

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period March 23, 2010 – March 22, 2011.

- 1) **Employment Unit Location/Name:** CBS Radio / Pittsburgh
- 2) **Unit Members (List all station call signs and communities of license):**

**KDKA(AM)/Pittsburgh, PA**  
**KDKA-FM/Pittsburgh, PA**  
**WBZZ(FM) (fka WZPT(FM))/New Kensington, PA**  
**WDSY-FM/Pittsburgh, PA**

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

Mailing Address: CBS Radio Pittsburgh 651 Holiday Drive Foster Plaza 5 Pittsburgh, PA 15220	Telephone Number: 412-920-9400 x 132
	Contact Person/Title: Marianne Hurley/Market Controller
	E-mail Address: Marianne.Hurley@cbsradio.com

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

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
1. Account Executive	Employee Referral
2. Account Executive	Employee Referral
3. Account Executive	Client Referral
4. Account Executive	Indeed.com
5. Account Executive	Employee Referral
6. Account Executive	Careerbuilder.com
7. Account Executive	CBS Internal Gateway
8. Operations Manager	Corporate Referral
9. On-Air Talent	See note on page 13

**Stations KDKA(AM), KDKA-FM, WBZZ(FM), WDSY-FM**  
**are Equal Opportunity Employers.**

**5) Job Titles 1-2: Account Executive**

**Referral Source(s) of Hiree(s): Employee Referral (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	N/A	<a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a> Posted through Arbita <a href="http://www.arbita.com">www.arbita.com</a>	N/A	0	No
Bidwell Training Center	Paula Kubrick	1650 Metropolitan Ave Pittsburgh, PA 15233	412-323-4000	0	No
Boyd School Division/PTI	John Pollick	1111 McKee Road Oakdale, PA 15071	412-809-5200	0	No
Career Builder.com	N/A	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a> Posted through Arbita <a href="http://www.arbita.com">www.arbita.com</a>	N/A	0	No
Carlow College	Cindy Kaufold	3333 Fifth Avenue Pittsburgh, PA 15213	412-578-6196	0	No
CBS Campus Recruiting	Payroll Administrator	Posted through Kenexa	N/A	0	No
CBS Corporate Website	Payroll Administrator	<a href="http://www.cbcorporation.com">www.cbcorporation.com</a> Posted through Kenexa	N/A	0	No
CBS Internal Gateway	Payroll Administrator	<a href="http://www.cbsandyou.com">www.cbsandyou.com</a> Posted through Kenexa	N/A	0	No
CBS Radio Website	Payroll Administrator	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a> Posted through Kenexa	N/A	1	No
Chatham University	Monica Ritter	106 Woodland Road Lindsay Hall – 2nd Floor Pittsburgh, PA 15232	412-365-1280	0	No
College of Communications	Nicole Wilson	Penn State University 201 Carnegie Building University Park, PA 16802-4674	814-865-8801	0	No
Community College of Allegheny County	Robert Kmetz	800 Allegheny Avenue Pittsburgh, PA 15233	412-323-2323	0	No
Council of 3 Rivers American Indian Center	Sonya French-Begay	120 Charles Street Dorseyville, PA 15238	412-782-4457	0	No
Duquesne University Career Services Center	Kim Pierce	600 Forbes Avenue Pittsburgh, PA 15282	412-396-6042	0	No
Entertainment Employment Journal	Gergorio Carbajal	PO Box 60163 Corpus Christie, TX 78466	818-776-2800	0	No
Google Base	N/A	<a href="http://www.google.base.com">www.google.base.com</a> Posted through Arbita <a href="http://www.arbita.com">www.arbita.com</a>	N/A	0	No
Grove City College	Linda Reash	200 Campus Drive Grove City, PA 16127	724-458-3371	0	No
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a> Posted through Arbita <a href="http://www.arbita.com">www.arbita.com</a>	N/A	0	No
Indiana University of Pennsylvania	Deborah Stanley	Pratt Hall, Suite 302 201 Pratt Drive Indiana, PA 15705	724-357-2235	0	No
LaRoche College	Pam Golubski	9000 Babcock Boulevard East Campus AB-211 Pittsburgh, PA 15237	412-536-1788	0	No
Lee Hecht Harrison	Bernie Varacalli	381 Mansfield Ave Greentree Commons, Suite 203 Pittsburgh, PA 15220	412-733-2500	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Macedonia Church	Ama Baltimore	2225 Beford Avenue Pittsburgh, PA 15219	412-281-8437 ext 15	0	No
Media Association of Pittsburgh	N/A	PO Box 25319 Pittsburgh, PA 15220	N/A	0	No
Monster.com & Monster Diversity	N/A	<a href="http://www.monster.com">www.monster.com</a> Posted through Arbita <a href="http://www.arbita.com">www.arbita.com</a>	N/A	0	No
NAACP	Debra Ayers	PO Box 215 Leechburg, PA 15656	724-842-5061	0	No
NAACP	Tim Stevens	2203 Wylie Ave Pittsburgh, PA 15219	412-471-1024	0	No
National Association of Broadcasters	Michael McKinley	1771 N Street NW Washington DC, 20036	202-429-5498	0	No
National Association of Hispanic Journalists	Bobbie Smith	1000 National Press Bldg 529 14 <sup>th</sup> St NW Washington DC, 20045	202-662-7145	0	No
National Black MBA's	Tracey Gist- Freeman	PO Box 3502 Pittsburgh, PA 15230	412-741-9320	0	No
Ohio Center of Broadcasting	Terry Wilson	5330 East Main Suite 200 Columbus, OH 43213	614-245-0555	0	Yes
Pennsylvania Association of Broadcasters	Richard Wyckoff	8501 Paxton Street Hummelstown, PA 17036	717-482-4820	0	No
Pennsylvania Career Link	Lisa Fulton	Robinson Plaza 2 Suite 410 Pittsburgh, PA 15205	412-809-3513	0	No
Pittsburgh Post Gazette (Ads ran 7/11/10, 7/14/10)	Mike Sawyer	34 Blvd of the Allies Pittsburgh, PA 15222	800-228-6397	0	No
Pittsburgh Technical Institute	Sharon Hosaflook	1111 McKee Road Oakdale, PA 15071	724-519-7160	0	No
Point Park College	Carol Greco	201 Wood Street Room 706- Lawrence Hall Pittsburgh, PA 15108	412-392-3861	0	No
Robert Morris University	Beth Miller	6001 University Boulevard Moon Township, PA 15108	412-262-8224	0	No
Seton Hill University	Becky Campbell	1 Seton Hill Drive Greensburg, PA 15601	724-838-4247	0	No
St. Benedict the Moor Church	Father D'Amico	91 Crawford Street Pittsburgh, PA 15219	412-281-3141	0	No
St. Vincent College	Courtney Baum	300 Fraser Purchase Road Latrobe, PA 15650	724-805-2070	0	No
Syracuse University	Kristin Kane	235 Schine Student Center 303 University Place Syracuse, NY 13244	315-443-3616	0	No
Thiel College	Heather Balas	75 College Ave Greenville, PA 16125	724-589-2014	0	No
University of Pittsburgh	Barb Juliussen	224 William Pitt Union Pittsburgh, PA 15260	412-648-7130	0	No
Urban League of Pittsburgh	Darlene Wanamaker	1 Smithfield Street – 3 <sup>rd</sup> Floor Pittsburgh, PA 15222	412-227-4150	0	No
Urban League of Shenango Valley	Teresa Hall	601 Indiana Ave Farrell, PA 16121	724-981-5310	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Visually Impaired	Suzanne Killmeyer	300 6 <sup>th</sup> Ave Pittsburgh, PA 15222	412-765-0688	0	No
Washington & Jefferson College	Roberta Cross	60 South Lincoln Street Washington, PA 15301	724-229-5216	0	No
Waynesburg University	Marie Coffman	51 W College Street Waynesburg, PA 15370	724-582-3399	0	No
Industry referral	Payroll Administrator	N/A	N/A	0	No
Employee referral	Payroll Administrator	N/A	N/A	4	No
Client Referral	Payroll Administrator	N/A	N/A	1	No

**5) Job Titles 3-4: Account Executive**

**Referral Source(s) of Hiree(s): Client Referral, Indeed.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
America's Job Exchange	N/A	<a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a> Posted through Arbita <a href="http://www.arbita.com">www.arbita.com</a>	N/A	0	No
Bidwell Training Center	Paula Kubrick	1650 Metropolitan Ave Pittsburgh, PA 15233	412-323-4000	0	No
Boyd School Division/PTI	John Pollick	1111 McKee Road Oakdale, PA 15071	412-809-5200	0	No
Career Builder.com	N/A	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a> Posted through Arbita <a href="http://www.arbita.com">www.arbita.com</a>	N/A	2	No
Carlow College	Cindy Kaufold	3333 Fifth Avenue Pittsburgh, PA 15213	412-578-6196	0	No
CBS Campus Recruiting	Payroll Administrator	Posted through Kenexa	N/A	0	No
CBS Corporate Website	Payroll Administrator	<a href="http://www.cbcorporation.com">www.cbcorporation.com</a> Posted through Kenexa	N/A	0	No
CBS Internal Gateway	Payroll Administrator	<a href="http://www.cbsandyou.com">www.cbsandyou.com</a> Posted through Kenexa	N/A	0	No
CBS Radio Website	Payroll Administrator	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a> Posted through Kenexa	N/A	11	No
Chatham University	Monica Ritter	106 Woodland Road Lindsay Hall – 2nd Floor Pittsburgh, PA 15232	412-365-1280	0	No
College of Communications	Nicole Wilson	Penn State University 201 Carnegie Building University Park, PA 16802-4674	814-865-8801	0	No
Community College of Allegheny County	Robert Kmetz	800 Allegheny Avenue Pittsburgh, PA 15233	412-323-2323	0	No
Council of 3 Rivers American Indian Center	Sonya French-Begay	120 Charles Street Dorseyville, PA 15238	412-782-4457	0	No
Duquesne University Career Services Center	Kim Pierce	600 Forbes Avenue Pittsburgh, PA 15282	412-396-6042	0	No
Entertainment Employment Journal	Gergorio Carbajal	PO Box 60163 Corpus Christie, TX 78466	818-776-2800	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Google Base	N/A	<a href="http://www.google.base.com">www.google.base.com</a> Posted through Arbita <a href="http://www.arbita.com">www.arbita.com</a>	N/A	0	No
Grove City College	Linda Reash	200 Campus Drive Grove City, PA 16127	724-458-3371	0	No
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a> Posted through Arbita <a href="http://www.arbita.com">www.arbita.com</a>	N/A	2	No
Indiana University of Pennsylvania	Deborah Stanley	Pratt Hall, Suite 302 201 Pratt Drive Indiana, PA 15705	724-357-2235	0	No
LaRoche College	Pam Golubski	9000 Babcock Boulevard East Campus AB-211 Pittsburgh, PA 15237	412-536-1788	0	No
Lee Hecht Harrison	Bernie Varacalli	381 Mansfield Ave Greentree Commons, Suite 203 Pittsburgh, PA 15220	412-733-2500	0	No
Macedonia Church	Ama Baltimore	2225 Beford Avenue Pittsburgh, PA 15219	412-281-8437 ext 15	0	No
Media Association of Pittsburgh	N/A	PO Box 25319 Pittsburgh, PA 15220	N/A	0	No
Monster.com & Monster Diversity	N/A	<a href="http://www.monster.com">www.monster.com</a> Posted through Arbita <a href="http://www.arbita.com">www.arbita.com</a>	N/A	2	No
NAACP	Debra Ayers	PO Box 215 Leechburg, PA 15656	724-842-5061	0	No
NAACP	Tim Stevens	2203 Wylie Ave Pittsburgh, PA 15219	412-471-1024	0	No
National Association of Broadcasters	Michael McKinley	1771 N Street NW Washington DC, 20036	202-429-5498	0	No
National Association of Hispanic Journalists	Bobbie Smith	1000 National Press Bldg 529 14 <sup>th</sup> St NW Washington DC, 20045	202-662-7145	0	No
National Black MBA's	Tracey Gist- Freeman	PO Box 3502 Pittsburgh, PA 15230	412-741-9320	0	No
Ohio Center of Broadcasting	Terry Wilson	5330 East Main Suite 200 Columbus, OH 43213	614-245-0555	0	Yes
Pennsylvania Association of Broadcasters	Richard Wyckoff	8501 Paxton Street Hummelstown, PA 17036	717-482-4820	0	No
Pennsylvania Career Link	Lisa Fulton	Robinson Plaza 2 Suite 410 Pittsburgh, PA 15205	412-809-3513	0	No
Pittsburgh Post Gazette (Ad ran 4/4/10)	Mike Sawyer	34 Blvd of the Allies Pittsburgh, PA 15222	800-228-6397	0	No
Pittsburgh Technical Institute	Sharon Hosaflook	1111 McKee Road Oakdale, PA 15071	724-519-7160	0	No
Point Park College	Carol Greco	201 Wood Street Room 706- Lawrence Hall Pittsburgh, PA 15108	412-392-3861	0	No
Robert Morris University	Beth Miller	6001 University Boulevard Moon Township, PA 15108	412-262-8224	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Seton Hill University	Becky Campbell	1 Seton Hill Drive Greensburg, PA 15601	724-838-4247	0	No
St. Benedict the Moor Church	Father D'Amico	91 Crawford Street Pittsburgh, PA 15219	412-281-3141	0	No
St. Vincent College	Courtney Baum	300 Fraser Purchase Road Latrobe, PA 15650	724-805-2070	0	No
Syracuse University	Kristin Kane	235 Schine Student Center 303 University Place Syracuse, NY 13244	315-443-3616	0	No
Thiel College	Heather Balas	75 College Ave Greenville, PA 16125	724-589-2014	0	No
University of Pittsburgh	Barb Juliussen	224 William Pitt Union Pittsburgh, PA 15260	412-648-7130	0	No
Urban League of Pittsburgh	Darlene Wanamaker	1 Smithfield Street – 3 <sup>rd</sup> Floor Pittsburgh, PA 15222	412-227-4150	0	No
Urban League of Shenango Valley	Teresa Hall	601 Indiana Ave Farrell, PA 16121	724-981-5310	0	No
Visually Impaired	Suzanne Killmeyer	300 6 <sup>th</sup> Ave Pittsburgh, PA 15222	412-765-0688	0	No
Washington & Jefferson College	Roberta Cross	60 South Lincoln Street Washington, PA 15301	724-229-5216	0	No
Waynesburg University	Marie Coffman	51 W College Street Waynesburg, PA 15370	724-582-3399	0	No
Industry referral	Payroll Administrator	N/A	N/A	2	No
Employee referral	Payroll Administrator	N/A	N/A	1	No
Client Referral	Payroll Administrator	N/A	N/A	2	No

### 5) Job Title 5: Account Executive

### Referral Source of Hire: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
America's Job Exchange	N/A	<a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a> Posted through Arbita <a href="http://www.arbita.com">www.arbita.com</a>	N/A	0	No
Bidwell Training Center	Paula Kubrick	1650 Metropolitan Ave Pittsburgh, PA 15233	412-323-4000	0	No
Boyd School Division/PTI	John Pollick	1111 McKee Road Oakdale, PA 15071	412-809-5200	0	No
Career Builder.com	N/A	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a> Posted through Arbita <a href="http://www.arbita.com">www.arbita.com</a>	N/A	0	No
Carlow College	Cindy Kaufold	3333 Fifth Avenue Pittsburgh, PA 15213	412-578-6196	0	No
CBS Campus Recruiting	Payroll Administrator	Posted through Kenexa	N/A	0	No
CBS Corporate Website	Payroll Administrator	<a href="http://www.cbcorporation.com">www.cbcorporation.com</a> Posted through Kenexa	N/A	1	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Internal Gateway	Payroll Administrator	<a href="http://www.cbsandyou.com">www.cbsandyou.com</a> Posted through Kenexa	N/A	0	No
CBS Radio Website	Payroll Administrator	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a> Posted through Kenexa	N/A	1	No
Chatham University	Monica Ritter	106 Woodland Road Lindsay Hall – 2nd Floor Pittsburgh, PA 15232	412-365-1280	0	No
College of Communications	Nicole Wilson	Penn State University 201 Carnegie Building University Park, PA 16802-4674	814-865-8801	0	No
Community College of Allegheny County	Robert Kmetz	800 Allegheny Avenue Pittsburgh, PA 15233	412-323-2323	0	No
Council of 3 Rivers American Indian Center	Sonya French-Begay	120 Charles Street Dorseyville, PA 15238	412-782-4457	0	No
Duquesne University Career Services Center	Kim Pierce	600 Forbes Avenue Pittsburgh, PA 15282	412-396-6042	0	No
Entertainment Employment Journal	Gergorio Carbajal	PO Box 60163 Corpus Christie, TX 78466	818-776-2800	0	No
Google Base	N/A	<a href="http://www.google.base.com">www.google.base.com</a> Posted through Arbita <a href="http://www.arbita.com">www.arbita.com</a>	N/A	0	No
Grove City College	Linda Reash	200 Campus Drive Grove City, PA 16127	724-458-3371	0	No
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a> Posted through Arbita <a href="http://www.arbita.com">www.arbita.com</a>	N/A	1	No
Indiana University of Pennsylvania	Deborah Stanley	Pratt Hall, Suite 302 201 Pratt Drive Indiana, PA 15705	724-357-2235	0	No
LaRoche College	Pam Golubski	9000 Babcock Boulevard East Campus AB-211 Pittsburgh, PA 15237	412-536-1788	0	No
Lee Hecht Harrison	Bernie Varacalli	381 Mansfield Ave Greentree Commons, Suite 203 Pittsburgh, PA 15220	412-733-2500	0	No
Macedonia Church	Ama Baltimore	2225 Beford Avenue Pittsburgh, PA 15219	412-281-8437 ext 15	0	No
Media Association of Pittsburgh	N/A	PO Box 25319 Pittsburgh, PA 15220	N/A	0	No
Monster.com & Monster Diversity	N/A	<a href="http://www.monster.com">www.monster.com</a> Posted through Arbita <a href="http://www.arbita.com">www.arbita.com</a>	N/A	1	No
NAACP	Debra Ayers	PO Box 215 Leechburg, PA 15656	724-842-5061	0	No
NAACP	Tim Stevens	2203 Wylie Ave Pittsburgh, PA 15219	412-471-1024	0	No
National Association of Broadcasters	Michael McKinley	1771 N Street NW Washington DC, 20036	202-429-5498	0	No
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National Black MBA's	Tracey Gist- Freeman	PO Box 3502 Pittsburgh, PA 15230	412-741-9320	0	No

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Ohio Center of Broadcasting	Terry Wilson	5330 East Main Suite 200 Columbus, OH 43213	614-245-0555	0	Yes
Pennsylvania Association of Broadcasters	Richard Wyckoff	8501 Paxton Street Hummelstown, PA 17036	717-482-4820	0	No
Pennsylvania Career Link	Lisa Fulton	Robinson Plaza 2 Suite 410 Pittsburgh, PA 15205	412-809-3513	0	No
Pittsburgh Post Gazette (Ads ran 10/6/10 and 10/10/10)	Mike Sawyer	34 Blvd of the Allies Pittsburgh, PA 15222	800-228-6397	0	No
Pittsburgh Technical Institute	Sharon Hosaflook	1111 McKee Road Oakdale, PA 15071	724-519-7160	0	No
Point Park College	Carol Greco	201 Wood Street Room 706- Lawrence Hall Pittsburgh, PA 15108	412-392-3861	0	No
Robert Morris University	Beth Miller	6001 University Boulevard Moon Township, PA 15108	412-262-8224	0	No
Seton Hill University	Becky Campbell	1 Seton Hill Drive Greensburg, PA 15601	724-838-4247	0	No
St. Benedict the Moor Church	Father D'Amico	91 Crawford Street Pittsburgh, PA 15219	412-281-3141	0	No
St. Vincent College	Courtney Baum	300 Fraser Purchase Road Latrobe, PA 15650	724-805-2070	0	No
Syracuse University	Kristin Kane	235 Schine Student Center 303 University Place Syracuse, NY 13244	315-443-3616	0	No
Thiel College	Heather Balas	75 College Ave Greenville, PA 16125	724-589-2014	0	No
University of Pittsburgh	Barb Juliussen	224 William Pitt Union Pittsburgh, PA 15260	412-648-7130	0	No
Urban League of Pittsburgh	Darlene Wanamaker	1 Smithfield Street – 3 <sup>rd</sup> Floor Pittsburgh, PA 15222	412-227-4150	0	No
Urban League of Shenango Valley	Teresa Hall	601 Indiana Ave Farrell, PA 16121	724-981-5310	0	No
Visually Impaired	Suzanne Killmeyer	300 6 <sup>th</sup> Ave Pittsburgh, PA 15222	412-765-0688	0	No
Washington & Jefferson College	Roberta Cross	60 South Lincoln Street Washington, PA 15301	724-229-5216	0	No
Waynesburg University	Marie Coffman	51 W College Street Waynesburg, PA 15370	724-582-3399	0	No
Industry referral	Payroll Administrator	N/A	N/A	1	No
Employee referral	Payroll Administrator	N/A	N/A	4	No
Client Referral	Payroll Administrator	N/A	N/A	0	No

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**5) Job Titles 6-7: Account Executive**

**Referral Source(s) of Hiree(s): Careerbuilder.com, CBS Internal Gateway**

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	N/A	<a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a> Posted through Arbitya <a href="http://www.arbitya.com">www.arbitya.com</a>	N/A	0	No
Bidwell Training Center	Paula Kubrick	1650 Metropolitan Ave Pittsburgh, PA 15233	412-323-4000	0	No
Boyd School Division/PTI	John Pollick	1111 McKee Road Oakdale, PA 15071	412-809-5200	0	No
Career Builder.com	N/A	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a> Posted through Arbitya <a href="http://www.arbitya.com">www.arbitya.com</a>	N/A	3	No
Carlow College	Cindy Kaufold	3333 Fifth Avenue Pittsburgh, PA 15213	412-578-6196	0	No
CBS Campus Recruiting	Payroll Administrator	Posted through Kenexa	N/A	0	No
CBS Corporate Website	Payroll Administrator	<a href="http://www.cbcorporation.com">www.cbcorporation.com</a> Posted through Kenexa	N/A	0	No
CBS Internal Gateway	Payroll Administrator	<a href="http://www.cbsandyou.com">www.cbsandyou.com</a> Posted through Kenexa	N/A	1	No
CBS Radio Website	Payroll Administrator	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a> Posted through Kenexa	N/A	0	No
Chatham University	Monica Ritter	106 Woodland Road Lindsay Hall – 2nd Floor Pittsburgh, PA 15232	412-365-1280	0	No
College of Communications	Nicole Wilson	Penn State University 201 Carnegie Building University Park, PA 16802-4674	814-865-8801	0	No
Community College of Allegheny County	Robert Kmetz	800 Allegheny Avenue Pittsburgh, PA 15233	412-323-2323	0	No
Council of 3 Rivers American Indian Center	Sonya French-Begay	120 Charles Street Dorseyville, PA 15238	412-782-4457	0	No
Duquesne University Career Services Center	Kim Pierce	600 Forbes Avenue Pittsburgh, PA 15282	412-396-6042	0	No
Entertainment Employment Journal	Gergorio Carbajal	PO Box 60163 Corpus Christie, TX 78466	818-776-2800	0	No
Google Base	N/A	<a href="http://www.google.base.com">www.google.base.com</a> Posted through Arbitya <a href="http://www.arbitya.com">www.arbitya.com</a>	N/A	0	No
Grove City College	Linda Reash	200 Campus Drive Grove City, PA 16127	724-458-3371	0	No
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a> Posted through Arbitya <a href="http://www.arbitya.com">www.arbitya.com</a>	N/A	2	No
Indiana University of Pennsylvania	Deborah Stanley	Pratt Hall, Suite 302 201 Pratt Drive Indiana, PA 15705	724-357-2235	0	No
LaRoche College	Pam Golubski	9000 Babcock Boulevard East Campus AB-211 Pittsburgh, PA 15237	412-536-1788	0	No
Lee Hecht Harrison	Bernie Varacalli	381 Mansfield Ave Greentree Commons, Suite 203 Pittsburgh, PA 15220	412-733-2500	0	No

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Macedonia Church	Ama Baltimore	2225 Beford Avenue Pittsburgh, PA 15219	412-281-8437 ext 15	0	No
Media Association of Pittsburgh	N/A	PO Box 25319 Pittsburgh, PA 15220	N/A	0	No
Monster.com & Monster Diversity	N/A	<a href="http://www.monster.com">www.monster.com</a> Posted through Arbita <a href="http://www.arbita.com">www.arbita.com</a>	N/A	4	No
NAACP	Debra Ayers	PO Box 215 Leechburg, PA 15656	724-842-5061	0	No
NAACP	Tim Stevens	2203 Wylie Ave Pittsburgh, PA 15219	412-471-1024	0	No
National Association of Broadcasters	Michael McKinley	1771 N Street NW Washington DC, 20036	202-429-5498	0	No
National Association of Hispanic Journalists	Bobbie Smith	1000 National Press Bldg 529 14 <sup>th</sup> St NW Washington DC, 20045	202-662-7145	0	No
National Black MBA's	Tracey Gist- Freeman	PO Box 3502 Pittsburgh, PA 15230	412-741-9320	0	No
Ohio Center of Broadcasting	Terry Wilson	5330 East Main Suite 200 Columbus, OH 43213	614-245-0555	0	Yes
Pennsylvania Association of Broadcasters	Richard Wyckoff	8501 Paxton Street Hummelstown, PA 17036	717-482-4820	0	No
Pennsylvania Career Link	Lisa Fulton	Robinson Plaza 2 Suite 410 Pittsburgh, PA 15205	412-809-3513	0	No
Pittsburgh Post Gazette (Ad ran 1/30/11 & 2/2/11)	Mike Sawyer	34 Blvd of the Allies Pittsburgh, PA 15222	800-228-6397	0	No
Pittsburgh Technical Institute	Sharon Hosaflook	1111 McKee Road Oakdale, PA 15071	724-519-7160	0	No
Point Park College	Carol Greco	201 Wood Street Room 706- Lawrence Hall Pittsburgh, PA 15108	412-392-3861	0	No
Robert Morris University	Beth Miller	6001 University Boulevard Moon Township, PA 15108	412-262-8224	0	No
Seton Hill University	Becky Campbell	1 Seton Hill Drive Greensburg, PA 15601	724-838-4247	0	No
St. Benedict the Moor Church	Father D'Amico	91 Crawford Street Pittsburgh, PA 15219	412-281-3141	0	No
St. Vincent College	Courtney Baum	300 Fraser Purchase Road Latrobe, PA 15650	724-805-2070	0	No
Syracuse University	Kristin Kane	235 Schine Student Center 303 University Place Syracuse, NY 13244	315-443-3616	0	No
Thiel College	Heather Balas	75 College Ave Greenville, PA 16125	724-589-2014	0	No
University of Pittsburgh	Barb Juliusen	224 William Pitt Union Pittsburgh, PA 15260	412-648-7130	0	No
Urban League of Pittsburgh	Darlene Wanamaker	1 Smithfield Street – 3 <sup>rd</sup> Floor Pittsburgh, PA 15222	412-227-4150	0	No
Urban League of Shenango Valley	Teresa Hall	601 Indiana Ave Farrell, PA 16121	724-981-5310	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Visually Impaired	Suzanne Killmeyer	300 6 <sup>th</sup> Ave Pittsburgh, PA 15222	412-765-0688	0	No
Washington & Jefferson College	Roberta Cross	60 South Lincoln Street Washington, PA 15301	724-229-5216	0	No
Waynesburg University	Marie Coffman	51 W College Street Waynesburg, PA 15370	724-582-3399	0	No
Industry referral	Payroll Administrator	N/A	N/A	0	No
Employee referral	Payroll Administrator	N/A	N/A	0	No
Client Referral	Payroll Administrator	N/A	N/A	0	No

**5) Job Title 8: Operations Manager**

**Referral Source(s) of Hiree(s): Corporate 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	N/A	<a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a> Posted through Arbita <a href="http://www.arbita.com">www.arbita.com</a>	N/A	0	No
Bidwell Training Center	Paula Kubrick	1650 Metropolitan Ave Pittsburgh, PA 15233	412-323-4000	0	No
Boyd School Division/PTI	John Pollick	1111 McKee Road Oakdale, PA 15071	412-809-5200	0	No
Career Builder.com	N/A	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a> Posted through Arbita <a href="http://www.arbita.com">www.arbita.com</a>	N/A	0	No
Carlow College	Cindy Kaufold	3333 Fifth Avenue Pittsburgh, PA 15213	412-578-6196	0	No
CBS Campus Recruiting	Payroll Administrator	Posted through Kenexa	N/A	0	No
CBS Corporate Website	Payroll Administrator	<a href="http://www.cbcorporation.com">www.cbcorporation.com</a> Posted through Kenexa	N/A	0	No
CBS Internal Gateway	Payroll Administrator	<a href="http://www.cbsandyou.com">www.cbsandyou.com</a> Posted through Kenexa	N/A	5	No
CBS Radio Website	Payroll Administrator	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a> Posted through Kenexa	N/A	0	No
Chatham University	Monica Ritter	106 Woodland Road Lindsay Hall – 2nd Floor Pittsburgh, PA 15232	412-365-1280	0	No
College of Communications, Penn State University	Nicole Wilson	Penn State University 201 Carnegie Building University Park, PA 16802-4674	814-865-8801	0	No
Community College of Allegheny County	Robert Kmetz	800 Allegheny Avenue Pittsburgh, PA 15233	412-323-2323	0	No
Council of 3 Rivers American Indian Center	Sonya French-Begay	120 Charles Street Dorseyville, PA 15238	412-782-4457	0	No
Duquesne University Career Services Center	Kim Pierce	600 Forbes Avenue Pittsburgh, PA 15282	412-396-6042	0	No
Entertainment Employment Journal	Gergorio Carbajal	PO Box 60163 Corpus Christie, TX 78466	818-776-2800	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Google Base	N/A	<a href="http://www.googlebase.com">www.googlebase.com</a> Posted through Arbita <a href="http://www.arbita.com">www.arbita.com</a>	N/A	0	No
Grove City College	Linda Reash	200 Campus Drive Grove City, PA 16127	724-458-3371	0	No
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a> Posted through Arbita <a href="http://www.arbita.com">www.arbita.com</a>	N/A	0	No
Indiana University of Pennsylvania	Deborah Stanley	Pratt Hall, Suite 302 201 Pratt Drive Indiana, PA 15705	724-357-2235	0	No
LaRoche College	Pam Golubski	9000 Babcock Boulevard East Campus AB-211 Pittsburgh, PA 15237	412-536-1788	0	No
Lee Hecht Harrison	Bernie Varacalli	381 Mansfield Ave Greentree Commons, Suite 203 Pittsburgh, PA 15220	412-733-2500	0	No
Macedonia Church	Ama Baltimore	2225 Beford Avenue Pittsburgh, PA 15219	412-281-8437 ext 15	0	No
Media Association of Pittsburgh	N/A	PO Box 25319 Pittsburgh, PA 15220	N/A	0	No
Monster.com & Monster Diversity	N/A	<a href="http://www.monster.com">www.monster.com</a> Posted through Arbita <a href="http://www.arbita.com">www.arbita.com</a>	N/A	0	No
NAACP	Debra Ayers	PO Box 215 Leechburg, PA 15656	724-842-5061	0	No
NAACP	Tim Stevens	2203 Wylie Ave Pittsburgh, PA 15219	412-471-1024	0	No
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Pennsylvania Career Link	Lisa Fulton	Robinson Plaza 2 Suite 410 Pittsburgh, PA 15205	412-809-3513	0	No
Pittsburgh Post Gazette (Ad ran 10/6/10 & 10/10/10)	Mike Sawyer	34 Blvd of the Allies Pittsburgh, PA 15222	800-228-6397	0	No
Pittsburgh Technical Institute	Sharon Hosaflook	1111 McKee Road Oakdale, PA 15071	724-519-7160	0	No
Point Park College	Carol Greco	201 Wood Street Room 706- Lawrence Hall Pittsburgh, PA 15108	412-392-3861	0	No
Robert Morris University	Beth Miller	6001 University Boulevard Moon Township, PA 15108	412-262-8224	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Seton Hill University	Becky Campbell	1 Seton Hill Drive Greensburg, PA 15601	724-838-4247	0	No
St. Benedict the Moor Church	Father D'Amico	91 Crawford Street Pittsburgh, PA 15219	412-281-3141	0	No
St. Vincent College	Courtney Baum	300 Fraser Purchase Road Latrobe, PA 15650	724-805-2070	0	No
Syracuse University	Kristin Kane	235 Schine Student Center 303 University Place Syracuse, NY 13244	315-443-3616	0	No
Thiel College	Heather Balas	75 College Ave Greenville, PA 16125	724-589-2014	0	No
University of Pittsburgh	Barb Juliussen	224 William Pitt Union Pittsburgh, PA 15260	412-648-7130	0	No
Urban League of Pittsburgh	Darlene Wanamaker	1 Smithfield Street – 3 <sup>rd</sup> Floor Pittsburgh, PA 15222	412-227-4150	0	No
Urban League of Shenango Valley	Teresa Hall	601 Indiana Ave Farrell, PA 16121	724-981-5310	0	No
Visually Impaired	Suzanne Killmeyer	300 6 <sup>th</sup> Ave Pittsburgh, PA 15222	412-765-0688	0	No
Washington & Jefferson College	Roberta Cross	60 South Lincoln Street Washington, PA 15301	724-229-5216	0	No
Waynesburg University	Marie Coffman	51 W College Street Waynesburg, PA 15370	724-582-3399	0	No
Industry referral	Payroll Administrator	N/A	N/A	6	No
Employee referral	Payroll Administrator	N/A	N/A	1	No
Corporate Referral	Payroll Administrator	N/A	N/A	3	No

## 5) Job Title 9: On-Air Talent

An ex-professional athlete was making on-air appearances on KDKA-FM's afternoon talk show as an independent contractor. Due to his unique skill set and the success of his afternoon feature, he was hired on full-time so that he could become a permanent fixture of the show.

- 6) **Total # of Interviewees Referred:** For the period from March 23, 2010, through March 22, 2011, this Employment Unit interviewed **62** interviewees for full-time job vacancies (not including vacancy (9)).

## 7) Supplemental Recruitment Measures.

### 1. Participation in Job Fairs

#### *Point Park University's 2nd Annual Internship & Job Fair – 9/29/2010*

The Employment Unit's Promotions Director and Assistant Events Coordinator, each of whom has substantial responsibility in the making of hiring decisions, attended the Point Park Internship & Job Fair in Pittsburgh, PA, on September 29, 2010 from 11am-3pm. The Employment Unit personnel attending the event provided information about the internship program within the promotions department and provided contact information for the news, programming and sales departments. They also passed out internship applications to qualified applicants. For those students searching for full- or part-time employment, the Employment Unit

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personnel attending the event provided descriptions of the available job openings and directed all interested applicants to go to [www.cbsradio.com/careers](http://www.cbsradio.com/careers) to apply for any open positions.

***Pittsburgh Radio Organization Broadcast Career Fair – 1/4/2011***

The Employment Unit's General Sales Manager and three Local Sales Managers, each of whom has substantial responsibility in the making of hiring decisions, attended the annual Pittsburgh Radio Organization (PRO) Broadcast Career Fair at Duquesne University, Pittsburgh, PA, on January 4, 2011, from 3-6pm. The Employment Unit personnel attending the event met and spoke with numerous candidates about open positions in the sales department as well as other opportunities available in the Pittsburgh station Employment Unit. They invited all interested candidates to apply online at [www.cbsradio.com/careers](http://www.cbsradio.com/careers).

2. Participation in Career Events Sponsored by Educational Institutions

***Robert Morris University's 2010 Creativity at Work Conference – 3/25/2010***

The Employment Unit's Assistant Events Coordinator and Assistant Program Director/Afternoon On-Air Talent attended the 2010 Creativity at Work Conference at Robert Morris University, Moon Township, PA. The Assistant Events Coordinator served as a panelist on the Job & Internship Search Panel and the Assistant Program Director/Afternoon On-Air Talent served as a panelist on the Creative Careers Potpourri Panel. The two panel discussions were held the morning of March 25, 2010, beginning at 8:45 a.m., followed by networking and a lunch. At the event, the Employment Unit personnel spoke with Robert Morris University students about careers in broadcasting and answered questions about their own career paths.

***Carnegie Mellon University/Heinz College Annual "Network Pittsburgh" Event – 2/4/2011***

Each year, Network Pittsburgh brings more than 300 employers, alumni and students interested in Pittsburgh and the surrounding area together for an opportunity to network. This year, the August Wilson Center for African American Culture, situated in the cultural district in downtown Pittsburgh, was the venue for this event. Representatives from graduate and undergraduate career offices as well as the Carnegie Mellon Office of Alumni Relations were on-hand to answer questions regarding degree programs and to connect employers with job seekers. One of the Employment Unit's Local Sales Managers attended this event on behalf of the Employment Unit. The LSM spoke with many potential candidates about job openings at CBS Radio Pittsburgh and invited them to apply online at [www.cbsradio.com/careers](http://www.cbsradio.com/careers).

***Mt. Lebanon School District Career Day – 11/12/2010***

A Local Sales Manager from the Employment Unit attended the Mt. Lebanon School District Career Day on November 12, 2010 at Jefferson Middle School. Distinguished persons from the community were invited to speak to approximately 400 students about their chosen careers. Each representative gave a presentation to the students about the duties, educational requirements and salary range of his or her position. This event was set up like a job fair, so each person had a table where students could visit and speak to them personally after the presentation.

3. Internship Program

***Ongoing***

The Employment Unit has an internship program designed to assist members in the community to acquire skills needed for broadcast employment. Internships are offered in promotions, programming, sports and news.

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The Employment Unit's Promotions department had twenty three interns during the reporting period. They were students at Indiana University of Pennsylvania, LaRoche College, Penn State University, Point Park University, University of Pittsburgh, West Virginia University, St. Vincent College, Slippery Rock University, Baldwin-Wallace College, Robert Morris University, Bethany College and Duquesne University. Promotions interns' primary responsibilities include: Helping promote the radio stations at remotes, fundraisers, and station promotional events; Assisting with equipment set-up and tear-down at promotional events; Interacting with clients, listeners and employees of various professional levels; Assisting with the research and preparation of all upcoming promotional events; General clerical duties and assisting in departments other than promotions when/if the opportunity arises.

The Employment Unit's Sales department had seven interns during the reporting period from the following schools: Seton Hill University, Clarion University, West Virginia University, The University of Pittsburgh, Chatham University, Duquesne University and Penn State University. The Sales Interns for the Employment Unit work closely with the Sales Assistants in assisting the Account Executives and Sales Managers with their daily radio sales needs. This includes everything from media kit and proposal design to writing commercial scripts and contacting potential clients by phone. They also attend sales meetings and on occasion, client presentations. They work in Power Point, Word and Excel.

The Programming department had 16 interns from the University of Pittsburgh, Point Park University, Duquesne University, Robert Morris University, Penn State and Clarion University. Interns in this department may be assigned to the following duties: Writing broadcast scripts, cutting up raw tape and network feeds, making "beat checks" of local emergency agencies, pursuing breaking news and other stories by phone, updating stories on the station web site, shadowing and assisting street reporters and other tasks as assigned.

4. Participate in General Outreach Efforts Using Job Banks or Internet Programs

***Ongoing***

CBS Radio Pittsburgh has made significant contributions to the CBS Radio career website ([www.cbsradio.com](http://www.cbsradio.com)) which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them. All of the Employment Unit's open positions have been posted at CBSRadio.com/careers. Listeners to the stations are also regularly directed to visit CBSRadio.com to view all available job opportunities with CBS Radio Pittsburgh.

Additionally, recruitment spots run regularly on each station, stating that, "All listeners are encouraged to visit CBSRadio.com for an online listing of job openings at all CBS Radio stations." The same spot also states, "We seek the help of local community organizations in referring qualified applicants to our radio stations. Community organizations that wish to receive our vacancy information should contact the station by calling (name of Market Controller)."

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