

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period July 23, 2006 to July 22, 2007.

1) Employment Unit Location/Name: Charlotte, NC/CBS Radio Holdings, Inc.

2) Unit Members (List all station call signs and communities of license): WSOC-FM, CHARLOTTE, NC; WKQC, CHARLOTTE, NC; WFNZ, CHARLOTTE, NC; WNKS, CHARLOTTE, NC; WPEG, CONCORD, NC; WBAV-FM, GASTONIA, NC and WFNA, CHARLOTTE, NC.

3) EEO Contact Information for Employment Unit:

Mailing Address: 1520 SOUTH BLVD SUITE 300 CHARLOTTE NC 28203	Telephone Number: 704-227-8126
	Contact Person: BARBARA M. MCINTYRE
	E-mail Address: bmcintyre@cbs.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	EMPLOYEE REFERRAL
2. ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
3. ACCOUNT EXECUTIVE	CHARLOTTE OBSERVER
4. SALES ASSISTANT	EMPLOYEE REFERRAL
5. ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
6. ACCOUNT EXECUTIVE	CBSRADIO.COM
7. EVENING TALENT	CBSRADIO.COM
8. MARKETING DIRECTOR	CBSRADIO.COM
9. ACCOUNT EXECUTIVE	CHARLOTTE OBSERVER
10. ACCOUNT EXECUTIVE	CHARLOTTE OBSERVER
11. PROGRAM ASSISTANT	INTERNAL POSTING
12. ACCOUNT EXECUTIVE	CHARLOTTE OBSERVER
13. ACCOUNT EXECUTIVE	INTERNAL POSTING
14. MARKETING DIRECTOR	CHARLOTTE OBSERVER
15. OVERNIGHT TALENT	REFERRAL
16. ACCOUNT EXECUTIVE	CHARLOTTE OBSERVER

Stations WSOC/WKQC/WFNA/WFNZ/WNKS/WPEG/WBAV are Equal Opportunity Employers

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|----------------------------|--------------------|
| 17. PRODUCER | CBSRADIO.COM |
| 18. ACCOUNT EXECUTIVE | JOB FAIR |
| 19. SALES ASSISTANT | CHARLOTTE OBSERVER |
| 20. ACCOUNT EXECUTIVE | CHARLOTTE OBSERVER |
| 21. ACCOUNT EXECUTIVE | CHARLOTTE OBSERVER |
| 22. ACCOUNT EXECUTIVE | CBSRADIO.COM |
| 23. ACCOUNT EXECUTIVE | INTERNAL POSTING |
| 24. ACCOUNT EXECUTIVE | MONSTER.COM |
| 25. PROMOTIONS COORDINATOR | CBSRADIO.COM |
| 26. PRODUCER | CBSRADIO.COM |
| 27. MORNING TALENT | REFERRAL |
| 28. RECEPTIONIST | CHARLOTTE OBSERVER |
| 29. ACCOUNT EXECUTIVE | EMPLOYEE REFERRAL |
| 30. TRAFFIC MANAGER | CBSRADIO.COM |
| 31. ACCOUNT EXECUTIVE | CHARLOTTE OBSERVER |
| 32. ACCOUNT EXECUTIVE | CBSRADIO.COM |
| 33. ACCOUNT EXECUTIVE | CHARLOTTE OBSERVER |
| 34. ACCOUNT EXECUTIVE | CHARLOTTE OBSERVER |
| 35. SALES ASSISTANT | CBS RADIO.COM |
| 36. CONTINUITY DIRECTOR | CBSRADIO.COM |
| 37. ACCOUNT EXECUTIVE | REFERRAL |
| 38. ACCOUNT EXECUTIVE | CHARLOTTE OBSERVER |
| 39. ACCOUNT EXECUTIVE | CHARLOTTE OBSERVER |
| 40. RECEPTIONIST | CBSRADIO.COM |
| 41. MIDDAY TALENT | CBSRADIO.COM |
| 42. SALES ASSISTANT | INTERNAL POSTING |

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5) The following Organizations were notified of every job vacancy identified in Section 4 of this EEO Public File Report.

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Internal Postings at WSOC, WKQC, WFNZ, WNKS, WPEG, WBAV locations	Barry Tomlinson	1520 South Blvd, Suite 300, Charlotte, NC and 4015 Stuart Andrew Blvd., Charlotte, NC	704-227-8662	NO
CBS Radio Jobline	Barry Tomlinson	n/a	704-561-4972	NO
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
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		MO

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) Total # of Interviewees Referred by Each Source: For the period from July 23, 2006 to July 22, 2007, this Employment Unit interviewed 185 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
(1) INTERNAL POSTING INCLUDES WSOC/WSSS/WFNZ/WNKS/WPEG/ WBAV/WFNA AND CBS BUSINESS OFFICE BULLETIN BOARD	24
(2) CHARLOTTE OBSERVER	66
(3) EMPLOYEE REFERRALS	10
(4) CBSRADIO.COM	72
(5) JOB FAIRS	5
(6) MONSTER.COM	6
(7) CAROLINA SCHOOL OF BROADCASTING	2

7) Supplemental Recruitment Initiatives.

Job Fairs

1. September 13, 2006. Personnel involved: Sales Managers, Department heads and Human Resources Director.

Participated in a job fair hosted by the University of North Carolina at Charlotte. The employment unit solicited resumes and conducted on site interviews.

2. April 20, 2007. Personnel involved: General Sales Managers, Sales Managers.

Participated in a job fair hosted by National AAF Students in Advertising. The employment unit discussed current and future career opportunities with students and advisors who were in town to attend the AAF National Convention. Solicited resumes and conducted onsite interviews.

3. April 18, 2007. Personnel involved: General Manager, Department Heads and Human Resources Director.

Hosted a job fair at the stations' offices. Discussed broadcast employment opportunities with attendees, took applications, reviewed resumes and conducted interviews.

Participation in Events Related to Career Opportunities in Broadcasting.

1. April 20 & 21, 2007. Personnel Involved: General Sales Managers.

Charlotte AD Club AAF Student Conference. Students from the advertising colleges and universities in the AAF 3rd districts participated in the event. The General Sales Managers gave presentations and conducted one-on-one meetings covering procedures for applying for employment, drafting resumes, interviewing, creating portfolios and other techniques necessary to obtain jobs in the broadcast industry.

2. May 30, 2007. Personnel Involved: General Sales Manager.

The General Sales Manager participated in a program at Kings College on "How to Interview" designed by prepare communications students for interviews and obtaining jobs in the media advertising business.

3. June 15, 2007. Personnel Involved: Marketing Director.

Marketing Director participated in a program at the Carolina School of Broadcasting including small group discussions involving students on "How To" begin a career in broadcasting. The Marketing Director discussed the organizational structure of radio stations, how to get an interview, how to interview, and other areas of special interest to the students.

4. July 17, 2007. Personnel Involved: Marketing Director

Marketing Director participated in a program at Appalachian State University including small group discussions involving students on "How To" begin a career in broadcasting. The Marketing Director discussed the organizational structure of radio stations, how to get an interview, how to interview, internship programs at the employment unit, and other areas of special interest to the students.

5. Ongoing. Personnel Involved: General Sales Manager.

General Sales Manager volunteers each week at Jacobs Ladder, a continuing education program which helps displaced workers return to the work force. The General Sales Manager specifically helps potential employees by providing guidance on what radio managers look for in potential employees as well as the steps and skills necessary to secure a job in broadcasting.

Internship Program

Ongoing. Personnel Involved: All Department Heads

The stations in the Employment Unit operate 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. The program includes approximately 20 students each semester. Interns come from various colleges and universities in the greater Charlotte area.

Participation in General Outreach Efforts Using Job Banks or Internet Programs

Ongoing.

The stations 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.