

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period May 23, 2008 – May 22, 2009.

- 1) **Employment Unit Location/Name:** CBS RADIO – PHOENIX
- 2) **Unit Members (List all station call signs and communities of license):** KMLE(FM) Chandler, AZ
KZON(FM) Phoenix, AZ
KOOL-FM Phoenix, AZ
- 3) **EEO Contact Information for Employment Unit:**

Mailing Address: EEO Administrator CBS RADIO 840 NORTH CENTRAL AVENUE PHOENIX, ARIZONA 85004	Telephone Number: (602) 452-1002
	Contact Person: Andrea Joksimovic
	E-mail Address: andrea.joksimovic@cbsradio.com

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

Job Title	Recruitment Source Referring Hiree
1. <u>Midday Talent – KOOL</u>	<u>Internal Referral</u>
2. <u>Payroll/HR – KMLE/KOOL/KZON</u>	<u>www.monster.com</u>
3. <u>Business Development Coordinator - KMLE/KOOL/KZON</u>	<u>Internal Promotion</u>
4. <u>Account Executive – KZON</u>	<u>Internal Referral</u>
5. <u>Account Executive – KZON</u>	<u>Internal Referral</u>
6. <u>Account Executive – KOOL</u>	<u>Rehire</u>
7. <u>Promotion Coordinator – KOOL</u>	<u>Internal Promotion</u>
8. <u>Sales Assistant – KMLE/KOOL/KZON</u>	<u>www.cbsradio.com</u>
9. <u>Production Assistant – KMLE/KOOL/KZON</u>	<u>Internal Promotion</u>
10. <u>Account Executive – KZON</u>	<u>Rehire</u>
11. <u>Account Executive – KMLE</u>	<u>Internal Referral</u>
12. <u>Morning Talent – KZON</u>	<u>Internal Promotion</u>
13. <u>Midday Talent – KZON</u>	<u>Internal Promotion</u>
14. <u>Morning Talent – KMLE</u>	<u>Internal Referral</u>
15. <u>Morning Talent – KMLE</u>	<u>Internal Referral</u>

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|---|---------------------------|
| 16. <u>Morning Talent – KMLE</u> | <u>Internal Referral</u> |
| 17. <u>Director of Engineering –KMLE/KOOL/ KZON</u> | <u>Rehire</u> |
| 18. <u>Account Executive – KZON</u> | <u>Internal Promotion</u> |
| 19. <u>Account Executive – KOOL</u> | <u>Rehire</u> |
| 20. <u>National Sales Assistant KMLE/KOOL/KZON</u> | <u>Internal Referral</u> |
| 21. <u>Account Executive – KOOL</u> | <u>Internal Referral</u> |
| 22. <u>National Sales Manager – KMLE/KOOL/KZON</u> | <u>Rehire</u> |
| 23. <u>Account Executive – KOOL</u> | <u>Internal Referral</u> |

5) Job Title: Midday Talent – KOOL (1)

Referral Source(s) of Hiree: Internal Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster website partnerprograms@monster.com	Bonnie Dowling	Not available	866.378.6224	0	No
Gateway Community College	Jane Davie	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
Arizona State University	Career Services	P.O. Box 870703 Tempe, AZ 85387	480.965.5011	0	No
Scottsdale Community College	Kamala Craig	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
Phoenix College	Anna Shavira	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Phoenix Baptist / Chicanos Por La Causa	Juanita Mingus	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	0	No
National Black MBA Association	Kathy Andrews	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Debra Tso	2601 N. 3 rd Street, Suite 211 Phoenix, AZ 85004	602.263.1017	0	No
Phoenix Women's Commission	Human Resources	550 W. Washington Phoenix, AZ 85003	602.261.8242	0	No
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
Goodwill of Central Arizona	Linda Sherwood	417 N. 16 th Street Phoenix, AZ 85006	602.416.6213	0	Yes
Phoenix J.O.B.S.	Human Resources	1500 E. Thomas Road, Suite 201 Phoenix, AZ 85014	602.254.5921	0	No
Phoenix Workplace	Kathryn Bogar	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	Yes
CBS Radio website www.cbsradio.com	Gloria Navarrette	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website www.koolradio.com	Gloria Navarrette	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website www.kmlenation.com	Gloria Navarrette	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website www.1015JAMZ.com	Gloria Navarrette	4745 N. 7 th Street, Suite 210 Phoenix, AZ 85014	602.212.4700	0	No
Internal Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	1	No

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5) Job Title: Payroll/HR (2)

Referral Source(s) of Hiree: www.monster.com

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster website partnerprograms@monster.com	Bonnie Dowling	Not available	866.378.6224	2	Yes
Gateway Community College	Jane Davie	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
Arizona State University	Career Services	P.O. Box 870703 Tempe, AZ 85387	480.965.5011	0	No
Scottsdale Community College	Kamala Craig	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
Phoenix College	Anna Shavira	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Phoenix Baptist / Chicanos Por La Causa	Juanita Mingus	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	0	No
National Black MBA Association	Kathy Andrews	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Debra Tso	2601 N. 3 rd Street, Suite 211 Phoenix, AZ 85004	602.263.1017	0	No
Phoenix Women's Commission	Human Resources	550 W. Washington Phoenix, AZ 85003	602.261.8242	0	No
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
Goodwill of Central Arizona	Linda Sherwood	417 N. 16 th Street Phoenix, AZ 85006	602.416.6213	0	Yes
Phoenix J.O.B.S.	Human Resources	1500 E. Thomas Road, Suite 201 Phoenix, AZ 85014	602.254.5921	0	No
Phoenix Workplace	Kathryn Bogar	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	Yes
CBS Radio website www.cbsradio.com	N/A	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website www.koolradio.com	Gloria Navarrette	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website www.kmlenation.com	Gloria Navarrette	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website www.1015JAMZ.com	Gloria Navarrette	4745 N. 7 th Street, Suite 210 Phoenix, AZ 85014	602.212.4700	0	No
Internal Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	0	No

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5) Job Title: Business Development Coordinator – KMLE/KOOL/KZON (3) Referral Source(s) of Hiree: Internal Promotion

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster website partnerprograms@monster.com	Bonnie Dowling	Not available	866.378.6224	0	Yes
Gateway Community College	Jane Davie	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
Arizona State University	Career Services	P.O. Box 870703 Tempe, AZ 85387	480.965.5011	0	No
Scottsdale Community College	Kamala Craig	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
Phoenix College	Anna Shavira	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Phoenix Baptist / Chicanos Por La Causa	Juanita Mingus	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	0	No
National Black MBA Association	Kathy Andrews	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Debra Tso	2601 N. 3 rd Street, Suite 211 Phoenix, AZ 85004	602.263.1017	0	No
Phoenix Women's Commission	Human Resources	550 W. Washington Phoenix, AZ 85003	602.261.8242	0	No
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
Goodwill of Central Arizona	Linda Sherwood	417 N. 16 th Street Phoenix, AZ 85006	602.416.6213	0	Yes
Phoenix J.O.B.S.	Human Resources	1500 E. Thomas Road, Suite 201 Phoenix, AZ 85014	602.254.5921	0	No
Phoenix Workplace	Kathryn Bogar	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	Yes
CBS Radio website www.cbsradio.com	Gloria Navarrette	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website www.koolradio.com	Gloria Navarrette	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website www.kmlenation.com	Gloria Navarrette	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website www.1015JAMZ.com	Gloria Navarrette	4745 N. 7 th Street, Suite 210 Phoenix, AZ 85014	602.212.4700	0	No
Internal Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	1	No

5) Job Title: ACCOUNT EXECUTIVE – KZON (4)

Referral Source(s) of Hiree: Internal Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster website partnerprograms@monster.com	Bonnie Dowling	Not available	866.378.6224	0	Yes
Gateway Community College	Jane Davie	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
Arizona State University	Career Services	P.O. Box 870703 Tempe, AZ 85387	480.965.5011	0	No
Scottsdale Community College	Kamala Craig	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
Phoenix College	Anna Shavira	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Phoenix Baptist / Chicanos Por La Causa	Juanita Mingus	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	0	No
National Black MBA Association	Kathy Andrews	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Debra Tso	2601 N. 3 rd Street, Suite 211 Phoenix, AZ 85004	602.263.1017	0	No
Phoenix Women's Commission	Human Resources	550 W. Washington Phoenix, AZ 85003	602.261.8242	0	No
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
Goodwill of Central Arizona	Linda Sherwood	417 N. 16 th Street Phoenix, AZ 85006	602.416.6213	0	Yes
Phoenix J.O.B.S.	Human Resources	1500 E. Thomas Road, Suite 201 Phoenix, AZ 85014	602.254.5921	0	No
Phoenix Workplace	Kathryn Bogar	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	Yes
CBS Radio website www.cbsradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website www.koolradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website www.kmlenation.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website www.1015JAMZ.com	Andrea Joksimovic	4745 N. 7 th Street, Suite 210 Phoenix, AZ 85014	602.212.4700	0	No
Internal Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	1	No

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5) Job Title: Account Executive – KZON (5)

Referral Source(s) of Hiree: Internal Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster website partnerprograms@monster.com	Bonnie Dowling	Not available	866.378.6224	0	Yes
Gateway Community College	Jane Davie	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
Arizona State University	Career Services	P.O. Box 870703 Tempe, AZ 85387	480.965.5011	0	No
Scottsdale Community College	Kamala Craig	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
Phoenix College	Anna Shavira	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Phoenix Baptist / Chicanos Por La Causa	Juanita Mingus	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	0	No
National Black MBA Association	Kathy Andrews	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Debra Tso	2601 N. 3 rd Street, Suite 211 Phoenix, AZ 85004	602.263.1017	0	No
Phoenix Women's Commission	Human Resources	550 W. Washington Phoenix, AZ 85003	602.261.8242	0	No
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
Goodwill of Central Arizona	Linda Sherwood	417 N. 16 th Street Phoenix, AZ 85006	602.416.6213	0	Yes
Phoenix J.O.B.S.	Human Resources	1500 E. Thomas Road, Suite 201 Phoenix, AZ 85014	602.254.5921	0	No
Phoenix Workplace	Kathryn Bogar	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	Yes
CBS Radio website www.cbsradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website www.koolradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website www.kmlenation.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website www.1015JAMZ.com	Andrea Joksimovic	4745 N. 7 th Street, Suite 210 Phoenix, AZ 85014	602.212.4700	0	No
Internal Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	1	No

5) Job Title: ACCOUNT EXECUTIVE – KOOL (6)

Referral Source(s) of Hiree (s): Rehire

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster website partnerprograms@monster.com	Bonnie Dowling	Not available	866.378.6224	0	Yes
Gateway Community College	Jane Davie	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
Arizona State University	Career Services	P.O. Box 870703 Tempe, AZ 85387	480.965.5011	0	No
Scottsdale Community College	Kamala Craig	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
Phoenix College	Anna Shavira	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Phoenix Baptist / Chicanos Por La Causa	Juanita Mingus	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	0	No
National Black MBA Association	Kathy Andrews	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Debra Tso	2601 N. 3 rd Street, Suite 211 Phoenix, AZ 85004	602.263.1017	0	No
Phoenix Women's Commission	Human Resources	550 W. Washington Phoenix, AZ 85003	602.261.8242	0	No
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
Goodwill of Central Arizona	Linda Sherwood	417 N. 16 th Street Phoenix, AZ 85006	602.416.6213	0	Yes
Phoenix J.O.B.S.	Human Resources	1500 E. Thomas Road, Suite 201 Phoenix, AZ 85014	602.254.5921	0	No
Phoenix Workplace	Kathryn Bogar	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	Yes
CBS Radio website www.cbsradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website www.koolradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website www.kmlenation.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website www.1015JAMZ.com	Andrea Joksimovic	4745 N. 7 th Street, Suite 210 Phoenix, AZ 85014	602.212.4700	0	No
Internal Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	1	No

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5) Job Title: Promotion Coordinator – KOOL (7)

Referral Source(s) of Hire: Internal Promotion

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster website partnerprograms@monster.com	Bonnie Dowling	Not available	866.378.6224	0	Yes
Gateway Community College	Jane Davie	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
Arizona State University	Career Services	P.O. Box 870703 Tempe, AZ 85387	480.965.5011	0	No
Scottsdale Community College	Kamala Craig	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
Phoenix College	Anna Shavira	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Phoenix Baptist / Chicanos Por La Causa	Juanita Mingus	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	0	No
National Black MBA Association	Kathy Andrews	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Debra Tso	2601 N. 3 rd Street, Suite 211 Phoenix, AZ 85004	602.263.1017	0	No
Phoenix Women's Commission	Human Resources	550 W. Washington Phoenix, AZ 85003	602.261.8242	0	No
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
Goodwill of Central Arizona	Linda Sherwood	417 N. 16 th Street Phoenix, AZ 85006	602.416.6213	0	Yes
Phoenix J.O.B.S.	Human Resources	1500 E. Thomas Road, Suite 201 Phoenix, AZ 85014	602.254.5921	0	No
Phoenix Workplace	Kathryn Bogar	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	Yes
CBS Radio website www.cbsradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	1	No
KOOL website www.koolradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website www.kmlenation.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website www.1015JAMZ.com	Andrea Joksimovic	4745 N. 7 th Street, Suite 210 Phoenix, AZ 85014	602.212.4700	0	No
Internal Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	0	No

5) Job Title: Sales Assistant –KMLE/KOOL/KZON (8) Referral Source(s) of Hiree: www.cbsradio.com

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster website partnerprograms@monster.com	Bonnie Dowling	Not available	866.378.6224	0	Yes
Gateway Community College	Jane Davie	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
Arizona State University	Career Services	P.O. Box 870703 Tempe, AZ 85387	480.965.5011	0	No
Scottsdale Community College	Kamala Craig	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
Phoenix College	Anna Shavira	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Phoenix Baptist / Chicanos Por La Causa	Juanita Mingus	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	0	No
National Black MBA Association	Kathy Andrews	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Debra Tso	2601 N. 3 rd Street, Suite 211 Phoenix, AZ 85004	602.263.1017	0	No
Phoenix Women's Commission	Human Resources	550 W. Washington Phoenix, AZ 85003	602.261.8242	0	No
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
Goodwill of Central Arizona	Linda Sherwood	417 N. 16 th Street Phoenix, AZ 85006	602.416.6213	0	Yes
Phoenix J.O.B.S.	Human Resources	1500 E. Thomas Road, Suite 201 Phoenix, AZ 85014	602.254.5921	0	No
Phoenix Workplace	Kathryn Bogar	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	Yes
CBS Radio website www.cbsradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	1	No
KOOL website www.koolradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website www.kmlenation.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website www.1015JAMZ.com	Andrea Joksimovic	4745 N. 7 th Street, Suite 210 Phoenix, AZ 85014	602.212.4700	0	No
Internal Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	1	No

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5) Job Title: Production Assistant KMLE/KOOL/KZON (9)

Referral Source(s) of Hiree: Internal Promotion

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster website partnerprograms@monster.com	Bonnie Dowling	Not available	866.378.6224	0	Yes
Gateway Community College	Jane Davie	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
Arizona State University	Career Services	P.O. Box 870703 Tempe, AZ 85387	480.965.5011	0	No
Scottsdale Community College	Kamala Craig	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
Phoenix College	Anna Shavira	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Phoenix Baptist / Chicanos Por La Causa	Juanita Mingus	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	0	No
National Black MBA Association	Kathy Andrews	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Debra Tso	2601 N. 3 rd Street, Suite 211 Phoenix, AZ 85004	602.263.1017	0	No
Phoenix Women's Commission	Human Resources	550 W. Washington Phoenix, AZ 85003	602.261.8242	0	No
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
Goodwill of Central Arizona	Linda Sherwood	417 N. 16 th Street Phoenix, AZ 85006	602.416.6213	0	Yes
Phoenix J.O.B.S.	Human Resources	1500 E. Thomas Road, Suite 201 Phoenix, AZ 85014	602.254.5921	0	No
Phoenix Workplace	Kathryn Bogar	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	Yes
CBS Radio website www.cbsradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website www.koolradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website www.kmlenation.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website www.1015JAMZ.com	Andrea Joksimovic	4745 N. 7 th Street, Suite 210 Phoenix, AZ 85014	602.212.4700	0	No
Internal Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	1	No

5) Job Title: Account Executive – KZON (10)

Referral Source(s) of Hiree: Rehire

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster website partnerprograms@monster.com	Bonnie Dowling	Not available	866.378.6224	0	Yes
Gateway Community College	Jane Davie	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
Arizona State University	Career Services	P.O. Box 870703 Tempe, AZ 85387	480.965.5011	0	No
Scottsdale Community College	Kamala Craig	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
Phoenix College	Anna Shavira	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Phoenix Baptist / Chicanos Por La Causa	Juanita Mingus	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	0	No
National Black MBA Association	Kathy Andrews	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Debra Tso	2601 N. 3 rd Street, Suite 211 Phoenix, AZ 85004	602.263.1017	0	No
Phoenix Women's Commission	Human Resources	550 W. Washington Phoenix, AZ 85003	602.261.8242	0	No
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
Goodwill of Central Arizona	Linda Sherwood	417 N. 16 th Street Phoenix, AZ 85006	602.416.6213	0	Yes
Phoenix J.O.B.S.	Human Resources	1500 E. Thomas Road, Suite 201 Phoenix, AZ 85014	602.254.5921	0	No
Phoenix Workplace	Kathryn Bogar	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	Yes
CBS Radio website www.cbsradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website www.koolradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website www.kmlenation.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website www.1015JAMZ.com	Andrea Joksimovic	4745 N. 7 th Street, Suite 210 Phoenix, AZ 85014	602.212.4700	0	No
Internal Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	1	No

5) Job Title: Account Executive – KMLE (11)

Referral Source(s) of Hiree: Internal Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster website partnerprograms@monster.com	Bonnie Dowling	Not available	866.378.6224	0	Yes
Gateway Community College	Jane Davie	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
Arizona State University	Career Services	P.O. Box 870703 Tempe, AZ 85387	480.965.5011	0	No
Scottsdale Community College	Kamala Craig	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
Phoenix College	Anna Shavira	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Phoenix Baptist / Chicanos Por La Causa	Juanita Mingus	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	0	No
National Black MBA Association	Kathy Andrews	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Debra Tso	2601 N. 3 rd Street, Suite 211 Phoenix, AZ 85004	602.263.1017	0	No
Phoenix Women's Commission	Human Resources	550 W. Washington Phoenix, AZ 85003	602.261.8242	0	No
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
Goodwill of Central Arizona	Linda Sherwood	417 N. 16 th Street Phoenix, AZ 85006	602.416.6213	0	Yes
Phoenix J.O.B.S.	Human Resources	1500 E. Thomas Road, Suite 201 Phoenix, AZ 85014	602.254.5921	0	No
Phoenix Workplace	Kathryn Bogar	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	Yes
CBS Radio website www.cbsradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website www.koolradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website www.kmlenation.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website www.1015JAMZ.com	Andrea Joksimovic	4745 N. 7 th Street, Suite 210 Phoenix, AZ 85014	602.212.4700	0	No
Internal Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	1	No

5) Job Title: Morning Talent – KZON (12)

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

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster website partnerprograms@monster.com	Bonnie Dowling	Not available	866.378.6224	0	Yes
Gateway Community College	Jane Davie	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
Arizona State University	Career Services	P.O. Box 870703 Tempe, AZ 85387	480.965.5011	0	No
Scottsdale Community College	Kamala Craig	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
Phoenix College	Anna Shavira	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Phoenix Baptist / Chicanos Por La Causa	Juanita Mingus	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	0	No
National Black MBA Association	Kathy Andrews	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Debra Tso	2601 N. 3 rd Street, Suite 211 Phoenix, AZ 85004	602.263.1017	0	No
Phoenix Women's Commission	Human Resources	550 W. Washington Phoenix, AZ 85003	602.261.8242	0	No
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
Goodwill of Central Arizona	Linda Sherwood	417 N. 16 th Street Phoenix, AZ 85006	602.416.6213	0	Yes
Phoenix J.O.B.S.	Human Resources	1500 E. Thomas Road, Suite 201 Phoenix, AZ 85014	602.254.5921	0	No
Phoenix Workplace	Kathryn Bogar	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	Yes
CBS Radio website www.cbsradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website www.koolradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website www.kmlenation.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website www.1015JAMZ.com	Andrea Joksimovic	4745 N. 7 th Street, Suite 210 Phoenix, AZ 85014	602.212.4700	0	No
Internal Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	1	No

5) Job Title: Midday Talent – KZON (13)

Referral Source(s) of Hire: Internal Promotion

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster website partnerprograms@monster.com	Bonnie Dowling	Not available	866.378.6224	0	Yes
Gateway Community College	Jane Davie	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
Arizona State University	Career Services	P.O. Box 870703 Tempe, AZ 85387	480.965.5011	0	No
Scottsdale Community College	Kamala Craig	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
Phoenix College	Anna Shavira	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Phoenix Baptist / Chicanos Por La Causa	Juanita Mingus	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	0	No
National Black MBA Association	Kathy Andrews	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Debra Tso	2601 N. 3 rd Street, Suite 211 Phoenix, AZ 85004	602.263.1017	0	No
Phoenix Women's Commission	Human Resources	550 W. Washington Phoenix, AZ 85003	602.261.8242	0	No
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
Goodwill of Central Arizona	Linda Sherwood	417 N. 16 th Street Phoenix, AZ 85006	602.416.6213	0	Yes
Phoenix J.O.B.S.	Human Resources	1500 E. Thomas Road, Suite 201 Phoenix, AZ 85014	602.254.5921	0	No
Phoenix Workplace	Kathryn Bogar	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	Yes
CBS Radio website www.cbsradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website www.koolradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website www.kmlenation.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website www.1015JAMZ.com	Andrea Joksimovic	4745 N. 7 th Street, Suite 210 Phoenix, AZ 85014	602.212.4700	0	No
Internal Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	1	No

5) Job Title: Morning Talent – KMLE (14)

Referral Source(s) of Hire: Internal Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster website partnerprograms@monster.com	Bonnie Dowling	Not available	866.378.6224	0	Yes
Gateway Community College	Jane Davie	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
Arizona State University	Career Services	P.O. Box 870703 Tempe, AZ 85387	480.965.5011	0	No
Scottsdale Community College	Kamala Craig	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
Phoenix College	Anna Shavira	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Phoenix Baptist / Chicanos Por La Causa	Juanita Mingus	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	0	No
National Black MBA Association	Kathy Andrews	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Debra Tso	2601 N. 3 rd Street, Suite 211 Phoenix, AZ 85004	602.263.1017	0	No
Phoenix Women's Commission	Human Resources	550 W. Washington Phoenix, AZ 85003	602.261.8242	0	No
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
Goodwill of Central Arizona	Linda Sherwood	417 N. 16 th Street Phoenix, AZ 85006	602.416.6213	0	Yes
Phoenix J.O.B.S.	Human Resources	1500 E. Thomas Road, Suite 201 Phoenix, AZ 85014	602.254.5921	0	No
Phoenix Workplace	Kathryn Bogar	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	Yes
CBS Radio website www.cbsradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website www.koolradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website www.kmlenation.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website www.1015JAMZ.com	Andrea Joksimovic	4745 N. 7 th Street, Suite 210 Phoenix, AZ 85014	602.212.4700	0	No
Internal Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	1	No

5) Job Title: Morning Talent – KMLE (15)

Referral Source(s) of Hire: Internal Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster website partnerprograms@monster.com	Bonnie Dowling	Not available	866.378.6224	0	Yes
Gateway Community College	Jane Davie	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
Arizona State University	Career Services	P.O. Box 870703 Tempe, AZ 85387	480.965.5011	0	No
Scottsdale Community College	Kamala Craig	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
Phoenix College	Anna Shavira	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Phoenix Baptist / Chicanos Por La Causa	Juanita Mingus	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	0	No
National Black MBA Association	Kathy Andrews	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Debra Tso	2601 N. 3 rd Street, Suite 211 Phoenix, AZ 85004	602.263.1017	0	No
Phoenix Women's Commission	Human Resources	550 W. Washington Phoenix, AZ 85003	602.261.8242	0	No
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
Goodwill of Central Arizona	Linda Sherwood	417 N. 16 th Street Phoenix, AZ 85006	602.416.6213	0	Yes
Phoenix J.O.B.S.	Human Resources	1500 E. Thomas Road, Suite 201 Phoenix, AZ 85014	602.254.5921	0	No
Phoenix Workplace	Kathryn Bogar	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	Yes
CBS Radio website www.cbsradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website www.koolradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website www.kmlenation.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website www.1015JAMZ.com	Andrea Joksimovic	4745 N. 7 th Street, Suite 210 Phoenix, AZ 85014	602.212.4700	0	No
Internal Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	1	No

5) Job Title: Morning Talent – KMLE (16)

Referral Source(s) of Hiree: Internal Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster website partnerprograms@monster.com	Bonnie Dowling	Not available	866.378.6224	0	Yes
Gateway Community College	Jane Davie	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
Arizona State University	Career Services	P.O. Box 870703 Tempe, AZ 85387	480.965.5011	0	No
Scottsdale Community College	Kamala Craig	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
Phoenix College	Anna Shavira	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Phoenix Baptist / Chicanos Por La Causa	Juanita Mingus	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	0	No
National Black MBA Association	Kathy Andrews	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Debra Tso	2601 N. 3 rd Street, Suite 211 Phoenix, AZ 85004	602.263.1017	0	No
Phoenix Women's Commission	Human Resources	550 W. Washington Phoenix, AZ 85003	602.261.8242	0	No
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
Goodwill of Central Arizona	Linda Sherwood	417 N. 16 th Street Phoenix, AZ 85006	602.416.6213	0	Yes
Phoenix J.O.B.S.	Human Resources	1500 E. Thomas Road, Suite 201 Phoenix, AZ 85014	602.254.5921	0	No
Phoenix Workplace	Kathryn Bogar	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	Yes
CBS Radio website www.cbsradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website www.koolradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website www.kmlenation.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website www.1015JAMZ.com	Andrea Joksimovic	4745 N. 7 th Street, Suite 210 Phoenix, AZ 85014	602.212.4700	0	No
Internal Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	1	No

5) Job Title: Director of Engineering – KMLE/KOOL/KZON (17)

Referral Source(s) of Hiree: Rehire

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster website partnerprograms@monster.com	Bonnie Dowling	Not available	866.378.6224	0	Yes
Gateway Community College	Jane Davie	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
Arizona State University	Career Services	P.O. Box 870703 Tempe, AZ 85387	480.965.5011	0	No
Scottsdale Community College	Kamala Craig	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
Phoenix College	Anna Shavira	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Phoenix Baptist / Chicanos Por La Causa	Juanita Mingus	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	0	No
National Black MBA Association	Kathy Andrews	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Debra Tso	2601 N. 3 rd Street, Suite 211 Phoenix, AZ 85004	602.263.1017	0	No
Phoenix Women's Commission	Human Resources	550 W. Washington Phoenix, AZ 85003	602.261.8242	0	No
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
Goodwill of Central Arizona	Linda Sherwood	417 N. 16 th Street Phoenix, AZ 85006	602.416.6213	0	Yes
Phoenix J.O.B.S.	Human Resources	1500 E. Thomas Road, Suite 201 Phoenix, AZ 85014	602.254.5921	0	No
Phoenix Workplace	Kathryn Bogar	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	Yes
CBS Radio website www.cbsradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	1	No
KOOL website www.koolradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website www.kmlenation.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website www.1015JAMZ.com	Andrea Joksimovic	4745 N. 7 th Street, Suite 210 Phoenix, AZ 85014	602.212.4700	0	No
Internal Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	3	No

5) Job Title: Account Executive – KZON (18)

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

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster website partnerprograms@monster.com	Bonnie Dowling	Not available	866.378.6224	0	Yes
Gateway Community College	Jane Davie	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
Arizona State University	Career Services	P.O. Box 870703 Tempe, AZ 85387	480.965.5011	0	No
Scottsdale Community College	Kamala Craig	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
Phoenix College	Anna Shavira	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Phoenix Baptist / Chicanos Por La Causa	Juanita Mingus	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	0	No
National Black MBA Association	Kathy Andrews	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Debra Tso	2601 N. 3 rd Street, Suite 211 Phoenix, AZ 85004	602.263.1017	0	No
Phoenix Women's Commission	Human Resources	550 W. Washington Phoenix, AZ 85003	602.261.8242	0	No
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
Goodwill of Central Arizona	Linda Sherwood	417 N. 16 th Street Phoenix, AZ 85006	602.416.6213	0	Yes
Phoenix J.O.B.S.	Human Resources	1500 E. Thomas Road, Suite 201 Phoenix, AZ 85014	602.254.5921	0	No
Phoenix Workplace	Kathryn Bogar	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	Yes
CBS Radio website www.cbsradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website www.koolradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website www.kmlenation.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website www.1015JAMZ.com	Andrea Joksimovic	4745 N. 7 th Street, Suite 210 Phoenix, AZ 85014	602.212.4700	0	No
Internal Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	1	No

5) Job Title: Account Executive – KOOL (19)

Referral Source(s) of Hiree: Rehire

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster website partnerprograms@monster.com	Bonnie Dowling	Not available	866.378.6224	0	Yes
Gateway Community College	Jane Davie	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
Arizona State University	Career Services	P.O. Box 870703 Tempe, AZ 85387	480.965.5011	0	No
Scottsdale Community College	Kamala Craig	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
Phoenix College	Anna Shavira	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Phoenix Baptist / Chicanos Por La Causa	Juanita Mingus	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	0	No
National Black MBA Association	Kathy Andrews	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Debra Tso	2601 N. 3 rd Street, Suite 211 Phoenix, AZ 85004	602.263.1017	0	No
Phoenix Women's Commission	Human Resources	550 W. Washington Phoenix, AZ 85003	602.261.8242	0	No
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
Goodwill of Central Arizona	Linda Sherwood	417 N. 16 th Street Phoenix, AZ 85006	602.416.6213	0	Yes
Phoenix J.O.B.S.	Human Resources	1500 E. Thomas Road, Suite 201 Phoenix, AZ 85014	602.254.5921	0	No
Phoenix Workplace	Kathryn Bogar	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	Yes
CBS Radio website www.cbsradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website www.koolradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website www.kmlenation.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website www.1015JAMZ.com	Andrea Joksimovic	4745 N. 7 th Street, Suite 210 Phoenix, AZ 85014	602.212.4700	0	No
Internal Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	1	No

5) Job Title: National Sales Assistant –KMLE/KOOL/KZON (20) Referral Source(s) of Hiree: Internal Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster website partnerprograms@monster.com	Bonnie Dowling	Not available	866.378.6224	0	Yes
Gateway Community College	Jane Davie	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
Arizona State University	Career Services	P.O. Box 870703 Tempe, AZ 85387	480.965.5011	0	No
Scottsdale Community College	Kamala Craig	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
Phoenix College	Anna Shavira	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Phoenix Baptist / Chicanos Por La Causa	Juanita Mingus	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	0	No
National Black MBA Association	Kathy Andrews	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Debra Tso	2601 N. 3 rd Street, Suite 211 Phoenix, AZ 85004	602.263.1017	0	No
Phoenix Women's Commission	Human Resources	550 W. Washington Phoenix, AZ 85003	602.261.8242	0	No
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
Goodwill of Central Arizona	Linda Sherwood	417 N. 16 th Street Phoenix, AZ 85006	602.416.6213	0	Yes
Phoenix J.O.B.S.	Human Resources	1500 E. Thomas Road, Suite 201 Phoenix, AZ 85014	602.254.5921	0	No
Phoenix Workplace	Kathryn Bogar	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	Yes
CBS Radio website www.cbsradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website www.koolradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website www.kmlenation.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website www.1015JAMZ.com	Andrea Joksimovic	4745 N. 7 th Street, Suite 210 Phoenix, AZ 85014	602.212.4700	0	No
Internal Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	1	No

5) Job Title: Account Executive – KOOL (21)

Referral Source(s) of Hiree: Internal Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster website partnerprograms@monster.com	Bonnie Dowling	Not available	866.378.6224	0	Yes
Gateway Community College	Jane Davie	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
Arizona State University	Career Services	P.O. Box 870703 Tempe, AZ 85387	480.965.5011	0	No
Scottsdale Community College	Kamala Craig	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
Phoenix College	Anna Shavira	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Phoenix Baptist / Chicanos Por La Causa	Juanita Mingus	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	0	No
National Black MBA Association	Kathy Andrews	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Debra Tso	2601 N. 3 rd Street, Suite 211 Phoenix, AZ 85004	602.263.1017	0	No
Phoenix Women's Commission	Human Resources	550 W. Washington Phoenix, AZ 85003	602.261.8242	0	No
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
Goodwill of Central Arizona	Linda Sherwood	417 N. 16 th Street Phoenix, AZ 85006	602.416.6213	0	Yes
Phoenix J.O.B.S.	Human Resources	1500 E. Thomas Road, Suite 201 Phoenix, AZ 85014	602.254.5921	0	No
Phoenix Workplace	Kathryn Bogar	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	Yes
CBS Radio website www.cbsradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website www.koolradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website www.kmlenation.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website www.1015JAMZ.com	Andrea Joksimovic	4745 N. 7 th Street, Suite 210 Phoenix, AZ 85014	602.212.4700	0	No
Internal Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	1	No

5) Job Title: National Sales Manager KMLE/KOOL/KZON (22)

Referral Source(s) of Hiree: Rehire

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster website partnerprograms@monster.com	Bonnie Dowling	Not available	866.378.6224	0	Yes
Gateway Community College	Jane Davie	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
Arizona State University	Career Services	P.O. Box 870703 Tempe, AZ 85387	480.965.5011	0	No
Scottsdale Community College	Kamala Craig	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
Phoenix College	Anna Shavira	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Phoenix Baptist / Chicanos Por La Causa	Juanita Mingus	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	0	No
National Black MBA Association	Kathy Andrews	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Debra Tso	2601 N. 3 rd Street, Suite 211 Phoenix, AZ 85004	602.263.1017	0	No
Phoenix Women's Commission	Human Resources	550 W. Washington Phoenix, AZ 85003	602.261.8242	0	No
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
Goodwill of Central Arizona	Linda Sherwood	417 N. 16 th Street Phoenix, AZ 85006	602.416.6213	0	Yes
Phoenix J.O.B.S.	Human Resources	1500 E. Thomas Road, Suite 201 Phoenix, AZ 85014	602.254.5921	0	No
Phoenix Workplace	Kathryn Bogar	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	Yes
CBS Radio website www.cbsradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website www.koolradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website www.kmlenation.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website www.1015JAMZ.com	Andrea Joksimovic	4745 N. 7 th Street, Suite 210 Phoenix, AZ 85014	602.212.4700	0	No
Internal Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	1	No

5) Job Title: Account Executive – KOOL (23)

Referral Source(s) of Hiree: Internal Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster website partnerprograms@monster.com	Bonnie Dowling	Not available	866.378.6224	0	Yes
Gateway Community College	Jane Davie	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
Arizona State University	Career Services	P.O. Box 870703 Tempe, AZ 85387	480.965.5011	0	No
Scottsdale Community College	Kamala Craig	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
Phoenix College	Anna Shavira	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Phoenix Baptist / Chicanos Por La Causa	Juanita Mingus	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	0	No
National Black MBA Association	Kathy Andrews	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Debra Tso	2601 N. 3 rd Street, Suite 211 Phoenix, AZ 85004	602.263.1017	0	No
Phoenix Women's Commission	Human Resources	550 W. Washington Phoenix, AZ 85003	602.261.8242	0	No
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
Goodwill of Central Arizona	Linda Sherwood	417 N. 16 th Street Phoenix, AZ 85006	602.416.6213	0	Yes
Phoenix J.O.B.S.	Human Resources	1500 E. Thomas Road, Suite 201 Phoenix, AZ 85014	602.254.5921	0	No
Phoenix Workplace	Kathryn Bogar	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	Yes
CBS Radio website www.cbsradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website www.koolradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website www.kmlenation.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website www.1015JAMZ.com	Andrea Joksimovic	4745 N. 7 th Street, Suite 210 Phoenix, AZ 85014	602.212.4700	0	No
Internal Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	1	No

- 6) **Total # of Interviewees Referred:** For the period from May 23, 2008 through May 22, 2009, this Employment Unit interviewed 27 interviewees for full-time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Number of Interviewees</u>
1. Internal Referral	23
2. www.monster.com	2
3. www.cbsradio.com	2

7) Supplemental Recruitment Measures.

A) Participation in Job Fairs

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
CBS Radio Phoenix participated in the 2009 Broadcasters Career Fair at Scottsdale Community College. This career fair targeted those individuals interested in learning about career opportunities in the broadcasting industry. Interested applicants were directed to www.cbsradio.com to apply. The Market Human Resources Representative, who has substantial responsibility in making hiring decisions, attended the Career Fair along with the National Sales Assistant who oversees the CBS Radio Phoenix Internship Program and is responsible for hiring interns for the program.	4/9/2009	Market Human Resources Representative National Sales Assistant

B) Participation in General Outreach Efforts using Job Banks or Internet Programs or other programs that are not primarily directed to providing notification of specific job vacancies.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
1. CBS Radio Phoenix makes contributions to the CBS Radio career website (www.cbsradio.com) which contains information designed to inform the general public of numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them.	Ongoing	Market Human Resources Representative
2. CBS Radio Phoenix has included language on the three stations' websites (www.kmlenation.com, www.koolradio.com, and 1015jamz.com) which contains information designed to inform the general public of numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them.	Continual Posting	Market Human Resources Representative
3. CBS Radio Phoenix airs general broadcast announcements on KMLE, KOOL, and KZON about various career opportunities available at CBS Radio Stations.	Weekly Announcements on KMLE, KOOL, and KZON.	On-Air Talent

C) Internship Program

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
CBS Radio Phoenix has an internship program in connection with its on-going partnership with the Arizona State University Internship Coordinator at The	Ongoing	KZON Promotions Director KMLE Promotions Director

CBS Radio Phoenix is an Equal Opportunity Employer.

<p>W.P. Carey School of Business. CBS Radio Phoenix employed part-time interns for the Fall, Spring and Summer semesters. The interns' duties consist of attending internal and external meetings with clients, participating in presentations with clients and assisting in the overall operations of the radio stations. Depending on the college advisor, interns can earn up to 3 credits per semester.</p>		<p>KOOL Promotions Director National Sales Assistant</p>
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D) Participation in Educational Events

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
<p>The CBS Radio Phoenix Market Manager is a member of the Cronkite Endowment Board of Trustees, Arizona State University/Walter Cronkite School of Business. The Board meets quarterly and consists of Phoenix-area media owners, managers, publishers, executives and editors. The board appropriates funding discretionary program enhancements and program development.</p>	<p>Ongoing</p>	<p>Market Manager</p>
<p>On September 18, 2008, the CBS Radio Phoenix Market Manager spoke to freshman and sophomore marketing classes at the W.P. Carey School of Business at the Arizona State University. The Market Manager discussed the business of marketing to potential clients and client agencies. The Market Manager represented all CBS Radio Phoenix stations when informing students about the target demographics for all three stations.</p>	<p>9/18/2008</p>	<p>Market Manager</p>

E) Training Management Personnel

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
<p>Training for all Department Managers regarding the methods of ensuring equal opportunity and preventing discrimination. Training is provided via webinar by the VP of Human Resources and the CBS Radio Legal Department.</p>	<p>5/22/2009</p>	<p>All Department Managers and any individuals with substantial responsibility in making hiring decisions.</p>