

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: May 23, 2010 – May 22, 2011.

1) **Employment Unit: CBS Radio – Washington, DC**

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

**WLZL(FM), Annapolis, MD  
WJFK-FM, Manassas, VA  
WHFS(AM), Morningside, MD  
WPGC-FM, Morningside, MD  
WIAD(FM), Bethesda, MD**

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

Mailing Address:  4200 Parliament Place Suite 300 Lanham, MD 20706	Telephone Number: 301-918-2353
	Contact Person/Title: Kathleen Turner/HR Manager
	E-mail Address: kathleen.turner@cbsradio.com

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

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
1. Program Director (WHFS-AM)	Internal Posting
2. Midday Talent (WIAD-FM)	CBS Radio Website
3. Program Director (WIAD-FM)	Employee Referral
4. Imaging Director (WIAD-FM/WPGC-FM)	See note on page 6
5. Afternoon Talent (WIAD-FM)	Employee Referral
6. Account Executive (WIAD-FM)	CBS Radio Website
7. General Sales Manager (WIAD-FM)	Employee Referral
8. Sales Associate (WIAD-FM)	See note on page 11
9. Account Executive (WIAD-FM)	See note on page 12
10. Sales Associate (WIAD-FM/WLZL-FM)	Internal Posting
11. Programming Coordinator (WJFK-FM)	Internal Posting
12. Sports Producer (WJFK-FM)	Internal Posting
13. Account Executive (WJFK-FM)	CBS Radio Website

**Stations WLZL(FM), WJFK(FM), WHFS(AM), WPGC(FM), and WIAD(FM)  
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	<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
14.	Local Continuity Director (Cluster)	Internal Posting
15.	Account Executive (WJFK-FM)	CBS Radio Website
16.	Account Executive (WJFK-FM)	CBS Radio Website
17.	Account Executive (WJFK-FM)	See note on page 12
18.	National Continuity Director (Cluster)	Internal Posting
19.	Account Executive (WLZL-FM)	See note on page 12
20.	Account Executive (WLZL-FM)	Internal Posting
21.	Account Executive (WLZL-FM)	See note on page 12
22.	Account Executive (WLZL-FM)	CBS Radio Website
23.	Executive Assistant (Cluster)	CBS Radio Website
24.	Market Controller (Cluster)	See note on page 20
25.	Digital Account Executive (Cluster)	See note on page 20
26.	Assistant Promotion Director (WPGC-FM)	Internal Posting
27.	Assistant Program Director (WPGC-FM)	Transfer
28.	Account Executive (WJFK-FM)	CBS Radio Website
29.	Digital Sales Assistant (Cluster)	CBS Radio Website
30.	Account Executive (WPGC-FM)	See note on page 12
31.	Director of Sales (Cluster)	Internal Posting
32.	National Sales Coordinator (Cluster)	See note on page 25
33.	NTR Director (Cluster)	Employee Referral
34.	Local Sales Manager (WPGC-FM)	Internal Posting
35.	Sales Associate (WLZL-FM)	CBS Radio Website
36.	Videographer (Cluster)	See note on page 28
37.	Promotions Manager (WPGC-FM)	Industry Referral
38.	Sales Associate (WJFK-FM/WPGC-FM)	Employee Referral
39.	Account Executive (WIAD-FM)	Employee Referral
40.	Account Executive (WPGC-FM)	Employee Referral

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	<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
41.	Account Executive (WPGC-FM)	CBS Radio Website
42.	Morning Talent (WPGC-FM)	Employee Referral
43.	Sales Associate (WJFK-FM)	See note on page 11
44.	Assistant Controller (Cluster)	Internal Posting
45.	Account Executive (WPGC-FM)	Executive Referral
46.	Account Executive (WLZL-FM)	CBS Radio Website
47.	Account Executive (WJFK-FM)	Employee Referral
48.	Network Continuity Coordinator (Cluster)	Internal Posting

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**5) Job Title: Program Director (1)  
(WHFS-AM)**

**Referral Source(s) of Hire: Internal Posting**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
40 Plus of Greater Washington	N/A	1718 P Street, NW T-2 Washington, DC 20036	(202) 387-1582	0	No
America's Job Exchange	N/A	America's Job Exchange 400 Minuteman Road Andover MA 01810 <a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a>	(866) 926-6284	0	No
CBS Radio Website	N/A	<a href="http://www.cbsradio.com">www.cbsradio.com</a>	(301) 918-0955	0	No
Columbia School of Broadcasting	Bill Butler	Metro Washington DC Communications Center 301A Maple Avenue, Suite G Vienna, VA 22180	(800) 362-0660	0	No
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 72599 Corpus Christi, TX 78742	Ph (361) 986-0118 Fx (361) 994-8328	0	No
GoogleBase	N/A	<a href="http://www.googlebase.com">www.googlebase.com</a>	N/A	0	No
Greater Washington Urban League, Inc.	Ursula Higgins	2901 14th Street, NW Washington, DC 20009	(202) 265-8200	0	No
Hispanic Link News Service	Carlos Erickson	1420 N Street, NW Washington, DC 20005	Ph (202) 234-0280 Fx (202) 234-4090	0	No
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	(866) 378-6224	0	No
NAACP (Washington Bureau)	N/A	1156 15th Street, NW Suite 915 Washington, DC 20005	(202) 463-2940	0	No
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	Ph (404) 523-6136 Fx (404) 523-5467	0	No
National Puerto Rican Coalition, Inc	Elisa Rolon	1444 I Street, NW Suite 800 Washington, DC 20005	(202) 223-3915	0	No
The National Council of Negro Women, Inc.	Avis Jones-Deweever	633 Pennsylvania Avenue, NW Washington, DC 20004	(202) 737-0120	0	No
Wider Opportunities for Women	Robin Renner	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	(202) 464-1596	0	No
Internal Posting	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	3	No

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5) Job Title: Midday Talent (2)  
(WIAD-FM)

Referral Source(s) of Hire: CBS Radio Website

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
40 Plus of Greater Washington	N/A	1718 P Street, NW T-2 Washington, DC 20036	(202) 387-1582	0	No
All Access Music Group	Paul Colbert	28955 Pacific Coast Highway Suite 210-5 Malibu, CA 90265	Ph 310-457-6616 Fx 310-457-8058	0	No
America's Job Exchange	N/A	America's Job Exchange 400 Minuteman Road Andover MA 01810 <a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a>	(866) 926-6284	0	No
American University	Career Center	4400 Massachusetts Avenue, NW Butler Pavilion, 5th Floor Washington, DC 20016	(202) 885-1804	0	No
Bowie State University	Rosetta Price	Career, Co-op & International Student Services J. Alexander Wiseman Centre, Rm. 126 14000 Jericho Park Road Bowie, MD 20715	(301) 860-3825	0	No
CBS Radio Website	N/A	<a href="http://www.cbsradio.com">www.cbsradio.com</a>	(301) 918-0955	1	No
Columbia School of Broadcasting	Bill Butler	Metro Washington DC Communications Center 301A Maple Avenue, Suite G Vienna, VA 22180	(800) 362-0660	0	No
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 72599 Corpus Christi, TX 78742	Ph (361) 986-0118 Fx (361) 994-8328	0	No
George Mason University	Career Services	4400 University Drive Fairfax, VA 22030	(703) 993-2370	0	No
GoogleBase	N/A	<a href="http://www.googlebase.com">www.googlebase.com</a>	N/A	0	No
Hispanic Link News Service	Carlos Erickson	1420 N Street, NW Washington, DC 20005	Ph (202) 234-0280 Fx (202) 234-4090	0	No
Hood College	Career Center	401 Rosemont Avenue Frederick, MD 21701	(301) 696-3583	0	No
Howard University	Career Services	525 Bryant Street, N.W. Washington, DC 20059	(202) 462-4267	0	No
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	No
NAACP (Washington Bureau)	N/A	1156 15th Street, NW Suite 915 Washington, DC 20005	(202) 463-2940	0	No
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	Ph (404) 523-6136 Fx (404) 523-5467	0	No
National Puerto Rican Coalition, Inc	Elisa Rolon	1444 I Street, NW Suite 800 Washington, DC 20005	(202) 223-3915	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
The National Council of Negro Women, Inc.	Avis Jones-Deweever	633 Pennsylvania Avenue, NW Washington, DC 20004	(202) 737-0120	0	No
University of Maryland	Kathy Walters	3100 Hornbake Library, South Wing University of Maryland College Park, MD 20742	(301) 314-7240	0	No
University of Maryland Baltimore County	Lorie Logan-Bennett	1000 Hilltop Circle Baltimore, MD 21250	(410) 455-2216	0	No
Wider Opportunities for Women	Robin Renner	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	(202) 464-1596	0	No

**5) Job Title: Program Director (3) Referral Source(s) of Hiree: Employee Referral (WIAD-FM)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Blind Ad on CBS Radio Website	N/A	<a href="http://www.cbsradio.com">www.cbsradio.com</a>	(301) 918-0955	0	No
Employee Referral	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	1	No

Due to the need for confidentiality so as to not alert an existing employee that the station employment unit sought to replace and the need to find an immediate replacement, a blind ad was posted on the CBS Radio Website.

**5) Job Title: Imaging Director (4) Referral Source(s) of Hiree: Independent Contractor (WIAD-FM/WPGC-FM)**

Typically the station employment unit utilizes independent contractors for imaging services, but the station employment unit decided that having an imaging director who was a full-time employee would be beneficial. Due to the fact that the independent contractor was already performing some of the duties that an imaging director would perform and was already familiar with the software and the station employment unit, the station employment unit hired the independent contractor on a full-time basis.

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5) Job Title: Afternoon Talent (5)  
(WIAD-FM)

Referral Source(s) of Hire: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
40 Plus of Greater Washington	N/A	1718 P Street, NW T-2 Washington, DC 20036	(202) 387-1582	0	No
America's Job Exchange	N/A	America's Job Exchange 400 Minuteman Road Andover MA 01810 <a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a>	(866) 926-6284	0	No
American University	Career Center	4400 Massachusetts Avenue, NW Butler Pavilion, 5th Floor Washington, DC 20016	(202) 885-1804	0	No
CBS Radio Website	N/A	<a href="http://www.cbsradio.com">www.cbsradio.com</a>	(301) 918-0955	0	No
Columbia School of Broadcasting	Bill Butler	Metro Washington DC Communications Center 301A Maple Avenue, Suite G Vienna, VA 22180	(800) 362-0660	0	No
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 72599 Corpus Christi, TX 78742	Ph (361) 986-0118 Fx (361) 994-8328	0	No
George Mason University	Career Services	4400 University Drive Fairfax, VA 22030	(703) 993-2370	0	No
GoogleBase	N/A	<a href="http://www.googlebase.com">www.googlebase.com</a>	N/A	0	No
Howard University	Career Services	525 Bryant Street, N.W. Washington, DC 20059	(202) 462-4267	0	No
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	(866) 378-6224	0	No
NAACP (Washington Bureau)	N/A	1156 15th Street, NW Suite 915 Washington, DC 20005	(202) 463-2940	0	No
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	Ph (404) 523-6136 Fx (404) 523-5467	0	No
National Puerto Rican Coalition, Inc	Elisa Rolon	1444 I Street, NW Suite 800 Washington, DC 20005	(202) 223-3915	0	No
The National Council of Negro Women, Inc.	Avis Jones-Deweever	633 Pennsylvania Avenue, NW Washington, DC 20004	(202) 737-0120	0	No
University of Maryland	Kathy Walters	3100 Hornbake Library, South Wing University of Maryland College Park, MD 20742	(301) 314-7240	0	No
University of Maryland Baltimore County	Lorie Logan-Bennett	1000 Hilltop Circle Baltimore, MD 21250	(410) 455-2216	0	No
Wider Opportunities for Women	Robin Renner	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	(202) 464-1596	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Bowie State University	Rosetta Price	Career, Co-op & International Student Services J. Alexander Wiseman Centre, Rm. 126 14000 Jericho Park Road Bowie, MD 20715	(301) 860-3825	0	No
Employee Referral	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	2	No

**5) Job Title: Account Executive  
(6, 15, 16, 20, 22)**

**Referral Source(s) of Hire: CBS Radio Website (6, 15, 16, 22)  
Internal Posting (20)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
40 Plus of Greater Washington	N/A	1718 P Street, NW T-2 Washington, DC 20036	(202) 387-1582	0	No
All Access Music Group	Paul Colbert	28955 Pacific Coast Highway Suite 210-5 Malibu, CA 90265	Ph 310-457-6616 Fx 310-457-8058	0	No
America's Job Exchange	N/A	America's Job Exchange 400 Minuteman Road Andover MA 01810 <a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a>	(866) 926-6284	0	No
American University	Career Center	4400 Massachusetts Avenue, NW Butler Pavilion, 5th Floor Washington, DC 20016	(202) 885-1804	0	No
Bowie State University	Rosetta Price	Career, Co-op & International Student Services J. Alexander Wiseman Centre, Rm. 126 14000 Jericho Park Road Bowie, MD 20715	(301) 860-3825	0	No
CBS Radio Website	N/A	<a href="http://www.cbsradio.com">www.cbsradio.com</a>	(301) 918-0955	16	No
Columbia School of Broadcasting	Bill Butler	Metro Washington DC Communications Center 301A Maple Avenue, Suite G Vienna, VA 22180	(800) 362-0660	0	No
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 72599 Corpus Christi, TX 78742	Ph (361) 986-0118 Fx (361) 994-8328	0	No
George Mason University	Career Services	4400 University Drive Fairfax, VA 22030	(703) 993-2370	0	No
GoogleBase	N/A	<a href="http://www.googlebase.com">www.googlebase.com</a>	N/A	0	No
Greater Washington Urban League, Inc.	Ursula Higgins	2901 14th Street, NW Washington, DC 20009	(202) 265-8200	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Hispanic Link News Service	Carlos Erickson	1420 N Street, NW Washington, DC 20005	Ph (202) 234-0280 Fx (202) 234-4090	0	No
Hood College	Career Center	401 Rosemont Avenue Frederick, MD 21701	(301) 696-3583	0	No
Howard University	Career Services	525 Bryant Street, N.W. Washington, DC 20059	(202) 462-4267	0	No
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	1	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	(866) 378-6224	0	No
NAACP (Washington Bureau)	N/A	1156 15th Street, NW Suite 915 Washington, DC 20005	(202) 463-2940	0	No
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	Ph (404) 523-6136 Fx (404) 523-5467	0	No
National Puerto Rican Coalition, Inc	Elisa Rolon	1444 I Street, NW Suite 800 Washington, DC 20005	(202) 223-3915	0	No
Prince George's Community College	Stephanie S. Pair	Career/Job Services, M2102 Prince George's Community College 301 Largo Road Largo, MD 20774	(301) 322-0109	0	No
The National Council of Negro Women, Inc.	Avis Jones-Deweever	633 Pennsylvania Avenue, NW Washington, DC 20004	(202) 737-0120	0	No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	(202) 274-5000	0	No
University of Maryland	Kathy Walters	3100 Hornbake Library, South Wing University of Maryland College Park, MD 20742	(301) 314-7240	0	No
University of Maryland Baltimore County	Lorie Logan-Bennett	1000 Hilltop Circle Baltimore, MD 21250	(410) 455-2216	0	No
Wider Opportunities for Women	Robin Renner	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	(202) 464-1596	0	No
Internal Posting	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	1	No
Executive Referral	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	1	No

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**5) Job Title: General Sales Manager (7) Referral Source(s) of Hire: Employee Referral (WIAD-FM)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
40 Plus of Greater Washington	N/A	1718 P Street, NW T-2 Washington, DC 20036	(202) 387-1582	0	No
America's Job Exchange	N/A	America's Job Exchange 400 Minuteman Road Andover MA 01810 <a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a>	(866) 926-6284	0	No
American University	Career Center	4400 Massachusetts Avenue, NW Butler Pavilion, 5th Floor Washington, DC 20016	(202) 885-1804	0	No
Bowie State University	Rosetta Price	Career, Co-op & International Student Services J. Alexander Wiseman Centre, Rm. 126 14000 Jericho Park Road Bowie, MD 20715	(301) 860-3825	0	No
CBS Radio Website	N/A	<a href="http://www.cbsradio.com">www.cbsradio.com</a>	(301) 918-0955	0	No
Columbia School of Broadcasting	Bill Butler	Metro Washington DC Communications Center 301A Maple Avenue, Suite G Vienna, VA 22180	(800) 362-0660	0	No
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 72599 Corpus Christi, TX 78742	Ph (361) 986-0118 Fx (361) 994-8328	0	No
George Mason University	Career Services	4400 University Drive Fairfax, VA 22030	(703) 993-2370	0	No
GoogleBase	N/A	<a href="http://www.googlebase.com">www.googlebase.com</a>	N/A	0	No
Greater Washington Urban League, Inc.	Ursula Higgins	2901 14th Street, NW Washington, DC 20009	(202) 265-8200	0	No
Hispanic Link News Service	Carlos Erickson	1420 N Street, NW Washington, DC 20005	Ph (202) 234-0280 Fx (202) 234-4090	0	No
Hood College	Career Center	401 Rosemont Avenue Frederick, MD 21701	(301) 696-3583	0	No
Howard University	Career Services	525 Bryant Street, N.W. Washington, DC 20059	(202) 462-4267	0	No
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	(866) 378-6224	0	No
NAACP (Washington Bureau)	N/A	1156 15th Street, NW Suite 915 Washington, DC 20005	(202) 463-2940	0	No
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	Ph (404) 523-6136 Fx (404) 523-5467	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
National Puerto Rican Coalition, Inc	Elisa Rolon	1444 I Street, NW Suite 800 Washington, DC 20005	(202) 223-3915	0	No
Prince George's Community College	Stephanie S. Pair	Career/Job Services, M2102 Prince George's Community College 301 Largo Road Largo, MD 20774	(301) 322-0109	0	No
The National Council of Negro Women, Inc.	Avis Jones-Deweever	633 Pennsylvania Avenue, NW Washington, DC 20004	(202) 737-0120	0	No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	(202) 274-5000	0	No
University of Maryland	Kathy Walters	3100 Hornbake Library, South Wing University of Maryland College Park, MD 20742	(301) 314-7240	0	No
University of Maryland Baltimore County	Lorie Logan-Bennett	1000 Hilltop Circle Baltimore, MD 21250	(410) 455-2216	0	No
Wider Opportunities for Women	Robin Renner	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	(202) 464-1596	0	No
Employee Referral	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	1	No

**5) Job Title: Sales Associate (8, 43) Referral Source(s) of Hire: Employee Referral (8, 43)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employee Referral	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	2	No

The station employment unit Human Resources representative who served as the station's EEO contact at the time these job vacancies were filled is no longer employed by the station employment unit. After a diligent and thorough review of its records, the station employment unit has been unable to ascertain any further information about the recruitment conducted for these vacancies.

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**5) Job Title: Account Executive  
(9, 17, 19, 21, 30)**

**Referral Source(s) of Hire: Client Referral (9)  
Employee Referral (17, 19, 21)  
Internal Posting (30)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	1	No
Employee Referral	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	3	No
Client Referral	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	1	No

The station employment unit Human Resources representative who served as the station's EEO contact at the time these job vacancies were filled is no longer employed by the station employment unit. After a diligent and thorough review of its records, the station employment unit has been unable to ascertain any further information about the recruitment conducted for these vacancies.

**5) Job Title: Sales Associate (10, 35)**

**Referral Source(s) of Hire: Internal Posting (10)  
CBS Radio Website (35)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
40 Plus of Greater Washington	N/A	1718 P Street, NW T-2 Washington, DC 20036	(202) 387-1582	0	No
America's Job Exchange	N/A	America's Job Exchange 400 Minuteman Road Andover MA 01810 <a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a>	(866) 926-6284	0	No
American University	Career Center	4400 Massachusetts Avenue, NW Butler Pavilion, 5th Floor Washington, DC 20016	(202) 885-1804	0	No
Bowie State University	Rosetta Price	Career, Co-op & International Student Services J. Alexander Wiseman Centre, Rm. 126 14000 Jericho Park Road Bowie, MD 20715	(301) 860-3825	0	No
CBS Radio Website	N/A	<a href="http://www.cbsradio.com">www.cbsradio.com</a>	(301) 918-0955	8	No
Columbia School of Broadcasting	Bill Butler	Metro Washington DC Communications Center 301A Maple Avenue, Suite G Vienna, VA 22180	(800) 362-0660	0	No
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 72599 Corpus Christi, TX 78742	Ph (361) 986-0118 Fx (361) 994-8328	0	No

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are Equal Opportunity Employers.**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
George Mason University	Career Services	4400 University Drive Fairfax, VA 22030	(703) 993-2370	0	No
GoogleBase	N/A	<a href="http://www.googlebase.com">www.googlebase.com</a>	N/A	0	No
Hood College	Career Center	401 Rosemont Avenue Frederick, MD 21701	(301) 696-3583	0	No
Howard University	Career Services	525 Bryant Street, N.W. Washington, DC 20059	(202) 462-4267	0	No
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	(866) 378-6224	0	No
NAACP (Washington Bureau)	N/A	1156 15th Street, NW Suite 915 Washington, DC 20005	(202) 463-2940	0	No
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	Ph (404) 523-6136 Fx (404) 523-5467	0	No
National Puerto Rican Coalition, Inc	Elisa Rolon	1444 I Street, NW Suite 800 Washington, DC 20005	(202) 223-3915	0	No
The National Council of Negro Women, Inc.	Avis Jones-Deweever	633 Pennsylvania Avenue, NW Washington, DC 20004	(202) 737-0120	0	No
University of Maryland	Kathy Walters	3100 Hornbake Library, South Wing University of Maryland College Park, MD 20742	(301) 314-7240	0	No
University of Maryland Baltimore County	Lorie Logan-Bennett	1000 Hilltop Circle Baltimore, MD 21250	(410) 455-2216	0	No
Wider Opportunities for Women	Robin Renner	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	(202) 464-1596	0	No
Internal Posting	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	1	No
Employee Referral	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	1	No

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**5) Job Title: Programming Coordinator Referral Source(s) of Hire: Internal Posting  
(11) (WJFK-FM)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
America's Job Exchange	N/A	America's Job Exchange 400 Minuteman Road Andover MA 01810 <a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a>	(866) 926-6284	0	No
CBS Radio Website	N/A	<a href="http://www.cbsradio.com">www.cbsradio.com</a>	(301) 918-0955	0	No
GoogleBase	N/A	<a href="http://www.googlebase.com">www.googlebase.com</a>	N/A	0	No
Howard University	Career Services	525 Bryant Street, N.W. Washington, DC 20059	(202) 462-4267	0	No
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	(866) 378-6224	0	No
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	Ph (404) 523-6136 Fx (404) 523-5467	0	No
University of Maryland	Kathy Walters	3100 Hornbake Library, South Wing University of Maryland College Park, MD 20742	(301) 314-7240	0	No
University of Maryland Baltimore County	Lorie Logan-Bennett	1000 Hilltop Circle Baltimore, MD 21250	(410) 455-2216	0	No
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 72599 Corpus Christi, TX 78742	Ph (361) 986-0118 Fx (361) 994-8328	0	No
George Mason University	Career Services	4400 University Drive Fairfax, VA 22030	(703) 993-2370	0	No
Internal Posting	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	3	No

**5) Job Title: Sports Producer (12) Referral Source(s) of Hire: Internal Posting**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
40 Plus of Greater Washington	N/A	1718 P Street, NW T-2 Washington, DC 20036	(202) 387-1582	0	No
America's Job Exchange	N/A	America's Job Exchange 400 Minuteman Road Andover MA 01810 <a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a>	(866) 926-6284	0	No
American University	Career Center	4400 Massachusetts Avenue, NW Butler Pavilion, 5th Floor Washington, DC 20016	(202) 885-1804	0	No

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are Equal Opportunity Employers.**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Bowie State University	Rosetta Price	Career, Co-op & International Student Services J. Alexander Wiseman Centre, Rm. 126 14000 Jericho Park Road Bowie, MD 20715	(301) 860-3825	0	No
CBS Radio Website	N/A	<a href="http://www.cbsradio.com">www.cbsradio.com</a>	(301) 918-0955	0	No
Columbia School of Broadcasting	Bill Butler	Metro Washington DC Communications Center 301A Maple Avenue, Suite G Vienna, VA 22180	(800) 362-0660	0	No
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 72599 Corpus Christi, TX 78742	Ph (361) 986-0118 Fx (361) 994-8328	0	No
GoogleBase	N/A	<a href="http://www.googlebase.com">www.googlebase.com</a>	N/A	0	No
Greater Washington Urban League, Inc.	Ursula Higgins	2901 14th Street, NW Washington, DC 20009	(202) 265-8200	0	No
Hispanic Link News Service	Carlos Erickson	1420 N Street, NW Washington, DC 20005	Ph (202) 234-0280 Fx (202) 234-4090	0	No
Hood College	Career Center	401 Rosemont Avenue Frederick, MD 21701	(301) 696-3583	0	No
Howard University	Career Services	525 Bryant Street, N.W. Washington, DC 20059	(202) 462-4267	0	No
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	No
NAACP (Washington Bureau)	N/A	1156 15th Street, NW Suite 915 Washington, DC 20005	(202) 463-2940	0	No
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	Ph (404) 523-6136 Fx (404) 523-5467	0	No
National Puerto Rican Coalition, Inc	Elisa Rolon	1444 I Street, NW Suite 800 Washington, DC 20005	(202) 223-3915	0	No
Prince George's Community College	Stephanie S. Pair	Career/Job Services, M2102 Prince George's Community College 301 Largo Road Largo, MD 20774	(301) 322-0109	0	No
The National Council of Negro Women, Inc.	Avis Jones-Deweever	633 Pennsylvania Avenue, NW Washington, DC 20004	(202) 737-0120	0	No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	(202) 274-5000	0	No
University of Maryland	Kathy Walters	3100 Hornbake Library, South Wing University of Maryland College Park, MD 20742	(301) 314-7240	0	No
University of Maryland Baltimore County	Lorie Logan-Bennett	1000 Hilltop Circle Baltimore, MD 21250	(410) 455-2216	0	No

**Stations WLZL(FM), WJFK(FM), WHFS(AM), WPGC(FM), and WIAD(FM)  
are Equal Opportunity Employers.**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Wider Opportunities for Women	Robin Renner	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	(202) 464-1596	0	No
Internal Posting	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	2	No

**5) Job Title: Account Executive Referral Source(s) of Hire: CBS Radio Website (13, 28, 41, 46)  
(13, 28, 39, 40, 41, 45, 46, 47) Employee Referral (39, 40, 47)  
Executive Referral (45)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
40 Plus of Greater Washington	N/A	1718 P Street, NW T-2 Washington, DC 20036	(202) 387-1582	0	No
All Access Music Group	Paul Colbert	28955 Pacific Coast Highway Suite 210-5 Malibu, CA 90265	Ph 310-457-6616 Fx 310-457-8058	0	No
America's Job Exchange	N/A	America's Job Exchange 400 Minuteman Road Andover MA 01810 <a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a>	(866) 926-6284	0	No
American University	Career Center	4400 Massachusetts Avenue, NW Butler Pavilion, 5th Floor Washington, DC 20016	(202) 885-1804	0	No
Bowie State University	Rosetta Price	Career, Co-op & International Student Services J. Alexander Wiseman Centre, Rm. 126 14000 Jericho Park Road Bowie, MD 20715	(301) 860-3825	0	No
Career Builder	N/A	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	N/A	0	No
CBS Radio Website	N/A	<a href="http://www.cbsradio.com">www.cbsradio.com</a>	(301) 918-0955	12	No
Columbia School of Broadcasting	Bill Butler	Metro Washington DC Communications Center 301A Maple Avenue, Suite G Vienna, VA 22180	(800) 362-0660	0	No
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 72599 Corpus Christi, TX 78742	Ph (361) 986-0118 Fx (361) 994-8328	0	No
George Mason University	Career Services	4400 University Drive Fairfax, VA 22030	(703) 993-2370	0	No
GoogleBase	N/A	<a href="http://www.googlebase.com">www.googlebase.com</a>	N/A	0	No
Greater Washington Urban League, Inc.	Ursula Higgins	2901 14th Street, NW Washington, DC 20009	(202) 265-8200	0	No

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are Equal Opportunity Employers.**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Hispanic Link News Service	Carlos Erickson	1420 N Street, NW Washington, DC 20005	Ph (202) 234-0280 Fx (202) 234-4090	0	No
Hood College	Career Center	401 Rosemont Avenue Frederick, MD 21701	(301) 696-3583	0	No
Howard University	Career Services	525 Bryant Street, N.W. Washington, DC 20059	(202) 462-4267	0	No
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	1	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	(866) 378-6224	0	No
NAACP (Washington Bureau)	N/A	1156 15th Street, NW Suite 915 Washington, DC 20005	(202) 463-2940	0	No
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	Ph (404) 523-6136 Fx (404) 523-5467	0	No
National Puerto Rican Coalition, Inc	Elisa Rolon	1444 I Street, NW Suite 800 Washington, DC 20005	(202) 223-3915	0	No
Prince George's Community College	Stephanie S. Pair	Career/Job Services, M2102 Prince George's Community College 301 Largo Road Largo, MD 20774	(301) 322-0109	0	No
The National Council of Negro Women, Inc.	Avis Jones-Deweever	633 Pennsylvania Avenue, NW Washington, DC 20004	(202) 737-0120	0	No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	(202) 274-5000	0	No
University of Maryland	Kathy Walters	3100 Hornbake Library, South Wing University of Maryland College Park, MD 20742	(301) 314-7240	0	No
University of Maryland Baltimore County	Lorie Logan-Bennett	1000 Hilltop Circle Baltimore, MD 21250	(410) 455-2216	0	No
Wider Opportunities for Women	Robin Renner	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	(202) 464-1596	0	No
MediaRecruiter.com	N/A	9457 So. University Blvd. #303 Highlands Ranch, CO 80126 <a href="http://www.mediarecruiter.com">www.mediarecruiter.com</a>	(303) 400-5150	0	No
Internal Posting	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	0	No
Employee Referral	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	3	No
Executive Referral	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	1	No

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**5) Job Title: Continuity Director (14, 18) Referral Source(s) of Hire: Internal Posting (14, 18)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
America's Job Exchange	N/A	America's Job Exchange 400 Minuteman Road Andover MA 01810 <a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a>	(866) 926-6284	0	No
CBS Radio Website	N/A	<a href="http://www.cbsradio.com">www.cbsradio.com</a>	(301) 918-0955	5	No
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 72599 Corpus Christi, TX 78742	Ph (361) 986-0118 Fx (361) 994-8328	0	No
George Mason University	Career Services	4400 University Drive Fairfax, VA 22030	(703) 993-2370	0	No
GoogleBase	N/A	<a href="http://www.googlebase.com">www.googlebase.com</a>	N/A	0	No
Howard University	Career Services	525 Bryant Street, N.W. Washington, DC 20059	(202) 462-4267	0	No
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	(866) 378-6224	0	No
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	Ph (404) 523-6136 Fx (404) 523-5467	0	No
University of Maryland	Kathy Walters	3100 Hornbake Library, South Wing University of Maryland College Park, MD 20742	(301) 314-7240	0	No
University of Maryland Baltimore County	Lorie Logan-Bennett	1000 Hilltop Circle Baltimore, MD 21250	(410) 455-2216	0	No
Internal Posting	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	4	No

**5) Job Title: Executive Assistant (23) (Cluster) Referral Source(s) of Hire: CBS Radio Website**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
40 Plus of Greater Washington	N/A	1718 P Street, NW T-2 Washington, DC 20036	(202) 387-1582	0	No
America's Job Exchange	N/A	America's Job Exchange 400 Minuteman Road Andover MA 01810 <a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a>	(866) 926-6284	0	No
American University	Career Center	4400 Massachusetts Avenue, NW Butler Pavilion, 5th Floor Washington, DC 20016	(202) 885-1804	0	No

**Stations WLZL(FM), WJFK(FM), WHFS(AM), WPGC(FM), and WIAD(FM) are Equal Opportunity Employers.**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Bowie State University	Rosetta Price	Career, Co-op & International Student Services J. Alexander Wiseman Centre, Rm. 126 14000 Jericho Park Road Bowie, MD 20715	(301) 860-3825	0	No
CBS Radio Website	N/A	<a href="http://www.cbsradio.com">www.cbsradio.com</a>	(301) 918-0955	6	No
Columbia School of Broadcasting	Bill Butler	Metro Washington DC Communications Center 301A Maple Avenue, Suite G Vienna, VA 22180	(800) 362-0660	0	No
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 72599 Corpus Christi, TX 78742	Ph (361) 986-0118 Fx (361) 994-8328	0	No
George Mason University	Career Services	4400 University Drive Fairfax, VA 22030	(703) 993-2370	0	No
GoogleBase	N/A	<a href="http://www.googlebase.com">www.googlebase.com</a>	N/A	0	No
Hispanic Link News Service	Carlos Erickson	1420 N Street, NW Washington, DC 20005	Ph (202) 234-0280 Fx (202) 234-4090	0	No
Howard University	Career Services	525 Bryant Street, N.W. Washington, DC 20059	(202) 462-4267	0	No
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	No
NAACP (Washington Bureau)	N/A	1156 15th Street, NW Suite 915 Washington, DC 20005	(202) 463-2940	0	No
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	Ph (404) 523-6136 Fx (404) 523-5467	0	No
National Puerto Rican Coalition, Inc	Elisa Rolon	1444 I Street, NW Suite 800 Washington, DC 20005	(202) 223-3915	0	No
The National Council of Negro Women, Inc.	Avis Jones-Deweever	633 Pennsylvania Avenue, NW Washington, DC 20004	(202) 737-0120	0	No
University of Maryland	Kathy Walters	3100 Hornbake Library, South Wing University of Maryland College Park, MD 20742	(301) 314-7240	0	No
University of Maryland Baltimore County	Lorie Logan-Bennett	1000 Hilltop Circle Baltimore, MD 21250	(410) 455-2216	0	No
Wider Opportunities for Women	Robin Renner	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	(202) 464-1596	0	No
Employee Referral	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	1	No

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**5) Job Title: Market Controller (24) Referral Source(s) of Hiree: Former CBS Employee (Cluster)**

Due to the need for confidentiality so as to not alert an existing employee that the station employment unit sought to replace, the station employment unit did not distribute notice of this vacancy at the station employment unit. The station employment unit interviewed two candidates who had interviewed for positions at CBS television stations who were referred to the station employment unit. The station employment unit hired one of the two interviewees, a former CBS Corporation employee. The decision to hire the former CBS employee was made based on the person’s unique skill set and experience working for CBS.

**5) Job Title: Digital Account Executive Referral Source(s) of Hiree: Employee Referral (25) (Cluster)**

The station employment unit hired a station vendor from HipCricket who was at that time the Hipcricket representative to the station employment unit as a digital account executive. The decision to hire a current station vendor was made based on the person’s unique skill set and experience with digital marketing involving the station employment unit. The station employment unit Human Resources representative who served as the station’s EEO contact at the time this job vacancy was filled is no longer employed by the station employment unit. After a diligent and thorough review of its records, the station employment unit has been unable to ascertain any further information about the recruitment conducted for this vacancy.

**5) Job Title: Assistant Promotions Director (26) Referral Source(s) of Hiree: Internal Posting (WPGC-FM)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
America’s Job Exchange	N/A	America’s Job Exchange 400 Minuteman Road Andover MA 01810 <a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a>	(866) 926-6284	0	No
CBS Radio Website	N/A	<a href="http://www.cbsradio.com">www.cbsradio.com</a>	(301) 918-0955	4	No
GoogleBase	N/A	<a href="http://www.googlebase.com">www.googlebase.com</a>	N/A	0	No
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	(866) 378-6224	0	No
Internal Posting	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	3	No
Employee Referral	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	1	No
Station Website (WPGC)	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706 <a href="http://www.wpgc.com">www.wpgc.com</a>	(301) 918-0955	2	No

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**5) Job Title: Assistant Program Director Referral Source(s) of Hire: Transfer  
(27) (WPGC-FM)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
40 Plus of Greater Washington	N/A	1718 P Street, NW T-2 Washington, DC 20036	(202) 387-1582	0	No
America's Job Exchange	N/A	America's Job Exchange 400 Minuteman Road Andover MA 01810 <a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a>	(866) 926-6284	0	No
CBS Radio Website	N/A	<a href="http://www.cbsradio.com">www.cbsradio.com</a>	(301) 918-0955	0	No
Columbia School of Broadcasting	Bill Butler	Metro Washington DC Communications Center 301A Maple Avenue, Suite G Vienna, VA 22180	(800) 362-0660	0	No
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 72599 Corpus Christi, TX 78742	Ph (361) 986-0118 Fx (361) 994-8328	0	No
GoogleBase	N/A	<a href="http://www.googlebase.com">www.googlebase.com</a>	N/A	0	No
Greater Washington Urban League, Inc.	Ursula Higgins	2901 14th Street, NW Washington, DC 20009	(202) 265-8200	0	No
Hispanic Link News Service	Carlos Erickson	1420 N Street, NW Washington, DC 20005	Ph (202) 234-0280 Fx (202) 234-4090	0	No
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	(866) 378-6224	0	No
NAACP (Washington Bureau)	N/A	1156 15th Street, NW Suite 915 Washington, DC 20005	(202) 463-2940	0	No
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	Ph (404) 523-6136 Fx (404) 523-5467	0	No
National Puerto Rican Coalition, Inc	Elisa Rolon	1444 I Street, NW Suite 800 Washington, DC 20005	(202) 223-3915	0	No
The National Council of Negro Women, Inc.	Avis Jones-Deweever	633 Pennsylvania Avenue, NW Washington, DC 20004	(202) 737-0120	0	No
Wider Opportunities for Women	Robin Renner	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	(202) 464-1596	0	No
Internal Posting	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	1	No
Transfer	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	2	No

**Stations WLZL(FM), WJFK(FM), WHFS(AM), WPGC(FM), and WIAD(FM)  
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**5) Job Title: Digital Sales Assistant (29) Referral Source(s) of Hire: CBS Radio Website (Cluster)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
40 Plus of Greater Washington	N/A	1718 P Street, NW T-2 Washington, DC 20036	(202) 387-1582	0	No
America's Job Exchange	N/A	America's Job Exchange 400 Minuteman Road Andover MA 01810 <a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a>	(866) 926-6284	0	No
American University	Career Center	4400 Massachusetts Avenue, NW Butler Pavilion, 5th Floor Washington, DC 20016	(202) 885-1804	0	No
Bowie State University	Rosetta Price	Career, Co-op & International Student Services J. Alexander Wiseman Centre, Rm. 126 14000 Jericho Park Road Bowie, MD 20715	(301) 860-3825	0	No
Career Builder	N/A	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	N/A	0	No
CBS Radio Website	N/A	<a href="http://www.cbsradio.com">www.cbsradio.com</a>	(301) 918-0955	7	No
Columbia School of Broadcasting	Bill Butler	Metro Washington DC Communications Center 301A Maple Avenue, Suite G Vienna, VA 22180	(800) 362-0660	0	No
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 72599 Corpus Christi, TX 78742	Ph (361) 986-0118 Fx (361) 994-8328	0	No
GoogleBase	N/A	<a href="http://www.googlebase.com">www.googlebase.com</a>	N/A	0	No
Greater Washington Urban League, Inc.	Ursula Higgins	2901 14th Street, NW Washington, DC 20009	(202) 265-8200	0	No
Hispanic Link News Service	Carlos Erickson	1420 N Street, NW Washington, DC 20005	Ph (202) 234-0280 Fx (202) 234-4090	0	No
Hood College	Career Center	401 Rosemont Avenue Frederick, MD 21701	(301) 696-3583	0	No
Howard University	Career Services	525 Bryant Street, N.W. Washington, DC 20059	(202) 462-4267	0	No
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	(866) 378-6224	0	No
NAACP (Washington Bureau)	N/A	1156 15th Street, NW Suite 915 Washington, DC 20005	(202) 463-2940	0	No
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	Ph (404) 523-6136 Fx (404) 523-5467	0	No
National Puerto Rican Coalition, Inc	Elisa Rolon	1444 I Street, NW Suite 800 Washington, DC 20005	(202) 223-3915	0	No

**Stations WLZL(FM), WJFK(FM), WHFS(AM), WPGC(FM), and WIAD(FM) are Equal Opportunity Employers.**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Prince George's Community College	Stephanie S. Pair	Career/Job Services, M2102 Prince George's Community College 301 Largo Road Largo, MD 20774	(301) 322-0109	0	No
The National Council of Negro Women, Inc.	Avis Jones-Deweever	633 Pennsylvania Avenue, NW Washington, DC 20004	(202) 737-0120	0	No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	(202) 274-5000	0	No
University of Maryland	Kathy Walters	3100 Hornbake Library, South Wing University of Maryland College Park, MD 20742	(301) 314-7240	0	No
University of Maryland Baltimore County	Lorie Logan-Bennett	1000 Hilltop Circle Baltimore, MD 21250	(410) 455-2216	0	No
Wider Opportunities for Women	Robin Renner	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	(202) 464-1596	0	No
Internal Posting	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	1	No

**5) Job Title: Director of Sales (31)  
(Cluster)**

**Referral Source(s) of Hire: Internal Posting**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
40 Plus of Greater Washington	N/A	1718 P Street, NW T-2 Washington, DC 20036	(202) 387-1582	0	No
All Access Music Group	Paul Colbert	28955 Pacific Coast Highway Suite 210-5 Malibu, CA 90265	Ph 310-457-6616 Fx 310-457-8058	0	No
America's Job Exchange	N/A	America's Job Exchange 400 Minuteman Road Andover MA 01810 <a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a>	(866) 926-6284	0	No
American University	Career Center	4400 Massachusetts Avenue, NW Butler Pavilion, 5th Floor Washington, DC 20016	(202) 885-1804	0	No
Bowie State University	Rosetta Price	Career, Co-op & International Student Services J. Alexander Wiseman Centre, Rm. 126 14000 Jericho Park Road Bowie, MD 20715	(301) 860-3825	0	No
CBS Radio Website	N/A	<a href="http://www.cbsradio.com">www.cbsradio.com</a>	(301) 918-0955	0	No

**Stations WLZL(FM), WJFK(FM), WHFS(AM), WPGC(FM), and WIAD(FM)  
are Equal Opportunity Employers.**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Columbia School of Broadcasting	Bill Butler	Metro Washington DC Communications Center 301A Maple Avenue, Suite G Vienna, VA 22180	(800) 362-0660	0	No
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 72599 Corpus Christi, TX 78742	Ph (361) 986-0118 Fx (361) 994-8328	0	No
George Mason University	Career Services	4400 University Drive Fairfax, VA 22030	(703) 993-2370	0	No
GoogleBase	N/A	<a href="http://www.googlebase.com">www.googlebase.com</a>	N/A	0	No
Hispanic Link News Service	Carlos Erickson	1420 N Street, NW Washington, DC 20005	Ph (202) 234-0280 Fx (202) 234-4090	0	No
Hood College	Career Center	401 Rosemont Avenue Frederick, MD 21701	(301) 696-3583	0	No
Howard University	Career Services	525 Bryant Street, N.W. Washington, DC 20059	(202) 462-4267	0	No
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	No
NAACP (Washington Bureau)	N/A	1156 15th Street, NW Suite 915 Washington, DC 20005	(202) 463-2940	0	No
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	Ph (404) 523-6136 Fx (404) 523-5467	0	No
National Puerto Rican Coalition, Inc	Elisa Rolon	1444 I Street, NW Suite 800 Washington, DC 20005	(202) 223-3915	0	No
The National Council of Negro Women, Inc.	Avis Jones-Deweever	633 Pennsylvania Avenue, NW Washington, DC 20004	(202) 737-0120	0	No
University of Maryland	Kathy Walters	3100 Hornbake Library, South Wing University of Maryland College Park, MD 20742	(301) 314-7240	0	No
University of Maryland Baltimore County	Lorie Logan-Bennett	1000 Hilltop Circle Baltimore, MD 21250	(410) 455-2216	0	No
Wider Opportunities for Women	Robin Renner	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	(202) 464-1596	0	No
Employee Referral	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	1	No
Internal Posting	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	3	No

**Stations WLZL(FM), WJFK(FM), WHFS(AM), WPGC(FM), and WIAD(FM)  
are Equal Opportunity Employers.**

**5) Job Title: National Sales Coordinator (32) (Cluster) Referral Source(s) of Hire: CBS Radio Website**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	N/A	<a href="http://www.cbsradio.com">www.cbsradio.com</a>	(301) 918-0955	3	No
Station Website (WPGC)	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706 <a href="http://www.wpgc.com">www.wpgc.com</a>	(301) 918-0955	1	No
Station Website (WJFK-FM)	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706 <a href="http://www.1067thefandc.com">www.1067thefandc.com</a>	(301) 918-0955	1	No
Employee Referral	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	1	No

The station employment unit Human Resources representative who served as the station's EEO contact at the time this job vacancy was filled is no longer employed by the station employment unit. After a diligent and thorough review of its records, the station employment unit has been unable to ascertain any further information about the recruitment conducted for this vacancy.

**5) Job Title: NTR Director (33) (Cluster) Referral Source(s) of Hire: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
40 Plus of Greater Washington	N/A	1718 P Street, NW T-2 Washington, DC 20036	(202) 387-1582	0	No
All Access Music Group	Paul Colbert	28955 Pacific Coast Highway Suite 210-5 Malibu, CA 90265	Ph 310-457-6616 Fx 310-457-8058	0	No
America's Job Exchange	N/A	America's Job Exchange 400 Minuteman Road Andover MA 01810 <a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a>	(866) 926-6284	0	No
American University	Career Center	4400 Massachusetts Avenue, NW Butler Pavilion, 5th Floor Washington, DC 20016	(202) 885-1804	0	No
Bowie State University	Rosetta Price	Career, Co-op & International Student Services J. Alexander Wiseman Centre, Rm. 126 14000 Jericho Park Road Bowie, MD 20715	(301) 860-3825	0	No
CBS Radio Website	N/A	<a href="http://www.cbsradio.com">www.cbsradio.com</a>	(301) 918-0955	2	No

**Stations WLZL(FM), WJFK(FM), WHFS(AM), WPGC(FM), and WIAD(FM) are Equal Opportunity Employers.**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Columbia School of Broadcasting	Bill Butler	Metro Washington DC Communications Center 301A Maple Avenue, Suite G Vienna, VA 22180	(800) 362-0660	0	No
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 72599 Corpus Christi, TX 78742	Ph (361) 986-0118 Fx (361) 994-8328	0	No
George Mason University	Career Services	4400 University Drive Fairfax, VA 22030	(703) 993-2370	0	No
GoogleBase	N/A	<a href="http://www.googlebase.com">www.googlebase.com</a>	N/A	0	No
Greater Washington Urban League, Inc.	Ursula Higgins	2901 14th Street, NW Washington, DC 20009	(202) 265-8200	0	No
Hispanic Link News Service	Carlos Erickson	1420 N Street, NW Washington, DC 20005	Ph (202) 234-0280 Fx (202) 234-4090	0	No
Hood College	Career Center	401 Rosemont Avenue Frederick, MD 21701	(301) 696-3583	0	No
Howard University	Career Services	525 Bryant Street, N.W. Washington, DC 20059	(202) 462-4267	0	No
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	(866) 378-6224	0	No
NAACP (Washington Bureau)	N/A	1156 15th Street, NW Suite 915 Washington, DC 20005	(202) 463-2940	0	No
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	Ph (404) 523-6136 Fx (404) 523-5467	0	No
National Puerto Rican Coalition, Inc	Elisa Rolon	1444 I Street, NW Suite 800 Washington, DC 20005	(202) 223-3915	0	No
Prince George's Community College	Stephanie S. Pair	Career/Job Services, M2102 Prince George's Community College 301 Largo Road Largo, MD 20774	(301) 322-0109	0	No
The National Council of Negro Women, Inc.	Avis Jones-Deweever	633 Pennsylvania Avenue, NW Washington, DC 20004	(202) 737-0120	0	No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	(202) 274-5000	0	No
University of Maryland	Kathy Walters	3100 Hornbake Library, South Wing University of Maryland College Park, MD 20742	(301) 314-7240	0	No
University of Maryland Baltimore County	Lorie Logan-Bennett	1000 Hilltop Circle Baltimore, MD 21250	(410) 455-2216	0	No
Wider Opportunities for Women	Robin Renner	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	(202) 464-1596	0	No

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are Equal Opportunity Employers.**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	4	No
Employee Referral	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	3	No

**5) Job Title: Local Sales Manager (34) Referral Source(s) of Hire: Internal Posting (WPGC-FM)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
40 Plus of Greater Washington	N/A	1718 P Street, NW T-2 Washington, DC 20036	(202) 387-1582	0	No
America's Job Exchange	N/A	America's Job Exchange 400 Minuteman Road Andover MA 01810 <a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a>	(866) 926-6284	0	No
American University	Career Center	4400 Massachusetts Avenue, NW Butler Pavilion, 5th Floor Washington, DC 20016	(202) 885-1804	0	No
Bowie State University	Rosetta Price	Career, Co-op & International Student Services J. Alexander Wiseman Centre, Rm. 126 14000 Jericho Park Road Bowie, MD 20715	(301) 860-3825	0	No
CBS Radio Website	N/A	<a href="http://www.cbsradio.com">www.cbsradio.com</a>	(301) 918-0955	0	No
Columbia School of Broadcasting	Bill Butler	Metro Washington DC Communications Center 301A Maple Avenue, Suite G Vienna, VA 22180	(800) 362-0660	0	No
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 72599 Corpus Christi, TX 78742	Ph (361) 986-0118 Fx (361) 994-8328	0	No
George Mason University	Career Services	4400 University Drive Fairfax, VA 22030	(703) 993-2370	0	No
GoogleBase	N/A	<a href="http://www.googlebase.com">www.googlebase.com</a>	N/A	0	No
Hispanic Link News Service	Carlos Erickson	1420 N Street, NW Washington, DC 20005	Ph (202) 234-0280 Fx (202) 234-4090	0	No
Hood College	Career Center	401 Rosemont Avenue Frederick, MD 21701	(301) 696-3583	0	No
Howard University	Career Services	525 Bryant Street, N.W. Washington, DC 20059	(202) 462-4267	0	No
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	(866) 378-6224	0	No

**Stations WLZL(FM), WJFK(FM), WHFS(AM), WPGC(FM), and WIAD(FM) are Equal Opportunity Employers.**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
NAACP (Washington Bureau)	N/A	1156 15th Street, NW Suite 915 Washington, DC 20005	(202) 463-2940	0	No
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	Ph (404) 523-6136 Fx (404) 523-5467	0	No
National Puerto Rican Coalition, Inc	Elisa Rolon	1444 I Street, NW Suite 800 Washington, DC 20005	(202) 223-3915	0	No
Prince George's Community College	Stephanie S. Pair	Career/Job Services, M2102 Prince George's Community College 301 Largo Road Largo, MD 20774	(301) 322-0109	0	No
The National Council of Negro Women, Inc.	Avis Jones-Deweever	633 Pennsylvania Avenue, NW Washington, DC 20004	(202) 737-0120	0	No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	(202) 274-5000	0	No
University of Maryland	Kathy Walters	3100 Hornbake Library, South Wing University of Maryland College Park, MD 20742	(301) 314-7240	0	No
University of Maryland Baltimore County	Lorie Logan-Bennett	1000 Hilltop Circle Baltimore, MD 21250	(410) 455-2216	0	No
Wider Opportunities for Women	Robin Renner	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	(202) 464-1596	0	No
Internal Posting	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	3	No

**5) Job Title: Videographer (36)  
(Cluster)**

**Referral Source(s) of Hire: Internal Posting**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706 <a href="http://www.1067thefandc.com">www.1067thefandc.com</a>	(301) 918-0955	2	No
Employee Referral	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	3	No

The station employment unit Human Resources representative who served as the station's EEO contact at the time this job vacancy was filled is no longer employed by the station employment unit. After a diligent and thorough review of its records, the station employment unit has been unable to ascertain any further information about the recruitment conducted for this vacancy.

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are Equal Opportunity Employers.**

**5) Job Title: Promotion Manager (37) Referral Source(s) of Hire: Industry Referral (WPGC-FM)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
40 Plus of Greater Washington	N/A	1718 P Street, NW T-2 Washington, DC 20036	(202) 387-1582	0	No
America's Job Exchange	N/A	America's Job Exchange 400 Minuteman Road Andover MA 01810 <a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a>	(866) 926-6284	0	No
American University	Career Center	4400 Massachusetts Avenue, NW Butler Pavilion, 5th Floor Washington, DC 20016	(202) 885-1804	0	No
Bowie State University	Rosetta Price	Career, Co-op & International Student Services J. Alexander Wiseman Centre, Rm. 126 14000 Jericho Park Road Bowie, MD 20715	(301) 860-3825	0	No
CBS Radio Website	N/A	<a href="http://www.cbsradio.com">www.cbsradio.com</a>	(301) 918-0955	3	No
Columbia School of Broadcasting	Bill Butler	Metro Washington DC Communications Center 301A Maple Avenue, Suite G Vienna, VA 22180	(800) 362-0660	0	No
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 72599 Corpus Christi, TX 78742	Ph (361) 986-0118 Fx (361) 994-8328	0	No
George Mason University	Career Services	4400 University Drive Fairfax, VA 22030	(703) 993-2370	0	No
GoogleBase	N/A	<a href="http://www.googlebase.com">www.googlebase.com</a>	N/A	0	No
Hood College	Career Center	401 Rosemont Avenue Frederick, MD 21701	(301) 696-3583	0	No
Howard University	Career Services	525 Bryant Street, N.W. Washington, DC 20059	(202) 462-4267	0	No
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	(866) 378-6224	0	No
NAACP (Washington Bureau)	N/A	1156 15th Street, NW Suite 915 Washington, DC 20005	(202) 463-2940	0	No
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	Ph (404) 523-6136 Fx (404) 523-5467	0	No
National Puerto Rican Coalition, Inc	Elisa Rolon	1444 I Street, NW Suite 800 Washington, DC 20005	(202) 223-3915	0	No
The National Council of Negro Women, Inc.	Avis Jones-Deweever	633 Pennsylvania Avenue, NW Washington, DC 20004	(202) 737-0120	0	No

**Stations WLZL(FM), WJFK(FM), WHFS(AM), WPGC(FM), and WIAD(FM) are Equal Opportunity Employers.**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
University of Maryland	Kathy Walters	3100 Hornbake Library, South Wing University of Maryland College Park, MD 20742	(301) 314-7240	0	No
University of Maryland Baltimore County	Lorie Logan-Bennett	1000 Hilltop Circle Baltimore, MD 21250	(410) 455-2216	0	No
Wider Opportunities for Women	Robin Renner	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	(202) 464-1596	0	No
Employee Referral	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	6	No
Industry Referral	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	1	No

**5) Job Title: Sales Associate (38) Referral Source(s) of Hire: Employee Referral**  
**(WJFK-FM/WPGC-FM)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
40 Plus of Greater Washington	N/A	1718 P Street, NW T-2 Washington, DC 20036	(202) 387-1582	0	No
America's Job Exchange	N/A	America's Job Exchange 400 Minuteman Road Andover MA 01810 <a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a>	(866) 926-6284	0	No
American University	Career Center	4400 Massachusetts Avenue, NW Butler Pavilion, 5th Floor Washington, DC 20016	(202) 885-1804	0	No
Bowie State University	Rosetta Price	Career, Co-op & International Student Services J. Alexander Wiseman Centre, Rm. 126 14000 Jericho Park Road Bowie, MD 20715	(301) 860-3825	0	No
Career Builder	N/A	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	N/A	0	No
CBS Radio Website	N/A	<a href="http://www.cbsradio.com">www.cbsradio.com</a>	(301) 918-0955	3	No
Columbia School of Broadcasting	Bill Butler	Metro Washington DC Communications Center 301A Maple Avenue, Suite G Vienna, VA 22180	(800) 362-0660	0	No
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 72599 Corpus Christi, TX 78742	Ph (361) 986-0118 Fx (361) 994-8328	0	No
GoogleBase	N/A	<a href="http://www.googlebase.com">www.googlebase.com</a>	N/A	0	No

**Stations WLZL(FM), WJFK(FM), WHFS(AM), WPGC(FM), and WIAD(FM)  
are Equal Opportunity Employers.**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Washington Urban League, Inc.	Ursula Higgins	2901 14th Street, NW Washington, DC 20009	(202) 265-8200	0	No
Hispanic Link News Service	Carlos Erickson	1420 N Street, NW Washington, DC 20005	Ph (202) 234-0280 Fx (202) 234-4090	0	No
Hood College	Career Center	401 Rosemont Avenue Frederick, MD 21701	(301) 696-3583	0	No
Howard University	Career Services	525 Bryant Street, N.W. Washington, DC 20059	(202) 462-4267	0	No
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	(866) 378-6224	0	No
NAACP (Washington Bureau)	N/A	1156 15th Street, NW Suite 915 Washington, DC 20005	(202) 463-2940	0	No
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	Ph (404) 523-6136 Fx (404) 523-5467	0	No
National Puerto Rican Coalition, Inc	Elisa Rolon	1444 I Street, NW Suite 800 Washington, DC 20005	(202) 223-3915	0	No
Prince George's Community College	Stephanie S. Pair	Career/Job Services, M2102 Prince George's Community College 301 Largo Road Largo, MD 20774	(301) 322-0109	0	No
The National Council of Negro Women, Inc.	Avis Jones-Deweever	633 Pennsylvania Avenue, NW Washington, DC 20004	(202) 737-0120	0	No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	(202) 274-5000	0	No
University of Maryland	Kathy Walters	3100 Hornbake Library, South Wing University of Maryland College Park, MD 20742	(301) 314-7240	0	No
University of Maryland Baltimore County	Lorie Logan-Bennett	1000 Hilltop Circle Baltimore, MD 21250	(410) 455-2216	0	No
Wider Opportunities for Women	Robin Renner	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	(202) 464-1596	0	No
Employee Referral	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	1	No

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5) Job Title: Morning Talent (42)  
(WPGC-FM)

Referral Source(s) of Hire: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
40 Plus of Greater Washington	N/A	1718 P Street, NW T-2 Washington, DC 20036	(202) 387-1582	0	No
America's Job Exchange	N/A	America's Job Exchange 400 Minuteman Road Andover MA 01810 <a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a>	(866) 926-6284	0	No
American University	Career Center	4400 Massachusetts Avenue, NW Butler Pavilion, 5th Floor Washington, DC 20016	(202) 885-1804	0	No
Bowie State University	Rosetta Price	Career, Co-op & International Student Services J. Alexander Wiseman Centre, Rm. 126 14000 Jericho Park Road Bowie, MD 20715	(301) 860-3825	0	No
Career Builder	N/A	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	N/A	0	No
CBS Radio Website	N/A	<a href="http://www.cbsradio.com">www.cbsradio.com</a>	(301) 918-0955	0	No
Columbia School of Broadcasting	Bill Butler	Metro Washington DC Communications Center 301A Maple Avenue, Suite G Vienna, VA 22180	(800) 362-0660	0	No
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 72599 Corpus Christi, TX 78742	Ph (361) 986-0118 Fx (361) 994-8328	0	No
GoogleBase	N/A	<a href="http://www.googlebase.com">www.googlebase.com</a>	N/A	0	No
Greater Washington Urban League, Inc.	Ursula Higgins	2901 14th Street, NW Washington, DC 20009	(202) 265-8200	0	No
Hispanic Link News Service	Carlos Erickson	1420 N Street, NW Washington, DC 20005	Ph (202) 234-0280 Fx (202) 234-4090	0	No
Hood College	Career Center	401 Rosemont Avenue Frederick, MD 21701	(301) 696-3583	0	No
Howard University	Career Services	525 Bryant Street, N.W. Washington, DC 20059	(202) 462-4267	0	No
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	(866) 378-6224	0	No
NAACP (Washington Bureau)	N/A	1156 15th Street, NW Suite 915 Washington, DC 20005	(202) 463-2940	0	No
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	Ph (404) 523-6136 Fx (404) 523-5467	0	No
National Puerto Rican Coalition, Inc	Elisa Rolon	1444 I Street, NW Suite 800 Washington, DC 20005	(202) 223-3915	0	No

Stations WLZL(FM), WJFK(FM), WHFS(AM), WPGC(FM), and WIAD(FM)  
are Equal Opportunity Employers.

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Prince George's Community College	Stephanie S. Pair	Career/Job Services, M2102 Prince George's Community College 301 Largo Road Largo, MD 20774	(301) 322-0109	0	No
The National Council of Negro Women, Inc.	Avis Jones-Deweever	633 Pennsylvania Avenue, NW Washington, DC 20004	(202) 737-0120	0	No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	(202) 274-5000	0	No
University of Maryland	Kathy Walters	3100 Hornbake Library, South Wing University of Maryland College Park, MD 20742	(301) 314-7240	0	No
University of Maryland Baltimore County	Lorie Logan-Bennett	1000 Hilltop Circle Baltimore, MD 21250	(410) 455-2216	0	No
Wider Opportunities for Women	Robin Renner	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	(202) 464-1596	0	No
Employee Referral	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	1	No

**5) Job Title: Assistant Controller (44) Referral Source(s) of Hire: Internal Posting (Cluster)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
40 Plus of Greater Washington	N/A	1718 P Street, NW T-2 Washington, DC 20036	(202) 387-1582	0	No
America's Job Exchange	N/A	America's Job Exchange 400 Minuteman Road Andover MA 01810 <a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a>	(866) 926-6284	0	No
American University	Career Center	4400 Massachusetts Avenue, NW Butler Pavilion, 5th Floor Washington, DC 20016	(202) 885-1804	0	No
Bowie State University	Rosetta Price	Career, Co-op & International Student Services J. Alexander Wiseman Centre, Rm. 126 14000 Jericho Park Road Bowie, MD 20715	(301) 860-3825	0	No
Career Builder	N/A	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	N/A	0	No
CBS Radio Website	N/A	<a href="http://www.cbsradio.com">www.cbsradio.com</a>	(301) 918-0955	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Columbia School of Broadcasting	Bill Butler	Metro Washington DC Communications Center 301A Maple Avenue, Suite G Vienna, VA 22180	(800) 362-0660	0	No
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 72599 Corpus Christi, TX 78742	Ph (361) 986-0118 Fx (361) 994-8328	0	No
GoogleBase	N/A	<a href="http://www.googlebase.com">www.googlebase.com</a>	N/A	0	No
Greater Washington Urban League, Inc.	Ursula Higgins	2901 14th Street, NW Washington, DC 20009	(202) 265-8200	0	No
Hispanic Link News Service	Carlos Erickson	1420 N Street, NW Washington, DC 20005	Ph (202) 234-0280 Fx (202) 234-4090	0	No
Hood College	Career Center	401 Rosemont Avenue Frederick, MD 21701	(301) 696-3583	0	No
Howard University	Career Services	525 Bryant Street, N.W. Washington, DC 20059	(202) 462-4267	0	No
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	(866) 378-6224	0	No
NAACP (Washington Bureau)	N/A	1156 15th Street, NW Suite 915 Washington, DC 20005	(202) 463-2940	0	No
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	Ph (404) 523-6136 Fx (404) 523-5467	0	No
National Puerto Rican Coalition, Inc	Elisa Rolon	1444 I Street, NW Suite 800 Washington, DC 20005	(202) 223-3915	0	No
Prince George's Community College	Stephanie S. Pair	Career/Job Services, M2102 Prince George's Community College 301 Largo Road Largo, MD 20774	(301) 322-0109	0	No
The National Council of Negro Women, Inc.	Avis Jones-Deweever	633 Pennsylvania Avenue, NW Washington, DC 20004	(202) 737-0120	0	No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	(202) 274-5000	0	No
University of Maryland	Kathy Walters	3100 Hornbake Library, South Wing University of Maryland College Park, MD 20742	(301) 314-7240	0	No
University of Maryland Baltimore County	Lorie Logan-Bennett	1000 Hilltop Circle Baltimore, MD 21250	(410) 455-2216	0	No
Wider Opportunities for Women	Robin Renner	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	(202) 464-1596	0	No
Internal Posting	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	3	No

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**5) Job Title: Network Continuity  
Coordinator (48)  
(Cluster)**

**Referral Source(s) of Hire: Internal Posting**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
40 Plus of Greater Washington	N/A	1718 P Street, NW T-2 Washington, DC 20036	(202) 387-1582	0	No
America's Job Exchange	N/A	America's Job Exchange 400 Minuteman Road Andover MA 01810 <a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a>	(866) 926-6284	0	No
American University	Career Center	4400 Massachusetts Avenue, NW Butler Pavilion, 5th Floor Washington, DC 20016	(202) 885-1804	0	No
Bowie State University	Rosetta Price	Career, Co-op & International Student Services J. Alexander Wiseman Centre, Rm. 126 14000 Jericho Park Road Bowie, MD 20715	(301) 860-3825	0	No
CBS Radio Website	N/A	<a href="http://www.cbsradio.com">www.cbsradio.com</a>	(301) 918-0955	7	No
Columbia School of Broadcasting	Bill Butler	Metro Washington DC Communications Center 301A Maple Avenue, Suite G Vienna, VA 22180	(800) 362-0660	0	No
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 72599 Corpus Christi, TX 78742	Ph (361) 986-0118 Fx (361) 994-8328	0	No
GoogleBase	N/A	<a href="http://www.googlebase.com">www.googlebase.com</a>	N/A	0	No
Greater Washington Urban League, Inc.	Ursula Higgins	2901 14th Street, NW Washington, DC 20009	(202) 265-8200	0	No
Hispanic Link News Service	Carlos Erickson	1420 N Street, NW Washington, DC 20005	Ph (202) 234-0280 Fx (202) 234-4090	0	No
Hood College	Career Center	401 Rosemont Avenue Frederick, MD 21701	(301) 696-3583	0	No
Howard University	Career Services	525 Bryant Street, N.W. Washington, DC 20059	(202) 462-4267	0	No
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	1	No
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	(866) 378-6224	1	No
NAACP (Washington Bureau)	N/A	1156 15th Street, NW Suite 915 Washington, DC 20005	(202) 463-2940	0	No
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	Ph (404) 523-6136 Fx (404) 523-5467	0	No
National Puerto Rican Coalition, Inc	Elisa Rolon	1444 I Street, NW Suite 800 Washington, DC 20005	(202) 223-3915	0	No

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Prince George's Community College	Stephanie S. Pair	Career/Job Services, M2102 Prince George's Community College 301 Largo Road Largo, MD 20774	(301) 322-0109	0	No
The National Council of Negro Women, Inc.	Avis Jones-Deweever	633 Pennsylvania Avenue, NW Washington, DC 20004	(202) 737-0120	0	No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	(202) 274-5000	0	No
University of Maryland	Kathy Walters	3100 Hornbake Library, South Wing University of Maryland College Park, MD 20742	(301) 314-7240	0	No
University of Maryland Baltimore County	Lorie Logan-Bennett	1000 Hilltop Circle Baltimore, MD 21250	(410) 455-2216	0	No
Wider Opportunities for Women	Robin Renner	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	(202) 464-1596	0	No
Internal Posting	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	1	No
Employee Referral	N/A	4200 Parliament Place Suite 300 Lanham, MD 20706	(301) 918-0955	1	No

6) **Total # of Interviewees Referred:** For the period from May 23, 2010, through May 22, 2011, this Employment Unit interviewed 163 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

1. Participation in Career Events Sponsored by Educational Institutions

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. Virginia State University's School of Communications held a luncheon for 35 students in Washington, DC. The station employment unit's Director of Community/Public Affairs was asked to be the speaker. The speaker discussed career opportunities in radio and was available to answer questions about broadcasting careers and job opportunities at the station employment unit.	November 9, 2010	Director of Community/Public Affairs
2. The station employment unit's Director of Community/Public Affairs organized a tour of the station employment unit for approximately 20 students from Sligo Creek Middle School, Silver Spring, MD. During the tour of the station employment unit, the Director of Community/Public Affairs showed the students each department and explained how the stations work. Students were able to ask questions about broadcasting generally and about careers in broadcasting.	November 9, 2010	Director of Community/Public Affairs

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Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
3. Prince George's Community College, Largo, MD, requested that CBS Radio DC speak to their Student Media Group and Mass Communication Students. Our representative discussed career opportunities in radio and the importance of radio.	February 10, 2011	Director of Community/Public Affairs
4. Howard University, Washington, DC, hosted Women in the Media in Washington, DC on March 9, 2011. There was a panel of women who work in the entertainment industry and they discussed their positions and career opportunities in their respective fields. The station employment unit's Director of Community/Public Affairs served as a panelist at the event and also participated in a Q&A session and networking event following the Women in the Media panel.	March 9, 2011	Director of Community/Public Affairs
5. The employment unit participated in a career and internship fair at the University of the District of Columbia. Students were able to discuss career opportunities in radio with station employment unit representatives.	March 30, 2011	Executive Assistant/Office Manager
6. The station employment unit's Director of Community/Public Affairs organized a tour of the station employment unit for approximately 20 students from City College in Fort Lauderdale, FL. During the tour of the station employment unit, the Director of Community/Public Affairs showed the students each department and explained how the station employment unit departments work together. Students were able to ask questions about broadcasting generally and about careers in broadcasting.	April 28, 2011	Director of Community/Public Affairs

2. Internship Program

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
The station employment unit has an ongoing internship program designed to assist members of the community in acquiring skills needed for broadcast employment. The station employment unit's internship program enables full time college students to combine classroom theory with professional experience in the broadcasting industry. Interns at the Employment Unit typically rotate through all CBS Radio DC departments in order to ensure that they get the most from their internship experience at the station employment unit. During this reporting period, the station employment unit had approximately 76 participants in its Internship Program.	Ongoing: May 2010 – May 2011	Director of Community/Public Affairs and Executive Assistant/Office Manager

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3. Training Programs

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
<p><u>Sales Associate Program.</u> The employment unit established a training program referred to as the Sales Associate Program, designed to enable entry-level personnel in the stations' Sales Department in acquiring skills that could qualify them for higher level positions. In this program, the station employment unit recruits recent college graduates and places each of them in a one year assignment. During this period, the Sales Associate will learn the radio business by being mentored by a Senior Account Executive. The Sales Associate also spends time with other departments so that the Associate gets a full understanding of the radio business and the tools needed to be a successful seller. At the end of the twelve month program, it is expected that the Sales Associate will be ready to become a full-time, experienced Account Executive. During this reporting period, the employment unit had 8 participants in its Sales Associate Program.</p>	Ongoing: May 2010 – May 2011	Director of Sales

4. Training of Management-Level Personnel

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
<p>Management level personnel at the station employment unit participated in the CBS Radio EEO Webinar addressing equal employment and anti-discrimination practices.</p>	May 18, 2011	Department Heads

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

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
<p>The station employment unit 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.</p> <p>Listeners to the stations are regularly directed to visit CBSRadio.com to view all available job opportunities with CBS Radio DC. Recruitment spots run regularly on each station, stating that, "Station [call letters], an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies at the station. We seek the help of local Community Organizations in referring qualified applicants to our station. Community organizations that wish to receive our vacancy information should contact the [HR Manager] at [call letters] by calling 301-918-2353. In addition, all listeners are encouraged to visit <a href="http://www.cbsradio.com">www.cbsradio.com</a> for an online listing of job openings at all CBS Radio stations."</p>	Ongoing: May 2010 – May 2011	Human Resources Manager

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

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. The station employment unit's Director of Community/Public Affairs organized a tour of the station employment unit for approximately 25 delegates from Chad, including broadcasters and reporters. During the tour of the station employment unit, the Director of Community/Public Affairs showed the delegates each department and explained how the station employment unit departments work together.	July 2010	Director of Community/Public Affairs
2. The station employment unit's Director of Community/Public Affairs organized a tour of the station employment unit for approximately 25 campers between the ages of 12 to 14 from Joshua's Treasures Summer Camp. During the tour of the station employment unit, the Director of Community/Public Affairs showed the campers each department and explained how the radio stations work. Campers were able to ask questions about broadcasting and careers in broadcasting.	August 10, 2010	Director of Community/Public Affairs
3. The station employment unit's Director of Community/Public Affairs organized a tour of the station employment unit for radio station owners from San Paulo, Brazil. During the tour of the station employment unit, the Director of Community/Public Affairs showed the Brazilian radio station owners each department and explained how the station employment unit departments work together.	September 27, 2010	Director of Community/Public Affairs
4. The Maryland Multicultural Youth Centers and the DC Regional Church hosted the Focus on the Future 3 <sup>rd</sup> Annual College and Career Expo. The purpose of the expo was to expose middle and high school students to various colleges and career paths. Personnel from the station employment unit were asked to sit on a panel to discuss career opportunities in broadcasting.	March 5, 2011	News Anchor
5. The station employment unit's News Director organized a tour of the station employment unit with the DC Office of Cable Television for 2 delegates from South Africa. During the tour of the station employment unit, the News Director discussed urban programming trends with the delegates.	May 20, 2011	News Director

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