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**CBS Radio East Inc.
1800 K Street, NW
Suite 920
Washington, DC 20006**

April 12, 2016

RECEIVED - FCC

APR 12 2016

Federal Communications Commission
Bureau / Office

EEO Staff
Policy Division
Media Bureau
Federal Communications Commission
445 12th Street, SW
Washington, DC 20554

**RE: Station WWJ
Detroit, Michigan
Fac. ID No. 9621
EEO Audit Letter**

Dear Sir or Madam:

CBS Radio East Inc. ("*CBS Radio*" or the "*Licensee*"), licensee of Station WWJ ("WWJ," the "*Station*"), hereby submits the information and materials concerning the Station's EEO program, as requested by the Federal Communications Commission (the "*Commission*") in a letter dated February 24, 2016, from the Media Bureau to CBS Radio (the "*EEO Audit Letter*").¹

As requested in the EEO Audit Letter, CBS Radio hereby provides responsive information for the applicable station employment unit, which in addition to the Station consists of the following stations (together with WWJ, the "*Stations*" or the "*Employment Unit*"):

WWJ(AM), Detroit, Michigan (Facility ID No. 9621)²
WDZH(FM), Detroit, Michigan (Facility ID No. 25448)
WXYZT-FM, Detroit, Michigan (Facility ID No. 9618)
WOMC(FM), Detroit, Michigan (Facility ID No. 28623)³
WYCD(FM), Detroit, Michigan (Facility ID No. 1089)⁴
WXYZT(AM), Detroit, Michigan (Facility ID No. 28627)⁵

¹ The Media Bureau extended until April 12, 2016 the due date for CBS Radio's response to the EEO Audit Letter. E-mail of Lewis Pulley to Deborah Salons (April 11, 2016). Therefore this response is timely submitted.

² All are licensed to CBS Radio East Inc. unless otherwise indicated.

³ Licensed to CBS Radio Inc. of Michigan.

⁴ Licensed to CBS Radio Inc. of Michigan.

In preparing this response, CBS Radio has relied upon an examination of its files and records and due inquiry of current employees who are knowledgeable of employment-related issues at the Employment Unit. The responses below refer to the numbered paragraphs as they are set forth in the EEO Audit Letter.

Paragraph 3: Audit Data Requested

Paragraph 3(a): EEO Public File Reports and Employment Unit Websites

Attachment A contains the Employment Unit's two most recent EEO public file reports, which cover the 2013-14 reporting period (the "2013-14 EEO Report") and the 2014-15 reporting period (the "2014-15 EEO Report").

The current EEO public file report is available on each Station's website. The Employment Unit's websites are:

<u>Station</u>	<u>Website</u>
WDZH(FM)	http://987ampradio.cbslocal.com/
WWJ(AM)	http://detroit.cbslocal.com/
WXYZ-FM	http://detroit.cbslocal.com/
WOMC(FM)	http://womc.cbslocal.com/
WYCD(FM)	http://wycd.cbslocal.com/
WXYZ(AM)	http://detroit.cbslocal.com/

Attachment A contains screen shots of the Stations' websites showing that each contains the required link to the current EEO public file report.

Attachment A also contains the date of each full-time hire listed in the Employment Unit's two most recent EEO public file reports.

Paragraph 3(b): Full-time Positions Filled

Attachment B contains copies of advertisements, bulletins, letters, faxes, emails, and other communications announcing the full-time job vacancies filled during the 2013-14 and 2014-15 reporting periods, organized by vacancy and ordered to correspond to the EEO public file reports. In general, the Employment Unit retains copies of all notices sent to sources, as required by Section 73.2080(c)(5)(iii).⁶ Where the same job vacancy notice was sent to multiple sources,

⁵ Licensed to CBS Radio Inc. of Detroit.

⁶ The CBS Radio recruitment software further distributes notices of vacancies posted to CBSRadio.com to other online sources, as explained in the first footnotes and the attachments of the 2013-14 EEO Report and the 2014-15 EEO Report.

only one copy of each such notice is included, along with the list of sources to which the notice was sent.⁷ Certain personal data has been redacted.

The Employment Unit airs generic on-air advertisements encouraging individuals interested in jobs at the Employment Unit to visit CBSRadio.com for a list of jobs at all CBS Radio stations. In general, the Employment Unit does not air vacancy-specific on-air advertisements.

The following organizations have requested notice of all full-time job vacancies at the Employment Unit:⁸ Communal Jobs, Specs Howard School of Media Arts, Detroit Workforce Development- Michigan Works,⁹ and Jewish Vocational Services.¹⁰ Copies of the job announcements are included in the materials provided in Attachment B.

Paragraph 3(c): Interviewees

Attachment C contains charts listing the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time vacancies filled during the 2013-14 and 2014-15 reporting periods.¹¹

Paragraph 3(d): Recruitment Initiatives

Attachment D contains documentation demonstrating performance of four of the recruitment initiatives listed in the Employment Unit's two most recent EEO public file reports, ordered to correspond to the EEO public file reports. Certain personal data has been redacted.

As of February 25, 2016 the Employment Unit had 169 full-time employees. The Employment Unit is located in a metropolitan area, as defined by the Office of Management and Budget, with more than 250,000 people. The Employment Unit is required to perform four supplemental

⁷ The Employment Unit uses a mass emailing service provided by Broadcast Compliance Services ("BCS") to disseminate notices of its job vacancies to a list of organizations (the "BCS Lists"). The Employment Unit posts vacancies to CBSRadio.com through web services IBM Kenexa BrassRing and Avature. The job postings, BCS Lists and additional supporting documentation are included in Attachment B.

⁸ The Employment Unit notified these organizations of all vacancies when requested, with the exception of Vacancy 5 of the 2013-14 EEO Report due to exigent circumstances, and Vacancy 33 of the 2014 -15 EEO Report as the Employment Unit had transitioned to new software for CBSRadio.com and mistakenly thought the outreach included Direct Employers (the position was filled before a correction could be made).

⁹ Detroit Workforce Development – Michigan Works ("DWD-MW") requested vacancy notifications only during the 2013-14 reporting period. The Employment Unit inadvertently omitted indicating that DWD-MW requested notification on the charts in the 2013-14 EEO Report. DWD-MW was notified of all vacancies during this reporting period, excluding Vacancy 5 of the 2013-14 EEO Report and Vacancy 33 of the 2014-15 EEO Report.

¹⁰ Jewish Vocational Services (JVS) was notified of all vacancies, with the exception of Vacancy 5 of the 2013-14 EEO Report and Vacancy 33 of the 2014-15 EEO Report. The Employment Unit inadvertently omitted indicating that JVS requested notification of vacancies on the 2013-14 EEO Report and the 2014-15 EEO Report.

¹¹ The Employment Unit made a typographical error regarding the number of interviewees on the 2013-14 EEO Report Vacancy 45. The corrected number of interviewees and recruitment sources can be found at Attachment C. The correct total number of interviewees for the 2013-14 EEO Report is 259 rather than 264.

recruitment initiatives within each two-year period. The most recent license renewal filing date for the Stations is June 1, 2012. Therefore, the 2013-14 EEO Report and the 2014-15 EEO Report are in two separate two-year periods: the last two-year period ended with the 2013-14 EEO Report, and the current two-year period started with 2014-15 EEO Report.

In accordance with the instructions in the EEO Audit Letter, documentation is only provided for four of the recruitment initiatives, specifically for the Employment Unit's participation in job fairs, participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting, the provision of training to the management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination, and the hosting of a job fair. The recruitment initiatives are summarized below and are described in more detail in the 2013-14 EEO Report and in the 2014-15 EEO Report. Documentation in support of the remaining recruitment initiatives is available upon request.

Employment Unit personnel involved in all recruitment initiatives during the 2013-14 and 2014-15 reporting periods, by title, are listed below:

2013-14 EEO Report

<u>Activity</u>	<u>Personnel Involved</u>
Specs Howard School of Media Arts Job Fair- Job Fair	HR Manager and WXYT Promotion Manager
Michigan Association of Broadcasters Career Fair- Job Fair	HR Manager and WWJ Managing Editor
Florida A&M University Entertainment Industry Career Conference- Job Fair	Regional HR Director
Central Michigan University Alpha Kappa Psi Career Day-Job Fair	HR Manager and WOMC Local Sales Manager
Account Executive Call In- Hosting of Job Fair	General Sales Managers, Sales Managers, Local Sales Managers
Account Executive Call In-Hosting of Job Fair	General Sales Managers, Sales Managers, Local Sales Managers
Wayne State University Reporting Race, Gender, and Culture Class- Event Sponsored by Educational Institution	WWJ-AM News Director
Oakland University Broadcast Operations Class- Event Sponsored by Educational Institution	WDZH-FM, WOMC-FM and WYCD-FM Program Director
Wayne State University Reporting Race, Gender, and Culture Class- Event Sponsored by Educational Institution	WWJ-AM News Director
Specs Howard School of Media Arts Internship Fair- Event Sponsored by Educational Institution	WDZH-FM, WOMC-FM and WYCD-FM Program Director
Internship Program	Program Director, Marketing Director, Manager Special Events, Director of Digital Media/Program Director, HR Manager
Sales Associate Training/Mentoring Program –Mentoring Program	SVP/Market Manager, VP/Director of Sales, WYCD-FM General Sales Manager, WYCD-FM Local Sales Manager
CBS Coaching for Execution- Training of Management Level Personnel	Director of Sales, Digital Sales Manager, WDZH-FM/WOMC-FM/WYCD-FM Operations Manager, WDZH-FM Program Director, WWJ-AM News Director, WWJ-AM General Sales Manager, WXYT-FM Local Sales Manager, WXYT-FM Sports Sales Manager, WYCD-FM Local Sales Manager
CBS Corporation Compliance Training Program-Training of Management Level Personnel	All full time employees, including management-level personnel
CBS Radio Management-Level Training- Training of Management	All management-level employees

Level Personnel	
Contributions to CBS Radio Career Website- General Outreach Using Job Banks or Internet Programs	HR Manager

2014-15 EEO Report

<u>Activity</u>	<u>Personnel Involved</u>
Michigan Collegiate Job Fair- Job Fair	VP/Director of Sales, WWJ-AM Local Sales Manager, WYCD-FM General Sales Manager, WOMC-FM Local Sales Manager, WXYT-FM General Sales Manager and WDZH-FM General Sales Manager
Rochester College Spring 2015 Job Fair- Job Fair	WDZH-FM General Sales Manager
Michigan Association of Broadcasters Career Fair- Job Fair	HR Manager
Central Michigan University Broadcasting and Cinematic Arts Career Fair- Job Fair	WOMC-FM General Sales Manager
Walsh College Career Fair- Job Fair	WYCD-FM General Sales Manager
Account Executive Call In- Hosting of Job Fair	General Sales Managers and Local Sales Managers
Plymouth Salem High School WSDP Radio Class- Event Sponsored by Educational Institution- Event Sponsored by Educational Institution	WWJ-AM News Director
Michigan Association of Broadcasters Broadcasting Career Builder Conference- Event Sponsored by Educational Institution	SVP/Market Manager and WDZH-FM and WXYT-FM Marketing Director
Specs Howard Get Your Career in Gear Event- Event Sponsored by Educational Institution -	WDZH-FM Program Director
Wayne State University Reporting Race, Gender, and Culture Class- Event Sponsored by Educational Institution	WWJ-AM Managing Editor
Eastern Michigan University American Marketing Association- Event Sponsored by Educational Institution	Digital Sales Manager, Digital Sales Operations Specialist, WYCD Promotion Director and WXYT Promotion Manager
Internship Program	Program Director, Marketing Director, Manager Special Events, Director of Digital Media/Program Director, HR Manager
Account Executive and Sales Manager Training- Training of Management Level Personnel	All Sales Employees and Managers; Conducted by SVP Sales Training and Development Director of Sales
Sales Associate Training/Mentoring Program- Mentoring Program	VP/Director of Sales and Digital Sales Manager
CBS Corporation Compliance Training Program- Training of Management Level Personnel	All full time employees, including management-level personnel
Contributions to CBS Radio Career Website- Participate in General Outreach Efforts Using Job Banks or Internet Programs	HR Manager

Paragraph 3(e): Discrimination Complaints

Pending or resolved complaints involving the Station during the Station's current license term¹² before any body having competent jurisdiction under federal, state, territorial or local law

¹² The current license terms for the Station, WXYT(AM), WXYT-FM, WYCD(FM), WDZH(FM) and WOMC(FM) began on October 1, 2012. See *respectively* BR-20120601ASQ and -ARJ, and BRH-20120601ASW, -ATB, -ASH, and -ATA.

alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex include:

On June 25, 2014, a full-time Account Executive for the Station, John Van Rohr, filed a charge of discrimination with the U.S. Equal Employment Opportunity Commission (EEOC Charge No. 471-2014-02510) alleging that he was being discriminated against and subjected to retaliation on the basis of age, allegedly in violation of the Age Discrimination in Employment Act. The charge was withdrawn per the request of Mr. Rohr on June 1, 2015. No complaint was subsequently filed in any federal or state court within the 90-day period.

On September 17, 2014, a former full-time Account Executive for the Station, Joseph Bellanca, filed a charge of discrimination with the U.S. Equal Employment Opportunity Commission (EEOC M 23A-2015-00022C) alleging that he was discriminated against on the basis of sex and age, allegedly in violation of Title VII of the Civil Rights Act of 1964 and the Age Discrimination in Employment Act, in addition to constructive discharge and harassment. The case was withdrawn per the request of Mr. Bellanca on January 12, 2015. No complaint was subsequently filed in any federal or state court within the 90-day period.

To the Station's knowledge, no additional pending or resolved complaints have been filed during the Station's current license term.

Paragraph 3(f): Responsibilities of Each Level of Employment Unit Management to Ensure Implementation of Employment Unit EEO Policies; Informing Job Applicants and Employees of Employment Unit EEO Policies

The management of the Employment Unit actively works to facilitate effective implementation and enforcement of its equal opportunity and nondiscrimination practices and policies. The Market Manager holds ultimate responsibility for ensuring enforcement of EEO policies and the Human Resources Manager oversees the implementation of the EEO process. The Human Resources Manager works to ensure that the EEO practices and policies are effectively implemented and that the necessary paperwork is completed for each job vacancy. It is the responsibility of each level of management at the Employment Unit to work with the Human Resources Manager to ensure compliance with the Employment Unit's EEO policies, including compliance with all appropriate recruitment procedures. In connection with each job vacancy, the applicable Employment Unit department head works with the Human Resources Manager to comply with the EEO policies and complete the necessary notifications and paperwork.

The Human Resources Manager is primarily responsible for widely disseminating information for each full-time vacancy, for ensuring that the Employment Unit fulfills the requisite number of supplemental recruitment initiatives over each two-year period, keeping accurate and detailed recruitment and hiring records, preparing the Employment Unit's annual EEO public file report, and, in conjunction with the Market Manager, assessing the recruitment efforts at the Employment Unit. On an annual basis, in connection with the preparation of the annual EEO public file report, the Market Manager confirms that the Employment Unit's EEO policy has been considered in filling each vacancy.

The Employment Unit informs job applicants that it is an equal opportunity employer on its CBS Radio Application for Employment, on all job vacancy notices, at the CBS Radio Career Center

(www.cbsradio.com/careers), on all station websites, and in on-air advertisements. The CBS Radio Career Center (www.cbsradio.com/careers) includes the following statement: "CBS Radio is an Equal Opportunity Employer and welcomes job applications from all qualified candidates."

Additionally, each of the Stations' websites states that the station is an equal opportunity employer and each of the Stations airs on-air advertisements informing job applicants that the respective station is an equal opportunity employer. For instance, WWJ-AM regularly airs and permanently posts on its website the following statement: "CBS Radio, 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 job vacancy information should contact Kristen Adams at 248.327.2732 or email Kristen.Adams@cbsradio.com. In addition, all listeners are encouraged to visit cbsradio.com for an online listing of job openings at all CBS Radio stations."

At the time of hire, employees are given extensive training regarding the Employment Unit's EEO policies and practices during their training orientation. The employees receive the CBS Corporation Business Conduct Statement, which includes sections on equal employment opportunity and a harassment-free workplace environment, and a copy of the CBS Radio Non-Discrimination and Anti-Harassment Policy. Additionally, the CBS Policy Guide, which describes the CBS Radio non-discrimination and anti-harassment policy, is available to all employees on the "CBS and You" portal. Employees are notified when these policies are revised. The Market Manager and other management-level employees are also available to discuss the Employment Unit's EEO policies at any time with job applicants and employees.

Paragraph 3(g): Analysis of Employment Unit EEO Recruitment Program

The Employment Unit conducts ongoing evaluations of its EEO recruitment program in an effort to ensure that its outreach efforts broadly reach all potential applicants. While the Employment Unit's Market Manager retains ultimate responsibility, the Employment Unit's Human Resources Manager has primary responsibility for ensuring that the Employment Unit's EEO recruitment program is effective and for taking action to address any problems that may occur. The Employment Unit's Human Resources Manager and Market Manager periodically review the Employment Unit's list of recruitment sources to confirm that they are effective in wide dissemination of job vacancy announcements across the Employment Unit's community. The Employment Unit has also taken proactive steps to enhance the effectiveness of its recruitment efforts. Additionally, the Employment Unit airs on-air advertisements seeking information from local community-based organizations that are interested in referring job candidates to the Stations. The Employment Unit airs on-air advertisements on each station that are substantially similar to the WWJ-AM on-air advertisement below:

CBS Radio, 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 job vacancy information should contact Kristen Adams at 248.327.2732 or email Kristen.Adams@cbsradio.com. In addition, all listeners are encouraged to

visit cbsradio.com for an online listing of job openings at all CBS Radio stations.

Paragraph 3(h): Analysis of Employment Unit Efforts to Ensure Equal Opportunity and Nondiscrimination

The Employment Unit regularly analyzes the effectiveness of its EEO practices and policies in an effort to ensure that they provide equal opportunity and do not have a discriminatory effect. Specifically, the Market Manager, Market Controller and Human Resources Manager annually examine employee pay rates, seniority practices, promotions and selection techniques and tests to determine whether all employees were treated equally. The Employment Unit makes all promotion decisions based on the skills, ability and experience of the applicant – race, color, religion, sex, or sexual orientation, national origin, age or physical or mental disability, veteran or disabled veteran status – are not considered. It is the Employment Unit's policy that the Market Manager and CBS Radio's Regional Human Resources Director approve all termination decisions.

The Employment Unit has active collective bargaining agreements with the Screen Actors Guild – American Federation of Television and Radio Actors (SAG-AFTRA). Local management and CBS Labor Relations ensure that all union-related job vacancies are provided broad outreach and all EEO practices and policies are effective in both recruitment efforts and during the course of members' employment. The Employment Unit has established effective relationships with union representation to discuss potential EEO-related concerns, of which there have been no grievances or complaints lodged during the audit period.

Paragraph 3(i): Religious Broadcasters

CBS Radio is not a religious broadcaster.

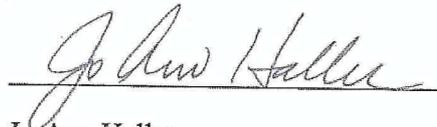
Paragraph 4: Time Brokerages

CBS Radio is not a party to any time brokerage arrangement for the provision of all programming on the Stations.

[Signature on Following Page]

Should any questions arise regarding this information, please contact the undersigned or CBS Radio's counsel Deborah Salons at 202.416.6768.

Respectfully submitted,

A handwritten signature in cursive script, reading "Jo Ann Haller", is written over a horizontal line.

Jo Ann Haller
Senior Vice President, General Counsel and
Assistant Secretary
CBS Radio East Inc.

Enclosure

ATTACHMENT A



EEO PUBLIC FILE REPORT

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

- 1) Employment Unit: CBS Radio – Detroit, MI
- 2) Unit Members (Stations and Communities of License):

WDZH-FM, Detroit, MI
WOMC-FM, Detroit, MI
WWJ-AM, Detroit, MI
WXYZ-AM, Detroit, MI
WXYZ-FM, Detroit, MI
WYCD-FM, Detroit, MI

3) EEO Contact Information for Employment Unit:

Mailing Address: CBS Radio Detroit c/o Kristen Adams 26455 American Drive Southfield, MI 48034	Telephone Number: 248.327.2900
	Contact Person/Title: Kristen Adams/HR Manager
	E-mail Address: Kristen.Adams@cbsradio.com

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

Job Title	Recruitment Source Referring Hiree
(1) WYCD-FM Account Executive	Referral-Industry
(2) WXYT-FM Sports Writer	CBSRadio.com
(3) WXYT-FM Local Sales Manager	CBSRadio.com
(4) Market Accounts Payable	Referral-Employee
(5) WDZH-FM Talent	Internal Candidate
(6) WXYT-FM Account Executive	Referral-Employee
(7) WXYT-FM Play by Play Account Executive	Referral-Employee
(8) National Digital Sales Executive	CBSRadio.com
(9) Digital Sales Specialist	Internal Candidate
(10) WXYT-FM Producer	CBSRadio.com
(11) WOMC-FM Local Sales Manager	Referral-Employee
(12) Director of Integrated Marketing	Internal Candidate
(13) WXYT-FM Producer	CBSRadio.com

Stations WDZH-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.

(14) Digital Sales Assistant	Referral-Employee
(15) WYCD-FM Sales Associate	Challenge Detroit
(16) WOMC-FM Promotion Manager	Internal Candidate
(17) WOMC-FM/WYCD-FM Sales Assistant	Internal Candidate
(18) WYCD-FM Account Executive	Referral-Employee
(19) WDZH-FM Account Executive	Referral-Employee
(20) WDZH-FM Account Executive	Referral-Employee
(21) WYCD-FM Account Executive	CBSRadio.com
(22) WOMC-FM Account Executive	Referral-Employee
(23) WWJ-AM Sales Assistant	Referral-Employee
(24) WOMC-FM Account Executive	Referral-Employee
(25) WOMC-FM Account Executive	Referral-Industry
(26) Market Accounts Payable	CBSRadio.com
(27) Digital Sales Specialist	Referral-Employee
(28) WWJ-AM Local Sales Manager	Referral-Employee
(29) WOMC-FM/WYCD-FM Sales Assistant	CBSRadio.com
(30) WYCD-FM Research Analyst	Indeed.com
(31) WDZH-FM Webmaster	Referral-Employee
(32) Graphic Designer	CBSRadio.com
(33) Digital Sales Manager	CBSRadio.com
(34) WXYT-FM Account Executive	Indeed.com
(35) WXYT-FM General Sales Manager	CBSRadio.com
(36) Digital Account Manager	CBS.com
(37) WXYT-FM Play-by-Play Account Executive	CBS Radio Transfer
(38) WOMC-FM Traffic Manager	Referral-Employee
(39) WDZH-FM Account Executive	CBSRadio.com
(40) WOMC-FM Sales Assistant	Internal Candidate
(41) WOMC-FM Account Executive	CBS Radio Open House

Stations WDZH-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.

(42) WWJ-AM General Sales Manager	Internal Candidate
(43) WWJ-AM Account Executive	CBS Radio Open House
(44) WWJ-AM Account Executive	Referral-Employee
(45) WZLH-FM Morning Show Producer	Internal Candidate

**Stations WZLH-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM
are Equal Opportunity Employers.**

5) Job Title: WYCD-FM Account Executive Referral Source(s) of Hiree: Referral-Industry
(1)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Academy of The Sacred Heart	Gretchen Parks	1250 Kensington Road Bloomfield Hills, MI 48304	248-646-8900		NO
Adcrafter, The	Bob Guerrini	3011 West Grand Boulevard Suite 1715 Detroit, MI 48226	313-872-7850		NO
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
Alliance for a Safer, Greater Detroit	Sandy Jasmund	200 Renaissance Center Suite 2653 Detroit, MI 48243	313-567-9393		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Taha Alhundi	8740 Jos Campau Hamtramck, MI 48212	313-875-4686		NO
Arise Detroit-Activating Resources and Inspiring Service and Empowerment	Luther Keith	5830 Field Street Suite 103 Detroit, MI 48213	313-921-1955		NO
Black Awareness in Television	David Rambeau	30 Josephine 3rd Floor Detroit, MI 48202	313-871-3333		NO
CBSRadio.com		CBSRadio.com		3	NO
Center for Creative Studies	Erin Keams	201 E. Kirby Detroit, MI 48202	313.664.7400		NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College for Creative Studies	Michael Coleman	201 East Kirby Street Detroit, MI 48202	313-664-7400		NO
College-Henry Ford Community College	Jay Korinck	5101 Evergreen Rd. Dearborn, MI 48128	313.845.9676		NO
College-Macomb Community College South Campus - Career Resource Lab	Walt Senska	14500 East 12 Mile Road Warren, MI 48093	586.445.7211		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Schoolcraft College-Radcliff Center Women's Resource Center	Marlene Kershaw	Radcliff Center Room RC 120 Garden City, MI 48135	734-462-4400x605		NO

Stations WDZH-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.

College-Walsh College	Laurie Siebert	3838 Livemois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District	Kaukab Usman	801 West Fort Street Detroit, MI 48226	313-496-2500		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Avenue Detroit, MI 48204	313-491-0003		NO
Detroit Chamber Workforce Prep	Robert Troutman	One Woodward-Suite 1700 PO Box 33840 Detroit, MI 48232	313-596-0330		NO
Detroit Job Corps Center	Benjie Williams	10401 East Jefferson Avenue Detroit, MI 48214	313-821-7000		NO
Detroit Workforce Development Board	Cylenphia Miller	City of Detroit Employment & Training Department 707 West Milwaukee, 5th Floor Detroit, MI 48202	313-876-0674		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Disability Network of Wayne County and Detroit Michigan	Rick Sides	5555 Conner Street Suite 2075 Detroit, MI 48213	313-923-1655		NO
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Hispanic Business Alliance	Dolores Sanchez	1500 Penobscot Building 645 Griswold Street Detroit, MI 48226	313-962-6422		NO
Indeed.com				1	NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Japan American Society of Greater Detroit and Windsor	Liseann Gouin	PO Box 33840 One Woodward Avenue-19th Floor Detroit, MI 48232	313-596-0484		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
Ohio and Illinois Centers for Broadcasting	Gary James	9000 Sweet Valley Drive Valley View, OH 44125	216-447-9117		NO
On Air Announcement		26455 American Drive, Southfield, MI 48034	248-327-2900	4	NO
Referral-Industry				1	NO
Specs Howard School of Media Arts	Anjenetta Hicks	19900 West Nine Mile Road Southfield, MI 48075	248-358-9000		YES
United Way of Southeastern Michigan	Ron Carr	1212 Griswold Detroit, MI 48226	313-226-9376		NO
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO

**Stations WDZH-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM
are Equal Opportunity Employers.**

University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
University-Wayne State University-WDET	Yolanda Dunn	4600 Cass Avenue Detroit, MI 48201	313-577-4146		NO
Urban League-Detroit Urban League	Lisa Taylor	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Wayne County Education and Training Division	Niema Hill	18600 Randolph Suite 323 Detroit, MI 48226	313-224-0815		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO

¹ In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various sources (e.g., Indeed.com, etc.) using the CBS Radio recruitment software, listed on [Attachment A](#). Notices that America's Job Exchange ("AJE") receives/scrapes are also further distributed by AJE to a broad network of recruitment sources, listed on [Attachment B](#). Note that these lists may change from time to time.

Stations WZLH-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.

5) Job Title: WXYT-FM Sports Writer (2) Referral Source(s) of Hiree: CBSRadio.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
Black Awareness in Television	David Rambeau	30 Josephine 3rd Floor Detroit, MI 48202	313-871-3333		NO
CBSRadio.com		CBSRadio.com		2	NO
Center for Creative Studies	Erin Kearns	201 E. Kirby Detroit, MI 48202	313.664.7400		NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College for Creative Studies	Alana Bartol	201 E. Kirby Detroit, MI 48202	313-664-7690		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Henry Ford Community College	Jay Korinck	5101 Evergreen Rd. Dearborn, MI 48128	313.845.9676		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Schoolcraft College	Juan Taylor	18600 Haggerty Rd. Livonia, MI 48152	734-462-4400		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO

Stations WDZH-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.

Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Avenue Detroit, MI 48204	313-491-0003		NO
Detroit Workforce Development Board	Cylenphia Miller	City of Detroit Employment & Training Department 707 West Milwaukee, 5th Floor Detroit, MI 48202	313-876-0674		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Indeed.com				6	NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Internal Candidate	HR	26455 American Drive, Southfield, MI 48034	248-327-2900	2	NO
Michigan Works-Novis Service Center	Bernadine Bennett	31186 Beck Road Novi, MI 48377	248-926-1820		NO
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
Ohio and Illinois Centers for Broadcasting	Gary James	9000 Sweet Valley Drive Valley View, OH 44125	216-447-9117		NO
Referral-Employee				2	NO
Specs Howard School of Media Arts	Anjenetta Hicks	19900 West Nine Mile Road Southfield, MI 48075	248-358-9000		YES
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University-Davenport University, Livonia Campus	Heather Fowler or Svetlana Maksimchuk	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Madonna University-Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO
University-Wayne State University	Ronald Kent	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Lisa Taylor	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO

¹ In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various sources (e.g., Indeed.com, etc.) using the CBS Radio recruitment software, listed on [Attachment A](#). Notices that America's Job Exchange ("AJE") receives/scrapes are also further distributed by AJE to a broad network of recruitment sources, listed on [Attachment B](#). Note that these lists may change from time to time.

Stations WDZH-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.

5) Job Title: **WXYZ-FM Local Sales Manager (3)**

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

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
Black Awareness in Television	David Rambeau	30 Josephine 3rd Floor Detroit, MI 48202	313-871-3333		NO
CBSRadio.com		CBSRadio.com		2	NO
Center for Creative Studies	Erin Kearns	201 E. Kirby Detroit, MI 48202	313.664.7400		NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College for Creative Studies	Michael Coleman	201 East Kirby Street Detroit, MI 48202	313-664-7400		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Henry Ford Community College	Jay Korinck	5101 Evergreen Rd. Dearborn, MI 48128	313.845.9676		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Schoolcraft College	Juan Taylor	18600 Haggerty Rd. Livonia, MI 48152	734-462-4400		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO

Stations WDZH-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.

Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Avenue Detroit, MI 48204	313-491-0003		NO
Detroit Chinese Business Association	Raymond Xu	Ford Motor Company PO Box 2769 Dearborn, MI 48123	313-323-8631		NO
Detroit Workforce Development Board	Cylenthia Miller	City of Detroit Employment & Training Department 707 West Milwaukee, 5th Floor Detroit, MI 48202	313-876-0674		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Internal Candidate	HR	26455 American Drive, Southfield, MI 48034	248-327-2900	1	NO
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
Ohio and Illinois Centers for Broadcasting	Gary James	9000 Sweet Valley Drive Valley View, OH 44125	216-447-9117		NO
Referral-Employee				2	NO
RESOURCE NETWORK	Lawrence Barnes	9349 TELEGRAPH RD REDFORD, MI 48239	313-533-5900		NO
Specs Howard School of Media Arts	Anjenetta Hicks	19900 West Nine Mile Road Southfield, MI 48075	248-358-9000		YES
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University, Livonia Campus	Heather Fowler or Svetlana Maksinchux	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Madonna University-Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO
University-Wayne State University	Ronald Kent	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Lisa Taylor	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO

¹ In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various sources (e.g., Indeed.com, etc.) using the CBS Radio recruitment software, listed on [Attachment A](#). Notices that America's Job Exchange ("AJE") receives/scrapes are also further distributed by AJE to a broad network of recruitment sources, listed on [Attachment B](#). Note that these lists may change from time to time.

Stations WZZM-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.

5) Job Title: Market Accounts Payable (4) Referral Source(s) of Hiree: Referral-Employee

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Adcrafter, The	Bob Guerrini	3011 West Grand Boulevard Suite 1715 Detroit, MI 48226	313-872-7850		NO
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Taha Alhumdi	8740 Jos Campau Hamtramck, MI 48212	313-875-4686		NO
Black Awareness in Television	David Rambeau	30 Josephine 3rd Floor Detroit, MI 48202	313-871-3333		NO
CBSRadio.com		CBSRadio.com		4	NO
Center for Creative Studies	Erin Keams	201 E. Kirby Detroit, MI 48202	313.664.7400		NO
College-Henry Ford Community College	Jay Korinck	5101 Evergreen Rd. Dearborn, MI 48128	313.845.9676		NO
College-Macomb Community College South Campus - Career Resource Lab	Walt Senska	14500 East 12 Mile Road Warren, MI 48093	586.445.7211		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Schoolcraft College-Radcliff Center Women's Resource Center	Marlene Kershaw	Radcliff Center Room RC 120 Garden City, MI 48135	734-462-4400x605		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District	Kaukab Usman	801 West Fort Street Detroit, MI 48226	313-496-2500		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Avenue Detroit, MI 48204	313-491-0003		NO

Stations WDZH-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.

Detroit Chamber Workforce Prep	Robert Troutman	One Woodward-Suite 1700 PO Box 33840 Detroit, MI 48232	313-596-0330		NO
Detroit Economic Growth Corporation	Sheila Anthony	500 Griwswald Street Suite 2200 Detroit, MI 48226	313-963-2940		NO
Detroit Job Corps Center	Benjie Williams	10401 East Jefferson Avenue Detroit, MI 48214	313-821-7000		NO
Detroit Workforce Development Board	Cylenthia Miller	City of Detroit Employment & Training Department 707 West Milwaukee, 5th Floor Detroit, MI 48202	313-876-0674		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
Ohio and Illinois Centers for Broadcasting	Gary James	9000 Sweet Valley Drive Valley View, OH 44125	216-447-9117		NO
Referral-Employee				1	NO
Specs Howard School of Media Arts	Anjenetta Hicks	19900 West Nine Mile Road Southfield, MI 48075	248-358-9000		YES
United Way of Southeastern Michigan	Ron Carr	1212 Griswold Detroit, MI 48226	313-226-9376		NO
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Lisa Taylor	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO

¹ In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various sources (e.g., Indeed.com, etc.) using the CBS Radio recruitment software, listed on [Attachment A](#). Notices that America's Job Exchange ("AJE") receives/scrapes are also further distributed by AJE to a broad network of recruitment sources, listed on [Attachment B](#). Note that these lists may change from time to time.

Stations WZDZ-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.

5) Job Title: WDZH-FM Talent (5)

Referral Source(s) of Hiree:

Internal Candidate*

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Blind Ad in CBSRadio.com	N/A	www.cbsradio.com	N/A	5	NO
Blind Ad in HR.com	N/A	www.hr.com	N/A		NO
Blind Ad in Indeed.com	N/A	www.indeed.com	N/A		NO
Blind Ad in Jobirn.com	N/A	www.jobirn.com	N/A		NO
Blind Ad in Juju	N/A	www.juju.com	N/A		NO
Blind Ad in JustJobs	N/A	www.justjobs.com	N/A		NO
Blink Ad in Lycos Classifieds	N/A	www.lycos.com	N/A		NO
Blind Ad in OLX Classifieds	N/A	www.olsclassifieds.com	N/A		NO
Blink Ad in Oodle	N/A	www.oodle.com	N/A		NO
Blind Ad in Simply Hired	N/A	www.simplyhired.com	N/A		NO
Blind Ad in Spoke	N/A	www.spoke.com	N/A		NO
Internal Candidate	HR	26455 American Drive, Southfield, MI 48034	248-327-2900	1	NO
Referral-Employee	N/A		N/A	1	NO

* Due to the sensitive and confidential nature of this job opening, the Station relied upon a blind posting to solicit candidates for the position.

¹ In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various sources (e.g., Indeed.com, etc.) using the CBS Radio recruitment software, listed on Attachment A. Notices that America's Job Exchange ("AJE") receives/scrapes are also further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Note that these lists may change from time to time.

Stations WDZH-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.

5) Job Title: WXYT-FM Account Executive Referral Source(s) of Hire: Referral-Employee
(6)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
Black Awareness in Television	David Rambeau	30 Josephine 3rd Floor Detroit, MI 48202	313-871-3333		NO
CBSRadio.com		CBSRadio.com		2	NO
Center for Creative Studies	Erin Kearns	201 E. Kirby Detroit, MI 48202	313.664.7400		NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College for Creative Studies	Michael Coleman	201 East Kirby Street Detroit, MI 48202	313-664-7400		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Henry Ford Community College	Richard Brown	5101 Evergreen Learning Resources Building Detroit, MI 48128	313-845-9611		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Schoolcraft College	Juan Taylor	18600 Haggerty Rd. Livonia, MI 48152	734-462-4400		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES

Stations WDZH-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.

Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.084 7		NO
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Avenue Detroit, MI 48204	313-491- 0003		NO
Detroit Workforce Development Board	Cylenchia Miller	City of Detroit Employment & Training Department 707 West Milwaukee, 5th Floor Detroit, MI 48202	313-876- 0674		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628- 2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494- 4775		NO
Indeed.com					NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444- 5720		NO
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796- 4550		NO
Ohio and Illinois Centers for Broadcasting	Gary James	9000 Sweet Valley Drive Valley View, OH 44125	216-447- 9117		NO
Referral-Employee				3	NO
Specs Howard School of Media Arts	Anjenetta Hicks	19900 West Nine Mile Road Southfield, MI 48075	248-358- 9000		YES
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993- 1017		NO
University of Michigan, Dearborn - WUMD	Lorissa McKay	4901 Evergreen Road Dearborn, MI 48127	313-593- 5439		NO
University-Davenport University, Livonia Campus	Heather Fowler or Svetlana Maksimchuk	19499 Victor Parkway Livonia, MI 48152	734-943- 2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204- 3140		NO
University-Madonna University-Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432- 5620		NO
University-Wayne State University	Ronald Kent	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577- 3390		NO
Urban League-Detroit Urban League	Cassandra Nelson-Pruitt	208 Mack Avenue Detroit, MI 48201	313-832- 4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582- 8465		NO

¹ In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various sources (e.g., Indeed.com, etc.) using the CBS Radio recruitment software, listed on [Attachment A](#). Notices that America's Job Exchange ("AJE") receives/scrapes are also further distributed by AJE to a broad network of recruitment sources, listed on [Attachment B](#). Note that these lists may change from time to time.

Stations WZDZ-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.

5) Job Title: **WXYT-FM Play by Play Account Executive (7)** Referral Source(s) of Hiree: Referral-Employee

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
Black Awareness in Television	David Rambeau	30 Josephine 3rd Floor Detroit, MI 48202	313-871-3333		NO
Center for Creative Studies	Erin Keams	201 E. Kirby Detroit, MI 48202	313.664.7400		NO
College for Creative Studies	Michael Coleman	201 East Kirby Street Detroit, MI 48202	313-664-7400		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Henry Ford Community College	Doug Freed	5101 Evergreen Road Dearborn, MI 48128	313 845-9710x2		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Schoolcraft College	Juan Taylor	18600 Haggerty Rd. Livonia, MI 48152	734-462-4400		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Shama	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Avenue Detroit, MI 48204	313-491-0003		NO

Stations WDZH-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.

Detroit Chinese Business Association	Raymond Xu	Ford Motor Company PO Box 2769 Dearborn, MI 48123	313-323-8631		NO
Detroit Workforce Development Board	Cylenthia Miller	City of Detroit Employment & Training Department 707 West Milwaukee, 5th Floor Detroit, MI 48202	313-876-0674		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Indeed.com		Indeed.com		4	NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
Ohio and Illinois Centers for Broadcasting	Gary James	9000 Sweet Valley Drive Valley View, OH 44125	216-447-9117		NO
Referral-Employee				1	NO
Specs Howard School of Media Arts	Anjenetta Hicks	19900 West Nine Mile Road Southfield, MI 48075	248-358-9000		YES
Sports Business Journal		www.sportsbusinessdaily.com		1	NO
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University, Livonia Campus	Heather Fowler or Svetlana Maksimchux	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Madonna University-Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO
University-Wayne State University	Ronald Kent	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Cassandra Nelson-Pruitt	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO

¹ In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various sources (e.g., Indeed.com, etc.) using the CBS Radio recruitment software, listed on [Attachment A](#). Notices that America's Job Exchange ("AJE") receives/scrapes are also further distributed by AJE to a broad network of recruitment sources, listed on [Attachment B](#). Note that these lists may change from time to time.

Stations WZDZ-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.

5) Job Title: National Digital Sales Executive Referral Source(s) of Hire: CBSRadio.com
(8)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Adcrafter, The	Bob Guerrini	3011 West Grand Boulevard Suite 1715 Detroit, MI 48226	313-872-7850		NO
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
Arise Detroit-Activating Resources and Inspiring Service and Empowerment	Luther Keith	5830 Field Street Suite 103 Detroit, MI 48213	313-921-1955		NO
Black Awareness in Television	David Rambeau	30 Josephine 3rd Floor Detroit, MI 48202	313-871-3333		NO
CBSRadio.com		CBSRadio.com		5	NO
Center for Creative Studies	Erin Kearns	201 E. Kirby Detroit, MI 48202	313.664.7400		NO
College for Creative Studies	Alana Bartol	201 E. Kirby Detroit, MI 48202	313-664-7690		NO
College-Henry Ford Community College	Richard Brown	5101 Evergreen Learning Resources Building Detroit, MI 48128	313-845-9611		NO
College-Macomb County Community College	Dan Tringali	14500 East 12 Mile Rd Road Warren, MI 48088	586-445-7999		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Schoolcraft College-Radcliff Center Women's Resource Center	Marlene Kershaw	Radcliff Center Room RC 120 Garden City, MI 48135	734-462-4400x605		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District	Kaukab Usman	801 West Fort Street Detroit, MI 48226	313-496-2500		NO

Stations WZDZ-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.

Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Workforce Development Board	Cylenia Miller	City of Detroit Employment & Training Department 707 West Milwaukee, 5th Floor Detroit, MI 48202	313-876-0674		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
Ohio and Illinois Centers for Broadcasting	Gary James	9000 Sweet Valley Drive Valley View, OH 44125	216-447-9117		NO
Specs Howard School of Media Arts	Anjenetta Hicks	19900 West Nine Mile Road Southfield, MI 48075	248-358-9000		YES
United Way of Southeastern Michigan	Ron Carr	1212 Griswold Detroit, MI 48226	313-226-9376		NO
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Wayne State University	Ronald Kent	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Lisa Taylor	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO

¹ In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various sources (e.g., Indeed.com, etc.) using the CBS Radio recruitment software, listed on [Attachment A](#). Notices that America's Job Exchange ("AJE") receives/scrapes are also further distributed by AJE to a broad network of recruitment sources, listed on [Attachment B](#). Note that these lists may change from time to time.

Stations WZDZ-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.

5) Job Title: Digital Sales Specialist (9)

Referral Source(s) of Hiree:

Internal Candidate

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Adcrafter, The	Bob Guerrini	3011 West Grand Boulevard Suite 1715 Detroit, MI 48226	313-872-7850		NO
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
Black Awareness in Television	David Rambeau	30 Josephine 3rd Floor Detroit, MI 48202	313-871-3333		NO
CBSRadio.com		CBSRadio.com		3	NO
Center for Creative Studies	Erin Kearns	201 E. Kirby Detroit, MI 48202	313.664.7400		NO
College-Henry Ford Community College	Doug Freed	5101 Evergreen Road Dearborn, MI 48128	313 845-9710x2		NO
College-Macomb Community College South Campus - Career Resource Lab	Walt Senska	14500 East 12 Mile Road Warren, MI 48093	586.445.7211		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Schoolcraft College-Radcliff Center Women's Resource Center	Marlene Kershaw	Radcliff Center Room RC 120 Garden City, MI 48135	734-462-4400x605		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District	Kaukab Usman	801 West Fort Street Detroit, MI 48226	313-496-2500		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO

Stations WDZH-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.

Detroit Chamber Workforce Prep	Robert Troutman	One Woodward-Suite 1700 PO Box 33840 Detroit, MI 48232	313-596-0330		NO
Detroit Chinese Business Association	Raymond Xu	Ford Motor Company PO Box 2769 Dearborn, MI 48123	313-323-8631		NO
Detroit Economic Growth Corporation	Sheila Anthony	500 Griwswald Street Suite 2200 Detroit, MI 48226	313-963-2940		NO
Detroit Workforce Development Board	Cylenphia Miller	City of Detroit Employment & Training Department 707 West Milwaukee, 5th Floor Detroit, MI 48202	313-876-0674		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Internal Candidate	HR	26455 American Drive, Southfield, MI 48034	248-327-2900	1	NO
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
Ohio and Illinois Centers for Broadcasting	Gary James	9000 Sweet Valley Drive Valley View, OH 44125	216-447-9117		NO
Referral-Employee				1	NO
Specs Howard School of Media Arts	Anjenetta Hicks	19900 West Nine Mile Road Southfield, MI 48075	248-358-9000		YES
United Way of Southeastern Michigan	Ron Carr	1212 Griswold Detroit, MI 48226	313-226-9376		NO
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Lisa Taylor	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO

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Stations WZZM-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.

5) Job Title: **WXYT-FM Producer (10)** Referral Source(s) of Hire: **CBSRadio.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
Between the Lines	Jan Stevenson	11920 Farmington Road Livonia, MI 48150	734-298-7200		NO
Black Awareness in Television	David Rambeau	30 Josephine 3rd Floor Detroit, MI 48202	313-871-3333		NO
CBSRadio.com		CBSRadio.com		4	NO
Center for Creative Studies	Erin Kearns	201 E. Kirby Detroit, MI 48202	313.664.7400		NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College for Creative Studies	Alana Bartol	201 E. Kirby Detroit, MI 48202	313-664-7690		NO
College-Henry Ford Community College	Jay Korinck	5101 Evergreen Rd. Dearborn, MI 48128	313.845.9676		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Schoolcraft College	Juan Taylor	18600 Haggerty Rd. Livonia, MI 48152	734-462-4400		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Avenue Detroit, MI 48204	313-491-0003		NO

Stations WZZM-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.

Detroit Workforce Development Board	Cylenthia Miller	City of Detroit Employment & Training Department 707 West Milwaukee, 5th Floor Detroit, MI 48202	313-876-0674		NO
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Internal Candidate	HR	26455 American Drive, Southfield, MI 48034	248-327-2900		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
Ohio and Illinois Centers for Broadcasting	Gary James	9000 Sweet Valley Drive Valley View, OH 44125	216-447-9117		NO
Specs Howard School of Media Arts	Anjenetta Hicks	19900 West Nine Mile Road Southfield, MI 48075	248-358-9000		YES
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University, Livonia Campus	Heather Fowler or Svetlana Maksimchuk	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Madonna University-Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
University-Wayne State University-WDET	Yolanda Dunn	4600 Cass Avenue Detroit, MI 48201	313-577-4146		NO
Urban League-Detroit Urban League	Lisa Taylor	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO

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**Stations WDZH-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM
are Equal Opportunity Employers.**

5) Job Title: WOMC-FM Local Sales Manager (11) Referral Source(s) of Hiree: Referral-Employee

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
Black Awareness in Television	David Rambeau	30 Josephine 3rd Floor Detroit, MI 48202	313-871-3333		NO
CBSRadio.com				2	NO
Center for Creative Studies	Erin Kearns	201 E. Kirby Detroit, MI 48202	313.664.7400		NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College for Creative Studies	Michael Coleman	201 East Kirby Street Detroit, MI 48202	313-664-7400		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Henry Ford Community College	Jay Korinck	5101 Evergreen Rd. Dearborn, MI 48128	313.845.9676		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Schoolcraft College	Juan Taylor	18600 Haggerty Rd. Livonia, MI 48152	734-462-4400		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO

Stations WZLH-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.

Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Avenue Detroit, MI 48204	313-491-0003		NO
Detroit Chinese Business Association	Raymond Xu	Ford Motor Company PO Box 2769 Dearborn, MI 48123	313-323-8631		NO
Detroit Workforce Development Board	Cylenthia Miller	City of Detroit Employment & Training Department 707 West Milwaukee, 5th Floor Detroit, MI 48202	313-876-0674		NO
Detroit Workforce Development-Michigan Works	Shirley Manis	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Internal Candidate				1	NO
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
Ohio and Illinois Centers for Broadcasting	Gary James	9000 Sweet Valley Drive Valley View, OH 44125	216-447-9117		NO
Referral-Employee				2	NO
RESOURCE NETWORK	Lawrence Barnes	9349 TELEGRAPH RD REDFORD, MI 48239	313-533-5900		NO
Specs Howard School of Media Arts	Anjenetta Hicks	19900 West Nine Mile Road Southfield, MI 48075	248-358-9000		YES
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University, Livonia Campus	Heather Fowler or Svetlana Maksimchuk	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Madonna University-Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO
University-Wayne State University	Ronald Kent	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Lisa Taylor	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO

¹ In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various sources (e.g., Indeed.com, etc.) using the CBS Radio recruitment software, listed on [Attachment A](#). Notices that America's Job Exchange ("AJE") receives/scrapes are also further distributed by AJE to a broad network of recruitment sources, listed on [Attachment B](#). Note that these lists may change from time to time.

Stations WZDZ-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.

5) Job Title: Director of Integrated Marketing (12)

Referral Source(s) of Hiree:

Internal Candidate

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Academy of The Sacred Heart	Gretchen Parks	1250 Kensington Road Bloomfield Hills, MI 48304	248-646-8900		NO
Adcrafter, The	Bob Guerrini	3011 West Grand Boulevard Suite 1715 Detroit, MI 48226	313-872-7850		NO
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
Alliance for a Safer, Greater Detroit	Sandy Jasmund	200 Renaissance Center Suite 2653 Detroit, MI 48243	313-567-9393		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
Arise Detroit-Activating Resources and Inspiring Service and Empowerment	Luther Keith	5830 Field Street Suite 103 Detroit, MI 48213	313-921-1955		NO
Black Awareness in Television	David Rambeau	30 Josephine 3rd Floor Detroit, MI 48202	313-871-3333		NO
CBSRadio.com		CBSRadio.com		3	NO
Center for Creative Studies	Erin Keams	201 E. Kirby Detroit, MI 48202	313.664.7400		NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College for Creative Studies	Alana Bartol	201 E. Kirby Detroit, MI 48202	313-664-7690		NO
College-Henry Ford Community College	Doug Freed	5101 Evergreen Road Dearborn, MI 48128	313 845-9710x2		NO
College-Macomb Community College South Campus - Career Resource Lab	Walt Senska	14500 East 12 Mile Road Warren, MI 48093	586.445.7211		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO

Stations WZLH-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.

College-Schoolcraft College-Radcliff Center Women's Resource Center	Marlene Kershaw	Radcliff Center Room RC 120 Garden City, MI 48135	734-462-4400x605		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District	Kaukab Usman	801 West Fort Street Detroit, MI 48226	313-496-2500		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Avenue Detroit, MI 48204	313-491-0003		NO
Detroit Chamber Workforce Prep	Robert Troutman	One Woodward-Suite 1700 PO Box 33840 Detroit, MI 48232	313-596-0330		NO
Detroit Job Corps Center	Benjie Williams	10401 East Jefferson Avenue Detroit, MI 48214	313-821-7000		NO
Detroit Workforce Development Board	Cylenphia Miller	City of Detroit Employment & Training Department 707 West Milwaukee, 5th Floor Detroit, MI 48202	313-876-0674		NO
Disability Network of Wayne County and Detroit Michigan	Rick Sides	5555 Conner Street Suite 2075 Detroit, MI 48213	313-923-1655		NO
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Hispanic Business Alliance	Dolores Sanchez	1500 Penobscot Building 645 Griswold Street Detroit, MI 48226	313-962-6422		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Internal Candidate	Internal Candidate	Internal Candidate	Internal Candida	2	NO
Japan American Society of Greater Detroit and Windsor	Liseann Gouin	PO Box 33840 One Woodward Avenue-19th Floor Detroit, MI 48232	313-596-0484		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
Ohio and Illinois Centers for Broadcasting	Gary James	9000 Sweet Valley Drive Valley View, OH 44125	216-447-9117		NO
Specs Howard School of Media Arts	Anjenetta Hicks	19900 West Nine Mile Road Southfield, MI 48075	248-358-9000		YES
United Way of Southeastern Michigan	Ron Carr	1212 Griswold Detroit, MI 48226	313-226-9376		NO
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Jawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO

Stations WZZM-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.

University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577- 3390		NO
Urban League-Detroit Urban League	Cassandra Nelson-Pruitt	208 Mack Avenue Detroit, MI 48201	313-832- 4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582- 8465		NO

¹ In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various sources (e.g., Indeed.com, etc.) using the CBS Radio recruitment software, listed on [Attachment A](#). Notices that America's Job Exchange ("AJE") receives/scrapes are also further distributed by AJE to a broad network of recruitment sources, listed on [Attachment B](#). Note that these lists may change from time to time.

**Stations WDZH-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM
are Equal Opportunity Employers.**

5) Job Title: WXYT-FM Producer (13) Referral Source(s) of Hiree: CBSRadio.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Academy of The Sacred Heart	Gretchen Parks	1250 Kensington Road Bloomfield Hills, MI 48304	248-646-8900		NO
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
Black Awareness in Television	David Rambeau	30 Josephine 3rd Floor Detroit, MI 48202	313-871-3333		NO
CBSRadio.com		CBSRadio.com		7	NO
Center for Creative Studies	Erin Keams	201 E. Kirby Detroit, MI 48202	313.664.7400		NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College for Creative Studies	Michael Coleman	201 East Kirby Street Detroit, MI 48202	313-664-7400		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Henry Ford Community College	Jay Korinck	5101 Evergreen Rd. Dearborn, MI 48128	313.845.9676		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Schoolcraft College	Juan Taylor	18600 Haggerty Rd. Livonia, MI 48152	734-462-4400		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO

Stations WDZH-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.

Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television	Janice King	PO Box 1443 Royal Oak, MI 48068	248-547-0847		NO
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Avenue Detroit, MI 48204	313-491-0003		NO
Detroit Chinese Business Association	Raymond Xu	Ford Motor Company PO Box 2769 Dearborn, MI 48123	313-323-8631		NO
Detroit Workforce Development Board	Cylenthia Miller	City of Detroit Employment & Training Department 707 West Milwaukee, 5th Floor Detroit, MI 48202	313-876-0674		NO
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Indeed.com		Indeed.com		1	NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
Ohio and Illinois Centers for Broadcasting	Gary James	9000 Sweet Valley Drive Valley View, OH 44125	216-447-9117		NO
Radio 1 Broadcast School	Joe Deschler	700 3rd Street North Suite LL7 La Crosse, WI 54601	507-450-4604		NO
Specs Howard School of Media Arts	Anjenetta Hicks	19900 West Nine Mile Road Southfield, MI 48075	248-358-9000		YES
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Maryland-Communications	Elizabeth Toth	2130 Skinner Building College Park, MD 20742	301-405-8979		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University of Michigan-WCBN-FM 88.3 Ann Arbor	Jason Voss	530 Student Activities Building Ann Arbor, MI 48109	734-647-4122		NO
University of The District of Columbia-Mass Media	Isadora Posey	4200 Connecticut Avenue NW Building 44, Room 200-18 Washington, DC 20008	202-274-5548		NO
University-Appalachian State University-Communications	Michelle D. Brown	123 Walker Hall Boone, NC 28608	828-262-2180		NO
University-Davenport University, Livonia Campus	Heather Fowler or Svetlana Maksimchux	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Eastern Michigan University-Department of Communicati	Keith Damron	129 Quirk Building Ypsilanti, MI 48197	734-487-0064		NO
University-Madonna University-Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO

**Stations WZLH-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM
are Equal Opportunity Employers.**

University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577- 3390		NO
University-Wayne State University-WDET	Yolanda Dunn	4600 Cass Avenue Detroit, MI 48201	313-577- 4146		NO
Urban League-Detroit Urban League	Lisa Taylor	208 Mack Avenue Detroit, MI 48201	313-832- 4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582- 8465		NO

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**Stations WDZH-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM
are Equal Opportunity Employers.**

5) Job Title: Digital Sales Assistant (14) Referral Source(s) of Hiree: Referral-Employee

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Academy of The Sacred Heart	Gretchen Parks	1250 Kensington Road Bloomfield Hills, MI 48304	248-646-8900		NO
Adcrafter, The	Bob Guerrini	3011 West Grand Boulevard Suite 1715 Detroit, MI 48226	313-872-7850		NO
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
Alliance for a Safer, Greater Detroit	Sandy Jasmund	200 Renaissance Center Suite 2653 Detroit, MI 48243	313-567-9393		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Taha Alhundi	8740 Jos Campau Hamtramck, MI 48212	313-875-4686		NO
Arise Detroit-Activating Resources and Inspiring Service and Empowerment	Luther Keith	5830 Field Street Suite 103 Detroit, MI 48213	313-921-1955		NO
Black Awareness in Television	David Rambeau	30 Josephine 3rd Floor Detroit, MI 48202	313-871-3333		NO
CBSRadio.com		CBSRadio.com		2	NO
Center for Creative Studies	Erin Kearns	201 E. Kirby Detroit, MI 48202	313.664.7400		NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College for Creative Studies	Alana Bartol	201 E. Kirby Detroit, MI 48202	313-664-7690		NO
College-Henry Ford Community College	Doug Freed	5101 Evergreen Road Dearborn, MI 48128	313 845-9710x2		NO
College-Macomb Community College South Campus - Career Resource Lab	Walt Senska	14500 East 12 Mile Road Warren, MI 48093	586.445.7211		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO

Stations WZLH-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.

College-Schoolcraft College-Radcliff Center Women's Resource Center	Marlene Kershaw	Radcliff Center Room RC 120 Garden City, MI 48135	734-462-4400x605		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District	Kaukab Usman	801 West Fort Street Detroit, MI 48226	313-496-2500		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Avenue Detroit, MI 48204	313-491-0003		NO
Detroit Chamber Workforce Prep	Robert Troutman	One Woodward-Suite 1700 PO Box 33840 Detroit, MI 48232	313-596-0330		NO
Detroit Chinese Business Association	Raymond Xu	Ford Motor Company PO Box 2769 Dearborn, MI 48123	313-323-8631		NO
Detroit Job Corps Center	Benjie Williams	10401 East Jefferson Avenue Detroit, MI 48214	313-821-7000		NO
Detroit Workforce Development Board	Cylenthia Miller	City of Detroit Employment & Training Department 707 West Milwaukee, 5th Floor Detroit, MI 48202	313-876-0674		NO
Disability Network of Wayne County and Detroit Michigan	Rick Sides	5555 Conner Street Suite 2075 Detroit, MI 48213	313-923-1655		NO
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Hispanic Business Alliance	Dolores Sanchez	1500 Penobscot Building 645 Griswold Street Detroit, MI 48226	313-962-6422		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Internal Candidate	HR	26455 American Drive, Southfield, MI 48034	248-327-2900	1	NO
Japan American Society of Greater Detroit and Windsor	Liseann Gouin	PO Box 33840 One Woodward Avenue-19th Floor Detroit, MI 48232	313-596-0484		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
LinkedIn		LinkenIn.com		1	NO
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
Ohio and Illinois Centers for Broadcasting	Gary James	9000 Sweet Valley Drive Valley View, OH 44125	216-447-9117		NO
Referral-Employee				2	NO
Specs Howard School of Media Arts	Anjenetta Hicks	19900 West Nine Mile Road Southfield, MI 48075	248-358-9000		YES
United Way of Southeastern Michigan	Ron Carr	1212 Griswold Detroit, MI 48226	313-226-9376		NO

Stations WZZM-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.

University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Cassandra Nelson-Pruitt	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO

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Stations WDZH-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.

5) Job Title: **WYCD-FM Sales Associate** Referral Source(s) of Hiree: **Challenge Detroit**
 (15)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Academy of The Sacred Heart	Gretchen Parks	1250 Kensington Road Bloomfield Hills, MI 48304	248-646-8900		NO
Adcrafter, The	Bob Guerrini	3011 West Grand Boulevard Suite 1715 Detroit, MI 48226	313-872-7850		NO
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
Alliance for a Safer, Greater Detroit	Sandy Jasmund	200 Renaissance Center Suite 2653 Detroit, MI 48243	313-567-9393		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
Arise Detroit-Activating Resources and Inspiring Service and Empowerment	Luther Keith	5830 Field Street Suite 103 Detroit, MI 48213	313-921-1955		NO
Black Awareness in Television	David Rambeau	30 Josephine 3rd Floor Detroit, MI 48202	313-871-3333		NO
CBSRadio.com		CBSRadio.com		2	NO
Center for Creative Studies	Erin Keams	201 E. Kirby Detroit, MI 48202	313.664.7400		NO
Challenge Detroit	Deirdre Greene Groves	735 Forest, Suite 202, Birmingham, MI 48009		1	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College for Creative Studies	Alana Bartol	201 E. Kirby Detroit, MI 48202	313-664-7690		NO
College-Henry Ford Community College	Doug Freed	5101 Evergreen Road Dearborn, MI 48128	313 845-9710x2		NO
College-Macomb Community College South Campus - Career Resource Lab	Walt Senska	14500 East 12 Mile Road Warren, MI 48093	586.445.7211		NO
College-Marygrove College-Academic Advising and Career Services	Hary McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO

Stations WZZM-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.

College-Schoolcraft College-Radcliff Center Women's Resource Center	Marlene Kerslaw	Radcliff Center Room RC 120 Garden City, MI 48135	734-462-4400x605		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District	Kaukab Usman	801 West Fort Street Detroit, MI 48226	313-496-2500		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Avenue Detroit, MI 48204	313-491-0003		NO
Detroit Business Institute		1249 Washington Boulevard Suite 1200 Detroit, MI 48226	313-962-6343		NO
Detroit Chamber Workforce Prep	Robert Troutman	One Woodward-Suite 1700 PO Box 33840 Detroit, MI 48232	313-596-0330		NO
Detroit Job Corps Center	Benjie Williams	10401 East Jefferson Avenue Detroit, MI 48214	313-821-7000		NO
Detroit Workforce Development Board	Cylenthia Miller	City of Detroit Employment & Training Department 707 West Milwaukee, 5th Floor Detroit, MI 48202	313-876-0674		NO
Disability Network of Wayne County and Detroit Michigan	Rick Sides	5555 Conner Street Suite 2075 Detroit, MI 48213	313-923-1655		NO
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Hispanic Business Alliance	Dolores Sanchez	1500 Penobscot Building 645 Griswold Street Detroit, MI 48226	313-962-6422		NO
Indeed.com		Indeed.com		2	NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Japan American Society of Greater Detroit and Windsor	Liseaun Gouin	PO Box 33840 One Woodward Avenue-19th Floor Detroit, MI 48232	313-596-0484		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
Ohio and Illinois Centers for Broadcasting	Gary James	9000 Sweet Valley Drive Valley View, OH 44125	216-447-9117		NO
Specs Howard School of Media Arts	Anjenetta Hicks	19900 West Nine Mile Road Southfield, MI 48075	248-358-9000	1	YES
United Way of Southeastern Michigan	Ron Carr	1212 Griswold Detroit, MI 48226	313-226-9376		NO
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO

Stations WZZM-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.

University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Wayne State University	Ronald Kent	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Lisa Taylor	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO

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5) Job Title: **WOMC-FM Promotion
Manager (16)**

Referral Source(s) of Hire: **Internal Candidate**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Adcrafter, The	Bob Guerrini	3011 West Grand Boulevard Suite 1715 Detroit, MI 48226	313-872-7850		NO
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
Alliance for a Safer, Greater Detroit	Sandy Jasmund	200 Renaissance Center Suite 2653 Detroit, MI 48243	313-567-9393		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Anti Defamation League	Don Cohen	4000 Town Center, STE. #420 Southfield, MI 48075	248.355.3730		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
Black Awareness in Television	David Rambeau	30 Josephine 3rd Floor Detroit, MI 48202	313-871-3333		NO
CBS.com	CBS.com	CBS.com	CBS.com	3	NO
CBSRadio.com		CBSRadio.com			NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College for Creative Studies	Michael Coleman	201 East Kirby Street Detroit, MI 48202	313-664-7400		NO
College-Macomb Community College South Campus - Career Resource Lab	Walt Senska	14500 East 12 Mile Road Warren, MI 48093	586.445.7211		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO

**Stations WZZM-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM
are Equal Opportunity Employers.**

College-Wayne County Community College District, Career Planning and Placem	Dan Martinez	5901 Connor Detroit, MI 48213	313-579-6917		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Chamber Workforce Prep	Robert Troutman	One Woodward-Suite 1700 PO Box 33840 Detroit, MI 48232	313-596-0330		NO
Detroit Job Corps Center	Benjie Williams	10401 East Jefferson Avenue Detroit, MI 48214	313-821-7000		NO
Detroit Workforce Development Board	Cylenphia Miller	City of Detroit Employment & Training Department 707 West Milwaukee, 5th Floor Detroit, MI 48202	313-876-0674		NO
Disability Network of Wayne County and Detroit Michigan	Rick Sides	5555 Conner Street Suite 2075 Detroit, MI 48213	313-923-1655		NO
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Internal Candidate	HR	26455 American Drive, Southfield, MI 48034	248-327-2900	2	NO
Japan American Society of Greater Detroit and Windsor	Liseann Gouin	PO Box 33840 One Woodward Avenue-19th Floor Detroit, MI 48232	313-596-0484		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Michigan Works-Job Corps-Older Management	Myriam Irvine	555 Conner Avenue Suite 3218 Detroit, MI 48215	313-921-9697		NO
Ohio and Illinois Centers for Broadcasting	Gary James	9000 Sweet Valley Drive Valley View, OH 44125	216-447-9117		NO
Spees Howard School of Media Arts	Anjenetta Hicks	19900 West Nine Mile Road Southfield, MI 48075	248-358-9000		YES
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Lisa Taylor	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO

¹ In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various sources (e.g., Indeed.com, etc.) using the CBS Radio recruitment software, listed on [Attachment A](#). Notices that America's Job Exchange ("AJE") receives/scrapes are also further distributed by AJE to a broad network of recruitment sources, listed on [Attachment B](#). Note that these lists may change from time to time.

Stations WZLH-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, and WYCD-FM are Equal Opportunity Employers.