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<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Source Referring Hiree**</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sales Assistant-WIP-FM</td>
<td>Internal Posting</td>
</tr>
<tr>
<td>Account Executive-WIP-FM</td>
<td>CBSRadio.com</td>
</tr>
<tr>
<td>Digital Sales Coordinator-CLUSTER</td>
<td>Internal Posting</td>
</tr>
<tr>
<td>Account Executive-WPHT-AM</td>
<td>Indeed.com</td>
</tr>
<tr>
<td>Account Executive-WZMP-FM</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>Account Executive-KYW-AM</td>
<td>Internal Posting</td>
</tr>
<tr>
<td>Account Executive-KYW-AM</td>
<td>CBSRadio.com</td>
</tr>
<tr>
<td>Account Executive-WOGL-FM</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>Continuity Director-WPHT-AM</td>
<td>Internal Posting</td>
</tr>
<tr>
<td>Account Executive-WPHT-AM</td>
<td>LinkedIn</td>
</tr>
<tr>
<td>Account Executive-WXTU-FM</td>
<td>Indeed.com</td>
</tr>
<tr>
<td>Local Sales Manager-KYW-AM</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>Staff Engineer-WXTU-FM/WZMP-FM</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>Account Executive-WIP-FM</td>
<td>Indeed.com</td>
</tr>
<tr>
<td>Music Director-WOGL-FM</td>
<td>Internal posting</td>
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<tr>
<td>Account Executive-KYW-AM</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>Account Executive-KYW-AM</td>
<td>Indeed.com</td>
</tr>
<tr>
<td>Producer-WIP-FM</td>
<td>Internal Posting</td>
</tr>
<tr>
<td>Digital Graphic Design Specialist-CLUSTER</td>
<td>CBSRadio.com</td>
</tr>
<tr>
<td>Sales Assistant-KYW-AM</td>
<td>Employee Referral</td>
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<tr>
<td>Talent-WIP-FM</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>Talent-WIP-FM</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>Programming and Promotions Assistant-WXTU-FM/WZMP-FM</td>
<td>Indeed.com</td>
</tr>
<tr>
<td>Digital Sales Specialist-KYW-AM</td>
<td>Internal Posting</td>
</tr>
</tbody>
</table>

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<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Source Referring Hiree**</th>
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</thead>
<tbody>
<tr>
<td>34. Sales Assistant-WXTU-FM</td>
<td>Internal Posting</td>
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<tr>
<td>35. Talent-WIP-FM</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>36. Digital Sales Manager-CLUSTER</td>
<td>Internal Posting</td>
</tr>
<tr>
<td>37. Continuity Director-WIP-FM</td>
<td>Internal Posting</td>
</tr>
<tr>
<td>38. Account Executive-WXTU-FM</td>
<td>CBSRadio.com</td>
</tr>
<tr>
<td>39. Digital Sales Specialist-WPHT-AM</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>40. Digital Sales Specialist-WZMP-FM</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>41. Account Executive-WIP-FM</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>42. Account Executive-WZMP-FM</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>43. General Sales Manager-WZMP-FM</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>44. Account Executive-WZMP-FM</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>45. Sales Assistant-WOGL-FM</td>
<td>Internal Posting</td>
</tr>
<tr>
<td>46. Account Executive-WIP-FM</td>
<td>CBSRadio.com</td>
</tr>
<tr>
<td>47. Talent-WIP-FM</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>48. Newsperson-KYW-AM</td>
<td>LinkedIn</td>
</tr>
<tr>
<td>49. Traffic Operations Manager-KYW-AM</td>
<td>Indeed.com</td>
</tr>
<tr>
<td>50. Account Executive-WXTU-FM</td>
<td>CBSRadio.com</td>
</tr>
</tbody>
</table>

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5) Job Title 2: Account Executive – WOGL (FM)

<table>
<thead>
<tr>
<th>Name of Organization Notified of Job Vacancy</th>
<th>Contact Person</th>
<th>Address</th>
<th>Telephone Number</th>
<th># of Interviewees Referred</th>
<th>Did Recruitment Source Request Notification? (Yes or No)</th>
</tr>
</thead>
<tbody>
<tr>
<td>CBS Radio Website</td>
<td>Ashley McLaughlin</td>
<td><a href="http://www.CBSRadio.com">website</a></td>
<td>610.822.1378</td>
<td>3</td>
<td>No</td>
</tr>
<tr>
<td>Internal Posting</td>
<td>Ashley McLaughlin</td>
<td><a href="http://www.CBSRadio.com">website</a></td>
<td>610.822.1378</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Indeed.com</td>
<td>Customer Service</td>
<td><a href="http://www.indeed.com">www.indeed.com</a></td>
<td>N/A</td>
<td>2</td>
<td>No</td>
</tr>
<tr>
<td>Philadelphia Ad Club</td>
<td>Customer Service</td>
<td>308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">website</a></td>
<td>610.642.2306</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Congreso de Latinos Unidos</td>
<td>Johnny Young</td>
<td>216 W. Somerset Street, Philadelphia, PA</td>
<td>215-763-8870</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Concilio</td>
<td>Louis Kelley</td>
<td>705-09 North Franklin Street Philadelphia, PA 19123</td>
<td>215-627-3100</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Delaware County Office of Employment &amp; Training</td>
<td>Mike Caputo</td>
<td>9 S. 69th Street, 3rd Floor, Philadelphia, PA 19082</td>
<td>610-713-2200</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>Joe West</td>
<td>235 West Chelten Avenue, Philadelphia, PA 19144</td>
<td>215-560-5151</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>John Brunkun</td>
<td>701 Crosby Street, Suite B, Chester, PA 19013-6096</td>
<td>610-447-3307</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>Nikki Woods</td>
<td>990 Spring Garden Street, Philadelphia, PA 19123</td>
<td>215-560-5465</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>N.A.A.C.P., National Association for the Advancement of Colored People</td>
<td>Teresa Spotwood</td>
<td>1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121</td>
<td>215-978-7500</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>PA Careerlink Website</td>
<td>Customer Service</td>
<td><a href="http://www.pacareerlink.state.pa.us">website</a></td>
<td>610.447.3350</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Employee Referral</td>
<td>Dayna Kalmus</td>
<td><a href="mailto:Dayna.kalmus@cbssradio.com">Dayna.kalmus@cbssradio.com</a></td>
<td>212-975-0581</td>
<td>1</td>
<td>No</td>
</tr>
</tbody>
</table>

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5) Job Title 3: Sales Assistant – KYW (AM)  

<table>
<thead>
<tr>
<th>Name of Organization Noticed of Job Vacancy</th>
<th>Contact Person</th>
<th>Address</th>
<th>Telephone Number</th>
<th># of Interviewees Referred</th>
<th>Did Recruitment Source Request Notification? (Yes or No)</th>
</tr>
</thead>
</table>
| CBS Radio Website                          | Dave Scopinich | [www.CBSRadio.com](http://www.CBSRadio.com)  
1555 Hamilton Street, 6th Floor  
Philadelphia, PA 19130 | 215.238.4977 | 1 | No |
| Internal Posting                           | Dave Scopinich | [www.CBSRadio.com](http://www.CBSRadio.com)  
1555 Hamilton Street, 6th Floor  
Philadelphia, PA 19130 | 215.238.4977 | 2 | No |
| Indeed.com                                 | Customer Service | www.indeed.com | N/A | 1 | No |
| Philadelphia Ad Club                       | Customer Service | 308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096  
[www.phillyadclub.com](http://www.phillyadclub.com) | 610.642.2306 | 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. 69th Street, 3rd Floor  
Philadelphia, PA 19082 | 610-713-2200 | 0 | No |
| Team Career Link                           | Joe West | 235 West Chelten 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 |
| 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 |
| PA Careerlink Website                      | Customer Service | [www.pacareerlink.state.pa.us](http://www.pacareerlink.state.pa.us) | 610.447.3350 | 0 | No |

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5) Job Title 4: General Sales Manager – WZMP (FM)  

<table>
<thead>
<tr>
<th>Name of Organization Notified of Job Vacancy</th>
<th>Contact Person</th>
<th>Address</th>
<th>Telephone Number</th>
<th># of Interviewees Referred</th>
<th>Did Recruitment Source Request Notification? (Yes or No)</th>
</tr>
</thead>
<tbody>
<tr>
<td>CBS Radio Website</td>
<td>Dave Scopinich</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 City Avenue, Suite 330 Bala Cynwyd, PA 19004</td>
<td>610.822.1359</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Internal Posting</td>
<td>Dave Scopinich</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 City Avenue, Suite 330 Bala Cynwyd, PA 19004</td>
<td>610.822.1359</td>
<td>3</td>
<td>No</td>
</tr>
<tr>
<td>Indeed.com</td>
<td>Customer Service</td>
<td><a href="http://www.indeed.com">www.indeed.com</a></td>
<td>N/A</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Philadelphia Ad Club</td>
<td>Customer Service</td>
<td>308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a></td>
<td>610.642.2306</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Congreso de Latinos Unidos</td>
<td>Johnny Young</td>
<td>216 W. Somerset Street, Philadelphia, PA</td>
<td>215-763-8870</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Concillio</td>
<td>Louis Kelley</td>
<td>705-09 North Franklin Street Philadelphia, PA 19123</td>
<td>215-627-3100</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Delaware County Office of Employment &amp; Training</td>
<td>Mike Caputo</td>
<td>9 S. 69th Street, 3rd Floor, Philadelphia, PA 19082</td>
<td>610-713-2200</td>
<td>0</td>
<td>No</td>
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<tr>
<td>Team Career Link</td>
<td>Joe West</td>
<td>235 West Chelten Avenue, Philadelphia, PA 19144</td>
<td>215-560-5151</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>John Brunkun</td>
<td>701 Crosby Street, Suite B, Chester, PA 19013-6096</td>
<td>610-447-3307</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>Nikki Woods</td>
<td>990 Spring Garden Street, Philadelphia, PA 19123</td>
<td>215-560-5465</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>N.A.A.C.P., National Association for the Advancement of Colored People</td>
<td>Teresa Spotwood</td>
<td>1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121</td>
<td>215-978-7500</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>PA Careerlink Website</td>
<td>Customer Service</td>
<td><a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a></td>
<td>610.447.3350</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Employee Referral</td>
<td>David Yadgaroff</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 City Avenue, Suite 330 Bala Cynwyd, PA 19004</td>
<td>610.667.9000</td>
<td>1</td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Name of Organization Notified of Job Vacancy</th>
<th>Contact Person</th>
<th>Address</th>
<th>Telephone Number</th>
<th># of Interviewees Referred</th>
<th>Did Recruitment Source Request Notification? (Yes or No)</th>
</tr>
</thead>
<tbody>
<tr>
<td>CBS Radio Website</td>
<td>Suby Ross</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a></td>
<td>400 Market Street, 9th Flr Philadelphia, PA 19106</td>
<td>215.625.6530</td>
<td>1</td>
</tr>
<tr>
<td>Internal Posting</td>
<td>Suby Ross</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a></td>
<td>400 Market Street, 9th Flr Philadelphia, PA 19106</td>
<td>215.625.6530</td>
<td>1</td>
</tr>
<tr>
<td>Indeed.com</td>
<td>Customer Service</td>
<td><a href="http://www.indeed.com">www.indeed.com</a></td>
<td>N/A</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Philadelphia Ad Club</td>
<td>Customer Service</td>
<td><a href="http://www.phillyadclub.com">www.phillyadclub.com</a></td>
<td>610.642.2306</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Congreso de Latinos Unidos</td>
<td>Johnny Young</td>
<td>216 W. Somerset Street, Philadelphia, PA</td>
<td>215-763-8870</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Concillio</td>
<td>Louis Kelley</td>
<td>705-09 North Franklin Street Philadelphia, PA 19123</td>
<td>215-627-3100</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Delaware County Office of Employment &amp; Training</td>
<td>Mike Caputo</td>
<td>9 S. 69th Street, 3rd Floor, Philadelphia, PA 19082</td>
<td>610-713-2200</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>Joe West</td>
<td>235 West Chelten Avenue, Philadelphia, PA</td>
<td>215-560-5151</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>John Brunkun</td>
<td>701 Crosby Street, Suite B, Chester, PA 19013-6096</td>
<td>610-447-3307</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>Nikki Woods</td>
<td>990 Spring Garden Street, Philadelphia, PA</td>
<td>215-560-5465</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>N.A.A.C.P., National Association for the Advancement of Colored People</td>
<td>Teresa Spotwood</td>
<td>1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121</td>
<td>215-978-7500</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>PA Careerlink Website</td>
<td>Customer Service</td>
<td><a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a></td>
<td>610.447.3350</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Employee Referral</td>
<td>Suby Ross</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a></td>
<td>400 Market Street, 9th Flr Philadelphia, PA 19106</td>
<td>215.625.6530</td>
<td>2</td>
</tr>
</tbody>
</table>

++ Vacancies (5), (7), (9) and (11) were filled from the same pool of interviewees.

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5) Job Title 6: Digital Sales Specialist – WIP (FM)

<table>
<thead>
<tr>
<th>Name of Organization Notified of Job Vacancy</th>
<th>Contact Person</th>
<th>Address</th>
<th>Telephone Number</th>
<th># of Interviewees Referred</th>
<th>Did Recruitment Source Request Notification? (Yes or No)</th>
</tr>
</thead>
<tbody>
<tr>
<td>CBS Radio Website</td>
<td>R. John Burnes</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9th Floor Philadelphia, PA 19106</td>
<td>215.625.6527</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Internal Posting</td>
<td>R. John Burnes</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9th Floor Philadelphia, PA 19106</td>
<td>215.625.6527</td>
<td>1</td>
<td>No</td>
</tr>
<tr>
<td>Indeed.com</td>
<td>Customer Service</td>
<td><a href="http://www.indeed.com">www.indeed.com</a></td>
<td>N/A</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Philadelphia Ad Club</td>
<td>Customer Service</td>
<td>308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096</td>
<td><a href="http://www.phillyadclub.com">www.phillyadclub.com</a></td>
<td>610.642.2306</td>
<td>0</td>
</tr>
<tr>
<td>Congreso de Latinos Unidos</td>
<td>Johnny Young</td>
<td>216 W. Somerset Street, Philadelphia, PA</td>
<td>215-763-8870</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Concilio</td>
<td>Louis Kelley</td>
<td>705-09 North Franklin Street Philadelphia, PA 19123</td>
<td>215-627-3100</td>
<td>0</td>
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<tr>
<td>Delaware County Office of Employment &amp; Training</td>
<td>Mike Caputo</td>
<td>9 S. 69th Street, 3rd Floor, Philadelphia, PA 19082</td>
<td>610-713-2200</td>
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<tr>
<td>Team Career Link</td>
<td>Joe West</td>
<td>235 West Chelten Avenue, Philadelphia, PA 19144</td>
<td>215-560-5151</td>
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<tr>
<td>Team Career Link</td>
<td>John Brunkun</td>
<td>701 Crosby Street, Suite B, Chester, PA 19013-6096</td>
<td>610-447-3307</td>
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</tr>
<tr>
<td>Team Career Link</td>
<td>Nikki Woods</td>
<td>990 Spring Garden Street, Philadelphia, PA 19123</td>
<td>215-560-5465</td>
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<td>No</td>
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<tr>
<td>N.A.A.C.P., National Association for the Advancement of Colored People</td>
<td>Teresa Spotwood</td>
<td>1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121</td>
<td>215-978-7500</td>
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<td>PA Careerlink Website</td>
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<td><a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a></td>
<td>610.447.3350</td>
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*On January 13, 2017, WZMP-FM call letters were officially changed to WTDY-FM.

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5) **Job Title 7: Account Executive – WIP (FM)** ++

**Referral Source(s) of Hiree: Employee Referral**

<table>
<thead>
<tr>
<th>Name of Organization Notified of Job Vacancy</th>
<th>Contact Person</th>
<th>Address</th>
<th>Telephone Number</th>
<th># of Interviewees Referred</th>
<th>Did Recruitment Source Request Notification? (Yes or No)</th>
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<tr>
<td>CBS Radio Website</td>
<td>Suby Ross</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9th Flr Philadelphia, PA 19106</td>
<td>215.625.6530</td>
<td>1</td>
<td>No</td>
</tr>
<tr>
<td>Internal Posting</td>
<td>Suby Ross</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9th Flr Philadelphia, PA 19106</td>
<td>215.625.6530</td>
<td>1</td>
<td>No</td>
</tr>
<tr>
<td>Indeed.com</td>
<td>Customer Service</td>
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<tr>
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<td>308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a></td>
<td>610.642.2306</td>
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<td>Congreso de Latinos Unidos</td>
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<td>216 W. Somerset Street, Philadelphia, PA</td>
<td>215-763-8870</td>
<td>0</td>
<td>No</td>
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<td>Concillio</td>
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<td>705-09 North Franklin Street Philadelphia, PA 19123</td>
<td>215-627-3100</td>
<td>0</td>
<td>No</td>
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<tr>
<td>Delaware County Office of Employment &amp; Training</td>
<td>Mike Caputo</td>
<td>9 S. 69th Street, 3rd Floor, Philadelphia, PA 19082</td>
<td>610-713-2200</td>
<td>0</td>
<td>No</td>
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<tr>
<td>Team Career Link</td>
<td>Joe West</td>
<td>235 West Chelten Avenue, Philadelphia, PA 19144</td>
<td>215-560-5151</td>
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<tr>
<td>Team Career Link</td>
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<td>610-447-3307</td>
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<td>Team Career Link</td>
<td>Nikki Woods</td>
<td>990 Spring Garden Street, Philadelphia, PA 19123</td>
<td>215-560-5465</td>
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<tr>
<td>N.A.A.C.P., National Association for the Advancement of Colored People</td>
<td>Teresa Spotwood</td>
<td>1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121</td>
<td>215-978-7500</td>
<td>0</td>
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<tr>
<td>PA Careerlink Website</td>
<td>Customer Service</td>
<td><a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a></td>
<td>610.447.3350</td>
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<td>Employee Referral</td>
<td>Suby Ross</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9th Flr Philadelphia, PA 19106</td>
<td>215.625.6530</td>
<td>2</td>
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</table>

++ Vacancies (5, (7), (9) and (11) were filled from the same pool of interviewees.
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<th>Did Recruitment Source Request Notification?</th>
<th>Referral Source(s) of Hiree: Internal Posting</th>
</tr>
</thead>
</table>
| CBS Radio Website                           | Janine Quintana| www.CBSRadio.com
555 City Avenue, Suite 330 Bala Cynwyd, PA 19004 | 212.314.9390 | 1 | No |
| Internal Posting                            | Janine Quintana| www.CBSRadio.com
555 City Avenue, Suite 330 Bala Cynwyd, PA 19004 | 212.314.9390 | 2 | No |
| Indeed.com                                  | Customer Service| www.indeed.com | N/A | 2 | No |
| Philadelphia Ad Club                        | Customer Service| 308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096 www.phillyadclub.com | 610.642.2306 | 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. 69th Street, 3rd Floor, Philadelphia, PA 19082 | 610-713-2200 | 0 | No |
| Team Career Link                            | Joe West      | 235 West Chelten 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 |
| 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 |
| PA Careerlink Website                       | Customer Service| www.pacareerlink.state.pa.us | 610.447.3350 | 0 | No |
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<th>Did Recruitment Source Request Notification? (Yes or No)</th>
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<tr>
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<td>Suby Ross</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9th Flr Philadelphia, PA 19106</td>
<td>215.625.6530</td>
<td>2</td>
<td>No</td>
</tr>
<tr>
<td>Indeed.com</td>
<td>Customer Service</td>
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<tr>
<td>Philadelphia Ad Club</td>
<td>Customer Service</td>
<td>308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a></td>
<td>610.642.2306</td>
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<td>216 W. Somerset Street, Philadelphia, PA</td>
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<td>Concilio</td>
<td>Louis Kelley</td>
<td>705-09 North Franklin Street Philadelphia, PA 19123</td>
<td>215-627-3100</td>
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<tr>
<td>Delaware County Office of Employment &amp; Training</td>
<td>Mike Caputo</td>
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<td>610-713-2200</td>
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<td>Team Career Link</td>
<td>Joe West</td>
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<td>215-560-5151</td>
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<td>Team Career Link</td>
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<td>990 Spring Garden Street, Philadelphia, PA 19123</td>
<td>215-560-5465</td>
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<td>N.A.A.C.P., National Association for the Advancement of Colored People</td>
<td>Teresa Spotwood</td>
<td>1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121</td>
<td>215-978-7500</td>
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<td>PA Careerlink Website</td>
<td>Customer Service</td>
<td><a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a></td>
<td>610.447.3350</td>
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**5) Job Title 11: Account Executive-WIP (FM)**

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<th># of Interviewees Referred</th>
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<td>CBS Radio Website</td>
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<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9th Flr Philadelphia, PA 19106</td>
<td>215.625.6530</td>
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<td>215.625.6530</td>
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<td>Philadelphia Ad Club</td>
<td>Customer Service</td>
<td>308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a></td>
<td>610.642.2306</td>
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<td>Louis Kelley</td>
<td>705-09 North Franklin Street Philadelphia, PA 19123</td>
<td>215-627-3100</td>
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<td>610-713-2200</td>
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<td>Team Career Link</td>
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<tr>
<td>N.A.A.C.P., National Association for the Advancement of Colored People</td>
<td>Teresa Spotwood</td>
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<td>PA Careerlink Website</td>
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<td>610.447.3350</td>
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<td>Employee Referral</td>
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<td>215.625.6530</td>
<td>2</td>
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<td>CBS Radio Website</td>
<td>R. John Burnes</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9th Floor Philadelphia, PA 19106</td>
<td>215.625.6527</td>
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<td>Internal Posting</td>
<td>R. John Burnes</td>
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<td>215.625.6527</td>
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<td>Customer Service</td>
<td>308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a></td>
<td>610.642.2306</td>
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<tr>
<td>Congreso de Latinos Unidos</td>
<td>Johnny Young</td>
<td>216 W. Somerset Street, Philadelphia, PA</td>
<td>215-763-8870</td>
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<td>Concillio</td>
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<td>PA Careerlink Website</td>
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<td><a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a></td>
<td>610.447.3350</td>
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5) Job Title 13: Account Executive – WPHT (AM)  

<table>
<thead>
<tr>
<th>Name of Organization Notified of Job Vacancy</th>
<th>Contact Person</th>
<th>Address</th>
<th>Telephone Number</th>
<th># of Interviewees Referred</th>
<th>Did Recruitment Source Request Notification? (Yes or No)</th>
</tr>
</thead>
</table>
| CBS Radio Website                             | Suby Ross      | www.CBSRadio.com  
400 Market Street, 9th Flr  
Philadelphia, PA 19106      | 215.625.6530  | 3 | No |
| Internal Posting                              | Suby Ross      | www.CBSRadio.com  
400 Market Street, 9th Flr  
Philadelphia, PA 19106      | 215.625.6530  | 0 | No |
| Indeed.com                                    | Customer Service | www.indeed.com | N/A | 1 | No |
| Philadelphia Ad Club                         | Customer Service | 308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096  
www.phillyadclub.com | 610.642.2306  | 0 | No |
| Congreso de Latinos Unidos                   | Johnny Young   | 216 W. Somerset Street, Philadelphia, PA | 215-763-8870 | 0 | No |
| Concilio                                     | 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. 69th Street, 3rd Floor, Philadelphia, PA 19082 | 610-713-2200 | 0 | No |
| Team Career Link                             | Joe West       | 235 West Chelten 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 |
| 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 |
| PA Careerlink Website                        | Customer Service | www.pacareerlink.state.pa.us | 610.447.3350 | 0 | No |

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5) Job Title 14: Account Executive – WZMP (FM)  Referral Source(s) of Hiree: Employee Referral

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<th>Contact Person</th>
<th>Address</th>
<th>Telephone Number</th>
<th># of Interviewees Referred</th>
<th>Did Recruitment Source Request Notification?</th>
</tr>
</thead>
<tbody>
<tr>
<td>CBS Radio Website</td>
<td>Dave Giordano</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 City Avenue, Suite 330 Bala Cynwyd, PA 19004</td>
<td>610.822.1328</td>
<td>2</td>
<td>No</td>
</tr>
<tr>
<td>Internal Posting</td>
<td>Dave Giordano</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 City Avenue, Suite 330 Bala Cynwyd, PA 19004</td>
<td>610.822.1328</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Indeed.com</td>
<td>Customer Service</td>
<td><a href="http://www.indeed.com">www.indeed.com</a></td>
<td>N/A</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Philadelphia Ad Club</td>
<td>Customer Service</td>
<td>308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a></td>
<td>610.642.2306</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Congreso de Latinos Unidos</td>
<td>Johnny Young</td>
<td>216 W. Somerset Street, Philadelphia, PA</td>
<td>215-763-8870</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Concilio</td>
<td>Louis Kelley</td>
<td>705-09 North Franklin Street Philadelphia, PA 19123</td>
<td>215-627-3100</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Delaware County Office of Employment &amp; Training</td>
<td>Mike Caputo</td>
<td>9 S. 69th Street, 3rd Floor, Philadelphia, PA 19082</td>
<td>610-713-2200</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>Joe West</td>
<td>235 West Chelten Avenue, Philadelphia, PA 19144</td>
<td>215-560-5151</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>John Brunkun</td>
<td>701 Crosby Street, Suite B, Chester, PA 19013-6096</td>
<td>610-447-3307</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>Nikki Woods</td>
<td>990 Spring Garden Street, Philadelphia, PA 19123</td>
<td>215-560-5465</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>N.A.A.C.P., National Association for the Advancement of Colored People</td>
<td>Teresa Spotwood</td>
<td>1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121</td>
<td>215-978-7500</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>PA Careerlink Website</td>
<td>Customer Service</td>
<td><a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a></td>
<td>610.447.3350</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Employee Referral</td>
<td>Yoni Schwartz</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 City Avenue, Suite 330 Bala Cynwyd, PA 19004</td>
<td>610.667.9000</td>
<td>1</td>
<td>No</td>
</tr>
</tbody>
</table>

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

*On January 13, 2017, WZMP-FM call letters were officially changed to WTDY-FM.

**In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. The Employment Unit uses recruitment software that distributed notice to the sources listed on Attachment A as well as indeed.com. Note that this list may change from time to time.
## 5) Job Title 15: Account Executive-KYW (AM) +++

<table>
<thead>
<tr>
<th>Name of Organization Notified of Job Vacancy</th>
<th>Contact Person:</th>
<th>Address</th>
<th>Telephone Number</th>
<th># of Interviewees Referred</th>
<th>Did Recruitment Source Request Notification? (Yes or No)</th>
</tr>
</thead>
<tbody>
<tr>
<td>CBS Radio Website</td>
<td>Dave Scopinich</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6th Floor Philadelphia, PA 19130</td>
<td>215.238.4977</td>
<td>1</td>
<td>No</td>
</tr>
<tr>
<td>Internal Posting</td>
<td>Dave Scopinich</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6th Floor Philadelphia, PA 19130</td>
<td>215.238.4977</td>
<td>1</td>
<td>No</td>
</tr>
<tr>
<td>Indeed.com</td>
<td>Customer Service</td>
<td><a href="http://www.indeed.com">www.indeed.com</a></td>
<td>N/A</td>
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<td>No</td>
</tr>
<tr>
<td>Philadelphia Ad Club</td>
<td>Customer Service</td>
<td><a href="http://www.phillyadclub.com">www.phillyadclub.com</a> 308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096</td>
<td>610.642.2306</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Congreso de Latinos Unidos</td>
<td>Johnny Young</td>
<td>216 W. Somerset Street, Philadelphia, PA</td>
<td>215-763-8870</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Concilio</td>
<td>Louis Kelley</td>
<td>705-09 North Franklin Street Philadelphia, PA 19123</td>
<td>215-627-3100</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Delaware County Office of Employment &amp; Training</td>
<td>Mike Caputo</td>
<td>9 S. 69th Street, 3rd Floor, Philadelphia, PA 19082</td>
<td>610-713-2200</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>Joe West</td>
<td>235 West Chelten Avenue, Philadelphia, PA 19144</td>
<td>215-560-5151</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>John Brunkun</td>
<td>701 Crosby Street, Suite B, Chester, PA 19013-6096</td>
<td>610-447-3307</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>Nikki Woods</td>
<td>990 Spring Garden Street, Philadelphia, PA 19123</td>
<td>215-560-5465</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>N.A.A.C.P., National Association for the Advancement of Colored People</td>
<td>Teresa Spotwood</td>
<td>1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121</td>
<td>215-978-7500</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>PA Careerlink Website</td>
<td>Customer Service</td>
<td><a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a></td>
<td>610.447.3350</td>
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</tbody>
</table>

+++ Vacancies (15) and (16) were filled from the same pool of interviewees.

---

*On January 13, 2017, WZMP-FM call letters were officially changed to WTDY-FM.

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---

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5) Job Title 16: Account Executive-KYW (AM) +++

Referral Source(s) of Hiree: CBSRadio.com

<table>
<thead>
<tr>
<th>Name of Organization Notified of Job Vacancy</th>
<th>Contact Person:</th>
<th>Address</th>
<th>Telephone Number</th>
<th># of Interviewees Referred</th>
<th>Did Recruitment Source Request Notification? (Yes or No)</th>
</tr>
</thead>
<tbody>
<tr>
<td>CBS Radio Website</td>
<td>Dave Scopinich</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6th Floor Philadelphia, PA 19130</td>
<td>215.238.4977</td>
<td>1</td>
<td>No</td>
</tr>
<tr>
<td>Internal Posting</td>
<td>Dave Scopinich</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6th Floor Philadelphia, PA 19130</td>
<td>215.238.4977</td>
<td>1</td>
<td>No</td>
</tr>
<tr>
<td>Indeed.com</td>
<td>Customer Service</td>
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<td>No</td>
<td></td>
</tr>
<tr>
<td>Philadelphia Ad Club</td>
<td>Customer Service</td>
<td><a href="http://www.phillyadclub.com">www.phillyadclub.com</a> 308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096</td>
<td>610.642.2306</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Congreso de Latinos Unidos</td>
<td>Johnny Young</td>
<td>216 W. Somerset Street, Philadelphia, PA</td>
<td>215-763-8870</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Concillio</td>
<td>Louis Kelley</td>
<td>705-09 North Franklin Street Philadelphia, PA 19123</td>
<td>215-627-3100</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Delaware County Office of Employment &amp; Training</td>
<td>Mike Caputo</td>
<td>9 S. 69th Street, 3rd Floor, Philadelphia, PA 19082</td>
<td>610-713-2200</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>Joe West</td>
<td>235 West Chelten Avenue, Philadelphia, PA 19144</td>
<td>215-560-5151</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>John Brunkun</td>
<td>701 Crosby Street, Suite B, Chester, PA 19013-6096</td>
<td>610-447-3307</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>Nikki Woods</td>
<td>990 Spring Garden Street, Philadelphia, PA 19123</td>
<td>215-560-5465</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>N.A.A.C.P., National Association for the Advancement of Colored People</td>
<td>Teresa Spotwood</td>
<td>1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121</td>
<td>215-978-7500</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>PA Careerlink Website</td>
<td>Customer Service</td>
<td><a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a></td>
<td>610.447.3350</td>
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<td>No</td>
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</tbody>
</table>

+++ Vacancies (15) and (16) were filled from the same pool of interviewees.

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**5) Job Title 17: Account Executive – WOGL (FM)**

<table>
<thead>
<tr>
<th>Name of Organization Notified of Job Vacancy</th>
<th>Contact Person:</th>
<th>Address</th>
<th>Telephone Number</th>
<th># of Interviewees Referred</th>
<th>Did Recruitment Source Request Notification? (Yes or No)</th>
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<tr>
<td>CBS Radio Website</td>
<td>Ashley McLaughlin</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a></td>
<td>555 City Avenue, Suite 330 Bala Cynwyd, PA 19004</td>
<td>610.822.1378</td>
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<tr>
<td>Internal Posting</td>
<td>Ashley McLaughlin</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a></td>
<td>555 City Avenue, Suite 330 Bala Cynwyd, PA 19004</td>
<td>610.822.1378</td>
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</tr>
<tr>
<td>Indeed.com</td>
<td>Customer Service</td>
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<td>N/A</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Philadelphia Ad Club</td>
<td>Customer Service</td>
<td><a href="http://www.phillyadclub.com">www.phillyadclub.com</a></td>
<td>308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096</td>
<td>610.642.2306</td>
<td>0</td>
</tr>
<tr>
<td>Congreso de Latinos Unidos</td>
<td>Johnny Young</td>
<td>216 W. Somerset Street, Philadelphia, PA</td>
<td>215-763-8870</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Concillio</td>
<td>Louis Kelley</td>
<td>705-09 North Franklin Street Philadelphia, PA 19123</td>
<td>215-627-3100</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Delaware County Office of Employment &amp; Training</td>
<td>Mike Caputo</td>
<td>9 S. 69th Street, 3rd Floor, Philadelphia, PA 19082</td>
<td>610-713-2200</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>Joe West</td>
<td>235 West Chelten Avenue, Philadelphia, PA 19144</td>
<td>215-560-5151</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>John Brunkun</td>
<td>701 Crosby Street, Suite B, Chester, PA 19013-6096</td>
<td>610-447-3307</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>Nikki Woods</td>
<td>990 Spring Garden Street, Philadelphia, PA 19123</td>
<td>215-560-5465</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>N.A.A.C.P., National Association for the Advancement of Colored People</td>
<td>Teresa Spotwood</td>
<td>1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121</td>
<td>215-978-7500</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>PA Careerlink Website</td>
<td>Customer Service</td>
<td><a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a></td>
<td>610.447.3350</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Employee Referral</td>
<td>William Moore</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a></td>
<td>555 City Avenue, Suite 330 Bala Cynwyd, PA 19004</td>
<td>610.667.9000</td>
<td>1</td>
</tr>
</tbody>
</table>

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5) Job Title 18: Continuity Director – WPHT (AM)  
Referral Source(s) of Hre: Internal Posting

<table>
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<tr>
<th>Name of Organization Notified of Job Vacancy</th>
<th>Contact Person</th>
<th>Address</th>
<th>Telephone Number</th>
<th># of Interviewees Referred</th>
<th>Did Recruitment Source Request Notification? (Yes or No)</th>
</tr>
</thead>
</table>
| CBS Radio Website                           | Bernadette Thomas | www.CBSRadio.com  
400 Market Street, 9th Floor  
Philadelphia, PA 19106 | 215.625.6558 | 1 | No |
| Internal Posting                            | Bernadette Thomas | www.CBSRadio.com  
400 Market Street, 9th Floor  
Philadelphia, PA 19106 | 215.625.6558 | 2 | |
| 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  
www.phillyadclub.com | 610.642.2306 | 0 | No |
| Congreso de Latinos Unidos                  | Johnny Young | 216 W. Somerset Street,  
Philadelphia, PA | 215-763-8870 | 0 | No |
| Concilio                                    | 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. 69th Street, 3rd Floor  
Philadelphia, PA 19082 | 610-713-2200 | 0 | No |
| Team Career Link                            | Joe West | 235 West Chelten 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 |
| 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 |
| PA Careerlink Website                       | Customer Service | www.pacareerlink.state.pa.us | 610.447.3350 | 0 | No |

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5) Job Title 19: Account Executive – WPHT (AM)  

<table>
<thead>
<tr>
<th>Name of Organization Notified of Job Vacancy</th>
<th>Contact Person</th>
<th>Address</th>
<th>Telephone Number</th>
<th># of Interviewees Referred</th>
<th>Did Recruitment Source Request Notification? (Yes or No)</th>
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<tbody>
<tr>
<td>CBS Radio Website</td>
<td>Suby Ross</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9th Floor Philadelphia, PA 19106</td>
<td>215.625.6530</td>
<td>0</td>
<td>No</td>
</tr>
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<td>Internal Posting</td>
<td>Suby Ross</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9th Floor Philadelphia, PA 19106</td>
<td>215.625.6530</td>
<td>0</td>
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<tr>
<td>Indeed.com</td>
<td>Customer Service</td>
<td><a href="http://www.indeed.com">www.indeed.com</a></td>
<td>N/A</td>
<td>0</td>
<td>No</td>
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<tr>
<td>Philadelphia Ad Club</td>
<td>Customer Service</td>
<td>308 E. Lancaster Avenue, Suite 110 Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a></td>
<td>610.642.2306</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Congreso de Latinos Unidos</td>
<td>Johnny Young</td>
<td>216 W. Somerset Street, Philadelphia, PA</td>
<td>215-763-8870</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Concillio</td>
<td>Louis Kelley</td>
<td>705-09 Franklin Street, Philadelphia, PA 19123</td>
<td>215-627-3100</td>
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<td>No</td>
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<td>Team Career Link</td>
<td>Joe West</td>
<td>235 West Chelten Avenue, Philadelphia, PA 19144</td>
<td>215-560-5465</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>John Brunkun</td>
<td>701 Crosby Street, Suite B, Chester, PA 19013</td>
<td>610-447-3350</td>
<td>0</td>
<td>No</td>
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<tr>
<td>Team Career Link</td>
<td>Nikki Woods</td>
<td>990 Spring Garden Street, Philadelphia, PA 19123</td>
<td>215-560-5465</td>
<td>0</td>
<td>No</td>
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<td>N.A.A.C.P., National Association for the Advancement of Colored People</td>
<td>Teresa Spotwood</td>
<td>1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121</td>
<td>215-765-6040</td>
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<td>PA Careerlink Website</td>
<td>Customer Service</td>
<td><a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a></td>
<td>610-447-3350</td>
<td>0</td>
<td>No</td>
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<tr>
<td>Linked In</td>
<td>Suby Ross</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9th Floor Philadelphia, PA 19106</td>
<td>215.625.6530</td>
<td>1</td>
<td>No</td>
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</tbody>
</table>

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**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WTDY(FM)**

*On January 13, 2017, WZMP-FM call letters were officially changed to WTDY-FM.*

---

### Job Title 20: Account Executive-WXTU (FM)

#### Referral Source(s) of Hiree: Indeed.com

<table>
<thead>
<tr>
<th>Name of Organization Notified of Job Vacancy</th>
<th>Contact Person:</th>
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<th>Did Recruitment Source Request Notification? (Yes or No)</th>
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<td>Michael Progin</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 City Avenue, Suite 330 Bala Cynwyd, PA 19004</td>
<td>610.822.1361</td>
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<tr>
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<td>705-09 Franklin Street, Philadelphia, PA 19123</td>
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<td>Team Career Link</td>
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<tr>
<td>N.A.A.C.P., National Association for the Advancement of Colored People</td>
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<td>610-447-3350</td>
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*CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WTDY(FM)*

*are Equal Opportunity Employers.*

---

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5) Job Title 22: Staff Engineer – WZMP (FM) /WXTU (FM)  

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<tr>
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<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a></td>
<td>555 City Avenue, Suite 330 Bala Cynwyd, PA 19004</td>
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<td>Louis Kelley</td>
<td>705-09 North Franklin Street Philadelphia, PA 19123</td>
<td>215-627-3100</td>
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5) Job Title 23: Account Executive-WIP (FM)  
Referral Source(s) of Hiree: Indeed.com

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<td>Suby Ross</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9th Floor Philadelphia, PA 19106</td>
<td>215.625.6530</td>
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<td>Teresa Spotwood</td>
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<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 10th Floor Philadelphia, PA 19106</td>
<td>215.238.2002</td>
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<td>CBS Radio Website</td>
<td>Dave Scopinich</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6th Floor Philadelphia, PA 19130</td>
<td>215.238.4977</td>
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<tr>
<td>Delaware County Office of Employment &amp; Training</td>
<td>Mike Caputo</td>
<td>9 S. 69th Street, 3rd Floor, Philadelphia, PA 19082</td>
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#### Vacancies (25) and (26) were filled from the same pool of interviewees.

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<td>Customer Service</td>
<td><a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a></td>
<td>610.447.3350</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Employee Referral</td>
<td>Dave Scopinich</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6th Floor Philadelphia, PA 19130</td>
<td>215.238.4977</td>
<td>1</td>
<td>No</td>
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</table>
CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and *WTDY(FM) are Equal Opportunity Employers.

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5) Job Title 28: Digital Graphic Design Specialist -CLUSTER

<table>
<thead>
<tr>
<th>Name of Organization Notified of Job Vacancy</th>
<th>Contact Person:</th>
<th>Address</th>
<th>Telephone Number</th>
<th># of Interviewees Referred</th>
<th>Did Recruitment Source Request Notification? (Yes or No)</th>
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<tbody>
<tr>
<td>CBS Radio Website</td>
<td>R. John Burnes</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9th Floor Philadelphia, PA 19106</td>
<td>215.625.6527</td>
<td>1</td>
<td>No</td>
</tr>
<tr>
<td>Internal Posting</td>
<td>R. John Burnes</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9th Floor Philadelphia, PA 19106</td>
<td>215.625.6527</td>
<td>0</td>
<td>No</td>
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<tr>
<td>Indeed.com</td>
<td>Customer Service</td>
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<td>Philadelphia Ad Club</td>
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<td>610.642.2306</td>
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<tr>
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<td>216 W. Somerset Street, Philadelphia, PA</td>
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<tr>
<td>Concillio</td>
<td>Louis Kelley</td>
<td>705-09 North Franklin Street Philadelphia, PA 19123</td>
<td>215-627-3100</td>
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<tr>
<td>Delaware County Office of Employment &amp; Training</td>
<td>Mike Caputo</td>
<td>9 S. 69th Street, 3rd Floor, Philadelphia, PA 19082</td>
<td>610-713-2200</td>
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<tr>
<td>Team Career Link</td>
<td>Joe West</td>
<td>235 West Chelten Avenue, Philadelphia, PA 19144</td>
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<td>Team Career Link</td>
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<td>701 Crosby Street, Suite B, Chester, PA 19013-6096</td>
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<tr>
<td>N.A.A.C.P., National Association for the Advancement of Colored People</td>
<td>Teresa Spotwood</td>
<td>1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121</td>
<td>215-978-7500</td>
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<td>PA Careerlink Website</td>
<td>Customer Service</td>
<td><a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a></td>
<td>610.447.3350</td>
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<tr>
<td>CBS Radio Website</td>
<td>Dave Scopinich</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> &lt;br&gt;1555 Hamilton Street, 6th Floor Philadelphia, PA 19130</td>
<td>215.238.4977</td>
<td>0</td>
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<tr>
<td>Internal Posting</td>
<td>Dave Scopinich</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> &lt;br&gt;1555 Hamilton Street, 6th Floor Philadelphia, PA 19130</td>
<td>215.238.4977</td>
<td>3</td>
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<tr>
<td>Indeed.com</td>
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<td>Philadelphia Ad Club</td>
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<td>610.642.2306</td>
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<tr>
<td>Congreso de Latinos Unidos</td>
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<td>705-09 North Franklin Street Philadelphia, PA 19123</td>
<td>215-627-3100</td>
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<td>No</td>
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<tr>
<td>Delaware County Office of Employment &amp; Training</td>
<td>Mike Caputo</td>
<td>9 S. 69th Street, 3rd Floor, Philadelphia, PA 19082</td>
<td>610-713-2200</td>
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<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>Joe West</td>
<td>235 West Chelten Avenue, Philadelphia, PA 19144</td>
<td>215-560-5151</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>John Brunkun</td>
<td>701 Crosby Street, Suite B, Chester, PA 19013-6096</td>
<td>610-447-3307</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>Nikki Woods</td>
<td>990 Spring Garden Street, Philadelphia, PA 19123</td>
<td>215-560-5465</td>
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<td>No</td>
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<tr>
<td>N.A.A.C.P., National Association for the Advancement of Colored People</td>
<td>Teresa Spotwood</td>
<td>1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121</td>
<td>215-978-7500</td>
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<td>No</td>
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<tr>
<td>PA Careerlink Website</td>
<td>Customer Service</td>
<td><a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a></td>
<td>610.447.3350</td>
<td>0</td>
<td>No</td>
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<tr>
<td>Employee Referral</td>
<td>Rich Iovaniisci Rayfield Russell</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> &lt;br&gt;1555 Hamilton Street, 6th Floor Philadelphia, PA 19130</td>
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</table>
In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. The Employment Unit uses recruitment software that distributed notice to the sources listed on Attachment A as well as indeed.com. Note that this list may change from time to time.

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<th>Contact Person</th>
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<th>Telephone Number</th>
<th># of Interviewees Referred</th>
<th>Did Recruitment Source Request Notification? (Yes or No)</th>
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<tr>
<td>CBS Radio Website</td>
<td>Brett Eskin</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9th Floor Philadelphia, PA 19106</td>
<td>215.238.4977</td>
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<tr>
<td>Internal Posting</td>
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<td>215.238.4977</td>
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<td>Philadelphia Ad Club</td>
<td>Customer Service</td>
<td>308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a></td>
<td>610.642.2306</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Congreso de Latinos Unidos</td>
<td>Johnny Young</td>
<td>216 W. Somerset Street, Philadelphia, PA</td>
<td>215-763-8870</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Concillio</td>
<td>Louis Kelley</td>
<td>705-09 North Franklin Street Philadelphia, PA 19123</td>
<td>215-627-3100</td>
<td>0</td>
<td>No</td>
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<tr>
<td>Delaware County Office of Employment &amp; Training</td>
<td>Mike Caputo</td>
<td>9 S. 69th Street, 3rd Floor, Philadelphia, PA 19082</td>
<td>610-713-2200</td>
<td>0</td>
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<tr>
<td>Team Career Link</td>
<td>Joe West</td>
<td>235 West Chelten Avenue, Philadelphia, PA 19144</td>
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<tr>
<td>Team Career Link</td>
<td>John Brunkun</td>
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<tr>
<td>N.A.A.C.P., National Association for the Advancement of Colored People</td>
<td>Teresa Spotwood</td>
<td>1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121</td>
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<td>PA Careerlink Website</td>
<td>Customer Service</td>
<td><a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a></td>
<td>610.447.3350</td>
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<tr>
<td>Employee Referral</td>
<td>Brett Eskin</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9th Floor Philadelphia, PA 19106</td>
<td>215.625.6562</td>
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+++++ Vacancies (30), (31), (35) and (47) were filled from the same pool of interviewees.
### 5) Job Title 31: Talent-WIP (FM) ++++

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<th>Name of Organization Notified of Job Vacancy</th>
<th>Contact Person:</th>
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<th>Telephone Number</th>
<th># of Interviewees Referred</th>
<th>Did Recruitment Source Request Notification? (Yes or No)</th>
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<td>CBS Radio Website</td>
<td>Brett Eskin</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9th Floor Philadelphia, PA 19106</td>
<td>215.238.4977</td>
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<td>Internal Posting</td>
<td>Brett Eskin</td>
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<td>215.238.4977</td>
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<tr>
<td>Philadelphia Ad Club</td>
<td>Customer Service</td>
<td><a href="http://www.phillyadclub.com">www.phillyadclub.com</a> 308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096</td>
<td>610.642.2306</td>
<td>0</td>
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<tr>
<td>Congreso de Latinos Unidos</td>
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<td>Louis Kelley</td>
<td>705-09 North Franklin Street Philadelphia, PA 19123</td>
<td>215-627-3100</td>
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<td>Delaware County Office of Employment &amp; Training</td>
<td>Mike Caputo</td>
<td>9 S. 69th Street, 3rd Floor, Philadelphia, PA 19082</td>
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<td>Team Career Link</td>
<td>John Brunkun</td>
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<td>215-560-5465</td>
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<td>No</td>
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<tr>
<td>N.A.A.C.P., National Association for the Advancement of Colored People</td>
<td>Teresa Spotwood</td>
<td>1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121</td>
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<tr>
<td>Employee Referral</td>
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<td>215.625.6562</td>
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<td>No</td>
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</tbody>
</table>

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<th>Did Recruitment Source Request Notification? (Yes or No)</th>
</tr>
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<tbody>
<tr>
<td>CBS Radio Website</td>
<td>Lisa Acchinoe Michelle Bussinger Robert Smith Kristin Stoltz</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004</td>
<td>610.667.9000</td>
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<tr>
<td>Internal Posting</td>
<td>Lisa Acchinoe Michelle Bussinger Robert Smith Kristin Stoltz</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004</td>
<td>610.667.9000</td>
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<td>Indeed.com</td>
<td>Customer Service</td>
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<td>1</td>
<td>No</td>
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<tr>
<td>Philadelphia Ad Club</td>
<td>Customer Service</td>
<td>308 E. Lancaster Avenue, Suite 110 Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a></td>
<td>610.642.2306</td>
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<tr>
<td>Congreso de Latinos Unidos</td>
<td>Johnny Young</td>
<td>216 W. Somerset Street, Philadelphia, PA</td>
<td>215-763-8870</td>
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<td>Concillio</td>
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<td>215-627-3100</td>
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<tr>
<td>N.A.A.C.P., National Association for the Advancement of Colored People</td>
<td>Teresa Spotwood</td>
<td>1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121</td>
<td>215-978-7500</td>
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<tr>
<td>PA Careerlink Website</td>
<td>Customer Service</td>
<td><a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a></td>
<td>610-447-3350</td>
<td>0</td>
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**5) Job Title 34: Sales Assistant – WXTU (FM)**

<table>
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<tr>
<th>Name of Organization Notified of Job Vacancy</th>
<th>Contact Person</th>
<th>Address</th>
<th>Telephone Number</th>
<th># of Interviewees Referred</th>
<th>Did Recruitment Source Request Notification? (Yes or No)</th>
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<tbody>
<tr>
<td>CBS Radio Website</td>
<td>Michael Progin</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 City Avenue, Suite 330 Bala Cynwyd, PA 19004</td>
<td>610.822.1361</td>
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<tr>
<td>Internal Posting</td>
<td>Michael Progin</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 City Avenue, Suite 330 Bala Cynwyd, PA 19004</td>
<td>610.822.1361</td>
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<td>Philadelphia Ad Club</td>
<td>Customer Service</td>
<td>308 E. Lancaster Avenue, Suite 110 Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a></td>
<td>610.642.2306</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Congreso de Latinos Unidos</td>
<td>Johnny Young</td>
<td>216 W. Somerset Street, Philadelphia, PA</td>
<td>215-763-8870</td>
<td>0</td>
<td>No</td>
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<tr>
<td>Concilio</td>
<td>Louis Kelley</td>
<td>705-09 Franklin Street, Philadelphia, PA 19123</td>
<td>215-627-3100</td>
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<tr>
<td>Team Career Link</td>
<td>Joe West</td>
<td>235 West Chelten Avenue, Philadelphia, PA 19144</td>
<td>215-560-5465</td>
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<tr>
<td>Team Career Link</td>
<td>John Brunkun</td>
<td>701 Crosby Street, Suite B, Chester, PA 19013</td>
<td>610-447-3350</td>
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<td>Team Career Link</td>
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<td>N.A.A.C.P., National Association for the Advancement of Colored People</td>
<td>Teresa Spotwood</td>
<td>1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121</td>
<td>215-765-6040</td>
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<td>PA Careerlink Website</td>
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<td><a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a></td>
<td>610-447-3350</td>
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</table>

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and *WTDY(FM)**

are Equal Opportunity Employers.

*On January 13, 2017, WZMP-FM call letters were officially changed to WTDY-FM.

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5) Job Title 35: Talent – WIP (FM) +++++

<table>
<thead>
<tr>
<th>Name of Organization Notified of Job Vacancy</th>
<th>Contact Person</th>
<th>Address</th>
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<th># of Interviewees Referred</th>
<th>Did Recruitment Source Request Notification? (Yes or No)</th>
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<tr>
<td>CBS Radio Website</td>
<td>Brett Eskin</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9th Floor Philadelphia, PA 19106</td>
<td>215.238.4977</td>
<td>0</td>
<td>No</td>
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<tr>
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<td>Brett Eskin</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9th Floor Philadelphia, PA 19106</td>
<td>215.238.4977</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Indeed.com</td>
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<td><a href="http://www.indeed.com">www.indeed.com</a></td>
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<td>No</td>
</tr>
<tr>
<td>Philadelphia Ad Club</td>
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<td>308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a></td>
<td>610.642.2306</td>
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<tr>
<td>Congreso de Latinos Unidos</td>
<td>Johnny Young</td>
<td>216 W. Somerset Street, Philadelphia, PA</td>
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<tr>
<td>Concilio</td>
<td>Louis Kelley</td>
<td>705-09 North Franklin Street Philadelphia, PA 19123</td>
<td>215-627-3100</td>
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<td>No</td>
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<tr>
<td>Delaware County Office of Employment &amp; Training</td>
<td>Mike Caputo</td>
<td>9 S. 69th Street, 3rd Floor, Philadelphia, PA 19082</td>
<td>610-713-2200</td>
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<td>No</td>
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<tr>
<td>Team Career Link</td>
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<td>Team Career Link</td>
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<tr>
<td>N.A.A.C.P., National Association for the Advancement of Colored People</td>
<td>Teresa Spotwood</td>
<td>1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121</td>
<td>215-978-7500</td>
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<td>No</td>
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<td>PA Careerlink Website</td>
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<td>Employee Referral</td>
<td>Brett Eskin</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9th Floor Philadelphia, PA 19106</td>
<td>215.625.6562</td>
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</table>

+++++ Vacancies (30), (31), (35) and (47) were filled from the same pool of interviewees.

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5) Job Title 36: Digital Sales Manager – Cluster

Referral Source(s) of Hiree: Internal Posting

<table>
<thead>
<tr>
<th>Name of Organization Notified of Job Vacancy</th>
<th>Contact Person</th>
<th>Address</th>
<th>Telephone Number</th>
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<th>Did Recruitment Source Request Notification? (Yes or No)</th>
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<tr>
<td>CBS Radio Website</td>
<td>Dave Scopinich</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6th Floor Philadelphia, PA 19130</td>
<td>215.238.4977</td>
<td>1</td>
<td>No</td>
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<tr>
<td>Internal Posting</td>
<td>Dave Scopinich</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6th Floor Philadelphia, PA 19130</td>
<td>215.238.4977</td>
<td>4</td>
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<td>Indeed.com</td>
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<td>0</td>
<td>No</td>
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<td>Philadelphia Ad Club</td>
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<td>308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a></td>
<td>610.642.2306</td>
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<tr>
<td>Congreso de Latinos Unidos</td>
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<td>216 W. Somerset Street, Philadelphia, PA</td>
<td>215-763-8870</td>
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<td>No</td>
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<tr>
<td>Concillio</td>
<td>Louis Kelley</td>
<td>705-09 North Franklin Street, Philadelphia, PA 19123</td>
<td>215-627-3100</td>
<td>0</td>
<td>No</td>
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<tr>
<td>Delaware County Office of Employment &amp; Training</td>
<td>Mike Caputo</td>
<td>9 S. 69th Street, 3rd Floor, Philadelphia, PA 19082</td>
<td>610-713-2200</td>
<td>0</td>
<td>No</td>
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<tr>
<td>Team Career Link</td>
<td>Joe West</td>
<td>235 West Chelten Avenue, Philadelphia, PA 19144</td>
<td>215-560-5151</td>
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<td>No</td>
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<tr>
<td>Team Career Link</td>
<td>John Brunkun</td>
<td>701 Crosby Street, Suite B, Chester, PA 19013-6096</td>
<td>610-447-3307</td>
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<tr>
<td>Team Career Link</td>
<td>Nikki Woods</td>
<td>990 Spring Garden Street, Philadelphia, PA 19123</td>
<td>215-560-5465</td>
<td>0</td>
<td>No</td>
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<tr>
<td>N.A.A.C.P., National Association for the Advancement of Colored People</td>
<td>Teresa Spotwood</td>
<td>1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121</td>
<td>215-978-7500</td>
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<td>No</td>
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<tr>
<td>PA Careerlink Website</td>
<td>Customer Service</td>
<td><a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a></td>
<td>610.447.3350</td>
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<td>No</td>
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</tbody>
</table>

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<th>Telephone Number</th>
<th># of Interviewees Referred</th>
<th>Did Recruitment Source Request Notification? (Yes or No)</th>
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<tbody>
<tr>
<td>CBS Radio Website</td>
<td>Bernadette Thomas</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9th Floor Philadelphia, PA 19106</td>
<td>215.625.6558</td>
<td>1</td>
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<tr>
<td>Internal Posting</td>
<td>Bernadette Thomas</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9th Floor Philadelphia, PA 19106</td>
<td>215.625.6558</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>Indeed.com</td>
<td>Customer Service</td>
<td><a href="http://www.indeed.com">www.indeed.com</a></td>
<td>N/A</td>
<td>0</td>
<td>No</td>
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<tr>
<td>Philadelphia Ad Club</td>
<td>Customer Service</td>
<td>308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096</td>
<td>610.642.2306</td>
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<tr>
<td>Congreso de Latinos Unidos</td>
<td>Johnny Young</td>
<td>216 W. Somerset Street, Philadelphia, PA</td>
<td>215-763-8870</td>
<td>0</td>
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<tr>
<td>Concilio</td>
<td>Louis Kelley</td>
<td>705-09 North Franklin Street Philadelphia, PA 19123</td>
<td>215-627-3100</td>
<td>0</td>
<td>No</td>
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<tr>
<td>Delaware County Office of Employment &amp; Training</td>
<td>Mike Caputo</td>
<td>9 S. 69th Street, 3rd Floor, Philadelphia, PA 19082</td>
<td>610-713-2200</td>
<td>0</td>
<td>No</td>
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<tr>
<td>Team Career Link</td>
<td>Joe West</td>
<td>235 West Chelten Avenue, Philadelphia, PA 19144</td>
<td>215-560-5151</td>
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<tr>
<td>Team Career Link</td>
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<td>610-447-3307</td>
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<tr>
<td>N.A.A.C.P., National Association for the Advancement of Colored People</td>
<td>Teresa Spotwood</td>
<td>1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121</td>
<td>215-978-7500</td>
<td>0</td>
<td>No</td>
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<tr>
<td>PA Careerlink Website</td>
<td>Customer Service</td>
<td><a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a></td>
<td>610.447.3350</td>
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5) **Job Title 38: Account Executive-WXTU (FM)**

<table>
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<th>Name of Organization Notified of Job Vacancy</th>
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<th>Telephone Number</th>
<th># of Interviewees Referred</th>
<th>Did Recruitment Source Request Notification? (Yes or No)</th>
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| CBS Radio Website                           | Michael Progin | [www.CBSRadio.com](http://www.CBSRadio.com)  
555 City Avenue, Suite 330  
Bala Cynwyd, PA 19004 | 610.822.1361 | 1 | No |
| Internal Posting                            | Michael Progin | [www.CBSRadio.com](http://www.CBSRadio.com)  
555 City Avenue, Suite 330  
Bala Cynwyd, PA 19004 | 610.822.1361 | 0 | No |
| Indeed.com                                  | Customer Service | [www.indeed.com](http://www.indeed.com) | N/A | 0 | No |
| Philadelphia Ad Club                        | Customer Service | 308 E. Lancaster Avenue, Suite 110  
Wynnewood, PA 19096  
[www.phillyadclub.com](http://www.phillyadclub.com) | 610.642.2306 | 0 | No |
| Congreso de Latinos Unidos                  | Johnny Young | 216 W. Somerset Street,  
Philadelphia, PA | 215-763-8870 | 0 | No |
| Concillio                                   | Louis Kelley | 705-09 Franklin Street,  
Philadelphia, PA 19123 | 215-627-3100 | 0 | No |
| Team Career Link                            | Joe West | 235 West Chelten Avenue,  
Philadelphia, PA 19144 | 215-560-5465 | 0 | No |
| Team Career Link                            | John Brunkun | 701 Crosby Street, Suite B,  
Chester, PA 19013 | 610-447-3350 | 0 | No |
| Team Career Link                            | Nikki Woods | 990 Spring Garden Street,  
Philadelphia, PA 19123 | 215-560-5465 | 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 | 215-765-6040 | 0 | No |
| PA Careerlink Website                       | Customer Service | [www.pacareerlink.state.pa.us](http://www.pacareerlink.state.pa.us) | 610-447-3350 | 0 | No |

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## Referral Source(s) of Hiree: Employee Referral

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<th>Name of Organization Notified of Job Vacancy</th>
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<th># of Interviewees Referred</th>
<th>Did Recruitment Source Request Notification? (Yes or No)</th>
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<tr>
<td>CBS Radio Website</td>
<td>Alysa Woloszyn</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 City Avenue, Suite 330 Bala Cynwyd, PA 19004</td>
<td>610.667.9000</td>
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<tr>
<td>Internal Posting</td>
<td>Alysa Woloszyn</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 City Avenue, Suite 330 Bala Cynwyd, PA 19004</td>
<td>610.667.9000</td>
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<td>Philadelphia Ad Club</td>
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<td>308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a></td>
<td>610.642.2306</td>
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<td>215-763-8870</td>
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<td>Concilio</td>
<td>Louis Kelley</td>
<td>705-09 North Franklin Street Philadelphia, PA 19123</td>
<td>215-627-3100</td>
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<td>N.A.A.C.P., National Association for the Advancement of Colored People</td>
<td>Teresa Spotwood</td>
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<td>Team Career Link</td>
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<td>Customer Service</td>
<td><a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a></td>
<td>610.447.3350</td>
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<td>Employee Referral</td>
<td>Alysa Woloszyn</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 City Avenue, Suite 330 Bala Cynwyd, PA 19004</td>
<td>610.667.9000</td>
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</table>

++++++ Vacancies (39) and (40) were filled from the same pool of interviewees.

---

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<td>Alysa Woloszyn</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 City Avenue, Suite 330 Bala Cynwyd, PA 19004</td>
<td>610.667.9000</td>
<td>0</td>
<td>No</td>
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<tr>
<td>Internal Posting</td>
<td>Alysa Woloszyn</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 City Avenue, Suite 330 Bala Cynwyd, PA 19004</td>
<td>610.667.9000</td>
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<td>Indeed.com</td>
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<td>0</td>
<td>No</td>
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<td>Philadelphia Ad Club</td>
<td>Customer Service</td>
<td>308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a></td>
<td>610.642.2306</td>
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<tr>
<td>Congreso de Latinos Unidos</td>
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<td>215-763-8870</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Concillio</td>
<td>Louis Kelley</td>
<td>705-09 North Franklin Street Philadelphia, PA 19123</td>
<td>215-627-3100</td>
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<td>N.A.A.C.P., National Association for the Advancement of Colored People</td>
<td>Teresa Spotwood</td>
<td>1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121</td>
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<td>Team Career Link</td>
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<tr>
<td>Team Career Link</td>
<td>John Brunkun</td>
<td>701 Crosby Street, Suite B, Chester, PA 19013-6096</td>
<td>610-447-3307</td>
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<tr>
<td>Employee Referral</td>
<td>Alysa Woloszyn</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 City Avenue, Suite 330 Bala Cynwyd, PA 19004</td>
<td>610.667.9000</td>
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+++++++ Vacancies (39) and (40) were filled from the same pool of interviewees.

---

*On January 13, 2017, WZMP-FM call letters were officially changed to WTDY-FM.

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<thead>
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<th>Name of Organization Notified of Job Vacancy</th>
<th>Contact Person</th>
<th>Address</th>
<th>Telephone Number</th>
<th># of Interviewees Referred</th>
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<td>Suby Ross</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9th Floor Philadelphia, PA 19106</td>
<td>215.625.6530</td>
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<td>Internal Posting</td>
<td>Suby Ross</td>
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<td>215.625.6530</td>
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<td>Philadelphia Ad Club</td>
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<td>308 E. Lancaster Avenue, Suite 110 Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a></td>
<td>610.642.2306</td>
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<td>Congreso de Latinos Unidos</td>
<td>Johnny Young</td>
<td>216 W. Somerset Street, Philadelphia, PA</td>
<td>215-763-8870</td>
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<td>Concillio</td>
<td>Louis Kelley</td>
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<td>Frank Calderaro</td>
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<td>215.625.6530</td>
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5) Job Title 42: Account Executive-WZMP (FM)  

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<td>610.822.1359</td>
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<td>Delaware County Office of Employment &amp; Training</td>
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<td>N.A.A.C.P., National Association for the Advancement of Colored People</td>
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<td>215-978-7500</td>
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+++++++ Vacancies (42) and (44) were filled from the same pool of interviewees.

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<td>610.642.2306</td>
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5) Job Title 44: Account Executive-WZMP (FM) 

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<th>Contact Person</th>
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<tr>
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<td>Dave Scopinich</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 City Avenue, Suite 330 Bala Cynwyd, PA 19004</td>
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<td>610.822.1359</td>
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<td>Philadelphia Ad Club</td>
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<td>610.642.2306</td>
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**5) Job Title 46: Account Executive-WIP (FM)**

**Referral Source(s) of Hiree: CBSRadio.com**

<table>
<thead>
<tr>
<th>Name of Organization Notified of Job Vacancy</th>
<th>Contact Person</th>
<th>Address</th>
<th>Telephone Number</th>
<th># of Interviewees Referred</th>
<th>Did Recruitment Source Request Notification? (Yes or No)</th>
</tr>
</thead>
<tbody>
<tr>
<td>CBS Radio Website</td>
<td>Suby Ross</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9th Floor Philadelphia, PA 19106</td>
<td>215.625.6530</td>
<td>1</td>
<td>No</td>
</tr>
<tr>
<td>Internal Posting</td>
<td>Suby Ross</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9th Floor Philadelphia, PA 19106</td>
<td>215.625.6530</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Indeed.com</td>
<td>Customer Service</td>
<td><a href="http://www.indeed.com">www.indeed.com</a></td>
<td>N/A</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Philadelphia Ad Club</td>
<td>Customer Service</td>
<td>308 E. Lancaster Avenue, Suite 110 Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a></td>
<td>610.642.2306</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Congreso de Latinos Unidos</td>
<td>Johnny Young</td>
<td>216 W. Somerset Street, Philadelphia, PA</td>
<td>215-763-8870</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Concilio</td>
<td>Louis Kelley</td>
<td>705-09 Franklin Street, Philadelphia, PA 19123</td>
<td>215-627-3100</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>Joe West</td>
<td>235 West Chelten Avenue, Philadelphia, PA 19144</td>
<td>215-560-5465</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>John Brunkun</td>
<td>701 Crosby Street, Suite B, Chester, PA 19013</td>
<td>610-447-3350</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>Nikki Woods</td>
<td>990 Spring Garden Street, Philadelphia, PA 19123</td>
<td>215-560-5465</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>N.A.A.C.P., National Association for the Advancement of Colored People</td>
<td>Teresa Spotwood</td>
<td>1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121</td>
<td>215-765-6040</td>
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<td>PA Careerlink Website</td>
<td>Customer Service</td>
<td><a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a></td>
<td>610-447-3350</td>
<td>0</td>
<td>No</td>
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</tbody>
</table>

*CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and *WTDY(FM)*

are Equal Opportunity Employers.

*On January 13, 2017, WZMP-FM call letters were officially changed to WTDY-FM.

**In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. The Employment Unit uses recruitment software that distributed notice to the sources listed on Attachment A as well as indeed.com. Note that this list may change from time to time.
5) Job Title 47: Talent – WIP (FM) +++++

<table>
<thead>
<tr>
<th>Name of Organization Notified of Job Vacancy</th>
<th>Contact Person</th>
<th>Address</th>
<th>Telephone Number</th>
<th># of Interviewees Referred</th>
<th>Did Recruitment Source Request Notification? (Yes or No)</th>
</tr>
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<tbody>
<tr>
<td>CBS Radio Website</td>
<td>Brett Eskin</td>
<td><a href="http://www.cbsradio.com">www.CBSRadio.com</a> 400 Market Street, 9th Floor Philadelphia, PA 19106</td>
<td>215.238.4977</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Internal Posting</td>
<td>Brett Eskin</td>
<td><a href="http://www.cbsradio.com">www.CBSRadio.com</a> 400 Market Street, 9th Floor Philadelphia, PA 19106</td>
<td>215.238.4977</td>
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</tr>
<tr>
<td>Indeed.com</td>
<td>Customer Service</td>
<td><a href="http://www.indeed.com">www.indeed.com</a> N/A</td>
<td>215.238.4977</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Philadelphia Ad Club</td>
<td>Customer Service</td>
<td>308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a></td>
<td>610.642.2306</td>
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<td>No</td>
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<tr>
<td>Congreso de Latinos Unidos</td>
<td>Johnny Young</td>
<td>216 W. Somerset Street, Philadelphia, PA</td>
<td>215-763-8870</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Concilio</td>
<td>Louis Kelley</td>
<td>705-09 North Franklin Street Philadelphia, PA 19123</td>
<td>215-627-3100</td>
<td>0</td>
<td>No</td>
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<tr>
<td>Delaware County Office of Employment &amp; Training</td>
<td>Mike Caputo</td>
<td>9 S. 69th Street, 3rd Floor, Philadelphia, PA 19082</td>
<td>610-713-2200</td>
<td>0</td>
<td>No</td>
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<tr>
<td>Team Career Link</td>
<td>Joe West</td>
<td>235 West Chelten Avenue, Philadelphia, PA 19144</td>
<td>215-560-5151</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>John Brunkun</td>
<td>701 Crosby Street, Suite B, Chester, PA 19013-6096</td>
<td>610-447-3307</td>
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<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>Nikki Woods</td>
<td>990 Spring Garden Street, Philadelphia, PA 19123</td>
<td>215-560-5465</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>N.A.A.C.P., National Association for the Advancement of Colored People</td>
<td>Teresa Spotwood</td>
<td>1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121</td>
<td>215-978-7500</td>
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<td>No</td>
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<tr>
<td>PA Careerlink Website</td>
<td>Customer Service</td>
<td><a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a></td>
<td>N/A</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Employee Referral</td>
<td>Brett Eskin</td>
<td><a href="http://www.cbsradio.com">www.CBSRadio.com</a> 400 Market Street, 9th Floor Philadelphia, PA 19106</td>
<td>215.625.6562</td>
<td>4</td>
<td>No</td>
</tr>
</tbody>
</table>

+++++ Vacancies (30), (31), (35) and (47) were filled from the same pool of interviewees.

---

**On January 13, 2017, WZMP-FM call letters were officially changed to WTDY-FM.**

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<table>
<thead>
<tr>
<th>Name of Organization Notified of Job Vacancy</th>
<th>Contact Person</th>
<th>Address</th>
<th>Telephone Number</th>
<th># of Interviewees</th>
<th>Did Recruitment Source Request Notification?</th>
</tr>
</thead>
<tbody>
<tr>
<td>CBS Radio Website</td>
<td>Steve Butler</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6th Floor Philadelphia, PA 19130</td>
<td>215.238.4971</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Internal Posting</td>
<td>Steve Butler</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6th Floor Philadelphia, PA 19130</td>
<td>215.238.4971</td>
<td>0</td>
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</tr>
<tr>
<td>Indeed.com</td>
<td>Customer Service</td>
<td><a href="http://www.indeed.com">www.indeed.com</a></td>
<td>N/A</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Philadelphia Ad Club</td>
<td>Customer Service</td>
<td>308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a></td>
<td>610.642.2306</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Congreso de Latinos Unidos</td>
<td>Johnny Young</td>
<td>216 W. Somerset Street, Philadelphia, PA</td>
<td>215-763-8870</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Concilio</td>
<td>Louis Kelley</td>
<td>705-09 North Franklin Street Philadelphia, PA 19123</td>
<td>215-627-3100</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Delaware County Office of Employment &amp; Training</td>
<td>Mike Caputo</td>
<td>9 S. 69th Street, 3rd Floor, Philadelphia, PA 19082</td>
<td>610-713-2200</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>Joe West</td>
<td>235 West Chelten Avenue, Philadelphia, PA 19144</td>
<td>215-560-5151</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>John Brunkun</td>
<td>701 Crosby Street, Suite B, Chester, PA 19013-6096</td>
<td>610-447-3307</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Team Career Link</td>
<td>Nikki Woods</td>
<td>990 Spring Garden Street, Philadelphia, PA 19123</td>
<td>215-560-5465</td>
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<td>No</td>
</tr>
<tr>
<td>N.A.A.C.P., National Association for the Advancement of Colored People</td>
<td>Teresa Spotwood</td>
<td>1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121</td>
<td>215-978-7500</td>
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<tr>
<td>PA Careerlink Website</td>
<td>Customer Service</td>
<td><a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a></td>
<td>610.447.3350</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>LinkedIn</td>
<td>Steve Butler</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6th Floor Philadelphia, PA 19130</td>
<td>215.238.4971</td>
<td>1</td>
<td>No</td>
</tr>
</tbody>
</table>

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5) Job Title 49: Traffic Operations Manager-KYW (AM)  Referral Source(s) of Hiree: Indeed.com

<table>
<thead>
<tr>
<th>Name of Organization Notified of Job Vacancy</th>
<th>Contact Person</th>
<th>Address</th>
<th>Telephone Number</th>
<th># of Interviewees Referred</th>
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<tr>
<td>CBS Radio Website</td>
<td>Steve Butler</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6th Floor Philadelphia, PA 19130</td>
<td>215.238.4971</td>
<td>0</td>
<td>No</td>
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<tr>
<td>Internal Posting</td>
<td>Steve Butler</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6th Floor Philadelphia, PA 19130</td>
<td>215.238.4971</td>
<td>3</td>
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<tr>
<td>Indeed.com</td>
<td>Customer Service</td>
<td><a href="http://www.indeed.com">www.indeed.com</a></td>
<td>N/A</td>
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<td>No</td>
</tr>
<tr>
<td>Philadelphia Ad Club</td>
<td>Customer Service</td>
<td><a href="http://www.phillyadclub.com">www.phillyadclub.com</a> 308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096</td>
<td>610.642.2306</td>
<td>0</td>
<td>No</td>
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<tr>
<td>Congreso de Latinos Unidos</td>
<td>Johnny Young</td>
<td>216 W. Somerset Street, Philadelphia, PA</td>
<td>215-763-8870</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Concillio</td>
<td>Louis Kelley</td>
<td>705-09 North Franklin Street Philadelphia, PA 19123</td>
<td>215-627-3100</td>
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<td>No</td>
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<tr>
<td>Delaware County Office of Employment &amp; Training</td>
<td>Mike Caputo</td>
<td>9 S. 69th Street, 3rd Floor, Philadelphia, PA 19082</td>
<td>610-713-2200</td>
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<tr>
<td>Team Career Link</td>
<td>Joe West</td>
<td>235 West Chelten Avenue, Philadelphia, PA 19144</td>
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<tr>
<td>Team Career Link</td>
<td>John Brunkun</td>
<td>701 Crosby Street, Suite B, Chester, PA 19013-6096</td>
<td>610-447-3307</td>
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<td>215-978-7500</td>
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<td>PA Careerlink Website</td>
<td>Customer Service</td>
<td><a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a></td>
<td>610.447.3350</td>
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</tbody>
</table>

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<th># of Interviewees Referred</th>
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</tr>
</thead>
<tbody>
<tr>
<td>CBS Radio Website</td>
<td>Michael Progin</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 City Avenue, Suite 330 Bala Cynwyd, PA 19004</td>
<td>610.822.1361</td>
<td>1</td>
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<tr>
<td>Internal Posting</td>
<td>Michael Progin</td>
<td><a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 City Avenue, Suite 330 Bala Cynwyd, PA 19004</td>
<td>610.822.1361</td>
<td>0</td>
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<tr>
<td>Indeed.com</td>
<td>Customer Service</td>
<td><a href="http://www.indeed.com">www.indeed.com</a></td>
<td>N/A</td>
<td>0</td>
<td>No</td>
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<tr>
<td>Philadelphia Ad Club</td>
<td>Customer Service</td>
<td>308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a></td>
<td>610.642.2306</td>
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<tr>
<td>Congreso de Latinos Unidos</td>
<td>Johnny Young</td>
<td>216 W. Somerset Street, Philadelphia, PA</td>
<td>215-763-8870</td>
<td>0</td>
<td>No</td>
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<tr>
<td>Concillio</td>
<td>Louis Kelley</td>
<td>705-09 North Franklin Street Philadelphia, PA 19123</td>
<td>215-627-3100</td>
<td>0</td>
<td>No</td>
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<tr>
<td>Delaware County Office of Employment &amp; Training</td>
<td>Mike Caputo</td>
<td>9 S. 69th Street, 3rd Floor, Philadelphia, PA 19082</td>
<td>610-713-2200</td>
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<td>Team Career Link</td>
<td>Joe West</td>
<td>235 West Chelten Avenue, Philadelphia, PA 19144</td>
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<td>Team Career Link</td>
<td>John Brunkun</td>
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<td>215-978-7500</td>
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<td>Customer Service</td>
<td><a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a></td>
<td>610.447.3350</td>
<td>0</td>
<td>No</td>
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</tbody>
</table>
6) **Total # of Interviewees Referred by Each Source:** For the period from March 23, 2016 – March 22, 2017, this Employment Unit interviewed *129* interviewees for full time job vacancies.

7) **Supplemental Recruitment Measures.**

(a) **Participation in Job Fairs**

<table>
<thead>
<tr>
<th>Description of Supplemental Recruitment Measure:</th>
<th>Date:</th>
<th>Personnel Involved: (Position)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. <em>Philadelphia Professional Diversity Career Fair.</em> Station Employment Unit personnel with substantial responsibility in the making of hiring decisions participated in the Philadelphia Professional Diversity Career Fair. Station personnel conducted on-site interviews and accepted resumes for various positions at the event.</td>
<td>05/03/2016</td>
<td>The Human Resources Manager, the Cluster Digital Sales Manager, The Promotions Coordinator for the cluster and the Sales Managers of KYW-AM and WIP-FM represented the Philadelphia Market.</td>
</tr>
<tr>
<td>2.) <em>Temple University Career Fair.</em> Station Employment Unit personnel with substantial responsibility in the making of hiring decisions participated in the Temple University Career Fair on 03/30/2016. Station personnel conducted on-site interviews and accepted resumes for various positions at the event.</td>
<td>03/30/2016</td>
<td>The Human Resources Manager, the Cluster NTR Sales and the General Sales Managers of WOGL-FM, WPHT-AM and WXTU-F, the Local Sales Managers of KYW-AM and WIP-FM represented the Philadelphia Market.</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Description of Supplemental Recruitment Measure:</th>
<th>Date:</th>
<th>Personnel Involved: (Position)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. <em>Bloomsburg University Career Day.</em> The Employment Unit’s Program Director of WXTU-FM participated as a member of a panel discussion with college students majoring in communications at Bloomsburg University about the media industry and job opportunities.</td>
<td>7/13/2016</td>
<td>Program Director-WXTU-FM</td>
</tr>
<tr>
<td>2.) <em>50th Annual News Studies Program.</em> The Employment Unit participated in the 50th Annual News Studies Program where high school juniors &amp; 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.</td>
<td>10/08/16</td>
<td>Market Manager, Director of News &amp; Programming, News Director, Director of Digital News &amp; Media, Newsroom Operations Coordinator, Promotions Director and General Sales Manager</td>
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<td>12/10/16</td>
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</tr>
<tr>
<td>3. <em>College Broadcasting Conference.</em> The Employment Unit’s Music Director participated in the College Broadcasting Conference as a member of a panel discussion where 300 college students from across the country about career opportunities in broadcasting.</td>
<td>10/20/2016</td>
<td>Music Director- WZMP-FM</td>
</tr>
</tbody>
</table>

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<table>
<thead>
<tr>
<th>Internship Program</th>
<th>Description of Supplemental Recruitment Measure</th>
<th>Date:</th>
<th>Personnel Involved:</th>
</tr>
</thead>
<tbody>
<tr>
<td>KYW (AM) Internship Program</td>
<td>During this reporting period, the Employment Unit provided 1 student with an educational experience tailored to their interests and career aspirations in broadcasting. The internships, which are available throughout the year, provide opportunities in various radio station departments, including programming, promotions and sales.</td>
<td>Ongoing</td>
<td>Marketing Director Human Resources Manager</td>
</tr>
<tr>
<td>WIP(FM) Internship Program</td>
<td>During this reporting period, the Employment Unit provided 6 students with an educational experience tailored to their interests and career aspirations in broadcasting. The internships, which are available throughout the year, provide opportunities in various radio station departments, including programming, promotions and sales.</td>
<td>Ongoing</td>
<td>Promotion Coordinator Human Resources Manager</td>
</tr>
<tr>
<td>WXTU (FM) Internship Program</td>
<td>During this reporting period, the Employment Unit provided 1 student with an educational experience tailored to their interests and career aspirations in broadcasting. The internships, which are available throughout the year, provide opportunities in various radio station departments, including programming, promotions and sales.</td>
<td>Ongoing</td>
<td>Marketing Director Human Resources Manager</td>
</tr>
<tr>
<td>WTDY(WZMP (FM) Internship Program</td>
<td>During this reporting period, the Employment Unit provided 2 students with an educational experience tailored to their interests and career aspirations in broadcasting. The internships, which are available throughout the year, provide opportunities in various radio station departments, including programming, promotions and sales.</td>
<td>Ongoing</td>
<td>Promotion Director Human Resources Manager</td>
</tr>
<tr>
<td>Mark Drucker Internship Award</td>
<td>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 this reporting period, the Employment Unit provided 1 student with an educational experience tailored to their interests and career aspirations in broadcasting. The internships, which are available throughout the year, provide opportunities in various radio station departments, including programming, promotions and sales.</td>
<td>Ongoing</td>
<td>Director of News &amp; Programming News Director Reporters Newsroom Operations Coordinator Marketing &amp; Communications Director</td>
</tr>
</tbody>
</table>

(d) General Outreach Efforts

<table>
<thead>
<tr>
<th>Description of Supplemental Recruitment Measure</th>
<th>Date:</th>
<th>Personnel Involved:</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Contributions to CBSRadio.com</td>
<td>CBS Radio-Philadelphia has made significant contributions to the CBS Radio career website (<a href="http://www.cbsradio.com">www.cbsradio.com</a>) which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them.</td>
<td>Ongoing</td>
</tr>
</tbody>
</table>
**e) Training of Management Level Personnel**

<table>
<thead>
<tr>
<th>Description of Supplemental Recruitment Measure</th>
<th>Date</th>
<th>Personnel Involved: (Position)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1. CBS Corporation Compliance Training Program.</strong> Employment Unit employees, including management-level personnel, participated in CBS Corporation’s Compliance Training Program, which included online training regarding the Corporation’s Business Conduct Statement, ethical business practices, appropriate workplace conduct and preventing sexual harassment and employment discrimination. All full time Employment Unit employees received the 2014 CBS Corporation Business Conduct Statement in September 2014 and were required to complete related online training by October 15, 2014. Employment Unit employees, including management-level personnel, also received copies of the CBS Corporation compliance newsletter (Compliance Up Close) and short video vignettes on the following subjects: anti-bribery and anti-corruption laws, diversity at CBS and business travel and expenses. Beginning in September 2015, all full time employees were required to take an online course “Sexual Harassment: Our Expectations for a Respectful Workplace” and all supervisory managers were required to complete an additional online course “Sexual Harassment: What Leaders Need to Know.” The Employment Unit employees, including management-level personnel, also participated in CBS Information Security Awareness Training.</td>
<td>Ongoing</td>
<td>All full time employees including management-level personnel.</td>
</tr>
</tbody>
</table>

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**Attachment A**

**DirectEmployers Association Job Syndication Alliances** – Revised October 14, 2014. **Please Note:** DirectEmployers Association, Inc. (hereinafter referred to as DE) can only assure that Member Company job content in our feed is provided correctly to “third party” alliance websites. Any and all alteration performed to said job feed by a “third party” alliance website is outside the scope and ability of control by DE. Consequently, DE shall not be liable for any damages, compensatory or punitive, that are incurred by Member Company due to changes or alterations done to Member Company’s job feed by a “third party” alliance website.

<table>
<thead>
<tr>
<th>Diversity Sites</th>
<th>URL</th>
<th>DE Membership Only</th>
</tr>
</thead>
<tbody>
<tr>
<td>AfricanAmericanJobsite.com</td>
<td><a href="http://www.africanamericanjobsite.com/">http://www.africanamericanjobsite.com/</a></td>
<td></td>
</tr>
<tr>
<td>AsianAmericanJobsite.com</td>
<td><a href="http://www.asianamericanjobsite.com/">http://www.asianamericanjobsite.com/</a></td>
<td></td>
</tr>
<tr>
<td>BabyBoomerJobs.net</td>
<td><a href="http://www.babyboomerjobs.net/">http://www.babyboomerjobs.net/</a></td>
<td></td>
</tr>
<tr>
<td>The Black Collegian Online</td>
<td><a href="http://jobsearch.blackcollegian.com/">http://jobsearch.blackcollegian.com/</a></td>
<td></td>
</tr>
<tr>
<td>Diversityjobs.ca</td>
<td><a href="http://www.diversityjobs.ca/">http://www.diversityjobs.ca/</a></td>
<td></td>
</tr>
<tr>
<td>DiversityJobsite.com</td>
<td><a href="http://www.diversityjobsite.com/">http://www.diversityjobsite.com/</a></td>
<td></td>
</tr>
<tr>
<td>Diversityworkers.com</td>
<td><a href="http://www.diversityworkers.com/">http://www.diversityworkers.com/</a></td>
<td></td>
</tr>
<tr>
<td>Father and Families Center</td>
<td><a href="http://fatherresource.jobs/">http://fatherresource.jobs/</a></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Indiana Locations Only</td>
<td></td>
</tr>
<tr>
<td>HispanicJobsite.com</td>
<td><a href="http://www.hispanicjobsite.com/">http://www.hispanicjobsite.com/</a></td>
<td></td>
</tr>
<tr>
<td>IMDiversity</td>
<td><a href="http://jobsearch.imdiversity.com/">http://jobsearch.imdiversity.com/</a></td>
<td></td>
</tr>
<tr>
<td>Jobs4Women.net</td>
<td><a href="http://www.jobs4women.net/">http://www.jobs4women.net/</a></td>
<td></td>
</tr>
<tr>
<td>MinorityJobsite.com</td>
<td><a href="http://www.minorityjobsite.com/">http://www.minorityjobsite.com/</a></td>
<td></td>
</tr>
<tr>
<td>RetiredStars.com</td>
<td><a href="http://www.retiredstars.com/">http://www.retiredstars.com/</a></td>
<td></td>
</tr>
<tr>
<td>SeniorJobsNetwork.com</td>
<td><a href="http://www.seniorjobsnetwork.com/">http://www.seniorjobsnetwork.com/</a></td>
<td></td>
</tr>
<tr>
<td>Teachers of Color</td>
<td><a href="http://jobs.teachersofcolor.com/">http://jobs.teachersofcolor.com/</a></td>
<td></td>
</tr>
</tbody>
</table>

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<table>
<thead>
<tr>
<th>Source</th>
<th>URL</th>
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</thead>
<tbody>
<tr>
<td>US.jobs Diversity</td>
<td><a href="http://diversity.jobs/">http://diversity.jobs/</a></td>
</tr>
<tr>
<td>Women For Hire</td>
<td><a href="http://jobs.womenforhire.com/">http://jobs.womenforhire.com/</a></td>
</tr>
</tbody>
</table>

DirectEmployers

DirectEmployers.org
<table>
<thead>
<tr>
<th>Disability Sites</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Agency for Persons with Disabilities (APD)</td>
<td><a href="http://apd.myflorida.jobs/">http://apd.myflorida.jobs/</a></td>
</tr>
<tr>
<td>Bosma Enterprises</td>
<td><a href="http://bosma.jobs/">http://bosma.jobs/</a> (Indiana Located Jobs Only)</td>
</tr>
<tr>
<td>Deaf To Work</td>
<td><a href="http://deaftowork.jobs/">http://deaftowork.jobs/</a></td>
</tr>
<tr>
<td>Enable America</td>
<td><a href="http://enableamerica.jobs">http://enableamerica.jobs</a></td>
</tr>
<tr>
<td>Land A Job</td>
<td><a href="http://jobs.landajob.org/">http://jobs.landajob.org/</a></td>
</tr>
<tr>
<td>Maryland Works, Inc</td>
<td><a href="http://mdworks.jobs/">http://mdworks.jobs/</a> (Maryland Located Jobs Only)</td>
</tr>
<tr>
<td>Options Unlimited Inc.</td>
<td><a href="http://optionsunlimitedinc.jobs/">http://optionsunlimitedinc.jobs/</a> (Louisville, KY Located Jobs Only)</td>
</tr>
<tr>
<td>Quest</td>
<td><a href="http://questinc.jobs/">http://questinc.jobs/</a> (Entry Level &amp; Orlando, FL Located Jobs Only)</td>
</tr>
<tr>
<td>Think Beyond The Label</td>
<td><a href="http://www.thinkbeyondthelabel.com/Job-Board/Job-Board.aspx">http://www.thinkbeyondthelabel.com/Job-Board/Job-Board.aspx</a></td>
</tr>
<tr>
<td>United Spinal Association</td>
<td><a href="http://spinalcord.jobs/">http://spinalcord.jobs/</a></td>
</tr>
<tr>
<td>US.jobs Disability</td>
<td><a href="http://disability.jobs">http://disability.jobs</a></td>
</tr>
<tr>
<td>VetCentral – Disabled Veteran Outreach Program</td>
<td></td>
</tr>
<tr>
<td>Representatives (DVOPs)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Jobs are emailed by geographic location, consult your Compliance Reporting Tool in your Member Desktop.</td>
</tr>
<tr>
<td></td>
<td>Jobs also appear on VetCentral search engine at <a href="http://vetcentral.us.jobs/vet_index.asp?stype=moc">http://vetcentral.us.jobs/vet_index.asp?stype=moc</a></td>
</tr>
<tr>
<td>Workforce Recruitment Program</td>
<td><a href="http://wrp.jobs/">http://wrp.jobs/</a></td>
</tr>
<tr>
<td>Work In Iowa Disability (Iowa State Workforce)</td>
<td><a href="http://workiniowa-disability.jobs/">http://workiniowa-disability.jobs/</a></td>
</tr>
<tr>
<td>Military Network Sites</td>
<td>Details</td>
</tr>
<tr>
<td>-------------------------------------------------------------</td>
<td>-------------------------------------------------------------------------</td>
</tr>
<tr>
<td>ArmedServicesJobs.com</td>
<td><a href="http://www.armedservicesjobs.com/">http://www.armedservicesjobs.com/</a> (DE Member Jobs Only)</td>
</tr>
<tr>
<td>CASY/National Guard Employment Program</td>
<td><a href="http://easy.mscen.jobs/">http://easy.mscen.jobs/</a></td>
</tr>
<tr>
<td>eBenefits Employment Center Veterans Job Bank</td>
<td><a href="https://www.ebenefits.va.gov/ebenefits/jobs">https://www.ebenefits.va.gov/ebenefits/jobs</a></td>
</tr>
<tr>
<td>Honor Guard Network</td>
<td><a href="http://www.honorguardnetwork.org/Jobs/">http://www.honorguardnetwork.org/Jobs/</a></td>
</tr>
<tr>
<td>MarineGigs.com</td>
<td><a href="http://www.marinegigs.com/">http://www.marinegigs.com/</a> (DE Member Jobs Only)</td>
</tr>
<tr>
<td>MarineJobsite.com</td>
<td><a href="http://www.marinesjobsite.com/">http://www.marinesjobsite.com/</a> (DE Member Jobs Only)</td>
</tr>
<tr>
<td>MilitaryGigs.com</td>
<td><a href="http://www.militarygigs.com/">http://www.militarygigs.com/</a> (DE Member Jobs Only)</td>
</tr>
<tr>
<td>Military Spouse Employment Program (MSEP)</td>
<td><a href="https://msepjobs.militaryonesource.mil/job-map">https://msepjobs.militaryonesource.mil/job-map</a> (Only jobs from companies that have membership with BOTH MSEP and DirectEmployers Association are posted here.)</td>
</tr>
<tr>
<td>Military Spouse Connections</td>
<td><a href="http://militaryspouseconnection.jobs">http://militaryspouseconnection.jobs</a></td>
</tr>
<tr>
<td>Military Spouse Corporate Career Network (MSCCN)</td>
<td><a href="http://www.mscen.org/Owners/Owners_Job_Board.html">http://www.mscen.org/Owners/Owners_Job_Board.html</a></td>
</tr>
<tr>
<td>NYWorks Veterans (New York State Workforce)</td>
<td><a href="http://nyworks-veterans.jobs/">http://nyworks-veterans.jobs/</a></td>
</tr>
<tr>
<td>RecruitMilitary</td>
<td><a href="http://recruitmilitary.com/">http://recruitmilitary.com/</a></td>
</tr>
<tr>
<td>Save Our Veterans</td>
<td><a href="http://board.jobcentral.com/saveourveterans">http://board.jobcentral.com/saveourveterans</a></td>
</tr>
<tr>
<td>SDWorks Veterans (South Dakota State Workforce)</td>
<td><a href="http://sdworks-veterans.jobs/">http://sdworks-veterans.jobs/</a></td>
</tr>
<tr>
<td>USA Cares</td>
<td><a href="http://board.jobcentral.com/usacares">http://board.jobcentral.com/usacares</a></td>
</tr>
<tr>
<td>US.jobs Veterans</td>
<td><a href="http://veterans.jobs/">http://veterans.jobs/</a></td>
</tr>
<tr>
<td>US Military Pipeline</td>
<td><a href="https://usmilitarypipeline.com/">https://usmilitarypipeline.com/</a></td>
</tr>
<tr>
<td>VetCentral /Local Veteran Employment Representatives &amp; Disabled Veteran Outreach Program Representatives (LVERS &amp; DVOP’s)</td>
<td>Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your Member Desktop Jobs also appear on VetCentral search engine <a href="http://vetcentral.us.jobs/vet_index.asp?st=type=moc">http://vetcentral.us.jobs/vet_index.asp?st=type=moc</a></td>
</tr>
<tr>
<td>Veteran’s Enterprise</td>
<td><a href="http://www.veteransenterprise.com/index.php/career-opportunities">http://www.veteransenterprise.com/index.php/career-opportunities</a></td>
</tr>
<tr>
<td>VeteranJobSite.com</td>
<td><a href="http://www.veteranjobsite.com/">http://www.veteranjobsite.com/</a> (DE Member Jobs Only)</td>
</tr>
<tr>
<td>State Workforce Agency Veteran/Military Sites</td>
<td></td>
</tr>
<tr>
<td>---------------------------------------------------------------------------------</td>
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</tr>
<tr>
<td>KansasWorks Veterans (Kansas State Workforce)</td>
<td><a href="http://kansasworks-veterans.jobs/">http://kansasworks-veterans.jobs/</a></td>
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<td>Mass Veterans (Massachusetts State Workforce)</td>
<td><a href="http://mass-veterans.jobs/">http://mass-veterans.jobs/</a></td>
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<td>MO Veterans (Missouri State Workforce)</td>
<td><a href="http://mo-veterans.jobs/">http://mo-veterans.jobs/</a></td>
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<td>Nevada Veterans (Nevada State Workforce)</td>
<td><a href="http://employneavadaets.jobs/">http://employneavadaets.jobs/</a></td>
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<tr>
<td>NYWorks Veterans (New York State Workforce)</td>
<td><a href="http://nyworks-veterans.jobs/">http://nyworks-veterans.jobs/</a></td>
</tr>
<tr>
<td>SDWorks Veterans (South Dakota State Workforce)</td>
<td><a href="http://sdworks-veterans.jobs/">http://sdworks-veterans.jobs/</a></td>
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<tr>
<td>WorkInAZ Veterans (Arizona State Workforce)</td>
<td><a href="http://workinaz-veterans.jobs/">http://workinaz-veterans.jobs/</a></td>
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<tr>
<td>WorkINIllinois Veterans (Illinois State Workforce)</td>
<td><a href="http://workinillinois-veterans.jobs/">http://workinillinois-veterans.jobs/</a></td>
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<tr>
<td>WorkIniowa Veterans (Iowa State Workforce)</td>
<td><a href="http://workiniowa-veterans.jobs/">http://workiniowa-veterans.jobs/</a></td>
</tr>
<tr>
<td>WorkInOregon Veterans (Oregon State Workforce)</td>
<td><a href="http://workinoregon-veterans.jobs/">http://workinoregon-veterans.jobs/</a></td>
</tr>
<tr>
<td>WorkInTexas Veterans (Texas State Workforce)</td>
<td><a href="http://workintexas-veterans.jobs/">http://workintexas-veterans.jobs/</a></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Federal Government Sites</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>American Job Center (USDOL)</td>
<td><a href="http://jobcenter.usa.gov/find-a-job">http://jobcenter.usa.gov/find-a-job</a></td>
</tr>
<tr>
<td>CareerOneStop (USDOL/ETA)</td>
<td><a href="http://www.careeronestop.org/JobSearch/JobSearch.aspx">http://www.careeronestop.org/JobSearch/JobSearch.aspx</a></td>
</tr>
<tr>
<td>eBenefits Employment Center Veterans Job Bank</td>
<td><a href="https://www.ebenefits.va.gov/ebenefits/jobs">https://www.ebenefits.va.gov/ebenefits/jobs</a></td>
</tr>
<tr>
<td>Hero 2 Hired (H2H)</td>
<td><a href="https://h2h.jobs/">https://h2h.jobs/</a></td>
</tr>
<tr>
<td>My Next Move (USDOL/ETA)</td>
<td><a href="http://www.mynextmove.org">http://www.mynextmove.org</a></td>
</tr>
<tr>
<td>Access ‘Job Outlook’ and ‘Find Jobs’</td>
<td></td>
</tr>
<tr>
<td>My Next Move for Veterans (USDOL/ETA)</td>
<td><a href="http://www.mynextmove.org/vets/find/browse?c=0">http://www.mynextmove.org/vets/find/browse?c=0</a></td>
</tr>
<tr>
<td>Access ‘Job Outlook’ and ‘Find Jobs’</td>
<td></td>
</tr>
<tr>
<td>My Skills My Future (USDOL/ETA)</td>
<td><a href="http://www.myskillsmyfuture.org">http://www.myskillsmyfuture.org</a></td>
</tr>
<tr>
<td>Summer.jobs (White House Sponsored Initiative)</td>
<td><a href="http://www.whitehouse.gov/economy/jobs/youthjobs/">http://www.whitehouse.gov/economy/jobs/youthjobs/</a></td>
</tr>
<tr>
<td>Virtual Career Network Healthcare (USDOL/ETA)</td>
<td><a href="https://www.vcn.org/healthcare/findwork">https://www.vcn.org/healthcare/findwork</a></td>
</tr>
<tr>
<td>State Government Sites</td>
<td></td>
</tr>
<tr>
<td>---------------------------------------------------------------------------------------</td>
<td>---------------------------------------------------------------</td>
</tr>
<tr>
<td>US. Jobs National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)</td>
<td><a href="http://US.jobs/">http://US.jobs/</a></td>
</tr>
<tr>
<td>VetCentral / Local Veteran Employment Representatives &amp; Disabled Veteran Outreach Program Representatives (LVERS &amp; DVOP’s) (State)</td>
<td>Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your Member Desktop. Jobs also appear on VetCentral search engine.</td>
</tr>
<tr>
<td>Pennsylvania Career Connect – Pittsburgh/Alleghany County, PA</td>
<td><a href="https://3rivers.rescaretalentmarket.com/">https://3rivers.rescaretalentmarket.com/</a></td>
</tr>
<tr>
<td>Rescare Workforce Services - Indiana</td>
<td><a href="https://indiana.rescaretalentmarket.com/">https://indiana.rescaretalentmarket.com/</a></td>
</tr>
<tr>
<td>State &amp; US Territory Workforce Agency Job Banks</td>
<td>All DE member jobs are delivered to over 3500+ appropriate State Workforce Agencies (ESDS), Local Veterans Employment Representatives (LVER’s) or Disabled Veterans Outreach Program Representatives (DVOP’s) and through the appropriate Wagner-Peyser funded Career One Stop Centers to assure VEVRAA compliance. All 50 States, DC, Puerto Rico and Guam have signed data sharing agreements with DirectEmployers Association. Electronic exchange of job data varies by State Workforce Agencies’ technical capabilities. Members access your VEVRAA Compliance Reporting through the Member Desktop for confirmation of job listing delivery.</td>
</tr>
<tr>
<td>State of Alabama</td>
<td><a href="https://joblink.alabama.gov/ada/">https://joblink.alabama.gov/ada/</a></td>
</tr>
<tr>
<td>State of Alaska</td>
<td><a href="http://www.jobs.state.ak.us/jobseeker.htm">http://www.jobs.state.ak.us/jobseeker.htm</a></td>
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<tr>
<td>State of Arkansas</td>
<td><a href="https://www.arjoblink.arkansas.gov/ada/">https://www.arjoblink.arkansas.gov/ada/</a></td>
</tr>
<tr>
<td>State of California</td>
<td><a href="http://www.caljobs.ca.gov/">http://www.caljobs.ca.gov/</a></td>
</tr>
<tr>
<td>State of Colorado</td>
<td><a href="http://www.connectingcolorado.com/">http://www.connectingcolorado.com/</a></td>
</tr>
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<td>State of Connecticut</td>
<td><a href="http://connecticut.us.jobs/">http://connecticut.us.jobs/</a></td>
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<td><a href="https://www1.iowajobs.org/jobs/login.seek">https://www1.iowajobs.org/jobs/login.seek</a></td>
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<td><a href="https://web.detma.org/JobQuest/">https://web.detma.org/JobQuest/</a></td>
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<td><a href="http://www.mitalent.org/">http://www.mitalent.org/</a></td>
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State of Virginia | http://www.vec.virginia.gov/
State of Washington | https://fortress.wa.gov/esd/worksource/
State of Wisconsin | http://www.wisconsinjobcenter.org/

**State Workforce Agency Microsites**  
(See list of specific state microsites below).

- Arizona Workforce Connection (Arizona State Workforce) | http://workinaz-veterans.jobs/
- EmployNevada (Nevada State Workforce) | http://employnevadavets.jobs
- KansasWorks Veterans (Kansas State Workforce) | http://kansasworks-veterans.jobs/
- Mass Veterans (Massachusetts State Workforce) | http://mass-veterans.jobs/
- Missouri Veterans (Missouri State Workforce) | http://mo-veterans.jobs/
- NYWorks Veterans (New York State Workforce) | http://nyworks-veterans.jobs/
- SDWorks Veterans (South Dakota State Workforce) | http://sdworks-veterans.jobs/
- WorkInAZ Veterans (Arizona State Workforce) | http://workinaz-veterans.jobs/
- WorkInIllinois Veterans (Illinois State Workforce) | http://workinillinois-veterans.jobs/
- WorkInIowa Veterans (Iowa State Workforce) | http://workiniowa-veterans.jobs/
- WorkInOregon Veterans (Oregon State Workforce) | http://workinoregon-veterans.jobs/
- WorkInTexas Veterans (Texas State Workforce) | http://workintexas-veterans.jobs/

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**Several State Workforce Agencies have added .jobs microsites to target specific recruiting populations, allowing states to drive more jobseeker traffic to their niche microsites and state job banks (see below).**
<table>
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<th>Other Sites</th>
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<td>Beyond.com</td>
<td><a href="http://www.beyond.com/">http://www.beyond.com/</a></td>
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<td>Career Bliss</td>
<td><a href="http://www.careerbliss.com/jobs/">http://www.careerbliss.com/jobs/</a></td>
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<td>Facebook Social Jobs Partnership</td>
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<td>Info.com</td>
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<td>Jobalot</td>
<td><a href="http://www.jobalot.com/">http://www.jobalot.com/</a></td>
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<tr>
<td>Job Inventory</td>
<td><a href="http://www.jobinventory.com/">http://www.jobinventory.com/</a></td>
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<tr>
<td>Jobsearch.net</td>
<td><a href="http://www.jobsearch.net/">http://www.jobsearch.net/</a></td>
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<td>Juju</td>
<td><a href="http://www.job-search-engine.com/">http://www.job-search-engine.com/</a></td>
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<td>The Ladders</td>
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<td>Meelieu</td>
<td><a href="http://meelieu.com">http://meelieu.com</a> (Engineering Jobs Only)</td>
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<tr>
<td>Mitula</td>
<td><a href="http://www.mitula.com/">http://www.mitula.com/</a></td>
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<td>mybrightmountain.com</td>
<td><a href="http://www.mybrightmountain.com/classifiedjobs.aspx">http://www.mybrightmountain.com/classifiedjobs.aspx</a></td>
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<td>Recruiter.com</td>
<td><a href="http://www.recruiter.com">http://www.recruiter.com</a></td>
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<td>Servant@Heart Christian Business Directory</td>
<td><a href="http://jobs.servantatheart.org/">http://jobs.servantatheart.org/</a></td>
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<td>SimplyHired</td>
<td><a href="http://www.simplyhired.com/">http://www.simplyhired.com/</a></td>
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<td>St. Christopher Parish</td>
<td><a href="http://jobs.saintchristopherparish.org/">http://jobs.saintchristopherparish.org/</a></td>
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<td>TalentPlanet</td>
<td><a href="http://talentplanet.com/index.php">http://talentplanet.com/index.php</a></td>
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<tr>
<td>Trovit</td>
<td><a href="http://job.trovit.com/">http://job.trovit.com/</a></td>
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<tr>
<td>Universal Technical Institute</td>
<td><a href="http://uti.jobs/">http://uti.jobs/</a> *Automotive Industry Related Job Content</td>
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## Global Sites

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<th>Jobrapido.de – Germany</th>
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<td>Jobrapido.ie – Ireland</td>
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<td>India.recruit.net</td>
<td>Jobrapido.it – Italy</td>
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<td>Japan.recruit.net</td>
<td>Jobrapido.mx – Mexico</td>
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<tr>
<td>Malaysia.recruit.net</td>
<td>Jobrapido.nz – New Zealand</td>
</tr>
<tr>
<td>NewZealand.recruit.net</td>
<td>Jobrapido.pl – Poland</td>
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<tr>
<td>Singapore.recruit.net</td>
<td>Jobrapido.es – Spain</td>
</tr>
<tr>
<td>Jobespresso.net – Italy</td>
<td>Jobrapido.se – Sweden</td>
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<tr>
<td>Jobrapido.com.ar – Argentina</td>
<td>Jobrapido.ch – Switzerland</td>
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<tr>
<td>Jobrapido.at – Austria</td>
<td>Jobrapido.co.uk – UK</td>
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<tr>
<td>Jobrapido.com.au – Australia</td>
<td>Jobrapido.com – USA</td>
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<td>Jobrapido.br – Brazil</td>
<td>Jumpstation.com.au</td>
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<td>Jobrapido.cl – Chile</td>
<td>Jobrapido.cl</td>
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<tr>
<td>Jobrapido.fr – France</td>
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## Simply Hired Global Sites

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Abilene Christian University
Alabama State
Albany College of Pharmacy & Health Sciences
Albany State University
Alcorn State University
Alfred University
Alma College
American Jewish University
American Public University System
American Sentinel University
Amherst College
Amridge University
Anderson University (IN)
Anne Arundel
Appalachian State University
Arizona State University
Arkansas Northeastern College
Arkansas State University
Arkansas State University Beebe
Arkansas State University Mountain Home
Arkansas State University Newport
Armstrong Atlantic
Assumption College
Athens State University
Auburn University
Augsburg College
Augustana College, Illinois
Averett University
Azusa Pacific University
Babson College
Baker College
Ball State
Barnard College
Bates College
Bay Path College
Bellevue College (WA)
Belmont Abbey College
Beloit College
Bennington College
Bentley University, Career Services
Berkeley College
Berklee College of Music
Monroe College
Moorpark College
Morehead State University
Morton College
Moultrie Technical College
Mount St. Mary's College (Los Angeles)
Mt. Holyoke College
Mt. Hood Community College, Business Center
Mt. San Antonio College
Mt. San Jacinto College
National Park Community College
National University
Navarro College
Nevada State College
New Jersey Institute of Technology
New York Institute of Technology
New York University
New York University, Abu Dhabi
Newberry College
Norfolk State University
North Carolina A&T State University
North Carolina Central University
North Carolina State University
North Central University
North Dakota State University
Northeast Alabama Community College
Northern Essex Community College
Northwest Arkansas Community College
Northwest Missouri
Northwestern University
Northwestern University School of Communication
Norwich University
Notre Dame de Namur
Nova Southeastern
Nyack College
Oakland University
Oberlin College
Occidental College
Ohio Christian University
Ohio Northern University
Ohio State, Arts & Sciences Career Services
Ohio State, Buckeye Careers Network
Ohio State, College of Food, Agriculture & Environmental Sciences
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College of Marin  
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College of Southern Nevada  
College of St. Benedict & St. John’s University  
College of St. Rose  
College of Staten Island  
College of the Bahamas  
College of the Holy Cross  
College of Wooster  
Colorado School of Mines  
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Columbus College Of Art and Design  
Columbus State Community College  
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Concordia College at Moorhead  
Concordia College, New York  
Concordia University (St. Paul)  
Concordia University Ann Arbor  
Concordia University Irvine  
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Cornerstone University  
Cuesta College  
Cumberland University  
CUNY Baruch College  
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CUNY Baruch College, Weissman School of Arts & Sciences  
CUNY Borough of Manhattan Community College  
CUNY Central Internship Programs  

Sonoma State University  
South Central College  
Southeast Arkansas College  
Southeastern Oklahoma State University  
Southern Adventist University  
Southern Connecticut State University  
Southern Crescent Technical College  
Southern Oregon University  
Southern University and A & M College  
Southern Wesleyan University  
Southwestern University  
Spokane Community College, Career Services  
Spokane Falls Community College, Student Employment Office  
Spring Arbor University  
Springfield College  
St. Ambrose University  
St. Bonaventure University  
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St. Joseph's University  
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Stanford University, School of Education  
Stevenson University  
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Gonzaga University
Grambling State University
Grantham University
Great Bay Community College
Grinnell College
Hamilton College
Hamline University

Hampden -Sydney College
Hampshire College
Hanover College
Harding University
Hartwick College
Harvard University
Harvard University, Institute of Politics
Harvard University, Kennedy School of Government
Harvey Mudd (Claremont MSE)
Hawaii Pacific University
Hendrix College

Henry Ford College
Heritage University
Herzing University
High Point University
Hofstra University
Hood College
Houston Community College Engineering
Howard University

Hudson Valley Community College
Husson University
Illinois Institute of Technology

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University of Illinois at Urbana
University of Illinois Theta Xi
University of Iowa
University of Iowa, College of Public Health
University of Kansas
University of Kentucky
University of La Verne
University of Louisville
University of Louisville, Speed School of Engineering
University of Maine
University of Maine at Augusta
University of Mary Washington
University of Maryland Baltimore County
University of Maryland College Park
University of Maryland College Park, Clark School of Engineering
University of Maryland College Park, School of Public Policy
University of Maryland Eastern Shore
University of Michigan Ann Arbor
University of Michigan Ann Arbor, Engineering Career Resource Center
University of Michigan Ann Arbor, School of Information
University of Michigan Ann Arbor, School of Natural Resources and Environment
University of Michigan Ann Arbor, School of Public Health
University of Michigan Athletic Department
University of Michigan Dearborn
University of Michigan Flint
University of Michigan, College of Literature, Science and the Arts
University of Missouri Kansas City
University of Nebraska Kearney
University of Nebraska Lincoln
University of Nebraska Omaha
University of Nevada Las Vegas
University of Nevada Reno
University of New Hampshire
University of New Hampshire, College of Health and Human Services
University of New Haven
University of New Mexico
Illinois State University
Indiana University -Purdue University, Fort Wayne (IPFW)
Indiana University Alumni Association
Indiana University Bloomington, Career Development
Indiana University Bloomington, School of Education
Indiana University Bloomington, School of Informatics
Indiana University Bloomington, School of Public & Environmental Affairs
Indiana University Bloomington, School of Public Health
Indiana University of Pennsylvania (PASSHE)

Indiana University South Bend
Indiana University Southeast
Indiana University, East

Indiana University, Herron School of Art and Design (Talent)
Indiana University, Kelley School of Business (Talent)
Indiana University, Kelley School of Business Bloomington

Indiana University, Kokomo
Indiana University, Northwest
Indiana University, Richard M. Fairbanks School of Public Health (Talent)

Indiana University, School of Education (Talent)
Indiana University, School of Engineering and Technology (Talent)
Indiana University, School of Health and Rehabilitation Sciences (Talent)
Indiana University, School of Informatics and Computing (Talent)
Indiana University, School of Liberal Arts (Talent)
Indiana University, School of Philanthropy (Talent)
Indiana University, School of Physical Education and Tourism Management (Talent)
Indiana University, School of Public and Environmental Affairs (Talent)

Indiana University, School of Science (Talent)
Indiana University, School of Social Work (Talent)
Indiana University, Talent
Indiana University, University College (Talent)
Indiana University/Purdue University, Indianapolis (IUPUI)
Indiana Wesleyan University
iNet Internship Network
Iona College

University of North Alabama
University of North Carolina at Asheville
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of North Texas at Dallas
University of Northern Iowa

University of Northwestern - St. Paul
University of Notre Dame
University of Oregon
University of Oregon, School of Architecture & Allied Arts
University of Pennsylvania
University of Pittsburgh

University of Pittsburgh at Bradford
University of Pittsburgh at Greensburg
University of Pittsburgh at Johnstown
University of Pittsburgh, Graduate School of Public and International Affairs
University of Pittsburgh, School of Education

University of Puget Sound
University of Rhode Island Office of Experiential Learning and Community Engagement

University of Richmond

University of Rochester

University of San Diego
University of San Francisco
University of South Carolina Upstate

University of Southern California

University of Southern California, Annenberg School
University of Southern California, Marshall Undergraduate
University of Southern Indiana
University of St Francis (IL)
University of St. Francis, Fort Wayne
University of St. Joseph
University of St. Thomas
University of Texas at Austin, School of Architecture
University of Texas at Austin, School of Information
Iowa Central Community College
Iowa State University

Ivy Tech Group
Ivy Tech Indianapolis
Jackson State University
Jacksonville State University (Alabama)
Jacksonville University (Florida)
James Madison University
Johns Hopkins University
Johnson C Smith University
Johnson University

Juniata College

Kansas Wesleyan University
Keck Graduate Institute (Claremont MSE)

Kendall College
Kendall College of Art and Design
Kennesaw State University
Kenyon College
Kingsborough Community College
Kutztown University of Pennsylvania (PASSHE)
Lake Land College
Lander University
Lawrence Tech
Lewis & Clark College
Lewis University
Liberty University
Life University
LIM College
Linfield College
Linn - Benton Community College
Lock Haven University of Pennsylvania (PASSHE)
Longwood University
Lorain County Community College
Louisiana State University
Louisiana Tech University
Loyola Marymount University

Loyola Marymount University, School of Film and Television
Loyola University Chicago
Luther College
Lynchburg College

University of Texas at Austin, Student Employment
University of Texas at Tyler
University of Texas Austin, Moody College of Communications
University of Texas, College of Fine Arts
University of the Ozarks
University of the Pacific
University of Toledo
University of Tulsa
University of Utah
University of Vermont
University of Virginia
University of Washington, Daniel J. Evans School of Public Affairs
University of Washington, Engineering Coop & Internship Program
University of Washington, Information School
University of Wisconsin at Madison, School of Education
University of Wisconsin, School of Human Ecology
Upper Iowa University
Ursinus College
USC Occupational & Physical Therapy and Dentistry
USC Rossier School of Education
Valencia College
Vanderbilt University
Vanderbilt University, Graduate School
Vanguard University
Vassar College
Ventura College
Vincennes University
Virginia Highlands Community College
Virginia International University
Virginia State University
Virginia Union University
Virginia Western Community College
Wade College
Walla Walla University
Warner Pacific College
Warren Wilson College

Wartburg College
Washington College
Washington State University
Washington University in St. Louis
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*On January 13, 2017, WZMP-FM’s call letters were changed to WTDY-FM
*In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. The Employment Unit uses recruitment software that distributed notice to the sources listed on Attachment A as well as indeed.com. Note that this list may change from time to time.
Wyoming: Casper Cheyenne

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

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