

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period May 23, 2005 – May 22, 2006.

1) Employment Unit Location/Name: Baltimore, Maryland CBS Radio Stations WLIF-FM, WJFK-AM

**2) Unit Members (List all station call signs and communities of license): WLIF-FM, Baltimore, MD
WJFK-AM, Baltimore, MD**

3) EEO Contact Information for Employment Unit:

Mailing Address: CBS Radio Baltimore 600 Washington Avenue Suite 201 Baltimore, MD 21204	Telephone Number: 410-825-1000
	Contact Person: Holly Hadigian Office Manager/EEO Coordinator
	E-mail Address: Holly.hadigian@cbsradio.com

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

Job Title	Recruitment Source Referring Hiree
1. Account Executive	3 rd Party Industry Referral
2. Account Executive	Infinity Broadcasting Website Posting
3. Account Executive	Infinity Broadcasting Website Posting
4. Account Executive	CBS Radio Website Posting
5. Account Executive	CBS Radio Website Posting
6. Account Executive	CBS Radio Website Posting
7. Account Executive	Internal Employee Referral
8. Account Executive	Broadcast Institute of Maryland
9. Air Talent	Internal Employee Referral
10. General Sales Manager	Internal Promotion

Stations **WLIF-FM, WJFK-AM** are Equal Opportunity Employers.

5) Job Title: ~~Each Vacancy Listed in Sec~~ Section 4* Referral Sources of Hires: See Section 4*

* Each of the recruitment sources listed below was contacted in connection with the recruitment for all positions filled.

Recruitment Sources Used	Contact Person	Address	Phone Number	Did Recruitment Source Request Notification
Allaccess.com	Holly Hadigian	Internet Site	410-825-1065	No
American Women In Radio & Television	Melissa Lowe Career Line	8405 Greensboro Dr #800, McLean, VA 22102	703-506-3290	No
Association Of Black Media Workers	Terri Owens Job Placement Services	P.O. Box 47236, Baltimore, Maryland 21244-0236	No Phone	No
Baltimore City Community College	Eula Gautreaux Career Development Center	2901 Liberty Heights Ave, Baltimore, Maryland 21215	410-462-8300	No
Baltimore County Dept of Aging	Patti Madigan Sr. Employment & Housing Services	611 Central Avenue Room 319 Towson, MD 21204	410-887-3296	Yes
Baltimore Sun	Margaret Anderson Classified Advertising	Calvert Street, Baltimore, Maryland	410-783-2507	No
Baltimore Urban League	Ophelia Jones	512 Orchard Street, Baltimore, Maryland 21201	410-523-8150	No
Bowie State University	Mary Johnson Career Services Department	M L King Bldg, #256, Bowie, Maryland 20715	301-464-6570	No
Broadcasting Institute Of Maryland	Norman Brooks Placement Department	7200 Harford Road, Baltimore, Maryland 21234	410-254-2770	No
Capitol College	Tony Miller Career Services Department	11301 Springfield Rd, Laurel, Maryland 20708	301-369-2800	No
Careerbuilder.com	Margaret Anderson Classified Advertising	Calvert Street, Baltimore, Maryland	410-783-2507	No
Catholic Charities	Kimberly Ellis, Placement Manager	19 W. Franklin Street, Baltimore, MD 21201	410-468-4625	Yes
Catonsville Community College	Career Development Director Career Planning & Development	800 South Rolling Road, Baltimore, Maryland 21228	410-821-8921	No
Cbsradio.com	Holly Hadigian	Internet Site	410-825-1065	No
Change, Inc	Gracie Rolling	1413 Park Road N W, Washington, D C 20010	202-387-3725	No
College Of Notre Dame	Lucy Wase Career Center	4701 North Charles Street, Baltimore, Maryland 21210	410-435-0100	No
Coppin State College	James Thornton Career Development Office	2500 W. North Avenue, Baltimore, Maryland 21216	410-383-5990	No
Coppin State College	Theresa Dawson Career Development Center	2500 West North Avenue, Baltimore, Maryland 21216	410-282-5990	No
Craigslist.com	Holly Hadigian	Internet Site	410-825-1065	No
Division Of Rehabilitation Services	Bridget Stevens Career Counselor	4710 Author Place #420, Camp Springs, Maryland 20746	410-544-9385	No
Dundalk Community College	Marlene Ryzewski Counseling Center	7200 Sollers Point Road, Baltimore, Maryland 21222	410-282-6700	No
El Heraldo	Manuel Alban	2711 Wesleyan Way, Churchville, Maryland 21028	410-836-2114	No
Essex Community College	Denise Richardson Job Placement Office	7201 Rossville Blvd, Baltimore, Maryland 21237	410-682-6000	No

Globaltech Bilingual Institute	Gary Totelino	149 North Luzerne Avenue Baltimore, MD 21224	410-558-3510	Yes
Goucher College	Raquel Cosden Employment Relations Coordinator	1021 Dulaney Valley Road, Baltimore, Maryland 21204	410-337-6000	No
Hood College	Sarah Bigham Director Of The Career Center	Main Street, Frederick, Maryland 21701	301-663-3131	No
Howard County Community College	Janice Marks Director Of The Career Center	Little Patuxant Parkway, Columbia, Maryland 21044	410-772-4450	No
Howard County Department of Employment and Training	Stephanie Hill	7060 Oakland Mills Road Columbia, MD 21046	410-313-4600	No
Howard University	Samuel Hall	P.O. Box 667, Administration Bldg, Washington, D C 20059	202-806-6100	No
Internal Job Postings	Holly Hadigian	600 Washington Avenue, #201, Towson, Maryland 21204	410-825-1065	No
Jewish Vocational Services	Natalie Merkur Rose Career Services Director	9900 Georgia Avenue Silver Spring, MD 20902	301-816-2628	No
Johns Hopkins University	S. Baughan	3400 North Charles Street Baltimore, MD 21046	410-516-8048	No
Korean Community Service Center	Career Services Director	217 Muddy Branch Rd, Gaithersburg, MD 20878	301-345-0839	No
La Comunidad	Career Services Director	8519 Piney Branch Road, Silver Spring, Maryland 20901	301-445-8204	No
Loyola College	Bruce Smeltz Career Planning & Placement	4501 North Charles Street, Baltimore, Maryland 21210	410-617-2000	No
Maryland Department Of Labor & Licensing Economics/Employment Division	Linda Boyer Maryland Job Service	7930 Eastern Blvd, Baltimore, Maryland 21224	410-876-9382	No
Maryland Division Of Parole & Probation	Barbara McFarland	3413 Dundalk Avenue, Baltimore, Maryland 21222	410-333-4101	Yes
Maryland Employment Service	Stephanie Hines Job Placement Counselor	10650 Hickory Ridge Road, Columbia, Maryland 21044	410-312-5762	No
Maryland Job Service – Frederick County	Career Counselor	5340 Spectrum Drive #A, Frederick, MD 21703	301-846-2255	No
Maximus	Lisa Simmons Career Counselor	4351 Garden City Drive, Landover, Maryland 20785	301-918-9555	No
Mayor's Office of Employment Development	Darryl Sutton	417 E. Fayette Street #468 Baltimore, MD 21202	410-396-3009	Yes
MDD CDE Broadcasters Association	Chip Weinman Job Bank	106 Old Court Road Baltimore, Maryland 21208	410-385-0224	No
Melwood Training Center	Kimberly Carter	4425 Forbes Blvd #C Lanham, MD 20706	301-870-6722	No
Monster.com	Holly Hadigian	Internet Site	410-825-1065	No
Montgomery College	Harriett Liebowitz Career Counselor	51 Mannakee St, Rockville, Maryland 20850	301-353-7800	No
Montgomery County Commission For Women	Carol Steadman Career Counselor	400 N. Washington Street, Suite 100, Rockville, Maryland 20850	301-279-8346	No
Morgan State University	Allan Kennedy	Hillen Road & Cold Spring Lane, Baltimore, Maryland 21239	410-319-8506	No
National Association For The Advancement Of Colored People	Ruby Lewis	1000 U Street, Washington, D C 20001	202-667-1700	No
National Association For The Advancement Of Colored People National Office	John Johnson	4805 Mount Hope Drive, Baltimore, Maryland 21215	410-358-8900	No
National Association For The Advancement Of Colored People Of Baltimore City	G.I. Johnson	6-8 West 26 th Street, Baltimore, Maryland 21218	410-366-3300	No

National Association For The Advancement Of Colored People Of Baltimore County	Stacy Cotter Job Placement Director	Main & Wesley Avenue, Catonsville, Maryland 21228	410-747-7200	No
National Association Of Black Accountants	Darryl Matthews Career Counselor	7249a Hanover Parkway, Greenbelt, Maryland 20770	410-655-7833	No
National Association Of Black Journalists	Veronique Dodson,	3100 Taliaferro Hall, University Of Maryland, College Park, Maryland 20742	No phone	No
National Association Of Broadcasters	Michael Mckinley Employment Clearinghouse	1771 N Street N W, Washington, D C 20036	202-429-5430	No
National Association Of Colleges & Employers	Emily Fuller	P. O. Box 16279, Baltimore, Maryland 21210	410-433-7550	No
National Coalition Of 100 Black Women	Dr. Anne Emery	2901 Druid Park Drive, Suite 108, Baltimore, Maryland 21215	202-862-3903	No
National Federation Of The Blind	James Gashell Career Counselor	1800 Johnson Street, Baltimore, Maryland 21230	301-659-9314	No
National Organization For Women	Janet Caputo	P.O. Box 253, Timonium, Maryland 21094	410-668-4399	No
National Sales Network	Career Counselor	2117 L Street, Suite 317, Washington, DC 20037	202-331-4407	Yes
Opportunities In Public Affairs	Eric Brice	P.O. Box 34949, Bethesda, Maryland 20827	301-571-0102	No
Sheffield Institute for the Recording Arts	Bill Riley	13816 Sunnybrook Road Phoenix, MD 21131	410-628-7260	Yes
STEP	David Brown, Youth Coordinator	1025 St. Paul Street Baltimore, MD 21202	410-625-1877	Yes
Tess Community Center	Douglas Duncan Career Counselor	8513 Piney Branch Road, Silver Spring, Maryland 20901	301-565-7675	No
Towson University	Employer Relations Coordinator The Career Center	8000 York Road, Towson, Maryland 21252	410-830-2000	No
Transcen, Inc	Maggie Leedy Career Counselor	451 Hungerford Drive #700, Rockville, Maryland 20850	301-424-2002	No
University Of Baltimore	Colleen Murphy Career Development Center	1420 North Charles Street, Baltimore, Maryland 21201-5779	410-827-4200	No
University of Delaware	Marianne Green, Career Resource Center	401 Academy Street, Newark, DE 19716-6510	302-831-4034	Yes
University Of Maryland	Marirose Moran Career Center	3121 Hornbake Library, College Park, Maryland 20742	301-405-1000	No
University Of Maryland-Baltimore County	T. Lupinski Career Development & Placement Office	100 Hilltop Circle, Baltimore, Maryland 21250	410-455-2665	No
University Of Maryland-Baltimore County	Myrle Combs Placement Office	5401 Wilkens Avenue, Baltimore, Maryland 21228	410-455-2665	No
US Dept of Veterans Affairs	Andy Dombrowski	Vocational Rehabilitation and Employment, 31 Hopkins Plaza, Baltimore, MD 21201	410-230-4557	No
Villa Julie College	Jennie Adcock	1525n Greenspring Valley Rd Stevenson, MD 21153	443-334-2702	Yes
Washington Urban League	Brenda Turner Job Placement Service	2900 Newton Street NE, Washington, D C 20018	202-526-2249	No

6) Total # of Interviewees Referred by Each Source: For the period from May 23, 2005 – May 22, 2006, this Employment Unit interviewed 29 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) 3rd Party Industry Referral	2
(2) Infinity Broadcasting Website Posting	2
(3) Internal Employee Referral	7
(4) CBS Radio Website Posting	5
(5) Internal Candidate	7
(6) Loyola College Career Fair 2006	2
(7) None (Cold Call)	1
(8) Broadcast Institute of Maryland	1
(9) Craigslist.com Website Posting	1
(10) Jobsinsports.com Website Posting	<u>1</u>

7) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. CBS Radio Career Fair 2006 – an annual career fair hosted by the CBS Radio stations in Baltimore.	March 21, 2006	EEO Coordinator General Sales Managers
2. 2006 Maryland Hispanic Workforce Conference, Job Fair and Scholarship Dinner – CBS Radio Baltimore participated in the Job Fair with sister station WZOL-FM	April 20, 2006	EEO Coordinator
3. Loyola College Career Fair 2006 – CBS Radio Baltimore participated in the Loyola College Career Fair targeted toward graduating seniors seeking jobs and underclassmen seeking internship experience	March 29, 2006	EEO Coordinator Local Sales Managers
4. Towson University Internship Fair – CBS Radio Baltimore participated in the Towson University Internship Fair targeted towards students seeking internships and part time employment.	March 9, 2006	EEO Coordinator Promotion Coordinator
5. Towson University Public Relations/Communications Career Fair – CBS Radio Baltimore participated in this targeted job fair directed at Public Relations and Communications majors	April 27, 2006	EEO Coordinator

(b) General Outreach Efforts.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. WLIF-FM and WJFK-AM have made significant contributions to the CBS Radio career website (www.cbsradio.com) 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	EEO Coordinator
2. WLIF-FM and WJFK-AM have conducted 18 educational tours of the broadcast facilities for Boy Scouts, Girl Scouts, youth groups and Broadcast Institute of Maryland students. Tours met the requirements for scouting badges and provided broadcast career insight.	June 6, 2005 July 15, 2005 August 11, 2005 August 15, 2005 October 19, 2005 November 8, 2005 November 16, 2005 December 6, 2005 January 18, 2006 January 19, 2006 February 2, 2006 February 2, 2006 February 21, 2006 February 23, 2006 February 24, 2006 February 24, 2006 February 25, 2006 March 8, 2006	EEO Coordinator Production Managers Air Talent

(c) Participation in Events.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. Towson University Radio Programming Class – a roundtable discussion including CBS Radio staff member and Towson University Programming Class members.	February 20, 2006	VP of Programming
2. Glen Elg High School Senior Career Exploration Luncheon – a roundtable discussion including CBS Radio staff member and Glen Elg High School college-bound seniors.	March 8, 2006	EEO Coordinator
3. Overlea High School Mock Interview Program – one-on-one mock interviews with Overlea High School seniors interested in media careers.	April 6, 2006	EEO Coordinator
4. Southwest Family Investment Center – a question/answer presentation to the New Beginnings job readiness workshop participants regarding opportunities in broadcasting.	June 8, 2005	EEO Coordinator
5. Broadcast Institute of Maryland – a presentation with question/answer period regarding the development of appropriate resumes for future employment in broadcasting	October 24, 2005 October 27, 2005 April 10, 2006	EEO Coordinator

(d) Internships.

CBS Radio Baltimore Internship Program – Internships are offered to junior level and above college students receiving college credit for internships to aid in students’ preparation for careers in broadcasting.	Ongoing	EEO Coordinator General Sales Managers Production Managers Program Directors Promotion Directors
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