

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: July 23, 2013 - July 22, 2014.

1) **Employment Unit:** CBS Radio – Charlotte, NC

2) **Unit Members (Stations and Communities of License):**

- WBAV-FM, Gastonia, NC
- WBCN(AM), Charlotte, NC
- WFNZ(AM), Charlotte, NC
- WKQC(FM), Charlotte, NC
- WNKS(FM), Charlotte, NC
- WPEG(FM), Concord, NC
- WSOC-FM, Charlotte, NC

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

Mailing Address: 1520 South Blvd. Suite 300 Charlotte, NC 28203	Telephone Number: (704) 227-8503
	Contact Person/Title: Rebecca Gray, Human Resources
	E-mail Address: rebecca.gray@cbsradio.com

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

Job Title	Recruitment Source Referring Hiree
1. Afternoon Talent	Industry Referral
2. Account Executive	Internal Posting
3. Local Sales Manager	Internal Posting
4. Account Executive	Internal Posting
5. National Sales Assistant	Internal Posting
6. Sales Associate	Internal Posting
7. Midday Talent	CBS Radio Website
8. Sales Associate	Internal Posting
9. Traffic Manager	Indeed.com
10. Continuity Director	Employee Referral

**Stations WBAV-FM, WBCN(AM), WFNZ(AM), WKQC(FM),
WNKS(FM), WPEG(FM), and WSOC-FM are Equal Opportunity Employers.**

	Job Title	Recruitment Source Referring Hiree
11.	Digital Sales Assistant	Industry Referral
12.	Web Content Coordinator	Internal Posting
13.	Sales Assistant	Industry Referral
14.	Sales Associate	Indeed.com
15.	Traffic Manager	Employee Referral
16.	Traffic Manager	Employee Referral
17.	Sales Assistant	Employee Referral
18.	Integrated Marketing Specialist	Employee Referral
19.	Local Sales Manager	Industry Referral
20.	Traffic Manager	CBS Radio Website
21.	Account Executive	CBS Radio Website
22.	Account Executive	CBS Radio Website
23.	On Air Talent	Industry Referral
24.	Account Executive	Internal Posting
25.	Sales Associate	CBS Radio Website
26.	Account Executive	Industry Referral

**Stations WBAV-FM, WBCN(AM), WFNZ(AM), WKQC(FM),
WNKS(FM), WPEG(FM), and WSOC-FM are Equal Opportunity Employers.**

5) Job Title: Afternoon Talent (1)

Referral Source(s) of Hiree: Industry Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	3	No
CBS Charlotte Job Line	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203 Job Line: (704) 227-8136	(704) 227-8136	0	No
CBS Radio Website	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.cbsradio.com/careers	(212) 649-9609	0	No
America's Job Exchange (AJE)	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.americasjobexchange.com	(212) 649-9609	0	No
www.Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobs2careers.com	(212) 649-9609	0	No
wwwIndeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
NC Employment Security Commission	Mary	5601 Executive Center Dr Ste 100 Charlotte, NC 28212 www.ncesc.com	(704) 556-2870 X216	0	No
Urban League of Central Carolinas	Shannon McKnight	740 West 5 th St. Charlotte NC 28223	(704) 373-2256 X203	0	No
Charlotte Works	Demone Fink	1401 West Morehead St, Ste100 Charlotte, NC 28208 www.ncworks.gov	(704) 206-1347	0	No
Craven Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Central Carolina Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Central Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Edgecombe Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
South Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Pitt Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Davidson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Nash Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Wilson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Rockingham Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
University of North Carolina at Charlotte	Jenny Armour	9201 University Blvd Charlotte, NC 28223	(704) 687-2000	0	No
Johnson C Smith University	Office of Human Resources	100 Beatties Ford Rd. Charlotte, NC 28216	(704) 378-1230	0	No
Queens College	College Network Services	1900 Selwyn Ave Charlotte, NC 28202	(704) 337-2337	0	No
Gaston Community College	Melissa Fox	201 Highway 321 South Dallas, NC 28034	(704) 922-6212	0	Yes
Simply Hired	Maureen DeBetham	40 West 57th St New York, NY 10019 www.simplyhired.com	(212) 649-9609	0	No
www.JustJobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.justjobs.com	(212) 649-9609	0	No
www.JuJu.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.juju.com	(212) 649-9609	0	No
U.S. Department of Veteran Affairs	Janice Combs	810 Vermont Ave NW Washington, DC 20420	(336) 251-0611	0	No
LinkedIn	Maureen DeBetham	40 West 57th St New York, NY 10019 www.linkedin.com	(212) 649-96092	0	No
North Carolina Association of Broadcasters	info@ncbroadcast.com	150 Fayetteville St, Suite 1270 Raleigh, NC 27601	(919) 834-880	0	No
Kellar Radio Institute	Dan Vallie	ASU BOX 32060 Charlotte, NC 28608	(828) 262-7464	0	No
Employee/Industry Referral	CBS Radio Employee/Industry Employee	n/a	n/a	2	No

* 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.

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5) Job Title: Account Executive (2)

Referral Source(s) of Hiree: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
CBS Charlotte Job Line	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203 Job Line: (704) 227-8136	(704) 227-8136	0	No
CBS Radio Website	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.cbsradio.com/careers	(212) 649-9609	1	No
America's Job Exchange (AJE)	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.americasjobexchange.com	(212) 649-9609	0	No
www.jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobs2carers.com	(212) 649-9609	0	No
www.JustJobs.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.justjobs.com	(212) 649-9609	0	No
wwwIndeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	2	No
www.JuJu.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.juju.com	(212) 649-9609	0	No
NC Employment Security Commission	Mary	5601 Executive Center Dr Ste 100 Charlotte, NC 28212 www.ncesc.com	(704) 556-2870 X216	0	No
Urban League of Central Carolinas	Shannon McKnight	740 West 5 th St. Charlotte NC 28223	(704) 373-2256 X203	0	No
Charlotte Works	Demone Fink	1401 West Morehead St, Ste100 Charlotte, NC 28208 www.ncworks.gov	(704) 206-1347	0	No
Central Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Simply Hired	Maureen DeBetham	40 West 57th St New York, NY 10019 www.simplyhired.com	(212) 649-9609	0	No
Johnson C Smith University	Office of Human Resources	100 Beatties Ford Rd. Charlotte, NC 28216	(704) 378-1230	0	No
Queens College	College Network Services	1900 Selwyn Ave Charlotte, NC 28202	(704) 337-2337	0	No
Gaston Community College	Melissa Fox	201 Highway 321 South Dallas, NC 28034	(704) 922-6212	0	Yes
North Carolina Association of Broadcasters	info@ncbroadcast.com	150 Fayetteville St, Suite 1270 Raleigh, NC 27601	(919) 834-880	0	No
Kellar Radio Institute	Dan Vallie	ASU BOX 32060 Charlotte, NC 28608	(828) 262-7464	0	No
Central Carolina Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Southwestern Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Edgecombe Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
South Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Pitt Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Wilson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Davidson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Rockingham Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Nash Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
University of North Carolina At Charlotte	Jenny Armour	9201 University Blvd. Charlotte, NC 28223	(704) 687-2000	0	No
LinkedIn	Maureen DeBetham	40 West 57th St New York, NY 10019 www.linkedin.com	(212) 649-9609	1	No
U.S. Department of Veteran Affairs	Janice Combs	810 Vermont Ave, NW Washington, DC 20420	(336) 251-0611	0	No
Employee/Industry Referral	CBS Radio Employee/Industry Employee	n/a	n/a	5	No
Other Job Site/Not Specified	n/a	n/a	n/a	1	No

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5) Job Title: Local Sales Manager (3) Referral Source(s) of Hire: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	Human Resources	1520 S Blvd Ste. 300 Charlotte NC 28203	(704) 227-8136	1	No
CBS Charlotte Job Line	Human Resources	1520 S Blvd Ste. 300 Charlotte NC 28203 Job Line: (704) 227-8136	(704) 227-8136	0	No
CBS Radio Website	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.cbsradio.com/careers	(212) 649-9609	3	No
America's Job Exchange (AJE)	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.americasjobexchange.com	(212) 649-9609	0	No
www.JuJu.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.juju.com	(212) 649-9609	0	No
wwwIndeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
NC Employment Security Commission	Mary	5601 Executive Center Dr Ste 100 Charlotte, NC 28212 www.ncesc.com	(704) 556-2870 X216	0	No
Urban League of Central Carolinas	Shannon McKnight	740 West 5 th St. Charlotte NC 28223	(704) 373-2256 X203	0	No
Charlotte Works	Demone Fink	1401 West Morehead St, Ste100 Charlotte, NC 28208 www.ncworks.gov	(704) 206-1347	0	No
Pitt Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Central Carolina Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Central Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Edgecombe Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
South Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Southwestern Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Davidson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
www.Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobs2careers.com	(212) 649-9609	0	No
University of North Carolina At Charlotte	Jenny Armour	9201 University Blvd. Charlotte, NC 28223	(704) 687-2000	0	No
Queens College	College Network Services	1900 Selwyn Ave Charlotte, NC 28202	(704) 337-2337	0	No
Gaston Community College	Melissa Fox	201 Highway 321 South Dallas, NC 28034	(704) 922-6212	0	Yes
www.Simplely Hired.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.simplyhired.com	(212) 649-9609	0	No
Johnson C Smith University	Office of Human Resources	100 Beatties Ford Rd. Charlotte, NC 28216	(704) 378-1230	0	No
www.JustJobs.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.justjobs.com	(212) 649-9609	0	No
www.linkedin.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.linkedin.com	(212) 649-9609	0	No
North Carolina Association of Broadcasters	info@ncbroadcast.com	150 Fayetteville St, Suite 1270 Raleigh, NC 27601	(919) 834-880	0	No
Kellar Radio Institute	Dan Vallie	ASU BOX 32060 Charlotte, NC 28608	(828) 262-7464	0	No
Wilson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Nash Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Rockingham Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
U.S. Department of Veteran Affairs	Janice Combs	810 Vermont Ave, NW Washington, DC 20420	(336) 251-0611	0	No
Employee/Industry Referral	CBS Radio Employee/Industry Employee	n/a	n/a	1	No

**Stations WBAV-FM, WBCN(AM), WFNZ(AM), WKQC(FM),
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5) Job Title: Account Executive(4)

Referral Source(s) of Hire: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	2	No
CBS Charlotte Job Line	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203 Job Line: (704) 227-8136	(704) 227-8136	0	No
CBS Radio Website	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.cbsradio.com/careers	(212) 649-9609	3	No
America's Job Exchange (AJE)	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.americasjobexchange.com	(212) 649-9609	0	No
www.JuJu.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.juju.com	(212) 649-9609	0	No
www.Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	2	No
NC Employment Security Commission	Mary	5601 Executive Center Dr Ste 100 Charlotte, NC 28212 www.ncesc.com	(704) 556-2870 X216	0	No
Urban League of Central Carolinas	Shannon McKnight	740 West 5 th St. Charlotte NC 28223	(704) 373-2256 X203	0	No
Charlotte Works	Demone Fink	1401 West Morehead St, Ste100 Charlotte, NC 28208 www.networks.gov	(704) 206-1347	0	No
Roanoke Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Central Carolina Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Central Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Edgecombe Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
South Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Southwestern Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Davidson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Nash Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Wilson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Rockingham Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
University of North Carolina at Charlotte	Jenny Armour	9201 University Blvd Charlotte, NC 28223	(704) 687-2000	1	No
Johnson C Smith University	Office of Human Resources	100 Beatties Ford Rd. Charlotte, NC 28216	(704) 378-1230	0	No
Queens College	College Network Services	1900 Selwyn Ave Charlotte, NC 28202	(704) 337-2337	0	No
Gaston Community College	Melissa Fox	201 Highway 321 South Dallas, NC 28034	(704) 922-6212	0	Yes
www.SimpleHired.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.simplyhired.com	(212) 649-9609	0	No
www.Linkedin.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.linkedin.com	(212) 649-9609	0	No
www.JustJobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.justjobs.com	(212) 649-9609	0	No
U.S. Department of Veteran Affairs	Janice Combs	810 Vermont Ave, NW Washington, DC 20420	(336) 251-0611	0	No
North Carolina Association of Broadcasters	info@ncbroadcast.com	150 Fayetteville St, Suite 1270 Raleigh, NC 27601	(919) 834-880	0	No
Kellar Radio Institute	Dan Vallie	ASU BOX 32060 Charlotte, NC 28608	(828) 262-7464	0	No
Other/Not Specified	n/a	n/a	n/a	1	No
Employee/Industry Referral	CBS Radio Employee/Industry Employee	n/a	n/a	3	No

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5) Job Title: National Sales Assistant (5) Referral Source(s) of Hire: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	2	No
CBS Charlotte Job Line	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203 Job Line: (704) 227-8136	(704) 227-8136	0	No
CBS Radio Website	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.cbsradio.com/careers	(212) 649-9609	0	No
America's Job Exchange (AJE)	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.americasjobexchange.com	(212) 649-9609	0	No
www.LinkedIn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.linkedin.com	(212) 649-9609	0	No
University of North Carolina at Charlotte	Jenny Armour	9201 University Blvd Charlotte, NC 28223	(704) 687-2000	0	No
www.Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
www.JuJu.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.juju.com	(212) 649-9609	0	No
NC Employment Security Commission	Mary	5601 Executive Center Dr Ste 100 Charlotte, NC 28212 www.ncesc.com	(704) 556-2870 X216	0	No
Urban League of Central Carolinas	Shannon McKnight	740 West 5 th St. Charlotte NC 28223	(704) 373-2256 X203	0	No
Charlotte Works	Demone Fink	1401 West Morehead St, Ste100 Charlotte, NC 28208 www.ncworks.gov	(704) 206-1347	0	No
Central Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
wwwSimplyHired.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.simplyhired.com	(212) 649-9609	1	No
Johnson C Smith University	Office of Human Resources	100 Beatties Ford Rd. Charlotte, NC 28216	(704) 378-1230	0	No
Queens College	College Network Services	1900 Selwyn Ave Charlotte, NC 28202	(704) 337-2337	0	No
Gaston Community College	Melissa Fox	201 Highway 321 South Dallas, NC 28034	(704) 922-6212	0	Yes
North Carolina Association of Broadcasters	info@ncbroadcast.com	150 Fayetteville St, Suite 1270 Raleigh, NC 27601	(919) 834-880	0	No
Kellar Radio Institute	Dan Vallie	ASU BOX 32060 Charlotte, NC 28608	(828) 262-7464	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Central Carolina Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Southwestern Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Roanoke Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Edgecombe Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
South Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Appalachian State University	Courtney Broere	ASU Box 32060 Boone, NC 28608	(828) 262-2180	0	No
U.S. Department of Veteran Affairs	Janice Combs	810 Vermont Ave, NW Washington, DC 20420	(336) 251-0611	0	No
Wilson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Davidson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Rockingham Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Nash Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Employee/Industry Referral	CBS Radio Employee/Industry Employee	n/a	n/a	0	No

Stations WBAV-FM, WBCN(AM), WFNZ(AM), WKQC(FM), WNKS(FM), WPEG(FM), and WSOC-FM are Equal Opportunity Employers.

5) Job Title: Sales Associate (6), (8)

Referral Source(s) of Hire: Internal Posting (6), (8)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	2	No
CBS Charlotte Job Line	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203 Job Line: (704) 227-8136	(704) 227-8136	0	No
CBS Radio Website	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.cbsradio.com/careers	(212) 649-9609	6	No
America's Job Exchange (AJE)	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.americasjobexchange.com	(212) 649-9609	0	No
wwwIndeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	6	No
www.Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobs2careers.com	(212) 649-9609	0	No
www.JustJobs.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.justjobs.com	(212) 649-9609	0	No
www.LinkedIn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.linkedin.com	(212) 649-9609	0	No
NC Employment Security Commission	Mary	5601 Executive Center Dr Ste 100 Charlotte, NC 28212 www.ncesc.com	(704) 556-2870 X216	0	No
Urban League of Central Carolinas	Shannon McKnight	740 West 5th St. Charlotte NC 28223	(704) 373-2256 X203	0	No
Charlotte Works	Demone Fink	1401 West Morehead St, Ste100 Charlotte, NC 28208 www.ncworks.gov	(704) 206-1347	0	No
North Carolina Association of Broadcasters	NCAB Job Bank	150 Fayetteville Street, Suite 1270 Raleigh, NC 27601	(919) 821-7300	0	No
Gaston Community College	Melissa Fox	201 Highway 321 South Dallas, NC 28034	(704) 922-6212	0	Yes
Central Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Queens College	College Central Network Services	1900 Selwyn Ave Charlotte, NC 28202	(704) 337-2337	0	No
wwwSimplyHired.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.simplyhired.com	(212) 649-9609	0	No
Central Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Southwestern Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No

Stations WBAV-FM, WBCN(AM), WFNZ(AM), WKQC(FM), WNKS(FM), WPEG(FM), and WSOC-FM are Equal Opportunity Employers.

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Edgecombe Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Roanoke Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Wilson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Davidson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Rockingham Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Nash Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
South Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
University of North Carolina at Charlotte	Jenny Armour	9201 University Blvd Charlotte, NC 28223	(704) 687-2000	1	No
Johnson C Smith University	Office of Human Resources	100 Beatties Ford Rd. Charlotte, NC 28216	(704) 378-1230	0	No
Appalachian State University	Courtney Broere	ASU Box 32060 Boone, NC 28608	(828) 262-2180	0	No
Kellar Radio Institute	Dan Vallie	ASU BOX 32060 Charlotte, NC 28608	(828) 262-7464	0	No
www.JuJu.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.juju.com	(212) 649-9609	0	No
U.S. Department of Veteran Affairs	Janice Combs	810 Vermont Ave, NW Washington, DC 20420	(336) 251-0611	0	No
Other/Not Specified	n/a	n/a	n/a	1	n/a

**Stations WBAV-FM, WBCN(AM), WFNZ(AM), WKQC(FM),
WNKS(FM), WPEG(FM), and WSOC-FM are Equal Opportunity Employers.**

5) Job Title: Midday Talent (7)

Referral Source(s) of Hire: CBS Radio Website

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	7	No
CBS Charlotte Job Line	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203 Job Line: (704) 227-8136	(704) 227-8136	0	No
CBS Radio Website	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.cbsradio.com/careers	(212) 649-9609	5	No
America's Job Exchange (AJE)	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.americasjobexchange.com	(212) 649-9609	0	No
www.Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobs2careers.com	(212) 649-9609	0	No
wwwIndeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
NC Employment Security Commission	Mary	5601 Executive Center Dr Ste 100 Charlotte, NC 28212 www.ncesc.com	(704) 556-2870 X216	0	No
Urban League of Central Carolinas	Shannon McKnight	740 West 5 th St. Charlotte NC 28223	(704) 373-2256 X203	0	No
Charlotte Works	Demone Fink	1401 West Morehead St, Ste100 Charlotte, NC 28208 www.ncworks.gov	(704) 206-1347	0	No
www.LinkedIn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.linkedin.com	(212) 649-9609	0	No
Central Carolina Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Central Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Edgecombe Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
South Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Pitt Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Davidson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No

Stations WBAV-FM, WBCN(AM), WFNZ(AM), WKQC(FM), WNKS(FM), WPEG(FM), and WSOC-FM are Equal Opportunity Employers.

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Nash Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Wilson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Rockingham Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Southwestern Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
U.S. Department of Veteran Affairs	Janice Combs	810 Vermont Ave, NW Washington, DC 20420	(336) 251-0611	0	No
Johnson C Smith University	Office of Human Resources	100 Beatties Ford Rd. Charlotte, NC 28216	(704) 378-1230	0	No
Queens College	College Network Services	1900 Selwyn Ave Charlotte, NC 28202	(704) 337-2337	0	No
Gaston Community College	Melissa Fox	201 Highway 321 South Dallas, NC 28034	(704) 922-6212	0	Yes
www.SimpleHired.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.simplyhired.com	(212) 649-9609	0	No
www.JustJobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.justjobs.com	(212) 649-9609	0	No
www.JuJu.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.juju.com	(212) 649-9609	0	No
North Carolina Association of Broadcasters	info@ncbroadcast.com	150 Fayetteville St, Suite 1270 Raleigh, NC 27601	(919) 834-880	0	No
Kellar Radio Institute	Dan Vallie	ASU BOX 32060 Charlotte, NC 28608	(828) 262-7464	0	No
Other./not specified	n/a	n/a	n/a	5	No
Employee/Industry Referral	CBS Radio Employee/Industry Employee	n/a	n/a	1	No

Stations WBAV-FM, WBCN(AM), WFNZ(AM), WKQC(FM), WNKS(FM), WPEG(FM), and WSOC-FM are Equal Opportunity Employers.

5) Job Title: Traffic Manager (9)

Referral Source(s) of Hire: Indeed.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
CBS Charlotte Job Line	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203 Job Line: (704) 227-8136	(704) 227-8136	0	No
CBS Radio Website	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.cbsradio.com/careers	(212) 649-9609	1	No
America's Job Exchange (AJE)	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.americasjobexchange.com	(212) 649-9609	0	No
www.LinkedIn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.linkedin.com	(212) 649-9609	0	No
www.Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	1	No
Appalachian State University	Courtney Broere	ASU Box 32060 Boone, NC 28608	(828) 262-2180	0	No
NC Employment Security Commission	Mary	5601 Executive Center Dr Ste 100 Charlotte, NC 28212 www.ncesc.com	(704) 556-2870 X216	0	No
Urban League of Central Carolinas	Shannon McKnight	740 West 5 th St. Charlotte NC 28223	(704) 373-2256 X203	0	No
Charlotte Works	Demone Fink	1401 West Morehead St, Ste100 Charlotte, NC 28208 www.ncworks.gov	(704) 206-1347	0	No
Central Piedmont Community College	Eric Skeen	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
University of North Carolina at Charlotte	Jenny Armour	9201 University Blvd Charlotte, NC 28223	(704) 687-2000	0	No
Queens College	College Central Network Services	1900 Selwyn Ave Charlotte, NC 28202	(704) 337-2337	0	No
wwwSimplyHired.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.simplyhiredl.com	(212) 649-9609	0	No
www.JuJu.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.juju.com	(212) 649-9609	0	No
Johnson C Smith University	Office of Human Resources	100 Beatties Ford Rd Charlotte, NC 28216	(704) 378-1230	0	No
Gaston Community College	Melissa Fox	201 Highway 321 South Dallas, NC 28034	(704) 922-6212	0	Yes
North Carolina Association of Broadcasters	info@ncbroadcast.com	150 Fayetteville St, Suite 1270 Raleigh, NC 27601	(919) 834-880	0	No
Kellar Radio Institute	Dan Vallie	ASU BOX 32060 Charlotte, NC 28608	(828) 262-7464	0	No

Stations WBAV-FM, WBCN(AM), WFNZ(AM), WKQC(FM), WNKS(FM), WPEG(FM), and WSOC-FM are Equal Opportunity Employers.

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Roanoke Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Central Carolina Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Southwestern Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Edgecombe Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
South Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Davidson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Nash Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Wilson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Rockingham Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
U.S. Department of Veteran Affairs	Janice Combs	810 Vermont Ave, NW Washington, DC 20420	(336) 251-0611	0	No
Employee/Industry Referral	CBS Radio Employee/Industry Employee	n/a	n/a	3	No

**Stations WBAV-FM, WBCN(AM), WFNZ(AM), WKQC(FM),
WNKS(FM), WPEG(FM), and WSOC-FM are Equal Opportunity Employers.**

5) Job Title: Continuity Director (10) Referral Source(s) of Hire: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
CBS Charlotte Job Line	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203 Job Line: (704) 227-8136	(704) 227-8136	0	No
CBS Radio Website	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.cbsradio.com/careers	(212) 649-9609	2	No
America's Job Exchange (AJE)	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.americasjobexchange.com	(212) 649-9609	0	No
www.SimplyHired.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.simplyhired.com	(212) 649-9609	0	No
wwwIndeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
U.S. Department of Veteran Affairs	Janice Combs	810 Vermont Ave, NW Washington, DC 20420	(336) 251-0611	0	No
Appalachian State University	Courtney Broere	ASU Box 32060 Boone, NC 28608	(828) 262-2180	0	No
NC Employment Security Commission	Mary	5601 Executive Center Dr Ste 100 Charlotte, NC 28212 www.ncesc.com	(704) 556-2870 X216	0	No
Urban League of Central Carolinas	Shannon McKnight	740 West 5 th St. Charlotte NC 28223	(704) 373-2256 X203	0	No
Charlotte Works	Demone Fink	1401 West Morehead St, Ste100 Charlotte, NC 28208 www.ncworks.gov	(704) 206-1347	0	No
Central Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
University of North Carolina at Charlotte	Jenny Armour	9201 University Blvd Charlotte, NC 28223	(704) 687-2000	0	No
Queens College	College Central Network Services	1900 Selwyn Ave Charlotte, NC 28202	(704) 337-2337	0	No
www.JuJu.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.juju.com	(212) 649-9609	0	No
Johnson C Smith University	Office of Human Resources	100 Beatties Ford Rd Charlotte, NC 28216	(704) 378-1230	0	No
Gaston Community College	Melissa Fox	201 Highway 321 South Dallas, NC 28034	(704) 922-6212	0	Yes
North Carolina Association of Broadcasters	info@ncbroadcast.com	150 Fayetteville St, Suite 1270 Raleigh, NC 27601	(919) 834-880	0	No
Kellar Radio Institute	Dan Vallie	ASU BOX 32060 Charlotte, NC 28608	(828) 262-7464	0	No

Stations WBAV-FM, WBCN(AM), WFNZ(AM), WKQC(FM), WNKS(FM), WPEG(FM), and WSOC-FM are Equal Opportunity Employers.

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Central Carolina Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Southwestern Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Edgecombe Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
South Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Roanoke Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Davidson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Nash Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Wilson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Rockingham Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Employee/Industry Referral	CBS Radio Employee/Industry Employee	n/a	n/a	1	No

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5) Job Title: Digital Sales Assistant (11) Referral Source(s) of Hire: Industry Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
CBS Charlotte Job Line	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203 Job Line: (704) 227-8136	(704) 227-8136	0	No
CBS Radio Website	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.cbsradio.com/careers	(212) 649-9609	3	No
America's Job Exchange (AJE)	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.americasjobexchange.com	(212) 649-9609	0	No
www.JustJobs.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.justjobs.com	(212) 649-9609	0	No
wwwIndeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	2	No
www.JuJu.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.juju.com	(212) 649-9609	0	No
North Carolina Association of Broadcasters	info@ncbroadcast.com	150 Fayetteville St, Suite 1270 Raleigh, NC 27601	(919) 834-880	0	No
NC Employment Security Commission	Mary	5601 Executive Center Dr Ste 100 Charlotte, NC 28212 www.ncesc.com	(704) 556-2870 X216	0	No
Urban League of Central Carolinas	Shannon McKnight	740 West 5 th St. Charlotte NC 28223	(704) 373-2256 X203	0	No
Charlotte Works	Demone Fink	1401 West Morehead St, Ste100 Charlotte, NC 28208 www.ncworks.gov	(704) 206-1347	0	No
Central Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Gaston Community College	Melissa Fox	201 Highway 321 South Dallas, NC 28034	(704) 922-6212	0	Yes
Queens College	College Central Network Services	1900 Selwyn Ave Charlotte, NC 28202	(704) 337-2337	0	No
Roanoke Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Central Carolina Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Johnson C Smith University	Office of Human Resources	100 Beatties Ford Rd Charlotte, NC 28216	(704) 378-1230	0	No

Stations WBAV-FM, WBCN(AM), WFNZ(AM), WKQC(FM), WNKS(FM), WPEG(FM), and WSOC-FM are Equal Opportunity Employers.

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Edgecombe Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
www.Simple_Hired.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.simplyhired.com	(212) 649-9609	0	No
www.Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobs2careers.com	(212) 649-9609	0	No
South Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Southwest Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Davidson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Nash Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Wilson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Rockingham Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
U.S. Department of Veteran Affairs	Janice Combs	810 Vermont Ave, NW Washington, DC 20420	(336) 251-0611	0	No
Appalachian State University	Courtney Broere	ASU Box 32060 Boone, NC 28608	(828) 262-2180	0	No
University of North Carolina at Charlotte	Jenny Armour	9201 University Blvd Charlotte, NC 28223	(704) 687-2000	0	No
Employee/Industry Referral	CBS Radio Employee/Industry Employee	n/a	n/a	4	No

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**5) Job Title: Web Content Coordinator Referral Source(s) of Hire: Internal posting
(12)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
CBS Charlotte Job Line	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203 Job Line: (704) 227-8136	(704) 227-8136	0	No
CBS Radio Website	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.cbsradio.com/careers	(212) 649-9609	2	No
America's Job Exchange (AJE)	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.americasjobexchange.com	(212) 649-9609	0	No
www.Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	1	No
www.Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobs2careers.com	(212) 649-9609	0	No
www.JustJobs.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.justjobs.com	(212) 649-9609	0	No
www.Linkedin.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.linkedin.com	(212) 649-9609	1	No
NC Employment Security Commission	Mary	5601 Executive Center Dr Ste 100 Charlotte, NC 28212 www.ncesc.com	(704) 556-2870 X216	0	No
Urban League of Central Carolinas	Shannon McKnight	740 West 5th St. Charlotte NC 28223	(704) 373-2256 X203	0	No
Charlotte Works	Demone Fink	1401 West Morehead St, Ste100 Charlotte, NC 28208 www.ncworks.gov	(704) 206-1347	0	No
Central Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Queens College	College Central Network Services	1900 Selwyn Ave Charlotte, NC 28202	(704) 337-2337	0	No
North Carolina Association of Broadcasters	info@ncbroadcast.com	150 Fayetteville St, Suite 1270 Raleigh, NC 27601	(919) 834-880	0	No
wwwSimplyHired.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.simplyhired.com	(212) 649-9609	0	No
Central Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Southwestern Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Edgecombe Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No

Stations WBAV-FM, WBCN(AM), WFNZ(AM), WKQC(FM), WNKS(FM), WPEG(FM), and WSOC-FM are Equal Opportunity Employers.

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Roanoke Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Wilson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Davidson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Rockingham Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Nash Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
South Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Kellar Radio Institute	Dan Vallie	ASU BOX 32060 Charlotte, NC 28608	(828) 262-7464	0	No
www.JuJu.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.juju.com	(212) 649-9609	0	No
University of North Carolina at Charlotte	Jenny Armour	9201 University Blvd Charlotte, NC 28223	(704) 687-2000	0	No
Gaston Community College	Melissa Fox	201 Highway 321 South Dallas, NC 28034	(704) 922-6212	0	Yes
U.S. Department of Veteran Affairs	Janice Combs	810 Vermont Ave, NW Washington, DC 20420	(336) 251-0611	0	No
Appalachian State University	Courtney Broere	ASU Box 32060 Boone, NC 28608	(828) 262-2180	0	No
Johnson C Smith University	Office of Human Resources	100 Beatties Ford Rd Charlotte, NC 28216	(704) 378-1230	0	No
Employee/Industry Referral	CBS Radio Employee/Industry Employee	n/a	n/a	1	No

Stations WBAV-FM, WBCN(AM), WFNZ(AM), WKQC(FM), WNKS(FM), WPEG(FM), and WSOC-FM are Equal Opportunity Employers.

5) Job Title: Sales Assistant (13), (17) Referral Source(s) of Hire: Industry Referral (13), Employee Referral (17)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
CBS Charlotte Job Line	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203 Job Line: (704) 227-8136	(704) 227-8136	0	No
CBS Radio Website	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.cbsradio.com/careers	(212) 649-9609	2	No
America's Job Exchange (AJE)	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.americasjobexchange.com	(212) 649-9609	0	No
www.Jonirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobs2careers.com	(212) 649-9609	0	No
wwwIndeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	1	No
www.JustJobs.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.justjobs.com	(212) 649-9609	0	No
NC Employment Security Commission	Mary	5601 Executive Center Dr Ste 100 Charlotte, NC 28212 www.ncesc.com	(704) 556-2870 X216	0	No
Urban League of Central Carolinas	Shannon McKnight	740 West 5 th St. Charlotte NC 28223	(704) 373-2256 X203	0	No
Charlotte Works	Demone Fink	1401 West Morehead St, Ste100 Charlotte, NC 28208 www.ncworks.gov	(704) 206-1347	0	No
Central Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
University of North Carolina at Charlotte	Jenny Armour	9201 University Blvd Charlotte, NC 28223	(704) 687-2000	0	No
Queens College	College Central Network Services	1900 Selwyn Ave Charlotte, NC 28202	(704) 337-2337	0	No
wwwSimplyHired.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.simplyhiredl.com	(212) 649-9609	0	No
www.JuJu.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.juju.com	(212) 649-9609	0	No
Johnson C Smith University	Office of Human Resources	100 Beatties Ford Rd Charlotte, NC 28216	(704) 378-1230	0	No
Gaston Community College	Melissa Fox	201 Highway 321 South Dallas, NC 28034	(704) 922-6212	0	Yes
North Carolina Association of Broadcasters	info@ncbroadcast.com	150 Fayetteville St, Suite 1270 Raleigh, NC 27601	(919) 834-880	0	No
Kellar Radio Institute	Dan Vallie	ASU BOX 32060 Charlotte, NC 28608	(828) 262-7464	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Southwestern Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Central Carolina Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Roanoke Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Edgecombe Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
South Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Appalachian State University	Courtney Broere	ASU Box 32060 Boone, NC 28608	(828) 262-2180	0	No
Davidson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Nash Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Wilson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Rockingham Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
www.LinkedIn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.linkedin.com	(212) 649-9609	0	No
U.S. Department of Veteran Affairs	Janice Combs	810 Vermont Ave, NW Washington, DC 20420	(336) 251-0611	0	No
Employee/Industry Referral	CBS Radio Employee/Industry Employee	n/a	n/a	3	No

**Stations WBAV-FM, WBCN(AM), WFNZ(AM), WKQC(FM),
WNKS(FM), WPEG(FM), and WSOC-FM are Equal Opportunity Employers.**

5) Job Title: Sales Associate (14)

Referral Source(s) of Hire: Indeed.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	0	No
CBS Charlotte Job Line	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203 Job Line: (704) 227-8136	(704) 227-8136	0	No
CBS Radio Website	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.cbsradio.com/careers	(212) 649-9609	1	No
America's Job Exchange (AJE)	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.americasjobexchange.com	(212) 649-9609	0	No
www.Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	2	No
www.Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobs2careers.com	(212) 649-9609	0	No
www.LinkedIn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.linkedin.com	(212) 649-9609	0	No
NC Employment Security Commission	Mary	5601 Executive Center Dr Ste 100 Charlotte, NC 28212 www.ncesc.com	(704) 556-2870 X216	0	No
Urban League of Central Carolinas	Shannon McKnight	740 West 5 th St. Charlotte NC 28223	(704) 373-2256 X203	0	No
Charlotte Works	Demone Fink	1401 West Morehead St, Ste100 Charlotte, NC 28208 www.ncworks.gov	(704) 206-1347	0	No
Central Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
North Carolina Association Of Broadcasters	NCAB Job Forum	150 Fayetteville Street, Suite 1270 Raleigh, NC 27601	(919) 821-7300	0	No
Queens College	College Central Network Services	1900 Selwyn Ave Charlotte, NC 28202	(704) 337-2337	0	No
www.JustJobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.justjobs.com	(212) 649-9609	0	No
Johnson C Smith University	Office of Human Resources	100 Beatties Ford Rd Charlotte, NC 28216	(704) 378-1230	0	No
wwwSimplyHired.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.simplyhired.com	(212) 649-9609	0	No
Central Carolina Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Southwestern Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Edgecombe Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Roanoke Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
South Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Wilson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Gaston Community College	Melissa Fox	201 Highway 321 South Dallas, NC 28034	(704) 922-6212	0	Yes
Kellar Radio Institute	Dan Vallie	ASU BOX 32060 Charlotte, NC 28608	(828) 262-7464	0	No
Davidson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Nash Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Rockingham Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
University of North Carolina at Charlotte	Jenny Armour	9201 University Blvd Charlotte, NC 28223	(704) 687-2000	0	No
Appalachian State University	Courtney Broere	ASU Box 32060 Boone, NC 28608	(828) 262-2180	0	No
U.S. Department of Veteran Affairs	Janice Combs	810 Vermont Ave, NW Washington, DC 20420	(336) 251-0611	0	No
www.JuJu.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.juju.com	(212) 649-9609	0	No
Employee/Industry Referral	CBS Radio Employee/Industry Employee	n/a	n/a	1	No

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5) Job Title: Traffic Manager (15), (16), (20) Referral Source(s) of Hiree: Employee Referral(15), (16), CBS Radio.com(20)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
CBS Charlotte Job Line	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203 Job Line: (704) 227-8136	(704) 227-8136	0	No
CBS Radio Website	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.cbsradio.com/careers	(212) 649-9609	5	No
America's Job Exchange (AJE)	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.americasjobexchange.com	(212) 649-9609	0	No
www.Simply Hired.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.simplyhired.com	(212) 649-9609	0	No
wwwIndeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
www.Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobs2careers.com	(212) 649-9609	0	No
NC Employment Security Commission	Mary	5601 Executive Center Dr Ste 100 Charlotte, NC 28212 www.ncesc.com	(704) 556-2870 X216	0	No
Urban League of Central Carolinas	Shannon McKnight	740 West 5 th St. Charlotte NC 28223	(704) 373-2256 X203	0	No
Charlotte Works	Demone Frink	1401 West Morehead St, Ste 100 Charlotte, NC 28208 www.ncworks.gov	(704) 206-1347	0	No
Central Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
University of North Carolina at Charlotte	Jenny Armour	9201 University Blvd Charlotte, NC 28223	(704) 687-2000	0	No
Queens College	College Central Network Services	1900 Selwyn Ave Charlotte, NC 28202	(704) 337-2337	0	No
www.JustJobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.justjobs.com	(212) 649-9609	0	No
Gaston Community College	Melissa Fox	201 Highway 321 South Dallas, NC 28034	(704) 922-6212	0	No
Johnson C Smith University	Office of Human Resources	100 Beatties Ford Rd Charlotte, NC 28216	(704) 378-1230	0	No
www.Linkedin.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.linkedin.com	(212) 649-9609	1	No
North Carolina Association Of Broadcasters	NCAB Job Forum	150 Fayetteville Street, Suite 1270 Raleigh, NC 27601	(919) 821-7300	0	No
Kellar Radio Institute	Dan Vallie	ASU BOX 32060 Charlotte, NC 28608	(828) 262-7464	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
U.S. Department of Veteran Affairs	Janice Combs	810 Vermont Ave, NW Washington, DC 20420	(336) 251-0611	0	No
Appalachian State University	Courtney Broere	ASU Box 32060 Boone, NC 28608	(828) 262-2180	0	No
Central Carolina Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Southwestern Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Edgecombe Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Roanoke Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
South Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Wilson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Davidson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Nash Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Rockingham Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
www.JuJu.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.juju.com	(212) 649-9609	0	No
Employee/Industry Referral	CBS Radio Employee/Industry Employee	n/a	n/a	6	No

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5) Job Title: Integrated Marketing Specialist (18)

Referral Source(s) of Hire: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	0	No
CBS Charlotte Job Line	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203 Job Line: (704) 227-8136	(704) 227-8136	0	No
CBS Radio Website	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.cbsradio.com/careers	(212) 649-9609	0	No
America's Job Exchange (AJE)	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.americasjobexchange.com	(212) 649-9609	0	No
www.LinkedIn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.linkedin.com	(212) 649-9609	0	No
wwwIndeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
www.Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobs2careers.com	(212) 649-9609	0	No
NC Employment Security Commission	Mary	5601 Executive Center Dr Ste 100 Charlotte, NC 28212 www.ncesc.com	(704) 556-2870 X216	0	No
www.juju.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.juju.com	(212) 649-9609	0	No
Charlotte Works	Demone Frink	1401 West Morehead St, Ste 100 Charlotte, NC 28208 www.ncworks.gov	(704) 206-1347	0	No
Central Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
University of North Carolina at Charlotte	Jenny Armour	9201 University Blvd Charlotte, NC 28223	(704) 687-2000	0	No
Queens College	College Central Network Services	1900 Selwyn Ave Charlotte, NC 28202	(704) 337-2337	0	No
North Carolina Association Of Broadcasters	NCAB Job Forum	150 Fayetteville Street, Suite 1270 Raleigh, NC 27601	(919) 821-7300	0	No
Gaston Community College	Melissa Fox	201 Highway 321 South Dallas, NC 28034	(704) 922-6212	0	Yes
Appalachian State University	Courtney Broere	ASU Box 32060 Boone, NC 28608	(828) 262-2180	0	No
wwwSimply Hired.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.simplyhired.com	(212) 649-9609	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Central Carolina Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Southwestern Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Edgecombe Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Roanoke Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
South Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Davidson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Nash Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Rockingham Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Wilson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Industry/Employee Referral	n/a	n/a	n/a	2	No

**Stations WBAV-FM, WBCN(AM), WFNZ(AM), WKQC(FM),
WNKS(FM), WPEG(FM), and WSOC-FM are Equal Opportunity Employers.**

5) Job Title: Local Sales Manager (19) Referral Source(s) of Hire: Industry Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
CBS Charlotte Job Line	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203 Job Line: (704) 227-8136	(704) 227-8136	0	No
CBS Radio Website	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.cbsradio.com/careers	(212) 649-9609	2	No
America's Job Exchange (AJE)	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.americasjobexchange.com	(212) 649-9609	0	No
www.JustJobs.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.justjobs.com	(212) 649-9609	0	No
wwwIndeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
www.Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobs2careers.com	(212) 649-9609	0	No
NC Employment Security Commission	Mary	5601 Executive Center Dr Ste 100 Charlotte, NC 28212 www.ncesc.com	(704) 556-2870 X216	0	No
Urban League of Central Carolinas	Shannon McKnight	740 West 5 th St. Charlotte NC 28223	(704) 373-2256 X203	0	No
Charlotte Works	Demone Frink	1401 West Morehead St, Ste 100 Charlotte, NC 28208 www.ncworks.gov	(704) 206-1347	0	No
Central Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
University of North Carolina at Charlotte	Jenny Armour	9201 University Blvd Charlotte, NC 28223	(704) 687-2000	0	No
Queens College	College Central Network Services	1900 Selwyn Ave Charlotte, NC 28202	(704) 337-2337	0	No
wwwSimplyHired.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.simplyhired.com	(212) 649-9609	0	No
www.LinkedIn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.linkedin.com	(212) 649-9609	0	No
Johnson C Smith University	Office of Human Resources	100 Beatties Ford Rd Charlotte, NC 28216	(704) 378-1230	0	No
www.JuJu.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.juju.com	(212) 649-9609	0	No
Gaston Community College	Melissa Fox	201 Highway 321 South Dallas, NC 28034	(704) 922-6212	0	Yes

Stations WBAV-FM, WBCN(AM), WFNZ(AM), WKQC(FM), WNKS(FM), WPEG(FM), and WSOC-FM are Equal Opportunity Employers.

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
North Carolina Association Of Broadcasters	NCAB Job Forum	150 Fayetteville Street, Suite 1270 Raleigh, NC 27601	(919) 821-7300	0	No
U.S. Department of Veteran Affairs	Janice Combs	810 Vermont Ave, NW Washington, DC 20420	(336) 251-0611	0	No
Kellar Radio Institute	Dan Vallie	ASU BOX 32060 Charlotte, NC 28608	(828) 262-7464	0	No
Central Carolina Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Southwestern Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Edgecombe Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Roanoke Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
South Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Davidson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Nash Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Rockingham Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Wilson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Appalachian State University	Courtney Broere	ASU Box 32060 Boone, NC 28608	(828) 262-2180	0	No
www.VeteransExchange.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.veteransexchange.com	(212) 649-9609	0	No
www.DisabilityExchange.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.disabilityexchange.com	(212) 649-9609	0	No
Employee/Industry Referral	CBS Radio Employee/Industry Employee	n/a	n/a	2	No

**Stations WBAV-FM, WBCN(AM), WFNZ(AM), WKQC(FM),
WNKS(FM), WPEG(FM), and WSOC-FM are Equal Opportunity Employers.**

5) Job Title: Account Executive (21)

Referral Source(s) of Hire: CBS Radio Website

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	0	No
CBS Charlotte Job Line	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203 Job Line: (704) 227-8136	(704) 227-8136	0	No
CBS Radio Website	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.cbsradio.com/careers	(212) 649-9609	2	No
America's Job Exchange (AJE)	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.americasjobexchange.com	(212) 649-9609	0	No
www.Linkedin.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.linkedin.com	(212) 649-9609	0	No
wwwIndeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
www.Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobs2careers.com	(212) 649-9609	0	No
NC Employment Security Commission	Mary	5601 Executive Center Dr Ste 100 Charlotte, NC 28212 www.ncesc.com	(704) 556-2870 X216	0	No
Urban League of Central Carolinas	Shannon McKnight	740 West 5 th St. Charlotte NC 28223	(704) 373-2256 X203	0	No
Charlotte Works	Demone Frink	1401 West Morehead St, Ste 100 Charlotte, NC 28208 www.ncworks.gov	(704) 206-1347	0	No
Central Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
University of North Carolina at Charlotte	Jenny Armour	9201 University Blvd Charlotte, NC 28223	(704) 687-2000	0	No
Queens College	College Central Network Services	1900 Selwyn Ave Charlotte, NC 28202	(704) 337-2337	0	No
www.JustJobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.justjobs.com	(212) 649-9609	0	No
wwwSimplyHired.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.simplyhired.com	(212) 649-9609	0	No
Johnson C Smith University	Office of Human Resources	100 Beatties Ford Rd Charlotte, NC 28216	(704) 378-1230	0	No
Gaston Community College	Melissa Fox	201 Highway 321 South Dallas, NC 28034	(704) 922-6212	0	Yes
Kellar Radio Institute	Dan Vallie	ASU BOX 32060 Charlotte, NC 28608	(828) 262-7464	0	No
U.S. Department of Veteran Affairs	Janice Combs	810 Vermont Ave, NW Washington, DC 20420	(336) 251-0611	0	No
North Carolina Association Of Broadcasters	NCAB Job Forum	150 Fayetteville Street, Suite 1270 Raleigh, NC 27601	(919) 821-7300	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Appalachian State University	Courtney Broere	ASU Box 32060 Boone, NC 28608	(828) 262-2180	0	No
Central Carolina Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Southwestern Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Edgecombe Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Roanoke Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Davidson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Nash Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Rockingham Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
South Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Wilson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Disability job Exchange	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.disabilityjobexchange.com	(212) 649-9609	0	No
Veterans Job Exchange	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.veteransjobexchange.com	(212) 649-9609	0	No
www.juju.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.juju.com	(212) 649-9609	0	No
Employee/Industry Referral	CBS Radio Employee/Industry Employee	n/a	n/a	3	No

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5) Job Title: Account Executive(22), (24), Referral Source(s) of Hire: CBS Radio Website(22), Internal Posting(24), Industry Referral(26)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	Human Resources	1520 S Blvd Ste. 300 Charlotte NC 28203	(704) 227-8136	1	No
CBS Charlotte Job Line	Human Resources	1520 S Blvd Ste. 300 Charlotte NC 28203 Job Line: (704) 227-8136	(704) 227-8136	0	No
CBS Radio Website	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.cbsradio.com/careers	(212) 649-9609	1	No
America's Job Exchange (AJE)	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.americasjobexchange.com	(212) 649-9609	0	No
www.Linkedin.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.linkedin.com	(212) 649-9609	0	No
wwwIndeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	1	No
www.JustJobs.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.justjobs.com	(212) 649-9609	0	No
www.Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobs2careers.com	(212) 649-9609	0	No
NC Employment Security Commission	Mary	5601 Executive Center Dr Ste 100 Charlotte, NC 28212 www.ncesc.com	(704) 556-2870 X216	0	No
Urban League of Central Carolinas	Shannon McKnight	740 West 5 th St. Charlotte NC 28223	(704) 373-2256 X203	0	No
Charlotte Works	Demone Frink	1401 West Morehead St, Ste. 100 Charlotte, NC 28208 www.ncworks.gov	(704) 206-1347	0	No
Central Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
University of North Carolina at Charlotte	Jenny Armour	9201 University Blvd Charlotte, NC 28223	(704) 687-2000	0	No
Queens College	College Central Network Services	1900 Selwyn Ave Charlotte, NC 28202	(704) 337-2337	0	No
North Carolina Association Of Broadcasters	NCAB Job Forum	150 Fayetteville Street, Suite 1270 Raleigh, NC 27601	(919) 821-7300	0	No
Gaston Community College	Melissa Fox	201 Highway 321 South Dallas, NC 28034	(704) 922-6212	0	Yes
Veterans job Exchange	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.veteransjobexchange.com	(212) 649-9609	0	No
Appalachian State University	Courtney Broere	ASU Box 32060 Boone, NC 28608	(828) 262-2180	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Minority Professionals Network	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.mpndiversity.com	(212) 649-9609	0	No
Disability job Exchange	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.disabilityjobexchange.com	(212) 649-9609	0	No
U.S. Department of Veteran Affairs	Janice Combs	810 Vermont Ave, NW Washington, DC 20420	(336) 251-0611	0	No
wwwSimplyHired.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.simplyhired.com	(212) 649-9609	0	No
Central Carolina Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Southwestern Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Davidson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Nash Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Rockingham Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Edgecombe Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Roanoke Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
South Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Wilson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
www.juju.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.juju.com	(212) 649-9609	0	No
Employee/Industry Referral	CBS Radio Employee/Industry Employee	n/a	n/a	2	No

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5) Job Title: On Air Talent (23)

Referral Source(s) of Hiree: Industry Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	Human Resources	1520 S Blvd Ste. 300 Charlotte NC 28203	(704) 227-8136	2	No
CBS Charlotte Job Line	Human Resources	1520 S Blvd Ste. 300 Charlotte NC 28203 Job Line: (704) 227-8136	(704) 227-8136	0	No
CBS Radio Website	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.cbsradio.com/careers	(212) 649-9609	0	No
America's Job Exchange (AJE)	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.americasjobexchange.com	(212) 649-9609	0	No
wwwIndeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
www.Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.job2careers.com	(212) 649-9609	0	No
www.LinkedIn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.linkedin.com	(212) 649-9609	0	No
www.JustJobs.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.justjobs.com	(212) 649-9609	0	No
NC Employment Security Commission	Mary	5601 Executive Center Dr. Ste. 100 Charlotte, NC 28212 www.ncesc.com	(704) 556-2870 X216	0	No
Urban League of Central Carolinas	Shannon McKnight	740 West 5 th St. Charlotte NC 28223	(704) 373-2256 X203	0	No
Charlotte Works	Demone Frink	1401 West Morehead St, Ste. 100 Charlotte, NC 28208 www.ncworks.gov	(704) 206-1347	0	No
Central Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Queens College	College Central Network Services	1900 Selwyn Ave Charlotte, NC 28202	(704) 337-2337	0	No
Disability job Exchange	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.disabilityjobexchange.com	(212) 649-9609	0	No
University of North Carolina at Charlotte	Jenny Armour	9201 University Blvd Charlotte, NC 28223	(704) 687-2000	0	No
Gaston Community College	Melissa Fox	201 Highway 321 South Dallas, NC 28034	(704) 922-6212	0	Yes
North Carolina Association Of Broadcasters	NCAB Job Forum	150 Fayetteville Street, Suite 1270 Raleigh, NC 27601	(919) 821-7300	0	No
www.JuJu.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.juju.com	(212) 649-9609	0	No
wwwSimply Hired.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.simplyhired.com	(212) 649-9609	0	No
Veterans job Exchange	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.veteransjobexchange.com	(212) 649-9609	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Appalachian State University	Courtney Broere	ASU Box 32060 Boone, NC 28608	(828) 262-2180	0	No
U.S. Department of Veteran Affairs	Janice Combs	810 Vermont Ave, NW Washington, DC 20420	(336) 251-0611	0	No
Davidson College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Nash Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Rockingham Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Central Carolina Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Southwestern Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Edgecombe Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Roanoke Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
South Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Wilson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmployeNC.com	704-290-5846	0	No
Industry/Employee Referral	n/a	<u>n/a</u>	n/a	4	No

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5) Job Title: Sales Associate (25)

Referral Source(s) of Hire: CBS Radio Website

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	0	No
CBS Charlotte Job Line	Human Resources	1520 S Blvd Ste 300 Charlotte NC 28203 Job Line: (704) 227-8136	(704) 227-8136	0	No
CBS Radio Website	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.cbsradio.com/careers	(212) 649-9609	5	No
America's Job Exchange (AJE)	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.americasjobexchange.com	(212) 649-9609	0	No
wwwIndeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	5	No
US.Jobs	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.us.jobs	(212) 649-9609	0	No
www.LinkedIn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.linkedin.com	(212) 649-9609	0	No
www.JustJobs.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.justjobs.com	(212) 649-9609	0	No
NC Employment Security Commission	Mary	5601 Executive Center Dr Ste. 100 Charlotte, NC 28212 www.ncesc.com	(704) 556-2870 X216	0	No
Urban League of Central Carolinas	Shannon McKnight	740 West 5 th St. Charlotte NC 28223	(704) 373-2256 X203	0	No
Charlotte Works	Demone Frink	1401 West Morehead St, Ste. 100 Charlotte, NC 28208	(704) 206-1347	0	No
Central Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Queens College	College Central Network Services	1900 Selwyn Ave Charlotte, NC 28202	(704) 337-2337	0	No
Disability job Exchange	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.disabilityjobexchange.com	(212) 649-9609	0	No
University of North Carolina at Charlotte	Jenny Armour	9201 University Blvd Charlotte, NC 28223	(704) 687-2000	0	No
Gaston Community College	Melissa Fox	201 Highway 321 South Dallas, NC 28034	(704) 922-6212	0	Yes
North Carolina Association Of Broadcasters	NCAB Job Forum	150 Fayetteville Street, Suite 1270 Raleigh, NC 27601	(919) 821-7300	0	No
www.JuJu.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.juju.com	(212) 649-9609	0	No
www.SimpleHired.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.simplyhired.com	(212) 649-9609	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Veterans job Exchange	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.veteransjobexchange.com	(212) 649-9609	0	No
Appalachian State University	Courtney Broere	ASU Box 32060 Boone, NC 28608	(828) 262-2180	0	No
U.S. Department of Veteran Affairs	Janice Combs	810 Vermont Ave, NW Washington, DC 20420	(336) 251-0611	0	No
Davidson College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Nash Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Rockingham Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Central Carolina Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Southwestern Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Edgecombe Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Roanoke Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
South Piedmont Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No
Wilson Community College	Pat Nash	PO Box 35009 Charlotte, NC 28235 www.EmploymeNC.com	704-290-5846	0	No

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6) **Total # of Interviewees Referred:** For the period from July 23, 2013, through July 22, 2014, this Employment Unit interviewed **153** interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

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

1. Union County Education Foundation Career Day (Tuesday, November 19, 2014)

As part of our participation in the Union County Education Foundation Career Day, CBS Charlotte attendees served as speakers for the local Monroe High School career day. CBS Radio provided insight into the broadcasting industry and employment opportunities in broadcasting.

Personnel Involved: Account Executive, On-Air Talent

2. Kellar Radio Talent Institute Panel, Appalachian State University (Friday, June 6, 2014)

As part of our participation in the Kellar Radio Talent Institute, CBS Charlotte attendees spoke on a panel to aspiring broadcasting students and graduates. CBS Radio attendees discussed employment opportunities, how to get hired, how to go from student to star, and the role of each department and how they operate together. CBS attendees shared personal experiences on how they got their start in radio.

Personnel Involved: Market Manager, Director of Sales, Marketing Director, General Sales Manager, Digital Sales Manager, Programming Director, Interactive Sales Specialist

3. Kings College Mock Interviews (August 21, 2013)

As part of our participation in the Kings College Mock Interviews, CBS Charlotte Director of Sales conducted mock interviews with college students in order to prepare them for future opportunities, including those in broadcasting.

Personnel Involved: Director of Sales

4. Appalachian State Sales Mentor Project (February 8, 2014 – April 17, 2014)

As a participant in the ASU Sales Mentor Project, the CBS Charlotte Digital Sales Manager acted as a mentor over a 3 month period to help train and prepare a graduating student. The DSM conducted training sessions that covered product knowledge, prospecting, sales approach methods, and sales call role play. The student was able to consult with the mentor and job shadow during the 3 month mentoring period.

Personnel Involved: Digital Sales Manager

5. Job Shadowing

The Employment Unit participated in a job shadowing day on Thursday, April 10, 2014 and hosted a student from Queens College. The student shadowed on-air personnel from WKQC-FM and WNKS-FM, and the student was able to observe the employees performing their jobs and learn about the skills required for those jobs.

Personnel Involved: On-Air Talent

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b) Internship Program

The Employment Unit has an ongoing internship program designed to assist members of the community in acquiring skills needed for broadcast employment and designed to promote and foster the professional development of participating students. Interns are assigned to work in all departments at the stations, including promotions, marketing, programming, and sales. Interns come from various colleges and universities in the Greater Charlotte area. The program hosted 12 students during the reporting period.

Personnel Involved: Promotions Managers, Program Directors, Production Directors

c) Training Program/Mentoring Program

Sales Associate Training/Mentoring Program (Ongoing)

The Employment Unit has implemented a sales training/mentoring program to assist with the growth, development, and support of junior account executives and other entry level personnel who have interest in career in sales. The Sales Associate Training Program is designed to enable Employment Unit personnel in sales in acquiring skills that could qualify them for higher level positions. Participants participate in a 10 – 12 month training program to establish a position within Radio that will provide real world industry training as well as a perspective on interdepartmental procedures. Additionally, one senior account executive at each station is a designated mentor, who works on a one-on-one daily basis with designated mentees. At the same time, the senior account executive mentors develop supervisory and instructional skills necessary for careers in sales management. During this reporting period, the Employment Unit had 4 participants in the training/mentoring program.

Personnel Involved: Director of Sales, General Sales Managers, Sales Department Employees

d) Training of Management-Level Personnel

CBS Corporation Compliance Training Program (Ongoing)

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. 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. Employment Unit employees, including management-level personnel, also received copies of the CBS Corporation quarterly compliance newsletter (Compliance Up Close) and short video vignettes on the following subjects: the Company's anti-retaliation policy, appropriate use of social media and financial integrity. 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" in July/August 2013.

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

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

CBS Radio Career Website (Ongoing)

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

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Attachment A

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

SimplyHired – www.simplyhired.com

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

AJE Outreach Partner Network¹:

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
 - Disabled American Vets: www.jofdav.com
 - All Veteran Jobs: www.allveteranjobs.com
 - Disability Job Boards
 - Disability Jobs: www.disabilityjobs.net
 - Disabled Person: www.disabledperson.com

¹ 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
- Diversity Job Boards
 - Diversity Jobs: www.diversityjobs.com
 - Asian Hires: www.asianhires.com
 - African American Hires: www.africanamericanhires.com
 - All Hispanic Jobs: www.allhispanicjobs.com
 - All LGBT Jobs: www.alllgbtjobs.com
- National Job Board Aggregators
 - Indeed: www.indeed.com
 - Simply Hired: www.simplyhired.com
 - Beyond: 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
 - Veterans Job Bank:
www.nationalresourcedirectory.gov/home/veterans_job_bank
 - State Department of Rehabilitation
 - U.S. Department of Veterans Affairs

AJE State Distribution Network²:

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

- **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)

² 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.