

EEO PUBLIC FILE REPORT

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

1) **Employment Unit Location/Name:** Cleveland, OH/CBS Radio

2) **Unit Members (List all station call signs and communities of license):** WDOK-FM, Cleveland, OH
WQAL-FM, Cleveland, OH

3) **EEO Contact Information for Unit Member: Diane L. Scott**

Mailing Address: CBS Radio 1041 Huron Road Cleveland, OH 44115	Telephone Number: 216-861-0100x207
	Contact Person: Diane L. Scott
	E-mail Address: diane.scott@cbs.com

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

Job Title	Recruitment Source Referring Hiree
1. WQAL Account Executive	Infinity Website
2. WDOK Account Executive	WNCX Website
3. WQAL Account Executive	Staff Networking
4. WQAL Account Executive	Previous Employee Referral
5. WQAL Air Personality	Plain Dealer Newspaper

Stations WDOK-FM/WQAL-FM are Equal Opportunity Employers.

5) Job Title:

1. WQAL Account Executive

Referral Source(s) of Hiree: Infinity Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baldwin Wallace College	Lisa Tomlin Houston, Career Services	275 Eastland Rd., Berea, OH 44107	440-826-2101 440-826-2162 Fax	Yes
Call & Post Newspapers	Trina/Classified Advertising	11800 Shaker Blvd., Cleveland, OH 44120	216-791-7600	No
Case Western Reserve University	Dr. Tom Matthews, Career Services	10900 Euclid Ave., #206 Sears Bldg., Cleveland, OH 44106	216-368-2000 216-368-4759 Fax	No
Cleveland Job Corps Center	Ms. Clark, Independent Living Specialist	10660 Carnegie Ave., Cleveland, OH 44106	216-795-8500 216-795-1999 Fax	Yes
Cleveland State University	Paul B. Klein, Director Career Services	2121 Euclid Ave., RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	No
Cleveland Works/Towards Employment	Gloria Baker, Placement/ Jamie Brown, Team Leader	1255 Euclid Ave., #300 Cleveland, OH 44115	216-696-5750 216-696-5119 Fax	No
Council For Economic Opportunity In Greater Cleveland	Sonya R, H/R	1228 Euclid Ave #700, Cleveland, Ohio 44115	216-696-9077 216-651-3222 Fax	No
Cuyahoga Community College	Maria Brathwaite, Director Career Services	2900 Community College Ave. Cleveland, OH 44115	216-987-3029 216-987-3198 Fax	No
Esperanza, Inc.	Barbara Esperon, CEO	4115 Bridge Ave, Cleveland, OH 44113	216-651-7178 216-651-7183 Fax	No
Infinity Broadcasting Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	No
JPC Computer Learning Center	Pat Buis, Director Career Services	3634 Euclid Avenue, 1 st Fl., Cleveland, OH 44115	216-881-5637 216-881-5609 Fax	Yes
Kent State University	Ann Motayar, Director Career Services	261 Michael Schwartz Center, Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	No
Lorain Community College	Marci Field, Career Services	1005 N. Abbe Rd, Elyria, OH 44035	440-233-7244 440-366-4676 Fax	No
May Dugan Center	Juanita Davis, Program Director	4115 Bridge Ave, Cleveland, OH 44113	216-631-5800 216-631-4595 Fax	No
National Association for the Advancement of Colored People	Stanley Miller, Executive Director	2131 Stokes Blvd., Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	No
Notre Dame College	Katherine Krejci, Director Career Services	4545 College Rd, Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	No
Ohio Association of Broadcasters	Chris Merritt, Executive V/P	88 East Broad St., Columbus, OH 43215	614-228-4052	Yes
Ohio Center for Broadcasting	Gary James, National Placement Director	9000 Sweet Valley Dr., Valley View, OH 44125	216-447-9117 216-642-9232 Fax	Yes
Ohio Job & Family Services	Sybil Merritt	11699 Brookpark Rd., Parma, OH 44130	216-898-3204 216-898-1497 Fax	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Ohio's JobBank Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	No
Plain Dealer Newspaper	Linda Clark/Classified Adv	1801 Superior Ave., Cleveland OH 44114	216-999-4799	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd., Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	No
Spanish American Committee	Emma Grugrevic, Job Development	4407 Lorain Ave., Cleveland, OH 44102	216-961-2100 216-961-3305 Fax	No
Ursuline College	Gerri Sullivan, Career Services	2550 Lander Rd., Cleveland, OH 44124	440-449-4203 440-449-2235 Fax	No
Vocational Guidance	Marsha Peterson, Career Services	13102 Triskett Rd., Cleveland, OH 44111	216-476-3020 216-476-3435 Fax	Yes
Westside Ecumenical Ministries	Adam Roth, Operations Director/Career Services	5209 Detroit Ave., Cleveland, OH 44102	216-251-2037 216-651-4145 Fax	Yes
Women's Re-Entry Network	Gloria Picket, Counselor	1468 W. 25 th St., Cleveland, OH 44113	216-696-7535 216-696-3317 Fax	No
WDOK Website	Kristy Brown, Promotions Director	One Radio Lane, Cleveland, OH 44114	216-696-0123	Yes
WNCX/WXTM Website	Dominic Ebner, Webmaster	1041 Huron Road, Cleveland, OH 44115	216-861-0100	Yes
WQAL Website	Sandy Harsanyi, Webmaster	One Radio Lane, Cleveland, OH 44114	216-696-0123	Yes

5) Job Title:

2. WDOK Account Executive

Referral Source(s) of Hiree: WNCX Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baldwin Wallace College	Lisa Tomlin Houston, Career Services	275 Eastland Rd., Berea, OH 44107	440-826-2101 440-826-2162 Fax	Yes
Bryant & Stratton College	Rhonda Buttler, Director Career Services	1700 E 13 th Street, Cleveland, OH 44114	216-771-1700 216-771-7787 Fax	Yes
Call & Post Newspapers	Trina/Classified Advertising	11800 Shaker Blvd., Cleveland, OH 44120	216-791-7600	No
Case Western Reserve University	Dr. Tom Matthews, Career Services	10900 Euclid Ave., #206 Sears Bldg., Cleveland, OH 44106	216-368-2000 216-368-4759 Fax	No
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Cleveland Job Corps Center	Ms. Clark, Independent Living Specialist	10660 Carnegie Ave., Cleveland, OH 44106	216-795-8500 216-795-1999 Fax	Yes
Cleveland State University	Paul B. Klein, Director Career Services	2121 Euclid Ave., RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	No
Cleveland Works/Towards Employment	Gloria Baker, Placement/ Jamie Brown, Team Leader	1255 Euclid Ave., #300 Cleveland, OH 44115	216-696-5750 216-696-5119 Fax	No
Council For Economic Opportunity In Greater Cleveland	Sonya R, H/R	1228 Euclid Ave #700, Cleveland, Ohio 44115	216-696-9077 216-651-3222 Fax	No
Cuyahoga Community College	Maria Brathwaite, Director Career Services	2900 Community College Ave. Cleveland, OH 44115	216-987-3029 216-987-3198 Fax	No
Esperanza, Inc.	Barbara Esperon, CEO	4115 Bridge Ave, Cleveland, OH 44113	216-651-7178 216-651-7183 Fax	No
Jewish Family Service Association/TAPP	Kim Holloway, Job Developer	24075 Commerce Park Road, Beachwood, OH 44122	216-514-9600 216-514-9613 Fax	Yes
JPC Computer Learning Center	Pat Buis, Director Career Services	3634 Euclid Avenue, 1 st Fl., Cleveland, OH 44115	216-881-5637 216-881-5609 Fax	Yes
Kent State University	Ann Motayar, Director Career Services	261 Michael Schwartz Center, Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	No
Lorain Community College	Marci Field, Career Services	1005 N. Abbe Rd, Elyria, OH 44035	440-233-7244 440-366-4676 Fax	No
May Dugan Center	Juanita Davis, Program Director	4115 Bridge Ave, Cleveland, OH 44113	216-631-5800 216-631-4595 Fax	No
National Association for the Advancement of Colored People	Stanley Miller, Executive Director	2131 Stokes Blvd., Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	No
Marietta College	Natalie Iadicicco, Career Center	215 Fifth Street, Marietta, OH 45750	800-331-7896 740-376-4935 Fax	No
Notre Dame College	Katherine Krejci, Director Career Services	4545 College Rd, Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	No
Ohio Association of Broadcasters	Chris Merritt, Executive V/P	88 East Broad St., Columbus, OH 43215	614-228-4052	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Ohio Center for Broadcasting	Gary James, National Placement Director	9000 Sweet Valley Dr., Valley View, OH 44125	216-447-9117 216-642-9232 Fax	Yes
Ohio Job & Family Services	Sybil Merritt	11699 Brookpark Rd., Parma, OH 44130	216-898-3204 216-898-1497 Fax	Yes
Ohio's JobBank Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	No
Plain Dealer Newspaper	Linda Clark/Classified Adv	1801 Superior Ave., Cleveland OH 44114	216-999-4799	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd., Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	No
Spanish American Committee	Emma Grugrevic, Job Development	4407 Lorain Ave., Cleveland, OH 44102	216-961-2100 216-961-3305 Fax	No
Ursuline College	Gerri Sullivan, Career Services	2550 Lander Rd., Cleveland, OH 44124	440-449-4203 440-449-2235 Fax	No
Vocational Guidance	Marsha Peterson, Career Services	13102 Triskett Rd., Cleveland, OH 44111	216-476-3020 216-476-3435 Fax	Yes
Westside Ecumenical Ministries	Adam Roth, Operations Director/Career Services	5209 Detroit Ave., Cleveland, OH 44102	216-251-2037 216-651-4145 Fax	Yes
Women's Re-Entry Network	Gloria Picket, Counselor	1468 W. 25 th St., Cleveland, OH 44113	216-696-7535 216-696-3317 Fax	No
WDOK Website	Kristy Brown, Promotions Director	One Radio Lane, Cleveland, OH 44114	216-696-0123	Yes
WNCX/WXRK Website	Dominic Ebner, Webmaster	1041 Huron Road, Cleveland, OH 44115	216-861-0100	Yes
WQAL Website	Sandy Harsanyi, Webmaster	One Radio Lane, Cleveland, OH 44114	216-696-0123	Yes

5) Job Title:

3. WQAL Account Executive

Referral Source(s) of Hiree: Staff Networking

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
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Bryant & Stratton College	Rhonda Buttler, Director Career Services	1700 E 13 th Street, Cleveland, OH 44114	216-771-1700 216-771-7787 Fax	Yes
Call & Post Newspapers	Trina/Classified Advertising	11800 Shaker Blvd., Cleveland, OH 44120	216-791-7600	No
Case Western Reserve University	Dr. Tom Matthews, Career Services	10900 Euclid Ave., #206 Sears Bldg., Cleveland, OH 44106	216-368-2000 216-368-4759 Fax	No
CBS Radio Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	No
Cleveland Job Corps Center	Ms. Clark, Independent Living Specialist	10660 Carnegie Ave., Cleveland, OH 44106	216-795-8500 216-795-1999 Fax	Yes
Cleveland State University	Paul B. Klein, Director Career Services	2121 Euclid Ave., RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	No
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WQAL Website	Sandy Harsanyi, Webmaster	One Radio Lane, Cleveland, OH 44114	216-696-0123	Yes

5) Job Title:

4. WQAL Account Executive

Referral Source(s) of Hire: Previous Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
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WQAL Website	Sandy Harsanyi, Webmaster	One Radio Lane, Cleveland, OH 44114	216-696-0123	Yes

5) Job Title:

5. WQAL Air Personality

Referral Source(s) of Hiree: Plain Dealer Newspaper

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WQAL Website	Sandy Harsanyi, Webmaster	One Radio Lane, Cleveland, OH 44114	216-696-0123	Yes

6) Total # of Interviewees Referred by Each Source: For the period from May 23, 2005 to May 22, 2006, this Employment Unit interviewed 14 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>
Client Referral	1
Infinity Website/CBS Radio Website	1
Plain Dealer Newspaper	2
Previous Staff Referral	1
Employee Referral	6
Unsolicited Applicant	1
WQAL Website	1
WNCX Website	1

7) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. Cleveland State University Midwest Regional Minority Career Fair. Solicited applications and interviewed candidates for job openings.	11/4/05	Market EEO Compliance Officer WDOK/WQAL Promotions Coordinator
2. Stark County Collegiate Job Fair Consortium Members: Kent State University Stark Campus, Malone College, Mount Union College, Stark State College and Walsh University. Solicited applications and interviewed candidates for job openings	03/22/06	Market EEO Compliance Officer
3. Ohio Center for Broadcasting Job Fair. Solicited applications and interviewed candidates for job openings	04/05/06	Market EEO Compliance Officer WDOK/WQAL Promotions Coordinator
4. Cuyahoga County Community College Metropolitan Campus Job Fair. Solicited applications and interviewed candidates for job openings	04/12/06	Market EEO Compliance Officer WDOK/WQAL Promotions Coordinator

(b) General Outreach Efforts.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. WDOK-FM and WQAL-FM 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	Market EEO Compliance Officer and CBS Radio Corporate Management

(c) Participation in Events.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. Ohio Center For Broadcasting – Participated in a program discussing career opportunities in broadcasting.	07/19/05	WQAL Air Personality
3. Ohio Center For Broadcasting – Participated in a program discussing internship opportunities as a road to career opportunities in broadcasting.	11/22/05	WQAL Program Director
4. Ohio Center For Broadcasting – Participated in a program discussing career opportunities in broadcasting.	02/10/06	Market VP/Director of Sales and VP/General Manager of WNCX/WXRK
5. Ohio Center For Broadcasting – Participated in a program discussing career opportunities in broadcasting.	02/20/06	WDOK Air Talent
6. Ohio Center For Broadcasting – Participated in a program discussing career opportunities in broadcasting.	02/21/06	WQAL Air Personality
7. Ohio Center For Broadcasting – Participated in a program discussing career opportunities in broadcasting sales and the skills required for such careers.	05/02/06	WQAL Account Executive

(d) Internship Program

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
The Stations operate an internship program designed to promote and foster the professional development of participating students. Interns are assigned to the stations' programming department. The stations solicit interns from local area colleges.	ongoing	:Program Director