

Exhibit 3

Total number of interviewees for each vacancy and the referral source for each interviewee for all full-time vacancies filled during the periods of February 1, 2005 – January 31, 2006 and February 1, 2006 – January 31, 2007.

February 1, 2005 – January 31, 2006

Quintero, Cecilia

Subject: Section 7: With Applicant flow totals per job vacancy filled as it appears on 2005-2006
EEO/FCC Public File-WCBS-TV

Hire Recruitment Source Summary

| <u>Name of Hire:</u> | <u>Name of Recruitment Source:</u> | <u>Applicants</u> |
|--|---|--------------------------|
| 1) Local Sales Manager | Industry Referral | 9 |
| 2) Coordinator, PR & Community Affairs | Internal CBS TV Transfer | 20 |
| 3) Broadcast Operations Coordinator | Internal Promotion | 4 |
| 4) Payroll Coordinator | The Abacaus Group | 6 |
| 5) Director of Marketing | Internal Promotion | 6 |
| 6) Anchor | Industry Referral | 5 |
| 7) Reporter | Internal Promotion | 1 |
| 8) Reporter | Industry Referral | 4 |
| 9) Producer | Tom Dolan Media Management | 3 |
| 10) Web Executive Producer | Internal Promotion | 2 |
| 11) President & General Mgr | Internal CBS Candidate | 4 |
| 12) Talent (Anchor) | Industry Referral | 5 |
| 13) Mgr, P.R. & Community Affairs | Employee Referral | 6 |
| 14) Associate Producer | Industry Referral | 19 |
| 15) Assistant News Director | Industry Referral | 8 |
| 16) Web Producer | Internal Promotion | 11 |
| 17) Web Producer | Employee Referral | 1 |
| 18) Web Producer | Employee Referral | 12 |
| 19) Graphic Artist | Internal Promotion | 1 |
| 20) Reporter | Industry Referral | 1 |
| 21) Sales Office Coordinator | Internal CBS candidate | 3 |
| 22) Executive Producer | Internal Candidate | 1 |
| 23) Mgr, Engineering Ops | Web | 8 |

| | | |
|--------------------------------------|-----------------------|-----|
| 24) Director, Creative Svcs | Unsolicited Applicant | 4 |
| 25) Producer | Internal Promotion | 1 |
| 26) Sales Assistant | Employee Referral | 7 |
| 27) Technical Director | Industry Referral | 6 |
| 28) Director | Internal Promotion | 4 |
| 29) Producer | Industry Referral | 1 |
| Total number of reported applicants: | | 163 |

ATTACHMENT G #1

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. Job Title: Local Sales Manager 3. Hire Date: 2/8/05

2. Total # of Interviewees: (9) 4. Referral Source of Hiree: [Name/Position]

• website
• internet co.

Industry Referral 7)

| | | | (Position, if appropriate) |
|-------------------|---------------|-------------------------|----------------------------|
| Marc Fellar | Nov. 15, 2004 | Recommended | Alan Clark |
| Thomas Marsillo | Nov. 15, 2004 | Recommended | Ric Siciliano |
| Doug Pfaff | Nov. 16, 2004 | Word of Mouth - | |
| Mike Crazenzo | Nov. 16, 2004 | Recommended | Bob Kaplan |
| Joseph Lyons | Nov. 18, 2004 | Website | Website |
| Scott Silverstein | Nov. 22, 2004 | Barry Offitzer | Barry Offitzer |
| Michael Schwartz | Nov. 22, 2004 | Works For CBS (VSS) | |
| Eric Smith | Nov. 30, 2004 | Recommended | Ronda Thomas |
| Richard Arciere | | ABC - industry referral | |
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IF NECESSARY ATTACH A LIST OF ADDITIONAL INDIVIDUALS INTERVIEWED FOR JOB VACANCY, USING IDENTICAL FORMAT

ATTACHMENT G #2

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

- 1. Job Title: Coordinator of Community PR & Affairs
- 2. Total # of Interviewees: 20
- 3. Hire Date: Feb 14th 2005
- 4. Referral Source of Hiree: [Name/Position] Joel Goldberg / Judy Miller CBS

| | | | |
|----------------------|----------|-------------------------------|---------------------------|
| Mia J. Best | 12/1/04 | Nickelodeon | Dan Martinsen |
| Pamela Bender | 12/3/04 | WCBS | Jean Hodge |
| Allison Alonzo | 12/3/04 | Nickelodeon | Janna Doses |
| Ron L. Olen | 12/3/04 | Hearst | Amanda Casgar |
| Carl R. Stange | 12/7/04 | Lesbian & Gay Journalist Assn | N/A |
| Amanda Kirby Lynch | 12/3/04 | NY Magazine | Betsy Burton |
| Sang Choi | 12/6/04 | WCBS | Jean Hodge |
| Jessica A. Schulberg | 12/7/04 | Oprah Mag. | JJ Miller |
| Jay Novie | 12/8/04 | WCBS | Abn Clack / Larry Minogue |
| Nadine Kerr | 12/8/04 | WCBS | |
| Fran Hamm | 12/8/04 | WCBS | |
| Dan MacNiven | 12/15/04 | CBS | Jeremy Murphy |
| Tania Colon | 1/10/05 | website ad | |
| Yvette Kelly | 1/9/05 | WCBS | Steve Miller |
| Alena Bisaccio | 1/4/05 | westwood one | Kim Forrest |

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- 1 Hearst
- 2 Nickelodeon
- 8 employee referrals
- 3 CBS network
- 1 web
- 1 westwood one
- 1 Oprah mag.
- 1 NY magazine
- 1 LGJA

ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. Job Title: _____

3. Hire Date: _____

2. Total # of Interviewees: _____

4. Referral Source of Hire: [Name/Position]

| | | | |
|----------------------|--------|------|-----------------------------|
| Jay Corcoran | 1/5/05 | | Lynn Goldberg |
| Michael Thurston | 1/5/05 | WCBS | Steve Miller |
| Kei Christofferson | 1/7/05 | CBS | Beth Feldman |
| * Vanessa Kenon Hunt | 1/7/05 | CBS | Joel Goldberg / Judy Miller |
| Blair Younger | 1/4/05 | WCBS | Steve Miller |
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ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. Job Title: Broadcast Ops Coord. 3. Hire Date: 2/22/05
 2. Total # of Interviewees: 4 4. Referral Source of Hiree: [Name/Position] Sang Choi (internal candidate)

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|--|------------------|------------------------------------|--|
| Kristen LoGiudice | 1/26/05 | Former employee in department | Georges Casanova |
| Sang Choi | 1/27/05 | Pr. diem employee | Jean Hodge |
| Michael Glover | 2/1/05 | website | |
| Julie Stein | 2/2/05 | website | |
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ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. Job Title: Payroll Coordinator 3. Hire Date: 2/28/05 or ASAP

2. Total # of Interviewees: 11?

4. Referral Source of Hiree: [Name/Position] Howard Weisberger, The Abacus Group

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|---|-------------------------|---|---|
| Farzal Baksh | 2/14/05 | Abacus Group | Howard Weisberger |
| Friselle Ferallos | 2/14/05 | Abacus Group | " |
| Terrence Sy | 2/15/05 | " | " |
| William Sanchez | 2/16/05 | " | " |
| Nadine Kerr | 1/19/05 | Internal - WEBS | |
| Selva Tyndale | 10/29/04 | " " | |
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ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. Job Title: Director of Marketing 3. Hire Date: _____

2. Total # of Interviewees: _____

4. Referral Source of Hire: [Name/Position]
Helen Hauser

| | | | (Position, if appropriate) |
|-------------------|---------|------------------|---|
| Jocelyn Fenyn | 3/22/05 | Lou Leone | WCBS-TV - Pres & GM NYC |
| Ryan McCarthy | 4/4/05 | Rick McBride | WCBS-TV - Director of Sports Sales - |
| Nicole Lenti | 4/5/05 | Rich Lacourciere | WCBS-TV - LSM |
| Bill Namiot | 4/6/05 | Spots & Ads | E-Mailed adsm |
| Donnie Fitzgerald | 4/6/05 | Referral | HN Media |
| Helen Hauser | | Personal contact | website/pmb |
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ATTACHMENT G

DATA REGARDING INTERVIEWEES

#8

RECORDS FOR FILLED JOB VACANCY

1. Job Title: Reporter

3. Hire Date: _____

2. Total # of Interviewees: 4

4. Referral Source of Hiree: [Name/Position] Tony Warren
3 AGENTS

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|--|------------------|------------------------------------|--|
| Liz HAMEL | 5/17/05 | Tom Dolan | Dolan MEDIA Mgt |
| Christine Chang | | AGENT/KEVIN LINDRA | |
| CHRIS RIVA | 3/25/05 | AGENT/JACKIE HARRIS | |
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ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. **Job Title:** Web Executive Producer 3. **Hire Date:** _____

2. **Total # of Interviewees:** 2

4. **Referral Source of Hiree:** [Name/Position] Phil O'Brien
WCSN-TV - Internal candidate

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|---|-------------------------|---|---|
| <u>Adam Shapiro</u> | <u>07-29-11</u> | <u>INTERNAL CANDIDATE</u> | |
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ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

#11

1. Job Title: President + General mgr 3. Hire Date: _____
2. Total # of Interviewees: 4 4. Referral Source of Hiree: [Name/Position]
TV Rep Firm

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|---|-------------------------|---|---|
| Joel Goldberg | | WCBS-TV emp. | website |
| Diane Doctor | | " | " |
| Bruno Cohen | | Sacramento MKT CBS | |
| Steve Mauldin | | Dallas MKT CBS | |
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DATA REGARDING INTERVIEWEES

#12

RECORDS FOR FILLED JOB VACANCY

1. Job Title: Anchor

3. Hire Date: _____

2. Total # of Interviewees: 5

4. Referral Source of Hiree: [Name/Position]

Jim Ryan
4 Agents

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|--|------------------|------------------------------------|--|
| Ross Parumbo | 6/27/05 | AGENT | |
| April Wilson Woodard | 5/17/05 | AGENTS | |
| Feather McBride | 6/09/05 | PETER POWERS/BUSINESS ASSOCIATE | |
| Andrew Humphrey | 5/17/05 | AGENT | |
| Jim Ryan | | | |
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ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. Job Title: Associate Producer

3. Hire Date: 10/3/05

2. Total # of Interviewees: 19

4. Referral Source of Hiree: [Name/Position] Ally Vitella
Production Manager
MSNBC

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|---|-------------------------|---|---|
| Robert Sevilla | 9/20/05 | msnbc | Ally Vitella / Production Manager |
| Neeha Kadi Katta | 9/20/05 | wcbstv.com | web |
| Sarah Leonard | 9/21/05 | wcbstv.com | web |
| Erin Clark | 9/23/05 | KYW-TV | Mike Collieran / General Manager |
| Jason Gonzalez | 9/23/05 | wcbstv.com | web |
| Carrie Lem | 9/26/05 | wcbstv.com | web |
| Darlene Musamara | 9/26/05 | wcbstv.com | web |
| Peter Haslot | 9/26/05 | wcb sales | Donna Simon |
| Jeremy Hutchins | 9/29/05 | Bronxnet Cable TV | Director (Don't know name) |
| Shara Levine | 9/29/05 | wcbstv.com | web |
| Jennifer Rebecheux | 9/29/05 | WEXT-TV | Don't know |
| Amber Laura | 9/29/05 | wcbstv.com | web |
| Lindsay Flynn | 9/29/05 | Former co-worker | Christopher Imperoni / Writer Producer |
| Keanya Scott | 9/30/05 | St. Johns | Career Center |
| Tamara Vostok | 9/30/05 | Career Builder / St. Johns | |
| Christina Bonetta | 9/30/05 | wcbstv.com | web |
| Vivian Seder | 9/30/05 | WCBS News Employee | web |

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Kim Vanden Noort 9/30/05 wcbstv.com
 Daniel Lurman 9/23/05 wcbstv.com

ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. Job Title: Assistant News Director 3. Hire Date: 10/10/05
2. Total # of Interviewees: 4. Referral Source of Hiree: [Name/Position] Kim Godwin

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|---|-------------------------|---|---|
| Katherine Green / WITB Washington | | Dennis Sullivan | |
| Francis Broatz | | Internal candidate | |
| Egon Hammer | | Internal candidate | |
| Emad Asghar | | Internal candidate | |
| Stacey Owen | 6/29/05 | KRON News Director | |
| Drew Marcus | 4/5/05 | former WNBC News Director | |
| CAMILLE Edwards | @ KABC mt | KMAQ - N.D. | Bob Butler |
| KIM Godwin | | former WNBC | |
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IF NECESSARY ATTACH A LIST OF ADDITIONAL INDIVIDUALS INTERVIEWED FOR JOB VACANCY, USING IDENTICAL FORMAT

ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. Job Title: Website Producer 3. Hire Date: 10/31/05
 2. Total # of Interviewees: 11 4. Referral Source of Hiree: [Name/Position] Greg Sellar

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|---|-------------------------|---|---|
| Grant Farnell | 10/13/05 | contact | |
| Revised Saleeby | 10/14/05 | web | |
| Catherine LeFebvre | 10/12/05 | web | |
| Tana Driscoll | 10/14/05 | web | |
| Teresa Masterson | phone 9/14/05 | web | |
| Jason Frazier | 10/20/05 | web | |
| Toby Colodora | 8/29/05 | web | |
| Tom Laybace | phone 9/26/05 | web | |
| Lesnard Greene | phone 9/27/05 | web | |
| Anee Kim | phone 9/28/05 | web | |
| Jeremy Young | 9/19/05 | web | |
| Greg Gabel | 9/20/05 | Low Lane | |
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IF NECESSARY ATTACH A LIST OF ADDITIONAL INDIVIDUALS INTERVIEWED FOR JOB VACANCY, USING IDENTICAL FORMAT

#23

ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

- 1. Job Title: DIR. NEWS ENGR. 3. Hire Date: 11-7-05
- 2. Total # of Interviewees: 78 4. Referral Source of Hiree: [Name/Position]

| | | | |
|------------------|---------|----------|--|
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| JEFF BASS | 7-14-05 | WEB | |
| KARL ZUK | 7-19-05 | INTERNAL | |
| KRIS BINDER | 7-21-05 | WEB | |
| MICHAEL MITCHELL | 7-28-05 | INTERNAL | |
| ROGER CUCCI | 7-29-05 | INTERNAL | |
| LARRY SEARY | 8-01-05 | FRIEND | |
| DERON KIRTON | 8-05-05 | WEB | |
| COLLEEN LEHANE | 8-26-05 | FRIEND | |
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IF NECESSARY ATTACH A LIST OF ADDITIONAL INDIVIDUALS INTERVIEWED FOR JOB VACANCY, USING IDENTICAL FORMAT

#25

ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. Job Title: Producer

3. Hire Date: 1/1/06

2. Total # of Interviewees: 1

4. Referral Source of Hiree: [Name/Position]

Internal hire

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|---|-----------------------------|---|---|
| <i>al Guant</i> | | <i>WBS-TV employee</i> | |
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ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. Job Title: *Sales Assistant*

3. Hire Date: *11/25/06*

2. Total # of Interviewees: *7*

4. Referral Source of Hiree: [Name/Position]
Employee Referral

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|---|-------------------------|---|---|
| <i>Justin Miller</i> | <i>12/20/05</i> | <i>Barbara Simon</i> | <i>M/W</i> |
| <i>Marianne Hart</i> | <i>1/6/06</i> | <i>Jude Pagano</i> | <i>F/W</i> |
| <i>Janell Crouther</i> | <i>1/10/06</i> | <i>Posting</i> | <i>M/B</i> |
| <i>Valerie DiMambro</i> | <i>12/21/05</i> | <i>Janie Cini</i> | <i>F/W</i> |
| <i>Jason Jones</i> | <i>1/4/06</i> | <i>Posting</i> | <i>M/S</i> |
| <i>Christine Lyons</i> | <i>1/5/06</i> | <i>Wendy Courtney</i> | <i>F/W</i> |
| <i>Vanessa Scuriano</i> | <i>1/5/06</i> | <i>Joe DiGregorio</i> | <i>M/W</i> |
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ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. Job Title: Technical Director 3. Hire Date: 11/9/06
 2. Total # of Interviewees: 12 4. Referral Source of Hire: [Name/Position] Mark Haffner

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|---|-------------------------|---|---|
| Peter Feiner | Aug, 05 | Internal | |
| Phil Loccisano | Aug, 05 | CBS News | CUU |
| MIKE SER | Aug, 05 | FNC | |
| MARK HAFFNER | 11-21-05 | NBC / WEB Post | |
| MIKE CARLUCCI | ? | NBC / WEB Post | CBS Network |
| JASON COOK | 10-26-05 | NBC / WEB Post | |
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DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. Job Title: Director ^{#28}
 2. Total # of Interviewees: 4
 3. Hire Date: 1/22/06
 4. Referral Source of Hiree: [Name/Position]

2 web
1 class.
1 internal

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|--|------------------|------------------------------------|--|
| Angie Moorfield | ongoing | was per diem already at WCBS | |
| Bl Steven Blazo | 10/11/05 | CBS referral | |
| FRED HERSCH | 12/1/05 | KABC/web Posting | |
| JASON COOK | 10/26/05 | NBC/web Posting | |
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IF NECESSARY ATTACH A LIST OF ADDITIONAL INDIVIDUALS INTERVIEWED FOR JOB VACANCY, USING IDENTICAL FORMAT

ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. Job Title: Producer

3. Hire Date: _____

2. Total # of Interviewees: 1

4. Referral Source of Hiree: [Name/Position]

Industry Referral

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
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| <i>Bior Appgate</i> | | | |
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IF NECESSARY ATTACH A LIST OF ADDITIONAL INDIVIDUALS INTERVIEWED FOR JOB VACANCY, USING IDENTICAL FORMAT

Quintero, Cecilia

From: Quintero, Cecilia
Sent: Sunday, February 25, 2007 6:36 PM
To: Bona, Robin M
Subject: DRAFT-. Much of my comments to Andy are based on my notes from the Thursday call. I'd like to send out to him early Monday.THNX

Importance: High

Attachments: EEO WCBS-01-07.xls; EEO WCBS-12-06.xls

Robin, let me know if there is anything I've overlooked here. Talk to you Monday. Good Night! Cecilia

Andy:

I have begun compiling the data that we discussed last Thursday over the weekend and have some questions that I would like you to consider/clarify so I don't misunderstand the scope of the FCC inquiry or duplicate effort unnecessarily.

Under section 3: Audit Data Requested

a) Printouts of the 2005-2006 EEO/FCC Public File report & our current recent release for period covering 2006-2007 are done

b) When Vanessa Kennon-Hunt (our community affairs manager) returns from vacation she just needs to **pull one representative sample** of each notice, ad, e-mail, letter which is typically released to all of our organizations rather than reproduce a paper trail for each of our posted jobs--correct?

c) I am recalculating the numbers of applicants interviewed per each job vacancy for the last public file report (2006-2007). Let me know if I need to do the same for the prior year's applicant pool also? Our published (on web) numbers currently show the allocation per outreach organization rather than by job.

D) I pulled the full time staff numbers for 12/31/06 vs. 1/31/06. This is a working draft of what I've done so far, is this how you would like to see it organized? I have it arranged by department, surname, position, sex, ethnicity, eeo code & FTstatus.



EEO



EEO

CBS-01-07.xls (45 K) CBS-12-06.xls (46 K)

Race Codes: White -0

Black-1

Asian-2

Native Am-3

Hispanic -4

EEO Codes: Management -1

Professional-2

Technical - 3

Sales-4

Clerical - 5

e) Mark Engstrom's-- his domain, he'll provide you with that section

f) Are the following details responsive/relevant to this question re:each level of Unit management's enforcement of EEO policies:

- Annual reminder memos are given to all department heads and line management at the beginning of each FCC reporting period on 2/1 about the importance of maintaining Applicant logs for their recruitment efforts
- Our Finance Director provides management with monthly stats regarding current headcount and details gender and ethnicity on those reports.
- Discussions take place throughout the year with our President & General Manager and Human Resources regarding our station's representation of females & minorities. Prospective hires are discussed and evaluated routinely. Potential adverse impact assessments are made in anticipation of any significant changes in staffing at the station i.e. layoffs, reorganization and periodically during recruitment.
- Internal postings within departments to give other employees consideration even if we have identified an internal candidate
- New hires and existing employees are required to review the new CBS Business Conduct Statement and the CBS

- Television Stations Policy Guide (on-line) which covers our Equal Employment Opportunity
- Our website has the required EEO language in the job postings section
- All related Federal/State employment laws are posted in a public and accessible location-*I need to check on completeness & dates on our notices here.*
- Interns are also advised of our employment policies and are advised to contact me for complaints or career advice
- (G) Describe units effort's to assess its EEO recruitment program:
 - Managers routinely mention openings in their department at weekly meetings
 - Any Departments which wish to further publicize opportunities in their departments may request to have additional websites and publications added to our usual outreach sources for their on-going searches
 - Human Resources Director discusses upcoming national industry conventions, local school & job fairs and on-line events which WCBS-TV will be participating in.
- (H) Describe efforts to review pay, benefits, seniority, promotions and selection process:
 - Year end data is provided to OUTSOLVE to produce an Affirmative Action Plan which would assess overall impact of our actions in each of these areas. Strengths or deficiencies are identified so actionable remedies may be considered and applied.

From: Siegel, Andrew J
Sent: Thursday, February 22, 2007 11:24 AM
To: Goldberg, Joel D (WCBS-TV)
Cc: Quintero, Cecilia
Subject: RE: EEO Audit

Joel:

Here's the form letter from the FCC. Can we set up a call this afternoon or tomorrow to discuss what we need?

Thanks,

Andy

<< File: auditFeb2007.doc >>

From: Goldberg, Joel D (WCBS-TV)
Sent: Thursday, February 22, 2007 10:57 AM
To: Siegel, Andrew J
Cc: Quintero, Cecilia
Subject: EEO Audit

Andy,

I was calling for 2 things...

- 1) did you ever get an official notice?
- 2) cecilia wants to know what's the next step... what do we need to do (I want to know that too)

Thanks

Joel Goldberg
 SVP, Station Operations
 WCBS-TV
 212-975-8014

February 1, 2006 – January 31, 2007

Quintero, Cecilia

Subject: Section 7: With Applicant flow totals per job vacancy filled as it appears on 2006-2007
EEO/FCC Public File-WCBS-TV

Hire Recruitment Source Summary

| <u>Name of Hire:</u> | <u>Name of Recruitment Source:</u> | <u>Applicants</u> |
|-----------------------------------|------------------------------------|-------------------|
| 1) New Business Account Executive | CBS Radio Transfer | 30 |
| 2) National Sales Manager | Internal CBS TV Transfer | 12 |
| 3) Writer | Internal Promotion | 4 |
| 4) Writer | Internal Promotion | 4 |
| 5) Talent (Anchor) | Talent Agent | 6 |
| 6) Assistant Controller | CBS Radio Promotion | 7 |
| 7) Administrative Assistant | CBS Corporate Promotion | 6 |
| 8) Sales Assistant | Employee Referral | 6 |
| 9) Producer | Website | 4 |
| 10) Research/Assignment Editor | Website | 6 |
| 11) Payroll Coordinator | The Abacus Group | 4 |
| 12) Talent (Sports) | Talent Agent | 6 |
| 13) News Director | Employee Referral | 9 |
| 14) Web Executive Editor | CBS Digital Medial Referral | 2 |
| 15) Local Sales Manager | CBS TV Sales Transfer | 7 |
| 16) News & Ops Finance Mgr. | Employee Referral | 3 |
| 17) Writer | Website | 6 |
| 18) Weather Producer | Employee Referral | 4 |
| 19) Executive Producer | Website | 1 |
| 20) News Administrative Assistant | Website | 10 |
| 21) Web Writer | CBS TV Transfer | 6 |
| 22) Talent (Reporter) | Talent Agent | 10 |
| 23) Talent (Anchor) | Talent Agent | 1 |

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|----------------------------|------------------------|---|
| 24) Account Executive | CBS TV Sales Internal | 8 |
| 25) Talent (Weatherperson) | KCBS-TV –Internal hire | 1 |
| 26) Director | Website | 7 |
| 27) Managing Editor | Employee Referral | 2 |
| 28) Talent (Medical) | Talent Agent | 1 |
| 29) Research Director | CBS TV Corp Promotion | 2 |

Total number of reported applicants: 175

#1

ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY1. Job Title: NB Dev & Sp. Projects 3. Hire Date: Feb 13, 20062. Total # of Interviewees: 30 4. Referral Source of Hiree: [Name/Position] Kevin Hayes
New Business A.E.

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|--|------------------------|------------------------------------|--|
| Tara Rusinko | 12/14/05 | CLIENT | Patrick Lennon |
| Robert Wawrzyniec | 1/20/06 | Web AD | ONLINE |
| Joe Fitzpatrick | 1/19/06 ^{emp} | Co. Referral | Bill Brooks |
| Bill Brooks | 12/15/05 | " " | Jude Pagano |
| Jared Smith | 8/30/05 | " " | Todd Cohen |
| Tina Tolliver | 1/18/06 | Web AD | ONLINE |
| Jill Schlesinger | 1/18/06 | Web AD | " |
| Darrell Weaver | 1/13/06 | Web AD | " |
| Charles Hanrahan | 1/13/05 | IND. Referral | Andy Starr |
| Patrick Salmon | 1/29/05 ^{emp} | Co. Referral | Karl Wexler |
| Kate Slavin | 1/30/05 ^{emp} | Co. Referral | Jude Pagano |
| Renee Appelle | 12/2/05 ^{emp} | Co. Referral | Tom Parsekian |
| Todd Cohen | 8/12/05 ^{emp} | Co. Referral | Alan Clack |
| Blessia Sibirakova | 5/27/05 | CLIENT | Vladimir Sibirakova |
| Natalia Romiszewski | 5/25/05 | CLIENT | Alex Von Thaden |

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IF NECESSARY ATTACH A LIST OF ADDITIONAL INDIVIDUALS INTERVIEWED FOR JOB VACANCY, USING IDENTICAL FORMAT

#1 continued

ATTACHMENT G

DATA REGARDING INTERVIEWEES

pg. 2 of 2

RECORDS FOR FILLED JOB VACANCY

1. Job Title: UB Dev & Sp. Projects 3. Hire Date: _____
2. Total # of Interviewees: _____ 4. Referral Source of Hiree: [Name/Position]

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|--|------------------|------------------------------------|--|
| JOSH ABRAMS | 6/24/05 | Co. Referral | AT&T TOM PARSEKEEN |
| AVI CLIMO | 7/8/05 | Co. Referral | NOEL WAX |
| ASHLEY STATON | 8/25/05 | FRIEND | PETER ARCHEY |
| STEVE GUERRA | 6/23/05 | IND. Referral | RICARD SICILIANO |
| BRAD WEISS | 6/9/05 | Co. Referral | KARL WEXLER |
| JOSEPH KATZ | 5/24/05 | Co. Referral | KARL WEXLER |
| CHRIS DEMERS | 9/18/05 | Co. Referral | BILL BROOKS |
| MELANIE GOTLIN | 1/4/06 | Co. Referral | JUDE PAGANO |
| MICHAEL GEISER | 10/5/05 | RANDOM | Telephone Call |
| DAN SHINE | 6/2/05 | Co. Referral | KARL WEXLER |
| CHRISTINE WU | 12/14/05 | Co. Referral | HELEN HAUSER |
| STACY DONWELL | 11/7/05 | Co. Referral | DAVE APPLE |
| JOHN DAMON | 7/21/05 | IND. Referral | PHIL RYAN |
| KRISTEN JOHANSON | 11/15/05 | Co. Referral | WENDI CAPLAN |
| KEVIN HAYES | 12/8/05 | IND. Referral | ANDY STARR |

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ATTACHMENT G

DATA REGARDING INTERVIEWEES

WCBS-TV National Sales Manager.

RECORDS FOR FILLED JOB VACANCY

1. Job Title: *NAT'L SALES Mgr*

3. Hire Date: *Start date 3/29/06*

2. Total # of Interviewees: *12*

4. Referral Source of Hiree: [Name/Position] *Vincent McFarther -
internal CBS - candidate
KCAL*

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|--|----------------------------|------------------------------------|--|
| <i>Amy Sidonice</i> | <i>PHONE 1/17/06 - 4PM</i> | <i>LSM, DENVER</i> | |
| <i>Vince McCarthy</i> | <i>1/19/06 1030A.</i> | <i>INTERNAL-KCAL</i> | |
| <i>Chiff Paulson</i> | <i>1/19/06</i> | <i>FOX - WNYW</i> | |
| <i>Mike Mastano</i> | <i>1/20/06</i> | <i>INTERNAL - N SALES</i> | |
| <i>Greg Biabella</i> | <i>1/20/06</i> | <i>internal</i> | |
| <i>Cheryl Saragiani</i> | <i>1/24/06 - 4PM</i> | <i>LSM - Wash. DC.</i> | |
| <i>Tom Parsekian</i> | <i>1/20/06 - 8AM</i> | <i>internal</i> | |
| <i>Cellean Cassul</i> | <i>1/23/06 - 3PM</i> | <i>internal</i> | |
| <i>David Apple</i> | <i>1/24/06 - 3PM</i> | <i>Rep.</i> | |
| <i>Dan Sclucito</i> | <i>1/30/06 - 3PM</i> | <i>Rep.</i> | |
| <i>Benjamin Ng</i> | <i>1/23 - phone</i> | <i>Rep. SF.</i> | |
| <i>Rob John</i> | <i>1/19 830AM.</i> | <i>WNYW-TV</i> | |
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#3

ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. Job Title: Writer

3. Hire Date: 4/3/06

2. Total # of Interviewees: 4

4. Referral Source of Hiree: [Name/Position]

John Marlow - was internal candidate - WCBS-TV

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|---|-------------------------|---|---|
| John Marlow | | Internal candidate | |
| Jane Kochnowski | 3/24/06 | | |
| Morgan Stouck | 3/26/06 | | |
| Clint Henderson | 3/31/06 | | |
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ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. Job Title: Writer

3. Hire Date: 4/17/06

2. Total # of Interviewees: 4

4. Referral Source of Hiree: [Name/Position] K. McGee
External Candidate C W CBS-TV

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|---|-------------------------|---|---|
| <u>Jeremy Boxerbaum</u> | <u>4/5/06</u> | | |
| <u>Diana Molko</u> | <u>4/10/06</u> | | |
| <u>Christina Pios</u> | <u>4/12/06</u> | | |
| <u>Katy McGee</u> | <u>1</u> | <u>External Candidate</u> | |
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25

ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. Job Title: AM MOLDING NEWSARCHIVE 3. Hire Date: 4/06
2. Total # of Interviewees: 6 4. Referral Source of Hiree: [Name/Position]

Kate Sullivan - Talent Agency

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|---|-------------------------|---|---|
| <i>Kate Sullivan</i> | | <i>Talent Agency</i> | |
| <i>Jacqueline Reid</i> | <i>1/6/06</i> | <i>ITC - Talent</i> | |
| <i>Chris May</i> | <i>2/1/06</i> | <i>Talent Agency</i> | |
| <i>Chad Sarracino</i> | <i>2/10/06</i> | <i>Talent Agency</i> | |
| <i>Sam Byon</i> | <i>3/14/06</i> | <i>Talent Agency</i> | |
| <i>Terric Eaton</i> | <i>6/12/06</i> | <i>Talent Agency</i> | |
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#6

Andie Robinson

ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. Job Title: Assistant Controller

3. Hire Date: 4/17/06

2. Total # of Interviewees: 7

4. Referral Source of Hiree: [Name/Position]

*Artural candidate for WCBS-TV
CPD10*

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|--|------------------|------------------------------------|--|
| Thomas Quinn (M/Y) | 2/16/06 | R/Spruce Co. (firm) | Laure Sarasch |
| Sean Jennings (S/Y) | 2/23/06 | R/Spruce Co. | Laure Sarasch |
| Steven Knorr (W/Y) | 2/27/06 | R/Spruce Co. | Laure Sarasch |
| Allent Org. (A/H) | 3/8/06 | Artural exp. @ WJZ | own website |
| Bronie Buchell (W/F) | 2/9/06 | Artural exp. CBS-TV station | own website |
| Andie Robinson (B/H) | 3/10/06 | Artural exp. WCBM-TV | Henry Malloy @ wcbm-TV |
| Stephan Amoyan (A/H) | 3/10/06 | website (former WCBM-TV) | |
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ATTACHMENT G

DATA REGARDING INTERVIEWEES

TANJA GREGORY
4/24/06

RECORDS FOR FILLED JOB VACANCY

1. Job Title: Executive Assistant + VP/SG 3. Hire Date: 4/24/06
 2. Total # of Interviewees: 5 4. Referral Source of Hiree: [Name/Position]

TANJA G. - CORPORATE
CBS-TV - STAFF

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|--|------------------|------------------------------------|--|
| Christine Lyons (W/F) | 3/3/06 | from WCBS-TV page | Nicole Intini - Reception |
| Debra Quintanilla (W/F) | 3/6/06 | Betty Gonzalez of VNA | |
| Elizabeth Osborne (H/F) | 3/7/06 | WCBS-AM | Angie Hall (CBS-AM) |
| Connie Conigliaro (W/F) | 3/10/06 | Nicole Intini | |
| AMY MARKS | didn't call back | Nicole Intini | |
| TANJA GREGORY (B/F) | 3/1/06 | CBS-TV | (internal hire) |
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13 applicants

- 5 - emp. referrals
- 1 - corporate employee
- 6 - WEO
- 1 - UNSOLICITED

ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. Job Title: Sales Assistant
 2. Total # of Interviewees: 6

3. Hire Date: 4/24/06

4. Referral Source of Hiree: [Name/Position]
Michael Ferri - hired. (E. Slack - A/E referral) WCBS-TV

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|--|---------------------|------------------------------------|--|
| Tania Drupe | Wed 3/22/06 3:30 | Posting | |
| Sarah the Conaghan | Wed 3/22/06 11AM | Posting | |
| Carly Gronson | Thurs 3/23/06 3:30 | Posting | |
| Shenise Nicholson | Tues 3/28/06 10:30A | Posting | |
| Mary Houserman | Fri 3/24/06 11AM | Posting | |
| Michael Ferri | Tues 3/28/06 12:30 | Ellitt Black | Fox TV Sales - Hired |
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IF NECESSARY ATTACH A LIST OF ADDITIONAL INDIVIDUALS INTERVIEWED FOR JOB VACANCY, USING IDENTICAL FORMAT

#9

ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. Job Title: Producer

3. Hire Date: 5/5/06

2. Total # of Interviewees: 4

4. Referral Source of Hiree: [Name/Position]
WCBS-TV Website

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|---|-----------------------------|---|---|
| Melissa Fernandez | | website | |
| Damon Plotnick | | website | |
| Christine Rios | | exp referral | |
| Jonathon Tink | | website | |
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ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. Job Title: Researcher/ assignment data 3. Hire Date: 5/15/06
2. Total # of Interviewees: 6 4. Referral Source of Hiree: [Name/Position]
WCBS-TV website

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|---|-------------------------|---|---|
| Cenesto Larrea | | web / internet | |
| Mahjabeen Iqbal | | web | |
| Maria M. Tio | | web | |
| Daniel Steinbayer | | web / old app pool | |
| VIVIAN Seder | | web | |
| Lene Kushnir | | web - Fox TV rep. | |
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IF NECESSARY ATTACH A LIST OF ADDITIONAL INDIVIDUALS INTERVIEWED FOR JOB VACANCY, USING IDENTICAL FORMAT

#12

ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. Job Title: Sports Archw

3. Hire Date: 6/8/06

2. Total # of Interviewees: 6

4. Referral Source of Hiree: [Name/Position]

Search - Talent Agency

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|---|-------------------------|---|---|
| <i>Angie Reid</i> | <i>1/6/06</i> | <i>IMG-TALANT</i> | |
| <i>Duane Pohlman</i> | <i>1/11/06</i> | <i>Talent Agency</i> | |
| <i>Chris May</i> | <i>2/1/06</i> | <i>Talent Agency</i> | |
| <i>Cheryl Sanstam</i> | <i>2/10/06</i> | <i>Talent Agency</i> | |
| <i>A</i> | | | |
| <i>Sam Ryan</i> | <i>3/14/06</i> | <i>Talent Agency</i> | |
| <i>Ami Roth</i> | <i>6/12/06</i> | <i>Talent Agency</i> | |
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IF NECESSARY ATTACH A LIST OF ADDITIONAL INDIVIDUALS INTERVIEWED FOR JOB VACANCY, USING IDENTICAL FORMAT

#13

ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. Job Title: new Director

3. Hire Date: 6/28/06

2. Total # of Interviewees: 9

4. Referral Source of Hire: [Name/Position]

D. Friend

CBU on-site referral

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|---|-------------------------|---|---|
| <i>Dave Roberts</i> | | <i>Employee Referral</i> | |
| <i>Carl Gottlieb</i> | | <i>Web Ad</i> | |
| <i>Dana Friend</i> | <i>6/6/06</i> | <i>CBU emp. referral</i> | |
| <i>Roberto Salto</i> | <i>6/5/06</i> | | |
| <i>Steve D'Ann</i> | <i>6/8/06</i> | | |
| <i>Dennis Murray</i> | <i>6/12/06</i> | | |
| <i>Bill Boyer</i> | <i>6/13/06</i> | | |
| <i>Joe Pellegrini</i> | <i>6/13/06</i> | | |
| <i>Kim Gordon</i> | | <i>(Internal candidate) WDS-TV employee</i> | |
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IF NECESSARY ATTACH A LIST OF ADDITIONAL INDIVIDUALS INTERVIEWED FOR JOB VACANCY, USING IDENTICAL FORMAT

ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. Job Title: LSM
 2. Total # of Interviewees: 7

3. Hire Date: 7/31/06

4. Referral Source of Hires: [Name/Position] Mike Schwartz
- CBS-TV - Sales Group - Internal

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|--|------------------|------------------------------------|--|
| Tom Perpekian | 1/12/06 | NBC Sports Sales | |
| Neil Brooks | 1/25/06 | CBS-TV Sales | |
| Donald Amin | 1/27/06 | WCBS-TV | |
| Mike Schwartz | 6/28/06 | CBS - Sales | Internal CBS candidate |
| Rich LOTOK | | industry contact | |
| CATHY HEETS | | NBC | |
| Deborah O'Connell | | AEC | |
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IF NECESSARY ATTACH A LIST OF ADDITIONAL INDIVIDUALS INTERVIEWED FOR JOB VACANCY, USING IDENTICAL FORMAT

17

ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. **Job Title:** Writer

3. **Hire Date:** 8/21/06

2. **Total # of Interviewees:** 6

4. **Referral Source of Hire:** [Name/Position]

WBSN website

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|---|-------------------------|---|---|
| <u>Amy Cohen</u> | <u>5/24/06</u> | <u>website</u> | |
| <u>Courtney Clark</u> | <u>5/25/06</u> | <u>website</u> | |
| <u>Carmen Martin</u> | <u>5/26/06</u> | <u>website</u> | |
| <u>Paula Rizzo</u> | <u>7/17/06</u> | <u>website</u> | |
| <u>Mae Cloyd</u> | <u>7/25/06</u> | <u>website</u> | |
| <u>Shaunelle King</u> | | <u>WBSN-TV website</u> | |
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IF NECESSARY ATTACH A LIST OF ADDITIONAL INDIVIDUALS INTERVIEWED FOR JOB VACANCY, USING IDENTICAL FORMAT

18

ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. Job Title: Weather Anchor

3. Hire Date: 8/24/06

2. Total # of Interviewees: 4

4. Referral Source of Hiree: [Name/Position]
WCBJ-TV Employee Referral

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|---|-----------------------------|---|---|
| Anne Brown | | | |
| Kyle Hunter | | | |
| Eruff Coxson | | | |
| Jan Cali | 8/5/06 | WCBJ-TV employee | |
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IF NECESSARY ATTACH A LIST OF ADDITIONAL INDIVIDUALS INTERVIEWED FOR JOB VACANCY, USING IDENTICAL FORMAT

#20

ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. Job Title: HRIS-Administrative Asst 3. Hire Date: 9/5/06

2. Total # of Interviewees: 10

4. Referral Source of Hiree: [Name/Position] d. Jones
WHS Website

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|--|------------------|------------------------------------|--|
| Vickie Ballew | 7/28/06 | BSS Radw emp | |
| Steve Ziegler | | WHS AM employee | |
| Angie Pearson | 8/3/06 | WHS employee | |
| Elizabeth Jones | 8/14/06 | Website | |
| Sharon Adams | | Website | |
| Greta Larson | | website | |
| Carson de Hayes | | website | |
| Christina Burke | | (B)-employee | |
| Tonia Padua | | website | |
| Christine Tron | | Access Staffing | |
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IF NECESSARY ATTACH A LIST OF ADDITIONAL INDIVIDUALS INTERVIEWED FOR JOB VACANCY, USING IDENTICAL FORMAT

26
ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. Job Title: WEB PRODUCER 3. Hire Date: 9/6/06
2. Total # of Interviewees: 6 4. Referral Source of Hire: [Name/Position] CBS-TV internal candidate
LANE BEAUCHAMP, MANAGING EDITOR, CBS-TV DIGITAL MEDIA

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|--|------------------|------------------------------------|--|
| JESSICA RODRIGUEZ | 7/29/06 | wcbstv.com | JOS POSTAW |
| DIANE SMYDER | 7/20/06 | CBS TV DIGITAL MEDIA | LANE BEAUCHAMP, MANAGING EDITOR |
| TARA FETTER | 7/21/06 | " | " |
| JON BYMAN | 8/2/06 | wcbstv.com | JOS POSTAW |
| STEPHEN FINE | 8/10/06 | CBS TV DIGITAL MEDIA | LANE BEAUCHAMP, MANAGING EDITOR |
| SHAWNELLE KIMB | 8/14/06 | INTERNAL CANDIDATE | DAN SHELLEY, EXEC. EDITOR wcbstv.com |
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IF NECESSARY ATTACH A LIST OF ADDITIONAL INDIVIDUALS INTERVIEWED FOR JOB VACANCY, USING IDENTICAL FORMAT

ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

- 1. Job Title: *Talent Repster* ^{*General Assgined*}
- 2. Total # of Interviewees: *10*
- 3. Hire Date: *10/28/06*
- 4. Referral Source of Hire: [Name/Position] *Ident Dept*

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|---|-------------------------|---|---|
| <i>Jennyfer Hill</i> | <i>7/13/06</i> | <i>agnd</i> | |
| <i>Scott Waltree</i> | | <i>agnd</i> | |
| <i>Deborah Garcia</i> | <i>8/3/06</i> | <i>agnd</i> | |
| <i>TOM ASKANAH</i> | <i>8/7/06</i> | <i>agnd</i> | |
| <i>Kornel Quinn</i> | <i>8/8/06</i> | <i>agnd</i> | |
| <i>Jeremy Bullard</i> | <i>8/15/06</i> | <i>agnd</i> | |
| <i>Christi Johnson</i> | <i>8/29/06</i> | <i>agnd</i> | |
| <i>Courtney Friel</i> | <i>10/4/06</i> | <i>agnd</i> | |
| <i>Sharon Sandoval</i> | <i>10/6/06</i> | <i>agnd</i> | |
| <i>Jeff Mc Kay</i> | <i>10/11/06</i> | <i>unsolicited</i> | |
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IF NECESSARY ATTACH A LIST OF ADDITIONAL INDIVIDUALS INTERVIEWED FOR JOB VACANCY, USING IDENTICAL FORMAT

1:23

ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. Job Title: Talent Anchor

3. Hire Date: 11/1/06

2. Total # of Interviewees: 1

4. Referral Source of Hiree: [Name/Position]

agard

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|---|-----------------------------|---|---|
| <i>Kurtine Johnson</i> | <i>8/28/06</i> | <i>agard</i> | |
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IF NECESSARY ATTACH A LIST OF ADDITIONAL INDIVIDUALS INTERVIEWED FOR JOB VACANCY, USING IDENTICAL FORMAT

#24

ATTACHMENT G

DATA REGARDING INTERVIEWEES

- Kerry Murphy -
11/20/06

RECORDS FOR FILLED JOB VACANCY

1. Job Title: Local Account Executive

3. Hire Date: 11/20/06

2. Total # of Interviewees: 8

4. Referral Source of Hire: [Name/Position]

External CBS-Sales candidate

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|--|------------------|------------------------------------|--|
| Chuck Chico | 9/12/06 | Univision | |
| Rich Yelner | 9/21/06 | Univision | |
| Fran Wallach | 9/27/06 | Blair | |
| Dan Sollicito | 9/28/06 | CBS-TV Sales | |
| Michelle Cruziger | 10/4/06 | CBS-TV Sales | |
| Jane Grossman | 10/9/06 | CBS-TV Sales | |
| Michael Montano | 10/12/06 | CBS-TV Sales | |
| Kerry Murphy | 10/24/06 | CBS-TV Sales | Hired 11/20/06 |
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IF NECESSARY ATTACH A LIST OF ADDITIONAL INDIVIDUALS INTERVIEWED FOR JOB VACANCY, USING IDENTICAL FORMAT

25

ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. Job Title: Metaphor - metaphorist 3. Hire Date: 1/1/07
2. Total # of Interviewees: 1 4. Referral Source of Hiree: [Name/Position]
(Aterial) KCBS-TV employee transfer

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|---|-----------------------------|---|---|
| <u>John Elliott</u> | | <u>KCBS-TV</u> | |
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IF NECESSARY ATTACH A LIST OF ADDITIONAL INDIVIDUALS INTERVIEWED FOR JOB VACANCY, USING IDENTICAL FORMAT

26

ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

- 1. Job Title: CONTROL ROOM DIRECTOR Hire Date: 1.8.07
- 2. Total # of Interviewees: 7
- 4. Referral Source of Hiree: [Name/Position]
Website

| | | | |
|-----------------|---------------------|-------------------|--|
| Brett Kelly | 7.12.06 | Industry Referral | |
| Alicia Carlson | 7.20.06 | Web | |
| Joel Gibson | 8.8.06 | Web | |
| Scott Kubias | 8.21.06 | Web | |
| Clayton Parker | 11.8.06 | Internal Employee | |
| Richard Ablezer | 12.13.06 | " " | |
| Mark Powell | 12.13.06 | Web | |
| | 11.13.06 | | |
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IF NECESSARY ATTACH A LIST OF ADDITIONAL INDIVIDUALS INTERVIEWED FOR JOB VACANCY, USING IDENTICAL FORMAT

#27

ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. Job Title: managing editor
2. Total # of Interviewees: 2

3. Hire Date: 1/15/07
4. Referral Source of Hiree: [Name/Position]
Industry Referral / Exp. Referral

| 5. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|---|-----------------------------|---|---|
| <u>Clare Peck</u> | | <u>NABC-TV</u> | |
| <u>Andrew King</u> | | <u>Andrew King</u> | |
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IF NECESSARY ATTACH A LIST OF ADDITIONAL INDIVIDUALS INTERVIEWED FOR JOB VACANCY, USING IDENTICAL FORMAT

29

ATTACHMENT G

DATA REGARDING INTERVIEWEES

RECORDS FOR FILLED JOB VACANCY

1. Job Title: Research Director

3. Hire Date: 1/22/07

2. Total # of Interviewees: 2

4. Referral Source of Hiree: [Name/Position]

Internal CBS Candidate

| S. Individuals Interviewed for Job Vacancy | Date Interviewed | Referral Source(s) for Interviewee | Referral Contact Person (Position, if appropriate) |
|---|-----------------------------|---|---|
| <i>Sharon Walzelli</i> | | <i>KYW-TV</i> | |
| <i>John Yang</i> | | <i>CBS-TV Corp.</i> | |
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IF NECESSARY ATTACH A LIST OF ADDITIONAL INDIVIDUALS INTERVIEWED FOR JOB VACANCY, USING IDENTICAL FORMAT