



Internal Postings at WSOC, WKQC, WFNZ, WNKS, WPEG, WBAV locations

Barbara McIntyre 1520 South Blvd, Suite 300, Charlotte, NC and 4015  
 Stuart Andrew Blvd., Charlotte, NC 704-227-8662 NO 1

Monster.com Corporate Internet No 1

Charlotte Observer Kathy Snipes 600 South Tryon St., Charlotte, NC 28202 704-358-5325 NO

The Charlotte Post Jerri Thompson 1531 Camden Road, Charlotte, NC 28203  
 704-376-0496 NO

www.cbsradio.com

Elaine Mull n/a 866-378-6224 NO 5

www.monster.com

Elaine Mull n/a 866-378-6224 NO

National Sales Network - Atlanta Chapter PO Box 724454, Atlanta, GA 31139  
 404-395-6337 NO

Employment Security Commission JOB Bank 500 West Trade Street, Charlotte,  
 NC 28025 704-342-6131 NO

Employment Security Commission Placement Office 2275 Kannapolis Hwy.,  
 Concord, NC 28205 NO

Afro American Cultural Center Placement Office 401 N. Myers St., Charlotte,  
 NC 28202 704-374-1565 NO

Urban League of the Central Carolinas Placement Office 740 West 5th Street,  
 Charlotte, NC 28202 704-373-2256 NO

Mecklenburg County Work First Pauline Cross 301 Billingsley Road, Charlotte, NC  
 28211 704-353-1670 NO

Mecklenburg County Women's Commission Placement Office 700 N. Tryon  
 Street, Charlotte, NC 28202 704-432-1197 NO

NAACP Placement Office P.O. Box 25774, Charlotte, NC 28229  
 NO

Central Piedmont Community College Student Career Center P.O. Box  
 35009, Charlotte, NC 28235 704-342-6633 NO

Rowan County Community College Placement Office P.O. Box 1595, Salisbury, NC  
 28145 704-788-3197 NO

Kings College Career Center 322 Lamar Ave., Charlotte, NC 28204 704-372-  
 2383 NO

Queens College Career Center 1900 Selwyn Ave., Charlotte, NC 28274 704-  
 337-2337 NO

University of North Carolina – Charlotte Career Center 9201 University Blvd.,  
 Charlotte, NC 28223 704-5472231 NO

Johnson C. Smith University Placement Office 100 Beatties Ford Road, Charlotte,  
 NC 28216 NO

Carolina School of Broadcasting 3435 Performance Road, Charlotte, NC  
 28214 704-395-9272 NO

Belmont Abbey College Career Center 100 Belmont-Mt. Holly Rd., Belmont, NC  
 28012 704-825-6700 NO

Barber Scotia College Career Center 145 Cabarrus Ave., Concord, NC 28025  
 704-789-2900 NO 1

Industry Referral	NO	1
Current Employee	NO	1

(2). Job Title: Account Executive  
CBSRADIO.com

Source of Hiree:

(i) Name of Organization Notified of Job Vacancy:

Contact Person	Address:			
Telephone Number:	Did Recruitment Source Request Notification?	(Yes or No)	# of Interviewees Referred	
Internal Postings at WSOC, WKQC, WFNZ, WNKS, WPEG, WBAV locations				
Barbara McIntyre	1520 South Blvd, Suite 300, Charlotte, NC and 4015 Stuart Andrew Blvd., Charlotte, NC 704-227-8662	NO	1	
Monster.com	Corporate Internet		1	
Charlotte Observer	Kathy Snipes 600 South Tryon St., Charlotte, NC 28202 704-358-5325	NO		
The Charlotte Post	Jerri Thompson 1531 Camden Road, Charlotte, NC 28203 704-376-0496	NO		
www.cbsradio.com				
Elaine Mull	n/a 866-378-6224	NO	5	
www.monster.com				
Elaine Mull	n/a 866-378-6224	NO		
National Sales Network - Atlanta Chapter	404-395-6337	NO		PO Box 724454, Atlanta, GA 31139
Employment Security Commission JOB Bank	NC 28025 704-342-6131	NO		500 West Trade Street, Charlotte,
Employment Security Commission Placement Office	Concord, NC 28205	NO		2275 Kannapolis Hwy.,
Afro American Cultural Center	NC 28202 704-374-1565	NO		Placement Office 401 N. Myers St., Charlotte,
Urban League of the Central Carolinas	Charlotte, NC 28202 704-373-2256	NO		Placement Office 740 West 5th Street,
Mecklenburg County Work First	28211 704-353-1670	NO		Pauline Cross 301 Billingsley Road, Charlotte, NC
Mecklenburg County Women's Commission	Street, Charlotte, NC 28202 704-432-1197	NO		Placement Office 700 N. Tryon
NAACP	Placement Office			P.O. Box 25774, Charlotte, NC 28229
NO				
Central Piedmont Community College	35009, Charlotte, NC 28235 704-342-6633	NO		Student Career Center P.O. Box
Rowan County Community College	28145 704-788-3197	NO		Placement Office P.O. Box 1595, Salisbury, NC
Kings College Career Center	322 Lamar Ave., Charlotte, NC 28204			704-372-2383 NO

Queens College Career Center 1900 Selwyn Ave., Charlotte, NC 28274 704-337-2337 NO  
 University of North Carolina - Charlotte Career Center 9201 University Blvd., Charlotte, NC 28223 704-5472231 NO  
 Johnson C. Smith University Placement Office 100 Beatties Ford Road, Charlotte, NC 28216 NO  
 Carolina School of Broadcasting 3435 Performance Road, Charlotte, NC 28214 704-395-9272 NO  
 Belmont Abbey College Career Center 100 Belmont-Mt. Holly Rd., Belmont, NC 28012 704-825-6700 NO  
 Barber Scotia College Career Center 145 Cabarrus Ave., Concord, NC 28025 704-789-2900 NO 1  
 Industry Referral NO 1  
 Current Employee NO 1

(3). Job Title: Morning Talent Source of Hiree:  
 Employee Referral

(i) Name of Organization Notified of Job Vacancy:  
 Contact Person Address:  
 Telephone Number: Did Recruitment Source Request Notification? (Yes or No) # of Interviewees Referred  
 Internal Postings at WSOC, WKQC, WFNZ, WNKS, WPEG, WBAV locations  
 Barbara McIntyre 1520 South Blvd, Suite 300, Charlotte, NC and 4015 Stuart Andrew Blvd., Charlotte, NC 704-227-8662 NO  
 www.cbsradio.com  
 Elaine Mull n/a 866-378-6224 NO 2  
 www.monster.com  
 Elaine Mull n/a 866-378-6224 NO  
 National Sales Network - Atlanta Chapter PO Box 724454, Atlanta, GA 31139  
 404-395-6337 NO  
 Employment Security Commission JOB Bank 500 West Trade Street, Charlotte, NC 28025 704-342-6131 NO  
 Employment Security Commission Placement Office 2275 Kannapolis Hwy., Concord, NC 28205 NO  
 Afro American Cultural Center Placement Office 401 N. Myers St., Charlotte, NC 28202 704-374-1565 NO  
 Urban League of the Central Carolinas Placement Office 740 West 5th Street, Charlotte, NC 28202 704-373-2256 NO  
 Mecklenburg County Work First Pauline Cross 301 Billingsley Road, Charlotte, NC 28211 704-353-1670 NO  
 Mecklenburg County Women's Commission Placement Office 700 N. Tryon Street, Charlotte, NC 28202 704-432-1197 NO  
 NAACP Placement Office P.O. Box 25774, Charlotte, NC 28229  
 NO



Mecklenburg County Women's Commission	Placement Office	700 N. Tryon Street, Charlotte, NC 28202	704-432-1197	NO	
Central Piedmont Community College	Student Career Center	35009, Charlotte, NC 28235	704-342-6633	NO	P.O. Box
Rowan County Community College	Placement Office	28145	704-788-3197	NO	P.O. Box 1595, Salisbury, NC
Kings College Career Center		322 Lamar Ave., Charlotte, NC 28204		704-372-2383	NO
Queens College	Career Center	1900 Selwyn Ave., Charlotte, NC 28274		704-337-2337	NO
University of North Carolina - Charlotte	Career Center	9201 University Blvd., Charlotte, NC 28223		704-5472231	NO
Johnson C. Smith University	Placement Office	100 Beatties Ford Road, Charlotte, NC 28216			NO
Carolina School of Broadcasting		3435 Performance Road, Charlotte, NC 28214		704-395-9272	NO
Belmont Abbey College	Career Center	100 Belmont-Mt. Holly Rd., Belmont, NC 28012		704-825-6700	NO
Barber Scotia College	Career Center	145 Cabarrus Ave., Concord, NC 28025		704-789-2900	NO
CBScorporation.com				NO	3
Employee referral				NO	2

(5). Job Title: Midday Talent  
CBSRADIO.com

Source of Hiree:

(i) Name of Organization Notified of Job Vacancy:

Contact Person	Address:				
Telephone Number:	Did Recruitment Source Request Notification?	(Yes or No)	# of Interviewees Referred		
Internal Postings at WSOC, WKQC, WFNZ, WNKS, WPEG, WBAV locations					
Barbara McIntyre	1520 South Blvd, Suite 300, Charlotte, NC and 4015 Stuart Andrew Blvd., Charlotte, NC 704-227-8662			NO	
www.cbsradio.com					
Elaine Mull	n/a	866-378-6224		NO	2
www.monster.com					
Elaine Mull	n/a	866-378-6224		NO	
Employment Security Commission	JOB Bank	500 West Trade Street, Charlotte, NC 28025	704-342-6131	NO	
Employment Security Commission	Placement Office	2275 Kannapolis Hwy., Concord, NC 28205		NO	
Afro American Cultural Center	Placement Office	401 N. Myers St., Charlotte, NC 28202	704-374-1565	NO	
Urban League of the Central Carolinas	Placement Office	740 West 5th Street, Charlotte, NC 28202	704-373-2256	NO	

Mecklenburg County Work First Pauline Cross 301 Billingsley Road, Charlotte, NC  
 28211 704-353-1670 NO

Mecklenburg County Women's Commission Placement Office 700 N. Tryon  
 Street, Charlotte, NC 28202 704-432-1197 NO

Central Piedmont Community College Student Career Center P.O. Box  
 35009, Charlotte, NC 28235 704-342-6633 NO

Rowan County Community College Placement Office P.O. Box 1595, Salisbury, NC  
 28145 704-788-3197 NO

Kings College Career Center 322 Lamar Ave., Charlotte, NC 28204 704-372-  
 2383 NO

Queens College Career Center 1900 Selwyn Ave., Charlotte, NC 28274 704-  
 337-2337 NO

University of North Carolina - Charlotte Career Center 9201 University Blvd.,  
 Charlotte, NC 28223 704-5472231 NO

Johnson C. Smith University Placement Office 100 Beatties Ford Road, Charlotte,  
 NC 28216 NO

Carolina School of Broadcasting 3435 Performance Road, Charlotte, NC  
 28214 704-395-9272 NO

Belmont Abbey College Career Center 100 Belmont-Mt. Holly Rd., Belmont, NC  
 28012 704-825-6700 NO

Barber Scotia College Career Center 145 Cabarrus Ave., Concord, NC 28025  
 704-789-2900 NO

(6). Job Title: IT/Engineering Source of Hire: Internal  
 job board

(i) Name of Organization Notified of Job Vacancy:

Contact Person Address:  
 Telephone Number: Did Recruitment Source Request Notification? (Yes or  
 No) # of Interviewees Referred

Internal Postings at WSOC, WKQC, WFNZ, WNKS, WPEG, WBAV locations  
 Barbara McIntyre 1520 South Blvd, Suite 300, Charlotte, NC and 4015  
 Stuart Andrew Blvd., Charlotte, NC 704-227-8662 NO 2

Monster.com NO 1

Careerbuilder.com Barbara McIntyre CBS Radio Internal Gateway Post  
 NO

www.cbsradio.com

Elaine Mull n/a 866-378-6224 NO 1

www.monster.com

Elaine Mull n/a 866-378-6224 NO

Employment Security Commission JOB Bank 500 West Trade Street, Charlotte,  
 NC 28025 704-342-6131 NO

Employment Security Commission Placement Office 2275 Kannapolis Hwy.,  
 Concord, NC 28205 NO

Afro American Cultural Center	Placement Office	401 N. Myers St., Charlotte, NC 28202	704-374-1565	NO
Urban League of the Central Carolinas	Placement Office	740 West 5th Street, Charlotte, NC 28202	704-373-2256	NO
Mecklenburg County Work First	Pauline Cross	301 Billingsley Road, Charlotte, NC 28211	704-353-1670	NO
Mecklenburg County Women's Commission	Placement Office	700 N. Tryon Street, Charlotte, NC 28202	704-432-1197	NO
Central Piedmont Community College	Student Career Center	P.O. Box 35009, Charlotte, NC 28235	704-342-6633	NO
Rowan County Community College	Placement Office	P.O. Box 1595, Salisbury, NC 28145	704-788-3197	NO
Kings College Career Center		322 Lamar Ave., Charlotte, NC 28204	704-372-2383	NO
Queens College	Career Center	1900 Selwyn Ave., Charlotte, NC 28274	704-337-2337	NO
University of North Carolina - Charlotte	Career Center	9201 University Blvd., Charlotte, NC 28223	704-5472231	NO
Johnson C. Smith University	Placement Office	100 Beatties Ford Road, Charlotte, NC 28216		NO
Carolina School of Broadcasting		3435 Performance Road, Charlotte, NC 28214	704-395-9272	NO
Belmont Abbey College	Career Center	100 Belmont-Mt. Holly Rd., Belmont, NC 28012	704-825-6700	NO
Barber Scotia College	Career Center	145 Cabarrus Ave., Concord, NC 28025	704-789-2900	NO
WBAV.com				NO 1

(7). Job Title: Midday Talent  
CBSRADIO.com

Source of Hiree:

(i) Name of Organization Notified of Job Vacancy:

Contact Person	Address:
Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
# of Interviewees Referred	
Internal Postings at WSOC, WKQC, WFNZ, WNKS, WPEG, WBAV locations	
Barbara McIntyre	1520 South Blvd, Suite 300, Charlotte, NC and 4015 Stuart Andrew Blvd., Charlotte, NC 704-227-8662
Careerbuilder.com	Barbara McIntyre CBS Radio Internal Gateway Post
	NO

www.cbsradio.com

Elaine Mull	n/a	866-378-6224	NO	2
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www.monster.com

Elaine Mull	n/a	866-378-6224	NO
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Employment Security Commission	JOB Bank	500 West Trade Street, Charlotte, NC 28025	704-342-6131	NO
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Employment Security Commission Placement Office 2275 Kannapolis Hwy.,  
 Concord, NC 28205 NO

Afro American Cultural Center Placement Office 401 N. Myers St., Charlotte,  
 NC 28202 704-374-1565 NO

Urban League of the Central Carolinas Placement Office 740 West 5th Street,  
 Charlotte, NC 28202 704-373-2256 NO

Mecklenburg County Work First Pauline Cross 301 Billingsley Road, Charlotte, NC  
 28211 704-353-1670 NO

Mecklenburg County Women's Commission Placement Office 700 N. Tryon  
 Street, Charlotte, NC 28202 704-432-1197 NO

Central Piedmont Community College Student Career Center P.O. Box  
 35009, Charlotte, NC 28235 704-342-6633 NO

Rowan County Community College Placement Office P.O. Box 1595, Salisbury, NC  
 28145 704-788-3197 NO

Kings College Career Center 322 Lamar Ave., Charlotte, NC 28204 704-372-  
 2383 NO

Queens College Career Center 1900 Selwyn Ave., Charlotte, NC 28274 704-  
 337-2337 NO

University of North Carolina - Charlotte Career Center 9201 University Blvd.,  
 Charlotte, NC 28223 704-5472231 NO

Johnson C. Smith University Placement Office 100 Beatties Ford Road, Charlotte,  
 NC 28216 NO

Carolina School of Broadcasting 3435 Performance Road, Charlotte, NC  
 28214 704-395-9272 NO

Belmont Abbey College Career Center 100 Belmont-Mt. Holly Rd., Belmont, NC  
 28012 704-825-6700 NO

Barber Scotia College Career Center 145 Cabarrus Ave., Concord, NC 28025  
 704-789-2900 NO

(8). Job Title: Account Executive Source of Hire: Medialine.com

(i) Name of Organization Notified of Job Vacancy:

Contact Person Address:  
 Telephone Number: Did Recruitment Source Request Notification? (Yes or  
 No) # of Interviewees Referred

Internal Postings at WSOC, WKQC, WFNZ, WNKS, WPEG, WBAV locations  
 Barbara McIntyre 1520 South Blvd, Suite 300, Charlotte, NC and 4015  
 Stuart Andrew Blvd., Charlotte, NC 704-227-8662 NO

Careerbuilder.com Barbara McIntyre CBS Radio Internal Gateway Post  
 NO  
 www.cbsradio.com

Elaine Mull n/a 866-378-6224 NO 1  
 www.monster.com

Elaine Mull n/a 866-378-6224 NO

Employment Security Commission JOB Bank 500 West Trade Street, Charlotte,  
 NC 28025 704-342-6131 NO

Employment Security Commission Placement Office	2275 Kannapolis Hwy.,
Concord, NC 28205	NO
Afro American Cultural Center	Placement Office 401 N. Myers St., Charlotte,
NC 28202 704-374-1565	NO
Urban League of the Central Carolinas	Placement Office 740 West 5th Street,
Charlotte, NC 28202 704-373-2256	NO
Mecklenburg County Work First	Pauline Cross 301 Billingsley Road, Charlotte, NC
28211 704-353-1670	NO
Mecklenburg County Women's Commission	Placement Office 700 N. Tryon
Street, Charlotte, NC 28202 704-432-1197	NO
Central Piedmont Community College	Student Career Center P.O. Box
35009, Charlotte, NC 28235 704-342-6633	NO
Rowan County Community College Placement Office	P.O. Box 1595, Salisbury, NC
28145 704-788-3197	NO
Kings College Career Center	322 Lamar Ave., Charlotte, NC 28204 704-372-
2383	NO
Queens College	Career Center 1900 Selwyn Ave., Charlotte, NC 28274 704-
337-2337	NO
University of North Carolina - Charlotte	Career Center 9201 University Blvd.,
Charlotte, NC 28223 704-5472231	NO
Johnson C. Smith University Placement Office	100 Beatties Ford Road, Charlotte,
NC 28216	NO
Carolina School of Broadcasting	3435 Performance Road, Charlotte, NC
28214 704-395-9272	NO
Belmont Abbey College	Career Center 100 Belmont-Mt. Holly Rd., Belmont, NC
28012 704-825-6700	NO
Barber Scotia College	Career Center 145 Cabarrus Ave., Concord, NC 28025
704-789-2900	NO
Cbscorporation.com	NO 2
Media Line Corporate Internet	NO 1

(9). Job Title: Traffic Manager Source of Hiree:  
CBSRADIO.com

(i) Name of Organization Notified of Job Vacancy:  
 Contact Person Address:  
 Telephone Number: Did Recruitment Source Request Notification? (Yes or  
 No) # of Interviewees Referred  
 Internal Postings at WSOC, WKQC, WFNZ, WNKS, WPEG, WBAV locations  
 Barbara McIntyre 1520 South Blvd, Suite 300, Charlotte, NC and 4015  
 Stuart Andrew Blvd., Charlotte, NC 704-227-8662 NO 1  
 Careerbuilder.com Barbara McIntyre CBS Radio Internal Gateway Post  
 NO  
 www.cbsradio.com  
 Elaine Mull n/a 866-378-6224 NO 7

www.monster.com

Elaine Mull	n/a	866-378-6224	NO	
Employment Security Commission	JOB Bank	500 West Trade Street, Charlotte, NC 28025	704-342-6131	NO
Employment Security Commission	Placement Office	2275 Kannapolis Hwy., Concord, NC 28205	NO	
Afro American Cultural Center	Placement Office	401 N. Myers St., Charlotte, NC 28202	704-374-1565	NO
Urban League of the Central Carolinas	Placement Office	740 West 5th Street, Charlotte, NC 28202	704-373-2256	NO
Mecklenburg County Work First	Pauline Cross	301 Billingsley Road, Charlotte, NC 28211	704-353-1670	NO
Mecklenburg County Women's Commission	Placement Office	700 N. Tryon Street, Charlotte, NC 28202	704-432-1197	NO
Central Piedmont Community College	Student Career Center	P.O. Box 35009, Charlotte, NC 28235	704-342-6633	NO
Rowan County Community College	Placement Office	P.O. Box 1595, Salisbury, NC 28145	704-788-3197	NO
Kings College Career Center	322 Lamar Ave., Charlotte, NC 28204	704-372-2383	NO	
Queens College	Career Center	1900 Selwyn Ave., Charlotte, NC 28274	704-337-2337	NO
University of North Carolina - Charlotte	Career Center	9201 University Blvd., Charlotte, NC 28223	704-5472231	NO
Johnson C. Smith University	Placement Office	100 Beatties Ford Road, Charlotte, NC 28216	NO	
Carolina School of Broadcasting		3435 Performance Road, Charlotte, NC 28214	704-395-9272	NO
Belmont Abbey College	Career Center	100 Belmont-Mt. Holly Rd., Belmont, NC 28012	704-825-6700	NO
Barber Scotia College	Career Center	145 Cabarrus Ave., Concord, NC 28025	704-789-2900	NO
Monster.com	Corporate Internet			NO 2
Myspace.com				NO 1

6) Total # of Interviewees Referred by Each Source: For the period from July 23, 2008 to July 22, 2009, this Employment Unit interviewed 58 Interviewees for full time job vacancies.

7) Supplemental Recruitment Initiatives:

1. Internship Program

Ongoing

Personnel Involved: All Department Heads

The Employment Unit operates an internship program designed to promote and foster the professional development of participating students. Interns are assigned to work in all departments at the stations, including promotions, marketing, programming, and sales. Interns come from various colleges and universities in the greater Charlotte area. The program hosted 10 students during this reporting period.

## 2. Mentoring Program

Ongoing

Personnel Involved: Director of Sales; Sales Department

The Employment Unit has implemented a sales mentoring program to assist with the growth, development and support of junior account executives and other entry level personnel who have interest in careers in sales. One senior account executive at each station is a designated mentor, who works on a one-on-one basis with designated mentees on a daily basis. At the same time, the senior account executive mentors develop supervisory and instructional skills necessary for careers in sales management.

## 3. Participation in General Outreach Efforts Using Job Banks or Internet Programs

Ongoing

The Employment Unit 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.

## 4. Participation in Educational Programs

Date: June 10, 2009.

Personnel Involved: General Sales Manager, WPEG/WBAV

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

## 5. Training of Management-Level Personnel

Date: July 15, 2009.

Personnel Involved: HR Director, Market Manager, DOS, General Station Managers, Promotions Directors, Program Directors, Controller, Payroll Manager

Management-level personnel at the Employment Unit participated in an audio and online “webinar” during which they received training in equal employment opportunity and anti-discrimination practices.