

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: September 22, 2013 – September 21, 2014.

1) **Employment Unit:** CBS Radio – Orlando, FL

2) **Unit Members (Stations and Communities of License):** WJHM(FM), Daytona Beach, FL  
WOCL(FM), Deland, FL  
WOMX-FM, Orlando, FL

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

Mailing Address:  1800 Pembroke Drive Suite 400 Orlando, Florida 32810	Telephone Number: 407-919-1000
	Contact Person/Title: Paul Diaz, Regional Human Resources Manager
	E-mail Address: pdiaz@cbs.com

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

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
(1) Digital Sales Specialist	Linkedin.com
(2) Account Executive <sup>1</sup>	cbsradio.com
(3) Account Executive <sup>1</sup>	Employee Referral
(4) Digital Account Executive	Corporate Recruiter/Referral
(5) Music Director/Air Talent <sup>2</sup>	Internal Candidate
(6) Music Director/Air Talent <sup>2</sup>	cbsradio.com
(7) Imaging/Creative Services Manager	cbsradio.com

<sup>1</sup>Vacancies 2 and 3 were filled from the same pool of interviewees.

<sup>2</sup>Vacancies 5 and 6 were filled from the same pool of interviewees.

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**5) Job Title: Digital Sales Specialist – Job Referral Source(s) of Hire: Linkedin.com  
#1**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Chamber of Commerce	Rosalind Smith	315 E. Robinson St., Suite 100 Orlando, Florida 32810	407- 420-4870		N
American Marketing Association	Nancy Noriega	11715 Eagle Ray Lane Orlando, Florida 32810	407- 437-6462		N
Bethune-Cookman University	Davita Bonner	640 Dr. Mary McLeod Bethune Blvd Daytona Beach, Florida 32115	386- 481-2143		N
CBSRadio.com*	n/a	n/a	n/a	3	N
CBS Radio Employee Referral	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000		N
Central Florida Employment Council	Paulette Weir	450 Seminola Boulevard Casselberry, Florida 32707	407- 834-4223		N
City College	Claire Persichilli	1401 West Cypress Road Ft. Lauderdale, FL 33309	954-492-5353		N
Connecticut School of Broadcasting	Ray Thomas	5323 Millenia Lakes Blvd., Suite 120 Orlando, Florida 32839	407- 704-8910		N
Connecticut School of Broadcasting	Jennifer Perkins	3901 Coconut Palm Dr., #105 Tampa, FL 33619	813- 443-5307		N
Eastern Florida State College	Terri Peidro	1519 Clearlake Rd., Cocoa, Florida 32922	321- 433-7324		N
Eckerd College	Krystle Fogarty	4200 54th Avenue South St. Petersburg, Florida 33711	727- 864-8038		N
Florida A & M University (FAMU)	Brandi Milton Melony Washington	100 Student Union Plaza, MLK Blvd Tallahassee, FL 32307	850- 599-8808		N
Florida Association of Broadcasters	Lindsay Tidwell	101 East College Ave., Ste 301, Tallahassee, FL 32301	850- 681-6444		N
Florida College	Holly Cabina	119 N. Glen Arven Avenue Temple Terrace, Florida 33617	813-988-5131		N
Florida Institute of CPAs	Diane Dearduff	P.O. Box 5437 Tallahassee, FL 32314	850- 224-2727		N
Florida International University	Harold Clayton	3000 N.E. 151st Street, WUC 255 North Miami, FL 33181	305- 919-4298		N
Florida Southern College	Xuchitl Coso	111 Lake Hollingsworth Dr., Lakeland, FL 33801-5698	863- 680-4390		N
Florida State University	Debbie Crowder Nancy Friedman	Dunlap Success Center, 2107 PO Box 3064162 100 South Woodward Ave., Tallahassee, FL 32306-4162	850-644-4023 850- 644-9773		N
Full Sail University	Jayne LaRosa Wynn Davis Keith Hernandez Tom Oberdick Ulla K. Isaac Harmony Thompson	3300 University Blvd., Winter Park, FL 32792	866- 807-3140		N

\* In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various sources (e.g., LinkedIn.com, etc.) using the CBS Radio recruitment software, listed on Attachment A. Indeed.com and America’s Job Exchange (“AJE”) scrape CBS Radio websites for job vacancy announcements, as well. Notices that AJE scrapes are also further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Note that these lists may change from time to time.

**Stations WJHM(FM), WOCL(FM), WOMX-FM  
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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Tampa Chamber of Commerce	Amanda Holt	201 N. Franklin Street, Suite 201 Tampa, FL 33602-5846	813- 228-7777		N
Hillsborough Community College	Lorraine Canalejo	P.O. Box 30030, Tampa, FL 33630	813-253-7309		N
Indeed.com	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000	1	N
Indian-American Chamber	Braham Aggarwal	3700 34th street, Suite 240 Orlando, FL 32805	407- 481-8191		N
Linkedin.com	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000	1	N
Metropolitan Orlando Urban League	Shellie Minnis	2804 Belco Dr., Orlando, FL 32808	407- 841-7654		N
NAACP	Carolina Collins	308 E. MLK Jr Boulevard, #C Tampa, Florida 33603	813-234-8683		N
Orlando Chamber of Commerce	Christine Pena	3201 E. Colonial Drive Orlando, FL 32803	407- 428-5870		N
Remington College	Deborah Hoffman	8550 Ulmerton Road, #100, Largo, Florida 33771	813-316-4415		N
Rollins College	Elizabeth Boggs	1000 Holt Avenue - 2587 Winter Park, FL 32789-4499	407- 646-2195		N
Sanford Brown College	Cindy Mullee	6039 S. Rio Grande Ave., Orlando, FL 32809	407- 513-6314		N
Sanford Brown College	Lee Silverstein	3725 West Grace St. Tampa, FL 33610	813- 424-4635		N
Seminole State College of Florida	Nathaniel Ferguson	1055 AAA Dr., Heathrow FL 32746	407.708.4512		N
Social Media (e.g., Twitter, Facebook)	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000		N
Society of Broadcast Engineers	Mike Sprysenski	2500 Maitland Center Pkwy Ste 401 Maitland, FL 32751	407-916-7800		N
Southern Technical College Sanford	Marie Rodriguez	2910 South Orlando Drive Sanford, FL 32773	407- 323-4141		N
St. Petersburg College	Rose Mackey	2465 Drew Street Admin Bldg, AD115 Clearwater, Florida 33765	727-791-2738		N
Tampa Asian American Chamber of Commerce	Santosh Govindaraju	3105 W. Waters Avenue, Suite 107 Tampa, FL 336	813-936-5100		N
Tampa Hispanic Chamber of Commerce	Patrick Wehner	1502 Busch Blvd. Suite H, Tampa, FL 33612	813- 414-9411		N
The National Association of Black Accountants, Inc.	Karimah Adderly	P.O. Box 2508 Orlando, Florida 32802-2508	301 474-6222		N
University of Central Florida (Experiential Learning/Hospitality/ Marketing)	Chinyen Chuo Denise Moore JT Ghim Jacqueline Herold Lina Pabon Sandra Macaulay Leon-Barth Valda Ramdial	4000 Central Florida Blvd., CSEL, Suite 300, Orlando, FL 32816-1700	407- 823-4063 407-823-2667 407-903-8017 407- 823-2667 407-823-1438 407- 823-2667 407- 823-2742		N
University of Florida	Ana Romero	2081 Weimer Hall, P.O. Box 118400, Gainesville, FL 32611-8400	352-273-3258		N
University of South Florida (St Pete)	Annina Coschigano Mariah Kreiser Vaishali Gakhar	140 7th Ave S., Bay 117 St. Petersburg, FL 33701	727-873-4129 727-873-4129 727-873-4182		N

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
University of South Florida (Tampa)	Kathy Roche Ashley Motley	4202 East Fowler Ave., Tampa, Florida 33620	813-974-3202 813 974-9722		N
Valencia College	Matthew Abalos	Mail Code: 6-2, 1800 Denn John Ln., Kissimmee, FL 34744	407- 582-4196		N
Workforce Central Florida	Joyce Ranson Cheryl McKinzie	1097 Sand Pond Rd., Ste 1009, Lk Mary, FL 32746	407 531-1222 407 531-1222		N
Worknet Pinellas	Carolina Lora	2312 Gulf to Bay Boulevard Clearwater, Florida 33755	727-524-4344		N

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5) Job Title: Account Executive – Job #2- Referral Source(s) of Hire: cbsradio.com  
 #3 Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Chamber of Commerce	Rosalind Smith	315 E. Robinson St., Suite 100 Orlando, Florida 32810	407- 420-4870		N
American Marketing Association	Nancy Noriega	11715 Eagle Ray Lane Orlando, Florida 32810	407- 437-6462		N
Bethune-Cookman University	Davita Bonner	640 Dr. Mary McLeod Bethune Blvd Daytona Beach, Florida 32115	386- 481-2143		N
CBSRadio.com	n/a	n/a	n/a	1	N
CBS Radio Client Referral	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000		N
CBS Radio Employee Referral	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000	3	N
Central Florida Employment Council	Paulette Weir	450 Seminola Boulevard Casselberry, Florida 32707	407- 834-4223		N
City College	Claire Persichilli	1401 West Cypress Road Ft. Lauderdale, FL 33309	954-492-5353		N
Connecticut School of Broadcasting	Ray Thomas	5323 Millenia Lakes Blvd., Suite 120 Orlando, Florida 32839	407- 704-8910		N
Connecticut School of Broadcasting	Jennifer Perkins	3901 Coconut Palm Dr., #105 Tampa, FL 33619	813- 443-5307		N
Eastern Florida State College	Terri Peidro	1519 Clearlake Rd., Cocoa, Florida 32922	321- 433-7324		N
Eckerd College	Krystle Fogarty	4200 54th Avenue South St. Petersburg, Florida 33711	727- 864-8038		N
Florida A & M University (FAMU)	Brandi Milton Melony Washington	100 Student Union Plaza, MLK Blvd Tallahassee, FL 32307	850- 599-8808		N
Florida Association of Broadcasters	Lindsay Tidwell	101 East College Ave., Ste 301, Tallahassee, FL 32301	850- 681-6444		N
Florida College	Holly Cabina	119 N. Glen Arven Avenue Temple Terrace, Florida 33617	813-988-5131		N
Florida Institute of CPAs	Diane Dearduff	P.O. Box 5437 Tallahassee, FL 32314	850- 224-2727		N
Florida International University	Harold Clayton	3000 N.E. 151st Street, WUC 255 North Miami, FL 33181	305- 919-4298		N
Florida Southern College	Xuchitl Coso	111 Lake Hollingsworth Dr., Lakeland, FL 33801-5698	863- 680-4390		N
Florida State University	Debbie Crowder Nancy Friedman	Dunlap Success Center, 2107 PO Box 3064162 100 South Woodward Ave., Tallahassee, FL 32306-4162	850-644-4023 850- 644-9773		N
Full Sail University	Jayne LaRosa Wynn Davis Keith Hernandez Tom Oberdick Ulla K. Isaac Harmony Thompson	3300 University Blvd., Winter Park, FL 32792	866- 807-3140		N

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Tampa Chamber of Commerce	Amanda Holt	201 N. Franklin Street, Suite 201 Tampa, FL 33602-5846	813- 228-7777		N
Hillsborough Community College	Lorraine Canalejo	P.O. Box 30030, Tampa, FL 33630	813-253-7309		N
Indian-American Chamber	Braham Aggarwal	3700 34th street, Suite 240 Orlando, FL 32805	407- 481-8191		N
Linkedin.com	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000		N
Metropolitan Orlando Urban League	Shellie Minnis	2804 Belco Dr., Orlando, FL 32808	407- 841-7654		N
NAACP	Carolina Collins	308 E. MLK Jr Boulevard, #C Tampa, Florida 33603	813-234-8683		N
Orlando Chamber of Commerce	Christine Pena	3201 E. Colonial Drive Orlando, FL 32803	407- 428-5870		N
Remington College	Deborah Hoffman	8550 Ulmerton Road, #100, Largo, Florida 33771	813-316-4415		N
Rollins College	Elizabeth Boggs	1000 Holt Avenue - 2587 Winter Park, FL 32789-4499	407- 646-2195		N
Sanford Brown College	Cindy Mullee	6039 S. Rio Grande Ave., Orlando, FL 32809	407- 513-6314		N
Sanford Brown College	Lee Silverstein	3725 West Grace St. Tampa, FL 33610	813- 424-4635		N
Seminole State College of Florida	Nathaniel Ferguson	1055 AAA Dr., Heathrow FL 32746	407.708.4512		N
Social Media (e.g., Twitter, Facebook)	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000		N
Society of Broadcast Engineers	Mike Sprysenski	2500 Maitland Center Pkwy Ste 401 Maitland, FL 32751	407-916-7800		N
Southern Technical College Sanford	Marie Rodriguez	2910 South Orlando Drive Sanford, FL 32773	407- 323-4141		N
St. Petersburg College	Rose Mackey	2465 Drew Street Admin Bldg, AD115 Clearwater, Florida 33765	727-791-2738		N
Tampa Asian American Chamber of Commerce	Santosh Govindaraju	3105 W. Waters Avenue, Suite 107 Tampa, FL 336	813-936-5100		N
Tampa Hispanic Chamber of Commerce	Patrick Wehner	1502 Busch Blvd. Suite H, Tampa, FL 33612	813- 414-9411		N
The National Association of Black Accountants, Inc.	Karimah Adderly	P.O. Box 2508 Orlando, Florida 32802-2508	301 474-6222		N
University of Central Florida (Experiential Learning/Hospitality/ Marketing)	Chinyen Chuo Denise Moore JT Ghim Jacqueline Herold Lina Pabon Sandra Macaulay Leon-Barth Valda Ramdial	4000 Central Florida Blvd., CSEL, Suite 300, Orlando, FL 32816-1700	407- 823-4063 407-823-2667 407-903-8017 407- 823-2667 407-823-1438 407- 823-2667 407- 823-2742		N
University of Florida	Ana Romero	2081 Weimer Hall, P.O. Box 118400, Gainesville, FL 32611-8400	352-273-3258		N
University of South Florida (St Pete)	Annina Coschigano Mariah Kreiser Vaishali Gakhar	140 7th Ave S., Bay 117 St. Petersburg, FL 33701	727-873-4129 727-873-4129 727-873-4182		N
University of South Florida (Tampa)	Kathy Roche Ashley Motley	4202 East Fowler Ave., Tampa, Florida 33620	813-974-3202 813 974-9722		N

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Valencia College	Matthew Abalos	Mail Code: 6-2, 1800 Denn John Ln., Kissimmee, FL 34744	407- 582-4196		N
Workforce Central Florida	Joyce Ranson Cheryl McKinzie	1097 Sand Pond Rd., Ste 1009, Lk Mary, FL 32746	407 531-1222 407 531-1222		N
Worknet Pinellas	Carolina Lora	2312 Gulf to Bay Boulevard Clearwater, Florida 33755	727-524-4344		N

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**5) Job Title: Digital Account Executive Referral Source(s) of Hire: Corporate Recruiter/Referral Job #4**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Chamber of Commerce	Rosalind Smith	315 E. Robinson St., Suite 100 Orlando, Florida 32810	407- 420-4870		N
American Marketing Association	Nancy Noriega	11715 Eagle Ray Lane Orlando, Florida 32810	407- 437-6462		N
Bethune-Cookman University	Davita Bonner	640 Dr. Mary McLeod Bethune Blvd Daytona Beach, Florida 32115	386- 481-2143		N
CBSRadio.com	n/a	n/a	n/a	2	N
CBS Radio Corporate Recruiter/Referral	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000	1	N
CBS Radio Employee Referral	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000		N
Central Florida Employment Council	Paulette Weir	450 Seminola Boulevard Casselberry, Florida 32707	407- 834-4223		N
City College	Claire Persichilli	1401 West Cypress Road Ft. Lauderdale, FL 33309	954-492-5353		N
Connecticut School of Broadcasting	Ray Thomas	5323 Millenia Lakes Blvd., Suite 120 Orlando, Florida 32839	407- 704-8910		N
Connecticut School of Broadcasting	Jennifer Perkins	3901 Coconut Palm Dr., #105 Tampa, FL 33619	813- 443-5307		N
Eastern Florida State College	Terri Peidro	1519 Clearlake Rd., Cocoa, Florida 32922	321- 433-7324		N
Eckerd College	Krystle Fogarty	4200 54th Avenue South St. Petersburg, Florida 33711	727- 864-8038		N
Florida A & M University (FAMU)	Brandi Milton Melony Washington	100 Student Union Plaza, MLK Blvd Tallahassee, FL 32307	850- 599-8808		N
Florida Association of Broadcasters	Lindsay Tidwell	101 East College Ave., Ste 301, Tallahassee, FL 32301	850- 681-6444		N
Florida College	Holly Cabina	119 N. Glen Arven Avenue Temple Terrace, Florida 33617	813-988-5131		N
Florida Institute of CPAs	Diane Dearduff	P.O. Box 5437 Tallahassee, FL 32314	850- 224-2727		N
Florida International University	Harold Clayton	3000 N.E. 151st Street, WUC 255 North Miami, FL 33181	305- 919-4298		N
Florida Southern College	Xuchitl Coso	111 Lake Hollingsworth Dr., Lakeland, FL 33801-5698	863- 680-4390		N
Florida State University	Debbie Crowder Nancy Friedman	Dunlap Success Center, 2107 PO Box 3064162 100 South Woodward Ave., Tallahassee, FL 32306-4162	850-644-4023 850- 644-9773		N
Full Sail University	Jayne LaRosa Wynn Davis Keith Hernandez Tom Oberdick Ulla K. Isaac Harmony Thompson	3300 University Blvd., Winter Park, FL 32792	866- 807-3140		N

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Tampa Chamber of Commerce	Amanda Holt	201 N. Franklin Street, Suite 201 Tampa, FL 33602-5846	813- 228-7777		N
Hillsborough Community College	Lorraine Canalejo	P.O. Box 30030, Tampa, FL 33630	813-253-7309		N
Indian-American Chamber	Braham Aggarwal	3700 34th street, Suite 240 Orlando, FL 32805	407- 481-8191		N
Linkedin.com	Paul Diaz	1800 Pembrook Dr., Ste 400, Orlando, FL 32810	407-919-1000	1	N
Metropolitan Orlando Urban League	Shellie Minnis	2804 Belco Dr., Orlando, FL 32808	407- 841-7654		N
NAACP	Carolina Collins	308 E. MLK Jr Boulevard, #C Tampa, Florida 33603	813-234-8683		N
Orlando Chamber of Commerce	Christine Pena	3201 E. Colonial Drive Orlando, FL 32803	407- 428-5870		N
Remington College	Deborah Hoffman	8550 Ulmerton Road, #100, Largo, Florida 33771	813-316-4415		N
Rollins College	Elizabeth Boggs	1000 Holt Avenue - 2587 Winter Park, FL 32789-4499	407- 646-2195		N
Sanford Brown College	Cindy Mullee	6039 S. Rio Grande Ave., Orlando, FL 32809	407- 513-6314		N
Sanford Brown College	Lee Silverstein	3725 West Grace St. Tampa, FL 33610	813- 424-4635		N
Seminole State College of Florida	Nathaniel Ferguson	1055 AAA Dr., Heathrow FL 32746	407.708.4512		N
Social Media (e.g., Twitter, Facebook)	Paul Diaz	1800 Pembrook Dr., Ste 400, Orlando, FL 32810	407-919-1000		N
Society of Broadcast Engineers	Mike Sprysenski	2500 Maitland Center Pkwy Ste 401 Maitland, FL 32751	407-916-7800		N
Southern Technical College Sanford	Marie Rodriguez	2910 South Orlando Drive Sanford, FL 32773	407- 323-4141		N
St. Petersburg College	Rose Mackey	2465 Drew Street Admin Bldg, AD115 Clearwater, Florida 33765	727-791-2738		N
Tampa Asian American Chamber of Commerce	Santosh Govindaraju	3105 W. Waters Avenue, Suite 107 Tampa, FL 336	813-936-5100		N
Tampa Hispanic Chamber of Commerce	Patrick Wehner	1502 Busch Blvd. Suite H, Tampa, FL 33612	813- 414-9411		N
The National Association of Black Accountants, Inc.	Karimah Adderly	P.O. Box 2508 Orlando, Florida 32802-2508	301 474-6222		N
University of Central Florida (Experiential Learning/Hospitality/ Marketing)	Chinyen Chuo Denise Moore JT Ghim Jacqueline Herold Lina Pabon Sandra Macaulay Leon-Barth Valda Ramdial	4000 Central Florida Blvd., CSEL, Suite 300, Orlando, FL 32816-1700	407- 823-4063 407-823-2667 407-903-8017 407- 823-2667 407-823-1438 407- 823-2667 407- 823-2742		N
University of Florida	Ana Romero	2081 Weimer Hall, P.O. Box 118400, Gainesville, FL 32611-8400	352-273-3258		N
University of South Florida (St Pete)	Annina Coschigano Mariah Kreiser Vaishali Gakhar	140 7th Ave S., Bay 117 St. Petersburg, FL 33701	727-873-4129 727-873-4129 727-873-4182		N
University of South Florida (Tampa)	Kathy Roche Ashley Motley	4202 East Fowler Ave., Tampa, Florida 33620	813-974-3202 813 974-9722		N

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Valencia College	Matthew Abalos	Mail Code: 6-2, 1800 Denn John Ln., Kissimmee, FL 34744	407- 582-4196		N
Workforce Central Florida	Joyce Ranson Cheryl McKinzie	1097 Sand Pond Rd., Ste 1009, Lk Mary, FL 32746	407 531-1222 407 531-1222		N
Worknet Pinellas	Carolina Lora	2312 Gulf to Bay Boulevard Clearwater, Florida 33755	727-524-4344		N

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**5) Job Title: Music Director/Air Talent – Referral Source(s) of Hire: Internal Candidate  
Job #5 - #6 cbsradio.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Chamber of Commerce	Rosalind Smith	315 E. Robinson St., Suite 100 Orlando, Florida 32810	407- 420-4870		N
American Marketing Association	Nancy Noriega	11715 Eagle Ray Lane Orlando, Florida 32810	407- 437-6462		N
Bethune-Cookman University	Davita Bonner	640 Dr. Mary McLeod Bethune Blvd Daytona Beach, Florida 32115	386- 481-2143		N
CBSRadio.com	n/a	n/a	n/a	2	N
CBS Radio Client Referral	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000		N
CBS Radio Internal Candidate	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000	3	N
Central Florida Employment Council	Paulette Weir	450 Seminola Boulevard Casselberry, Florida 32707	407- 834-4223		N
City College	Claire Persichilli	1401 West Cypress Road Ft. Lauderdale, FL 33309	954-492-5353		N
Connecticut School of Broadcasting	Ray Thomas	5323 Millenia Lakes Blvd., Suite 120 Orlando, Florida 32839	407- 704-8910		N
Connecticut School of Broadcasting	Jennifer Perkins	3901 Coconut Palm Dr., #105 Tampa, FL 33619	813- 443-5307		N
Eastern Florida State College	Terri Peidro	1519 Clearlake Rd., Cocoa, Florida 32922	321- 433-7324		N
Eckerd College	Krystle Fogarty	4200 54th Avenue South St. Petersburg, Florida 33711	727- 864-8038		N
Florida A & M University (FAMU)	Brandi Milton Melony Washington	100 Student Union Plaza, MLK Blvd Tallahassee, FL 32307	850- 599-8808		N
Florida Association of Broadcasters	Lindsay Tidwell	101 East College Ave., Ste 301, Tallahassee, FL 32301	850- 681-6444		N
Florida College	Holly Cabina	119 N. Glen Arven Avenue Temple Terrace, Florida 33617	813-988-5131		N
Florida Institute of CPAs	Diane Dearduff	P.O. Box 5437 Tallahassee, FL 32314	850- 224-2727		N
Florida International University	Harold Clayton	3000 N.E. 151st Street, WUC 255 North Miami, FL 33181	305- 919-4298		N
Florida Southern College	Xuchitl Coso	111 Lake Hollingsworth Dr., Lakeland, FL 33801-5698	863- 680-4390		N
Florida State University	Debbie Crowder Nancy Friedman	Dunlap Success Center, 2107 PO Box 3064162 100 South Woodward Ave., Tallahassee, FL 32306-4162	850-644-4023 850- 644-9773		N
Full Sail University	Jayne LaRosa Wynn Davis Keith Hernandez Tom Oberdick Ulla K. Isaac Harmony Thompson	3300 University Blvd., Winter Park, FL 32792	866- 807-3140		N

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Tampa Chamber of Commerce	Amanda Holt	201 N. Franklin Street, Suite 201 Tampa, FL 33602-5846	813- 228-7777		N
Hillsborough Community College	Lorraine Canalejo	P.O. Box 30030, Tampa, FL 33630	813-253-7309		N
Indian-American Chamber	Braham Aggarwal	3700 34th street, Suite 240 Orlando, FL 32805	407- 481-8191		N
Metropolitan Orlando Urban League	Shellie Minnis	2804 Belco Dr., Orlando, FL 32808	407- 841-7654		N
NAACP	Carolina Collins	308 E. MLK Jr Boulevard, #C Tampa, Florida 33603	813-234-8683		N
Orlando Chamber of Commerce	Christine Pena	3201 E. Colonial Drive Orlando, FL 32803	407- 428-5870		N
Remington College	Deborah Hoffman	8550 Ulmerton Road, #100, Largo, Florida 33771	813-316-4415		N
Rollins College	Elizabeth Boggs	1000 Holt Avenue - 2587 Winter Park, FL 32789-4499	407- 646-2195		N
Sanford Brown College	Cindy Mullee	6039 S. Rio Grande Ave., Orlando, FL 32809	407- 513-6314		N
Sanford Brown College	Lee Silverstein	3725 West Grace St. Tampa, FL 33610	813- 424-4635		N
Seminole State College of Florida	Nathaniel Ferguson	1055 AAA Dr., Heathrow FL 32746	407.708.4512		N
Social Media (e.g., Twitter, Facebook)	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000		N
Society of Broadcast Engineers	Mike Sprysenski	2500 Maitland Center Pkwy Ste 401 Maitland, FL 32751	407-916-7800		N
Southern Technical College Sanford	Marie Rodriguez	2910 South Orlando Drive Sanford, FL 32773	407- 323-4141		N
St. Petersburg College	Rose Mackey	2465 Drew Street Admin Bldg, AD115 Clearwater, Florida 33765	727-791-2738		N
Tampa Asian American Chamber of Commerce	Santosh Govindaraju	3105 W. Waters Avenue, Suite 107 Tampa, FL 336	813-936-5100		N
Tampa Hispanic Chamber of Commerce	Patrick Wehner	1502 Busch Blvd. Suite H, Tampa, FL 33612	813- 414-9411		N
The National Association of Black Accountants, Inc.	Karimah Adderly	P.O. Box 2508 Orlando, Florida 32802-2508	301 474-6222		N
University of Central Florida (Experiential Learning/Hospitality/ Marketing)	Chinyen Chuo Denise Moore JT Ghim Jacqueline Herold Lina Pabon Sandra Macaulay Leon-Barth Valda Ramdial	4000 Central Florida Blvd., CSEL, Suite 300, Orlando, FL 32816-1700	407- 823-4063 407-823-2667 407-903-8017 407- 823-2667 407-823-1438 407- 823-2667 407- 823-2742		N
University of Florida	Ana Romero	2081 Weimer Hall, P.O. Box 118400, Gainesville, FL 32611-8400	352-273-3258		N
University of South Florida (St Pete)	Annina Coschigano Mariah Kreiser Vaishali Gakhar	140 7th Ave S., Bay 117 St. Petersburg, FL 33701	727-873-4129 727-873-4129 727-873-4182		N
University of South Florida (Tampa)	Kathy Roche Ashley Motley	4202 East Fowler Ave., Tampa, Florida 33620	813-974-3202 813 974-9722		N
Valencia College	Matthew Abalos	Mail Code: 6-2, 1800 Denn John Ln., Kissimmee, FL 34744	407- 582-4196		N

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Workforce Central Florida	Joyce Ranson Cheryl McKinzie	1097 Sand Pond Rd., Ste 1009, Lk Mary, FL 32746	407 531-1222 407 531-1222		N
Worknet Pinellas	Carolina Lora	2312 Gulf to Bay Boulevard Clearwater, Florida 33755	727-524-4344		N

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**5) Job Title: Imaging/Creative Services Referral Source(s) of Hire: cbsradio.com  
 Manager – Job #7**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Chamber of Commerce	Rosalind Smith	315 E. Robinson St., Suite 100 Orlando, Florida 32810	407- 420-4870		N
American Marketing Association	Nancy Noriega	11715 Eagle Ray Lane Orlando, Florida 32810	407- 437-6462		N
Bethune-Cookman University	Davita Bonner	640 Dr. Mary McLeod Bethune Blvd Daytona Beach, Florida 32115	386- 481-2143		N
CBSRadio.com	n/a			2	N
CBS Radio Internal Candidate	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000	2	N
Central Florida Employment Council	Paulette Weir	450 Seminola Boulevard Casselberry, Florida 32707	407- 834-4223		N
City College	Claire Persichilli	1401 West Cypress Road Ft. Lauderdale, FL 33309	954-492-5353		N
Connecticut School of Broadcasting	Ray Thomas	5323 Millenia Lakes Blvd., Suite 120 Orlando, Florida 32839	407- 704-8910		N
Connecticut School of Broadcasting	Jennifer Perkins	3901 Coconut Palm Dr., #105 Tampa, FL 33619	813- 443-5307		N
Eastern Florida State College	Terri Peidro	1519 Clearlake Rd., Cocoa, Florida 32922	321- 433-7324		N
Eckerd College	Krystle Fogarty	4200 54th Avenue South St. Petersburg, Florida 33711	727- 864-8038		N
Florida A & M University (FAMU)	Brandi Milton Melony Washington	100 Student Union Plaza, MLK Blvd Tallahassee, FL 32307	850- 599-8808		N
Florida Association of Broadcasters	Lindsay Tidwell	101 East College Ave., Ste 301, Tallahassee, FL 32301	850- 681-6444		N
Florida College	Holly Cabina	119 N. Glen Arven Avenue Temple Terrace, Florida 33617	813-988-5131		N
Florida Institute of CPAs	Diane Dearduff	P.O. Box 5437 Tallahassee, FL 32314	850- 224-2727		N
Florida International University	Harold Clayton	3000 N.E. 151st Street, WUC 255 North Miami, FL 33181	305- 919-4298		N
Florida Southern College	Xuchitl Coso	111 Lake Hollingsworth Dr., Lakeland, FL 33801-5698	863- 680-4390		N
Florida State University	Debbie Crowder Nancy Friedman	Dunlap Success Center, 2107 PO Box 3064162 100 South Woodward Ave., Tallahassee, FL 32306-4162	850-644-4023 850- 644-9773		N
Full Sail University	Jayne LaRosa Wynn Davis Keith Hernandez Tom Oberdick Ulla K. Isaac Harmony Thompson	3300 University Blvd., Winter Park, FL 32792	866- 807-3140		N
Greater Tampa Chamber of Commerce	Amanda Holt	201 N. Franklin Street, Suite 201 Tampa, FL 33602-5846	813- 228-7777		N

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Hillsborough Community College	Lorraine Canalejo	P.O. Box 30030, Tampa, FL 33630	813-253-7309		N
Indeed.com	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000		N
Indian-American Chamber	Braham Aggarwal	3700 34th street, Suite 240 Orlando, FL 32805	407- 481-8191		N
Linkedin.com	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000		N
Metropolitan Orlando Urban League	Shellie Minnis	2804 Belco Dr., Orlando, FL 32808	407- 841-7654		N
NAACP	Carolina Collins	308 E. MLK Jr Boulevard, #C Tampa, Florida 33603	813-234-8683		N
Orlando Chamber of Commerce	Christine Pena	3201 E. Colonial Drive Orlando, FL 32803	407- 428-5870		N
Remington College	Deborah Hoffman	8550 Ulmerton Road, #100, Largo, Florida 33771	813-316-4415		N
Rollins College	Elizabeth Boggs	1000 Holt Avenue - 2587 Winter Park, FL 32789-4499	407- 646-2195		N
Sanford Brown College	Cindy Mullee	6039 S. Rio Grande Ave., Orlando, FL 32809	407- 513-6314		N
Sanford Brown College	Lee Silverstein	3725 West Grace St. Tampa, FL 33610	813- 424-4635		N
Seminole State College of Florida	Nathaniel Ferguson	1055 AAA Dr., Heathrow FL 32746	407.708.4512		N
Social Media (e.g., Twitter, Facebook)	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000		N
Society of Broadcast Engineers	Mike Sprysenski	2500 Maitland Center Pkwy Ste 401 Maitland, FL 32751	407-916-7800		N
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Tampa Asian American Chamber of Commerce	Santosh Govindaraju	3105 W. Waters Avenue, Suite 107 Tampa, FL 336	813-936-5100		N
Tampa Hispanic Chamber of Commerce	Patrick Wehner	1502 Busch Blvd. Suite H, Tampa, FL 33612	813- 414-9411		N
The National Association of Black Accountants, Inc.	Karimah Adderly	P.O. Box 2508 Orlando, Florida 32802-2508	301 474-6222		N
University of Central Florida (Experiential Learning/Hospitality/Marketing)	Chinyen Chuo Denise Moore JT Ghim Jacqueline Herold Lina Pabon Sandra Macaulay Leon-Barth Valda Ramdial	4000 Central Florida Blvd., CSEL, Suite 300, Orlando, FL 32816-1700	407- 823-4063 407-823-2667 407-903-8017 407- 823-2667 407-823-1438 407- 823-2667 407- 823-2742		N
University of Florida	Ana Romero	2081 Weimer Hall, P.O. Box 118400, Gainesville, FL 32611-8400	352-273-3258		N
University of South Florida (St Pete)	Annina Coschigano Mariah Kreiser Vaishali Gakhar	140 7th Ave S., Bay 117 St. Petersburg, FL 33701	727-873-4129 727-873-4129 727-873-4182		N
University of South Florida (Tampa)	Kathy Roche Ashley Motley	4202 East Fowler Ave., Tampa, Florida 33620	813-974-3202 813 974-9722		N

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Valencia College	Matthew Abalos	Mail Code: 6-2, 1800 Denn John Ln., Kissimmee, FL 34744	407- 582-4196		N
Workforce Central Florida	Joyce Ranson Cheryl McKinzie	1097 Sand Pond Rd., Ste 1009, Lk Mary, FL 32746	407 531-1222 407 531-1222		N
Worknet Pinellas	Carolina Lora	2312 Gulf to Bay Boulevard Clearwater, Florida 33755	727-524-4344		N

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6) **Total # of Interviewees Referred:** For the period from September 22, 2013, through September 21, 2014, this Employment Unit interviewed 22 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

a) **Participation in Job Fairs**

University of Central Florida's Society for Marketing Professional Services Internship/Career Expo

Dates: October 15, 2013 and March 25, 2014.

Personnel Involved: Integrated Marketing Project Manager and Intern Recruiter

The Employment Unit recruited for current part-time and full-time positions, internships, and discussed broadcast careers with job seekers.

Florida Classic Career Expo & Diversity Job Fair

Date: October 23, 2013.

Personnel Involved: Promotions Manager and Talent

Employment Unit promotions manager and talent, each of whom has substantial responsibility in the making of hiring decisions, visited the Amway Center in Orlando, Florida, to recruit for vacancies and internship positions at the Employment Unit's stations.

TAB Broadcast Career Expo

Date: March 26, 2014

Personnel involved: CBS Radio Dallas Assistant HR Coordinator and Sales Manager

On March 26, 2014, the CBS Radio Dallas Assistant HR Coordinator and a Sales Manager, each of whom has substantial responsibility in making hiring decisions, attended the Texas Association of Broadcasters (TAB) Broadcast Career Expo held at the LBJ Student Center at Texas State University in San Marcos, TX, representing CBS Radio and its parent, CBS Corporation. The CBS personnel in attendance provided students from TSU's School of Journalism and Mass Communication with information on job and internship opportunities at CBS Radio across the country, including openings at the Employment Unit, as well as job and internship opportunities at various other divisions of CBS Corporation. Attendees were able to ask CBS personnel about careers in broadcasting and jobs at CBS, and they were instructed to apply online at [www.cbsradio.com/careers](http://www.cbsradio.com/careers) and [www.cbcorporation.com/careers](http://www.cbcorporation.com/careers).

b) **Participation in Career Events Sponsored by Educational Institutions**

Ridge Community High School Career Day

Date: October 18, 2013

Personnel Involved: SVP/Market Manager

The Employment Unit's SVP/Market Manager spoke to Recording Arts students at Ridge Community High School on October 18, 2013. The Employment Unit personnel discussed broadcast careers with students in the Ridge Community High School Recording Arts Program.

c) **Internship Program**

Date: Ongoing

Personnel Involved: Regional HR Manager

The Employment Unit conducts an ongoing internship program within the Promotions, Programming, Sales, and Production Departments that is designed to assist members of the community in acquiring skills needed for broadcast employment. During the course of a school semester, interns learn about careers in broadcasting, and are trained within their assigned departments in job skills necessary to

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begin an entry level broadcast position. During this reporting period, the Employment Unit hosted over 30 interns.

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

*CBS Corporation Compliance Training Program*

Date: Ongoing

Personnel involved: All full time employees, including management-level personnel

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 2012 CBS Corporation Business Conduct Statement in July 2012 and were required to complete related online training during the period October to November 2012. In addition, all full time Employment Unit employees received the 2014 CBS Corporation Business Conduct Statement in September 2014 and are 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. In addition, all full-time employees were required to take the "Preventing Sexual Harassment in Today's Workplace" online course and all supervisory managers were required to complete "Addressing Sexual Harassment in Today's Workplace" by September 2013.

**e) Participate in General Outreach Efforts Using Job Banks or Internet Programs**

*Contributions to CBS Radio Career Website*

Date: Ongoing

Personnel involved: Market EEO Compliance Officer

The Employment Unit has made significant contributions to the CBS Radio career website ([www.cbsradio.com](http://www.cbsradio.com)), which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them. Listeners to the stations are regularly directed to visit CBSRadio.com to view all available job opportunities with CBS Radio Orlando.

## **Attachment A**

JuJu.com- <http://www.job-search-engine.com/>

SimplyHired – [www.simplyhired.com](http://www.simplyhired.com)

Indeed – [www.indeed.com](http://www.indeed.com)

Lycos Classifieds – <http://jobs.lycos.oodle.com/>

OLX Classifieds – <http://www.olx.com/>

Oodle – <http://jobs.oodle.com/>

MySpace (Jobs) –<http://www.myspace.com/simplyhiredjobs>

LinkedIn (available on web tab only) – <http://www.linkedin.com/>

Zoominfo.com – <http://www.zoominfo.com/>

Spoke.com – <http://www.spoke.com/>

HR.com – <http://www.hr.com/>

Jobirn - <http://www4.jobirn.com/>

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## Attachment B



### **Details of AJE Job Posting Outreach in Support of OFCCP Compliance**

The America's Job Exchange OFCCP Compliance for Recruitment solution leverages an expansive network of partners and job exchanges that enables us to distribute your job posting to thousands of national, state, and community sites with a strong representation of diversity partners. As the OFCCP's regulations and guidelines continue to evolve, AJE is committed to expanding our network in an effort to help clients achieve compliance and obtain maximum exposure for their job postings.

#### **AJE Job Network:**

- AJE National Exchange: [www.americasjobexchange.com](http://www.americasjobexchange.com)
- AJE Diversity Exchanges
  - Veterans Job Exchange: [www.americasjobexchange.com/veteran/job\\_exchange](http://www.americasjobexchange.com/veteran/job_exchange)
  - Disability Job Exchange: [www.americasjobexchange.com/disability-jobs](http://www.americasjobexchange.com/disability-jobs)
  - Diversity Job Exchange: [www.americasjobexchange.com/diversity-jobs/diversityjobs](http://www.americasjobexchange.com/diversity-jobs/diversityjobs)
  - Women Job Exchange: [www.americasjobexchange.com/womens-jobs](http://www.americasjobexchange.com/womens-jobs)
- AJE State Exchanges
  - Customized for 50 states (e.g., [www.americasjobexchange.com/NY/state-jobs](http://www.americasjobexchange.com/NY/state-jobs))
- AJE Jobs Mobile
  - AJE app for iPhone

#### **AJE Outreach Partner Network<sup>1</sup>:**

AJE leverages more than 5000 sites in our Outreach Partner Network. Below is a small sample of the partners we work with to distribute your jobs nationally and to special interest groups.

- Niche Job Boards
  - Veterans Job Boards
    - VeteransJobs.net: [www.veteranjobs.net](http://www.veteranjobs.net)
    - Disabled American Vets: [www.jofdav.com](http://www.jofdav.com)
    - All Veteran Jobs: [www.allveteranjobs.com](http://www.allveteranjobs.com)
  - Disability Job Boards
    - Disability Jobs: [www.disabilityjobs.net](http://www.disabilityjobs.net)
    - Disabled Person: [www.disabledperson.com](http://www.disabledperson.com)

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<sup>1</sup> America's Job Exchange chooses the organizations in the Outreach Partner Network based on service reputation and a track record of reliability. However, America's Job Exchange cannot guarantee the distribution performance provided by our partners.



- Ability Links: [www.abilitylinks.org](http://www.abilitylinks.org)
- Diversity Job Boards
  - Diversity Jobs: [www.diversityjobs.com](http://www.diversityjobs.com)
  - Asian Hires: [www.asianhires.com](http://www.asianhires.com)
  - African American Hires: [www.africanamericanhires.com](http://www.africanamericanhires.com)
  - All Hispanic Jobs: [www.allhispanicjobs.com](http://www.allhispanicjobs.com)
  - All LGBT Jobs: [www.alllgbtjobs.com](http://www.alllgbtjobs.com)
- National Job Board Aggregators
  - Indeed: [www.indeed.com](http://www.indeed.com)
  - Simply Hired: [www.simplyhired.com](http://www.simplyhired.com)
  - Beyond: [www.beyond.com](http://www.beyond.com)
- Community Based Organizations
  - Easter Seals (several local chapters)
  - Goodwill Industries (several local chapters)
  - Arc (several local chapters)
  - New England Center for Homeless Veterans
  - US Veterans Initiative
- Government Sponsored Sites
  - VetSuccess: [www.vetsuccess.gov](http://www.vetsuccess.gov)
  - Veterans Job Bank:  
[www.nationalresourcedirectory.gov/home/veterans\\_job\\_bank](http://www.nationalresourcedirectory.gov/home/veterans_job_bank)
  - State Department of Rehabilitation
  - U.S. Department of Veterans Affairs

### **AJE State Distribution Network<sup>2</sup>:**

AJE distributes your jobs to more than 5,000 state employment delivery systems as defined by the OFCCP within VEVRAA/JVA regulations: [www.dol.gov/vets/contractor/main.htm#37](http://www.dol.gov/vets/contractor/main.htm#37)

- **State Job Banks**
  - Job feed
    - Job feed to individual states or through partner GeoSolutions
  - Manual posting
    - Manually posting of jobs on behalf of customer
- **State One-Stop Career Centers**
  - Daily email of new jobs (with links) sent to Career One-Stop offices near to job location
    - Business representatives, career counselors
    - Veteran representatives (LVER/DVOPs)

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<sup>2</sup> America's Job Exchange's preferred method of job distribution to states is via job feed to state boards. When a job feed is not available, America's Job Exchange takes responsibility for manually posting jobs to the state board on behalf of clients, or utilizes the method of job posting recommended by the state.