

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period May 23, 2007 to May 22, 2008.

1) Employment Unit Location/Name: Annapolis, MD /CBS Radio

2) Unit Members: WLZL-FM

3) EEO Contact Information for Employment Unit:

Mailing Address: 4200 Parliament Place Suite 300 Lanham, MD 20706	Telephone Number: (301) 306-0991
	Contact Person: M. Hughes
	E-mail Address: MHUGHES@CBS.COM

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

Job Title	Recruitment Source Referring Hiree
1. MORNING SHOW PRODUCER	MONSTER.COM
2. CONTINUITY DIRECTOR	MONSTER.COM
3. CONTINUITY DIRECTOR	INTERNAL PROMOTION
4. ON AIR HOST	INTERNAL PROMOTION
5. PROMOTIONS / WEB MANAGER	INTERNAL PROMOTION
6. ACCOUNT EXECUTIVE	INTERNAL REFERRAL
7. PROMOTIONS COORDINATOR	MONSTER.COM
8. TRAFFIC DIRECTOR	INTERNAL PROMOTION

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5) Job Title: MORNING SHOW PRODUCER

Referral Source(s) of Hire: MONSTER.COM

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Howard Univ.	Rufus Robinson	525 Bryant St., N.W., Wash. D.C. 20059	202-462-4267	No
Univ. of Md. – Career Serv. Ctr.	Erin Brault	3119 Hornbake Blvd., College Park, MD 21250	301-314-9114	No
Nat'l Org. for Women	Careers Dept.	733 15 th Street, N.W., Wash., D.C. 20005	202-628-8669	No
G.W. Univ. Career Ctr.	Patricia Tanner	801 22 nd Street, N.W., Wash., D.C. 20052	202-994-6493	No
NAACP	Career Ctr.	1000 U Street, N.W., Wash., D.C. 20001	202-462-6115	No
Montgomery College/Career Placement	Tessie Simmons	20200 Observation Drive, Germantown, MD 20876	301-353-7839	No
United Black Fund	Evelyn Brown	2500 MLK Ave., S.E., Wash., D.C. 20020	202-347-2564	No
C.H.A.N.G.E. Career Ctr.	Ms. Matos	1413 Park Rd., N.W., Wash., D.C. 20010	202-387-3729	No
Bowie State Univ.	Mary Johnson	Wisman Ctr., Bowie, MD 20715	301-860-3824	No
Md. State Job Services	Cathy Harris	7930 Eastern Blvd., Eastpoint, MD 21224	410-288-9260	No
Capital City Training Employ. Ctr.	Michael Clark	2307 Skyland Place, S.E., Wash., D.C. 20020	202-678-6602	No
Hispanic Link News Serve.	Carlos Erickson	1420 N Street, N.W., Wash., D.C. 20005-2319	202-234-4090	No
American Women In Radio	Career Ctr.	1650 Tysons Blvd., #202, McLean, VA 22102	703-506-3266	No
CBS Radio website	Online Account	www.cbsradio.com	N/A	No
MONSTER.COM WEBSITE	PARTNERPROGRAMS @MONSTER.COM	MONSTER.COM	N/A	No

STATION WLZL FM IS AN EQUAL OPPORTUNITY EMPLOYER

5) Job Title: CONTINUITY DIRECTOR

Referral Source(s) of Hire: MONSTER.COM

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification ? (Yes or No)
Howard Univ.	Rufus Robinson	525 Bryant St., N.W., Wash. D.C. 20059	202-462-4267	No
Univ. of Md. – Career Serv. Ctr.	Erin Brault	3119 Hornbake Blvd., College Park, MD 21250	301-314-9114	No
Nat'l Org. for Women	Careers Dept.	733 15 th Street, N.W., Wash., D.C. 20005	202-628-8669	No
G.W. Univ. Career Ctr.	Patricia Tanner	801 22 nd Street, N.W., Wash., D.C. 20052	202-994-6493	No
NAACP	Career Ctr.	1000 U Street, N.W., Wash., D.C. 20001	202-462-6115	No
Montgomery College/Career Placement	Tessie Simmons	20200 Observation Drive, Germantown, MD 20876	301-353-7839	No
United Black Fund	Evelyn Brown	2500 MLK Ave., S.E., Wash., D.C. 20020	202-347-2564	No
C.H.A.N.G.E. Career Ctr.	Ms. Matos	1413 Park Rd., N.W., Wash., D.C. 20010	202-387-3729	No
Bowie State Univ.	Mary Johnson	Wisman Ctr., Bowie, MD 20715	301-860-3824	No
Md. State Job Services	Cathy Harris	7930 Eastern Blvd., Eastpoint, MD 21224	410-288-9260	No
Capital City Training Employ. Ctr.	Michael Clark	2307 Skyland Place, S.E., Wash., D.C. 20020	202-678-6602	No
Hispanic Link News Servc.	Carlos Erickson	1420 N Street, N.W., Wash., D.C. 20005-2319	202-234-4090	No
American Women In Radio	Career Ctr.	1650 Tysons Blvd., #202, McLean, VA 22102	703-506-3266	No
CBS Radio website	Online Account	www.cbsradio.com	N/A	No
MONSTER.COM WEBSITE	PARTNERPROGRAMS@MONSTER.COM	MONSTER.COM	N/A	No

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5) Job Title: CONTINUITY DIRECTOR

Referral Source(s) of Hire: INTERNAL PROMOTION

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification ? (Yes or No)
Howard Univ.	Rufus Robinson	525 Bryant St., N.W., Wash. D.C. 20059	202-462-4267	No
Univ. of Md. – Career Serv. Ctr.	Erin Brault	3119 Hornbake Blvd., College Park, MD 21250	301-314-9114	No
Nat'l Org. for Women	Careers Dept.	733 15 th Street, N.W., Wash., D.C. 20005	202-628-8669	No
G.W. Univ. Career Ctr.	Patricia Tanner	801 22 nd Street, N.W., Wash., D.C. 20052	202-994-6493	No
NAACP	Career Ctr.	1000 U Street, N.W., Wash., D.C. 20001	202-462-6115	No
Montgomery College/Career Placement	Tessie Simmons	20200 Observation Drive, Germantown, MD 20876	301-353-7839	No
United Black Fund	Evelyn Brown	2500 MLK Ave., S.E., Wash., D.C. 20020	202-347-2564	No
C.H.A.N.G.E. Career Ctr.	Ms. Matos	1413 Park Rd., N.W., Wash., D.C. 20010	202-387-3729	No
Bowie State Univ.	Mary Johnson	Wisman Ctr., Bowie, MD 20715	301-860-3824	No
Md. State Job Services	Cathy Harris	7930 Eastern Blvd., Eastpoint, MD 21224	410-288-9260	No
Capital City Training Employ. Ctr.	Michael Clark	2307 Skyland Place, S.E., Wash., D.C. 20020	202-678-6602	No
Hispanic Link News Servc.	Carlos Erickson	1420 N Street, N.W., Wash., D.C. 20005-2319	202-234-4090	No
American Women In Radio	Career Ctr.	1650 Tysons Blvd., #202, McLean, VA 22102	703-506-3266	No
CBS Radio website	Online Account	www.cbsradio.com	N/A	No
MONSTER.COM WEBSITE	PARTNERPROGRAMS @MONSTER.COM	MONSTER.COM	N/A	No

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5) Job Title: ON AIR HOST

Referral Source(s) of Hiree: INTERNAL PROMOTION

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Howard Univ.	Rufus Robinson	525 Bryant St., N.W., Wash. D.C. 20059	202-462-4267	No
Univ. of Md. – Career Serv. Ctr.	Erin Brault	3119 Hornbake Blvd., College Park, MD 21250	301-314-9114	No
Nat'l Org. for Women	Careers Dept.	733 15 th Street, N.W., Wash., D.C. 20005	202-628-8669	No
G.W. Univ. Career Ctr.	Patricia Tanner	801 22 nd Street, N.W., Wash., D.C. 20052	202-994-6493	No
NAACP	Career Ctr.	1000 U Street, N.W., Wash., D.C. 20001	202-462-6115	No
Montgomery College/Career Placement	Tessie Simmons	20200 Observation Drive, Germantown, MD 20876	301-353-7839	No
United Black Fund	Evelyn Brown	2500 MLK Ave., S.E., Wash., D.C. 20020	202-347-2564	No
C.H.A.N.G.E. Career Ctr.	Ms. Matos	1413 Park Rd., N.W., Wash., D.C. 20010	202-387-3729	No
Bowie State Univ.	Mary Johnson	Wisman Ctr., Bowie, MD 20715	301-860-3824	No
Md. State Job Services	Cathy Harris	7930 Eastern Blvd., Eastpoint, MD 21224	410-288-9260	No
Capital City Training Employ. Ctr.	Michael Clark	2307 Skyland Place, S.E., Wash., D.C. 20020	202-678-6602	No
Hispanic Link News Servc.	Carlos Erickson	1420 N Street, N.W., Wash., D.C. 20005-2319	202-234-4090	No
American Women In Radio	Career Ctr.	1650 Tysons Blvd., #202, McLean, VA 22102	703-506-3266	No
CBS Radio website	Online Account	www.cbsradio.com	N/A	No
MONSTER.COM WEBSITE	PARTNERPROGRAMS@MONSTER.COM	MONSTER.COM	N/A	No

STATION WLZL FM IS AN EQUAL OPPORTUNITY EMPLOYER

5) Job Title: **PROMOTIONS / WEB MANAGER**

Referral Source(s) of Hiree: **INTERNAL PROMOTION**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Howard Univ.	Rufus Robinson	525 Bryant St., N.W., Wash. D.C. 20059	202-462-4267	No
Univ. of Md. – Career Serv. Ctr.	Erin Brault	3119 Hornbake Blvd., College Park, MD 21250	301-314-9114	No
Nat'l Org. for Women	Careers Dept.	733 15 th Street, N.W., Wash., D.C. 20005	202-628-8669	No
G.W. Univ. Career Ctr.	Patricia Tanner	801 22 nd Street, N.W., Wash., D.C. 20052	202-994-6493	No
NAACP	Career Ctr.	1000 U Street, N.W., Wash., D.C. 20001	202-462-6115	No
Montgomery College/Career Placement	Tessie Simmons	20200 Observation Drive, Germantown, MD 20876	301-353-7839	No
United Black Fund	Evelyn Brown	2500 MLK Ave., S.E., Wash., D.C. 20020	202-347-2564	No
C.H.A.N.G.E. Career Ctr.	Ms. Matos	1413 Park Rd., N.W., Wash., D.C. 20010	202-387-3729	No
Bowie State Univ.	Mary Johnson	Wisman Ctr., Bowie, MD 20715	301-860-3824	No
Md. State Job Services	Cathy Harris	7930 Eastern Blvd., Eastpoint, MD 21224	410-288-9260	No
Capital City Training Employ. Ctr.	Michael Clark	2307 Skyland Place, S.E., Wash., D.C. 20020	202-678-6602	No
Hispanic Link News Servc.	Carlos Erickson	1420 N Street, N.W., Wash., D.C. 20005-2319	202-234-4090	No
American Women In Radio	Career Ctr.	1650 Tysons Blvd., #202, McLean, VA 22102	703-506-3266	No
CBS Radio website	Online Account	www.cbsradio.com	N/A	No
MONSTER.COM WEBSITE	PARTNERPROGRAMS @MONSTER.COM	MONSTER.COM	N/A	No

STATION WLZL FM IS AN EQUAL OPPORTUNITY EMPLOYER

5) Job Title: ACCOUNT EXECUTIVE

Referral Source(s) of Hire: INTERNAL REFERRAL

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification ? (Yes or No)
Howard Univ.	Rufus Robinson	525 Bryant St., N.W., Wash. D.C. 20059	202-462-4267	No
Univ. of Md. – Career Serv. Ctr.	Erin Brault	3119 Hornbake Blvd., College Park, MD 21250	301-314-9114	No
Nat'l Org. for Women	Careers Dept.	733 15 th Street, N.W., Wash., D.C. 20005	202-628-8669	No
G.W. Univ. Career Ctr.	Patricia Tanner	801 22 nd Street, N.W., Wash., D.C. 20052	202-994-6493	No
NAACP	Career Ctr.	1000 U Street, N.W., Wash., D.C. 20001	202-462-6115	No
Montgomery College/Career Placement	Tessie Simmons	20200 Observation Drive, Germantown, MD 20876	301-353-7839	No
United Black Fund	Evelyn Brown	2500 MLK Ave., S.E., Wash., D.C. 20020	202-347-2564	No
C.H.A.N.G.E. Career Ctr.	Ms. Matos	1413 Park Rd., N.W., Wash., D.C. 20010	202-387-3729	No
Bowie State Univ.	Mary Johnson	Wisman Ctr., Bowie, MD 20715	301-860-3824	No
Md. State Job Services	Cathy Harris	7930 Eastern Blvd., Eastpoint, MD 21224	410-288-9260	No
Capital City Training Employ. Ctr.	Michael Clark	2307 Skyland Place, S.E., Wash., D.C. 20020	202-678-6602	No
Hispanic Link News Svc.	Carlos Erickson	1420 N Street, N.W., Wash., D.C. 20005-2319	202-234-4090	No
American Women In Radio	Career Ctr.	1650 Tysons Blvd., #202, McLean, VA 22102	703-506-3266	No
CBS Radio website	Online Account	www.cbsradio.com	N/A	No
MONSTER.COM WEBSITE	PARTNERPROGRAMS@MONSTER.COM	MONSTER.COM	N/A	No

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5) Job Title: PROMOTIONS COORDINATOR

Referral Source(s) of Hiree: MONSTER.COM

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment

				Source Request Notification ? (Yes or No)
Howard Univ.	Rufus Robinson	525 Bryant St., N.W., Wash. D.C. 20059	202-462-4267	No
Univ. of Md. – Career Serv. Ctr.	Erin Brault	3119 Hornbake Blvd., College Park, MD 21250	301-314-9114	No
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G.W. Univ. Career Ctr.	Patricia Tanner	801 22 nd Street, N.W., Wash., D.C. 20052	202-994-6493	No
NAACP	Career Ctr.	1000 U Street, N.W., Wash., D.C. 20001	202-462-6115	No
Montgomery College/Career Placement	Tessie Simmons	20200 Observation Drive, Germantown, MD 20876	301-353-7839	No
United Black Fund	Evelyn Brown	2500 MLK Ave., S.E., Wash., D.C. 20020	202-347-2564	No
C.H.A.N.G.E. Career Ctr.	Ms. Matos	1413 Park Rd., N.W., Wash., D.C. 20010	202-387-3729	No
Bowie State Univ.	Mary Johnson	Wisman Ctr., Bowie, MD 20715	301-860-3824	No
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Capital City Training Employ. Ctr.	Michael Clark	2307 Skyland Place, S.E., Wash., D.C. 20020	202-678-6602	No
Hispanic Link News Servc.	Carlos Erickson	1420 N Street, N.W., Wash., D.C. 20005-2319	202-234-4090	No
American Women In Radio	Career Ctr.	1650 Tysons Blvd., #202, McLean, VA 22102	703-506-3266	No
CBS Radio website	Online Account	www.cbsradio.com	N/A	No
MONSTER.COM WEBSITE	PARTNERPROGRAMS @MONSTER.COM	MONSTER.COM	N/A	No

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5) Job Title: TRAFFIC DIRECTOR

Referral Source(s) of Hiree: INTERNAL PROMOTION

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source

				Request Notification ? (Yes or No)
Howard Univ.	Rufus Robinson	525 Bryant St., N.W., Wash. D.C. 20059	202-462-4267	No
Univ. of Md. – Career Serv. Ctr.	Erin Brault	3119 Hornbake Blvd., College Park, MD 21250	301-314-9114	No
Nat'l Org. for Women	Careers Dept.	733 15 th Street, N.W., Wash., D.C. 20005	202-628-8669	No
G.W. Univ. Career Ctr.	Patricia Tanner	801 22 nd Street, N.W., Wash., D.C. 20052	202-994-6493	No
NAACP	Career Ctr.	1000 U Street, N.W., Wash., D.C. 20001	202-462-6115	No
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CBS Radio website	Online Account	www.cbsradio.com	N/A	No
MONSTER.COM WEBSITE	PARTNERPROGRAMS @MONSTER.COM	MONSTER.COM	N/A	No

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6) Total # of Interviewees Referred by Each Source: For the period from May 23, 2007– May 22, 2008 this Employment Unit interviewed 31 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

Recruitment Source

Total Number of Interviewees Referred

(1) CBS RADIO WEBSITE

(2) MONSTER.COM	11
(3) INTERNAL PROMOTION	4
(4) INTERNAL REFERRAL	6
(5) MONSTER (DIVERSITY) WEBSITE	2
(6) WALK – INS / WORD OF MOUTH	3
(7) CONNECTICUT SCHOOL OF BROADCASTING	1

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7) Supplemental Recruitment Measures.

1. PARTICIPATION IN JOB FAIRS

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. STATION WLZL-FM PARTICIPATED IN THE WALDORF AREA JOB FAIR, CBS RADIO, WASHINGTON DC, FROM 10A – 2P. WLZL-FM HOSTED A BOOTH ON-SITE WHILE RECRUITING FOR PART-TIME AND FULL-TIME POSITIONS. CURRENT JOB OPENING WERE POSTED AND RESUMES WERE COLLECTED ON SITE.	TUESDAY JULY 24 TH , 2007	HUMAN RESOURCES MANAGER OFFICE MANAGER - WJFK
2. STATION WLZL-FM PARTICIPATED IN THE HISPANIC JOB FAIR AT THE TREMONT HOTEL IN BALTIMORE, MD, ON FRIDAY, SEPTEMBER 7 TH , 2007, FROM 2P – 7P. APPLICATIONS AND JOB DESCRIPTIONS WERE HANDED OUT TO THOSE INTERESTED IN OPEN POSITIONS AT THE TIME.	FRIDAY SEPTEMBER 7 TH , 2007	HUMAN RESOURCE MANAGER LOCAL SALES MANAGER – EL ZOL
3. STATION WLZL-FM PARTICIPATED IN THE NORTHERN VIRGINIA TECH CAREER FAIR HELD ON SITE AT THEIR NORTHERN VIRGINIA CAMPUS, IN FALLS CHURCH, VA, TUESDAY, MARCH 4 TH , FROM 3P-8P. BOTH MANAGERS ON SITE PROVIDED DETAILED DESCRIPTIONS OF CURRENT JOB OPENINGS AND COLLECTED RESUMES FOR EMPLOYMENT ON SITE.	TUESDAY MARCH 4 TH , 2008	HUMAN RESOURCE MANAGER OFFICE MANAGER - WJFK
4. STATION WLZL-FM PARTICIPATED IN THE 2 ND ANNUAL CBS RADIO CAREER FAIR CO SPONSORED BY THE 5 DC MARKET RADIO STATIONS ON MONDAY, MARCH 24 TH , 2008 AT MARTINS CROSSWINDS, 7400 GREENWAY CENTER DRIVE, GREENBLET, MD FROM 10A-3P. AN INFORMATION TABLE WAS ON SITE TO DISCUSS OPEN POSITIONS WITH THE COMPANY.	MONDAY MARCH 24 TH , 2008	HUMAN RESOURCE/OFFICE MANAGER

2. HOSTING OF A JOB FAIR

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. STATION WLZL-FM PARTICIPATED IN THE 2 ND ANNUAL WLZL CAREER FAIR HELD AT THE HILTON, DOWNTOWN SILVER SPRING, MD, THURSDAY, FEBRUARY 21 ST , 2008, FROM 3P-8P. MANAGERS AND STAFF WERE ON HAND TO ASSIST WITH THE REVIEWING OF OPEN POSITIONS AND RECRUITMENT ISSUES.	THURSDAY FEBRUARY 21, 2008	GENERAL MANAGER GENERAL SALES MANAGER- EL ZOL LOCAL SALES MANAGER – EL ZOL

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3. INTERNSHIP PROGRAM

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. WLZL-FM, HAS ESTABLISHED AN INTERNSHIP PROGRAM FOR SPRING, SUMMER, AND FALL SEMESTERS IN ORDER TO OBTAIN QUALIFIED APPLICANTS WHO WILL RECEIVE COLLEGE CREDIT AND GAIN BROADCASTING EXPERIENCE.	ONGOING	HUMAN RESOURCES MANAGER PROMOTIONS DIRECTOR NATIONAL SALES ASSISTANT

4. GENERAL OUTREACH

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. WLZL-FM HAS MADE SIGNIFICANT CONTRIBUTIONS TO THE CBS RADIO CAREER WEBSITE (WWW.CBSRADIO.COM) WHICH CONTAINS INFORMATION DESIGNED TO INFORM THE GENERAL PUBLIC OF THE NUMEROUS AND VARIED CAREER OPPORTUNITIES AVAILABLE IN THE BROADCASTING INDUSTRY AND OF THE JOB SKILLS NECESSARY TO COMPETE FOR THEM.	ONGOING	HUMAN RESOURCES MANAGER
2. WLZL-FM/ CBS RADIO ON-AIR RECRUITMENT CAMPAIGN TO INFORM THE PUBLIC OF CAREER OPPORTUNITIES AVAILABLE IN THE BROADCASTING INDUSTRY.	ONGOING	PROGRAMMING ASSISTANT- WLZL

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