

## 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: ORLANDO/CBS Radio Inc.

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

3) EEO Contact Information for Employment Unit:

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

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

Job Title	Recruitment Source Referring Hires
1. DIGITAL SALES MANAGER	<a href="http://WWW.CBSRADIO.COM">WWW.CBSRADIO.COM</a>
2. I-NET MANAGER	<a href="http://WWW.CBSRADIO.COM">WWW.CBSRADIO.COM</a>

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

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# Interviewees by each source	Did Recruitment Source Request Notification? (Yes or No)
African American Chamber of Commerce	Valerie Ferguson	315 E. Robinson St., Ste 100	407.420.4870	0	N
American Women in Radio and Television	Amy Lotz	1595 Spring Hill Rd., Suite 330, Tyson, Corner, Vienna, VA 22182	703.506.3290	0	N
Bethune-Cookman College	Claudine McKee	640 Dr. Mary McLeod Bethune Blvd, Daytona Beach, FL 32115	386.481.2139	0	N
Central Florida Employment Council	Phyllis Johnson	450 Seminola Boulevard, Casselberry, Florida 32707	407.834.4223	0	N
Florida A&M University Media Sales Institute	Deidre Williams	510 Orr Dr., Tallahassee, Florida 32307	850.599.3379	0	N
Florida Assn of Broadcasters	Lindsay Tidwell	101 East College Ave., Ste 301, Tallahassee, FL 32301	850.681.6444	0	N
FMU-Orlando North	Andy Ali	9200 Southpark Center Loop, Orlando, FL 32819	407.851.2525	0	N
Metropolitan Orlando Urban League	Karen Massey	2804 Belco Dr., Orlando, FL 32808	407.841.7654	0	N
Workforce Central Florida	Chris Judy	1097 Sand Pond Rd., Ste 1009, Lk Mary, FL 32746	407.897.2886	0	N
Seminole Community College	Nancy Sautter	100 Weldon Rd., Sanford, FL 32773	407.328.2034	0	N
University of Central Florida	WUCF-FM Station Mgr	P.O. Box 162199, Orlando, FL 32816	407.823.6364	0	N
Valencia Community College	Vertrilla Hunt	1800 S. Kirkman Rd., Orlando, FL 32811	407.582.2726	0	N
Mix1051.com, Sunny1059.com, 102jamzorlando.com, <a href="http://www.cbsradio.com">www.cbsradio.com</a>	Paul Diaz	1800 Pembroke Dr., Suite 400, Orlando, FL 32810	407.919.1088	1	N
<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	Sarah Schmidt	51 W. 52nd Street, NY, NY 10019	212.975.8676	0	N
<a href="http://www.monster.com">www.monster.com</a>	Sarah Schmidt	51 W. 52nd Street, NY, NY 10019	212.975.8676	0	N

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

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**6) Total # of Interviewees Referred by Each Source:** For the period from September 22, 2008 – September 21, 2009, this Employment Unit interviewed 2 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) <a href="http://WWW.CBSRADIO.COM">WWW.CBSRADIO.COM</a>	2

## 7) Supplemental Recruitment Measures.

### Supplemental Recruitment Initiatives:

#### 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.

e. A WOMX On – Air Talent attended a Career Day at Union Park Elementary. The On-Air Talent answered students' questions pertaining to broadcast careers.

#### 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. 16 students participated in the internship program during this reporting period as follows: Promotions/Marketing (2) two from Full Sail Real World Education, (7) seven from University of Central Florida, (1) one from Bethune Cookman University, (1) one from Valencia Community College, (1) one from Seminole Community College, (1) one from DeVry University; Digital Media (3) three from Full Sail Real World Education.

#### 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)

c. Advertise career opportunities in *Career Opportunities for Minority College Graduates* directory 2008 edition. The advertisement discusses career opportunities with the Employment Unit.

d. Advertise career and internship opportunities in *The Employment Guide* November 2008 edition. The advertisement discusses career opportunities with the Employment Unit.

e. Advertise career and internship opportunities in *The Employment Guide* April 2009 edition. The advertisement discusses career opportunities with the Employment Unit.

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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, Program Director, General Sales Manager, Local Sales Manager, Program Director, Vice President/Director of Sales, Director of Human Resources, National Sales Manager, INET Sales Manager, Jr. Accountant and Digital Sales Manager.