

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 22, 2008 to September 21, 2009.

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

2) Unit Members (List all station call signs and communities of license):  
WQYK-FM – St. Petersburg, FL  
WLLD-FM – Lakeland, FL  
WRBQ-FM – Tampa, FL  
WSJT-FM – Holmes Beach, FL  
WYUU-FM – Safety Harbor, FL  
WQYK-AM – Seffner, FL

3) EEO Contact Information for Employment Unit:

Mailing Address:  9721 EXECUTIVE CENTER DRIVE NORTH SUITE# 200 ST. PETERSBURG, FL 33702	Telephone Number: 727.563.8919
	Contact Person: PAUL DIAZ
	E-mail Address: PDIAZ@CBS.COM

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

Job Title	Recruitment Source Referring Hiree
1. MORNING TALENT	<a href="http://WWW.CBSRADIO.COM">WWW.CBSRADIO.COM</a>
2. DIGITAL SALES MANAGER	<a href="http://WWW.CBSRADIO.COM">WWW.CBSRADIO.COM</a>
3. ACCOUNT EXECUTIVE	<a href="http://WWW.MONSTER.COM">WWW.MONSTER.COM</a>
4. LOCAL SALES MANAGER	EMPLOYEE REFERRAL
5. ACCOUNT EXECUTIVE	CBS RADIO TAMPA ON-AIR AD
6. ACCOUNT EXECUTIVE	<a href="http://WWW.CBSRADIO.COM">WWW.CBSRADIO.COM</a>
7. ACCOUNT EXECUTIVE	<a href="http://WWW.CBSRADIO.COM">WWW.CBSRADIO.COM</a>
8. DIRECTOR OF SALES	<a href="http://WWW.CBSRADIO.COM">WWW.CBSRADIO.COM</a>
9. ACCOUNT EXECUTIVE	INSIDE RADIO
10. ACCOUNT EXECUTIVE	INTERNAL CANDIDATE
11. ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
12. DIRECTOR OF SALES	<a href="http://WWW.CBSRADIO.COM">WWW.CBSRADIO.COM</a>
13. MORNING TALENT	EMPLOYEE REFERRAL
14. MARKET MANAGER	COMPANY TRANSFER

15. MARKET MANAGER	REHIRED PREVIOUS EMPLOYEE
16. GENERAL SALES MANAGER	INSIDE RADIO
17. PRODUCTION DIRECTOR	INTERNAL CANDIDATE
18. RECEPTIONIST	INTERNAL CANDIDATE
19. PRODUCTION DIRECTOR	INTERNAL CANDIDATE
20. PROMOTION COORDINATOR	INTERNAL CANDIDATE
21. RECEPTIONIST	INTERNAL CANDIDATE
22. ACCOUNT EXECUTIVE	<a href="http://WWW.CBSRADIO.COM">WWW.CBSRADIO.COM</a>
23. ACCOUNT EXECUTIVE	<a href="http://WWW.CBSRADIO.COM">WWW.CBSRADIO.COM</a>
24. PROGRAM DIRECTOR	INTERNAL CANDIDATE
25. MIDDAY TALENT	EMPLOYEE REFERRAL
26. DIRECTOR OF SALES	INTERNAL CANDIDATE
27. MORNING TALENT	EMPLOYEE REFERRAL
28. PROMOTION COORDINATOR	INTERNAL CANDIDATE
29. ACCOUNT EXECUTIVE	INTERNAL CANDIDATE
30. AFTERNOON TALENT	INTERNAL CANDIDATE
31. TALENT	INTERNAL CANDIDATE

5) Job Title: MORNING TALENT Referral Source(s) of Hire: [WWW.CBSRADIO.COM](http://WWW.CBSRADIO.COM)

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Connecticut School of Broadcasting	Steve Clark	3901 Coconut Palm Dr. #105 Tampa 33619	813-740-0990	0	No
Hillsborough Community College - Radio-TV Program	Dr. Ron Shearer	2112 North 15th Street, PST 134 Tampa 33605	813-253-7978	0	Yes
Full Sail	Karen Trudeau	3300 University Blvd, Suite 160 Winter Park 32792	407-551-2037 x5645	0	No
Jobing.com	Tara Chafin	5301 W. Cypress Suite 200 Tampa 33607	813-649-8411	0	No
<a href="http://www.cbsradio.com">www.cbsradio.com</a>	Jennifer Babb	9721 Executive Center Drive North St. Petersburg, FL 33702	757-563-8919	1	No
Worknet Pinellas	Haley Loeun	624 1 <sup>st</sup> Avenue South St. Pete 33701	727-329-1490 x122 727-329-1497 fax	0	No

**5) Job Title: DIGITAL SALES MANAGER Referral Source(s) of Hiree: [WWW.CBSRADIO.COM](http://WWW.CBSRADIO.COM)**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Connecticut School of Broadcasting	Steve Clark	3901 Coconut Palm Dr. #105 Tampa 33619	813-740-0990	0	No
Hillsborough Community College - Radio-TV Program	Dr. Ron Shearer	2112 North 15th Street, PST 134 Tampa 33605	813-253-7978	0	Yes
Jobing.com	Tara Chafin	5301 W. Cypress Suite 200 Tampa 33607	813-649-8411	0	No
<a href="http://www.cbsradio.com">www.cbsradio.com</a>	Jennifer Babb	9721 Executive Center Drive North St. Petersburg, Fl 33702	757-563-8919	1	No
Worknet Pinellas	Haley Loeun	624 1 <sup>st</sup> Avenue South St. Pete 33701	727-329-1490 x122 727-329-1497 fax	0	No
Inside Radio	Gene Mckay	P.O. Box 442 Littleton, NH 03561	1-800-640-8852	0	No
RBR.com (Radio Business Report)	Jim Carnegie	online		0	No

(5) Job Title: Account Executives- Job #3, #5, #6, #7, #9, #10, #11, #21, #22, #28

Referral Source(s) of Hire: #3 WWW.MONSTER.COM  
#5 CBS RADIO TAMPA ON-AIR AD  
#6 WWW.CBSRADIO.COM  
#7 WWW.CBSRADIO.COM  
#9 INSIDE RADIO  
#10 INTERNAL CANDIDATE  
#11 EMPLOYEE REFERRAL  
#22 WWW.CBSRADIO.COM  
#23 WWW.CBSRADIO.COM  
#29 INTERNAL CANDIDATE

Worknet Pinellas	Roy Roggensack	2312 Gulf to Bay Blvd Clearwater 33755	727-524-4344	0	No
Connecticut School of Broadcasting	Steve Clark	3901 Coconut Palm Dr. #105 Tampa 33619	813-740-0990	0	No
Hillsborough Community College	Laurie Ragsdale	P.O. Box 30030 Tampa 33630	813-253-7275	0	No
Hillsborough Community College - Radio-TV Program	Dr. Ron Shearer	2112 North 15th Street, PST 134 Tampa 33605	813-253-7978	0	Yes
Eckerd College	Jane Colson	4200 54 <sup>th</sup> Ave S. St. Pete 33711	727-864-8258	0	No
Florida College	Kathy	119 N. Glen Arven Ave Temple Terrace 33617	813-988-5131	0	No
University of South Florida St. Pete Campus	Mariah Kreiser	140 7 <sup>th</sup> Avenue South, Bay 117 St. Petersburg 33701	727-873-4129	0	No
University of South Florida Tampa Campus	Kathy Roche	4202 East Fowler Ave Tampa, FL	813-974-3202	0	No
Florida Metropolitan University – Hillsborough County	Stella Dimos	3319 W. Hillsborough Ave Tampa 33614	813-879-6000 x123	0	No
Florida Metropolitan University – Pinellas County	Marty Tschiderer	2471 McMullen Booth Road Clearwater 33759	727-725-2688	0	No
St. Petersburg College Clearwater Campus	Melissa - Career Assistant	2465 Drew Street Admin Bldg AD115 Clearwater 33765	727-791-2738	0	No
MacDonald Training Center	Mary Bellis	5420 W. Cypress St. Tampa 33607	813-870-1300 x289	0	No
Florida Department of Education Division of Vocational Rehabilitation - School to Work Transition	Jodie Golding	1313 N Tampa Street Suite 801 Tampa 33602	813-233-3600	0	No

Tampa Organization of Black Affairs		P.O. Box 3485 Tampa 33601	813-874-8622	0	No
Pinellas County Urban League	Robert Mobley	1801 119 <sup>th</sup> Street N Largo 34648	727-587-7937	0	No
Resource Center for Women	Susan Olsen	1301 Seminole Blvd #150 Largo 33770	727-586-1110	0	No
NAACP – Tampa	Dr. Sam Horton	308 E. MLK Jr Blvd #C Tampa 33603	813-234-8683	0	No
NAACP – St. Petersburg	Linda Hardaway Watkins	1501 16 <sup>th</sup> Street S. St. Pete 33705	727-898-3310	0	No
Remington College	Deborah Hoffman	8550 Ulmerton Road #100 Largo 33771	727-532-1999	0	No
AMFMJOBS.com	Mark Holloway	P.O. Box 4116 Oceanside CA 92052	760-754-8177	0	Yes
Corporation to Develop Communities of Tampa , Inc.	Noah Thomas	2631 E. Lake Avenue Tampa 33610	813-248-9738 x103	0	Yes
International Academy of Design and Technology	Amy Boyer	5104 Eisenhower Blvd Tampa	813-880-8098	0	Yes
Jobing.com	Terence Young	550 N. Reo Street #300 Tampa 33609	813-649-8411	0	No
Florida CareerLINK	Pam or Michael Crosslin	Peak Communications 1700 McMullen Booth Road, Suite D1 Clearwater 33759	727-724-5465 x18	0	No
Goods Entertainment/VoiceHunter.com	Adam Goodman		800-867-9532	0	Yes
<a href="http://www.monster.com">www.monster.com</a>	Sarah Schmidt	51 W. 52nd Street, NY, NY 10019	212.975.8676	1	N
<a href="http://www.cbsradio.com">www.cbsradio.com</a>	Jennifer Babb	9721 Executive Center Drive North St. Petersburg, FL 33702	757-563-8919	4	N/A
On-Air Advertisement Tampa Market	Human Resources	9721 EXECUTIVE CENTER DRIVE NORTH, ST. PETERSBURG 33702	727-563-8919	1	No
Employee Referral	Human Resources	9721 EXECUTIVE CENTER DRIVE NORTH, ST. PETERSBURG 33702	727-563-8919	1	N/A
Internal Candidate	Human Resources	9721 EXECUTIVE CENTER DRIVE NORTH, ST. PETERSBURG 33702	727-563-8919	2	N/A
Inside Radio	Gene Mckay	P.O. Box 442 Littleton, NH 03561	1-800-640-8852	1	No

**5) Job Title: LOCAL SALES MANAGER Referral Source(s) of Hiree: EMPLOYEE REFERRAL**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Connecticut School of Broadcasting	Steve Clark	3901 Coconut Palm Dr. #105 Tampa 33619	813-740-0990	0	No
Hillsborough Community College - Radio-TV Program	Dr. Ron Shearer	2112 North 15th Street, PST 134 Tampa 33605	813-253-7978	0	Yes
Jobing.com	Tara Chafin	5301 W. Cypress Suite 200 Tampa 33607	813-649-8411	0	No
<a href="http://www.cbsradio.com">www.cbsradio.com</a>	Jennifer Babb Paul Diaz	9721 Executive Center Drive North St. Petersburg, Fl 33702	757-563-8919	0	N/A
Worknet Pinellas	Haley Loewn	624 1 <sup>st</sup> Avenue South St. Pete 33701	727-329-1490 x122 727-329-1497 fax	0	No
Inside Radio	Gene Mckay	P.O. Box 442 Littleton, NH 03561	1-800-640-8852	0	No
RBR.com (Radio Business Report	Jim Carnegie	online		0	No
Employee Referral	Paul Diaz	9721 Executive Center North St. Petersburg, FL 33702	727-563-8919	1	No

5) Job Title: **DIRECTOR OF SALES** Referral Source(s) of Hire: [WWW.CBSRADIO.COM](http://WWW.CBSRADIO.COM)

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Connecticut School of Broadcasting	Steve Clark	3901 Coconut Palm Dr. #105 Tampa 33619	813-740-0990	0	No
Hillsborough Community College - Radio-TV Program	Dr. Ron Shearer	2112 North 15th Street, PST 134 Tampa 33605	813-253-7978	0	Yes
Jobing.com	Tara Chafin	5301 W. Cypress Suite 200 Tampa 33607	813-649-8411	0	No
<a href="http://www.cbsradio.com">www.cbsradio.com</a>	Jennifer Babb Paul Diaz	9721 Executive Center Drive North St. Petersburg, Fl 33702	757-563-8919	1	N/A
Worknet Pinellas	Haley Loeun	624 1 <sup>st</sup> Avenue South St. Pete 33701	727-329-1490 x122 727-329-1497 fax	0	No
Inside Radio	Gene Mckay	P.O. Box 442 Littleton, NH 03561	1-800-640-8852	0	No
RBR.com (Radio Business Report	Jim Carnegie	online		0	No

5) Job Title: DIRECTOR OF SALES Referral Source(s) of Hire: [WWW.CBSRADIO.COM](http://WWW.CBSRADIO.COM)

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Connecticut School of Broadcasting	Steve Clark	3901 Coconut Palm Dr. #105 Tampa 33619	813-740-0990	0	No
Hillsborough Community College - Radio-TV Program	Dr. Ron Shearer	2112 North 15th Street, PST 134 Tampa 33605	813-253-7978	0	Yes
Jobing.com	Tara Chafin	5301 W. Cypress Suite 200 Tampa 33607	813-649-8411	0	No
<a href="http://www.cbsradio.com">www.cbsradio.com</a>	Jennifer Babb Paul Diaz	9721 Executive Center Drive North St. Petersburg, FL 33702	757-563-8919	1	N/A
Worknet Pinellas	Haley Loeun	624 1 <sup>st</sup> Avenue South St. Pete 33701	727-329-1490 x122 727-329-1497 fax	0	No
Inside Radio	Gene Mckay	P.O. Box 442 Littleton, NH 03561	1-800-640-8852	0	No
RBR.com (Radio Business Report	Jim Carnegie	online		0	No

**5) Job Title: MORNING TALENT Referral Source(s) of Hiree: EMPLOYEE REFERRAL**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Connecticut School of Broadcasting	Steve Clark	3901 Coconut Palm Dr. #105 Tampa 33619	813-740-0990	0	No
Hillsborough Community College - Radio-TV Program	Dr. Ron Shearer	2112 North 15th Street, PST 134 Tampa 33605	813-253-7978	0	Yes
Full Sail	Karen Trudeau	3300 University Blvd, Suite 160 Winter Park 32792	407-551-2037 x5645	0	No
Jobing.com	Tara Chafin	5301 W. Cypress Suite 200 Tampa 33607	813-649-8411	0	No
<a href="http://www.cbsradio.com">www.cbsradio.com</a>	Jennifer Babb Paul Diaz	9721 Executive Center Drive North St. Petersburg, FL 33702	757-563-8919	0	N/A
Employee Referral	Internal	9721 Executive Center Drive North St. Petersburg, FL 33702	757-563-8919	1	N/A

**5) Job Title: MARKET MANAGER Referral Source(s) of Hiree: COMPANY TRANSFER**

No recruitment was done for this vacancy as position was filled by a company transfer.

**5) Job Title: MARKET MANAGER Referral Source(s) of Hiree: REHIRED PREVIOUS EMPLOYEE**

No recruitment was done for this vacancy as position was filled by rehiring a previous employee.

**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:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Connecticut School of Broadcasting	Steve Clark	3901 Coconut Palm Dr. #105 Tampa 33619	813-740-0990	0	No
Hillsborough Community College - Radio-TV Program	Dr. Ron Shearer	2112 North 15th Street, PST 134 Tampa 33605	813-253-7978	0	Yes
Jobing.com	Tara Chafin	5301 W. Cypress Suite 200 Tampa 33607	813-649-8411	0	No
<a href="http://www.cbsradio.com">www.cbsradio.com</a>	Jennifer Babb Paul Diaz	9721 Executive Center Drive North St. Petersburg, FL 33702	757-563-8919	0	N/A
Worknet Pinellas	Haley Loeun	624 1 <sup>st</sup> Avenue South St. Pete 33701	727-329-1490 x122 727-329-1497 fax	0	No
Inside Radio	Gene Mckay	P.O. Box 442 Littleton, NH 03561	1-800-640-8852	1	No
RBR.com (Radio Business Report	Jim Carnegie	online		0	No

**5) Job Title: PRODUCTION DIRECTOR Referral Source(s) of Hiree: INTERNAL CANDIDATE**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Connecticut School of Broadcasting	Steve Clark	3901 Coconut Palm Dr. #105 Tampa 33619	813-740-0990	0	No
Hillsborough Community College - Radio-TV Program	Dr. Ron Shearer	2112 North 15th Street, PST 134 Tampa 33605	813-253-7978	0	Yes
Full Sail	Karen Trudeau	3300 University Blvd, Suite 160 Winter Park 32792	407-551-2037 x5645	0	No
Jobing.com	Tara Chafin	5301 W. Cypress Suite 200 Tampa 33607	813-649-8411	0	No
<a href="http://www.cbsradio.com">www.cbsradio.com</a>	Jennifer Babb Paul Diaz	9721 Executive Center Drive North St. Petersburg, FL 33702	757-563-8919	0	N/A
Worknet Pinellas	Haley Loeun	624 1 <sup>st</sup> Avenue South St. Pete 33701	727-329-1490 x122 727-329-1497 fax	0	No
Internal Candidate	Jennifer Babb Paul Diaz	9721 Executive Center Drive North, St. Petersburg, FL 33702	727-563-8919	1	No

**5) Job Title: RECEPTIONIST**

**Referral Source(s) of Hiree: INTERNAL CANDIDATE**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Hillsborough Community College - Radio-TV Program	Dr. Ron Shearer	2112 North 15th Street, PST 134 Tampa 33605	813-253-7978	0	Yes
Florida Metropolitan University Hillsborough County	Dr. Ron Shearer	2112 North 15 <sup>th</sup> Street, PST 134 Tampa 33605	813-253-7978 813-253-7973	0	No
<a href="http://www.cbsradio.com">www.cbsradio.com</a>	Jennifer Babb Paul Diaz	9721 Executive Center Drive North St. Petersburg, Fl 33702	757-563-8919	0	N/A
Worknet Pinellas	Haley Loeun	2312 Gulf Bay Blvd. Clearwater 33755	727-524-4344 727-791-5891	0	No
Jobing.com	Tara Chafin	5301 W. Cypress Suite 200 Tampa 33607	813-649-8411	0	No
Tampa Organization of Black Affairs		P.O. Box 3485 Tampa 33601	813-874-8622 813-253-0384 fax	0	No
Internal Candidate	Paul Diaz	9721 Executive Center Drive North, St. Petersburg, FL 33702	727-563-8919	1	No

**5) Job Title: PRODUCTION DIRECTOR Referral Source(s) of Hiree: INTERNAL CANDIDATE**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Connecticut School of Broadcasting	Steve Clark	3901 Coconut Palm Dr. #105 Tampa 33619	813-740-0990	0	No
Hillsborough Community College - Radio-TV Program	Dr. Ron Shearer	2112 North 15th Street, PST 134 Tampa 33605	813-253-7978	0	Yes
Full Sail	Karen Trudeau	3300 University Blvd, Suite 160 Winter Park 32792	407-551-2037 x5645	0	No
Jobing.com	Tara Chafin	5301 W. Cypress Suite 200 Tampa 33607	813-649-8411	0	No
<a href="http://www.cbsradio.com">www.cbsradio.com</a>	Jennifer Babb Paul Diaz	9721 Executive Center Drive North St. Petersburg, FL 33702	757-563-8919	0	N/A
Worknet Pinellas	Haley Loemun	624 1 <sup>st</sup> Avenue South St. Pete 33701	727-329-1490 x122 727-329-1497 fax	0	No
Internal Candidate	Paul Diaz	9721 Executive Center Drive North, St. Petersburg, FL 33702	727-563-8919	1	No

**5) Job Title: PROMOTION COORDINATOR Referral Source(s) of Hiree: INTERNAL CANDIDATE**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Hillsborough Community College - Radio-TV Program	Dr. Ron Shearer	2112 North 15th Street, PST 134 Tampa 33605	813-253-7978	0	Yes
Florida Metropolitan University Hillsborough County	Dr. Ron Shearer	2112 North 15 <sup>th</sup> Street, PST 134 Tampa 33605	813-253-7978 813-253-7973	0	No
<a href="http://www.cbsradio.com">www.cbsradio.com</a>	Jennifer Babb Paul Diaz	9721 Executive Center Drive North St. Petersburg, FL 33702	757-563-8919	0	No
Worknet Pinellas	Haley Loeun	2312 Gulf Bay Blvd. Clearwater 33755	727-524-4344 727-791-5891	0	No
Jobing.com	Tara Chafin	5301 W. Cypress Suite 200 Tampa 33607	813-649-8411	0	No
Tampa Organization of Black Affairs		P.O. Box 3485 Tampa 33601	813-874-8622 813-253-0384 fax	0	No
Internal Candidate	Paul Diaz	9721 Executive Center Drive North, St. Petersburg, FL 33702	727-563-8919	1	No

**5) Job Title: RECEPTIONIST      Referral Source(s) of Hire: INTERNAL CANDIDATE**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Hillsborough Community College - Radio-TV Program	Dr. Ron Shearer	2112 North 15th Street, PST 134 Tampa 33605	813-253-7978	0	Yes
Florida Metropolitan University Hillsborough County	Dr. Ron Shearer	2112 North 15 <sup>th</sup> Street, PST 134 Tampa 33605	813-253-7978 813-253-7973	0	No
<a href="http://www.cbsradio.com">www.cbsradio.com</a>	Jennifer Babb Paul Diaz	9721 Executive Center Drive North St. Petersburg, Fl 33702	757-563-8919	0	N/A
Worknet Pinellas	Haley Loewn	2312 Gulf Bay Blvd. Clearwater 33755	727-524-4344 727-791-5891	0	No
Jobing.com	Tara Chafin	5301 W. Cypress Suite 200 Tampa 33607	813-649-8411	0	No
Tampa Organization of Black Affairs		P.O. Box 3485 Tampa 33601	813-874-8622 813-253-0384 fax	0	No
Internal Candidate	Paul Diaz	9721 Executive Center Drive North, St. Petersburg, FL 33702	727-563-8919	1	No

**5) Job Title: PROGRAM DIRECTOR Referral Source(s) of Hiree: INTERNAL CANDIDATE**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Connecticut School of Broadcasting	Steve Clark	3901 Coconut Palm Dr. #105 Tampa 33619	813-740-0990	0	No
Hillsborough Community College - Radio-TV Program	Dr. Ron Shearer	2112 North 15th Street, PST 134 Tampa 33605	813-253-7978	0	Yes
Full Sail	Karen Trudeau	3300 University Blvd, Suite 160 Winter Park 32792	407-551-2037 x5645	0	No
Jobing.com	Tara Chafin	5301 W. Cypress Suite 200 Tampa 33607	813-649-8411	0	No
<a href="http://www.cbsradio.com">www.cbsradio.com</a>	Jennifer Babb Paul Diaz	9721 Executive Center Drive North St. Petersburg, FL 33702	757-563-8919	0	N/A
Worknet Pinellas	Haley Loewn	624 1 <sup>st</sup> Avenue South St. Pete 33701	727-329-1490 x122 727-329-1497 fax	0	No
Internal Candidate	Paul Diaz	9721 Executive Center Drive North, St. Petersburg, FL 33702	727-563-8919	1	No

**5) Job Title: MID-DAY TALENT Referral Source(s) of Hire: EMPLOYEE REFERRAL**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Connecticut School of Broadcasting	Steve Clark	3901 Coconut Palm Dr. #105 Tampa 33619	813-740-0990	0	No
Hillsborough Community College - Radio-TV Program	Dr. Ron Shearer	2112 North 15th Street, PST 134 Tampa 33605	813-253-7978	0	Yes
Full Sail	Karen Trudeau	3300 University Blvd, Suite 160 Winter Park 32792	407-551-2037 x5645	0	No
Jobing.com	Tara Chafin	5301 W. Cypress Suite 200 Tampa 33607	813-649-8411	0	No
<a href="http://www.cbsradio.com">www.cbsradio.com</a>	Jennifer Babb Paul Diaz	9721 Executive Center Drive North St. Petersburg, FL 33702	757-563-8919	0	N/A
Worknet Pinellas	Haley Loeun	624 1 <sup>st</sup> Avenue South St. Pete 33701	727-329-1490 x122 727-329-1497 fax	0	No
Employee Referral	Paul Diaz	9721 Executive Center Drive North, St. Petersburg, FL 33702	727-563-8919	1	No

**5) Job Title: DIRECTOR OF SALES Referral Source(s) of Hiree: INTERNAL CANDIDATE**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Worknet Pinellas	Roy Roggensack	2312 Gulf to Bay Blvd Clearwater 33755	727-524-4344	0	No
Connecticut School of Broadcasting	Steve Clark	3901 Coconut Palm Dr. #105 Tampa 33619	813-740-0990	0	No
Hillsborough Community College - Radio-TV Program	Dr. Ron Shearer	2112 North 15th Street, PST 134 Tampa 33605	813-253-7978	0	Yes
Jobing.com	Tara Smith	5301 W. Cypress Suite 200 Tampa 33607	813-649-8411	0	No
Florida CareerLINK		Regionalhelpwanted.com 4711 S Himes Avenue #1111 Tampa 33611	813-944-3035	0	No
<a href="http://www.cbsradio.com">www.cbsradio.com</a>	Jennifer Babb Paul Diaz	9721 Executive Center Drive North St. Petersburg, Fl 33702	757-563-8919	0	N/A
Employee Referral	Paul Diaz	9721 Executive Center Drive North, St. Petersburg, FL 33702	727-563-8919	1	No
Internal Candidate	Paul Diaz	9721 Executive Center Drive North, St. Petersburg, FL 33702	727-563-8919	1	No

**5) Job Title: MORNING TALENT Referral Source(s) of Hiree: EMPLOYEE REFERRAL**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Connecticut School of Broadcasting	Steve Clark	3901 Coconut Palm Dr. #105 Tampa 33619	813-740-0990	0	No
Hillsborough Community College - Radio-TV Program	Dr. Ron Shearer	2112 North 15th Street, PST 134 Tampa 33605	813-253-7978	0	Yes
Full Sail	Karen Trudeau	3300 University Blvd, Suite 160 Winter Park 32792	407-551-2037 x5645	0	No
Jobing.com	Tara Chafin	5301 W. Cypress Suite 200 Tampa 33607	813-649-8411	0	No
<a href="http://www.cbsradio.com">www.cbsradio.com</a>	Jennifer Babb Paul Diaz	9721 Executive Center Drive North St. Petersburg, FL 33702	757-563-8919	0	N/A
Worknet Pinellas	Haley Loewn	624 1 <sup>st</sup> Avenue South St. Pete 33701	727-329-1490 x122 727-329-1497 fax	0	No
Employee Referral	Paul Diaz	9721 Executive Center Drive North, St. Petersburg, FL 33702	727-563-8919	1	No

**5) Job Title: PROMOTION COORDINATOR Referral Source(s) of Hiree: INTERNAL CANDIDATE**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Hillsborough Community College - Radio-TV Program	Dr. Ron Shearer	2112 North 15th Street, PST 134 Tampa 33605	813-253-7978	0	Yes
Florida Metropolitan University Hillsborough County	Dr. Ron Shearer	2112 North 15 <sup>th</sup> Street, PST 134 Tampa 33605	813-253-7978 813-253-7973	0	No
<a href="http://www.cbsradio.com">www.cbsradio.com</a>	Jennifer Babb Paul Diaz	9721 Executive Center Drive North St. Petersburg, FL 33702	757-563-8919	0	N/A
Worknet Pinellas	Haley Loewn	2312 Gulf Bay Blvd. Clearwater 33755	727-524-4344 727-791-5891	0	No
Jobing.com	Tara Chafin	5301 W. Cypress Suite 200 Tampa 33607	813-649-8411	0	No
Tampa Organization of Black Affairs		P.O. Box 3485 Tampa 33601	813-874-8622 813-253-0384 fax	0	No
Internal Candidate	Paul Diaz	9721 Executive Center Drive North, St. Petersburg, FL 33702	727-563-8919	1	No

**5) Job Title: AFTERNOON TALENT Referral Source(s) of Hiree: INTERNAL CANDIDATE**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Connecticut School of Broadcasting	Steve Clark	3901 Coconut Palm Dr. #105 Tampa 33619	813-740-0990	0	No
Hillsborough Community College - Radio-TV Program	Dr. Ron Shearer	2112 North 15th Street, PST 134 Tampa 33605	813-253-7978	0	Yes
Full Sail	Karen Trudeau	3300 University Blvd, Suite 160 Winter Park 32792	407-551-2037 x5645	0	No
Jobing.com	Tara Chafin	5301 W. Cypress Suite 200 Tampa 33607	813-649-8411	0	No
<a href="http://www.cbsradio.com">www.cbsradio.com</a>	Jennifer Babb Paul Diaz	9721 Executive Center Drive North St. Petersburg, FL 33702	757-563-8919	0	N/A
Worknet Pinellas	Haley Loewn	624 1 <sup>st</sup> Avenue South St. Pete 33701	727-329-1490 x122 727-329-1497 fax	0	No
Internal Candidate	Paul Diaz	9721 Executive Center Drive North, St. Petersburg, FL 33702	727-563-8919	1	No

**5) Job Title: TALENT**

**Referral Source(s) of Hiree: INTERNAL CANDIDATE**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Connecticut School of Broadcasting	Steve Clark	3901 Coconut Palm Dr. #105 Tampa 33619	813-740-0990	0	No
Hillsborough Community College - Radio-TV Program	Dr. Ron Shearer	2112 North 15th Street, PST 134 Tampa 33605	813-253-7978	0	Yes
Full Sail	Karen Trudeau	3300 University Blvd, Suite 160 Winter Park 32792	407-551-2037 x5645	0	No
Jobing.com	Tara Chafin	5301 W. Cypress Suite 200 Tampa 33607	813-649-8411	0	No
<a href="http://www.cbsradio.com">www.cbsradio.com</a>	Jennifer Babb Paul Diaz	9721 Executive Center Drive North St. Petersburg, FL 33702	757-563-8919	0	N/A
Worknet Pinellas	Haley Loewn	624 1 <sup>st</sup> Avenue South St. Pete 33701	727-329-1490 x122 727-329-1497 fax	0	No
Internal Candidate	Paul Diaz	9721 Executive Center Drive North, St. Petersburg, FL 33702	727-563-8919	1	No

**6) Total # of Interviewees Referred by Each Source:** For the period from September 22, 2008 – September 21, 2009, this Employment Unit interviewed 32 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) EMPLOYEE REFERRAL	6
(2) <a href="http://WWW.CBSRADIO.COM">WWW.CBSRADIO.COM</a>	8
(3) INTERNAL CANDIDATE	12
(4) <a href="http://WWW.MONSTER.COM">WWW.MONSTER.COM</a>	1
(5) INSIDE RADIO	2
(6) CBS RADIO TAMPA ON-AIR AD	1
(7) REHIRED PREVIOUS EMPLOYEE	1
(8) COMPANY TRANSFER	1

## 7) Supplemental Recruitment Measures.

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

- a. Promotions Managers for the Employment Unit attended a Career Fair at University of Central Florida (UCF) on October 9, 2008. The Promotions Managers answered questions pertaining to broadcast careers and provided information on current positions available and instructed potential candidates on how to apply.
- b. Promotions Managers for the Employment Unit attended a Career Fair at Seminole Community College (SCC) on November 11, 2008. The Promotions Managers answered questions pertaining to broadcast careers, provided information on current positions available with the Employment Unit and instructed potential candidates on how to apply.
- c. Promotions Managers for the Employment Unit attended a Recruitment Fair for interns from SCC on April 2, 2009. The Promotions Managers answered questions pertaining to broadcast careers and provided information on current positions available with the Employment Unit and instructed potential candidates on how to apply.
- d. Promotions Managers for the Employment Unit attended a Career Fair at UCF on September 10, 2009. The Promotions Managers answered questions pertaining to broadcast careers and provided information on current positions available and instructed potential candidates on how to apply.

### 2. Internship Program

- a. The Employment Unit has 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. A total of 8 students participated in the internship program during this reporting period. The interns were students at either University of South Florida or International Academy of Design & Technology.

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

- a. The Employment Unit has made significant contributions to the CBS Radio career website ([www.cbsradio.com](http://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. The unit is comprised of Management and Human Resources staff.
- b. Use job banks for Workforce of Central Florida via [www.cfec.org](http://www.cfec.org)

### 4. Training of Management Level Personnel –

September 15, 2009 - Webinar EEO and Anti Discrimination web conference - Employment Unit personnel participated in a web conference call with management personnel in other CBS Radio employment units to review methods of ensuring equal employment opportunity preventing discrimination. Attendees included Senior Vice President/Market Manager, Director of Human Resources, National Sales Manager, INET Sales Manager, Human Resources/Payroll, Director of Sales, Operations Manager, Program Directors, Local Sales Manager, Program Director, and Digital Sales Manager.