

5) The organizations listed below were notified of all full-time job vacancies, except as follows:

For the General Manager and Announcer, the following additional organizations were notified:

| (i) Name of Organization Notified of Job Vacancy: | Contact Person | Address: | Telephone Number: | Did Recruitment Source Request Notification? (Yes or No) |
|---|----------------|----------|-------------------|--|
|---|----------------|----------|-------------------|--|

Announcer:

| | | | | |
|---------------|-------------|-------------------------------------|--------------|---|
| Allaccess.com | Joel Denver | 28955 Coast Hwy Malibu, CA 90265 | 310-457-6616 | N |
|---------------|-------------|-------------------------------------|--------------|---|

General Manager:

| | | | | |
|--------------|------------|---------------------------------------|--------------|---|
| Inside Radio | Gene McKay | 81 Main Street Littleton, CO 03561 | 800-640-8852 | N |
|--------------|------------|---------------------------------------|--------------|---|

| (i) Name of Organization Notified of Job Vacancy: | Contact Person | Address: | Telephone Number: | Did Recruitment Source Request Notification? (Yes or No) |
|---|---|--|-------------------|--|
| American Association of University Women | Anne Bryant | 6 Cedar Lane, O'Fallon, MO 63366 | | No |
| American Indian Council | Dawn Jordan, Employment Specialist | 1017 Olive, Suite M-13, St. Louis, MO 63101 | 314-569-6653 | Yes |
| Arkansas State University | Richard Carvell | Department of Radio/TV, P. O. Box 2160, State University, AR 72467 | 870-972-3070 | No |
| Asian American Journalists Association | Rene Asudillo | 1182 Market Street, Suite 300, San Francisco, CA 94102 | 415-346-2051 | No |
| Boston University | Peter Waelsch | Career Services, 19 Deerfield Street, Boston, MA 02215 | 617-353-6936 | No |
| Broadcast Center | John Carroll, Placement Director | 2360 Hampton Avenue, St. Louis, MO 63139 | 314-647-8181 | Yes |
| Businesspersons Between Jobs | George Fish, Executive Director | 601 Claymont Drive, Ballwin, MO 63011 | 636-394-1440 | Yes |
| California Chicano News Media Assn. | Office Manager | 3800 S. Figueroa Street, Los Angeles, CA 90037 | 213-743-4960 | No |
| Career Alternatives Learning Center | Placement Office | 12128 Natural Bridge, Bridgeton, MO | 314-209-1777 | No |
| Catholic Charities | Joe Kohlberg, Job Placement | 4532 Lindell Blvd., St. Louis, MO 63108 | 314-367-5500 | Yes |
| Central Missouri State University | Teresa Alewel, Director, Career Services | Elliott University Union 302, Warrensburg, MO 64093 | 660-543-4985 | Yes |
| City House Learning Center | Janice Vails, Executive Director | 634 N. Grand, St. Louis, MO | 314-535-5112 | Yes |
| Discovering Options | Susan Silver, Employer Services Coordinator | 909 Purdue Avenue, St. Louis, MO 63130 | 314-721-8116 | Yes |

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|-------------------------------------|--|--|--------------|-----|
| Division of Workforce Development | Mike Gavura, Workforce Development Supervisor | 4811 Delmar, St. Louis, MO 63108 | 314-877-0916 | Yes |
| Educational Resource of America | Placement Office | 231 S. Bemiston, St. Louis, MO | | No |
| England & Company | Bob Gross | 122 Marilyn, Kirkwood, MO 63122 | 314-984-9998 | Yes |
| Focus St. Louis | Christine Chadwick, Executive Director | 1910 Pine Street, St. Louis, MO 63103 | 314-622-1250 | No |
| Fontbonne College | Carol Watson Dillon, Personal & Career Counselor | 6800 Wydown Blvd., St. Louis, MO 63105 | 314-889-1411 | No |
| Greater Mount Carmel Baptist Church | Reverend Earl Nance, Jr., Reverend | 1617 N. Euclid, St. Louis, MO 63113 | 314-361-8893 | Yes |

| | | | | |
|--|--|--|--------------------|-----|
| Greater St. Louis Black Media Coalition | Matthew Knuckles | 829 Manitou, St. Louis, MO 63119 | 314-962-2491 | Yes |
| Harris Stowe State College | Wanda McNeil, Director Career Services | 3026 Laclede, St. Louis, MO 63103 | 314-340-3512 | Yes |
| Hispanic Chamber of Commerce | | P. O. Box 78386, St. Louis, MO 63178 | | No |
| Howard University | Career Services | 525 Bryant Street, Washington, DC 20059 | 202-462-4267 | No |
| Jefferson College | Bob Coross, Career Services Director | 1000 Viking Drive, Hillsboro, MO 63050 | 636-942-3000 X 211 | Yes |
| Kingdom House | William McRoberts, Employment Director | 1321 South 11 th Street, St. Louis, MO 63104 | 314-421-0400 | Yes |
| Lewis & Clark Community College | Marty Brawn, Director Workforce Development | 5800 Godfrey Road, Godfrey, IL 62035 | 618-468-5500 | Yes |
| Life Skills Foundation, Inc. | Judy Goldford | 10176 Corporate Square, St. Louis, MO 63132 | 314-567-7705 | Yes |
| Lincoln University | Ronald Nelson, Director Counseling & Career Center | 816 Chestnut Street, Founders Hall, Room 304, Jefferson City, MO 65102 | 573-681-5162 | Yes |
| Lindenwood University | Sheryl Guffey, Director – Career Development | 209 S. Kingshighway, St Charles, MO 63301 | 636-949-2000 | No |
| Maryville University | Lynn Willits, Director of Career Education | 13550 Conway Road, St. Louis, MO 63141 | 314-529-9333 | Yes |
| Mathews Dickey Boys and Girls Club | Barbara Washington, VP Public Relations | 4245 N. Kingshighway, St. Louis, MO 63115 | 314-382-5952 | Yes |
| McKendree College | Jennifer Pickerell, Asst. Dir. Of Career Services | 701 College Road, Lebanon, IL 62254 | 618-537-6806 | Yes |
| MERS/Goodwill | Genny Kluesner, Career Paths Job Developer | 2545 S. Hanley Road, St. Louis, MO 63144 | 314-647-5533 | Yes |
| Metropolitan Community College | Career Planning & Placement | 601 James R. Thompson Blvd., East St. Louis, IL 62201 | | No |
| Metropolitan Employee & Rehabilitation Service | | 1727 Locust Street, St. Louis, MO 63103 | 314-241-3464 | No |
| Midwest Employment Consultants, Inc. | Glenn Harris, MEC Consultant | c/o St. Louis Fatherhood Initiative, 724 N. Union Ave., Suite 305, St. Louis, MO 63108 | 314-381-3125 | Yes |
| Mineral Area College | Career Planning & Placement | P. O. Box 1000, Park Hills, MO 63601 | 573-431-4593 | No |
| Missouri Broadcasters Association | Don Hicks, President | P. O. Box 10445, Jefferson City, MO 65110 | 573-636-6692 | Yes |

| (i) Name of Organization Notified of Job Vacancy: | Contact Person | Address: | Telephone Number: | Did Recruitment Source Request Notification? (Yes or No) |
|---|---|---|-------------------|--|
| Missouri College | Judy Dry, Director of Career Services | 10121 Manchester, St. Louis, MO 63122 | 314-909-5557 | Yes |
| Missouri Division of Vocational Rehabilitation | | 1845 Borman Court, Suite 100, St. Louis, MO 63146 | 314-340-4621 | No |
| Native American Journalists Association | Patty Talahongva, President | University of South Dakota, 414 E. Clark Street, Vermillion, SD 57069 | 605-677-5282 | No |
| Nat'l. Association of Black Journalists | Tangie Newborn, Executive Director | 8701-A Adelphi Road, Adelphi, MD 20783-1716 | 301-446-7011 | No |
| Nat'l. Association of Hispanic Journalists | Ivan Roman, Executive Director | 1000 National Press Building, 529 14 th Street NW, Washington, DC 20045-2001 | 202-662-7145 | No |
| Nat'l. Assn. of Broadcasters | Michael McKinley, Human Resource Development | 1771 N Street, NW, Washington, DC 20036 | 202-429-5300 | No |
| Nichols Career Center | Guidance Office | 605 Union, Jefferson City, MO 65101 | 573-659-3100 | Yes |
| Northside Seventh Day Adventist Church | Lois Gilliane, Executive Assistant | 9001 Lucas & Hunt Road, St. Louis, MO 63136 | 314-868-0707 | Yes |
| Northwest Missouri State University | Joan Schneider, Director of Career Services | AD 130, 800 University Drive, Maryville, MO 64468 | 660-562-1250 | Yes |
| Paraquad | Xenia Naert, Employment Specialist | 311 N. Lindbergh, St. Louis, MO 63141 | 314-567-1558 | Yes |
| Phyllis Wheatley Trans. Housing | Tamala Schappelle | 3820 W. Pine, St. Louis, MO 63108 | 314-533-9401 | No |
| Productive Futures | Linda McKay, Human Resource Consultant | 5225 Delmar Blvd., St. Louis, MO 63108 | 314-367-2522 | Yes |
| Rainbow/Push Coalition | Cathy Gass, Executive Assistant | 1131 8 th Street NE, Washington, DC 20002-3622 | 202-333-5270 | No |
| Right Management Consultants | Christian Ferris, Marketplace Resource Consultant | 530 Maryville Centre Dr., Suite 400, St. Louis, MO 63141-5825 | 314-851-9032 | Yes |
| Saint Louis University | Julius Hunter, Placement Office | 721 North Grand, St. Louis, MO 63103 | 314-977-8880 | Yes |
| School District of the City of St. Charles | Placement Office, Adult Education & Customized Training | 1025 Country Club Road, St. Charles, MO 63303 | 636-723-4456 | Yes |
| SIU-Edwardsville | Susan Seibert, Asst. Dir., Employer Relations | Career Development Center, 3126 Founders Hall, Edwardsville, IL 62026-1620 | 618-650-3708 | Yes |
| Southeast Missouri State University | Diane Bright, Adm. Asst., Career Services | Mail Stop 100, One University Plaza, Cape Girardeau, MO 63701 | 573-651-2583 | Yes |
| Southwest Missouri State University | Margie Wieland, Career Services Coordinator | 901 South National, Springfield, MO 65804 | 417-836-5636 | Yes |
| Southwestern Illinois College | Darlene Beisiegel, Job Developer | 2500 Carlyle Avenue, Belleville, IL 62221 | 618-222-5345 | Yes |

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|---|--|---|-------------------|--|
| St. Charles Community College | Martha Toebben, Coordinating Counselor, Career Services | 4601 Mid Rivers Mall, St. Charles, MO 63376 | 636-922-8243 | Yes |
| St. Louis Community College – Forest Park | Tracey Dickerson, Career & Employment Specialist | 5600 Oakland Avenue, St. Louis, MO 63110-1393 | 314-644-9196 | No |
| St. Louis Community College - Meramec | Terrence Small, Manager | 11333 Big Bend, St. Louis, MO 63122 | 314-984-7578 | Yes |
| St. Louis Jobs Corps | Placement Office | 4333 Goodfellow, St. Louis, MO 63120 | 314-679-6200 | No |
| St. Louis NAACP | Harold Crumpton, President | 625 N. Euclid Avenue, St. Louis, MO 63108 | 314-361-8600 | Yes |
| St. Patrick's Center | Employment Liaison Committee | 614 N. 11 th Street, St. Louis, MO 63101 | 314-436-5475 | Yes |
| Truman State University | Jan Fishback, Placement Career Coordinator | McKinney Center, Kirksville, MO 63501 | 660-785-4353 | No |
| UNCF College Fund | Deborah Tansil-Graham | 1015 Locust Street, Suite 826, St. Louis, MO 63101 | 314-241-9504 | No |
| University of Dayton | Dr. Annette Taylor, | Department of Communications, Dayton, OH 45469-1410 | 937-229-2341 | No |
| University of Missouri-Columbia | Career Planning & Placement | Student Services Center, Columbia, MO 65211 | 573-882-4577 | No |
| University of Missouri-Kansas City | Career Services | 4825 Troost, Room 205, Kansas City, MO 64110 | 816-235-1636 | No |
| University of Missouri-St. Louis | Rebecca Golden, Placement Specialist | 8001 Natural Bridge Road, 278 MSC, St. Louis, MO 63121 | 314-516-5111 | Yes |
| Urban League of Metro St. Louis – St. Clair County Operations | | 690 North 20 th , East St. Louis, IL 62205 | 618-274-1150 | Yes |
| Urban League of Metro St. Louis | James Buford, President & CEO | 3701 Grandel Square, St. Louis, MO 63108 | 314-615-3662 | Yes |
| Urban League of Metro St. Louis | Marsha Leonatti, VP Employment & Education | 3701 Grandel Square, St. Louis, MO 63108 | 314-615-3662 | Yes |
| Valparaiso University | Douglas Kocher | Department of Communications, Valparaiso University, Valparaiso, IN 45383 | 219-464-5271 | Yes |
| Veterans Assistance Commission | Job Counselor | 157 N. Main St., Suite 115, Edwardsville, IL 62025-1963 | 618-692-7040 | Yes |
| Webster University | Joe Schuster, Chair, Assoc. Professor, Communications & Journalism | 470 East Lockwood, Webster Groves, MO 63119 | 314-968-6982 | Yes |
| Webster University | O. Ray Angle, Dir., Career Services | 470 East Lockwood, Webster Groves, MO 63119 | 314-968-6982 | Yes |

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|--|---|---|----------------------|---|
| Xavier University | Carolyn Thomas, Dir., Career Services | 7325 Palmetto Street, New Orleans, LA 70125 | 504-588-5100 | No |
| Youth Build St. Louis | Juanita Carr, Career Counselor | 1919 S. Broadway, St. Louis, MO 63104 | 314-621-1411 | No |
| YWCA of Metro St. Louis | Crystal Small, Job Readiness Coordinator | 3820 West Pine Blvd., St. Louis, MO 63105 | 314-533-9400 | Yes |
| KEZK/KYKY Website | | | | |
| Missouri Works Website | | | | |
| CBS Radio Website | | | | |
| St. Louis Post Dispatch | | | | |
| St. Louis American | | | | |

6) Total # of Interviewees Referred by Each Source: For the period from September 22, 2005 – September 21, 2006, this Employment Unit interviewed 97 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) Call In | 2 |
| (2) Southern Illinois University-Edwardsville | 1 |
| (3) Industry Referral | 12 |
| (4) CBS/Station Websites | 31 |
| (5) Internal Referral | 11 |
| (6) Newspaper-Classified | 10 |
| (7) Monster.com | 11 |
| (8) Broadcast Center | 1 |
| (9) Walk In | 1 |
| (10) allaccess.com | 1 |
| (11) Current Employee | 5 |
| (12) Black MBA Job Fair | 3 |
| (13) Industry Publication-Inside Radio | 5 |
| (14) Missouri Works State Unemployment Website | 1 |
| (15) St. Louis University | 1 |
| (16) Congressional Clerk's Job Fair | 1 |

7) Supplemental Recruitment Measures.

(a) Job Fairs.

| Description of Supplemental Recruitment Measure: | Date: | Personnel Involved: (Position) |
|---|------------------|--|
| 1. National Black MBA Job Fair Participate in Job Fair. The station solicited applications and discussed career opportunities in broadcasting. | October 27, 2005 | 1 Program Director, 2 General Sales Manager, 1 NTR Sales Manager, 1 HR Manager |
| 2. Webster University Internship Fair Participate in Internship Fair. The station solicited applications and discussed career opportunities in broadcasting. | October 25, 2005 | 2 Marketing Coordinators |
| 3. Congressman Clay, 1 st District, Missouri Career Fair Participate in Career Fair. The station solicited applications and discussed career opportunities in broadcasting. | May 15, 2006 | 1 Program Director, 1 National Sales Manager, 1 H/R Manager |

(b) General Outreach Efforts.

| Description of Supplemental Recruitment Measure: | Date: | Personnel Involved: (Position) |
|--|---------|--------------------------------|
| 1. KEZK/KYKY , have made significant contributions to the Infinity 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 | |

(c) Participation in Events.

| Description of Supplemental Recruitment Measure: | Date: | Personnel Involved: (Position) |
|--|---|--|
| 1. Greater St. Louis Black Media Coalition Annual Education Conference Meet with and counsel college students on careers in broadcasting. | April 25-26, 2006 | 1 National Sales Manager, 1 HR Manager |
| 2. Regional Business Council Higher Education Collaboration Meet with and counsel college students on careers in broadcasting. | November 1, 2005 | 1 H/R Manager |
| 3. Junior Achievement Job Shadow Program Host Junior Achievement students to observe radio station operations and the skills needed for careers in broadcasting. | February 23, 2006 | 2 Announcers, 2 Program Directors, 2 Marketing Directors, 1 Production Director, 1 Webmaster |
| 4. Junior Achievement-Enterprise Village – broadcast learning center. Participate in a year round learning center that provides hands on training in various businesses. Operated a mock radio station which gives students hands on broadcasting experience. | September 22, 2005- September 21, 2006 | 1 General Manager, 1 Engineer |

(e) Training of Management-Level Personnel.

| Description of Supplemental Recruitment Measure: | Date: | Personnel Involved: (Position) |
|--|---------------|--|
| 1. CBS Radio EEO Webinar training in equal employment and anti-discrimination practices. | July 31, 2006 | 1 General Manager, 1 Local Sales Manager, 1 Program Director, 1 Assistant Program Director, 2 Marketing Directors, 1 Market Controller, 1 HR Manager |

(f) Internship Program.

| Description of Supplemental Recruitment Measure: | Date: | Personnel Involved: (Position) |
|--|----------|--|
| 1. KEZK/KYKY conducts an ongoing internship program designed to assist college students in acquiring skills needed for broadcast employment and careers in broadcasting. | On going | 1 Production Director, 2 Marketing Directors, 1 HR Manager |