

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period November 22, 2008 to November 21, 2009.

1) **Employment Unit Location/Name:** WZLX(FM), Boston, MA

2) **Unit Members:** WZLX(FM), Boston, MA

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

Mailing Address: 83 Leo M. Birmingham Parkway Boston, MA 02135	Telephone Number: 617-787-7247
	Contact Person: Ashley Papa
	E-mail Address: Ashley.papa@cbsradio.com

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

Job Title	Recruitment Source Referring Hiree
1. Account Executive #1	WZLX Website
2. Account Executive # 2	Employee Referral
3. Account Executive #3	Employee Referral ¹
4. Sales Assistant	Employee Referral
5. Executive Assistant	Employee Referral
6. Account Executive # 4	Craigslist

5) **Job Title:** Account Executive # 1 **Employee Referral Source(s) of Hiree:** WZLX Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)	# of Interviewees Referred?
WZLX Website	Melissa Sullivan	www.wzlx.com	617-746-5115	Yes	3
WZLX Bulletin Board	Melissa Sullivan	83 Leo M. Birmingham Parkway, Boston, MA 02135	617-746-5115	Yes	0
Employee Referral	Melissa Sullivan	83 Leo M. Birmingham Parkway, Boston, MA 02135	617-746-5115	No	2
CBS Radio Website	partnerprograms@monstern.com	www.cbsradio.com		No	1

¹ Note: the first 3 positions (Account Executives #1 - #3) were filled from one flight of recruitment announcements.

Craigslist	Melissa Sullivan	www.craigslist.com		No	7
------------	------------------	--------------------	--	----	---

5) Job Title: Account Executive #2 **Employee Referral Source(s) 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?
WZLX Website	Melissa Sullivan	www.wzlx.com	617-746-5115	Yes	3
WZLX Bulletin Board	Melissa Sullivan	83 Leo M. Birmingham Parkway, Boston, MA 02135	617-746-5115	Yes	0
Employee Referral	Melissa Sullivan	83 Leo M. Birmingham Parkway, Boston, MA 02135	617-746-5115	No	2
CBS Radio Website	partnerprograms@monsternetwork.com	www.cbsradio.com		No	1
Craigslist	Melissa Sullivan	www.craigslist.com		No	7

5) Job Title: Account Executive #3 **Employee Referral Source(s) 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?
WZLX Website	Melissa Sullivan	www.wzlx.com	617-746-5115	Yes	3
WZLX Bulletin Board	Melissa Sullivan	83 Leo M. Birmingham Parkway, Boston, MA 02135	617-746-5115	Yes	0
Employee Referral	Melissa Sullivan	83 Leo M. Birmingham Parkway, Boston, MA 02135	617-746-5115	No	2
CBS Radio Website	partnerprograms@monsternetwork.com	www.cbsradio.com		No	1
Craigslist	Melissa Sullivan	www.craigslist.com		No	7

5) Job Title: Sales Assistant **Employee Referral Source(s) 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?
--	-----------------------	-----------------	--------------------------	---	------------------------------------

Station WZLX(FM) is an Equal Opportunity Employer

WZLX Website	Melissa Sullivan	www.wzlx.com	617-746-5115	Yes	0
WZLX Bulletin Board	Melissa Sullivan	83 Leo M. Birmingham Parkway, Boston, MA 02135	617-746-5115	Yes	0
Employee Referral	Melissa Sullivan	83 Leo M. Birmingham Parkway, Boston, MA 02135	617-746-5115	No	1
CBS Radio Website	partnerprograms@monstern.com	www.cbsradio.com		No	0
Craigslist	Melissa Sullivan	www.craigslist.com		No	3

5) Job Title: Executive Assistant

Employee Referral Source(s) 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?
WZLX Website	Melissa Sullivan	www.wzlx.com	617-746-5115	Yes	0
WZLX Bulletin Board	Melissa Sullivan	83 Leo M. Birmingham Parkway, Boston, MA 02135	617-746-5115	Yes	0
Employee Referral	Melissa Sullivan	83 Leo M. Birmingham Parkway, Boston, MA 02135	617-746-5115	No	2
CBS Radio Website	partnerprograms@monstern.com	www.cbsradio.com		No	2
Craigslist	Melissa Sullivan	www.craigslist.com		No	0

5) Job Title: Account Executive

Employee Referral Source(s) of Hiree: Craigslist

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)	# of Interviewees Referred?
WZLX Website	Melissa Sullivan	www.wzlx.com	617-746-5115	Yes	2
WZLX Bulletin Board	Melissa Sullivan	83 Leo M. Birmingham Parkway, Boston, MA 02135	617-746-5115	Yes	0
Employee Referral	Melissa Sullivan	83 Leo M. Birmingham Parkway, Boston, MA 02135	617-746-5115	No	2
CBS Radio Website	partnerprograms@monstern.com	www.cbsradio.com		No	3
Craigslist	Ashley Papa	www.craigslist.com		No	3
Salem State	Lisa Morency	career@salemstate.edu		No	0
Monster.com	Jennifer Giglio	5 Clock Tower Place, Suite 500, Maynard, MA 01754	978-823-2109	No	0

Station WZLX(FM) is an Equal Opportunity Employer

UMASS Amherst	Mary Mahoney	100 Morrissey Blvd, Boston, MA 02125-3393	617-287-5519	No	0
Boston Recruit Mission		Emuir@brm.org		No	0
La Alianza		rtfiores@laalianza.org		No	0
Medialine		medialine@medialine.com		No	0
Urban League of Eastern Mass		frontdesk@ulem.com		No	0

6) Total # of Interviewees Referred by Each Source: For the period from November 22, 2008 to November 21, 2009, this Employment Unit interviewed **31** Interviewees for full time job vacancies.

7) Supplemental Recruitment Measures

(a) Job Fairs

	Date:	Personnel Involved: (Position)
1. CBS Radio sponsored a diversity job fair at the Double Tree Hotel in Boston in conjunction with NAACP for all open positions at station.	October 20, 2009	Human Resources Manager
2. Representatives from CBS Radio attended the NAACP 100th Annual National Convention Diversity Job Fair and spoke about our need for sales people and our new sales associate program, and handed out material related to the company. Over 1000 people attended.	July 14 and 15, 2009	Human Resources Manager

(b) General Outreach Efforts

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
WZLX 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.	November 22, 2008 – November 21, 2009	Executive Assistant to General Manager maintains the website

(c) Internship Program

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
WZLX provides internships for college students during Winter, Spring, Summer and Fall semesters in promotions, music, programming and sales. Students need to be receiving college credit in order to qualify for the program. During this reporting period, WZLX(FM) hosted 10 interns.	November 22, 2008 – November 21, 2009	Internship Coordinator