

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: September 22, 2010 – September 21, 2011.

1) **Employment Unit: CBS Radio – SEATTLE**

2) **Unit Members (Stations and Communities of License):** **KMPS-FM, Seattle, WA**
KZOK-FM, Seattle, WA
KJAQ-FM, Seattle, WA
KPTK-AM, Seattle, WA

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

Mailing Address: 1000 Dexter Ave N Suite 100 Seattle, WA 98109	Telephone Number: (206) 805-1000
	Contact Person/Title: Carol Nelson/Payroll Manager
	E-mail Address: carol.nelson@cbsradio.com

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

Job Title	Recruitment Source Referring Hiree
1. DIRECTOR OF ONLINE CONTENT	INDEED.COM
2. KMPS LOCAL SALES MANAGER	EMPLOYEE REFERRAL
3. DIGITAL CONTENT COORDINATOR	LINKEDIN.COM
4. KZOK/KJAQ MKTG/PROMO MANAGER	EMPLOYEE REFERRAL
5. SVP/MARKET MANAGER	INDUSTRY REFERRAL
6. DIGITAL SALES ASSOCIATE	CBS RADIO WEBSITE
7. KMPS/KZOK PROGRAMMING ASSISTANT	INTERNAL CANDIDATE
8. KZOK MORNING SHOW TALENT	INTERNAL CANDIDATE
9. DIGITAL SALES MANAGER	CBS RADIO WEBSITE
10. KJAQ SALES ASSISTANT	INTERNAL CANDIDATE
11. KJAQ SALES ASSISTANT	INDEED.COM
12. KZOK MORNING SHOW PRODUCER	INTERNAL CANDIDATE
13. KMPS GENERAL SALES MANAGER	EMPLOYEE REFERRAL

**Stations KMPS-FM, KZOK-FM, KJAQ-FM, KPTK-AM
are Equal Opportunity Employers.**

Job Title	Recruitment Source Referring Hiree
14. KMPS ACCOUNT EXECUTIVE	CBS RADIO WEBSITE
15. KMPS ACCOUNT EXECUTIVE	INDUSTRY REFERRAL
16. KMPS ACCOUNT EXECUTIVE	CBS RADIO WEBSITE
17. KMPS ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
18. KJAQ ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
19. KJAQ ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
20. KJAQ ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
21. KJAQ ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
22. KJAQ ACCOUNT EXECUTIVE	CBS RADIO WEBSITE
23. KJAQ ACCOUNT EXECUTIVE	CBS RADIO WEBSITE
24. KZOK ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
25. KZOK ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
26. KZOK ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
27. KZOK ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
28. KZOK ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
29. KZOK ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL

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5) Job Title: Director Of Online Content Referral Source(s) of Hiree: 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)
CBS RADIO WEBSITE	VIA KENEXA POSTING	WWW.CBSRADIO.COM	N/A	4	NO
CBS CAMPUS RECRUITING	VIA KENEXA POSTING	WWW.CBSCORPORATION.COM	N/A	0	NO
CBS CORPORATION	VIA KENEXA POSTING	WWW.CBSCORPORATION.COM	N/A	0	NO
CBS INTERNAL GATEWAY	VIA KENEXA	WWW.CBSANDYOU.COM	N/A	0	NO
EMPLOYEE REFERRAL	N/A	N/A	N/A	0	NO
PSRBA-PUGET SOUND RADIO BROADCASTERS ASSOCIATION	LAURA RIEDER	PO BOX 9392, SEATTLE, WA 98109 LAURA@PSRBA.ORG	206-829-8418	0	NO
WSAB-WASHINGTON STATE ASSOCIATION OF BROADCASTER	CHAR MYERS	724 Columbia St NW, Ste 310, Olympia, WA 98501 www.wsabjobbank@earthlink.net	360-705-0774	0	NO
WORK SOURCE THURSTON COUNTY	JEANNIE HOUSE	1570 Irving St SW, Tumwater, WA 98512 jhouse@worksourcethurston.org	360-704-3585	0	NO
YWCA-FAMILY VILLAGE	Carole Christianson	16601 NE 80 th St, Remond, WA 98052 cchristi@ywcaworks.org	425-556-1352	0	NO
CITY UNIVERSITY (CAREER PLANNING)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005 Eryan-rojas@city.edu	425-709-7607	0	NO
WESTERN WASHINGTON UNIVERSITY	VIA WEBSITE	WWU., Bellingham, WA 98225 Wwu-csm.symplicity.com	360-650-3240	0	NO
PACIFIC LUTHERAN UNIVERSITY	Joanne Lisosky	PLU, Tacoma, WA 98447 lisoskjm@plu.edu	253-531-6900	0	NO
YOU MEGA CLASSIFIEDS	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 junko@jineinc.com	206-624-5777	0	NO
URBAN LEAGUE OF METROPOLITAN SEATTLE	Marilynn Harris	105 14 th Ave, Seattle, WA 98122 mharris@urbanleague.org	206-461-3792	0	NO
BATES TECHNICAL COLLEGE	Career Center	1101 Yakima Ave, Tacoma, WA 98405 mscott@bates.ctc.edu wkelley@bates.ctc.edu	253-680-7002	0	NO
UNIVERSITY OF SOUTHERN CALIFORNIA	MEGAN HUTAFF	3502 Watt Way ASC 154, Los Angeles, CA 90089 meganh@usc.edu	213-821-1514	0	NO
ART INSTITUTE OF SEATTLE	CAREER SERVICES	2323 ELLIOTT AVE, SEATTLE, WA 98121	800-275-2471	0	NO
Clover Park Technical College-Radio Broadcast Department	Harry Vi	4500 Steilacoom Blve SW, Lakewood, WA 98499	253-589-5678	0	NO
HIGHLINE COMMUNITY COLLEGE	Erik Tinglestad-Career Services Center	2400 S 240 th , Des Moines, WA 98198	206-878-3710	0	NO
ALL ACCESS	VIA WEBSITE	WWW.ALLACCESS.COM	N/A	0	NO

Stations KMPS-FM, KZOK-FM, KJAQ-FM, KPTK-AM are Equal Opportunity Employers.

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
MASHABLE	VIA WEBSITE	WWW.JOBS.MASHABLE.COM	N/A	0	NO
INDEED.COM	N/A	N/A	N/A	3	NO
CRAIG'S LIST	WEBSITE	WWW.CRAIGSLIST.COM	N/A	0	NO
SIMPLY HIRED	N/A	N/A	N/A	1	NO

5) Job Title: KMPS Local Sales Manager 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)
CBS RADIO WEBSITE	VIA KENEXA POSTING	WWW.CBSRADIO.COM	N/A	0	NO
CBS CAMPUS RECRUITING	VIA KENEXA POSTING	WWW.CBSCORPORATION.COM	N/A	0	NO
CBS CORPORATION	VIA KENEXA POSTING	WWW.CBSCORPORATION.COM	N/A	0	NO
CBS INTERNAL GATEWAY	VIA KENEXA	WWW.CBSANDYOU.COM	N/A	0	NO
EMPLOYEE REFERRAL	N/A	N/A	N/A	1	NO
PSRBA-PUGET SOUND RADIO BROADCASTERS ASSOCIATION	LAURA RIEDER	PO BOX 9392, SEATTLE, WA 98109 LAURA@PSRBA.ORG	206-829-8418	0	NO
WSAB-WASHINGTON STATE ASSOCIATION OF BROADCASTER	CHAR MYERS	724 Columbia St NW, Ste 310, Olympia, WA 98501 www.wsajobbank@earthlink.net	360-705-0774	0	NO
WORK SOURCE THURSTON COUNTY	JEANNIE HOUSE	1570 Irving St SW, Tumwater, WA 98512 jhouse@worksourcethurston.org	360-704-3585	0	NO
YWCA-FAMILY VILLAGE	Carole Christianson	16601 NE 80 th St, Remond, WA 98052 cchristi@ywcaworks.org	425-556-1352	0	NO
CITY UNIVERSITY (CAREER PLANNING)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005 Eryan-rojas@city.edu	425-709-7607	0	NO
WESTERN WASHINGTON UNIVERSITY	VIA WEBSITE	WWU., Bellingham, WA 98225 Wwu-csm.symplicity.com	360-650-3240	0	NO
PACIFIC LUTHERAN UNIVERSITY	Joanne Lisosky	PLU, Tacoma, WA 98447 lisoskjm@plu.edu	253-531-6900	0	NO
YOU MEGA CLASSIFIEDS	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 junko@jineinc.com	206-624-5777	0	NO

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
URBAN LEAGUE OF METROPOLITAN SEATTLE	Marilynn Harris	105 14 th Ave, Seattle, WA 98122 mharris@urbanleague.org	206-461-3792	0	NO
BATES TECHNICAL COLLEGE	Career Center	1101 Yakima Ave, Tacoma, WA 98405 mjscott@bates.ctc.edu wkelly@bates.ctc.edu	253-680-7002	0	NO
UNIVERSITY OF SOUTHERN CALIFORNIA	MEGAN HUTAFF	3502 Watt Way ASC 154, Los Angeles, CA 90089 meganh@usc.edu	213-821-1514	0	NO
ART INSTITUTE OF SEATTLE	CAREER SERVICES	2323 ELLIOTT AVE, SEATTLE, WA 98121	800-275-2471	0	NO
Clover Park Technical College-Radio Broadcast Department	Harry Vi	4500 Steilacoom Blve SW, Lakewood, WA 98499	253-589-5678	0	NO
HIGHLINE COMMUNITY COLLEGE	Erik Tinglestad-Career Services Center	2400 S 240 th , Des Moines, WA 98198	206-878-3710	0	NO
CRAIG'S LIST	VIA WEBSITE	WWW.CRAIGSLIST.COM	N/A	0	NO

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5) Job Title: Digital Content Coordinator Referral Source(s) of Hiree: LinkedIn.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS RADIO WEBSITE	VIA KENEXA POSTING	WWW.CBSRADIO.COM	N/A	4	NO
CBS CAMPUS RECRUITING	VIA KENEXA POSTING	WWW.CBSCORPORATION.COM	N/A	0	NO
CBS CORPORATION	VIA KENEXA POSTING	WWW.CBSCORPORATION.COM	N/A	0	NO
CBS INTERNAL GATEWAY	VIA KENEXA	WWW.CBSANDYOU.COM	N/A	0	NO
EMPLOYEE REFERRAL	N/A	N/A	N/A	0	NO
PSRBA-PUGET SOUND RADIO BROADCASTERS ASSOCIATION	LAURA RIEDER	PO BOX 9392, SEATTLE, WA 98109 LAURA@PSRBA.ORG	206-829-8418	0	NO
WSAB-WASHINGTON STATE ASSOCIATION OF BROADCASTER	CHAR MYERS	724 Columbia St NW, Ste 310, Olympia, WA 98501 www.wsabjobbank@earthlink.net	360-705-0774	0	NO
WORK SOURCE THURSTON COUNTY	JEANNIE HOUSE	1570 Irving St SW, Tumwater, WA 98512 jhouse@worksourcethurston.org	360-704-3585	0	NO
YWCA-FAMILY VILLAGE	Carole Christianson	16601 NE 80 th St, Remond, WA 98052 cchristi@ywcaworks.org	425-556-1352	0	NO
CITY UNIVERSITY (CAREER PLANNING)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005 Eryan-rojas@city.edu	425-709-7607	0	NO
WESTERN WASHINGTON UNIVERSITY	VIA WEBSITE	WWU., Bellingham, WA 98225 Wwu-csm.symplicity.com	360-650-3240	0	NO
PACIFIC LUTHERAN UNIVERSITY	Joanne Lisosky	PLU, Tacoma, WA 98447 lisoskjm@plu.edu	253-531-6900	0	NO
YOU MEGA CLASSIFIEDS	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 junko@jneinc.com	206-624-5777	0	NO
URBAN LEAGUE OF METROPOLITAN SEATTLE	Marilynn Harris	105 14 th Ave, Seattle, WA 98122 mharris@urbanleague.org	206-461-3792	0	NO
BATES TECHNICAL COLLEGE	Career Center	1101 Yakima Ave, Tacoma, WA 98405 mscott@bates.ctc.edu wkelley@bates.ctc.edu	253-680-7002	0	NO
UNIVERSITY OF SOUTHERN CALIFORNIA	MEGAN HUTAFF	3502 Watt Way ASC 154, Los Angeles, CA 90089 meganh@usc.edu	213-821-1514	0	NO
ART INSTITUTE OF SEATTLE	CAREER SERVICES	2323 ELLIOTT AVE, SEATTLE, WA 98121	800-275-2471	0	NO
Clover Park Technical College-Radio Broadcast Department	Harry Vi	4500 Steilacoom Blve SW, Lakewood, WA 98499	253-589-5678	0	NO
HIGHLINE COMMUNITY COLLEGE	Erik Tinglestad-Career Services Center	2400 S 240 th , Des Moines, WA 98198	206-878-3710	0	NO
ALL ACCESS	VIA WEBSITE	WWW.ALLACCESS.COM	N/A	0	NO
MASHABLE	VIA WEBSITE	WWW.JOBS.MASHABLE.COM	N/A	0	NO
LINKEDIN.COM	N/A	N/A	N/A	1	NO
INDEED.COM	N/A	N/A	N/A	1	NO

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**5) Job Title: KZOK/KJAQ Mktg/Promo Referral Source(s) of Hire: Employee Referral
Manager**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS RADIO WEBSITE	VIA KENEXA POSTING	WWW.CBSRADIO.COM	N/A	0	NO
CBS CAMPUS RECRUITING	VIA KENEXA POSTING	WWW.CBSCORPORATION.COM	N/A	0	NO
CBS CORPORATION	VIA KENEXA POSTING	WWW.CBSCORPORATION.COM	N/A	0	NO
CBS INTERNAL GATEWAY	VIA KENEXA	WWW.CBSANDYOU.COM	N/A	0	NO
EMPLOYEE REFERRAL	N/A	N/A	N/A	5	NO
INTERNAL CANDIDATE	HR	1000 Dexter Ave N Suite 100 Seattle, WA 98109	(206) 805-1000	2	NO
PSRBA-PUGET SOUND RADIO BROADCASTERS ASSOCIATION	LAURA RIEDER	PO BOX 9392, SEATTLE, WA 98109 LAURA@PSRBA.ORG	206-829-8418	0	NO
WSAB-WASHINGTON STATE ASSOCIATION OF BROADCASTER	CHAR MYERS	724 Columbia St NW, Ste 310, Olympia, WA 98501 www.wsabjobbank@earthlink.net	360-705-0774	0	NO
WORK SOURCE THURSTON COUNTY	JEANNIE HOUSE	1570 Irving St SW, Tumwater, WA 98512 jhouse@worksourcethurston.org	360-704-3585	0	NO
YWCA-FAMILY VILLAGE	Carole Christianson	16601 NE 80 th St, Remond, WA 98052 cchristi@ywcaworks.org	425-556-1352	0	NO
CITY UNIVERSITY (CAREER PLANNING)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005 Eryan-rojas@city.edu	425-709-7607	0	NO
WESTERN WASHINGTON UNIVERSITY	VIA WEBSITE	WWU., Bellingham, WA 98225 Wwu-csm.symplicity.com	360-650-3240	0	NO
PACIFIC LUTHERAN UNIVERSITY	Joanne Lisosky	PLU, Tacoma, WA 98447 lisoskjm@plu.edu	253-531-6900	0	NO
YOU MEGA CLASSIFIEDS	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 junko@jneinc.com	206-624-5777	0	NO
URBAN LEAGUE OF METROPOLITAN SEATTLE	Marilynn Harris	105 14 th Ave, Seattle, WA 98122 mharris@urbanleague.org	206-461-3792	0	NO
BATES TECHNICAL COLLEGE	Career Center	1101 Yakima Ave, Tacoma, WA 98405 mscott@bates.ctc.edu wkelly@bates.ctc.edu	253-680-7002	0	NO
UNIVERSITY OF SOUTHERN CALIFORNIA	MEGAN HUTAFF	3502 Watt Way ASC 154, Los Angeles, CA 90089 meganh@usc.edu	213-821-1514	0	NO
ART INSTITUTE OF SEATTLE	CAREER SERVICES	2323 ELLIOTT AVE, SEATTLE, WA 98121	800-275-2471	0	NO
Clover Park Technical College-Radio Broadcast Department	Harry Vi	4500 Steilacoom Blve SW, Lakewood, WA 98499	253-589-5678	0	NO

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HIGHLINE COMMUNITY COLLEGE	Erik Tinglestad-Career Services Center	2400 S 240 th , Des Moines, WA 98198	206-878-3710	0	NO

5) Job Title: SVP/Market 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)
CBS RADIO WEBSITE	VIA KENEXA POSTING	WWW.CBSRADIO.COM	N/A	0	NO
CBS CAMPUS RECRUITING	VIA KENEXA POSTING	WWW.CBSCORPORATION.COM	N/A	0	NO
CBS CORPORATION	VIA KENEXA POSTING	WWW.CBSCORPORATION.COM	N/A	0	NO
CBS INTERNAL GATEWAY	VIA KENEXA	WWW.CBSANDYOU.COM	N/A	2	NO
EMPLOYEE REFERRAL	N/A	N/A	N/A	4	NO
PSRBA-PUGET SOUND RADIO BROADCASTERS ASSOCIATION	LAURA RIEDER	PO BOX 9392, SEATTLE, WA 98109 LAURA@PSRBA.ORG	206-829-8418	0	NO
WSAB-WASHINGTON STATE ASSOCIATION OF BROADCASTER	CHAR MYERS	724 Columbia St NW, Ste 310, Olympia, WA 98501 www.wsajobbank@earthlink.net	360-705-0774	0	NO
WORK SOURCE THURSTON COUNTY	JEANNIE HOUSE	1570 Irving St SW, Tumwater, WA 98512 jhouse@worksourcethurston.org	360-704-3585	0	NO
YWCA-FAMILY VILLAGE	Carole Christianson	16601 NE 80 th St, Remond, WA 98052 cchristi@ywcaworks.org	425-556-1352	0	NO
CITY UNIVERSITY (CAREER PLANNING)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005 Erjan-rojas@city.edu	425-709-7607	0	NO
WESTERN WASHINGTON UNIVERSITY	VIA WEBSITE	WWU., Bellingham, WA 98225 Wwu-csm.symplicity.com	360-650-3240	0	NO
PACIFIC LUTHERAN UNIVERSITY	Joanne Lisosky	PLU, Tacoma, WA 98447 lisoskj@plu.edu	253-531-6900	0	NO
YOU MEGA CLASSIFIEDS	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 junko@jneinc.com	206-624-5777	0	NO
URBAN LEAGUE OF METROPOLITAN SEATTLE	Marilynn Harris	105 14 th Ave, Seattle, WA 98122 mharris@urbanleague.org	206-461-3792	0	NO
BATES TECHNICAL COLLEGE	Career Center	1101 Yakima Ave, Tacoma, WA 98405 msscott@bates.ctc.edu wkelly@bates.ctc.edu	253-680-7002	0	NO
UNIVERSITY OF SOUTHERN CALIFORNIA	MEGAN HUTAFF	3502 Watt Way ASC 154, Los Angeles, CA 90089 meganh@usc.edu	213-821-1514	0	NO
ART INSTITUTE OF SEATTLE	CAREER SERVICES	2323 ELLIOTT AVE, SEATTLE, WA 98121	800-275-2471	0	NO
Clover Park Technical College-Radio Broadcast Department	Harry Vi	4500 Steilacoom Blve SW, Lakewood, WA 98499	253-589-5678	0	NO

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
HIGHLINE COMMUNITY COLLEGE	Erik Tinglestad-Career Services Center	2400 S 240 th , Des Moines, WA 98198	206-878-3710	0	NO
ALL ACCESS	VIA WEBSITE	WWW.ALLACCESS.COM	N/A	0	NO
INDUSTRY REFERRAL	N/A	N/A	N/A	1	NO
INSIDE RADIO AD	GENE MCKAY	ADS@INSIDERADIO.COM	800-248-4242	0	NO
UNSOLICITED	CONTACTED SCOTT HERMAN	N/A	N/A	6	NO
CRAIG'S LIST	VIA WEBSITE	WWW.CRAIGSLIST.COM	N/A	0	NO

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5) Job Title: Digital Sales Associate

Referral Source(s) of Hiree: CBS Radio Website

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS RADIO WEBSITE	VIA KENEXA POSTING	WWW.CBSRADIO.COM	N/A	2	NO
CBS CAMPUS RECRUITING	VIA KENEXA POSTING	WWW.CBSCORPORATION.COM	N/A	0	NO
CBS CORPORATION	VIA KENEXA POSTING	WWW.CBSCORPORATION.COM	N/A	0	NO
CBS INTERNAL GATEWAY	VIA KENEXA	WWW.CBSANDYOU.COM	N/A	0	NO
EMPLOYEE REFERRAL	N/A	N/A	N/A	0	NO
PSRBA-PUGET SOUND RADIO BROADCASTERS ASSOCIATION	LAURA RIEDER	PO BOX 9392, SEATTLE, WA 98109 LAURA@PSRBA.ORG	206-829-8418	0	NO
WSAB-WASHINGTON STATE ASSOCIATION OF BROADCASTER	CHAR MYERS	724 Columbia St NW, Ste 310, Olympia, WA 98501 www.wsabjobbank@earthlink.net	360-705-0774	0	NO
WORK SOURCE THURSTON COUNTY	JEANNIE HOUSE	1570 Irving St SW, Tumwater, WA 98512 jhouse@worksourcethurston.org	360-704-3585	0	NO
YWCA-FAMILY VILLAGE	Carole Christianson	16601 NE 80 th St, Remond, WA 98052 cchristi@ywcaworks.org	425-556-1352	0	NO
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PACIFIC LUTHERAN UNIVERSITY	Joanne Lisosky	PLU, Tacoma, WA 98447 lisoskjm@plu.edu	253-531-6900	0	NO
YOU MEGA CLASSIFIEDS	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 junko@jneinc.com	206-624-5777	0	NO
URBAN LEAGUE OF METROPOLITAN SEATTLE	Marilynn Harris	105 14 th Ave, Seattle, WA 98122 mharris@urbanleague.org	206-461-3792	0	NO
BATES TECHNICAL COLLEGE	Career Center	1101 Yakima Ave, Tacoma, WA 98405 mScott@bates.ctc.edu wkelly@bates.ctc.edu	253-680-7002	0	NO
UNIVERSITY OF SOUTHERN CALIFORNIA	MEGAN HUTAFF	3502 Watt Way ASC 154, Los Angeles, CA 90089 meganh@usc.edu	213-821-1514	0	NO
ART INSTITUTE OF SEATTLE	CAREER SERVICES	2323 ELLIOTT AVE, SEATTLE, WA 98121	800-275-2471	0	NO
Clover Park Technical College-Radio Broadcast Department	Harry Vi	4500 Steilacoom Blve SW, Lakewood, WA 98499	253-589-5678	0	NO
HIGHLINE COMMUNITY COLLEGE	Erik Tinglestad-Career Services Center	2400 S 240 th , Des Moines, WA 98198	206-878-3710	0	NO

5) Job Title: KMPS/KZOK Programming Assistant

Referral Source(s) of Hiree: Internal Candidate

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CBS CAMPUS RECRUITING	VIA KENEXA POSTING	WWW.CBSCORPORATION.COM	N/A	0	NO
CBS CORPORATION	VIA KENEXA POSTING	WWW.CBSCORPORATION.COM	N/A	0	NO
CBS INTERNAL GATEWAY	VIA KENEXA	WWW.CBSANDYOU.COM	N/A	0	NO
EMPLOYEE REFERRAL	N/A	N/A	N/A	1	NO
INTERNAL CANDIDATE	HR	1000 Dexter Ave N Suite 100 Seattle, WA 98109	(206) 805-1000	4	NO
PSRBA-PUGET SOUND RADIO BROADCASTERS ASSOCIATION	LAURA RIEDER	PO BOX 9392, SEATTLE, WA 98109 LAURA@PSRBA.ORG	206-829-8418	0	NO
WSAB-WASHINGTON STATE ASSOCIATION OF BROADCASTER	CHAR MYERS	724 Columbia St NW, Ste 310, Olympia, WA 98501 www.wsabjobbank@earthlink.net	360-705-0774	0	NO
WORK SOURCE THURSTON COUNTY	JEANNIE HOUSE	1570 Irving St SW, Tumwater, WA 98512 jhouse@worksourcethurston.org	360-704-3585	0	NO
YWCA-FAMILY VILLAGE	Carole Christianson	16601 NE 80 th St, Remond, WA 98052 cchristi@ywcaworks.org	425-556-1352	0	NO
CITY UNIVERSITY (CAREER PLANNING)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005 Eryan-rojas@city.edu	425-709-7607	0	NO
WESTERN WASHINGTON UNIVERSITY	VIA WEBSITE	WWU., Bellingham, WA 98225 Wwu-csm.symplicity.com	360-650-3240	0	NO
PACIFIC LUTHERAN UNIVERSITY	Joanne Lisosky	PLU, Tacoma, WA 98447 lisoskjm@plu.edu	253-531-6900	0	NO
YOU MEGA CLASSIFIEDS	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 junko@jneinc.com	206-624-5777	0	NO
URBAN LEAGUE OF METROPOLITAN SEATTLE	Marilynn Harris	105 14 th Ave, Seattle, WA 98122 mharris@urbanleague.org	206-461-3792	0	NO
BATES TECHNICAL COLLEGE	Career Center	1101 Yakima Ave, Tacoma, WA 98405 mscott@bates.ctc.edu wkelly@bates.ctc.edu	253-680-7002	0	NO
UNIVERSITY OF SOUTHERN CALIFORNIA	MEGAN HUTAFF	3502 Watt Way ASC 154, Los Angeles, CA 90089 meganh@usc.edu	213-821-1514	0	NO
ART INSTITUTE OF SEATTLE	CAREER SERVICES	2323 ELLIOTT AVE, SEATTLE, WA 98121	800-275-2471	0	NO
Clover Park Technical College-Radio Broadcast Department	Harry Vi	4500 Steilacoom Blve SW, Lakewood, WA 98499	253-589-5678	0	NO
HIGHLINE COMMUNITY COLLEGE	Erik Tinglestad-Career Services Center	2400 S 240 th , Des Moines, WA 98198	206-878-3710	0	NO

**Stations KMPS-FM, KZOK-FM, KJAQ-FM, KPTK-AM
are Equal Opportunity Employers.**

5) Job Title: **KZOK Morning Show Talent**

Referral Source(s) of Hire: **Internal Candidate**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS RADIO WEBSITE	VIA KENEXA POSTING	WWW.CBSRADIO.COM	N/A	0	NO
CBS CAMPUS RECRUITING	VIA KENEXA POSTING	WWW.CBSCORPORATION.COM	N/A	0	NO
CBS CORPORATION	VIA KENEXA POSTING	WWW.CBSCORPORATION.COM	N/A	0	NO
CBS INTERNAL GATEWAY	VIA KENEXA	WWW.CBSANDYOU.COM	N/A	0	NO
INTERNAL CANDIDATE	HR	1000 Dexter Ave N Suite 100 Seattle, WA 98109	(206) 805-1000	2	NO
PSRBA-PUGET SOUND RADIO BROADCASTERS ASSOCIATION	LAURA RIEDER	PO BOX 9392, SEATTLE, WA 98109 LAURA@PSRBA.ORG	206-829-8418	0	NO
WSAB-WASHINGTON STATE ASSOCIATION OF BROADCASTER	CHAR MYERS	724 Columbia St NW, Ste 310, Olympia, WA 98501 www.wsabjobbank@earthlink.net	360-705-0774	0	NO
WORK SOURCE THURSTON COUNTY	JEANNIE HOUSE	1570 Irving St SW, Tumwater, WA 98512 jhouse@worksourcethurston.org	360-704-3585	0	NO
YWCA-FAMILY VILLAGE	Carole Christianson	16601 NE 80 th St, Remond, WA 98052 cchristi@ywcaworks.org	425-556-1352	0	NO
CITY UNIVERSITY (CAREER PLANNING)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005 Eryan-rojas@city.edu	425-709-7607	0	NO
WESTERN WASHINGTON UNIVERSITY	VIA WEBSITE	WWU,, Bellingham, WA 98225 Wwu-csm.symplicity.com	360-650-3240	0	NO
PACIFIC LUTHERAN UNIVERSITY	Joanne Lisosky	PLU, Tacoma, WA 98447 lisoskjm@plu.edu	253-531-6900	0	NO
YOU MEGA CLASSIFIEDS	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 junko@jneinc.com	206-624-5777	0	NO
URBAN LEAGUE OF METROPOLITAN SEATTLE	Marilynn Harris	105 14 th Ave, Seattle, WA 98122 mharris@urbanleague.org	206-461-3792	0	NO
BATES TECHNICAL COLLEGE	Career Center	1101 Yakima Ave, Tacoma, WA 98405 mscott@bates.ctc.edu wkelley@bates.ctc.edu	253-680-7002	0	NO
UNIVERSITY OF SOUTHERN CALIFORNIA	MEGAN HUTAFF	3502 Watt Way ASC 154, Los Angeles, CA 90089 meganh@usc.edu	213-821-1514	0	NO
ART INSTITUTE OF SEATTLE	CAREER SERVICES	2323 ELLIOTT AVE, SEATTLE, WA 98121	800-275-2471	0	NO
Clover Park Technical College-Radio Broadcast Department	Harry Vi	4500 Steilacoom Blve SW, Lakewood, WA 98499	253-589-5678	0	NO
HIGHLINE COMMUNITY COLLEGE	Erik Tinglestad-Career Services Center	2400 S 240 th , Des Moines, WA 98198	206-878-3710	0	NO

Stations KMPS-FM, KZOK-FM, KJAQ-FM, KPTK-AM are Equal Opportunity Employers.

5) Job Title: Digital Sales Manager

Referral Source(s) of Hire: CBS Radio Website

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS RADIO WEBSITE	VIA KENEXA POSTING	WWW.CBSRADIO.COM	N/A	5	NO
CBS CAMPUS RECRUITING	VIA KENEXA POSTING	WWW.CBSCORPORATION.COM	N/A	0	NO
CBS CORPORATION	VIA KENEXA POSTING	WWW.CBSCORPORATION.COM	N/A	0	NO
CBS INTERNAL GATEWAY	VIA KENEXA	WWW.CBSANDYOU.COM	N/A	0	NO
EMPLOYEE REFERRAL	N/A	N/A	N/A	2	NO
PSRBA-PUGET SOUND RADIO BROADCASTERS ASSOCIATION	LAURA RIEDER	PO BOX 9392, SEATTLE, WA 98109 LAURA@PSRBA.ORG	206-829-8418	0	NO
WSAB-WASHINGTON STATE ASSOCIATION OF BROADCASTER	CHAR MYERS	724 Columbia St NW, Ste 310, Olympia, WA 98501 www.wsajobbank@earthlink.net	360-705-0774	0	NO
WORK SOURCE THURSTON COUNTY	JEANNIE HOUSE	1570 Irving St SW, Tumwater, WA 98512 jhouse@worksourcethurston.org	360-704-3585	0	NO
YWCA-FAMILY VILLAGE	Carole Christianson	16601 NE 80 th St, Remond, WA 98052 cchristi@ywcaworks.org	425-556-1352	0	NO
CITY UNIVERSITY (CAREER PLANNING)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005 Eryan-rojas@city.edu	425-709-7607	0	NO
WESTERN WASHINGTON UNIVERSITY	VIA WEBSITE	WWU., Bellingham, WA 98225 Wwu-csm.symplicity.com	360-650-3240	0	NO
PACIFIC LUTHERAN UNIVERSITY	Joanne Lisosky	PLU, Tacoma, WA 98447 lisoskjm@plu.edu	253-531-6900	0	NO
YOU MEGA CLASSIFIEDS	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 junko@jineinc.com	206-624-5777	0	NO
URBAN LEAGUE OF METROPOLITAN SEATTLE	Marilynn Harris	105 14 th Ave, Seattle, WA 98122 mharris@urbanleague.org	206-461-3792	0	NO
BATES TECHNICAL COLLEGE	Career Center	1101 Yakima Ave, Tacoma, WA 98405 mscott@bates.ctc.edu wkelly@bates.ctc.edu	253-680-7002	0	NO
UNIVERSITY OF SOUTHERN CALIFORNIA	MEGAN HUTAFF	3502 Watt Way ASC 154, Los Angeles, CA 90089 meganh@usc.edu	213-821-1514	0	NO
ART INSTITUTE OF SEATTLE	CAREER SERVICES	2323 ELLIOTT AVE, SEATTLE, WA 98121	800-275-2471	0	NO
Clover Park Technical College-Radio Broadcast Department	Harry Vi	4500 Steilacoom Blve SW, Lakewood, WA 98499	253-589-5678	0	NO
HIGHLINE COMMUNITY COLLEGE	Erik Tinglestad-Career Services Center	2400 S 240 th , Des Moines, WA 98198	206-878-3710	0	NO

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5) Job Title¹: **KJAQ Sales Assistant**
KJAQ Sales Assistant

Referral Source(s) of Hiree: **Internal Candidate**
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)
CBS RADIO WEBSITE	VIA KENEXA POSTING	WWW.CBSRADIO.COM	N/A	0	NO
CBS CAMPUS RECRUITING	VIA KENEXA POSTING	WWW.CBSCORPORATION.COM	N/A	0	NO
CBS CORPORATION	VIA KENEXA POSTING	WWW.CBSCORPORATION.COM	N/A	0	NO
CBS INTERNAL GATEWAY	VIA KENEXA	WWW.CBSANDYOU.COM	N/A	0	NO
EMPLOYEE REFERRAL	N/A	N/A	N/A	3	NO
INTERNAL CANDIDATE	HR	1000 Dexter Ave N Suite 100 Seattle, WA 98109	(206) 805-1000	1	NO
PSRBA-PUGET SOUND RADIO BROADCASTERS ASSOCIATION	LAURA RIEDER	PO BOX 9392, SEATTLE, WA 98109 LAURA@PSRBA.ORG	206-829-8418	0	NO
WSAB-WASHINGTON STATE ASSOCIATION OF BROADCASTER	CHAR MYERS	724 Columbia St NW, Ste 310, Olympia, WA 98501 www.wsajobbank@earthlink.net	360-705-0774	0	NO
WORK SOURCE THURSTON COUNTY	JEANNIE HOUSE	1570 Irving St SW, Tumwater, WA 98512 jhouse@worksourcethurston.org	360-704-3585	0	NO
YWCA-FAMILY VILLAGE	Carole Christianson	16601 NE 80 th St, Remond, WA 98052 cchristi@ywcaworks.org	425-556-1352	0	NO
CITY UNIVERSITY (CAREER PLANNING)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005 Eryan-rojas@city.edu	425-709-7607	0	NO
WESTERN WASHINGTON UNIVERSITY	VIA WEBSITE	WWU., Bellingham, WA 98225 Wwu-csm.symplicity.com	360-650-3240	0	NO
PACIFIC LUTHERAN UNIVERSITY	Joanne Lisosky	PLU, Tacoma, WA 98447 lisoskjm@plu.edu	253-531-6900	0	NO
YOU MEGA CLASSIFIEDS	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 junko@jneinc.com	206-624-5777	0	NO
URBAN LEAGUE OF METROPOLITAN SEATTLE	Marilynn Harris	105 14 th Ave, Seattle, WA 98122 mharris@urbanleague.org	206-461-3792	0	NO
BATES TECHNICAL COLLEGE	Career Center	1101 Yakima Ave, Tacoma, WA 98405 msscott@bates.ctc.edu wkelley@bates.ctc.edu	253-680-7002	0	NO
UNIVERSITY OF SOUTHERN CALIFORNIA	MEGAN HUTAFF	3502 Watt Way ASC 154, Los Angeles, CA 90089 meganh@usc.edu	213-821-1514	0	NO
ART INSTITUTE OF SEATTLE	CAREER SERVICES	2323 ELLIOTT AVE, SEATTLE, WA 98121	800-275-2471	0	NO
Clover Park Technical College-Radio Broadcast Department	Harry Vi	4500 Steilacoom Blve SW, Lakewood, WA 98499	253-589-5678	0	NO
HIGHLINE COMMUNITY COLLEGE	Erik Tinglestad-Career Services Center	2400 S 240 th , Des Moines, WA 98198	206-878-3710	0	NO

¹ Vacancies 10 & 11 were filled using the same pool of interviewees.

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
INDEED.COM	N/A	N/A	N/A	1	NO

5) Job Title: KZOK Morning Show Producer

Referral Source(s) of Hire: Internal Candidate

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS RADIO WEBSITE	VIA KENEXA POSTING	WWW.CBSRADIO.COM	N/A	0	NO
CBS CAMPUS RECRUITING	VIA KENEXA POSTING	WWW.CBSCORPORATION.COM	N/A	0	NO
CBS CORPORATION	VIA KENEXA POSTING	WWW.CBSCORPORATION.COM	N/A	0	NO
CBS INTERNAL GATEWAY	VIA KENEXA	WWW.CBSANDYOU.COM	N/A	0	NO
EMPLOYEE REFERRAL	N/A	N/A	N/A	1	NO
INTERNAL CANDIDATE	HR	1000 Dexter Ave N Suite 100 Seattle, WA 98109	(206) 805-1000	3	NO
PSRBA-PUGET SOUND RADIO BROADCASTERS ASSOCIATION	LAURA RIEDER	PO BOX 9392, SEATTLE, WA 98109 LAURA@PSRBA.ORG	206-829-8418	0	NO
WSAB-WASHINGTON STATE ASSOCIATION OF BROADCASTER	CHAR MYERS	724 Columbia St NW, Ste 310, Olympia, WA 98501 www.wsajobbank@earthlink.net	360-705-0774	0	NO
WORK SOURCE THURSTON COUNTY	JEANNIE HOUSE	1570 Irving St SW, Tumwater, WA 98512 jhouse@worksourcethurston.org	360-704-3585	0	NO
YWCA-FAMILY VILLAGE	Carole Christianson	16601 NE 80 th St, Remond, WA 98052 cchristi@ywcaworks.org	425-556-1352	0	NO
CITY UNIVERSITY (CAREER PLANNING)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005 Eryan-rojas@city.edu	425-709-7607	0	NO
WESTERN WASHINGTON UNIVERSITY	VIA WEBSITE	WWU., Bellingham, WA 98225 Wwu-csm.symplicity.com	360-650-3240	0	NO
PACIFIC LUTHERAN UNIVERSITY	Joanne Lisosky	PLU, Tacoma, WA 98447 lisoskjm@plu.edu	253-531-6900	0	NO
YOU MEGA CLASSIFIEDS	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 junko@jneinc.com	206-624-5777	0	NO
URBAN LEAGUE OF METROPOLITAN SEATTLE	Marilynn Harris	105 14 th Ave, Seattle, WA 98122 mharris@urbanleague.org	206-461-3792	0	NO
BATES TECHNICAL COLLEGE	Career Center	1101 Yakima Ave, Tacoma, WA 98405 mescott@bates.ctc.edu wkelly@bates.ctc.edu	253-680-7002	0	NO
UNIVERSITY OF SOUTHERN CALIFORNIA	MEGAN HUTAFF	3502 Watt Way ASC 154, Los Angeles, CA 90089 meganh@usc.edu	213-821-1514	0	NO

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
ART INSTITUTE OF SEATTLE	CAREER SERVICES	2323 ELLIOTT AVE, SEATTLE, WA 98121	800-275-2471	0	NO
Clover Park Technical College-Radio Broadcast Department	Harry Vi	4500 Steilacoom Blve SW, Lakewood, WA 98499	253-589-5678	0	NO
HIGHLINE COMMUNITY COLLEGE	Erik Tinglestad-Career Services Center	2400 S 240 th , Des Moines, WA 98198	206-878-3710	0	NO

5) Job Title: KMPS General Sales Manager 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)
CBS RADIO WEBSITE	VIA KENEXA POSTING	WWW.CBSRADIO.COM	N/A	0	NO
CBS CAMPUS RECRUITING	VIA KENEXA POSTING	WWW.CBSCORPORATION.COM	N/A	0	NO
CBS CORPORATION	VIA KENEXA POSTING	WWW.CBSCORPORATION.COM	N/A	0	NO
CBS INTERNAL GATEWAY	VIA KENEXA	WWW.CBSANDYOU.COM	N/A	0	NO
EMPLOYEE REFERRAL	N/A	N/A	N/A	1	NO
INTERNAL CANDIDATE	HR	1000 Dexter Ave N Suite 100 Seattle, WA 98109	(206) 805-1000	1	NO
PSRBA-PUGET SOUND RADIO BROADCASTERS ASSOCIATION	LAURA RIEDER	PO BOX 9392, SEATTLE, WA 98109 LAURA@PSRBA.ORG	206-829-8418	0	NO
WSAB-WASHINGTON STATE ASSOCIATION OF BROADCASTER	CHAR MYERS	724 Columbia St NW, Ste 310, Olympia, WA 98501 www.wsabjobbank@earthlink.net	360-705-0774	0	NO
WORK SOURCE THURSTON COUNTY	JEANNIE HOUSE	1570 Irving St SW, Tumwater, WA 98512 jhouse@worksourcethurston.org	360-704-3585	0	NO
YWCA-FAMILY VILLAGE	Carole Christianson	16601 NE 80 th St, Remond, WA 98052 cchristi@ywcaworks.org	425-556-1352	0	NO
CITY UNIVERSITY (CAREER PLANNING)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005 Eryan-rojas@city.edu	425-709-7607	0	NO
WESTERN WASHINGTON UNIVERSITY	VIA WEBSITE	WWU., Bellingham, WA 98225 Wwu-csm.symplicity.com	360-650-3240	0	NO
PACIFIC LUTHERAN UNIVERSITY	Joanne Lisosky	PLU, Tacoma, WA 98447 lisoskj@plu.edu	253-531-6900	0	NO
YOU MEGA CLASSIFIEDS	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 junko@jeinc.com	206-624-5777	0	NO

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
URBAN LEAGUE OF METROPOLITAN SEATTLE	Marilynn Harris	105 14 th Ave, Seattle, WA 98122 mharris@urbanleague.org	206-461-3792	0	NO
BATES TECHNICAL COLLEGE	Career Center	1101 Yakima Ave, Tacoma, WA 98405 mccott@bates.ctc.edu wkelly@bates.ctc.edu	253-680-7002	0	NO
UNIVERSITY OF SOUTHERN CALIFORNIA	MEGAN HUTAFF	3502 Watt Way ASC 154, Los Angeles, CA 90089 meganh@usc.edu	213-821-1514	0	NO
ART INSTITUTE OF SEATTLE	CAREER SERVICES	2323 ELLIOTT AVE, SEATTLE, WA 98121	800-275-2471	0	NO
Clover Park Technical College-Radio Broadcast Department	Harry Vi	4500 Steilacoom Blve SW, Lakewood, WA 98499	253-589-5678	0	NO
HIGHLINE COMMUNITY COLLEGE	Erik Tinglestad-Career Services Center	2400 S 240 th , Des Moines, WA 98198	206-878-3710	0	NO

5) **Job Title:** **KMPS Account Executive²** **Referral Source(s) of Hire:** **CBS Radio Website**
KMPS Account Executive **Industry Referral**
KMPS Account Executive **CBS Radio Website**
KMPS Account Executive **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)
CBS RADIO WEBSITE	VIA KENEXA POSTING	WWW.CBSRADIO.COM	N/A	2	NO
CBS CAMPUS RECRUITING	VIA KENEXA POSTING	WWW.CBSCORPORATION.COM	N/A	0	NO
CBS CORPORATION	VIA KENEXA POSTING	WWW.CBSCORPORATION.COM	N/A	0	NO
CBS INTERNAL GATEWAY	VIA KENEXA	WWW.CBSANDYOU.COM	N/A	0	NO
EMPLOYEE REFERRAL	N/A	N/A	N/A	12	NO
PSRBA-PUGET SOUND RADIO BROADCASTERS ASSOCIATION	LAURA RIEDER	PO BOX 9392, SEATTLE, WA 98109 LAURA@PSRBA.ORG	206-829-8418	0	NO
WSAB-WASHINGTON STATE ASSOCIATION OF BROADCASTER	CHAR MYERS	724 Columbia St NW, Ste 310, Olympia, WA 98501 www.wsajobbank@earthlink.net	360-705-0774	0	NO
WORK SOURCE THURSTON COUNTY	JEANNIE HOUSE	1570 Irving St SW, Tumwater, WA 98512 jhouse@worksourcethurston.org	360-704-3585	0	NO

² Vacancies 14, 15, 16, & 17 were filled using the same pool of interviewees.

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
YWCA-FAMILY VILLAGE	Carole Christianson	16601 NE 80 th St, Remond, WA 98052 cchristi@ywcaworks.org	425-556-1352	0	NO
CITY UNIVERSITY (CAREER PLANNING)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005 Eryan-rojas@city.edu	425-709-7607	0	NO
WESTERN WASHINGTON UNIVERSITY	VIA WEBSITE	WWU., Bellingham, WA 98225 Wwu-csm.symplicity.com	360-650-3240	0	NO
PACIFIC LUTHERAN UNIVERSITY	Joanne Lisosky	PLU, Tacoma, WA 98447 lisoskj@plu.edu	253-531-6900	0	NO
YOU MEGA CLASSIFIEDS	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 junko@jneinc.com	206-624-5777	0	NO
URBAN LEAGUE OF METROPOLITAN SEATTLE	Marilynn Harris	105 14 th Ave, Seattle, WA 98122 mharris@urbanleague.org	206-461-3792	0	NO
BATES TECHNICAL COLLEGE	Career Center	1101 Yakima Ave, Tacoma, WA 98405 mccott@bates.ctc.edu wkelly@bates.ctc.edu	253-680-7002	0	NO
UNIVERSITY OF SOUTHERN CALIFORNIA	MEGAN HUTAFF	3502 Watt Way ASC 154, Los Angeles, CA 90089 meganh@usc.edu	213-821-1514	0	NO
ART INSTITUTE OF SEATTLE	CAREER SERVICES	2323 ELLIOTT AVE, SEATTLE, WA 98121	800-275-2471	0	NO
Clover Park Technical College-Radio Broadcast Department	Harry Vi	4500 Steilacoom Blve SW, Lakewood, WA 98499	253-589-5678	0	NO
HIGHLINE COMMUNITY COLLEGE	Erik Tinglestad-Career Services Center	2400 S 240 th , Des Moines, WA 98198	206-878-3710	0	NO
INDUSTRY REFERRAL	N/A	N/A	N/A	2	NO

**Stations KMPS-FM, KZOK-FM, KJAQ-FM, KPTK-AM
are Equal Opportunity Employers.**

5) Job Title: **KJAQ Account Executive³** Referral Source(s) of Hire: **Employee Referral**

KJAQ Account Executive **Employee Referral**

KJAQ Account Executive **Employee Referral**

KJAQ Account Executive **Employee Referral**

KJAQ Account Executive **CBS Radio Website**

KJAQ Account Executive **CBS Radio Website**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS RADIO WEBSITE	VIA KENEXA POSTING	WWW.CBSRADIO.COM	N/A	2	NO
CBS CAMPUS RECRUITING	VIA KENEXA POSTING	WWW.CBSCORPORATION.COM	N/A	0	NO
CBS CORPORATION	VIA KENEXA POSTING	WWW.CBSCORPORATION.COM	N/A	0	NO
CBS INTERNAL GATEWAY	VIA KENEXA	WWW.CBSANDYOU.COM	N/A	0	NO
EMPLOYEE REFERRAL	N/A	N/A	N/A	21	NO
PSRBA-PUGET SOUND RADIO BROADCASTERS ASSOCIATION	LAURA RIEDER	PO BOX 9392, SEATTLE, WA 98109 LAURA@PSRBA.ORG	206-829-8418	0	NO
WSAB-WASHINGTON STATE ASSOCIATION OF BROADCASTER	CHAR MYERS	724 Columbia St NW, Ste 310, Olympia, WA 98501 www.wsabjobbank@earthlink.net	360-705-0774	0	NO
WORK SOURCE THURSTON COUNTY	JEANNIE HOUSE	1570 Irving St SW, Tumwater, WA 98512 jhouse@worksourcethurston.org	360-704-3585	0	NO
YWCA-FAMILY VILLAGE	Carole Christianson	16601 NE 80 th St, Remond, WA 98052 cchristi@ywcaworks.org	425-556-1352	0	NO
CITY UNIVERSITY (CAREER PLANNING)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005 Erjan-rojas@city.edu	425-709-7607	0	NO
WESTERN WASHINGTON UNIVERSITY	VIA WEBSITE	WWU., Bellingham, WA 98225 Wwu-csm.symplicity.com	360-650-3240	0	NO
PACIFIC LUTHERAN UNIVERSITY	Joanne Lisosky	PLU, Tacoma, WA 98447 lisoskjm@plu.edu	253-531-6900	0	NO
YOU MEGA CLASSIFIEDS	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 junko@jneinc.com	206-624-5777	0	NO
URBAN LEAGUE OF METROPOLITAN SEATTLE	Marilynn Harris	105 14 th Ave, Seattle, WA 98122 mharris@urbanleague.org	206-461-3792	0	NO
BATES TECHNICAL COLLEGE	Career Center	1101 Yakima Ave, Tacoma, WA 98405 mccott@bates.ctc.edu wkelly@bates.ctc.edu	253-680-7002	0	NO

³ Vacancies 18, 19, 20, 21, 22 & 23 were filled using the same pool of interviewees.

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
UNIVERSITY OF SOUTHERN CALIFORNIA	MEGAN HUTAFF	3502 Watt Way ASC 154, Los Angeles, CA 90089 meganh@usc.edu	213-821-1514	0	NO
ART INSTITUTE OF SEATTLE	CAREER SERVICES	2323 ELLIOTT AVE, SEATTLE, WA 98121	800-275-2471	0	NO
Clover Park Technical College-Radio Broadcast Department	Harry Vi	4500 Steilacoom Blve SW, Lakewood, WA 98499	253-589-5678	0	NO
HIGHLINE COMMUNITY COLLEGE	Erik Tinglestad-Career Services Center	2400 S 240 th , Des Moines, WA 98198	206-878-3710	0	NO

5) Job Title: **KZOK Account Executive⁴** Referral Source(s) of Hire: **Employee Referral**
KZOK Account Executive **Employee Referral**
KZOK Account Executive **Employee Referral**
KZOK Account Executive **Employee Referral**
KZOK Account Executive **Employee Referral**
KZOK Account Executive **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)
CBS RADIO WEBSITE	VIA KENEXA POSTING	WWW.CBSRADIO.COM	N/A	0	NO
CBS CAMPUS RECRUITING	VIA KENEXA POSTING	WWW.CBSCORPORATION.COM	N/A	0	NO
CBS CORPORATION	VIA KENEXA POSTING	WWW.CBSCORPORATION.COM	N/A	0	NO
CBS INTERNAL GATEWAY	VIA KENEXA	WWW.CBSANDYOU.COM	N/A	0	NO
EMPLOYEE REFERRAL	N/A	N/A	N/A	13	NO
PSRBA-PUGET SOUND RADIO BROADCASTERS ASSOCIATION	LAURA RIEDER	PO BOX 9392, SEATTLE, WA 98109 LAURA@PSRBA.ORG	206-829-8418	0	NO
WSAB-WASHINGTON STATE ASSOCIATION OF BROADCASTER	CHAR MYERS	724 Columbia St NW, Ste 310, Olympia, WA 98501 www.wsabjobbank@earthlink.net	360-705-0774	0	NO
WORK SOURCE THURSTON COUNTY	JEANNIE HOUSE	1570 Irving St SW, Tumwater, WA 98512 jhouse@worksourcethurston.org	360-704-3585	0	NO
YWCA-FAMILY VILLAGE	Carole Christianson	16601 NE 80 th St, Remond, WA 98052 cchristi@ywcaworks.org	425-556-1352	0	NO

⁴ Vacancies 24, 25, 26, 27, 28, & 29 were filled using the same pool of interviewees.

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CITY UNIVERSITY (CAREER PLANNING)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005 Eryan-rojas@city.edu	425-709-7607	0	NO
WESTERN WASHINGTON UNIVERSITY	VIA WEBSITE	WWU., Bellingham, WA 98225 Wwu-csm.symplicity.com	360-650-3240	0	NO
PACIFIC LUTHERAN UNIVERSITY	Joanne Lisosky	PLU, Tacoma, WA 98447 lisoskjm@plu.edu	253-531-6900	0	NO
YOU MEGA CLASSIFIEDS	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 junko@jneinc.com	206-624-5777	0	NO
URBAN LEAGUE OF METROPOLITAN SEATTLE	Marilynn Harris	105 14 th Ave, Seattle, WA 98122 mharris@urbanleague.org	206-461-3792	0	NO
BATES TECHNICAL COLLEGE	Career Center	1101 Yakima Ave, Tacoma, WA 98405 mscott@bates.ctc.edu wkelley@bates.ctc.edu	253-680-7002	0	NO
UNIVERSITY OF SOUTHERN CALIFORNIA	MEGAN HUTAFF	3502 Watt Way ASC 154, Los Angeles, CA 90089 meganh@usc.edu	213-821-1514	0	NO
ART INSTITUTE OF SEATTLE	CAREER SERVICES	2323 ELLIOTT AVE, SEATTLE, WA 98121	800-275-2471	0	NO
Clover Park Technical College-Radio Broadcast Department	Harry Vi	4500 Steilacoom Blve SW, Lakewood, WA 98499	253-589-5678	0	NO
HIGHLINE COMMUNITY COLLEGE	Erik Tinglestad-Career Services Center	2400 S 240 th , Des Moines, WA 98198	206-878-3710	0	NO

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6) **Total # of Interviewees Referred:** For the period from September 22, 2010, through September 21, 2011, this Employment Unit interviewed one hundred sixteen (116) interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

1. Participation in Job Fairs

October 5, 2010 PSRBA (Puget Sound Radio Broadcasters Association) Seattle, WA. The Employment Unit Director of Sales, Local Sales Manager, General Sales Manager, and Program Director, each of whom has responsibility in making hiring decisions, attended the Expo.

April 13, 2011 Green River Community College Employment Expo, Auburn, WA. The Employment Unit Program Director and Director of Online Content, each of whom has responsibility in making hiring decisions, attended the Expo.

April 14, 2011 University of Washington Spring Career Fair, Seattle, WA. The Employment Unit Program Director and Local Sales Manager, each of whom has responsibility in making hiring decisions, attended the Expo.

2. Participation in Events Sponsored by Groups Interested in Broadcast Employment Issues

On an ongoing basis, the Employment Unit offers station tours for those interested in the broadcasting industry. During the reporting period, the Employment Unit conducted three (3) station tours. The tours were given to elementary school students and a local Boy Scout troop.

3. Participation in Career Events Sponsored by Educational Institutions

March 2011, Green River Community College: An Employment Unit Account Executive spoke to students during a class about careers in radio broadcasting.

May 11, 2011 Rainier High School: The Employment Unit Morning Show on-air personality and Evening Show on-air personality spoke to students during a class about careers in radio broadcasting.

On an ongoing basis, the Employment Unit offers job shadowing opportunities to high school and college students interested in careers in broadcasting. During the reporting period, the Employment Unit had two (2) students from the University of Washington Business School Sales Program participate in job shadows.

4. Internship Program

The Employment Unit has an ongoing internship program in our National Sales, Promotions, Programming, Sales, and Web/Digital Departments. During the reporting period the Employment Unit had a total of seventeen (17) interns.

- National Sales Department, One (1) Intern: Intern duties included attending sales & promotion meetings for all stations, daily tasks, writing up recaps and airchecks for clients, and attending station events.
- Web/Digital Department, One (1) Intern: Intern created blog posts, 10 top lists, “Where Are They Now” series, and attend station events to take photos for station’s website.

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- Promotion Department, Seven (7) Interns: Intern duties included keeping databases updated, attending station events, preparing prizes for contest winners and filing winner sheets, daily tasks, and responding to listener emails.
- Programming Department, Four (4) Morning Show Interns: Intern duties included assisting in the studio during morning show, daily tasks, and responding to listener emails.
- Programming Department, Four (4) Evening Show Interns: Intern duties included assisting in the studio during evening show, daily tasks, and responding to listener emails.

5. Participate in General Outreach Efforts Using Job Banks or Internet Programs

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. Listeners to the stations are regularly directed to visit CBSRadio.com to view all available job opportunities with CBS Radio Seattle.

6. CBS Radio Management-Level Training

The Employment Unit's management-level personnel, including but not limited to SVP/Market Manager, Controller, KMPS Program Director, KZOK/KJAQ/KPTK Program Director, KMPS GSM, KZOK GSM, Digital Sales Manager, and NTR Director, received training on methods of ensuring equal employment opportunity and preventing discrimination. Training was provided on 9/16/2011.

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