

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period November 23, 2005 to November 22, 2006.

1) Employment Unit Location/Name: Boston, MA WBZ / WODS

**2) Unit Members (List all station call signs and communities of license): WBZ (AM) Boston, MA
WODS (FM) Boston, MA**

3) EEO Contact Information for Employment Unit:

Mailing Address: WBZ/WODS 1170 Soldiers Field Rd Boston, MA. 02134	Telephone Number: 617 787-7572
	Contact Person: Robert Houghton
	E-mail Address: rhoughto@boston.cbs.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 WBZ AM #1	WBZ Website (WBZ.com)
2. Account Executive WBZ AM #2	Employee referral
3. Account Executive WBZ AM #3	Rehired Former Employee
4. Account Executive WBZ AM #4	Former Intern
5. Sales Assistant WBZ AM #1	Internal Promotion
6. Sales Assistant WBZ AM #2	WBZ Website (WBZ.com)
7. Sales Assistant WBZ AM #3	Employee referral
8. Sales Assistant WBZ AM #4	Former Intern
9. News Editor WBZ AM #1	Internal Promotion
10. Account Executive WODS FM #1	Client Referral
11. Account Executive WODS FM #2	Employee referral
12. Account Executive WODS FM #3	Providence College Job Fair
13. Account Executive WODS FM #4	Providence College Job Fair
14. Account Executive WODS FM #5	Providence College Job Fair
15. Producer WODS FM #1	Internal Promotion

Continued:

Job Title	Recruitment Source Referring Hiree
16. Promotion Manager WODS FM #1	Internal Promotion
17. NTR Sales Manager WODS FM #1	Internal Promotion
18. Sales Assistant WODS FM #1	Employee Referral

Stations WBZ AM / WODS FM are Equal Opportunity Employer

5) Job Title: Account Executive WBZ #1 Referral Source(s) of Hire: WBZ Website (WBZ.com)

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Cambridge Employment Programs	Wendy Brown	51 Inman St, Cambridge, MA. 02139	617-349-6256	Yes
Department of Employment and Training	Deb White	210 South Street, 2 nd Floor, Boston, MA. 02111	617-338-0809	No
Jobs for the Film Industry (EEJ)	Gregorio	PO Box 72599, Corpus Christi, TX. 78472	818-776-2800	Yes
La Alianza	Robert Flores	409 Dudley St, Roxbury, MA. 02119	617-654-1261	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950	800-237-8073	Yes
Reintegration Program	Michael Connolly	PO Box 9103, Norfolk, MA. 02056	617-727-9170	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119	617-442-4519	No
Boston Rescue Mission	Sara Barnett	PO Box 120069, Boston, MA. 02112-0069	617-482-8819x1214	Yes
The Technical Committee of the National Academy of Television Arts and Sciences	Bob Behrens	NATAS, PO Box 35358, Brighton, MA. 02135	617-787-6576	Yes
American Women in Radio & TV	Melissa Love	8504 Greensboro Dr, Suite 800, Mclean, VA. 22102	703-506-3290	No
NAB Employment Clearing House	Yami Baruwa	1771 N. Street NW, Washington, DC. 20036	703-549-8338	No
National Journalists of Hispanic Journalists	Michelle Vignoli	11193 National Press Bldg, Washington, DC. 20045	202-662-7145	No
Boston College	Roger Woolsey	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215	617-353-3490	Yes
Smith College	Brenda Jameson	Career Development office, Drew Hall, North Hampton, MA. 01063	413-585-2570	Yes
UMASS	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393	617-287-5519	Yes
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998	617-989-4101	Yes

5) Job Title: Account Executive WBZ #2

Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Cambridge Employment Programs	Wendy Brown	51 Inman St, Cambridge, MA. 02139	617-349-6256	Yes
Department of Employment and Training	Deb White	210 South Street, 2 nd Floor, Boston, MA. 02111	617-338-0809	No
Jobs for the Film Industry (EEJ)	Gregorio	PO Box 72599, Corpus Christi, TX. 78472	818-776-2800	Yes
La Alianza	Robert Flores	409 Dudley St, Roxbury, MA. 02119	617-654-1261	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950	800-237-8073	Yes
Reintegration Program	Michael Connolly	PO Box 9103, Norfolk, MA. 02056	617-727-9170	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119	617-442-4519	No
Boston Rescue Mission	Sara Barnett	PO Box 120069, Boston, MA. 02112-0069	617-482-8819x1214	Yes
The Technical Committee of the National Academy of Television Arts and Sciences	Bob Behrens	NATAS, PO Box 35358, Brighton, MA. 02135	617-787-6576	Yes
American Women in Radio & TV	Melissa Love	8504 Greensboro Dr, Suite 800, Mclean, VA. 22102	703-506-3290	No
NAB Employment Clearing House	Yami Baruwa	1771 N. Street NW, Washington, DC. 20036	703-549-8338	No
National Journalists of Hispanic Journalists	Michelle Vignoli	11193 National Press Bldg, Washington, DC. 20045	202-662-7145	No
Boston College	Roger Woolsey	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215	617-353-3490	Yes
Smith College	Brenda Jameson	Career Development office, Drew Hall, North Hampton, MA. 01063	413-585-2570	Yes
UMASS	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393	617-287-5519	Yes
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998	617-989-4101	Yes

5) Job Title: Account Executive WBZ #3 Referral Source(s) of Hiree: Rehired Former Employee

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Cambridge Employment Programs	Wendy Brown	51 Inman St, Cambridge, MA. 02139	617-349-6256	Yes
Department of Employment and Training	Deb White	210 South Street, 2 nd Floor, Boston, MA. 02111	617-338-0809	No
Jobs for the Film Industry (EEJ)	Gregorio	PO Box 72599, Corpus Christi, TX. 78472	818-776-2800	Yes
La Alianza	Robert Flores	409 Dudley St, Roxbury, MA. 02119	617-654-1261	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950	800-237-8073	Yes
Reintegration Program	Michael Connolly	PO Box 9103, Norfolk, MA. 02056	617-727-9170	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119	617-442-4519	No
Boston Rescue Mission	Sara Barnett	PO Box 120069, Boston, MA. 02112-0069	617-482-8819x1214	Yes
The Technical Committee of the National Academy of Television Arts and Sciences	Bob Behrens	NATAS, PO Box 35358, Brighton, MA. 02135	617-787-6576	Yes
American Women in Radio & TV	Melissa Love	8504 Greensboro Dr, Suite 800, Mclean, VA. 22102	703-506-3290	No
NAB Employment Clearing House	Yami Baruwa	1771 N. Street NW, Washington, DC. 20036	703-549-8338	No
National Journalists of Hispanic Journalists	Michelle Vignoli	11193 National Press Bldg, Washington, DC. 20045	202-662-7145	No
Boston College	Roger Woolsey	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215	617-353-3490	Yes
Smith College	Brenda Jameson	Career Development office, Drew Hall, North Hampton, MA. 01063	413-585-2570	Yes
UMASS	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393	617-287-5519	Yes
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998	617-989-4101	Yes

5) Job Title: Account Executive WBZ #4

Referral Source(s) of Hire: Former Intern

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Cambridge Employment Programs	Wendy Brown	51 Inman St, Cambridge, MA. 02139	617-349-6256	Yes
Department of Employment and Training	Deb White	210 South Street, 2 nd Floor, Boston, MA. 02111	617-338-0809	No
Jobs for the Film Industry (EEJ)	Gregorio	PO Box 72599, Corpus Christi, TX. 78472	818-776-2800	Yes
La Alianza	Robert Flores	409 Dudley St, Roxbury, MA. 02119	617-654-1261	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950	800-237-8073	Yes
Reintegration Program	Michael Connolly	PO Box 9103, Norfolk, MA. 02056	617-727-9170	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119	617-442-4519	No
Boston Rescue Mission	Sara Barnett	PO Box 120069, Boston, MA. 02112-0069	617-482-8819x1214	Yes
The Technical Committee of the National Academy of Television Arts and Sciences	Bob Behrens	NATAS, PO Box 35358, Brighton, MA. 02135	617-787-6576	Yes
American Women in Radio & TV	Melissa Love	8504 Greensboro Dr, Suite 800, Mclean, VA. 22102	703-506-3290	No
NAB Employment Clearing House	Yami Baruwa	1771 N. Street NW, Washington, DC. 20036	703-549-8338	No
National Journalists of Hispanic Journalists	Michelle Vignoli	11193 National Press Bldg, Washington, DC. 20045	202-662-7145	No
Boston College	Roger Woolsey	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215	617-353-3490	Yes
Smith College	Brenda Jameson	Career Development office, Drew Hall, North Hampton, MA. 01063	413-585-2570	Yes
UMASS	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393	617-287-5519	Yes
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998	617-989-4101	Yes

5) Job Title: Sales Assistant WBZ #1

Referral Source(s) of Hiree: Internal Promotion

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Cambridge Employment Programs	Wendy Brown	51 Inman St, Cambridge, MA. 02139	617-349-6256	Yes
Department of Employment and Training	Deb White	210 South Street, 2 nd Floor, Boston, MA. 02111	617-338-0809	No
Jobs for the Film Industry (EEJ)	Gregorio	PO Box 72599, Corpus Christi, TX. 78472	818-776-2800	Yes
La Alianza	Robert Flores	409 Dudley St, Roxbury, MA. 02119	617-654-1261	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950	800-237-8073	Yes
Reintegration Program	Michael Connolly	PO Box 9103, Norfolk, MA. 02056	617-727-9170	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119	617-442-4519	No
Boston Rescue Mission	Sara Barnett	PO Box 120069, Boston, MA. 02112-0069	617-482-8819x1214	Yes
The Technical Committee of the National Academy of Television Arts and Sciences	Bob Behrens	NATAS, PO Box 35358, Brighton, MA. 02135	617-787-6576	Yes
American Women in Radio & TV	Melissa Love	8504 Greensboro Dr, Suite 800, Mclean, VA. 22102	703-506-3290	No
NAB Employment Clearing House	Yami Baruwa	1771 N. Street NW, Washington, DC. 20036	703-549-8338	No
National Journalists of Hispanic Journalists	Michelle Vignoli	11193 National Press Bldg, Washington, DC. 20045	202-662-7145	No
Boston College	Roger Woolsey	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215	617-353-3490	Yes
Smith College	Brenda Jameson	Career Development office, Drew Hall, North Hampton, MA. 01063	413-585-2570	Yes
UMASS	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393	617-287-5519	Yes
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998	617-989-4101	Yes

5) Job Title: Sales Assistant WBZ #2

Referral Source(s) of Hiree: WBZ Website (WBZ.com)

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Cambridge Employment Programs	Wendy Brown	51 Inman St, Cambridge, MA. 02139	617-349-6256	Yes
Department of Employment and Training	Deb White	210 South Street, 2 nd Floor, Boston, MA. 02111	617-338-0809	No
Jobs for the Film Industry (EEJ)	Gregorio	PO Box 72599, Corpus Christi, TX. 78472	818-776-2800	Yes
La Alianza	Robert Flores	409 Dudley St, Roxbury, MA. 02119	617-654-1261	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950	800-237-8073	Yes
Reintegration Program	Michael Connolly	PO Box 9103, Norfolk, MA. 02056	617-727-9170	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119	617-442-4519	No
Boston Rescue Mission	Sara Barnett	PO Box 120069, Boston, MA. 02112-0069	617-482-8819x1214	Yes
The Technical Committee of the National Academy of Television Arts and Sciences	Bob Behrens	NATAS, PO Box 35358, Brighton, MA. 02135	617-787-6576	Yes
American Women in Radio & TV	Melissa Love	8504 Greensboro Dr, Suite 800, Mclean, VA. 22102	703-506-3290	No
NAB Employment Clearing House	Yami Baruwa	1771 N. Street NW, Washington, DC. 20036	703-549-8338	No
National Journalists of Hispanic Journalists	Michelle Vignoli	11193 National Press Bldg, Washington, DC. 20045	202-662-7145	No
Boston College	Roger Woolsey	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215	617-353-3490	Yes
Smith College	Brenda Jameson	Career Development office, Drew Hall, North Hampton, MA. 01063	413-585-2570	Yes
UMASS	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393	617-287-5519	Yes
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998	617-989-4101	Yes

5) Job Title: Sales Assistant WBZ #3

Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Cambridge Employment Programs	Wendy Brown	51 Inman St, Cambridge, MA. 02139	617-349-6256	Yes
Department of Employment and Training	Deb White	210 South Street, 2 nd Floor, Boston, MA. 02111	617-338-0809	No
Jobs for the Film Industry (EEJ)	Gregorio	PO Box 72599, Corpus Christi, TX. 78472	818-776-2800	Yes
La Alianza	Robert Flores	409 Dudley St, Roxbury, MA. 02119	617-654-1261	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950	800-237-8073	Yes
Reintegration Program	Michael Connolly	PO Box 9103, Norfolk, MA. 02056	617-727-9170	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119	617-442-4519	No
Boston Rescue Mission	Sara Barnett	PO Box 120069, Boston, MA. 02112-0069	617-482-8819x1214	Yes
The Technical Committee of the National Academy of Television Arts and Sciences	Bob Behrens	NATAS, PO Box 35358, Brighton, MA. 02135	617-787-6576	Yes
American Women in Radio & TV	Melissa Love	8504 Greensboro Dr, Suite 800, Mclean, VA. 22102	703-506-3290	No
NAB Employment Clearing House	Yami Baruwa	1771 N. Street NW, Washington, DC. 20036	703-549-8338	No
National Journalists of Hispanic Journalists	Michelle Vignoli	11193 National Press Bldg, Washington, DC. 20045	202-662-7145	No
Boston College	Roger Woolsey	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215	617-353-3490	Yes
Smith College	Brenda Jameson	Career Development office, Drew Hall, North Hampton, MA. 01063	413-585-2570	Yes
UMASS	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393	617-287-5519	Yes
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998	617-989-4101	Yes

5) Job Title: Sales Assistant WBZ #4

Referral Source(s) of Hiree: Former Intern

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Cambridge Employment Programs	Wendy Brown	51 Inman St, Cambridge, MA. 02139	617-349-6256	Yes
Department of Employment and Training	Deb White	210 South Street, 2 nd Floor, Boston, MA. 02111	617-338-0809	No
Jobs for the Film Industry (EEJ)	Gregorio	PO Box 72599, Corpus Christi, TX. 78472	818-776-2800	Yes
La Alianza	Robert Flores	409 Dudley St, Roxbury, MA. 02119	617-654-1261	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950	800-237-8073	Yes
Reintegration Program	Michael Connolly	PO Box 9103, Norfolk, MA. 02056	617-727-9170	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119	617-442-4519	No
Boston Rescue Mission	Sara Barnett	PO Box 120069, Boston, MA. 02112-0069	617-482-8819x1214	Yes
The Technical Committee of the National Academy of Television Arts and Sciences	Bob Behrens	NATAS, PO Box 35358, Brighton, MA. 02135	617-787-6576	Yes
American Women in Radio & TV	Melissa Love	8504 Greensboro Dr, Suite 800, Mclean, VA. 22102	703-506-3290	No
NAB Employment Clearing House	Yami Baruwa	1771 N. Street NW, Washington, DC. 20036	703-549-8338	No
National Journalists of Hispanic Journalists	Michelle Vignoli	11193 National Press Bldg, Washington, DC. 20045	202-662-7145	No
Boston College	Roger Woolsey	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215	617-353-3490	Yes
Smith College	Brenda Jameson	Career Development office, Drew Hall, North Hampton, MA. 01063	413-585-2570	Yes
UMASS	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393	617-287-5519	Yes
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998	617-989-4101	Yes

5) Job Title: News Editor WBZ AM

Referral Source(s) of Hire: Internal Promotion

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Cambridge Employment Programs	Wendy Brown	51 Inman St, Cambridge, MA. 02139	617-349-6256	Yes
Department of Employment and Training	Deb White	210 South Street, 2 nd Floor, Boston, MA. 02111	617-338-0809	No
Jobs for the Film Industry (EEJ)	Gregorio	PO Box 72599, Corpus Christi, TX. 78472	818-776-2800	Yes
La Alianza	Robert Flores	409 Dudley St, Roxbury, MA. 02119	617-654-1261	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950	800-237-8073	Yes
Reintegration Program	Michael Connolly	PO Box 9103, Norfolk, MA. 02056	617-727-9170	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119	617-442-4519	No
Boston Rescue Mission	Sara Barnett	PO Box 120069, Boston, MA. 02112-0069	617-482-8819x1214	Yes
The Technical Committee of the National Academy of Television Arts and Sciences	Bob Behrens	NATAS, PO Box 35358, Brighton, MA. 02135	617-787-6576	Yes
American Women in Radio & TV	Melissa Love	8504 Greensboro Dr, Suite 800, Mclean, VA. 22102	703-506-3290	No
NAB Employment Clearing House	Yami Baruwa	1771 N. Street NW, Washington, DC. 20036	703-549-8338	No
National Journalists of Hispanic Journalists	Michelle Vignoli	11193 National Press Bldg, Washington, DC. 20045	202-662-7145	No
Boston College	Roger Woolsey	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215	617-353-3490	Yes
Smith College	Brenda Jameson	Career Development office, Drew Hall, North Hampton, MA. 01063	413-585-2570	Yes
UMASS	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393	617-287-5519	Yes
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998	617-989-4101	Yes

5) Job Title: Account Executive WODS #1

Referral Source(s) of Hiree: Client Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Cambridge Employment Programs	Wendy Brown	51 Inman St, Cambridge, MA. 02139	617-349-6256	Yes
Department of Employment and Training	Deb White	210 South Street, 2 nd Floor, Boston, MA. 02111	617-338-0809	No
Jobs for the Film Industry (EEJ)	Gregorio	PO Box 72599, Corpus Christi, TX. 78472	818-776-2800	Yes
La Alianza	Robert Flores	409 Dudley St, Roxbury, MA. 02119	617-654-1261	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950	800-237-8073	Yes
Reintegration Program	Michael Connolly	PO Box 9103, Norfolk, MA. 02056	617-727-9170	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119	617-442-4519	No
Boston Rescue Mission	Sara Barnett	PO Box 120069, Boston, MA. 02112-0069	617-482-8819x1214	Yes
The Technical Committee of the National Academy of Television Arts and Sciences	Bob Behrens	NATAS, PO Box 35358, Brighton, MA. 02135	617-787-6576	Yes
American Women in Radio & TV	Melissa Love	8504 Greensboro Dr, Suite 800, Mclean, VA. 22102	703-506-3290	No
NAB Employment Clearing House	Yami Baruwa	1771 N. Street NW, Washington, DC. 20036	703-549-8338	No
National Journalists of Hispanic Journalists	Michelle Vignoli	11193 National Press Bldg, Washington, DC. 20045	202-662-7145	No
Boston College	Roger Woolsey	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215	617-353-3490	Yes
Smith College	Brenda Jameson	Career Development office, Drew Hall, North Hampton, MA. 01063	413-585-2570	Yes
UMASS	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393	617-287-5519	Yes
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998	617-989-4101	Yes

5) Job Title: Account Executive WODS #2

Referral Source(s) of Hire: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Cambridge Employment Programs	Wendy Brown	51 Inman St, Cambridge, MA. 02139	617-349-6256	Yes
Department of Employment and Training	Deb White	210 South Street, 2 nd Floor, Boston, MA. 02111	617-338-0809	No
Jobs for the Film Industry (EEJ)	Gregorio	PO Box 72599, Corpus Christi, TX. 78472	818-776-2800	Yes
La Alianza	Robert Flores	409 Dudley St, Roxbury, MA. 02119	617-654-1261	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950	800-237-8073	Yes
Reintegration Program	Michael Connolly	PO Box 9103, Norfolk, MA. 02056	617-727-9170	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119	617-442-4519	No
Boston Rescue Mission	Sara Barnett	PO Box 120069, Boston, MA. 02112-0069	617-482-8819x1214	Yes
The Technical Committee of the National Academy of Television Arts and Sciences	Bob Behrens	NATAS, PO Box 35358, Brighton, MA. 02135	617-787-6576	Yes
American Women in Radio & TV	Melissa Love	8504 Greensboro Dr, Suite 800, Mclean, VA. 22102	703-506-3290	No
NAB Employment Clearing House	Yami Baruwa	1771 N. Street NW, Washington, DC. 20036	703-549-8338	No
National Journalists of Hispanic Journalists	Michelle Vignoli	11193 National Press Bldg, Washington, DC. 20045	202-662-7145	No
Boston College	Roger Woolsey	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215	617-353-3490	Yes
Smith College	Brenda Jameson	Career Development office, Drew Hall, North Hampton, MA. 01063	413-585-2570	Yes
UMASS	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393	617-287-5519	Yes
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998	617-989-4101	Yes

5) Job Title: Account Executive WODS #3 Referral Source(s) of Hiree: Providence College Job Fair

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Cambridge Employment Programs	Wendy Brown	51 Inman St, Cambridge, MA. 02139	617-349-6256	Yes
Department of Employment and Training	Deb White	210 South Street, 2 nd Floor, Boston, MA. 02111	617-338-0809	No
Jobs for the Film Industry (EEJ)	Gregorio	PO Box 72599, Corpus Christi, TX. 78472	818-776-2800	Yes
La Alianza	Robert Flores	409 Dudley St, Roxbury, MA. 02119	617-654-1261	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950	800-237-8073	Yes
Reintegration Program	Michael Connolly	PO Box 9103, Norfolk, MA. 02056	617-727-9170	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119	617-442-4519	No
Boston Rescue Mission	Sara Barnett	PO Box 120069, Boston, MA. 02112-0069	617-482-8819x1214	Yes
The Technical Committee of the National Academy of Television Arts and Sciences	Bob Behrens	NATAS, PO Box 35358, Brighton, MA. 02135	617-787-6576	Yes
American Women in Radio & TV	Melissa Love	8504 Greensboro Dr, Suite 800, Mclean, VA. 22102	703-506-3290	No
NAB Employment Clearing House	Yami Baruwa	1771 N. Street NW, Washington, DC. 20036	703-549-8338	No
National Journalists of Hispanic Journalists	Michelle Vignoli	11193 National Press Bldg, Washington, DC. 20045	202-662-7145	No
Boston College	Roger Woolsey	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215	617-353-3490	Yes
Smith College	Brenda Jameson	Career Development office, Drew Hall, North Hampton, MA. 01063	413-585-2570	Yes
UMASS	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393	617-287-5519	Yes
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998	617-989-4101	Yes

5) Job Title: Account Executive WODS #4 Referral Source(s) of Hiree: Providence College Job Fair

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Cambridge Employment Programs	Wendy Brown	51 Inman St, Cambridge, MA. 02139	617-349-6256	Yes
Department of Employment and Training	Deb White	210 South Street, 2 nd Floor, Boston, MA. 02111	617-338-0809	No
Jobs for the Film Industry (EEJ)	Gregorio	PO Box 72599, Corpus Christi, TX. 78472	818-776-2800	Yes
La Alianza	Robert Flores	409 Dudley St, Roxbury, MA. 02119	617-654-1261	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950	800-237-8073	Yes
Reintegration Program	Michael Connolly	PO Box 9103, Norfolk, MA. 02056	617-727-9170	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119	617-442-4519	No
Boston Rescue Mission	Sara Barnett	PO Box 120069, Boston, MA. 02112-0069	617-482-8819x1214	Yes
The Technical Committee of the National Academy of Television Arts and Sciences	Bob Behrens	NATAS, PO Box 35358, Brighton, MA. 02135	617-787-6576	Yes
American Women in Radio & TV	Melissa Love	8504 Greensboro Dr, Suite 800, Mclean, VA. 22102	703-506-3290	No
NAB Employment Clearing House	Yami Baruwa	1771 N. Street NW, Washington, DC. 20036	703-549-8338	No
National Journalists of Hispanic Journalists	Michelle Vignoli	11193 National Press Bldg, Washington, DC. 20045	202-662-7145	No
Boston College	Roger Woolsey	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215	617-353-3490	Yes
Smith College	Brenda Jameson	Career Development office, Drew Hall, North Hampton, MA. 01063	413-585-2570	Yes
UMASS	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393	617-287-5519	Yes
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998	617-989-4101	Yes

5) Job Title: Account Executive WODS #5 Referral Source(s) of Hiree: Providence College Job Fair

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Cambridge Employment Programs	Wendy Brown	51 Inman St, Cambridge, MA. 02139	617-349-6256	Yes
Department of Employment and Training	Deb White	210 South Street, 2 nd Floor, Boston, MA. 02111	617-338-0809	No
Jobs for the Film Industry (EEJ)	Gregorio	PO Box 72599, Corpus Christi, TX. 78472	818-776-2800	Yes
La Alianza	Robert Flores	409 Dudley St, Roxbury, MA. 02119	617-654-1261	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950	800-237-8073	Yes
Reintegration Program	Michael Connolly	PO Box 9103, Norfolk, MA. 02056	617-727-9170	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119	617-442-4519	No
Boston Rescue Mission	Sara Barnett	PO Box 120069, Boston, MA. 02112-0069	617-482-8819x1214	Yes
The Technical Committee of the National Academy of Television Arts and Sciences	Bob Behrens	NATAS, PO Box 35358, Brighton, MA. 02135	617-787-6576	Yes
American Women in Radio & TV	Melissa Love	8504 Greensboro Dr, Suite 800, Mclean, VA. 22102	703-506-3290	No
NAB Employment Clearing House	Yami Baruwa	1771 N. Street NW, Washington, DC. 20036	703-549-8338	No
National Journalists of Hispanic Journalists	Michelle Vignoli	11193 National Press Bldg, Washington, DC. 20045	202-662-7145	No
Boston College	Roger Woolsey	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215	617-353-3490	Yes
Smith College	Brenda Jameson	Career Development office, Drew Hall, North Hampton, MA. 01063	413-585-2570	Yes
UMASS	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393	617-287-5519	Yes
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998	617-989-4101	Yes

5) Job Title: Producer WODS FM #1

Referral Source(s) of Hiree: Internal Promotion

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Cambridge Employment Programs	Wendy Brown	51 Inman St, Cambridge, MA. 02139	617-349-6256	Yes
Department of Employment and Training	Deb White	210 South Street, 2 nd Floor, Boston, MA. 02111	617-338-0809	No
Jobs for the Film Industry (EEJ)	Gregorio	PO Box 72599, Corpus Christi, TX. 78472	818-776-2800	Yes
La Alianza	Robert Flores	409 Dudley St, Roxbury, MA. 02119	617-654-1261	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950	800-237-8073	Yes
Reintegration Program	Michael Connolly	PO Box 9103, Norfolk, MA. 02056	617-727-9170	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119	617-442-4519	No
Boston Rescue Mission	Sara Barnett	PO Box 120069, Boston, MA. 02112-0069	617-482-8819x1214	Yes
The Technical Committee of the National Academy of Television Arts and Sciences	Bob Behrens	NATAS, PO Box 35358, Brighton, MA. 02135	617-787-6576	Yes
American Women in Radio & TV	Melissa Love	8504 Greensboro Dr, Suite 800, Mclean, VA. 22102	703-506-3290	No
NAB Employment Clearing House	Yami Baruwa	1771 N. Street NW, Washington, DC. 20036	703-549-8338	No
National Journalists of Hispanic Journalists	Michelle Vignoli	11193 National Press Bldg, Washington, DC. 20045	202-662-7145	No
Boston College	Roger Woolsey	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215	617-353-3490	Yes
Smith College	Brenda Jameson	Career Development office, Drew Hall, North Hampton, MA. 01063	413-585-2570	Yes
UMASS	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393	617-287-5519	Yes
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998	617-989-4101	Yes

5) Job Title: Promotion Manager WODS FM #1 Referral Source(s) of Hiree: Internal Promotion

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Cambridge Employment Programs	Wendy Brown	51 Inman St, Cambridge, MA. 02139	617-349-6256	Yes
Department of Employment and Training	Deb White	210 South Street, 2 nd Floor, Boston, MA. 02111	617-338-0809	No
Jobs for the Film Industry (EEJ)	Gregorio	PO Box 72599, Corpus Christi, TX. 78472	818-776-2800	Yes
La Alianza	Robert Flores	409 Dudley St, Roxbury, MA. 02119	617-654-1261	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950	800-237-8073	Yes
Reintegration Program	Michael Connolly	PO Box 9103, Norfolk, MA. 02056	617-727-9170	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119	617-442-4519	No
Boston Rescue Mission	Sara Barnett	PO Box 120069, Boston, MA. 02112-0069	617-482-8819x1214	Yes
The Technical Committee of the National Academy of Television Arts and Sciences	Bob Behrens	NATAS, PO Box 35358, Brighton, MA. 02135	617-787-6576	Yes
American Women in Radio & TV	Melissa Love	8504 Greensboro Dr, Suite 800, Mclean, VA. 22102	703-506-3290	No
NAB Employment Clearing House	Yami Baruwa	1771 N. Street NW, Washington, DC. 20036	703-549-8338	No
National Journalists of Hispanic Journalists	Michelle Vignoli	11193 National Press Bldg, Washington, DC. 20045	202-662-7145	No
Boston College	Roger Woolsey	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215	617-353-3490	Yes
Smith College	Brenda Jameson	Career Development office, Drew Hall, North Hampton, MA. 01063	413-585-2570	Yes
UMASS	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393	617-287-5519	Yes
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998	617-989-4101	Yes

5) Job Title: NTR Sales Manager WODS

Referral Source(s) of Hiree: Internal Promotion

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Cambridge Employment Programs	Wendy Brown	51 Inman St, Cambridge, MA. 02139	617-349-6256	Yes
Department of Employment and Training	Deb White	210 South Street, 2 nd Floor, Boston, MA. 02111	617-338-0809	No
Jobs for the Film Industry (EEJ)	Gregorio	PO Box 72599, Corpus Christi, TX. 78472	818-776-2800	Yes
La Alianza	Robert Flores	409 Dudley St, Roxbury, MA. 02119	617-654-1261	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950	800-237-8073	Yes
Reintegration Program	Michael Connolly	PO Box 9103, Norfolk, MA. 02056	617-727-9170	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119	617-442-4519	No
Boston Rescue Mission	Sara Barnett	PO Box 120069, Boston, MA. 02112-0069	617-482-8819x1214	Yes
The Technical Committee of the National Academy of Television Arts and Sciences	Bob Behrens	NATAS, PO Box 35358, Brighton, MA. 02135	617-787-6576	Yes
American Women in Radio & TV	Melissa Love	8504 Greensboro Dr, Suite 800, Mclean, VA. 22102	703-506-3290	No
NAB Employment Clearing House	Yami Baruwa	1771 N. Street NW, Washington, DC. 20036	703-549-8338	No
National Journalists of Hispanic Journalists	Michelle Vignoli	11193 National Press Bldg, Washington, DC. 20045	202-662-7145	No
Boston College	Roger Woolsey	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215	617-353-3490	Yes
Smith College	Brenda Jameson	Career Development office, Drew Hall, North Hampton, MA. 01063	413-585-2570	Yes
UMASS	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393	617-287-5519	Yes
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998	617-989-4101	Yes

5) Job Title Sales Assistant WODS #1

Referral Source(s) of Hiree: Employee referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Cambridge Employment Programs	Wendy Brown	51 Inman St, Cambridge, MA. 02139	617-349-6256	Yes
Department of Employment and Training	Deb White	210 South Street, 2 nd Floor, Boston, MA. 02111	617-338-0809	No
Jobs for the Film Industry (EEJ)	Gregorio	PO Box 72599, Corpus Christi, TX. 78472	818-776-2800	Yes
La Alianza	Robert Flores	409 Dudley St, Roxbury, MA. 02119	617-654-1261	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950	800-237-8073	Yes
Reintegration Program	Michael Connolly	PO Box 9103, Norfolk, MA. 02056	617-727-9170	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119	617-442-4519	No
Boston Rescue Mission	Sara Barnett	PO Box 120069, Boston, MA. 02112-0069	617-482-8819x1214	Yes
The Technical Committee of the National Academy of Television Arts and Sciences	Bob Behrens	NATAS, PO Box 35358, Brighton, MA. 02135	617-787-6576	Yes
American Women in Radio & TV	Melissa Love	8504 Greensboro Dr, Suite 800, Mclean, VA. 22102	703-506-3290	No
NAB Employment Clearing House	Yami Baruwa	1771 N. Street NW, Washington, DC. 20036	703-549-8338	No
National Journalists of Hispanic Journalists	Michelle Vignoli	11193 National Press Bldg, Washington, DC. 20045	202-662-7145	No
Boston College	Roger Woolsey	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215	617-353-3490	Yes
Smith College	Brenda Jameson	Career Development office, Drew Hall, North Hampton, MA. 01063	413-585-2570	Yes
UMASS	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393	617-287-5519	Yes
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998	617-989-4101	Yes

6) Total # of Interviewees Referred by Each Source: For the period from November 23, 2005 to November 22, 2006, this Employment Unit interviewed 55 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) <u>WBZ Website (WBZ.com)</u>	<u>15</u>
(2) <u>Employee Referrals</u>	<u>17</u>
(3) <u>Careerbuilders.com Job Fair</u>	<u>2</u>
(4) <u>Former Intern</u>	<u>3</u>
(5) <u>Internal Job Posting</u>	<u>7</u>
(6) <u>CBS Radio Website (cbsradio.com)</u>	<u>2</u>
(7) <u>Client Referral</u>	<u>2</u>
(8) <u>Providence College Job Fair</u>	<u>3</u>
(9) <u>Craigslist (Craigslist.com)</u>	<u>4</u>
(10) _____	_____

7) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. WODS-FM & WBZ-AM participated in a Job fair at Back Bay Sheraton in conjunction with CareerBuilders.com for all open positions at station.	March 15, 2006	Executive Assistant to the WBZ/WODS Sr. VP/GM Retail Sales Manager
2. WODS-FM & WBZ-AM participated in a Job fair at Providence College for all open positions at station.	April 11, 2006	Executive Assistant to the WBZ/WODS Sr. VP/GM Retail Sales Manager
3. WODS-FM & WBZ-AM participated in the City of Boston's Annual Diversity Employment Day for all open positions at station.	May 9, 2006	Executive Assistant to the WBZ/WODS Sr. VP/GM
4. WODS-FM & WBZ-AM participated in a Job fair at Back Bay Sheraton in conjunction with CareerBuilders.com for all open positions at station.	October 30, 2006	Executive Assistant to the WBZ/WODS Sr. VP/GM Retail Sales Manager

(b) General Outreach Efforts.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. WBZ AM / WODS FM have made significant contributions to the Infinity 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.	Ongoing	Controller – CBS Boston
2. WODS / WBZ AM runs ads on air once a week to offer community organizations the opportunity to receive vacancy information and to promote cbsradio.com.	Ongoing	Controller – CBS Boston
3.		
4.		
5.		
6.		
7.		

(c) **Participation in Events.**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. WODS Production Director teaches production classes at the Connecticut School of Broadcasting. He is also a Faculty Advisor to the Communications Department at Newbury College.	On-going	Production Director, WODS
2.		
3.		
4.		
5.		
6.		
7.		

(d) Training Management Personnel.

Description of Supplemental Recruitment Measure:	Date: (EEO Training Provided)	Personnel Involved: (Position)
1. WBZ/WODS management-level employees participated in an interactive online training session on methods of ensuring equal employment opportunity and preventing discrimination	June 15, 2006	All Fulltime management-level WBZ/WODS employees
2.		
3.		
4.		
5.		
6.		
7.		

e) Internship Programs

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. Internship Program- WBZ/WODS has an internship program involving several area colleges. This program gives college students with an interest in broadcasting an opportunity to work at the station.	On-going	Controller; Department Heads; Executive Assistant to the Sr. VP/GM