

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: May 23, 2015 – May 22, 2016.

1) Employment Unit: CBS Radio – Baltimore, Maryland

- 2) Unit Members (Stations and Communities of License)** **WJZ(AM), Baltimore, MD**
WJZ-FM, Catonsville, MD
WLIF(FM), Baltimore, MD
WWMX(FM), Baltimore, MD

3) EEO Contact Information for Employment Unit:

Mailing Address: CBS Radio/Baltimore 1423 Clarkview Road Suite 100 Baltimore, MD 21209	Telephone Number: 410-825-1000
	Contact Person/Title: Ann Peters, Operations Manager/EEO Coordinator
	E-mail Address: ann.peters@cbsradio.com

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

	Job Title	Recruitment Source Referring Hiree
(1)	Account Service Manager [*]	CBSRadio.com
(2)	Account Executive [†]	CBSRadio.com
(3)	Account Service Manager [*]	Indeed
(4)	Sports Sales Account Executive [‡]	CBSRadio.com
(5)	Account Executive [†]	Industry Referral
(6)	Sports Sales Account Executive [‡]	Industry Referral
(7)	Digital Sales Specialist	Industry Referral
(8)	Sports Sales Account Executive [‡]	Industry Referral
(9)	Account Executive [§]	CBSRadio.com
(10)	Account Executive [§]	Industry Referral
(11)	Account Executive [§]	CBSRadio.com
(12)	Account Executive [§]	Industry Referral
(13)	Account Executive [§]	Industry Referral

^{*} Vacancies 1 and 3 were filled from the same pool of interviewees.

[†] Vacancies 2 and 5 were filled from the same pool of interviewees.

[‡] Vacancies 4, 6, and 8 were filled from the same pool of interviewees.

[§] Vacancies 9-16 were filled from the same pool of interviewees.

Stations WJZ(AM), WJZ-FM, WLIF(FM), and WWMX(FM) are Equal Opportunity Employers.

Job Title	Recruitment Source Referring Hiree
(14) Account Executive [§]	Indeed
(15) Account Executive [§]	CBSRadio.com
(16) Account Executive [§]	CBSRadio.com

**5) Job Title: Account Services Manager Referral Source(s) of Hiree: CBSRadio.com (1)
(1, 3) Indeed (3)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	EEO Coordinator	www.cbsradio.com/careers	410-825-1065	15	No
AllAccess	n/a	28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265 www.allaccess.com	310-457-6616		No
Bowie State University	Career Services Department	14000 Jericho Park Road Bowie, MD 20715	301-464-6570		No
Community College of Baltimore County Catonsville/Dundalk/Essex	n/a	collegcentral.com/ccbc	n/a		No
College of Notre Dame	Brynn Career Center	4701 North Charles Street, Baltimore, Maryland 21210	410-435-0100		No
Goucher College	Raquel Cosden Employment Relations Coordinator	1021 Dulaney Valley Road, Baltimore, Maryland 21204	410-337-6000		No
Howard County Community College	HCC Job Connection	10901 Little Patuxant Parkway, Columbia, Maryland 21044	410-772-4450		No
Indeed.com	n/a	www.indeed.com	n/a	2	No
Internal Job Postings	EEO Coordinator	1423 Clarkview Road, Suite 100, Baltimore, MD 21209	410-825-1000		No
Jewish Vocational Services	Tova Jaffee	1515 Reisterstown Rd Baltimore, Md 21208	Info@jcsbaltimore.org		No
Loyola College	n/a	4501 North Charles Street, Baltimore, Maryland 21210 www.loyola.edu	410-617-2000		No
Maryland Workforce Exchange	n/a	500 N. Calvert Street, #401 Baltimore, MD 21202 MWEJobs.maryland.gov	410-230-6001		No
Maryland Works Inc.	Jay Stewart	10270 Old Columbia Rd Suite 100 Baltimore, Maryland	410-551-3130		No
MD/DC/DE Broadcasters Association	Chip Weinman Job Bank	106 Old Court Road Baltimore, Maryland 21208 http://associationdatabase.com/aws/MD/DC	410-385-0224		No
Morgan State University	William M Carson	1700 E. Cold Spring Lane, Montebello Complex C Wing, Rm 224, Baltimore, Maryland 21251	410-319-8506		No
National Association for the Advancement of Colored People of Baltimore County	Trish Pinchinat	4805 MT Hope Drive Baltimore, MD 21215	Tpinchinat@naacpnet.org		No
Pennsylvania Association Of Broadcasters	n/a	8501 Paxton Street Hummels Town, PA 17036	717-482-4820		No

* In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. The Employment Unit uses recruitment software that distributed notice to the sources listed on Attachment A as well as indeed.com. Note that this list may change from time to time.

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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)
Sheffield Institute for the Recording Arts	Josh Scarff	13816 Sunnybrook Rd, Phoenix, MD 21131	410-628-7260		No
Stevenson University	n/a	Stevenson Career Connections Wooded Way 100 Campus Circle Owings Mills, MD 21117 Stevenson.-csm.smplicity.com	443-352-4477		No
Towson University	n/a	7800 York Road, Suite 206 Towson, Maryland 21252www.myinterfase.com/towson	410-704-2730		No
University of Maryland	n/a	2101 Van Munching Hall College Park, MD 20742-4302Careers4Terps umd-csm.smplicity.com	301-405-4845		No
University of Maryland-Baltimore County	Diane Crump Fogle	1000 Hilltop Circle Math/Psychology, Room 204 Baltimore, MD 21250	410-455-3907		No

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5) Job Title: Account Executive (2, 5)

Referral Source(s) of Hiree: CBSRadio.com (2)
Industry Referral (5)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	EEO Coordinator	www.cbsradio.com/careers	410-825-1065	3	No
AllAccess	n/a	28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265 www.allaccess.com	310-457-6616		No
Bowie State University	Career Services Department	14000 Jericho Park Road Bowie, MD 20715	301-464-6570		No
Community College of Baltimore County Catonsville/Dundalk/Essex	n/a	collegcentral.com/ccbc	n/a		No
College of Notre Dame	Brynn Career Center	4701 North Charles Street, Baltimore, Maryland 21210	410-435-0100		No
Goucher College	Raquel Cosden Employment Relations Coordinator	1021 Dulaney Valley Road, Baltimore, Maryland 21204	410-337-6000		No
Howard County Community College	HCC Job Connection	10901 Little Patuxant Parkway, Columbia, Maryland 21044	410-772-4450		No
Industry Referral	EEO Coordinator	1423 Clarkview Road, Suite 100 Baltimore, MD 21209	410-825-1000	3	No
Indeed.com	n/a	www.indeed.com	n/a	12	No
Internal Job Postings	EEO Coordinator	1423 Clarkview Road, Suite 100, Baltimore, MD 21209	410-825-1000		No
Jewish Vocational Services	Tova Jaffee	1515 Reisterstown Rd Baltimore, Md 21208	Info@jcsbaltimore.org		No
LinkedIn.com	n/a	www.linkedin.com	n/a	2	No
Loyola College	n/a	4501 North Charles Street, Baltimore, Maryland 21210 www.loyola.edu	410-617-2000		No
Maryland Workforce Exchange	n/a	500 N. Calvert Street, #401 Baltimore, MD 21202 MWEJobs.maryland.gov	410-230-6001		No
Maryland Works Inc.	Jay Stewart	10270 Old Columbia Rd Suite 100 Baltimore, Maryland	410-551-3130		No
MD/DC/DE Broadcasters Association	Chip Weinman Job Bank	106 Old Court Road Baltimore, Maryland 21208 http://associationdatabase.com/aws/MDCD	410-385-0224		No
Morgan State University	William M Carson	1700 E. Cold Spring Lane, Montebello Complex C Wing, Rm 224, Baltimore, Maryland 21251	410-319-8506		No
National Association for the Advancement of Colored People of Baltimore County	Trish Pinchinat	4805 MT Hope Drive Baltimore, MD 21215	Tpinchinat@naacpnet.org		No
Pennsylvania Association Of Broadcasters	n/a	8501 Paxton Street Hummels Town, PA 17036	717-482-4820		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)
Sheffield Institute for the Recording Arts	Josh Scarff	13816 Sunnybrook Rd, Phoenix, MD 21131	410-628-7260		No
Stevenson University	n/a	Stevenson Career Connections Wooded Way 100 Campus Circle Owings Mills, MD 21117 Stevenson.-csm.smplicity.com	443-352-4477		No
Towson University	n/a	7800 York Road, Suite 206 Towson, Maryland 21252 www.myinterfase.com/towson	410-704-2730		No
University of Maryland	n/a	2101 Van Munching Hall College Park, MD 20742-4302 Careers4Terps umd-csm.smplicity.com	301-405-4845		No
University of Maryland-Baltimore County	Diane Crump Fogle	1000 Hilltop Circle Math/Psychology, Room 204 Baltimore, MD 21250	410-455-3907		No

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5) Job Title: Sports Sales Account Executive (4, 6, 8)

**Referral Source(s) of Hiree: CBSRadio.com (4)
Industry Referral (6)
Industry Referral (8)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	EEO Coordinator	www.cbsradio.com/careers	410-825-1065	1	No
AllAccess	n/a	28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265 www.allaccess.com	310-457-6616		No
Bowie State University	Career Services Department	14000 Jericho Park Road Bowie, MD 20715	301-464-6570		No
Community College of Baltimore County Catonsville/Dundalk/Essex	n/a	collegcentral.com/ccbc	n/a		No
College of Notre Dame	Brynn Career Center	4701 North Charles Street, Baltimore, Maryland 21210	410-435-0100		No
Goucher College	Raquel Cosden Employment Relations Coordinator	1021 Dulaney Valley Road, Baltimore, Maryland 21204	410-337-6000		No
Howard County Community College	HCC Job Connection	10901 Little Patuxant Parkway, Columbia, Maryland 21044	410-772-4450		No
Indeed.com	n/a	www.indeed.com	n/a	5	No
Industry Referral	EEO Coordinator	1423 Clarkview Road, Suite 100 Baltimore, MD 21209	410-825-1000	2	No
Internal Job Postings	EEO Coordinator	1423 Clarkview Road, Suite 100, Baltimore, MD 21209	410-825-1000	1	No
Jewish Vocational Services	Tova Jaffee	1515 Reisterstown Rd Baltimore, Md 21208	Info@jcsbaltimore.org		No
Loyola College	n/a	4501 North Charles Street, Baltimore, Maryland 21210 www.loyola.edu	410-617-2000		No
Maryland Workforce Exchange	n/a	500 N. Calvert Street, #401 Baltimore, MD 21202 MWEJobs.maryland.gov	410-230-6001		No
Maryland Works Inc.	Jay Stewart	10270 Old Columbia Rd Suite 100 Baltimore, Maryland	410-551-3130		No
MD/DC/DE Broadcasters Association	Chip Weinman Job Bank	106 Old Court Road Baltimore, Maryland 21208 http://associationdatabase.com/aws/MDCD	410-385-0224		No
Morgan State University	William M Carson	1700 E. Cold Spring Lane, Montebello Complex C Wing, Rm 224, Baltimore, Maryland 21251	410-319-8506		No
National Association for the Advancement of Colored People of Baltimore County	Trish Pinchinat	4805 MT Hope Drive Baltimore, MD 21215	Tpinchinat@naacpnet.org		No
Pennsylvania Association Of Broadcasters	n/a	8501 Paxton Street Hummels Town, PA 17036	717-482-4820		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)
Sheffield Institute for the Recording Arts	Josh Scarff	13816 Sunnybrook Rd, Phoenix, MD 21131	410-628-7260		No
Stevenson University	n/a	Stevenson Career Connections Wooded Way 100 Campus Circle Owings Mills, MD 21117 Stevenson.-csm.smplicity.com	443-352-4477		No
Towson University	n/a	7800 York Road, Suite 206 Towson, Maryland 21252 www.myinterfase.com/towson	410-704-2730		No
University of Maryland	n/a	2101 Van Munching Hall College Park, MD 20742-4302 Careers4Terps umd-csm.smplicity.com	301-405-4845		No
University of Maryland-Baltimore County	Diane Crump Fogle	1000 Hilltop Circle Math/Psychology, Room 204 Baltimore, MD 21250	410-455-3907		No

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5) Job Title: Digital Sales Specialist (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)
CBSRadio.com	EEO Coordinator	www.cbsradio.com/careers	410-825-1065	2	No
AllAccess	n/a	28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265 www.allaccess.com	310-457-6616		No
Bowie State University	Career Services Department	14000 Jericho Park Road Bowie, MD 20715	301-464-6570		No
Community College of Baltimore County Catonsville/Dundalk/Essex	n/a	collegcentral.com/ccbc	n/a		No
College of Notre Dame	Brynn Career Center	4701 North Charles Street, Baltimore, Maryland 21210	410-435-0100		No
Goucher College	Raquel Cosden Employment Relations Coordinator	1021 Dulaney Valley Road, Baltimore, Maryland 21204	410-337-6000		No
Howard County Community College	HCC Job Connection	10901 Little Patuxant Parkway, Columbia, Maryland 21044	410-772-4450		No
Indeed.com	n/a	www.indeed.com	n/a	8	No
Industry Referral	EEO Coordinator	1423 Clarkview Road, Suite 100 Baltimore, MD 21209	410-825-1000	2	No
Internal Job Postings	EEO Coordinator	1423 Clarkview Road, Suite 100, Baltimore, MD 21209	410-825-1000		No
Jewish Vocational Services	Tova Jaffee	1515 Reisterstown Rd Baltimore, Md 21208	Info@jcsbaltimore.org		No
Loyola College	n/a	4501 North Charles Street, Baltimore, Maryland 21210 www.loyola.edu	410-617-2000		No
Maryland Workforce Exchange	n/a	500 N. Calvert Street, #401 Baltimore, MD 21202 MWEJobs.maryland.gov	410-230-6001		No
Maryland Works Inc.	Jay Stewart	10270 Old Columbia Rd Suite 100 Baltimore, Maryland	410-551-3130		No
MD/DC/DE Broadcasters Association	Chip Weinman Job Bank	106 Old Court Road Baltimore, Maryland 21208 http://associationdatabase.com/aws/MDCD	410-385-0224		No
Morgan State University	William M Carson	1700 E. Cold Spring Lane, Montebello Complex C Wing, Rm 224, Baltimore, Maryland 21251	410-319-8506		No
National Association for the Advancement of Colored People of Baltimore County	Trish Pinchinat	4805 MT Hope Drive Baltimore, MD 21215	Tpinchinat@naacpnet.org		No
Pennsylvania Association Of Broadcasters	n/a	8501 Paxton Street Hummels Town, PA 17036	717-482-4820		No
Sheffield Institute for the Recording Arts	Josh Scarff	13816 Sunnybrook Rd, Phoenix, MD 21131	410-628-7260		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)
Stevenson University	n/a	Stevenson Career Connections Wooded Way 100 Campus Circle Owings Mills, MD 21117 Stevenson.-csm.smplicity.com	443-352-4477		No
Towson University	n/a	7800 York Road, Suite 206 Towson, Maryland 21252 www.myinterfase.com/towson	410-704-2730		No
University of Maryland	n/a	2101 Van Munching Hall College Park, MD 20742- 4302Careers4Terps umd-csm.smplicity.com	301-405-4845		No
University of Maryland-Baltimore County	Diane Crump Fogle	1000 Hilltop Circle Math/Psychology, Room 204 Baltimore, MD 21250	410-455-3907		No

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5) **Job Title:** Account Executive (9-16) **Referral Source(s) of Hiree:** CBSRadio.com (9, 11, 15, 16)
Industry Referral (10, 12, 13)
Indeed (14)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	EEO Coordinator	www.cbsradio.com/careers	410-825-1065	15	No
AllAccess	n/a	28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265 www.allaccess.com	310-457-6616		No
Bowie State University	Career Services Department	14000 Jericho Park Road Bowie, MD 20715	301-464-6570		No
Community College of Baltimore County Catonsville/Dundalk/Essex	n/a	collegcentral.com/ccbc	n/a		No
College of Notre Dame	Brynn Career Center	4701 North Charles Street, Baltimore, Maryland 21210	410-435-0100		No
Goucher College	Raquel Cosden Employment Relations Coordinator	1021 Dulaney Valley Road, Baltimore, Maryland 21204	410-337-6000		No
Howard County Community College	HCC Job Connection	10901 Little Patuxant Parkway, Columbia, Maryland 21044	410-772-4450		No
Indeed.com	n/a	www.indeed.com	n/a	1	No
Industry Referral	EEO Coordinator	1423 Clarkview Road, Suite 100 Baltimore, MD 21209	410-825-1000	7	No
Internal Job Postings	EEO Coordinator	1423 Clarkview Road, Suite 100, Baltimore, MD 21209	410-825-1000		No
Jewish Vocational Services	Tova Jaffee	1515 Reisterstown Rd Baltimore, Md 21208	Info@jcsbaltimore.org		No
Loyola College	n/a	4501 North Charles Street, Baltimore, Maryland 21210 www.loyola.edu	410-617-2000		No
Maryland Workforce Exchange	n/a	500 N. Calvert Street, #401 Baltimore, MD 21202 MWEJobs.maryland.gov	410-230-6001		No
Maryland Works Inc.	Jay Stewart	10270 Old Columbia Rd Suite 100 Baltimore, Maryland	410-551-3130		No
MD/DC/DE Broadcasters Association	Chip Weinman Job Bank	106 Old Court Road Baltimore, Maryland 21208 http://associationdatabase.com/aws/MDCD	410-385-0224		No
Morgan State University	William M Carson	1700 E. Cold Spring Lane, Montebello Complex C Wing, Rm 224, Baltimore, Maryland 21251	410-319-8506		No
National Association for the Advancement of Colored People of Baltimore County	Trish Pinchinat	4805 MT Hope Drive Baltimore, MD 21215	Tpinchinat@naacpnet.org		No
Pennsylvania Association Of Broadcasters	n/a	8501 Paxton Street Hummels Town, PA 17036	717-482-4820		No

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Sheffield Institute for the Recording Arts	Josh Scarff	13816 Sunnybrook Rd, Phoenix, MD 21131	410-628-7260		No
Stevenson University	n/a	Stevenson Career Connections Wooded Way 100 Campus Circle Owings Mills, MD 21117 Stevenson.-csm.smplicity.com	443-352-4477		No
Towson University	n/a	7800 York Road, Suite 206 Towson, Maryland 21252www.myinterfase.com/towson	410-704-2730		No
University of Maryland	n/a	2101 Van Munching Hall College Park, MD 20742-4302Careers4Terps umd-csm.smplicity.com	301-405-4845		No
University of Maryland-Baltimore County	Diane Crump Fogle	1000 Hilltop Circle Math/Psychology, Room 204 Baltimore, MD 21250	410-455-3907		No

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6) **Total # of Interviewees Referred:** For the period from May 23, 2015 – May 22, 2016, this Employment Unit interviewed 81 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

a) **Participation in Job Fairs**

Morgan State University/Spring Job Fair

Date: April 6, 2016

Personnel involved: Sales Manager

The Employment Unit Sales Manager, who has substantial responsibility in the making of hiring decisions, attended the Morgan State University Spring Job Fair on behalf of the Employment Unit. At the job fair, the students were invited to come and speak directly with management about job opportunities at the Employment Unit, drop off resumes, learn about the application process, and about careers in radio broadcasting.

Goucher College/Career Fair

Date: April 6, 2016

Personnel involved: Sales Manager

The Employment Unit Sales Manager, who has substantial responsibility in the making of hiring decisions, attended the Goucher College Job Fair on behalf of the Employment Unit. At the job fair, the students were invited to come and speak directly with management about job opportunities at the Employment Unit, drop off resumes, learn about the application process, and about careers in radio broadcasting.

Stevenson University/Corporate and Community Connections Fair

Date: April 15, 2016

Personnel involved: Sales Manager

The Employment Unit Sales Manager, who has substantial responsibility in the making of hiring decisions, attended the Stevenson University Corporate and Community Connections Fair on behalf of the Employment Unit. At the job fair, the students were invited to come and speak directly with management about job opportunities at the Employment Unit, drop off resumes, learn about the application process, and about careers in radio broadcasting.

b) **Participation in Career Events Sponsored by Educational Institutions**

Towson University Department of Communications Class Trip

Date: June 4, 2015

Personnel involved: VP of Programming, Program Director, Air Talent

A class of approximately 30 communications students and faculty from Towson University visited the Employment Unit's facilities for a station tour and to learn about careers in broadcasting, within various departments of CBS Radio, and the job skills necessary to compete for them. Students were also able to ask questions about careers in broadcasting and jobs and internships at the Employment Unit.

c) **Internships**

Internships

Date: Ongoing

Personnel involved: VP of Programming, Assistant Program Director, EEO Coordinator

During this reporting period, the Employment Unit provided 10 college students with an educational experience tailored to their interests and career aspirations in broadcasting. The internships, which are

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available throughout the year, provide opportunities in various radio station departments, including programming, promotions and sales.

d) Training Programs

Sales Associate Training/Mentoring Program

Date: Ongoing

Personnel involved: Market Manager, Director of Sales, General Sales Manager, Local Sales Managers, Digital Sales Manager and Sales Account Executives

The Employment Unit has implemented a sales associate training/mentoring program to assist with the growth, development, and support of “sales associates” and junior account executives and other entry level personnel who have interests in careers in sales. The Sales Associate Program is designed to enable Employment Unit personnel in sales in acquiring skills that could qualify them for higher level positions. The sales associates who are the focus of this program and other participants partake in a 10 – 12 month training program to obtain real world industry training as well as a perspective on interdepartmental procedures. Additionally, account executives work on a one-on-one daily basis with designated mentee sales associates. At the same time, the account executive mentors develop supervisory and instructional skills necessary for careers in sales management. During this reporting period, the Employment Unit had 34 participants in the training/mentoring program.

e) Training of Management-Level Personnel

CBS Corporation Compliance Training Program

Date: Ongoing

Personnel involved: All full time employees, including management-level personnel

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. All full time Employment Unit employees received the 2014 CBS Corporation Business Conduct Statement in September 2014 and were required to complete related online training by October 15, 2014. Employment Unit employees, including management-level personnel, also received copies of the CBS Corporation compliance newsletter (Compliance Up Close) and short video vignettes on the following subjects: anti-bribery and anti-corruption laws, diversity at CBS and business travel and expenses. Beginning in September 2015, all full-time employees were required to take an online course “Sexual Harassment: Our Expectations for a Respectful Workplace” and all supervisory managers were required to complete an additional online course “Sexual Harassment: What Leaders Need to Know.”

f) Participate in General Outreach Efforts Using Job Banks or Internet Programs

Contributions to CBS Radio Career Website

Date: Ongoing

Personnel involved: Market EEO Compliance Officer

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 Baltimore.

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