

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period May 23, 2008 – May 22, 2009.

1) Employment Unit Location/Name: WWJ(AM) and WXYT(AM) & (FM), Detroit

2) Unit Members (List all station call signs and communities of license):

WWJ(AM), Detroit, Michigan

WXYT(AM), Detroit, Michigan

WXYT(FM), Detroit Michigan

3) EEO Contact Information for Employment Unit:

Mailing Address: c/o Greg Ross 26495 American Drive Southfield, MI 48034	Telephone Number: 248-455-7255
	Contact Person/Title: Greg Ross, Controller
	E-mail Address: gross@cbs.com

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

Job Title	Recruitment Source Referring Hiree
1. General Sales Manager	Station Website
2. Local Sales Manager	Industry Referral
3. Account Executive 1	Station on/air notification WWJ/WXYT
4. Account Executive 2	Station on/air notification WWJ/WXYT
5. Account Executive 3	Internet Source, not specified
6. Account Executive 4	Internet Source, not specified
7. Account Executive 5	Industry Referral
8. Account Executive 6	Industry Referral
9. Account Executive 7	Industry Referral
10. Account Executives 8	Detroit Free Press

Stations WWJ(AM), WXYT(AM) and WXYT(FM) are Equal Opportunity Employers.

11. Engineer	Station Website
12. Production Director	Employee Referral
13. Assistant Program Director	Employee Referral
14. Manager Special Events	Industry Referral
15. Sales Associate	Industry Referral
16. Sales Assistant	Employee Referral
17. Digital Sales Coordinator	CBS Radio Career Center

Stations WWJ(AM), WXYT(AM) and WXYT(FM) are Equal Opportunity Employers.

5) Job Title: General Sales Manager

Referral Source(s) of Hiree: Station Website

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Website	Georgeann Herbert Tom Bigby	26495 American Drive Southfield MI 48034	248.455.7200	1	N
Station on/air notification WWJ/WXYT	Georgeann Herbert Tom Bigby	26495 American Drive Southfield MI 48034	248.455.7200	0	N
CBS Radio Career Center	Diane Murphy	11 Stanwix Street Pittsburgh, PA 15222	412.642.3481	0	N
Industry Referrals				6	N
CBS Corporate		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television Stations		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS TV Distribution		5555 Melrose Avenue Los Angeles, CA 90038	310-264-3300	0	N
Showtime		1633 Broadway New York, NY 10019	(212) 708-1600	0	N
CBS Outdoor		405 Lexington Avenue, 14th floor New York, New York 10174	800-926-8834	0	N
Simon & Schuster		1230 Avenue of Americas New York, NY 10020	(212) 698-2809	0	N
CBS Consumer Products		1700 Broadway New York, NY 10019	212-315-4000	0	N
CBS Outernet		140 Sherman Street Fairfield, CT 06824	(203) 255-7860	0	N
CBS Studios		4024 Radford Ave Studio City, CA 91604	(818) 655-6293	0	N
CBS Records		7800 Beverly Blvd Los Angeles, CA 90036		0	N

5) Job Title: Local Sales Manager

Referral Source(s) of Hiree: Industry Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Website	Georgeann Herbert Tom Bigby	26495 American Drive Southfield MI 48034	248.455.7200	0	N
Station on/air notification WWJ/WXYT	Georgeann Herbert Tom Bigby	26495 American Drive Southfield MI 48034	248.455.7200	0	N

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CBS Radio Career Center	Diane Murphy	11 Stanwix Street Pittsburgh, PA 15222	412.642.3481	3	N
Industry Referrals				6	N
CareerBuilder.com		200 N. LaSalle St Suite 1100 Chicago, IL 60601	(773) 527-3600	0	N
Monster.com		5 Clock Tower Place Maynard, MA 01754	978-461-8000	0	N
HotJobs.com				0	N
InsideRadio.com		365 Union Street Littleton, NH 03561	(800) 248-4242	0	N
JobBoard.com				0	N
CBS Corporate		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television Stations		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS TV Distribution		5555 Melrose Avenue Los Angeles, CA 90038	310-264-3300	0	N
Showtime		1633 Broadway New York, NY 10019	(212) 708-1600	0	N
CBS Outdoor		405 Lexington Avenue, 14th floor New York, New York 10174	800-926-8834	0	N
Simon & Schuster		1230 Avenue of Americas New York, NY 10020	(212) 698-2809	0	N
CBS Consumer Products		1700 Broadway New York, NY 10019	212-315-4000	0	N
CBS Outernet		140 Sherman Street Fairfield, CT 06824	(203) 255-7860	0	N
CBS Studios		4024 Radford Ave Studio City, CA 91604	(818) 655-6293	0	N
CBS Records		7800 Beverly Blvd Los Angeles, CA 90036		0	N

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5) **Job Title:** Account Executive 1 **Referral Source(s) of Hiree:** Station on/air notification WWJ/WXYT

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Website	Georgeann Herbert Tom Bigby	26495 American Drive Southfield MI 48034	248.455.7200	0	N
Station on/air notification WWJ/WXYT	Georgeann Herbert Tom Bigby	26495 American Drive Southfield MI 48034	248.455.7200	4	N
CBS Radio Career Center	Diane Murphy	11 Stanwix Street Pittsburgh, PA 15222	412.642.3481	1	N
Industry Referrals				5	N
Monster.com		5 Clock Tower Place Maynard, MA 01754	978-461-8000	0	N
Detroit Radio Advertising Group	Bill Burton	3250 West Big Beaver Road, #520 Troy, Michigan 48084	248.614.7244	2	N
CBS Corporate		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television Stations		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS TV Distribution		5555 Melrose Avenue Los Angeles, CA 90038	310-264-3300	0	N
Showtime		1633 Broadway New York, NY 10019	(212) 708-1600	0	N
CBS Outdoor		405 Lexington Avenue, 14th floor New York, New York 10174	800-926-8834	0	N
Simon & Schuster		1230 Avenue of Americas New York, NY 10020	(212) 698-2809	0	N
CBS Consumer Products		1700 Broadway New York, NY 10019	212-315-4000	0	N
CBS Outernet		140 Sherman Street Fairfield, CT 06824	(203) 255-7860	0	N
CBS Studios		4024 Radford Ave Studio City, CA 91604	(818) 655-6293	0	N
CBS Records		7800 Beverly Blvd Los Angeles, CA 90036		0	N

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5) Job Title: Account Executive 2

Referral Source(s) of Hiree: Station on/air notification WWJ/WXYT

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Website	Georgeann Herbert Tom Bigby	26495 American Drive Southfield MI 48034	248.455.7200	0	N
Station on/air notification WWJ/WXYT	Georgeann Herbert Tom Bigby	26495 American Drive Southfield MI 48034	248.455.7200	4	N
CBS Radio Career Center	Diane Murphy	11 Stanwix Street Pittsburgh, PA 15222	412.642.3481	1	N
Industry Referrals				5	N
Monster.com		5 Clock Tower Place Maynard, MA 01754	978-461-8000	0	N
Detroit Radio Advertising Group	Bill Burton	3250 West Big Beaver Road, #520 Troy, Michigan 48084	248.614.7244	2	N
CBS Corporate		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television Stations		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS TV Distribution		5555 Melrose Avenue Los Angeles, CA 90038	310-264-3300	0	N
Showtime		1633 Broadway New York, NY 10019	(212) 708-1600	0	N
CBS Outdoor		405 Lexington Avenue, 14th floor New York, New York 10174	800-926-8834	0	N
Simon & Schuster		1230 Avenue of Americas New York, NY 10020	(212) 698-2809	0	N
CBS Consumer Products		1700 Broadway New York, NY 10019	212-315-4000	0	N
CBS Outernet		140 Sherman Street Fairfield, CT 06824	(203) 255-7860	0	N
CBS Studios		4024 Radford Ave Studio City, CA 91604	(818) 655-6293	0	N
CBS Records		7800 Beverly Blvd Los Angeles, CA 90036		0	N

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5) Job Title: Account Executive 3

Referral Source(s) of Hire: Internet Source, not specified

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Website	Georgeann Herbert	26495 American Drive Southfield MI 48034	248.455.7200	2	N
Station on/air notification WWJ/WXYT	Georgeann Herbert Tom Bigby	26495 American Drive Southfield MI 48034	248.455.7200	5	N
CBS Radio Career Center	Diane Murphy	11 Stanwix Street Pittsburgh, PA 15222	412.642.3481	0	N
Employee Referrals	Jeff Griffiths	26495 American Drive Southfield MI 48034	248.455.7200	1	N
Internet source, not specified				4	N
Monster.com		5 Clock Tower Place Maynard, MA 01754	978-461-8000	0	N
CBS Corporate		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television Stations		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS TV Distribution		5555 Melrose Avenue Los Angeles, CA 90038	310-264-3300	0	N
Showtime		1633 Broadway New York, NY 10019	(212) 708-1600	0	N
CBS Outdoor		405 Lexington Avenue, 14th floor New York, New York 10174	800-926-8834	0	N
Simon & Schuster		1230 Avenue of Americas New York, NY 10020	(212) 698-2809	0	N
CBS Consumer Products		1700 Broadway New York, NY 10019	212-315-4000	0	N
CBS Outernet		140 Sherman Street Fairfield, CT 06824	(203) 255-7860	0	N
CBS Studios		4024 Radford Ave Studio City, CA 91604	(818) 655-6293	0	N
CBS Records		7800 Beverly Blvd Los Angeles, CA 90036		0	N

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5) Job Title: Account Executive 4 Referral Source(s) of Hiree: Internet source, not specified

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Website	Georgeann Herbert	26495 American Drive Southfield MI 48034	248.455.7200	2	N
Station on/air notification WWJ/WXYT	Georgeann Herbert Tom Bigby	26495 American Drive Southfield MI 48034	248.455.7200	5	N
CBS Radio Career Center	Diane Murphy	11 Stanwix Street Pittsburgh, PA 15222	412.642.3481	0	N
Employee Referrals	Jeff Griffiths	26495 American Drive Southfield MI 48034	248.455.7200	1	N
Internet source, not specified				4	N
Monster.com		5 Clock Tower Place Maynard, MA 01754	978-461-8000	0	N
CBS Corporate		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television Stations		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS TV Distribution		5555 Melrose Avenue Los Angeles, CA 90038	310-264-3300	0	N
Showtime		1633 Broadway New York, NY 10019	(212) 708-1600	0	N
CBS Outdoor		405 Lexington Avenue, 14th floor New York, New York 10174	800-926-8834	0	N
Simon & Schuster		1230 Avenue of Americas New York, NY 10020	(212) 698-2809	0	N
CBS Consumer Products		1700 Broadway New York, NY 10019	212-315-4000	0	N
CBS Outernet		140 Sherman Street Fairfield, CT 06824	(203) 255-7860	0	N
CBS Studios		4024 Radford Ave Studio City, CA 91604	(818) 655-6293	0	N
CBS Records		7800 Beverly Blvd Los Angeles, CA 90036		0	N

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5) Job Title: Account Executive 5

Referral Source(s) of Hire: Industry Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Website – WWJ	Georgeann Herbert	26495 American Drive Southfield MI 48034	248.455.7200	0	N
Station on/air notification WWJ/WXYT	Georgeann Herbert Tom Bigby	26495 American Drive Southfield MI 48034	248.455.7200	0	N
CBS Radio Career Center	Diane Murphy	11 Stanwix Street Pittsburgh, PA 15222	412.642.3481	4	N
Industry Referrals				4	N
Monster.com		5 Clock Tower Place Maynard, MA 01754	978-461-8000	0	N
Detroit Free Press	Paul Anger	615 Lafayette Detroit MI 48226	(313) 222-2300	5	N
CBS Corporate		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television Stations		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS TV Distribution		5555 Melrose Avenue Los Angeles, CA 90038	310-264-3300	0	N
Showtime		1633 Broadway New York, NY 10019	(212) 708-1600	0	N
CBS Outdoor		405 Lexington Avenue, 14th floor New York, New York 10174	800-926-8834	0	N
Simon & Schuster		1230 Avenue of Americas New York, NY 10020	(212) 698-2809	0	N
CBS Consumer Products		1700 Broadway New York, NY 10019	212-315-4000	0	N
CBS Outernet		140 Sherman Street Fairfield, CT 06824	(203) 255-7860	0	N
CBS Studios		4024 Radford Ave Studio City, CA 91604	(818) 655-6293	0	N
CBS Records		7800 Beverly Blvd Los Angeles, CA 90036		0	N

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5) Job Title: Account Executive 6

Referral Source(s) of Hiree: Industry Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Website – WWJ	Georgeann Herbert	26495 American Drive Southfield MI 48034	248.455.7200	0	N
Station on/air notification WWJ/WXYT	Georgeann Herbert Tom Bigby	26495 American Drive Southfield MI 48034	248.455.7200	0	N
CBS Radio Career Center	Diane Murphy	11 Stanwix Street Pittsburgh, PA 15222	412.642.3481	4	N
Industry Referrals				4	N
Monster.com		5 Clock Tower Place Maynard, MA 01754	978-461-8000	0	N
Detroit Free Press	Paul Anger	615 Lafayette Detroit MI 48226	(313) 222-2300	5	N
CBS Corporate		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television Stations		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS TV Distribution		5555 Melrose Avenue Los Angeles, CA 90038	310-264-3300	0	N
Showtime		1633 Broadway New York, NY 10019	(212) 708-1600	0	N
CBS Outdoor		405 Lexington Avenue, 14th floor New York, New York 10174	800-926-8834	0	N
Simon & Schuster		1230 Avenue of Americas New York, NY 10020	(212) 698-2809	0	N
CBS Consumer Products		1700 Broadway New York, NY 10019	212-315-4000	0	N
CBS Outernet		140 Sherman Street Fairfield, CT 06824	(203) 255-7860	0	N
CBS Studios		4024 Radford Ave Studio City, CA 91604	(818) 655-6293	0	N
CBS Records		7800 Beverly Blvd Los Angeles, CA 90036		0	N

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5) Job Title: Account Executive 7

Referral Source(s) of Hiree: Industry Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Website – WWJ	Georgeann Herbert	26495 American Drive Southfield MI 48034	248.455.7200	0	N
Station on/air notification WWJ/WXYT	Georgeann Herbert Tom Bigby	26495 American Drive Southfield MI 48034	248.455.7200	0	N
CBS Radio Career Center	Diane Murphy	11 Stanwix Street Pittsburgh, PA 15222	412.642.3481	4	N
Industry Referrals				4	N
Monster.com		5 Clock Tower Place Maynard, MA 01754	978-461-8000	0	N
Detroit Free Press	Paul Anger	615 Lafayette Detroit MI 48226	(313) 222-2300	5	N
CBS Corporate		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television Stations		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS TV Distribution		5555 Melrose Avenue Los Angeles, CA 90038	310-264-3300	0	N
Showtime		1633 Broadway New York, NY 10019	(212) 708-1600	0	N
CBS Outdoor		405 Lexington Avenue, 14th floor New York, New York 10174	800-926-8834	0	N
Simon & Schuster		1230 Avenue of Americas New York, NY 10020	(212) 698-2809	0	N
CBS Consumer Products		1700 Broadway New York, NY 10019	212-315-4000	0	N
CBS Outernet		140 Sherman Street Fairfield, CT 06824	(203) 255-7860	0	N
CBS Studios		4024 Radford Ave Studio City, CA 91604	(818) 655-6293	0	N
CBS Records		7800 Beverly Blvd Los Angeles, CA 90036		0	N

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5) Job Title: Account Executive 8

Referral Source(s) of Hiree: Detroit Free Press

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Website – WWJ	Georgeann Herbert	26495 American Drive Southfield MI 48034	248.455.7200	0	N
Station on/air notification WWJ/WXYT	Georgeann Herbert Tom Bigby	26495 American Drive Southfield MI 48034	248.455.7200	0	N
CBS Radio Career Center	Diane Murphy	11 Stanwix Street Pittsburgh, PA 15222	412.642.3481	4	N
Industry Referrals				4	N
Monster.com		5 Clock Tower Place Maynard, MA 01754	978-461-8000	0	N
Detroit Free Press	Paul Anger	615 Lafayette Detroit MI 48226	(313) 222-2300	5	N
CBS Corporate		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television Stations		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS TV Distribution		5555 Melrose Avenue Los Angeles, CA 90038	310-264-3300	0	N
Showtime		1633 Broadway New York, NY 10019	(212) 708-1600	0	N
CBS Outdoor		405 Lexington Avenue, 14th floor New York, New York 10174	800-926-8834	0	N
Simon & Schuster		1230 Avenue of Americas New York, NY 10020	(212) 698-2809	0	N
CBS Consumer Products		1700 Broadway New York, NY 10019	212-315-4000	0	N
CBS Outernet		140 Sherman Street Fairfield, CT 06824	(203) 255-7860	0	N
CBS Studios		4024 Radford Ave Studio City, CA 91604	(818) 655-6293	0	N
CBS Records		7800 Beverly Blvd Los Angeles, CA 90036		0	N

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5) Job Title: Engineer

Referral Source(s) of Hiree: Station Website

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Website	Georgeann Herbert Tom Bigby	26495 American Drive Southfield MI 48034	248.455.7200	4	N
Station on/air notification WWJ/WXYT	Georgeann Herbert Tom Bigby	26495 American Drive Southfield MI 48034	248.455.7200	0	N
CBS Radio Career Center	Diane Murphy	11 Stanwix Street Pittsburgh, PA 15222	412.642.3481	0	N
Employee Referrals				1	N
JobBoard.com				0	N
Monster.com		5 Clock Tower Place Maynard, MA 01754	978-461-8000	2	N
InsideRadio.com		365 Union Street Littleton, NH 03561	(800) 248-4242	0	N
Jobing.com		9400 West Maryland Glendale, AZ 85305		0	N
Detroit Workforce Development Board	Cynthia Bell	707 West Milwaukee, 5th Floor Detroit MI 48202	313-876-0674	0	N
Human Resources Association of Greater Detroit	Catherine Podvin	32425 Grand River Ave. Farmington MI 48336	248-478-6498	0	N
Michigan Hispanic Chamber of Commerce	Raymond Lozano	24445 Northwestern Hwy Suite 206 Southfield MI 48075	248-208-9936	0	N
MICHIGAN WORKS	JOHN ALMSTADT	1200 N. TELEGRAPH RD #437 PONTIAC MI	248-452-2256	0	N
Michigan Works - Wayne County	Fatima Anthony	Highland Park Services Center 13700 Woodward Ave Highland Park M	313-826-0299	0	N
Society of Women Engineers of Detroit	Jennifer Morikawa	Detroit Section PO Box 2978 Southfield, MI 48037		0	N
DETROIT HISPANIC DEVELOPMENT CORP	RAY	7752 W VERNOR HWY STE 103 DETROIT MI 48209	313-967-4880	0	N
Lawrence Technological University - Office of Career Services	Kevin Finn	Buell Management Building M130 21000 West Ten Mile Road Southfield MI 48075	248-204-3143	0	N
Michigan Hispanic Chamber of Commerce	Raymond Lozano	24445 Northwestern Hwy Suite 206 Southfield MI 48075	248-208-9915	0	N
National Black MBA Association	Henry Daniels	2990 W. Grand Blvd PO BOX 02398 Detroit MI 48202	313- 972-4832	0	N

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Marygrove College	Ce'An Manuel	8425 West McNichols Road Detroit MI 48221	313-927-1200	0	N
Michigan Works - Wayne County Livonia Service Center	Tony Pinkston	30246 Plymouth Road Livonia MI 48150	(734) 513-4900	0	N
MICHIGAN WORKS-JOB LINK CAREER CNTR	KAREN KASKI	1839 N. PERRY PONTIAC MI 48340	248-209-2400	0	N
National Institute of Technology - Southfield Campus	Danielle Scott	26111 Evergreen Rd. Ste 201 Southfield MI 48076 248)	799-9933	0	N
SER JOBS FOR PROGRESS	THERESA GARDNER	9301 MICHIGAN AVE. DETROIT MI 48210	313-846-2240	0	N
The Employment Guide of the Detroit Michigan Area	Rusty Pearce	37696 ENTERPRISE CT Farmington Hills MI 48331	(248) 324-1642	0	N
TROY CAREER CENTER	RESOURCE CENTER	210 W. SQUARE LAKE RD TROY MI 48098	248-879-7586	0	N
University of Michigan, Dearborn - WUMD	Lorissa McKay	4901 Evergreen Road Dearborn MI 48127	313-593-5439	0	N
Work First- Michigan Works, Oak Parks	Kay Mizell	22180 Parklawn Room 111 Oak Park MI 48237	248-691-8437	0	N
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn MI 48120	313- 873-1955	0	N
SERCO	ANDREA BROWN	29305 JOHN R RD MADISON HEIGHTS MI 48071	248-548-2027	0	N
RESOURCE NETWORK	Lawrence Barnes	9349 TELEGRAPH RD REDFORD MI 48239	313-533-5900	0	N
LDS EMPLOYMENT SVC	BRET	37634 ENTERPRISE CT FARMINGTON HILLS MI 48331	248-553-0902	0	N
WTVS - Channel 56	Darlene Greenbird	7441 Second Ave Detroit MI 48202	313-876-8356	0	N
CBS Corporate		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television Stations		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS TV Distribution		5555 Melrose Avenue Los Angeles, CA 90038	310-264-3300	0	N
Showtime		1633 Broadway New York, NY 10019	(212) 708-1600	0	N
CBS Outdoor		405 Lexington Avenue, 14th floor New York, New York 10174	800-926-8834	0	N
Simon & Schuster		1230 Avenue of Americas New York, NY 10020	(212) 698-2809	0	N
CBS Consumer Products		1700 Broadway New York, NY 10019	212-315-4000	0	N

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CBS Outernet		140 Sherman Street Fairfield, CT 06824	(203) 255-7860	0	N
CBS Studios		4024 Radford Ave Studio City, CA 91604	(818) 655-6293	0	N
CBS Records		7800 Beverly Blvd Los Angeles, CA 90036		0	N

5) Job Title: Production Director

Referral Source(s) 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)
Station Website	Georgeann Herbert Tom Bigby	26495 American Drive Southfield MI 48034	248.455.7200	0	N
Station on/air notification WWJ/WXYT	Georgeann Herbert Tom Bigby	26495 American Drive Southfield MI 48034	248.455.7200	0	N
CBS Radio Career Center	Diane Murphy	11 Stanwix Street Pittsburgh, PA 15222	412.642.3481	4	N
Employee Referrals				1	N
Monster.com		5 Clock Tower Place Maynard, MA 01754	978-461-8000	0	N
CBS Corporate		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television Stations		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS TV Distribution		5555 Melrose Avenue Los Angeles, CA 90038	310-264-3300	0	N
Showtime		1633 Broadway New York, NY 10019	(212) 708-1600	0	N
CBS Outdoor		405 Lexington Avenue, 14th floor New York, New York 10174	800-926-8834	0	N
Simon & Schuster		1230 Avenue of Americas New York, NY 10020	(212) 698-2809	0	N
CBS Consumer Products		1700 Broadway New York, NY 10019	212-315-4000	0	N
CBS Outernet		140 Sherman Street Fairfield, CT 06824	(203) 255-7860	0	N
CBS Studios		4024 Radford Ave Studio City, CA 91604	(818) 655-6293	0	N
CBS Records		7800 Beverly Blvd Los Angeles, CA 90036		0	N

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5) Job Title: Assistant Program Director

Referral Source(s) of Hiree: 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)
Station Website	Georgeann Herbert Tom Bigby	26495 American Drive Southfield MI 48034	248.455.7200	0	N
Station on/air notification WWJ/WXYT	Georgeann Herbert Tom Bigby	26495 American Drive Southfield MI 48034	248.455.7200	0	N
CBS Radio Career Center	Diane Murphy	11 Stanwix Street Pittsburgh, PA 15222	412.642.3481	4	N
Employee Referrals				4	N
CareerBuilder.com		200 N. LaSalle St Suite 1100 Chicago, IL 60601	(773) 527-3600	0	N
Monster.com		5 Clock Tower Place Maynard, MA 01754	978-461-8000	0	N
JobBoard.com				0	N
Mediapost.com		1140 Broadway, 4th Floor, New York, NY 10001	212-204-2000	0	N
TVJobs.com	Broadcast Employment Services	P.O. Box 4116 Oceanside, CA 92052	(760) 754-8177	0	N
InsideRadio.com		365 Union Street Littleton, NH 03561	(800) 248-4242	0	N
HotJobs.com				0	N
CBS Corporate		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television Stations		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS TV Distribution		5555 Melrose Avenue Los Angeles, CA 90038	310-264-3300	0	N
Showtime		1633 Broadway New York, NY 10019	(212) 708-1600	0	N
CBS Outdoor		405 Lexington Avenue, 14th floor New York, New York 10174	800-926-8834	0	N
Simon & Schuster		1230 Avenue of Americas New York, NY 10020	(212) 698-2809	0	N
CBS Consumer Products		1700 Broadway New York, NY 10019	212-315-4000	0	N
CBS Outernet		140 Sherman Street Fairfield, CT 06824	(203) 255-7860	0	N

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CBS Studios		4024 Radford Ave Studio City, CA 91604	(818) 655-6293	0	N
CBS Records		7800 Beverly Blvd Los Angeles, CA 90036		0	N

5) Job Title: Manager Special Events

Referral Source(s) of Hire: Industry Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Website	Georgeann Herbert Tom Bigby	26495 American Drive Southfield MI 48034	248.455.7200	0	N
Station on/air notification WWJ/WXYT	Georgeann Herbert Tom Bigby	26495 American Drive Southfield MI 48034	248.455.7200	0	N
CBS Radio Career Center	Diane Murphy	11 Stanwix Street Pittsburgh, PA 15222	412.642.3481	2	N
Industry Referrals				1	N
Employee Referrals				3	N
JobBoard.com				0	N
Monster.com		5 Clock Tower Place Maynard, MA 01754	978-461-8000	0	N
CareerBuilder.com		200 N. LaSalle St Suite 1100 Chicago, IL 60601	(773) 527-3600	0	N
Jobing.com		9400 West Maryland Glendale, AZ 85305		0	N
ShowBizJobs.com		3579 E. Foothill Blvd. - PMB #526 Pasadena, CA 91107-3119		0	N
TVJobs.com	Broadcast Employment Services	P.O. Box 4116 Oceanside, CA 92052	(760) 754-8177	0	N
MediaBistro.com		475 Park Avenue South, 4th Floor New York, New York 10016	Phone: 212-389-2000	0	N
EntertainmentCareers.com		146 Central Park West #4F New York NY 10023		0	N
Craigslist.org				0	N
Other Internet				0	N
CBS Corporate		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N

Stations WWJ(AM), WXYT(AM) and WXYT(FM) are Equal Opportunity Employers.

CBS Television Stations		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS TV Distribution		5555 Melrose Avenue Los Angeles, CA 90038	310-264-3300	0	N
Showtime		1633 Broadway New York, NY 10019	(212) 708-1600	0	N
CBS Outdoor		405 Lexington Avenue, 14th floor New York, New York 10174	800-926-8834	0	N
Simon & Schuster		1230 Avenue of Americas New York, NY 10020	(212) 698-2809	0	N
CBS Consumer Products		1700 Broadway New York, NY 10019	212-315-4000	0	N
CBS Outernet		140 Sherman Street Fairfield, CT 06824	(203) 255-7860	0	N
CBS Studios		4024 Radford Ave Studio City, CA 91604	(818) 655-6293	0	N
CBS Records		7800 Beverly Blvd Los Angeles, CA 90036		0	N

5) Job Title: Sales Associate

Referral Source(s) of Hire: Industry Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Website	Georgeann Herbert Tom Bigby	26495 American Drive Southfield MI 48034	248.455.7200	0	N
Station on/air notification WWJ/WXYT	Georgeann Herbert Tom Bigby	26495 American Drive Southfield MI 48034	248.455.7200	0	N
CBS Radio Career Center	Diane Murphy	11 Stanwix Street Pittsburgh, PA 15222	412.642.3481	0	N
Industry Referrals				8	N
HotJobs.com				0	N
Monster.com		5 Clock Tower Place Maynard, MA 01754	978-461-8000	0	N
Placement Office				8	N
CBS Corporate		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television Stations		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS TV Distribution		5555 Melrose Avenue Los Angeles, CA 90038	310-264-3300	0	N

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Showtime		1633 Broadway New York, NY 10019	(212) 708-1600	0	N
CBS Outdoor		405 Lexington Avenue, 14th floor New York, New York 10174	800-926-8834	0	N
Simon & Schuster		1230 Avenue of Americas New York, NY 10020	(212) 698-2809	0	N
CBS Consumer Products		1700 Broadway New York, NY 10019	212-315-4000	0	N
CBS Outernet		140 Sherman Street Fairfield, CT 06824	(203) 255-7860	0	N
CBS Studios		4024 Radford Ave Studio City, CA 91604	(818) 655-6293	0	N
CBS Records		7800 Beverly Blvd Los Angeles, CA 90036		0	N

5) Job Title: Sales Assistant

Referral Source(s) of Hiree: 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)
Station Website	Georgeann Herbert Tom Bigby	26495 American Drive Southfield MI 48034	248.455.7200	0	N
Station on/air notification WWJ/WXYT	Georgeann Herbert Tom Bigby	26495 American Drive Southfield MI 48034	248.455.7200	0	N
CBS Radio Career Center	Diane Murphy	11 Stanwix Street Pittsburgh, PA 15222	412.642.3481	0	N
Industry Referrals				2	N
Employee Referrals				2	N
HotJobs.com				0	N
Monster.com		5 Clock Tower Place Maynard, MA 01754	978-461-8000	0	N
MiWorks.com				1	N
TVJobs.com	Broadcast Employment Services	P.O. Box 4116 Oceanside, CA 92052	(760) 754-8177	0	N
Jobing.com		9400 West Maryland Glendale, AZ 85305		0	N
CBS Corporate		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television Stations		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N

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CBS TV Distribution		5555 Melrose Avenue Los Angeles, CA 90038	310-264-3300	0	N
Showtime		1633 Broadway New York, NY 10019	(212) 708-1600	0	N
CBS Outdoor		405 Lexington Avenue, 14th floor New York, New York 10174	800-926-8834	0	N
Simon & Schuster		1230 Avenue of Americas New York, NY 10020	(212) 698-2809	0	N
CBS Consumer Products		1700 Broadway New York, NY 10019	212-315-4000	0	N
CBS Outernet		140 Sherman Street Fairfield, CT 06824	(203) 255-7860	0	N
CBS Studios		4024 Radford Ave Studio City, CA 91604	(818) 655-6293	0	N
CBS Records		7800 Beverly Blvd Los Angeles, CA 90036		0	N

5) Job Title: Digital Sales Coordinator

Referral Source(s) of Hire: CBS Radio Career Center

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Website	Georgeann Herbert Tom Bigby	26495 American Drive Southfield MI 48034	248.455.7200	0	N
Station on/air notification WWJ/WXYT	Georgeann Herbert Tom Bigby	26495 American Drive Southfield MI 48034	248.455.7200	0	N
CBS Radio Career Center	Diane Murphy	11 Stanwix Street Pittsburgh, PA 15222	412.642.3481	9	N
CarrerBuilder.com		200 N. LaSalle St Suite 1100 Chicago, IL 60601	(773) 527-3600	0	N
Monster.com		5 Clock Tower Place Maynard, MA 01754	978-461-8000	0	N
Mediapost.com		1140 Broadway, 4th Floor, New York, NY 10001	212-204-2000	0	N
JobBoard.com				0	N
Other Internet				0	N
CBS Corporate		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N
CBS Television Stations		51 West 52nd Street New York, NY 10019	(212) 975-4321	0	N

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CBS TV Distribution		5555 Melrose Avenue Los Angeles, CA 90038	310-264-3300	0	N
Showtime		1633 Broadway New York, NY 10019	(212) 708-1600	0	N
CBS Outdoor		405 Lexington Avenue, 14th floor New York, New York 10174	800-926-8834	0	N
Simon & Schuster		1230 Avenue of Americas New York, NY 10020	(212) 698-2809	0	N
CBS Consumer Products		1700 Broadway New York, NY 10019	212-315-4000	0	N
CBS Outernet		140 Sherman Street Fairfield, CT 06824	(203) 255-7860	0	N
CBS Studios		4024 Radford Ave Studio City, CA 91604	(818) 655-6293	0	N
CBS Records		7800 Beverly Blvd Los Angeles, CA 90036		0	N

6) Total # of Interviewees Referred: For the period from May 23, 2008 through May 22, 2009, this Employment Unit interviewed 109 interviewees for full-time job vacancies.

7) Supplemental Recruitment Measures.

1. Participation in Job Fairs

On May 14, 2009, stations from this employment unit participated in “Diversity Job Fairs Dot Com.” The event was held at the Hilton Garden Inn in Southfield, Michigan, from 12 noon to 4 p.m. Personnel who attended included Local Sales Managers and General Sales Managers, who have substantial responsibility in the making of hiring decisions. Station personnel spoke with participants who expressed an interest in broadcasting, and accepted resumes. The event promoted and focused on participation by members of minority communities.

2. Participation in Career Events Sponsored by Educational Institutions

a.) On March 31, 2009, WWJ(AM)’s News Director participated in “Share-a-Thon,” hosted by the Michigan Association of Educational Broadcasters, held at the University of Detroit – Mercy. The event provided high school students from Metro Detroit an opportunity to learn about the jobs and duties of professionals in the radio and television industries. The event discussed tasks and requirements specific to individual jobs in the broadcasting industry. Students were encouraged to ask questions about individual jobs and preparation necessary for them. General career prospects and job openings were discussed. Participants included industry professionals and representatives from academic institutions.

b.) WWJ(AM) hosted a journalism class from Oakland University in the studios, where discussions included career opportunities and the preparation necessary to participate in the industry. Specific positions and their individualized requirements were discussed, including on-air anchoring and reporting, and behind-the-scenes production and editing. Station staff emphasized the importance of developing writing skills, and participation in political science and English courses.

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3. Internship Program

From August 2008 – December 2008, WXYT(AM) and WXYT(FM) hosted in intern from Baker College. The intern participated in numerous station activities, including broadcast of professional sporting events, and attendance at promotional events. The intern received academic credit for participation in the internship program, and acquired skills necessary for broadcast employment.

During the period covered by this report, WWJ(AM) and WWJ(FM) hosted 2 college interns. These interns actively participated in various aspects of the news department operation. Emphasis was on practical newsroom skills, and, in particular, developing writing skills. The interns received academic credit for their participation in the internship program, and acquired skills necessary for broadcast employment.

4. General Outreach Efforts

- a). During the period covered by this report, WXYT(AM), WXYT(FM) and WWJ(AM) have 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.
- b). Stations in the employment unit recruitment announcements on a weekly basis to inform the general public about available jobs in the employment unit.
- c). Stations in the employment unit regularly broadcast announcements encouraging community groups that wish to receive notification of or more information about job vacancies to contact the employment unit.

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