

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period May 23, 2006 to May 22, 2007.

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

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

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

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

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

Job Title	Recruitment Source Referring Hiree
1. WDOK Promotions Coordinator	Internal Promotion
2. WQAL Account Executive	Staff Referral
3. WDOK Account Executive	CBS Radio Website
4. WQAL Account Executive	CBS Radio Website
5. WDOK/WQAL Accounting Clerk	Plain Dealer Newspaper
6. WQAL Account Executive	Rehired Previous Employee
7. WDOK Account Executive	CBS Radio Website
8. WDOK Account Executive	Staff Referral & Previous Employee
9. WQAL Talent	Allaccess.com Website
10. WDOK Talent	CBS Radio Website

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

**5) Job Title:**

1. WQAL Promotions Coordinator

**Referral Source(s) of Hiree:** Internal Promotion

No recruitment was done for this vacancy as the position was filled by an internal promotion.

**5) Job Title:**

**2. WQAL Account Executive**

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

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	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	Yes
CBS Radio Internal Posting WNCX/WXRK Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0100	Yes
Baldwin Wallace College	Lisa Tomlin Houston, Career Services	275 Eastland Rd., Berea, OH 44107	440-826-2101 440-826-2162 Fax	Yes
Bryant & Stratton College	Rhonda Buttler, Director Career Services	1700 E 13th Street, Cleveland, OH 44114	216-771-1700 216-771-7787 Fax	Yes
Call & Post Newspapers	Trina/Classified Advertising	11800 Shaker Blvd., Cleveland, OH 44120	216-791-7600	No
Case Western Reserve University	Dr. Tom Matthews, Career Services	10900 Euclid Ave., #206 Sears Bldg., Cleveland, OH 44106	216-368-2000 216-368-4759 Fax	No
CBS Radio Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	No
Cleveland Job Corps Center	Ms. Clark, Independent Living Specialist	10660 Carnegie Ave., Cleveland, OH 44106	216-795-8500 216-795-1999 Fax	Yes
Cleveland State University	Paul B. Klein, Director Career Services	2121 Euclid Ave., RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	No
Cleveland Works/Towards Employment	Gloria Baker, Placement/ Jamie Brown, Team Leader	1255 Euclid Ave., #300 Cleveland, OH 44115	216-696-5750 216-696-5119 Fax	No
Council For Economic Opportunity In Greater Cleveland	Sonya R, H/R	1228 Euclid Ave #700, Cleveland, Ohio 44115	216-696-9077 216-651-3222 Fax	No
Cuyahoga Community College	Maria Brathwaite, Director Career Services	2900 Community College Ave. Cleveland, OH 44115	216-987-3029 216-987-3198 Fax	No
Esperanza, Inc.	Barbara Esperon, CEO	4115 Bridge Ave, Cleveland, OH 44113	216-651-7178 216-651-7183 Fax	No
Jewish Family Service Association/TAPP	Kim Holloway, Job Developer	24075 Commerce Park Road, Beachwood, OH 44122	216-514-9600 216-514-9613 Fax	Yes
JPC Computer Learning Center	Pat Buis, Director Career Services	3634 Euclid Avenue, 1st Fl., Cleveland, OH 44115	216-881-5637 216-881-5609 Fax	Yes
Kent State University	Ann Motayar, Director Career Services	261 Michael Schwartz Center, Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	No
Lorain Community College	Marci Field, Career Services	1005 N. Abbe Rd, Elyria, OH 44035	440-233-7244 440-366-4676 Fax	No
May Dugan Center	Juanita Davis, Program Director	4115 Bridge Ave, Cleveland, OH 44113	216-631-5800 216-631-4595 Fax	No
National Association for the Advancement of Colored People	Stanley Miller, Executive Director	2131 Stokes Blvd., Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	No
Marietta College	Natalie Iadicicco, Career Center	215 Fifth Street, Marietta, OH 45750	800-331-7896 740-376-4935 Fax	No

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Notre Dame College	Katherine Krejci, Director Career Services	4545 College Rd, Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	No
Ohio Association of Broadcasters	Chris Merritt, Executive V/P	88 East Broad St., Columbus, OH 43215	614-228-4052	Yes
Ohio Center for Broadcasting	Gary James, National Placement Director	9000 Sweet Valley Dr., Valley View, OH 44125	216-447-9117 216-642-9232 Fax	Yes
Ohio Job & Family Services	Sybil Merritt	11699 Brookpark Rd., Parma, OH 44130	216-898-3204 216-898-1497 Fax	Yes
Ohio's JobBank Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	No
Plain Dealer Newspaper	Linda Clark/Classified Adv	1801 Superior Ave., Cleveland OH 44114	216-999-4799	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd., Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	No
Spanish American Committee	Emma Grugrevic, Job Development	4407 Lorain Ave., Cleveland, OH 44102	216-961-2100 216-961-3305 Fax	No
Ursuline College	Gerri Sullivan, Career Services	2550 Lander Rd., Cleveland, OH 44124	440-449-4203 440-449-2235 Fax	No
Vocational Guidance	Marsha Peterson, Career Services	13102 Triskett Rd., Cleveland, OH 44111	216-476-3020 216-476-3435 Fax	Yes
Westside Ecumenical Ministries	Adam Roth, Operations Director/Career Services	5209 Detroit Ave., Cleveland, OH 44102	216-251-2037 216-651-4145 Fax	Yes
Women's Re-Entry Network	Gloria Picket, Counselor	1468 W. 25th St., Cleveland, OH 44113	216-696-7535 216-696-3317 Fax	No
WDOK Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	Yes
WNCX Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	Yes
WQAL Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	Yes
WXRK Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	Yes

**5) Job Title:**

**3. WDOK Account Executive**

**Referral Source(s) of Hiree: CBS Radio Website**

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Bryant & Stratton College	Rhonda Buttler, Director Career Services	1700 E 13th Street, Cleveland, OH 44114	216-771-1700 216-771-7787 Fax	Yes
Call & Post Newspapers	Trina/Classified Advertising	11800 Shaker Blvd., Cleveland, OH 44120	216-791-7600	No
Case Western Reserve University	Dr. Tom Matthews, Career Services	10900 Euclid Ave., #206 Sears Bldg., Cleveland, OH 44106	216-368-2000 216-368-4759 Fax	No
CBS Outdoor	Julie Ellsworth, Office Manager	1041 Huron Road, Cleveland, OH 44115	216-861-0100 216-696-1037	No
CBS Radio Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	No
Cleveland Job Corps Center	Ms. Clark, Independent Living Specialist	10660 Carnegie Ave., Cleveland, OH 44106	216-795-8500 216-795-1999 Fax	Yes
Cleveland State University	Paul B. Klein, Director Career Services	2121 Euclid Ave., RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	No
Cleveland Works/Towards Employment	Gloria Baker, Placement/ Jamie Brown, Team Leader	1255 Euclid Ave., #300 Cleveland, OH 44115	216-696-5750 216-696-5119 Fax	No
Cuyahoga Community College	Maria Brathwaite, Director Career Services	2900 Community College Ave. Cleveland, OH 44115	216-987-3029 216-987-3198 Fax	No
Esperanza, Inc.	Barbara Esperon, CEO	4115 Bridge Ave, Cleveland, OH 44113	216-651-7178 216-651-7183 Fax	No
Jewish Family Service Association/TAPP	Kim Holloway, Job Developer	24075 Commerce Park Road, Beachwood, OH 44122	216-514-9600 216-514-9613 Fax	Yes
JPC Computer Learning Center	Pat Buis, Director Career Services	3634 Euclid Avenue, 1st Fl., Cleveland, OH 44115	216-881-5637 216-881-5609 Fax	Yes
Kent State University	Ann Motayar, Director Career Services	261 Michael Schwartz Center, Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	No
Lorain Community College	Marci Field, Career Services	1005 N. Abbe Rd, Elyria, OH 44035	440-233-7244 440-366-4676 Fax	No
May Dugan Center	Juanita Davis, Program Director	4115 Bridge Ave, Cleveland, OH 44113	216-631-5800 216-631-4595 Fax	No
Marietta College	Natalie Iadicicco, Career Center	215 Fifth Street, Marietta, OH 45750	800-331-7896 740-376-4935 Fax	No
National Association for the Advancement of Colored People	Stanley Miller, Executive Director	2131 Stokes Blvd., Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	No

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Notre Dame College	Katherine Krejci, Director Career Services	4545 College Rd, Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	No
Ohio Center for Broadcasting	Gary James, National Placement Director	9000 Sweet Valley Dr., Valley View, OH 44125	216-447-9117 216-642-9232 Fax	Yes
Ohio Job & Family Services	Sybil Merritt	11699 Brookpark Rd., Parma, OH 44130	216-898-3204 216-898-1497 Fax	Yes
Ohio's JobBank Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	No
Plain Dealer Newspaper	Linda Clark/Classified Adv	1801 Superior Ave., Cleveland OH 44114	216-999-4799	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd., Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	No
Spanish American Committee	Emma Grugrevic, Job Development	4407 Lorain Ave., Cleveland, OH 44102	216-961-2100 216-961-3305 Fax	No
Ursuline College	Gerri Sullivan, Career Services	2550 Lander Rd., Cleveland, OH 44124	440-449-4203 440-449-2235 Fax	No
Vocational Guidance	Marsha Peterson, Career Services	13102 Triskett Rd., Cleveland, OH 44111	216-476-3020 216-476-3435 Fax	Yes
Westside Ecumenical Ministries	Adam Roth, Operations Director/Career Services	5209 Detroit Ave., Cleveland, OH 44102	216-251-2037 216-651-4145 Fax	Yes
Women's Re-Entry Network	Gloria Picket, Counselor	1468 W. 25th St., Cleveland, OH 44113	216-696-7535 216-696-3317 Fax	No
WDOK Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	Yes
WNCX Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	Yes
WQAL Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	Yes
WXRK Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	Yes

**5) Job Title:**

**4. WQAL Account Executive**

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Bryant & Stratton College	Rhonda Buttler, Director Career Services	1700 E 13th Street, Cleveland, OH 44114	216-771-1700 216-771-7787 Fax	Yes
Call & Post Newspapers	Trina/Classified Advertising	11800 Shaker Blvd., Cleveland, OH 44120	216-791-7600	No
Case Western Reserve University	Dr. Tom Matthews, Career Services	10900 Euclid Ave., #206 Sears Bldg., Cleveland, OH 44106	216-368-2000 216-368-4759 Fax	No
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CBS Radio Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	No
Cleveland Job Corps Center	Ms. Clark, Independent Living Specialist	10660 Carnegie Ave., Cleveland, OH 44106	216-795-8500 216-795-1999 Fax	Yes
Cleveland State University	Paul B. Klein, Director Career Services	2121 Euclid Ave., RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	No
Cleveland Works/Towards Employment	Gloria Baker, Placement/ Jamie Brown, Team Leader	1255 Euclid Ave., #300 Cleveland, OH 44115	216-696-5750 216-696-5119 Fax	No
Cuyahoga Community College	Maria Brathwaite, Director Career Services	2900 Community College Ave. Cleveland, OH 44115	216-987-3029 216-987-3198 Fax	No
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May Dugan Center	Juanita Davis, Program Director	4115 Bridge Ave, Cleveland, OH 44113	216-631-5800 216-631-4595 Fax	No
Marietta College	Natalie Iadicicco, Career Center	215 Fifth Street, Marietta, OH 45750	800-331-7896 740-376-4935 Fax	No
National Association for the Advancement of Colored People	Stanley Miller, Executive Director	2131 Stokes Blvd., Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	No

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Ohio Center for Broadcasting	Gary James, National Placement Director	9000 Sweet Valley Dr., Valley View, OH 44125	216-447-9117 216-642-9232 Fax	Yes
Ohio Job & Family Services	Sybil Merritt	11699 Brookpark Rd., Parma, OH 44130	216-898-3204 216-898-1497 Fax	Yes
Ohio's JobBank Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	No
Plain Dealer Newspaper	Linda Clark/Classified Adv	1801 Superior Ave., Cleveland OH 44114	216-999-4799	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd., Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	No
Spanish American Committee	Emma Grugrevic, Job Development	4407 Lorain Ave., Cleveland, OH 44102	216-961-2100 216-961-3305 Fax	No
Ursuline College	Gerri Sullivan, Career Services	2550 Lander Rd., Cleveland, OH 44124	440-449-4203 440-449-2235 Fax	No
Vocational Guidance	Marsha Peterson, Career Services	13102 Triskett Rd., Cleveland, OH 44111	216-476-3020 216-476-3435 Fax	Yes
Westside Ecumenical Ministries	Adam Roth, Operations Director/Career Services	5209 Detroit Ave., Cleveland, OH 44102	216-251-2037 216-651-4145 Fax	Yes
Women's Re-Entry Network	Gloria Picket, Counselor	1468 W. 25th St., Cleveland, OH 44113	216-696-7535 216-696-3317 Fax	No
WDOK Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	Yes
WNCX Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	Yes
WQAL Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	Yes
WXRK Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	Yes

**5) Job Title:**

**5. WDOK/WQAL Accounting Clerk**

**Referral Source(s) of Hiree: Plain Dealer Newspaper**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	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	Yes
CBS Radio Internal Posting WNCX/WXRK Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0100	Yes
Baldwin Wallace College	Lisa Tomlin Houston, Career Services	275 Eastland Rd., Berea, OH 44107	440-826-2101 440-826-2162 Fax	Yes
Bryant & Stratton College	Rhonda Buttler, Director Career Services	1700 E 13th Street, Cleveland, OH 44114	216-771-1700 216-771-7787 Fax	Yes
Call & Post Newspapers	Trina/Classified Advertising	11800 Shaker Blvd., Cleveland, OH 44120	216-791-7600 216-588-6723 Fax	No
Case Western Reserve University	Dr. Tom Matthews, Career Services	10900 Euclid Ave., #206 Sears Bldg., Cleveland, OH 44106	216-368-2000 216-368-4759 Fax	No
CBS Outdoor	Julie Ellsworth, Office Manager	1041 Huron Road, Cleveland, OH 44115	216-861-0100 216-696-1037	No
CBS Radio Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	No
Cleveland Job Corps Center	Ms. Clark, Independent Living Specialist	10660 Carnegie Ave., Cleveland, OH 44106	216-795-8500 216-795-1999 Fax	Yes
Cleveland State University	Geoff Mazur, Career Services	2121 Euclid Ave., RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	No
Cleveland Works/Towards Employment	Gloria Baker, Placement/ Jamie Brown, Team Leader	1255 Euclid Ave., #300 Cleveland, OH 44115	216-696-5750 216-696-5119 Fax	No
Cuyahoga Community College	Maria Brathwaite, Director Career Services	2900 Community College Ave. Cleveland, OH 44115	216-987-3029 216-987-3198 Fax	No
East Cleveland Public Library	Ron Chambers, Librarian	1401 Euclid Ave., Cleveland, OH 44112	216-541-4128 216-238-6297 Fax	No
Esperanza, Inc.	Barbara Esperon, CEO	4115 Bridge Ave, Cleveland, OH 44113	216-651-7178 216-651-7183 Fax	No
Jewish Family Service Association/TAPP	Kim Holloway, Job Developer	24075 Commerce Park Road, Beachwood, OH 44122	216-514-9600 216-514-9613 Fax	Yes
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Marietta College	Natalie Iadicicco, Career Center	215 Fifth Street, Marietta, OH 45750	800-331-7896	No

			740-376-4935 Fax	
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WXRK Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	Yes

**5) Job Title:**

**6. WQAL Account Executive**

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

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Marietta College	Natalie Iadicicco, Career Center	215 Fifth Street, Marietta, OH 45750	800-331-7896 740-376-4935 Fax	No
National Association for the Advancement of Colored People	Stanley Miller, Executive Director	2131 Stokes Blvd., Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	No

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Notre Dame College	Katherine Krejci, Director Career Services	4545 College Rd, Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	No
Ohio Center for Broadcasting	Gary James, National Placement Director	9000 Sweet Valley Dr., Valley View, OH 44125	216-447-9117 216-642-9232 Fax	Yes
Ohio Job & Family Services	Sybil Merritt	11699 Brookpark Rd., Parma, OH 44130	216-898-3204 216-898-1497 Fax	Yes
Ohio's JobBank Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	No
Plain Dealer Newspaper	Linda Clark/Classified Adv	1801 Superior Ave., Cleveland OH 44114	216-999-4799	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd., Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	No
Spanish American Committee	Emma Grugrevic, Job Development	4407 Lorain Ave., Cleveland, OH 44102	216-961-2100 216-961-3305 Fax	No
Ursuline College	Gerri Sullivan, Career Services	2550 Lander Rd., Cleveland, OH 44124	440-449-4203 440-449-2235 Fax	No
Vocational Guidance	Marsha Peterson, Career Services	13102 Triskett Rd., Cleveland, OH 44111	216-476-3020 216-476-3435 Fax	Yes
Westside Ecumenical Ministries	Adam Roth, Operations Director/Career Services	5209 Detroit Ave., Cleveland, OH 44102	216-251-2037 216-651-4145 Fax	Yes
Women's Re-Entry Network	Gloria Picket, Counselor	1468 W. 25th St., Cleveland, OH 44113	216-696-7535 216-696-3317 Fax	No
WDOK Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	Yes
WNCX Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	Yes
WQAL Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	Yes
WXRK Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	Yes

**5) Job Title:**

**7. WDOK Account Executive**

**Referral Source(s) of Hiree: CBS Radio Website**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	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	Yes
CBS Radio Internal Posting WNCX/WXRK Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0100	Yes
Baldwin Wallace College	Lisa Tomlin Houston, Career Services	275 Eastland Rd., Berea, OH 44107	440-826-2101 440-826-2162 Fax	Yes
Bryant & Stratton College	Rhonda Buttler, Director Career Services	1700 E 13th Street, Cleveland, OH 44114	216-771-1700 216-771-7787 Fax	Yes
Call & Post Newspapers	Trina/Classified Advertising	11800 Shaker Blvd., Cleveland, OH 44120	216-791-7600	No
Case Western Reserve University	Dr. Tom Matthews, Career Services	10900 Euclid Ave., #206 Sears Bldg., Cleveland, OH 44106	216-368-2000 216-368-4759 Fax	No
CBS Outdoor	Julie Ellsworth, Office Manager	1041 Huron Road, Cleveland, OH 44115	216-861-0100 216-696-1037	No
CBS Radio Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	No
Cleveland Job Corps Center	Ms. Clark, Independent Living Specialist	10660 Carnegie Ave., Cleveland, OH 44106	216-795-8500 216-795-1999 Fax	Yes
Cleveland State University	Geoff Mazur, Career Services	2121 Euclid Ave., RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	No
Cleveland Works/Towards Employment	Gloria Baker, Placement/ Jamie Brown, Team Leader	1255 Euclid Ave., #300 Cleveland, OH 44115	216-696-5750 216-696-5119 Fax	No
Council for Economic Opportunities	Sonya R, H/R	1228 Euclid Ave, Cleveland, OH 44115	216-589-9922 216-696-0770 Fax	No
Cuyahoga Community College	Maria Brathwaite, Director Career Services	2900 Community College Ave. Cleveland, OH 44115	216-987-3029 216-987-3198 Fax	No
East Cleveland Public Library	Ron Chambers, Librarian	1401 Euclid Ave., Cleveland, OH 44112	216-541-4128 216-238-6297 Fax	No
Esperanza, Inc.	Barbara Esperon, CEO	4115 Bridge Ave, Cleveland, OH 44113	216-651-7178 216-651-7183 Fax	No
Jewish Family Service Association/TAPP	Kim Holloway, Job Developer	24075 Commerce Park Road, Beachwood, OH 44122	216-514-9600 216-514-9613 Fax	Yes
JPC Computer Learning Center	Pat Buis, Director Career Services	3634 Euclid Avenue, 1st Fl., Cleveland, OH 44115	216-881-5637 216-881-5609 Fax	Yes
Kent State University	Ann Motayar, Director Career Services	261 Michael Schwartz Center, Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	No
Lorain Community College	Marci Field, Career Services	1005 N. Abbe Rd, Elyria, OH 44035	440-233-7244 440-366-4676 Fax	No
Marietta College	Natalie Iadicicco, Career Center	215 Fifth Street, Marietta, OH 45750	800-331-7896 740-376-4935 Fax	No

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	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	No
National Association for the Advancement of Colored People	Stanley Miller, Executive Director	2131 Stokes Blvd., Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	No
Notre Dame College	Katherine Krejci, Director Career Services	4545 College Rd, Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	No
Ohio Center for Broadcasting	Gary James, National Placement Director	9000 Sweet Valley Dr., Valley View, OH 44125	216-447-9117 216-642-9232 Fax	Yes
Ohio Job & Family Services	Sybil Merritt	11699 Brookpark Rd., Parma, OH 44130	216-898-3204 216-898-1497 Fax	Yes
Ohio's JobBank Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	No
Plain Dealer Newspaper	Linda Clark/Classified Adv	1801 Superior Ave., Cleveland OH 44114	216-999-4799	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd., Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	No
Spanish American Committee	Emma Grugrevic, Job Development	4407 Lorain Ave., Cleveland, OH 44102	216-961-2100 216-961-3305 Fax	No
Ursuline College	Gerri Sullivan, Career Services	2550 Lander Rd., Cleveland, OH 44124	440-449-4203 440-449-2235 Fax	No
Vocational Guidance	Marsha Peterson, Career Services	13102 Triskett Rd., Cleveland, OH 44111	216-476-3020 216-476-3435 Fax	Yes
WDOK Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	Yes
WNCX Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	Yes
WQAL Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	Yes
WXRK Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	Yes

**5) Job Title:**

**8. WDOK Account Executive**

**Referral Source(s) of Hiree: Staff Referral & Previous Employee**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	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	Yes
CBS Radio Internal Posting WNCX/WXRK Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0100	Yes
Baldwin Wallace College	Lisa Tomlin Houston, Career Services	275 Eastland Rd., Berea, OH 44107	440-826-2101 440-826-2162 Fax	Yes
Bryant & Stratton College	Rhonda Buttler, Director Career Services	1700 E 13th Street, Cleveland, OH 44114	216-771-1700 216-771-7787 Fax	Yes
Call & Post Newspapers	Trina/Classified Advertising	11800 Shaker Blvd., Cleveland, OH 44120	216-791-7600	No
Case Western Reserve University	Dr. Tom Matthews, Career Services	10900 Euclid Ave., #206 Sears Bldg., Cleveland, OH 44106	216-368-2000 216-368-4759 Fax	No
CBS Outdoor	Julie Ellsworth, Office Manager	1041 Huron Road, Cleveland, OH 44115	216-861-0100 216-696-1037	No
CBS Radio Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	No
Cleveland Job Corps Center	Ms. Clark, Independent Living Specialist	10660 Carnegie Ave., Cleveland, OH 44106	216-795-8500 216-795-1999 Fax	Yes
Cleveland State University	Geoff Mazur, Career Services	2121 Euclid Ave., RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	No
Cleveland Works/Towards Employment	Gloria Baker, Placement/ Jamie Brown, Team Leader	1255 Euclid Ave., #300 Cleveland, OH 44115	216-696-5750 216-696-5119 Fax	No
Council for Economic Opportunities	Sonya R, H/R	1228 Euclid Ave, Cleveland, OH 44115	216-589-9922 216-696-0770 Fax	No
Cuyahoga Community College	Maria Brathwaite, Director Career Services	2900 Community College Ave. Cleveland, OH 44115	216-987-3029 216-987-3198 Fax	No
East Cleveland Public Library	Ron Chambers, Librarian	1401 Euclid Ave., Cleveland, OH 44112	216-541-4128 216-238-6297 Fax	No
Esperanza, Inc.	Barbara Esperon, CEO	4115 Bridge Ave, Cleveland, OH 44113	216-651-7178 216-651-7183 Fax	No
Jewish Family Service Association/TAPP	Kim Holloway, Job Developer	24075 Commerce Park Road, Beachwood, OH 44122	216-514-9600 216-514-9613 Fax	Yes
JPC Computer Learning Center	Pat Buis, Director Career Services	3634 Euclid Avenue, 1st Fl., Cleveland, OH 44115	216-881-5637 216-881-5609 Fax	Yes
Kent State University	Ann Motayar, Director Career Services	261 Michael Schwartz Center, Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	No
Lorain Community College	Marci Field, Career Services	1005 N. Abbe Rd, Elyria, OH 44035	440-233-7244 440-366-4676 Fax	No
Marietta College	Natalie Iadicicco, Career Center	215 Fifth Street, Marietta, OH 45750	800-331-7896 740-376-4935 Fax	No

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	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	No
National Association for the Advancement of Colored People	Stanley Miller, Executive Director	2131 Stokes Blvd., Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	No
Notre Dame College	Katherine Krejci, Director Career Services	4545 College Rd, Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	No
Ohio Association of Broadcasting	Christine Merritt, Executive Vice President	88 East Broad St, Columbus, OH 43215	614.228.4052 614.228.8133 Fax	No
Ohio Center for Broadcasting	Gary James, National Placement Director	9000 Sweet Valley Dr., Valley View, OH 44125	216-447-9117 216-642-9232 Fax	Yes
Ohio Job & Family Services	Sybil Merritt	11699 Brookpark Rd., Parma, OH 44130	216-898-3204 216-898-1497 Fax	Yes
Ohio's JobBank Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	No
Plain Dealer Newspaper	Linda Clark/Classified Adv	1801 Superior Ave., Cleveland OH 44114	216-999-4799	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd., Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	No
Spanish American Committee	Emma Grugrevic, Job Development	4407 Lorain Ave., Cleveland, OH 44102	216-961-2100 216-961-3305 Fax	No
University of Akron	Nancy M Somerick, Ph.D Professor School of Communication	302 E. Buchtel Mall, Akron, OH 44325	330-972-6686 Email preferred	No
Ursuline College	Gerri Sullivan, Career Services	2550 Lander Rd., Cleveland, OH 44124	440-449-4203 440-449-2235 Fax	No
Vocational Guidance	Marsha Peterson, Career Services	13102 Triskett Rd., Cleveland, OH 44111	216-476-3020 216-476-3435 Fax	Yes
Westside Ecumenical Ministries	Adam Roth, Operations Director/Career Services	5209 Detroit Ave., Cleveland, OH 44102	216-251-2037 216-651-4145 Fax	Yes
Women's Re-Entry Network	Gloria Picket, Counselor	1468 W. 25th St., Cleveland, OH 44113	216-696-7535 216-696-3317 Fax	No
WDOK Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	Yes
WNCX Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	Yes
WQAL Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	Yes
WXRK Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	Yes

**5) Job Title:**

**9. WQAL Talent**

**Referral Source(s) of Hiree:** Allaccess.com Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	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	Yes
CBS Radio Internal Posting WNCX/WXRK Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0100	Yes
Bryant & Stratton College	Rhonda Buttler, Director Career Services	1700 E 13th Street, Cleveland, OH 44114	216-771-1700 216-771-7787 Fax	Yes
Call & Post Newspapers	Trina/Classified Advertising	11800 Shaker Blvd., Cleveland, OH 44120	216-791-7600	No
Case Western Reserve University	Dr. Tom Matthews, Career Services	10900 Euclid Ave., #206 Sears Bldg., Cleveland, OH 44106	216-368-2000 216-368-4759 Fax	No
CBS Radio Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	No
Cleveland State University	Geoff Mazur, Career Services	2121 Euclid Ave., RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	No
Cleveland Works/Towards Employment	Gloria Baker, Placement/ Jamie Brown, Team Leader	1255 Euclid Ave., #300 Cleveland, OH 44115	216-696-5750 216-696-5119 Fax	No
Council for Economic Opportunities	Sonya R, H/R	1228 Euclid Ave, Cleveland, OH 44115	216-589-9922 216-696-0770 Fax	No
Cuyahoga Community College	Maria Brathwaite, Director Career Services	2900 Community College Ave. Cleveland, OH 44115	216-987-3029 216-987-3198 Fax	No
Esperanza, Inc.	Barbara Esperon, CEO	4115 Bridge Ave, Cleveland, OH 44113	216-651-7178 216-651-7183 Fax	No
Jewish Family Service Association/TAPP	Kim Holloway, Job Developer	24075 Commerce Park Road, Beachwood, OH 44122	216-514-9600 216-514-9613 Fax	Yes
JPC Computer Learning Center	Pat Buis, Director Career Services	3634 Euclid Avenue, 1st Fl., Cleveland, OH 44115	216-881-5637 216-881-5609 Fax	Yes
Kent State University	Ann Motayar, Director Career Services	261 Michael Schwartz Center, Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	No
Lorain Community College	Marci Field, Career Services	1005 N. Abbe Rd, Elyria, OH 44035	440-233-7244 440-366-4676 Fax	No
May Dugan Center	Juanita Davis, Program Director	4115 Bridge Ave, Cleveland, OH 44113	216-631-5800 216-631-4595 Fax	No
National Association for the Advancement of Colored People	Stanley Miller, Executive Director	2131 Stokes Blvd., Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	No
Notre Dame College	Katherine Krejci, Director Career Services	4545 College Rd, Cleveland, OH 44121	216-381-1680 216-373-5282 Fax	No
Ohio Association of Broadcasting	Christine Merritt, Executive Vice President	88 East Broad St, Columbus, OH 43215	614.228.4052 614.228.8133 Fax	No
Ohio Center for Broadcasting	Gary James, National Placement Director	9000 Sweet Valley Dr., Valley View, OH 44125	216-447-9117 216-642-9232 Fax	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Ohio Job & Family Services	Sybil Merritt	11699 Brookpark Rd., Parma, OH 44130	216-898-3204 216-898-1497 Fax	Yes
Ohio's JobBank Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	No
Plain Dealer Newspaper	Linda Clark/Classified Adv	1801 Superior Ave., Cleveland OH 44114	216-999-4799	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd., Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	No
Spanish American Committee	Emma Grugrevic, Job Development	4407 Lorain Ave., Cleveland, OH 44102	216-961-2100 216-961-3305 Fax	No
Ursuline College	Gerri Sullivan, Career Services	2550 Lander Rd., Cleveland, OH 44124	440-449-4203 440-449-2235 Fax	No
Vocational Guidance	Marsha Peterson, Career Services	13102 Triskett Rd., Cleveland, OH 44111	216-476-3020 216-476-3435 Fax	Yes
Westside Ecumenical Ministries	Adam Roth, Operations Director/Career Services	5209 Detroit Ave., Cleveland, OH 44102	216-251-2037 216-651-4145 Fax	Yes
Women's Re-Entry Network	Gloria Picket, Counselor	1468 W. 25th St., Cleveland, OH 44113	216-696-7535 216-696-3317 Fax	No
WQAL Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	Yes

**5) Job Title:**

**10. WDOK Talent**

**Referral Source(s) of Hiree: CBS Radio Website**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	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	Yes
CBS Radio Internal Posting WNCX/WXRK Radio	Diane Scott, EEO Compliance Officer	1041 Huron Road Cleveland, OH 44115	216-861-0100	Yes
Bryant & Stratton College	Rhonda Buttler, Director Career Services	1700 E 13th Street, Cleveland, OH 44114	216-771-1700 216-771-7787 Fax	Yes
Call & Post Newspapers	Maria Black, Classified Advertising	11800 Shaker Blvd., Cleveland, OH 44120	216-791-7600 Email preferred	No
Case Western Reserve University	Dr. Tom Matthews, Career Services	10900 Euclid Ave., #206 Sears Bldg., Cleveland, OH 44106	216-368-2000 216-368-4759 Fax	No
CBS Radio Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	No
Cleveland State University	Geoff Mazur, Career Services	2121 Euclid Ave., RTW#280 Cleveland, OH 44115	216-687-2238 216-687-1453 Fax	No
Cleveland Works/Towards Employment	Gloria Baker, Placement/ Jamie Brown, Team Leader	1255 Euclid Ave., #300 Cleveland, OH 44115	216-696-5750 216-696-5119 Fax	No
Council for Economic Opportunities	Sonya R, H/R	1228 Euclid Ave, Cleveland, OH 44115	216-589-9922 216-696-0770 Fax	No
Cuyahoga Community College	Maria Brathwaite, Director Career Services	2900 Community College Ave. Cleveland, OH 44115	216-987-3029 216-987-3198 Fax	No
East Cleveland Public Library	Ron Chambers, Librarian	1401 Euclid Ave., Cleveland, OH 44112	216-541-4128 216-238-6297 Fax	No
Esperanza, Inc.	Barbara Esperon, CEO	4115 Bridge Ave, Cleveland, OH 44113	216-651-7178 216-651-7183 Fax	No
Jewish Family Service Association/TAPP	Kim Holloway, Job Developer	24075 Commerce Park Road, Beachwood, OH 44122	216-514-9600 216-514-9613 Fax	Yes
JPC Computer Learning Center	Pat Buis, Director Career Services	3634 Euclid Avenue, 1st Fl., Cleveland, OH 44115	216-881-5637 216-881-5609 Fax	Yes
Kent State University	Ann Motayar, Director Career Services	261 Michael Schwartz Center, Kent, Ohio 44242	330-672-2360 330-672-2057 Fax	No
Lorain Community College	Marci Field, Career Services	1005 N. Abbe Rd, Elyria, OH 44035	440-233-7244 440-366-4676 Fax	No
Marietta College	Natalie Iadicicco, Career Center	215 Fifth Street, Marietta, OH 45750	800-331-7896 740-376-4935 Fax	No
May Dugan Center	Juanita Davis, Program Director	4115 Bridge Ave, Cleveland, OH 44113	216-631-5800 216-631-4595 Fax	No
National Association for the Advancement of Colored People	Stanley Miller, Executive Director	2131 Stokes Blvd., Cleveland, OH 44106	216-231-6260 216-231-5659 Fax	No
Notre Dame College	Katherine Krejci, Director Career Services	4545 College Rd, Cleveland, OH 44121	216-381-1680	No

			216-373-5282 Fax	
(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Ohio Association of Broadcasting	Christine Merritt, Executive Vice President	88 East Broad St, Columbus, OH 43215	614.228.4052 614.228.8133 Fax	No
Ohio Center for Broadcasting	Gary James, National Placement Director	9000 Sweet Valley Dr., Valley View, OH 44125	216-447-9117 216-642-9232 Fax	Yes
Ohio Job & Family Services	Sybil Merritt	11699 Brookpark Rd., Parma, OH 44130	216-898-3204 216-898-1497 Fax	Yes
Ohio's JobBank Website	Diane Scott, Admin. Dir	1041 Huron Rd., Cleveland, OH 44115	216-861-0100	No
Plain Dealer Newspaper	Linda Clark/Classified Adv	1801 Superior Ave., Cleveland OH 44114	216-999-4799	No
Polaris Career Center	Pam Vizer, Employment Resource Coordinator	7285 Old Oak Blvd., Middleburgh Hts., OH 44130	440-891-7622 440-891-7642 Fax	No
Spanish American Committee	Emma Grugrevic, Job Development	4407 Lorain Ave., Cleveland, OH 44102	216-961-2100 216-961-3305 Fax	No
University of Akron	Nancy M Somerick, Ph.D Professor School of Communication	302 E. Buchtel Mall, Akron, OH 44325	330-972-6686 Email preferred	No
Ursuline College	Gerri Sullivan, Career Services	2550 Lander Rd., Cleveland, OH 44124	440-449-4203 440-449-2235 Fax	No
Vocational Guidance	Marsha Peterson, Career Services	13102 Triskett Rd., Cleveland, OH 44111	216-476-3020 216-476-3435 Fax	Yes
Westside Ecumenical Ministries	Adam Roth, Operations Director/Career Services	5209 Detroit Ave., Cleveland, OH 44102	216-251-2037 216-651-4145 Fax	Yes
Women's Re-Entry Network	Gloria Picket, Counselor	1468 W. 25th St., Cleveland, OH 44113	216-696-7535 216-696-3317 Fax	No
WDOK Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	Yes
WNCX Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	Yes
WQAL Website	Joe Restifo, Market Marketing/Promotions Mgr.	2644 St. Clair, Cleveland, OH 44114	216-696-0123	Yes
WXRK Website	Marshall Goudy, Marketing & Promotions Director	1041 Huron Road, Cleveland, OH 44115	216-861-0100	Yes

**6) Total # of Interviewees Referred by Each Source:** For the period from May 23, 2006 to May 22, 2007, this Employment Unit interviewed 83 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
Allaccess.com Website	7
Careerboard.com Website	1
CBS Radio EEO Announcement	2
CBS Radio Website	18
Client Referral	2
Google.com Website	1
Media Referral	2
Monster.com Website	13
Ohio & Illinois Center for Broadcasting	2
Plain Dealer Newspaper	10
Previous Employee	2
Internal Posting	8
Staff Referral	15
Total	83

**7) Supplemental Recruitment Measures.**

**(a) Job Fairs.**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
2006 Annual National Black MBA Association Diversity Career Fair at Marriott Cleveland East. The Employment Unit displayed Current Job Posting, Answered Questions, Solicited Applications, Interviewed Candidates, and Passed Out Brochures Explaining Careers in Radio and Provided the CBS Radio Website to interested attendees.	10/30/06	CBS Cleveland EEO Compliance Officer
Bedford Heights Job Fair at The Jimmy Dimora Community Center Sponsored by Employment Connection. The Employment Unit displayed Current Job Posting, Answered Questions, Solicited Applications, Interviewed Candidates, and Passed Out Brochures Explaining Careers in Radio and Provided the CBS Radio Website to interested attendees.	11/02/06	WNCX/WXRK Promotions Coordinator, WDOK/WQAL and CBS Cleveland EEO Compliance Officer
28th Annual Cleveland State University Spring Career Fair at Woodland Gymn. The Employment Unit displayed Current Job Posting, Answered Questions, Solicited Applications, Interviewed Candidates, and Passed Out Brochures Explaining Careers in Radio and Provided the CBS Radio Website to interested attendees.	02/23/07	WDOK/WQAL Promotions Coordinator, WNCX/WXRK Promotions Coordinator and CBS Cleveland EEO Compliance Officer
Spring 2007 Key Career Place Job & Internship Fair at Cuyahoga Community College. The Employment Unit displayed Current Job Posting, Answered Questions, Solicited Applications, Interviewed Candidates, and Passed Out Brochures Explaining Careers in Radio and Provided the CBS Radio Website to interested attendees.	03/29/07	WDOK/WQAL Promotions Coordinator and CBS Cleveland EEO Compliance Officer
2007 Annual Career Fair at The Ohio Center For Broadcasting. The Employment Unit displayed Current Job Posting, Answered Questions, Solicited Applications, Interviewed Candidates, and Passed Out Brochures Explaining Careers in Radio and Provided the CBS Radio Website to interested attendees.	04/04/07	WDOK/WQAL Promotions Coordinator and CBS Cleveland EEO Compliance Officer

**(b) General Outreach Efforts.**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. <b>WDOK-FM and WQAL-FM</b> have made significant contributions to the CBS Radio career website ( <a href="http://www.cbsradio.com">www.cbsradio.com</a> ) which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them.	Ongoing	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. The Talent for the Employment Unit spoke on On-Air Radio Programming and how to get a career in broadcasting, and answered questions.	10/03/06	WQAL Talent
Ohio Center for Broadcasting Advisory Board Meeting. The VP/GM for the Employment Unit welcomed New Advisory Member VP/GM WEWS TV5, reviewed minutes from the 5/11/06 Meeting, the Current Placement Report and Recent Reaccreditation Report, and Discussed New Trends and Developments in Broadcasting.	10/26/06	VP/GM & CBS Cleveland Cluster Director of Sales
Ohio Center for Broadcasting. The AE for the Employment Unit spoke on Radio Sales and how to get a career in broadcasting, passed out brochure describing careers in radio.	01/30/07	WQAL Account Executive
Ohio Center for Broadcasting. The VP/GM for the Employment Unit spoke on The Future of Radio and New Technology.	02/21/07	VP/GM & CBS Cleveland Cluster Director of Sales
Ohio Center for Broadcasting. The PD for the Employment Unit hosted a Mock Interview Session With the Students Filling Out Applications, and Roll-played an Interviewed.	03/08/07	Program Director WQAL
The O'Malley Center For Communications and Language Arts at John Carroll University. The VP/GM participated in a Class Discussion and Question/Answer Session on future of Terrestrial Radio.	04/25/07	VP/GM & CBS Cleveland Cluster Director of Sales
Ohio Center for Broadcasting Advisory Board Meeting. The VP/GM for the Employment Unit Welcomed New Advisory Member Regional VP/Clear Channel Radio, Reviewed minutes from 10/26/06 Meeting, the Current Placement Report, and technical Update Report, and Discussed Improvements to the OCB Cleveland Syllabus.	05/17/07	VP/GM & CBS Cleveland Cluster Director of Sales

**(d) Training Management Personnel.**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. EEO & Anti-Discrimination web conference call with management personnel in other CBS Radio Employment Unit's to review methods of ensuring equal employment opportunity and preventing discrimination.	06/09/06	WDOK/WQAL Office Manager, WDOK General Sales Manager, Market Controller, WQAL Marketing Director, WQAL General Sales Manager, SVP Market Manager, WDOK Program Director, WQAL Program Director, Marketing Market Manager, WDOK/WQAL National Sales Manager, WDOK Local Sales Manager, Regional Director of Engineering, VP/GM & Market Director of Sales, Market EEO Compliance Officer
2. CBS Radio AAP and OFCCP Obligations Webinar training for Employment Unit Market Controller and EEO Compliance Officer, which was conducted by the CBS Radio H/R Department.	06/27/06	Market Controller and Market EEO Compliance Officer