

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 10/01/12-09/30/13

Employment Unit: CBS Operations, Inc.

2) Unit Members (Stations and Communities of License): WTOG (TV)- St. Petersburg, FL

3) EEO Contact Information for Unit Member:

Mailing Address: 365 105 th Terrace NE St. Petersburg, FL 33716	Telephone Number: 727-576-4444
	Contact Person: Joanne M Campbell
	E-mail Address: jcampbell@wtogtv.com

4) List all Full-Time Job Vacancies (identified by Job Title) Filled by Each Station in the Employment Unit.

1. Producer/Editor
2. Account Executive
3. Marketing Coordinator
4. Account Executive
5. Local Sales Manager
6. General Manager/ Vice President

(___)Check here if additional Full-Time Job Vacancies filled are listed on an attached sheet, using identical format.)

[PREPARE ONE PAGE FOR EVERY JOB VACANCY]

1) Job Title: Producer/Editor**Referral Source(s) of Hire: Indeed.com**

Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Pinellas County Human Rights Office	Mr. Leon Russell, Director	400 S. Fort Harrison Ave, Clearwater ,FL 33756-5113	727-464-4880	Yes
Eckerd College	Ms. Jane Colson, Placement Counselor	4200 54 th Avenue S. St. Petersburg, FL 33711	727-864-8258	Yes
University of South Florida	Ms. Jinah Rordam	140 7 th Avenue S. St. Petersburg, FL 33701-5016	727-553-1129	Yes
Bethune-Cookman College	Career Counselor	640 Mary McLeod Bethune Blvd. Daytona Beach, FL 32114-3099	904-255-1401	Yes
Pinellas County Urban League	Skills Bank Coordinator	333 31 st Street N. St. Petersburg, FL 33713	727-327-2081	Yes
St. Petersburg College	Ms. Mae Knotek, Job Placement	2465 Drew Street Clearwater, FL 33765	727-791-2680	Yes
St. Petersburg Branch NAACP	Mr. Chris Styles, Director	PO Box 12402 St. Petersburg, FL 33733	727-898-3310	Yes
City of Clearwater	Ms. Eleanor Breland, Human Resources	PO Box 4748 Clearwater, FL 33758-4748	727-462-6900	Yes
University of Tampa	Mr. Tim Harding, Director	401 West Kennedy Blvd., Box K Tampa, Fl 33606-1490	813-253-3378	Yes
University of South Florida	Kathlen Roche, Career Center	4202 Fowler Avenue Tampa, FL 33620-7100	813-974-2591	Yes
Lynn University	Ms. Louise Sundermeir, Director	3601 N. Military Trail Boca Raton, FL 33431	561-237-7096	Yes
Hillsborough Community College	Ms. Alisa Keaton, Placement Dir.	2112 N 15 th St Tampa FL 33605-3648	813-253-7590	Yes
PTEC	Bethany Greenley	6100 154 th Avenue N. Clearwater, FL 33760	727-538-7167	Yes
St. Petersburg Vocational-Technical Institute	Career Counselor	901 34 th Street S St. Petersburg, FL 33711	727-893-2500	Yes
Full Sail	Ms. Karen Trudeau	3300 University Blvd. #160 Winter Park, FL 32792	800-757-5105	Yes
Remington College	Ms. Deb Hoffman	6302 E Dr. MLK Jr. Blvd Ste 400 Tampa FL 33619	727-532-1999	Yes
Webster College	Ms. Sheri Houle	2127 Grand Blvd. Holiday, Fl 34690	727-942-0069	Yes
Art Institute of Fort Lauderdale	Ms. LuWin Sanchez	1799 SE 17 th Street Fort Lauderdale, FL 33316	800-275-7603	Yes
Florida Metropolitan University	Ms. Barbara Rarden	3319 W. Hillsborough Ave. Tampa, FL 33614	813-879-6000 ext 143	Yes
Enoch Davis Center	Career Services	1111 18 th Avenue S. St. Petersburg, FL 33705		Yes
St. Petersburg College	Job Center	9200 113 th Street N Seminole, FL 33772	727-394-6111	Yes

St. Petersburg College	Job Center	6605 5 th Avenue N. St. Petersburg, FL 33710	727-341-4772	Yes
Connecticut School of Broadcasting	Human Resources	3901 Coconut Palm Dr. Ste 105, Tampa, FL 33619	813-740-0990	Yes
Emma L. Bowen Foundation	Ms. Sandra Rice	524 West 57 th Street New York, NY 10019	212-975-2597	Yes
National Council of LaRaza	Newsletter Editor	1126 16 th St NW, Suite 500 Washington, DC 20036-4826		Yes
Broadcast Employment Services	Mr. Mark C. Holloway, Pres.	PO Box 4116 Oceanside, CA 92052		Yes
St. Leo University	Ms. Beverly Baehr	PO Box 6665, MC2212 St. Leo, FL 33574	352-588-8346	Yes
Lee Hecht Harrison	Ms. Lillie Espinosa	4350 W. Cypress Street Tampa, FL 33607	813-872-7700	Yes
Argosy University	Job Center	5250 17 th Street Sarasota, FL 34235	941-379-0404	Yes
Worknet Pinellas	Recruiter-Business Svcs	2312 Gulf to Bay Blvd Clearwater FL 33755	727-524.4344	Yes
CBS Corp Web site		www.cbcorporation.com/careers		N/A
WTOG-TV Web Site		www.cw44.com/marketplace/jobs	727-576-4444	N/A
Goodwill Industries of Central Fla.	Career Services	PO Box 14456 10596 Gandy Blvd St Petersburg FL 33733	813-870-3414	Yes
Pinellas Opportunity Council	Career Services	3443 1 st Ave N St Petersburg FL 33713	727-327-8690	Yes
Art Institute of Tampa	Bruce McCain	4401 N Himes Ave Ste 150 Tampa FL 33614	813-393-5368	Yes
Tampa Bay Workforce Alliance	Jie Wells	9215 N Florida Ave Tampa FL 33612	813-930-7556	Ye

2) Job Title: Account Executive**Referral Source(s) of Hirees: CBS Website**

Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Pinellas County Human Rights Office	Paul Valenti	400 S. Fort Harrison Ave, Clearwater ,FL 33756-5113	727-464-4880	Yes
Eckerd College	Krystle Fogarty	4200 54 th Avenue S. St. Petersburg, FL 33711	727-864-8258	Yes
University of South Florida	Career Center	140 7 th Avenue S., DAV115 St. Petersburg, FL 33701-5016	727-553-1129	Yes
University of South Florida	Kathlene Roche	4202 Fowler Ave Tampa FL 33620-7100	813-974-2591	Yes
Bethune-Cookman College	Career Counselor	640 Mary McLeod Bethune Blvd. Daytona Beach, FL 32114-3099	904-255-1401	Yes
Pinellas County Urban League	Skills Bank Coordinator	333 31 st Street N. St. Petersburg, FL 33713	727-327-2081	Yes
St. Petersburg College	Ms. Mae Knotek, Job Placement	2465 Drew Street Clearwater, FL 33765	727-791-2680	Yes
St. Petersburg Branch NAACP	Pr. & Pastor Dr Manuel Sykes	1501 16 th St So St Petersburg FL 33705	727-898-3310	Yes
City of Clearwater	Ms. Eleanor Breland, Human Resources	PO Box 4748 Clearwater, FL 33758-4748	727-462-6900	Yes
University of Tampa	Mark Colvenbach	401 West Kennedy Blvd., Box K Tampa, Fl 33606-1490	813-253-3378	Yes
Lynn University	Ms. Louise Sundermeir, Director	3601 N. Military Trail Boca Raton, FL 33431	561-237-7096	Yes
Hillsborough Community College	Ms. Alisa Keaton, Placement Dir.	Ybor City Campus PO Box 5096 Tampa, FL 33675	813-253-7590	Yes
PTEC	Ms. Gaile Kampel	6100 154 th Avenue N. Clearwater, FL 33760	727-538-7167	Yes
St. Petersburg Vocational-Technical Institute	Career Counselor	901 34 th Street S St. Petersburg, FL 33711	727-893-2500	Yes
Full Sail	Ms. Karen Trudeau	3300 University Blvd. #160 Winter Park, FL 32792	800-757-5105	Yes
Remington College	Ms. Deb Hoffman	6302 E Dr Martin Luther King Blvd Tampa FL 33619	727-532-1999	Yes
Webster College	Ms. Sheri Houle	2127 Grand Blvd. Holiday, Fl 34690	727-942-0069	Yes
Art Institute of Fort Lauderdale	Ms. LuWin Sanchez	1799 SE 17 th Street Fort Lauderdale, FL 33316	800-275-7603	Yes
Florida Metropolitan University	Ms. Barbara Rarden	3319 W. Hillsborough Ave. Tampa, FL 33614	813-879-6000 ext 143	Yes
Enoch Davis Center	Career Services	1111 18 th Avenue S. St. Petersburg, FL 33705		Yes
St. Petersburg College	Job Center	9200 113 th Street N Seminole, FL 33772	727-394-6111	Yes

St. Petersburg College	Job Center	6605 5 th Avenue N. St. Petersburg, FL 33710	727-341-4772	Yes
Connecticut School of Broadcasting	Human Resources	3901 Coconut Palm Dr. Ste 105, Tampa, FL 33619	813-740-0990	Yes
Emma L. Bowen Foundation	Ms. Sandra Rice	524 West 57 th Street New York, NY 10019	212-975-2597	Yes
National Council of LaRaza	Newsletter Editor	1126 16 th St NW, Suite 500 Washington, DC 20036-4826		Yes
Broadcast Employment Services	Mr. Mark C. Holloway, Pres.	PO Box 4116 Oceanside, CA 92052		Yes
St. Leo University	Ms. Beverly Baehr	PO Box 6665, MC2212 St. Leo, FL 33574	352-588-8346	Yes
Lee Hecht Harrison	Ms. Lillie Espinosa	4350 Cypress Street Tampa, FL 33607	813-872-7700	Yes
Argosy University	Job Center	5250 17 th Street Sarasota, FL 34235	941-379-0404	Yes
Worknet Pinellas	Recruiter-Business Svcs	624 1 st Avenue S St. Petersburg, FL 33701	727-524.4344	Yes
CBS Corp Web site		www.cbcorporation.com/careers		N/A
WTOG-TV Web Site		www.cw44.com/marketplace/jobs	727-576-4444	N/A
Goodwill Industries of Central Fla	Career Services	PO Box 14456 10596 Gandy Blvd St Petersburg FL 33733	813-870-3414	YES
St Pete One Stop Career Ctr	Career Services	3251 3 rd Ave N St Petersburg FL 33713	727-893-1255	YES
Pinellas Opportunity Council	Career Services	4039 8 th Ave S St Petersburg FL 33711-2004	727-327-8690	YES
Art Institute of Tampa	Bruce McCaine	4401 N Himes Ave Ste 150 Tampa FL 33614	813-393-5368	YES
Florida Memorial University	Career Services	15800 NW 42 nd Ave Miami Gardens FL 33054	305-626-3600	YES
Ave Maria University	Career Services	5050 Ave Maria Blvd Ave Maria FL 34142	239-280-2500	YES
The Baptist College of FL	Career Services	5400 College Dr Graceville FL 32440	800-328-2660	YES
Beacon College	Career Services	105 E Main St Leesburg FL 34748	855-220-5376	YES
Broward College	Career Services	111 E Ias Olas Blvd Ft Lauderdale FL 33301	954-201-7350	YES
VETS	Employment Services	c/o US Dept of Labor Frances Perkins Bldg 200 Constitution Ave NW Washingt DC 20210	866-487-2365	YES

3) ob Title: Marketing Coordinator**Referral Source(s) of Hiree: CBS Website**

Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Pinellas County Human Rights Office	Mr. Leon Russell, Director	400 S. Fort Harrison Ave, Clearwater ,FL 33756-5113	727-464-4880	Yes
Eckerd College	Ms. Jane Colson, Placement Counselor	4200 54 th Avenue S. St. Petersburg, FL 33711	727-864-8258	Yes
University of South Florida	Career Center	140 7 th Avenue S., DAV115 St. Petersburg, FL 33701-5016	727-553-1129	Yes
Bethune-Cookman College	Career Counselor	640 Mary McLeod Bethune Blvd. Daytona Beach, FL 32114-3099	904-255-1401	Yes
Pinellas County Urban League	Skills Bank Coordinator	333 31 st Street N. St. Petersburg, FL 33713	727-327-2081	Yes
St. Petersburg College	Ms. Mae Knotek, Job Placement	2465 Drew Street Clearwater, FL 33765	727-791-2680	Yes
St. Petersburg Branch NAACP	Mr. Chris Styles, Director	PO Box 12402 St. Petersburg, FL 33733	727-898-3310	Yes
City of Clearwater	Ms. Eleanor Breland, Human Resources	PO Box 4748 Clearwater, FL 33758-4748	727-462-6900	Yes
University of Tampa	Mr. Tim Harding, Director	401 West Kennedy Blvd., Box K Tampa, Fl 33606-1490	813-253-3378	Yes
University of South Florida	Dr. Kathleen Roche, Career Center	4202 Fowler Avenue Tampa, FL 33620-7100	813-974-2591	Yes
Lynn University	Ms. Louise Sundermeir, Director	3601 N. Military Trail Boca Raton, FL 33431	561-237-7096	Yes
Hillsborough Community College	Ms. Alisa Keaton, Placement Dir.	Ybor City Campus PO Box 5096 Tampa, FL 33675	813-253-7590	Yes
PTEC	Bethany Greenley	6100 154 th Avenue N. Clearwater, FL 33760	727-538-7167	Yes
St. Petersburg Vocational-Technical Institute	Career Counselor	901 34 th Street S St. Petersburg, FL 33711	727-893-2500	Yes
Full Sail	Ms. Karen Trudeau	3300 University Blvd. #160 Winter Park, FL 32792	800-757-5105	Yes
Remington College	Ms. Deb Hoffman	8550 Ulmerton Rd., Unit 100 Largo, FL 33771	727-532-1999	Yes
Webster College	Ms. Sheri Houle	2127 Grand Blvd. Holiday, Fl 34690	727-942-0069	Yes
Art Institute of Fort Lauderdale	Ms. LuWin Sanchez	1799 SE 17 th Street Fort Lauderdale, FL 33316	800-275-7603	Yes
Florida Metropolitan University	Ms. Barbara Rarden	3319 W. Hillsborough Ave. Tampa, FL 33614	813-879-6000 ext 143	Yes
Enoch Davis Center	Career Services	1111 18 th Avenue S. St. Petersburg, FL 33705		Yes

St. Petersburg College	Job Center	9200 113 th Street N Seminole, FL 33772	727-394-6111	Yes
St. Petersburg College	Job Center	6605 5 th Avenue N. St. Petersburg, FL 33710	727-341-4772	Yes
Connecticut School of Broadcasting	Human Resources	3901 Coconut Palm Dr. Ste 105, Tampa, FL 33619	813-740-0990	Yes
Emma L. Bowen Foundation	Ms. Sandra Rice	524 West 57 th Street New York, NY 10019	212-975-2597	Yes
National Council of LaRaza	Newsletter Editor	1126 16 th St NW, Suite 500 Washington, DC 20036-4826		Yes
Broadcast Employment Services	Mr. Mark C. Holloway, Pres.	PO Box 4116 Oceanside, CA 92052		Yes
St. Leo University	Ms. Beverly Baehr	PO Box 6665, MC2212 St. Leo, FL 33574	352-588-8346	Yes
Lee Hecht Harrison	Ms. Lillie Espinosa	4350 Cypress Street Tampa, FL 33607	813-872-7700	Yes
Argosy University	Job Center	5250 17 th Street Sarasota, FL 34235	941-379-0404	Yes
Worknet Pinellas	Recruiter- Business Svcs	624 1 st Avenue S St. Petersburg, FL 33701	727-524.4344	Yes
St Petersburg College	James Gonyea	www.spcollege.edu	727-791-2631	
CBS Corp Web site		www.cbcorporation.com/careers		N/A
WTOG-TV Web Site		www.cw44.com/marketplace/jobs	727-576-4444	N/A

4) Job Title: Account Executive**Referral Source(s) of Hiree Employee Referral**

Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Pinellas County Human Rights Office	Paul Valenti	400 S. Fort Harrison Ave, Clearwater ,FL 33756-5113	727-464-4880	Yes
Eckerd College	Krystle Fogarty	4200 54th Avenue S. St. Petersburg, FL 33711	727-864-8258	Yes
University of South Florida	Career Center	140 7th Avenue S., DAV115 St. Petersburg, FL 33701-5016	727-553-1129	Yes
University of South Florida	Kathlene Roche	4202 Fowler Ave Tampa FL 33620-7100	813-974-2591	Yes
Bethune-Cookman College	Career Counselor	640 Mary McLeod Bethune Blvd. Daytona Beach, FL 32114-3099	904-255-1401	Yes
Pinellas County Urban League	Skills Bank Coordinator	333 31st Street N. St. Petersburg, FL 33713	727-327-2081	Yes
St. Petersburg College	Ms. Mae Knotek, Job Placement	2465 Drew Street Clearwater, FL 33765	727-791-2680	Yes
St. Petersburg Branch NAACP	Pr. & Pastor Dr Manuel Sykes	1501 16th St So St Petersburg FL 33705	727-898-3310	Yes
City of Clearwater	Ms. Eleanor Breland, Human Resources	PO Box 4748 Clearwater, FL 33758-4748	727-462-6900	Yes
University of Tampa	Mark Colvenbach	401 West Kennedy Blvd., Box K Tampa, Fl 33606-1490	813-253-3378	Yes
Lynn University	Ms. Louise Sundermeir, Director	3601 N. Military Trail Boca Raton, FL 33431	561-237-7096	Yes
Hillsborough Community College	Ms. Alisa Keaton, Placement Dir.	Ybor City Campus PO Box 5096 Tampa, FL 33675	813-253-7590	Yes
PTEC	Ms. Gaile Kampel	6100 154th Avenue N. Clearwater, FL 33760	727-538-7167	Yes
St. Petersburg Vocational-Technical Institute	Career Counselor	901 34th Street S St. Petersburg, FL 33711	727-893-2500	Yes
Full Sail	Ms. Karen Trudeau	3300 University Blvd. #160 Winter Park, FL 32792	800-757-5105	Yes
Remington College	Ms. Deb Hoffman	6302 E Dr Martin Luther King Blvd Tampa FL 33619	727-532-1999	Yes
Webster College	Ms. Sheri Houle	2127 Grand Blvd. Holiday, Fl 34690	727-942-0069	Yes
Art Institute of Fort Lauderdale	Ms. LuWin Sanchez	1799 SE 17th Street Fort Lauderdale, FL 33316	800-275-7603	Yes
Florida Metropolitan University	Ms. Barbara Rarden	3319 W. Hillsborough Ave. Tampa, FL 33614	813-879-6000 ext 143	Yes
Enoch Davis Center	Career Services	1111 18th Avenue S. St. Petersburg, FL 33705		Yes
St. Petersburg College	Job Center	9200 113th Street N Seminole, FL 33772	727-394-6111	Yes

St. Petersburg College	Job Center	6605 5th Avenue N. St. Petersburg, FL 33710	727-341-4772	Yes
Connecticut School of Broadcasting	Human Resources	3901 Coconut Palm Dr. Ste 105, Tampa, FL 33619	813-740-0990	Yes
Emma L. Bowen Foundation	Ms. Sandra Rice	524 West 57th Street New York, NY 10019	212-975-2597	Yes
National Council of LaRaza	Newsletter Editor	1126 16th St NW, Suite 500 Washington, DC 20036-4826		Yes
Broadcast Employment Services	Mr. Mark C. Holloway, Pres.	PO Box 4116 Oceanside, CA 92052		Yes
St. Leo University	Ms. Beverly Baehr	PO Box 6665, MC2212 St. Leo, FL 33574	352-588-8346	Yes
Lee Hecht Harrison	Ms. Lillie Espinosa	4350 Cypress Street Tampa, FL 33607	813-872-7700	Yes
Argosy University	Job Center	5250 17th Street Sarasota, FL 34235	941-379-0404	Yes
Worknet Pinellas	Recruiter-Business Svcs	624 1st Avenue S St. Petersburg, FL 33701	727-524.4344	Yes
CBS Corp Web site		www.cbcorporation.com/careers		N/A
WTOG-TV Web Site		www.cw44.com/marketplace/jobs	727-576-4444	N/A
Goodwill Industries of Central Fla	Career Services	PO Box 14456 10596 Gandy Blvd St Petersburg FL 33733	813-870-3414	YES
St Pete One Stop Career Ctr	Career Services	3251 3rd Ave N St Petersburg FL 33713	727-893-1255	YES
Pinellas Opportunity Council	Career Services	4039 8th Ave S St Petersburg FL 33711-2004	727-327-8690	YES
Art Institute of Tampa	Bruce McCaine	4401 N Himes Ave Ste 150 Tampa FL 33614	813-393-5368	YES
Florida Memorial University	Career Services	15800 NW 42nd Ave Miami Gardens FL 33054	305-626-3600	YES
Ave Maria University	Career Services	5050 Ave Maria Blvd Ave Maria FL 34142	239-280-2500	YES
The Baptist College of FL	Career Services	5400 College Dr Graceville FL 32440	800-328-2660	YES
Beacon College	Career Services	105 E Main St Leesburg FL 34748	855-220-5376	YES
Broward College	Career Services	111 E Ias Olas Blvd Ft Lauderdale FL 33301	954-201-7350	YES
VETS	Employment Services	c/o US Dept of Labor Frances Perkins Bldg 200 Constitution Ave NW Washingt DC 20210	866-487-2365	YES

5) Job Title: Local Sales Manager**Referral Source(s) of Hiree CBS Website**

Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Pinellas County Human Rights Office	Paul Valenti	400 S. Fort Harrison Ave, Clearwater ,FL 33756-5113	727-464-4880	Yes
Eckerd College	Krystle Fogarty	4200 54th Avenue S. St. Petersburg, FL 33711	727-864-8258	Yes
University of South Florida	Career Center	140 7th Avenue S., DAV115 St. Petersburg, FL 33701-5016	727-553-1129	Yes
University of South Florida	Kathlene Roche	4202 Fowler Ave Tampa FL 33620-7100	813-974-2591	Yes
Bethune-Cookman College	Career Counselor	640 Mary McLeod Bethune Blvd. Daytona Beach, FL 32114-3099	904-255-1401	Yes
Pinellas County Urban League	Cindy Myrick, program coordinator	333 31st Street N. St. Petersburg, FL 33713	727-327-2081	Yes
St. Petersburg College	Ms. Mae Knotek, Job Placement	2465 Drew Street Clearwater, FL 33765	727-791-2680	Yes
St. Petersburg Branch NAACP	Pr. & Pastor Dr Manuel Sykes	1501 16th St So St Petersburg FL 33705	727-898-3310	Yes
City of Clearwater	Ms. Eleanor Breland, Human Resources	PO Box 4748 Clearwater, FL 33758-4748	727-462-6900	Yes
University of Tampa	Mark Colvenbach	401 West Kennedy Blvd., Box K Tampa, Fl 33606-1490	813-253-3378	Yes
Lynn University	Ms. Louise Sundermeir, Director	3601 N. Military Trail Boca Raton, FL 33431	561-237-7096	Yes
Hillsborough Community College	Ms. Alisa Keaton, Placement Dir.	Ybor City Campus PO Box 5096 Tampa, FL 33675	813-253-7590	Yes
PTEC	Ms. Gaile Kappel	6100 154th Avenue N. Clearwater, FL 33760	727-538-7167	Yes
St. Petersburg Vocational-Technical Institute	Career Counselor	901 34th Street S St. Petersburg, FL 33711	727-893-2500	Yes
Full Sail	Ms. Karen Trudeau	3300 University Blvd. #160 Winter Park, FL 32792	800-757-5105	Yes
Remington College	Ms. Deb Hoffman	6302 E Dr Martin Luther King Blvd Tampa FL 33619	727-532-1999	Yes
Webster College	Ms. Sheri Houle	2127 Grand Blvd. Holiday, Fl 34690	727-942-0069	Yes
Florida Metropolitan University	Ms. Barbara Rarden	3319 W. Hillsborough Ave. Tampa, FL 33614	813-879-6000 ext 143	Yes
Enoch Davis Center	Career Services	1111 18th Avenue S. St. Petersburg, FL 33705		Yes
Emma L. Bowen Foundation	Ms. Sandra Rice	524 West 57th Street New York, NY 10019	212-975-2597	Yes
National Council of LaRaza	Newsletter Editor	1126 16th St NW, Suite 500 Washington, DC 20036-4826		Yes

St. Leo University	Ms. Beverly Baehr	PO Box 6665, MC2212 St. Leo, FL 33574	352-588-8346	Yes
Lee Hecht Harrison	Ms. Lillie Espinosa	4350 Cypress Street Tampa, FL 33607	813-872-7700	Yes
Argosy University	Job Center	5250 17th Street Sarasota, FL 34235	941-379-0404	Yes
Worknet Pinellas	Recruiter- Business Svcs	624 1st Avenue S St. Petersburg, FL 33701	727-524.4344	Yes
CBS Corp Web site		www.cbscorporation.com/careers		N/A
WTOG-TV Web Site		www.cw44.com/marketplace/jobs	727-576-4444	N/A
Goodwill Industries of Central Fla	Career Services	PO Box 14456 10596 Gandy Blvd St Petersburg FL 33733	813-870-3414	YES

6) Job Title: General Manager/VP

Referral Source(s) of Hire; Exigent Circumstances

7). **Hiree Recruitment Source Summary.** List the Recruitment Source that referred the Hiree for each full-time vacancy during the proceeding year.

<u>Name of Hiree</u>	<u>Name of Recruitment Source</u>
	Indeed.com
	CBS Website
	CBS Website
	Employee Referral
	CBS Website
	Exigent Circumstances

(Check here if additional Hirees are listed on an attached sheet, using identical format.)

8) **Total # of Interviewees Referred by Each Source:** For the period from 10/01/2012 to 9/30/2013, this Employment Unit interviewed **20** Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Number of Interviewees Referred</u>
CBS Website	8
Employee Referral	6
Walk-ins	2
College Job Board	2
Indeed.com	1
Internship	1

(Check here if additional Recruitment Sources are listed on an attached sheet, using identical format.)

9) Supplemental Recruitment Measures. List and briefly describe the Supplemental Recruitment Measures undertaken during the proceeding twelve (12) months for the following four (4) recruitment activities.

(a) Job Fairs. (Each employment unit must host or co-sponsor one job fair OR participate in at least four job fairs.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
SPC Seminole Campus Job Fair	April 4 2013	Greg Blackburn, Creative Services Manager

10) Internship (Each employment unit must establish an internship program.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Ashley Donald- Creative Service Intern from USF	1/14/13-4/10/13	Greg Blackburn Creative Service Mgr
Kristel Lugo-Creative Service Intern from USF	1/23/13-4/10/13	Greg Blackburn Creative Service Mgr
3. Ashley Damschen-Creative Service Intern from USF	5/3/13-7/25/13	Greg Blackburn Creative Service Mgr
4. Shelby Gehrdes-Creative Service Intern From Florida Southern College	6/17/13-7/25/13	Greg Blackburn Creative Service Mgr
5. Ana Christina Sanchez- Creative Service Intern from University of Tampa	5/28/13-7/25/13	Greg Blackburn Creative Service Mgr
6. Ariel Schiller- Creative Service Intern from USF	5/14/13-7/29/13	Greg Blackburn Creative Service Mgr

11) Participation in Events. (Each employment unit must participate in at least four events relating to career opportunities in broadcasting sponsored by educational institutions.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
PTEC Advisory Council Meeting- Greg addressing senior students and discussed internships along with developing ideas to produce resume tapes.	10/10/12	Greg Blackburn Creative Service Mgr
PTEC Advisory Council Meeting- Greg addressed students about concerns on loss of Broadcasting students and what needs to be done to keep them in school.	6/10/13	Greg Blackburn Creative Service Mgr
Greg spoke to the Broadcast graduation class at Florida Southern College on employment trends in broadcasting, and future of broadcasting industry.	9/11/13	Greg Blackburn Creative Service Mgr

12) Training Management Personnel. (Each Employment Unit must train management level personnel on methods of ensuring equal employment opportunity and preventing discrimination.)

Description of Recruitment Measure:	Personnel Involved: (Name and position)	
Business Conduct Statement	All Active Employees	Addressing issues such as Anti-corruption, harassment, conflict of interest and social networking
Preventing Sexual Harassment	All Active Employees	Addressing sexual harassment and how to handle them in the workplace
Protecting Content and Preventing Piracy	All Active Employees	Addressing the protection of all paperwork, emails and computer information to help prevent outside sources from gaining.