

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period May 23, 2008 – May 22, 2009.

- 1) **Employment Unit Location/Name:** Baltimore, Maryland / CBS Radio Baltimore
- 2) **Unit Members (List all station call signs and communities of license)\*:** WJZ-FM, Catonsville, MD  
WWMX-FM, Baltimore, MD
- 3) **EEO Contact Information for Employment Unit:**

Mailing Address: CBS Radio Baltimore 1423 Clarkview Road Suite 100 Baltimore, MD 21209	Telephone Number: 410.825.1000
	Contact Person: Ann Peters Market Executive Assistant/Office Manager/EEO Coordinator
	E-mail Address: ann.peters@cbsradio.com

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

<u>Job Title</u>	<u>Recruitment Source Referring Hiree</u>
1. Account Executive	Promotion
2. Account Executive	Employee Referral
3. Account Executive	Employee Referral
4. Account Executive	Employee Referral
5. Account Executive	3 <sup>rd</sup> Party Industry Referral
6. Traffic Manager	Rehired Former Employee
7. Continuity Director/Production Assistant	Promotion
8. Account Executive	Cold Call
9. Air Talent	Promotion
10. Air Talent	Promotion
11. General Sales Manager	Promotion/Management Consolidation

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\* On April 1, 2009 ownership of WQSR-FM transferred from a subsidiary of CBS Radio Inc. to a subsidiary of Clear Channel Communications, Inc. Accordingly, this report does not include any reporting on WQSR-FM's hiring.

5) Job Title: See Section 4\*

Referral Source(s) of Hiree: See Section 4\*

\* Each of the recruitment sources listed below was contacted in connection with the recruitment for all positions filled, except for Air Talent (job titles #9 and #10) and General Sales Manager (job title #11), whose hiring was an exigent circumstance and for whom no recruitment was undertaken..

Recruitment Sources Used	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification
Allaccess.com	Ann Peters/Lisa Howard	Internet Site	410-825-1065	0	No
American Women In Radio & Television	Melissa Lowe Career Line	8405 Greensboro Dr #800, McLean, VA 22102	703-506-3290	0	No
Association Of Black Media Workers	Terri Owens Job Placement Services	P.O. Box 47236, Baltimore, Maryland 21244-0236	No Phone	0	No
Baltimore City Community College	Eula Gautreaux Career Development Center	2901 Liberty Heights Ave, Baltimore, Maryland 21215	410-462-8300	0	No
Baltimore County Dept of Aging	Patti Madigan Sr. Employment & Housing Services	611 Central Avenue Room 319 Towson, MD 21204	410-887-3296	0	Yes
Baltimore Sun	Margaret Anderson Classified Advertising	Calvert Street, Baltimore, Maryland	410-783-2507	0	No
Baltimore Urban League	Ophelia Jones	512 Orchard Street, Baltimore, Maryland 21201	410-523-8150	0	No
Bowie State University	Mary Johnson Career Services Department	M L King Bldg, #256, Bowie, Maryland 20715	301-464-6570	0	Yes
Broadcasting Institute Of Maryland	Norman Brooks Placement Department	7200 Harford Road, Baltimore, Maryland 21234	410-254-2770	0	No
Capitol College	Tony Miller Career Services Department	11301 Springfield Rd, Laurel, Maryland 20708	301-369-2800	0	No
Careerbuilder.com	Margaret Anderson Classified Advertising	Calvert Street Baltimore, Maryland	410-783-2507	6	No
Catholic Charities	Kimberly Ellis, Placement Manager	19 W. Franklin Street, Baltimore, MD 21201	410-468-4625	0	Yes
Catonsville Community College	Career Development Director Career Planning & Development	800 South Rolling Road, Baltimore, Maryland 21228	410-821-8921	0	No
Cbsradio.com	Ann Peters/Lisa Howard	Internet Site	410-825-1065	3	No
Change, Inc	Gracie Rolling	1413 Park Road N W, Washington, D C 20010	202-387-3725	0	No
College Of Notre Dame	Lucy Wase Career Center	4701 North Charles Street, Baltimore, Maryland 21210	410-435-0100	0	Yes
Coppin State College	James Thornton Career Development Office	2500 W. North Avenue, Baltimore, Maryland 21216	410-383-5990	0	No
Coppin State College	Theresa Dawson Career Development Center	2500 West North Avenue, Baltimore, Maryland 21216	410-282-5990	0	No
Craigslist.com	Lisa Howard	Internet Site	410-825-1000	3	No
Division Of Rehabilitation Services	Bridget Stevens Career Counselor	4710 Author Place #420, Camp Springs, Maryland 20746	410-544-9385	0	No

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Dundalk Community College	Marlene Rydzewski Counseling Center	7200 Sollers Point Road, Baltimore, Maryland 21222	410-282- 6700	0	No
El Heraldo	Manuel Alban	2711 Wesleyan Way, Churchville, Maryland 21028	410-836- 2114	0	No
Employee Referral	Ann Peters/Lisa Howards	1423 Clarkview Rd. Baltimore, Maryland 21209	410-825- 1065	6	No
Essex Community College	Denise Richardson Job Placement Office	7201 Rossville Blvd, Baltimore, Maryland 21237	410-682- 6000	0	No
Globaltech Bilingual Institute	Gary Totelino	149 North Luzerne Avenue Baltimore, MD 21224	410-558- 3510	0	No
Goucher College	Raquel Cosden Employment Relations Coordinator	1021 Dulaney Valley Road, Baltimore, Maryland 21204	410-337- 6000	0	No
Hood College	Sarah Bigham Director Of The Career Center	Main Street, Frederick, Maryland 21701	301-663- 3131	0	No
Howard County Community College	Janice Marks Director Of The Career Center	Little Patuxant Parkway, Columbia, Maryland 21044	410-772- 4450	0	No
Howard County Department of Employment and Training	Stephanie Hill	7060 Oakland Mills Road Columbia, MD 21046	410-313- 4600	0	No
Howard University	Samuel Hall	P.O. Box 667, Administration Bldg, Washington, D C 20059	202-806- 6100	0	No
Internal Job Postings	Ann Peters/Lisa Howard	1423 Clarkview Rd Baltimore, Maryland 21209	410-825- 1065	0	No
Jewish Vocational Services	Natalie Merkur Rose Career Services Director	9900 Georgia Avenue Silver Spring, MD 20902	301-816- 2628	0	No
Johns Hopkins University	S. Baughan	3400 North Charles Street Baltimore, MD 21046	410-516- 8048	0	No
Korean Community Service Center	Career Services Director	217 Muddy Branch Rd, Gaithersburg, MD 20878	301-345- 0839	0	No
La Comunidad	Career Services Director	8519 Piney Branch Road, Silver Spring, Maryland 20901	301-445- 8204	0	No
Loyola College	Bruce Smeltz Career Planning & Placement	4501 North Charles Street, Baltimore, Maryland 21210	410-617- 2000	0	No
Maryland Department Of Labor & Licensing Economics/Employment Division	Linda Boyer Maryland Job Service	7930 Eastern Blvd, Baltimore, Maryland 21224	410-876- 9382	0	No
Maryland Division Of Parole & Probation	Barbara McFarland	3413 Dundalk Avenue, Baltimore, Maryland 21222	410-333- 4101	0	No
Maryland Employment Service	Stephanie Hines Job Placement Counselor	10650 Hickory Ridge Road, Columbia, Maryland 21044	410-312- 5762	0	No
Maryland Job Service – Frederick County	Career Counselor	5340 Spectrum Drive #A, Frederick, MD 21703	301-846- 2255	0	No
Maximus	Lisa Simmons Career Counselor	4351 Garden City Drive, Landover, Maryland 20785	301-918- 9555	0	No
Mayor's Office of Employment Development	Darryl Sutton	417 E. Fayette Street #468 Baltimore, MD 21202	410-396- 3009	0	No
MDD CDE Broadcasters Association	Chip Weinman Job Bank	106 Old Court Road Baltimore, Maryland 21208	410-385- 0224	0	No
Melwood Training Center	Kimberly Carter	4425 Forbes Blvd #C Lanham, MD 20706	301-870- 6722	0	No
Monster.com	Ann Peters/Lisa Howard	Internet Site	410-825- 1065	7	No
Montgomery College	Harriett Liebowitz Career Counselor	51 Mannakee St, Rockville, Maryland 20850	301-353- 7800	0	No

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Montgomery County Commission For Women	Carol Steadman Career Counselor	400 N. Washington Street, Suite 100, Rockville, Maryland 20850	301-279- 8346	0	No
Morgan State University	Allan Kennedy	Hillen Road & Cold Spring Lane, Baltimore, Maryland 21239	410-319- 8506	0	No
National Association For The Advancement Of Colored People	Ruby Lewis	1000 U Street, Washington, D C 20001	202-667- 1700	0	No
National Association For The Advancement Of Colored People National Office	John Johnson	4805 Mount Hope Drive, Baltimore, Maryland 21215	410-358- 8900	0	No
National Association For The Advancement Of Colored People Of Baltimore City	G.I. Johnson	6-8 West 26 <sup>th</sup> Street, Baltimore, Maryland 21218	410-366- 3300	0	No
National Association For The Advancement Of Colored People Of Baltimore County	Stacy Cotter Job Placement Director	Main & Wesley Avenue, Catonsville, Maryland 21228	410-747- 7200	0	No
National Association Of Black Accountants	Darryl Matthews Career Counselor	7249a Hanover Parkway, Greenbelt, Maryland 20770	410-655- 7833	0	No
National Association Of Black Journalists	Veronique Dodson,	3100 Taliaferro Hall, University Of Maryland, College Park, Maryland 20742	No phone	0	No
National Association Of Broadcasters	Michael McKinley Employment Clearinghouse	1771 N Street N W, Washington, D C 20036	202-429- 5430	0	No
National Association Of Colleges & Employers	Emily Fuller	P.O. Box 16279, Baltimore, Maryland 21210	410-433- 7550	0	No
National Coalition Of 100 Black Women	Dr. Anne Emery	2901 Druid Park Drive, Suite 108, Baltimore, Maryland 21215	202-862- 3903	0	No
National Federation Of The Blind	James Gashell Career Counselor	1800 Johnson Street, Baltimore, Maryland 21230	301-659- 9314	0	No
National Organization For Women	Janet Caputo	P.O. Box 253, Timonium, Maryland 21094	410-668- 4399	0	No
National Sales Network	Career Counselor	2117 L Street, Suite 317, Washington, DC 20037	202-331- 4407	0	No
Opportunities In Public Affairs	Eric Brice	P.O. Box 34949, Bethesda, Maryland 20827	301-571- 0102	0	No
Promotion	N/A	1423 Clarkview Rd. Baltimore, Maryland 21209	410-825- 1065	3	No
Sheffield Institute for the Recording Arts	Bill Riley	13816 Sunnybrook Road Phoenix, MD 21131	410-628- 7260	0	Yes
STEP	David Brown, Youth Coordinator	1025 St. Paul Street Baltimore, MD 21202	410-625- 1877	0	No
Tess Community Center	Douglas Duncan Career Counselor	8513 Piney Branch Road, Silver Spring, Maryland 20901	301-565- 7675	0	No
Third Party Industry Referral	Multiple	Multiple	Multiple	3	No
Towson University	Employer Relations Coordinator The Career Center	8000 York Road, Towson, Maryland 21252	410-830- 2000	0	No
Traffic Directors Guild of America Web Site		tdga@earthlink.net	No phone	6	No
Transcen, Inc	Maggie Leedy Career Counselor	451 Hungerford Drive #700, Rockville, Maryland 20850	301-424- 2002	0	No
University Of Baltimore	Colleen Murphy Career Development Center	1420 North Charles Street, Baltimore, Maryland 21201- 5779	410-827- 4200	0	No
University of Delaware	Marianne Green, Career Resource Center	401 Academy Street, Newark, DE 19716-6510	302-831- 4034	0	Yes

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University Of Maryland	Marirose Moran Career Center	3121 Hornbake Library, College Park, Maryland 20742	301-405- 1000	0	No
University Of Maryland- Baltimore County	T. Lupinski Career Development & Placement Office	100 Hilltop Circle, Baltimore, Maryland 21250	410-455- 2665	0	No
University Of Maryland- Baltimore County	Myrle Combs Placement Office	5401 Wilkens Avenue, Baltimore, Maryland 21228	410-455- 2665	0	No
Unsolicited Candidate	N/A	N/A	N/A	2	No
US Dept of Veterans Affairs	Andy Dombrowski	Vocational Rehabilitation and Employment, 31 Hopkins Plaza, Baltimore, MD 21201	410-230- 4557	0	No
Villa Julie College	Jennie Adcock	1525n Greenspring Valley Rd Stevenson, MD 21153	443-334- 2702	0	No
Washington Urban League	Brenda Turner Job Placement Service	2900 Newton Street NE, Washington, D C 20018	202-526- 2249	0	No

6) **Total # of Interviewees Referred:** For the period from May 23, 2008 through May 22, 2009, this Employment Unit interviewed 39 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Measures.**

(a) **General Outreach Efforts.**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. WJZ-FM/WWMX-FM have made significant contributions to the CBS Radio career website ( <a href="http://www.cbsradio.com">www.cbsradio.com</a> ) which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them.	Ongoing	EEO Coordinator
2. WJZ-FM/WWMX-FM have conducted educational tours of the broadcast facilities for Boy Scouts, Girl Scouts, Brownies, Middle Schools and youth groups. Tours met the requirements for scouting badges, educational development and provided broadcast career insight.	June 16, 2008 October 6, 2008 November 1, 2008 January 23, 2009 February4, 2009 February10, 2009 April 8, 2009 April, 24, 2009	Vice President of Programming Director of Engineering Office Manager/Market Exec. Asst. Production/Programming Managers Commercial Manager of Programming

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**(b) Participation in Events.**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. Connecting Tree/Seminar Students were invited to come and speak directly with management about career opportunities.	August 28, 2008	Local Sales Manager
2. Broadcast Institute of Maryland Students were invited to radio station to tour facility and get a better understanding of how a radio station works. Included a roundtable discussion regarding career and internship opportunities.	October 9, 2008	Commercial Manager of Programming Director of Creative Imaging & Production Vice President of Programming Program Director
3. Sheffield Institute of Recording Arts Students were invited to radio station to tour facility, familiarize themselves with broadcast equipment and to discuss various career opportunities in radio/production.	October 28, 2008	Director of Creative Imaging & Production
4. Towson University Spoke with marketing students in a seminar format. Discussed radio, advertising and career opportunities.	March 5, 2009	General Sales Manager Director of New Business
5. University of Baltimore/Communications Class Students were invited to radio station to tour facility and get a better understanding of how a radio station works. Included a roundtable discussion regarding career and internship opportunities.	May 8, 2009	Vice President of Programming Director of Engineering Director of Production Office Manager

**(c) Internships.**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. CBS Radio Baltimore Internship Program Internships are offered to junior level and above college students receiving college credit for internships to aid in students' preparation for careers in broadcasting.	Ongoing	EEO Coordinator General Sales Managers Production Managers Program Directors Promotion Directors

**(d) Training of Management-Level Personnel.**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
CBS Radio management participated in EEO webinar conducted by CBS Radio legal department to familiarize with methods of ensuring equal employment opportunities and eliminating discrimination.	May 18, 2009	Sr. Vice President & Market Manager Director of Sales Vice President of Programming General Sales Managers Program Directors Promotion Directors

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