

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment date for the period May 23, 2007 to May 22, 2008

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: 248-799-0600
	Contact Person: Dina McCutcheon
	E-mail Address: Dina.mccutcheon@cbsradio.com

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

Job Title	Recruitment Source Referring Hiree
1. Account Executive	External Referral
2. Account Executive	External Referral
3. Account Executive	External Referral
4. Account Executive	External Referral
5. Sales Promotion Coordinator	Internal Referral
6. Account Executive	Internal Referral

Station WYCD is an Equal Opportunity Employer

5) Job Title: #1- #4, #6 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) 867-3500	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, MNI 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 th 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) 533- 6118	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		www.cbsradio.com		N/A
Michigan Association of Broadcasters		www.michmab.com	(517) 484- 7444	N/A
Michigan Talent Bank		www.michworks.org	(888) 253- 6855	N/A

5) Job Title: #5 – Sales Promotion Coordinator Referral Source(s) of Hire: Internal Referral

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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
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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
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Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343, Troy, MNI 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
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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
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Goodwill Industries	Marion Perkins	3111 Grand River Detroit, MI 48208	(313)-964-3900	N
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Salvation Army	Job Placement	27500 Shiawassee St Farmington, MI 48336	(248)-477-1153	N
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Salvation Army	Kathy Smith	26700 W Warren St Dearborn Heights, MI 48127	(313)-563-4457	N
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Social Service Dept	Bob Schumann	21441 River Road Warren, MI 48093	(810) 573-2300	N
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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		www.cbsradio.com		N/A
Michigan Association of Broadcasters		www.michmab.com	(517) 484- 7444	N/A
Michigan Talent Bank		www.michworks.org	(888) 253- 6855	N/A

6) Total # of Interviewees Referred by Each Source: For the period from May 23, 2007 to May 22, 2008 this Employment Unit interviewed 21 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) External Referral	5
2) Michigan Talent Bank	3
3) On-air announcement	7
4) Internal referral	1
5) CBS Radio Website	5

7) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: Position
<p>1. CBS Radio Detroit Open House</p> <p>The Open House was hosted by the six CBS Radio stations in Detroit to recruit candidates interested in pursuing a career in sales. The General and Local Sales Managers from each of the stations were in attendance.</p> <p>The CBS Radio Detroit stations promoted the Open House by airing commercials on all six radio stations.</p> <p>The Open House took place at one of the CBS stations, WWJ-AM, from 7am-10am and 5pm-8pm. The Open House included a presentation on the role and responsibility of an Account Manager and offered one-on-one interviews with job applicants.</p>	8/17/07	General Managers, General Sales Managers and Local Sales Managers

(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 (www.cbsradio.com) which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them.</p>	Ongoing	Human Resources Manager

(c) Educational Institution –Sponsored Events

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: Position
1. Specs Howard School of Broadcast Arts All six CBS Radio Detroit stations were represented at this job fair which ran one day from 1pm-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.	2/21/08	Human Resources Manager, Promotion Coordinator
2. Baker College of Auburn Hills All six CBS Radio Detroit stations were represented at this job fair, which ran one day from 10am-1pm. CBS had a booth with each station's logo displayed, which highlighted the opportunities available at each station. Accepted resumes and applications for positions.	4/23/08	Human Resources Manager, Promotion Coordinator

(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