

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period November 22, 2016 – November 21, 2017.

1. **Employment Unit:** CBS RADIO BOSTON
2. **Unit Members (Stations and Communities of License):** WBMX-FM, Boston, MA; WODS-FM, Boston, MA; WZLX-FM, Boston, MA; WBZ(AM), Boston, MA; WBZ-FM, Boston, MA
3. **EEO Contact Information for Employment Unit:**

Mailing Address: 1170 Soldiers Field Rd. Boston, MA 02134 and 83 Leo Birmingham Parkway, Boston, MA 02135	Telephone Number: (617) 787-7075
	Contact Person/Title: Melissa Sullivan, HR/Field Representative
	E-mail Address: Melissa.Sullivan@cbsradio.com

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

Job Title

Recruitment Source Referring Hiree

- | | |
|----------------------------|-------------------|
| • Account Executive #1 | CBSRadio.com |
| • Account Executive #2 | Employee Referral |
| • Account Executive #3 | Employee Referral |
| • Digital Content Producer | Employee Referral |
| • Account Executive #4 | CBSRadio.com |
| • Producer | Employee Referral |
| • Traffic Reporter #1 | Employee Referral |
| • Traffic Reporter #2 | CBSRadio.com |
| • Traffic Reporter #3 | CBSRadio.com |
| • Traffic Reporter #4 | CBSRadio.com |
| • Traffic Reporter #5 | CBSRadio.com |
| • Account Executive #5 | CBSRadio.com |
| • Account Executive #6 | Indeed.com |
| • Sales Assistant | Employee Referral |
| • Account Executive #7 | Indeed.com |
| • On-Air Announcer | CBSRadio.com |
| • Account Executive #8 | CBSRadio.com |
| • Account Executive #9 | Indeed.com |
| • Account Executive #10 | Indeed.com |
| • On-Air Talent | Internal Referral |
| • Writer | Employee Referral |

Stations WBMX-FM, WODS-FM, WZLX-FM, WBZ-AM and WBZ-FM are Equal Opportunity Employers.

Job Title: Account Executive #1 and #4

Referral Source(s) of Hiree: (2) CBSRadio.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Boston Rescue Mission	Mike Way	39 Kingston St. Boston, MA 02111	(617) 338-9000		No
Medialine	Medialine@medialine.com	Pacific Grove, CA 93950	(800)2378073		No
Boston College	Joann Larosse	38 Commonwealth Ave. Boston, MA	(617) 552-3350		Yes
Boston University	http://www.bu.edu/careers/employers/careerlink.html	19 Deerfield St. Boston, MA 02215	(617) 353 3590		Yes
Salem State	career@salemstate.edu	352 Lafayette St. Salem, MA 01970	(978) 542-6406		No
UMass Boston	careers@umb.edu	100 Morrissey Blvd. Boston, MA	(617) 287-5519		No
Urban League of Eastern Mass	frontdesk@ulem.org	88 Warren St. Roxbury, MA 02119	(617) 442-4519		No
CBSRADIO.COM	Via Avature posting	www.cbsradio.com		2	No
CBS Radio Employee Referral					No
CBS Campus Recruiting	Via Avature posting				No
CBS Internal Gateway	Via Avature posting				No
Action for Boston Community Development	hr@bostonabcd.org	171 Tremont St. Boston, MA 02111	(617) 348-6000		Yes
Concilio Hispano	Sandy Ortiz	267 Broadway, Chelsea, MA 02150	Sortiz@concilio.org		No
Federal Veterans Center	Gail Grundy	JFK Federal Bldg. Boston, MA 02203	Gail.grundy@va.org		No
Wentworth Institute of Technology	jobs@wit.edu	550 Huntington Ave. Boston, MA 02115	(617) 989-4101		No
Entertainment Employment Journal	Greg Orio		gregorio@entertainmentemploymentjournal.com		No
La Alianza	Janet Huang	78 Forest St. Roxbury, MA 02119	(617) 427 7175		No
Providence College Job Bank	Linda Ernst	lernst@providence.edu	(401) 865 2184		Yes
Indeed.com					No
Radio Station Ad	Melissa Sullivan				No

***Account Executives #1 and #4 were filled from the same flight of recruiting announcements**

Stations WBMX-FM, WODS-FM, WZLX-FM, WBZ-AM and WBZ-FM are Equal Opportunity Employers

Job Title: Account Executive #2 and #3

Referral Source(s) of Hire: (2) 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)
Boston Rescue Mission	Mike Way	39 Kingston St. Boston, MA 02111	(617) 338-9000		No
Medialine	Medialine@medialine.com	Pacific Grove, CA 93950	(800)2378073		No
Boston College	Joann Larosse	38 Commonwealth Ave. Boston, MA	(617) 552-3350		Yes
Boston University	http://www.bu.edu/careers/employee/careerlink.html	19 Deerfield St. Boston, MA 02215	(617) 353 3590		Yes
Salem State	career@salemstate.edu	352 Lafayette St. Salem, MA 01970	(978) 542-6406		No
Umass Boston	careers@umb.edu	100 Morrissey Blvd. Boston, MA	(617) 287-5519		No
Urban League of Eastern Mass	frontdesk@ulem.org	88 Warren St. Roxbury, MA 02119	(617) 442-4519		No
CBSRADIO.COM	Via Avature posting	www.cbsradio.com			No
CBS Radio Employee Referral				2	No
CBS Campus Recruiting	Via Avature posting				No
CBS Internal Gateway	Via Avature posting				No
Action for Boston Community Development	hr@bostonabcd.org	171 Tremont St. Boston, MA 02111	(617) 348-6000		Yes
Concilio Hispano	Sandy Ortiz	267 Broadway, Chelsea, MA 02150	Sortiz@concilio.org		No
Federal Veterans Center	Gail Grundy	JFK Federal Bldg. Boston, MA 02203	Gail.grundy@va.org		No
Wentworth Institute of Technology	jobs@wit.edu	550 Huntington Ave. Boston, MA 02115	(617) 989-4101		No
Entertainment Employment Journal	Greg Orio		gregorio@entertainmentemploymentjournal.com		No
La Alianza	Janet Huang	78 Forest St. Roxbury, MA 02119	(617) 427 7175		No
Radio Station Ad	Melissa Sullivan				No
Indeed.com					No
Providence College Job Bank	Linda Ernst	lernst@providence.edu	(401) 865 2184		Yes

***Account Executives #2 and #3 were filled from the same flight of recruiting announcement**

Stations WBMX-FM, WODS-FM, WZLX-FM, WBZ-AM and WBZ-FM are Equal Opportunity Employers

Job Title: Digital Content Producer

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)
Boston Rescue Mission	Mike Way	39 Kingston St. Boston, MA 02111	(617) 338-9000		No
Medialine	Medialine@medialine.com	Pacific Grove, CA 93950	(800)2378073		No
Boston College	Joann Larosse	38 Commonwealth Ave. Boston, MA	(617) 552-3350		Yes
Boston University	http://www.bu.edu/careers/employers/careerlink.html	19 Deerfield St. Boston, MA 02215	(617) 353 3590		Yes
Salem State	career@salemstate.edu	352 Lafayette St. Salem, MA 01970	(978) 542-6406		No
UMass Boston	careers@umb.edu	100 Morrissey Blvd. Boston, MA	(617) 287-5519		No
Urban League of Eastern Mass	frontdesk@ulem.org	88 Warren St. Roxbury, MA 02119	(617) 442-4519		No
CBSRADIO.COM	Via Avature posting	www.cbsradio.com			No
CBS Radio Employee Referral				1	No
CBS Campus Recruiting	Via Avature posting				No
CBS Internal Gateway	Via Avature posting				No
Action for Boston Community Development	hr@bostonabcd.org	171 Tremont St. Boston, MA 02111	(617) 348-6000		Yes
Concilio Hispano	Sandy Ortiz	267 Broadway, Chelsea, MA 02150	Sortiz@concilio.org		No
Federal Veterans Center	Gail Grundy	JFK Federal Bldg. Boston, MA 02203	Gail.grundy@va.org		No
Wentworth Institute of Technology	jobs@wit.edu	550 Huntington Ave. Boston, MA 02115	(617) 989-4101		No
Entertainment Employment Journal	Greg Orio		gregorio@entertainmentemploymentjournal.com		No
La Alianza	Janet Huang	78 Forest St. Roxbury, MA 02119	(617) 427 7175		No
Providence College Job Bank	Linda Ernst	lernst@providence.edu	(401) 865 2184		Yes
Indeed.com					No
Radio Station Ad	Melissa Sullivan				No

Stations WBMX-FM, WODS-FM, WZLX-FM, WBZ-AM and WBZ-FM are Equal Opportunity Employers

Job Title: Producer**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)
Boston Rescue Mission	Mike Way	39 Kingston St. Boston, MA 02111	(617) 338-9000		No
Medialine	Medialine@medialine.com	Pacific Grove, CA 93950	(800)2378073		No
Boston College	Joann Larosse	38 Commonwealth Ave. Boston, MA	(617) 552-3350		Yes
Boston University	http://www.bu.edu/careers/employers/careerlink.html	19 Deerfield St. Boston, MA 02215	(617) 353 3590		Yes
Salem State	career@salemstate.edu	352 Lafayette St. Salem, MA 01970	(978) 542-6406		No
UMass Boston	careers@umb.edu	100 Morrissey Blvd. Boston, MA	(617) 287-5519		No
Urban League of Eastern Mass	frontdesk@ulem.org	88 Warren St. Roxbury, MA 02119	(617) 442-4519		No
CBSRADIO.COM	Via Avature posting	www.cbsradio.com			No
CBS Radio Employee Referral				1	No
CBS Campus Recruiting	Via Avature Posting				No
CBS Internal Gateway	Via Avature Posting				No
Action for Boston Community Development	hr@bostonabcd.org	171 Tremont St. Boston, MA 02111	(617) 348-6000		Yes
Concilio Hispano	Sandy Ortiz	267 Broadway, Chelsea, MA 02150	Sortiz@concilio.org		No
Federal Veterans Center	Gail Grundy	JFK Federal Bldg. Boston, MA 02203	Gail.grundy@va.org		No
Wentworth Institute of Technology	jobs@wit.edu	550 Huntington Ave. Boston, MA 02115	(617) 989-4101		No
Entertainment Employment Journal	Greg Orio		gregorio@entertainmentemploymentjournal.com		No
La Alianza	Janet Huang	78 Forest St. Roxbury, MA 02119	(617) 427 7175		No
Providence College Job Bank	Linda Ernst	lernst@providence.edu	(401) 865 2184		Yes
Indeed.com					No

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Job Title: Traffic Reporter #1, #2, #3, #4, #5

Referral Source(s) of Hire: (5) CBSRadio.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Boston Rescue Mission	Mike Way	39 Kingston St. Boston, MA 02111	(617) 338-9000		No
Medialine	Medialine@medialine.com	Pacific Grove, CA 93950	(800)2378073		No
Boston College	Joann Larosse	38 Commonwealth Ave. Boston, MA	(617) 552-3350		Yes
Boston University	http://www.bu.edu/careers/employee/careerlink.html	19 Deerfield St. Boston, MA 02215	(617) 353 3590		Yes
Salem State	career@salemstate.edu	352 Lafayette St. Salem, MA 01970	(978) 542-6406		No
Umass Boston	careers@umb.edu	100 Morrissey Blvd. Boston, MA	(617) 287-5519		No
Urban League of Eastern Mass	frontdesk@ulem.org	88 Warren St. Roxbury, MA 02119	(617) 442-4519		No
CBSRADIO.COM	Via Avature posting	www.cbsradio.com		5	No
CBS Radio Employee Referral					No
CBS Campus Recruiting	Via Avature posting				No
CBS Internal Gateway	Via Avature posting				No
Action for Boston Community Development	hr@bostonabcd.org	171 Tremont St. Boston, MA 02111	(617) 348-6000		Yes
Concilio Hispano	Sandy Ortiz	267 Broadway, Chelsea, MA 02150	Sortiz@concilio.org		No
Federal Veterans Center	Gail Grundy	JFK Federal Bldg. Boston, MA 02203	Gail.grundy@va.org		No
Wentworth Institute of Technology	jobs@wit.edu	550 Huntington Ave. Boston, MA 02115	(617) 989-4101		No
Entertainment Employment Journal	Greg Orio		gregorio@entertainmentemploymentjournal.com		No
La Alianza	Janet Huang	78 Forest St. Roxbury, MA 02119	(617) 427 7175		No
Radio Station Ad	Melissa Sullivan				No
Indeed.com					No
Providence College Job Bank	Linda Ernst	lernst@providence.edu	(401) 865 2184		Yes

***Traffic Reporters #1, #2, #3, #4 and #5 were filled from the same flight of recruiting announcements**

Stations WBMX-FM, WODS-FM, WZLX-FM, WBZ-AM and WBZ-FM are Equal Opportunity Employers

Job Title: Account Executive #5 and #8

Referral Source(s) of Hire: (2) CBSRadio.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Boston Rescue Mission	Mike Way	39 Kingston St. Boston, MA 02111	(617) 338-9000		No
Medialine	Medialine@medialine.com	Pacific Grove, CA 93950	(800)2378073		No
Boston College	Joann Larosse	38 Commonwealth Ave. Boston, MA	(617) 552-3350		Yes
Boston University	http://www.bu.edu/careers/employee/careerlink.html	19 Deerfield St. Boston, MA 02215	(617) 353 3590		Yes
Salem State	career@salemstate.edu	352 Lafayette St. Salem, MA 01970	(978) 542-6406		No
Umass Boston	careers@umb.edu	100 Morrissey Blvd. Boston, MA	(617) 287-5519		No
Urban League of Eastern Mass	frontdesk@ulem.org	88 Warren St. Roxbury, MA 02119	(617) 442-4519		No
CBSRADIO.COM	Via Avature posting	www.cbsradio.com		2	No
CBS Radio Employee Referral					No
CBS Campus Recruiting	Via Avature posting				No
CBS Internal Gateway	Via Avature posting				No
Action for Boston Community Development	hr@bostonabcd.org	171 Tremont St. Boston, MA 02111	(617) 348-6000		Yes
Concilio Hispano	Sandy Ortiz	267 Broadway, Chelsea, MA 02150	Sortiz@concilio.org		No
Federal Veterans Center	Gail Grundy	JFK Federal Bldg. Boston, MA 02203	Gail.grundy@va.org		No
Wentworth Institute of Technology	jobs@wit.edu	550 Huntington Ave. Boston, MA 02115	(617) 989-4101		No
Entertainment Employment Journal	Greg Orio		gregorio@entertainmentemploymentjournal.com		No
Indeed.com					No
La Alianza	Janet Huang	78 Forest St. Roxbury, MA 02119	(617) 427 7175		No
Providence College Job Bank	Linda Ernst	lernst@providence.edu	(401) 865 2184		Yes

***Account Executives #5 and #8 were filled from the same flight of recruiting announcements**

Stations WBMX-FM, WODS-FM, WZLX-FM, WBZ-AM and WBZ-FM are Equal Opportunity Employers

Job Title: Account Executive #6, #7, #9 and #10

Referral Source(s) of Hiree: (4) 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)
Boston Rescue Mission	Mike Way	39 Kingston St. Boston, MA 02111	(617) 338-9000		No
Medialine	Medialine@medialine.com	Pacific Grove, CA 93950	(800)2378073		No
Boston College	Joann Larosse	38 Commonwealth Ave. Boston, MA	(617) 552-3350		Yes
Boston University	http://www.bu.edu/careers/employee/careerlink.html	19 Deerfield St. Boston, MA 02215	(617) 353 3590		Yes
Salem State	career@salemstate.edu	352 Lafayette St. Salem, MA 01970	(978) 542-6406		No
Umass Boston	careers@umb.edu	100 Morrissey Blvd. Boston, MA	(617) 287-5519		No
Urban League of Eastern Mass	frontdesk@ulem.org	88 Warren St. Roxbury, MA 02119	(617) 442-4519		No
CBSRADIO.COM	Via Avature posting	www.cbsradio.com			No
CBS Radio Employee Referral					No
CBS Campus Recruiting	Via Avature posting				No
CBS Internal Gateway	Via Avature posting				No
Action for Boston Community Development	hr@bostonabcd.org	171 Tremont St. Boston, MA 02111	(617) 348-6000		Yes
Indeed.com				4	No
Concilio Hispano	Sandy Ortiz	267 Broadway, Chelsea, MA 02150	Sortiz@concilio.org		No
Federal Veterans Center	Gail Grundy	JFK Federal Bldg. Boston, MA 02203	Gail.grundy@va.org		No
Wentworth Institute of Technology	jobs@wit.edu	550 Huntington Ave. Boston, MA 02115	(617) 989-4101		No
Entertainment Employment Journal	Greg Orio		gregorio@entertainmentemploymentjournal.com		No
La Alianza	Janet Huang	78 Forest St. Roxbury, MA 02119	(617) 427 7175		No
Providence College Job Bank	Linda Ernst	lernst@providence.edu	(401) 865 2184		yes

***Account Executives #6, #7, #9 and #10 were filled from the same flight of recruiting announcements**

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Job Title: Sales Assistant

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)
Boston Rescue Mission	Mike Way	39 Kingston St. Boston, MA 02111	(617) 338-9000		No
Medialine	Medialine@medialine.com	Pacific Grove, CA 93950	(800)2378073		No
Boston College	Joann Larosse	38 Commonwealth Ave. Boston, MA	(617) 552-3350		Yes
Boston University	http://www.bu.edu/careers/employee/careerlink.html	19 Deerfield St. Boston, MA 02215	(617) 353 3590		Yes
Salem State	career@salemstate.edu	352 Lafayette St. Salem, MA 01970	(978) 542-6406		No
Umass Boston	careers@umb.edu	100 Morrissey Blvd. Boston, MA	(617) 287-5519		No
Urban League of Eastern Mass	frontdesk@ulem.org	88 Warren St. Roxbury, MA 02119	(617) 442-4519		No
CBSRADIO.COM	Via Avature posting	www.cbsradio.com			No
CBS Radio Employee Referral				1	No
CBS Campus Recruiting	Via Avature posting				No
CBS Internal Gateway	Via Avature posting				No
Action for Boston Community Development	hr@bostonabcd.org	171 Tremont St. Boston, MA 02111	(617) 348-6000		Yes
Concilio Hispano	Sandy Ortiz	267 Broadway, Chelsea, MA 02150	Sortiz@concilio.org		No
Federal Veterans Center	Gail Grundy	JFK Federal Bldg. Boston, MA 02203	Gail.grundy@va.org		No
Wentworth Institute of Technology	jobs@wit.edu	550 Huntington Ave. Boston, MA 02115	(617) 989-4101		No
Entertainment Employment Journal	Greg Orio		gregorio@entertainmentemploymentjournal.com		No
La Alianza	Janet Huang	78 Forest St. Roxbury, MA 02119	(617) 427 7175		No
Indeed.com					No
Providence College Job Bank	Linda Ernst	lernst@providence.edu	(401) 865 2184		yes

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Job Title: On-Air Announcer

Referral Source(s) of Hiree: CBSRadio.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Boston Rescue Mission	Mike Way	39 Kingston St. Boston, MA 02111	(617) 338-9000		No
Medialine	Medialine@medialine.com	Pacific Grove, CA 93950	(800)2378073		No
Boston College	Joann Larosse	38 Commonwealth Ave. Boston, MA	(617) 552-3350		Yes
Boston University	http://www.bu.edu/careers/employee/careerlink.html	19 Deerfield St. Boston, MA 02215	(617) 353 3590		Yes
Salem State	career@salemstate.edu	352 Lafayette St. Salem, MA 01970	(978) 542-6406		No
Umass Boston	careers@umb.edu	100 Morrissey Blvd. Boston, MA	(617) 287-5519		No
Urban League of Eastern Mass	frontdesk@ulem.org	88 Warren St. Roxbury, MA 02119	(617) 442-4519		No
CBSRADIO.COM	Via Avature	www.cbsradio.com		1	No
CBS Radio Employee Referral					No
CBS Campus Recruiting	Via Avature Posting				No
CBS Internal Gateway	Via Avature Posting				No
Action for Boston Community Development	hr@bostonabcd.org	171 Tremont St. Boston, MA 02111	(617) 348-6000		Yes
Concilio Hispano	Sandy Ortiz	267 Broadway, Chelsea, MA 02150	Sortiz@concilio.org		No
Federal Veterans Center	Gail Grundy	JFK Federal Bldg. Boston, MA 02203	Gail.grundy@va.org		No
Wentworth Institute of Technology	jobs@wit.edu	550 Huntington Ave. Boston, MA 02115	(617) 989-4101		No
Entertainment Employment Journal	Greg Orio		gregorio@entertainmentemploymentjournal.com		No
La Alianza	Janet Huang	78 Forest St. Roxbury, MA 02119	(617) 427 7175		No
Indeed.com					No
Providence College Job Bank	Linda Ernst	Providence College Job Bank Linda Ernst lernst@providence.edu	(401) 865 2184		Yes

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Job Title: On-Air Talent

Referral Source(s) of Hiree: Internal Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Boston Rescue Mission	Mike Way	39 Kingston St. Boston, MA 02111	(617) 338-9000		No
Medialine	Medialine@medialine.com	Pacific Grove, CA 93950	(800)2378073		No
Boston College	Joann Larosse	38 Commonwealth Ave. Boston, MA	(617) 552-3350		Yes
Boston University	http://www.bu.edu/careers/employee/careerlink.html	19 Deerfield St. Boston, MA 02215	(617) 353 3590		Yes
Salem State	career@salemstate.edu	352 Lafayette St. Salem, MA 01970	(978) 542-6406		No
Umass Boston	careers@umb.edu	100 Morrissey Blvd. Boston, MA	(617) 287-5519		No
Urban League of Eastern Mass	frontdesk@ulem.org	88 Warren St. Roxbury, MA 02119	(617) 442-4519		No
CBSRADIO.COM	Via Avature	www.cbsradio.com			No
CBS Radio Internal Referral				1	No
CBS Campus Recruiting	Via Avature Posting				No
CBS Internal Gateway	Via Avature Posting				No
Action for Boston Community Development	hr@bostonabcd.org	171 Tremont St. Boston, MA 02111	(617) 348-6000		Yes
Concilio Hispano	Sandy Ortiz	267 Broadway, Chelsea, MA 02150	Sortiz@concilio.org		No
Federal Veterans Center	Gail Grundy	JFK Federal Bldg. Boston, MA 02203	Gail.grundy@va.org		No
Wentworth Institute of Technology	jobs@wit.edu	550 Huntington Ave. Boston, MA 02115	(617) 989-4101		No
Entertainment Employment Journal	Greg Orio		gregorio@entertainmentemploymentjournal.com		No
La Alianza	Janet Huang	78 Forest St. Roxbury, MA 02119	(617) 427 7175		No
Indeed.com					No
Providence College Job Bank	Linda Ernst	Providence College Job Bank Linda Ernst lernst@providence.edu	(401) 865 2184		Yes

Job Title: Writer**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)
Boston Rescue Mission	Mike Way	39 Kingston St. Boston, MA 02111	(617) 338-9000		No
Medialine	Medialine@medialine.com	Pacific Grove, CA 93950	(800)2378073		No
Boston College	Joann Larosse	38 Commonwealth Ave. Boston, MA	(617) 552-3350		Yes
Boston University	http://www.bu.edu/careers/employee/careerlink.html	19 Deerfield St. Boston, MA 02215	(617) 353 3590		Yes
Salem State	career@salemstate.edu	352 Lafayette St. Salem, MA 01970	(978) 542-6406		No
Umass Boston	careers@umb.edu	100 Morrissey Blvd. Boston, MA	(617) 287-5519		No
Urban League of Eastern Mass	frontdesk@ulem.org	88 Warren St. Roxbury, MA 02119	(617) 442-4519		No
CBSRADIO.COM	Via Avature	www.cbsradio.com			No
CBS Radio Employee Referral				1	No
CBS Campus Recruiting	Via Avature Posting				No
CBS Internal Gateway	Via Avature Posting				No
Action for Boston Community Development	hr@bostonabcd.org	171 Tremont St. Boston, MA 02111	(617) 348-6000		Yes
Concilio Hispano	Sandy Ortiz	267 Broadway, Chelsea, MA 02150	Sortiz@concilio.org		No
Federal Veterans Center	Gail Grundy	JFK Federal Bldg. Boston, MA 02203	Gail.grundy@va.org		No
Wentworth Institute of Technology	jobs@wit.edu	550 Huntington Ave. Boston, MA 02115	(617) 989-4101		No
Entertainment Employment Journal	Greg Orio		gregorio@entertainmentemploymentjournal.com		No
La Alianza	Janet Huang	78 Forest St. Roxbury, MA 02119	(617) 427 7175		No
Indeed.com					No
Providence College Job Bank	Linda Ernst	Providence College Job Bank Linda Ernst lernst@providence.edu	(401) 865 2184		Yes

Stations WBMX-FM, WODS-FM, WZLX-FM, WBZ-AM and WBZ-FM are Equal Opportunity Employers

6. Total # of Interviewees Referred: For the period from November 22, 2016 through November 21, 2017, this Employment Unit interviewed (115) interviewees for full-time job vacancies.

7. Supplemental Recruitment Measures

Sponsorship of Job Fairs

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
CBS Radio Boston and CBS Radio Hartford co-hosted, along with CBS Boston TV, Boston's 17th Annual Diversity Employment Day Career Fair at The Wyndham Hotel in downtown Boston	May 10, 2017	Human Resources Manager

Participation in Career Events Sponsored by Educational Institutions

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
Promotions Director served as a guest speaker/lecturer at a music course at Suffolk University; he focused on the significance of radio broadcasting and the music industry.	May 4, 2017	Promotions Director

Internships

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
The CBS Radio Boston Internship Program offers students from the following accredited schools the opportunity to learn about programming and promotional elements of radio broadcasting and are paid accordingly. Approximately 15 interns participated during this reporting cycle.	Fall 2016, Winter 2017, Spring 2017, Summer 2017, Fall 2017	CBS Radio Boston Promotions Department CBS Radio Boston Programming Department

Participation in General Outreach Efforts using Job Banks or Internet Programs

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
The Employment Unit has made significant contributions to the CBS Radio career website (www.cbsradio.com) which contains information designed to inform the general public of numerous and varied career opportunities available in the broadcasting industry and job skills necessary to compete for them. Listeners to the stations are regularly directed to visit CBSRadio.com to view all available job opportunities with CBS Radio Boston.	Continual Posting	Boston Market Human Resources Administrator

Stations WBMX-FM, WODS-FM, WZLX-FM, WBZ-AM and WBZ-FM are Equal Opportunity Employers

The Employment Unit has included on its station websites information designed to inform the general public of career opportunities available at the stations.	Continual Posting	Boston Market Human Resources Administrator
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Training of Employees and Management in EEO and Discrimination

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
<p>CBS Corporation Compliance Training Program:</p> <p>Employment Unit employees, including management-level personnel, participated in CBS Corporation's Compliance Training Program, which included online training regarding the Corporation's Business Conduct Statement, ethical business practices, appropriate workplace conduct and preventing sexual harassment and employment discrimination. Employees received the 2016-17 CBS Corporation Business Conduct Statement in August 2016 and were required to complete related online training during the period July to the end of the reporting period, November 21, 2016. Employment Unit employees, including management-level personnel, also received copies of the CBS Corporation quarterly compliance newsletter (Compliance Up Close) and short video vignettes on the following subjects: the Company's anti-retaliation policy, appropriate use of social media and financial integrity.</p>	On-Going	All full time employees including management-level personnel
<p>Sales Associate Training/Mentoring Program:</p> <p>The Employment Unit has implemented a sales training/mentoring program to assist with the growth, development, and support of junior account executives and other entry level personnel who have interests in careers in sales. The Sales Associate Training/Mentoring Program is designed to enable Employment Unit personnel in sales in acquiring skills that could qualify them for higher level positions. Participants participate in a 10-12 month training program to obtain real world industry training as well as a perspective on interdepartmental procedures. Additionally, one senior account executive at each station is a designated mentor, who works on a one-on-one daily basis with designated mentees. At the same time, the senior account executive mentors develop supervisory and instructional skills necessary for careers in sales management. During this reporting period, the Employment Unit had 2 participants in the training/mentoring program.</p>	On-Going	Market Manager, Market Controller, General Sales Managers, Programming Directors, Marketing Directors, Assistant
<p>Participate in General Outreach Efforts Using Job Banks or Internet Programs. This initiative includes participation in CBSRadio.com or other job banks and Internet programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).</p> <p>The Employment Unit 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.</p> <p>Listeners to the stations are regularly directed to visit CBSRadio.com to view all available job opportunities with CBS Radio Boston</p>	On-Going	Market EEO Compliance Officer

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Attachment A

JuJu.com- <http://www.job-search-engine.com/>

SimplyHired – www.simplyhired.com

Indeed – www.indeed.com

Lycos Classifieds – <http://jobs.lycos.oodle.com/>

OLX Classifieds – <http://www.olx.com/>

Oodle – <http://jobs.oodle.com/>

MySpace (Jobs) – <http://www.myspace.com/simplyhiredjobs>

LinkedIn (available on web tab only) – <http://www.linkedin.com/>

Zoominfo.com – <http://www.zoominfo.com/>

Spoke.com – <http://www.spoke.com/>

HR.com – <http://www.hr.com/>

Jobirn - <http://www4.jobirn.com/>

Attachment B

DirectEmployers Association Job Syndication Alliances Recruitment Sources

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