esther Goldfine	8 E. 40th St New York, NY 10016	212-897-0105	No
Young Women's Christian Association (YWCA)	Vikkitoria Cooper	610 Lexington Ave New York, NY 10022	212-735-9771	No
The City College of New York	Santa Martinez	138th Street & Convent Avenue New York, NY 10031	212-650-5327	No
Medgar Evers	Deborah Young	1150 Carroll Street Brooklyn, NY 11225	718-270-6189	No

**5) (17) Job Title: Promotion Assistant Referral Source(s) of Hire: Monster.com**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website		www.CBSRadio.com		No
NY State Broadcasters Association	Sandy Hickey	1805 Western Ave Albany, NY 12203	518-456-8888	No
NY State Department of Labor	Ray Simmons	P.O. Box 704 Mail Stop 8A New York, NY 10014	212-621-9300	No
NY Market Radio	Deborah Beagan	261 Madison Ave, 23 <sup>rd</sup> Floor New York, NY 10016	646-254-4493	No
All Access Music Group	Job Openings	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No
Women Center for Education and Career Advancement	Merble Reagan	198 Broadway Suite 400 New York, NY 10038	212-964-8934	No
League of the Hard of Hearing	Donna Lee Lawless	50 Broadway 6 <sup>th</sup> Floor New York, NY 10004	917-305-7741	No
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Medgar Evers	Deborah Young	1150 Carroll Street Brooklyn, NY 11225	718-270-6189	No

**5) Job Title: (18) General Manager Referral Source(s) of Hire: Internal Company Promotion  
(19) Broadcast Operations Coordinator**

**No recruitment was done for these positions as they were internal company promotions.**

**6) Total # of Interviewees Referred by Each Source:** For the period from January 23, 2006 to January 22, 2007, this Employment Unit interviewed 73 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
(1) Employee Referral	15
(2) All Access	2
(3) CBS Radio Website	43
(4) New York Market Radio	6
(5) Internal Company Promotion	2
(6) Internal Company Transfer	1
(7) Monster.com	1
(8) Craigslist.com	1
(9) Atlantis Partners (Agency)	1
(10) NYMRAD.com	1

## 7) Supplemental Recruitment Measures.

### (a) Job Fairs.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. <b><u>NAACP-Executive Diversity Job Fair @ Penn Plaza Pavilion, New York City</u></b> – CBS Radio’s New York City Market (“NYC Market”) provided on-air and internet support in partnership with PSI in sponsoring this recruitment event. The HR Director discussed job opportunities in the NYC Market and nationally with attendees at this event. Over two hundred resumes were accepted at this event.	<u>May 16,2006</u>	Human Resources Director, NYC Market
2. <b><u>National Hispanic Journalist Convention @ Broward County Convention Center, Ft Lauderdale</u></b> – CBS Radio’s NYC Market critiqued tapes/video and gave job seekers advice as to how land their first jobs, network in the business and move up to larger market stations. The HR Director spoke to several hundred attendees. Forty-five resumes were brought back to the NYC Market.	<u>June 14-June 16, 2006</u>	Human Resources Director, NYC Market
3. <b><u>National Black Journalists Convention &amp; Career Fair @ RCA Convention Center, Indianapolis</u></b> – CBS Radio’s NYC Market recruited, critiqued tapes/video and gave job seekers advice as to how to secure employment, network within the industry and upgrade their markets in their career progression. The HR Director spoke to several hundred attendees.	<u>August 16-August 20, 2006</u>	Human Resources Director, NYC Market

### (b) General Outreach Efforts.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
<b>WCBS-FM</b> , has made significant contributions to the CBS Radio career website ( <a href="http://www.CBSRadio.com">www.CBSRadio.com</a> ) which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them.	Ongoing	Broadcast Operations Coordinator

(c) **Participation in Events.**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. <b><u>International Radio &amp; Television Society-Minority Career Fair @ Marriott Marquis Hotel, New York City</u></b> – CBS Radio’s NYC Market had an exhibitor booth and conducted interviews, answered questions and collected resumes. The HR Director interviewed twenty-nine attendees at this annual event for entry level & internship opportunities.	<u>April 7, 2006</u>	Human Resources Director, NYC Market
2. <b><u>Central New York Communications Consortium @ Syracuse University @ S.I. Newhouse School</u></b> – CBS Radio’s NYC Market interviewed thirty-four prospective interns and full time job seekers. The HR Director made information about CBS Radio’s top ten markets, job vacancies and the companies’ website available at the booth.	<u>April 11-April 13, 2006</u>	Human Resources Director, NYC Market
3. <b><u>International Radio &amp; Television Society - "Mock Interview Workshop" @ HBO, New York City</u></b> - CBS Radio’s NYC Market met with IRTS summer fellows to help them better present themselves in interviews. The HR Director gave constructive feedback to four students on their responses to questions and their resume layouts. The HR Director also encouraged students to begin cultivating networking relationships with people in media.	<u>June 9, 2006</u>	Human Resources Director, NYC Market
4. <b><u>CUNY - Journalism &amp; Media Career Fair @ The CUNY Graduate Center, 365 Fifth Avenue @ 34th Street, New York City</u></b> – CBS Radio’s NYC Market attended this career counseling and recruitment event. The HR Director shared job posting information and the companies’ website with all of the student attendees. Twenty-seven resumes were collected for the NYC Market.	<u>October, 27 2006</u>	Human Resources Director, NYC Market

(d) **Training Management Personnel.**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. EEO/Anti-discrimination Training:  CBS Radio NYC Market personnel participated in a web conference call with other CBS Radio management personnel to review methods of ensuring equal employment opportunity and preventing discrimination.	June 15, 2006	Program Director Assistant Program Director Marketing Director General Manager General Sales Manager Local Sales Manager Controller Traffic Manager