

EEO PUBLIC FILE REPORT

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

- 1) **Employment Unit Location/Name:** CBS RADIO – PHOENIX MARKET
- 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>Digital Sales Manager –KMLE/KOOL/KZON (June 10)</u>	<u>Employee Referral</u>
2. <u>Sales Associate – KMLE/KOOL/KZON (June 10)</u>	<u>Employee Referral</u>
3. <u>Account Executive – KZON (July 10)</u>	<u>Employee Referral/Rehire</u>
4. <u>Account Executive – KZON (July 10)</u>	<u>CBSRadio.com</u>
5. <u>Account Executive – KMLE (Aug 10)</u>	<u>indeed.com</u>
6. <u>Program Director – KZON (Aug 10)</u>	<u>CBSRadio.com</u>
7. <u>Marketing & Promotions Director – KMLE/KOOL/KZON (Aug 10)</u>	<u>CBSRadio.com</u>
8. <u>Account Executive – KOOL (Sept 10)</u>	<u>Monster Job Board</u>
9. <u>Morning On Air Talent – KZON (Sept 10)</u>	<u>Employee Referral</u>
10. <u>Sales Assistant – KMLE/KOOL/KZON (Oct 10)</u>	<u>Internal Promotion</u>
11. <u>General Sales Manager –KMLE/KOOL (Oct 10)</u>	<u>CBSRadio.com</u>
12. <u>Account Executive – KMLE/KOOL/KZON (Oct 10)</u>	<u>Employee Referral</u>
13. <u>Account Executive – KMLE (Nov 10)</u>	<u>CBSRadio.com</u>
14. <u>Account Executive – KZON (Nov 10)</u>	<u>CBSRadio.com</u>

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

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

Job Title	Recruitment Source Referring Hiree
15. <u>Account Executive – KZON (Nov 10)</u>	<u>CBSRadio.com</u>
16. <u>Midday On Air Talent – KZON (Dec 10)</u>	<u>Employee Referral/Rehire</u>
17. <u>Account Executive – KOOL (Jan 11)</u>	<u>Employee Referral</u>
18. <u>Engineer – KMLE/KOOL/KZON (Jan 11)</u>	<u>Internal Promotion</u>
19. <u>Traffic Manager – KMLE (Jan 11)</u>	<u>Employee Referral/Rehire</u>
20. <u>Digital Content Coordinator – KMLE/KOOL/KZON (Feb 11)</u>	<u>Internal Promotion</u>
21. <u>General Sales Manager – KZON (Feb 11)</u>	<u>Employee Referral</u>
22. <u>Account Executive – KZON (Feb 11)</u>	<u>Employee Referral</u>
23. <u>Account Executive – KZON (Apr 11)</u>	<u>Employee Referral</u>
24. <u>Account Executive – KZON (Apr 11)</u>	<u>Employee Referral</u>
25. <u>Sales Manager – KMLE (Apr 11)</u>	<u>Internal Promotion</u>

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

5) Job Title: Digital Sales Manager – KMLE/KOOL/KZON (1) Referral Source(s) of Hiree: Employee 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)
Arizona Women's Education & Employment	Career Services	640 N. 1 st Ave, Phoenix, AZ 85003	602-223-4333	0	No
Governor's Office of Equal Opportunity	Career Services	1700 W. Washington, #156 Phoenix, AZ 85007	602-542-3711	0	No
Gateway Community College	Career Services	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
ASU Cronkite School of Journalism	Career Services	555 N. Central Ave., #302 Phoenix, AZ 85004	480.965.5011	0	No
Scottsdale Community College	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 th St. Phoenix, AZ 85040	602-243-8000	0	No
Phoenix College	Career Services	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Arizona OIC	Placement Services	39 Jackson St. Phoenix, AZ 85004	602-254-5081	0	No
National Black MBA Association	Human Resources	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Human Resources	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Human Resources	4520 N. Central Ave., Ste 250 Phoenix, AZ 85012	602.263.1017	0	No
Maricopa Workforce Connections	Sheila Shedd	1840 N. 95 th Ave, Ste 160 Phoenix, AZ 85037	602-372-4269	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 th Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 th St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona Workforce Development	Victor Carbajal	2626 W. Beryl Ave. Phoenix, Arizona 85021	602-535-4170	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 th Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Indeed.com	N/A	www.indeed.com	N/A	1	No
Linked In	N/A	www.linkedin.com	N/A	1	No
CBS Radio Career Center www.cbsradio.com	Andrea Joksimovic	www.cbsradio.com	602.452.1002	2	No
Career Builder	N/A	www.careerbuilder.com	N/A	1	No
CBS Corporation Career Center	N/A	www.cbcorporation.com	N/A	0	No
Monster Job Board	N/A	www.monster.com	N/A	3	No
Inside Radio	N/A	www.insideradio.com	N/A	1	No
Employee Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	1	No

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5) Job Title: Sales Associate – KMLE/KOOL/KZON (2)

Referral Source(s) of Hire: Employee 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)
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
CBS Radio Career Center www.cbsradio.com	Andrea Joksimovic	www.cbsradio.com	602.452.1002	3	No
Career Builder	N/A	www.careerbuilder.com	N/A	1	No
CBS Corporation Career Center	N/A	www.cbcorporation.com	N/A	0	No
Monster Job Board	N/A	www.monster.com	N/A	0	No
Employee 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 (3)

Referral Source(s) of Hire: Employee Referral/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)
Arizona Women's Education & Employment	Career Services	640 N. 1 st Ave, Phoenix, AZ 85003	602-223-4333	0	No
Governor's Office of Equal Opportunity	Career Services	1700 W. Washington, #156 Phoenix, AZ 85007	602-542-3711	0	No
Gateway Community College	Career Services	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
ASU Cronkite School of Journalism	Career Services	555 N. Central Ave., #302 Phoenix, AZ 85004	480.965.5011	0	No
Scottsdale Community College	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 th St. Phoenix, AZ 85040	602-243-8000	0	No
Phoenix College	Career Services	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Arizona OIC	Placement Services	39 Jackson St. Phoenix, AZ 85004	602-254-5081	0	No
National Black MBA Association	Human Resources	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Human Resources	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Human Resources	4520 N. Central Ave., Ste 250 Phoenix, AZ 85012	602.263.1017	0	No
Maricopa Workforce Connections	Sheila Shedd	1840 N. 95 th Ave, Ste 160 Phoenix, AZ 85037	602-372-4269	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 th Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 th St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona Workforce Development	Victor Carbajal	2626 W. Beryl Ave. Phoenix, Arizona 85021	602-535-4170	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 th Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Indeed.com	N/A	www.indeed.com	N/A	0	No
CBS Radio Career Center www.cbsradio.com	Andrea Joksimovic	www.cbsradio.com	602.452.1002	0	No
Career Builder	N/A	www.careerbuilder.com	N/A	0	No
CBS Corporation Career Center	N/A	www.cbcorporation.com	N/A	0	No
Monster Job Board	N/A	www.monster.com	N/A	0	No
Inside Radio	N/A	www.insideradio.com	N/A	0	No
Employee 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 (4)

Referral Source(s) of Hire: 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)
Arizona Women's Education & Employment	Career Services	640 N. 1 st Ave, Phoenix, AZ 85003	602-223-4333	0	No
Governor's Office of Equal Opportunity	Career Services	1700 W. Washington, #156 Phoenix, AZ 85007	602-542-3711	0	No
Gateway Community College	Career Services	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
ASU Cronkite School of Journalism	Career Services	555 N. Central Ave., #302 Phoenix, AZ 85004	480.965.5011	0	No
Scottsdale Community College	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 th St. Phoenix, AZ 85040	602-243-8000	0	No
Phoenix College	Career Services	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Arizona OIC	Placement Services	39 Jackson St. Phoenix, AZ 85004	602-254-5081	0	No
National Black MBA Association	Human Resources	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Human Resources	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Human Resources	4520 N. Central Ave., Ste 250 Phoenix, AZ 85012	602.263.1017	0	No
Maricopa Workforce Connections	Sheila Shedd	1840 N. 95 th Ave, Ste 160 Phoenix, AZ 85037	602-372-4269	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 th Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 th St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona Workforce Development	Victor Carbajal	2626 W. Beryl Ave. Phoenix, Arizona 85021	602-535-4170	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 th Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Indeed.com	N/A	www.indeed.com	N/A	1	No
CBS Radio Career Center www.cbsradio.com	Andrea Joksimovic	www.cbsradio.com	602.452.1002	1	No
Career Builder	N/A	www.careerbuilder.com	N/A	0	No
CBS Corporation Career Center	N/A	www.cbcorporation.com	N/A	0	No
Monster Job Board	N/A	www.monster.com	N/A	0	No
Employee Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	0	No

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

Referral Source(s) of Hiree: indeed.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)
Arizona Women's Education & Employment	Career Services	640 N. 1 st Ave, Phoenix, AZ 85003	602-223-4333	0	No
Governor's Office of Equal Opportunity	Career Services	1700 W. Washington, #156 Phoenix, AZ 85007	602-542-3711	0	No
Gateway Community College	Career Services	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
ASU Cronkite School of Journalism	Career Services	555 N. Central Ave., #302 Phoenix, AZ 85004	480.965.5011	0	No
Scottsdale Community College	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 th St. Phoenix, AZ 85040	602-243-8000	0	No
Phoenix College	Career Services	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Arizona OIC	Placement Services	39 Jackson St. Phoenix, AZ 85004	602-254-5081	0	No
National Black MBA Association	Human Resources	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Human Resources	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Human Resources	4520 N. Central Ave., Ste 250 Phoenix, AZ 85012	602.263.1017	0	No
Maricopa Workforce Connections	Sheila Shedd	1840 N. 95 th Ave, Ste 160 Phoenix, AZ 85037	602-372-4269	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 th Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 th St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona Workforce Development	Victor Carbajal	2626 W. Beryl Ave. Phoenix, Arizona 85021	602-535-4170	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 th Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Indeed.com	N/A	www.indeed.com	N/A	1	No
CBS Radio Career Center www.cbsradio.com	Andrea Joksimovic	www.cbsradio.com	602.452.1002	0	No
Career Builder	N/A	www.careerbuilder.com	N/A	0	No
CBS Corporation Career Center	N/A	www.cbcorporation.com	N/A	0	No
Monster Job Board	N/A	www.monster.com	N/A	0	No
Employee Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	0	No

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5) Job Title: Program Director -KZON (6)

Referral Source(s) of Hire: 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)
Arizona Women's Education & Employment	Career Services	640 N. 1 st Ave, Phoenix, AZ 85003	602-223-4333	0	No
Governor's Office of Equal Opportunity	Career Services	1700 W. Washington, #156 Phoenix, AZ 85007	602-542-3711	0	No
Gateway Community College	Career Services	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
ASU Cronkite School of Journalism	Career Services	555 N. Central Ave., #302 Phoenix, AZ 85004	480.965.5011	0	No
Scottsdale Community College	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 th St. Phoenix, AZ 85040	602-243-8000	0	No
Phoenix College	Career Services	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Arizona OIC	Placement Services	39 Jackson St. Phoenix, AZ 85004	602-254-5081	0	No
National Black MBA Association	Human Resources	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Human Resources	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Human Resources	4520 N. Central Ave., Ste 250 Phoenix, AZ 85012	602.263.1017	0	No
Maricopa Workforce Connections	Sheila Shedd	1840 N. 95 th Ave, Ste 160 Phoenix, AZ 85037	602-372-4269	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 th Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 th St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona Workforce Development	Victor Carbajal	2626 W. Beryl Ave. Phoenix, Arizona 85021	602-535-4170	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 th Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Indeed.com	N/A	www.indeed.com	N/A	1	No
CBS Radio Career Center www.cbsradio.com	Andrea Joksimovic	www.cbsradio.com	602.452.1002	2	No
Career Builder	N/A	www.careerbuilder.com	N/A	0	No
CBS Corporation Career Center	N/A	www.cbcorporation.com	N/A	0	No
Monster Job Board	N/A	www.monster.com	N/A	0	No
Employee Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	7	No

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5) Job Title: Marketing Director – KMLE/KOOL/KZON (7)

Referral Source of Hire: 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)
Arizona Women's Education & Employment	Career Services	640 N. 1 st Ave, Phoenix, AZ 85003	602-223-4333	0	No
Governor's Office of Equal Opportunity	Career Services	1700 W. Washington, #156 Phoenix, AZ 85007	602-542-3711	0	No
Gateway Community College	Career Services	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
ASU Cronkite School of Journalism	Career Services	555 N. Central Ave., #302 Phoenix, AZ 85004	480.965.5011	0	No
Scottsdale Community College	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 th St. Phoenix, AZ 85040	602-243-8000	0	No
Phoenix College	Career Services	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Arizona OIC	Placement Services	39 Jackson St. Phoenix, AZ 85004	602-254-5081	0	No
National Black MBA Association	Human Resources	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Human Resources	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Human Resources	4520 N. Central Ave., Ste 250 Phoenix, AZ 85012	602.263.1017	0	No
Maricopa Workforce Connections	Sheila Shedd	1840 N. 95 th Ave, Ste 160 Phoenix, AZ 85037	602-372-4269	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 th Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 th St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona Workforce Development	Victor Carbajal	2626 W. Beryl Ave. Phoenix, Arizona 85021	602-535-4170	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 th Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Indeed.com	N/A	www.indeed.com	N/A	0	No
CBS Radio Career Center www.cbsradio.com	Andrea Joksimovic	www.cbsradio.com	602.452.1002	3	No
Career Builder	N/A	www.careerbuilder.com	N/A	0	No
CBS Corporation Career Center	N/A	www.cbcorporation.com	N/A	0	No
Monster Job Board	N/A	www.monster.com	N/A	0	No
Employee Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	5	No

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5) Job Title: Account Executive - KOOL (8)

Referral Source(s) of Hire: Monster Job Board

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Arizona Women's Education & Employment	Career Services	640 N. 1 st Ave, Phoenix, AZ 85003	602-223-4333	0	No
Governor's Office of Equal Opportunity	Career Services	1700 W. Washington, #156 Phoenix, AZ 85007	602-542-3711	0	No
Gateway Community College	Career Services	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
ASU Cronkite School of Journalism	Career Services	555 N. Central Ave., #302 Phoenix, AZ 85004	480.965.5011	0	No
Scottsdale Community College	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 th St. Phoenix, AZ 85040	602-243-8000	0	No
Phoenix College	Career Services	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Arizona OIC	Placement Services	39 Jackson St. Phoenix, AZ 85004	602-254-5081	0	No
National Black MBA Association	Human Resources	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Human Resources	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Human Resources	4520 N. Central Ave., Ste 250 Phoenix, AZ 85012	602.263.1017	0	No
Maricopa Workforce Connections	Sheila Shedd	1840 N. 95 th Ave, Ste 160 Phoenix, AZ 85037	602-372-4269	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 th Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 th St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona Workforce Development	Victor Carbajal	2626 W. Beryl Ave. Phoenix, Arizona 85021	602-535-4170	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 th Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Indeed.com	N/A	www.indeed.com	N/A	0	No
CBS Radio Career Center www.cbsradio.com	Andrea Joksimovic	www.cbsradio.com	602.452.1002	0	No
Career Builder	N/A	www.careerbuilder.com	N/A	0	No
CBS Corporation Career Center	N/A	www.cbcorporation.com	N/A	0	No
Monster Job Board	N/A	www.monster.com	N/A	1	No
Employee Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	0	No

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5) Job Title: Morning On Air Talent – KZON (9)

Referral Source(s) of Hiree: Employee 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)
Arizona Women's Education & Employment	Career Services	640 N. 1 st Ave, Phoenix, AZ 85003	602-223-4333	0	No
Governor's Office of Equal Opportunity	Career Services	1700 W. Washington, #156 Phoenix, AZ 85007	602-542-3711	0	No
Gateway Community College	Career Services	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
ASU Cronkite School of Journalism	Career Services	555 N. Central Ave., #302 Phoenix, AZ 85004	480.965.5011	0	No
Scottsdale Community College	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 th St. Phoenix, AZ 85040	602-243-8000	0	No
Phoenix College	Career Services	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Arizona OIC	Placement Services	39 Jackson St. Phoenix, AZ 85004	602-254-5081	0	No
National Black MBA Association	Human Resources	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Human Resources	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Human Resources	4520 N. Central Ave., Ste 250 Phoenix, AZ 85012	602.263.1017	0	No
Maricopa Workforce Connections	Sheila Shedd	1840 N. 95 th Ave, Ste 160 Phoenix, AZ 85037	602-372-4269	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 th Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 th St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona Workforce Development	Victor Carbajal	2626 W. Beryl Ave. Phoenix, Arizona 85021	602-535-4170	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 th Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Indeed.com	N/A	www.indeed.com	N/A	0	No
National Alliance of State Broadcasters Association	Suzan Strong	www.careerpage.org	N/A	0	No
CBS Radio Career Center www.cbsradio.com	Andrea Joksimovic	www.cbsradio.com	602.452.1002	3	No
CBS Corporation Career Center	N/A	www.cbcorporation.com	N/A	0	No
Monster Job Board	N/A	www.monster.com	N/A	0	No
Employee Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	4	No

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

5) Job Title: Sales Assistant – KMLE/KOOL/KZON (10)

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)
CBS Radio Career Center www.cbsradio.com	Andrea Joksimovic	www.cbsradio.com	602.452.1002	0	No
CBS Corporation Career Center	N/A	www.cbcorporation.com	N/A	0	No
Internal Promotion	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	1	No

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

5) Job Title: General Sales Manager – KMLE/KOOL (11) Referral Source(s) of Hire: 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)
Arizona Women's Education & Employment	Career Services	640 N. 1 st Ave, Phoenix, AZ 85003	602-223-4333	0	No
Governor's Office of Equal Opportunity	Career Services	1700 W. Washington, #156 Phoenix, AZ 85007	602-542-3711	0	No
Gateway Community College	Career Services	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
ASU Cronkite School of Journalism	Career Services	555 N. Central Ave., #302 Phoenix, AZ 85004	480.965.5011	0	No
Scottsdale Community College	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 th St. Phoenix, AZ 85040	602-243-8000	0	No
Phoenix College	Career Services	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Arizona OIC	Placement Services	39 Jackson St. Phoenix, AZ 85004	602-254-5081	0	No
National Black MBA Association	Human Resources	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Human Resources	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Human Resources	4520 N. Central Ave., Ste 250 Phoenix, AZ 85012	602.263.1017	0	No
Maricopa Workforce Connections	Sheila Shedd	1840 N. 95 th Ave, Ste 160 Phoenix, AZ 85037	602-372-4269	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 th Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 th St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona Workforce Development	Victor Carbajal	2626 W. Beryl Ave. Phoenix, Arizona 85021	602-535-4170	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 th Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Indeed.com	N/A	www.indeed.com	N/A	0	No
National Alliance of State Broadcasters Association	Suzan Strong	www.careerpage.org	N/A	0	No
CBS Radio Career Center www.cbsradio.com	Andrea Joksimovic	www.cbsradio.com	602.452.1002	1	No
CBS Corporation Career Center	N/A	www.cbcorporation.com	N/A	0	No
Monster Job Board	N/A	www.monster.com	N/A	0	No
Employee Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	4	No

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

5) Job Title: Account Executive – KMLE/KOOL/KZON (12) Referral Source of Hiree (s): Employee 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)
Arizona Women's Education & Employment	Career Services	640 N. 1 st Ave, Phoenix, AZ 85003	602-223-4333	0	No
Governor's Office of Equal Opportunity	Career Services	1700 W. Washington, #156 Phoenix, AZ 85007	602-542-3711	0	No
Gateway Community College	Career Services	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
ASU Cronkite School of Journalism	Career Services	555 N. Central Ave., #302 Phoenix, AZ 85004	480.965.5011	0	No
Scottsdale Community College	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 th St. Phoenix, AZ 85040	602-243-8000	0	No
Phoenix College	Career Services	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Arizona OIC	Placement Services	39 Jackson St. Phoenix, AZ 85004	602-254-5081	0	No
National Black MBA Association	Human Resources	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Human Resources	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Human Resources	4520 N. Central Ave., Ste 250 Phoenix, AZ 85012	602.263.1017	0	No
Maricopa Workforce Connections	Sheila Shedd	1840 N. 95 th Ave, Ste 160 Phoenix, AZ 85037	602-372-4269	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 th Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 th St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona Workforce Development	Victor Carbajal	2626 W. Beryl Ave. Phoenix, Arizona 85021	602-535-4170	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 th Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Indeed.com	N/A	www.indeed.com	N/A	0	No
National Alliance of State Broadcasters Association	Suzan Strong	www.careerpage.org	N/A	0	No
CBS Radio Career Center www.cbsradio.com	Andrea Joksimovic	www.cbsradio.com	602.452.1002	0	No
CBS Corporation Career Center	N/A	www.cbcorporation.com	N/A	0	No
Monster Job Board	N/A	www.monster.com	N/A	0	No
Employee Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	1	No

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

5) Job Title: Account Executive – KMLE (13)

Referral Source(s) of Hire: 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)
Arizona Women's Education & Employment	Career Services	640 N. 1 st Ave, Phoenix, AZ 85003	602-223-4333	0	No
Governor's Office of Equal Opportunity	Career Services	1700 W. Washington, #156 Phoenix, AZ 85007	602-542-3711	0	No
Gateway Community College	Career Services	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
ASU Cronkite School of Journalism	Career Services	555 N. Central Ave., #302 Phoenix, AZ 85004	480.965.5011	0	No
Scottsdale Community College	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 th St. Phoenix, AZ 85040	602-243-8000	0	No
Phoenix College	Career Services	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Arizona OIC	Placement Services	39 Jackson St. Phoenix, AZ 85004	602-254-5081	0	No
National Black MBA Association	Human Resources	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Human Resources	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Human Resources	4520 N. Central Ave., Ste 250 Phoenix, AZ 85012	602.263.1017	0	No
Maricopa Workforce Connections	Sheila Shedd	1840 N. 95 th Ave, Ste 160 Phoenix, AZ 85037	602-372-4269	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 th Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 th St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona Workforce Development	Victor Carbajal	2626 W. Beryl Ave. Phoenix, Arizona 85021	602-535-4170	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 th Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Indeed.com	N/A	www.indeed.com	N/A	0	No
National Alliance of State Broadcasters Association	Suzan Strong	www.careerpage.org	N/A	0	No
CBS Radio Career Center www.cbsradio.com	Andrea Joksimovic	www.cbsradio.com	602.452.1002	1	No
CBS Corporation Career Center	N/A	www.cbcorporation.com	N/A	0	No
Monster Job Board	N/A	www.monster.com	N/A	0	No
Employee Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	0	No

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

5) Job Title: Account Executive – KZON (14)

Referral Source(s) of Hire: 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)
Arizona Women's Education & Employment	Career Services	640 N. 1 st Ave, Phoenix, AZ 85003	602-223-4333	0	No
Governor's Office of Equal Opportunity	Career Services	1700 W. Washington, #156 Phoenix, AZ 85007	602-542-3711	0	No
Gateway Community College	Career Services	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
ASU Cronkite School of Journalism	Career Services	555 N. Central Ave., #302 Phoenix, AZ 85004	480.965.5011	0	No
Scottsdale Community College	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 th St. Phoenix, AZ 85040	602-243-8000	0	No
Phoenix College	Career Services	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Arizona OIC	Placement Services	39 Jackson St. Phoenix, AZ 85004	602-254-5081	0	No
National Black MBA Association	Human Resources	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Human Resources	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Human Resources	4520 N. Central Ave., Ste 250 Phoenix, AZ 85012	602.263.1017	0	No
Maricopa Workforce Connections	Sheila Shedd	1840 N. 95 th Ave, Ste 160 Phoenix, AZ 85037	602-372-4269	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 th Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 th St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona Workforce Development	Victor Carbajal	2626 W. Beryl Ave. Phoenix, Arizona 85021	602-535-4170	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 th Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Indeed.com	N/A	www.indeed.com	N/A	0	No
National Alliance of State Broadcasters Association	Suzan Strong	www.careerpage.org	N/A	0	No
CBS Radio Career Center www.cbsradio.com	Andrea Joksimovic	www.cbsradio.com	602.452.1002	1	No
CBS Corporation Career Center	N/A	www.cbcorporation.com	N/A	0	No
Monster Job Board	N/A	www.monster.com	N/A	0	No
Employee Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	0	No

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

5) Job Title: Account Executive – KZON (15)

Referral Source(s) of Hiree: 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)
Arizona Women's Education & Employment	Career Services	640 N. 1 st Ave, Phoenix, AZ 85003	602-223-4333	0	No
Governor's Office of Equal Opportunity	Career Services	1700 W. Washington, #156 Phoenix, AZ 85007	602-542-3711	0	No
Gateway Community College	Career Services	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
ASU Cronkite School of Journalism	Career Services	555 N. Central Ave., #302 Phoenix, AZ 85004	480.965.5011	0	No
Scottsdale Community College	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 th St. Phoenix, AZ 85040	602-243-8000	0	No
Phoenix College	Career Services	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Arizona OIC	Placement Services	39 Jackson St. Phoenix, AZ 85004	602-254-5081	0	No
National Black MBA Association	Human Resources	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Human Resources	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Human Resources	4520 N. Central Ave., Ste 250 Phoenix, AZ 85012	602.263.1017	0	No
Maricopa Workforce Connections	Sheila Shedd	1840 N. 95 th Ave, Ste 160 Phoenix, AZ 85037	602-372-4269	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 th Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 th St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona Workforce Development	Victor Carbajal	2626 W. Beryl Ave. Phoenix, Arizona 85021	602-535-4170	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 th Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Indeed.com	N/A	www.indeed.com	N/A	0	No
National Alliance of State Broadcasters Association	Suzan Strong	www.careerpage.org	N/A	0	No
CBS Radio Career Center www.cbsradio.com	Andrea Joksimovic	www.cbsradio.com	602.452.1002	1	No
CBS Corporation Career Center	N/A	www.cbcorporation.com	N/A	0	No
Monster Job Board	N/A	www.monster.com	N/A	0	No
Employee Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	0	No

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

5) Job Title: Midday On Air Talent – KZON (16)

Referral Source(s) of Hire: Employee Referral/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)
Arizona Women's Education & Employment	Career Services	640 N. 1 st Ave, Phoenix, AZ 85003	602-223-4333	0	No
Governor's Office of Equal Opportunity	Career Services	1700 W. Washington, #156 Phoenix, AZ 85007	602-542-3711	0	No
Gateway Community College	Career Services	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
ASU Cronkite School of Journalism	Career Services	555 N. Central Ave., #302 Phoenix, AZ 85004	480.965.5011	0	No
Scottsdale Community College	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 th St. Phoenix, AZ 85040	602-243-8000	0	No
Phoenix College	Career Services	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Arizona OIC	Placement Services	39 Jackson St. Phoenix, AZ 85004	602-254-5081	0	No
National Black MBA Association	Human Resources	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Human Resources	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Human Resources	4520 N. Central Ave., Ste 250 Phoenix, AZ 85012	602.263.1017	0	No
Maricopa Workforce Connections	Sheila Shedd	1840 N. 95 th Ave, Ste 160 Phoenix, AZ 85037	602-372-4269	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 th Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 th St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona Workforce Development	Victor Carbajal	2626 W. Beryl Ave. Phoenix, Arizona 85021	602-535-4170	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 th Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Indeed.com	N/A	www.indeed.com	N/A	0	No
National Alliance of State Broadcasters Association	Suzan Strong	www.careerpage.org	N/A	0	No
CBS Radio Career Center www.cbsradio.com	Andrea Joksimovic	www.cbsradio.com	602.452.1002	1	No
CBS Corporation Career Center	N/A	www.cbcorporation.com	N/A	0	No
Jobirn.com	N/A	www.jobirn.com	N/A	0	No
Employee Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	8	No

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

5) Job Title: Account Executive – KOOL (17)

Referral Source(s) of Hiree: Employee 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)
Arizona Women’s Education & Employment	Career Services	640 N. 1 st Ave, Phoenix, AZ 85003	602-223-4333	0	No
Governor’s Office of Equal Opportunity	Career Services	1700 W. Washington, #156 Phoenix, AZ 85007	602-542-3711	0	No
Gateway Community College	Career Services	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
ASU Cronkite School of Journalism	Career Services	555 N. Central Ave., #302 Phoenix, AZ 85004	480.965.5011	0	No
Scottsdale Community College	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 th St. Phoenix, AZ 85040	602-243-8000	0	No
Phoenix College	Career Services	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Arizona OIC	Placement Services	39 Jackson St. Phoenix, AZ 85004	602-254-5081	0	No
National Black MBA Association	Human Resources	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Human Resources	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Human Resources	4520 N. Central Ave., Ste 250 Phoenix, AZ 85012	602.263.1017	0	No
Maricopa Workforce Connections	Sheila Shedd	1840 N. 95 th Ave, Ste 160 Phoenix, AZ 85037	602-372-4269	0	No
Phoenix Women’s Commission	Diane Nydick	251 W. Washington, 7 th Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 th St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona Workforce Development	Victor Carbajal	2626 W. Beryl Ave. Phoenix, Arizona 85021	602-535-4170	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 th Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Indeed.com	N/A	www.indeed.com	N/A	1	No
National Alliance of State Broadcasters Association	Suzan Strong	www.careerpage.org	N/A	0	No
CBS Radio Career Center www.cbsradio.com	Andrea Joksimovic	www.cbsradio.com	602.452.1002	0	No
CBS Corporation Career Center	N/A	www.cbcorporation.com	N/A	0	No
Linked In	N/A	www.linkedin.com	N/A	1	No
Employee Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	1	No

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

5) Job Title: Engineer – KMLE/KOOL/KZON (18)

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)
Arizona Women's Education & Employment	Career Services	640 N. 1 st Ave, Phoenix, AZ 85003	602-223-4333	0	No
Governor's Office of Equal Opportunity	Career Services	1700 W. Washington, #156 Phoenix, AZ 85007	602-542-3711	0	No
Gateway Community College	Career Services	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
ASU Cronkite School of Journalism	Career Services	555 N. Central Ave., #302 Phoenix, AZ 85004	480.965.5011	0	No
Scottsdale Community College	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 th St. Phoenix, AZ 85040	602-243-8000	0	No
Phoenix College	Career Services	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Arizona OIC	Placement Services	39 Jackson St. Phoenix, AZ 85004	602-254-5081	0	No
National Black MBA Association	Human Resources	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Human Resources	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Human Resources	4520 N. Central Ave., Ste 250 Phoenix, AZ 85012	602.263.1017	0	No
Maricopa Workforce Connections	Sheila Shedd	1840 N. 95 th Ave, Ste 160 Phoenix, AZ 85037	602-372-4269	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 th Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 th St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona Workforce Development	Victor Carbajal	2626 W. Beryl Ave. Phoenix, Arizona 85021	602-535-4170	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 th Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Indeed.com	N/A	www.indeed.com	N/A	0	No
National Alliance of State Broadcasters Association	Suzan Strong	www.careerpage.org	N/A	0	No
CBS Radio Career Center www.cbsradio.com	Andrea Joksimovic	www.cbsradio.com	602.452.1002	0	No
CBS Corporation Career Center	N/A	www.cbcorporation.com	N/A	0	No
Employee Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	0	No
Internal Promotion	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	1	No

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

5) Job Title: Traffic Manager – KMLE (19)

Referral Source(s) of Hiree: Employee Referral/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)
Arizona Women's Education & Employment	Career Services	640 N. 1 st Ave, Phoenix, AZ 85003	602-223-4333	0	No
Governor's Office of Equal Opportunity	Career Services	1700 W. Washington, #156 Phoenix, AZ 85007	602-542-3711	0	No
Gateway Community College	Career Services	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
ASU Cronkite School of Journalism	Career Services	555 N. Central Ave., #302 Phoenix, AZ 85004	480.965.5011	0	No
Scottsdale Community College	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 th St. Phoenix, AZ 85040	602-243-8000	0	No
Phoenix College	Career Services	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Arizona OIC	Placement Services	39 Jackson St. Phoenix, AZ 85004	602-254-5081	0	No
National Black MBA Association	Human Resources	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Human Resources	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Human Resources	4520 N. Central Ave., Ste 250 Phoenix, AZ 85012	602.263.1017	0	No
Maricopa Workforce Connections	Sheila Shedd	1840 N. 95 th Ave, Ste 160 Phoenix, AZ 85037	602-372-4269	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 th Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 th St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona Workforce Development	Victor Carbajal	2626 W. Beryl Ave. Phoenix, Arizona 85021	602-535-4170	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 th Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Indeed.com	N/A	www.indeed.com	N/A	0	No
National Alliance of State Broadcasters Association	Suzan Strong	www.careerpage.org	N/A	0	No
CBS Radio Career Center www.cbsradio.com	Andrea Joksimovic	www.cbsradio.com	602.452.1002	0	No
CBS Corporation Career Center	N/A	www.cbcorporation.com	N/A	0	No
Employee Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	2	No

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5) Job Title: **Digital Content Coordinator– KMLE/KOOL/KZON (20)**

**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)
CBS Radio Career Center www.cbsradio.com	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
CBS Corporation Career Center	N/A	www.cbcorporation.com	N/A	0	No
Internal Promotion	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	1	No

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5) Job Title: General Sales Manager – KMLE (21)

Referral Source(s) of Hiree: Employee 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)
Arizona Women's Education & Employment	Career Services	640 N. 1 st Ave, Phoenix, AZ 85003	602-223-4333	0	No
Governor's Office of Equal Opportunity	Career Services	1700 W. Washington, #156 Phoenix, AZ 85007	602-542-3711	0	No
Gateway Community College	Career Services	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
ASU Cronkite School of Journalism	Career Services	555 N. Central Ave., #302 Phoenix, AZ 85004	480.965.5011	0	No
Scottsdale Community College	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 th St. Phoenix, AZ 85040	602-243-8000	0	No
Phoenix College	Career Services	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Arizona OIC	Placement Services	39 Jackson St. Phoenix, AZ 85004	602-254-5081	0	No
National Black MBA Association	Human Resources	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Human Resources	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Human Resources	4520 N. Central Ave., Ste 250 Phoenix, AZ 85012	602.263.1017	0	No
Maricopa Workforce Connections	Sheila Shedd	1840 N. 95 th Ave, Ste 160 Phoenix, AZ 85037	602-372-4269	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 th Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 th St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona Workforce Development	Victor Carbajal	2626 W. Beryl Ave. Phoenix, Arizona 85021	602-535-4170	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 th Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Indeed.com	N/A	www.indeed.com	N/A	2	No
National Alliance of State Broadcasters Association	Suzan Strong	www.careerpage.org	N/A	0	No
CBS Radio Career Center www.cbsradio.com	Andrea Joksimovic	www.cbsradio.com	602.452.1002	0	No
CBS Corporation Career Center	N/A	www.cbcorporation.com	N/A	0	No
Employee Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	11	No

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5) Job Title: Account Executive – KZON (22)

Referral Source(s) of Hire: Employee 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)
Arizona Women's Education & Employment	Career Services	640 N. 1 st Ave, Phoenix, AZ 85003	602-223-4333	0	No
Governor's Office of Equal Opportunity	Career Services	1700 W. Washington, #156 Phoenix, AZ 85007	602-542-3711	0	No
Gateway Community College	Career Services	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
ASU Cronkite School of Journalism	Career Services	555 N. Central Ave., #302 Phoenix, AZ 85004	480.965.5011	0	No
Scottsdale Community College	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 th St. Phoenix, AZ 85040	602-243-8000	0	No
Phoenix College	Career Services	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Arizona OIC	Placement Services	39 Jackson St. Phoenix, AZ 85004	602-254-5081	0	No
National Black MBA Association	Human Resources	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Human Resources	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Human Resources	4520 N. Central Ave., Ste 250 Phoenix, AZ 85012	602.263.1017	0	No
Maricopa Workforce Connections	Sheila Shedd	1840 N. 95 th Ave, Ste 160 Phoenix, AZ 85037	602-372-4269	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 th Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 th St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona Workforce Development	Victor Carbajal	2626 W. Beryl Ave. Phoenix, Arizona 85021	602-535-4170	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 th Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Indeed.com	N/A	www.indeed.com	N/A	0	No
National Alliance of State Broadcasters Association	Suzan Strong	www.careerpage.org	N/A	0	No
CBS Radio Career Center www.cbsradio.com	Andrea Joksimovic	www.cbsradio.com	602.452.1002	0	No
CBS Corporation Career Center	N/A	www.cbcorporation.com	N/A	0	No
Employee 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 (23)

Referral Source(s) of Hire: Employee 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)
Arizona Women's Education & Employment	Career Services	640 N. 1 st Ave, Phoenix, AZ 85003	602-223-4333	0	No
Governor's Office of Equal Opportunity	Career Services	1700 W. Washington, #156 Phoenix, AZ 85007	602-542-3711	0	No
Gateway Community College	Career Services	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
ASU Cronkite School of Journalism	Career Services	555 N. Central Ave., #302 Phoenix, AZ 85004	480.965.5011	0	No
Scottsdale Community College	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 th St. Phoenix, AZ 85040	602-243-8000	0	No
Phoenix College	Career Services	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Arizona OIC	Placement Services	39 Jackson St. Phoenix, AZ 85004	602-254-5081	0	No
National Black MBA Association	Human Resources	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Human Resources	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Human Resources	4520 N. Central Ave., Ste 250 Phoenix, AZ 85012	602.263.1017	0	No
Maricopa Workforce Connections	Sheila Shedd	1840 N. 95 th Ave, Ste 160 Phoenix, AZ 85037	602-372-4269	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 th Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 th St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona Workforce Development	Victor Carbajal	2626 W. Beryl Ave. Phoenix, Arizona 85021	602-535-4170	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 th Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Indeed.com	N/A	www.indeed.com	N/A	0	No
National Alliance of State Broadcasters Association	Suzan Strong	www.careerpage.org	N/A	0	No
CBS Radio Career Center www.cbsradio.com	Andrea Joksimovic	www.cbsradio.com	602.452.1002	0	No
CBS Corporation Career Center	N/A	www.cbcorporation.com	N/A	0	No
Employee 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 (24)

Referral Source(s) of Hire: Employee 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)
Arizona Women's Education & Employment	Career Services	640 N. 1 st Ave, Phoenix, AZ 85003	602-223-4333	0	No
Governor's Office of Equal Opportunity	Career Services	1700 W. Washington, #156 Phoenix, AZ 85007	602-542-3711	0	No
Gateway Community College	Career Services	108 N. 40 th Street Phoenix, AZ 85034	602.392.5000	0	No
ASU Cronkite School of Journalism	Career Services	555 N. Central Ave., #302 Phoenix, AZ 85004	480.965.5011	0	No
Scottsdale Community College	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 th St. Phoenix, AZ 85040	602-243-8000	0	No
Phoenix College	Career Services	1202 W. Thomas Road Phoenix, AZ 85013	602.285.7119	0	No
Arizona OIC	Placement Services	39 Jackson St. Phoenix, AZ 85004	602-254-5081	0	No
National Black MBA Association	Human Resources	P.O. Box 27601 Tempe, AZ 85285	602.735.3958	0	No
Chicanos Por La Causa	Human Resources	1112 E. Buckeye Road Phoenix, AZ 85017	602.254.4827	0	No
Phoenix Indian Center Inc.	Human Resources	4520 N. Central Ave., Ste 250 Phoenix, AZ 85012	602.263.1017	0	No
Maricopa Workforce Connections	Sheila Shedd	1840 N. 95 th Ave, Ste 160 Phoenix, AZ 85037	602-372-4269	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 th Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 rd Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 th St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona Workforce Development	Victor Carbajal	2626 W. Beryl Ave. Phoenix, Arizona 85021	602-535-4170	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 th Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Indeed.com	N/A	www.indeed.com	N/A	0	No
National Alliance of State Broadcasters Association	Suzan Strong	www.careerpage.org	N/A	0	No
CBS Radio Career Center www.cbsradio.com	Andrea Joksimovic	www.cbsradio.com	602.452.1002	0	No
CBS Corporation Career Center	N/A	www.cbcorporation.com	N/A	0	No
Employee Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	1	No

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5) Job Title: Sales Manager– KMLE (25)

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)
CBS Radio Career Center www.cbsradio.com	Andrea Joksimovic	www.cbsradio.com	602.452.1002	0	No
CBS Corporation Career Center	N/A	www.cbcorporation.com	N/A	0	No
Internal Promotion	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	1	No

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- 6) **Total # of Interviewees Referred:** For the period from May 23, 2010 through May 22, 2011, this Employment Unit interviewed 88 interviewees for full-time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Number of Interviewees</u>
1. Employee Referral	49
2. CBS Radio Career Center (www.cbsradio.com)	19
3. Indeed.com	7
4. Internal Promotion	4
5. Monster Job Board (www.monster.com)	4
6. Career Builder Job Board (www.careerbuilder.com)	2
7. Linked In (linkedin.com)	2
8. Inside Radio (insideradio.com)	1

7) Supplemental Recruitment Measures.

A) Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
<p>1. CBS Radio Phoenix participated in the Broadcasting Career Fair at Scottsdale Community College in conjunction with the Arizona Broadcasters Association. This career fair targeted those individuals interested in learning about career opportunities in the broadcasting industry. Interested applicants were directed to the Career Center at www.cbsradio.com to apply.</p>	<p>4/7/2011</p>	<p>Human Resources Manager</p>
<p>2. CBS Radio Phoenix participated in a job fair located at the Crowne Plaza Hotel in Phoenix with various employers from a variety of industries. This career fair targeted those individuals interested in learning about career opportunities in the broadcasting industry. Interested applicants were directed to the Career Center at www.cbsradio.com to apply.</p>	<p>4/4/2011</p>	<p>Human Resources Manager</p>
<p>3. CBS Radio Phoenix participated in a job fair at Ecademie High School sponsored by the Goodwill of Central Arizona Workforce Development Center. This career fair targeted those individuals interested in learning about career opportunities in the broadcasting industry. Interested applicants were directed to the Career Center at www.cbsradio.com to apply.</p>	<p>4/28/11</p>	<p>Human Resources Manager</p>

B) Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e. 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	Human Resources Manager
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	Human Resources Manager
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
4. CBS Radio Phoenix offers tours to schools, youth groups, community groups and other entities to provide information about the broadcasting industry and careers in the broadcasting industry to the public and students.	Ongoing	Market Manager, Promotion Directors, Human Resources Manager

C) Establishment of internship program designed to assist members of the community to acquire skills needed for broadcast employment

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. CBS Radio Phoenix employed part-time interns for the Fall, Spring and Summer semesters. The interns' duties consist of office work, attending internal and external meetings with clients and participating in presentations with clients. Depending on the college advisor, interns can earn up to 3 credits per semester.	Ongoing	Marketing and Promotions Director KZON Promotions Director KMLE Promotions Director KOOL Promotions Director Director of Sales

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D) Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
1. The Market Manager of CBS Radio in Phoenix is a member of the Cronkite Endowment Board of Trustees, Arizona State University/Walter Cronkite School of Journalism and Mass Communication. 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.	Ongoing	Market Manager
2. The KMLE Promotions Director spoke to the high school students participating in the Summer Broadcast Institute at the Arizona State University/Walter Cronkite School of Journalism and Mass Communication. He discussed careers in the radio broadcasting industry.	June 2010	KMLE Promotions Director

E) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
Training for all Department Managers regarding the methods of ensuring equal opportunity and preventing discrimination. CBS Radio Anti-Discrimination and EEO Training Webinar led by CBS Radio station attorneys Peter Gould and Nancy Wolf.	May 18, 2011	Human Resources Manager; Department Managers

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