

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: **July 23, 2010 - July 22, 2011.**

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, HR/Accounting
	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. Account Executive	Employee Referral
2. Sales Associate	Employee Referral
3. Account Executive	Industry Referral
4. Account Executive	Indeed.com
5. Traffic Assistant	Employee Referral
6. Account Executive	Employee Referral
7. Account Executive	Employee Referral
8. Account Executive	Internal Posting
9. Account Executive	Internal Posting
10. Traffic Assistant	Career Builder.com
11. Traffic Manager	Internal Posting

**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
12.	Director of Sales	Internal Posting
13.	General Sales Manager	Internal Posting
14.	WFNZ On Air Talent	Employee Referral
15.	WFNZ On Air Talent	Industry Referral
16.	WFNZ On Air Talent	Employee Referral
17.	Local Sales Manager	Internal Posting
18.	Local Sales Manager	Internal Posting
19.	Account Executive	Employee Referral
20.	Traffic Assistant	Industry Referral
21.	Account Executive	Internal Posting
22.	Account Executive	Employee Referral
23.	Account Executive	Employee Referral
24.	Account Executive	CBS Radio Website
25.	Producer/Board Op	Internal Posting
26.	WKQC On Air Talent	Internal Posting
27.	Sales Assistant	Employee Referral
28.	Account Executive	Employee Referral
29.	Traffic Manager	Internal Posting
30.	Sales Assistant	Internal Posting
31.	Accounts Payable	Indeed.com
32.	Sales Assistant	Employee Referral
33.	Public Affairs Director	Internal Posting
34.	Administrative Assistant	Internal Posting
35.	Traffic Assistant	Industry Referral

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WNKS(FM), WPEG(FM), and WSOC-FM are Equal Opportunity Employers.**

	Job Title	Recruitment Source Referring Hiree
36.	Account Executive	Employee Referral
37.	Account Executive	CBS Radio Website
38.	Digital Inside Sales	SimplyHired.com
39.	Account Executive	Employee Referral
40.	Sales Associate	Indeed.com

**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 (1)

Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	0	No
CBS Charlotte Job Line	HR/Accounting	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
Pro.Net Charlotte	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211 www.pronetcharlotte.com	(704) 353-1670	0	No
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
Monster Diversity	Maureen DeBetham	40 West 57 th St New York, NY 10019	(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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Employee/Industry Referral	CBS Radio Employee/ Industry Employee	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	2	No
Other Job Site/Not Specified	n/a	n/a	n/a	2	No

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5) Job Title: Sales Associate (2)

Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	0	No
CBS Charlotte Job Line	HR/Accounting	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
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
Monster Diversity	Maureen DeBetham	40 West 57 th St New York, NY 10019	(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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Employee/Industry Referral	CBS Radio Employee/ Industry Employee	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
Other Job Site/Not Specified	n/a	n/a	n/a	2	No

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5) Job Title: Account Executive (3)

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	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	0	No
CBS Charlotte Job Line	HR/Accounting	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
Pro.Net Charlotte	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211 www.pronetcharlotte.com	(704) 353-1670	0	No
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
Monster Diversity	Maureen DeBetham	40 West 57 th St New York, NY 10019	(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 W 5 th St. Charlotte NC 28223	(704) 373-2256 X203	0	No
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Employee/Industry Referral	CBS Radio Employee/ Industry Employee	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	3	No

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5) Job Title: Account Executive (4)

Referral Source(s) of Hiree: 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	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	0	No
CBS Charlotte Job Line	HR/Accounting	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
Pro.Net Charlotte	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211 www.pronetcharlotte.com	(704) 353-1670	0	No
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	1	No
Monster Diversity	Maureen DeBetham	40 West 57 th St New York, NY 10019	(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 5 th St. Charlotte NC 28223	(704) 373-2256 X203	0	No
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Other Job Site/Not Specified	n/a	n/a	n/a	3	No

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5) Job Title: Traffic Assistant (5)**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	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	0	No
CBS Charlotte Job Line	HR/Accounting	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
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
Monster Diversity	Maureen DeBetham	40 West 57 th St New York, NY 10019	(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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Employee/Industry Referral	CBS Radio Employee/ Industry Employee	n/a	n/a	4	No

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5) Job Title: Account Executive (6)

Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	0	No
CBS Charlotte Job Line	HR/Accounting	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
Pro.Net Charlotte	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211 www.pronetcharlotte.com	(704) 353-1670	0	No
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
Monster Diversity	Maureen DeBetham	40 West 57 th St New York, NY 10019	(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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Employee/Industry Referral	CBS Radio Employee/ Industry Employee	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
Other Job Site/Not Specified	n/a	n/a	n/a	4	No

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5) Job Title: Account Executive (7)

Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	0	No
CBS Charlotte Job Line	HR/Accounting	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
Pro.Net Charlotte	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211 www.pronetcharlotte.com	(704) 353-1670	0	No
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
Monster Diversity	Maureen DeBetham	40 West 57 th St New York, NY 10019	(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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Employee/Industry Referral	CBS Radio Employee/ Industry Employee	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	8	No

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5) Job Title: Account Executive (8)

Referral Source(s) of Hire: Internal Posting – Graduate of Sales Associate Program

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	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
CBS Charlotte Job Line	HR/Accounting	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
Pro.Net Charlotte	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211 www.pronetcharlotte.com	(704) 353-1670	0	No
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
Monster Diversity	Maureen DeBetham	40 West 57 th St New York, NY 10019	(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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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

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5) Job Title: Account Executive (9)

Referral Source(s) of Hire: Internal Posting – Graduate of Sales Associate Program

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	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
CBS Charlotte Job Line	HR/Accounting	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
Pro.Net Charlotte	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211 www.pronetcharlotte.com	(704) 353-1670	0	No
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
Monster Diversity	Maureen DeBetham	40 West 57 th St New York, NY 10019	(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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No

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5) Job Title: Traffic Assistant (10)

Referral Source(s) of Hire: CareerBuilder.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	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	0	No
CBS Charlotte Job Line	HR/Accounting	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
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
Career Builder	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.careerbuilder.com	(212) 649-9609	1	No
Monster Diversity	Maureen DeBetham	40 West 57 th St New York, NY 10019	(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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Employee/Industry Referral	CBS Radio Employee/ Industry Employee	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	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: Traffic Manager (11)**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	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
CBS Charlotte Job Line	HR/Accounting	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
Career Builder	Cynthia Dobson	600 South Tryon St Charlotte, NC 28202 www.careerbuilder.com	(704) 358-5364	2	No
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
Charlotte Observer	Cynthia Dobson	600 South Tryon St Charlotte, NC 28202	(704) 358-5364	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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Other Job Site/Not Specified	n/a	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: Director of Sales (12)

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	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
CBS Charlotte Job Line	HR/Accounting	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 57th St New York, NY 10019 www.americasjobexchange.com	(212) 649-9609	0	No
Jobirn.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobirn.com	(212) 649-9609	0	No
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	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: General Sales Manager (13) 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	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
CBS Charlotte Job Line	HR/Accounting	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 57th St New York, NY 10019 www.americasjobexchange.com	(212) 649-9609	0	No
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
Jobirn.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobirn.com	(212) 649-9609	0	No
Urban League of Central Carolinas	Shannon McKnight	740 West 5th St. Charlotte NC 28223	(704) 373-2256 X203	0	No
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
University of North Carolina at Charlotte	Jenny Armour	9201 University Blvd Charlotte, NC 28223	(704) 687-2000	0	No
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	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: WFNZ On-Air Talent (14) Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	0	No
CBS Charlotte Job Line	HR/Accounting	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
Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobirn.com	(212) 649-9609	0	No
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
Carolina School of Broadcasting	Career Placement Department	3435 Performance Rd Charlotte, NC 28214	(704) 395-9272	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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Employee/Industry Referral	CBS Radio Employee/ Industry Employee	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	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: WFNZ On-Air Talent (15) 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	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	0	No
CBS Charlotte Job Line	HR/Accounting	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
Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobirn.com	(212) 649-9609	0	No
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
Carolina School of Broadcasting	Career Placement Department	3435 Performance Rd Charlotte, NC 28214	(704) 395-9272	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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	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
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	0	No
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Employee/Industry Referral	CBS Radio Employee/ Industry Employee	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	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: WFNZ On-Air Talent (16) Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	0	No
CBS Charlotte Job Line	HR/Accounting	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
Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobirn.com	(212) 649-9609	0	No
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
Carolina School of Broadcasting	Career Placement Department	3435 Performance Rd Charlotte, NC 28214	(704) 395-9272	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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Employee/Industry Referral	CBS Radio Employee/ Industry Employee	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	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: Local Sales Manager (17) 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	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	3	No
CBS Charlotte Job Line	HR/Accounting	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
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobirn.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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
University of North Carolina at Charlotte	Jenny Armour	9201 University Blvd Charlotte, NC 28223	(704) 687-2000	0	No
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Employee/Industry Referral	CBS Radio Employee/ Industry Employee	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
Other Job Site/Not Specified	n/a	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: Local Sales Manager (18) 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	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
CBS Charlotte Job Line	HR/Accounting	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
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	1	No
Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobirn.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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
University of North Carolina at Charlotte	Jenny Armour	9201 University Blvd Charlotte, NC 28223	(704) 687-2000	0	No
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Employee/Industry Referral	CBS Radio Employee/ Industry Employee	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	0	No
Other Job Site/Not Specified	n/a	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: Account Executive (19)

Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	0	No
CBS Charlotte Job Line	HR/Accounting	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
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobirn.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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Charlotte Bobcats Job Fair (February 25, 2011)	Tim Barabas	333 East Trade Street Charlotte, NC 28202	704-688-9046	0	Yes
Employee/Industry Referral	CBS Radio Employee/ Industry Employee	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
Other Job Site/Not Specified	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: Traffic Assistant (20)**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	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	0	No
CBS Charlotte Job Line	HR/Accounting	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	4	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
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	1	No
Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobirn.com	(212) 649-9609	0	No
Monster Diversity	Maureen DeBetham	40 West 57 th St New York, NY 10019	(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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Charlotte Bobcats Job Fair (February 25, 2011)	Tim Barabas	333 East Trade Street Charlotte, NC 28202	704-688-9046	0	Yes
Employee/Industry Referral	CBS Radio Employee/ Industry Employee	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	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: Account Executive (21)

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	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
CBS Charlotte Job Line	HR/Accounting	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
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobirn.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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Charlotte Bobcats Job Fair (February 25, 2011)	Tim Barabas	333 East Trade Street Charlotte, NC 28202	704-688-9046	0	Yes
Employee/Industry Referral	CBS Radio Employee/ Industry Employee	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
Other Job Site/Not Specified	n/a	n/a	n/a	7	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 (22)

Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	0	No
CBS Charlotte Job Line	HR/Accounting	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
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobirn.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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Charlotte Bobcats Job Fair (February 25, 2011)	Tim Barabas	333 East Trade Street Charlotte, NC 28202	704-688-9046	0	Yes
Employee/Industry Referral	CBS Radio Employee/ Industry Employee	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
Other Job Site/Not Specified	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: Account Executive (23)

Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	0	No
CBS Charlotte Job Line	HR/Accounting	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
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	1	No
Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobirn.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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Charlotte Bobcats Job Fair (February 25, 2011)	Tim Barabas	333 East Trade Street Charlotte, NC 28202	704-688-9046	0	Yes
Employee/Industry Referral	CBS Radio Employee/ Industry Employee	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	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 (24)

Referral Source(s) of Hiree: 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	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	0	No
CBS Charlotte Job Line	HR/Accounting	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
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobirn.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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Charlotte Bobcats Job Fair (February 25, 2011)	Tim Barabas	333 East Trade Street Charlotte, NC 28202	704-688-9046	1	Yes

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

5) Job Title: Producer/Board Operator Referral Source(s) of Hiree: Internal Posting (25)

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	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
CBS Charlotte Job Line	HR/Accounting	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
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobirn.com	(212) 649-9609	0	No
Career Builder	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.careerbuilder.com	(212) 649-9609	0	No
Monster Diversity	Maureen DeBetham	40 West 57 th St New York, NY 10019	(212) 649-9609	0	No
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Charlotte Bobcats Job Fair (February 25, 2011)	Tim Barabas	333 East Trade Street Charlotte, NC 28202	704-688-9046	0	Yes
Employee/Industry Referral	CBS Radio Employee/ Industry Employee	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
Other Job Site/Not Specified	n/a	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: WKQC On-Air Talent (26) 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	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
CBS Charlotte Job Line	HR/Accounting	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
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
Carolina School of Broadcasting	Career Placement Department	3435 Performance Rd Charlotte, NC 28214	(704) 395-9272	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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Employee/Industry Referral	CBS Radio Employee/ Industry Employee	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	2	No
Other Job Site/Not Specified	n/a	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 (27)

Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	2	No
CBS Charlotte Job Line	HR/Accounting	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
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobirn.com	(212) 649-9609	0	No
Career Builder	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.careerbuilder.com	(212) 649-9609	0	No
Monster Diversity	Maureen DeBetham	40 West 57 th St New York, NY 10019	(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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Employee/Industry Referral	CBS Radio Employee/ Industry Employee	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
Other Job Site/Not Specified	n/a	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: Account Executive (28)

Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	0	No
CBS Charlotte Job Line	HR/Accounting	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
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobirn.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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Charlotte Bobcats Job Fair (February 25, 2011)	Tim Barabas	333 East Trade Street Charlotte, NC 28202	704-688-9046	0	Yes
Employee/Industry Referral	CBS Radio Employee/ Industry Employee	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
Other Job Site/Not Specified	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: Traffic Manager (29)**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	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
CBS Charlotte Job Line	HR/Accounting	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
Indeed.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 5th St. Charlotte NC 28223	(704) 373-2256 X203	0	No
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Career Builder	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.careerbuilder.com	(212) 649-9609	0	No
Monster Diversity	Maureen DeBetham	40 West 57 th St New York, NY 10019	(212) 649-9609	0	No
Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobirn.com	(212) 649-9609	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Employee/Industry Referral	CBS Radio Employee/ Industry Employee	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	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 (30)

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	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
CBS Charlotte Job Line	HR/Accounting	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
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobirn.com	(212) 649-9609	0	No
Career Builder	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.careerbuilder.com	(212) 649-9609	0	No
Monster Diversity	Maureen DeBetham	40 West 57 th St New York, NY 10019	(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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	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: Accounts Payable (31)**Referral Source(s) of Hiree: 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	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
CBS Charlotte Job Line	HR/Accounting	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
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	3	No
Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobirn.com	(212) 649-9609	0	No
Monster Diversity	Maureen DeBetham	40 West 57 th St New York, NY 10019	(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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
Johnson C Smith University	Office of Human Resources	100 Beatties Ford Rd Charlotte, NC 28216	(704) 378-1230	0	No
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Employee/Industry Referral	CBS Radio Employee/ Industry Employee	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	3	No
Other Job Site/Not Specified	n/a	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 (32)
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	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
CBS Charlotte Job Line	HR/Accounting	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
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobirn.com	(212) 649-9609	0	No
Career Builder	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.careerbuilder.com	(212) 649-9609	0	No
Monster Diversity	Maureen DeBetham	40 West 57 th St New York, NY 10019	(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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Employee/Industry Referral	CBS Radio Employee/ Industry Employee	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
Other Job Site/Not Specified	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: Director Public Affairs (33) 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	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	3	No
CBS Charlotte Job Line	HR/Accounting	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
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobirn.com	(212) 649-9609	0	No
Career Builder	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.careerbuilder.com	(212) 649-9609	0	No
Monster Diversity	Maureen DeBetham	40 West 57 th St New York, NY 10019	(212) 649-9609	0	No
Urban League of Central Carolinas	Shannon McKnight	740 West 5th St. Charlotte NC 28223	(704) 373-2256 X203	0	No
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	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: Administrative Assistant Referral Source(s) of Hire: Internal Posting
(34)

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	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	3	No
CBS Charlotte Job Line	HR/Accounting	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
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	1	No
Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobirn.com	(212) 649-9609	0	No
Monster Diversity	Maureen DeBetham	40 West 57 th St New York, NY 10019	(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
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	0	No
Queens College	College Central Network Services	1900 Selwyn Ave Charlotte, NC 28202	(704) 337-2337	0	No
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	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: Traffic Assistant (35)**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	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
CBS Charlotte Job Line	HR/Accounting	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
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	1	No
Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobirn.com	(212) 649-9609	0	No
Monster Diversity	Maureen DeBetham	40 West 57 th St New York, NY 10019	(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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Charlotte Bobcats Job Fair (February 25, 2011)	Tim Barabas	333 East Trade Street Charlotte, NC 28202	704-688-9046	0	Yes
Employee/Industry Referral	CBS Radio Employee/ Industry Employee	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	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 (36)

Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	0	No
CBS Charlotte Job Line	HR/Accounting	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
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobirn.com	(212) 649-9609	0	No
Career Builder	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.careerbuilder.com	(212) 649-9609	0	No
Monster Diversity	Maureen DeBetham	40 West 57 th St New York, NY 10019	(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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
SimplyHired.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.simplyhired.com	(212) 649-9609	0	No
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Employee/Industry Referral	CBS Radio Employee/ Industry Employee	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	1	No
Other Job Site/Not Specified	n/a	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: Account Executive (37)

Referral Source(s) of Hiree: CBSRadio 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	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	0	No
CBS Charlotte Job Line	HR/Accounting	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
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobirn.com	(212) 649-9609	0	No
Career Builder	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.careerbuilder.com	(212) 649-9609	0	No
Monster Diversity	Maureen DeBetham	40 West 57 th St New York, NY 10019	(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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
SimplyHired.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.simplyhired.com	(212) 649-9609	0	No
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Employee/Industry Referral	CBS Radio Employee/ Industry Employee	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	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: Digital Inside Sales (38)

Referral Source(s) of Hiree: SimplyHired.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	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	0	No
CBS Charlotte Job Line	HR/Accounting	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
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	1	No
Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobirn.com	(212) 649-9609	0	No
Simply Hired.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.simplyhired.com	(212) 649-9609	1	No
Monster Diversity	Maureen DeBetham	40 West 57 th St New York, NY 10019	(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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Other Job Site/Not Specified	n/a	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: Account Executive (39)

Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Charlotte Internal Posting	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	0	No
CBS Charlotte Job Line	HR/Accounting	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	4	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
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	0	No
Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobirn.com	(212) 649-9609	0	No
Career Builder	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.careerbuilder.com	(212) 649-9609	0	No
Monster Diversity	Maureen DeBetham	40 West 57 th St New York, NY 10019	(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
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
SimplyHired.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.simplyhired.com	(212) 649-9609	0	No
JobCentral.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobcentral.com	(212) 649-9609	0	No
Jobs.com	Maureen DeBetham	40 West 57th St New York, NY 10019 www.jobs.com	(212) 649-9609	0	No
Employee/Industry Referral	CBS Radio Employee/ Industry Employee	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	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 Associate (40)

Referral Source(s) of Hiree: 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	HR/Accounting	1520 S Blvd Ste 300 Charlotte NC 28203	(704) 227-8136	0	No
CBS Charlotte Job Line	HR/Accounting	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
Indeed.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.indeed.com	(212) 649-9609	1	No
Jobirn.com	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.jobirn.com	(212) 649-9609	0	No
Career Builder	Maureen DeBetham	40 West 57 th St New York, NY 10019 www.careerbuilder.com	(212) 649-9609	2	No
Monster Diversity	Maureen DeBetham	40 West 57 th St New York, NY 10019	(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 5th St. Charlotte NC 28223	(704) 373-2256 X203	0	No
Mecklenburg County Work First	Pauline Cross	301 Billingsley Blvd Charlotte, NC 28211	(704) 353-1670	0	No
Central Piedmont Community College	Chad Gensel	PO Box 35009 Charlotte, NC 28235	(704) 330-6359	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
SimplyHired.com	Maureen DeBetham	40 West 57 th 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

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

6) Total # of Interviewees Referred: For the period from July 23, 2010, through July 22, 2011, this Employment Unit interviewed 158 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

a) Participation in Job Fairs

Charlotte Bobcats Job Fair (February 25, 2011, 1 p.m. – 4:30 p.m.)

CBS Radio Charlotte participated in a local job fair hosted by the Charlotte Bobcats on February 25, 2011, held in Charlotte, North Carolina. Employment Unit personnel in attendance, each of whom had substantial responsibility in the making of hiring decisions, discussed the available opportunities at the Employment Unit and careers in broadcasting generally. Job fair attendees were able to ask Employment Unit personnel from the sales department about jobs at the CBS Radio Charlotte and about the hiring process at CBS Radio.

Personnel Involved: Human Resources Representative, WSOC/WFNC Local Sales Manager, WKQC/WNKS Local Sales Manager

b) Participation in Career Events Sponsored by Educational Institutions

Mock Interview Program, King's College (June 7, 2011)

The Employment Unit's General Sales Manager participated in the Mock Interview Program at King's College in Charlotte, North Carolina, where he discussed the skills necessary for careers in broadcasting. The program provided practical skills training to students in preparing for and conducting job interviews.

Personnel Involved: WPEG/WBAV Director of Sales/General Sales Manager

Kellar Radio Talent Institute, Appalachian State University (July 16, 2011)

The WKQC/WNKS Program Director participated as a Professional Guest at the Kellar Radio Talent Institute at Appalachian State University, in Boone, North Carolina. The Program Director discussed the job skills necessary for careers in broadcasting, careers in the broadcasting industry, and career opportunities at CBS Radio Charlotte.

Personnel Involved: WKQC/WNKS Program Director

c) Internship Program

Internship Program (Ongoing)

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 22 students during the reporting period.

Personnel Involved: WKQC-FM, WNKS-FM Promotions Manager, WPEG-FM, WBAV-FM Promotions Manager, WSOC-FM, WFNC-AM, WBCN-AM Program Director, WSOC-FM, WFNC-AM, WBCN-AM Production Director, WPEG-FM, WBAM-FM Program Director

d) 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

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sales in acquiring skills that could qualify them for higher level positions. Participants participate in a 10 – 12 month training program to obtain 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, Sales Departments

e) Training of Management-Level Personnel

EEO Compliance Webinar (February 22, 2011, 9:30 a.m.)

The Employment Unit's Human Resources/Payroll Manager participated in an EEO Compliance Webinar that focused on recruitment guidelines and requirements. The webinar reviewed EEO requirements, anti-discrimination practices, OFCCP compliance, and the Employment Unit's recruitment processes.

Personnel Involved: Human Resources/Payroll Manager

CBS Radio EEO Management Training Webinar (July 18, 2011)

Management level personnel at the Employment Unit participated in the CBS Radio EEO Management Training Webinar addressing methods of ensuring equal employment opportunity and preventing discrimination.

Personnel Involved: Management-level personnel and other employees involved in the hiring process, including but not limited to the Market Manager, Market Controller, General Sales Managers, Programming Directors, Local Sales Managers, Market Human Resources Representative, and Market Promotions Director.

f) Participate 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. Recruitment spots run regularly on each station, stating for example that: "Station WBAV-FM, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies at the station. We seek the help of local Community Organizations in referring qualified applicants to our station. Community organizations that wish to receive our vacancy information should contact the Rebecca Gray at WBAV-FM by calling (704) 227-8136. In addition, all listeners are encouraged to visit www.cbsradio.com for an online listing of job openings at all CBS Radio stations." Similar announcements run on each of the other stations in the Employment Unit.

Personnel Involved: Human Resources/Payroll Manager

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