

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period May 23, 2009 – May 22, 2010.

- 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: <a href="mailto:andrea.joksimovic@cbsradio.com">andrea.joksimovic@cbsradio.com</a>

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

Job Title	Recruitment Source Referring Hiree
1. <u>Sales Associate –KMLE/ KOOL/KZON (July 09)</u>	<u>Employee Referral</u>
2. <u>Promotion Director – KZON (July 09)</u>	<u>Internal Promotion</u>
3. <u>Sales Associate – KMLE/KOOL/KZON (Aug 09)</u>	<u>Employee Referral</u>
4. <u>Account Executive – KMLE (Sep 09)</u>	<u>Internal Promotion</u>
5. <u>Account Executive – KZON (Sep 09)</u>	<u>Employee Referral</u>
6. <u>Digital Sales Manager – KMLE/KOOL/KZON (Oct 09)</u>	<u>Employee Referral</u>
7. <u>Engineer – KMLE/KOOL/KZON (Oct 09)</u>	<u>www.sbe.org</u>
8. <u>Account Executive – KOOL (Nov 09)</u>	<u>Employee Referral</u>
9. <u>Market Manager – KMLE/KOOL/KZON (Dec 09)</u>	<u>Employee Referral/Rehire</u>
10. <u>Program Director – KMLE/KZON (Jan 10)</u>	<u>Employee Referral</u>
11. <u>Afternoon Talent – KMLE (Jan 10)</u>	<u>www.cbsradio.com</u>
12. <u>NTR Manager –KMLE/KOOL/ KZON (Jan 10)</u>	<u>Employee Referral</u>
13. <u>Director of Sales – KMLE/KOOL/KZON (Jan 10)</u>	<u>Industry Referral</u>
14. <u>General Sales Manager – KMLE/KOOL (Mar 10)</u>	<u>Employee Referral</u>
15. <u>Account Executive – KOOL (Mar 10)</u>	<u>Employee Referral</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:**

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
16. <u>Morning Talent – KZON (Mar 10)</u>	<u>Employee Referral</u>
17. <u>Midday Talent – KZON (April 10)</u>	<u>Internal Promotion</u>
18. <u>Promotion Director – KZON (May 10)</u>	<u>Internal Promotion</u>
19. <u>Evening Talent – KZON (May 10)</u>	<u>Internal Promotion</u>

5) Job Title: Sales Associate – 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 <sup>st</sup> 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 <sup>th</sup> 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	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 <sup>th</sup> 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
Phoenix Baptist / Chicanos Por La Causa	Human Resources	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	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 County Workforce Connections	Career Services	1840 N. 95 <sup>th</sup> Ave, Ste 160 Phoenix, AZ 85037	623-934-2331	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 <sup>th</sup> Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 <sup>rd</sup> Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 <sup>th</sup> St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona	Career Services	417 N. 16 <sup>th</sup> Street Phoenix, AZ 85006	602.416.6213	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 <sup>th</sup> Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Native American Connections	Human Resources	4520 N. Central Ave., Ste 600 Phoenix, AZ 85012	602-254-3247	0	No
Phoenix Workplace Connections	Human Resources	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	No
CBS Radio Career Center <a href="http://www.cbsradio.com">www.cbsradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website <a href="http://www.koolradio.com">www.koolradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website <a href="http://www.kmlenation.com">www.kmlenation.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website <a href="http://www.1015JAMZ.com">www.1015JAMZ.com</a>	Andrea Joksimovic	4745 N. 7 <sup>th</sup> Street, Suite 210 Phoenix, AZ 85014	602.212.4700	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: **Promotion Director - KZON (2)**

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)
Arizona Women's Education & Employment	Career Services	640 N. 1 <sup>st</sup> 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 <sup>th</sup> 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	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 <sup>th</sup> 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
Phoenix Baptist / Chicanos Por La Causa	Human Resources	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	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 County Workforce Connections	Career Services	1840 N. 95 <sup>th</sup> Ave, Ste 160 Phoenix, AZ 85037	623-934-2331	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 <sup>th</sup> Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 <sup>rd</sup> Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 <sup>th</sup> St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona	Career Services	417 N. 16 <sup>th</sup> Street Phoenix, AZ 85006	602.416.6213	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 <sup>th</sup> Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Native American Connections	Human Resources	4520 N. Central Ave., Ste 600 Phoenix, AZ 85012	602-254-3247	0	No
Phoenix Workplace Connections	Human Resources	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	No
CBS Radio Career Center <a href="http://www.cbsradio.com">www.cbsradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website <a href="http://www.koolradio.com">www.koolradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website <a href="http://www.kmlenation.com">www.kmlenation.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website <a href="http://www.1015JAMZ.com">www.1015JAMZ.com</a>	Andrea Joksimovic	4745 N. 7 <sup>th</sup> Street, Suite 210 Phoenix, AZ 85014	602.212.4700	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: Sales Associate – KMLE/KOOL/KZON (3)

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 <sup>st</sup> 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 <sup>th</sup> 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	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 <sup>th</sup> 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
Phoenix Baptist / Chicanos Por La Causa	Human Resources	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	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 County Workforce Connections	Career Services	1840 N. 95 <sup>th</sup> Ave, Ste 160 Phoenix, AZ 85037	623-934-2331	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 <sup>th</sup> Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 <sup>rd</sup> Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 <sup>th</sup> St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona	Career Services	417 N. 16 <sup>th</sup> Street Phoenix, AZ 85006	602.416.6213	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 <sup>th</sup> Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Native American Connections	Human Resources	4520 N. Central Ave., Ste 600 Phoenix, AZ 85012	602-254-3247	0	No
Phoenix Workplace Connections	Human Resources	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	No
CBS Radio Career Center <a href="http://www.cbsradio.com">www.cbsradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website <a href="http://www.koolradio.com">www.koolradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website <a href="http://www.kmlenation.com">www.kmlenation.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website <a href="http://www.1015JAMZ.com">www.1015JAMZ.com</a>	Andrea Joksimovic	4745 N. 7 <sup>th</sup> Street, Suite 210 Phoenix, AZ 85014	602.212.4700	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 – KMLE (4)

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)
Arizona Women’s Education & Employment	Career Services	640 N. 1 <sup>st</sup> 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 <sup>th</sup> 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	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 <sup>th</sup> 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
Phoenix Baptist / Chicanos Por La Causa	Human Resources	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	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 County Workforce Connections	Career Services	1840 N. 95 <sup>th</sup> Ave, Ste 160 Phoenix, AZ 85037	623-934-2331	0	No
Phoenix Women’s Commission	Diane Nydick	251 W. Washington, 7 <sup>th</sup> Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 <sup>rd</sup> Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 <sup>th</sup> St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona	Career Services	417 N. 16 <sup>th</sup> Street Phoenix, AZ 85006	602.416.6213	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 <sup>th</sup> Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Native American Connections	Human Resources	4520 N. Central Ave., Ste 600 Phoenix, AZ 85012	602-254-3247	0	No
Phoenix Workplace Connections	Human Resources	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	No
CBS Radio Career Center <a href="http://www.cbsradio.com">www.cbsradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website <a href="http://www.koolradio.com">www.koolradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website <a href="http://www.kmlenation.com">www.kmlenation.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website <a href="http://www.1015JAMZ.com">www.1015JAMZ.com</a>	Andrea Joksimovic	4745 N. 7 <sup>th</sup> Street, Suite 210 Phoenix, AZ 85014	602.212.4700	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: Account Executive – KZON (5)

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 <sup>st</sup> 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 <sup>th</sup> 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	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 <sup>th</sup> 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
Phoenix Baptist / Chicanos Por La Causa	Human Resources	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	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 County Workforce Connections	Career Services	1840 N. 95 <sup>th</sup> Ave, Ste 160 Phoenix, AZ 85037	623-934-2331	0	No
Phoenix Women’s Commission	Diane Nydick	251 W. Washington, 7 <sup>th</sup> Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 <sup>rd</sup> Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 <sup>th</sup> St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona	Career Services	417 N. 16 <sup>th</sup> Street Phoenix, AZ 85006	602.416.6213	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 <sup>th</sup> Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Native American Connections	Human Resources	4520 N. Central Ave., Ste 600 Phoenix, AZ 85012	602-254-3247	0	No
Phoenix Workplace Connections	Human Resources	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	No
CBS Radio Career Center <a href="http://www.cbsradio.com">www.cbsradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website <a href="http://www.koolradio.com">www.koolradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website <a href="http://www.kmlenation.com">www.kmlenation.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website <a href="http://www.1015JAMZ.com">www.1015JAMZ.com</a>	Andrea Joksimovic	4745 N. 7 <sup>th</sup> Street, Suite 210 Phoenix, AZ 85014	602.212.4700	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: Digital Sales Manager – KMLE/KOOL/KZON (6) 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 <sup>st</sup> 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 <sup>th</sup> 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	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 <sup>th</sup> 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
Phoenix Baptist / Chicanos Por La Causa	Human Resources	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	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 County Workforce Connections	Career Services	1840 N. 95 <sup>th</sup> Ave, Ste 160 Phoenix, AZ 85037	623-934-2331	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 <sup>th</sup> Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 <sup>rd</sup> Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 <sup>th</sup> St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona	Career Services	417 N. 16 <sup>th</sup> Street Phoenix, AZ 85006	602.416.6213	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 <sup>th</sup> Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Native American Connections	Human Resources	4520 N. Central Ave., Ste 600 Phoenix, AZ 85012	602-254-3247	0	No
Phoenix Workplace Connections	Human Resources	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	No
CBS Radio Career Center <a href="http://www.cbsradio.com">www.cbsradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website <a href="http://www.koolradio.com">www.koolradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website <a href="http://www.kmlenation.com">www.kmlenation.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website <a href="http://www.1015JAMZ.com">www.1015JAMZ.com</a>	Andrea Joksimovic	4745 N. 7 <sup>th</sup> Street, Suite 210 Phoenix, AZ 85014	602.212.4700	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: Engineer – KMLE/KOOL/KZON (7)

Referral Source(s) of Hire: www.sbe.org

(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 <sup>st</sup> 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 <sup>th</sup> 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	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 <sup>th</sup> 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
Phoenix Baptist / Chicanos Por La Causa	Human Resources	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	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 County Workforce Connections	Career Services	1840 N. 95 <sup>th</sup> Ave, Ste 160 Phoenix, AZ 85037	623-934-2331	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 <sup>th</sup> Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 <sup>rd</sup> Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 <sup>th</sup> St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona	Career Services	417 N. 16 <sup>th</sup> Street Phoenix, AZ 85006	602.416.6213	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 <sup>th</sup> Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Native American Connections	Human Resources	4520 N. Central Ave., Ste 600 Phoenix, AZ 85012	602-254-3247	0	No
Phoenix Workplace Connections	Human Resources	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	No
CBS Radio Career Center <a href="http://www.cbsradio.com">www.cbsradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	1	No
KOOL website <a href="http://www.koolradio.com">www.koolradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website <a href="http://www.kmlenation.com">www.kmlenation.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website <a href="http://www.1015JAMZ.com">www.1015JAMZ.com</a>	Andrea Joksimovic	4745 N. 7 <sup>th</sup> Street, Suite 210 Phoenix, AZ 85014	602.212.4700	0	No
Society of Broadcast Engineers <a href="http://www.sbe.org">www.sbe.org</a>	N/A	<a href="http://www.sbe.org">www.sbe.org</a>	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: Account Executive –KOOL (8)

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 <sup>st</sup> 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 <sup>th</sup> 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	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 <sup>th</sup> 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
Phoenix Baptist / Chicanos Por La Causa	Human Resources	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	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 County Workforce Connections	Career Services	1840 N. 95 <sup>th</sup> Ave, Ste 160 Phoenix, AZ 85037	623-934-2331	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 <sup>th</sup> Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 <sup>rd</sup> Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 <sup>th</sup> St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona	Career Services	417 N. 16 <sup>th</sup> Street Phoenix, AZ 85006	602.416.6213	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 <sup>th</sup> Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Native American Connections	Human Resources	4520 N. Central Ave., Ste 600 Phoenix, AZ 85012	602-254-3247	0	No
Phoenix Workplace Connections	Human Resources	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	No
CBS Radio Career Center <a href="http://www.cbsradio.com">www.cbsradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website <a href="http://www.koolradio.com">www.koolradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website <a href="http://www.kmlenation.com">www.kmlenation.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website <a href="http://www.1015JAMZ.com">www.1015JAMZ.com</a>	Andrea Joksimovic	4745 N. 7 <sup>th</sup> Street, Suite 210 Phoenix, AZ 85014	602.212.4700	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: Market Manager KMLE/KOOL/KZON (9)

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 <sup>st</sup> 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 <sup>th</sup> 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	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 <sup>th</sup> 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
Phoenix Baptist / Chicanos Por La Causa	Human Resources	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	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 County Workforce Connections	Career Services	1840 N. 95 <sup>th</sup> Ave, Ste 160 Phoenix, AZ 85037	623-934-2331	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 <sup>th</sup> Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 <sup>rd</sup> Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 <sup>th</sup> St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona	Career Services	417 N. 16 <sup>th</sup> Street Phoenix, AZ 85006	602.416.6213	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 <sup>th</sup> Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Native American Connections	Human Resources	4520 N. Central Ave., Ste 600 Phoenix, AZ 85012	602-254-3247	0	No
Phoenix Workplace Connections	Human Resources	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	No
CBS Radio Career Center <a href="http://www.cbsradio.com">www.cbsradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	8	No
KOOL website <a href="http://www.koolradio.com">www.koolradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website <a href="http://www.kmlenation.com">www.kmlenation.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website <a href="http://www.1015JAMZ.com">www.1015JAMZ.com</a>	Andrea Joksimovic	4745 N. 7 <sup>th</sup> Street, Suite 210 Phoenix, AZ 85014	602.212.4700	0	No
Employee Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	2	No
Industry Referral	N/A	N/A	N/A	1	No

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**5) Job Title: Program Director – KMLE/KZON (10)**

**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)
CBS Radio website <a href="http://www.cbsradio.com">www.cbsradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website <a href="http://www.koolradio.com">www.koolradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website <a href="http://www.kmlenation.com">www.kmlenation.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website <a href="http://www.1015JAMZ.com">www.1015JAMZ.com</a>	Andrea Joksimovic	4745 N. 7 <sup>th</sup> Street, Suite 210 Phoenix, AZ 85014	602.212.4700	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: Afternoon Talent – KMLE (11)

Referral Source(s) of Hire: 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)
Arizona Women's Education & Employment	Career Services	640 N. 1 <sup>st</sup> 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 <sup>th</sup> 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	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 <sup>th</sup> 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
Phoenix Baptist / Chicanos Por La Causa	Human Resources	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	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 County Workforce Connections	Career Services	1840 N. 95 <sup>th</sup> Ave, Ste 160 Phoenix, AZ 85037	623-934-2331	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 <sup>th</sup> Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 <sup>rd</sup> Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 <sup>th</sup> St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona	Career Services	417 N. 16 <sup>th</sup> Street Phoenix, AZ 85006	602.416.6213	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 <sup>th</sup> Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Native American Connections	Human Resources	4520 N. Central Ave., Ste 600 Phoenix, AZ 85012	602-254-3247	0	No
Phoenix Workplace Connections	Human Resources	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	No
CBS Radio Career Center <a href="http://www.cbsradio.com">www.cbsradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	4	No
KOOL website <a href="http://www.koolradio.com">www.koolradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website <a href="http://www.kmlenation.com">www.kmlenation.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website <a href="http://www.1015JAMZ.com">www.1015JAMZ.com</a>	Andrea Joksimovic	4745 N. 7 <sup>th</sup> Street, Suite 210 Phoenix, AZ 85014	602.212.4700	0	No
Employee Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	3	No
Industry Referral	N/A	N/A	N/A	5	No

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

5) Job Title: NTR Manager – KMLE/KOOL/KZON (12)

Referral Source(s) 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 <sup>st</sup> 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 <sup>th</sup> 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	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 <sup>th</sup> 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
Phoenix Baptist / Chicanos Por La Causa	Human Resources	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	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 County Workforce Connections	Career Services	1840 N. 95 <sup>th</sup> Ave, Ste 160 Phoenix, AZ 85037	623-934-2331	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 <sup>th</sup> Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 <sup>rd</sup> Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 <sup>th</sup> St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona	Career Services	417 N. 16 <sup>th</sup> Street Phoenix, AZ 85006	602.416.6213	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 <sup>th</sup> Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Native American Connections	Human Resources	4520 N. Central Ave., Ste 600 Phoenix, AZ 85012	602-254-3247	0	No
Phoenix Workplace Connections	Human Resources	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	No
CBS Radio Career Center <a href="http://www.cbsradio.com">www.cbsradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website <a href="http://www.koolradio.com">www.koolradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website <a href="http://www.kmlenation.com">www.kmlenation.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website <a href="http://www.1015JAMZ.com">www.1015JAMZ.com</a>	Andrea Joksimovic	4745 N. 7 <sup>th</sup> Street, Suite 210 Phoenix, AZ 85014	602.212.4700	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: Director of Sales –KMLE/KOOL/KZON (13)

Referral Source(s) of Hiree: Industry 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 <sup>st</sup> 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 <sup>th</sup> 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	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 <sup>th</sup> 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
Phoenix Baptist / Chicanos Por La Causa	Human Resources	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	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 County Workforce Connections	Career Services	1840 N. 95 <sup>th</sup> Ave, Ste 160 Phoenix, AZ 85037	623-934-2331	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 <sup>th</sup> Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 <sup>rd</sup> Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 <sup>th</sup> St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona	Career Services	417 N. 16 <sup>th</sup> Street Phoenix, AZ 85006	602.416.6213	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 <sup>th</sup> Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Native American Connections	Human Resources	4520 N. Central Ave., Ste 600 Phoenix, AZ 85012	602-254-3247	0	No
Phoenix Workplace Connections	Human Resources	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	No
CBS Radio Career Center <a href="http://www.cbsradio.com">www.cbsradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	2	No
KOOL website <a href="http://www.koolradio.com">www.koolradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website <a href="http://www.kmlenation.com">www.kmlenation.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website <a href="http://www.1015JAMZ.com">www.1015JAMZ.com</a>	Andrea Joksimovic	4745 N. 7 <sup>th</sup> Street, Suite 210 Phoenix, AZ 85014	602.212.4700	0	No
Employee Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	3	No
Industry Referral	N/A	N/A	N/A	5	No

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

5) Job Title: General Sales Manager – KMLE/KOOL (14)

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 <sup>st</sup> 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 <sup>th</sup> 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	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 <sup>th</sup> 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
Phoenix Baptist / Chicanos Por La Causa	Human Resources	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	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 County Workforce Connections	Career Services	1840 N. 95 <sup>th</sup> Ave, Ste 160 Phoenix, AZ 85037	623-934-2331	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 <sup>th</sup> Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 <sup>rd</sup> Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 <sup>th</sup> St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona	Career Services	417 N. 16 <sup>th</sup> Street Phoenix, AZ 85006	602.416.6213	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 <sup>th</sup> Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Native American Connections	Human Resources	4520 N. Central Ave., Ste 600 Phoenix, AZ 85012	602-254-3247	0	No
Phoenix Workplace Connections	Human Resources	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	No
CBS Radio Career Center <a href="http://www.cbsradio.com">www.cbsradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	4	No
KOOL website <a href="http://www.koolradio.com">www.koolradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website <a href="http://www.kmlenation.com">www.kmlenation.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website <a href="http://www.1015JAMZ.com">www.1015JAMZ.com</a>	Andrea Joksimovic	4745 N. 7 <sup>th</sup> Street, Suite 210 Phoenix, AZ 85014	602.212.4700	0	No
Employee Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	2	No
www.monster.com	N/A	N/A	N/A	1	No

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

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

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 <sup>st</sup> 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 <sup>th</sup> 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	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 <sup>th</sup> 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
Phoenix Baptist / Chicanos Por La Causa	Human Resources	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	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 County Workforce Connections	Career Services	1840 N. 95 <sup>th</sup> Ave, Ste 160 Phoenix, AZ 85037	623-934-2331	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 <sup>th</sup> Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 <sup>rd</sup> Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 <sup>th</sup> St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona	Career Services	417 N. 16 <sup>th</sup> Street Phoenix, AZ 85006	602.416.6213	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 <sup>th</sup> Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Native American Connections	Human Resources	4520 N. Central Ave., Ste 600 Phoenix, AZ 85012	602-254-3247	0	No
Phoenix Workplace Connections	Human Resources	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	No
CBS Radio Career Center <a href="http://www.cbsradio.com">www.cbsradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website <a href="http://www.koolradio.com">www.koolradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website <a href="http://www.kmlenation.com">www.kmlenation.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website <a href="http://www.1015JAMZ.com">www.1015JAMZ.com</a>	Andrea Joksimovic	4745 N. 7 <sup>th</sup> Street, Suite 210 Phoenix, AZ 85014	602.212.4700	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: Morning Talent – KZON (16)

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 <sup>st</sup> 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 <sup>th</sup> 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	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 <sup>th</sup> 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
Phoenix Baptist / Chicanos Por La Causa	Human Resources	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	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 County Workforce Connections	Career Services	1840 N. 95 <sup>th</sup> Ave, Ste 160 Phoenix, AZ 85037	623-934-2331	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 <sup>th</sup> Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 <sup>rd</sup> Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 <sup>th</sup> St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona	Career Services	417 N. 16 <sup>th</sup> Street Phoenix, AZ 85006	602.416.6213	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 <sup>th</sup> Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Native American Connections	Human Resources	4520 N. Central Ave., Ste 600 Phoenix, AZ 85012	602-254-3247	0	No
Phoenix Workplace Connections	Human Resources	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	No
CBS Radio Career Center <a href="http://www.cbsradio.com">www.cbsradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website <a href="http://www.koolradio.com">www.koolradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website <a href="http://www.kmlenation.com">www.kmlenation.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website <a href="http://www.1015JAMZ.com">www.1015JAMZ.com</a>	Andrea Joksimovic	4745 N. 7 <sup>th</sup> Street, Suite 210 Phoenix, AZ 85014	602.212.4700	0	No
Employee Referral	N/A	840 N. Central Ave Phoenix, AZ 85004.	602-452-1002	2	No
Industry Referral	N/A	N/A	N/A	0	No

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**5) Job Title: Midday Talent –KZON (17)**

**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)
Arizona Women's Education & Employment	Career Services	640 N. 1 <sup>st</sup> 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 <sup>th</sup> 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	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 <sup>th</sup> 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
Phoenix Baptist / Chicanos Por La Causa	Human Resources	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	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 County Workforce Connections	Career Services	1840 N. 95 <sup>th</sup> Ave, Ste 160 Phoenix, AZ 85037	623-934-2331	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 <sup>th</sup> Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 <sup>rd</sup> Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 <sup>th</sup> St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona	Career Services	417 N. 16 <sup>th</sup> Street Phoenix, AZ 85006	602.416.6213	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 <sup>th</sup> Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Native American Connections	Human Resources	4520 N. Central Ave., Ste 600 Phoenix, AZ 85012	602-254-3247	0	No
Phoenix Workplace Connections	Human Resources	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	No
CBS Radio Career Center <a href="http://www.cbsradio.com">www.cbsradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website <a href="http://www.koolradio.com">www.koolradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website <a href="http://www.kmlenation.com">www.kmlenation.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website <a href="http://www.1015JAMZ.com">www.1015JAMZ.com</a>	Andrea Joksimovic	4745 N. 7 <sup>th</sup> Street, Suite 210 Phoenix, AZ 85014	602.212.4700	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

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**5) Job Title: Promotion Director – 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)
Arizona Women's Education & Employment	Career Services	640 N. 1 <sup>st</sup> 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 <sup>th</sup> 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	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 <sup>th</sup> 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
Phoenix Baptist / Chicanos Por La Causa	Human Resources	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	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 County Workforce Connections	Career Services	1840 N. 95 <sup>th</sup> Ave, Ste 160 Phoenix, AZ 85037	623-934-2331	0	No
Phoenix Women's Commission	Diane Nydick	251 W. Washington, 7 <sup>th</sup> Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 <sup>rd</sup> Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 <sup>th</sup> St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona	Career Services	417 N. 16 <sup>th</sup> Street Phoenix, AZ 85006	602.416.6213	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 <sup>th</sup> Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Native American Connections	Human Resources	4520 N. Central Ave., Ste 600 Phoenix, AZ 85012	602-254-3247	0	No
Phoenix Workplace Connections	Human Resources	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	No
CBS Radio Career Center <a href="http://www.cbsradio.com">www.cbsradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website <a href="http://www.koolradio.com">www.koolradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website <a href="http://www.kmlenation.com">www.kmlenation.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website <a href="http://www.1015JAMZ.com">www.1015JAMZ.com</a>	Andrea Joksimovic	4745 N. 7 <sup>th</sup> Street, Suite 210 Phoenix, AZ 85014	602.212.4700	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

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**5) Job Title: Evening Talent – KZON (19)**

**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 <sup>st</sup> 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 <sup>th</sup> 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	Career Services	9000 E. Chaparral Road Scottsdale, AZ 85253	480.423.6000	0	No
South Mountain Community College	Career Services	7050 S. 24 <sup>th</sup> 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
Phoenix Baptist / Chicanos Por La Causa	Human Resources	1402 S. Central Avenue Phoenix, AZ 85004	602.254.2474	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 County Workforce Connections	Career Services	1840 N. 95 <sup>th</sup> Ave, Ste 160 Phoenix, AZ 85037	623-934-2331	0	No
Phoenix Women’s Commission	Diane Nydick	251 W. Washington, 7 <sup>th</sup> Floor Phoenix, AZ 85003	602.261.8242	0	Yes
Arizona Broadcasters Association	Art Brooks	2302 N. 3 <sup>rd</sup> Street Phoenix, AZ 85004	602.252.4833	0	Yes
NAACP	Human Resources	1818 S. 16 <sup>th</sup> St. Phoenix, AZ 85034	602-252-4064	0	No
Goodwill of Central Arizona	Career Services	417 N. 16 <sup>th</sup> Street Phoenix, AZ 85006	602.416.6213	0	Yes
Greater Phoenix Urban League	Micah Peterson	1402 A. 7 <sup>th</sup> Ave., Phoenix, AZ 85004	602-254-5611	0	Yes
Native American Connections	Human Resources	4520 N. Central Ave., Ste 600 Phoenix, AZ 85012	602-254-3247	0	No
Phoenix Workplace Connections	Human Resources	4732 S. Central Avenue Phoenix, AZ 85040	602.534.4732	0	No
CBS Radio Career Center <a href="http://www.cbsradio.com">www.cbsradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KOOL website <a href="http://www.koolradio.com">www.koolradio.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KMLE website <a href="http://www.kmlenation.com">www.kmlenation.com</a>	Andrea Joksimovic	840 N. Central Avenue Phoenix, AZ 85004	602.452.1002	0	No
KZON (JAMZ) website <a href="http://www.1015JAMZ.com">www.1015JAMZ.com</a>	Andrea Joksimovic	4745 N. 7 <sup>th</sup> Street, Suite 210 Phoenix, AZ 85014	602.212.4700	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

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- 6) **Total # of Interviewees Referred:** For the period from May 23, 2009 through May 22, 2010, this Employment Unit interviewed 58 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	21
2. Internal Promotion	5
3. Industry Referral	11
4. CBS Radio Career Center ( <a href="http://www.cbsradio.com">www.cbsradio.com</a> )	19
5. The Society of Broadcast Engineers ( <a href="http://www.sbe.org">www.sbe.org</a> )	1
6. Monster.com ( <a href="http://www.monster.com">www.monster.com</a> )	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:
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 <a href="http://www.cbsradio.com">www.cbsradio.com</a> to apply.	4/7/2010	Human Resources Manager
2. CBS Radio Phoenix participated in the Shopping for Jobs Job Fair at the Arizona Mills Mall. CBS Radio Phoenix Personnel recruited for open positions at the job fair.	8/28/09	Marketing & Promotions Director

**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 ( <a href="http://www.cbsradio.com">www.cbsradio.com</a> ) 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 ( <a href="http://www.kmlenation.com">www.kmlenation.com</a> , <a href="http://www.koolradio.com">www.koolradio.com</a> , and <a href="http://1015jamz.com">1015jamz.com</a> ) 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

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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.	January 2010 – May 2010	Market Manager, Promotion Directors, Human Resources Manager
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**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	KZON Promotions Director KMLE Promotions Director KOOL Promotions Director  Director of Sales

**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 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 stations KMLE, KOOL, KZON when informing students about the target demographics for all three stations.	Fall 2009	Market Manager
3. The KMLE Promotions Director spoke to the high school students participating in the Summer Broadcast Institute at the Arizona State	June 2009	KMLE Promotions Director

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University/Walter Cronkite School of Journalism and Mass Communication. He discussed careers in the radio broadcasting industry.		
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**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.	Ongoing	Human Resources Manager; Department Managers
The CBS Radio Phoenix Human Resources Manager attended the “Navigating the FCC’s Equal Employment Opportunity Rules” webcast presented by the Arizona Broadcasters Association. The webcast provided information on the FCC’s Equal Employment Opportunity rules, including the outreach required for the opening of jobs at the stations, the non-vacancy related activities that stations should be engaging in, and the recordkeeping requirements.	May 11, 2010	Human Resources Manager

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