

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment date for the period May 23, 2006 to May 22, 2007

- 1) **Employment Unit Location/Name:** WYCD-FM/Detroit
- 2) **Unit Members (List all station call signs and communities of license):** WYCD-FM, Detroit
- 3) **EEO Contact Information for Unit Member:**

Mailing Address: 26555 Evergreen Road, Suite 675 Southfield, MI 48076	Telephone Number: <b>248-799-0600</b>
	Contact Person: <b>Dina McCutcheon</b>
	E-mail Address: <a href="mailto:Dina.mccutcheon@cbsradio.com">Dina.mccutcheon@cbsradio.com</a>

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

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
1. Promotion Coordinator	CBS Radio website
2. Account Executive	External Referral
3. Promotion Coordinator	Monster website
4. Account Executive	External Referral
5. Account Executive	External Referral
6. Sales Assistant	Internal Referral
7. Account Executive	External Referral
8. Promotion Director	Internal Promotion

Station WYCD is an Equal Opportunity Employer

**5) Job Title: #1 & 3 Promotion Coordinator Referral Source(s) of Hire: See Sources listed in Section 4**

<b>Name Of Organization Notified Of Job Vacancy</b>	<b>Contact Name</b>	<b>Address</b>	<b>Telephone Number</b>	<b>Requesting Notification</b>
Adcrafter, The	Bob Guerrini	3011 W. Grand Blvd, Suite 1715 Detroit, MI 48202	313-872-7850	N
Alpha Capital Management	Ralph Burrell	3011 West Grand Blvd. Fisher Building, Suite 1516 Detroit, MI 48202	313-874-5079	N
American Business Women's Association-Detroit	Shirley Myrick	Mail Stop 17A, Boc 33640 500 Renaissance Center Detroit, MI 48232	313-230-6790	N
American Civil Liberties Union Of Michigan	Kary L. Moss	60 West Hancock, Detroit, MI 48201	313- 578-6800	N
Artserve Michigan	Barbara Kratchman	17515 West 9 Mile, Suite 1025 Southfield, MI 48076	248-557-8288	N
Association For Women In Communications - Detroit	Renee Prewitt	8425 West Mcnichols Detroit, MI 48221	313- 927-1446	N
Audio Engineering Society-Detroit Section	David Carlstrom	PO Box 721464 Berk;ey, MI 48072	313-493-4035	N
B. T. Washington Business Assoc.	W. R. Ross	2885 E. Grand Blvd. Detroit, MI 48202	313-875-4250	N
Black United Fund of Michigan, Inc.	Brenda L. Rayford	2187 West Grand Boulevard Detroit, MI 48208	313-894-2200	N
College For Creative Studies	Brenda Payne	201 E Kirby Street Detroit, Mi 48202	313-664-7400	N
College For Creative Studies	Rick Rogers	201 E. Kirby Detroit, MI 48202	313- 664-7400	N
College For Creative Studies	Kathy Karry	201 E. Kirby Detroit, MI 48202	313- 664-7400	N
Community Foundation for Southeastern Michigan	Mariam Noland	333 West Fort Street, Suite 2010	313-961-6675	N
Crain's Detroit Business	Angela Woods	1400 Woodbridge Detroit, Mi 48207	313- 446-1692	N
Davenport University	P. J. Rao	Career Services 4801 Oakman Boulevard Dearborn, MI 48126	313-581-4400	N
Detroit Area Film & Television	Janice King	Po Box 1443 Royal Oak, Mi 48068	248- 547-0847	N
Detroit Association Of Black Organizations	James Trent	12048 Grand River Detroit,MI 48204	313- 491-0003	N
Detroit Chinese Business Association	Raymond Xu	Ford Motor Co PO Box 2769 Dearborn, MI 48123	313-323-8631	N
Detroit Economic Growth Corporation	Diane Stafford	500 Griwswald Street Suite 200 Detroit, MI 48226	313-963-2940	N
Detroit Executive Service Corps	Deanna Mcgraw	16250 Northland Drive, Suite 390 Southfield, Mi 48075	248-395-2840	N
Detroit Public Schools – Employment	Marlene Burdette	Schools Center Bldg 3031 W. Grand Blvd Detroit, Mi 48202	313-873-7101	N
Detroit Unity Temple	Dorothy Jones	17505 Second Ave	313-873-7397	N

		Detroit, MI 48203		
Detroit Urban League	N. Charles Anderson	Workforce Career Development Center 9048 Linwood Detroit, Mi 48206	313-895-2500	N
Employment Central Detroit	Thomas Allen	9301 Michigan Avenue Detroit, MI 48210	313-846-6651	N
Evangel Ministries	Job Placement	13660 Stansbury Street Detroit MI 48227	313-836-7732	N
Fellowship Chapel	Rev. Wendell Anthony	19555 W. McNichols Detroit, MI 48219	313-538-8695	N
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Blvd Detroit, Mi 48238	313- 494-4775	N
George W. Romney Volunteer Center	Michael J. Brennan	1212 Griswold Detroit, MI 48226	313-226-9430	N
Greater Lansing Urban Develop.	Roderick Hill	477 Michigan Avenue Rm 1600 Detroit, MI 48226	313-226-4900	N
Hannan Foundation/House	Denise Williams	4750 Woodward Ave Room 201 Detroit, Mi 48201	313-833-1300	N
Henry Ford Community College-Job Placement Office	Richard Brown	5101 Evergreen, Room 112 Dearborn, MI 48128	313-845-9618	N
Hispanic Business Alliance	Dolores Sanchez	1500 Penobscot Building 645 Griswold Street Detroit, MI 48226	313-962-6422	N
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, Mi 48201	313- 833-8100	N
JVS	Job Placement	29699 Southfield Road Southfield, MI 48076	248-233-4231	N
LASED	Eva Garza Dewealshe	4138 Vernor Detroit, MI 48209	313-554-2025	N
Latin American Social and Economic Development (LASED)	Monica Rubio	4138 Vernor Detroit, MI 48209	313-554-2025	N
Lawrence Technological University - Office Of Career Services	Kevin Finn	Buell Management Building M130 21000 W. Ten Mile Southfield, MI 48075	248-204-3143	N
Lewis College of Business	Phyllis Ponders	17370 Meyers Road Detroit, MI 48235	313-862-6300	N
Marygrove College	Ce'An Manuel	8425 West McNichols Road Detroit, MI 48221	313-927-1478	N
Media Communications Association – Detroit	Kirk Miller	227 Iron Street, Suite 320 Detroit, Mi 48207	248-893-0183	N
Michigan Chronicle, The	Ms Linda Moragne	479 Ledyard Detroit, Mi 48201	313- 963-5522	N
Michigan Dept. of Rehabilitation Services	Anita Baylis	455 W. Fort Street 2 <sup>nd</sup> fl-Detroit Works Building Detroit, MI 48226	313-965-5705	N
Michigan Freedom of Information Committee	Joan Bush	195 Manoogian Wayne University Detroit, MI 48202	313-882-2810	N
Michigan Hispanic Chamber of Commerce	Armando Ojeda	24445 Northwestern Highway, Suite 206 Southfield, MI 48075	248-208-9915	N

Michigan Rehabilitation Services	Ken Hollie	70 West Milwaukee, 4 <sup>th</sup> fl. Detroit, MI 48202	313-871-3800	N
Michigan Works – Oakland County	John Almstadt	Ferndale Service Center 713 East Nine Mile Road Detroit, MI 48220	248-545-0222	N
Michigan Works – Oakland County	David Moffitt	Oak Park Service Center 22180 Parklawn, Room 111 Oak Park, MI 48237	248-691-8437	N
Michigan Works – Oakland County	Ilean Bagley	Southfield Career Center 21030 Indian Southfield, MI 48034	248-79604550	N
Michigan Works - Wayne County	Fatima Anthony	Highland Park Services Center 13700 Woodward Ave Highland Park, MI 48203	313- 826-0299	N
Michigan Works - Wayne County	Luz Maria Robinson	SER Metro Inc 9301 Michigan Ave East of Wyoming Detroit, MI 48210	313-846-2240	N
NAACP –Detroit	Stephanie Brown	2990 East Grand Blvd Detroit, Mi 482023	313- 871-2087	Y
National Association of Black Journalists Detroit Chapter	Darren Nichols	Detroit News 615 W. Lafayette Detroit, MI 48226	313-561-8146	N
National Association of Telecommunications-Micigan, City of Southfield	Kathy Sherman	26000 Evergreen Road Southfield, MI 48037	248-351-1301	N
North American Indian Assoc. of Detroit	Michelle White	22720 Plymouth Road Detroit, MI 48239	313-535-2966	Y
Oak Grove A.M.E. Church	Jacqueline Lawson	19801 Cherrylawn St Detroit, Mi 48221	313-341-8877	N
Oak Park Career Center	Kasy Mizell	22180 Parklawn Oak Park, MI 48237	248-691-8437	N
Operation Able	Leena Zachariah	22180 Parklawn Oak Park, MI 48237	248-691-8437	N
Payne Pulliam School	Freddie Lindsay-Payne	2345 Cass Detroit, Mi 48201	313-963-4710	N
Randolph Career & Technical Center	Joyce Smith	17101 Hubbell Detroit, MI 48235	313-494-3909	N
Society Of Women Engineers Of Detroit	Christian Brandenburg	PO Box 2978 Detroit, MI 48037	248- 576-9703	N
Specs Howard School Of Broadcasting	Kevin Scollin	19900 Nine Mile Southfield, MI	248-358-9000	Y
The Young (Coleman A.) Foundation	Claudette Y. Smith, Ph.D	2111 Woodward Ave Suite 600 Detroit, Mi 48201	313- 962-2200	N
University Of Detroit Mercy	Sheryl Mcgriff	4001 W. McNichols Detroit, MI 48219	313-993-1017	Y
Wayne State University (Career Planning & Placement Services)	Rodney Cole	656 West Kirby Avenue Room 1001 Detroit, Mi 48202	313-577-3390	N
Wayne State University	Job Postings	3111 Grand River Detroit, MI 48202	313-577-3390	N
Wayne State University	Ronald Kent	656 W. Kirby 1001 Faculty/Administration Bldg Detroit, Mi 48202	313- 577-3390	N

Wayne State University	Cheryl A. Yurkovich	Office Of Public Relations 3222 Faculty Administration Bldg Detroit, Mi 48202	313- 577-2150	N
Women Advertising Club of Detroit	Mary Gabriel	1249 Washington Blvd. Suite 2630 Detroit, MI 48226	313-962-3599	N
Wtvs - Channel 56	Darlene Greenbird	7441 Second Ave Detroit, Mi 48202	313-876-8356	N
CBS Radio		<a href="http://www.CBSradio.Com">www.CBSradio.Com</a>		N/A
Michigan Association Of Broadcasters		<a href="http://www.Michmab.Com">www.Michmab.Com</a>	517-484-7444	N/A
Michigan Talent Bank		<a href="http://www.Michworks.Org">www.Michworks.Org</a>	888-253-6855	N/A

5) Job Title: #2, #4, #5, #7 Account Executive Referral Source(s) of Hiree: See Source in Section 4

Name Of Organization Notified Of Job Vacancy	Contact Name	Address	Telephone Number	Requesting Notification
Advantage Staffing	Anne Scott	1000 S. Old Woodward Ste. 101 Birmingham, MI 48009	(248)-645-8880	N
Alpha Capital Management	Ralph Burrell	3011 West Grand Boulevard Fisher Building, Suite 1516 Detroit, MI 48202	(313)-874-5079	N
American Business Women's Association	Mary Shindell, President	Maia Chapter 3526 West Liberty, Suite 100 Ann Arbor, MI 48103	(734) 996-1744	N
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	(313) 578-6800	N
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	(248)-213-0264	N
Arab Chaldean Council	Job Placement	20300 Civic Center Drive Southfield, MI 48076	248-213-0264	N
Association for Women in Communications - Detroit	Renee Prewitt	8425 West McNichols Road Detroit, MI 48221	(313) 927-1446	N
B.T. Washington Business Assoc.	W. R. Ross	2885 E. Grand Blvd Detroit, MI 48202	(313) 875-4250	N
Cambridge Computer Institute	Job Placement	23100 Providence Drive Suite 107 Southfield, MI 48075	(810) 557-1320	N
Careerworks, Inc.	David Baker	1200 E. McNichols Highland Park, MI 48203	313-867-350	N
Catholic Social Svcs of Wayne County	Renee Shelton	9851 Hamilton Avenue Detroit, MI 48202	(313)-883-2391	N
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343, Troy, MI 48099	(313) 845-3101	N
Chinese Association of Greater Detroit	Jian Pang, Ph.D	CAGD PO Box 134 Troy, MI 48099	(313)-248-8057	N
City of Detroit Emp & Training	Mr. Willie Walker	707 W. Milwaukee Ave 5 <sup>th</sup> floor Detroit, MI 48202	(313)-876-0674	N
College for Creative Studies	Michael Coleman	201 E Kirby Street Detroit, MI 48202	(313)-664-7400	N
Crain's Detroit Business	Angela Woods	1400 Woodbridge Detroit, MI 48207	(313) 446-1692	N
Cross Roads Social SVC Unit	Job Placement	92 E Forest Ave Detroit, MI 48201	(313)-831-2000	N
Detroit Area Film & Television	Janice King	PO Box 1443 Royal Oak, MI 48068	(248) 547-0847	N
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Blvd Detroit, MI 48204	(313) 491-0003	N
Detroit Executive Service Corps	Deanna McGraw	16250 Northland Drive, Suite 390 Southfield, MI 498075	(248) 395-2840	N
Detroit's Work Place	Melvin Gupton	707 W. Milwaukee Detroit, MI 48303	(313)-873-7321	N
Dorsey Business Schools	Career Svcs/Elayne	30821 Barrington Madison Heights, MI 48071	(248)-585-4150	N
Drake Beam Morin, Inc	Charles Kalmbach	101 West Big Beaver Road, Suite 1245	(248) 524-2416	N

		Troy, MI 48084		
Execu-Tech Inc of Drtroit	Job Placement	6533 E Jefferson J104 Detroit, MI 48207	(313)-396-0106	N
Ferndale Project Jobs/Career Center	Job Placement	713 E. Nine Mile Rd Ferndale, MI 48220	(248)-545-0222	N
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775	N
Goodwill Industries	Marion Perkins	3111 Grand River Detroit, MI 48208	(313)-964-3900	N
Hannan Foundation/House	Denise Williams	4750 Woodward Avenue Room 201 Detroit, MI 48201	(313)-833-1300	N
Italian American Cultural Society	Martin Reno Garagiola	28111 Imperial Dr Warren, MI 48093	(810) 751-2855	N
ITT Technical Institute	Tamara Mancier	1522 East Big Beaver Road Troy, MI 48083	(248) 524-1800	N
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	(313) 833-8100	N
JVS	Walter Tarrow	29699 Southfield Rd. Southfield, MI 48076	(248)-233-4231	Y
Lawrence Technological University - Office of Career Services	Kevin Finn	Buell Management Building M130 21000 West Ten Mile Road Southfield, MI 48075	(248)-204-3143	N
Lutheran Social Services Of Michigan	Vladimir Vandalov	21700 N. Western Highway #801 Southfield, MI 48075	(248)-423-2790	N
Macomb Community College South Campus - Career Resource Lab	Walt Senska	14500 E. 12 Mile Road Warren, MI 48093	(586) 445-7211	N
Marygrove College	Ce'An Manuel	8425 West McNichols Rd. Deroit, MI 48221	(313)-927-1478	N
Media Communications Association - Detroit	Kirk Miller	227 Iron Street Suite 320 Detroit, MI 48207	(248)-893-0183	N
Michigan Business and Professional Assoc	Edward Deeb	27700 Hoover Road, Suite 100 Warren, MI 48093	(586) 393-8800	N
Michigan Chronicle, The	Linda Moragne	479 Ledyard Detroit, MI 48201	(313)- 963-5522	N
Michigan Freedom of Information Committee	Joan Bush	195 Manoogian Wayne University Detroit, MI 48202	(313)-882-2810	N
Michigan Jewish Institute	Career Services	25401 Coolidge Hwy Oak Park, MI 48237	(248)-414-6900	N
Michigan Rehabilitation Services	Ken Hollie	707 West Milwaukee Fourth Floor Detroit, MI 48202	(313)-871-3800	N
Michigan Works - Wayne County	Fatima Anthony	Highland Park Services Center 13700 Woodward Ave Highland Park, MI 48203	(313) 826-0299	N
NAACP	Stephanie Brown	2990 E. Grand Blvd. Detroit, MI 48202	(313)-871-2087	Y
National Council of Jewish Women - Greater Detroit	Susan Gertner	26400 Lahser Road Suite 100 Southfield, MI 48034	(248) 355-3300	N
National Welfare Rights Union	Marian Kramer	13220 Woodward Highland, Park, MI 48203	(313)-831-1040	N
North American Indian Assn of	Michelle White	22720 Plymouth Rd	(313)-535-2966	N

Detroit		Detroit, MI 48239		
Oak Grove A.M.E. Church	Jacqueline Lawson	19801 Cherrylawn Street Detroit, MI 48221	(313)-341-8877	N
Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	(248) 246-2400	N
On My Own of Michigan	Valerie Michrina	2145 Crooks Road Suite 103 Troy, MI 48084	(248) 649-3739	N
Operation Able	Job Placement	16250 Northland Dr. Ste 102 Southfield, MI 48075	(248)-443-0370	N
Operation Able	Leena Zachariah	4750 Woodward Avenue Suite 201 Detroit, MI 48201	(313)-832-0922	N
Parole Dept	Job Placement	4240 Cass Ave Detroit, MI 48201	(313)-832-2340	N
Payne Pulliam School	Freddie Lindsay-Payne	2345 Cass Detroit, MI 48201	(313)-963-4710	N
Probation Dept	Job Placement	16820 James Couzens Fwy Detroit, MI 48235	(313)-927-6400	N
Resource Network	Lawrence Barnes	9349 Telegraph Redford, MI 48239	313-53306118	N
Salvation Army	Job Placement	27500 Shiawassee St Farmington, MI 48336	(248)-477-1153	N
Salvation Army	Jennifer Zynda	20775 Pembroke Ave Detroit, MI 48219	(313)-537-2130	N
Salvation Army	Kathy Smith	26700 W Warren St Dearborn Heights, MI 48127	(313)-563-4457	N
Salvation Army	Job Placement	15133 Burgess St Detroit, MI 48223	(313)-532-1500	N
Serco	Andrea Brown	29305 John R Rd Madison Heights, MI 48071	(248)-548-2027	N
Social Service Dept	Bob Schumann	21441 River Road Warren, MI 48093	810-573-2300	N
The Young (Coleman A.) Foundation	Claudette Y. Smith, Ph.D	2111 Woodward Ave Suite 600 Detroit, MI 48201	(313) 962-2200	N
University of Detroit Mercy - Career Education Center	Sheryl McGriff	4001 W. McNichols Road P.O. Box 19900 Detroit, MI 48202	(313) 993-1017	Y
Wayne State University (Career Planning & Placement Services)	Rodney Cole	656 West Kirby Avenue Room 1001 Detroit, MI 48202	(313)-577-3390	N
Wayne State University	Ronald Kent	656 W. Kirby 1001 Faculty/Administration Building Detroit, MI 48202	(313) 577-3390	N
Wayne State University	Cheryl A. Yurkovich	Office of Public Relations 3222 Faculty Administration Building Detroit, MI 48202	(313) 577-2150	N
Work First - Oak Park Career Center	Kathleen Newton	22180 Parklawn Room 111 Oak Park, MI 48237	(248)-691-8437	N
CBS Radio		<a href="http://www.cbsradio.com">www.cbsradio.com</a>		N/A
Michigan Association of Broadcasters		<a href="http://www.michmab.com">www.michmab.com</a>	517-484-7444	N/A
Michigan Talent Bank		<a href="http://www.michworks.org">www.michworks.org</a>	888-253-6855	N/A

**5) Job Title: #6 Sales Assistant**

**Referral Source(s) of Hiree: Employee Referral**

<b>Name Of Organization Notified Of Job Vacancy</b>	<b>Contact Name</b>	<b>Address</b>	<b>Telephone Number</b>	<b>Requesting Notification</b>
Alpha Capital Management	Ralph Burrell	3011 West Grand Blvd. Fisher Building, Suite 1516 Detroit, MI 48202	313-874-5079	N
American Business Women's Association-Detroit	Shirley Myrick	Mail Stop 17A, Boc 33640 500 Renaissance Center Detroit, MI 48232	313-230-6768	N
American Civil Liberties Union Of Michigan	Kary L. Moss	60 West Hancock, Detroit, MI 48201	313- 578-6800	N
American Federation Of Radio And Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48304	248-213-0264	N
Arab Chaldean Social Svc	Job Placement	20300 Civic Center Southfield, Mi 48076	248-354-8460	N
Association For Women In Communications - Detroit	Renee Prewitt	8425 West McNichols Detroit, MI 48221	313- 927-1446	N
B.T. Washington Business Assoc.	W.R. Ross	2885 E. Grand Blvd. Detroit, MI 48202	313-875-4250	N
Cambridge Computer Institute	Job Placement	23100 Providence Dr. Suite 107 Southfield, Mi 48075	810-557-1320	N
Careerworks, Inc.	David Baker	1200 E. McNichols Highland Park, MI 48203	313-867-3500	N
Catholic Social Svcs Of Wayne Cnty	Renee Shelton	9851 Hamilton Ave Detroit, MI 48202	313-883-2391	N
City Of Detroit Emp & Trng	Mr. Willie Walker	707 W. Milwaukee Ave 5 <sup>th</sup> Floor Detroit, Mi 48202	313-876-0674	N
College For Creative Studies	Michael Coleman	201 E Kirby Street Detroit, Mi 48202	313-664-7400	N
Community Foundatioin for Southeastern Michigan	Mariam Noland	333 West Fort Street, Suite 2010 Detroit MI 48226	313-961-6675	N
Crain's Detroit Business	Angela Woods	1400 Woodbridge Detroit, Mi 48207	313- 446-1692	N
Crossroads Social Svc Unit	Job Placement	92 E Forest Ave Detroit, Mi 48201	313-831-2000	N
Curtis & Assoc. Inc.	Rose Tessmer	1959 E. Jefferson Suite 300 Detroit, MI 48207	313-877-7600	N
Davenport University-Dearborn Campus	Donna Green	4801 Oakman Blvd. Dearborn, MI 48126	313-581-4400	N
Detroit Area Film & Television	Janice King	Po Box 1443 Royal Oak, Mi 48068	248- 547-0847	N
Detroit Association Of Black Organizations	Kathryn Sheffield	12048 Grand River Detroit, MI 48204	313- 491-0003	N
Detroit Executive Service Corps	Deanna Mcgraw	16250 Northland Drive, Suite 390 Southfield, Mi 48075	248-395-2840	N
Detroit Hispanic Development Corp	Job Placement	7752 W. Vernor Hwy, Suite 103 Detroit, Mi	313-967-8880	N

Detroit's Work Place	Melvin Gupton	707 W. Milwaukee Detroit, Mi 48202	313-873-7321	N
Execu-Tech Inc of Detroit	Job Placement	6533 E.Jefferson J104 Detroit, MI 48207	313-396-0106	N
Ferndale Project Jobs/Career Cntr	Job Placement	713 E. Nine Mile Rd Ferndale, Mi 48220	248-545-0222	N
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Blvd Detroit, Mi 48238	313- 494-4775	N
Foundation for Behavioral Resources	Darsan Miitchell	455 W. Fort Street, 2 <sup>nd</sup> fl Detroit, MI 48226	313-965-8180	N
George W. Romney Volunteer Center	Michael Brennan	1212 Griswold Detroit, MI 48226	313-226-9430	N
Goodwill Industries	Marion Perkins	3111 Grand River Detroit, MI 48202	313-964-3900	N
Hannan Foundation/House	Denise Williams	4750 Woodward Ave Room 201 Detroit, Mi 48201	313-833-1300	N
Henry Ford Community College	Career Services	5101 Evergreen Road Dearborn, MI 38128	313-845-9615	N
Hispanic Business Alliance	Dolores Sanchez	1500 Penobscot Blding 645 Griswold Street Detroit, MI 48226	313-962-6422	N
Holy Trinity Social Service	Job Placement	1229 Labrosse St. Detroit, MI 48226	313-961-2561	N
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, Mi 48201	313- 833-8100	N
Lawrence Technological University - Office Of Career Services	Kevin Finn	Buell Management Building M130 21000 W. Ten Mile Southfield, MI 48075	248-204-3143	N
Lutheran Social Services Of Michigan	Vladimir Vandalov	21700 Northwestern #801 Southfield, Mi 48075	248-423-2790	N
Marygrove College	Ce'An Manuel	8425 West McNichols Road Detroit, MI 48221	313-927-1478	N
Media Communications Association – Detroit	Kirk Miller	227 Iron Street, Suite 320 Detroit, Mi 48207	248-893-0183	N
Michigan Business & Professional Association	Edward Deeb	27700 Hoover Road Warren, MI 48093	586-393-8800	N
Michigan Chronicle, The	Ms Linda Moragne	479 Ledyard Detroit, Mi 48201	313- 963-5522	N
Michigan Dept. of Rehabilitation Services	Anita Baylis	455 W. Fort Street 2 <sup>nd</sup> fl-Detroit Works Bldg. Detreoit, MI 48226	313-965-5705	N
Michigan Freedom Of Information Committee	Joan Bush	195 Manoogian Wayne University Detroit, MI 48202	313-882-2810	N
Michigan Jewish Institute	Career Services	25401 Coolidge Hwy Oak Park, Mi 48237	248-414-6900	N
Michigan Rehabilitation Services	Ken Hollie	707 West Milwaukee 4 <sup>th</sup> Floor Detroit, Mi 48202	313-871-3800	N
Michigan Works - Wayne County	Fatima Anthony	Highland Park Services Center	313- 826-0299	N

		13700 Woodward Ave Highland Park, MI 48203		
NAACP –Detroit	Stephanie Brown	2990 East Grand Blvd Detroit, Mi 482023	313- 871-2087	Y
National Association of Black Journalist-Detroit Chapter	Darren Nichols	Detroit News 615 W. Lafayette Detroit, MI 48226	313-222-2396	N
National Council Of Jewish Women - Greater Detroit	Susan Gertner	26400 Lahser Road Suite 100 Southfield, MI 48034	248- 355-3300	N
National Welfare Rights Union	Marian Kramer	13220 Woodward Highland Park, Mi 48203	313-831-1040	N
North American Indian Assn Of Detroit	Michelle White	22720 Plymouth Rd Detroit, MI 48239	313-535-2966	N
Oak Grove A.M.E. Church	Jacqueline Lawson	19801 Cherrylawn St Detroit, Mi 48221	313-341-8877	N
Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, Mi 48067	248- 246-2400	N
Operation Able	Job Placement	16250 Northland Dr. Suite 102 Southfield, Mi 48075	248-443-0370	N
Parole Dept	Job Placement	4240 Cass Avenue Detroit, Mi 48201	313-832-2340	N
Payne Pulliam School	Freddie Lindsay-Payne	2345 Cass Detroit, Mi 48201	313-963-4710	N
Probation Dept	Job Placement	16820 James Couzens Detroit, Mi 48235	313-927-6400	N
Resource Network	Lawrence Barnes	9349 Teleraph Road Redford, MI 48239	313-533-5900	N
Salvation Army	Jennifer Zynda	20775 Pembroke Ave Detroit, Mi 48219	313-537-2130	N
Salvation Army	Kathy Smith	26700 W Warren Dearborn Hghts, Mi 48127	313-563-4457	N
Serco	Andrea Brown	29305 John R Roa Madison Hghts, Mi 48071	248-548-2027	N
Society Of Broadcast Engineers – Detroit	Frank Maynard	WKBD-TV 26905 W. 11 Mile Rd Southfield, MI 48037	248- 355-7129	N
The Young (Coleman A.) Foundation	Claudette Y. Smith, Ph.D	2111 Woodward Ave Suite 600 Detroit, Mi 48201	313- 962-2200	N
United Negro College Fund	Deborah Diggs	700 Penobscot Bldg Detroit, MI 48226	313-965-5550	N
University Of Detroit Mercy - Architecture, Liberal Arts And Edu	Denise Mccormick	4001 W. Mcnichols PO Box 19900 Detroit, MI 48219	313-993-1448	N
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020	N
Wayne State University (Career Planning & Placement Services)	Rodney Cole	656 West Kirby Avenue Room 1001 Detroit, Mi 48202	313-577-3390	N
Wayne County Community College District - Career Planning And PI	Shashi Sharma	8551 Greenfield Detroit, MI 48228	313- 943-4071	N
Wayne State University	Job Postings	3111 Grand River Detroit, MI 48202	313-577-3390	N

Wayne State University	Ronald Kent	656 W. Kirby 1001 Faculty/Administration Bldg Detroit, Mi 48202	313- 577-3390	N
Wayne State University	Cheryl A. Yurkovich	Office Of Public Relations 3222 Faculty Administration Bldg Detroit, Mi 48202	313- 577-2150	N
Work First - Oak Park Career Center	Kathleen Newton	22180 Parklawn Room 111 Oak Park, Mi 48237	248-691-8437	N
CBS Radio		<a href="http://www.CBSradio.Com">www.CBSradio.Com</a>		N/A
Michigan Association Of Broadcasters		<a href="http://www.Michmab.Com">www.Michmab.Com</a>	517-484-7444	N/A
Michigan Talent Bank		<a href="http://www.Michworks.Org">www.Michworks.Org</a>	888-253-6855	N/A

**5) Job Title: #8 Promotion Director Referral Source(s) of Hire: Internal Promotion**

<b>Name Of Organization Notified Of Job Vacancy</b>	<b>Contact Name</b>	<b>Address</b>	<b>Telephone Number</b>	<b>Requesting Notification</b>
Adcrafter, The	Bob Guerrini	3011 W. Grand Blvd, Suite 1715 Detroit, MI 48202	313-872-7850	N
Alpha Capital Management	Ralph Burrell	3011 West Grand Blvd. Fisher Building, Suite 1516 Detroit, MI 48202	313-874-5079	N
American Business Women's Association-Detroit	Shirley Myrick	Mail Stop 17A, Boc 33640 500 Renaissance Center Detroit, MI 48232	313-230-6790	N
American Civil Liberties Union Of Michigan	Kary L. Moss	60 West Hancock, Detroit, MI 48201	313- 578-6800	N
Artserve Michigan	Barbara Kratchman	17515 West 9 Mile, Suite 1025 Southfield, MI 48076	248-557-8288	N
Association For Women In Communications - Detroit	Renee Prewitt	8425 West Mcnichols Detroit, MI 48221	313- 927-1446	N
Audio Engineering Society-Detroit Section	David Carlstrom	PO Box 721464 Berk;ey, MI 48072	313-493-4035	N
B. T. Washington Business Assoc.	W. R. Ross	2885 E. Grand Blvd. Detroit, MI 48202	313-875-4250	N
Black United Fund of Michigan, Inc.	Brenda L. Rayford	2187 West Grand Boulevard Detroit, MI 48208	313-894-2200	N
College For Creative Studies	Brenda Payne	201 E Kirby Street Detroit, Mi 48202	313-664-7400	N
College For Creative Studies	Rick Rogers	201 E. Kirby Detroit, MI 48202	313- 664-7400	N
College For Creative Studies	Kathy Karry	201 E. Kirby Detroit, MI 48202	313- 664-7400	N
Community Foundation for Southeastern Michigan	Mariam Noland	333 West Fort Street, Suite 2010	313-961-6675	N
Crain's Detroit Business	Angela Woods	1400 Woodbridge Detroit, Mi 48207	313- 446-1692	N
Davenport University	P. J. Rao	Career Services 4801 Oakman Boulevard Dearborn, MI 48126	313-581-4400	N
Detroit Area Film & Television	Janice King	Po Box 1443 Royal Oak, Mi 48068	248- 547-0847	N
Detroit Association Of Black Organizations	James Trent	12048 Grand River Detroit,MI 48204	313- 491-0003	N
Detroit Chinese Business Association	Raymond Xu	Ford Motor Co PO Box 2769 Dearborn, MI 48123	313-323-8631	N
Detroit Economic Growth Corporation	Diane Stafford	500 Griwswald Street Suite 200 Detroit, MI 48226	313-963-2940	N
Detroit Executive Service Corps	Deanna Mcgraw	16250 Northland Drive, Suite 390 Southfield, Mi 48075	248-395-2840	N
Detroit Public Schools – Employment	Marlene Burdette	Schools Center Bldg 3031 W. Grand Blvd Detroit, Mi 48202	313-873-7101	N
Detroit Unity Temple	Dorothy Jones	17505 Second Ave	313-873-7397	N

		Detroit, MI 48203		
Detroit Urban League	N. Charles Anderson	Workforce Career Development Center 9048 Linwood Detroit, Mi 48206	313-895-2500	N
Employment Central Detroit	Thomas Allen	9301 Michigan Avenue Detroit, MI 48210	313-846-6651	N
Evangel Ministries	Job Placement	13660 Stansbury Street Detroit MI 48227	313-836-7732	N
Fellowship Chapel	Rev. Wendell Anthony	19555 W. McNichols Detroit, MI 48219	313-538-8695	N
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Blvd Detroit, Mi 48238	313- 494-4775	N
George W. Romney Volunteer Center	Michael J. Brennan	1212 Griswold Detroit, MI 48226	313-226-9430	N
Greater Lansing Urban Develop.	Roderick Hill	477 Michigan Avenue Rm 1600 Detroit, MI 48226	313-226-4900	N
Hannan Foundation/House	Denise Williams	4750 Woodward Ave Room 201 Detroit, Mi 48201	313-833-1300	N
Henry Ford Community College-Job Placement Office	Richard Brown	5101 Evergreen, Room 112 Dearborn, MI 48128	313-845-9618	N
Hispanic Business Alliance	Dolores Sanchez	1500 Penobscot Building 645 Griswold Street Detroit, MI 48226	313-962-6422	N
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, Mi 48201	313- 833-8100	N
JVS	Job Placement	29699 Southfield Road Southfield, MI 48076	248-233-4231	N
LASED	Eva Garza Dewealshe	4138 Vernor Detroit, MI 48209	313-554-2025	N
Latin American Social and Economic Development (LASED)	Monica Rubio	4138 Vernor Detroit, MI 48209	313-554-2025	N
Lawrence Technological University - Office Of Career Services	Kevin Finn	Buell Management Building M130 21000 W. Ten Mile Southfield, MI 48075	248-204-3143	N
Lewis College of Business	Phyllis Ponders	17370 Meyers Road Detroit, MI 48235	313-862-6300	N
Marygrove College	Ce'An Manuel	8425 West McNichols Road Detroit, MI 48221	313-927-1478	N
Media Communications Association – Detroit	Kirk Miller	227 Iron Street, Suite 320 Detroit, Mi 48207	248-893-0183	N
Michigan Chronicle, The	Ms Linda Moragne	479 Ledyard Detroit, Mi 48201	313- 963-5522	N
Michigan Dept. of Rehabilitation Services	Anita Baylis	455 W. Fort Street 2 <sup>nd</sup> fl-Detroit Works Building Detroit, MI 48226	313-965-5705	N
Michigan Freedom of Information Committee	Joan Bush	195 Manoogian Wayne University Detroit, MI 48202	313-882-2810	N
Michigan Hispanic Chamber of Commerce	Armando Ojeda	24445 Northwestern Highway, Suite 206 Southfield, MI 48075	248-208-9915	N

Michigan Rehabilitation Services	Ken Hollie	70 West Milwaukee, 4 <sup>th</sup> fl. Detroit, MI 48202	313-871-3800	N
Michigan Works – Oakland County	John Almstadt	Ferndale Service Center 713 East Nine Mile Road Detroit, MI 48220	248-545-0222	N
Michigan Works – Oakland County	David Moffitt	Oak Park Service Center 22180 Parklawn, Room 111 Oak Park, MI 48237	248-691-8437	N
Michigan Works – Oakland County	Ilean Bagley	Southfield Career Center 21030 Indian Southfield, MI 48034	248-79604550	N
Michigan Works - Wayne County	Fatima Anthony	Highland Park Services Center 13700 Woodward Ave Highland Park, MI 48203	313- 826-0299	N
Michigan Works - Wayne County	Luz Maria Robinson	SER Metro Inc 9301 Michigan Ave East of Wyoming Detroit, MI 48210	313-846-2240	N
NAACP –Detroit	Stephanie Brown	2990 East Grand Blvd Detroit, Mi 482023	313- 871-2087	Y
National Association of Black Journalists Detroit Chapter	Darren Nichols	Detroit News 615 W. Lafayette Detroit, MI 48226	313-561-8146	N
National Association of Telecommunications-Micigan, City of Southfield	Kathy Sherman	26000 Evergreen Road Southfield, MI 48037	248-351-1301	N
North American Indian Assoc. of Detroit	Michelle White	22720 Plymouth Road Detroit, MI 48239	313-535-2966	Y
Oak Grove A.M.E. Church	Jacqueline Lawson	19801 Cherrylawn St Detroit, Mi 48221	313-341-8877	N
Oak Park Career Center	Kasy Mizell	22180 Parklawn Oak Park, MI 48237	248-691-8437	N
Operation Able	Leena Zachariah	22180 Parklawn Oak Park, MI 48237	248-691-8437	N
Payne Pulliam School	Freddie Lindsay-Payne	2345 Cass Detroit, Mi 48201	313-963-4710	N
Randolph Career & Technical Center	Joyce Smith	17101 Hubbell Detroit, MI 48235	313-494-3909	N
Society Of Women Engineers Of Detroit	Christian Brandenburg	PO Box 2978 Detroit, MI 48037	248- 576-9703	N
Specs Howard School Of Broadcasting	Kevin Scollin	19900 Nine Mile Southfield, MI	248-358-9000	Y
The Young (Coleman A.) Foundation	Claudette Y. Smith, Ph.D	2111 Woodward Ave Suite 600 Detroit, Mi 48201	313- 962-2200	N
University Of Detroit Mercy	Sheryl Mcgriff	4001 W. McNichols Detroit, MI 48219	313-993-1017	Y
Wayne State University (Career Planning & Placement Services)	Rodney Cole	656 West Kirby Avenue Room 1001 Detroit, Mi 48202	313-577-3390	N
Wayne State University	Job Postings	3111 Grand River Detroit, MI 48202	313-577-3390	N
Wayne State University	Ronald Kent	656 W. Kirby 1001 Faculty/Administration Bldg Detroit, Mi 48202	313- 577-3390	N

Wayne State University	Cheryl A. Yurkovich	Office Of Public Relations 3222 Faculty Administration Bldg Detroit, Mi 48202	313- 577-2150	N
Women Advertising Club of Detroit	Mary Gabriel	1249 Washington Blvd. Suite 2630 Detroit, MI 48226	313-962-3599	N
Wtvs - Channel 56	Darlene Greenbird	7441 Second Ave Detroit, Mi 48202	313-876-8356	N
CBS Radio		<a href="http://www.CBSradio.Com">www.CBSradio.Com</a>		N/A
Michigan Association Of Broadcasters		<a href="http://www.Michmab.Com">www.Michmab.Com</a>	517-484-7444	N/A
Michigan Talent Bank		<a href="http://www.Michworks.Org">www.Michworks.Org</a>	888-253-6855	N/A

**6) Total # of Interviewees Referred by Each Source:** For the period from May 23, 2006 to May 22, 2007 this Employment Unit interviewed 62 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) Employee Referral	11
2) Monster Website	27
3) CBS Radio Website	10
4) On air Announcement	6
5) CareerBuilder.com website	3
6) External Referral	5

**7) Supplemental Recruitment Measures.**

**(a) Job Fairs.**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: Position
<p>1. Detroit Urban League Annual Career Fair</p> <p>All six CBS Detroit Radio stations were represented at this job fair which ran one day from 9am-4pm. CBS had a table with each station's logo displayed, which highlighted the opportunities available at each station. Accepted resumes and applications for positions.</p>	8/17/06	Human Resources Manager, General Sales Manager
<p>2. Working Together - The Southeast Michigan Employment, Training and Family Resource Expo</p> <p>United Way staged the largest workforce event of its kind in Michigan. This expo was open to all including hurricane disaster survivors living in Michigan. All six CBS Detroit Radio stations were represented at this job fair which ran one day from 8:30am-5pm. CBS had a table with each station's logo displayed, which highlighted the opportunities available at each station. Accepted resumes and applications for positions.</p>	10/11/06	Human Resources Manager, Promotion Director

**(b) General Outreach Efforts.**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: Position
<p>1. WYCD has made significant contributions to the CBS Radio Career website (<a href="http://www.cbsradio.com">www.cbsradio.com</a>) 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>	Ongoing	Human Resources Manager

**(c) Educational Institutional –Sponsored Events**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: Position
<p>1. University of Michigan-Dearbon</p> <p>All six CBS Detroit Radio stations were represented at this job fair which ran one day from 10am-2pm. CBS had a table with each station's logo displayed, which highlighted the opportunities available at each station. Accepted resumes and applications for positions.</p>	9/27/06	Human Resources Manager, Promotion Director
<p>2. Oakland University</p> <p>All six CBS Detroit Radio stations were represented at this job fair which ran one day from 11am-3pm. CBS had a table with each</p>	9/28/06	Human Resources Manager, Promotion Director

station's logo displayed, which highlighted the opportunities available at each station. Accepted resumes and applications for positions.		
3. Specs Howard School of Broadcast Arts  All six CBS Detroit Radio stations were represented at this job fair which ran one day from 4pm-7pm. CBS had a table with each station's logo displayed, which highlighted the opportunities available at each station. Accepted resumes and applications for positions.	10/18/06	Human Resources Manager, Promotion Director
4. University of Detroit Mercy  All six CBS Detroit Radio stations were represented at this job fair which ran one day from 12:30m-3:30pm. CBS had a table with each station's logo displayed, which highlighted the opportunities available at each station. Accepted resumes and applications for positions.	10/24/06	Human Resources Manager
5. Michigan Collegiate Job Fairs  All six CBS Detroit Radio stations were represented at this state-wide job fairs, which ran one day each from 9am-3pm. CBS had a booth with each station's logo displayed, which highlighted the opportunities available at each station. Accepted resumes and applications for positions. The Job Fair was sponsored by Michigan Association of Collegiate Career & Employers Service and Eastern Michigan University.	11/17/06	Human Resources Manager, Local Sales Manager and New Business Development Manager

**(d) Internships.**

Description of Internship Program:	Date:	Personnel Involved: Position
1. WYCD offers area college students internship opportunities at the station department (programming, promotions, sales and marketing, engineering, news/sports) closest to their academic major. Each intern reports to that department's head. The participating schools have different sets of requirements for internship length and the number of hours required, and the station strives to accommodate each school's needs.	Ongoing	Human Resources Manager, Station Managers