

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: March 23, 2011 – March 22, 2012

1) Employment Unit: CBS Radio – Philadelphia, PA

- 2) Unit Members (Stations and Communities of License):** **KYW (AM), Philadelphia, PA**
WIP (AM), Philadelphia, PA
WOGL (FM), Philadelphia, PA
WPHT (AM), Philadelphia, PA
WIP (FM), Philadelphia, PA (formerly WYSP-FM until 9/6/11)

3) EEO Contact Information for Employment Unit:

Mailing Address KYW(AM) 400 Market Street, 10 th Floor, Philadelphia, PA 19106 WIP(AM) 400 Market Street, 9 th Floor, Philadelphia, PA 19106 WOGL(FM) 2 Bala Plaza, Suite 800, Bala Cynwyd, PA 19004 WPHT(AM) 2 Bala Plaza, Suite 800, Bala Cynwyd, PA 19004 WIP(FM) 400 Market Street, 9 th Floor, Philadelphia, PA 19106	Telephone Number: KYW(AM) 215.238.1060 , WIP(AM) 215.625.9460, WOGL(FM) 610.668.5900, WPHT(AM) 610.668.5800 and WIP(FM) 215.625.9460
	Contact Person/Title: Lisa M. Morton / Human Resources Manager
	E-mail Address lisa.morton@cbsradio.com

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

Job Title	Recruitment Source Referring Hiree
1. Account Executive-WIP(AM)	Internal Posting
2. Account Executive-KYW(AM)	CBSRadio.com
3. Account Executive-KYW(AM)	CBSRadio.com
4. Account Executive-WIP(AM)	CBSRadio.com
5. Sales Assistant-WOGL(FM)	Internal Posting
6. Account Executive-WIP(FM)	Employee Referral
7. Morning Show Producer-WIP(FM)	CBSRadio.com
8. Business Office Assistant-WOGL(FM)/WPHT(AM)	Employee Referral
9. Assistant Promotion Director-WOGL(FM)	Internal Posting
10. Digital Sales Manager-CLUSTER	Employee Referral
11. Account Executive-WOGL(FM)	CBSRadio.com
12. Air Talent-WIP(AM/FM)	Exigent Circumstances/Industry Referral

CBS Radio Philadelphia Stations KYW (AM), WIP (AM), WOGL (FM), WPHT (AM) and WIP (FM)
are Equal Opportunity Employers.

Job Title	Recruitment Source Referring Hiree
13. Account Executive-KYW(AM)	Employee Referral
14. Account Executive-WPHT(AM)	Employee Referral
15. Account Executive-WPHT(AM)	Employee Referral
16. Account Executive-WOGL(FM)	CBSRadio.com
17. Account Executive-WOGL(FM)	CBSRadio.com
18. Account Executive-WPHT(AM)	Unsolicited Candidate Contacted the Station
19. Digital Account Executive-WOGL(FM)	Employee Referral
20. Account Executive-WIP(AM/FM)	Industry Referral
21. Account Executive-WPHT(AM)	Employee Referral
22. Creative Services Director-WIP(AM/FM)	Industry Referral
23. Sales Assistant-WIP(AM/FM)	Internal Posting
24. Sports Journalist-KYW(AM)	CBSRadio.com
25. Sales Assistant-WPHT(AM)	CBSRadio.com
26. Digital Account Executive-WPHT(AM)	Employee Referral
27. Account Executive-WPHT(AM)	CBSRadio.com
28. Account Executive-WIP(AM/FM)	Employee Referral
29. Digital Specialist-CLUSTER	Employee Referral
30. Account Executive-KYW(AM)	Employee Referral
31. Account Executive-WIP(AM/FM)	Industry Referral
32. Promotions Coordinator-WIP(AM/FM)	Internal Posting

5) Job Title 1: Account Executive – WIP (AM)

Referral Source(s) of Hiree: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	Rich Iovanisci	www.CBSRadio.com Two Bala Plaza, Suite 700 Bala Cynwyd, PA 19004	610.949.7800	3	No
Internal Posting	Rich Iovanisci	www.CBSRadio.com Two Bala Plaza, Suite 700 Bala Cynwyd, PA 19004	610.949.7800	1	No
AHEDD	Mary Berry-Shield	115 West Avenue Suite 303 Jenkintown, PA 19046	215-885-2060	0	No
Asian American Women’s Coalition	John Chin	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Association of Women In Communications	Dana Rush	Mercer Human Resources Consulting, 1717 Arch Street, 27 th Floor Philadelphia, PA 19103	215-982-4600	0	No
Community Women’s Education Project	Fred Martinez	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 North Franklin Street Philadelphia, PA 19123	215-627-3100	0	No
Delaware County Office of Employment & Training	Mike Caputo	9 S. 69 th Street, 3 rd Floor, Philadelphia, PA 19082	610-713-2200	0	No
Greater Philadelphia Urban Affairs Coalition	Jill Welsh-Davis	1207 Chestnut Street, 7 th Floor, Philadelphia, PA 19107	215-851-0110	0	No
Mayor’s Commission on Aging	Pat West	100 South Broad Street, 4 th Floor, Philadelphia, PA 19110	215-686-8450	0	No
N.A.A.C.P., National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-978-7500	0	No
National Black Media Coalition	Pluria Marshall	12912 Bluet Lane, Silver Spring MD 20906	301-946-8772	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4 th Floor, Philadelphia, PA 19122	215-236-7700	0	No
People For People	Pastor Herbert Lest, II	800 N. Broad Street, Suite 700, Philadelphia, PA 19130	215-235-2340	0	No
Philadelphia Association of Black Journalists	Sherry Howard	PO Box 8232, Philadelphia, PA 19101	215-854-4224	0	No
Philadelphia Foundation	Pat Miller Betsy Anderson	1234 Market Street, Suite 1800, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Basil Gordon	1617 JFK Boulevard, 13 th Floor, Philadelphia, PA 19103	215-963-2100	0	No
Team Career Link	Joe West	235 West Cheltenham Avenue, Philadelphia, PA 19144	215-560-5151	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3307	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No
Urban League Initiative	Courtney Roberts	1401 Arch Street, 6 th Floor, Philadelphia, PA 19102	215-683-2144	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 th Floor, Philadelphia, PA 19107	215-985-3220	0	No
Women In Transition	Patricia Parks	21 South 12 th Street, 6 th Floor, Philadelphia, PA 19107	215-564-5301	0	No
York County Career Link	Bill Thorr	841 Vogel song Road, PO Box 14008, York, PA 17404	717-767-7600	0	No
Employee Referral	Rich Iovanisci	www.CBSRadio.com Two Bala Plaza, Suite 700 Bala Cynwyd, PA 19004	610.949.7800	1	No
Industry Referral	Rich Iovanisci	www.CBSRadio.com Two Bala Plaza, Suite 700 Bala Cynwyd, PA 19004	610.949.7800	1	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	N/A	0	No

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5) Job Title 2: Account Executive – KYW (AM) +

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)
CBS Radio Website	David Yadgaroff	www.CBSRadio.com 400 Market Street, 10 th Floor Philadelphia, PA 19106	215-238-1060	2	No
Internal Posting	David Yadgaroff	www.CBSRadio.com 400 Market Street, 10 th Floor Philadelphia, PA 19106	215-238-1060	0	No
AHEDD	Mary Berry-Shield	115 West Avenue Suite 303 Jenkintown, PA 19046	215-885-2060	0	No
Asian American Women’s Coalition	John Chin	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Association of Women In Communications	Dana Rush	Mercer Human Resources Consulting, 1717 Arch Street, 27 th Floor Philadelphia, PA 19103	215-982-4600	0	No
Community Women’s Education Project	Fred Martinez	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 North Franklin Street Philadelphia, PA 19123	215-627-3100	0	No
Delaware County Office of Employment & Training	Mike Caputo	9 S. 69 th Street, 3 rd Floor, Philadelphia, PA 19082	610-713-2200	0	No
Greater Philadelphia Urban Affairs Coalition	Jill Welsh-Davis	1207 Chestnut Street, 7 th Floor, Philadelphia, PA 19107	215-851-0110	0	No
Mayor’s Commission on Aging	Pat West	100 South Broad Street, 4 th Floor, Philadelphia, PA 19110	215-686-8450	0	No
N.A.A.C.P., National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-978-7500	0	No
National Black Media Coalition	Pluria Marshall	12912 Bluet Lane, Silver Spring MD 20906	301-946-8772	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4th Floor, Philadelphia, PA 19122	215-236-7700	0	No
People For People	Pastor Herbert Lest, II	800 N. Broad Street, Suite 700, Philadelphia, PA 19130	215-235-2340	0	No
Philadelphia Association of Black Journalists	Sherry Howard	PO Box 8232, Philadelphia, PA 19101	215-854-4224	0	No
Philadelphia Foundation	Pat Miller Betsy Anderson	1234 Market Street, Suite 1800, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Basil Gordon	1617 JFK Boulevard, 13 th Floor, Philadelphia, PA 19103	215-963-2100	0	No
Team Career Link	Joe West	235 West Cheltenham Avenue, Philadelphia, PA 19144	215-560-5151	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3307	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Urban League Initiative	Courtney Roberts	1401 Arch Street, 6 th Floor, Philadelphia, PA 19102	215-683-2144	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 th Floor, Philadelphia, PA 19107	215-985-3220	0	No
Women In Transition	Patricia Parks	21 South 12 th Street, 6 th Floor, Philadelphia, PA 19107	215-564-5301	0	No
York County Career Link	Bill Thorr	841 Vogelsong Road, PO Box 14008, York, PA 17404	717-767-7600	0	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	N/A	0	No

+ Vacancies (2) and (3) were filled from the same pool of interviewees.

5) Job Title 3: Account Executive – KYW (AM) +

Referral Source(s) of Hire: 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)
CBS Radio Website	David Yadgaroff	www.CBSRadio.com 400 Market Street, 10 th Floor Philadelphia, PA 19106	215-238-1060	2	No
Internal Posting	David Yadgaroff	www.CBSRadio.com 400 Market Street, 10 th Floor Philadelphia, PA 19106	215-238-1060	0	No
AHEDD	Mary Berry-Shield	115 West Avenue Suite 303 Jenkintown, PA 19046	215-885-2060	0	No
Asian American Women’s Coalition	John Chin	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Association of Women In Communications	Dana Rush	Mercer Human Resources Consulting, 1717 Arch Street, 27 th Floor Philadelphia, PA 19103	215-982-4600	0	No
Community Women’s Education Project	Fred Martinez	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 North Franklin Street Philadelphia, PA 19123	215-627-3100	0	No
Delaware County Office of Employment & Training	Mike Caputo	9 S. 69 th Street, 3 rd Floor, Philadelphia, PA 19082	610-713-2200	0	No
Greater Philadelphia Urban Affairs Coalition	Jill Welsh-Davis	1207 Chestnut Street, 7 th Floor, Philadelphia, PA 19107	215-851-0110	0	No
Mayor’s Commission on Aging	Pat West	100 South Broad Street, 4 th Floor, Philadelphia, PA 19110	215-686-8450	0	No
N.A.A.C.P., National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-978-7500	0	No
National Black Media Coalition	Pluria Marshall	12912 Bluet Lane, Silver Spring MD 20906	301-946-8772	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4th Floor, Philadelphia, PA 19122	215-236-7700	0	No
People For People	Pastor Herbert Lest, II	800 N. Broad Street, Suite 700, Philadelphia, PA 19130	215-235-2340	0	No
Philadelphia Association of Black Journalists	Sherry Howard	PO Box 8232, Philadelphia, PA 19101	215-854-4224	0	No
Philadelphia Foundation	Pat Miller Betsy Anderson	1234 Market Street, Suite 1800, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Basil Gordon	1617 JFK Boulevard, 13 th Floor, Philadelphia, PA 19103	215-963-2100	0	No
Team Career Link	Joe West	235 West Cheltenham Avenue, Philadelphia, PA 19144	215-560-5151	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3307	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Urban League Initiative	Courtney Roberts	1401 Arch Street, 6 th Floor, Philadelphia, PA 19102	215-683-2144	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 th Floor, Philadelphia, PA 19107	215-985-3220	0	No
Women In Transition	Patricia Parks	21 South 12 th Street, 6 th Floor, Philadelphia, PA 19107	215-564-5301	0	No
York County Career Link	Bill Thorr	841 Vogelsong Road, PO Box 14008, York, PA 17404	717-767-7600	0	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	N/A	0	No

+ Vacancies (2) and (3) were filled from the same pool of interviewees.

5) Job Title 4: Account Executive – WIP (AM)

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)
CBS Radio Website	Rich Iovanisci	www.CBSRadio.com Two Bala Plaza, Suite 700 Bala Cynwyd, PA 19004	610.949.7800	1	No
Internal Posting	Rich Iovanisci	www.CBSRadio.com Two Bala Plaza, Suite 700 Bala Cynwyd, PA 19004	610.949.7800	0	No
AHEDD	Mary Berry-Shield	115 West Avenue Suite 303 Jenkintown, PA 19046	215-885-2060	0	No
Asian American Women’s Coalition	John Chin	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Association of Women In Communications	Dana Rush	Mercer Human Resources Consulting, 1717 Arch Street, 27 th Floor Philadelphia, PA 19103	215-982-4600	0	No
Community Women’s Education Project	Fred Martinez	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 North Franklin Street Philadelphia, PA 19123	215-627-3100	0	No
Delaware County Office of Employment & Training	Mike Caputo	9 S. 69 th Street, 3 rd Floor, Philadelphia, PA 19082	610-713-2200	0	No
Greater Philadelphia Urban Affairs Coalition	Jill Welsh-Davis	1207 Chestnut Street, 7 th Floor, Philadelphia, PA 19107	215-851-0110	0	No
Mayor’s Commission on Aging	Pat West	100 South Broad Street, 4 th Floor, Philadelphia, PA 19110	215-686-8450	0	No
N.A.A.C.P., National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-978-7500	0	No
National Black Media Coalition	Pluria Marshall	12912 Bluet Lane, Silver Spring MD 20906	301-946-8772	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4th Floor, Philadelphia, PA 19122	215-236-7700	0	No
People For People	Pastor Herbert Lest, II	800 N. Broad Street, Suite 700, Philadelphia, PA 19130	215-235-2340	0	No
Philadelphia Association of Black Journalists	Sherry Howard	PO Box 8232, Philadelphia, PA 19101	215-854-4224	0	No
Philadelphia Foundation	Pat Miller Betsy Anderson	1234 Market Street, Suite 1800, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Basil Gordon	1617 JFK Boulevard, 13 th Floor, Philadelphia, PA 19103	215-963-2100	0	No
Team Career Link	Joe West	235 West Cheltenham Avenue, Philadelphia, PA 19144	215-560-5151	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3307	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Urban League Initiative	Courtney Roberts	1401 Arch Street, 6 th Floor, Philadelphia, PA 19102	215-683-2144	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 th Floor, Philadelphia, PA 19107	215-985-3220	0	No
Women In Transition	Patricia Parks	21 South 12 th Street, 6 th Floor, Philadelphia, PA 19107	215-564-5301	0	No
York County Career Link	Bill Thorr	841 Vogelsong Road, PO Box 14008, York, PA 17404	717-767-7600	0	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Industry Referral	Rich Iovanisci	www.CBSRadio.com Two Bala Plaza, Suite 700 Bala Cynwyd, PA 19004	610.949.7800	1	No
Employee Referral	Rich Iovanisci	www.CBSRadio.com Two Bala Plaza, Suite 700 Bala Cynwyd, PA 19004	610.949.7800	3	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	N/A	0	No

5) Job Title 5: Sales Assistant – WOGL (FM)

Referral Source(s) of Hiree: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	Kerry Mulvey	www.CBSRadio.com Two Bala Plaza, Suite 800 Bala Cynwyd, PA 19004	610.668.5915	8	No
Internal Posting	Kerry Mulvey	www.CBSRadio.com Two Bala Plaza, Suite 800 Bala Cynwyd, PA 19004	610.668.5915	2	No
AHEDD	Mary Berry-Shield	115 West Avenue Suite 303 Jenkintown, PA 19046	215-885-2060	0	No
Asian American Women’s Coalition	John Chin	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Association of Women In Communications	Dana Rush	Mercer Human Resources Consulting, 1717 Arch Street, 27 th Floor Philadelphia, PA 19103	215-982-4600	0	No
Community Women’s Education Project	Fred Martinez	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 North Franklin Street Philadelphia, PA 19123	215-627-3100	0	No
Delaware County Office of Employment & Training	Mike Caputo	9 S. 69 th Street, 3 rd Floor, Philadelphia, PA 19082	610-713-2200	0	No
Greater Philadelphia Urban Affairs Coalition	Jill Welsh-Davis	1207 Chestnut Street, 7 th Floor, Philadelphia, PA 19107	215-851-0110	0	No
Mayor’s Commission on Aging	Pat West	100 South Broad Street, 4 th Floor, Philadelphia, PA 19110	215-686-8450	0	No
N.A.A.C.P., National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-978-7500	0	No
National Black Media Coalition	Pluria Marshall	12912 Bluet Lane, Silver Spring MD 20906	301-946-8772	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4th Floor, Philadelphia, PA 19122	215-236-7700	0	No
People For People	Pastor Herbert Lest, II	800 N. Broad Street, Suite 700, Philadelphia, PA 19130	215-235-2340	0	No
Philadelphia Association of Black Journalists	Sherry Howard	PO Box 8232, Philadelphia, PA 19101	215-854-4224	0	No
Philadelphia Foundation	Pat Miller Betsy Anderson	1234 Market Street, Suite 1800, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Basil Gordon	1617 JFK Boulevard, 13 th Floor, Philadelphia, PA 19103	215-963-2100	0	No
Team Career Link	Joe West	235 West Cheltenham Avenue, Philadelphia, PA 19144	215-560-5151	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3307	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No

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Urban League Initiative	Courtney Roberts	1401 Arch Street, 6 th Floor, Philadelphia, PA 19102	215-683-2144	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 th Floor, Philadelphia, PA 19107	215-985-3220	0	No
Women In Transition	Patricia Parks	21 South 12 th Street, 6 th Floor, Philadelphia, PA 19107	215-564-5301	0	No
York County Career Link	Bill Thorr	841 Vogelsong Road, PO Box 14008, York, PA 17404	717-767-7600	0	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Industry Referral	Kerry Mulvey	www.CBSRadio.com Two Bala Plaza, Suite 800 Bala Cynwyd, PA 19004	610.668.5915	3	No
Employee Referral	Kerry Mulvey	www.CBSRadio.com Two Bala Plaza, Suite 800 Bala Cynwyd, PA 19004	610.668.5915	2	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	N/A	0	No

5) Job Title 6: Account Executive – WIP (FM)

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)
CBS Radio Website	Suby Ross	www.CBSRadio.com 400 Market Street, 9th Floor Philadelphia, PA 19106	215-625-6530	2	No
Internal Posting	Suby Ross	www.CBSRadio.com 400 Market Street, 10 th Floor Philadelphia, PA 19106	215-625-6530	0	No
AHEDD	Mary Berry-Shield	115 West Avenue Suite 303 Jenkintown, PA 19046	215-885-2060	0	No
Asian American Women’s Coalition	John Chin	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Association of Women In Communications	Dana Rush	Mercer Human Resources Consulting, 1717 Arch Street, 27 th Floor Philadelphia, PA 19103	215-982-4600	0	No
Community Women’s Education Project	Fred Martinez	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 North Franklin Street Philadelphia, PA 19123	215-627-3100	0	No
Delaware County Office of Employment & Training	Mike Caputo	9 S. 69 th Street, 3 rd Floor, Philadelphia, PA 19082	610-713-2200	0	No
Greater Philadelphia Urban Affairs Coalition	Jill Welsh-Davis	1207 Chestnut Street, 7 th Floor, Philadelphia, PA 19107	215-851-0110	0	No
Mayor’s Commission on Aging	Pat West	100 South Broad Street, 4 th Floor, Philadelphia, PA 19110	215-686-8450	0	No
N.A.A.C.P., National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-978-7500	0	No
National Black Media Coalition	Pluria Marshall	12912 Bluet Lane, Silver Spring MD 20906	301-946-8772	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4th Floor, Philadelphia, PA 19122	215-236-7700	0	No
People For People	Pastor Herbert Lest, II	800 N. Broad Street, Suite 700, Philadelphia, PA 19130	215-235-2340	0	No
Philadelphia Association of Black Journalists	Sherry Howard	PO Box 8232, Philadelphia, PA 19101	215-854-4224	0	No
Philadelphia Foundation	Pat Miller Betsy Anderson	1234 Market Street, Suite 1800, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Basil Gordon	1617 JFK Boulevard, 13 th Floor, Philadelphia, PA 19103	215-963-2100	0	No
Team Career Link	Joe West	235 West Cheltenham Avenue, Philadelphia, PA 19144	215-560-5151	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3307	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No

CBS Radio Philadelphia Stations KYW (AM), WIP (AM), WOGL (FM), WPHT (AM) and WIP (FM) are Equal Opportunity Employers.

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Urban League Initiative	Courtney Roberts	1401 Arch Street, 6 th Floor, Philadelphia, PA 19102	215-683-2144	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 th Floor, Philadelphia, PA 19107	215-985-3220	0	No
Women In Transition	Patricia Parks	21 South 12 th Street, 6 th Floor, Philadelphia, PA 19107	215-564-5301	0	No
York County Career Link	Bill Thorr	841 Vogelsong Road, PO Box 14008, York, PA 17404	717-767-7600	0	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Employee Referral	Suby Ross	www.CBSRadio.com 400 Market Street, 9th Floor Philadelphia, PA 19106	215-625-6530	1	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	N/A	0	No

CBS Radio Philadelphia Stations KYW (AM), WIP (AM), WOGL (FM), WPHT (AM) and WIP (FM) are Equal Opportunity Employers.

5) Job Title 7: Morning Show Producer – WIP (FM)

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)
CBS Radio Website	Jeffrey Sottolano	www.CBSRadio.com 400 Market Street, 10 th Floor Philadelphia, PA 19106	215-625-6568	3	No
Internal Posting	Jeffrey Sottolano	www.CBSRadio.com 400 Market Street, 10 th Floor Philadelphia, PA 19106	215-625-6568	0	No
AHEDD	Mary Berry-Shield	115 West Avenue Suite 303 Jenkintown, PA 19046	215-885-2060	0	No
Asian American Women’s Coalition	John Chin	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Association of Women In Communications	Dana Rush	Mercer Human Resources Consulting, 1717 Arch Street, 27 th Floor Philadelphia, PA 19103	215-982-4600	0	No
Community Women’s Education Project	Fred Martinez	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 North Franklin Street Philadelphia, PA 19123	215-627-3100	0	No
Delaware County Office of Employment & Training	Mike Caputo	9 S. 69 th Street, 3 rd Floor, Philadelphia, PA 19082	610-713-2200	0	No
Greater Philadelphia Urban Affairs Coalition	Jill Welsh-Davis	1207 Chestnut Street, 7 th Floor, Philadelphia, PA 19107	215-851-0110	0	No
Mayor’s Commission on Aging	Pat West	100 South Broad Street, 4 th Floor, Philadelphia, PA 19110	215-686-8450	0	No
N.A.A.C.P., National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-978-7500	0	No
National Black Media Coalition	Pluria Marshall	12912 Bluet Lane, Silver Spring MD 20906	301-946-8772	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4th Floor, Philadelphia, PA 19122	215-236-7700	0	No
People For People	Pastor Herbert Lest, II	800 N. Broad Street, Suite 700, Philadelphia, PA 19130	215-235-2340	0	No
Philadelphia Association of Black Journalists	Sherry Howard	PO Box 8232, Philadelphia, PA 19101	215-854-4224	0	No
Philadelphia Foundation	Pat Miller Betsy Anderson	1234 Market Street, Suite 1800, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Basil Gordon	1617 JFK Boulevard, 13 th Floor, Philadelphia, PA 19103	215-963-2100	0	No
Team Career Link	Joe West	235 West Cheltenham Avenue, Philadelphia, PA 19144	215-560-5151	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3307	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Urban League Initiative	Courtney Roberts	1401 Arch Street, 6 th Floor, Philadelphia, PA 19102	215-683-2144	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 th Floor, Philadelphia, PA 19107	215-985-3220	0	No
Women In Transition	Patricia Parks	21 South 12 th Street, 6 th Floor, Philadelphia, PA 19107	215-564-5301	0	No
York County Career Link	Bill Thorr	841 Vogelsong Road, PO Box 14008, York, PA 17404	717-767-7600	0	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	N/A	0	No

5) Job Title 8: Business Office Assistant –WOGL (FM)/WPHT (AM)

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)
CBS Radio Website	John Higham	www.CBSRadio.com Two Bala Plaza, Suite 700 Bala Cynwyd, PA 19004	610.949.7807	1	No
Internal Posting	John Higham	www.CBSRadio.com Two Bala Plaza, Suite 700 Bala Cynwyd, PA 19004	610.949.7807	1	No
AHEDD	Mary Berry-Shield	115 West Avenue Suite 303 Jenkintown, PA 19046	215-885-2060	0	No
Asian American Women’s Coalition	John Chin	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Association of Women In Communications	Dana Rush	Mercer Human Resources Consulting, 1717 Arch Street, 27 th Floor Philadelphia, PA 19103	215-982-4600	0	No
Community Women’s Education Project	Fred Martinez	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 North Franklin Street Philadelphia, PA 19123	215-627-3100	0	No
Delaware County Office of Employment & Training	Mike Caputo	9 S. 69 th Street, 3 rd Floor, Philadelphia, PA 19082	610-713-2200	0	No
Greater Philadelphia Urban Affairs Coalition	Jill Welsh-Davis	1207 Chestnut Street, 7 th Floor, Philadelphia, PA 19107	215-851-0110	0	No
Mayor’s Commission on Aging	Pat West	100 South Broad Street, 4 th Floor, Philadelphia, PA 19110	215-686-8450	0	No
N.A.A.C.P., National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-978-7500	0	No
National Black Media Coalition	Pluria Marshall	12912 Bluet Lane, Silver Spring MD 20906	301-946-8772	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4th Floor, Philadelphia, PA 19122	215-236-7700	0	No
People For People	Pastor Herbert Lest, II	800 N. Broad Street, Suite 700, Philadelphia, PA 19130	215-235-2340	0	No
Philadelphia Association of Black Journalists	Sherry Howard	PO Box 8232, Philadelphia, PA 19101	215-854-4224	0	No
Philadelphia Foundation	Pat Miller Betsy Anderson	1234 Market Street, Suite 1800, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Basil Gordon	1617 JFK Boulevard, 13 th Floor, Philadelphia, PA 19103	215-963-2100	0	No
Team Career Link	Joe West	235 West Cheltenham Avenue, Philadelphia, PA 19144	215-560-5151	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3307	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Urban League Initiative	Courtney Roberts	1401 Arch Street, 6 th Floor, Philadelphia, PA 19102	215-683-2144	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 th Floor, Philadelphia, PA 19107	215-985-3220	0	No
Women In Transition	Patricia Parks	21 South 12 th Street, 6 th Floor, Philadelphia, PA 19107	215-564-5301	0	No
York County Career Link	Bill Thorr	841 Vogelsong Road, PO Box 14008, York, PA 17404	717-767-7600	0	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Employee Referral	John Higham	www.CBSRadio.com Two Bala Plaza, Suite 700 Bala Cynwyd, PA 19004	610.949.7807	4	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	N/A	0	No

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5) Job Title 9: Assistant Promotion Director –WOGL (FM)

Referral Source(s) of Hiree: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	Cindy Webster	www.CBSRadio.com Two Bala Plaza, Suite 800 Bala Cynwyd, PA 19004	610.668.5952	2	No
Internal Posting	Cindy Webster	www.CBSRadio.com Two Bala Plaza, Suite 800 Bala Cynwyd, PA 19004	610.668.5952	8	No
AHEDD	Mary Berry-Shield	115 West Avenue Suite 303 Jenkintown, PA 19046	215-885-2060	0	No
Asian American Women’s Coalition	John Chin	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Association of Women In Communications	Dana Rush	Mercer Human Resources Consulting, 1717 Arch Street, 27 th Floor Philadelphia, PA 19103	215-982-4600	0	No
Community Women’s Education Project	Fred Martinez	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 North Franklin Street Philadelphia, PA 19123	215-627-3100	0	No
Delaware County Office of Employment & Training	Mike Caputo	9 S. 69 th Street, 3 rd Floor, Philadelphia, PA 19082	610-713-2200	0	No
Greater Philadelphia Urban Affairs Coalition	Jill Welsh-Davis	1207 Chestnut Street, 7 th Floor, Philadelphia, PA 19107	215-851-0110	0	No
Mayor’s Commission on Aging	Pat West	100 South Broad Street, 4 th Floor, Philadelphia, PA 19110	215-686-8450	0	No
N.A.A.C.P., National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-978-7500	0	No
National Black Media Coalition	Pluria Marshall	12912 Bluet Lane, Silver Spring MD 20906	301-946-8772	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4th Floor, Philadelphia, PA 19122	215-236-7700	0	No
People For People	Pastor Herbert Lest, II	800 N. Broad Street, Suite 700, Philadelphia, PA 19130	215-235-2340	0	No
Philadelphia Association of Black Journalists	Sherry Howard	PO Box 8232, Philadelphia, PA 19101	215-854-4224	0	No
Philadelphia Foundation	Pat Miller Betsy Anderson	1234 Market Street, Suite 1800, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Basil Gordon	1617 JFK Boulevard, 13 th Floor, Philadelphia, PA 19103	215-963-2100	0	No
Team Career Link	Joe West	235 West Cheltenham Avenue, Philadelphia, PA 19144	215-560-5151	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3307	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Urban League Initiative	Courtney Roberts	1401 Arch Street, 6 th Floor, Philadelphia, PA 19102	215-683-2144	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 th Floor, Philadelphia, PA 19107	215-985-3220	0	No
Women In Transition	Patricia Parks	21 South 12 th Street, 6 th Floor, Philadelphia, PA 19107	215-564-5301	0	No
York County Career Link	Bill Thorr	841 Vogelsong Road, PO Box 14008, York, PA 17404	717-767-7600	0	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	N/A	0	No

5) Job Title 10: Digital Sales Manager (Cluster)

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)
CBS Radio Website	Jim Loftus	www.CBSRadio.com Two Bala Plaza, Suite 800 Bala Cynwyd, PA 19004	610.668.5921	0	No
Internal Posting	Jim Loftus	www.CBSRadio.com Two Bala Plaza, Suite 800 Bala Cynwyd, PA 19004	610.668.5921	2	No
AHEDD	Mary Berry-Shield	115 West Avenue Suite 303 Jenkintown, PA 19046	215-885-2060	0	No
Asian American Women's Coalition	John Chin	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Association of Women In Communications	Dana Rush	Mercer Human Resources Consulting, 1717 Arch Street, 27 th Floor Philadelphia, PA 19103	215-982-4600	0	No
Community Women's Education Project	Fred Martinez	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 North Franklin Street Philadelphia, PA 19123	215-627-3100	0	No
Delaware County Office of Employment & Training	Mike Caputo	9 S. 69 th Street, 3 rd Floor, Philadelphia, PA 19082	610-713-2200	0	No
Greater Philadelphia Urban Affairs Coalition	Jill Welsh-Davis	1207 Chestnut Street, 7 th Floor, Philadelphia, PA 19107	215-851-0110	0	No
Mayor's Commission on Aging	Pat West	100 South Broad Street, 4 th Floor, Philadelphia, PA 19110	215-686-8450	0	No
N.A.A.C.P., National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-978-7500	0	No
National Black Media Coalition	Pluria Marshall	12912 Bluet Lane, Silver Spring MD 20906	301-946-8772	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4th Floor, Philadelphia, PA 19122	215-236-7700	0	No
People For People	Pastor Herbert Lest, II	800 N. Broad Street, Suite 700, Philadelphia, PA 19130	215-235-2340	0	No
Philadelphia Association of Black Journalists	Sherry Howard	PO Box 8232, Philadelphia, PA 19101	215-854-4224	0	No
Philadelphia Foundation	Pat Miller Betsy Anderson	1234 Market Street, Suite 1800, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Basil Gordon	1617 JFK Boulevard, 13 th Floor, Philadelphia, PA 19103	215-963-2100	0	No
Team Career Link	Joe West	235 West Cheltenham Avenue, Philadelphia, PA 19144	215-560-5151	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3307	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No
Urban League Initiative	Courtney Roberts	1401 Arch Street, 6 th Floor, Philadelphia, PA 19102	215-683-2144	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 th Floor, Philadelphia, PA 19107	215-985-3220	0	No
Women In Transition	Patricia Parks	21 South 12 th Street, 6 th Floor, Philadelphia, PA 19107	215-564-5301	0	No
York County Career Link	Bill Thorr	841 Vogelsong Road, PO Box 14008, York, PA 17404	717-767-7600	0	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	N/A	0	No
Employee Referral	Jim Loftus	www.CBSRadio.com Two Bala Plaza, Suite 800 Bala Cynwyd, PA 19004	610.668.5921	1	No

5) Job Title 11: Account Executive – WOGL (FM) ++

Referral Source(s) of Hiree: CBS Radio.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	Kerry Mulvey	www.CBSRadio.com Two Bala Plaza, Suite 800 Bala Cynwyd, PA 19004	610.668.5915	7	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096	610-642-2306	4	No
Internal Posting	Kerry Mulvey	www.CBSRadio.com Two Bala Plaza, Suite 800 Bala Cynwyd, PA 19004	610.668.5915	1	No
American Foundation for Negro Affairs	Samuel L. Evans	117 S. 17 th Street. Philadelphia, PA 19103	215-854-1470	0	No
Asian American Women’s Coalition	Wendy Lee	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Community Women’s Education Project	Dawn Williams	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Patricia Soria	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Eastern Pennsylvania Organizing Project	Kathy Cruz	300 E. Lehigh Avenue, Philadelphia, PA 19125	215-634-8827	0	No
Greater Philadelphia Urban Affairs Coalition	Gerry Mitchell	1207 Chestnut Street, Philadelphia, PA 19107	215-851-0110	0	No
Mayor’s Commission on Aging	Pat L. West	100 South Broad Street, Philadelphia, PA 19110	215-686-8450	0	No
Montgomery County Career Link	Clara Lawrence	1855 New Hope Street, Norristown, PA 19401	610-270-3428	0	No
National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No
Ogontz Avenue Revitalization Corporation	Deborah Cross	1536 Haines Street, Philadelphia, PA 19126	215-927-6884	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
People for People	Devon Cannon	704 Broad Street, Philadelphia, PA 19130	215-852-3445	0	No
Philadelphia Foundation	Human Resources	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Donald Morgan	1617 JFK Blvd, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Maria Falu	1211 N. 2 nd Street, Philadelphia, PA 19122	215-851-9931	0	No
America’s Job Exchange	Customer Service	www.americajobexchange.com	866-926-6284	0	No
Team Career Link-South Philadelphia	Eileen Barone	930 Washington Avenue, Philadelphia, PA 19147	215-952-1143	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Team Career Link-Chester	R. Edward Speller	701 Crosby Street, Chester, PA 19013	610-447-3350	0	No
Team Career Link	Carolyn Johnson	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
Women In Transition	Katherine Thomas	21 S. 12 th Street, Philadelphia, PA 19107	215-564-5301	0	No
Workforce Entry Center @ Delaware County	Joe Kornoski	901 S. Media Line Road, Media, PA 19063	610-713-2200	0	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	610-447-3350	0	No

++ Vacancies (11), (16) and (17) were filled from the same pool of interviewees.

5) Job Title 12: Mid-day Air Talent – WIP (AM/FM) Referral Source(s) of Hiree: Exigent Circumstances/Industry Referral

Name of Organization Notified of Job Vacancy	Contact Person:	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio-WIP AM & FM	Andy Bloom	400 Market Street, 9th Floor Philadelphia, PA 19106	215-625-6570	1	No

Station WIP(FM) changed to an all-sports format, effective August 22, 2011. Due to (a) the competitive business concerns related to the format flip and the need to maintain the confidentiality of the format change, (b) the unique skill sets required of on-air talent for the sports format, and (c) the need to proceed promptly to fill the position as soon as soon as possible after the format change, the station did not engage in full recruitment for this position.

5) Job Title 13: Account Executive-KYW (AM)

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)
CBS Radio Website	David Yadgaroff	www.CBSRadio.com 400 Market Street, 10 th Floor Philadelphia, PA 19106	215-238-1060	0	No
Internal Posting	David Yadgaroff	www.CBSRadio.com 400 Market Street, 10 th Floor Philadelphia, PA 19106	215-238-1060	0	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Asian American Women's Coalition	Wendy Lee	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Community Women's Education Project	Dawn Williams	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Patricia Soria	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Eastern Pennsylvania Organizing Project	Kathy Cruz	300 E. Lehigh Avenue, Philadelphia, PA 19125	215-634-8827	0	No
Greater Philadelphia Urban Affairs Coalition	Gerry Mitchell	1207 Chestnut Street, Philadelphia, PA 19107	215-851-0110	0	No
Mayor's Commission on Aging	Pat L. West	100 South Broad Street, Philadelphia, PA 19110	215-686-8450	0	No
Montgomery County Career Link	Clara Lawrence	1855 New Hope Street, Norristown, PA 19401	610-270-3428	0	No
National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No
Ogontz Avenue Revitalization Corporation	Deborah Cross	1536 Haines Street, Philadelphia, PA 19126	215-927-6884	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
People for People	Devon Cannon	704 Broad Street, Philadelphia, PA 19130	215-852-3445	0	Yes
Philadelphia Foundation	Human Resources	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Donald Morgan	1617 JFK Blvd, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Maria Falu	1211 N. 2 nd Street, Philadelphia, PA 19122	215-851-9931	0	No
Reemployment Transition Center	Clifford Smith	42 S. 15 th Street, Philadelphia, PA 19102	215-568-8316	0	No
Team Career Link-Germantown	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link-South Philadelphia	Eileen Barone	930 Washington Avenue, Philadelphia, PA 19147	215-952-1143	0	No
Team Career Link-Chester	R. Edward Speller	701 Crosby Street, Chester, PA 19013	610-447-3350	0	No

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Name of Organization Notified of Job Vacancy	Contact Person:	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Team Career Link	Carolyn Johnson	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
Women In Transition	Katherine Thomas	21 S. 12 th Street, Philadelphia, PA 19107	215-564-5301	0	No
Workforce Entry Center @ Delaware County	Joe Kornoski	901 S. Media Line Road, Media, PA 19063	610-713-2200	0	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	610-447-3350	0	No
Employee Referral	David Yadgaroff	www.CBSRadio.com 400 Market Street, 10 th Floor Philadelphia, PA 19106	215-238-1060	1	No

5) Job Title 14: Account Executive-WPHT (AM) +++

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)
CBS Radio Website	Rob Kaloustian	www.CBSRadio.com Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5841	3	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096	610-642-2306	0	No
Internal Posting	Rob Kaloustian	www.CBSRadio.com Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5841	0	No
Asian American Women's Coalition	Wendy Lee	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Community Women's Education Project	Dawn Williams	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Patricia Soria	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Eastern Pennsylvania Organizing Project	Kathy Cruz	300 E. Lehigh Avenue, Philadelphia, PA 19125	215-634-8827	0	No
Greater Philadelphia Urban Affairs Coalition	Gerry Mitchell	1207 Chestnut Street, Philadelphia, PA 19107	215-851-0110	0	No
Mayor's Commission on Aging	Pat L. West	100 South Broad Street, Philadelphia, PA 19110	215-686-8450	0	No
Montgomery County Career Link	Clara Lawrence	1855 New Hope Street, Norristown, PA 19401	610-270-3428	0	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	610-447-3350	0	No
National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No
Ogontz Avenue Revitalization Corporation	Deborah Cross	1536 Haines Street, Philadelphia, PA 19126	215-927-6884	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
People for People	Devon Cannon	704 Broad Street, Philadelphia, PA 19130	215-852-3445	0	No
Philadelphia Foundation	Human Resources	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Donald Morgan	1617 JFK Blvd, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Maria Falu	1211 N. 2 nd Street, Philadelphia, PA 19122	215-851-9931	0	No
Reemployment Transition Center	Clifford Smith	42 S. 15 th Street, Philadelphia, PA 19102	215-568-8316	0	No
Team Career Link-Germantown	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Team Career Link-South Philadelphia	Eileen Barone	930 Washington Avenue, Philadelphia, PA 19147	215-952-1143	0	No
Team Career Link-Chester	R. Edward Speller	701 Crosby Street, Chester, PA 19013	610-447-3350	0	No
Team Career Link	Carolyn Johnson	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
Women In Transition	Katherine Thomas	21 S. 12 th Street, Philadelphia, PA 19107	215-564-5301	0	No
Workforce Entry Center @ Delaware County	Joe Kornoski	901 S. Media Line Road, Media, PA 19063	610-713-2200	0	No
Industry Referral	www.CBSRadio.com Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5841	Rob Kaloustian	6	No
Unsolicited Candidate Contacted Station directly	www.CBSRadio.com Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5841	Rob Kaloustian	1	No

+++ Vacancies (14), (15) and (18) were filled from the same pool of interviewees.

5) Job Title 15: Account Executive-WPHT (AM)

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)
CBS Radio Website	Rob Kaloustian	www.CBSRadio.com Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5841	3	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096	610-642-2306	0	No
Internal Posting	Rob Kaloustian	www.CBSRadio.com Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5841	0	No
Asian American Women's Coalition	Wendy Lee	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Community Women's Education Project	Dawn Williams	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Patricia Soria	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Eastern Pennsylvania Organizing Project	Kathy Cruz	300 E. Lehigh Avenue, Philadelphia, PA 19125	215-634-8827	0	No
Greater Philadelphia Urban Affairs Coalition	Gerry Mitchell	1207 Chestnut Street, Philadelphia, PA 19107	215-851-0110	0	No
Mayor's Commission on Aging	Pat L. West	100 South Broad Street, Philadelphia, PA 19110	215-686-8450	0	No
Montgomery County Career Link	Clara Lawrence	1855 New Hope Street, Norristown, PA 19401	610-270-3428	0	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	610-447-3350	0	No
National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No
Ogontz Avenue Revitalization Corporation	Deborah Cross	1536 Haines Street, Philadelphia, PA 19126	215-927-6884	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
People for People	Devon Cannon	704 Broad Street, Philadelphia, PA 19130	215-852-3445	0	No
Philadelphia Foundation	Human Resources	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Donald Morgan	1617 JFK Blvd, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Maria Falu	1211 N. 2 nd Street, Philadelphia, PA 19122	215-851-9931	0	No
Reemployment Transition Center	Clifford Smith	42 S. 15 th Street, Philadelphia, PA 19102	215-568-8316	0	No
Team Career Link-Germantown	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Team Career Link-South Philadelphia	Eileen Barone	930 Washington Avenue, Philadelphia, PA 19147	215-952-1143	0	No
Team Career Link-Chester	R. Edward Speller	701 Crosby Street, Chester, PA 19013	610-447-3350	0	No
Team Career Link	Carolyn Johnson	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
Women In Transition	Katherine Thomas	21 S. 12 th Street, Philadelphia, PA 19107	215-564-5301	0	No
Workforce Entry Center @ Delaware County	Joe Kornoski	901 S. Media Line Road, Media, PA 19063	610-713-2200	0	No
Industry Referral	Rob Kaloustian	www.CBSRadio.com Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5841	6	No
Unsolicited Candidate Contacted Station directly	Rob Kaloustian	www.CBSRadio.com Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5841	1	No

+++ Vacancies (14), (15) and (18) were filled from the same pool of interviewees.

5) Job Title 16: Account Executive-WOGL (FM) ++

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)
CBS Radio Website	Kerry Mulvey	www.CBSRadio.com Two Bala Plaza, Suite 800 Bala Cynwyd, PA 19004	610.668.5915	7	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096	610-642-2306	4	No
Internal Posting	Kerry Mulvey	www.CBSRadio.com Two Bala Plaza, Suite 800 Bala Cynwyd, PA 19004	610.668.5915	1	No
American Foundation for Negro Affairs	Samuel L. Evans	117 S. 17 th Street. Philadelphia, PA 19103	215-854-1470	0	No
Asian American Women's Coalition	Wendy Lee	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Community Women's Education Project	Dawn Williams	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Patricia Soria	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Eastern Pennsylvania Organizing Project	Kathy Cruz	300 E. Lehigh Avenue, Philadelphia, PA 19125	215-634-8827	0	No
Greater Philadelphia Urban Affairs Coalition	Gerry Mitchell	1207 Chestnut Street, Philadelphia, PA 19107	215-851-0110	0	No
Mayor's Commission on Aging	Pat L. West	100 South Broad Street, Philadelphia, PA 19110	215-686-8450	0	No
Montgomery County Career Link	Clara Lawrence	1855 New Hope Street, Norristown, PA 19401	610-270-3428	0	No
National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No
Ogontz Avenue Revitalization Corporation	Deborah Cross	1536 Haines Street, Philadelphia, PA 19126	215-927-6884	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
People for People	Devon Cannon	704 Broad Street, Philadelphia, PA 19130	215-852-3445	0	No
Philadelphia Foundation	Human Resources	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Donald Morgan	1617 JFK Blvd, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Maria Falu	1211 N. 2 nd Street, Philadelphia, PA 19122	215-851-9931	0	No
America's Job Exchange	Customer Service	www.americajobexchange.com	866-926-6284	0	No
Team Career Link-South Philadelphia	Eileen Barone	930 Washington Avenue, Philadelphia, PA 19147	215-952-1143	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Team Career Link-Chester	R. Edward Speller	701 Crosby Street, Chester, PA 19013	610-447-3350	0	No
Team Career Link	Carolyn Johnson	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
Women In Transition	Katherine Thomas	21 S. 12 th Street, Philadelphia, PA 19107	215-564-5301	0	No
Workforce Entry Center @ Delaware County	Joe Kornoski	901 S. Media Line Road, Media, PA 19063	610-713-2200	0	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	610-447-3350	0	No

++ Vacancies (11), (16) and (17) were filled from the same pool of interviewees.

5) Job Title 17: Account Executive-WOGL (FM) ++

Referral Source(s) of Hire: 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)
CBS Radio Website	Kerry Mulvey	www.CBSRadio.com Two Bala Plaza, Suite 800 Bala Cynwyd, PA 19004	610.668.5915	7	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096	610-642-2306	4	No
Internal Posting	Kerry Mulvey	www.CBSRadio.com Two Bala Plaza, Suite 800 Bala Cynwyd, PA 19004	610.668.5915	1	No
American Foundation for Negro Affairs	Samuel L. Evans	117 S. 17 th Street. Philadelphia, PA 19103	215-854-1470	0	No
Asian American Women's Coalition	Wendy Lee	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Community Women's Education Project	Dawn Williams	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Patricia Soria	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Eastern Pennsylvania Organizing Project	Kathy Cruz	300 E. Lehigh Avenue, Philadelphia, PA 19125	215-634-8827	0	No
Greater Philadelphia Urban Affairs Coalition	Gerry Mitchell	1207 Chestnut Street, Philadelphia, PA 19107	215-851-0110	0	No
Mayor's Commission on Aging	Pat L. West	100 South Broad Street, Philadelphia, PA 19110	215-686-8450	0	No
Montgomery County Career Link	Clara Lawrence	1855 New Hope Street, Norristown, PA 19401	610-270-3428	0	No
National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No
Ogontz Avenue Revitalization Corporation	Deborah Cross	1536 Haines Street, Philadelphia, PA 19126	215-927-6884	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
People for People	Devon Cannon	704 Broad Street, Philadelphia, PA 19130	215-852-3445	0	No
Philadelphia Foundation	Human Resources	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Donald Morgan	1617 JFK Blvd, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Maria Falu	1211 N. 2 nd Street, Philadelphia, PA 19122	215-851-9931	0	No
America's Job Exchange	Customer Service	www.americajobexchange.com	866-926-6284	0	No
Team Career Link-South Philadelphia	Eileen Barone	930 Washington Avenue, Philadelphia, PA 19147	215-952-1143	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Team Career Link-Chester	R. Edward Speller	701 Crosby Street, Chester, PA 19013	610-447-3350	0	No
Team Career Link	Carolyn Johnson	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
Women In Transition	Katherine Thomas	21 S. 12 th Street, Philadelphia, PA 19107	215-564-5301	0	No
Workforce Entry Center @ Delaware County	Joe Kornoski	901 S. Media Line Road, Media, PA 19063	610-713-2200	0	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	610-447-3350	0	No

++ Vacancies (11), (16) and (17) were filled from the same pool of interviewees.

5) Job Title 18: Account Executive–WPHT (AM) Referral Source(s) of Hiree: Unsolicited Candidate Contacted the Station

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	Rob Kaloustian	www.CBSRadio.com Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5841	3	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096	610-642-2306	0	No
Internal Posting	Rob Kaloustian	www.CBSRadio.com Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5841	0	No
Asian American Women’s Coalition	Wendy Lee	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Community Women’s Education Project	Dawn Williams	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Patricia Soria	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Eastern Pennsylvania Organizing Project	Kathy Cruz	300 E. Lehigh Avenue, Philadelphia, PA 19125	215-634-8827	0	No
Greater Philadelphia Urban Affairs Coalition	Gerry Mitchell	1207 Chestnut Street, Philadelphia, PA 19107	215-851-0110	0	No
Mayor’s Commission on Aging	Pat L. West	100 South Broad Street, Philadelphia, PA 19110	215-686-8450	0	No
Montgomery County Career Link	Clara Lawrence	1855 New Hope Street, Norristown, PA 19401	610-270-3428	0	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	610-447-3350	0	No
National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No
Ogontz Avenue Revitalization Corporation	Deborah Cross	1536 Haines Street, Philadelphia, PA 19126	215-927-6884	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
People for People	Devon Cannon	704 Broad Street, Philadelphia, PA 19130	215-852-3445	0	No
Philadelphia Foundation	Human Resources	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Donald Morgan	1617 JFK Blvd, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Maria Falu	1211 N. 2 nd Street, Philadelphia, PA 19122	215-851-9931	0	No
Reemployment Transition Center	Clifford Smith	42 S. 15 th Street, Philadelphia, PA 19102	215-568-8316	0	No
Team Career Link-Germantown	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Team Career Link-South Philadelphia	Eileen Barone	930 Washington Avenue, Philadelphia, PA 19147	215-952-1143	0	No
Team Career Link-Chester	R. Edward Speller	701 Crosby Street, Chester, PA 19013	610-447-3350	0	No
Team Career Link	Carolyn Johnson	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
Women In Transition	Katherine Thomas	21 S. 12 th Street, Philadelphia, PA 19107	215-564-5301	0	No
Workforce Entry Center @ Delaware County	Joe Kornoski	901 S. Media Line Road, Media, PA 19063	610-713-2200	0	No
Industry Referral	Rob Kaloustian	www.CBSRadio.com Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5841	6	No
Unsolicited Candidate Contacted Station directly	Rob Kaloustian	www.CBSRadio.com Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5841	1	No

+++ Vacancies (14), (15) and (18) were filled from the same pool of interviewees.

5) Job Title 19: Digital Account Executive-WOGL (FM)

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)
CBS Radio Website	Dave Scopinich	Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5815	1	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Internal Posting	Dave Scopinich	Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5815	0	No
American Foundation for Negro Affairs	Samuel L. Evans	117 S. 17 th Street. Philadelphia, PA 19103	215-854-1470	0	No
Asian American Women’s Coalition	Wendy Lee	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Community Women’s Education Project	Dawn Williams	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Patricia Soria	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Eastern Pennsylvania Organizing Project	Kathy Cruz	300 E. Lehigh Avenue, Philadelphia, PA 19125	215-634-8827	0	No
Greater Philadelphia Urban Affairs Coalition	Gerry Mitchell	1207 Chestnut Street, Philadelphia, PA 19107	215-851-0110	0	No
Mayor’s Commission on Aging	Pat L. West	100 South Broad Street, Philadelphia, PA 19110	215-686-8450	0	No
Montgomery County Career Link	Clara Lawrence	1855 New Hope Street, Norristown, PA 19401	610-270-3428	0	No
National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No
National Black Media Coalition	Employment Resource Center	12912 Bluet Lane, Silver Spring, MD	301-946-8856	0	No
Ogontz Avenue Revitalization Corporation	Deborah Cross	1536 Haines Street, Philadelphia, PA 19126	215-927-6884	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
People for People	Devon Cannon	704 Broad Street, Philadelphia, PA 19130	215-852-3445	0	No
Philadelphia Foundation	Human Resources	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Donald Morgan	1617 JFK Blvd, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Maria Falu	1211 N. 2 nd Street, Philadelphia, PA 19122	215-851-9931	0	No
Reemployment Transition Center	Clifford Smith	42 S. 15 th Street, Philadelphia, PA 19102	215-568-8316	0	No
Team Career Link-Germantown	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Team Career Link-South Philadelphia	Eileen Barone	930 Washington Avenue, Philadelphia, PA 19147	215-952-1143	0	No
Team Career Link-Chester	R. Edward Speller	701 Crosby Street, Chester, PA 19013	610-447-3350	0	No
Team Career Link	Carolyn Johnson	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
Women In Transition	Katherine Thomas	21 S. 12 th Street, Philadelphia, PA 19107	215-564-5301	0	No
Workforce Entry Center @ Delaware County	Joe Kornoski	901 S. Media Line Road, Media, PA 19063	610-713-2200	0	No
York County Career Center	Steven Wantz	841 Vogelsong Road, York, PA 17404	717-767-7600	0	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	610-447-3350	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096	610-642-2306	0	No
Employee Referral	Dave Scopinich	Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5815	1	No

5) Job Title 20: Account Executive – WIP (AM/FM)

Referral Source(s) of Hiree: Industry Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	Suby Ross	www.CBSRadio.com 400 Market Street, 9th Floor Philadelphia, PA 19106	215-625-6530	0	No
Internal Posting	Suby Ross	www.CBSRadio.com 400 Market Street, 9th Floor Philadelphia, PA 19106	215-625-6530	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096	610-642-2306	0	No
American Foundation for Negro Affairs	Samuel L. Evans	117 S. 17 th Street. Philadelphia, PA 19103	215-854-1470	0	No
Asian American Women’s Coalition	Wendy Lee	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Community Women’s Education Project	Dawn Williams	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Patricia Soria	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Eastern Pennsylvania Organizing Project	Kathy Cruz	300 E. Lehigh Avenue, Philadelphia, PA 19125	215-634-8827	0	No
Greater Philadelphia Urban Affairs Coalition	Gerry Mitchell	1207 Chestnut Street, Philadelphia, PA 19107	215-851-0110	0	No
Mayor’s Commission on Aging	Pat L. West	100 South Broad Street, Philadelphia, PA 19110	215-686-8450	0	No
Montgomery County Career Link	Clara Lawrence	1855 New Hope Street, Norristown, PA 19401	610-270-3428	0	No
National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No
Ogontz Avenue Revitalization Corporation	Deborah Cross	1536 Haines Street, Philadelphia, PA 19126	215-927-6884	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
People for People	Devon Cannon	704 Broad Street, Philadelphia, PA 19130	215-852-3445	0	No
Philadelphia Foundation	Human Resources	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Donald Morgan	1617 JFK Blvd, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Maria Falu	1211 N. 2 nd Street, Philadelphia, PA 19122	215-851-9931	0	No
Reemployment Transition Center	Clifford Smith	42 S. 15 th Street, Philadelphia, PA 19102	215-568-8316	0	No
Team Career Link-Germantown	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link-South Philadelphia	Eileen Barone	930 Washington Avenue, Philadelphia, PA 19147	215-952-1143	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Team Career Link-Chester	R. Edward Speller	701 Crosby Street, Chester, PA 19013	610-447-3350	0	No
Team Career Link	Carolyn Johnson	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
Women In Transition	Katherine Thomas	21 S. 12 th Street, Philadelphia, PA 19107	215-564-5301	0	No
Workforce Entry Center @ Delaware County	Joe Kornoski	901 S. Media Line Road, Media, PA 19063	610-713-2200	0	No
York County Career Center	Steven Wantz	841 Vogelsong Road, York, PA 17404	717-767-7600	0	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	610-447-3350	0	No
Industry Referral	Suby Ross	www.CBSRadio.com 400 Market Street, 9th Floor Philadelphia, PA 19106	215-625-6530	4	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No

5) Job Title 21: Account Executive (WPHT-AM) +++++

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)
CBS Radio Website	Rob Kaloustian	www.CBSRadio.com Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5841	1	No
Internal Posting	Rob Kaloustian	www.CBSRadio.com Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5841	0	No
American Foundation for Negro Affairs	Samuel L. Evans	117 S. 17 th Street. Philadelphia, PA 19103	215-854-1470	0	No
Asian American Women's Coalition	Wendy Lee	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Community Women's Education Project	Dawn Williams	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Patricia Soria	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Eastern Pennsylvania Organizing Project	Kathy Cruz	300 E. Lehigh Avenue, Philadelphia, PA 19125	215-634-8827	0	No
Greater Philadelphia Urban Affairs Coalition	Gerry Mitchell	1207 Chestnut Street, Philadelphia, PA 19107	215-851-0110	0	No
Mayor's Commission on Aging	Pat L. West	100 South Broad Street, Philadelphia, PA 19110	215-686-8450	0	No
Montgomery County Career Link	Clara Lawrence	1855 New Hope Street, Norristown, PA 19401	610-270-3428	0	No
National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No
Ogontz Avenue Revitalization Corporation	Deborah Cross	1536 Haines Street, Philadelphia, PA 19126	215-927-6884	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
People for People	Devon Cannon	704 Broad Street, Philadelphia, PA 19130	215-852-3445	0	No
Philadelphia Foundation	Human Resources	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Donald Morgan	1617 JFK Blvd, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Maria Falu	1211 N. 2 nd Street, Philadelphia, PA 19122	215-851-9931	0	No
Reemployment Transition Center	Clifford Smith	42 S. 15 th Street, Philadelphia, PA 19102	215-568-8316	0	No
Team Career Link-Germantown	Joe West	235 W. Cheltenham Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link-South Philadelphia	Eileen Barone	930 Washington Avenue, Philadelphia, PA 19147	215-952-1143	0	No
Team Career Link-Chester	R. Edward Speller	701 Crosby Street, Chester, PA 19013	610-447-3350	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Team Career Link	Carolyn Johnson	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
Women In Transition	Katherine Thomas	21 S. 12 th Street, Philadelphia, PA 19107	215-564-5301	0	No
Workforce Entry Center @ Delaware County	Joe Kornoski	901 S. Media Line Road, Media, PA 19063	610-713-2200	0	No
York County Career Center	Steven Wantz	841 Vogelsong Road, York, PA 17404	717-767-7600	0	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	610-447-3350	0	No
Employee Referral	Rob Kaloustian	www.CBSRadio.com Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5841	2	No

+++ Vacancies (21), (26) and (27) were filled from the same pool of interviewees.

5) Job Title 22: Creative Services Director-WIP (AM/FM)

Referral Source(s) of Hiree: Industry Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	Andy Bloom	400 Market Street, 9 th Floor Philadelphia, PA 19106	215-625-6570	1	No
Internal Posting	Andy Bloom	400 Market Street, 9 th Floor Philadelphia, PA 19106	215-625-6570	1	No
American Foundation for Negro Affairs	Samuel L. Evans	117 S. 17 th Street. Philadelphia, PA 19103	215-854-1470	0	No
Asian American Women's Coalition	Wendy Lee	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Community Women's Education Project	Dawn Williams	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Patricia Soria	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Eastern Pennsylvania Organizing Project	Kathy Cruz	300 E. Lehigh Avenue, Philadelphia, PA 19125	215-634-8827	0	No
Greater Philadelphia Urban Affairs Coalition	Gerry Mitchell	1207 Chestnut Street, Philadelphia, PA 19107	215-851-0110	0	No
Mayor's Commission on Aging	Pat L. West	100 South Broad Street, Philadelphia, PA 19110	215-686-8450	0	No
Montgomery County Career Link	Clara Lawrence	1855 New Hope Street, Norristown, PA 19401	610-270-3428	0	No
National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No
Ogontz Avenue Revitalization Corporation	Deborah Cross	1536 Haines Street, Philadelphia, PA 19126	215-927-6884	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
People for People	Devon Cannon	704 Broad Street, Philadelphia, PA 19130	215-852-3445	0	No
Philadelphia Foundation	Human Resources	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Donald Morgan	1617 JFK Blvd, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Maria Falu	1211 N. 2 nd Street, Philadelphia, PA 19122	215-851-9931	0	No
Reemployment Transition Center	Clifford Smith	42 S. 15 th Street, Philadelphia, PA 19102	215-568-8316	0	No
Team Career Link-Germantown	Joe West	235 W. Cheltenham Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link-South Philadelphia	Eileen Barone	930 Washington Avenue, Philadelphia, PA 19147	215-952-1143	0	No
Team Career Link-Chester	R. Edward Speller	701 Crosby Street, Chester, PA 19013	610-447-3350	0	No
Team Career Link	Carolyn Johnson	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
Women In Transition	Katherine Thomas	21 S. 12 th Street, Philadelphia, PA 19107	215-564-5301	0	No
Workforce Entry Center @ Delaware County	Joe Kornoski	901 S. Media Line Road, Media, PA 19063	610-713-2200	0	No
York County Career Center	Steven Wantz	841 Vogelsong Road, York, PA 17404	717-767-7600	0	No
Industry Referral	Andy Bloom	400 Market Street, 9 th Floor Philadelphia, PA 19106	215-625-6570	1	No
Indeed.com	Customer Service	www.indeed.com	N/A	1	No
Unsolicited Candidate Contacted Station directly	Andy Bloom	400 Market Street, 9 th Floor Philadelphia, PA 19106	215-625-6570	1	No

5) Job Title 23: Sales Assistant-WIP (AM/FM)

Referral Source(s) of Hiree: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	Suby Ross	www.CBSRadio.com 400 Market Street, 9th Floor Philadelphia, PA 19106	215-625-6530	4	No
Internal Posting	Suby Ross	www.CBSRadio.com 400 Market Street, 9th Floor Philadelphia, PA 19106	215-625-6530	2	No
American Foundation for Negro Affairs	Samuel L. Evans	117 S. 17 th Street. Philadelphia, PA 19103	215-854-1470	0	No
Asian American Women's Coalition	Wendy Lee	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Community Women's Education Project	Dawn Williams	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Patricia Soria	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Eastern Pennsylvania Organizing Project	Kathy Cruz	300 E. Lehigh Avenue, Philadelphia, PA 19125	215-634-8827	0	No
Greater Philadelphia Urban Affairs Coalition	Gerry Mitchell	1207 Chestnut Street, Philadelphia, PA 19107	215-851-0110	0	No
Mayor's Commission on Aging	Pat L. West	100 South Broad Street, Philadelphia, PA 19110	215-686-8450	0	No
Montgomery County Career Link	Clara Lawrence	1855 New Hope Street, Norristown, PA 19401	610-270-3428	0	No
National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No
Ogontz Avenue Revitalization Corporation	Deborah Cross	1536 Haines Street, Philadelphia, PA 19126	215-927-6884	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
People for People	Devon Cannon	704 Broad Street, Philadelphia, PA 19130	215-852-3445	0	No
Philadelphia Foundation	Human Resources	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Donald Morgan	1617 JFK Blvd, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Maria Falu	1211 N. 2 nd Street, Philadelphia, PA 19122	215-851-9931	0	No
Reemployment Transition Center	Clifford Smith	42 S. 15 th Street, Philadelphia, PA 19102	215-568-8316	0	No
Team Career Link-Germantown	Joe West	235 W. Cheltenham Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link-South Philadelphia	Eileen Barone	930 Washington Avenue, Philadelphia, PA 19147	215-952-1143	0	No
Team Career Link-Chester	R. Edward Speller	701 Crosby Street, Chester, PA 19013	610-447-3350	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Team Career Link	Carolyn Johnson	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
Women In Transition	Katherine Thomas	21 S. 12 th Street, Philadelphia, PA 19107	215-564-5301	0	No
Workforce Entry Center @ Delaware County	Joe Kornoski	901 S. Media Line Road, Media, PA 19063	610-713-2200	0	No
York County Career Center	Steven Wantz	841 Vogelsong Road, York, PA 17404	717-767-7600	0	No
Employee Referral	Suby Ross	www.CBSRadio.com 400 Market Street, 9th Floor Philadelphia, PA 19106	215-625-6530	4	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No

5) Job Title 24: Sports Journalist-KYW (AM)

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)
CBS Radio Website	Steve Butler	www.CBSRadio.com 400 Market Street, 10th Floor Philadelphia, PA 19106	215-238-4971	3	No
Internal Posting	Steve Butler	www.CBSRadio.com 400 Market Street, 10th Floor Philadelphia, PA 19106	215-238-4971	0	No
American Foundation for Negro Affairs	Samuel L. Evans	117 S. 17 th Street. Philadelphia, PA 19103	215-854-1470	0	No
Asian American Women’s Coalition	Wendy Lee	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Community Women’s Education Project	Dawn Williams	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Patricia Soria	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Eastern Pennsylvania Organizing Project	Kathy Cruz	300 E. Lehigh Avenue, Philadelphia, PA 19125	215-634-8827	0	No
Greater Philadelphia Urban Affairs Coalition	Gerry Mitchell	1207 Chestnut Street, Philadelphia, PA 19107	215-851-0110	0	No
Mayor’s Commission on Aging	Pat L. West	100 South Broad Street, Philadelphia, PA 19110	215-686-8450	0	No
Montgomery County Career Link	Clara Lawrence	1855 New Hope Street, Norristown, PA 19401	610-270-3428	0	No
National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No
Ogontz Avenue Revitalization Corporation	Deborah Cross	1536 Haines Street, Philadelphia, PA 19126	215-927-6884	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
People for People	Devon Cannon	704 Broad Street, Philadelphia, PA 19130	215-852-3445	0	No
Philadelphia Foundation	Human Resources	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Donald Morgan	1617 JFK Blvd, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Maria Falu	1211 N. 2 nd Street, Philadelphia, PA 19122	215-851-9931	0	No
Reemployment Transition Center	Clifford Smith	42 S. 15 th Street, Philadelphia, PA 19102	215-568-8316	0	No
Team Career Link-Germantown	Joe West	235 W. Cheltenham Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link-South Philadelphia	Eileen Barone	930 Washington Avenue, Philadelphia, PA 19147	215-952-1143	0	No
Team Career Link-Chester	R. Edward Speller	701 Crosby Street, Chester, PA 19013	610-447-3350	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Team Career Link	Carolyn Johnson	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
Women In Transition	Katherine Thomas	21 S. 12 th Street, Philadelphia, PA 19107	215-564-5301	0	No
Workforce Entry Center @ Delaware County	Joe Kornoski	901 S. Media Line Road, Media, PA 19063	610-713-2200	0	No
York County Career Center	Steven Wantz	841 Vogelsong Road, York, PA 17404	717-767-7600	0	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No

5) Job Title 25: Sales Assistant – WPHT (AM)

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)
CBS Radio Website	Rob Kaloustian	www.CBSRadio.com Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5841	5	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096	610-642-2306	0	No
Internal Posting	Rob Kaloustian	www.CBSRadio.com Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5841	0	No
Asian American Women’s Coalition	Wendy Lee	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Community Women’s Education Project	Dawn Williams	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Patricia Soria	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Eastern Pennsylvania Organizing Project	Kathy Cruz	300 E. Lehigh Avenue, Philadelphia, PA 19125	215-634-8827	0	No
Greater Philadelphia Urban Affairs Coalition	Gerry Mitchell	1207 Chestnut Street, Philadelphia, PA 19107	215-851-0110	0	No
Mayor’s Commission on Aging	Pat L. West	100 South Broad Street, Philadelphia, PA 19110	215-686-8450	0	No
Montgomery County Career Link	Clara Lawrence	1855 New Hope Street, Norristown, PA 19401	610-270-3428	0	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	610-447-3350	0	No
National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No
Ogontz Avenue Revitalization Corporation	Deborah Cross	1536 Haines Street, Philadelphia, PA 19126	215-927-6884	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
People for People	Devon Cannon	704 Broad Street, Philadelphia, PA 19130	215-852-3445	0	No
Philadelphia Foundation	Human Resources	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Donald Morgan	1617 JFK Blvd, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Maria Falu	1211 N. 2 nd Street, Philadelphia, PA 19122	215-851-9931	0	No
Reemployment Transition Center	Clifford Smith	42 S. 15 th Street, Philadelphia, PA 19102	215-568-8316	0	No
Team Career Link-Germantown	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Team Career Link-South Philadelphia	Eileen Barone	930 Washington Avenue, Philadelphia, PA 19147	215-952-1143	0	No
Team Career Link-Chester	R. Edward Speller	701 Crosby Street, Chester, PA 19013	610-447-3350	0	No
Team Career Link	Carolyn Johnson	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
Women In Transition	Katherine Thomas	21 S. 12 th Street, Philadelphia, PA 19107	215-564-5301	0	No
Workforce Entry Center @ Delaware County	Joe Kornoski	901 S. Media Line Road, Media, PA 19063	610-713-2200	0	No
Employee Referral	Rob Kaloustian	www.CBSRadio.com Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5841	3	No

5) Job Title 26: Digital Account Executive – WPHT (AM) +++++

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)
CBS Radio Website	Rob Kaloustian	www.CBSRadio.com Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5841	1	No
Internal Posting	Rob Kaloustian	www.CBSRadio.com Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5841	0	No
American Foundation for Negro Affairs	Samuel L. Evans	117 S. 17 th Street. Philadelphia, PA 19103	215-854-1470	0	No
Asian American Women’s Coalition	Wendy Lee	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Community Women’s Education Project	Dawn Williams	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Patricia Soria	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Eastern Pennsylvania Organizing Project	Kathy Cruz	300 E. Lehigh Avenue, Philadelphia, PA 19125	215-634-8827	0	No
Greater Philadelphia Urban Affairs Coalition	Gerry Mitchell	1207 Chestnut Street, Philadelphia, PA 19107	215-851-0110	0	No
Mayor’s Commission on Aging	Pat L. West	100 South Broad Street, Philadelphia, PA 19110	215-686-8450	0	No
Montgomery County Career Link	Clara Lawrence	1855 New Hope Street, Norristown, PA 19401	610-270-3428	0	No
National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No
Ogontz Avenue Revitalization Corporation	Deborah Cross	1536 Haines Street, Philadelphia, PA 19126	215-927-6884	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
People for People	Devon Cannon	704 Broad Street, Philadelphia, PA 19130	215-852-3445	0	No
Philadelphia Foundation	Human Resources	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Donald Morgan	1617 JFK Blvd, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Maria Falu	1211 N. 2 nd Street, Philadelphia, PA 19122	215-851-9931	0	No
Reemployment Transition Center	Clifford Smith	42 S. 15 th Street, Philadelphia, PA 19102	215-568-8316	0	No
Team Career Link-Germantown	Joe West	235 W. Cheltenham Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link-South Philadelphia	Eileen Barone	930 Washington Avenue, Philadelphia, PA 19147	215-952-1143	0	No
Team Career Link-Chester	R. Edward Speller	701 Crosby Street, Chester, PA 19013	610-447-3350	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Team Career Link	Carolyn Johnson	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
Women In Transition	Katherine Thomas	21 S. 12 th Street, Philadelphia, PA 19107	215-564-5301	0	No
Workforce Entry Center @ Delaware County	Joe Kornoski	901 S. Media Line Road, Media, PA 19063	610-713-2200	0	No
York County Career Center	Steven Wantz	841 Vogelsong Road, York, PA 17404	717-767-7600	0	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	610-447-3350	0	No
Employee Referral	Rob Kaloustian	www.CBSRadio.com Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5841	2	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No

++++ Vacancies (21), (26) and (27) were filled from the same pool of interviewees.

5) Job Title 27: Account Executive – WPHT (AM) +++++

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)
CBS Radio Website	Rob Kaloustian	www.CBSRadio.com Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5841	1	No
Internal Posting	Rob Kaloustian	www.CBSRadio.com Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5841	0	No
American Foundation for Negro Affairs	Samuel L. Evans	117 S. 17 th Street. Philadelphia, PA 19103	215-854-1470	0	No
Asian American Women’s Coalition	Wendy Lee	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Community Women’s Education Project	Dawn Williams	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Patricia Soria	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Eastern Pennsylvania Organizing Project	Kathy Cruz	300 E. Lehigh Avenue, Philadelphia, PA 19125	215-634-8827	0	No
Greater Philadelphia Urban Affairs Coalition	Gerry Mitchell	1207 Chestnut Street, Philadelphia, PA 19107	215-851-0110	0	No
Mayor’s Commission on Aging	Pat L. West	100 South Broad Street, Philadelphia, PA 19110	215-686-8450	0	No
Montgomery County Career Link	Clara Lawrence	1855 New Hope Street, Norristown, PA 19401	610-270-3428	0	No
National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No
Ogontz Avenue Revitalization Corporation	Deborah Cross	1536 Haines Street, Philadelphia, PA 19126	215-927-6884	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
People for People	Devon Cannon	704 Broad Street, Philadelphia, PA 19130	215-852-3445	0	No
Philadelphia Foundation	Human Resources	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Donald Morgan	1617 JFK Blvd, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Maria Falu	1211 N. 2 nd Street, Philadelphia, PA 19122	215-851-9931	0	No
Reemployment Transition Center	Clifford Smith	42 S. 15 th Street, Philadelphia, PA 19102	215-568-8316	0	No
Team Career Link-Germantown	Joe West	235 W. Cheltenham Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link-South Philadelphia	Eileen Barone	930 Washington Avenue, Philadelphia, PA 19147	215-952-1143	0	No
Team Career Link-Chester	R. Edward Speller	701 Crosby Street, Chester, PA 19013	610-447-3350	0	No

CBS Radio Philadelphia Stations KYW (AM), WIP (AM), WOGL (FM), WPHT (AM) and WIP (FM) are Equal Opportunity Employers.

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Team Career Link	Carolyn Johnson	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
Women In Transition	Katherine Thomas	21 S. 12 th Street, Philadelphia, PA 19107	215-564-5301	0	No
Workforce Entry Center @ Delaware County	Joe Kornoski	901 S. Media Line Road, Media, PA 19063	610-713-2200	0	No
York County Career Center	Steven Wantz	841 Vogelsong Road, York, PA 17404	717-767-7600	0	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	610-447-3350	0	No
Employee Referral	Rob Kaloustian	www.CBSRadio.com Two Bala Plaza, Suite 800, Bala Cynwyd, PA 19004	610-668-5841	2	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No

++++ Vacancies (21), (26) and (27) were filled from the same pool of interviewees.

5) Job Title 28: Account Executive-WIP (AM/FM)

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)
CBS Radio Website	Suby Ross	www.CBSRadio.com 400 Market Street, 9th Floor Philadelphia, PA 19106	215-625-6530	1	No
Internal Posting	Suby Ross	www.CBSRadio.com 400 Market Street, 9th Floor Philadelphia, PA 19106	215-625-6530	0	No
American Foundation for Negro Affairs	Samuel L. Evans	117 S. 17 th Street. Philadelphia, PA 19103	215-854-1470	0	No
Asian American Women’s Coalition	Wendy Lee	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Community Women’s Education Project	Dawn Williams	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Patricia Soria	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Eastern Pennsylvania Organizing Project	Kathy Cruz	300 E. Lehigh Avenue, Philadelphia, PA 19125	215-634-8827	0	No
Greater Philadelphia Urban Affairs Coalition	Gerry Mitchell	1207 Chestnut Street, Philadelphia, PA 19107	215-851-0110	0	No
Mayor’s Commission on Aging	Pat L. West	100 South Broad Street, Philadelphia, PA 19110	215-686-8450	0	No
Montgomery County Career Link	Clara Lawrence	1855 New Hope Street, Norristown, PA 19401	610-270-3428	0	No
National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No
Ogontz Avenue Revitalization Corporation	Deborah Cross	1536 Haines Street, Philadelphia, PA 19126	215-927-6884	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
People for People	Devon Cannon	704 Broad Street, Philadelphia, PA 19130	215-852-3445	0	No
Philadelphia Foundation	Human Resources	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Donald Morgan	1617 JFK Blvd, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Maria Falu	1211 N. 2 nd Street, Philadelphia, PA 19122	215-851-9931	0	No
Reemployment Transition Center	Clifford Smith	42 S. 15 th Street, Philadelphia, PA 19102	215-568-8316	0	No
Team Career Link-Germantown	Joe West	235 W. Cheltenham Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link-South Philadelphia	Eileen Barone	930 Washington Avenue, Philadelphia, PA 19147	215-952-1143	0	No
Team Career Link-Chester	R. Edward Speller	701 Crosby Street, Chester, PA 19013	610-447-3350	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Team Career Link	Carolyn Johnson	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
Women In Transition	Katherine Thomas	21 S. 12 th Street, Philadelphia, PA 19107	215-564-5301	0	No
Workforce Entry Center @ Delaware County	Joe Kornoski	901 S. Media Line Road, Media, PA 19063	610-713-2200	0	No
York County Career Center	Steven Wantz	841 Vogelsong Road, York, PA 17404	717-767-7600	0	No
Employee Referral	Suby Ross	www.CBSRadio.com 400 Market Street, 9th Floor Philadelphia, PA 19106	215-625-6530	3	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Industry Referral	Suby Ross	www.CBSRadio.com 400 Market Street, 9th Floor Philadelphia, PA 19106	215-625-6530	1	No

5) Job Title 29: Digital Specialist - (Cluster)

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)
CBS Radio Website	Kurt Laufer	www.CBSRadio.com Two Bala Plaza, Suite 800 Bala Cynwyd, PA 19004	610-668-5913	2	No
Internal Posting	Kurt Laufer	www.CBSRadio.com Two Bala Plaza, Suite 800 Bala Cynwyd, PA 19004	610-668-5913	1	No
American Foundation for Negro Affairs	Samuel L. Evans	117 S. 17 th Street. Philadelphia, PA 19103	215-854-1470	0	No
Asian American Women's Coalition	Wendy Lee	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Community Women's Education Project	Dawn Williams	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Patricia Soria	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Eastern Pennsylvania Organizing Project	Kathy Cruz	300 E. Lehigh Avenue, Philadelphia, PA 19125	215-634-8827	0	No
Greater Philadelphia Urban Affairs Coalition	Gerry Mitchell	1207 Chestnut Street, Philadelphia, PA 19107	215-851-0110	0	No
Mayor's Commission on Aging	Pat L. West	100 South Broad Street, Philadelphia, PA 19110	215-686-8450	0	No
Montgomery County Career Link	Clara Lawrence	1855 New Hope Street, Norristown, PA 19401	610-270-3428	0	No
National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No
Ogontz Avenue Revitalization Corporation	Deborah Cross	1536 Haines Street, Philadelphia, PA 19126	215-927-6884	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
People for People	Devon Cannon	704 Broad Street, Philadelphia, PA 19130	215-852-3445	0	No
Philadelphia Foundation	Human Resources	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Donald Morgan	1617 JFK Blvd, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Maria Falu	1211 N. 2 nd Street, Philadelphia, PA 19122	215-851-9931	0	No
Reemployment Transition Center	Clifford Smith	42 S. 15 th Street, Philadelphia, PA 19102	215-568-8316	0	No
Team Career Link-Germantown	Joe West	235 W. Cheltenham Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link-South Philadelphia	Eileen Barone	930 Washington Avenue, Philadelphia, PA 19147	215-952-1143	0	No
Team Career Link-Chester	R. Edward Speller	701 Crosby Street, Chester, PA 19013	610-447-3350	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Team Career Link	Carolyn Johnson	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
Women In Transition	Katherine Thomas	21 S. 12 th Street, Philadelphia, PA 19107	215-564-5301	0	No
Workforce Entry Center @ Delaware County	Joe Kornoski	901 S. Media Line Road, Media, PA 19063	610-713-2200	0	No
York County Career Center	Steven Wantz	841 Vogelsong Road, York, PA 17404	717-767-7600	0	No
Employee Referral	Kurt Laufer	www.CBSRadio.com Two Bala Plaza, Suite 800 Bala Cynwyd, PA 19004	610-668-5913	2	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No

5) Job Title 30: Account Executive – KYW (AM)

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)
CBS Radio Website	David Yadgaroff	www.CBSRadio.com 400 Market Street, 10 th Floor Philadelphia, PA 19106	215-238-1060	8	No
Internal Posting	David Yadgaroff	www.CBSRadio.com 400 Market Street, 10 th Floor Philadelphia, PA 19106	215-238-1060	0	No
AHEDD	Mary Berry-Shield	115 West Avenue Suite 303 Jenkintown, PA 19046	215-885-2060	0	No
Asian American Women’s Coalition	John Chin	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Association of Women In Communications	Dana Rush	Mercer Human Resources Consulting, 1717 Arch Street, 27 th Floor Philadelphia, PA 19103	215-982-4600	0	No
Community Women’s Education Project	Fred Martinez	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 North Franklin Street Philadelphia, PA 19123	215-627-3100	0	No
Delaware County Office of Employment & Training	Mike Caputo	9 S. 69 th Street, 3 rd Floor, Philadelphia, PA 19082	610-713-2200	0	No
Greater Philadelphia Urban Affairs Coalition	Jill Welsh-Davis	1207 Chestnut Street, 7 th Floor, Philadelphia, PA 19107	215-851-0110	0	No
Mayor’s Commission on Aging	Pat West	100 South Broad Street, 4 th Floor, Philadelphia, PA 19110	215-686-8450	0	No
N.A.A.C.P., National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-978-7500	0	No
National Black Media Coalition	Pluria Marshall	12912 Bluet Lane, Silver Spring MD 20906	301-946-8772	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4 th Floor, Philadelphia, PA 19122	215-236-7700	0	No
People For People	Pastor Herbert Lest, II	800 N. Broad Street, Suite 700, Philadelphia, PA 19130	215-235-2340	0	No
Philadelphia Association of Black Journalists	Sherry Howard	PO Box 8232, Philadelphia, PA 19101	215-854-4224	0	No
Philadelphia Foundation	Pat Miller Betsy Anderson	1234 Market Street, Suite 1800, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Basil Gordon	1617 JFK Boulevard, 13 th Floor, Philadelphia, PA 19103	215-963-2100	0	No
Team Career Link	Joe West	235 West Cheltenham Avenue, Philadelphia, PA 19144	215-560-5151	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3307	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Urban League Initiative	Courtney Roberts	1401 Arch Street, 6 th Floor, Philadelphia, PA 19102	215-683-2144	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 th Floor, Philadelphia, PA 19107	215-985-3220	0	No
Women In Transition	Patricia Parks	21 South 12 th Street, 6 th Floor, Philadelphia, PA 19107	215-564-5301	0	No
York County Career Link	Bill Thorr	841 Vogelsong Road, PO Box 14008, York, PA 17404	717-767-7600	0	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
PA Careerlink Website	N/A	www.pacareerlink.state.pa.us	N/A	0	No
Employee Referral	David Yadgaroff	www.CBSRadio.com 400 Market Street, 10 th Floor Philadelphia, PA 19106	215-238-1060	1	No

5) Job Title 31: Account Executive-WIP (AM/FM)

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)
CBS Radio Website	Suby Ross	www.CBSRadio.com 400 Market Street, 9th Floor Philadelphia, PA 19106	215-625-6530	0	No
Internal Posting	Suby Ross	www.CBSRadio.com 400 Market Street, 9th Floor Philadelphia, PA 19106	215-625-6530	0	No
American Foundation for Negro Affairs	Samuel L. Evans	117 S. 17 th Street. Philadelphia, PA 19103	215-854-1470	0	No
Asian American Women’s Coalition	Wendy Lee	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Community Women’s Education Project	Dawn Williams	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Patricia Soria	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Eastern Pennsylvania Organizing Project	Kathy Cruz	300 E. Lehigh Avenue, Philadelphia, PA 19125	215-634-8827	0	No
Greater Philadelphia Urban Affairs Coalition	Gerry Mitchell	1207 Chestnut Street, Philadelphia, PA 19107	215-851-0110	0	No
Mayor’s Commission on Aging	Pat L. West	100 South Broad Street, Philadelphia, PA 19110	215-686-8450	0	No
Montgomery County Career Link	Clara Lawrence	1855 New Hope Street, Norristown, PA 19401	610-270-3428	0	No
National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No
Ogontz Avenue Revitalization Corporation	Deborah Cross	1536 Haines Street, Philadelphia, PA 19126	215-927-6884	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
People for People	Devon Cannon	704 Broad Street, Philadelphia, PA 19130	215-852-3445	0	No
Philadelphia Foundation	Human Resources	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Donald Morgan	1617 JFK Blvd, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Maria Falu	1211 N. 2 nd Street, Philadelphia, PA 19122	215-851-9931	0	No
Reemployment Transition Center	Clifford Smith	42 S. 15 th Street, Philadelphia, PA 19102	215-568-8316	0	No
Team Career Link-Germantown	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link-South Philadelphia	Eileen Barone	930 Washington Avenue, Philadelphia, PA 19147	215-952-1143	0	No
Team Career Link-Chester	R. Edward Speller	701 Crosby Street, Chester, PA 19013	610-447-3350	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Team Career Link	Carolyn Johnson	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
Women In Transition	Katherine Thomas	21 S. 12 th Street, Philadelphia, PA 19107	215-564-5301	0	No
Workforce Entry Center @ Delaware County	Joe Kornoski	901 S. Media Line Road, Media, PA 19063	610-713-2200	0	No
York County Career Center	Steven Wantz	841 Vogelsong Road, York, PA 17404	717-767-7600	0	No
Industry Referral	Suby Ross	www.CBSRadio.com 400 Market Street, 9th Floor Philadelphia, PA 19106	215-625-6530	4	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No

5) Job Title 32: Promotions Coordinator-WIP (AM/FM)

Referral Source(s) of Hiree: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Website	Cindy Webster	www.CBSRadio.com 400 Market Street, 9th Floor Philadelphia, PA 19106	215-625-6526	0	No
Internal Posting	Cindy Webster	www.CBSRadio.com 400 Market Street, 9th Floor Philadelphia, PA 19106	215-625-6526	5	No
American Foundation for Negro Affairs	Samuel L. Evans	117 S. 17 th Street. Philadelphia, PA 19103	215-854-1470	0	No
Asian American Women's Coalition	Wendy Lee	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Community Women's Education Project	Dawn Williams	2801 Frankford Avenue, Philadelphia, PA 19134	215-426-2200	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Patricia Soria	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Eastern Pennsylvania Organizing Project	Kathy Cruz	300 E. Lehigh Avenue, Philadelphia, PA 19125	215-634-8827	0	No
Greater Philadelphia Urban Affairs Coalition	Gerry Mitchell	1207 Chestnut Street, Philadelphia, PA 19107	215-851-0110	0	No
Mayor's Commission on Aging	Pat L. West	100 South Broad Street, Philadelphia, PA 19110	215-686-8450	0	No
Montgomery County Career Link	Clara Lawrence	1855 New Hope Street, Norristown, PA 19401	610-270-3428	0	No
National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No
Ogontz Avenue Revitalization Corporation	Deborah Cross	1536 Haines Street, Philadelphia, PA 19126	215-927-6884	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
People for People	Devon Cannon	704 Broad Street, Philadelphia, PA 19130	215-852-3445	0	No
Philadelphia Foundation	Human Resources	1234 Market Street, Philadelphia, PA 19107	215-563-6417	0	No
Philadelphia Workforce Development Corporation	Donald Morgan	1617 JFK Blvd, Philadelphia, PA 19103	215-963-2100	0	No
Puerto Rico Federal Affairs Administration	Maria Falu	1211 N. 2 nd Street, Philadelphia, PA 19122	215-851-9931	0	No
Reemployment Transition Center	Clifford Smith	42 S. 15 th Street, Philadelphia, PA 19102	215-568-8316	0	No
Team Career Link-Germantown	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link-South Philadelphia	Eileen Barone	930 Washington Avenue, Philadelphia, PA 19147	215-952-1143	0	No
Team Career Link-Chester	R. Edward Speller	701 Crosby Street, Chester, PA 19013	610-447-3350	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Team Career Link	Carolyn Johnson	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
Women In Transition	Katherine Thomas	21 S. 12 th Street, Philadelphia, PA 19107	215-564-5301	0	No
Workforce Entry Center @ Delaware County	Joe Kornoski	901 S. Media Line Road, Media, PA 19063	610-713-2200	0	No
York County Career Center	Steven Wantz	841 Vogelsong Road, York, PA 17404	717-767-7600	0	No
Employee Referral	Cindy Webster	www.CBSRadio.com 400 Market Street, 9th Floor Philadelphia, PA 19106	215-625-6526	4	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
WIP-AM/FM On-Air Announcements	Cindy Webster	www.CBSRadio.com 400 Market Street, 9th Floor Philadelphia, PA 19106	215-625-6526	6	No

6) **Total # of Interviewees Referred by Each Source:** For the period from March 22, 2011 – March 23, 2012, this Employment Unit interviewed 150 interviewees for full time job vacancies.

7) **Supplemental Recruitment Measures.**

(a) **Participation in Job Fairs**

<u>Description of Supplemental Recruitment Measure:</u>	<u>Date:</u>	<u>Personnel Involved:</u> <u>(Position)</u>
1. Temple University Career Fair. Station Employment Unit personnel with substantial responsibility in the making of hiring decisions participated in the Temple University Career Fair on February 23, 2012. Station personnel conducted on-site interviews and accepted resumes for various positions at the event.	2/23/12	Human Resources Director and Local Sales Managers of KYW-AM, WIP-AM/FM AND WOGL-FM represented the Philadelphia Market.

(b) **Participation in Events Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting**

<u>Description of Supplemental Recruitment Measure:</u>	<u>Date:</u>	<u>Personnel Involved:</u> <u>(Position)</u>
1. St. Joseph's University. The Employment Unit's Human Resources Manager participated in a panel discussion on careers in the communications field and spoke with students in the Sports Marketing Club about both employment and internship opportunities.	3/22/12	Human Resources Manager – CBS Radio Philadelphia
2. Temple University. The Employment Unit's Director of Sales gave a lecture and led a career workshop at a Media Management course on broadcast careers at Temple University.	2/9/12	Vice President/Director of Sales – CBS Radio Philadelphia
3. St. Joseph's University. The Employment Unit's Market Manager gave two lectures, one in contract negotiations and one in sports marketing in a Sports Marketing class.	2/8/12	Senior Vice President/Market Manager-CBS Radio Philadelphia
4. 45th Annual News Studies Program. The Employment Unit participated in the 45th Annual News Studies Program where over six Saturday morning sessions high school juniors & seniors were taught the basics of broadcast journalism, heard from industry professionals, and researched and recorded an actual news story that airs on KYW (AM). Students learned about career opportunities in broadcasting through this program.	2/4/12 2/11/12 2/18/12 2/25/12 3/3/12 3/10/12	Director of News & Programming, Newsroom Operations Coordinator, Promotions Director, Digital Sales Manager, Local Sales Manager Reporters, Writers & Editors

(c) Internship Program Designed to Assist Members of the Community in Acquiring Skills Needed for Broadcast Employment

<u>Description of Supplemental Recruitment Measure:</u>	<u>Date:</u>	<u>Personnel Involved:</u> <u>(Position)</u>
<p><u>KYW (AM) Internship Program</u> – The Employment Unit notified several colleges in the Greater Philadelphia Area of its internship program and eligibility requirements. The Employment Unit had nine interns at KYW (AM) during the reporting period. Interns’ responsibilities included organizing press clippings, shadowing reporters and salespersons and gathering research.</p>	Ongoing	<p>News Director Marketing Director Local Sales Manager Human Resources Manager</p>
<p><u>WIP(AM/FM) Internship Program</u> – The WIP (AM/FM) Promotion Coordinator notified career development & internship departments of local colleges and universities to offer internship opportunities for students from the communications, business, and liberal arts departments who meet the internship eligibility requirements. During the reporting period, WIP (AM/FM) had approximately 23 interns. Their responsibilities included: Conducting research for on-air hosts during their shows; helping set-up Promo appearances at sports events; working on creative projects for Promotion Department, and working in Sales, Programming & Business office departments as needed.</p>	Ongoing	<p>Promotion Coordinator Human Resources Manager</p>
<p><u>WOGL (FM) Internship Program</u> – The Employment Unit worked with local colleges, universities and trade schools to offer internship opportunities for students from the communications, business and engineering departments who meet the internship eligibility requirements. The Employment Unit had 5 interns at station WOGL (FM) during the reporting period. Their duties and responsibilities included: Promotional / Creative research, Media Kit development, Client contract organization, Live broadcast set-up, Transmitter visits, Web Design, Taking listener phone-calls, production / observation, Talent-booking and Board-operation.</p>	Ongoing	Human Resources Manager
<p><u>WPHT (AM) Internship Program</u> – The Employment Unit worked with local colleges, universities and trade schools to offer internship opportunities for students from the communications, business and engineering departments who meet the internship eligibility requirements. The Employment Unit had 3 interns during the reporting period. Their duties and responsibilities included: Promotional / Creative research, Media Kit development, Client contract organization, Live broadcast set-up, Transmitter visits, Web Design, Taking listener phone-calls, production / observation, Talent-booking and Board-operation.</p>	Ongoing	Human Resources Manager
<p><u>WIP (FM) Internship Program</u> – WIP-FM offered unpaid internships to college students who received college credit for their internships. Students received first hand experience on the workings of a radio station. The Employment Unit had 7 interns during the reporting period. WIP-FM offered the following types of internships: General Internship with a rotation in the programming, promotions and sales department; Programming Internship in which students worked with specific WIP-FM shows assisting with day to day activities such as show prep and assisting at remote broadcasts; Production Intensive Internships in which students received intense training in the production and imaging departments using digital audio software; Sales Intensive Internships in which students receive an inside look at how we conduct our business of selling advertising; Eagles Broadcast Internships during football season only in which students worked on game days only rotating between in-studio and on-site stadium work.</p>	3/23/11-9/6/11	<p>Promotions Coordinator Human Resources Manager</p>

<p>Mark Drucker Internship Award. The Employment Unit has established the Mark Drucker Internship Program, in memory of a former KYW (AM) employee. One of the students who participated in the KYW (AM) Newsradio News Studies program for high school students was recognized as the Mark Drucker Internship Program recipient during the reporting period. During the program, the student worked as an intern Desk Assistant for the summer.</p>	Ongoing	Director of News & Programming News Director Reporters Newsroom Operations Coordinator Marketing & Communications Director
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(d) General Outreach Efforts

<u>Description of Supplemental Recruitment Measure:</u>	<u>Date:</u>	<u>Personnel Involved:</u> <u>(Position)</u>
1. Contributions to CBSRadio.com – CBS Radio-Philadelphia has 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	Human Resources Manager

(e) Training of Management Level Personnel

<u>Description of Supplemental Recruitment Measure:</u>	<u>Date:</u>	<u>Personnel Involved:</u> <u>(Position)</u>
1. EEO Webinar. The CBS Radio Philadelphia Market’s department heads and hiring managers participated in a company wide Anti-Discrimination and EEO Webinar on candidate outreach and best hiring recruitment practices.	3/19/12	Market Manager, Director of Sales, Market Controller, Operations Manager, Director of News and Programming, Market Chief Engineer, Human Resources Manager, General Sales Managers, Local Sales Managers, Digital Sales Managers, Station Controller, Director of Traffic, Program Directors, Marketing Directors, Promotions Directors and Chief Engineers.