

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:** CBS Radio – Tampa/St. Pete Market

2) **Unit Members (List all station call signs and communities of license):**

WQYK FM, WLLD FM, WRBQ FM,
WSJT FM, WYUU FM & WQYK AM

3) **EEO Contact Information for Employment Unit:**

Mailing Address: CBS Radio 9721 Executive Center Drive North Suite 200 St. Petersburg, Florida 33702	Telephone Number: 727-579-1925
	Contact Person: Jennifer Babb
	E-mail Address: Jennifer.babb@cbsradio.com

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

Job Title	Recruitment Source Referring Hiree
1. <u>Account Executive (WRBQ FM)</u>	<u>Employee referral</u>
2. <u>Promotions Coordinator (WQYK FM)</u>	<u>Internal candidate</u>
3. <u>Account Executive (WLLD FM)</u>	<u>Employee referral</u>
4. <u>Account Executive (Cluster)</u>	<u>Employee referral</u>
5. <u>Account Executive (WRBQ FM)</u>	<u>Employee referral</u>
6. <u>Account Executive (WRBQ FM)</u>	<u>Employee referral</u>
7. <u>Account Executive (WRBQ FM)</u>	<u>Employee referral</u>
8. <u>Program Director (WYUU FM)</u>	<u>Employee referral</u>
9. <u>Account Executive (WYUU FM)</u>	<u>Employee referral</u>
10. <u>Account Executive (WYUU FM)</u>	<u>Employee referral</u>
11. <u>Promotions Coordinator (WYUU FM)</u>	<u>cbsradio.com</u>
12. <u>Account Executive (WSJT FM)</u>	<u>Employee referral</u>

Stations WQYK-FM, WLLD-FM, WRBQ-FM, WSJT-FM, WYUU-FM and WQYK-AM are Equal Opportunity Employers.

4) (Continued)

Job Title	Recruitment Source Referring Hiree
13. <u>Account Executive (WQYK AM)</u>	<u>Jobing.com</u>
14. <u>Account Executive (Cluster)</u>	<u>Jobing.com</u>
15. <u>National Sales Manager</u>	<u>Internal candidate</u>

(5) Job Title: Account Executives- Job #1, #3, #4, #5, #6, #7, #9, #10, #12, #13

Referral Source(s) of Hiree: #1 Employee referral
#3 Employee referral
#4 Employee referral
#5 Employee referral
#6 Employee referral
#7 Employee referral
#9 Employee referral
#10 Employee referral
#12 Employee referral
#13 Jobing.com

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		No
Connecticut School of Broadcasting	Steve Clark	3901 Coconut Palm Dr. #105 Tampa 33619	813-740-0990		No
Hillsborough Community College	Laurie Ragsdale	P.O. Box 30030 Tampa 33630	813-253-7275		No
Hillsborough Community College - Radio-TV Program	Dr. Ron Shearer	2112 North 15th Street, PST 134 Tampa 33605	813-253-7978		Yes
Eckerd College	Jane Colson	4200 54 th Ave S. St. Pete 33711	727-864-8258		No
Florida College	Kathy	119 N. Glen Arven Ave Temple Terrace 33617	813-988-5131		No
University of South Florida St. Pete Campus	Mariah Kreiser	140 7 th Avenue South, Bay 117 St. Petersburg 33701	727-873-4129		No
University of South Florida Tampa Campus	Kathy Roche	4202 East Fowler Ave Tampa, FL	813-974-3202		No
Florida Metropolitan University – Hillsborough County	Stella Dimos	3319 W. Hillsborough Ave Tampa 33614	813-879-6000 x123		No
Florida Metropolitan University – Pinellas County	Marty Tschiderer	2471 McMullen Booth Road Clearwater 33759	727-725-2688		No
St. Petersburg College Clearwater Campus	Melissa - Career Assistant	2465 Drew Street Admin Bldg AD115 Clearwater 33765	727-791-2738		No
MacDonald Training Center	Mary Bellis	5420 W. Cypress St. Tampa 33607	813-870-1300 x289		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		No
Tampa Organization of Black Affairs		P.O. Box 3485 Tampa 33601	813-874-8622		No
Pinellas County Urban League	Robert Mobley	1801 119 th Street N Largo 34648	727-587-7937		No
Resource Center for Women	Susan Olsen	1301 Seminole Blvd #150 Largo 33770	727-586-1110		No
NAACP – Tampa	Dr. Sam Horton	308 E. MLK Jr Blvd #C Tampa 33603	813-234-8683		No
NAACP – St. Petersburg	Linda Hardaway Watkins	1501 16 th Street S. St. Pete 33705	727-898-3310		No
Remington College	Deborah Hoffman	8550 Ulmerton Road #100 Largo 33771	727-532-1999		No
AMFMJOBS.com	Mark Holloway	P.O. Box 4116 Oceanside CA 92052	760-754-8177		Yes
CDC of Tampa	Noah Thomas	2631 E. Lake Avenue Tampa 33610	813-248-9738 x103		Yes
International Academy of Design and Technology	Amy Boyer	5104 Eisenhower Blvd Tampa	813-880-8098		Yes
Jobing.com	Terence Young	550 N. Reo Street #300 Tampa 33609	813-649-8411	2	No
Florida CareerLINK	Pam or Michael Crosslin	Peak Communications 1700 McMullen Booth Road, Suite D1 Clearwater 33759	727-724-5465 x18	1	No
Goods Entertainment/VoiceHunter.com	Adam Goodman		800-867-9532		Yes
Monster.com	Corporate relationship			2	
Cbsradio.com					
Station websites	Deebler – internal				
Job Openings Book (at front desk)	Internal				
Employee referral				11	

Called station/phone inquiry				2	
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Job Title: **Promotions Coordinator – Job #2**

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		No
Hillsborough Community College - Radio-TV Program	Dr. Ron Shearer	2112 North 15th Street, PST 134 Tampa 33605	813-253-7978		Yes
Eckerd College	Jane Colson	4200 54 th Ave S. St. Pete 33711	727-864-8258		No
Florida Metropolitan University – Pinellas County	Marty Tschiderer	2471 McMullen Booth Road Clearwater 33759	727-725-2688		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		No
Resource Center for Women	Susan Olsen	1301 Seminole Blvd #150 Largo 33770	727-586-1110		No
NAACP – St. Petersburg	Linda Hardaway Watkins	1501 16 th Street S. St. Pete 33705	727-898-3310		No
Remington College	Deborah Hoffman	8550 Ulmerton Road #100 Largo 33771	727-532-1999		No
CDC of Tampa	Virgil Perry	2631 E. Lake Avenue Tampa 33610	813-248-9738 x103		Yes
International Academy of Design and Technology	David Walker	5104 Eisenhower Blvd Tampa	813-889-3425		Yes
Jobing.com	Tara Smith	550 N. Reo Street #300 Tampa 33609	813-649-8411	2	No
Florida CareerLINK	Kevin Mongelli	Regionahelpwanted.com 4711 S Himes Avenue #1111 Tampa 33611	813-944-3035	1	No
Station websites	Deebler – internal				
Job Openings Book (at front desk)	Internal				

Employee referral				1	
Internal candidates				4	
Former employees				1	
Client referral				1	

(5) Job Title: **Promotions Coordinator WYUU- Job #11**

Referral Source(s) of Hiree: **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)
Tampa Tribune	Rosa Mercado	P.O. Box 191 Tampa 33601	813-259-7756		No
Worknet Pinellas	Julie Watts	2312 Gulf to Bay Blvd Clearwater 33755	727-524-4344	1	No
Connecticut School of Broadcasting	Steve Clark	3901 Coconut Palm Dr. #105 Tampa 33619	813-740-0990		No
Hillsborough Community College - Radio-TV Program	Dr. Ron Shearer	2112 North 15th Street, PST 134 Tampa 33605	813-253-7978		Yes
University of South Florida St. Pete Campus	Terry Dowling	140 7 th Avenue South, Bay 117 St. Petersburg 33701	727-873-4129		No
University of South Florida Tampa Campus	Kathy Roche	4202 East Fowler Ave Tampa, FL	813-974-3202		No
Florida Metropolitan University – Pinellas County	Marty Tschiderer	2471 McMullen Booth Road Clearwater 33759	727-725-2688		No
Florida Metropolitan University – Hillsborough County	Stella Dimos	3319 W. Hillsborough Ave Tampa 33614	813-879-6000 x123		No
St. Petersburg College Clearwater Campus	Melissa - Career Assistant	2465 Drew Street Admin Bldg AD115 Clearwater 33765	727-791-2738		No
Full Sail	Karen Trudeau	3300 University Blvd, Suite 160 Winter Park 32792	407-551-2037 x5645		No
Jobing.com	Tara Smith	5301 W. Cypress Suite 200 Tampa 33607	813-649-8411	1	No
Florida CareerLINK		Regionhelpwanted.com 4711 S Himes Avenue #1111 Tampa 33611	813-944-3035	1	No
CBS Radio.com	Corporate relationship through Monster			2	
Station websites	Deebler – internal				

Job Openings Book (at front desk)	Internal				
Employee referral				1	
Internal candidates				5	
Former employees					
Client referral					

(5) Job Title: **Program Director – Job #8**

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)
Tampa Tribune	Rosa Mercado	P.O. Box 191 Tampa 33601	813-259-7756		No
Employee referral				2	

Limited recruitment was conducted for this vacancy. Specifically, a blind posting was advertised in the Tampa Tribune to preserve confidentiality in filling this vacancy so as not to alert an existing employee who was to be replaced.

(5) Job Title: National Sales Manager – Job #15

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)
Worknet Pinellas	Roy Roggensack	2312 Gulf to Bay Blvd Clearwater 33755	727-524-4344		No
Connecticut School of Broadcasting	Steve Clark	3901 Coconut Palm Dr. #105 Tampa 33619	813-740-0990		No
Hillsborough Community College - Radio-TV Program	Dr. Ron Shearer	2112 North 15th Street, PST 134 Tampa 33605	813-253-7978		Yes
Jobing.com	Tara Smith	5301 W. Cypress Suite 200 Tampa 33607	813-649-8411		No
Florida CareerLINK		Regionhelpwanted.com 4711 S Himes Avenue #1111 Tampa 33611	813-944-3035		No
CBS Radio.com	Corporate relationship through Monster				
Station websites	Deebler – internal				
Employee referral				2	
Internal candidate				2	

6) **Total # of Interviewees Referred:** For the period from September 22, 2007 through September 21, 2008, this Employment Unit interviewed 45 interviewees for full-time job vacancies.

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
(1) <u>Employee referral</u>	<u>17</u>
(2) <u>Internal candidate</u>	<u>11</u>
(3) <u>Jobing.com</u>	<u>5</u>
(4) <u>Monster.com</u>	<u>2</u>
(5) <u>Floridacareerlink.com</u>	<u>3</u>
(6) <u>Worknet Pinellas</u>	<u>1</u>
(7) <u>cbsradio.com</u>	<u>2</u>
(8) <u>Called Station/Phone Inquiry</u>	<u>2</u>
(9) <u>Client referral</u>	<u>1</u>
(10) <u>Former employee</u>	<u>1</u>

7) Supplemental Recruitment Measures.

Participation in Job Fairs

The Employment Unit participated in the job fairs listed below. This participation enables the Employment Unit to recruit from a diverse population within the community and gives the Employment Unit the opportunity to promote knowledge and awareness of the broadcasting industry to job seekers and even employers who attend the job/career fair.

1. Employment Guide Career Expo – Raymond James Stadium 5/7/08

One Operations Manager, Fleet and Safety Manager and Human Resources Representative attended.

2. Jobing.com Career Expo – Tampa Convention Center 5/14/08

Two Human Resources Representatives attended.

Participation in Career Events Sponsored by Educational Institutions

1. The Employment Unit participated in a Shadow Day for Northeast High School students on 3/10/08 through a program called the Academy of Information Technology. It allowed the students to learn about the broadcasting industry from an Engineering and IT standpoint. Three (3) students participated and they spent approximately 3 hours in the program.
2. The Employment Unit participated in a Shadow Day for Largo High School students on 11/9/07 through a program called 21st Century Learning Program. It allowed the students to learn about the broadcasting industry in general. They received an overview from Production, Promotions, Programming and Sales. Three (3) students participated and they spent a full day at the stations.
3. The Employment Unit participated in a Shadow Day for a River Ridge High School student on 11/14/07. It allowed the student to learn about the broadcasting industry from a Programming/On-Air standpoint. One (1) student participated and he spent approximately 4 hours with 2 different on-air personalities.

Internship Program

The Employment Unit currently has an active internship program. The Employment Unit established a relationship with Connecticut School of Broadcasting, Full Sail, St. Pete College, Hillsborough Community College and University of South Florida to attract interns. Five (5) interns participated in the program during this reporting period and the Employment Unit hired all of them for part time positions at the end of their internship. The interns attended station events/remotes, interacted with listeners, updated listener and media databases, participated in weekly promotions meetings, filed paperwork and assisted with other office work.

Participate in General Outreach Efforts Using Job Banks or Internet Programs

Stations in the Employment Unit have made significant contributions to the CBS radio career website (www.cbsradio.com) which contains information designed to inform the general public of numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them.

Stations WQYK-FM, WLLD-FM, WRBQ-FM, WSJT-FM, WYUU-FM and WQYK-AM are Equal Opportunity Employers.

Jobing.com, Floridacareerlink.com, Monster.com, Florida Job Service and a number of other local resources such as colleges/universities and community organizations are utilized for this purpose.