

EEO PUBLIC FILE REPORT

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

- 1) **Employment Unit Location/Name:** Philadelphia, PA/WIP-AM
- 2) **Unit Members:** WIP-AM/Philadelphia, Pennsylvania
- 3) **EEO Contact Information for Unit Member: WIP-AM**

Mailing Address: WIP-AM Two Bala Plaza, Ste 700 Bala Cynwyd, PA 19004	Telephone Number: (610) 949-7800
	Contact Person: JOHN HIGHAM
	E-Mail Address: john.higham@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	CBS EMPLOYEE REFERRAL
2.	STAFF ACCOUNTANT	CBS EMPLOYEE REFERRAL
3.	ACCOUNT EXECUTIVE	CBS RADIO JOB WEBSITE
4.	ACCOUNT EXECUTIVE	CBS EMPLOYEE REFERRAL
5.	SALES ASSISTANT	CBS EMPLOYEE REFERRAL
6.	ACCOUNT EXECUTIVE	CBS EMPLOYEE REFERRAL
7.	ACCOUNT EXECUTIVE	CBS EMPLOYEE REFERRAL
8.	ACCOUNT EXECUTIVE	CBS EMPLOYEE REFERRAL

Station WIP-AM is an Equal Opportunity Employer.

5a) Job Title 1

Account Executive

Referral Source(s) of Hiree:

CBS 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)
Am Women in Comms. %MercerHRConsulting	Dana Rush	1717 Arch Street, 27 th Fl. Philadelphia, PA 19103	215-878-8844	0	No
Asian American Women's Coalition	Wendy Lee	301-305 N. 9 th Street Philadelphia, PA 19107	215-922-2156	0	No
AHEDD	Mary Berry Shields	115 West Avenue, Ste 303 Jenkintown, PA 19046	215-885-2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, 3 rd Floor, Philadelphia, PA 19140	215-455-1300	0	No
Bryn Mawr College	Career Development Office	101 N. Merion Avenue Bryn Mawr, PA 19010	610-526-5174	0	No
Cheyney University	Milt Colston	1837 University Circle, Cheyney, PA 19319-0200	610-399-2033	0	No
Cittone Institute	Susan Marrone	2180 Hornig Road, Bldg A Philadelphia, PA 19116	215-969-0869	0	Yes
Community Women's Education Project	Fred Martinez	2801 Frankford Avenue Philadelphia, PA 19134	215-426-2200	0	No
Congreso	Melissa Velazquez	216 W. Somerset Street Philadelphia, PA 19133-3534	215-763-8870	0	No
Conicillio	Gidget Ortiz	705-09 N. Franklin Street, Philadelphia, PA 19133	215-627-3100	0	No
Delaware County Community College	Jane Lang	2000 Elmwood Avenue Sharon Hill, PA 19079	610-957-5700	0	No
Delaware Ct Office of Employment/Training	Mike Caputo	9 S. 69 th Street, 3 rd Floor, Upper Darby, PA 19082	610-713-2200	0	No
Drexel University	Becky Ross	3201 Arch St, Ste 250 Philadelphia, PA 19104	215-895-1020	0	No
Eastern PA Organizing Project	Kathy Cruz	300 E. Lehigh Avenue Philadelphia, PA 19125	215-634-8922	0	Yes
Greater Philadelphia Urban Affairs Coalition	Klint Lee	1207 Chestnut St, 4 th Fl Philadelphia, PA 19107	215-851-0110	0	No
Harcum Junior College	Career Services Center	750 Montgomery Avenue Bryn Mawr, PA 19010	610-526-6032	0	No
LaSalle University	Lou LaMorte	1900 W. Olney Avenue, Philadelphia, PA 19141	215-951-1075	0	No
Lincoln University	Ralph Simpson	PO Box 179 Lincoln University, PA 19352	610-932-8300	0	No
Mayor's Commission on Aging	Pat West	100 S. Broad Street, 4 th Floor, Philadelphia, PA 19110	215-686-8450	0	No
Metropolitan Career Center	Vivian Cruews	162 W. Cheltenham Avenue, Philadelphia, PA 19144	215-843-6615	0	No
Montgomery County Community College	Kathleen Emery	340 DeKalb Pike Blue Bell, PA 19422	215-641-6548	0	No
Montgomery County Community College	Marge Cherry	340 DeKalb Pike Blue Bell, PA 19422	215-619-7406	0	No
N.A.A.C.P.	Teresa Spotwood	1619 W. Cecil B. Moore Ave Philadelphia, PA 19121	215-978-7500	0	No
National Black Media Coalition	Pluria Marshall	12912 Bluet Lane Silver Spring, MD 20906	301-946-8772	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad St., 4 th Fl. Philadelphia, PA 19122	215-236-7700	0	No
People for People	Attn: Program Coordinator	800 N. Broad Street, Ste 700 Phila., PA. 19130	215-852-3445	0	No
Peirce College	Kareem Calliste	1420 Pine Street Philadelphia, PA 19102	215-670-9278	0	No

Pennco Tech	Eric Maister	99 Erial Road Blackwood, NJ 08012	856-232-0310	0	No
Philadelphia Assoc. of Black Journalists		P.O. Box 8232 Philadelphia, PA 19101	215-581-4490	0	No
Philadelphia Community College	Jan Harris	1700 Spring Garden Street, Philadelphia, PA 19130	215-496-6174	0	No
Philadelphia Foundation	HR Department	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corp.	Donald Morgan	1617 JFK Blvd, 13 th Fl. Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Jose R. Acevedo	1211 N. 2 nd Street Philadelphia, PA 19122	215-426-5362	0	No
Reemployment Transition Center	Clifford Smith	42 South 15 th Street Philadelphia, PA 19102	215-568-8316	0	No
Rutgers University	Carol Young	326 Penn Street Camden, NJ 08102	856-225-6046	0	No
Team Career Link	Joe West	235 W. Chelton Avenue Philadelphia, PA 19144	215-580-5188	0	No
Team Career Link	Carolyn Johnson	990 Spring Garden Street Philadelphia, PA 19123	215-560-5465	0	No
Team Career Link	R. Edward Speller	701 Crosby St., Ste. B Chester, PA 19131	610-447-3350	0	No
St. Joseph's University	Jean Burke	5600 City Avenue Philadelphia, PA 19131	610-660-3100	0	No
Temple University	Quenda Garrison	1913 N. Broad Street Mitten Hall, 2 nd Floor Philadelphia, PA 19122	215-204-7981	0	No
University of PA McNeil Building	Pat Rose	3718 Locust Walk McNeil Building, Ste 20 Philadelphia, PA 19104	215-898-7531	0	No
Urban League of Phila.	Michael Walker	121 S. Broad St., 9 th Fl. Philadelphia, PA 19107	215-451-5005	0	No
Villanova University Corr Hall	BJ Cornell	800 Lancaster Avenue Villanova, PA 19085-1699	610-519-4060	0	No
West Chester University	Krista Carstens	Lawrence Building, Room 106, West Chester, PA 19383	610-436-2501	0	No
West Phila EARN Ctr	Michael S. Hill, Jr	3512 Haverford Avenue Philadelphia, PA 19104	215-387-4327	0	No
Wilmington College	Attn: Career Services	320 DuPont Highway New Castle, DE 19710	302-328-9401	0	No
Women in Transition	Patricia Parks	21 S. 12 th Street, 6 th Floor, Philadelphia, PA 19107	215-564-5301	0	No
York County Career Link	Steven Wantz	841 Vogelsong Road York, PA 17404	717-767-7600	0	No
PA Careerlink Website		www.pacareerlink.state.pa.us		0	Yes
CBS Radio Website		www.CBSradio.com		0	Yes
Monster.com		www.monster.com		0	Yes
CBS Employee Referral				1	N/A
Station Website		www.610wip.com		0	N/A

5b) Job Title 2

Staff Accountant

Referral Source(s) of Hiree:

CBS 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)
Am Women in Comms. %MercerHRConsulting	Dana Rush	1717 Arch Street, 27 th Fl. Philadelphia, PA 19103	215-878-8844	0	No
Asian American Women's Coalition	Wendy Lee	301-305 N. 9 th Street Philadelphia, PA 19107	215-922-2156	0	No
AHEDD	Mary Berry Shields	115 West Avenue, Ste 303 Jenkintown, PA 19046	215-885-2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, 3 rd Floor, Philadelphia, PA 19140	215-455-1300	0	No
Bryn Mawr College	Career Development Office	101 N. Merion Avenue Bryn Mawr, PA 19010	610-526-5174	0	No
Cheyney University	Milt Colston	1837 University Circle, Cheyney, PA 19319-0200	610-399-2033	0	No
Cittone Institute	Susan Marrone	2180 Hornig Road, Bldg A Philadelphia, PA 19116	215-969-0869	0	Yes
Community Women's Education Project	Fred Martinez	2801 Frankford Avenue Philadelphia, PA 19134	215-426-2200	0	No
Congreso	Melissa Velazquez	216 W. Somerset Street Philadelphia, PA 19133-3534	215-763-8870	0	No
Conicillio	Gidget Ortiz	705-09 N. Franklin Street, Philadelphia, PA 19133	215-627-3100	0	No
Delaware County Community College	Jane Lang	2000 Elmwood Avenue Sharon Hill, PA 19079	610-957-5700	0	No
Delaware Ct Office of Employment/Training	Mike Caputo	9 S. 69 th Street, 3 rd Floor, Upper Darby, PA 19082	610-713-2200	0	No
Drexel University	Becky Rose	3201 Arch St, Ste 250 Philadelphia, PA 19104	215-895-1020	0	No
Eastern PA Organizing Project	Kathy Cruz	300 E. Lehigh Avenue Philadelphia, PA 19125	215-634-8922	0	Yes
Greater Philadelphia Urban Affairs Coalition	Klint Lee	1207 Chestnut St, 4 th Fl Philadelphia, PA 19107	215-851-0110	0	No
Harcum Junior College Klein Hall, 2 nd Fl.	Career Services Center	Montgomery & Morris Ave Bryn Mawr, PA 19010	610-526-6032	0	No
LaSalle University	Lou LaMorte	1900 W. Olney Avenue, Philadelphia, PA 19141	215-951-1075	0	No
Lincoln University	Ralph Simpson	PO Box 179 Lincoln University, PA 19352	610-932-8300	0	No
Mayor's Commission on Aging	Pat West	100 S. Broad Street, 4 th Floor, Philadelphia, PA 19110	215-686-8450	0	No
Metropolitan Career Center	Vivian Cruews	162 W. Cheltenham Avenue, Philadelphia, PA 19144	215-843-6615	0	No
Montgomery County Community College	Kathleen Emery	340 DeKalb Pike Blue Bell, PA 19422	215-641-6548	0	No
Montgomery County Community College	Marge Cherry	340 DeKalb Pike Blue Bell, PA 19422	215-619-7406	0	No
N.A.A.C.P.	Teresa Spotwood	1619 W. Cecil B. Moore Ave Philadelphia, PA 19121	215-978-7500	0	No
National Black Media Coalition	Pluria Marshall	12912 Bluet Lane Silver Spring, MD 20906	301-946-8772	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad St, 4 th Fl Philadelphia, PA 19122	215-236-7700	0	No
People for People	Attn: Program Coordinator	800 N. Broad Street, Ste 700 Phila., PA. 19130	215-852-3445	0	No

Peirce College	Kareem Calliste	1420 Pine Street Philadelphia, PA 19102	215-670-9278	0	No
Pennco Tech	Eric Maister	99 Erial Road Blackwood, NJ 08012	856-232-0310	0	No
Philadelphia Assoc. of Black Journalists		P.O. Box 8232 Philadelphia, PA 19101	215-581-4490	0	No
Philadelphia Community College	Jan Harris	1700 Spring Garden Street, Philadelphia, PA 19130	215-496-6174	0	No
Philadelphia Foundation	HR Department	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corp.	Donald Morgan	1617 JFK Blvd, 13 th Fl. Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Jose R. Acevedo	1211 N. 2 nd Street Philadelphia, PA 19122	215-426-5362	0	No
Reemployment Transition Center	Clifford Smith	42 South 15 th Street Philadelphia, PA 19102	215-568-8316	0	No
Rutgers University	Carol Young	326 Penn Street Camden, NJ 08102	856-225-6046	0	No
Team Career Link	Joe West	235 W. Chelton Avenue Philadelphia, PA 19144	215-580-5188	0	No
Team Career Link	Carolyn Johnson	990 Spring Garden Street Philadelphia, PA 19123	215-560-5465	0	No
Team Career Link	R. Edward Speller	701 Crosby St., Ste. B Chester, PA 19131	610-447-3350	0	No
St. Joseph's University	Jean Burke	5600 City Avenue Philadelphia, PA 19131	610-660-3100	0	No
Temple University	Quenda Garrison	1913 N. Broad Street Mitten Hall, 2 nd Floor Philadelphia, PA 19122	215-204-7981	0	No
University of PA McNeil Building	Pat Rose	3718 Locust Walk McNeil Building, Ste 20 Philadelphia, PA 19104	215-898-7531	0	No
Urban League of Phila.	Michael Walker	121 S. Broad St., 9 th Fl. Philadelphia, PA 19107	215-451-5005	0	No
Villanova University Corr Hall	BJ Cornell	800 Lancaster Avenue Villanova, PA 19085-1699	610-519-4060	0	No
West Chester University	Krista Carstens	Lawrence Building, Room 106, West Chester, PA 19383	610-436-2501	0	No
West Phila EARN Ctr	Michael S. Hill, Jr	3512 Haverford Avenue Philadelphia, PA 19104	215-387-4327	0	No
Wilmington College	Attn: Career Services	320 DuPont Highway New Castle, DE 19710	302-328-9401	0	No
Women in Transition	Lisa Davis	21 S. 12 th Street, 6 th Floor, Philadelphia, PA 19107	215-564-5301	0	No
York County Career Link	Steven Wantz	841 Vogelsong Road York, PA 17404	717-767-7600	0	No
PA Careerlink Website		www.pacareerlink.state.pa.us		0	Yes
CBS Radio Website		www.CBSradio.com		2	Yes
Monster.com		www.monster.com		0	No
Philadelphia Inquirer	Madeleine O'Brien	400 N. Broad St., 4 th Fl. Philadelphia, PA 19130	215-854-5866	1	No
CBS Employee Referral				1	N/A
Station Website		www.610WIP.com		0	N/A

5c) Job Title 3

Account Executive

Referral Source(s) of Hiree:

CBS Radio Job Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification (Yes or No)
Am Women in Comms. %MercerHRConsulting	Dana Rush	1717 Arch Street, 27 th Fl. Philadelphia, PA 19103	215-878-8844	0	No
Asian American Women's Coalition	Wendy Lee	301-305 N. 9 th Street Philadelphia, PA 19107	215-922-2156	0	No
AHEDD	Mary Berry Shields	115 West Avenue, Ste 303 Jenkintown, PA 19046	215-885-2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, 3 rd Floor, Philadelphia, PA 19140	215-455-1300	0	No
Bryn Mawr College	Career Development Office	101 N. Merion Avenue Bryn Mawr, PA 19010	610-526-5174	0	No
Cheyney University	Milt Colston	1837 University Circle, Cheyney, PA 19319-0200	610-399-2033	0	No
Cittone Institute	Susan Marrone	2180 Hornig Road, Bldg A Philadelphia, PA 19116	215-969-0869	0	Yes
Community Women's Education Project	Fred Martinez	2801 Frankford Avenue Philadelphia, PA 19134	215-426-2200	0	No
Congreso	Melissa Velazquez	216 W. Somerset Street Philadelphia, PA 19133-3534	215-763-8870	0	No
Conicillio	Gidget Ortiz	705-09 N. Franklin Street, Philadelphia, PA 19133	215-627-3100	0	No
Delaware County Community College	Jane Lang	2000 Elmwood Avenue Sharon Hill, PA 19079	610-957-5700	0	No
Delaware Ct Office of Employment/Training	Mike Caputo	9 S. 69 th Street, 3 rd Floor, Upper Darby, PA 19082	610-713-2200	0	No
Drexel University	Becky Ross	3201 Arch St, Ste 250 Philadelphia, PA 19104	215-895-1020	0	No
Eastern PA Organizing Project	Kathy Cruz	300 E. Lehigh Avenue Philadelphia, PA 19125	215-634-8922	0	Yes
Greater Philadelphia Urban Affairs Coalition	Klint Lee	1207 Chestnut St, 4 th Fl Philadelphia, PA 19107	215-851-0110	0	No
Harcum Junior College Klein Hall, 2 nd Fl.	Career Services Center	Montgomery & Morris Ave Bryn Mawr, PA 19010	610-526-6032	0	No
LaSalle University	Lou LaMorte	1900 W. Olney Avenue, Philadelphia, PA 19141	215-951-1075	0	No
Lincoln University	Ralph Simpson	PO Box 179 Lincoln University, PA 19352	610-932-8300	0	No
Mayor's Commission on Aging	Pat West	100 S. Broad Street, 4 th Floor, Philadelphia, PA 19110	215-686-8450	0	No
Metropolitan Career Center	Vivian Cruews	162 W. Chelton Avenue, Philadelphia, PA 19144	215-843-6615	0	No
Montgomery County Community College	Kathleen Emery	340 DeKalb Pike Blue Bell, PA 19422	215-641-6548	0	No
Montgomery County Community College	Marge Cherry	340 DeKalb Pike Blue Bell, PA 19422	215-619-7406	0	No
N.A.A.C.P.	Teresa Spotwood	1619 W. Cecil B. Moore Ave Philadelphia, PA 19121	215-978-7500	0	No
National Black Media Coalition	Pluria Marshall	12912 Bluet Lane Silver Spring, MD 20906	301-946-8772	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad St, 4 th Fl Philadelphia, PA 19122	215-236-7700	0	No
People for People	Attn: Program Coordinator	800 N. Broad Street, Ste 700 Phila., PA. 19130	215-852-3445	0	No
Peirce College	Kareem Calliste	1420 Pine Street Philadelphia, PA 19102	215-670-9278	0	No

Pennco Tech	Eric Maister	99 Erial Road Blackwood, NJ 08012	856-232-0310	0	No
Philadelphia Assoc. of Black Journalists		P.O. Box 8232 Philadelphia, PA 19101	215-581-4490	0	No
Philadelphia Community College	Jan Harris	1700 Spring Garden Street, Philadelphia, PA 19130	215-496-6174	0	No
Philadelphia Foundation	HR Department	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corp.	Donald Morgan	1617 JFK Blvd, 13 th Fl. Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Jose R. Acevedo	1211 N. 2 nd Street Philadelphia, PA 19122	215-426-5362	0	No
Reemployment Transition Center	Clifford Smith	42 South 15 th Street Philadelphia, PA 19102	215-568-8316	0	No
Rutgers University	Carol Young	326 Penn Street Camden, NJ 08102	856-225-6046	0	No
Team Career Link	Joe West	235 W. Chelton Avenue Philadelphia, PA 19144	215-580-5188	0	No
Team Career Link	Carolyn Johnson	990 Spring Garden Street Philadelphia, PA 19123	215-560-5465	0	No
Team Career Link	R. Edward Speller	701 Crosby St., Ste. B Chester, PA 19131	610-447-3350	0	No
St. Joseph's University	Jean Burke	5600 City Avenue Philadelphia, PA 19131	610-660-3100	0	No
Temple University	Quenda Garrison	1913 N. Broad Street Mitten Hall, 2 nd Floor Philadelphia, PA 19122	215-204-7981	0	No
University of PA McNeil Building	Pat Rose	3718 Locust Walk McNeil Building, Ste 20 Philadelphia, PA 19104	215-898-7531	0	No
Urban League of Phila.	Michael Walker	121 S. Broad St., 9 th Fl. Philadelphia, PA 19123	215-451-5005	0	No
Villanova University Corr Hall	BJ Cornell	800 Lancaster Avenue Villanova, PA 19085-1699	610-519-4060	0	No
West Chester University	Krista Carstens	Lawrence Building, Room 106, West Chester, PA 19383	610-436-2501	0	No
West Phila EARN Ctr	Michael S. Hill, Jr.	3512 Haverford Avenue Philadelphia, PA 19104	215-387-4340	0	No
Wilmington College	Attn: Career Services	320 DuPont Highway New Castle, DE 19710	302-328-9401	0	No
Women in Transition	Patricia Parks	21 S. 12 th Street, 6 th Floor, Philadelphia, PA 19107	215-564-5301	0	No
York County Career Link	Steven Wantz	841 Vogelsong Road York, PA 17404	717-767-7600	0	No
PA Careerlink Website		www.pacareerlink.state.pa.us		0	Yes
CBS Radio Website		www.CBSradio.com		3	Yes
CBS Employee Referral				1	N/A
Station Website		www.610wip.com		0	N/A
Monster.com		www.monster.com		0	No

5d) Job Title 4

Account Executive

Referral Source(s) of Hiree:

CBS 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)
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AHEDD	Mary Berry Shields	115 West Avenue, Ste 303 Jenkintown, PA 19046	215-885-2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, 3 rd Floor, Philadelphia, PA 19140	215-455-1300	0	No
Bryn Mawr College	Career Development Office	101 N. Merion Avenue Bryn Mawr, PA 19010	610-526-5174	0	No
Cheyney University	Milt Colston	1837 University Circle, Cheyney, PA 19319-0200	610-399-2033	0	No
Cittone Institute	Susan Marrone	2180 Hornig Road, Bldg A Philadelphia, PA 19116	215-969-0869	0	Yes
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Congreso	Melissa Velazquez	216 W. Somerset Street Philadelphia, PA 19133-3534	215-763-8870	0	No
Conicillio	Gidget Ortiz	705-09 N. Franklin Street Philadelphia, PA 19133	215-627-3100	0	No
Delaware County Community College	Jane Lang	2000 Elmwood Avenue Sharon Hill, PA 19079	610-957-5700	0	No
Delaware Ct Office of Employment/Training	Mike Caputo	9 S. 69 th Street, 3 rd Floor, Upper Darby, PA 19082	610-713-2200	0	No
Drexel University	Becky Ross	3201 Arch St, Ste 250 Philadelphia, PA 19104	215-895-1020	0	No
Eastern PA Organizing Project	Kathy Cruz	300 E. Lehigh Avenue Philadelphia, PA 19125	215-634-8922	0	Yes
Greater Philadelphia Urban Affairs Coalition	Klint Lee	1207 Chestnut St, 4 th Fl Philadelphia, PA 19107	215-851-0110	0	No
Harcum Junior College	Career Services Ctr	750 Montgomery Avenue Bryn Mawr, PA 19010	610-526-6032	0	No
LaSalle University	Lou LaMorte	1900 W. Olney Avenue, Philadelphia, PA 19141	215-951-1075	0	No
Lincoln University	Ralph Simpson	PO Box 179 Lincoln University, PA 19352	610-932-8300	0	No
Mayor's Commission on Aging	Pat West	100 S. Broad Street, 4 th Floor, Philadelphia, PA 19110	215-686-8450	0	No
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N.A.A.C.P.	Teresa Spotwood	1619 W. Cecil B. Moore Ave Philadelphia, PA 19121	215-978-7500	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad St, 4 th Fl Philadelphia, PA 19122	215-236-7700	0	No
People for People	Attn: Program Coordinator	800 N. Broad Street, Ste 700 Phila., PA. 19130	215-852-3445	0	No
Peirce College	Kareem Calliste	1420 Pine Street Philadelphia, PA 19102	215-670-9278	0	No

Pennco Tech	Eric Maister	99 Erial Road Blackwood, NJ 08012	856-232-0310	0	No
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Philadelphia Foundation	HR Department	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corp.	Donald Morgan	1617 JFK Blvd, 13 th Fl. Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Jose R. Acevedo	1211 N. 2 nd Street Philadelphia, PA 19122	215-426-5362	0	No
Reemployment Transition Center	Clifford Smith	42 South 15 th Street Philadelphia, PA 19102	215-568-8316	0	No
Rutgers University	Carol Young	326 Penn Street Camden, NJ 08102	856-225-6046	0	No
Team Career Link	Joe West	235 W. Chelton Avenue Philadelphia, PA 19144	215-580-5188	0	No
Team Career Link	Carolyn Johnson	990 Spring Garden Street Philadelphia, PA 19123	215-560-5465	0	No
Team Career Link	R. Edward Speller	701 Crosby St., Ste. B Chester, PA 19131	610-447-3350	0	No
St. Joseph's University	Jean Burke	5600 City Avenue Philadelphia, PA 19131	610-660-3100	0	No
Temple University	Quenda Garrison	1913 N. Broad Street Mitten Hall, 2 nd Floor Philadelphia, PA 19122	215-204-7981	0	No
University of PA McNeil Building	Pat Rose	3718 Locust Walk McNeil Building, Ste 20 Philadelphia, PA 19104	215-898-7531	0	No
Urban League of Phila.	Michael Walker	121 S. Broad Street, 9 th Fl. Philadelphia, PA 19107	215-451-5005	0	No
Villanova University Corr Hall	BJ Cornell	800 Lancaster Avenue Villanova, PA 19085-1699	610-519-4060	0	No
West Chester University	Krista Carstens	Lawrence Building, Room 106, West Chester, PA 19383	610-436-2501	0	No
West Phila EARN Ctr	Michael S. Hill, Jr.	3512 Haverford Avenue Philadelphia, PA 19104	215-387-4327	0	No
Wilmington College	Attn: Career Services	320 DuPont Highway New Castle, DE 19710	302-328-9401	0	No
Women in Transition	Patricia Parks	21 S. 12 th Street, 6 th Floor, Philadelphia, PA 19107	215-564-5301	0	No
York County Career Link	Steven Wantz	841 Vogelsong Road York, PA 17404	717-767-7600	0	No
PA Careerlink Website		www.pacareerlink.state.pa.us		0	Yes
CBS Radio Website		www.CBSradio.com		3	Yes
CBS Employee Referral				1	N/A
Monster.com		www.monster.com		0	No

5e) Job Title 5

Sales Assistant

Referral Source(s) of Hiree:

CBS 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)
Am Women in Comms. %MercerHRConsulting	Dana Rush	1717 Arch Street, 27 th Fl. Philadelphia, PA 19103	215-878-8844	0	No
Asian American Women's Coalition	Wendy Lee	301-305 N. 9 th Street Philadelphia, PA 19107	215-922-2156	0	No
AHEDD	Mary Berry Shields	115 West Avenue, Ste 303 Jenkintown, PA 19046	215-885-2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, 3 rd Floor, Philadelphia, PA 19140	215-455-1300	0	No
Bryn Mawr College	Career Development Office	101 N. Merion Avenue Bryn Mawr, PA 19010	610-526-5174	0	No
Cheyney University	Milt Colston	1837 University Circle, Cheyney, PA 19319-0200	610-399-2033	0	No
Cittone Institute	Susan Marrone	2180 Hornig Road, Bldg A Philadelphia, PA 19116	215-969-0869	0	Yes
Community Women's Education Project	Fred Martinez	2801 Frankford Avenue Philadelphia, PA 19134	215-426-2200	0	No
Congreso	Melissa Velazquez	216 W. Somerset Street Philadelphia, PA 19133-3534	215-763-8870	0	No
Conicillio	Gidget Ortiz	705-09 N. Franklin Street, Philadelphia, PA 19133	215-627-3100	0	No
Delaware County Community College	Jane Lang	2000 Elmwood Avenue Sharon Hill, PA 19079	610-957-5700	0	No
Delaware Ct Office of Employment/Training	Mike Caputo	9 S. 69 th Street, 3 rd Floor, Upper Darby, PA 19082	610-713-2200	0	No
Drexel University	Becky Ross	3201 Arch St, Ste 250 Philadelphia, PA 19104	215-895-1020	0	No
Eastern PA Organizing Project	Kathy Cruz	300 E. Lehigh Avenue Philadelphia, PA 19125	215-634-8922	0	Yes
Greater Philadelphia Urban Affairs Coalition	Klint Lee	1207 Chestnut St, 4 th Fl Philadelphia, PA 19107	215-851-0110	0	No
Harcum Junior College	Career Services Ctr	750 Montgomery Avenue Bryn Mawr, PA 19010	610-526-6032	0	No
LaSalle University	Lou LaMorte	1900 W. Olney Avenue, Philadelphia, PA 19141	215-951-1075	0	No
Lincoln University	Ralph Simpson	PO Box 179 Lincoln University, PA 19352	610-932-8300	0	No
Mayor's Commission on Aging	Pat West	100 S. Broad Street, 4 th Floor, Philadelphia, PA 19110	215-686-8450	0	No
Metropolitan Career Center	Vivian Cruews	162 W. Cheltenham Avenue, Philadelphia, PA 19144	215-843-6615	0	No
Montgomery County Community College	Kathleen Emery	340 DeKalb Pike Blue Bell, PA 19422	215-641-6548	0	No
Montgomery County Community College	Marge Cherry	340 DeKalb Pike Blue Bell, PA 19422	215-619-7406	0	No
N.A.A.C.P.	Teresa Spotwood	1619 W. Cecil B. Moore Ave Philadelphia, PA 19121	215-978-7500	0	No
National Black Media Coalition	Pluria Marshall	12912 Bluet Lane Silver Spring, MD 20906	301-946-8772	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad St, 4 th Fl Philadelphia, PA 19122	215-236-7700	0	No
People for People	Attn: Program Coordinator	800 N. Broad Street, Ste 700 Phila., PA. 19130	215-852-3445	0	No

Peirce College	Kareem Calliste	1420 Pine Street Philadelphia, PA 19102	215-670-9278	0	No
Pennco Tech	Eric Maister	99 Erial Road Blackwood, NJ 08012	856-232-0310	0	No
Philadelphia Assoc. of Black Journalists		P.O. Box 8232 Philadelphia, PA 19101	215-581-4490	0	No
Philadelphia Community College	Jan Harris	1700 Spring Garden Street, Philadelphia, PA 19130	215-496-6174	0	No
Philadelphia Foundation	HR Department	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corp.	Donald Morgan	1617 JFK Blvd, 13 th Fl. Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Jose R. Acevedo	1211 N. 2 nd Street Philadelphia, PA 19122	215-426-5362	0	No
Reemployment Transition Center	Clifford Smith	42 South 15 th Street Philadelphia, PA 19102	215-568-8316	0	No
Rutgers University	Carol Young	326 Penn Street Camden, NJ 08102	856-225-6046	0	No
Team Career Link	Joe West	235 W. Chelton Avenue Philadelphia, PA 19144	215-580-5188	0	No
Team Career Link	Carolyn Johnson	990 Spring Garden Street Philadelphia, PA 19123	215-560-5465	0	No
Team Career Link	R. Edward Speller	701 Crosby St., Ste. B Chester, PA 19131	610-447-3350	0	No
St. Joseph's University	Jean Burke	5600 City Avenue Philadelphia, PA 19131	610-660-3100	0	No
Temple University	Quenda Garrison	1913 N. Broad Street Mitten Hall, 2 nd Floor, Philadelphia, PA 19122	215-204-7981	0	No
University of PA McNeil Building	Pat Rose	3718 Locust Walk McNeil Building, Ste 20 Philadelphia, PA 19104	215-898-7531	0	No
Urban League of Phila.	Michael Walker	121 S. Broad St., 9 th Fl. Philadelphia, PA 19107	215-451-5005	0	No
Villanova University Corr Hall	BJ Cornell	800 Lancaster Avenue Villanova, PA 19085-1699	610-519-4060	0	No
West Chester University	Krista Carstens	Lawrence Building, Room 106, West Chester, PA 19383	610-436-2501	0	No
West Phila EARN Ctr	Michael S. Hill, Jr.	3512 Haverford Avenue Philadelphia, PA 19104	215-387-4327	0	No
Wilmington College	Attn: Career Services	320 DuPont Highway New Castle, DE 19710	302-328-9401	0	No
Women in Transition	Patricia Parks	21 S. 12 th Street, 6 th Floor, Philadelphia, PA 19107	215-564-5301	0	No
York County Career Link	Steven Wantz	841 Vogelsong Road York, PA 17404	717-767-7600	0	No
PA Careerlink Website		www.pacareerlink.state.pa.us		0	Yes
CBS Radio Website		www.CBSradio.com		3	Yes
CBS Employee Referral				1	N/A

5f) Job Title 6

Account Executive

Referral Source(s) of Hiree:

CBS 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)
Am Women in Comms. %MercerHRConsulting	Dana Rush	1717 Arch Street, 27 th Fl. Philadelphia, PA 19103	215-878-8844	0	No
Asian American Women's Coalition	Wendy Lee	301-305 N. 9 th Street Philadelphia, PA 19107	215-922-2156	0	No
AHEDD	Mary Berry Shields	115 West Avenue, Ste 303 Jenkintown, PA 19046	215-885-2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, 3 rd Floor, Philadelphia, PA 19140	215-455-1300	0	No
Bryn Mawr College	Career Development Office	101 N. Merion Avenue Bryn Mawr, PA 19010	610-526-5174	0	No
Cheyney University	Milt Colston	1837 University Circle, Cheyney, PA 19319-0200	610-399-2033	0	No
Cittone Institute	Susan Marrone	2180 Hornig Road, Bldg A Philadelphia, PA 19116	215-969-0869	0	Yes
Community Women's Education Project	Fred Martinez	2801 Frankford Avenue Philadelphia, PA 19134	215-426-2200	0	No
Congreso	Melissa Velazquez	216 W. Somerset Street Philadelphia, PA 19133-3534	215-763-8870	0	No
Conicillio	Gidget Ortiz	705-09 N. Franklin Street, Philadelphia, PA 19133	215-627-3100	0	No
Delaware County Community College	Jane Lang	2000 Elmwood Avenue Sharon Hill, PA 19079	610-957-5700	0	No
Delaware Ct Office of Employment/Training	Mike Caputo	9 S. 69 th Street, 3 rd Floor, Upper Darby, PA 19082	610-713-2200	0	No
Drexel University	Becky Ross	3201 Arch St, Ste 250 Philadelphia, PA 19104	215-895-1020	0	No
Eastern PA Organizing Project	Kathy Cruz	300 E. Lehigh Avenue Philadelphia, PA 19125	215-634-8922	0	Yes
Greater Philadelphia Urban Affairs Coalition	Klint Lee	1207 Chestnut St, 4 th Fl Philadelphia, PA 19107	215-851-0110	0	No
Harcum Junior College	Career Services Ctr	750 Montgomery Avenue Bryn Mawr, PA 19010	610-526-6032	0	No
LaSalle University	Lou LaMorte	1900 W. Olney Avenue, Philadelphia, PA 19141	215-951-1075	0	No
Lincoln University	Ralph Simpson	PO Box 179 Lincoln University, PA 19352	610-932-8300	0	No
Mayor's Commission on Aging	Pat West	100 S. Broad Street, 4 th Floor, Philadelphia, PA 19110	215-686-8450	0	No
Metropolitan Career Center	Vivian Cruews	162 W. Cheltenham Avenue, Philadelphia, PA 19144	215-843-6615	0	No
Montgomery County Community College	Kathleen Emery	340 DeKalb Pike Blue Bell, PA 19422	215-641-6548	0	No
Montgomery County Community College	Marge Cherry	340 DeKalb Pike Blue Bell, PA 19422	215-619-7406	0	No
N.A.A.C.P.	Teresa Spotwood	1619 W. Cecil B. Moore Ave Philadelphia, PA 19121	215-978-7500	0	No
National Black Media Coalition	Pluria Marshall	12912 Bluet Lane Silver Spring, MD 20906	301-946-8772	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad St, 4 th Fl Philadelphia, PA 19122	215-236-7700	0	No
People for People	Attn: Program Coordinator	800 N. Broad Street, Ste 700 Phila., PA. 19130	215-852-3445	0	No

Peirce College	Kareem Calliste	1420 Pine Street Philadelphia, PA 19102	215-670-9278	0	No
Pennco Tech	Eric Maister	99 Erial Road Blackwood, NJ 08012	856-232-0310	0	No
Philadelphia Assoc. of Black Journalists		P.O. Box 8232 Philadelphia, PA 19101	215-581-4490	0	No
Philadelphia Community College	Jan Harris	1700 Spring Garden Street, Philadelphia, PA 19130	215-496-6174	0	No
Philadelphia Foundation	HR Department	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corp.	Donald Morgan	1617 JFK Blvd, 13 th Fl. Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Jose R. Acevedo	1211 N. 2 nd Street Philadelphia, PA 19122	215-426-5362	0	No
Reemployment Transition Center	Clifford Smith	42 South 15 th Street Philadelphia, PA 19102	215-568-8316	0	No
Rutgers University	Carol Young	326 Penn Street Camden, NJ 08102	856-225-6046	0	No
Team Career Link	Joe West	235 W. Chelton Avenue Philadelphia, PA 19144	215-580-5188	0	No
Team Career Link	Carolyn Johnson	990 Spring Garden Street Philadelphia, PA 19123	215-560-5465	0	No
Team Career Link	R. Edward Speller	701 Crosby St., Ste. B Chester, PA 19131	610-447-3350	0	No
St. Joseph's University	Jean Burke	5600 City Avenue Philadelphia, PA 19131	610-660-3100	0	No
Temple University	Quenda Garrison	1913 N. Broad Street Mitten Hall, 2 nd Floor, Philadelphia, PA 19122	215-204-7981	0	No
University of PA McNeil Building	Pat Rose	3718 Locust Walk McNeil Building, Ste 20 Philadelphia, PA 19104	215-898-7531	0	No
Urban League of Phila.	Michael Walker	121 S. Broad Street., 9 th Fl. Philadelphia, PA 19107	215-561-6070	0	No
Villanova University Corr Hall	BJ Cornell	800 Lancaster Avenue Villanova, PA 19085-1699	610-519-4060	0	No
West Chester University	Krista Carstens	Lawrence Building, Room 106, West Chester, PA 19383	610-436-2501	0	No
West Phila EARN Ctr	Michael S. Hill, Jr	3512 Haverford Avenue Philadelphia, PA 19104	215-387-4327	0	No
Wilmington College	Attn: Career Services	320 DuPont Highway New Castle, DE 19710	302-328-9401	0	No
Women in Transition	Patricia Parks	21 S. 12 th Street, 6 th Floor, Philadelphia, PA 19107	215-564-5301	0	No
York County Career Link	Steven Wantz	841 Vogelsong Road York, PA 17404	717-767-7600	0	No
PA Careerlink Website		www.pacareerlink.state.pa.us		0	Yes
CBS Radio Website		www.CBSradio.com		2	Yes
CBS Employee Referral				1	N/A

5g) Job Title 7

Account Executive

Referral Source(s) of Hiree:

CBS 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)
Am Women in Comms. %MercerHRConsulting	Dana Rush	1717 Arch Street, 27 th Fl. Philadelphia, PA 19103	215-878-8844	0	No
Asian American Women's Coalition	Wendy Lee	301-305 N. 9 th Street Philadelphia, PA 19107	215-922-2156	0	No
AHEDD	Mary Berry Shields	115 West Avenue, Ste 303 Jenkintown, PA 19046	215-885-2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, 3 rd Floor, Philadelphia, PA 19140	215-455-1300	0	No
Bryn Mawr College	Career Development Office	101 N. Merion Avenue Bryn Mawr, PA 19010	610-526-5174	0	No
Cheyney University	Milt Colston	1837 University Circle, Cheyney, PA 19319-0200	610-399-2033	0	No
Cittone Institute	Susan Marrone	2180 Hornig Road, Bldg A Philadelphia, PA 19116	215-969-0869	0	Yes
Community Women's Education Project	Fred Martinez	2801 Frankford Avenue Philadelphia, PA 19134	215-426-2200	0	No
Congreso	Melissa Veazquez	216 W. Somerset Street Philadelphia, PA 19133-3534	215-763-8870	0	No
Conicillio	Gidget Ortiz	705-09 N. Franklin Street, Philadelphia, PA 19133	215-627-3100	0	No
Delaware County Community College	Jane Lang	2000 Elmwood Avenue Sharon Hill, PA 19079	610-957-5700	0	No
Delaware Ct Office of Employment/Training	Mike Caputo	9 S. 69 th Street, 3 rd Floor, Upper Darby, PA 19082	610-713-2200	0	No
Drexel University	Becky West	3201 Arch St, Ste 250 Philadelphia, PA 19104	215-895-1020	0	No
Eastern PA Organizing Project	Kathy Cruz	300 E. Lehigh Avenue Philadelphia, PA 19125	215-634-8922	0	Yes
Greater Philadelphia Urban Affairs Coalition	Klint Lee	1207 Chestnut St, 4 th Fl Philadelphia, PA 19107	215-851-0110	0	No
Harcum Junior College	Career Services Ctr	750 Montgomery Avenue Bryn Mawr, PA 19010	610-526-6032	0	No
LaSalle University	Lou LaMorte	1900 W. Olney Avenue, Philadelphia, PA 19141	215-951-1075	0	No
Lincoln University	Ralph Simpson	PO Box 179 Lincoln University, PA 19352	610-932-8300	0	No
Mayor's Commission on Aging	Pat West	100 S. Broad Street, 4 th Floor, Philadelphia, PA 19110	215-686-8450	0	No
Metropolitan Career Center	Vivian Cruews	162 W. Cheltenham Avenue, Philadelphia, PA 19144	215-843-6615	0	No
Montgomery County Community College	Kathleen Emery	340 DeKalb Pike Blue Bell, PA 19422	215-641-6548	0	No
Montgomery County Community College	Marge Cherry	340 DeKalb Pike Blue Bell, PA 19422	215-619-7406	0	No
N.A.A.C.P.	Teresa Spotwood	1619 W. Cecil B. Moore Ave Philadelphia, PA 19121	215-978-7500	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad St, 4th Fl Philadelphia, PA 19122	215-236-7700	0	No
People for People	Attn: Program Coordinator	800 N. Broad Street, Ste 700 Phila., PA. 19130	215-852-3445	0	No
Peirce College	Kareem Calliste	1420 Pine Street Philadelphia, PA 19102	215-670-9278	0	No

Pennco Tech	Eric Maister	99 Erial Road Blackwood, NJ 08012	856-232-0310	0	No
Philadelphia Community College	Jan Harris	1700 Spring Garden Street, Philadelphia, PA 19130	215-496-6174	0	No
Philadelphia Foundation	HR Department	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corp.	Donald Morgan	1617 JFK Blvd, 13th Fl. Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Jose R. Acevedo	1211 N. 2nd Street Philadelphia, PA 19122	215-426-5362	0	No
Reemployment Transition Center	Clifford Smith	42 South 15th Street Philadelphia, PA 19102	215-568-8316	0	No
Rutgers University	Carol Young	326 Penn Street Camden, NJ 08102	856-225-6046	0	No
Team Career Link	Joe West	235 W. Chelton Avenue Philadelphia, PA 19144	215-580-5188	0	No
Team Career Link	Carolyn Johnson	990 Spring Garden Street Philadelphia, PA 19123	215-560-5465	0	No
Team Career Link	R. Edward Speller	701 Crosby St., Ste. B Chester, PA 19131	610-447-3350	0	No
St. Joseph's University	Jean Burke	5600 City Avenue Philadelphia, PA 19131	610-660-3100	0	No
Temple University	Quenda Garrison	1913 N. Broad Street, Mitten Hall, 2nd Floor, Philadelphia, PA 19122	215-204-7981	0	No
University of PA McNeil Building	Pat Rose	3718 Locust Walk McNeil Building, Ste 20 Philadelphia, PA 19104	215-898-7531	0	No
Urban League of Phila.	Michael Walker	121 S. Broad Street, 9 th Fl. Philadelphia, PA 19107	215-561-6070	0	No
Villanova University Corr Hall	BJ Cornell	800 Lancaster Avenue Villanova, PA 19085-1699	610-519-4060	0	No
West Chester University	Krista Carstens	Lawrence Building, Room 106, West Chester, PA 19383	610-436-2501	0	No
West Phila EARN Ctr	Michael S. Hill, Jr	3512 Haverford Avenue Philadelphia, PA 19104	215-387-4327	0	No
Wilmington College	Attn: Career Services	320 DuPont Highway New Castle, DE 19710	302-328-9401	0	No
Women in Transition	Patricia Parks	21 S. 12th Street, 6th Floor, Philadelphia, PA 19107	215-564-5301	0	No
York County Career Link	Steven Wantz	841 Vogelsong Road York, PA 17404	717-767-7600	0	No
CBS Radio Website		www.CBSradio.com		2	Yes
PA Careerlink Website		www.pacareerlink.state.pa.us		0	Yes
CBS Employee Referral				2	N/A

5h) Job Title 8

Account Executive

Referral Source(s) of Hiree:

CBS 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)
A,m Women in Comms %MercerHRConsulting	Dana Rush	1717 Arch Street, 27 th Fl. Philadelphia, PA 19103	215-878-8844	0	No
Asian American Women's Coalition	Wendy Lee	301-305 N. 9 th Street Philadelphia, PA 19107	215-922-2156	0	No
AHEDD	Mary Berry Shields	115 West Avenue, Ste 303 Jenkintown, PA 19046	215-885-2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, 3 rd Floor, Philadelphia, PA 19140	215-455-1300	0	No
Bryn Mawr College	Career Development Office	101 N. Merion Avenue Bryn Mawr, PA 19010	610-526-5174	0	No
Cheyney University	Milt Colston	1837 University Circle, Cheyney, PA 19319	610-399-2033	0	No
Cittone Institute	Susan Marrone	2180 Hornig Road, Bldg A Philadelphia, PA 19116	215-969-0869	0	Yes
Community Women's Education Project	Fred Martinez	2801 Frankford Avenue Philadelphia, PA 19134	215-426-2200	0	No
Congreso	Melissa Veazquez	216 W. Somerset Street Philadelphia, PA 19133-3534	215-763-8870	0	No
Conicillio	Gidget Ortiz	705-09 N. Franklin Street, Philadelphia, PA 19133	215-627-3100	0	No
Delaware County Community College	Jane Lang	2000 Elmwood Avenue Sharon Hill, PA 19079	610-957-5700	0	No
Delaware County Office of Employment & Training/PA Career Link	Mike Caputo	9 S. 69 th Street, 3 rd Floor, Upper Darby, PA 19082	610-713-2200	0	No
Drexel University	Becky Ross	3201 Arch St., Ste 250 Philadelphia, PA 19104	215-895-1020	0	No
Eastern PA Organizing Project	Kathy Cruz	300 E. Lehigh Avenue Philadelphia, PA 19125	215-634-8922	0	Yes
Greater Philadelphia Urban Affairs Coalition	Klint Lee	1207 Chestnut St, 7 th Fl Philadelphia, PA 19107	215-851-0110	0	No
Harcum Junior College	Career Services Ctr	750 Montgomery Avenue Bryn Mawr, PA 19010	610-526-6032	0	No
LaSalle University	Lou LaMorte	1900 W. Olney Avenue, Philadelphia, PA 19141	215-951-1075	0	No
Lincoln University	Ralph Simpson	PO Box 179 Lincoln University, PA 19352	610-932-8300	0	No
Mayor's Commission on Aging	Pat West	100 S. Broad Street, 4 th Floor, Philadelphia, PA 19110	215-686-8450	0	No
Metropolitan Career Center	Vivian Cruews	162 W. Chelten Avenue, Philadelphia, PA 19144	215-843-6615	0	No
Montgomery County Community College	Kathleen Emery	340 DeKalb Pike Blue Bell, PA 19422	215-619-7406	0	No
Montgomery County Community College	Marge Cherry	340 DeKalb Pike Blue Bell, PA 19422	215-619-7406	0	No
N.A.A.C.P.	Teresa Spotwood	1619 W. Cecil B. Moore Ave Philadelphia, PA 191210	215-978-7500	0	No
National Black Media Coalition	Pluria Marshall	12912 Bluet Lane Silver Spring, MD 20906	301-946-8772	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad St, 4 th Fl Philadelphia, PA 19122	215-236-7700	0	No

People for People	Attn: Program Coordinator	800 N. Broad St., Ste 700 Philadelphia, PA 19130	215-852-3445	0	No
Pennco Tech	Eric Maister	99 Erial Road Blackwood, NJ 08012	856-232-0310	0	No
Philadelphia Assoc. of Black Journalists		P.O. Box 8232 Philadelphia, PA 19101	215-581-4490	0	No
Philadelphia Community College	Jan Harris	1700 Spring Garden Street, Philadelphia, PA 19130	215-496-6174	0	No
Philadelphia Foundation	HR Department	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corp.	Donald Morgan	1617 JFK Boulevard, 13 th Floor, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Jose R. Acevedo	1211 N. 2 nd Street Philadelphia, PA 19122	215-426-5362	0	No
Reemployment Transition Center	Clifford Smith	42 South 15 th Street Philadelphia, PA 19102	215-568-8316	0	No
Rutgers University	Carol Young	326 Penn Street Camden, NJ 08102	856-225-6046	0	No
St. Joseph's University	Jean Burke	5600 City Avenue Philadelphia, PA 19131	610-660-3100	0	No
Team Career Link	Joe West	235 W. Chelton Avenue Philadelphia, PA 19144	215-580-5188	0	No
Team Career Link	Carolyn Johnson	990 Spring Garden Street Philadelphia, PA 19123	215-560-5465	0	No
Team Career Link	R. Edward Speller	701 Crosby St., Ste. B Chester, PA 19131	610-447-3350	0	No
Temple University	Quenda Garrison	1913 N. Broad Street, Mitten Hall, 2 nd Floor Philadelphia, PA 19122	215-204-7981	0	No
University of PA McNeil Building	Pat Rose	3718 Locust Walk, Suite 20, McNeil Building Philadelphia, PA 19104	215-898-7531	0	No
Urban League	Michael Walker	121S. Broad Street, 9 th Fl. Philadelphia, PA 19107	215-985-3220	0	No
Villanova University Corr Hall	BJ Cornell	800 Lancaster Avenue Villanova, PA 19085	610-519-4060	0	No
West Chester University	Krista Carstens	Lawrence Building, Room 106, West Chester, PA 19383	610-436-2501	0	No
West Phila EARN Ctr	Michael S. Hill, Jr.	3512 Haverford Avenue Philadelphia, PA 19104	215-387-4327	0	
Wilmington College	Attn: Career Services	320 DuPont Highway New Castle, DE 19710	302-328-9401	0	No
Women in Transition	Patricia Parks	21 S. 12 th Street, 6 th Floor, Philadelphia, PA 19107	215-564-5301	0	No
York County Career Link	Steven Wantz	PO Box 14008 York, PA 17404	717-767-7600	0	No
PA Careerlink Website		www.pacareerlink.state.pa.us		0	Yes
CBS Radio Website		www.CBSradio.com		2	Yes
CBS Employee Referral				2	N/A

6) Total # of Interviewees Referred by Each Source: For the period from **March 23, 2009 to March 22, 2010**, this Employment Unit interviewed 28 Interviewees for full-time job vacancies.

7) Supplemental Recruitment Measures.

(a) Participation in Job Fairs

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
St. Joseph's University Job Fair: --Interviewed attendees and answered questions regarding Account Manager, Announcer and Producer openings at WIP and employment opportunities with CBS Radio. Distributed literature about CBS radio stations and intern programs along with job descriptions.	9/24/09	General Sales Manger, WIP Assistant Program Director, WIP
2009 Big East Conference Diversity E-Fair (on-line job fair): The Employment Unit participated in this on-line Job Fair accepting applicants' resumes for Account Executives, Announcer and Producer openings at WIP.	11/1/09-12/31/09	Local Sales Manager, WIP Program Director, WIP Human Resources Manager
Temple University Career Fair: --Interviewed attendees and answered questions regarding Account Manager, Announcer and Producer openings at WIP and employment opportunities with CBS Radio. Distributed literature about CBS radio stations and intern programs along with job descriptions.	2/18/10	Assistant Program Director, WIP

(b) General Outreach Efforts

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
WIP has 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	Executive Assistant

(c) Participation in Events Sponsored by Educational Institutions

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
PA Association of Broadcasters College Broadcaster's Symposium – The DIRECTOR OF SALES spoke about "A Career in Radio Sales."	5/4/09	VP/Director of Sales
National Association of Broadcasters – The DIRECTOR OF SALES taught a Broadcaster's of tomorrow session on radio careers.	9/24/09	VP/Director of Sales
Temple University – The SENIOR VP/MARKET MANAGER spoke to Marketing Class about broadcast marketing and explained job opportunities available at CBS Radio.	10/12/09	Senior VP/Market Manager
Temple University Senior Seminar – The DIRECTOR OF SALES was guest speaker for panel discussion "Why Radio?"	10/12/09	VP/Director of Sales
St. Joseph University – The SEN VP/MARKET MANAGER discussed leadership in broadcasting with Marketing Class.	10/20/09	Senior VP/Market Manager
Temple University History of Broadcasting – The DIRECTOR OF SALES spoke to Marketing Class about "Finding a job in broadcasting."	11/12/09	VP/Director of Sales
St, Joseph University – The SEN VP/MARKET MANAGER spoke to Marketing Class about broadcast marketing careers.	12/16/09	Senior VP/Market Manager
Temple University – The SEN VP/MARKET MANAGER spoke to Marketing Class about broadcast marketing and explained job opportunities available at CBS Radio.	2/17/10	Senior VP/Market Manager
Philly Ad Club Media Crawl – Participated in a panel discussion with students studying the field of communications from 13 area colleges and universities. The discussion was about how to break into the media industry and what career opportunities are available. Students asked questions and were taken on a tour of CBS Radio Philadelphia's Center City location. This "Media Crawl" was in partnership with the Philadelphia Ad Club's Student Outreach Program.	2/19/10	Senior VP/Market Manager Human Resources Manager
Newstudies Program – The employment unit participated in the 43rd Annual Newstudies Program where over six Saturday mornings high school juniors & seniors are taught the basics of broadcast journalism and hear from industry professionals and research and record an actual news story that airs on KYW-AM. On 2/27/10, WIP talked about covering sports and steps to gain entrance into broadcasting industry.	2/6/10 - 3/13/10	Senior VP/Market Manager Air Personality, WIP

(d) Internship Program

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
Promotion Coordinator contacts career development & internship departments of local colleges and universities to offer internship opportunities for all students from the communications, business, and liberal arts departments that meet the internship criteria as set by CBS Radio Human Resources guidelines. Responsibilities and duties of our approximately thirty interns were as follows: Conducting research for on-air hosts during their shows; helping set-up Promo appearances at sports events; working on creative projects for Promotion Department-ex: coming up with new games to play at events, coming up with names for new promotions; working in Sales, Programming & Business office departments as needed.	Ongoing (Rolling basis depending on academic calendar)	Promotion Coordinator

(e) Training to Management Personnel

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
CBS Radio Philadelphia Market-All five stations department heads and hiring managers, including those of WIP, participated in a company wide Anti-Deiscrimination and EEO Webinar on candidate outreach and best hiring recruitment practices.	3/16/10	Market Manager, Director of Sales, Human Resources Manager, Market Controller, Station Controller, Director of Traffic, Program Directors, Marketing Directors, Promotion Directors, General Sales Managers, Local Sales Managers, Chief Engineers.