

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 22, 2006 to September 21, 2007.

1) Employment Unit Location/Name: **ORLANDO/CBS Radio Inc.**

2) Unit Members (List all station call signs and communities of license): **WJHM-FM – Daytona Beach, FL  
WOCL-FM – Deland, FL  
WOMX-FM – Orlando, FL**

3) EEO Contact Information for Employment Unit:

Mailing Address:  1800 PEMBROOK DRIVE SUITE 400 ORLANDO, FL 32810	Telephone Number: 407.919.1000
	Contact Person: PAUL DIAZ
	E-mail Address: PAUL.DIAZ@CBSRADIO.COM

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

Job Title	Recruitment Source Referring Hiree
1. ACCOUNT EXECUTIVE	CAREER CONCEPTS USA SALES & MANAGEMENT JOB FAIR
2. ACCOUNT EXECUTIVE	REFERRAL BY CBS RADIO EMPLOYEE
3. ACCOUNT EXECUTIVE	<a href="http://WWW.OROCK1059.COM">WWW.OROCK1059.COM</a> WEBSITE
4. ACCOUNT EXECUTIVE	CLIENT REFERRAL (FAT FREE MEDIA)
5. ACCOUNT EXECUTIVE	<a href="http://WWW.MIX1051.COM">WWW.MIX1051.COM</a> WEBSITE
6. ACCOUNT EXECUTIVE	<a href="http://WWW.CBSRADIO.COM">WWW.CBSRADIO.COM</a> WEBSITE
7. ACCOUNT EXECUTIVE	<a href="http://WWW.CAREERBUILDER.COM">WWW.CAREERBUILDER.COM</a> WEBSITE
8. ACCOUNT EXECUTIVE	INSIDE RADIO
9. ACCOUNT EXECUTIVE	WOMX RADIO ON-AIR AD
10. GENERAL SALES MANAGER	INSIDE RADIO
11. PROGRAM DIRECTOR	REFERRAL BY CBS RADIO EMPLOYEE
12. ACCOUNTS RECEIVABLE/COLLECTIONS	ORLANDO SENTINEL NEWSPAPER
13. ACCOUNTS RECEIVABLE/COLLECTIONS	<a href="http://WWW.CAREERBUILDER.COM">WWW.CAREERBUILDER.COM</a> WEBSITE

**Stations WJHM/WOCL/WOMX are Equal Opportunity Employers.**

**5) Job Title: ACCOUNT EXECUTIVE Referral Source(s) of Hiree: CAREER CONCEPTS USA SALES & MANAGEMENT JOB FAIR**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification? (Yes or No)
African American Chamber of Commerce	Valerie Ferguson	315 E. Robinson St., Ste 100	407.420.4870	N
American Women in Radio and Television	Amy Lotz	1595 Spring Hill Rd., Suite 330, Tyson, Corner, Vienna, VA 22182	703.506.3290	N
Bethune-Cookman College	Claudine McKee	640 Dr. Mary McLeod Bethune Blvd, Daytona Beach, FL 32115	386.481.2139	N
Central Florida Employment Council	Phyllis Johnson	450 Seminola Boulevard, Casselberry, Florida 32707	407.834.4223	N
Florida A&M University Media Sales Institute	Deidre Williams	510 Orr Dr., Tallahassee, Florida 32307	850.599.3379	N
Florida Assn of Broadcasters	Lindsay Tidwell	101 East College Ave., Ste 301, Tallahassee, FL 32301	850.681.6444	N
FMU-Orlando North	Andy Ali	9200 Southpark Center Loop, Orlando, FL 32819	407.851.2525	N
Metropolitan Orlando Urban League	Karen Massey	2804 Belco Dr., Orlando, FL 32808	407.841.7654	N
Workforce Central Florida	Chris Judy	1097 Sand Pond Rd., Ste 1009, Lk Mary, FL 32746	407.897.2886	N
Seminole Community College	Nancy Sautter	100 Weldon Rd., Sanford, FL 32773	407.328.2034	N
University of Central Florida	WUCF-FM Station Mgr	P.O. Box 162199, Orlando, FL 32816	407.823.6364	N
Valencia Community College	Vertrilla Hunt	1800 S. Kirkman Rd., Orlando, FL 32811	407.582.2726	N
Mix1051.com, orock1059.com, 102jamzorlando.com, <a href="http://www.cbsradio.com">www.cbsradio.com</a>	Paul Diaz	1800 Pembroke Dr., Suite 400, Orlando, FL 32810	407.919.1088	N
<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	Sarah Schmidt	51 W. 52nd Street, NY, NY 10019	212.975.8676	N
<a href="http://www.monster.com">www.monster.com</a>	Sarah Schmidt	51 W. 52nd Street, NY, NY 10019	212.975.8676	N

**5) Job Title: ACCOUNT EXECUTIVE      Referral Source(s) of Hiree: REFERRAL BY CBS RADIO  
EMPLOYEE**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification? (Yes or No)
African American Chamber of Commerce	Valerie Ferguson	315 E. Robinson St., Ste 100	407.420.4870	N
American Women in Radio and Television	Amy Lotz	1595 Spring Hill Rd., Suite 330, Tyson, Corner, Vienna, VA 22182	703.506.3290	N
Bethune-Cookman College	Claudine McKee	640 Dr. Mary McLeod Bethune Blvd, Daytona Beach, FL 32115	386.481.2139	N
Central Florida Employment Council	Phyllis Johnson	450 Seminola Boulevard, Casselberry, Florida 32707	407.834.4223	N
Florida Assn of Broadcasters	Lindsay Tidwell	101 East College Ave., Ste 301, Tallahassee, FL 32301	850.681.6444	N
FMU-Orlando North	Andy Ali	9200 Southpark Center Loop, Orlando, FL 32819	407.851.2525	N
Metropolitan Orlando Urban League	Karen Massey	2804 Belco Dr., Orlando, FL 32808	407.841.7654	N
Workforce Central Florida	Chris Judy	1097 Sand Pond Rd., Ste 1009, Lk Mary, FL 32746	407.897.2886	N
Seminole Community College	Nancy Sautter	100 Weldon Rd., Sanford, FL 32773	407.328.2034	N
University of Central Florida	WUCF-FM Station Mgr	P.O. Box 162199, Orlando, FL 32816	407.823.6364	N
Valencia Community College	Vertrilla Hunt	1800 S. Kirkman Rd., Orlando, FL 32811	407.582.2726	N
Mix1051.com, orock1059.com, 102jamzorlando.com, <a href="http://www.cbsradio.com">www.cbsradio.com</a>	Paul Diaz	1800 Pembroke Dr., Suite 400, Orlando, FL 32810	407.919.1088	N
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<a href="http://www.monster.com">www.monster.com</a>	Sarah Schmidt	51 W. 52nd Street, NY, NY 10019	212.975.8676	N

**5) Job Title: ACCOUNT EXECUTIVE Referral Source(s) of Hire: [WWW.OROCK1059.COM](http://WWW.OROCK1059.COM) WEBSITE**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification? (Yes or No)
African American Chamber of Commerce	Valerie Ferguson	315 E. Robinson St., Ste 100	407.420.4870	N
American Women in Radio and Television	Amy Lotz	1595 Spring Hill Rd., Suite 330, Tyson, Corner, Vienna, VA 22182	703.506.3290	N
Bethune-Cookman College	Claudine McKee	640 Dr. Mary McLeod Bethune Blvd, Daytona Beach, FL 32115	386.481.2139	N
Central Florida Employment Council	Phyllis Johnson	450 Seminola Boulevard, Casselberry, Florida 32707	407.834.4223	N
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Mix1051.com, orock1059.com, 102jamzorlando.com, <a href="http://www.cbsradio.com">www.cbsradio.com</a>	Paul Diaz	1800 Pembroke Dr., Suite 400, Orlando, FL 32810	407.919.1088	N
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<a href="http://www.monster.com">www.monster.com</a>	Sarah Schmidt	51 W. 52nd Street, NY, NY 10019	212.975.8676	N

**5) Job Title: ACCOUNT EXECUTIVE Referral Source(s) of Hiree: CLIENT REFERRAL (FAT FREE MEDIA)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification? (Yes or No)
African American Chamber of Commerce	Valerie Ferguson	315 E. Robinson St., Ste 100	407.420.4870	N
American Women in Radio and Television	Amy Lotz	1595 Spring Hill Rd., Suite 330, Tyson, Corner, Vienna, VA 22182	703.506.3290	N
Bethune-Cookman College	Claudine McKee	640 Dr. Mary McLeod Bethune Blvd, Daytona Beach, FL 32115	386.481.2139	N
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<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	Sarah Schmidt	51 W. 52nd Street, NY, NY 10019	212.975.8676	N
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**5) Job Title: ACCOUNT EXECUTIVE Referral Source(s) of Hiree: [WWW.MIX1051.COM](http://WWW.MIX1051.COM) WEBSITE**

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**5) Job Title: ACCOUNT EXECUTIVE Referral Source(s) of Hiree: [WWW.CBSRADIO.COM](http://WWW.CBSRADIO.COM) WEBSITE**

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**5) Job Title: ACCOUNT EXECUTIVE Referral Source(s) of Hire: [WWW.CAREERBUILDER.COM](http://WWW.CAREERBUILDER.COM) WEBSITE**

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<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	Sarah Schmidt	51 W. 52nd Street, NY, NY 10019	212.975.8676	N
<a href="http://www.monster.com">www.monster.com</a>	Sarah Schmidt	51 W. 52nd Street, NY, NY 10019	212.975.8676	N

**5) Job Title: ACCOUNT EXECUTIVE Referral Source(s) of Hiree: INSIDE RADIO**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification? (Yes or No)
African American Chamber of Commerce	Valerie Ferguson	315 E. Robinson St., Ste 100	407.420.4870	N
American Women in Radio and Television	Amy Lotz	1595 Spring Hill Rd., Suite 330, Tyson, Corner, Vienna, VA 22182	703.506.3290	N
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Central Florida Employment Council	Phyllis Johnson	450 Seminola Boulevard, Casselberry, Florida 32707	407.834.4223	N
Florida Assn of Broadcasters	Lindsay Tidwell	101 East College Ave., Ste 301, Tallahassee, FL 32301	850.681.6444	N
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Valencia Community College	Vertrilla Hunt	1800 S. Kirkman Rd., Orlando, FL 32811	407.582.2726	N
Mix1051.com, orock1059.com, 102jamzorlando.com, <a href="http://www.cbsradio.com">www.cbsradio.com</a>	Paul Diaz	1800 Pembroke Dr., Suite 400, Orlando, FL 32810	407.919.1088	N
<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	Sarah Schmidt	51 W. 52nd Street, NY, NY 10019	212.975.8676	N
<a href="http://www.monster.com">www.monster.com</a>	Sarah Schmidt	51 W. 52nd Street, NY, NY 10019	212.975.8676	N

**5) Job Title: ACCOUNT EXECUTIVE Referral Source(s) of Hiree: WOMX RADIO ON-AIR AD**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification? (Yes or No)
African American Chamber of Commerce	Valerie Ferguson	315 E. Robinson St., Ste 100	407.420.4870	N
American Women in Radio and Television	Amy Lotz	1595 Spring Hill Rd., Suite 330, Tyson, Corner, Vienna, VA 22182	703.506.3290	N
Bethune-Cookman College	Claudine McKee	640 Dr. Mary McLeod Bethune Blvd, Daytona Beach, FL 32115	386.481.2139	N
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<a href="http://www.monster.com">www.monster.com</a>	Sarah Schmidt	51 W. 52nd Street, NY, NY 10019	212.975.8676	N

**5) Job Title: GENERAL SALES MANAGER Referral Source(s) of Hiree: INSIDE RADIO**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification? (Yes or No)
African American Chamber of Commerce	Valerie Ferguson	315 E. Robinson St., Ste 100	407.420.4870	N
American Women in Radio and Television	Amy Lotz	1595 Spring Hill Rd., Suite 330, Tyson, Corner, Vienna, VA 22182	703.506.3290	N
Bethune-Cookman College	Claudine McKee	640 Dr. Mary McLeod Bethune Blvd, Daytona Beach, FL 32115	386.481.2139	N
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Mix1051.com, orock1059.com, 102jamzorlando.com, www.cbsradio.com	Paul Diaz	1800 Pembrook Dr., Suite 400, Orlando, FL 32810	407.919.1088	N
<a href="http://www.monster.com">www.monster.com</a>	Sarah Schmidt	51 W. 52nd Street, NY, NY 10019	212.975.8676	N
Radio & Records	Karen Mumaw	2049 Century Park E., 41 <sup>st</sup> Floor, Los Angeles, CA 90067	310.788.1621	N
<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	Sarah Schmidt	51 W. 52nd Street, NY, NY 10019	212.975.8676	N
Inside Radio	Kelli Grisez	P.O. Box 442, Littleton, NH 03561	615-793-2905	N

**5) Job Title: PROGRAM DIRECTOR      Referral Source(s) of Hire: REFERRAL BY CBS RADIO  
EMPLOYEE**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification? (Yes or No)
African American Chamber of Commerce	Valerie Ferguson	315 E. Robinson St., Ste 100	407.420.4870	N
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<a href="http://www.allaccess.com">www.allaccess.com</a>	Joel Denver	28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310.457.6616	N

**5) Job Title: ACCOUNTS RECEIVABLE/COLLECTIONS Referral Source(s) of Hiree: ORLANDO SENTINEL NEWSPAPER**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification? (Yes or No)
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Bethune-Cookman College	Claudine McKee	640 Dr. Mary McLeod Bethune Blvd, Daytona Beach, FL 32115	386.481.2139	N
Central Florida Employment Council	Phyllis Johnson	450 Seminola Boulevard, Casselberry, Florida 32707	407.834.4223	N
Florida Assn of Broadcasters	Lindsay Tidwell	101 East College Ave., Ste 301, Tallahassee, FL 32301	850.681.6444	N
FMU-Orlando North	Andy Ali	9200 Southpark Center Loop, Orlando, FL 32819	407.851.2525	N
Metropolitan Orlando Urban League	Karen Massey	2804 Belco Dr., Orlando, FL 32808	407.841.7654	N
Workforce Central Florida	Chris Judy	1097 Sand Pond Rd., Ste 1009, Lk Mary, FL 32746	407.897.2886	N
Seminole Community College	Nancy Sautter	100 Weldon Rd., Sanford, FL 32773	407.328.2034	N
University of Central Florida	WUCF-FM Station Mgr	P.O. Box 162199, Orlando, FL 32816	407.823.6364	N
Valencia Community College	Vertrilla Hunt	1800 S. Kirkman Rd., Orlando, FL 32811	407.582.2726	N
Mix1051.com, orock1059.com, 102jamzorlando.com, <a href="http://www.cbsradio.com">www.cbsradio.com</a>	Paul Diaz	1800 Pembroke Dr., Suite 400, Orlando, FL 32810	407.919.1088	N
Orlando Sentinel	Classifieds Dept	501 N Orange Avenue, Orlando, FL 32801	407. 420.6209	N
<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	Sarah Schmidt	51 W. 52nd Street, NY, NY 10019	212.975.8676	N
<a href="http://www.monster.com">www.monster.com</a>	Sarah Schmidt	51 W. 52nd Street, NY, NY 10019	212.975.8676	N

**5) Job Title: ACCOUNTS RECEIVABLE/COLLECTIONS Referral Source(s) of Hiree:**  
**CAREERBUILDER.COM WEBSITE**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification? (Yes or No)
African American Chamber of Commerce	Valerie Ferguson	315 E. Robinson St., Ste 100	407.420.4870	N
American Women in Radio and Television	Amy Lotz	1595 Spring Hill Rd., Suite 330, Tyson, Corner, Vienna, VA 22182	703.506.3290	N
Bethune-Cookman College	Claudine McKee	640 Dr. Mary McLeod Bethune Blvd, Daytona Beach, FL 32115	386.481.2139	N
Central Florida Employment Council	Phyllis Johnson	450 Seminola Boulevard, Casselberry, Florida 32707	407.834.4223	N
Florida Assn of Broadcasters	Lindsay Tidwell	101 East College Ave., Ste 301, Tallahassee, FL 32301	850.681.6444	N
FMU-Orlando North	Andy Ali	9200 Southpark Center Loop, Orlando, FL 32819	407.851.2525	N
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Seminole Community College	Nancy Sautter	100 Weldon Rd., Sanford, FL 32773	407.328.2034	N
University of Central Florida	WUCF-FM Station Mgr	P.O. Box 162199, Orlando, FL 32816	407.823.6364	N
Valencia Community College	Vertrilla Hunt	1800 S. Kirkman Rd., Orlando, FL 32811	407.582.2726	N
Mix1051.com, orock1059.com, 102jamzorlando.com, <a href="http://www.cbsradio.com">www.cbsradio.com</a>	Paul Diaz	1800 Pembroke Dr., Suite 400, Orlando, FL 32810	407.919.1088	N
<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	Sarah Schmidt	51 W. 52nd Street, NY, NY 10019	212.975.8676	N
<a href="http://www.monster.com">www.monster.com</a>	Sarah Schmidt	51 W. 52nd Street, NY, NY 10019	212.975.8676	N

**6) Total # of Interviewees Referred by Each Source:** For the period from September 22, 2006 – September 21, 2007, this Employment Unit interviewed 25 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>
(1) CAREER CONCEPTS USA SALES & MANAGEMENT JOB FAIR	1
(2) REFERRAL BY CBS RADIO EMPLOYEE	7
(3) <a href="http://WWW.OROCK1059.COM">WWW.OROCK1059.COM</a> WEBSITE	4
(4) CLIENT REFERRAL (FAT FREE MEDIA)	1
(5) <a href="http://WWW.MIX1051.COM">WWW.MIX1051.COM</a> WEBSITE	1
(6) <a href="http://WWW.CBSRADIO.COM">WWW.CBSRADIO.COM</a> WEBSITE	2
(7) <a href="http://WWW.CAREERBUILDER.COM">WWW.CAREERBUILDER.COM</a> WEBSITE	5
(8) INSIDE RADIO	2
(9) WOMX RADIO ON-AIR AD	1
(10) ORLANDO SENTINEL NEWSPAPER	1

## 7) Supplemental Recruitment Measures.

Supplemental Recruitment Initiatives:

### 1. Participation in Career Events Sponsored by Educational Institutions

a. November 7, 2006 – Promotions Directors spoke with students about careers in radio broadcasting at Seminole Community College's Career Fair.

b. March 1, 2007 – Program Director and General Sales Manager spoke with students about careers in radio broadcasting at University of Central Florida.

c. March 21, 2007 – Promotions Coordinators/Managers attended the University of Central Florida's Society for Marketing Professional Services College of Business/Internship & Career Expo.

### 2. Participation in Job Fairs

a. November 15, 2006 – Promotions Coordinators/Managers attended the Evans High School Career Fair.

b. March 13, 2007 – Promotions Coordinators/Managers attended the University of Central Florida Career Fair.

c. April 13, 2007 – Promotions Coordinators/Managers attended the James Madison Middle School Career Fair.

d. April 23, 2007 – Promotions Coordinators/Managers attended the Career Fair in Tampa, Florida sponsored by the Pascall Company.

e. May 18, 2007 – Promotions Coordinators/Managers attended the Dr. Phillips High School Career Fair.

### 3. Internship Program

The Employment Unit conducts an ongoing internship program within the Promotions, Programming, Sales, and Production Departments. During the course of the school semester, each intern learns about careers in broadcasting. Specifically, interns are trained within their assigned department in job skills necessary to begin an entry level position.

### 4. Participate in General Outreach Efforts Using Job Banks or Internet Programs

a. The Employment Unit actively and regularly participates in the CBS Radio job bank at [cbsradio.com](http://cbsradio.com). This web site provides not only information about specific job vacancies at CBS stations, but general information about the various careers in broadcasting.

b. Post job openings on Orlando market job info line at 407.919.1000 X2092

c. Use job banks for Workforce of Central Florida via [www.cfec.org](http://www.cfec.org)

d. Advertise career opportunities in *Career Opportunities for Minority College Graduates* directory 2007 edition. The advertisement discusses career opportunities with CBS Radio's Orlando market stations.