

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period November 22, 2009 – November 21, 2010.

- 1. Employment Unit:** CBS RADIO BOSTON
- 2. Unit Members (Stations and Communities of License):** WBMX-FM, Boston, MA; WODS-FM, Boston, MA; WZLX-FM, Boston, MA; WBZ-AM, Boston, MA; WBZ-FM, Boston, MA
- 3. EEO Contact Information for Employment Unit:**

Mailing Address: 1170 Soldiers Field Rd. Boston, MA 02134 and 83 Leo Birmingham Parkway, Boston, MA 02135	Telephone Number: (617) 787-7000
	Contact Person/Title: Ashley Gillis, HR Representative
	E-mail Address: ashley.gillis@cbsradio.com

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

<u>Job Title</u>	<u>Recruitment Source Referring Hiree</u>
Account Executive (23 positions)	CBS Radio Employee Referral; CBSRADIO.com; Craigslist
Sales Assistant # 1	CBSRADIO.com
Sales Assistant # 2	Employee Referral
Sales Assistant #3 and 4	CBSRADIO.com
Sales Associate # 1	CBSRADIO.com
Sales Associate # 2	Internal Posting
National Sales Assistant #1	CBS Radio Employee Referral
National Sales Assistant # 2	CBSRADIO.com
Traffic Coordinator	CBSRADIO.com
Traffic Assistant (2 positions)	Internal Posting; CBSRADIO.com
Traffic Manager	Internal Posting
Staff Accountant	CBS Radio Employee Referral
Office Assistant	CBSRADIO.com
Webmaster	Internal Posting

Stations WBMX-FM, WODS-FM, WZLX-FM, WBZ-AM and WBZ-FM are Equal Opportunity Employers.

Announcer

CBS Radio Employee Referral

Talent

CBS Radio Employee Referral

Reporter

Internal Posting

5. Job Title: Account Executive (23 positions)* **Referral Source(s) of Hiree:** CBSRADIO.com (11) CBS Radio Employee Referral (10) Craigslist (2)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
America's Job Exchange	Via Kenexa/Arbita Posting	www.americasjobexchange.com	Website		No
Boston Rescue Mission	Mike Way	39 Kingston St. Boston, MA 02111	(617) 338-9000		Yes
Medialine	Medialine@medialine.com	Pacific Grove, CA 93950	(800)2378073		Yes
Boston College	Joann Larosse	38 Commonwealth Ave. Boston, MA	(617) 552-3350	12	Yes
Boston University	http://www.bu.edu/careers/employers/careerlink.html	19 Deerfield St. Boston, MA 02215	(617) 353 3590	1	Yes
Salem State	career@salemstate.edu	352 Lafayette St. Salem, MA 01970	(978) 542-6406		Yes
UMass Boston	careers@umb.edu	100 Morrissey Blvd. Boston, MA	(617) 287-5519		Yes
Urban League of Eastern Mass	frontdesk@ulem.org	88 Warren St. Roxbury, MA 02119	(617) 442-4519		Yes
Craigslist	Via Kenexa Posting			15	No
Monster.com	Via Kenexa Posting				No
CBSRADIO.COM	Via Kenexa	www.cbsradio.com		63	No
CBS Radio Career Center	Via Kenexa Posting		website		No
CBS Radio Employee Referral				44	No
CBS Campus Recruiting	Via Kenexa Posting			1	No
CBS Internal Gateway	Via Kenexa Posting				No
Action for Boston Community Development *This outreach was included for all recruiting done from 3/10 forward	hr@bostonabcd.org	171 Tremont St. Boston, MA 02111	(617) 348-6000		Yes
Concilio Hispano *This outreach was included for all recruiting done from 3/10 forward	Sandy Ortiz	267 Broadway, Chelsea, MA 02150	Sortiz@concilio.org		Yes

Stations WBMX-FM, WODS-FM, WZLX-FM, WBZ-AM and WBZ-FM are Equal Opportunity Employers

Federal Veterans Center *This outreach was included for all recruiting done from 3/10 forward	Gail Grundy	JFK Federal Bldg. Boston, MA 02203	Gail.grundy@va.org		Yes
Wentworth Institute of Technology	jobs@wit.edu	550 Huntington Ave. Boston, MA 02115	(617) 989-4101		Yes
Entertainment Employment Journal	Greg Orio		gregorio@entertainmentemploymentjournal.com		Yes
La Alianza	Janet Huang	78 Forest St. Roxbury, MA 02119	(617) 427 7175		Yes
State Job Bank	Via Kenexa/Arbita Posting				No
Station Website	Scott MacKay	www.ampradio.com	(323) 930-5270		No

*23 Account Executive positions were filled from multiple flights of recruitment announcements

Job Title: Sales Assistant # 1 Referral Source(s) of Hire: CBSRADIO.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
America's Job Exchange	Via Kenexa/Arbita Posting	www.americasjobexchange.com	Website		No
Boston Rescue Mission	Mike Way	39 Kingston St. Boston, MA 02111	(617) 338-9000		Yes
Medialine	Medialine@medialine.com	Pacific Grove, CA 93950	(800)2378073		Yes
Boston College	Joann Larosse	38 Commonwealth Ave. Boston, MA	(617) 552-3350		Yes
Boston University	http://www.bu.edu/careers/employers/careerlink.html	19 Deerfield St. Boston, MA 02215	(617) 353 3590		Yes
Salem State	career@salemstate.edu	352 Lafayette St. Salem, MA 01970	(978) 542-6406		Yes
UMass Boston	careers@umb.edu	100 Morrissey Blvd. Boston, MA	(617) 287-5519		Yes
Urban League of Eastern Mass	frontdesk@ulem.org	88 Warren St. Roxbury, MA 02119	(617) 442-4519		No
Craigslist	Via Kenexa Posting				No
Monster.com	Via Kenexa Posting				No
CBSRADIO.COM	Via Kenexa	www.cbsradio.com		2	No
CBS Radio Career Center	Via Kenexa Posting		website		No
CBS Radio Employee Referral				2	No

Stations WBMX-FM, WODS-FM, WZLX-FM, WBZ-AM and WBZ-FM are Equal Opportunity Employers

CBS Campus Recruiting	Via Kenexa Posting				No
CBS Internal Gateway	Via Kenexa Posting				No
Wentworth Institute of Technology	jobs@wit.edu	550 Huntington Ave. Boston, MA 02115	(617) 989-4101		Yes
Entertainment Employment Journal	Greg Orio		gregorio@entertainmentemploymentjournal.com		Yes
La Alianza	Janet Huang	78 Forest St. Roxbury, MA 02119	(617) 427 7175		Yes
State Job Bank	Via Kenexa/Arbita Posting				No
Station Website	Scott MacKay	www.ampradio.com	(323) 930-5270		No

Job Title: Sales Assistant # 2 Referral Source(s) of Hiree: CBS Radio Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
America's Job Exchange	Via Kenexa/Arbita Posting	www.americasjobexchange.com	Website		No
Boston Rescue Mission	Mike Way	39 Kingston St. Boston, MA 02111	(617) 338-9000		Yes
Medialine	Medialine@medialine.com	Pacific Grove, CA 93950	(800)2378073		Yes
Boston College	Joann Larosse	38 Commonwealth Ave. Boston, MA	(617) 552-3350		Yes
Boston University	http://www.bu.edu/careers/employers/careerlink.html	19 Deerfield St. Boston, MA 02215	(617) 353 3590		Yes
Salem State	career@salemstate.edu	352 Lafayette St. Salem, MA 01970	(978) 542-6406		Yes
UMass Boston	careers@umb.edu	100 Morrissey Blvd. Boston, MA	(617) 287-5519		Yes
Urban League of Eastern Mass	frontdesk@ulem.org	88 Warren St. Roxbury, MA 02119	(617) 442-4519		Yes
Craigslist	Via Kenexa Posting				No
Monster.com	Via Kenexa Posting				No
CBSRADIO.COM	Via Kenexa	www.cbsradio.com		1	No
CBS Radio Career Center	Via Kenexa Posting		website		No
CBS Radio Employee Referral				2	No

Stations WBMX-FM, WODS-FM, WZLX-FM, WBZ-AM and WBZ-FM are Equal Opportunity Employers

CBS Campus Recruiting	Via Kenexa Posting				No
CBS Internal Gateway	Via Kenexa Posting				No
Action for Boston Community Development	hr@bostonabcd.org	171 Tremont St. Boston, MA 02111	(617) 348-6000		Yes
Concilio Hispano	Sandy Ortiz	267 Broadway, Chelsea, MA 02150	Sortiz@concilio.org		Yes
Federal Veterans Center	Gail Grundy	JFK Federal Bldg. Boston, MA 02203	Gail.grundy@va.org		Yes
Wentworth Institute of Technology	jobs@wit.edu	550 Huntington Ave. Boston, MA 02115	(617) 989-4101		Yes
Entertainment Employment Journal	Greg Orio		gregorio@entertainmentemploymentjournal.com		Yes
La Alianza	Janet Huang	78 Forest St. Roxbury, MA 02119	(617) 427 7175		Yes
State Job Bank	Via Kenexa/Arbita Posting				No
Station Website	Scott MacKay	www.ampradio.com	(323) 930-5270		No

Job Title: Sales Assistant # 3 and # 4 Referral Source(s) of Hiree: CBSRADIO.com (2)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
America's Job Exchange	Via Kenexa/Arbita Posting	www.americasjobexchange.com	Website		No
Boston Rescue Mission	Mike Way	39 Kingston St. Boston, MA 02111	(617) 338-9000		Yes
Medialine	Medialine@medialine.com	Pacific Grove, CA 93950	(800)2378073		Yes
Boston College	Joann Larosse	38 Commonwealth Ave. Boston, MA	(617) 552-3350		Yes
Boston University	http://www.bu.edu/careers/employers/careerlink.html	19 Deerfield St. Boston, MA 02215	(617) 353 3590		Yes
Salem State	career@salemstate.edu	352 Lafayette St. Salem, MA 01970	(978) 542-6406		Yes
UMass Boston	careers@umb.edu	100 Morrissey Blvd. Boston, MA	(617) 287-5519		Yes
Urban League of Eastern Mass	frontdesk@ulem.org	88 Warren St. Roxbury, MA 02119	(617) 442-4519		Yes
Craigslist	Via Kenexa Posting				No
Monster.com	Via Kenexa Posting				No

Stations WBMX-FM, WODS-FM, WZLX-FM, WBZ-AM and WBZ-FM are Equal Opportunity Employers

CBSRADIO.COM	Via Kenexa	www.cbsradio.com		2	No
CBS Radio Career Center	Via Kenexa Posting		website		No
CBS Radio Employee Referral				2	No
CBS Campus Recruiting	Via Kenexa Posting				No
CBS Internal Gateway	Via Kenexa Posting				No
Action for Boston Community Development	hr@bostonabcd.org	171 Tremont St. Boston, MA 02111	(617) 348-6000		Yes
Concilio Hispano	Sandy Ortiz	267 Broadway, Chelsea, MA 02150	Sortiz@concilio.org		Yes
Federal Veterans Center	Gail Grundy	JFK Federal Bldg. Boston, MA 02203	Gail.grundy@va.org		Yes
Wentworth Institute of Technology	jobs@wit.edu	550 Huntington Ave. Boston, MA 02115	(617) 989-4101		Yes
Entertainment Employment Journal	Greg Orio		gregorio@entertainmentemploymentjournal.com		Yes
La Alianza	Janet Huang	78 Forest St. Roxbury, MA 02119	(617) 427 7175		Yes
State Job Bank	Via Kenexa/Arbita Posting				No
Station Website	Scott MacKay	www.ampradio.com	(323) 930-5270		No

***Both positions were filled from same flight of recruitment announcements**

Job Title: Sales Associate #1 Referral Source(s) of Hire: CBSRADIO.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
America's Job Exchange	Via Kenexa/Arbita Posting	www.americasjobexchange.com	Website		No
Boston Rescue Mission	Mike Way	39 Kingston St. Boston, MA 02111	(617) 338-9000		Yes
Medialine	Medialine@medialine.com	Pacific Grove, CA 93950	(800)2378073		Yes
Boston College	Joann Larosse	38 Commonwealth Ave. Boston, MA	(617) 552-3350	5	Yes
Boston University	http://www.bu.edu/careers/employers/careerlink.html	19 Deerfield St. Boston, MA 02215	(617) 353 3590		Yes
Salem State	career@salemstate.edu	352 Lafayette St. Salem, MA 01970	(978) 542-6406		Yes

Stations WBMX-FM, WODS-FM, WZLX-FM, WBZ-AM and WBZ-FM are Equal Opportunity Employers

UMass Boston	careers@umb.edu	100 Morrissey Blvd. Boston, MA	(617) 287-5519		Yes
Urban League of Eastern Mass	frontdesk@ulem.org	88 Warren St. Roxbury, MA 02119	(617) 442-4519		Yes
Craigslist	Via Kenexa Posting				No
Monster.com	Via Kenexa Posting				No
CBSRADIO.COM	Via Kenexa	www.cbsradio.com		3	No
CBS Radio Career Center	Via Kenexa Posting		website		No
CBS Radio Employee Referral				4	No
CBS Campus Recruiting	Via Kenexa Posting				No
CBS Internal Gateway	Via Kenexa Posting				No
Action for Boston Community Development	hr@bostonabcd.org	171 Tremont St. Boston, MA 02111	(617) 348-6000		Yes
Concilio Hispano	Sandy Ortiz	267 Broadway, Chelsea, MA 02150	Sortiz@concilio.org		Yes
Federal Veterans Center	Gail Grundy	JFK Federal Bldg. Boston, MA 02203	Gail.grundy@va.org		Yes
Wentworth Institute of Technology	jobs@wit.edu	550 Huntington Ave. Boston, MA 02115	(617) 989-4101		Yes
Entertainment Employment Journal	Greg Orio		gregorio@entertainmentemploymentjournal.com		Yes
La Alianza	Janet Huang	78 Forest St. Roxbury, MA 02119	(617) 427 7175		Yes
State Job Bank	Via Kenexa/Arbita Posting				No
Station Website	Scott MacKay	www.ampradio.com	(323) 930-5270		No

Job Title: Sales Associate # 2 **Referral Source(s) of Hiree:** Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
America's Job Exchange	Via Kenexa/Arbita Posting	www.americasjobexchange.com	Website		No
Boston Rescue Mission	Mike Way	39 Kingston St. Boston, MA 02111	(617) 338-9000		Yes
Medialine	Medialine@medialine.com	Pacific Grove, CA 93950	(800)2378073		Yes

Stations WBMX-FM, WODS-FM, WZLX-FM, WBZ-AM and WBZ-FM are Equal Opportunity Employers

Boston College	Joann Larosse	38 Commonwealth Ave. Boston, MA	(617) 552-3350		Yes
Boston University	http://www.bu.edu/careers/employers/careerlink.html	19 Deerfield St. Boston, MA 02215	(617) 353 3590		Yes
Salem State	career@salemstate.edu	352 Lafayette St. Salem, MA 01970	(978) 542-6406		Yes
UMass Boston	careers@umb.edu	100 Morrissey Blvd. Boston, MA	(617) 287-5519		Yes
Urban League of Eastern Mass	frontdesk@ulem.org	88 Warren St. Roxbury, MA 02119	(617) 442-4519		Yes
Craigslist	Via Kenexa Posting				No
Monster.com	Via Kenexa Posting				No
CBSRADIO.COM	Via Kenexa	www.cbsradio.com		7	No
CBS Radio Career Center	Via Kenexa Posting		website		No
CBS Radio Employee Referral				8	No
CBS Campus Recruiting	Via Kenexa Posting				No
CBS Internal Gateway	Via Kenexa Posting				No
Wentworth Institute of Technology	jobs@wit.edu	550 Huntington Ave. Boston, MA 02115	(617) 989-4101		Yes
Entertainment Employment Journal	Greg Orio		gregorio@entertainmentemploymentjournal.com		Yes
La Alianza	Janet Huang	78 Forest St. Roxbury, MA 02119	(617) 427 7175		Yes
State Job Bank	Via Kenexa/Arbita Posting				No
Station Website	Scott MacKay	www.ampradio.com	(323) 930-5270		No

Job Title: National Sales Assistant # 1 **Referral Source(s) of Hire:** CBS Radio Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
America's Job Exchange	Via Kenexa/Arbita Posting	www.americasjobexchange.com	Website		No
Boston Rescue Mission	Mike Way	39 Kingston St. Boston, MA 02111	(617) 338-9000		Yes

Stations WBMX-FM, WODS-FM, WZLX-FM, WBZ-AM and WBZ-FM are Equal Opportunity Employers

Medialine	Medialine@medialine.com	Pacific Grove, CA 93950	(800)2378073		Yes
Boston College	Joann Larosse	38 Commonwealth Ave. Boston, MA	(617) 552-3350		Yes
Boston University	http://www.bu.edu/careers/employers/careerlink.html	19 Deerfield St. Boston, MA 02215	(617) 353 3590		Yes
Salem State	career@salemstate.edu	352 Lafayette St. Salem, MA 01970	(978) 542-6406		Yes
UMass Boston	careers@umb.edu	100 Morrissey Blvd. Boston, MA	(617) 287-5519		Yes
Urban League of Eastern Mass	frontdesk@ulem.org	88 Warren St. Roxbury, MA 02119	(617) 442-4519		Yes
Craigslist	Via Kenexa Posting			1	No
Monster.com	Via Kenexa Posting				No
CBSRADIO.COM	Via Kenexa	www.cbsradio.com		5	No
CBS Radio Career Center	Via Kenexa Posting		website		No
CBS Radio Employee Referral				2	No
CBS Campus Recruiting	Via Kenexa Posting				No
CBS Internal Gateway	Via Kenexa Posting				No
Action for Boston Community Development	hr@bostonabcd.org	171 Tremont St. Boston, MA 02111	(617) 348-6000		Yes
Concilio Hispano	Sandy Ortiz	267 Broadway, Chelsea, MA 02150	Sortiz@concilio.org		Yes
Federal Veterans Center	Gail Grundy	JFK Federal Bldg. Boston, MA 02203	Gail.grundy@va.org		Yes
Wentworth Institute of Technology	jobs@wit.edu	550 Huntington Ave. Boston, MA 02115	(617) 989-4101		Yes
Entertainment Employment Journal	Greg Orio		gregorio@entertainmentemploymentjournal.com		Yes
La Alianza	Janet Huang	78 Forest St. Roxbury, MA 02119	(617) 427 7175		Yes
State Job Bank	Via Kenexa/Arbita Posting				No
Station Website	Scott MacKay	www.ampradio.com	(323) 930-5270		No

Job Title: National Sales Assistant # 2 **Referral Source(s) of Hire:** CBSRADIO.COM

Stations WBMX-FM, WODS-FM, WZLX-FM, WBZ-AM and WBZ-FM are Equal Opportunity Employers

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
America's Job Exchange	Via Kenexa/Arbita Posting	www.americasjobexchange.com	Website		No
Boston Rescue Mission	Mike Way	39 Kingston St. Boston, MA 02111	(617) 338-9000		Yes
Medialine	Medialine@medialine.com	Pacific Grove, CA 93950	(800)2378073		Yes
Boston College	Joann Larosse	38 Commonwealth Ave. Boston, MA	(617) 552-3350		Yes
Boston University	http://www.bu.edu/careers/employers/careerlink.html	19 Deerfield St. Boston, MA 02215	(617) 353 3590		Yes
Salem State	career@salemstate.edu	352 Lafayette St. Salem, MA 01970	(978) 542-6406		Yes
UMass Boston	careers@umb.edu	100 Morrissey Blvd. Boston, MA	(617) 287-5519		Yes
Urban League of Eastern Mass	frontdesk@ulem.org	88 Warren St. Roxbury, MA 02119	(617) 442-4519		Yes
Craigslist	Via Kenexa Posting			1	No
Monster.com	Via Kenexa Posting				No
CBSRADIO.COM	Via Kenexa	www.cbsradio.com		7	No
CBS Radio Career Center	Via Kenexa Posting		website		No
CBS Radio Employee Referral				1	No
CBS Campus Recruiting	Via Kenexa Posting				No
CBS Internal Gateway	Via Kenexa Posting				No
Action for Boston Community Development	hr@bostonabcd.org	171 Tremont St. Boston, MA 02111	(617) 348-6000		Yes
Concilio Hispano	Sandy Ortiz	267 Broadway, Chelsea, MA 02150	Sortiz@concilio.org		Yes
Federal Veterans Center	Gail Grundy	JFK Federal Bldg. Boston, MA 02203	Gail.grundy@va.org		Yes
Wentworth Institute of Technology	jobs@wit.edu	550 Huntington Ave. Boston, MA 02115	(617) 989-4101		Yes
Entertainment Employment Journal	Greg Orio		gregorio@entertainmentemploymentjournal.com		Yes
La Alianza	Janet Huang	78 Forest St. Roxbury, MA 02119	(617) 427 7175		Yes
State Job Bank	Via Kenexa/Arbita				No

Stations WBMX-FM, WODS-FM, WZLX-FM, WBZ-AM and WBZ-FM are Equal Opportunity Employers

	Posting				
Station Website	Scott MacKay	www.ampradio.com	(323) 930-5270		No

Job Title: Traffic Coordinator

Referral Source(s) of Hire: CBSRADIO.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
America's Job Exchange	Via Kenexa/Arbita Posting	www.americasjobexchange.com	Website		No
Boston Rescue Mission	Mike Way	39 Kingston St. Boston, MA 02111	(617) 338-9000		Yes
Medialine	Medialine@medialine.com	Pacific Grove, CA 93950	(800)2378073		Yes
Boston College	Joann Larosse	38 Commonwealth Ave. Boston, MA	(617) 552-3350		Yes
Boston University	http://www.bu.edu/careers/employers/careerlink.html	19 Deerfield St. Boston, MA 02215	(617) 353 3590		Yes
Salem State	career@salemstate.edu	352 Lafayette St. Salem, MA 01970	(978) 542-6406		Yes
UMass Boston	careers@umb.edu	100 Morrissey Blvd. Boston, MA	(617) 287-5519		Yes
Urban League of Eastern Mass	frontdesk@ulem.org	88 Warren St. Roxbury, MA 02119	(617) 442-4519		Yes
Craigslist	Via Kenexa Posting				No
Monster.com	Via Kenexa Posting				No
CBSRADIO.COM	Via Kenexa	www.cbsradio.com		3	No
CBS Radio Career Center	Via Kenexa Posting		website		No
CBS Radio Employee Referral					No
CBS Campus Recruiting	Via Kenexa Posting				No
CBS Internal Gateway	Via Kenexa Posting				No
Wentworth Institute of Technology	jobs@wit.edu	550 Huntington Ave. Boston, MA 02115	(617) 989-4101		Yes
Entertainment Employment Journal	Greg Orio		gregorio@entertainmentemploymentjournal.com		Yes
La Alianza	Janet Huang	78 Forest St. Roxbury, MA 02119	(617) 427 7175		Yes

Stations WBMX-FM, WODS-FM, WZLX-FM, WBZ-AM and WBZ-FM are Equal Opportunity Employers

Industry Referral					Yes
State Job Bank	Via Kenexa/Arbita Posting				No
Station Website	Scott MacKay	www.ampradio.com	(323) 930-5270		No

Job Title: Traffic Assistant (2)* **Referral Source(s) of Hiree:** CBSRADIO.com(1) Internal Posting (1)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
America's Job Exchange	Via Kenexa/Arbita Posting	www.americasjobexchange.com	Website		No
Boston Rescue Mission	Mike Way	39 Kingston St. Boston, MA 02111	(617) 338-9000		Yes
Medialine	Medialine@medialine.com	Pacific Grove, CA 93950	(800)2378073		Yes
Boston College	Joann Larosse	38 Commonwealth Ave. Boston, MA	(617) 552-3350		Yes
Boston University	http://www.bu.edu/careers/employers/careerlink.html	19 Deerfield St. Boston, MA 02215	(617) 353 3590		Yes
Salem State	career@salemstate.edu	352 Lafayette St. Salem, MA 01970	(978) 542-6406		Yes
UMass Boston	careers@umb.edu	100 Morrissey Blvd. Boston, MA	(617) 287-5519		Yes
Urban League of Eastern Mass	frontdesk@ulem.org	88 Warren St. Roxbury, MA 02119	(617) 442-4519		Yes
Craigslist	Via Kenexa Posting				No
Monster.com	Via Kenexa Posting				No
CBSRADIO.COM	Via Kenexa	www.cbsradio.com		6	No
CBS Radio Career Center	Via Kenexa Posting		website		No
CBS Radio Employee Referral				8	No
CBS Campus Recruiting	Via Kenexa Posting				No
CBS Internal Gateway	Via Kenexa Posting			1	No
Action for Boston Community Development	hr@bostonabcd.org	171 Tremont St. Boston, MA 02111	(617) 348-6000		Yes
Concilio Hispano	Sandy Ortiz	267 Broadway, Chelsea, MA 02150	Sortiz@concilio.org		Yes

Stations WBMX-FM, WODS-FM, WZLX-FM, WBZ-AM and WBZ-FM are Equal Opportunity Employers

Federal Veterans Center	Gail Grundy	JFK Federal Bldg. Boston, MA 02203	Gail.grundy@va.org		Yes
Wentworth Institute of Technology	jobs@wit.edu	550 Huntington Ave. Boston, MA 02115	(617) 989-4101		Yes
Entertainment Employment Journal	Greg Orio		gregorio@entertainmentemploymentjournal.com		Yes
La Alianza	Janet Huang	78 Forest St. Roxbury, MA 02119	(617) 427 7175		Yes
State Job Bank	Via Kenexa/Arbita Posting				No
Station Website	Scott MacKay	www.ampradio.com	(323) 930-5270		No

Job Title: Traffic Manager

Referral Source(s) of Hiree: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Boston Rescue Mission	Mike Way	39 Kingston St. Boston, MA 02111	(617) 338-9000		Yes
Medialine	Medialine@medialine.com	Pacific Grove, CA 93950	(800)2378073		Yes
Boston College	Joann Larosse	38 Commonwealth Ave. Boston, MA	(617) 552-3350		Yes
Boston University	http://www.bu.edu/careers/employers/careerlink.html	19 Deerfield St. Boston, MA 02215	(617) 353 3590		Yes
Salem State	career@salemstate.edu	352 Lafayette St. Salem, MA 01970	(978) 542-6406		Yes
UMass Boston	careers@umb.edu	100 Morrissey Blvd. Boston, MA	(617) 287-5519		Yes
Urban League of Eastern Mass	frontdesk@ulem.org	88 Warren St. Roxbury, MA 02119	(617) 442-4519		Yes
CBSRADIO.COM	Via Kenexa	www.cbsradio.com			No
CBS Radio Career Center	Via Kenexa Posting		website		No
CBS Radio Employee Referral				2	No
CBS Campus Recruiting	Via Kenexa Posting				No
CBS Internal Gateway	Via Kenexa Posting			2	No
Action for Boston Community Development	hr@bostonabcd.org	171 Tremont St. Boston, MA 02111	(617) 348-6000		Yes
Concilio Hispano	Sandy Ortiz	267 Broadway, Chelsea, MA 02150	Sortiz@concilio.org		Yes

Stations WBMX-FM, WODS-FM, WZLX-FM, WBZ-AM and WBZ-FM are Equal Opportunity Employers

Federal Veterans Center	Gail Grundy	JFK Federal Bldg. Boston, MA 02203	Gail.grundy@va.org		Yes
Wentworth Institute of Technology	jobs@wit.edu	550 Huntington Ave. Boston, MA 02115	(617) 989-4101		Yes
Entertainment Employment Journal	Greg Orio		gregorio@entertainmentemploymentjournal.com		Yes
La Alianza	Janet Huang	78 Forest St. Roxbury, MA 02119	(617) 427 7175		Yes
Industry Referral				2	Yes
State Job Bank	Via Kenexa/Arbita Posting				No
Station Website	Scott MacKay	www.ampradio.com	(323) 930-5270		No

Job Title: Staff Accountant

Referral Source(s) of Hiree: CBS Radio Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
America's Job Exchange	Via Kenexa/Arbita Posting	www.americasjobexchange.com	Website		No
Boston Rescue Mission	Mike Way	39 Kingston St. Boston, MA 02111	(617) 338-9000		Yes
Medialine	Medialine@medialine.com	Pacific Grove, CA 93950	(800)2378073		Yes
Boston College	Joann Larosse	38 Commonwealth Ave. Boston, MA	(617) 552-3350		Yes
Boston University	http://www.bu.edu/careers/employers/careerlink.html	19 Deerfield St. Boston, MA 02215	(617) 353 3590		Yes
Salem State	career@salemstate.edu	352 Lafayette St. Salem, MA 01970	(978) 542-6406		Yes
UMass Boston	careers@umb.edu	100 Morrissey Blvd. Boston, MA	(617) 287-5519		Yes
Urban League of Eastern Mass	frontdesk@ulem.org	88 Warren St. Roxbury, MA 02119	(617) 442-4519		Yes
Craigslist	Via Kenexa Posting				No
Monster.com	Via Kenexa Posting				No
CBSRADIO.COM	Via Kenexa	www.cbsradio.com		2	No
CBS Radio Career Center	Via Kenexa Posting		website		No

Stations WBMX-FM, WODS-FM, WZLX-FM, WBZ-AM and WBZ-FM are Equal Opportunity Employers

CBS Radio Employee Referral				1	No
CBS Campus Recruiting	Via Kenexa Posting				No
CBS Internal Gateway	Via Kenexa Posting				No
Action for Boston Community Development	hr@bostonabcd.org	171 Tremont St. Boston, MA 02111	(617) 348-6000		Yes
Concilio Hispano	Sandy Ortiz	267 Broadway, Chelsea, MA 02150	Sortiz@concilio.org		Yes
Federal Veterans Center	Gail Grundy	JFK Federal Bldg. Boston, MA 02203	Gail.grundy@va.org		Yes
Wentworth Institute of Technology	jobs@wit.edu	550 Huntington Ave. Boston, MA 02115	(617) 989-4101		Yes
Entertainment Employment Journal	Greg Orio		gregorio@entertainmentemploymentjournal.com		Yes
La Alianza	Janet Huang	78 Forest St. Roxbury, MA 02119	(617) 427 7175		Yes
State Job Bank	Via Kenexa/Arbita Posting				No
Station Website	Scott MacKay	www.ampradio.com	(323) 930-5270		No

Job Title: Office Assistant

Referral Source(s) of Hiree: CBSRADIO.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
America's Job Exchange	Via Kenexa/Arbita Posting	www.americasjobexchange.com	Website		No
Boston Rescue Mission	Mike Way	39 Kingston St. Boston, MA 02111	(617) 338-9000		Yes
Medialine	Medialine@medialine.com	Pacific Grove, CA 93950	(800)2378073		Yes
Boston College	Joann Larosse	38 Commonwealth Ave. Boston, MA	(617) 552-3350		Yes
Boston University	http://www.bu.edu/careers/employers/careerlink.html	19 Deerfield St. Boston, MA 02215	(617) 353 3590		Yes
Salem State	career@salemstate.edu	352 Lafayette St. Salem, MA 01970	(978) 542-6406		Yes
UMass Boston	careers@umb.edu	100 Morrissey Blvd. Boston, MA	(617) 287-5519		Yes
Urban League of Eastern Mass	frontdesk@ulem.org	88 Warren St. Roxbury, MA 02119	(617) 442-4519		Yes

Stations WBMX-FM, WODS-FM, WZLX-FM, WBZ-AM and WBZ-FM are Equal Opportunity Employers

Craigslist	Via Kenexa Posting				No
Monster.com	Via Kenexa Posting				No
CBSRADIO.COM	Via Kenexa	www.cbsradio.com		3	No
CBS Radio Career Center	Via Kenexa Posting		website		No
CBS Radio Employee Referral				2	No
CBS Campus Recruiting	Via Kenexa Posting				No
CBS Internal Gateway	Via Kenexa Posting				No
Action for Boston Community Development	hr@bostonabcd.org	171 Tremont St. Boston, MA 02111	(617) 348-6000		Yes
Concilio Hispano	Sandy Ortiz	267 Broadway, Chelsea, MA 02150	Sortiz@concilio.org		Yes
Federal Veterans Center	Gail Grundy	JFK Federal Bldg. Boston, MA 02203	Gail.grundy@va.org		Yes
Wentworth Institute of Technology	jobs@wit.edu	550 Huntington Ave. Boston, MA 02115	(617) 989-4101		Yes
Entertainment Employment Journal	Greg Orio		gregorio@entertainmentemploymentjournal.com		Yes
La Alianza	Janet Huang	78 Forest St. Roxbury, MA 02119	(617) 427 7175		Yes
State Job Bank	Via Kenexa/Arbita Posting				No
Station Website	Scott MacKay	www.ampradio.com	(323) 930-5270		No

Job Title: Webmaster

Referral Source(s) of Hiree: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
America's Job Exchange	Via Kenexa/Arbita Posting	www.americasjobexchange.com	Website		No
Boston Rescue Mission	Mike Way	39 Kingston St. Boston, MA 02111	(617) 338-9000		Yes
Medialine	Medialine@medialine.com	Pacific Grove, CA 93950	(800)2378073		Yes
Boston College	Joann Larosse	38 Commonwealth Ave. Boston, MA	(617) 552-3350		Yes
Boston University	http://www.bu.edu/careers/employe	19 Deerfield St. Boston, MA 02215	(617) 353 3590		Yes

Stations WBMX-FM, WODS-FM, WZLX-FM, WBZ-AM and WBZ-FM are Equal Opportunity Employers

	rs/careerlink.html				
Salem State	career@salemstate.edu	352 Lafayette St. Salem, MA 01970	(978) 542-6406		Yes
UMass Boston	careers@umb.edu	100 Morrissey Blvd. Boston, MA	(617) 287-5519		Yes
Urban League of Eastern Mass	frontdesk@ulem.org	88 Warren St. Roxbury, MA 02119	(617) 442-4519		Yes
Craigslist	Via Kenexa Posting				No
Monster.com	Via Kenexa Posting				No
CBSRADIO.COM	Via Kenexa	www.cbsradio.com		3	No
CBS Radio Career Center	Via Kenexa Posting		website		No
CBS Radio Employee Referral					No
CBS Campus Recruiting	Via Kenexa Posting				No
CBS Internal Gateway	Via Kenexa Posting			1	No
Action for Boston Community Development	hr@bostonabcd.org	171 Tremont St. Boston, MA 02111	(617) 348-6000		Yes
Concilio Hispano	Sandy Ortiz	267 Broadway, Chelsea, MA 02150	Sortiz@concilio.org		Yes
Federal Veterans Center	Gail Grundy	JFK Federal Bldg. Boston, MA 02203	Gail.grundy@va.org		Yes
Wentworth Institute of Technology	jobs@wit.edu	550 Huntington Ave. Boston, MA 02115	(617) 989-4101		Yes
Entertainment Employment Journal	Greg Orio		gregorio@entertainmentemploymentjournal.com		Yes
La Alianza	Janet Huang	78 Forest St. Roxbury, MA 02119	(617) 427 7175		Yes
State Job Bank	Via Kenexa/Arbita Posting				No
Station Website	Scott MacKay	www.ampradio.com	(323) 930-5270		No

Job Title: Announcer

Referral Source(s) of Hire: CBS Radio Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
America's Job Exchange	Via Kenexa/Arbita Posting	www.americasjobexchange.com	Website		No

Stations WBMX-FM, WODS-FM, WZLX-FM, WBZ-AM and WBZ-FM are Equal Opportunity Employers

Monster.com	Via Kenexa Posting				No
CBSRADIO.COM	Via Kenexa	www.cbsradio.com			No
CBS Radio Career Center	Via Kenexa Posting		website		No
CBS Radio Employee Referral				1	No
CBS Campus Recruiting	Via Kenexa Posting				No
CBS Internal Gateway	Via Kenexa Posting				No
State Job Bank	Via Kenexa/Arbita Posting				No
Station Website	Scott MacKay	www.ampradio.com	(323) 930-5270		No

Job Title: Talent

Referral Source(s) of Hiree: CBS Radio Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRADIO.COM	Via Kenexa	www.cbsradio.com			No
CBS Radio Career Center	Via Kenexa Posting		website		No
CBS Radio Employee Referral				1	No
CBS Campus Recruiting	Via Kenexa Posting				No
CBS Internal Gateway	Via Kenexa Posting				No
State Job Bank	Via Kenexa/Arbita Posting				No
Station Website	Scott MacKay	www.ampradio.com	(323) 930-5270		No

Job Title: Reporter

Referral Source(s) of Hiree: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
America's Job Exchange	Via Kenexa/Arbita Posting	www.americasjobexchange.com	Website		No
Boston Rescue Mission	Mike Way	39 Kingston St. Boston, MA 02111	(617) 338-9000		Yes

Stations WBMX-FM, WODS-FM, WZLX-FM, WBZ-AM and WBZ-FM are Equal Opportunity Employers

Medialine	Medialine@medialine.com	Pacific Grove, CA 93950	(800)2378073		Yes
Boston College	Joann Larosse	38 Commonwealth Ave. Boston, MA	(617) 552-3350		Yes
Boston University	http://www.bu.edu/careers/employers/careerlink.html	19 Deerfield St. Boston, MA 02215	(617) 353 3590		Yes
Salem State	career@salemstate.edu	352 Lafayette St. Salem, MA 01970	(978) 542-6406		Yes
UMass Boston	careers@umb.edu	100 Morrissey Blvd. Boston, MA	(617) 287-5519		Yes
Urban League of Eastern Mass	frontdesk@ulem.org	88 Warren St. Roxbury, MA 02119	(617) 442-4519		Yes
Craigslist	Via Kenexa Posting				No
Monster.com	Via Kenexa Posting				No
CBSRADIO.COM	Via Kenexa	www.cbsradio.com		1	No
CBS Radio Career Center	Via Kenexa Posting		website		No
CBS Radio Employee Referral					No
CBS Campus Recruiting	Via Kenexa Posting				No
CBS Internal Gateway	Via Kenexa Posting			3	No
Action for Boston Community Development	hr@bostonabcd.org	171 Tremont St. Boston, MA 02111	(617) 348-6000		Yes
Concilio Hispano	Sandy Ortiz	267 Broadway, Chelsea, MA 02150	Sortiz@concilio.org		Yes
Federal Veterans Center	Gail Grundy	JFK Federal Bldg. Boston, MA 02203	Gail.grundy@va.org		Yes
Wentworth Institute of Technology	jobs@wit.edu	550 Huntington Ave. Boston, MA 02115	(617) 989-4101		Yes
Entertainment Employment Journal	Greg Orio		gregorio@entertainmentemploymentjournal.com		Yes
La Alianza	Janet Huang	78 Forest St. Roxbury, MA 02119	(617) 427 7175		Yes
State Job Bank	Via Kenexa/Arbita Posting				No
Station Website	Scott MacKay	www.ampradio.com	(323) 930-5270		No

6. Total # of Interviewees Referred: For the period from November 23, 2009, through November 22, 2010, this Employment Unit interviewed 237 interviewees for full-time job vacancies.

Stations WBMX-FM, WODS-FM, WZLX-FM, WBZ-AM and WBZ-FM are Equal Opportunity Employers

7. Supplemental Recruitment Measures

Participation in and Sponsorship of Job Fairs

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
CBS Radio Boston sponsored a Diversity Job Fair at the Double Tree Hotel in Boston, in conjunction with NAACP, for all open positions at all stations.	October 12, 2010	Boston Market Human Resources Manager
CBS Radio Boston participated in the Boston University Job Fair. This event offered awareness and information designed to inform the general public of the varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them. Personnel present accepted resumes and also had the authority to hire.	March, 18 2010	Boston Market Human Resources Manager
CBS Radio Boston participated in the Emerson Internship/ Job Fair. This event offered awareness and information designed to inform the general public of the varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them. Personnel present accepted resumes and also had the authority to hire.	October 20, 2010	WZLX Programming Manager

Participation in Career Events Sponsored by Educational Institutions

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
Promotions Director served as a guest speaker/lecturer at a music course at Suffolk University; he focused on the significance of radio broadcasting and the music industry.	Spring semester 2009, Fall semester 2010	Promotions Director
Programming Manager taught courses on radio broadcasting, and podcasting, at the Connecticut School of Broadcasting.	Spring semester 2009, Fall semester 2010	Programming Manager
CBS Radio Boston participated in job shadow days for Bay Cove Academy (1/27/10), Brighton High School (2/2/10), and Rockland High School (10/27/10). Students learned about radio broadcasting, including skills necessary for broadcast employment.	February 2, 2010 January 27, 2010 October 27, 2010	Boston Market Human Resources Manager Boston Promotions Manager Boston Promotion Manager

Internships

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
--	-------	---------------------

Stations WBMX-FM, WODS-FM, WZLX-FM, WBZ-AM and WBZ-FM are Equal Opportunity Employers

<p>The CBS Radio Boston Internship Program offers students from the following accredited schools academic credit and the opportunity to learn about programming and promotional elements of radio broadcasting. Approximately 15 interns participated during this reporting cycle.</p> <ul style="list-style-type: none"> • Boston College • Northeastern University • Emerson College • Boston University 	<p>Fall '09 & Spring/ Summer '10 Semesters/Fall '10</p>	<p>CBS Radio Boston Sales Department CBS Radio Boston Promotions Department CBS Radio Boston Programming Department</p>
--	---	---

Participation in General Outreach Efforts Using Job Banks or Internet Programs

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
<p>CBS Radio Boston has made significant contributions to the CBS Radio career website (www.cbsradio.com) which contains information designed to inform the general public of numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them.</p>	<p>Continual Posting</p>	<p>Boston Market Human Resources Administrator</p>
<p>CBS Radio Boston has included on its station websites information designed to inform the general public of career opportunities available at the stations.</p>	<p>Continual Posting</p>	<p>Boston Market Human Resources Administrator</p>

*Report was amended on 4/13/11