



**5) Job Title: 1. Music Director      Referral Source(s) of Hiree: Internal Company Promotion**

**No recruitment was conducted for this position as vacancy was filled by an internal company promotion.**

**5) Job Title: 2. Program Director**

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

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Allaccess.com	Human Resources Manager	N/A	N/A	NO
EL DIARIO	JEANETTE BELAUSTEGUI	345 HUDSON ST, NEW YORK, NY 10014	212-807-4600	NO
NEW AMSTERDAM NEWS	BETTY SUTTON	2340 EIGHTH AVE, NEW YORK, NY 10027	212-932-7440.	NO
NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE	BEVERLY WHEELER	39 BROADWAY NEW YORK, NY 10006	212-344-7474	NO
NATIONAL PUERTO RICAN FORUM	MARIA ERWIN	31 EAST 32 <sup>nd</sup> STREET NEW YORK, NY 10016	212-685-2311	NO
NATIONAL ASSOC. OF BLACK PROFESSIONSLA	PLACEMENT DEPT	55 LEXINGTON AVENUE NEW YORK, NY 10010	212-312-4670	NO
PACE UNIVERSITY CAREER SERVICES	N/A	ONE PACE PLAZA NEW YORK, NY 10038	212-346-1610	NO
NATIONAL ORGANIZATION OF WOMEN	NICOLE RUANE	150 WEST 28 <sup>th</sup> STREET NEW YORK, NY 10001	212-627-9895	NO
SUNY/CUNY HUTER COLLEGE CAREER DELOPMENT SERVICES	N/A	695 PARK AVENUE NEW YORK, NY 10021	212-772-4850	NO
NATIONAL BLACK MEDIA COALITION	N/A	1738 ELTON ROAD SILVER SPRING MD 20903	301-445-2600	NO
JUST ONE BREAK	PLACEMENT DEPT	120 WALL STREET NEW YORK, NY 10003	212-785-7300	YES
NEW YORK URBAN LEAGUE	JUDITH BUTLER McPHIE	204 W136th STREET NEW YORK, NY 10030	212-926-8000	NO
KOREAN AMERICAN COALITION	JOHN YOO	3727 WEST 6 <sup>th</sup> STREET LOS ANGELES, CA 90020	213-380-6175	NO
NEW YORK STATE DEPARTMENT OF LABOR	RAY SIMMONS	ALBANY NY	518-485-1816(fax)	NO
923krock.com	Human Resources Manager	N/A	N/A	NO
Inside Radio	Gene McKay	N/A	800-640-8852	No
New York Market Radio	DEBBIE BIERMAN	261 MADISON AVENUE -23 <sup>rd</sup> FLOOR NEW YORK, NY 10028	646-254-4493	NO

Station WXRK is an Equal Opportunity Employer

**5) Job Title: 3. Evening Announcer**

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

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Allaccess.com	Human Resources Manager	N/A	N/A	NO
EL DIARIO	JEANETTE BELAUSTEGUI	345 HUDSON ST, NEW YORK, NY 10014	212-807-4600	NO
NEW AMSTERDAM NEWS	BETTY SUTTON	2340 EIGHTH AVE, NEW YORK, NY 10027	212-932-7440.	NO
NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE	BEVERLY WHEELER	39 BROADWAY NEW YORK, NY 10006	212-344-7474	NO
NATIONAL PUERTO RICAN FORUM	MARIA ERWIN	31 EAST 32 <sup>nd</sup> STREET NEW YORK, NY 10016	212-685-2311	NO
NATIONAL ASSOC. OF BLACK PROFESSIONSLA	PLACEMENT DEPT	55 LEXINGTON AVENUE NEW YORK, NY 10010	212-312-4670	NO
PACE UNIVERSITY CAREER SEVICES	N/A	ONE PACE PLAZA NEW YORK, NY 10038	212-346-1610	NO
NATIONAL ORGANIZATION OF WOMEN	NICOLE RUANE	150 WEST 28 <sup>th</sup> STREET NEW YORK, NY 10001	212-627-9895	NO
SUNY/CUNY HUTER COLLEGE CAREER DELOPMENT SERVICES	N/A	695 PARK AVENUE NEW YORK, NY 10021	212-772-4850	NO
NATIONAL BLACK MEDIA COALITION	N/A	1738 ELTON ROAD SILVER SPRING MD 20903	301-445-2600	NO
JUST ONE BREAK	PLACEMENT DEPT	120 WALL STREET NEW YORK, NY 10003	212-785-7300	YES
NEW YORK URBAN LEAGUE	JUDITH BUTLER McPHIE	204 W136th STREET NEW YORK, NY 10030	212-926-8000	NO
KOREAN AMERICAN COALITION	JOHN YOO	3727 WEST 6 <sup>th</sup> STREET LOS ANGELES, CA 90020	213-380-6175	NO
NEW YORK STATE DEPARTMENT OF LABOR	RAY SIMMONS	ALBANY NY	518-485-1816(fax)	NO
923krock.com	Human Resources Manager	N/A	N/A	NO
Inside Radio	Gene McKay	N/A	800-640-8852	No
New York Market Radio	DEBBIE BIERMAN	261 MADISON AVENUE -23 <sup>rd</sup> FLOOR NEW YORK, NY 10028	646-254-4493	NO

**5) Job Title: 4. Afternoon Drive Announcer Referral Source(s) of Hiree: Industry Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Allaccess.com	Human Resources Manager	N/A	N/A	NO
EL DIARIO	JEANETTE BELAUSTEGUI	345 HUDSON ST, NEW YORK,NY 10014	212-807-4600	NO
NEW AMSTERDAM NEWS	BETTY SUTTON	2340 EIGHTH AVE,NEW YORK,NY 10027	212-932-7440.	NO
NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE	BEVERLY WHEELER	39 BROADWAY NEW YORK,NY 10006	212-344-7474	NO
NATIONAL PUERTO RICAN FORUM	MARIA ERWIN	31 EAST 32 <sup>nd</sup> STREET NEW YORK,NY 10016	212-685-2311	NO
NATIONAL ASSOC. OF BLACK PROFESSIONSLA	PLACEMENT DEPT	55 LEXINGTON AVENUE NEW YORK, NY 10010	212-312-4670	NO
PACE UNIVERSITY CAREER SEVICES	N/A	ONE PACE PLAZA NEW YORK,NY 10038	212-346-1610	NO
NATIONAL ORGANIZATION OF WOMEN	NICOLE RUANE	150 WEST 28 <sup>th</sup> STREET NEW YORK,NY 10001	212-627-9895	NO
SUNY/CUNY HUTER COLLEGE CAREER DELOPMENT SERVICES	N/A	695 PARK AVENUE NEW YORK,NY 10021	212-772-4850	NO
NATIONAL BLACK MEDIA COALITION	N/A	1738 ELTON ROAD SILVER SPRING MD 20903	301-445-2600	NO
JUST ONE BREAK	PLACEMENT DEPT	120 WALL STREET NEW YORK,NY 10003	212-785-7300	YES
NEW YORK URBAN LEAGUE	JUDITH BUTLER McPHIE	204 W136th STREET NEW YORK,NY 10030	212-926-8000	NO
KOREAN AMERICAN COALITION	JOHN YOO	3727 WEST 6 <sup>th</sup> STREET LOS ANGELES,CA 90020	213-380-6175	NO
NEW YORK STATE DEPARTMENT OF LABOR	RAY SIMMONS	ALBANY NY	518-485-1816(fax)	NO
923krock.com	Human Resources Manager	N/A	N/A	NO
Inside Radio	Gene McKay	N/A	800-640-8852	No
New York Market Radio	DEBBIE BIERMAN	261 MADISON AVENUE -23 <sup>rd</sup> FLOOR NEW YORK,NY 10028	646-254-4493	NO

Station WXRK is an Equal Opportunity Employer

**5) Job Title: 5. Account Executive**

**Referral Source(s) of Hiree: 923krock.com**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Craigslist.com	N/A	N/A	N/A	NO
EL DIARIO	JEANETTE BELAUSTEGUI	345 HUDSON ST, NEW YORK,NY 10014	212-807-4600	NO
NEW AMSTERDAM NEWS	BETTY SUTTON	2340 EIGHTH AVE,NEW YORK,NY 10027	212-932-7440.	NO
NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE	BEVERLY WHEELER	39 BROADWAY NEW YORK,NY 10006	212-344-7474	NO
NATIONAL PUERTO RICAN FORUM	MARIA ERWIN	31 EAST 32 <sup>nd</sup> STREET NEW YORK,NY 10016	212-685-2311	NO
NATIONAL ASSOC. OF BLACK PROFESSIONSLA	PLACEMENT DEPT	55 LEXINGTON AVENUE NEW YORK, NY 10010	212-312-4670	NO
PACE UNIVERSITY CAREER SEVICES	N/A	ONE PACE PLAZA NEW YORK,NY 10038	212-346-1610	NO
NATIONAL ORGANIZATION OF WOMEN	NICOLE RUANE	150 WEST 28 <sup>th</sup> STREET NEW YORK,NY 10001	212-627-9895	NO
SUNY/CUNY HUTER COLLEGE CAREER DELOPMENT SERVICES	N/A	695 PARK AVENUE NEW YORK,NY 10021	212-772-4850	NO
NATIONAL BLACK MEDIA COALITION	N/A	1738 ELTON ROAD SILVER SPRING MD 20903	301-445-2600	NO
JUST ONE BREAK	PLACEMENT DEPT	120 WALL STREET NEW YORK,NY 10003	212-785-7300	YES
NEW YORK URBAN LEAGUE	JUDITH BUTLER McPHIE	204 W136th STREET NEW YORK,NY 10030	212-926-8000	NO
KOREAN AMERICAN COALITION	JOHN YOO	3727 WEST 6 <sup>th</sup> STREET LOS ANGELES,CA 90020	213-380-6175	NO
NEW YORK STATE DEPARTMENT OF LABOR	RAY SIMMONS	ALBANY NY	518-485-1816(fax)	NO
923krock.com	Human Resources Manager	N/A	N/A	NO
New York Market Radio	DEBBIE BIERMAN	261 MADISON AVENUE -23 <sup>rd</sup> FLOOR NEW YORK,NY 10028	646-254-4493	NO

Station WXRK is an Equal Opportunity Employer

**5) Job Title: 6. Account Executive**

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

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Craigslist.com	N/A	N/A	N/A	NO
EL DIARIO	JEANETTE BELAUSTEGUI	345 HUDSON ST, NEW YORK, NY 10014	212-807-4600	NO
NEW AMSTERDAM NEWS	BETTY SUTTON	2340 EIGHTH AVE, NEW YORK, NY 10027	212-932-7440.	NO
NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE	BEVERLY WHEELER	39 BROADWAY NEW YORK, NY 10006	212-344-7474	NO
NATIONAL PUERTO RICAN FORUM	MARIA ERWIN	31 EAST 32 <sup>nd</sup> STREET NEW YORK, NY 10016	212-685-2311	NO
NATIONAL ASSOC. OF BLACK PROFESSIONSLA	PLACEMENT DEPT	55 LEXINGTON AVENUE NEW YORK, NY 10010	212-312-4670	NO
PACE UNIVERSITY CAREER SEVICES	N/A	ONE PACE PLAZA NEW YORK, NY 10038	212-346-1610	NO
NATIONAL ORGANIZATION OF WOMEN	NICOLE RUANE	150 WEST 28 <sup>th</sup> STREET NEW YORK, NY 10001	212-627-9895	NO
SUNY/CUNY HUTER COLLEGE CAREER DELOPMENT SERVICES	N/A	695 PARK AVENUE NEW YORK, NY 10021	212-772-4850	NO
NATIONAL BLACK MEDIA COALITION	N/A	1738 ELTON ROAD SILVER SPRING MD 20903	301-445-2600	NO
JUST ONE BREAK	PLACEMENT DEPT	120 WALL STREET NEW YORK, NY 10003	212-785-7300	YES
NEW YORK URBAN LEAGUE	JUDITH BUTLER McPHIE	204 W136th STREET NEW YORK, NY 10030	212-926-8000	NO
KOREAN AMERICAN COALITION	JOHN YOO	3727 WEST 6 <sup>th</sup> STREET LOS ANGELES, CA 90020	213-380-6175	NO
NEW YORK STATE DEPARTMENT OF LABOR	RAY SIMMONS	ALBANY NY	518-485-1816(fax)	NO
923krock.com	Human Resources Manager	N/A	N/A	NO
New York Market Radio	DEBBIE BIERMAN	261 MADISON AVENUE -23 <sup>rd</sup> FLOOR NEW YORK, NY 10028	646-254-4493	NO

**5) Job Title: 7. Account Executive**

**Referral Source(s) of Hiree: 923krock.com**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Craigslist.com	N/A	N/A	N/A	NO
EL DIARIO	JEANETTE BELAUSTEGUI	345 HUDSON ST, NEW YORK, NY 10014	212-807-4600	NO
NEW AMSTERDAM NEWS	BETTY SUTTON	2340 EIGHTH AVE, NEW YORK, NY 10027	212-932-7440.	NO
NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE	BEVERLY WHEELER	39 BROADWAY NEW YORK, NY 10006	212-344-7474	NO
NATIONAL PUERTO RICAN FORUM	MARIA ERWIN	31 EAST 32 <sup>nd</sup> STREET NEW YORK, NY 10016	212-685-2311	NO
NATIONAL ASSOC. OF BLACK PROFESSIONSLA	PLACEMENT DEPT	55 LEXINGTON AVENUE NEW YORK, NY 10010	212-312-4670	NO
PACE UNIVERSITY CAREER SEVICES	N/A	ONE PACE PLAZA NEW YORK, NY 10038	212-346-1610	NO
NATIONAL ORGANIZATION OF WOMEN	NICOLE RUANE	150 WEST 28 <sup>th</sup> STREET NEW YORK, NY 10001	212-627-9895	NO
SUNY/CUNY HUTER COLLEGE CAREER DELOPMENT SERVICES	N/A	695 PARK AVENUE NEW YORK, NY 10021	212-772-4850	NO
NATIONAL BLACK MEDIA COALITION	N/A	1738 ELTON ROAD SILVER SPRING MD 20903	301-445-2600	NO
JUST ONE BREAK	PLACEMENT DEPT	120 WALL STREET NEW YORK, NY 10003	212-785-7300	YES
NEW YORK URBAN LEAGUE	JUDITH BUTLER McPHIE	204 W136th STREET NEW YORK, NY 10030	212-926-8000	NO
KOREAN AMERICAN COALITION	JOHN YOO	3727 WEST 6 <sup>th</sup> STREET LOS ANGELES, CA 90020	213-380-6175	NO
NEW YORK STATE DEPARTMENT OF LABOR	RAY SIMMONS	ALBANY NY	518-485-1816(fax)	NO
923krock.com	Human Resources Manager	N/A	N/A	NO
New York Market Radio	DEBBIE BIERMAN	261 MADISON AVENUE -23 <sup>rd</sup> FLOOR NEW YORK, NY 10028	646-254-4493	NO

**5) Job Title: 8. Traffic Assistant**

**Referral Source(s) of Hiree: 923krock.com**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
EL DIARIO	JEANETTE BELAUSTEGUI	345 HUDSON ST, NEW YORK, NY 10014	212-807-4600	NO
NEW AMSTERDAM NEWS	BETTY SUTTON	2340 EIGHTH AVE, NEW YORK, NY 10027	212-932-7440.	NO
NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE	BEVERLY WHEELER	39 BROADWAY NEW YORK, NY 10006	212-344-7474	NO
NATIONAL PUERTO RICAN FORUM	MARIA ERWIN	31 EAST 32 <sup>nd</sup> STREET NEW YORK, NY 10016	212-685-2311	NO
NATIONAL ASSOC. OF BLACK PROFESSIONSLA	PLACEMENT DEPT	55 LEXINGTON AVENUE NEW YORK, NY 10010	212-312-4670	NO
PACE UNIVERSITY CAREER SEVICES	N/A	ONE PACE PLAZA NEW YORK, NY 10038	212-346-1610	NO
NATIONAL ORGANIZATION OF WOMEN	NICOLE RUANE	150 WEST 28 <sup>th</sup> STREET NEW YORK, NY 10001	212-627-9895	NO
SUNY/CUNY HUTER COLLEGE CAREER DELOPMENT SERVICES	N/A	695 PARK AVENUE NEW YORK, NY 10021	212-772-4850	NO
NATIONAL BLACK MEDIA COALITION	N/A	1738 ELTON ROAD SILVER SPRING MD 20903	301-445-2600	NO
JUST ONE BREAK	PLACEMENT DEPT	120 WALL STREET NEW YORK, NY 10003	212-785-7300	YES
NEW YORK URBAN LEAGUE	JUDITH BUTLER McPHIE	204 W136th STREET NEW YORK, NY 10030	212-926-8000	NO
KOREAN AMERICAN COALITION	JOHN YOO	3727 WEST 6 <sup>th</sup> STREET LOS ANGELES, CA 90020	213-380-6175	NO
NEW YORK STATE DEPARTMENT OF LABOR	RAY SIMMONS	ALBANY NY	518-485-1816(fax)	NO
923krock.com	Human Resources Manager	N/A	N/A	NO
New York Market Radio	DEBBIE BIERMAN	261 MADISON AVENUE -23 <sup>rd</sup> FLOOR NEW YORK, NY 10028	646-254-4493	NO

**6) Total # of Interviewees Referred by Each Source:** For the period from January 23, 2007 to January 22, 2008, this Employment Unit interviewed 54 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
(1) 923krock.com Website	9
(2) Employee Referral	4
(3) Allaccess.com	13
(4) Inside Radio	3
(5) Industry Referral	18
(6) Internal Company Promotion	2
(7) New York Market Radio	2
(8) Craigslist.com	3

7) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. <b><u>PSI/NAACP – Executive Diversity Job Fair @ Penn Plaza Pavilion, NY, NY</u></b> – CBS Radio’s New York City Market (“NYC Market”) The HR Director discussed job opportunities in the NYC Market and nationally with attendees at this event. .	May 22, 2007	Human Resources Director, NYC Market
2. <b><u>Latinos for Hire Career Expo @ Penn Plaza Pavilion, NY, NY</u></b> – CBS Radio’s New York City Market (“NYC Market”) The HR Director discussed job opportunities in the NYC Market and nationally with attendees at this event.	June 27, 2007	Human Resources Director, NYC Market
3. <b><u>Hofstra University – Communications Internship Fair – long Island, NY</u></b> - CBS Radio’s New York City Market (“NYC Market”) The HR Director discussed job opportunities in the NYC Market.	November 16, 2007	Human Resources Director, NYC Market

(b) General Outreach Efforts.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
<b>WXRK</b> , has made significant contributions to the CBS Radio career website ( <a href="http://www.CBSRADIO.COM">www.CBSRADIO.COM</a> ) which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them.	Ongoing	Broadcast Operations Coordinator

(c) **Participation in Events.**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. <b><u>International Radio &amp; Television Society- Minority Career Fair @ AMA Conference Center, New York City</u></b> – CBS Radio’s NYC Market. Spoke to 125 college students from across the country about Radio Industry and Broadcasting careers as a panelist on the “Secrets of Success” workshop. These students were later interviewed during the last day of the event for internship and full time employment.	March 29- March 30, 2007	Human Resources Director, NYC Market
2. <b><u>Central New York Communications Consortium @ Syracuse University @ S.I. Newhouse School</u></b> – CBS Radio’s NYC Market This annual event attracts students from The Newhouse School, Ithaca College, Colgate, Cornell, and Lemoyne College.	April 12- April 14, 2007	Human Resources Director, NYC Market
3. <b><u>Hofstra University Advertising Club, long Island, NY</u></b> – CBS Radio’s NYC Market. Spoke to 40 marketing students about careers, tips, trends in hiring, effective networking, and the corporate culture at CBS Broadcasting.	April 25, 2007	Human Resources Director, NYC Market
4. <b><u>Emma L. Bowen Foundation – 2007 Summer Conference @ Fordham University</u></b> – CBS Radio’s NYC Market. Addressed 180 Emma Bowen students attending the summer conference about interviewing effectively for employment, professional development, workplace development, and workplace realities to be mindful of as they begin to manage their careers.	June 23, 2007	Human Resources Director, NYC Market
5. <b><u>St. Francis College, Brooklyn, NY – Young Journalists in Training Program</u></b> – CBS Radio’s NYC Market. Addressed this year’s class about how to begin to prepare to obtain internships, cultivate mentoring relationships, and ultimately secure employment in the Broadcasting Industry.	November 26, 2007	Human Resources Director, NYC Market

(d) **Internship Program.**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
<b><u>Internship Program</u></b> – The Promotions Coordinator interviewed 46 candidates from area colleges including Ramapo College, Westchester Community College, and Fordham University. There were 16 students who were accepted into the program. These students worked in the promotions and programming departments to help acquire the skills necessary for broadcast employment. The Interns received school credit for their participation.	January 23, 2007 to January 22, 2008	Promotions Coordinator

**(e) Training Management Personnel.**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. EEO/Anti-discrimination Training:  CBS Radio NYC Market personnel participated in a web training program to review methods of ensuring equal employment opportunity and preventing discrimination.	Ongoing	All Full-time employees