

## EEO PUBLIC FILE REPORT

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

1) Employment Unit Location/Name: Philadelphia, PA- WOGL-FM and WPHT-AM

2) Unit Members (List all station call signs and communities of license): WOGL-FM/WPHT-AM, Philadelphia

3) EEO Contact Information for Employment Unit:

Mailing Address:  <b>Two Bala Plaza Suite 800 Bala Cynwyd, PA 19004</b>	Telephone Number: <b>610-668-5800/610-668-5900</b>
	Contact Person: <b>Lisa Morton – Human Resources Manager</b>
	E-mail Address: <b>Lisa.morton@cbsradio.com</b>

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

<u>Job Title</u>	<u>Recruitment Source Referring Hiree</u>
1. Staff Accountant - WOGL/WPHT	Employee Referral
2. Account Executive - WOGL	Philadelphia Ad Club
3. Account Executive - WPHT	Employee Referral
4. Account Executive-WPHT	Employee Referral
5. Account Executive-WPHT	CBSRadio.com
6. Staff Accountant - WOGL/WPHT	Nacelink.com
7. Sales Associate - WOGL	Employee Referral
8. Sales Associate - WPHT	CBSRadio.com
9. Digital Account Executive - CBS Radio Philadelphia	CBSRadio.com
10. Account Executive-WPHT	CBSRadio.com

**Stations WOGL-FM and WPHT-AM are Equal Opportunity Employers.**

**5) Job Title 1: Staff Accountant – WOGL-FM/WPHT-AM**

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

<b>(i) Name of Organization Notified of Job Vacancy</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Zois Tzitzifas	Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5962	6	N/A
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096	610-642-2306	0	No
Internal Posting	Zois Tzitzifas	Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5818	0	N/A
American Foundation for Negro Affairs	Samuel L. Evans	117 S. 17 <sup>th</sup> Street, Philadelphia, PA 19103	215-854-1470	0	No
Asian American Women’s Coalition	Wendy Lee	301-305 N. 9 <sup>th</sup> Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Community Women’s Education Project	Dawn Williams	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Patricia Soria	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Eastern Pennsylvania Organizing Project	Kathy Cruz	300 E. Lehigh Avenue, Philadelphia, PA 19125	215-634-8827	0	Yes
Greater Philadelphia Urban Affairs Coalition	Gerry Mitchell	1207 Chestnut Street, Philadelphia, PA 19107	215-851-0110	0	No
Mayor’s Commission on Aging	Pat L. West	100 South Broad Street, Philadelphia, PA 19110	215-686-8450	0	No
Montgomery County Career Link	Clara Lawrence	1855 New Hope Street, Norristown, PA 19401	610-270-3428	0	No
National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No

**5) Job Title 1: Staff Accountant –WOGL-FM/WPHT-AM (continued) Referral Source(s) of Hiree: Employee Referral**

<b>(i) Name of Organization Notified of Job Vacancy</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
Ogontz Avenue Revitalization Corporation	Deborah Cross	1536 Haines Street, Philadelphia, PA 19126	215-927-6884	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
People for People	Devon Cannon	704 Broad Street, Philadelphia, PA 19130	215-852-3445	0	No
Philadelphia Foundation	Human Resources	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Donald Morgan	1617 JFK Blvd, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Maria Falu	1211 N. 2 <sup>nd</sup> Street, Philadelphia, PA 19122	215-851-9931	0	No
Reemployment Transition Center	Clifford Smith	42 S. 15 <sup>th</sup> Street, Philadelphia, PA 19102	215-568-8316	0	No
Team Career Link-Germantown	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link-South Philadelphia	Eileen Barone	930 Washington Avenue, Philadelphia, PA 19147	215-952-1143	0	No
Team Career Link-Chester	R. Edward Speller	701 Crosby Street, Chester, PA 19013	610-447-3350	0	No
Team Career Link	Carolyn Johnson	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
Women In Transition	Katherine Thomas	21 S. 12 <sup>th</sup> Street, Philadelphia, PA 19107	215-564-5301	0	No
Workforce Entry Center @ Delaware County	Joe Kornoski	901 S. Media Line Road, Media, PA 19063	610-713-2200	0	No
York County Career Center	Steven Wantz	841 Vogelsong Road, York, PA 17404	717-767-7600	0	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	610-447-3350	0	Yes
Employee Referral				1	N/A

5) Job Title 2: Account Executive-WOGL-FM

Referral Source(s) of Hiree: Philadelphia Ad Club

<b>(i) Name of Organization Notified of Job Vacancy</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Dave Scopinich	Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5847	2	N/A
Monster.com	Customer Service	www.monster.com	800.666.7837	0	No
Internal Posting	Dave Scopinich	Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5847	2	N/A
American Foundation for Negro Affairs	Samuel L. Evans	117 S. 17 <sup>th</sup> Street. Philadelphia, PA 19103	215-854-1470	0	No
Asian American Women's Coalition	Wendy Lee	301-305 N. 9 <sup>th</sup> Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Community Women's Education Project	Dawn Williams	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Patricia Soria	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Eastern Pennsylvania Organizing Project	Kathy Cruz	300 E. Lehigh Avenue, Philadelphia, PA 19125	215-634-8827	0	Yes
Greater Philadelphia Urban Affairs Coalition	Gerry Mitchell	1207 Chestnut Street, Philadelphia, PA 19107	215-851-0110	0	No
Mayor's Commission on Aging	Pat L. West	100 South Broad Street, Philadelphia, PA 19110	215-686-8450	0	No
Montgomery County Career Link	Clara Lawrence	1855 New Hope Street, Norristown, PA 19401	610-270-3428	0	No
National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No
National Black Media Coalition	Employment Resource Center	12912 Bluet Lane, Silver Spring, MD	301-946-8856	0	No

**5) Job Title 2: Account Executive-WOGL-FM (continued) Referral Source(s) of Hiree: Philadelphia Ad Club**

<b>Name of Organization Notified of Job Vacancy</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
Ogontz Avenue Revitalization Corporation	Deborah Cross	1536 Haines Street, Philadelphia, PA 19126	215-927-6884	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
People for People	Devon Cannon	704 Broad Street, Philadelphia, PA 19130	215-852-3445	0	No
Philadelphia Foundation	Human Resources	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Donald Morgan	1617 JFK Blvd, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Maria Falu	1211 N. 2 <sup>nd</sup> Street, Philadelphia, PA 19122	215-851-9931	0	No
Reemployment Transition Center	Clifford Smith	42 S. 15 <sup>th</sup> Street, Philadelphia, PA 19102	215-568-8316	0	No
Team Career Link-Germantown	Joe West	235 W. Cheltenham Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link-South Philadelphia	Eileen Barone	930 Washington Avenue, Philadelphia, PA 19147	215-952-1143	0	No
Team Career Link-Chester	R. Edward Speller	701 Crosby Street, Chester, PA 19013	610-447-3350	0	No
Team Career Link	Carolyn Johnson	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
Women In Transition	Katherine Thomas	21 S. 12 <sup>th</sup> Street, Philadelphia, PA 19107	215-564-5301	0	No
Workforce Entry Center @ Delaware County	Joe Kornoski	901 S. Media Line Road, Media, PA 19063	610-713-2200	0	No
York County Career Center	Steven Wantz	841 Vogelsong Road, York, PA 17404	717-767-7600	0	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	610-447-3350	0	Yes
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110, Wynnwood, PA 19096	610-642-2306	1	No

**5) Job Title 3: Account Executive-WPHT-FM**

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

<b>(i) Name of Organization Notified of Job Vacancy</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Frank Calderaro	Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5887	4	N/A
Monster.com	Customer Service	www.monster.com	800.666.7837	0	No
Internal Posting	Frank Calderaro	Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5887	2	N/A
American Foundation for Negro Affairs	Samuel L. Evans	117 S. 17 <sup>th</sup> Street. Philadelphia, PA 19103	215-854-1470	0	No
Asian American Women's Coalition	Wendy Lee	301-305 N. 9 <sup>th</sup> Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Community Women's Education Project	Dawn Williams	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Patricia Soria	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Eastern Pennsylvania Organizing Project	Kathy Cruz	300 E. Lehigh Avenue, Philadelphia, PA 19125	215-634-8827	0	Yes
Greater Philadelphia Urban Affairs Coalition	Gerry Mitchell	1207 Chestnut Street, Philadelphia, PA 19107	215-851-0110	0	No
Mayor's Commission on Aging	Pat L. West	100 South Broad Street, Philadelphia, PA 19110	215-686-8450	0	No
Montgomery County Career Link	Clara Lawrence	1855 New Hope Street, Norristown, PA 19401	610-270-3428	0	No
National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No

5) Job Title 3: Account Executive-WPHT-AM (continued)

Referral Source(s) of Hiree: Employee Referral

<b>(i) Name of Organization Notified of Job Vacancy</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
Ogontz Avenue Revitalization Corporation	Deborah Cross	1536 Haines Street, Philadelphia, PA 19126	215-927-6884	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
People for People	Devon Cannon	704 Broad Street, Philadelphia, PA 19130	215-852-3445	0	No
Philadelphia Foundation	Human Resources	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Donald Morgan	1617 JFK Blvd, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Maria Falu	1211 N. 2 <sup>nd</sup> Street, Philadelphia, PA 19122	215-851-9931	0	No
Reemployment Transition Center	Clifford Smith	42 S. 15 <sup>th</sup> Street, Philadelphia, PA 19102	215-568-8316	0	No
Team Career Link-Germantown	Joe West	235 W. Cheltenham Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link-South Philadelphia	Eileen Barone	930 Washington Avenue, Philadelphia, PA 19147	215-952-1143	0	No
Team Career Link-Chester	R. Edward Speller	701 Crosby Street, Chester, PA 19013	610-447-3350	0	No
Team Career Link	Carolyn Johnson	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
Women In Transition	Katherine Thomas	21 S. 12 <sup>th</sup> Street, Philadelphia, PA 19107	215-564-5301	0	No
Workforce Entry Center @ Delaware County	Joe Kornoski	901 S. Media Line Road, Media, PA 19063	610-713-2200	0	No
York County Career Center	Steven Wantz	841 Vogelsong Road, York, PA 17404	717-767-7600	0	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	610-447-3350	0	Yes
Employee Referral				1	N/A

**5) Job Title 4: Account Executive-WPHT-AM**

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

<b>(i) Name of Organization Notified of Job Vacancy</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Frank Calderaro	Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5887	6	N/A
Internal Posting	Frank Calderaro	Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5887	2	N/A
American Foundation for Negro Affairs	Samuel L. Evans	117 S. 17 <sup>th</sup> Street, Philadelphia, PA 19103	215-854-1470	0	No
Asian American Women's Coalition	Wendy Lee	301-305 N. 9 <sup>th</sup> Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Community Women's Education Project	Dawn Williams	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Patricia Soria	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Eastern Pennsylvania Organizing Project	Kathy Cruz	300 E. Lehigh Avenue, Philadelphia, PA 19125	215-634-8827	0	Yes
Greater Philadelphia Urban Affairs Coalition	Gerry Mitchell	1207 Chestnut Street, Philadelphia, PA 19107	215-851-0110	0	No
Mayor's Commission on Aging	Pat L. West	100 South Broad Street, Philadelphia, PA 19110	215-686-8450	0	No
Montgomery County Career Link	Clara Lawrence	1855 New Hope Street, Norristown, PA 19401	610-270-3428	0	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	610-447-3350	0	Yes

5) Job Title 4: Account Executive-WPHT-AM (continued)

Referral Source(s) of Hiree: 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)
National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No
Ogontz Avenue Revitalization Corporation	Deborah Cross	1536 Haines Street, Philadelphia, PA 19126	215-927-6884	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
People for People	Devon Cannon	704 Broad Street, Philadelphia, PA 19130	215-852-3445	0	No
Philadelphia Foundation	Human Resources	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Donald Morgan	1617 JFK Blvd, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Maria Falu	1211 N. 2 <sup>nd</sup> Street, Philadelphia, PA 19122	215-851-9931	0	No
Reemployment Transition Center	Clifford Smith	42 S. 15 <sup>th</sup> Street, Philadelphia, PA 19102	215-568-8316	0	No
Team Career Link-Germantown	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link-South Philadelphia	Eileen Barone	930 Washington Avenue, Philadelphia, PA 19147	215-952-1143	0	No
Team Career Link-Chester	R. Edward Speller	701 Crosby Street, Chester, PA 19013	610-447-3350	0	No
Team Career Link	Carolyn Johnson	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
Women In Transition	Katherine Thomas	21 S. 12 <sup>th</sup> Street, Philadelphia, PA 19107	215-564-5301	0	No
Workforce Entry Center @ Delaware County	Joe Kornoski	901 S. Media Line Road, Media, PA 19063	610-713-2200	0	No
York County Career Center	Steven Wantz	841 Vogelsong Road, York, PA 17404	717-767-7600	0	No
Employee Referral				1	N/A

5) Job Title 5: Account Executive-WPHT-AM

Referral Source(s) of Hire: CBSRadio.com

(i) Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification ? (Yes or No)
CBS Radio Website	Frank Calderaro	Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5887	6	N/A
Internal Posting	Frank Calderaro	Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5887	3	N/A
American Foundation for Negro Affairs	Samuel L. Evans	117 S. 17 <sup>th</sup> Street. Philadelphia, PA 19103	215-854-1470	0	No
Asian American Women's Coalition	Wendy Lee	301-305 N. 9 <sup>th</sup> Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Community Women's Education Project	Dawn Williams	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Patricia Soria	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Eastern Pennsylvania Organizing Project	Kathy Cruz	300 E. Lehigh Avenue, Philadelphia, PA 19125	215-634-8827	0	Yes
Greater Philadelphia Urban Affairs Coalition	Gerry Mitchell	1207 Chestnut Street, Philadelphia, PA 19107	215-851-0110	0	No
Mayor's Commission on Aging	Pat L. West	100 South Broad Street, Philadelphia, PA 19110	215-686-8450	0	No
Montgomery County Career Link	Clara Lawrence	1855 New Hope Street, Norristown, PA 19401	610-270-3428	0	No
National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No

## 5) Job Title 5: Account Executive-WPHT-FM (continued)

Referral Source(s) of Hire: CBSRadio.com

<b>(i) Name of Organization Notified of Job Vacancy</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
Ogontz Avenue Revitalization Corporation	Deborah Cross	1536 Haines Street, Philadelphia, PA 19126	215-927-6884	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
People for People	Devon Cannon	704 Broad Street, Philadelphia, PA 19130	215-852-3445	0	No
Philadelphia Foundation	Human Resources	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Donald Morgan	1617 JFK Blvd, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Maria Falu	1211 N. 2 <sup>nd</sup> Street, Philadelphia, PA 19122	215-851-9931	0	No
Reemployment Transition Center	Clifford Smith	42 S. 15 <sup>th</sup> Street, Philadelphia, PA 19102	215-568-8316	0	No
Team Career Link-Germantown	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link-South Philadelphia	Eileen Barone	930 Washington Avenue, Philadelphia, PA 19147	215-952-1143	0	No
Team Career Link-Chester	R. Edward Speller	701 Crosby Street, Chester, PA 19013	610-447-3350	0	No
Team Career Link	Carolyn Johnson	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
Women In Transition	Katherine Thomas	21 S. 12 <sup>th</sup> Street, Philadelphia, PA 19107	215-564-5301	0	No
Workforce Entry Center @ Delaware County	Joe Kornoski	901 S. Media Line Road, Media, PA 19063	610-713-2200	0	No
York County Career Center	Steven Wantz	841 Vogelsong Road, York, PA 17404	717-767-7600	0	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	610-447-3350	0	Yes

**5) Job Title 6: Staff Accountant-WOGL-FM/WPHT-AM**

**Referral Source(s) of Hiree: Nacelink.com**

<b>(i) Name of Organization Notified of Job Vacancy</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Zois Tzitzifas	Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5962	3	N/A
Monster.com	Customer Service	www.monster.com	800.666.7837	2	No
Internal Posting	Zois Tzitzifas	Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5962	2	N/A
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096	610-642-2306	0	No
American Foundation for Negro Affairs	Samuel L. Evans	117 S. 17 <sup>th</sup> Street, Philadelphia, PA 19103	215-854-1470	0	No
Asian American Women's Coalition	Wendy Lee	301-305 N. 9 <sup>th</sup> Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Community Women's Education Project	Dawn Williams	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Patricia Soria	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Eastern Pennsylvania Organizing Project	Kathy Cruz	300 E. Lehigh Avenue, Philadelphia, PA 19125	215-634-8827	0	Yes
Greater Philadelphia Urban Affairs Coalition	Gerry Mitchell	1207 Chestnut Street, Philadelphia, PA 19107	215-851-0110	0	No
Mayor's Commission on Aging	Pat L. West	100 South Broad Street, Philadelphia, PA 19110	215-686-8450	0	No
Montgomery County Career Link	Clara Lawrence	1855 New Hope Street, Norristown, PA 19401	610-270-3428	0	No
National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No

**5) Job Title 6: Air Talent- Staff Accountant-WOGL-FM/WPHT-AM (continued) Referral Source(s) of Hiree: Nacelink.com**

<b>(i) Name of Organization Notified of Job Vacancy</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
Ogontz Avenue Revitalization Corporation	Deborah Cross	1536 Haines Street, Philadelphia, PA 19126	215-927-6884	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
People for People	Devon Cannon	704 Broad Street, Philadelphia, PA 19130	215-852-3445	0	No
Philadelphia Foundation	Human Resources	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Donald Morgan	1617 JFK Blvd, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Maria Falu	1211 N. 2 <sup>nd</sup> Street, Philadelphia, PA 19122	215-851-9931	0	No
Reemployment Transition Center	Clifford Smith	42 S. 15 <sup>th</sup> Street, Philadelphia, PA 19102	215-568-8316	0	No
Team Career Link-Germantown	Joe West	235 W. Cheltenham Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link-South Philadelphia	Eileen Barone	930 Washington Avenue, Philadelphia, PA 19147	215-952-1143	0	No
Team Career Link-Chester	R. Edward Speller	701 Crosby Street, Chester, PA 19013	610-447-3350	0	No
Team Career Link	Carolyn Johnson	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
Women In Transition	Katherine Thomas	21 S. 12 <sup>th</sup> Street, Philadelphia, PA 19107	215-564-5301	0	No
Workforce Entry Center @ Delaware County	Joe Kornoski	901 S. Media Line Road, Media, PA 19063	610-713-2200	0	No
York County Career Center	Steven Wantz	841 Vogelsong Road, York, PA 17404	717-767-7600	0	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	610-447-3350	0	Yes
National Association of Colleges and Employers	N/A	62 Highland Avenue, Bethlehem, PA 18017	www.nacelink.com	1	No

5) Job Title 7: Sales Associate-WOGL-FM

Referral Source(s) of Hiree: Employee Referral

<b>(i) Name of Organization Notified of Job Vacancy</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Kerry Mulvey	Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5818	2	N/A
Internal Posting	Kerry Mulvey	Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5818	1	N/A
American Foundation for Negro Affairs	Samuel L. Evans	117 S. 17 <sup>th</sup> Street. Philadelphia, PA 19103	215-854-1470	0	No
Asian American Women's Coalition	Wendy Lee	301-305 N. 9 <sup>th</sup> Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Community Women's Education Project	Dawn Williams	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Patricia Soria	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Eastern Pennsylvania Organizing Project	Kathy Cruz	300 E. Lehigh Avenue, Philadelphia, PA 19125	215-634-8827	0	Yes
Greater Philadelphia Urban Affairs Coalition	Gerry Mitchell	1207 Chestnut Street, Philadelphia, PA 19107	215-851-0110	0	No
Mayor's Commission on Aging	Pat L. West	100 South Broad Street, Philadelphia, PA 19110	215-686-8450	0	No
Montgomery County Career Link	Clara Lawrence	1855 New Hope Street, Norristown, PA 19401	610-270-3428	0	No
National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No

5) Job Title 7: Sales Associate-WOGL-FM (continued)

Referral Source(s) of Hiree: 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)
Ogontz Avenue Revitalization Corporation	Deborah Cross	1536 Haines Street, Philadelphia, PA 19126	215-927-6884	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
People for People	Devon Cannon	704 Broad Street, Philadelphia, PA 19130	215-852-3445	0	No
Philadelphia Foundation	Human Resources	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Donald Morgan	1617 JFK Blvd, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Maria Falu	1211 N. 2 <sup>nd</sup> Street, Philadelphia, PA 19122	215-851-9931	0	No
Reemployment Transition Center	Clifford Smith	42 S. 15 <sup>th</sup> Street, Philadelphia, PA 19102	215-568-8316	0	No
Team Career Link-Germantown	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link-South Philadelphia	Eileen Barone	930 Washington Avenue, Philadelphia, PA 19147	215-952-1143	0	No
Team Career Link-Chester	R. Edward Speller	701 Crosby Street, Chester, PA 19013	610-447-3350	0	No
Team Career Link	Carolyn Johnson	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
Women In Transition	Katherine Thomas	21 S. 12 <sup>th</sup> Street, Philadelphia, PA 19107	215-564-5301	0	No
Workforce Entry Center @ Delaware County	Joe Kornoski	901 S. Media Line Road, Media, PA 19063	610-713-2200	0	No
York County Career Center	Steven Wantz	841 Vogelsong Road, York, PA 17404	717-767-7600	0	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	610-447-3350	0	Yes
Philadelphia Tribune	N/A	520 S. 16th Street Philadelphia, PA 19146	215-893-4050	0	No
Employee Referral				1	N/A

5) Job Title 8: Sales Associate-WPHT-AM

Referral Source(s) of Hiree: CBSRadio.com

<b>(i) Name of Organization Notified of Job Vacancy</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Rob Kaloustian	Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5841	8	N/A
Internal Posting	Rob Kaloustian	Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5841	0	N/A
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096	610-642-2306	0	No
American Foundation for Negro Affairs	Samuel L. Evans	117 S. 17 <sup>th</sup> Street. Philadelphia, PA 19103	215-854-1470	0	No
Asian American Women's Coalition	Wendy Lee	301-305 N. 9 <sup>th</sup> Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Community Women's Education Project	Dawn Williams	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Patricia Soria	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Eastern Pennsylvania Organizing Project	Kathy Cruz	300 E. Lehigh Avenue, Philadelphia, PA 19125	215-634-8827	0	Yes
Greater Philadelphia Urban Affairs Coalition	Gerry Mitchell	1207 Chestnut Street, Philadelphia, PA 19107	215-851-0110	0	No
Mayor's Commission on Aging	Pat L. West	100 South Broad Street, Philadelphia, PA 19110	215-686-8450	0	No
Montgomery County Career Link	Clara Lawrence	1855 New Hope Street, Norristown, PA 19401	610-270-3428	0	No
National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No

5) Job Title 8: Sales Associate-WPHT-AM (continued)

Referral Source(s) of Hiree: CBSRadio.com

(i) Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Ogontz Avenue Revitalization Corporation	Deborah Cross	1536 Haines Street, Philadelphia, PA 19126	215-927-6884	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
People for People	Devon Cannon	704 Broad Street, Philadelphia, PA 19130	215-852-3445	0	No
Philadelphia Foundation	Human Resources	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Donald Morgan	1617 JFK Blvd, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Maria Falu	1211 N. 2 <sup>nd</sup> Street, Philadelphia, PA 19122	215-851-9931	0	No
Reemployment Transition Center	Clifford Smith	42 S. 15 <sup>th</sup> Street, Philadelphia, PA 19102	215-568-8316	0	No
Team Career Link- Germantown	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link-South Philadelphia	Eileen Barone	930 Washington Avenue, Philadelphia, PA 19147	215-952-1143	0	No
Team Career Link-Chester	R. Edward Speller	701 Crosby Street, Chester, PA 19013	610-447-3350	0	No
Team Career Link	Carolyn Johnson	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
Women In Transition	Katherine Thomas	21 S. 12 <sup>th</sup> Street, Philadelphia, PA 19107	215-564-5301	0	No
Workforce Entry Center @ Delaware County	Joe Kornoski	901 S. Media Line Road, Media, PA 19063	610-713-2200	0	No
York County Career Center	Steven Wantz	841 Vogelsong Road, York, PA 17404	717-767-7600	0	No
Philadelphia Tribune	N/A	520 S. 16th Street Philadelphia, PA 19146	215-893- 4050	0	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	610-447-3350	0	Yes

**5) Job Title 9: Digital Account Executive-CBS Radio Philadelphia**

**Referral Source(s) of Hiree: CBSRadio.com**

<b>(i) Name of Organization Notified of Job Vacancy</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	John Burnes	Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5913	3	N/A
Internal Posting	John Burnes	Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5913	2	N/A
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096	610-642-2306	2	No
American Foundation for Negro Affairs	Samuel L. Evans	117 S. 17 <sup>th</sup> Street, Philadelphia, PA 19103	215-854-1470	0	No
Asian American Women's Coalition	Wendy Lee	301-305 N. 9 <sup>th</sup> Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Community Women's Education Project	Dawn Williams	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Patricia Soria	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Eastern Pennsylvania Organizing Project	Kathy Cruz	300 E. Lehigh Avenue, Philadelphia, PA 19125	215-634-8827	0	Yes
Greater Philadelphia Urban Affairs Coalition	Gerry Mitchell	1207 Chestnut Street, Philadelphia, PA 19107	215-851-0110	0	No
Mayor's Commission on Aging	Pat L. West	100 South Broad Street, Philadelphia, PA 19110	215-686-8450	0	No
Montgomery County Career Link	Clara Lawrence	1855 New Hope Street, Norristown, PA 19401	610-270-3428	0	No
National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No

**5) Job Title 9: Digital Account Executive-CBS Radio Philadelphia (continued) Referral Source(s) of Hire: CBSRadio.com**

<b>(i) Name of Organization Notified of Job Vacancy</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
Ogontz Avenue Revitalization Corporation	Deborah Cross	1536 Haines Street, Philadelphia, PA 19126	215-927-6884	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
People for People	Devon Cannon	704 Broad Street, Philadelphia, PA 19130	215-852-3445	0	No
Philadelphia Foundation	Human Resources	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Donald Morgan	1617 JFK Blvd, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Maria Falu	1211 N. 2 <sup>nd</sup> Street, Philadelphia, PA 19122	215-851-9931	0	No
Reemployment Transition Center	Clifford Smith	42 S. 15 <sup>th</sup> Street, Philadelphia, PA 19102	215-568-8316	0	No
Team Career Link-Germantown	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link-South Philadelphia	Eileen Barone	930 Washington Avenue, Philadelphia, PA 19147	215-952-1143	0	No
Team Career Link-Chester	R. Edward Speller	701 Crosby Street, Chester, PA 19013	610-447-3350	0	No
Team Career Link	Carolyn Johnson	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
Women In Transition	Katherine Thomas	21 S. 12 <sup>th</sup> Street, Philadelphia, PA 19107	215-564-5301	0	No
Workforce Entry Center @ Delaware County	Joe Kornoski	901 S. Media Line Road, Media, PA 19063	610-713-2200	0	No
York County Career Center	Steven Wantz	841 Vogelsong Road, York, PA 17404	717-767-7600	0	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	610-447-3350	0	Yes

5) Job Title 10: Account Executive-WPHT-AM

Referral Source(s) of Hiree: CBSRadio.com

(i) Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	Rob Kaloustian	Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5841	4	N/A
Internal Posting	Rob Kaloustian	Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5858	0	N/A
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096	610-642-2306	0	No
American Foundation for Negro Affairs	Samuel L. Evans	117 S. 17 <sup>th</sup> Street, Philadelphia, PA 19103	215-854-1470	0	No
Asian American Women's Coalition	Wendy Lee	301-305 N. 9 <sup>th</sup> Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Community Women's Education Project	Dawn Williams	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Patricia Soria	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Eastern Pennsylvania Organizing Project	Kathy Cruz	300 E. Lehigh Avenue, Philadelphia, PA 19125	215-634-8827	0	Yes
Greater Philadelphia Urban Affairs Coalition	Gerry Mitchell	1207 Chestnut Street, Philadelphia, PA 19107	215-851-0110	0	No
Mayor's Commission on Aging	Pat L. West	100 South Broad Street, Philadelphia, PA 19110	215-686-8450	0	No
Montgomery County Career Link	Clara Lawrence	1855 New Hope Street, Norristown, PA 19401	610-270-3428	0	No
National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No

5) Job Title 10: Account Executive-WPHT-AM (continued)

Referral Source(s) of Hire: CBSRadio.com

(i) Name of Organization Notified of Job Vacancy	Contact Person	Address:	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Ogontz Avenue Revitalization Corporation	Deborah Cross	1536 Haines Street, Philadelphia, PA 19126	215-927-6884	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
People for People	Devon Cannon	704 Broad Street, Philadelphia, PA 19130	215-852-3445	0	No
Philadelphia Foundation	Human Resources	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Donald Morgan	1617 JFK Blvd, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Maria Falu	1211 N. 2 <sup>nd</sup> Street, Philadelphia, PA 19122	215-851-9931	0	No
Reemployment Transition Center	Clifford Smith	42 S. 15 <sup>th</sup> Street, Philadelphia, PA 19102	215-568-8316	0	No
Team Career Link-Germantown	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link-South Philadelphia	Eileen Barone	930 Washington Avenue, Philadelphia, PA 19147	215-952-1143	0	No
Team Career Link-Chester	R. Edward Speller	701 Crosby Street, Chester, PA 19013	610-447-3350	0	No
Team Career Link	Carolyn Johnson	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
Women In Transition	Katherine Thomas	21 S. 12 <sup>th</sup> Street, Philadelphia, PA 19107	215-564-5301	0	No
Workforce Entry Center @ Delaware County	Joe Kornoski	901 S. Media Line Road, Media, PA 19063	610-713-2200	0	No
York County Career Center	Steven Wantz	841 Vogelsong Road, York, PA 17404	717-767-7600	0	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	610-447-3350	0	Yes

**6) Total # of Interviewees Referred by Each Source:** For the period from March 23, 2009 – March 22, 2010, this Employment Unit interviewed 68 Interviewees for full time job vacancies.

**7) Supplemental Recruitment Measures.**

**(a) Participation in Job Fairs**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. <b>Temple University Spring 2010 Career Fair.</b> The Employment Unit participated in this Job Fair and conducted on-site interviews and accepted resumes for Account Executives, Part-Time Promotions Staff and Internship positions.	2/18/10	Local Sales Managers WYSP-FM & WOGL-FM Promotion Directors of WOGL-FM & WYSP-FM, Program Director, WPHT-AM
2. <b>2009 Big East Conference Diversity E-Fair.</b> The Employment Unit participated in this on-line Job Fair accepting applicants' resumes for Account Executives, Part-Time Promotions Staff and Internship positions.	11/1/09-12/31/09	Local Sales Manager-WOGL-FM Local Sales Manager-WPHT-AM Human Resources Manager-CBS Radio Philadelphia
3. <b>St. Joseph's University Career Fair.</b> The Employment Unit participated in this Job Fair and conducted on-site interviews and accepted resumes for Account Executives, Part-Time Promotions Staff and Internship positions.	9/24/09	General Sales Managers - WOGL-FM & WPHT-AM Local Sales Managers - WOGL-FM

**(b) General Outreach Efforts**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. <b>WOGL-FM/WPHT-AM</b> have made significant contributions to the CBS Radio career website ( <a href="http://www.cbsradio.com">www.cbsradio.com</a> ) which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them.	Ongoing	Human Resources Manager

**(c) Participation in Events Sponsored by Educational Institutions**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. <b>Philly Ad Club Media Crawl</b> –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	Market Manager-CBS Radio Philadelphia Human Resources Manager-CBS Radio Philadelphia
2. <b>Temple University</b> – The Market Manager spoke to Marketing Class about broadcast marketing and explained job opportunities available at CBS Radio	2/17/10	Senior Vice President/Market Manager- CBS Radio Philadelphia
3. <b>Newstudies Program</b> -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, hear from industry professionals and research and record an actual news story that airs on KYW-AM.	2/6/10-3/13/10	Director of News & Programming, News Director, Reporters, Newsroom Operations Coordinator, Marketing & Communications Director, Director of Digital News Media Senior VP/Market Manager
4. <b>St. Joseph University</b> – The Market Manager spoke to Marketing Class about broadcast marketing careers.	12/16/09	Senior Vice President/Market Manager- CBS Radio Philadelphia
5. <b>Temple University History of Broadcasting</b> – The Director of Sales spoke to Marketing Class about “Finding a job in broadcasting.”	11/12/09	Vice President-Director of Sales-CBS Radio Philadelphia
6. <b>Temple University Senior Seminar</b> – The Director of Sales was a guest speaker for panel discussion “Why Radio?”	10/12/09	Vice President-Director of Sales-CBS Radio Philadelphia
7. <b>Temple University</b> – The Market Manager spoke to Marketing Class about broadcast marketing and explained job opportunities available at CBS Radio.	10/12/09	Senior Vice President/Market Manager- CBS Radio Philadelphia
8. <b>National Association of Broadcasters</b> – The Director of Sales taught at a Broadcaster’s of tomorrow session on radio careers.	9/24/09	Vice President-Director of Sales-CBS Radio Philadelphia

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
9. <b>PA Association of Broadcasters College Broadcaster’s Symposium</b> – The Director of Sales to students spoke about “A Career in Radio Sales.”	5/4/09	Vice President-Director of Sales- CBS Radio Philadelphia

**(d) Training of Management Level Personnel**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
<b>CBS Radio Philadelphia Market</b> -All 5 radio stations department heads and hiring managers participated in a company wide Anti-Discrimination 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

**(e) Internship Program**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
The Human Resources Manager, in conjunction with local colleges, university’s and trade schools, offers internship opportunities for all students from the programming, promotions, business, sales and interactive media departments that meet the internship criteria as set by CBS Radio Human Resources guidelines. The Employment Unit had 14 interns whose duties and responsibilities included: promotional / creative research, media kit development, client contract organization, live broadcast set-up, web design, taking listener phone-calls, production / observation, talent-booking and board-operation.	Ongoing	Human Resources Manager