

## EEO PUBLIC FILE REPORT

**This Report covers full-time vacancy recruitment data for the period January 23, 2007 – January 22, 2008.**

**1) Employment Unit Location/Name: New York / WCBS(AM)**

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

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

Mailing Address: 524 West 57 <sup>th</sup> Street New York, NY 10019	Telephone Number: 212-975-6653
	Contact Person: Amy Oliver
	E-mail Address: aoliver@wcbs880.com

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

Job Title	Recruitment Source Referring Hiree
1. Sales Assistant	Employee Referral
2. Account Executive	wcbs880.com
3. Account Executive	Internet
4. Digital Account Executive	Internet
5. Account Executive	Internet
6. Sales Assistant	Client Referral
7. Reporter	Agent
8. Account Executive	Employee Referral
9. Account Executive	Employee Referral
10. Account Executive	Employee Referral
11. Account Executive	Internal Company Promotion
12. Account Executive	Client Referral
13. Account Executive	monster.com
14. Account Executive	Employee Referral
15. Account Executive	monster.com

**WCBS-AM 880 is an Equal Opportunity Employer.**

**5-a) Job Title: Sales Assistant**

**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 Website- www.wcbs880.com	Travis Lusk	524 West 57 <sup>th</sup> St. New York, NY	212-975-6451	NO
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	NO

**5-b) Job Title: Account Executive**

**Referral Source(s) of Hiree: wcbs880.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.wcbs880.com	Travis Lusk	524 West 57 <sup>th</sup> St. New York, NY	212-975-6451	NO
National Association for the Advancement of Colored People	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	(Ph) 344-7474 x100 (Fx) 212-344-1212	NO
New York Market Radio	Deborah Beagan	261 Madison Avenue, 23rd Floor New York, NY 10016	(Ph) 646-254-4493 (Fx) 212-986-3242	NO
New York State Broadcasting Assoc.	Sandy Hickey	1805 Western Avenue Albany, NY 12203	(Ph) 518-456-8888 (Fx) 518-456-8943	NO
NYS Dept. of Labor	Ray Simmons	P.O. Box 704 Mail Stop 8A New York, NY 10014	(Ph) 212-621-9300 (Fx) 212-621-0753	NO
Women Center for Education and Career Advancement	Carolyn Johnson	198 Broadway Suite 400 New York, NY 10038	(Ph) 212-964-8934 (Fx) 212-964-0222	NO
Spanish American Institute	Bob Connolly	215 West 43rd Street New York, NY 10036-3913	(Ph) 212-840-7111 (Fx) 212-719-5922	NO
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	(Ph) 404-523- 6136 (Fx) 404-523- 5467	NO
National Association of Hispanics Journalists	Michelle Gonzalez	1000 National Press Building Washington, D.C 20045-2001	(Ph) 202-662- 7147 (Fx) 202-662- 7144	NO
National Lesbian & Gay Journalist Association	Lorona Corona	1420 K St. Washington, DC 20005	(Ph) 202-588- 9888 (Fx) 202-588- 1818	NO
South Asian Journalists Association	Sreenath Sreenivasan	2950 Broadway New York, NY 10027	(Ph) 212-854- 5979	NO
National Urban League	Yolanda Richards	120 Wall Street New York, NY 10005	(Ph) 212-558- 5300 (Fx) 212-344- 5332	NO
Chinese American Planning Council	John Mak	150 Elizabeth St. New York, NY 10012	(Ph) 212-941- 0925 (Fx) 212-966- 8581	NO
National Association of Minority Media Executives	Garbo Jasik	1921 Gallows Road Suite 600 Vienna, VA 22182	(Ph) 703-893- 2410 (Fx) 703-893- 2414	NO
Hofstra University	Suzanne Dagger	140 Hofstra University Hempstead, NY 11549	(Ph) 516-463- 6060	NO
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	NO

**WCBS(AM) is an Equal Opportunity Employer.**

Rutgers University	Cheryl Eagan Michelle Bryan	360 ML King Blvd. Newark, NJ 07102	(Ph) 973-353- 5312	NO
Montclair University	Maralyn Kinch	1 Normal Avenue Montclair, NJ 07043	(Ph) 973-655- 5194	NO
Pace University	Shannon Pill	41 Park Row NY, NY 10038	(Ph) 212-346- 1898	NO
Baruch College	Barbara Lambert	1 Bernard Baruch Way NY, NY 10010	(Ph) 646-312- 4684	NO

**WCBS(AM) is an Equal Opportunity Employer.**

**5-c) Job Title: Account Executive**

**Referral Source(s) of Hiree: Internet**

(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.wcbs880.com	Travis Lusk	524 West 57 <sup>th</sup> St. New York, NY	212-975-6451	NO
National Association for the Advancement of Colored People	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	(Ph) 344-7474 x100 (Fx) 212-344-1212	NO
New York Market Radio	Deborah Beagan	261 Madison Avenue, 23rd Floor New York, NY 10016	(Ph) 646-254-4493 (Fx) 212-986-3242	NO
New York State Broadcasting Assoc.	Sandy Hickey	1805 Western Avenue Albany, NY 12203	(Ph) 518-456-8888 (Fx) 518-456-8943	NO
NYS Dept. of Labor	Ray Simmons	P.O. Box 704 Mail Stop 8A New York, NY 10014	(Ph) 212-621-9300 (Fx) 212-621-0753	NO
Women Center for Education and Career Advancement	Carolyn Johnson	198 Broadway Suite 400 New York, NY 10038	(Ph) 212-964-8934 (Fx) 212-964-0222	NO
Spanish American Institute	Bob Connolly	215 West 43rd Street New York, NY 10036-3913	(Ph) 212-840-7111 (Fx) 212-719-5922	NO
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	(Ph) 404-523- 6136 (Fx) 404-523- 5467	NO
National Association of Hispanics Journalists	Michelle Gonzalez	1000 National Press Building Washington, D.C 20045-2001	(Ph) 202-662- 7147 (Fx) 202-662- 7144	NO
National Lesbian & Gay Journalist Association	Lorona Corona	1420 K St. Washington, DC 20005	(Ph) 202-588- 9888 (Fx) 202-588- 1818	NO
South Asian Journalists Association	Sreenath Sreenivasan	2950 Broadway New York, NY 10027	(Ph) 212-854- 5979	NO
National Urban League	Yolanda Richards	120 Wall Street New York, NY 10005	(Ph) 212-558- 5300 (Fx) 212-344- 5332	NO
Chinese American Planning Council	John Mak	150 Elizabeth St. New York, NY 10012	(Ph) 212-941- 0925 (Fx) 212-966- 8581	NO
National Association of Minority Media Executives	Garbo Jasik	1921 Gallows Road Suite 600 Vienna, VA 22182	(Ph) 703-893- 2410 (Fx) 703-893- 2414	NO
Hofstra University	Suzanne Dagger	140 Hofstra University Hempstead, NY 11549	(Ph) 516-463- 6060	NO
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	NO

Rutgers University	Cheryl Eagan Michelle Bryan	360 ML King Blvd. Newark, NJ 07102	(Ph) 973-353- 5312	NO
Montclair University	Maralyn Kinch	1 Normal Avenue Montclair, NJ 07043	(Ph) 973-655- 5194	NO
Pace University	Shannon Pill	41 Park Row NY, NY 10038	(Ph) 212-346- 1898	NO
Baruch College	Barbara Lambert	1 Bernard Baruch Way NY, NY 10010	(Ph) 646-312- 4684	NO
Craigslist.com	N/A	<a href="http://www.craigslist.com">www.craigslist.com</a>	N/A	NO

**WCBS(AM) is an Equal Opportunity Employer.**

**5-d) Job Title: Digital Account Executive****Referral Source(s) of Hiree: Internet**

(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.wcbs880.com	Travis Lusk	524 West 57 <sup>th</sup> St. New York, NY	212-975-6451	NO
National Association for the Advancement of Colored People	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	(Ph) 344-7474 x100 (Fx) 212-344-1212	NO
New York Market Radio	Deborah Beagan	261 Madison Avenue, 23rd Floor New York, NY 10016	(Ph) 646-254-4493 (Fx) 212-986-3242	NO
New York State Broadcasting Assoc.	Sandy Hickey	1805 Western Avenue Albany, NY 12203	(Ph) 518-456-8888 (Fx) 518-456-8943	NO
NYS Dept. of Labor	Ray Simmons	P.O. Box 704 Mail Stop 8A New York, NY 10014	(Ph) 212-621-9300 (Fx) 212-621-0753	NO
Women Center for Education and Career Advancement	Carolyn Johnson	198 Broadway Suite 400 New York, NY 10038	(Ph) 212-964-8934 (Fx) 212-964-0222	NO
Spanish American Institute	Bob Connolly	215 West 43rd Street New York, NY 10036-3913	(Ph) 212-840-7111 (Fx) 212-719-5922	NO
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	(Ph) 404-523- 6136 (Fx) 404-523- 5467	NO
National Association of Hispanics Journalists	Michelle Gonzalez	1000 National Press Building Washington, D.C 20045-2001	(Ph) 202-662- 7147 (Fx) 202-662- 7144	NO
National Lesbian & Gay Journalist Association	Lorona Corona	1420 K St. Washington, DC 20005	(Ph) 202-588- 9888 (Fx) 202-588- 1818	NO
South Asian Journalists Association	Sreenath Sreenivasan	2950 Broadway New York, NY 10027	(Ph) 212-854- 5979	NO
National Urban League	Yolanda Richards	120 Wall Street New York, NY 10005	(Ph) 212-558- 5300 (Fx) 212-344- 5332	NO
Chinese American Planning Council	John Mak	150 Elizabeth St. New York, NY 10012	(Ph) 212-941- 0925 (Fx) 212-966- 8581	NO
National Association of Minority Media Executives	Garbo Jasik	1921 Gallows Road Suite 600 Vienna, VA 22182	(Ph) 703-893- 2410 (Fx) 703-893- 2414	NO
Hofstra University	Suzanne Dagger	140 Hofstra University Hempstead, NY 11549	(Ph) 516-463- 6060	NO
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	NO

**WCBS(AM) is an Equal Opportunity Employer.**

Rutgers University	Cheryl Eagan Michelle Bryan	360 ML King Blvd. Newark, NJ 07102	(Ph) 973-353- 5312	NO
Montclair University	Maralyn Kinch	1 Normal Avenue Montclair, NJ 07043	(Ph) 973-655- 5194	NO
Pace University	Shannon Pill	41 Park Row NY, NY 10038	(Ph) 212-346- 1898	NO
Baruch College	Barbara Lambert	1 Bernard Baruch Way NY, NY 10010	(Ph) 646-312- 4684	NO
Craigslist.com	N/A	<a href="http://www.craigslist.com">www.craigslist.com</a>	NA	NO

**WCBS(AM) is an Equal Opportunity Employer.**

**5-e) Job Title: Account Executive**

**Referral Source(s) of Hiree: Internet**

(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.wcbs880.com	Travis Lusk	524 West 57 <sup>th</sup> St. New York, NY	212-975-6451	NO
National Association for the Advancement of Colored People	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	(Ph) 344-7474 x100 (Fx) 212-344-1212	NO
New York Market Radio	Deborah Beagan	261 Madison Avenue, 23rd Floor New York, NY 10016	(Ph) 646-254-4493 (Fx) 212-986-3242	NO
New York State Broadcasting Assoc.	Sandy Hickey	1805 Western Avenue Albany, NY 12203	(Ph) 518-456-8888 (Fx) 518-456-8943	NO
NYS Dept. of Labor	Ray Simmons	P.O. Box 704 Mail Stop 8A New York, NY 10014	(Ph) 212-621-9300 (Fx) 212-621-0753	NO
Women Center for Education and Career Advancement	Carolyn Johnson	198 Broadway Suite 400 New York, NY 10038	(Ph) 212-964-8934 (Fx) 212-964-0222	NO
Spanish American Institute	Bob Connolly	215 West 43rd Street New York, NY 10036-3913	(Ph) 212-840-7111 (Fx) 212-719-5922	NO
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	(Ph) 404-523- 6136 (Fx) 404-523- 5467	NO
National Association of Hispanics Journalists	Michelle Gonzalez	1000 National Press Building Washington, D.C 20045-2001	(Ph) 202-662- 7147 (Fx) 202-662- 7144	NO
National Lesbian & Gay Journalist Association	Lorona Corona	1420 K St. Washington, DC 20005	(Ph) 202-588- 9888 (Fx) 202-588- 1818	NO
South Asian Journalists Association	Sreenath Sreenivasan	2950 Broadway New York, NY 10027	(Ph) 212-854- 5979	NO
National Urban League	Yolanda Richards	120 Wall Street New York, NY 10005	(Ph) 212-558- 5300 (Fx) 212-344- 5332	NO
Chinese American Planning Council	John Mak	150 Elizabeth St. New York, NY 10012	(Ph) 212-941- 0925 (Fx) 212-966- 8581	NO
National Association of Minority Media Executives	Garbo Jasik	1921 Gallows Road Suite 600 Vienna, VA 22182	(Ph) 703-893- 2410 (Fx) 703-893- 2414	NO
Hofstra University	Suzanne Dagger	140 Hofstra University Hempstead, NY 11549	(Ph) 516-463- 6060	NO
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	NO

Rutgers University	Cheryl Eagan Michelle Bryan	360 ML King Blvd. Newark, NJ 07102	(Ph) 973-353- 5312	NO
Montclair University	Maralyn Kinch	1 Normal Avenue Montclair, NJ 07043	(Ph) 973-655- 5194	NO
Pace University	Shannon Pill	41 Park Row NY, NY 10038	(Ph) 212-346- 1898	NO
Baruch College	Barbara Lambert	1 Bernard Baruch Way NY, NY 10010	(Ph) 646-312- 4684	NO
Craigslist.com	N/A	<a href="http://www.craigslist.com">www.craigslist.com</a>	N/A	NO

**WCBS(AM) is an Equal Opportunity Employer.**

**5-f) Job Title: Sales Assistant**

**Referral Source(s) of Hiree: Client 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.wcbs880.com	Travis Lusk	524 West 57 <sup>th</sup> St. New York, NY	212-975-6451	NO
National Association for the Advancement of Colored People	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	(Ph) 344-7474 x100 (Fx) 212-344-1212	NO
New York Market Radio	Deborah Beagan	261 Madison Avenue, 23rd Floor New York, NY 10016	(Ph) 646-254-4493 (Fx) 212-986-3242	NO
New York State Broadcasting Assoc.	Sandy Hickey	1805 Western Avenue Albany, NY 12203	(Ph) 518-456-8888 (Fx) 518-456-8943	NO
NYS Dept. of Labor	Ray Simmons	P.O. Box 704 Mail Stop 8A New York, NY 10014	(Ph) 212-621-9300 (Fx) 212-621-0753	NO
Women Center for Education and Career Advancement	Carolyn Johnson	198 Broadway Suite 400 New York, NY 10038	(Ph) 212-964-8934 (Fx) 212-964-0222	NO
Spanish American Institute	Bob Connolly	215 West 43rd Street New York, NY 10036-3913	(Ph) 212-840-7111 (Fx) 212-719-5922	NO
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	(Ph) 404-523- 6136 (Fx) 404-523- 5467	NO
National Association of Hispanics Journalists	Michelle Gonzalez	1000 National Press Building Washington, D.C 20045-2001	(Ph) 202-662- 7147 (Fx) 202-662- 7144	NO
National Lesbian & Gay Journalist Association	Lorona Corona	1420 K St. Washington, DC 20005	(Ph) 202-588- 9888 (Fx) 202-588- 1818	NO
South Asian Journalists Association	Sreenath Sreenivasan	2950 Broadway New York, NY 10027	(Ph) 212-854- 5979	NO
National Urban League	Yolanda Richards	120 Wall Street New York, NY 10005	(Ph) 212-558- 5300 (Fx) 212-344- 5332	NO
Chinese American Planning Council	John Mak	150 Elizabeth St. New York, NY 10012	(Ph) 212-941- 0925 (Fx) 212-966- 8581	NO
National Association of Minority Media Executives	Garbo Jasik	1921 Gallows Road Suite 600 Vienna, VA 22182	(Ph) 703-893- 2410 (Fx) 703-893- 2414	NO
Hofstra University	Suzanne Dagger	140 Hofstra University Hempstead, NY 11549	(Ph) 516-463- 6060	NO
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	NO

Rutgers University	Cheryl Eagan Michelle Bryan	360 ML King Blvd. Newark, NJ 07102	(Ph) 973-353- 5312	NO
Montclair University	Maralyn Kinch	1 Normal Avenue Montclair, NJ 07043	(Ph) 973-655- 5194	NO
Pace University	Shannon Pill	41 Park Row NY, NY 10038	(Ph) 212-346- 1898	NO
Baruch College	Barbara Lambert	1 Bernard Baruch Way NY, NY 10010	(Ph) 646-312- 4684	NO

**WCBS(AM) is an Equal Opportunity Employer.**

**5-g) Job Title: Reporter****Referral Source(s) of Hiree: Agent**

(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.wcbs880.com	Travis Lusk	524 West 57 <sup>th</sup> St. New York, NY	212-975-6451	NO
Spanish American Institute	Bob Connolly	215 West 43rd Street New York, NY 10036-3913	(Ph) 212-840-7111 (Fx) 212-719-5922	NO
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	(Ph) 404-523-6136 (Fx) 404-523-5467	NO
National Association of Hispanics Journalists	Michelle Gonzalez	1000 National Press Building Washington, D.C 20045-2001	(Ph) 202-662-7147 (Fx) 202-662-7144	NO
National Lesbian & Gay Journalist Association	Lorona Corona	1420 K St. Washington, DC 20005	(Ph) 202-588-9888 (Fx) 202-588-1818	NO
South Asian Journalists Association	Sreenath Sreenivasan	2950 Broadway New York, NY 10027	(Ph) 212-854-5979	NO
National Urban League	Yolanda Richards	120 Wall Street New York, NY 10005	(Ph) 212-558-5300 (Fx) 212-344-5332	NO
Chinese American Planning Council	John Mak	150 Elizabeth St. New York, NY 10012	(Ph) 212-941-0925 (Fx) 212-966-8581	NO
National Association of Minority Media Executives	Garbo Jasik	1921 Gallows Road Suite 600 Vienna, VA 22182	(Ph) 703-893-2410 (Fx) 703-893-2414	NO
Hofstra University	Suzanne Dagger	140 Hofstra University Hempstead, NY 11549	(Ph) 516-463-6060	NO
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	NO
Rutgers University	Cheryl Eagan Michelle Bryan	360 ML King Blvd. Newark, NJ 07102	(Ph) 973-353-5312	NO
Montclair University	Maralyn Kinch	1 Normal Avenue Montclair, NJ 07043	(Ph) 973-655-5194	NO
Pace University	Shannon Pill	41 Park Row NY, NY 10038	(Ph) 212-346-1898	NO
Baruch College	Barbara Lambert	1 Bernard Baruch Way NY, NY 10010	(Ph) 646-312-4684	NO

**5-h) 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.wcbs880.com	Travis Lusk	524 West 57 <sup>th</sup> St. New York, NY	212-975-6451	NO
National Association for the Advancement of Colored People	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	(Ph) 344-7474 x100 (Fx) 212-344-1212	NO
New York Market Radio	Deborah Beagan	261 Madison Avenue, 23rd Floor New York, NY 10016	(Ph) 646-254-4493 (Fx) 212-986-3242	NO
New York State Broadcasting Assoc.	Sandy Hickey	1805 Western Avenue Albany, NY 12203	(Ph) 518-456-8888 (Fx) 518-456-8943	NO
NYS Dept. of Labor	Ray Simmons	P.O. Box 704 Mail Stop 8A New York, NY 10014	(Ph) 212-621-9300 (Fx) 212-621-0753	NO
Women Center for Education and Career Advancement	Carolyn Johnson	198 Broadway Suite 400 New York, NY 10038	(Ph) 212-964-8934 (Fx) 212-964-0222	NO
Spanish American Institute	Bob Connolly	215 West 43rd Street New York, NY 10036-3913	(Ph) 212-840-7111 (Fx) 212-719-5922	NO
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	(Ph) 404-523- 6136 (Fx) 404-523- 5467	NO
National Association of Hispanics Journalists	Michelle Gonzalez	1000 National Press Building Washington, D.C 20045-2001	(Ph) 202-662- 7147 (Fx) 202-662- 7144	NO
National Lesbian & Gay Journalist Association	Lorona Corona	1420 K St. Washington, DC 20005	(Ph) 202-588- 9888 (Fx) 202-588- 1818	NO
South Asian Journalists Association	Sreenath Sreenivasan	2950 Broadway New York, NY 10027	(Ph) 212-854- 5979	NO
National Urban League	Yolanda Richards	120 Wall Street New York, NY 10005	(Ph) 212-558- 5300 (Fx) 212-344- 5332	NO
Chinese American Planning Council	John Mak	150 Elizabeth St. New York, NY 10012	(Ph) 212-941- 0925 (Fx) 212-966- 8581	NO
National Association of Minority Media Executives	Garbo Jasik	1921 Gallows Road Suite 600 Vienna, VA 22182	(Ph) 703-893- 2410 (Fx) 703-893- 2414	NO
Hofstra University	Suzanne Dagger	140 Hofstra University Hempstead, NY 11549	(Ph) 516-463- 6060	NO
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	NO

**WCBS(AM) is an Equal Opportunity Employer.**

Rutgers University	Cheryl Eagan Michelle Bryan	360 ML King Blvd. Newark, NJ 07102	(Ph) 973-353- 5312	NO
Montclair University	Maralyn Kinch	1 Normal Avenue Montclair, NJ 07043	(Ph) 973-655- 5194	NO
Pace University	Shannon Pill	41 Park Row NY, NY 10038	(Ph) 212-346- 1898	NO
Baruch College	Barbara Lambert	1 Bernard Baruch Way NY, NY 10010	(Ph) 646-312- 4684	NO

**WCBS(AM) is an Equal Opportunity Employer.**

**5-i) 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.wcbs880.com	Travis Lusk	524 West 57 <sup>th</sup> St. New York, NY	212-975-6451	NO
National Association for the Advancement of Colored People	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	(Ph) 344-7474 x100 (Fx) 212-344-1212	NO
New York Market Radio	Deborah Beagan	261 Madison Avenue, 23rd Floor New York, NY 10016	(Ph) 646-254-4493 (Fx) 212-986-3242	NO
New York State Broadcasting Assoc.	Sandy Hickey	1805 Western Avenue Albany, NY 12203	(Ph) 518-456-8888 (Fx) 518-456-8943	NO
NYS Dept. of Labor	Ray Simmons	P.O. Box 704 Mail Stop 8A New York, NY 10014	(Ph) 212-621-9300 (Fx) 212-621-0753	NO
Women Center for Education and Career Advancement	Carolyn Johnson	198 Broadway Suite 400 New York, NY 10038	(Ph) 212-964-8934 (Fx) 212-964-0222	NO
Spanish American Institute	Bob Connolly	215 West 43rd Street New York, NY 10036-3913	(Ph) 212-840-7111 (Fx) 212-719-5922	NO
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	(Ph) 404-523- 6136 (Fx) 404-523- 5467	NO
National Association of Hispanics Journalists	Michelle Gonzalez	1000 National Press Building Washington, D.C 20045-2001	(Ph) 202-662- 7147 (Fx) 202-662- 7144	NO
National Lesbian & Gay Journalist Association	Lorona Corona	1420 K St. Washington, DC 20005	(Ph) 202-588- 9888 (Fx) 202-588- 1818	NO
South Asian Journalists Association	Sreenath Sreenivasan	2950 Broadway New York, NY 10027	(Ph) 212-854- 5979	NO
National Urban League	Yolanda Richards	120 Wall Street New York, NY 10005	(Ph) 212-558- 5300 (Fx) 212-344- 5332	NO
Chinese American Planning Council	John Mak	150 Elizabeth St. New York, NY 10012	(Ph) 212-941- 0925 (Fx) 212-966- 8581	NO
National Association of Minority Media Executives	Garbo Jasik	1921 Gallows Road Suite 600 Vienna, VA 22182	(Ph) 703-893- 2410 (Fx) 703-893- 2414	NO
Hofstra University	Suzanne Dagger	140 Hofstra University Hempstead, NY 11549	(Ph) 516-463- 6060	NO
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	NO

**WCBS(AM) is an Equal Opportunity Employer.**

Rutgers University	Cheryl Eagan Michelle Bryan	360 ML King Blvd. Newark, NJ 07102	(Ph) 973-353- 5312	NO
Montclair University	Maralyn Kinch	1 Normal Avenue Montclair, NJ 07043	(Ph) 973-655- 5194	NO
Pace University	Shannon Pill	41 Park Row NY, NY 10038	(Ph) 212-346- 1898	NO
Baruch College	Barbara Lambert	1 Bernard Baruch Way NY, NY 10010	(Ph) 646-312- 4684	NO
Craigslist.com	N/A	<a href="http://www.craigslist.com">www.craigslist.com</a>	N/A	NO

**WCBS(AM) is an Equal Opportunity Employer.**

**5-j) 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.wcbs880.com	Travis Lusk	524 West 57 <sup>th</sup> St. New York, NY	212-975-6451	NO
National Association for the Advancement of Colored People	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	(Ph) 344-7474 x100 (Fx) 212-344-1212	NO
New York Market Radio	Deborah Beagan	261 Madison Avenue, 23rd Floor New York, NY 10016	(Ph) 646-254-4493 (Fx) 212-986-3242	NO
New York State Broadcasting Assoc.	Sandy Hickey	1805 Western Avenue Albany, NY 12203	(Ph) 518-456-8888 (Fx) 518-456-8943	NO
NYS Dept. of Labor	Ray Simmons	P.O. Box 704 Mail Stop 8A New York, NY 10014	(Ph) 212-621-9300 (Fx) 212-621-0753	NO
Women Center for Education and Career Advancement	Carolyn Johnson	198 Broadway Suite 400 New York, NY 10038	(Ph) 212-964-8934 (Fx) 212-964-0222	NO
Spanish American Institute	Bob Connolly	215 West 43rd Street New York, NY 10036-3913	(Ph) 212-840-7111 (Fx) 212-719-5922	NO
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	(Ph) 404-523-6136 (Fx) 404-523-5467	NO
National Association of Hispanics Journalists	Michelle Gonzalez	1000 National Press Building Washington, D.C 20045-2001	(Ph) 202-662-7147 (Fx) 202-662-7144	NO
National Lesbian & Gay Journalist Association	Lorona Corona	1420 K St. Washington, DC 20005	(Ph) 202-588-9888 (Fx) 202-588-1818	NO
South Asian Journalists Association	Sreenath Sreenivasan	2950 Broadway New York, NY 10027	(Ph) 212-854-5979	NO
National Urban League	Yolanda Richards	120 Wall Street New York, NY 10005	(Ph) 212-558-5300 (Fx) 212-344-5332	NO
Chinese American Planning Council	John Mak	150 Elizabeth St. New York, NY 10012	(Ph) 212-941-0925 (Fx) 212-966-8581	NO
National Association of Minority Media Executives	Garbo Jasik	1921 Gallows Road Suite 600 Vienna, VA 22182	(Ph) 703-893-2410 (Fx) 703-893-2414	NO
Hofstra University	Suzanne Dagger	140 Hofstra University Hempstead, NY 11549	(Ph) 516-463-6060	NO
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	NO

Rutgers University	Cheryl Eagan Michelle Bryan	360 ML King Blvd. Newark, NJ 07102	(Ph) 973-353- 5312	NO
Montclair University	Maralyn Kinch	1 Normal Avenue Montclair, NJ 07043	(Ph) 973-655- 5194	NO
Pace University	Shannon Pill	41 Park Row NY, NY 10038	(Ph) 212-346- 1898	NO
Baruch College	Barbara Lambert	1 Bernard Baruch Way NY, NY 10010	(Ph) 646-312- 4684	NO
Craigslist.com	N/A	<a href="http://www.craigslist.com">www.craigslist.com</a>	N/A	NO

**WCBS(AM) is an Equal Opportunity Employer.**

**5-k) Job Title: Account Executive**

**Referral Source(s) of Hiree: Internal Promotion**

NO RECRUITMENT WAS CONDUCTED FOR THIS POSITION AS VACANCY WAS FILLED BY INTERNAL COMPANY PROMOTION.

**5-l) Job Title: Account Executive**

**Referral Source(s) of Hiree: Client 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.wcbs880.com	Travis Lusk	524 West 57 <sup>th</sup> St.	212-975-6451	NO

5-m) Job Title: Account Executive

Referral Source(s) of Hiree: 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.wcbs880.com	Travis Lusk	524 West 57 <sup>th</sup> St. New York, NY	212-975-6451	NO
National Association for the Advancement of Colored People	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	(Ph) 344-7474 x100 (Fx) 212-344-1212	NO
New York Market Radio	Deborah Beagan	261 Madison Avenue, 23rd Floor New York, NY 10016	(Ph) 646-254-4493 (Fx) 212-986-3242	NO
New York State Broadcasting Assoc.	Sandy Hickey	1805 Western Avenue Albany, NY 12203	(Ph) 518-456-8888 (Fx) 518-456-8943	NO
NYS Dept. of Labor	Ray Simmons	P.O. Box 704 Mail Stop 8A New York, NY 10014	(Ph) 212-621-9300 (Fx) 212-621-0753	NO
Women Center for Education and Career Advancement	Carolyn Johnson	198 Broadway Suite 400 New York, NY 10038	(Ph) 212-964-8934 (Fx) 212-964-0222	NO
Spanish American Institute	Bob Connolly	215 West 43rd Street New York, NY 10036-3913	(Ph) 212-840-7111 (Fx) 212-719-5922	NO
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	(Ph) 404-523- 6136 (Fx) 404-523- 5467	NO
National Association of Hispanics Journalists	Michelle Gonzalez	1000 National Press Building Washington, D.C 20045-2001	(Ph) 202-662- 7147 (Fx) 202-662- 7144	NO
National Lesbian & Gay Journalist Association	Lorona Corona	1420 K St. Washington, DC 20005	(Ph) 202-588- 9888 (Fx) 202-588- 1818	NO
South Asian Journalists Association	Sreenath Sreenivasan	2950 Broadway New York, NY 10027	(Ph) 212-854- 5979	NO
National Urban League	Yolanda Richards	120 Wall Street New York, NY 10005	(Ph) 212-558- 5300 (Fx) 212-344- 5332	NO
Chinese American Planning Council	John Mak	150 Elizabeth St. New York, NY 10012	(Ph) 212-941- 0925 (Fx) 212-966- 8581	NO
National Association of Minority Media Executives	Garbo Jasik	1921 Gallows Road Suite 600 Vienna, VA 22182	(Ph) 703-893- 2410 (Fx) 703-893- 2414	NO
Hofstra University	Suzanne Dagger	140 Hofstra University Hempstead, NY 11549	(Ph) 516-463- 6060	NO
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	NO

WCBS(AM) is an Equal Opportunity Employer.

Rutgers University	Cheryl Eagan Michelle Bryan	360 ML King Blvd. Newark, NJ 07102	(Ph) 973-353- 5312	NO
Montclair University	Maralyn Kinch	1 Normal Avenue Montclair, NJ 07043	(Ph) 973-655- 5194	NO
Pace University	Shannon Pill	41 Park Row NY, NY 10038	(Ph) 212-346- 1898	NO
Baruch College	Barbara Lambert	1 Bernard Baruch Way NY, NY 10010	(Ph) 646-312- 4684	NO
Craigslist.com	N/A	<a href="http://www.craigslist.com">www.craigslist.com</a>	N/A	NO

**WCBS(AM) is an Equal Opportunity Employer.**

**5-n) 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.wcbs880.com	Travis Lusk	524 West 57 <sup>th</sup> St. New York, NY	212-975-6451	NO
National Association for the Advancement of Colored People	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	(Ph) 344-7474 x100 (Fx) 212-344-1212	NO
New York Market Radio	Deborah Beagan	261 Madison Avenue, 23rd Floor New York, NY 10016	(Ph) 646-254-4493 (Fx) 212-986-3242	NO
New York State Broadcasting Assoc.	Sandy Hickey	1805 Western Avenue Albany, NY 12203	(Ph) 518-456-8888 (Fx) 518-456-8943	NO
NYS Dept. of Labor	Ray Simmons	P.O. Box 704 Mail Stop 8A New York, NY 10014	(Ph) 212-621-9300 (Fx) 212-621-0753	NO
Women Center for Education and Career Advancement	Carolyn Johnson	198 Broadway Suite 400 New York, NY 10038	(Ph) 212-964-8934 (Fx) 212-964-0222	NO
Spanish American Institute	Bob Connolly	215 West 43rd Street New York, NY 10036-3913	(Ph) 212-840-7111 (Fx) 212-719-5922	NO
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	(Ph) 404-523- 6136 (Fx) 404-523- 5467	NO
National Association of Hispanics Journalists	Michelle Gonzalez	1000 National Press Building Washington, D.C 20045-2001	(Ph) 202-662- 7147 (Fx) 202-662- 7144	NO
National Lesbian & Gay Journalist Association	Lorona Corona	1420 K St. Washington, DC 20005	(Ph) 202-588- 9888 (Fx) 202-588- 1818	NO
South Asian Journalists Association	Sreenath Sreenivasan	2950 Broadway New York, NY 10027	(Ph) 212-854- 5979	NO
National Urban League	Yolanda Richards	120 Wall Street New York, NY 10005	(Ph) 212-558- 5300 (Fx) 212-344- 5332	NO
Chinese American Planning Council	John Mak	150 Elizabeth St. New York, NY 10012	(Ph) 212-941- 0925 (Fx) 212-966- 8581	NO
National Association of Minority Media Executives	Garbo Jasik	1921 Gallows Road Suite 600 Vienna, VA 22182	(Ph) 703-893- 2410 (Fx) 703-893- 2414	NO
Hofstra University	Suzanne Dagger	140 Hofstra University Hempstead, NY 11549	(Ph) 516-463- 6060	NO
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	NO

Rutgers University	Cheryl Eagan Michelle Bryan	360 ML King Blvd. Newark, NJ 07102	(Ph) 973-353- 5312	NO
Montclair University	Maralyn Kinch	1 Normal Avenue Montclair, NJ 07043	(Ph) 973-655- 5194	NO
Pace University	Shannon Pill	41 Park Row NY, NY 10038	(Ph) 212-346- 1898	NO
Baruch College	Barbara Lambert	1 Bernard Baruch Way NY, NY 10010	(Ph) 646-312- 4684	NO
Craigslist.com	N/A	<a href="http://www.craigslist.com">www.craigslist.com</a>	N/A	NO

**WCBS(AM) is an Equal Opportunity Employer.**

**5-0) Job Title: Account Executive****Referral Source(s) of Hiree: 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.wcbs880.com	Travis Lusk	524 West 57 <sup>th</sup> St. New York, NY	212-975-6451	NO
National Association for the Advancement of Colored People	Beverly Wheeler	39 Broadway, Suite 2220 New York, NY 10006	(Ph) 344-7474 x100 (Fx) 212-344-1212	NO
New York Market Radio	Deborah Beagan	261 Madison Avenue, 23rd Floor New York, NY 10016	(Ph) 646-254-4493 (Fx) 212-986-3242	NO
New York State Broadcasting Assoc.	Sandy Hickey	1805 Western Avenue Albany, NY 12203	(Ph) 518-456-8888 (Fx) 518-456-8943	NO
NYS Dept. of Labor	Ray Simmons	P.O. Box 704 Mail Stop 8A New York, NY 10014	(Ph) 212-621-9300 (Fx) 212-621-0753	NO
Women Center for Education and Career Advancement	Carolyn Johnson	198 Broadway Suite 400 New York, NY 10038	(Ph) 212-964-8934 (Fx) 212-964-0222	NO
Spanish American Institute	Bob Connolly	215 West 43rd Street New York, NY 10036-3913	(Ph) 212-840-7111 (Fx) 212-719-5922	NO
National Association Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	(Ph) 404-523- 6136 (Fx) 404-523- 5467	NO
National Association of Hispanics Journalists	Michelle Gonzalez	1000 National Press Building Washington, D.C 20045-2001	(Ph) 202-662- 7147 (Fx) 202-662- 7144	NO
National Lesbian & Gay Journalist Association	Lorona Corona	1420 K St. Washington, DC 20005	(Ph) 202-588- 9888 (Fx) 202-588- 1818	NO
South Asian Journalists Association	Sreenath Sreenivasan	2950 Broadway New York, NY 10027	(Ph) 212-854- 5979	NO
National Urban League	Yolanda Richards	120 Wall Street New York, NY 10005	(Ph) 212-558- 5300 (Fx) 212-344- 5332	NO
Chinese American Planning Council	John Mak	150 Elizabeth St. New York, NY 10012	(Ph) 212-941- 0925 (Fx) 212-966- 8581	NO
National Association of Minority Media Executives	Garbo Jasik	1921 Gallows Road Suite 600 Vienna, VA 22182	(Ph) 703-893- 2410 (Fx) 703-893- 2414	NO
Hofstra University	Suzanne Dagger	140 Hofstra University Hempstead, NY 11549	(Ph) 516-463- 6060	NO
Monster.com	N/A	<a href="http://www.monster.com">www.monster.com</a>	N/A	NO

**WCBS(AM) is an Equal Opportunity Employer.**

Rutgers University	Cheryl Eagan Michelle Bryan	360 ML King Blvd. Newark, NJ 07102	(Ph) 973-353- 5312	NO
Montclair University	Maralyn Kinch	1 Normal Avenue Montclair, NJ 07043	(Ph) 973-655- 5194	NO
Pace University	Shannon Pill	41 Park Row NY, NY 10038	(Ph) 212-346- 1898	NO
Baruch College	Barbara Lambert	1 Bernard Baruch Way NY, NY 10010	(Ph) 646-312- 4684	NO
Craigslist.com	N/A	<a href="http://www.craigslist.com">www.craigslist.com</a>	N/A	NO

**WCBS(AM) is an Equal Opportunity Employer.**

- 6) **Total # of Interviewees Referred:** For the period from January 23, 2007 through January 22, 2008, this Employment Unit interviewed 76 interviewees for full-time job vacancies.

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
1) Monster.com	7
2) Internet	18
3) wcbs880.com	16
4) Employee Referral	19
5) Internal Promotion	3
6) Agent	6
7) Self Initiated	3
8) Other	4

7) **Supplemental Recruitment Measures.**

(a) **Job Fairs.**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. <b><u>PSI/NAACP-Executive Diversity Job Fair @ Penn Plaza Pavilion, New York City</u></b> – CBS' New York Market stations all provided on-air and internet support in partnership with the NAACP and PSI in sponsoring this recruitment event. Applicants were interviewed and referred to specific websites regarding career opportunities in brodcating within CBS in the NYC Market and nationally. Over 200 resumes were collected at this event.	<u>May 22, 2007</u>	Human Resources Director, NYC Market
2. <b><u>Latinos for Hire Career Expo @ Penn Plaza Pavilion, New York City</u></b> - This event targeted experienced Hispanic job seekers in a variety of industries in either the U.S. or from international markets. 39 resumes were collected at this event in addition to the significant number of attendees seeking general information about CBS and its divisions.	<u>June 27, 2007</u>	Human Resources Director, NYC Market
3. <b><u>Hofstra University-Communication Internship Fair @ Hofstra, Long Island, NY</u></b> -This on-campus event was hosted for Hofstra students seeking internships during the academic year. It was an informational meeting and some resumes were collected for consideration in either Radio or Television.	<u>November 16, 2007</u>	Human Resources Director, NYC Market

(c) **Participation in Events.**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
--	-------	-----------------------------------

<p>1. <b><u>International Radio &amp; Television Society- Minority Career Fair @ AMA Conference Center, New York City</u></b> – Human Resources Director spoke to 125 students from across the country about the Radio industry and Broadcasting careers as a panelist on the “Secrets of Success” workshop. These students were later interviewed during the last day of the event for internship and full time employment.</p>	<p><u>March 29-30, 2007</u></p>	<p>Human Resources Director, NYC Market</p>
<p>2. <b><u>Central New York Communications Consortium @ Syracuse University</u></b>– This annual event attracts students from The Newhouse School, Ithaca College, Colgate, Cornell and LeMoyne colleges. CBS Radio &amp; WCBS-TV along with other entertainment, new media and communications companies were represented to give students guidance about employment opportunities upon graduation. 24 scheduled applicants were interviewed in addition to those students who visited the CBS booth for general questions and feedback on their resumes.</p>	<p><u>April 12-14, 2007</u></p>	<p>Human Resources Director, NYC Market</p>
<p>3. <b><u>Hofstra University- Advertising Club @ Hofstra University, Long Island, NY-</u></b> Human Resources Director spoke to approximately 40 Marketing students about careers, tips and trends in hiring, effective networking and the corporate culture at CBS Broadcasting and the New York City Market properties.</p>	<p><u>April 25, 2007</u></p>	<p>Human Resources Director, NYC Market</p>
<p>4. <b><u>Emma L. Bowen Foundation- 2007 Summer Conference @ Fordham University-</u></b> Human Resources Director addressed 180 Emma Bowen students attending the Summer Conference about interviewing effectively for employment, professional development and workplace realities to be mindful of as they begin to manage their careers.</p>	<p><u>June 23, 2007</u></p>	<p>Human Resources Director, NYC Market</p>
<p>5. <b><u>St. Francis College, Brooklyn, NY- Young Journalists in Training Program-</u></b> Human Resources Director addressed this year’s class about how to begin preparing to obtain internships, cultivate mentoring relationships and ultimately secure employment in the broadcasting industry.</p>	<p><u>November 26, 2007</u></p>	<p>Human Resources Director, NYC Market</p>

**(d) Internship Program.**

<p>The Station had a total of twelve (12) interns from various nearby universities. Three (3) interns during the spring 2007, six (6) interns summer 2007, two (2) during the fall 2007 semester and one (1) during the Spring 2007 starting January 2008. News Room Interns are responsible for assisting in compiling news stories, sound clips and writing. Sales/Marketing Interns are responsible for prospecting leads, sales proposals and helping with all station events.</p>	<p>Ongoing</p>	<p>Station Operations Manager</p>
--	----------------	-----------------------------------