

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 22, 2007 – September 21, 2008.

1) Employment Unit Location/Name: West Palm Beach / CBS Radio

2) Unit Members (List all station call signs and communities of license): WIRK(FM), West Palm Beach, FL
WEAT(FM), West Palm Beach, FL
WPBZ(FM), Indiantown, FL
WNEW(FM), Jupiter, FL
WMBX(FM), Jensen Beach, FL

3) EEO Contact Information for Employment Unit:

Mailing Address: 701 Northpoint Parkway Suite 500 West Palm Beach, FL 33407	Telephone Number: 561.686.9505
	Contact Person: Rolf Pepple
	E-mail Address: Rolf.pepple@cbsradio.com

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

Job Title	Recruitment Source Referring Hiree
1. WEAT-FM Mid-Day Talent	All Access
2. WEAT-FM Afternoon Talent	Employee Referral
3. WPBZ-FM Morning Talent	Employee Rehire
4. WPBZ-FM Account Executive	Employee Rehire
5. Chief Engineer	Employee Referral
6. WMBX-FM Account Executive	CBS / CW Employee (Division transfer)
7. Director of Sales	Employee Referral
8. Promotions Coordinator	Internal Promotion
9. VP / General Manager	Employee Referral
10. WEAT-FM Account Executive	Employee Referral
11. WPBZ-FM Morning Talent	Employee Rehire
12. WPBZ-FM Morning Talent	Employee Referral
13. WPBZ-FM Account Executive	Employee Referral

Stations **WIRK(FM)/WEAT(FM)/WPBZ(FM)/WNEW(FM)/WMBX(FM)** are Equal Opportunity Employers.

1) Job Title: WEAT-FM Mid-Day Talent Referral Source(s) of Hiree: All Access

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American Women in Radio and TV	Stephanie Baxter	8405 Greensboro Dr, Ste 800, McLean, VA 22102	703.506.3290	0	N
Art Institute of Ft Lauderdale	Luwin Sanchez	1799 SE 17 th Street, Ft Lauderdale, FL 33316	954.308.2615	0	N
Black Business Investment Corp	John Howard	2001 Broadway, Ste 301, Riviera Bch, FL 33404	561.845.8055	0	N
Broward Employment & Training Admin	Louis Papa	2660 W Oakland Park Blvd, Ft Lauderdale, FL 33311	954.677.5627	0	N
Ct School of Broadcasting	Dave Duran	3450 Northlake Blvd, Ste 110, N Palm Bch, FL 33408	561.842.2000	0	N
Filipino-American Assoc of PBC	Zee Watson	914 45 th Street, W Palm Bch, FL 33408	N/A	0	N
Florida A&M University	Theodore Garye	Personnel Relations, 211 Foote-Hilyer, Tallahassee, FL 32307	850.599.3000	0	N
FL Memorial College	Athena Jackson	Career Development Ctr, 15800 NW 42 nd Ave, Miami, FL 33054	605.626.3600	0	N
Hispanic Human Resource Council	Victoria Martinez	1427 S Congress Ave, Ste 1-A, W Palm Bch, FL 33406	561.641.7400	0	N
LAIRO (Latin American Immigrant & Refugee Organization, Inc.	Clemencia Ortiz	4623 Forest Hill Blvd, Ste 108-2, W Palm Bch, FL 33415	561.966.4515	0	N
NAACP	Shirley Hunter	1700 Australian Ave N, W Palm Bch, FL 33407	561.833.2537	0	N
Natl Black Chamber of Commerce	Eugene Franklin	1350 Connecticut Ave NW, Ste 825, Washington, DC 20036	202.466.6888	0	N
PB Cty School of the Arts	Ancil Deluz	3701 North Shore Dr, W Palm Bch, FL 33407	561.802.6000	0	N
PB Cty Workforce Development Board	Laura Fincanno	2051 Martin Luther King Jr Blvd, Riviera Bch, FL 33404	800.556.5627	0	N
PBCC/Career Center	Ken Swain	3160 PGA Blvd, Palm Bch Gardens, FL 33410	561.207.5350	0	N
PBCC/Career Center	Doreen Jadwick	4200 S Congress Ave, Lake Worth, FL 33461	561.868.3845	0	N
School of Journalism & Mass Communication	Jay Eubank	UNC Chapel Hill, Campus Box 3365, Chapel Hill, NC 27599	919.962.1204	0	N
Seminole Community College	Nancy Sautter	Career Resource Ctr, 100 Weldon Blvd, Sanford, FL 32773	407.328.4722	0	N
Society of Professional Journalists	Julie Grimes	3909 N Meridan St, Indianapolis, IN 46208	317.927.8000	0	N
South Tech/Job Placement Ctr	Alley McGinnis	1300 SW 30 th Ave, Boynton Beach, FL 33426	561.369.7000	0	N
Suncoast Chamber of Commerce	Altermease Kendrick	2001 Broadway, Ste 301, Riviera Bch, FL 33404	561.842.7146	0	N
UF/Scholarship Placement College	Patricia Dunn	2070 Welmer Hall, Gainesville, FL 32611	352.846.2484	0	N
United Way of PB Cty	Diane Laubert	2600 Quantum Blvd, Boynton Beach, FL 33426	561.375.6600	0	N
Urban League of Greater Miami	Phillippe Vaval	8500 NW 25 th Ave, Miami, FL 33147	305.696.4456	0	N

Urban League of Palm Bch County	Jessie Phillips	1700 Australian Ave N, W Palm Bch, FL 33407	561.833.1461	0	N
Valencia Community College	Vertrilla Hunt	701 N Econlockhatchee Tr, MC 3-8, Orlando, FL 32825	407.582.2726	0	N
Warner Southern College	Heather Wolford	13895 US 27, Lake Wales, FL 33859	863.638.7646	0	N
WICI Director of Development	Cynthia Hancock	516 Botana Ave, Ft Lauderdale, FL 33301	954.462.5573	0	N
Women's Chamber of Commerce of PB	Karen Meyer	8983 Okeechobee Blvd #202 PMB 202, W Palm Bch, FL 33411	561.744.4700	0	N
CBS Radio Website	Julie Caracciola	701 Northpoint Parkway, Suite 500 West Palm Beach, FL 33407 www.cbsradio.com	561.686.9505	0	N
Monster.com	N/A	www.monster.com	N/A	0	N
All Access Music Group	N/A	www.allaccess.com	310.457.6616	3	N
Employee Referral	N/A	N/A	N/A	1	N
Industry Referral	N/A	N/A	N/A	1	N
Unsolicited	N/A	N/A	N/A	1	N

2) Job Title: WEAT-FM Afternoon Talent Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American Women in Radio and TV	Stephanie Baxter	8405 Greensboro Dr, Ste 800, McLean, VA 22102	703.506.3290	0	N
Art Institute of Ft Lauderdale	Luwin Sanchez	1799 SE 17 th Street, Ft Lauderdale, FL 33316	954.308.2615	0	N
Black Business Investment Corp	John Howard	2001 Broadway, Ste 301, Riviera Bch, FL 33404	561.845.8055	0	N
Broward Employment & Training Admin	Louis Papa	2660 W Oakland Park Blvd, Ft Lauderdale, FL 33311	954.677.5627	0	N
Ct School of Broadcasting	Dave Duran	3450 Northlake Blvd, Ste 110, N Palm Bch, FL 33408	561.842.2000	0	N
Filipino-American Assoc of PBC	Zee Watson	914 45 th Street, W Palm Bch, FL 33408	N/A	0	N
Florida A&M University	Theodore Garye	Personnel Relations, 211 Foote-Hilyer, Tallahassee, FL 32307	850.599.3000	0	N
FL Memorial College	Athena Jackson	Career Development Ctr, 15800 NW 42 nd Ave, Miami, FL 33054	605.626.3600	0	N
Hispanic Human Resource Council	Victoria Martinez	1427 S Congress Ave, Ste 1-A, W Palm Bch, FL 33406	561.641.7400	0	N
LAIRO (Latin American Immigrant & Refugee Organization, Inc.	Clemencia Ortiz	4623 Forest Hill Blvd, Ste 108-2, W Palm Bch, FL 33415	561.966.4515	0	N
NAACP	Shirley Hunter	1700 Australian Ave N, W Palm Bch, FL 33407	561.833.2537	0	N
Natl Black Chamber of Commerce	Eugene Franklin	1350 Connecticut Ave NW, Ste 825, Washington, DC 20036	202.466.6888	0	N
PB Cty School of the Arts	Ancil Deluz	3701 North Shore Dr, W Palm Bch, FL 33407	561.802.6000	0	N
PB Cty Workforce Development Board	Laura Fincanno	2051 Martin Luther King Jr Blvd, Riviera Bch, FL 33404	800.556.5627	0	N
PBCC/Career Center	Ken Swain	3160 PGA Blvd, Palm Bch Gardens, FL 33410	561.207.5350	0	N
PBCC/Career Center	Doreen Jadwick	4200 S Congress Ave, Lake Worth, FL 33461	561.868.3845	0	N
School of Journalism & Mass Communication	Jay Eubank	UNC Chapel Hill, Campus Box 3365, Chapel Hill, NC 27599	919.962.1204	0	N
Seminole Community College	Nancy Sautter	Career Resource Ctr, 100 Weldon Blvd, Sanford, FL 32773	407.328.4722	0	N
Society of Professional Journalists	Julie Grimes	3909 N Meridan St, Indianapolis, IN 46208	317.927.8000	0	N
South Tech/Job Placement Ctr	Alley McGinnis	1300 SW 30 th Ave, Boynton Beach, FL 33426	561.369.7000	0	N
Suncoast Chamber of Commerce	Altermease Kendrick	2001 Broadway, Ste 301, Riviera Bch, FL 33404	561.842.7146	0	N
UF/Scholarship Placement College	Patricia Dunn	2070 Welmer Hall, Gainesville, FL 32611	352.846.2484	0	N
United Way of PB Cty	Diane Laubert	2600 Quantum Blvd, Boynton Beach, FL 33426	561.375.6600	0	N
Urban League of Greater Miami	Phillippe Vaval	8500 NW 25 th Ave, Miami, FL 33147	305.696.4456	0	N

Urban League of Palm Bch County	Jessie Phillips	1700 Australian Ave N, W Palm Bch, FL 33407	561.833.1461	0	N
Valencia Community College	Vertrilla Hunt	701 N Econlockhatchee Tr, MC 3-8, Orlando, FL 32825	407.582.2726	0	N
Warner Southern College	Heather Wolford	13895 US 27, Lake Wales, FL 33859	863.638.7646	0	N
WICI Director of Development	Cynthia Hancock	516 Botana Ave, Ft Lauderdale, FL 33301	954.462.5573	0	N
Women's Chamber of Commerce of PB	Karen Meyer	8983 Okeechobee Blvd #202 PMB 202, W Palm Bch, FL 33411	561.744.4700	0	N
CBS Radio Website	Julie Caracciola	701 Northpoint Parkway, Suite 500 West Palm Beach, FL 33407 www.cbsradio.com	561.686.9505	0	N
Monster.com	N/A	www.monster.com	N/A	0	N
All Access Music Group	N/A	www.allaccess.com	310.457.6616	0	N
Employee Referral	N/A	N/A	N/A	5	N
Unsolicited	N/A	N/A	N/A	1	N

3) Job Title: WPBZ-FM Morning Talent Referral Source(s) of Hiree: Employee Rehire

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American Women in Radio and TV	Stephanie Baxter	8405 Greensboro Dr, Ste 800, McLean, VA 22102	703.506.3290	0	N
Art Institute of Ft Lauderdale	Luwin Sanchez	1799 SE 17 th Street, Ft Lauderdale, FL 33316	954.308.2615	0	N
Black Business Investment Corp	John Howard	2001 Broadway, Ste 301, Riviera Bch, FL 33404	561.845.8055	0	N
Broward Employment & Training Admin	Louis Papa	2660 W Oakland Park Blvd, Ft Lauderdale, FL 33311	954.677.5627	0	N
Ct School of Broadcasting	Dave Duran	3450 Northlake Blvd, Ste 110, N Palm Bch, FL 33408	561.842.2000	0	N
Filipino-American Assoc of PBC	Zee Watson	914 45 th Street, W Palm Bch, FL 33408	N/A	0	N
Florida A&M University	Theodore Garye	Personnel Relations, 211 Foote-Hilyer, Tallahassee, FL 32307	850.599.3000	0	N
FL Memorial College	Athena Jackson	Career Development Ctr, 15800 NW 42 nd Ave, Miami, FL 33054	605.626.3600	0	N
Hispanic Human Resource Council	Victoria Martinez	1427 S Congress Ave, Ste 1-A, W Palm Bch, FL 33406	561.641.7400	0	N
LAIRO (Latin American Immigrant & Refugee Organization, Inc.	Clemencia Ortiz	4623 Forest Hill Blvd, Ste 108-2, W Palm Bch, FL 33415	561.966.4515	0	N
NAACP	Shirley Hunter	1700 Australian Ave N, W Palm Bch, FL 33407	561.833.2537	0	N
Natl Black Chamber of Commerce	Eugene Franklin	1350 Connecticut Ave NW, Ste 825, Washington, DC 20036	202.466.6888	0	N
PB Cty School of the Arts	Ancil Deluz	3701 North Shore Dr, W Palm Bch, FL 33407	561.802.6000	0	N
PB Cty Workforce Development Board	Laura Fincanno	2051 Martin Luther King Jr Blvd, Riviera Bch, FL 33404	800.556.5627	0	N
PBCC/Career Center	Ken Swain	3160 PGA Blvd, Palm Bch Gardens, FL 33410	561.207.5350	0	N
PBCC/Career Center	Doreen Jadwick	4200 S Congress Ave, Lake Worth, FL 33461	561.868.3845	0	N
School of Journalism & Mass Communication	Jay Eubank	UNC Chapel Hill, Campus Box 3365, Chapel Hill, NC 27599	919.962.1204	0	N
Seminole Community College	Nancy Sautter	Career Resource Ctr, 100 Weldon Blvd, Sanford, FL 32773	407.328.4722	0	N
Society of Professional Journalists	Julie Grimes	3909 N Meridan St, Indianapolis, IN 46208	317.927.8000	0	N
South Tech/Job Placement Ctr	Alley McGinnis	1300 SW 30 th Ave, Boynton Beach, FL 33426	561.369.7000	0	N
Suncoast Chamber of Commerce	Altermease Kendrick	2001 Broadway, Ste 301, Riviera Bch, FL 33404	561.842.7146	0	N
UF/Scholarship Placement College	Patricia Dunn	2070 Welmer Hall, Gainesville, FL 32611	352.846.2484	0	N
United Way of PB Cty	Diane Laubert	2600 Quantum Blvd, Boynton Beach, FL 33426	561.375.6600	0	N
Urban League of Greater Miami	Phillippe Vaval	8500 NW 25 th Ave, Miami, FL 33147	305.696.4456	0	N

Urban League of Palm Bch County	Jessie Phillips	1700 Australian Ave N, W Palm Bch, FL 33407	561.833.1461	0	N
Valencia Community College	Vertrilla Hunt	701 N Econlockhatchee Tr, MC 3-8, Orlando, FL 32825	407.582.2726	0	N
Warner Southern College	Heather Wolford	13895 US 27, Lake Wales, FL 33859	863.638.7646	0	N
WICI Director of Development	Cynthia Hancock	516 Botana Ave, Ft Lauderdale, FL 33301	954.462.5573	0	N
Women's Chamber of Commerce of PB	Karen Meyer	8983 Okeechobee Blvd #202 PMB 202, W Palm Bch, FL 33411	561.744.4700	0	N
CBS Radio Website	Julie Caracciola	701 Northpoint Parkway, Suite 500 West Palm Beach, FL 33407 www.cbsradio.com	561.686.9505	0	N
Monster.com	N/A	www.monster.com	N/A	0	N
All Access Music Group	N/A	www.allaccess.com	310.457.6616	3	N
Employee Rehire	N/A	N/A	N/A	1	N
Current Employee	N/A	N/A	N/A	1	N

4) Job Title: WPBZ-FM Account Executive Referral Source(s) of Hiree: Employee Rehire

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American Women in Radio and TV	Stephanie Baxter	8405 Greensboro Dr, Ste 800, McLean, VA 22102	703.506.3290	0	N
Art Institute of Ft Lauderdale	Luwin Sanchez	1799 SE 17 th Street, Ft Lauderdale, FL 33316	954.308.2615	0	N
Black Business Investment Corp	John Howard	2001 Broadway, Ste 301, Riviera Bch, FL 33404	561.845.8055	0	N
Broward Employment & Training Admin	Louis Papa	2660 W Oakland Park Blvd, Ft Lauderdale, FL 33311	954.677.5627	0	N
Ct School of Broadcasting	Dave Duran	3450 Northlake Blvd, Ste 110, N Palm Bch, FL 33408	561.842.2000	0	N
Filipino-American Assoc of PBC	Zee Watson	914 45 th Street, W Palm Bch, FL 33408	N/A	0	N
Florida A&M University	Theodore Garye	Personnel Relations, 211 Foote-Hilyer, Tallahassee, FL 32307	850.599.3000	0	N
FL Memorial College	Athena Jackson	Career Development Ctr, 15800 NW 42 nd Ave, Miami, FL 33054	605.626.3600	0	N
Hispanic Human Resource Council	Victoria Martinez	1427 S Congress Ave, Ste 1-A, W Palm Bch, FL 33406	561.641.7400	0	N
LAIRO (Latin American Immigrant & Refugee Organization, Inc.	Clemencia Ortiz	4623 Forest Hill Blvd, Ste 108-2, W Palm Bch, FL 33415	561.966.4515	0	N
NAACP	Shirley Hunter	1700 Australian Ave N, W Palm Bch, FL 33407	561.833.2537	0	N
Natl Black Chamber of Commerce	Eugene Franklin	1350 Connecticut Ave NW, Ste 825, Washington, DC 20036	202.466.6888	0	N
PB Cty School of the Arts	Ancil Deluz	3701 North Shore Dr, W Palm Bch, FL 33407	561.802.6000	0	N
PB Cty Workforce Development Board	Laura Fincanno	2051 Martin Luther King Jr Blvd, Riviera Bch, FL 33404	800.556.5627	0	N
PBCC/Career Center	Ken Swain	3160 PGA Blvd, Palm Bch Gardens, FL 33410	561.207.5350	0	N
PBCC/Career Center	Doreen Jadwick	4200 S Congress Ave, Lake Worth, FL 33461	561.868.3845	0	N
School of Journalism & Mass Communication	Jay Eubank	UNC Chapel Hill, Campus Box 3365, Chapel Hill, NC 27599	919.962.1204	0	N
Seminole Community College	Nancy Sautter	Career Resource Ctr, 100 Weldon Blvd, Sanford, FL 32773	407.328.4722	0	N
Society of Professional Journalists	Julie Grimes	3909 N Meridan St, Indianapolis, IN 46208	317.927.8000	0	N
South Tech/Job Placement Ctr	Alley McGinnis	1300 SW 30 th Ave, Boynton Beach, FL 33426	561.369.7000	0	N
Suncoast Chamber of Commerce	Altermease Kendrick	2001 Broadway, Ste 301, Riviera Bch, FL 33404	561.842.7146	0	N
UF/Scholarship Placement College	Patricia Dunn	2070 Welmer Hall, Gainesville, FL 32611	352.846.2484	0	N
United Way of PB Cty	Diane Laubert	2600 Quantum Blvd, Boynton Beach, FL 33426	561.375.6600	0	N
Urban League of Greater Miami	Phillippe Vaval	8500 NW 25 th Ave, Miami, FL 33147	305.696.4456	0	N

Urban League of Palm Bch County	Jessie Phillips	1700 Australian Ave N, W Palm Bch, FL 33407	561.833.1461	0	N
Valencia Community College	Vertrilla Hunt	701 N Econlockhatchee Tr, MC 3-8, Orlando, FL 32825	407.582.2726	0	N
Warner Southern College	Heather Wolford	13895 US 27, Lake Wales, FL 33859	863.638.7646	0	N
WICI Director of Development	Cynthia Hancock	516 Botana Ave, Ft Lauderdale, FL 33301	954.462.5573	0	N
Women's Chamber of Commerce of PB	Karen Meyer	8983 Okeechobee Blvd #202 PMB 202, W Palm Bch, FL 33411	561.744.4700	0	N
CBS Radio Website	Julie Caracciola	701 Northpoint Parkway, Suite 500 West Palm Beach, FL 33407 www.cbsradio.com	561.686.9505	0	N
Monster.com	N/A	www.monster.com	N/A	0	N
Employee Rehire	N/A	N/A	N/A	1	N

5) Job Title: Chief Engineer Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American Women in Radio and TV	Stephanie Baxter	8405 Greensboro Dr, Ste 800, McLean, VA 22102	703.506.3290	0	N
Art Institute of Ft Lauderdale	Luwin Sanchez	1799 SE 17 th Street, Ft Lauderdale, FL 33316	954.308.2615	0	N
Black Business Investment Corp	John Howard	2001 Broadway, Ste 301, Riviera Bch, FL 33404	561.845.8055	0	N
Broward Employment & Training Admin	Louis Papa	2660 W Oakland Park Blvd, Ft Lauderdale, FL 33311	954.677.5627	0	N
Ct School of Broadcasting	Dave Duran	3450 Northlake Blvd, Ste 110, N Palm Bch, FL 33408	561.842.2000	0	N
Filipino-American Assoc of PBC	Zee Watson	914 45 th Street, W Palm Bch, FL 33408	N/A	0	N
Florida A&M University	Theodore Garye	Personnel Relations, 211 Foote-Hilyer, Tallahassee, FL 32307	850.599.3000	0	N
FL Memorial College	Athena Jackson	Career Development Ctr, 15800 NW 42 nd Ave, Miami, FL 33054	605.626.3600	0	N
Hispanic Human Resource Council	Victoria Martinez	1427 S Congress Ave, Ste 1-A, W Palm Bch, FL 33406	561.641.7400	0	N
LAIRO (Latin American Immigrant & Refugee Organization, Inc.	Clemencia Ortiz	4623 Forest Hill Blvd, Ste 108-2, W Palm Bch, FL 33415	561.966.4515	0	N
NAACP	Shirley Hunter	1700 Australian Ave N, W Palm Bch, FL 33407	561.833.2537	0	N
Natl Black Chamber of Commerce	Eugene Franklin	1350 Connecticut Ave NW, Ste 825, Washington, DC 20036	202.466.6888	0	N
PB Cty School of the Arts	Ancil Deluz	3701 North Shore Dr, W Palm Bch, FL 33407	561.802.6000	0	N
PB Cty Workforce Development Board	Laura Fincanno	2051 Martin Luther King Jr Blvd, Riviera Bch, FL 33404	800.556.5627	0	N
PBCC/Career Center	Ken Swain	3160 PGA Blvd, Palm Bch Gardens, FL 33410	561.207.5350	0	N
PBCC/Career Center	Doreen Jadwick	4200 S Congress Ave, Lake Worth, FL 33461	561.868.3845	0	N
School of Journalism & Mass Communication	Jay Eubank	UNC Chapel Hill, Campus Box 3365, Chapel Hill, NC 27599	919.962.1204	0	N
Seminole Community College	Nancy Sautter	Career Resource Ctr, 100 Weldon Blvd, Sanford, FL 32773	407.328.4722	0	N
Society of Professional Journalists	Julie Grimes	3909 N Meridan St, Indianapolis, IN 46208	317.927.8000	0	N
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Suncoast Chamber of Commerce	Altermease Kendrick	2001 Broadway, Ste 301, Riviera Bch, FL 33404	561.842.7146	0	N
UF/Scholarship Placement College	Patricia Dunn	2070 Welmer Hall, Gainesville, FL 32611	352.846.2484	0	N
United Way of PB Cty	Diane Laubert	2600 Quantum Blvd, Boynton Beach, FL 33426	561.375.6600	0	N
Urban League of Greater Miami	Phillippe Vaval	8500 NW 25 th Ave, Miami, FL 33147	305.696.4456	0	N

Urban League of Palm Bch County	Jessie Phillips	1700 Australian Ave N, W Palm Bch, FL 33407	561.833.1461	0	N
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Warner Southern College	Heather Wolford	13895 US 27, Lake Wales, FL 33859	863.638.7646	0	N
WICI Director of Development	Cynthia Hancock	516 Botana Ave, Ft Lauderdale, FL 33301	954.462.5573	0	N
Women's Chamber of Commerce of PB	Karen Meyer	8983 Okeechobee Blvd #202 PMB 202, W Palm Bch, FL 33411	561.744.4700	0	N
CBS Radio Website	Julie Caracciola	701 Northpoint Parkway, Suite 500 West Palm Beach, FL 33407 www.cbsradio.com	561.686.9505	2	N
Monster.com	N/A	www.monster.com	N/A	0	N
Employee Referral	N/A	N/A	N/A	1	N

6) Job Title: WMBX-FM Account Executive Referral Source(s) of Hiree: CBS/CW Employee(Division Transfer)

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American Women in Radio and TV	Stephanie Baxter	8405 Greensboro Dr, Ste 800, McLean, VA 22102	703.506.3290	0	N
Art Institute of Ft Lauderdale	Luwin Sanchez	1799 SE 17 th Street, Ft Lauderdale, FL 33316	954.308.2615	0	N
Black Business Investment Corp	John Howard	2001 Broadway, Ste 301, Riviera Bch, FL 33404	561.845.8055	0	N
Broward Employment & Training Admin	Louis Papa	2660 W Oakland Park Blvd, Ft Lauderdale, FL 33311	954.677.5627	0	N
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Filipino-American Assoc of PBC	Zee Watson	914 45 th Street, W Palm Bch, FL 33408	N/A	0	N
Florida A&M University	Theodore Garye	Personnel Relations, 211 Foote-Hilyer, Tallahassee, FL 32307	850.599.3000	0	N
FL Memorial College	Athena Jackson	Career Development Ctr, 15800 NW 42 nd Ave, Miami, FL 33054	605.626.3600	0	N
Hispanic Human Resource Council	Victoria Martinez	1427 S Congress Ave, Ste 1-A, W Palm Bch, FL 33406	561.641.7400	0	N
LAIRO (Latin American Immigrant & Refugee Organization, Inc.	Clemencia Ortiz	4623 Forest Hill Blvd, Ste 108-2, W Palm Bch, FL 33415	561.966.4515	0	N
NAACP	Shirley Hunter	1700 Australian Ave N, W Palm Bch, FL 33407	561.833.2537	0	N
Natl Black Chamber of Commerce	Eugene Franklin	1350 Connecticut Ave NW, Ste 825, Washington, DC 20036	202.466.6888	0	N
PB Cty School of the Arts	Ancil Deluz	3701 North Shore Dr, W Palm Bch, FL 33407	561.802.6000	0	N
PB Cty Workforce Development Board	Laura Fincanno	2051 Martin Luther King Jr Blvd, Riviera Bch, FL 33404	800.556.5627	0	N
PBCC/Career Center	Ken Swain	3160 PGA Blvd, Palm Bch Gardens, FL 33410	561.207.5350	0	N
PBCC/Career Center	Doreen Jadwick	4200 S Congress Ave, Lake Worth, FL 33461	561.868.3845	0	N
School of Journalism & Mass Communication	Jay Eubank	UNC Chapel Hill, Campus Box 3365, Chapel Hill, NC 27599	919.962.1204	0	N
Seminole Community College	Nancy Sautter	Career Resource Ctr, 100 Weldon Blvd, Sanford, FL 32773	407.328.4722	0	N
Society of Professional Journalists	Julie Grimes	3909 N Meridan St, Indianapolis, IN 46208	317.927.8000	0	N
South Tech/Job Placement Ctr	Alley McGinnis	1300 SW 30 th Ave, Boynton Beach, FL 33426	561.369.7000	0	N
Suncoast Chamber of Commerce	Altermease Kendrick	2001 Broadway, Ste 301, Riviera Bch, FL 33404	561.842.7146	0	N
UF/Scholarship Placement College	Patricia Dunn	2070 Welmer Hall, Gainesville, FL 32611	352.846.2484	0	N
United Way of PB Cty	Diane Laubert	2600 Quantum Blvd, Boynton Beach, FL 33426	561.375.6600	0	N
Urban League of Greater Miami	Phillippe Vaval	8500 NW 25 th Ave, Miami, FL 33147	305.696.4456	0	N

Urban League of Palm Bch County	Jessie Phillips	1700 Australian Ave N, W Palm Bch, FL 33407	561.833.1461	0	N
Valencia Community College	Vertrilla Hunt	701 N Econlockhatchee Tr, MC 3-8, Orlando, FL 32825	407.582.2726	0	N
Warner Southern College	Heather Wolford	13895 US 27, Lake Wales, FL 33859	863.638.7646	0	N
WICI Director of Development	Cynthia Hancock	516 Botana Ave, Ft Lauderdale, FL 33301	954.462.5573	0	N
Women's Chamber of Commerce of PB	Karen Meyer	8983 Okeechobee Blvd #202 PMB 202, W Palm Bch, FL 33411	561.744.4700	0	N
CBS Radio Website	Julie Caracciola	701 Northpoint Parkway, Suite 500 West Palm Beach, FL 33407 www.cbsradio.com	561.686.9505	2	N
Monster.com	N/A	www.monster.com	N/A	2	N
CBS/CW Employee (Division Transfer)	N/A	N/A	N/A	1	N
Unsolicited	N/A	N/A	N/A	1	N

7) Job Title: Director of Sales Referral Source(s) of Hire: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American Women in Radio and TV	Stephanie Baxter	8405 Greensboro Dr, Ste 800, McLean, VA 22102	703.506.3290	0	N
Art Institute of Ft Lauderdale	Luwin Sanchez	1799 SE 17 th Street, Ft Lauderdale, FL 33316	954.308.2615	0	N
Black Business Investment Corp	John Howard	2001 Broadway, Ste 301, Riviera Bch, FL 33404	561.845.8055	0	N
Broward Employment & Training Admin	Louis Papa	2660 W Oakland Park Blvd, Ft Lauderdale, FL 33311	954.677.5627	0	N
Ct School of Broadcasting	Dave Duran	3450 Northlake Blvd, Ste 110, N Palm Bch, FL 33408	561.842.2000	0	N
Filipino-American Assoc of PBC	Zee Watson	914 45 th Street, W Palm Bch, FL 33408	N/A	0	N
Florida A&M University	Theodore Garye	Personnel Relations, 211 Foote-Hilyer, Tallahassee, FL 32307	850.599.3000	0	N
FL Memorial College	Athena Jackson	Career Development Ctr, 15800 NW 42 nd Ave, Miami, FL 33054	605.626.3600	0	N
Hispanic Human Resource Council	Victoria Martinez	1427 S Congress Ave, Ste 1-A, W Palm Bch, FL 33406	561.641.7400	0	N
LAIRO (Latin American Immigrant & Refugee Organization, Inc.	Clemencia Ortiz	4623 Forest Hill Blvd, Ste 108-2, W Palm Bch, FL 33415	561.966.4515	0	N
NAACP	Shirley Hunter	1700 Australian Ave N, W Palm Bch, FL 33407	561.833.2537	0	N
Natl Black Chamber of Commerce	Eugene Franklin	1350 Connecticut Ave NW, Ste 825, Washington, DC 20036	202.466.6888	0	N
PB Cty School of the Arts	Ancil Deluz	3701 North Shore Dr, W Palm Bch, FL 33407	561.802.6000	0	N
PB Cty Workforce Development Board	Laura Fincanno	2051 Martin Luther King Jr Blvd, Riviera Bch, FL 33404	800.556.5627	0	N
PBCC/Career Center	Ken Swain	3160 PGA Blvd, Palm Bch Gardens, FL 33410	561.207.5350	0	N
PBCC/Career Center	Doreen Jadwick	4200 S Congress Ave, Lake Worth, FL 33461	561.868.3845	0	N
School of Journalism & Mass Communication	Jay Eubank	UNC Chapel Hill, Campus Box 3365, Chapel Hill, NC 27599	919.962.1204	0	N
Seminole Community College	Nancy Sautter	Career Resource Ctr, 100 Weldon Blvd, Sanford, FL 32773	407.328.4722	0	N
Society of Professional Journalists	Julie Grimes	3909 N Meridan St, Indianapolis, IN 46208	317.927.8000	0	N
South Tech/Job Placement Ctr	Alley McGinnis	1300 SW 30 th Ave, Boynton Beach, FL 33426	561.369.7000	0	N
Suncoast Chamber of Commerce	Altermease Kendrick	2001 Broadway, Ste 301, Riviera Bch, FL 33404	561.842.7146	0	N
UF/Scholarship Placement College	Patricia Dunn	2070 Welmer Hall, Gainesville, FL 32611	352.846.2484	0	N
United Way of PB Cty	Diane Laubert	2600 Quantum Blvd, Boynton Beach, FL 33426	561.375.6600	0	N
Urban League of Greater Miami	Phillippe Vaval	8500 NW 25 th Ave, Miami, FL 33147	305.696.4456	0	N

Urban League of Palm Bch County	Jessie Phillips	1700 Australian Ave N, W Palm Bch, FL 33407	561.833.1461	0	N
Valencia Community College	Vertrilla Hunt	701 N Econlockhatchee Tr, MC 3-8, Orlando, FL 32825	407.582.2726	0	N
Warner Southern College	Heather Wolford	13895 US 27, Lake Wales, FL 33859	863.638.7646	0	N
WICI Director of Development	Cynthia Hancock	516 Botana Ave, Ft Lauderdale, FL 33301	954.462.5573	0	N
Women's Chamber of Commerce of PB	Karen Meyer	8983 Okeechobee Blvd #202 PMB 202, W Palm Bch, FL 33411	561.744.4700	0	N
Monster.com	N/A	www.monster.com	N/A	0	N
Employee Referral	N/A	N/A	N/A	1	N

8) Job Title: Promotions Coordinator Referral Source(s) of Hire: Internal Promotion

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American Women in Radio and TV	Stephanie Baxter	8405 Greensboro Dr, Ste 800, McLean, VA 22102	703.506.3290	0	N
Art Institute of Ft Lauderdale	Luwin Sanchez	1799 SE 17 th Street, Ft Lauderdale, FL 33316	954.308.2615	0	N
Black Business Investment Corp	John Howard	2001 Broadway, Ste 301, Riviera Bch, FL 33404	561.845.8055	0	N
Broward Employment & Training Admin	Louis Papa	2660 W Oakland Park Blvd, Ft Lauderdale, FL 33311	954.677.5627	0	N
Ct School of Broadcasting	Dave Duran	3450 Northlake Blvd, Ste 110, N Palm Bch, FL 33408	561.842.2000	0	N
Filipino-American Assoc of PBC	Zee Watson	914 45 th Street, W Palm Bch, FL 33408	N/A	0	N
Florida A&M University	Theodore Garye	Personnel Relations, 211 Foote-Hilyer, Tallahassee, FL 32307	850.599.3000	0	N
FL Memorial College	Athena Jackson	Career Development Ctr, 15800 NW 42 nd Ave, Miami, FL 33054	605.626.3600	0	N
Hispanic Human Resource Council	Victoria Martinez	1427 S Congress Ave, Ste 1-A, W Palm Bch, FL 33406	561.641.7400	0	N
LAIRO (Latin American Immigrant & Refugee Organization, Inc.	Clemencia Ortiz	4623 Forest Hill Blvd, Ste 108-2, W Palm Bch, FL 33415	561.966.4515	0	N
NAACP	Shirley Hunter	1700 Australian Ave N, W Palm Bch, FL 33407	561.833.2537	0	N
Natl Black Chamber of Commerce	Eugene Franklin	1350 Connecticut Ave NW, Ste 825, Washington, DC 20036	202.466.6888	0	N
PB Cty School of the Arts	Ancil Deluz	3701 North Shore Dr, W Palm Bch, FL 33407	561.802.6000	0	N
PB Cty Workforce Development Board	Laura Fincanno	2051 Martin Luther King Jr Blvd, Riviera Bch, FL 33404	800.556.5627	0	N
PBCC/Career Center	Ken Swain	3160 PGA Blvd, Palm Bch Gardens, FL 33410	561.207.5350	0	N
PBCC/Career Center	Doreen Jadwick	4200 S Congress Ave, Lake Worth, FL 33461	561.868.3845	0	N
School of Journalism & Mass Communication	Jay Eubank	UNC Chapel Hill, Campus Box 3365, Chapel Hill, NC 27599	919.962.1204	0	N
Seminole Community College	Nancy Sautter	Career Resource Ctr, 100 Weldon Blvd, Sanford, FL 32773	407.328.4722	0	N
Society of Professional Journalists	Julie Grimes	3909 N Meridan St, Indianapolis, IN 46208	317.927.8000	0	N
South Tech/Job Placement Ctr	Alley McGinnis	1300 SW 30 th Ave, Boynton Beach, FL 33426	561.369.7000	0	N
Suncoast Chamber of Commerce	Altermease Kendrick	2001 Broadway, Ste 301, Riviera Bch, FL 33404	561.842.7146	0	N
UF/Scholarship Placement College	Patricia Dunn	2070 Welmer Hall, Gainesville, FL 32611	352.846.2484	0	N
United Way of PB Cty	Diane Laubert	2600 Quantum Blvd, Boynton Beach, FL 33426	561.375.6600	0	N
Urban League of Greater Miami	Phillippe Vaval	8500 NW 25 th Ave, Miami, FL 33147	305.696.4456	0	N

Urban League of Palm Bch County	Jessie Phillips	1700 Australian Ave N, W Palm Bch, FL 33407	561.833.1461	0	N
Valencia Community College	Vertrilla Hunt	701 N Econlockhatchee Tr, MC 3-8, Orlando, FL 32825	407.582.2726	0	N
Warner Southern College	Heather Wolford	13895 US 27, Lake Wales, FL 33859	863.638.7646	0	N
WICI Director of Development	Cynthia Hancock	516 Botana Ave, Ft Lauderdale, FL 33301	954.462.5573	0	N
Women's Chamber of Commerce of PB	Karen Meyer	8983 Okeechobee Blvd #202 PMB 202, W Palm Bch, FL 33411	561.744.4700	0	N
CBS Radio Website	Julie Caracciola	701 Northpoint Parkway, Suite 500 West Palm Beach, FL 33407 www.cbsradio.com	561.686.9505	4	N
Monster.com	N/A	www.monster.com	N/A	0	N
Internal Promotion	N/A	N/A	N/A	1	N
Current Employee	N/A	N/A	N/A	4	N

9) Job Title: VP / General Manager Referral Source(s) of Hire: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Inside Radio	N/A	www.insideradio.com	N/A	7	N
Employee Referral	N/A	N/A	N/A	1	N

10) Job Title: WEAT-FM Account Executive Referral Source(s) of Hire: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American Women in Radio and TV	Stephanie Baxter	8405 Greensboro Dr, Ste 800, McLean, VA 22102	703.506.3290	0	N
Art Institute of Ft Lauderdale	Luwin Sanchez	1799 SE 17 th Street, Ft Lauderdale, FL 33316	954.308.2615	0	N
Black Business Investment Corp	John Howard	2001 Broadway, Ste 301, Riviera Bch, FL 33404	561.845.8055	0	N
Broward Employment & Training Admin	Louis Papa	2660 W Oakland Park Blvd, Ft Lauderdale, FL 33311	954.677.5627	0	N
Ct School of Broadcasting	Dave Duran	3450 Northlake Blvd, Ste 110, N Palm Bch, FL 33408	561.842.2000	0	N
Filipino-American Assoc of PBC	Zee Watson	914 45 th Street, W Palm Bch, FL 33408	N/A	0	N
Florida A&M University	Theodore Garye	Personnel Relations, 211 Foote-Hilyer, Tallahassee, FL 32307	850.599.3000	0	N
FL Memorial College	Athena Jackson	Career Development Ctr, 15800 NW 42 nd Ave, Miami, FL 33054	605.626.3600	0	N
Hispanic Human Resource Council	Victoria Martinez	1427 S Congress Ave, Ste 1-A, W Palm Bch, FL 33406	561.641.7400	0	N
LAIRO (Latin American Immigrant & Refugee Organization, Inc.	Clemencia Ortiz	4623 Forest Hill Blvd, Ste 108-2, W Palm Bch, FL 33415	561.966.4515	0	N
NAACP	Shirley Hunter	1700 Australian Ave N, W Palm Bch, FL 33407	561.833.2537	0	N
Natl Black Chamber of Commerce	Eugene Franklin	1350 Connecticut Ave NW, Ste 825, Washington, DC 20036	202.466.6888	0	N
PB Cty School of the Arts	Ancil Deluz	3701 North Shore Dr, W Palm Bch, FL 33407	561.802.6000	0	N
PB Cty Workforce Development Board	Laura Fincanno	2051 Martin Luther King Jr Blvd, Riviera Bch, FL 33404	800.556.5627	0	N
PBCC/Career Center	Ken Swain	3160 PGA Blvd, Palm Bch Gardens, FL 33410	561.207.5350	0	N
PBCC/Career Center	Doreen Jadwick	4200 S Congress Ave, Lake Worth, FL 33461	561.868.3845	0	N
School of Journalism & Mass Communication	Jay Eubank	UNC Chapel Hill, Campus Box 3365, Chapel Hill, NC 27599	919.962.1204	0	N
Seminole Community College	Nancy Sautter	Career Resource Ctr, 100 Weldon Blvd, Sanford, FL 32773	407.328.4722	0	N
Society of Professional Journalists	Julie Grimes	3909 N Meridan St, Indianapolis, IN 46208	317.927.8000	0	N
South Tech/Job Placement Ctr	Alley McGinnis	1300 SW 30 th Ave, Boynton Beach, FL 33426	561.369.7000	0	N
Suncoast Chamber of Commerce	Altermease Kendrick	2001 Broadway, Ste 301, Riviera Bch, FL 33404	561.842.7146	0	N
UF/Scholarship Placement College	Patricia Dunn	2070 Welmer Hall, Gainesville, FL 32611	352.846.2484	0	N
United Way of PB Cty	Diane Laubert	2600 Quantum Blvd, Boynton Beach, FL 33426	561.375.6600	0	N
Urban League of Greater Miami	Phillippe Vaval	8500 NW 25 th Ave, Miami, FL 33147	305.696.4456	0	N

Urban League of Palm Bch County	Jessie Phillips	1700 Australian Ave N, W Palm Bch, FL 33407	561.833.1461	0	N
Valencia Community College	Vertrilla Hunt	701 N Econlockhatchee Tr, MC 3-8, Orlando, FL 32825	407.582.2726	0	N
Warner Southern College	Heather Wolford	13895 US 27, Lake Wales, FL 33859	863.638.7646	0	N
WICI Director of Development	Cynthia Hancock	516 Botana Ave, Ft Lauderdale, FL 33301	954.462.5573	0	N
Women's Chamber of Commerce of PB	Karen Meyer	8983 Okeechobee Blvd #202 PMB 202, W Palm Bch, FL 33411	561.744.4700	0	N
CBS Radio Website	Julie Caracciola	701 Northpoint Parkway, Suite 500 West Palm Beach, FL 33407 www.cbsradio.com	561.686.9505	0	N
Monster.com	N/A	www.monster.com	N/A	2	N
Employee Referral	N/A	N/A	N/A	1	N

11) Job Title: WPBZ-FM Morning Talent Referral Source(s) of Hiree: Employee Rehire

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American Women in Radio and TV	Stephanie Baxter	8405 Greensboro Dr, Ste 800, McLean, VA 22102	703.506.3290	0	N
Art Institute of Ft Lauderdale	Luwin Sanchez	1799 SE 17 th Street, Ft Lauderdale, FL 33316	954.308.2615	0	N
Black Business Investment Corp	John Howard	2001 Broadway, Ste 301, Riviera Bch, FL 33404	561.845.8055	0	N
Broward Employment & Training Admin	Louis Papa	2660 W Oakland Park Blvd, Ft Lauderdale, FL 33311	954.677.5627	0	N
Ct School of Broadcasting	Dave Duran	3450 Northlake Blvd, Ste 110, N Palm Bch, FL 33408	561.842.2000	0	N
Filipino-American Assoc of PBC	Zee Watson	914 45 th Street, W Palm Bch, FL 33408	N/A	0	N
Florida A&M University	Theodore Garye	Personnel Relations, 211 Foote-Hilyer, Tallahassee, FL 32307	850.599.3000	0	N
FL Memorial College	Athena Jackson	Career Development Ctr, 15800 NW 42 nd Ave, Miami, FL 33054	605.626.3600	0	N
Hispanic Human Resource Council	Victoria Martinez	1427 S Congress Ave, Ste 1-A, W Palm Bch, FL 33406	561.641.7400	0	N
LAIRO (Latin American Immigrant & Refugee Organization, Inc.	Clemencia Ortiz	4623 Forest Hill Blvd, Ste 108-2, W Palm Bch, FL 33415	561.966.4515	0	N
NAACP	Shirley Hunter	1700 Australian Ave N, W Palm Bch, FL 33407	561.833.2537	0	N
Natl Black Chamber of Commerce	Eugene Franklin	1350 Connecticut Ave NW, Ste 825, Washington, DC 20036	202.466.6888	0	N
PB Cty School of the Arts	Ancil Deluz	3701 North Shore Dr, W Palm Bch, FL 33407	561.802.6000	0	N
PB Cty Workforce Development Board	Laura Fincanno	2051 Martin Luther King Jr Blvd, Riviera Bch, FL 33404	800.556.5627	0	N
PBCC/Career Center	Ken Swain	3160 PGA Blvd, Palm Bch Gardens, FL 33410	561.207.5350	0	N
PBCC/Career Center	Doreen Jadwick	4200 S Congress Ave, Lake Worth, FL 33461	561.868.3845	0	N
School of Journalism & Mass Communication	Jay Eubank	UNC Chapel Hill, Campus Box 3365, Chapel Hill, NC 27599	919.962.1204	0	N
Seminole Community College	Nancy Sautter	Career Resource Ctr, 100 Weldon Blvd, Sanford, FL 32773	407.328.4722	0	N
Society of Professional Journalists	Julie Grimes	3909 N Meridan St, Indianapolis, IN 46208	317.927.8000	0	N
South Tech/Job Placement Ctr	Alley McGinnis	1300 SW 30 th Ave, Boynton Beach, FL 33426	561.369.7000	0	N
Suncoast Chamber of Commerce	Altermease Kendrick	2001 Broadway, Ste 301, Riviera Bch, FL 33404	561.842.7146	0	N
UF/Scholarship Placement College	Patricia Dunn	2070 Welmer Hall, Gainesville, FL 32611	352.846.2484	0	N
United Way of PB Cty	Diane Laubert	2600 Quantum Blvd, Boynton Beach, FL 33426	561.375.6600	0	N
Urban League of Greater Miami	Phillippe Vaval	8500 NW 25 th Ave, Miami, FL 33147	305.696.4456	0	N

Urban League of Palm Bch County	Jessie Phillips	1700 Australian Ave N, W Palm Bch, FL 33407	561.833.1461	0	N
Valencia Community College	Vertrilla Hunt	701 N Econlockhatchee Tr, MC 3-8, Orlando, FL 32825	407.582.2726	0	N
Warner Southern College	Heather Wolford	13895 US 27, Lake Wales, FL 33859	863.638.7646	0	N
WICI Director of Development	Cynthia Hancock	516 Botana Ave, Ft Lauderdale, FL 33301	954.462.5573	0	N
Women's Chamber of Commerce of PB	Karen Meyer	8983 Okeechobee Blvd #202 PMB 202, W Palm Bch, FL 33411	561.744.4700	0	N
CBS Radio Website	Julie Caracciola	701 Northpoint Parkway, Suite 500 West Palm Beach, FL 33407 www.cbsradio.com	561.686.9505	0	N
Monster.com	N/A	www.monster.com	N/A	0	N
All Access Music Group	N/A	www.allaccess.com	310.457.6616	3	N
Employee Referral	N/A	N/A	N/A	1	N
Employee Rehire	N/A	N/A	N/A	1	N

12) Job Title: WPBZ-FM Morning Talent Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American Women in Radio and TV	Stephanie Baxter	8405 Greensboro Dr, Ste 800, McLean, VA 22102	703.506.3290	0	N
Art Institute of Ft Lauderdale	Luwin Sanchez	1799 SE 17 th Street, Ft Lauderdale, FL 33316	954.308.2615	0	N
Black Business Investment Corp	John Howard	2001 Broadway, Ste 301, Riviera Bch, FL 33404	561.845.8055	0	N
Broward Employment & Training Admin	Louis Papa	2660 W Oakland Park Blvd, Ft Lauderdale, FL 33311	954.677.5627	0	N
Ct School of Broadcasting	Dave Duran	3450 Northlake Blvd, Ste 110, N Palm Bch, FL 33408	561.842.2000	0	N
Filipino-American Assoc of PBC	Zee Watson	914 45 th Street, W Palm Bch, FL 33408	N/A	0	N
Florida A&M University	Theodore Garye	Personnel Relations, 211 Foote-Hilyer, Tallahassee, FL 32307	850.599.3000	0	N
FL Memorial College	Athena Jackson	Career Development Ctr, 15800 NW 42 nd Ave, Miami, FL 33054	605.626.3600	0	N
Hispanic Human Resource Council	Victoria Martinez	1427 S Congress Ave, Ste 1-A, W Palm Bch, FL 33406	561.641.7400	0	N
LAIRO (Latin American Immigrant & Refugee Organization, Inc.	Clemencia Ortiz	4623 Forest Hill Blvd, Ste 108-2, W Palm Bch, FL 33415	561.966.4515	0	N
NAACP	Shirley Hunter	1700 Australian Ave N, W Palm Bch, FL 33407	561.833.2537	0	N
Natl Black Chamber of Commerce	Eugene Franklin	1350 Connecticut Ave NW, Ste 825, Washington, DC 20036	202.466.6888	0	N
PB Cty School of the Arts	Ancil Deluz	3701 North Shore Dr, W Palm Bch, FL 33407	561.802.6000	0	N
PB Cty Workforce Development Board	Laura Fincanno	2051 Martin Luther King Jr Blvd, Riviera Bch, FL 33404	800.556.5627	0	N
PBCC/Career Center	Ken Swain	3160 PGA Blvd, Palm Bch Gardens, FL 33410	561.207.5350	0	N
PBCC/Career Center	Doreen Jadwick	4200 S Congress Ave, Lake Worth, FL 33461	561.868.3845	0	N
School of Journalism & Mass Communication	Jay Eubank	UNC Chapel Hill, Campus Box 3365, Chapel Hill, NC 27599	919.962.1204	0	N
Seminole Community College	Nancy Sautter	Career Resource Ctr, 100 Weldon Blvd, Sanford, FL 32773	407.328.4722	0	N
Society of Professional Journalists	Julie Grimes	3909 N Meridan St, Indianapolis, IN 46208	317.927.8000	0	N
South Tech/Job Placement Ctr	Alley McGinnis	1300 SW 30 th Ave, Boynton Beach, FL 33426	561.369.7000	0	N
Suncoast Chamber of Commerce	Altermease Kendrick	2001 Broadway, Ste 301, Riviera Bch, FL 33404	561.842.7146	0	N
UF/Scholarship Placement College	Patricia Dunn	2070 Welmer Hall, Gainesville, FL 32611	352.846.2484	0	N
United Way of PB Cty	Diane Laubert	2600 Quantum Blvd, Boynton Beach, FL 33426	561.375.6600	0	N
Urban League of Greater Miami	Phillippe Vaval	8500 NW 25 th Ave, Miami, FL 33147	305.696.4456	0	N

Urban League of Palm Bch County	Jessie Phillips	1700 Australian Ave N, W Palm Bch, FL 33407	561.833.1461	0	N
Valencia Community College	Vertrilla Hunt	701 N Econlockhatchee Tr, MC 3-8, Orlando, FL 32825	407.582.2726	0	N
Warner Southern College	Heather Wolford	13895 US 27, Lake Wales, FL 33859	863.638.7646	0	N
WICI Director of Development	Cynthia Hancock	516 Botana Ave, Ft Lauderdale, FL 33301	954.462.5573	0	N
Women's Chamber of Commerce of PB	Karen Meyer	8983 Okeechobee Blvd #202 PMB 202, W Palm Bch, FL 33411	561.744.4700	0	N
CBS Radio Website	Julie Caracciola	701 Northpoint Parkway, Suite 500 West Palm Beach, FL 33407 www.cbsradio.com	561.686.9505	0	N
Monster.com	N/A	www.monster.com	N/A	0	N
All Access Music Group	N/A	www.allaccess.com	310.457.6616	0	N
Employee Referral	N/A	N/A	N/A	1	N
Unsolicited	N/A	N/A	N/A	5	N

13) Job Title: WPBZ-FM Account Executive Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American Women in Radio and TV	Stephanie Baxter	8405 Greensboro Dr, Ste 800, McLean, VA 22102	703.506.3290	0	N
Art Institute of Ft Lauderdale	Luwin Sanchez	1799 SE 17 th Street, Ft Lauderdale, FL 33316	954.308.2615	0	N
Black Business Investment Corp	John Howard	2001 Broadway, Ste 301, Riviera Bch, FL 33404	561.845.8055	0	N
Broward Employment & Training Admin	Louis Papa	2660 W Oakland Park Blvd, Ft Lauderdale, FL 33311	954.677.5627	0	N
Ct School of Broadcasting	Dave Duran	3450 Northlake Blvd, Ste 110, N Palm Bch, FL 33408	561.842.2000	0	N
Filipino-American Assoc of PBC	Zee Watson	914 45 th Street, W Palm Bch, FL 33408	N/A	0	N
Florida A&M University	Theodore Garye	Personnel Relations, 211 Foote-Hilyer, Tallahassee, FL 32307	850.599.3000	0	N
FL Memorial College	Athena Jackson	Career Development Ctr, 15800 NW 42 nd Ave, Miami, FL 33054	605.626.3600	0	N
Hispanic Human Resource Council	Victoria Martinez	1427 S Congress Ave, Ste 1-A, W Palm Bch, FL 33406	561.641.7400	0	N
LAIRO (Latin American Immigrant & Refugee Organization, Inc.	Clemencia Ortiz	4623 Forest Hill Blvd, Ste 108-2, W Palm Bch, FL 33415	561.966.4515	0	N
NAACP	Shirley Hunter	1700 Australian Ave N, W Palm Bch, FL 33407	561.833.2537	0	N
Natl Black Chamber of Commerce	Eugene Franklin	1350 Connecticut Ave NW, Ste 825, Washington, DC 20036	202.466.6888	0	N
PB Cty School of the Arts	Ancil Deluz	3701 North Shore Dr, W Palm Bch, FL 33407	561.802.6000	0	N
PB Cty Workforce Development Board	Laura Fincanno	2051 Martin Luther King Jr Blvd, Riviera Bch, FL 33404	800.556.5627	0	N
PBCC/Career Center	Ken Swain	3160 PGA Blvd, Palm Bch Gardens, FL 33410	561.207.5350	0	N
PBCC/Career Center	Doreen Jadwick	4200 S Congress Ave, Lake Worth, FL 33461	561.868.3845	0	N
School of Journalism & Mass Communication	Jay Eubank	UNC Chapel Hill, Campus Box 3365, Chapel Hill, NC 27599	919.962.1204	0	N
Seminole Community College	Nancy Sautter	Career Resource Ctr, 100 Weldon Blvd, Sanford, FL 32773	407.328.4722	0	N
Society of Professional Journalists	Julie Grimes	3909 N Meridan St, Indianapolis, IN 46208	317.927.8000	0	N
South Tech/Job Placement Ctr	Alley McGinnis	1300 SW 30 th Ave, Boynton Beach, FL 33426	561.369.7000	0	N
Suncoast Chamber of Commerce	Altermease Kendrick	2001 Broadway, Ste 301, Riviera Bch, FL 33404	561.842.7146	0	N
UF/Scholarship Placement College	Patricia Dunn	2070 Welmer Hall, Gainesville, FL 32611	352.846.2484	0	N
United Way of PB Cty	Diane Laubert	2600 Quantum Blvd, Boynton Beach, FL 33426	561.375.6600	0	N
Urban League of Greater Miami	Phillippe Vaval	8500 NW 25 th Ave, Miami, FL 33147	305.696.4456	0	N

Urban League of Palm Bch County	Jessie Phillips	1700 Australian Ave N, W Palm Bch, FL 33407	561.833.1461	0	N
Valencia Community College	Vertrilla Hunt	701 N Econlockhatchee Tr, MC 3-8, Orlando, FL 32825	407.582.2726	0	N
Warner Southern College	Heather Wolford	13895 US 27, Lake Wales, FL 33859	863.638.7646	0	N
WICI Director of Development	Cynthia Hancock	516 Botana Ave, Ft Lauderdale, FL 33301	954.462.5573	0	N
Women's Chamber of Commerce of PB	Karen Meyer	8983 Okeechobee Blvd #202 PMB 202, W Palm Bch, FL 33411	561.744.4700	0	N
CBS Radio Website	Julie Caracciola	701 Northpoint Parkway, Suite 500 West Palm Beach, FL 33407 www.cbsradio.com	561.686.9505	0	N
Monster.com	N/A	www.monster.com	N/A	0	N
Employee Referral	N/A	N/A	N/A	2	N

6) Total # of Interviewees Referred: For the period from September 22, 2007 – September 21, 2008, this Employment Unit interviewed 52 Interviewees for full time job vacancies.

7) Supplemental Recruitment Measures

(a) Job Fairs.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. Barry University Participated in Career Services Job Fair, collected resumes, and answered questions regarding employment opportunities at WIRK-FM, WEAT-FM, WPBZ-FM, WNEW-FM, and WMBX-FM.	April 1, 2008	General Sales Manager, Account Executives
2. Connecticut School of Broadcasting Participated in Open House, collected resumes, and answered questions regarding employment opportunities at WIRK-FM, WEAT-FM, WPBZ-FM, WNEW-FM, and WMBX-FM.	August 21, 2008	General Sales Manager, Programming Director

(b) General Outreach Efforts.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
WIRK, WEAT, WPBZ, WNEW and WMBX have made significant contributions to the CBS Radio career website (www.cbsradio.com) which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them.	Ongoing	Market Manager, Market Controller, Program Director, Director of Sales, General Sales Manager

(c) Participation in Events.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
Internship Program w/ Connecticut School of Broadcasting. Student interns participated in an Internship Program with WIRK-FM, WEAT-FM, WPBZ-FM, WNEW-FM, and WMBX-FM while enrolled at CSB.	Ongoing	Market Manager, Market Controller, Program Director, Promotions Director, General Sales Managers.