

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period May 23, 2007 – May 22, 2008.

- 1) **Employment Unit Location/Name:** Cleveland, OH/CBS Radio
- 2) **Unit Members (List all station call signs and communities of license):** WDOK-FM, Cleveland, OH
WQAL-FM, Cleveland, OH
- 3) **EEO Contact Information for Employment Unit:**

Mailing Address: CBS Radio 1041 Huron Road Cleveland, OH 44115	Telephone Number: 216-861-0198
	Contact Person: Diane L. Scott
	E-mail Address: <u>dlscott@cbs.com</u>

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

Job Title	Recruitment Source Referring Hiree
1. WDOK General Sales Manager	CBS Radio Internal Posting WNCX/WKRR
2. WQAL Account Executive	John Carroll University Website
3. CBS Digital Sales Manager	CBS Radio Website
4. WQAL Webmaster/Promotions Coordinator	CBS Radio Internal Posting WDOK/WQAL
5. WQAL Account Executive	CBS Radio Internal Posting WNCK/WKRR
6. WDOK Account Executive	CBS Radio Website
7. WQAL Traffic Director	CBS Radio Internal Posting WNCX/WKRR
8. WQAL Account Executive	CBS Radio Website
9. WDOK Account Executive	CBS Radio Internal Posting WNCX/WKRR
10. WQAL Account Executive	Staff Referral
11. WDOK Morning Show Talent	Staff Referral
12. CBS Account Executive	CBS Radio Website
13. WQAL Sales Assistant	Monster.com Website
14. WQAL Sales Assistant	Virginia Marti School of Design
15. WDOK Sales Assistant	Monster.com Website

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

4) Continued

16. WQAL Account Executive

CBS Radio Internal Posting WDOK/WQAL

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5) – 1 Job Title: WDOK General Sales Manager

Referral Source(s) of Hiree: CBS Radio Internal Posting WNCX/WKRK

(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 Internal Posting WDOK/WQAL Radio	Marlene Ball, Office Manager	2644 St. Clair Avenue Cleveland, OH 44114	216-696-0123	1	Yes
CBS Radio Internal Posting WNCX/WKRK Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0100	1	Yes
Bryant & Stratton College	Rhonda Buttler, Director Career Services	1700 E 13th Street, Cleveland, OH 44114	216-771-1700 216-771-7787 Fax	0	Yes
Call & Post Newspapers	Maria Black, Classified Advertising	11800 Shaker Blvd., Cleveland, OH 44120	216-791-7600 Email preferred	0	No
Case Western Reserve University	Dr. Tom Matthews, Career Services	10900 Euclid Ave., #206 Sears Bldg., Cleveland, OH 44106	216-368-2000 216-368-4759 Fax	0	No
CBS Radio Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	0	No
Cleveland State University	Geoff Mazur, Career Services	2121 Euclid Ave., RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	0	No
Council for Economic Opportunities	Sonya R, H/R	1228 Euclid Ave, Cleveland, OH 44115	216-589-9922 216-696-0770 Fax	0	No
Cuyahoga Community College	Maria Brathwaite, Director Career Services	2900 Community College Ave. Cleveland, OH 44115	216-987-3029 216-987-3198 Fax	0	No
Cleveland Job Corp	Joel Whitworth, Career Development Coordinator	10660 Carnegie Ave. Cleveland, OH 44106	216-795-8700	0	No
East Cleveland Public Library	Ron Chambers, Librarian	1401 Euclid Ave., Cleveland, OH 44112	216-541-4128 216-238-6297 Fax	0	No
Employment Connection	Cathy Eberhart, Business Services Rep	11699 Brookpark Rd., Parma, OH 44130	216-898-1366	0	No
Esperanza, Inc.	Barbara Esperon, CEO	4115 Bridge Ave, Cleveland, OH 44113	216-651-7178 216-651-7183 Fax	0	No
Goodwill Industries of Greater Cleveland	Shabreese Murphy, Life Coach	2295 E. 55 th St., Cleveland, OH 44103	216-431-8300	0	No
Jewish Family Service Association/TAPP	Kim Holloway, Job Developer	24075 Commerce Park Road, Beachwood, OH 44122	216-514-9600 216-514-9613 Fax	0	Yes
JPC Computer Learning Center	Pat Buis, Director Career Services	3634 Euclid Avenue, 1st Fl., Cleveland, OH 44115	216-881-5637 216-881-5609 Fax	0	Yes
Kent State University	Ann Motayar, Director Career Services	261 Michael Schwartz Center, Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	0	No
Lorain Community College	Marci Field, Career Services	1005 N. Abbe Rd, Elyria, OH 44035	440-233-7244 440-366-4676 Fax	0	No

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Marietta College	Natalie Iadicicco, Career Center	215 Fifth Street, Marietta, OH 45750	800-331-7896 740-376-4935 Fax	0	No
(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
May Dugan Center	Juanita Davis, Program Director	4115 Bridge Ave, Cleveland, OH 44113	216-631-5800 216-631-4595 Fax	0	No
Meadowmark School of Business Software	William Schultis, Teacher	9907 Lake Ave., Cleveland, OH 44102	216-210-4429	0	No
Monster.com Website		From the CBS Radio Website		0	No
National Association for the Advancement of Colored People	Stanley Miller, Executive Director	2131 Stokes Blvd., Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	0	No
Notre Dame College	Katherine Krejci, Director Career Services	4545 College Rd, Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	0	No
Ohio Center for Broadcasting	Gary James, National Placement Director	9000 Sweet Valley Dr., Valley View, OH 44125	216-447-9117 216-642-9232 Fax	0	Yes
Ohio's Job Bank		Online		0	No
Ohio Job & Family Services	Sybil Merritt	11699 Brookpark Rd., Parma, OH 44130	216-898-3204 216-898-1497 Fax	0	Yes
Plain Dealer Newspaper/Career builders Website/Cleveland.com	Linda Clark/Classified Adv	1801 Superior Ave., Cleveland OH 44114	216-999-4799	0	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd., Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	0	No
Spanish American Committee	Emma Grugrevic, Job Development	4407 Lorain Ave., Cleveland, OH 44102	216-961-2100 216-961-3305 Fax	0	No
Towards Employment	Gloria Baker, Placement/ Jamie Brown, Team Leader	1255 Euclid Ave., #300 Cleveland, OH 44115	216-696-5750 216-696-5119 Fax	0	No
University of Akron	Nancy M Somerick, Ph.D Professor School of Communication	302 E. Buchtel Mall, Akron, OH 44325	330-972-6686 Email preferred	0	No
Ursuline College	Gerri Sullivan, Career Services	2550 Lander Rd., Cleveland, OH 44124	440-449-4203 440-449-2235 Fax	0	No
Vocational Guidance	Marsha Peterson, Career Services	13102 Triskett Rd., Cleveland, OH 44111	216-476-3020 216-476-3435 Fax	0	Yes
Vocational Training Solutions	Lisa Kuzmic, Area Employment Services Coord	14650 Detroit Ave., Lakewood, OH 44107	440-799-4044	0	Yes
Vocational Training Solutions	Melanie Frye, Director	2173 N. Ridge E #H, Lorain, OH 44055	440-240-1411	0	Yes
Westside Ecumenical Ministries	Adam Roth, Operations Director/Career Services	5209 Detroit Ave., Cleveland, OH 44102	216-251-2037 216-651-4145 Fax	0	Yes

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Women's Re-Entry Network	Gloria Picket, Counselor	1468 W. 25th St., Cleveland, OH 44113	216-696-7535 216-696-3317 Fax	0	No
WDOK Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	0	Yes

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5) – 2 Job Title: WQAL Account Executive

Referral Source(s) of Hire: John Carroll University 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)
CBS Radio Internal Posting WDOK/WQAL Radio	Marlene Ball, Office Manager	2644 St. Clair Avenue Cleveland, OH 44114	216-696-0123	3	Yes
CBS Radio Internal Posting WNCX/WKRK Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0100	1	Yes
Bryant & Stratton College	Rhonda Buttler, Director Career Services	1700 E 13th Street, Cleveland, OH 44114	216-771-1700 216-771-7787 Fax	0	Yes
Call & Post Newspapers	Maria Black, Classified Advertising	11800 Shaker Blvd., Cleveland, OH 44120	216-791-7600 Email preferred	0	No
CBS Radio Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	0	No
Cleveland State University	Geoff Mazur, Career Services	2121 Euclid Ave., RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	1	No
Client Referral		Not Notified But Applicant Indicated as Referral Source		1	No
Council for Economic Opportunities	Sonya R, H/R	1228 Euclid Ave, Cleveland, OH 44115	216-589-9922 216-696-0770 Fax	0	No
Cuyahoga Community College	Maria Brathwaite, Director Career Services	2900 Community College Ave. Cleveland, OH 44115	216-987-3029 216-987-3198 Fax	0	No
Cleveland Job Corp	Joel Whitworth, Career Development Coordinator	10660 Carnegie Ave. Cleveland, OH 44106	216-795-8700	0	No
East Cleveland Public Library	Ron Chambers, Librarian	1401 Euclid Ave., Cleveland, OH 44112	216-541-4128 216-238-6297 Fax	0	No
Esperanza, Inc.	Barbara Esperon, CEO	4115 Bridge Ave, Cleveland, OH 44113	216-651-7178 216-651-7183 Fax	0	No
Goodwill Industries of Greater Cleveland	Shabreese Murphy, Life Coach	2295 E. 55 th St., Cleveland, OH 44103	216-431-8300	0	No
Jewish Family Service Association/TAPP	Kim Holloway, Job Developer	24075 Commerce Park Road, Beachwood, OH 44122	216-514-9600 216-514-9613 Fax	0	Yes
John Carroll University	Barbara Koeth, Career Services	20700 North Park Blvd, Cleveland, OH 44118	216-397-1886	1	No
JPC Computer Learning Center	Pat Buis, Director Career Services	3634 Euclid Avenue, 1st Fl., Cleveland, OH 44115	216-881-5637 216-881-5609 Fax	0	Yes
Kent State University	Ann Motayar, Director Career Services	261 Michael Schwartz Center, Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	0	No
Lorain Community College	Marci Field, Career Services	1005 N. Abbe Rd, Elyria, OH 44035	440-233-7244 440-366-4676 Fax	0	No

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Marietta College	Natalie Iadicicco, Career Center	215 Fifth Street, Marietta, OH 45750	800-331-7896 740-376-4935 Fax	0	No
(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
May Dugan Center	Juanita Davis, Program Director	4115 Bridge Ave, Cleveland, OH 44113	216-631-5800 216-631-4595 Fax	0	No
Meadowmark School of Business Software	William Schultis, Teacher	9907 Lake Ave., Cleveland, OH 44102	216-210-4429	0	No
Monster.com Website		From the CBS Radio Website		1	No
National Association for the Advancement of Colored People	Stanley Miller, Executive Director	2131 Stokes Blvd., Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	0	No
Notre Dame College	Katherine Krejci, Director Career Services	4545 College Rd, Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	0	No
Ohio Association of Broadcasting	Christine Merritt, Executive Vice President	88 East Broad St, Columbus, OH 43215	614.228.4052 614.228.8133 Fax	0	No
Ohio Center for Broadcasting	Gary James, National Placement Director	9000 Sweet Valley Dr., Valley View, OH 44125	216-447-9117 216-642-9232 Fax	0	Yes
Ohio's Job Bank		Online		0	No
Ohio Job & Family Services	Sybil Merritt	11699 Brookpark Rd., Parma, OH 44130	216-898-3204 216-898-1497 Fax	0	Yes
Plain Dealer Newspaper/Career builders Website/Cleveland.com	Linda Clark/Classified Adv	1801 Superior Ave., Cleveland OH 44114	216-999-4799	0	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd., Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	0	No
Spanish American Committee	Emma Grugrevic, Job Development	4407 Lorain Ave., Cleveland, OH 44102	216-961-2100 216-961-3305 Fax	0	No
Towards Employment	Gloria Baker, Placement/ Jamie Brown, Team Leader	1255 Euclid Ave., #300 Cleveland, OH 44115	216-696-5750 216-696-5119 Fax	0	No
Ursuline College	Gerri Sullivan, Career Services	2550 Lander Rd., Cleveland, OH 44124	440-449-4203 440-449-2235 Fax	0	No
Vocational Guidance	Marsha Peterson, Career Services	13102 Triskett Rd., Cleveland, OH 44111	216-476-3020 216-476-3435 Fax	0	Yes
Vocational Training Solutions	Lisa Kuzmic, Area Employment Services Coord	14650 Detroit Ave., Lakewood, OH 44107	440-799-4044	0	Yes
Vocational Training Solutions	Melanie Frye, Director	2173 N. Ridge E #H, Lorain, OH 44055	440-240-1411	0	Yes
Westside Ecumenical Ministries	Adam Roth, Operations Director/Career Services	5209 Detroit Ave., Cleveland, OH 44102	216-251-2037 216-651-4145 Fax	0	Yes
Women's Re-Entry Network	Gloria Picket, Counselor	1468 W. 25th St., Cleveland, OH 44113	216-696-7535 216-696-3317 Fax	0	No

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WDOK Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	0	Yes
(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
WNCX Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	0	Yes
WQAL Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	2	Yes
WKRK Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	0	Yes
Yellow Pages Cold Call		Not Notified But Applicant Listed as Referral Source		1	No

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5) – 3 Job Title: CBS Digital Sales Manager

Referral Source(s) of Hire: CBS Radio 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)
CBS Radio Internal Posting WDOK/WQAL Radio	Marlene Ball, Office Manager	2644 St. Clair Avenue Cleveland, OH 44114	216-696-0123	1	Yes
CBS Radio Internal Posting WNCX/WKRK Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0100	0	Yes
Bryant & Stratton College	Rhonda Buttler, Director Career Services	1700 E 13th Street, Cleveland, OH 44114	216-771-1700 216-771-7787 Fax	0	Yes
Call & Post Newspapers	Maria Black, Classified Advertising	11800 Shaker Blvd., Cleveland, OH 44120	216-791-7600 Email preferred	0	No
CBS Radio Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	1	No
Cleveland State University	Geoff Mazur, Career Services	2121 Euclid Ave., RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	0	No
Council for Economic Opportunities	Sonya R, H/R	1228 Euclid Ave, Cleveland, OH 44115	216-589-9922 216-696-0770 Fax	0	No
Cuyahoga Community College	Maria Brathwaite, Director Career Services	2900 Community College Ave. Cleveland, OH 44115	216-987-3029 216-987-3198 Fax	0	No
Cleveland Job Corp	Joel Whitworth, Career Development Coordinator	10660 Carnegie Ave. Cleveland, OH 44106	216-795-8700	0	No
East Cleveland Public Library	Ron Chambers, Librarian	1401 Euclid Ave., Cleveland, OH 44112	216-541-4128 216-238-6297 Fax	0	No
Esperanza, Inc.	Barbara Esperon, CEO	4115 Bridge Ave, Cleveland, OH 44113	216-651-7178 216-651-7183 Fax	0	No
Goodwill Industries of Greater Cleveland	Shabreese Murphy, Life Coach	2295 E. 55 th St., Cleveland, OH 44103	216-431-8300	0	No
Jewish Family Service Association/TAPP	Kim Holloway, Job Developer	24075 Commerce Park Road, Beachwood, OH 44122	216-514-9600 216-514-9613 Fax	0	Yes
JPC Computer Learning Center	Pat Buis, Director Career Services	3634 Euclid Avenue, 1st Fl., Cleveland, OH 44115	216-881-5637 216-881-5609 Fax	0	Yes
Kent State University	Ann Motayar, Director Career Services	261 Michael Schwartz Center, Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	0	No
Lorain Community College	Marci Field, Career Services	1005 N. Abbe Rd, Elyria, OH 44035	440-233-7244 440-366-4676 Fax	0	No
Marietta College	Natalie Iadicicco, Career Center	215 Fifth Street, Marietta, OH 45750	800-331-7896 740-376-4935 Fax	0	No
May Dugan Center	Juanita Davis, Program Director	4115 Bridge Ave, Cleveland, OH 44113	216-631-5800 216-631-4595 Fax	0	No

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Meadowmark School of Business Software	William Schultis, Teacher	9907 Lake Ave., Cleveland, OH 44102	216-210-4429	0	No
(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster.com Website		From the CBS Radio Website		0	No
National Association for the Advancement of Colored People	Stanley Miller, Executive Director	2131 Stokes Blvd., Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	0	No
Notre Dame College	Katherine Krejci, Director Career Services	4545 College Rd, Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	0	No
Ohio Association of Broadcasting	Christine Merritt, Executive Vice President	88 East Broad St, Columbus, OH 43215	614.228.4052 614.228.8133 Fax	0	No
Ohio Center for Broadcasting	Gary James, National Placement Director	9000 Sweet Valley Dr., Valley View, OH 44125	216-447-9117 216-642-9232 Fax	0	Yes
Ohio's Job Bank		Online		0	No
Ohio Job & Family Services	Sybil Merritt	11699 Brookpark Rd., Parma, OH 44130	216-898-3204 216-898-1497 Fax	0	Yes
Plain Dealer Newspaper/Career builders Website/Cleveland.com	Linda Clark/Classified Adv	1801 Superior Ave., Cleveland OH 44114	216-999-4799	0	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd., Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	0	No
Spanish American Committee	Emma Grugrevic, Job Development	4407 Lorain Ave., Cleveland, OH 44102	216-961-2100 216-961-3305 Fax	0	No
Towards Employment	Gloria Baker, Placement/ Jamie Brown, Team Leader	1255 Euclid Ave., #300 Cleveland, OH 44115	216-696-5750 216-696-5119 Fax	0	No
Ursuline College	Gerri Sullivan, Career Services	2550 Lander Rd., Cleveland, OH 44124	440-449-4203 440-449-2235 Fax	0	No
Vocational Guidance	Marsha Peterson, Career Services	13102 Triskett Rd., Cleveland, OH 44111	216-476-3020 216-476-3435 Fax	0	Yes
Vocational Training Solutions	Lisa Kuzmic, Area Employment Services Coord	14650 Detroit Ave., Lakewood, OH 44107	440-799-4044	0	Yes
Vocational Training Solutions	Melanie Frye, Director	2173 N. Ridge E #H, Lorain, OH 44055	440-240-1411	0	Yes
Westside Ecumenical Ministries	Adam Roth, Operations Director/Career Services	5209 Detroit Ave., Cleveland, OH 44102	216-251-2037 216-651-4145 Fax	0	Yes
Women's Re-Entry Network	Gloria Picket, Counselor	1468 W. 25th St., Cleveland, OH 44113	216-696-7535 216-696-3317 Fax	0	No
WDOK Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	0	Yes
WNCX Website	Marshall Goudy, Marketing & Promotions	1041 Huron Road, Cleveland, OH 44115	216-861-0100	0	Yes

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	Director				
WQAL Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	0	Yes
(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
WKRK Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	0	Yes

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5) – 4 Job Title: WQAL Webmaster/Promotions Coordinator **Referral Source(s) of Hire:** CBS Radio Internal Posting
WDOK/WQAL

(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 Internal Posting WDOK/WQAL Radio	Marlene Ball, Office Manager	2644 St. Clair Avenue Cleveland, OH 44114	216-696-0123	2	Yes
CBS Radio Internal Posting WNCX/WKRK Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0100	0	Yes
Bryant & Stratton College	Rhonda Buttler, Director Career Services	1700 E 13th Street, Cleveland, OH 44114	216-771-1700 216-771-7787 Fax	0	Yes
Call & Post Newspapers	Maria Black, Classified Advertising	11800 Shaker Blvd., Cleveland, OH 44120	216-791-7600 Email preferred	0	No
CBS Radio Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	1	No
Cleveland State University	Geoff Mazur, Career Services	2121 Euclid Ave., RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	0	No
Council for Economic Opportunities	Sonya R, H/R	1228 Euclid Ave, Cleveland, OH 44115	216-589-9922 216-696-0770 Fax	0	No
Cuyahoga Community College	Maria Brathwaite, Director Career Services	2900 Community College Ave. Cleveland, OH 44115	216-987-3029 216-987-3198 Fax	0	No
Cleveland Job Corp	Joel Whitworth, Career Development Coordinator	10660 Carnegie Ave. Cleveland, OH 44106	216-795-8700	0	No
East Cleveland Public Library	Ron Chambers, Librarian	1401 Euclid Ave., Cleveland, OH 44112	216-541-4128 216-238-6297 Fax	0	No
Esperanza, Inc.	Barbara Esperon, CEO	4115 Bridge Ave, Cleveland, OH 44113	216-651-7178 216-651-7183 Fax	0	No
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JPC Computer Learning Center	Pat Buis, Director Career Services	3634 Euclid Avenue, 1st Fl., Cleveland, OH 44115	216-881-5637 216-881-5609 Fax	0	Yes
Kent State University	Ann Motayar, Director Career Services	261 Michael Schwartz Center, Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	0	No
Lorain Community College	Marci Field, Career Services	1005 N. Abbe Rd, Elyria, OH 44035	440-233-7244 440-366-4676 Fax	0	No
Marietta College	Natalie Iadicicco, Career Center	215 Fifth Street, Marietta, OH 45750	800-331-7896 740-376-4935 Fax	0	No
May Dugan Center	Juanita Davis, Program Director	4115 Bridge Ave, Cleveland, OH 44113	216-631-5800 216-631-4595 Fax	0	No

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Meadowmark School of Business Software	William Schultis, Teacher	9907 Lake Ave., Cleveland, OH 44102	216-210-4429	0	No
(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster.com Website		From the CBS Radio Website		2	No
Notre Dame College	Katherine Krejci, Director Career Services	4545 College Rd, Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	0	No
Ohio Association of Broadcasting	Christine Merritt, Executive Vice President	88 East Broad St, Columbus, OH 43215	614.228.4052 614.228.8133 Fax	0	No
Ohio Center for Broadcasting	Gary James, National Placement Director	9000 Sweet Valley Dr., Valley View, OH 44125	216-447-9117 216-642-9232 Fax	0	Yes
Ohio's Job Bank		Online		0	No
Ohio Job & Family Services	Sybil Merritt	11699 Brookpark Rd., Parma, OH 44130	216-898-3204 216-898-1497 Fax	0	Yes
Plain Dealer Newspaper/Career builders Website/Cleveland.com	Linda Clark/Classified Adv	1801 Superior Ave., Cleveland OH 44114	216-999-4799	0	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd., Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	0	No
Spanish American Committee	Emma Grugrevic, Job Development	4407 Lorain Ave., Cleveland, OH 44102	216-961-2100 216-961-3305 Fax	0	No
Towards Employment	Gloria Baker, Placement/ Jamie Brown, Team Leader	1255 Euclid Ave., #300 Cleveland, OH 44115	216-696-5750 216-696-5119 Fax	0	No
Ursuline College	Gerri Sullivan, Career Services	2550 Lander Rd., Cleveland, OH 44124	440-449-4203 440-449-2235 Fax	0	No
Vocational Guidance	Marsha Peterson, Career Services	13102 Triskett Rd., Cleveland, OH 44111	216-476-3020 216-476-3435 Fax	0	Yes
Vocational Training Solutions	Lisa Kuzmic, Area Employment Services Coord	14650 Detroit Ave., Lakewood, OH 44107	440-799-4044	0	Yes
Vocational Training Solutions	Melanie Frye, Director	2173 N. Ridge E #H, Lorain, OH 44055	440-240-1411	0	Yes
Westside Ecumenical Ministries	Adam Roth, Operations Director/Career Services	5209 Detroit Ave., Cleveland, OH 44102	216-251-2037 216-651-4145 Fax	0	Yes
Women's Re-Entry Network	Gloria Picket, Counselor	1468 W. 25th St., Cleveland, OH 44113	216-696-7535 216-696-3317 Fax	0	No
WDOK Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	1	Yes
WNCX Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	0	Yes

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WQAL Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	0	Yes
WKRK Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	0	Yes

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

5) – 5 Job Title: WQAL Account Executive **Referral Source(s) of Hire:** CBS Internal Posting WNCX/WKRK

(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 Internal Posting WQAL/WQAL Radio	Marlene Ball, Office Manager	2644 St. Clair Avenue Cleveland, OH 44114	216-696-0123	0	Yes
CBS Radio Internal Posting WNCX/WKRK Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0100	1	Yes
Bryant & Stratton College	Rhonda Buttler, Director Career Services	1700 E 13th Street, Cleveland, OH 44114	216-771-1700 216-771-7787 Fax	0	Yes
Call & Post Newspapers	Maria Black, Classified Advertising	11800 Shaker Blvd., Cleveland, OH 44120	216-791-7600 Email preferred	0	No
Careerbuilders.com Website		Not Notified But Applicant Indicated as Referral Source		0	No
Case Western Reserve University	Dr. Tom Matthews, Career Services	10900 Euclid Ave., #206 Sears Bldg., Cleveland, OH 44106	216-368-2000 216-368-4759 Fax	0	No
CBS Radio Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	0	No
Cleveland State University	Geoff Mazur, Career Services	2121 Euclid Ave., RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	0	No
Council for Economic Opportunities	Sonya R, H/R	1228 Euclid Ave, Cleveland, OH 44115	216-589-9922 216-696-0770 Fax	0	No
Cuyahoga Community College	Maria Brathwaite, Director Career Services	2900 Community College Ave. Cleveland, OH 44115	216-987-3029 216-987-3198 Fax	0	No
Cleveland Job Corp	Joel Whitworth, Career Development Coordinator	10660 Carnegie Ave. Cleveland, OH 44106	216-795-8700	0	No
East Cleveland Public Library	Ron Chambers, Librarian	1401 Euclid Ave., Cleveland, OH 44112	216-541-4128 216-238-6297 Fax	0	No
Employment Connection	Cathy Eberhart, Business Services Rep	11699 Brookpark Rd., Parma, OH 44130	216-898-1366	0	No
Esperanza, Inc.	Barbara Esperon, CEO	4115 Bridge Ave, Cleveland, OH 44113	216-651-7178 216-651-7183 Fax	0	No
Goodwill Industries of Greater Cleveland	Shabreese Murphy, Life Coach	2295 E. 55 th St., Cleveland, OH 44103	216-431-8300	0	No
Jewish Family Service Association/TAPP	Kim Holloway, Job Developer	24075 Commerce Park Road, Beachwood, OH 44122	216-514-9600 216-514-9613 Fax	0	Yes
JPC Computer Learning Center	Pat Buis, Director Career Services	3634 Euclid Avenue, 1st Fl., Cleveland, OH 44115	216-881-5637 216-881-5609 Fax	0	Yes
Kent State University	Ann Motayar, Director Career Services	261 Michael Schwartz Center, Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	0	No

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

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Hotjobs.com Website		Not Notified But Applicant Indicated as Referral Source		0	No
Lorain Community College	Marci Field, Career Services	1005 N. Abbe Rd, Elyria, OH 44035	440-233-7244 440-366-4676 Fax	0	No
Marietta College	Natalie Iadicicco, Career Center	215 Fifth Street, Marietta, OH 45750	800-331-7896 740-376-4935 Fax	0	No
May Dugan Center	Juanita Davis, Program Director	4115 Bridge Ave, Cleveland, OH 44113	216-631-5800 216-631-4595 Fax	0	No
Meadowmark School of Business Software	William Schultis, Teacher	9907 Lake Ave., Cleveland, OH 44102	216-210-4429	0	No
Monster.com Website		From the CBS Radio Website		0	No
National Association for the Advancement of Colored People	Stanley Miller, Executive Director	2131 Stokes Blvd., Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	0	No
Notre Dame College	Katherine Krejci, Director Career Services	4545 College Rd, Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	0	No
Ohio Association of Broadcasting	Christine Merritt, Executive Vice President	88 East Broad St, Columbus, OH 43215	614.228.4052 614.228.8133 Fax	0	No
Ohio Center for Broadcasting	Gary James, National Placement Director	9000 Sweet Valley Dr., Valley View, OH 44125	216-447-9117 216-642-9232 Fax	0	Yes
Ohio Job & Family Services	Sybil Merritt	11699 Brookpark Rd., Parma, OH 44130	216-898-3204 216-898-1497 Fax	0	Yes
Plain Dealer Newspaper/Cleveland.com Website	Linda Clark/Classified Adv	1801 Superior Ave., Cleveland OH 44114	216-999-4799	0	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd., Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	0	No
Spanish American Committee	Emma Grugrevic, Job Development	4407 Lorain Ave., Cleveland, OH 44102	216-961-2100 216-961-3305 Fax	0	No
Towards Employment	Gloria Baker, Placement/ Jamie Brown, Team Leader	1255 Euclid Ave., #300 Cleveland, OH 44115	216-696-5750 216-696-5119 Fax	0	No
University of Akron	Nancy M Somerick, Ph.D Professor School of Communication	302 E. Buchtel Mall, Akron, OH 44325	330-972-6686 Email preferred	0	No
Ursuline College	Gerri Sullivan, Career Services	2550 Lander Rd., Cleveland, OH 44124	440-449-4203 440-449-2235 Fax	0	No
Vocational Guidance	Marsha Peterson, Career Services	13102 Triskett Rd., Cleveland, OH 44111	216-476-3020 216-476-3435 Fax	0	Yes
Vocational Training Solutions	Lisa Kuzmic, Area Employment Services Coord	14650 Detroit Ave., Lakewood, OH 44107	440-799-4044	0	Yes

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

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes or No)
Vocational Training Solutions	Melanie Frye, Director	2173 N. Ridge E #H, Lorain, OH 44055	440-240-1411	0	Yes
Westside Ecumenical Ministries	Adam Roth, Operations Director/Career Services	5209 Detroit Ave., Cleveland, OH 44102	216-251-2037 216-651-4145 Fax	0	Yes
Women's Re-Entry Network	Gloria Picket, Counselor	1468 W. 25th St., Cleveland, OH 44113	216-696-7535 216-696-3317 Fax	0	No
WDOK Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	0	Yes
WNCX Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	0	Yes
WQAL Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	0	Yes
WXRK Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	0	Yes

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

5) – 6 Job Title: WDOK Account Executive Referral Source(s) of Hiree: CBS Radio 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)
CBS Radio Internal Posting WDOK/WQAL Radio	Marlene Ball, Office Manager	2644 St. Clair Avenue Cleveland, OH 44114	216-696-0123	2	Yes
CBS Radio Internal Posting WNCX/WKRK Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0100	1	Yes
Bryant & Stratton College	Rhonda Buttler, Director Career Services	1700 E 13th Street, Cleveland, OH 44114	216-771-1700 216-771-7787 Fax	0	Yes
Call & Post Newspapers	Maria Black, Classified Advertising	11800 Shaker Blvd., Cleveland, OH 44120	216-791-7600 Email preferred	0	No
CBS Radio Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	1	No
Cleveland State University	Geoff Mazur, Career Services	2121 Euclid Ave., RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	0	No
Council for Economic Opportunities	Sonya R, H/R	1228 Euclid Ave, Cleveland, OH 44115	216-589-9922 216-696-0770 Fax	0	No
Cuyahoga Community College	Maria Brathwaite, Director Career Services	2900 Community College Ave. Cleveland, OH 44115	216-987-3029 216-987-3198 Fax	0	No
Cleveland Job Corp	Joel Whitworth, Career Development Coordinator	10660 Carnegie Ave. Cleveland, OH 44106	216-795-8700	0	No
East Cleveland Public Library	Ron Chambers, Librarian	1401 Euclid Ave., Cleveland, OH 44112	216-541-4128 216-238-6297 Fax	0	No
Esperanza, Inc.	Barbara Esperon, CEO	4115 Bridge Ave, Cleveland, OH 44113	216-651-7178 216-651-7183 Fax	0	No
Goodwill Industries of Greater Cleveland	Shabreese Murphy, Life Coach	2295 E. 55th St., Cleveland, OH 44103	216-431-8300	0	No
Jewish Family Service Association/TAPP	Kim Holloway, Job Developer	24075 Commerce Park Road, Beachwood, OH 44122	216-514-9600 216-514-9613 Fax	0	Yes

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JPC Computer Learning Center	Pat Buis, Director Career Services	3634 Euclid Avenue, 1st Fl., Cleveland, OH 44115	216-881-5637 216-881-5609 Fax	0	Yes
(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Kent State University	Ann Motayar, Director Career Services	261 Michael Schwartz Center, Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	0	No
Lorain Community College	Marci Field, Career Services	1005 N. Abbe Rd, Elyria, OH 44035	440-233-7244 440-366-4676 Fax	0	No
Marietta College	Natalie Iadicicco, Career Center	215 Fifth Street, Marietta, OH 45750	800-331-7896 740-376-4935 Fax	0	No
May Dugan Center	Juanita Davis, Program Director	4115 Bridge Ave, Cleveland, OH 44113	216-631-5800 216-631-4595 Fax	0	No
Meadowmark School of Business Software	William Schultis, Teacher	9907 Lake Ave., Cleveland, OH 44102	216-210-4429	0	No
Monster.com Website		From the CBS Radio Website		0	No
National Association for the Advancement of Colored People	Stanley Miller, Executive Director	2131 Stokes Blvd., Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	0	No
Notre Dame College	Katherine Krejci, Director Career Services	4545 College Rd, Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	0	No
Ohio Association of Broadcasting	Christine Merritt, Executive Vice President	88 East Broad St, Columbus, OH 43215	614.228.4052 614.228.8133 Fax	0	No
Ohio Center for Broadcasting	Gary James, National Placement Director	9000 Sweet Valley Dr., Valley View, OH 44125	216-447-9117 216-642-9232 Fax	0	Yes
Ohio's Job Bank		Online		0	No
Ohio Job & Family Services	Sybil Merritt	11699 Brookpark Rd., Parma, OH 44130	216-898-3204 216-898-1497 Fax	0	Yes
Plain Dealer Newspaper/Career builders Website/Cleveland.com	Linda Clark/ Classified Adv	1801 Superior Ave., Cleveland OH 44114	216-999-4799	0	No
Polaris Career Center	Pam Vizer, Employment	7285 Old Oak Blvd., Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	0	No

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	Resource Coordinator				
Previous Employee Referral		Not Notified But Applied		1	No

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

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Spanish American Committee	Emma Grugrevic, Job Development	4407 Lorain Ave., Cleveland, OH 44102	216-961-2100 216-961-3305 Fax	0	No
Towards Employment	Gloria Baker, Placement/ Jamie Brown, Team Leader	1255 Euclid Ave., #300 Cleveland, OH 44115	216-696-5750 216-696-5119 Fax	0	No
Ursuline College	Gerri Sullivan, Career Services	2550 Lander Rd., Cleveland, OH 44124	440-449-4203 440-449-2235 Fax	0	No
Vocational Guidance	Marsha Peterson, Career Services	13102 Triskett Rd., Cleveland, OH 44111	216-476-3020 216-476-3435 Fax	0	Yes
Vocational Training Solutions	Lisa Kuzmic, Area Employment Services Coord	14650 Detroit Ave., Lakewood, OH 44107	440-799-4044	0	Yes
Vocational Training Solutions	Melanie Frye, Director	2173 N. Ridge E #H, Lorain, OH 44055	440-240-1411	0	Yes
Westside Ecumenical Ministries	Adam Roth, Operations Director/Career Services	5209 Detroit Ave., Cleveland, OH 44102	216-251-2037 216-651-4145 Fax	0	Yes
Women's Re-Entry Network	Gloria Picket, Counselor	1468 W. 25th St., Cleveland, OH 44113	216-696-7535 216-696-3317 Fax	0	No
WDOK Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	0	Yes
WNCX Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	0	Yes
WQAL Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	0	Yes
WKRK Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	0	Yes

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5) – 7 Job Title: WQAL Traffic Director
WNCX/WKRK

Referral Source(s) of Hire: CBS Radio Internal Posting

(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 Internal Posting WDOK/WQAL Radio	Marlene Ball, Office Manager	2644 St. Clair Avenue Cleveland, OH 44114	216-696-0123	0	Yes
CBS Radio Internal Posting WNCX/WKRK Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0100	2	Yes
Bryant & Stratton College	Rhonda Buttler, Director Career Services	1700 E 13th Street, Cleveland, OH 44114	216-771-1700 216-771-7787 Fax	0	Yes
Call & Post Newspapers	Maria Black, Classified Advertising	11800 Shaker Blvd., Cleveland, OH 44120	216-791-7600 Email preferred	0	No
Case Western Reserve University	Dr. Tom Matthews, Career Services	10900 Euclid Ave., #206 Sears Bldg., Cleveland, OH 44106	216-368-2000 216-368-4759 Fax	0	No
CBS Radio Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	2	No
Council for Economic Opportunities	Sonya R, H/R	1228 Euclid Ave, Cleveland, OH 44115	216-589-9922 216-696-0770 Fax	0	No
Cuyahoga Community College	Maria Brathwaite, Director Career Services	2900 Community College Ave. Cleveland, OH 44115	216-987-3029 216-987-3198 Fax	0	No
Cleveland Job Corp	Joel Whitworth, Career Development Coordinator	10660 Carnegie Ave. Cleveland, OH 44106	216-795-8700	0	No
East Cleveland Public Library	Ron Chambers, Librarian	1401 Euclid Ave., Cleveland, OH 44112	216-541-4128 216-238-6297 Fax	0	No
Employment Connection	Cathy Eberhart, Business Services Rep	11699 Brookpark Rd., Parma, OH 44130	216-898-1366	0	No
Esperanza, Inc.	Barbara Esperon, CEO	4115 Bridge Ave, Cleveland, OH 44113	216-651-7178 216-651-7183 Fax	0	No
Goodwill Industries of Greater Cleveland	Shabreese Murphy, Life Coach	2295 E. 55 th St., Cleveland, OH 44103	216-431-8300	0	No
Jewish Family Service Association/TAPP	Kim Holloway, Job Developer	24075 Commerce Park Road, Beachwood, OH 44122	216-514-9600 216-514-9613 Fax	0	Yes
JPC Computer Learning Center	Pat Buis, Director Career Services	3634 Euclid Avenue, 1st Fl., Cleveland, OH 44115	216-881-5637 216-881-5609 Fax	0	Yes
Kent State University	Ann Motayar, Director Career Services	261 Michael Schwartz Center, Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	0	No
Lorain Community College	Marci Field, Career Services	1005 N. Abbe Rd, Elyria, OH 44035	440-233-7244 440-366-4676 Fax	0	No
Marietta College	Natalie Iadicicco, Career Center	215 Fifth Street, Marietta, OH 45750	800-331-7896 740-376-4935 Fax	0	No

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(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
May Dugan Center	Juanita Davis, Program Director	4115 Bridge Ave, Cleveland, OH 44113	216-631-5800 216-631-4595 Fax	0	No
Monster.com Website		From the CBS Radio Website		1	No
National Association for the Advancement of Colored People	Stanley Miller, Executive Director	2131 Stokes Blvd., Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	0	No
Notre Dame College	Katherine Krejci, Director Career Services	4545 College Rd, Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	0	No
Ohio Center for Broadcasting	Gary James, National Placement Director	9000 Sweet Valley Dr., Valley View, OH 44125	216-447-9117 216-642-9232 Fax	0	Yes
Ohio's Job Bank		Online Posting		0	No
Ohio Job & Family Services	Sybil Merritt	11699 Brookpark Rd., Parma, OH 44130	216-898-3204 216-898-1497 Fax	0	Yes
Plain Dealer Newspaper/Career builders Website/Cleveland.com	Linda Clark/Classified Adv	1801 Superior Ave., Cleveland OH 44114	216-999-4799	0	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd., Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	0	No
Spanish American Committee	Emma Grugrevic, Job Development	4407 Lorain Ave., Cleveland, OH 44102	216-961-2100 216-961-3305 Fax	0	No
Towards Employment	Gloria Baker, Placement/ Jamie Brown, Team Leader	1255 Euclid Ave., #300 Cleveland, OH 44115	216-696-5750 216-696-5119 Fax	0	No
University of Akron	Nancy M Somerick, Ph.D Professor School of Communication	302 E. Buchtel Mall, Akron, OH 44325	330-972-6686 Email preferred	0	No
Ursuline College	Gerri Sullivan, Career Services	2550 Lander Rd., Cleveland, OH 44124	440-449-4203 440-449-2235 Fax	0	No
Vocational Guidance	Marsha Peterson, Career Services	13102 Triskett Rd., Cleveland, OH 44111	216-476-3020 216-476-3435 Fax	0	Yes
Vocational Training Solutions	Melanie Frye, Director	2173 N. Ridge E #H, Lorain, OH 44055	440-240-1411	0	Yes
Westside Ecumenical Ministries	Adam Roth, Operations Director/Career Services	5209 Detroit Ave., Cleveland, OH 44102	216-251-2037 216-651-4145 Fax	0	Yes
Women's Re-Entry Network	Gloria Picket, Counselor	1468 W. 25th St., Cleveland, OH 44113	216-696-7535 216-696-3317 Fax	0	No
WDOK Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	0	Yes

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

5) – 8 Job Title: WQAL Account Executive

Referral Source(s) of Hiree: CBS Radio 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)
CBS Radio Internal Posting WDOK/WQAL Radio	Marlene Ball, Office Manager	2644 St. Clair Avenue Cleveland, OH 44114	216-696-0123	2	Yes
CBS Radio Internal Posting WNCX/WKRK Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0100	0	Yes
Bryant & Stratton College	Rhonda Buttler, Director Career Services	1700 E 13th Street, Cleveland, OH 44114	216-771-1700 216-771-7787 Fax	0	Yes
Call & Post Newspapers	Maria Black, Classified Advertising	11800 Shaker Blvd., Cleveland, OH 44120	216-791-7600 Email preferred	0	No
CBS Radio Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	1	No
Cleveland State University	Geoff Mazur, Career Services	2121 Euclid Ave., RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	0	No
Client Referral		Not Notified But Applicant Listed as Referral Source		1	No
Council for Economic Opportunities	Sonya R, H/R	1228 Euclid Ave, Cleveland, OH 44115	216-589-9922 216-696-0770 Fax	0	No
Cuyahoga Community College	Maria Brathwaite, Director Career Services	2900 Community College Ave. Cleveland, OH 44115	216-987-3029 216-987-3198 Fax	0	No
Cleveland Job Corp	Joel Whitworth, Career Development Coordinator	10660 Carnegie Ave. Cleveland, OH 44106	216-795-8700	0	No
East Cleveland Public Library	Ron Chambers, Librarian	1401 Euclid Ave., Cleveland, OH 44112	216-541-4128 216-238-6297 Fax	0	No
Esperanza, Inc.	Barbara Esperon, CEO	4115 Bridge Ave, Cleveland, OH 44113	216-651-7178 216-651-7183 Fax	0	No
Goodwill Industries of Greater Cleveland	Shabreese Murphy, Life Coach	2295 E. 55th St., Cleveland, OH 44103	216-431-8300	0	No

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Jewish Family Service Association/TAPP	Kim Holloway, Job Developer	24075 Commerce Park Road, Beachwood, OH 44122	216-514-9600 216-514-9613 Fax	0	Yes
(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
JPC Computer Learning Center	Pat Buis, Director Career Services	3634 Euclid Avenue, 1st Fl., Cleveland, OH 44115	216-881-5637 216-881-5609 Fax	0	Yes
Kent State University	Ann Motayar, Director Career Services	261 Michael Schwartz Center, Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	0	No
Lorain Community College	Marci Field, Career Services	1005 N. Abbe Rd, Elyria, OH 44035	440-233-7244 440-366-4676 Fax	0	No
Marietta College	Natalie Iadicicco, Career Center	215 Fifth Street, Marietta, OH 45750	800-331-7896 740-376-4935 Fax	0	No
May Dugan Center	Juanita Davis, Program Director	4115 Bridge Ave, Cleveland, OH 44113	216-631-5800 216-631-4595 Fax	0	No
Meadowmark School of Business Software	William Schultis, Teacher	9907 Lake Ave., Cleveland, OH 44102	216-210-4429	0	No
Monster.com Website		From the CBS Radio Website		2	No
National Association for the Advancement of Colored People	Stanley Miller, Executive Director	2131 Stokes Blvd., Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	0	No
Notre Dame College	Katherine Krejci, Director Career Services	4545 College Rd, Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	0	No
Ohio Association of Broadcasting	Christine Merritt, Executive Vice President	88 East Broad St, Columbus, OH 43215	614.228.4052 614.228.8133 Fax	0	No
Ohio Center for Broadcasting	Gary James, National Placement Director	9000 Sweet Valley Dr., Valley View, OH 44125	216-447-9117 216-642-9232 Fax	0	Yes
Ohio's Job Bank		Online		0	No
Ohio Job & Family Services	Sybil Merritt	11699 Brookpark Rd., Parma, OH 44130	216-898-3204 216-898-1497 Fax	0	Yes
Plain Dealer Newspaper/Career builders Website/Cleveland.com	Linda Clark/Classified Adv	1801 Superior Ave., Cleveland OH 44114	216-999-4799	0	No

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Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd., Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	0	No
(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Spanish American Committee	Emma Grugrevic, Job Development	4407 Lorain Ave., Cleveland, OH 44102	216-961-2100 216-961-3305 Fax	0	No
Towards Employment	Gloria Baker, Placement/ Jamie Brown, Team Leader	1255 Euclid Ave., #300 Cleveland, OH 44115	216-696-5750 216-696-5119 Fax	0	No
Ursuline College	Gerri Sullivan, Career Services	2550 Lander Rd., Cleveland, OH 44124	440-449-4203 440-449-2235 Fax	0	No
Vocational Guidance	Marsha Peterson, Career Services	13102 Triskett Rd., Cleveland, OH 44111	216-476-3020 216-476-3435 Fax	0	Yes
Vocational Training Solutions	Lisa Kuzmic, Area Employment Services Coord	14650 Detroit Ave., Lakewood, OH 44107	440-799-4044	0	Yes
Vocational Training Solutions	Melanie Frye, Director	2173 N. Ridge E #H, Lorain, OH 44055	440-240-1411	0	Yes
Westside Ecumenical Ministries	Adam Roth, Operations Director/Career Services	5209 Detroit Ave., Cleveland, OH 44102	216-251-2037 216-651-4145 Fax	0	Yes
Women's Re-Entry Network	Gloria Picket, Counselor	1468 W. 25th St., Cleveland, OH 44113	216-696-7535 216-696-3317 Fax	0	No
WDOK Website	Joe Restifo, Market Marketing/Promo tions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	0	Yes
WNCX Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	0	Yes
WQAL Website	Joe Restifo, Market Marketing/Promo tions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	0	Yes
WKRK Website	Marshall Goudy, Marketing &	1041 Huron Road, Cleveland, OH 44115	216-861-0100	0	Yes

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

	Promotions Director				
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5) – 9 Job Title: WDOK Account Executive
WNCX/WKRK

Referral Source(s) of Hiree: CBS Radio Internal Posting

(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 Internal Posting WDOK/WQAL Radio	Marlene Ball, Office Manager	2644 St. Clair Avenue Cleveland, OH 44114	216-696-0123	1	Yes
CBS Radio Internal Posting WNCX/WKRK Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0100	2	Yes
Bryant & Stratton College	Rhonda Buttler, Director Career Services	1700 E 13th Street, Cleveland, OH 44114	216-771-1700 216-771-7787 Fax	0	Yes
Call & Post Newspapers	Maria Black, Classified Advertising	11800 Shaker Blvd., Cleveland, OH 44120	216-791-7600 Email preferred	0	No
CBS Radio Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	0	No
Cleveland State University	Geoff Mazur, Career Services	2121 Euclid Ave., RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	0	No
Council for Economic Opportunities	Sonya R, H/R	1228 Euclid Ave, Cleveland, OH 44115	216-589-9922 216-696-0770 Fax	0	No
Cuyahoga Community College	Maria Brathwaite, Director Career Services	2900 Community College Ave. Cleveland, OH 44115	216-987-3029 216-987-3198 Fax	0	No
Cleveland Job Corp	Joel Whitworth, Career Development Coordinator	10660 Carnegie Ave. Cleveland, OH 44106	216-795-8700	0	No
East Cleveland Public Library	Ron Chambers, Librarian	1401 Euclid Ave., Cleveland, OH 44112	216-541-4128 216-238-6297 Fax	0	No
Esperanza, Inc.	Barbara Esperon, CEO	4115 Bridge Ave, Cleveland, OH 44113	216-651-7178 216-651-7183 Fax	0	No
Goodwill Industries of Greater Cleveland	Shabreese Murphy, Coach	2295 E. 55th St., Cleveland, OH 44103	216-431-8300	0	No
Jewish Family Service Association/TAPP	Kim Holloway, Job Developer	24075 Commerce Park Road, Beachwood, OH 44122	216-514-9600 216-514-9613 Fax	0	Yes

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

JPC Computer Learning Center	Pat Buis, Dir Career Services	3634 Euclid Avenue, 1st Fl., Cleveland, OH 44115	216-881-5637 216-881-5609 Fax	0	Yes
(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Kent State University	Ann Motayar, Director Career Services	261 Michael Schwartz Center, Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	0	No
Lorain Community College	Marci Field, Career Services	1005 N. Abbe Rd, Elyria, OH 44035	440-233-7244 440-366-4676 Fax	0	No
Marietta College	Natalie Iadicicco, Career Center	215 Fifth Street, Marietta, OH 45750	800-331-7896 740-376-4935 Fax	0	No
May Dugan Center	Juanita Davis, Program Director	4115 Bridge Ave, Cleveland, OH 44113	216-631-5800 216-631-4595 Fax	0	No
Meadowmark School of Business Software	William Schultis, Teacher	9907 Lake Ave., Cleveland, OH 44102	216-210-4429	0	No
Media Referral		Not Notified But Applicant Listed as Referral Source		1	No
Monster.com Website		From the CBS Radio Website		0	No
National Association for the Advancement of Colored People	Stanley Miller, Executive Director	2131 Stokes Blvd., Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	0	No
Notre Dame College	Katherine Krejci, Director Career Services	4545 College Rd, Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	0	No
Ohio Association of Broadcasting	Christine Merritt, Executive Vice President	88 East Broad St, Columbus, OH 43215	614.228.4052 614.228.8133 Fax	0	No
Ohio Center for Broadcasting	Gary James, National Placement Director	9000 Sweet Valley Dr., Valley View, OH 44125	216-447-9117 216-642-9232 Fax	0	Yes
Ohio's Job Bank		Online		0	No
Ohio Job & Family Services	Sybil Merritt	11699 Brookpark Rd., Parma, OH 44130	216-898-3204 216-898-1497 Fax	0	Yes
Plain Dealer Newspaper/Career builders Website/Cleveland.com	Linda Clark/Classified Adv	1801 Superior Ave., Cleveland OH 44114	216-999-4799	0	No

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Polaris Career Center	Pam Vizer, Resource Coord	7285 Old Oak Blvd., Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	0	No
Spanish American Committee	Emma Grugrevic, Job Development	4407 Lorain Ave., Cleveland, OH 44102	216-961-2100 216-961-3305 Fax	0	No
(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Towards Employment	Gloria Baker, Placement/ Jamie Brown, Team Leader	1255 Euclid Ave., #300 Cleveland, OH 44115	216-696-5750 216-696-5119 Fax	0	No
Ursuline College	Gerri Sullivan, Career Services	2550 Lander Rd., Cleveland, OH 44124	440-449-4203 440-449-2235 Fax	0	No
Vocational Guidance	Marsha Peterson, Career Services	13102 Triskett Rd., Cleveland, OH 44111	216-476-3020 216-476-3435 Fax	0	Yes
Vocational Training Solutions	Lisa Kuzmic, Area Employment Services Coord	14650 Detroit Ave., Lakewood, OH 44107	440-799-4044	0	Yes
Vocational Training Solutions	Melanie Frye, Director	2173 N. Ridge E #H, Lorain, OH 44055	440-240-1411	0	Yes
Westside Ecumenical Ministries	Adam Roth, Operations Director/Career Services	5209 Detroit Ave., Cleveland, OH 44102	216-251-2037 216-651-4145 Fax	0	Yes
Women's Re-Entry Network	Gloria Picket, Counselor	1468 W. 25th St., Cleveland, OH 44113	216-696-7535 216-696-3317 Fax	0	No
WDOK Website	Joe Restifo, Market Marketing/Promo tions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	0	Yes
WNCX Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	0	Yes
WQAL Website	Joe Restifo, Market Marketing/Promo tions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	0	Yes
WKRK Website	Marshall Goudy, Marketing & Promotions	1041 Huron Road, Cleveland, OH 44115	216-861-0100	0	Yes

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

	Director				
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17. **5) – 10 Job Title:** WQAL Account Executive
Staff Referral CBS Radio Internal Posting WDOK/WQAL

Referral Source(s) of Hiree

(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 Internal Posting WDOK/WQAL Radio	Marlene Ball, Office Manager	2644 St. Clair Avenue Cleveland, OH 44114	216-696-0123	3	Yes
CBS Radio Internal Posting WNCX/WKRK Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0100	0	Yes
Bryant & Stratton College	Rhonda Buttler, Director Career Services	1700 E 13th Street, Cleveland, OH 44114	216-771-1700 216-771-7787 Fax	0	Yes
Call & Post Newspapers	Maria Black, Classified Advertising	11800 Shaker Blvd., Cleveland, OH 44120	216-791-7600 Email preferred	0	No
Case Western Reserve University	Dr. Tom Matthews, Career Services	10900 Euclid Ave., #206 Sears Bldg., Cleveland, OH 44106	216-368-2000 216-368-4759 Fax	0	No
CBS Radio Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	2	No
Cleveland State University	Geoff Mazur, Career Services	2121 Euclid Ave., RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	1	No
Council for Economic Opportunities	Sonya R, H/R	1228 Euclid Ave, Cleveland, OH 44115	216-589-9922 216-696-0770 Fax	0	No
Cuyahoga Community College	Maria Brathwaite, Director Career Services	2900 Community College Ave. Cleveland, OH 44115	216-987-3029 216-987-3198 Fax	0	No
Cleveland Job Corp	Joel Whitworth, Career Development Coordinator	10660 Carnegie Ave. Cleveland, OH 44106	216-795-8700	0	No
East Cleveland Public Library	Ron Chambers, Librarian	1401 Euclid Ave., Cleveland, OH 44112	216-541-4128 216-238-6297 Fax	0	No
Employment Connection	Cathy Eberhart, Business Services Rep	11699 Brookpark Rd., Parma, OH 44130	216-898-1366	0	No
Esperanza, Inc.	Barbara Esperon, CEO	4115 Bridge Ave, Cleveland, OH 44113	216-651-7178 216-651-7183 Fax	0	No
Goodwill Industries of Greater Cleveland	Shabreese Murphy, Life Coach	2295 E. 55 th St., Cleveland, OH 44103	216-431-8300	0	No
Jewish Family Service Association/TAPP	Kim Holloway, Job Developer	24075 Commerce Park Road, Beachwood, OH 44122	216-514-9600 216-514-9613 Fax	0	Yes
John Carroll University	Barbara Koeth, Career Services	20700 North Park Blvd, Cleveland, OH 44118	216-397-1886	0	No
JPC Computer Learning Center	Pat Buis, Director Career Services	3634 Euclid Avenue, 1st Fl., Cleveland, OH 44115	216-881-5637 216-881-5609 Fax	0	Yes
Kent State University	Ann Motayar, Director Career Services	261 Michael Schwartz Center, Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	0	No

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Lorain Community College	Marci Field, Career Services	1005 N. Abbe Rd, Elyria, OH 44035	440-233-7244 440-366-4676 Fax	0	No
(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Marietta College	Natalie Iadicicco, Career Center	215 Fifth Street, Marietta, OH 45750	800-331-7896 740-376-4935 Fax	0	No
May Dugan Center	Juanita Davis, Program Director	4115 Bridge Ave, Cleveland, OH 44113	216-631-5800 216-631-4595 Fax	0	No
Meadowmark School of Business Software	William Schultis, Teacher	9907 Lake Ave., Cleveland, OH 44102	216-210-4429	0	No
Monster.com Website		Thru CBS Radio.com Posting		1	No
National Association for the Advancement of Colored People	Stanley Miller, Executive Director	2131 Stokes Blvd., Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	0	No
Notre Dame College	Katherine Krejci, Director Career Services	4545 College Rd, Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	0	No
Ohio Center for Broadcasting	Gary James, National Placement Director	9000 Sweet Valley Dr., Valley View, OH 44125	216-447-9117 216-642-9232 Fax	0	Yes
Ohio Job & Family Services	Sybil Merritt	11699 Brookpark Rd., Parma, OH 44130	216-898-3204 216-898-1497 Fax	0	Yes
Plain Dealer Newspaper	Linda Clark/Classified Adv	1801 Superior Ave., Cleveland OH 44114	216-999-4799	0	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd., Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	0	No
Towards Employment	Gloria Baker, Placement/Jamie Brown, Team Leader	1255 Euclid Ave., #300 Cleveland, OH 44115	216-696-5750 216-696-5119 Fax	0	No
University of Akron	Nancy M Somerick, Ph.D Professor School of Communication	302 E. Buchtel Mall, Akron, OH 44325	330-972-6686 Email preferred	0	No
Ursuline College	Gerri Sullivan, Career Services	2550 Lander Rd., Cleveland, OH 44124	440-449-4203 440-449-2235 Fax	0	No
Vocational Guidance	Marsha Peterson, Career Services	13102 Triskett Rd., Cleveland, OH 44111	216-476-3020 216-476-3435 Fax	0	Yes
Vocational Training Solutions	Lisa Kuzmic, Area Employment Services Coord	14650 Detroit Ave., Lakewood, OH 44107	440-799-4044	0	Yes
Vocational Training Solutions	Melanie Frye, Director	2173 N. Ridge E #H, Lorain, OH 44055	440-240-1411	0	Yes
Westside Ecumenical Ministries	Adam Roth, Operations Director/Career Services	5209 Detroit Ave., Cleveland, OH 44102	216-251-2037 216-651-4145 Fax	0	Yes
WDOK Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	0	Yes

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WKRK Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	0	Yes
WNCX Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	0	Yes
(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
WQAL Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	0	Yes
Workforce 411 Ohio's Statewide Job Matching Service		Online Posting	866-2Work411	0	No

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18. **5) – 11 Job Title:** WDOK Morning Show Talent
Radio Internal Posting WDOK/WQAL

Referral Source(s) of Hire: Staff Referral CBS

(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 Internal Posting WDOK/WQAL Radio	Marlene Ball, Office Manager	2644 St. Clair Avenue Cleveland, OH 44114	216-696-0123	2	Yes
CBS Radio Internal Posting WNCX/WKRK Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0100	0	Yes
Bryant & Stratton College	Rhonda Buttler, Director Career Services	1700 E 13th Street, Cleveland, OH 44114	216-771-1700 216-771-7787 Fax	0	Yes
Call & Post Newspapers	Maria Black, Classified Advertising	11800 Shaker Blvd., Cleveland, OH 44120	216-791-7600 Email preferred	0	No
Case Western Reserve University	Dr. Tom Matthews, Career Services	10900 Euclid Ave., #206 Sears Bldg., Cleveland, OH 44106	216-368-2000 216-368-4759 Fax	0	No
CBS Radio Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	1	No
Cleveland State University	Geoff Mazur, Career Services	2121 Euclid Ave., RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	0	No
Council for Economic Opportunities	Sonya R, H/R	1228 Euclid Ave, Cleveland, OH 44115	216-589-9922 216-696-0770 Fax	0	No
Cuyahoga Community College	Maria Brathwaite, Director Career Services	2900 Community College Ave. Cleveland, OH 44115	216-987-3029 216-987-3198 Fax	0	No
Cleveland Job Corp	Joel Whitworth, Career Development Coordinator	10660 Carnegie Ave. Cleveland, OH 44106	216-795-8700	0	No
East Cleveland Public Library	Ron Chambers, Librarian	1401 Euclid Ave., Cleveland, OH 44112	216-541-4128 216-238-6297 Fax	0	No
Employment Connection	Cathy Eberhart, Business Services Rep	11699 Brookpark Rd., Parma, OH 44130	216-898-1366	0	No
Esperanza, Inc.	Barbara Esperon, CEO	4115 Bridge Ave, Cleveland, OH 44113	216-651-7178 216-651-7183 Fax	0	No
Goodwill Industries of Greater Cleveland	Shabreese Murphy, Life Coach	2295 E. 55 th St., Cleveland, OH 44103	216-431-8300	0	No
Jewish Family Service Association/TAPP	Kim Holloway, Job Developer	24075 Commerce Park Road, Beachwood, OH 44122	216-514-9600 216-514-9613 Fax	0	Yes
John Carroll University	Barbara Koeth, Career Services	20700 North Park Blvd, Cleveland, OH 44118	216-397-1886	0	No
JPC Computer Learning Center	Pat Buis, Director Career Services	3634 Euclid Avenue, 1st Fl., Cleveland, OH 44115	216-881-5637 216-881-5609 Fax	0	Yes
Kent State University	Ann Motayar, Director Career Services	261 Michael Schwartz Center, Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	0	No

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

Lorain Community College	Marci Field, Career Services	1005 N. Abbe Rd, Elyria, OH 44035	440-233-7244 440-366-4676 Fax	0	No
(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Marietta College	Natalie Iadicicco, Career Center	215 Fifth Street, Marietta, OH 45750	800-331-7896 740-376-4935 Fax	0	No
May Dugan Center	Juanita Davis, Program Director	4115 Bridge Ave, Cleveland, OH 44113	216-631-5800 216-631-4595 Fax	0	No
Meadowmark School of Business Software	William Schultis, Teacher	9907 Lake Ave., Cleveland, OH 44102	216-210-4429	0	No
Monster.com Website		Thru CBS Radio.com Posting		0	No
National Association for the Advancement of Colored People	Stanley Miller, Executive Director	2131 Stokes Blvd., Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	0	No
Notre Dame College	Katherine Krejci, Director Career Services	4545 College Rd, Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	0	No
Ohio Association of Broadcasting	Christine Merritt, Executive Vice President	88 East Broad St, Columbus, OH 43215	614.228.4052 614.228.8133 Fax	0	No
Ohio Center for Broadcasting	Gary James, National Placement Director	9000 Sweet Valley Dr., Valley View, OH 44125	216-447-9117 216-642-9232 Fax	0	Yes
Ohio Job & Family Services	Sybil Merritt	11699 Brookpark Rd., Parma, OH 44130	216-898-3204 216-898-1497 Fax	0	Yes
Plain Dealer Newspaper	Linda Clark/Classified Adv	1801 Superior Ave., Cleveland OH 44114	216-999-4799	0	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd., Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	0	No
Spanish American Committee	Emma Grugrevic, Job Development	4407 Lorain Ave., Cleveland, OH 44102	216-961-2100 216-961-3305 Fax	0	No
Towards Employment	Gloria Baker, Placement/ Jamie Brown, Team Leader	1255 Euclid Ave., #300 Cleveland, OH 44115	216-696-5750 216-696-5119 Fax	0	No
University of Akron	Nancy M Somerick, Ph.D Professor School of Communication	302 E. Buchtel Mall, Akron, OH 44325	330-972-6686 Email preferred	0	No
Ursuline College	Gerri Sullivan, Career Services	2550 Lander Rd., Cleveland, OH 44124	440-449-4203 440-449-2235 Fax	0	No
Vocational Guidance	Marsha Peterson, Career Services	13102 Triskett Rd., Cleveland, OH 44111	216-476-3020 216-476-3435 Fax	0	Yes
Vocational Training Solutions	Lisa Kuzmic, Area Employment Services Coord	14650 Detroit Ave., Lakewood, OH 44107	440-799-4044	0	Yes
Vocational Training Solutions	Melanie Frye, Director	2173 N. Ridge E #H, Lorain, OH 44055	440-240-1411	0	Yes

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Westside Ecumenical Ministries	Adam Roth, Operations Director/Career Services	5209 Detroit Ave., Cleveland, OH 44102	216-251-2037 216-651-4145 Fax	0	Yes
WDOK Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	0	Yes
(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Workforce 411 Ohio's Statewide Job Matching Service		Online Posting	866-2Work411	0	No
WDOK Radio Listener		Not Solicited		5	No

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

5) – 12 Job Title: CBS Account Executive Referral Source(s) of Hiree: CBS Radio 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)
CBS Radio Internal Posting WDOK/WQAL Radio	Marlene Ball, Office Manager	2644 St. Clair Avenue Cleveland, OH 44114	216-696-0123	0	Yes
CBS Radio Internal Posting WNCX/WKRK Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0100	0	Yes
Bryant & Stratton College	Rhonda Buttler, Director Career Services	1700 E 13th Street, Cleveland, OH 44114	216-771-1700 216-771-7787 Fax	0	Yes
Call & Post Newspapers	Maria Black, Classified Advertising	11800 Shaker Blvd., Cleveland, OH 44120	216-791-7600 Email preferred	0	No
Case Western Reserve University	Dr. Tom Matthews, Career Services	10900 Euclid Ave., #206 Sears Bldg., Cleveland, OH 44106	216-368-2000 216-368-4759 Fax	0	No
CBS Radio Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	1	No
Cleveland State University	Geoff Mazur, Career Services	2121 Euclid Ave., RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	0	No
Client Referral		Not Notified But Applicant Listed as Referral Source		1	No
Council for Economic Opportunities	Sonya R, H/R	1228 Euclid Ave, Cleveland, OH 44115	216-589-9922 216-696-0770 Fax	0	No
Cuyahoga Community College	Maria Brathwaite, Director Career Services	2900 Community College Ave. Cleveland, OH 44115	216-987-3029 216-987-3198 Fax	0	No
Cleveland Job Corp	Joel Whitworth, Career Development Coordinator	10660 Carnegie Ave. Cleveland, OH 44106	216-795-8700	0	No
East Cleveland Public Library	Ron Chambers, Librarian	1401 Euclid Ave., Cleveland, OH 44112	216-541-4128 216-238-6297 Fax	0	No
Employment Connection	Cathy Eberhart, Business Services Rep	11699 Brookpark Rd., Parma, OH 44130	216-898-1366	0	No
Esperanza, Inc.	Barbara Esperon, CEO	4115 Bridge Ave, Cleveland, OH 44113	216-651-7178 216-651-7183 Fax	0	No
Goodwill Industries of Greater Cleveland	Shabreese Murphy, Life Coach	2295 E. 55 th St., Cleveland, OH 44103	216-431-8300	0	No
Jewish Family Service Association/TAPP	Kim Holloway, Job Developer	24075 Commerce Park Road, Beachwood, OH 44122	216-514-9600 216-514-9613 Fax	0	Yes
John Carroll University	Barbara Koeth, Career Services	20700 North Park Blvd, Cleveland, OH 44118	216-397-1886	0	No
JPC Computer Learning Center	Pat Buis, Director Career Services	3634 Euclid Avenue, 1st Fl., Cleveland, OH 44115	216-881-5637 216-881-5609 Fax	0	Yes

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Kent State University	Ann Motayar, Director Career Services	261 Michael Schwartz Center, Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	0	No
(j) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
Lorain Community College	Marci Field, Career Services	1005 N. Abbe Rd, Elyria, OH 44035	440-233-7244 440-366-4676 Fax	0	No
Marietta College	Natalie Iadicicco, Career Center	215 Fifth Street, Marietta, OH 45750	800-331-7896 740-376-4935 Fax	0	No
May Dugan Center	Juanita Davis, Program Director	4115 Bridge Ave, Cleveland, OH 44113	216-631-5800 216-631-4595 Fax	0	No
Meadowmark School of Business Software	William Schultis, Teacher	9907 Lake Ave., Cleveland, OH 44102	216-210-4429	0	No
Monster.com Website		Thru CBS Radio.com Posting		1	No
National Association for the Advancement of Colored People	Stanley Miller, Executive Director	2131 Stokes Blvd., Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	0	No
Notre Dame College	Katherine Krejci, Director Career Services	4545 College Rd, Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	0	No
Ohio Center for Broadcasting	Gary James, National Placement Director	9000 Sweet Valley Dr., Valley View, OH 44125	216-447-9117 216-642-9232 Fax	0	Yes
Ohio Job & Family Services	Sybil Merritt	11699 Brookpark Rd., Parma, OH 44130	216-898-3204 216-898-1497 Fax	0	Yes
Plain Dealer Newspaper/Cleveland.com Website	Linda Clark/Classified Adv	1801 Superior Ave., Cleveland OH 44114	216-999-4799	2	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd., Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	0	No
Previous Employee Referral		Not Notified But Applicant Listed as Referral Source		1	No
Towards Employment	Gloria Baker, Placement/ Jamie Brown, Team Leader	1255 Euclid Ave., #300 Cleveland, OH 44115	216-696-5750 216-696-5119 Fax	0	No
University of Akron	Nancy M Somerick, Ph.D Professor School of Communication	302 E. Buchtel Mall, Akron, OH 44325	330-972-6686 Email preferred	0	No
Ursuline College	Gerri Sullivan, Career Services	2550 Lander Rd., Cleveland, OH 44124	440-449-4203 440-449-2235 Fax	0	No
Vocational Guidance	Marsha Peterson, Career Services	13102 Triskett Rd., Cleveland, OH 44111	216-476-3020 216-476-3435 Fax	0	Yes
Vocational Training Solutions	Lisa Kuzmic, Area Employment Services Coord	14650 Detroit Ave., Lakewood, OH 44107	440-799-4044	0	Yes
Vocational Training Solutions	Melanie Frye, Director	2173 N. Ridge E #H, Lorain, OH 44055	440-240-1411	0	Yes

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Westside Ecumenical Ministries	Adam Roth, Operations Director/Career Services	5209 Detroit Ave., Cleveland, OH 44102	216-251-2037 216-651-4145 Fax	0	Yes
WDOK Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	0	Yes
(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
WKRK Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	0	Yes
WNCX Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	0	Yes
WQAL Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	0	Yes
Workforce 411 Ohio's Statewide Job Matching Service		Online Posting	866-2Work411	0	No

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5) – 13 Job Title: WQAL Sales Assistant Referral Source(s) of Hiree: Monster.com 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)
CBS Radio Internal Posting WDOK/WQAL Radio	Marlene Ball, Office Manager	2644 St. Clair Avenue Cleveland, OH 44114	216-696-0123	0	Yes
CBS Radio Internal Posting WNCX/WKRK Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0100	0	Yes
Bryant & Stratton College	Rhonda Buttler, Director Career Services	1700 E 13th Street, Cleveland, OH 44114	216-771-1700 216-771-7787 Fax	0	Yes
Call & Post Newspapers	Maria Black, Classified Advertising	11800 Shaker Blvd., Cleveland, OH 44120	216-791-7600 Email preferred	0	No
Case Western Reserve University	Dr. Tom Matthews, Career Services	10900 Euclid Ave., #206 Sears Bldg., Cleveland, OH 44106	216-368-2000 216-368-4759 Fax	0	No
CBS Radio Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	0	No
Cleveland State University	Geoff Mazur, Career Services	2121 Euclid Ave., RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	0	No
Council for Economic Opportunities	Sonya R, H/R	1228 Euclid Ave, Cleveland, OH 44115	216-589-9922 216-696-0770 Fax	0	No
Cuyahoga Community College	Maria Brathwaite, Director Career Services	2900 Community College Ave. Cleveland, OH 44115	216-987-3029 216-987-3198 Fax	0	No
Dress For Success Cleveland	Melony Butler, Mgr. Employee Retention	2239 E 55 th St., Cleveland, OH 44103	216-391-2316 216-391-2380	0	Yes
East Cleveland Public Library	Ron Chambers, Librarian	1401 Euclid Ave., Cleveland, OH 44112	216-541-4128 216-238-6297 Fax	0	No
Employment Connection	Cathy Eberhart, Business Services Rep	11699 Brookpark Rd., Parma, OH 44130	216-898-1366	0	No
Esperanza, Inc.	Barbara Esperon, CEO	4115 Bridge Ave, Cleveland, OH 44113	216-651-7178 216-651-7183 Fax	0	No
Goodwill Industries of Greater Cleveland	Shabreese Murphy, Life Coach	2295 E. 55 th St., Cleveland, OH 44103	216-431-8300	0	No
Jewish Family Service Association/TAPP	Kim Holloway, Job Developer	24075 Commerce Park Road, Beachwood, OH 44122	216-514-9600 216-514-9613 Fax	0	Yes
Kent State University	Ann Motayar, Director Career Services	261 Michael Schwartz Center, Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	0	No
Lorain Community College	Marci Field, Career Services	1005 N. Abbe Rd, Elyria, OH 44035	440-233-7244 440-366-4676 Fax	0	No
Marietta College	Natalie Iadicicco, Career Center	215 Fifth Street, Marietta, OH 45750	800-331-7896 740-376-4935 Fax	0	No

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(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
May Dugan Center	Juanita Davis, Program Director	4115 Bridge Ave, Cleveland, OH 44113	216-631-5800 216-631-4595 Fax	0	No
Meadowmark School of Business Software	William Schultis, Teacher	9907 Lake Ave., Cleveland, OH 44102	216-210-4429	0	No
Monster.com Website		Thru CBS Radio.com Posting		6	No
National Association for the Advancement of Colored People	Stanley Miller, Executive Director	2131 Stokes Blvd., Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	0	No
Notre Dame College	Katherine Krejci, Director Career Services	4545 College Rd, Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	0	No
Ohio Center for Broadcasting	Gary James, National Placement Director	9000 Sweet Valley Dr., Valley View, OH 44125	216-447-9117 216-642-9232 Fax	0	Yes
Ohio Job & Family Services	Sybil Merritt	11699 Brookpark Rd., Parma, OH 44130	216-898-3204 216-898-1497 Fax	0	Yes
Plain Dealer Newspaper/Cleveland.com Website	Linda Clark/Classified Adv	1801 Superior Ave., Cleveland OH 44114	216-999-4799	1	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd., Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	0	No
Spanish American Committee	Emma Grugrevic, Job Development	4407 Lorain Ave., Cleveland, OH 44102	216-961-2100 216-961-3305 Fax	0	No
Towards Employment	Gloria Baker, Placement/ Jamie Brown, Team Leader	1255 Euclid Ave., #300 Cleveland, OH 44115	216-696-5750 216-696-5119 Fax	0	No
University of Akron	Nancy M Somerick, Ph.D Professor School of Communication	302 E. Buchtel Mall, Akron, OH 44325	330-972-6686 Email preferred	0	No
Ursuline College	Gerri Sullivan, Career Services	2550 Lander Rd., Cleveland, OH 44124	440-449-4203 440-449-2235 Fax	0	No
Vocational Guidance Services	Allen Nixon, Placement Specialist	13102 Triskett Rd., Cleveland, OH 44111	216-476-3020 216-476-3435 Fax	0	Yes
Virginia Marti College of Art & Design	Virginia Marti, Owner	11724 Detroit Ave., Lakewood, OH 44107	216-221-8584	0	No
Westside Ecumenical Ministries	Adam Roth, Operations Director/Career Services	5209 Detroit Ave., Cleveland, OH 44102	216-251-2037 216-651-4145 Fax	0	Yes
WDOK Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	0	Yes
WKRK Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	0	Yes
WNCX Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	0	Yes

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(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
WQAL Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	0	Yes
Workforce 411 Ohio's Statewide Job Matching Service		Online Posting	866-2Work411	0	No

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5) – 14 Job Title: WQAL Sales Assistant **Referral Source(s) of Hiree:** Virginia Marti School of Design

(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 Internal Posting WDOK/WQAL Radio	Marlene Ball, Office Manager	2644 St. Clair Avenue Cleveland, OH 44114	216-696-0123	2	Yes
CBS Radio Internal Posting WNCX/WKRK Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0100	0	Yes
Bryant & Stratton College	Rhonda Buttler, Director Career Services	1700 E 13th Street, Cleveland, OH 44114	216-771-1700 216-771-7787 Fax	0	Yes
Call & Post Newspapers	Maria Black, Classified Advertising	11800 Shaker Blvd., Cleveland, OH 44120	216-791-7600 Email preferred	0	No
Case Western Reserve University	Dr. Tom Matthews, Career Services	10900 Euclid Ave., #206 Sears Bldg., Cleveland, OH 44106	216-368-2000 216-368-4759 Fax	0	No
CBS Radio Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	0	No
Cleveland State University	Geoff Mazur, Career Services	2121 Euclid Ave., RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	0	No
Council for Economic Opportunities	Sonya R, H/R	1228 Euclid Ave, Cleveland, OH 44115	216-589-9922 216-696-0770 Fax	0	No
Cuyahoga Community College	Maria Brathwaite, Director Career Services	2900 Community College Ave. Cleveland, OH 44115	216-987-3029 216-987-3198 Fax	0	No
Dress For Success Cleveland	Melony Butler, Mgr. Employee Retention	2239 E 55 th St., Cleveland, OH 44103	216-391-2316 216-391-2380	0	Yes
East Cleveland Public Library	Ron Chambers, Librarian	1401 Euclid Ave., Cleveland, OH 44112	216-541-4128 216-238-6297 Fax	0	No
Employment Connection	Cathy Eberhart, Business Services Rep	11699 Brookpark Rd., Parma, OH 44130	216-898-1366	0	No
Esperanza, Inc.	Barbara Esperon, CEO	4115 Bridge Ave, Cleveland, OH 44113	216-651-7178 216-651-7183 Fax	0	No
Goodwill Industries of Greater Cleveland	Shabreese Murphy, Life Coach	2295 E. 55 th St., Cleveland, OH 44103	216-431-8300	0	No
Indeed.com Website		Not Notified But Applicant Listed as Referral Source		1	No
Jewish Family Service Association/TAPP	Kim Holloway, Job Developer	24075 Commerce Park Road, Beachwood, OH 44122	216-514-9600 216-514-9613 Fax	0	Yes
Kent State University	Ann Motayar, Director Career Services	261 Michael Schwartz Center, Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	0	No
Lorain Community College	Marci Field, Career Services	1005 N. Abbe Rd, Elyria, OH 44035	440-233-7244 440-366-4676 Fax	0	No

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Marietta College	Natalie Iadicicco, Career Center	215 Fifth Street, Marietta, OH 45750	800-331-7896 740-376-4935 Fax	0	No
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(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
May Dugan Center	Juanita Davis, Program Director	4115 Bridge Ave, Cleveland, OH 44113	216-631-5800 216-631-4595 Fax	0	No
Meadowmark School of Business Software	William Schultis, Teacher	9907 Lake Ave., Cleveland, OH 44102	216-210-4429	0	No
Monster.com Website		Thru CBS Radio.com Posting		2	No
National Association for the Advancement of Colored People	Stanley Miller, Executive Director	2131 Stokes Blvd., Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	0	No
Notre Dame College	Katherine Krejci, Director Career Services	4545 College Rd, Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	0	No
Ohio Center for Broadcasting	Gary James, National Placement Director	9000 Sweet Valley Dr., Valley View, OH 44125	216-447-9117 216-642-9232 Fax	0	Yes
Ohio Job & Family Services	Sybil Merritt	11699 Brookpark Rd., Parma, OH 44130	216-898-3204 216-898-1497 Fax	0	Yes
Plain Dealer Newspaper	Linda Clark/Classified Adv	1801 Superior Ave., Cleveland OH 44114	216-999-4799	0	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd., Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	0	No
Spanish American Committee	Emma Grugrevic, Job Development	4407 Lorain Ave., Cleveland, OH 44102	216-961-2100 216-961-3305 Fax	0	No
Towards Employment	Gloria Baker, Placement/ Jamie Brown, Team Leader	1255 Euclid Ave., #300 Cleveland, OH 44115	216-696-5750 216-696-5119 Fax	0	No
University of Akron	Nancy M Somerick, Ph.D Professor School of Communication	302 E. Buchtel Mall, Akron, OH 44325	330-972-6686 Email preferred	0	No
Ursuline College	Gerri Sullivan, Career Services	2550 Lander Rd., Cleveland, OH 44124	440-449-4203 440-449-2235 Fax	0	No
Vocational Guidance Services	Allen Nixon, Placement Specialist	13102 Triskett Rd., Cleveland, OH 44111	216-476-3020 216-476-3435 Fax	0	Yes
Virginia Marti College of Art & Design	Virginia Marti, Owner	11724 Detroit Ave., Lakewood, OH 44107	216-221-8584	1	No
Westside Ecumenical Ministries	Adam Roth, Operations Director/Career Services	5209 Detroit Ave., Cleveland, OH 44102	216-251-2037 216-651-4145 Fax	0	Yes
WDOK Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	0	Yes
WKRK Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	0	Yes
WNCX Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	0	Yes

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(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
WQAL Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	0	Yes
Workforce 411 Ohio's Statewide Job Matching Service		Online Posting	866-2Work411	0	No

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5) – 15 Job Title: WDOK Sales Assistant Referral Source(s) of Hiree: Monster.com 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)
CBS Radio Internal Posting WDOK/WQAL Radio	Marlene Ball, Office Manager	2644 St. Clair Avenue Cleveland, OH 44114	216-696-0123	1	Yes
CBS Radio Internal Posting WNCX/WKRK Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0100	0	Yes
Bryant & Stratton College	Rhonda Buttler, Director Career Services	1700 E 13th Street, Cleveland, OH 44114	216-771-1700 216-771-7787 Fax	0	Yes
Call & Post Newspapers	Maria Black, Classified Advertising	11800 Shaker Blvd., Cleveland, OH 44120	216-791-7600 Email preferred	0	No
Case Western Reserve University	Dr. Tom Matthews, Career Services	10900 Euclid Ave., #206 Sears Bldg., Cleveland, OH 44106	216-368-2000 216-368-4759 Fax	0	No
CBS Radio Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	0	No
Cleveland State University	Geoff Mazur, Career Services	2121 Euclid Ave., RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	0	No
Council for Economic Opportunities	Sonya R, H/R	1228 Euclid Ave, Cleveland, OH 44115	216-589-9922 216-696-0770 Fax	0	No
Cuyahoga Community College	Maria Brathwaite, Director Career Services	2900 Community College Ave. Cleveland, OH 44115	216-987-3029 216-987-3198 Fax	0	No
Dress For Success Cleveland	Melony Butler, Mgr. Employee Retention	2239 E 55 th St., Cleveland, OH 44103	216-391-2316 216-391-2380	0	Yes
East Cleveland Public Library	Ron Chambers, Librarian	1401 Euclid Ave., Cleveland, OH 44112	216-541-4128 216-238-6297 Fax	0	No
Employment Connection	Cathy Eberhart, Business Services Rep	11699 Brookpark Rd., Parma, OH 44130	216-898-1366	0	No
Esperanza, Inc.	Barbara Esperon, CEO	4115 Bridge Ave, Cleveland, OH 44113	216-651-7178 216-651-7183 Fax	0	No
Goodwill Industries of Greater Cleveland	Shabreese Murphy, Life Coach	2295 E. 55 th St., Cleveland, OH 44103	216-431-8300	0	No
Jewish Family Service Association/TAPP	Kim Holloway, Job Developer	24075 Commerce Park Road, Beachwood, OH 44122	216-514-9600 216-514-9613 Fax	0	Yes
Kent State University	Ann Motayar, Director Career Services	261 Michael Schwartz Center, Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	0	No
Lorain Community College	Marci Field, Career Services	1005 N. Abbe Rd, Elyria, OH 44035	440-233-7244 440-366-4676 Fax	0	No
Marietta College	Natalie Iadicicco, Career Center	215 Fifth Street, Marietta, OH 45750	800-331-7896 740-376-4935 Fax	0	No

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(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
May Dugan Center	Juanita Davis, Program Director	4115 Bridge Ave, Cleveland, OH 44113	216-631-5800 216-631-4595 Fax	0	No
Meadowmark School of Business Software	William Schultis, Teacher	9907 Lake Ave., Cleveland, OH 44102	216-210-4429	0	No
Monster.com Website		Thru CBS Radio.com Posting		2	No
National Association for the Advancement of Colored People	Stanley Miller, Executive Director	2131 Stokes Blvd., Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	0	No
Notre Dame College	Katherine Krejci, Director Career Services	4545 College Rd, Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	0	No
Ohio Center for Broadcasting	Gary James, National Placement Director	9000 Sweet Valley Dr., Valley View, OH 44125	216-447-9117 216-642-9232 Fax	0	Yes
Ohio Job & Family Services	Sybil Merritt	11699 Brookpark Rd., Parma, OH 44130	216-898-3204 216-898-1497 Fax	0	Yes
Plain Dealer Newspaper	Linda Clark/Classified Adv	1801 Superior Ave., Cleveland OH 44114	216-999-4799	0	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd., Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	0	No
Spanish American Committee	Emma Grugrevic, Job Development	4407 Lorain Ave., Cleveland, OH 44102	216-961-2100 216-961-3305 Fax	0	No
Towards Employment	Gloria Baker, Placement/ Jamie Brown, Team Leader	1255 Euclid Ave., #300 Cleveland, OH 44115	216-696-5750 216-696-5119 Fax	0	No
University of Akron	Nancy M Somerick, Ph.D Professor School of Communication	302 E. Buchtel Mall, Akron, OH 44325	330-972-6686 Email preferred	0	No
Ursuline College	Gerri Sullivan, Career Services	2550 Lander Rd., Cleveland, OH 44124	440-449-4203 440-449-2235 Fax	0	No
Vocational Guidance Services	Allen Nixon, Placement Specialist	13102 Triskett Rd., Cleveland, OH 44111	216-476-3020 216-476-3435 Fax	0	Yes
Virginia Marti College of Art & Design	Virginia Marti, Owner	11724 Detroit Ave., Lakewood, OH 44107	216-221-8584	0	No
Westside Ecumenical Ministries	Adam Roth, Operations Director/Career Services	5209 Detroit Ave., Cleveland, OH 44102	216-251-2037 216-651-4145 Fax	0	Yes
WDOK Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	0	Yes
WKRK Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	0	Yes
WNCX Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	0	Yes

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(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interview es Referred	Did Recruitment Source Request Notification? (Yes or No)
WQAL Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	0	Yes
Workforce 411 Ohio's Statewide Job Matching Service		Online Posting	866-2Work411	0	No

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**5) – 16 Job Title: WQAL Account Executive Referral Source(s) of Hiree: CBS Radio Internal Posting
WDOK/WQAL**

(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 Internal Posting WDOK/WQAL Radio	Marlene Ball, Office Manager	2644 St. Clair Avenue Cleveland, OH 44114	216-696-0123	1	Yes
CBS Radio Internal Posting WNCX/WKRK Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0100	0	Yes
Bryant & Stratton College	Rhonda Buttler, Director Career Services	1700 E 13th Street, Cleveland, OH 44114	216-771-1700 216-771-7787 Fax	0	Yes
Call & Post Newspapers	Maria Black, Classified Advertising	11800 Shaker Blvd., Cleveland, OH 44120	216-791-7600 Email preferred	0	No
Case Western Reserve University	Dr. Tom Matthews, Career Services	10900 Euclid Ave., #206 Sears Bldg., Cleveland, OH 44106	216-368-2000 216-368-4759 Fax	0	No
CBS Radio Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	0	No
Cleveland State University	Geoff Mazur, Career Services	2121 Euclid Ave., RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	0	No
Council for Economic Opportunities	Sonya R, H/R	1228 Euclid Ave, Cleveland, OH 44115	216-589-9922 216-696-0770 Fax	0	No
Cuyahoga Community College	Maria Brathwaite, Director Career Services	2900 Community College Ave. Cleveland, OH 44115	216-987-3029 216-987-3198 Fax	0	No
Cleveland Job Corp	Joel Whitworth, Career Development Coordinator	10660 Carnegie Ave. Cleveland, OH 44106	216-795-8700	0	No
East Cleveland Public Library	Ron Chambers, Librarian	1401 Euclid Ave., Cleveland, OH 44112	216-541-4128 216-238-6297 Fax	0	No
Employment Connection	Cathy Eberhart, Business Services Rep	11699 Brookpark Rd., Parma, OH 44130	216-898-1366	0	No
Esperanza, Inc.	Barbara Esperon, CEO	4115 Bridge Ave, Cleveland, OH 44113	216-651-7178 216-651-7183 Fax	0	No
Goodwill Industries of Greater Cleveland	Shabreese Murphy, Life Coach	2295 E. 55 th St., Cleveland, OH 44103	216-431-8300	0	No
Jewish Family Service Association/TAPP	Kim Holloway, Job Developer	24075 Commerce Park Road, Beachwood, OH 44122	216-514-9600 216-514-9613 Fax	0	Yes
John Carroll University	Barbara Koeth, Career Services	20700 North Park Blvd, Cleveland, OH 44118	216-397-1886	0	No
JPC Computer Learning Center	Pat Buis, Director Career Services	3634 Euclid Avenue, 1st Fl., Cleveland, OH 44115	216-881-5637 216-881-5609 Fax	0	Yes
Kent State University	Ann Motayar, Director Career Services	261 Michael Schwartz Center, Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	0	No

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(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Lorain Community College	Marci Field, Career Services	1005 N. Abbe Rd, Elyria, OH 44035	440-233-7244 440-366-4676 Fax	0	No
Marietta College	Natalie Iadicicco, Career Center	215 Fifth Street, Marietta, OH 45750	800-331-7896 740-376-4935 Fax	0	No
May Dugan Center	Juanita Davis, Program Director	4115 Bridge Ave, Cleveland, OH 44113	216-631-5800 216-631-4595 Fax	0	No
Meadowmark School of Business Software	William Schultis, Teacher	9907 Lake Ave., Cleveland, OH 44102	216-210-4429	0	No
Monster.com Website		Thru CBS Radio.com Posting		0	No
National Association for the Advancement of Colored People	Stanley Miller, Executive Director	2131 Stokes Blvd., Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	0	No
Notre Dame College	Katherine Krejci, Director Career Services	4545 College Rd, Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	0	No
Ohio Center for Broadcasting	Gary James, National Placement Director	9000 Sweet Valley Dr., Valley View, OH 44125	216-447-9117 216-642-9232 Fax	0	Yes
Ohio Job & Family Services	Sybil Merritt	11699 Brookpark Rd., Parma, OH 44130	216-898-3204 216-898-1497 Fax	0	Yes
Plain Dealer Newspaper	Linda Clark/Classified Adv	1801 Superior Ave., Cleveland OH 44114	216-999-4799	0	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd., Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	0	No
Towards Employment	Gloria Baker, Placement/Jamie Brown, Team Leader	1255 Euclid Ave., #300 Cleveland, OH 44115	216-696-5750 216-696-5119 Fax	0	No
University of Akron	Nancy M Somerick, Ph.D Professor School of Communication	302 E. Buchtel Mall, Akron, OH 44325	330-972-6686 Email preferred	0	No
Ursuline College	Gerri Sullivan, Career Services	2550 Lander Rd., Cleveland, OH 44124	440-449-4203 440-449-2235 Fax	0	No
Vocational Guidance	Marsha Peterson, Career Services	13102 Triskett Rd., Cleveland, OH 44111	216-476-3020 216-476-3435 Fax	0	Yes
Vocational Training Solutions	Lisa Kuzmic, Area Employment Services Coord	14650 Detroit Ave., Lakewood, OH 44107	440-799-4044	0	Yes
Vocational Training Solutions	Melanie Frye, Director	2173 N. Ridge E #H, Lorain, OH 44055	440-240-1411	0	Yes
Westside Ecumenical Ministries	Adam Roth, Operations Director/Career Services	5209 Detroit Ave., Cleveland, OH 44102	216-251-2037 216-651-4145 Fax	0	Yes
WDOK Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	0	Yes

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(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
WKRK Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	0	Yes
WNCX Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	0	Yes
WQAL Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	0	Yes
Workforce 411 Ohio's Statewide Job Matching Service		Online Posting	866-2Work411	0	No

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- 6) **Total # of Interviewees Referred:** For the period from May 23, 2007 through May 22, 2008, this Employment Unit interviewed 80 interviewees for full-time job vacancies.

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
CBS Radio WQAL/WDOK Internal Posting/Staff Referral	21
CBS Radio WNCX/WKRK Internal Posting/Staff Referral	8
CBS Radio Website	10
Cleveland State University Website	2
Client Referral	3
John Carroll University Website	1
Indeed.com Website	1
Media Referral	1
Monster.com Website	18
Plain Dealer Newspaper/Cleveland.com Website	3
Previous Employee	1
Previous Employee Referral	1
WDOK Radio Listener	6
WQAL Radio Website	2
Yellow Pages Cold Call	1
Virginia Marti College of Art & Design	1
Total	80

7) **Supplemental Recruitment Measures.**

a. Participation in Job Fairs

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
"At Your Service" Job Fair Expo 2007 at the Cleveland Heights Community Center, sponsored by Cleveland Employment Connection The Employment Unit Displayed Current Job Postings, Answered Questions, Solicited Applications, Interviewed Candidates, and Passed Out Brochures Explaining Careers in Radio and Provided the CBS Radio Website address for future openings.	06/14/07	Market EEO Compliance Officer and CBS Radio Onsite Event Director
Bedford Heights Job Fair at The Jimmy Dimora Community Center Sponsored by Employment Connection. The Employment Unit Displayed Current Job Postings, Answered Questions, Solicited Applications, Interviewed Candidates, and Passed Out Brochures Explaining Careers in Radio and Provided the CBS Radio Website address for future openings.	11/01/07	Market EEO Compliance Officer and CBS Radio Onsite Event Director
Cleveland State University Fall Career Fair. The Employment Unit Displayed Current Job Postings, Answered Questions, Solicited Applications, Interviewed Candidates, and Passed Out Brochures Explaining Careers in Radio and Provided the CBS Radio Website address for future openings.	11/02/07	Market EEO Compliance Officer and CBS Radio Onsite Event Director
Ohio Department of Job and Family Services Veterans Career Fair. The Employment Unit Displayed Current Job Postings, Answered Questions, Solicited Applications, Interviewed Candidates, and Passed Out Brochures Explaining Careers in Radio and Provided the CBS Radio Website address for future openings.	11/28/07	Market EEO Compliance Officer and CBS Radio Onsite Event Director

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2008 Annual Career Fair at The Ohio Center For Broadcasting. The Employment Unit Displayed Current Job Postings, Answered Questions, Solicited Applications, Interviewed Candidates, and Passed Out Brochures Explaining Careers in Radio and Providing the CBS Radio Website.	04/02/08	CBS Radio Onsite Event Director
Lorain County Community College Career Expo Sponsored by LCC, Lorain County Joint Vocational Services, and The Employment Network. The Employment Unit Displayed Current Job Postings, Answered Questions, Solicited Applications, Interviewed Candidates, and Passed Out Brochures Explaining Careers in Radio and Provided the CBS Radio Website address for future openings.	04/23/08	Market EEO Compliance Officer and CBS Radio Onsite Event Director
Spring 2008 Key Career Place Job & Internship Fair at Cuyahoga Community College Metro Campus. The Employment Unit Displayed Current Job Postings, Answered Questions, Solicited Applications, Interviewed Candidates, and Passed Out Brochures Explaining Careers in Radio and Providing the CBS Radio Website.	04/30/08	CBS Radio Onsite Event Director

b. General Outreach Efforts

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

c. Participation in Events

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
Ohio Center for Broadcasting WDOK Talent was a Guest Speaker on Radio Programming, and How to Find and Apply for a Broadcasting Position.	07/05/07	WDOK-FM Talent
Ohio Center for Broadcasting WQAL Talent was a Guest Speaker on Radio Programming, and How to Find and Apply for a Broadcasting Position.	04/14/08	WQAL-FM Talent
Ohio Center for Broadcasting Advisory Board Meeting. CBS Market Director of Sales and CBS Regional Director of Engineering Gave A Presentation on HD Radio.	10/17/07	CBS Market Director of Sales WQAL-FM Program Director and CBS Regional Director of Engineering
Ohio Center for Broadcasting Instructors: CBS Regional Director of Engineering Taught Basic Operation of HD Radio and Future of Radio Technology. WQAL Talent Taught Getting Started in Broadcasting.	During this reporting period of 05/23/07 – 05/22/08	CBS Regional Director of Engineering WQAL-FM Talent

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d. Internship Program

The employment unit has an ongoing internship program designed to assist members of the community in acquiring the skills needed for broadcast employment by providing an opportunity for the student to observe and participate in a professional work situation, supplementing the knowledge and skills learned in an academic setting. The Promotions Department Internships include coordination of on-air and on-site promotional activities, computer database maintenance, creative writing on press releases, proposals, and promotional copy, review of the FCC Guidelines, legal procedures/policies, set-up and execution of remote broadcasts and sales generated events. The Programming Department Internships include working in-studio with on-air talent by screening listener phone calls, gathering winner information and assisting in organizing that day's show. Other duties include helping out at remote broadcasts and appearances, scheduling interviews and working with station computers.

<u>Intern Source</u>	<u>Total Number of Internships</u>
Baldwin Wallace College	1
Cleveland State University	1
College of Wooster	1
Kent State University	2
Ohio University	6
The Ohio Center for Broadcasting	2
University of Dayton	1
University of Kentucky	1
Ursuline College	1

Total 16