

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1, 2010 to May 31, 2011.

1) **Employment Unit:** CBS Broadcasting Inc.; Detroit Television Station WKBD Inc.

2) **Unit Members (Stations and Communities of License):** WWJ TV/WKBD TV Detroit

3) **EEO Contact Information for Unit Member:**

Mailing Address: 26905 West Eleven Mile Rd. Southfield, MI 48033	Telephone Number: 248-355-7036
	Contact Person: Julia Burt
	E-mail Address: jaburt@cbs.com

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

1. News Producer
2. Sales Assistant
3. Account Executive WWJ-TV
4. National Sales Manager – WWJ-TV
5. Writer/Producer
6. Account Executive – WWJ-TV
7. Vice President of Sales
8. Morning News Anchor
9. News Producer
10. Account Executive – WKBD-TV
11. Sales Development Manager
12. Account Executive – WWJ-TV

5) Job Title: News Producer

Referral Source(s) of Hiree: TVJobs.com website posting

Vacancy#1

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-265-5161 x4392	No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Alma College	Anna Grajek – Center for Student Development	614 W. Superior, Alma, MI 48801	989-463-7225	No
Alpha Capital Management	Dorothy Burrell	3011 W. Grand Blvd. fisher Bldg. Ste 1516, Detroit, MI	313-874-5079	No
American Civil Liberties of Michigan	Kary L. Moss	60 West Hancock, Detroit, MI 48201	313-578-6800	No
Arab Caldean Social Service	Shadia Btayeh	28551 Southfield Road, Suite 204, Lathrup Village, MI 48076	248-559-1990	No
Catholic Social Services of Wayne County	Uneil Smith	9851 Hamilton Ave., Detroit, MI 48202	313-873-3500	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859		Yes
Davenport University	Paul Jones	Career Services 4801 Oakman Blvd., Dearborn, MI 48126	313-581-4400 x421	No
Detroit Association of Black Organizations	Violet Ramsey	12048 Grand River Ave. Detroit 48204	313-491-0003	No
Detroit Hispanic Development Corp.	Yesena Murphy	7752 Vernor Highway Ste. 103, Detroit, MI 48209	313-967-4880 x106	No
Detroit Unity Temple	Dorothy Jones	17505 Second Ave., Detroit, MI 48203	313-345-4848	No
Detroit Urban League	Sonya Cook, Workforce Career Development Center	15770 James Couzens, Detroit, MI 48238	313-863-0300 ext. 227	No
Detroit Workforce Development Board	Shirley Manus	City of Detroit Employment & Training Dept. 707 West, Detroit, MI 48202	313-876-0674	Yes
Detroit's Workplace	Melvin Gupton	707 W. Milwaukee, Detroit, MI 48202	313-873-7321	Yes
Dorsey Business Schools	Rita Clark	30821 Barrington, Madison Hts., MI 48071	248-588-9660	Yes
Evangel Ministries	Aaron Richardson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Everest Institute	Danielle Scott	26111 Evergreen Rd., Ste. 201, Southfield, MI 48076	248-226-9580	Yes
Focus Hope	Elenor Josaitis	Human Resources, 1355 Oakman Blvd., Detroit, MI 48238	313-494-5500	Yes
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	616-331-3311	No
Henry Ford Community College	Richard Brown	5101 Evergreen Road, Dearborn, MI 48128	313-845-9860	Yes
ITT Technical Institute	Jennifer Hance, Career Services Specialist	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	1-800-632-4676 x128	Yes
Jewish Vocational Center	Renee Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4481	No
Jewish Vocational Center	Walter Tarrow/Renee Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	No

Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Latin Americans for Social & Economic Development	Sheila Jackson	7150 W. Vernor Hwy., Detroit, MI 48209	313-841-1430	Yes
Lawrence Technology University	Sherri Kerby	C404 Taubman Center, 21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4107	No
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	Bill Keith	Plymouth Salem High School, 46181 Joy Road, Canton, MI 48187	734-416-7732	No
Michigan Jewish Institute	Paul Levine	25401 Coolidge Highway, Oak Park, MI 48237	248-414-6900	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing MI 48824	517-355-9510 x124	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Dorothy Kalts	Troy Career Center, 550 Stephenson Hwy., Ste., 400, Troy, MI 48083	248-823-5101	No
Michigan Works	Bernadine Bennett	Walled Lake Career Center, 9491 Wise Rd., Commerce Twnshp., MI 48390	248-956-5060	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
Michigan Works	Kafi Howard	Livonia Service Center, 30246 Plymouth Rd., Livonia, MI 48150	734-513-4900	No
NAACP	Job Board	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pte. Woods, MI 48236	313-882-4604	Yes
Oakland County Michigan Works	Debbie Lake	Workforce Development Division, 1200 N. Telegraph Rd., Ste. 202, Pontiac, MI 48341	248-858-5520	No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Nancy O'Malley	4750 Woodward, Ste. 201, Detroit, MI 48201	313-832-4925	Yes
Payne Pulliam School	Freddie Lindsay-Payne	2345 Caass, Detroit, MI 48201	313-963-4710	No
Randolph Career and Technical Center	Joyce Smith - Co-op Coordinator	17101 Hubbell, Detroit, MI 48235	313-494-3909	No
Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Karen Guerreso	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No
Salvation Army	Gloria Brown	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No

Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
The Coleman A. Young Foundation	Claudette Y. Smith	2111 Woodward Ave. Ste. 600, Detroit, MI 48201	313-962-2200	Yes
University of Detroit Mercy	Denise McCormick	4001 W. McNichols Rd., Detroit, MI 48202	313-993-1448	No
University of Michigan Dearborn	Kathy Cordon	4091 Evergreen, Dearborn, MI 48128 Incirclejobs.com/jobs	313-593-5020	No
Wayne County Community College	Sashi Sharma	9551 Greenfield, Detroit, MI 48228	313-943-4071	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
Michigan Works (Michigan Talent Bank)	Website posting	www.michworks.org		No
TV Jobs.com	Website posting	www.tvjobs.com		No
Craig's List - Detroit	Website posting	www.craigslist.org		N/A
CBSdetroit.com (wwjtv.com)	Website posting	www.wwjtv.com		N/a
CBS Applicant Tracking System	Online Application	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128		N/A
Internal Posting		Bulletin Boards		N/A

Job Title: Sales Assistant**Referral Source(s) of Hiree: Indeed.com****Vacancy#2**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-265-5161 x4392	No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Alma College	Anna Grajek – Center for Student Development	614 W. Superior, Alma, MI 48801	989-463-7225	No
Alpha Capital Management	Dorothy Burrell	3011 W. Grand Blvd. fisher Bldg. Ste 1516, Detroit, MI	313-874-5079	No
American Civil Liberties of Michigan	Kary L. Moss	60 West Hancock, Detroit, MI 48201	313-578-6800	No
Arab Caldean Social Service	Shadia Batayeh	28551 Southfield Road, Suite 204, Lathrup Village, MI 48076	248-559-1990	No
Catholic Social Services of Wayne County	Uneil Smith	9851 Hamilton Ave., Detroit, MI 48202	313-873-3500	No
Central Michigan University	Broadcast & Cinematic Arts – Peter Orlik	340 Moore Hall, Mt. Pleasant, MI 48859		Yes
Davenport University	Paul Jones & Donna Green	Career Services 4801 Oakman Blvd., Dearborn, MI 48126	313-581-4400 x421	No
Detroit Association of Black Organizations	Carlene Napier	12048 Grand River Ave. Detroit 48204	313-491-0003	No
Detroit Unity Temple	Dorothy Jones	17505 Second Ave., Detroit, MI 48203	313-345-4848	No
Detroit Urban League	Sonya Cook, Workforce Career Development Center	15770 James Couzens, Detroit, MI 48238	313-863-0300 ext. 227	No
Detroit Workforce Development Board	Shirley Manus	City of Detroit Employment & Training Dept. 707 West, Detroit, MI 48202	313-876-0674	Yes
Detroit's Workplace	Melvin Gupton	707 W. Milwaukee, Detroit, MI 48202	313-873-7321	Yes
Dorsey Business Schools	Rita Clark	30821 Barrington, Madison Hts., MI 48071	248-588-9660	Yes
Evangel Ministries	Aaron Richardson/Phyllis Boles	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Everest Institute	Danielle Scott	26111 Evergreen Rd., Ste. 201, Southfield, MI 48076	248-226-9580	Yes
Focus Hope	Elenor Josaitis	Human Resources, 1355 Oakman Blvd., Detroit, MI 48238	313-494-5500	Yes
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	616-331-3311	No
Grand Valley State University	Website Posting	https://gvsu-csm.symplicity.com/employers		No
Henry Ford Community College	Richard Brown	5101 Evergreen Road, Dearborn, MI 48128	313-845-9860	Yes
ITT Technical Institute	Jennifer Hance, Career Services Specialist	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	1-800-632-4676 x128	Yes
Jewish Vocational Center	Renee Rabideau	2699 Southfield Rd., Southfield, MI 48076	248-233-4481	No
Jewish Vocational Center	Walter Tarrow/Renee Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	No

Kalamazoo College	Center for Career Development - Pam Sotherland	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Latin Americans for Social & Economic Development	Sheila Jackson	7150 W. Vernor Hwy., Detroit, MI 48209	313-841-1430	Yes
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	Bill Keith	Plymouth Salem High School, 46181 Joy Road, Canton, MI 48187	734-416-7732	No
Michigan Jewish Institute	Paul Levine	25401 Coolidge Highway, Oak Park, MI 48237	248-414-6900	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing MI 48824	517-355-9510 x124	No
Michigan State University	Website Posting	https://msu-csm.symplicity.com/employers		No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Bernadine Bennett	Walled Lake Career Center, 9491 Wise Rd., Commerce Twnshp., MI 48390	248-956-5060	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
Michigan Works	Kafi Howard	Livonia Service Center, 30246 Plymouth Rd., Livonia, MI 48150	734-513-4900	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pte. Woods, MI 48236	313-882-4604	Yes
Oakland County Michigan Works	Debbie Lake	Workforce Development Division, 1200 N. Telegraph Rd., Ste. 202, Pontiac, MI 48341	248-858-5520	No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Nancy O'Malley	4750 Woodward, Ste. 201, Detroit, MI 48201	313-832-4925	Yes
Payne Pulliam School	Freddie Lindsay-Payne	2345 Caass, Detroit, MI 48201	313-963-4710	No
Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Karen Guerreso	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No
Salvation Army	Gloria Brown	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
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State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
The Coleman A. Young Foundation	Claudette Y. Smith	2111 Woodward Ave. Ste. 600, Detroit, MI 48201	313-962-2200	Yes
University of Detroit Mercy	Denise McCormick	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1448	No
University of Michigan Dearborn	Kathy Cordon	4091 Evergreen, Dearborn, MI 48128	313-593-5020	No
Wayne County Community College	Sashi Sharma	9551 Greenfield, Detroit, MI 48228	313-943-4071	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
Wayne State University	Website Posting	https://www.myinterfase.com/wayne/job		No
Women In Communications	www.womcomdetroit.org/JobBank	Website posting		No
Michigan Works (Michigan Talent Bank)	Website posting	www.michworks.org		No
TV Jobs.com	Website posting	www.tvjobs.com		No
Craig's List - Detroit	Website posting	www.craigslist.org		No
National Association of Television Arts & Sciences (NATAS)	www.emmyonline.org	Website posting		No
CW50 Detroit.com	Website posting	www.cw50detroit.com		N/A
CHS Applicant Tracking System	Online Application	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128		N/A
Internal Posting		Bulletin Boards		N/A

Job Title: Account Executive – WWJ-TV**Referral Source(s) of Hiree: Industry Referral**

Vacancy#3

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-265-5161 x4392	No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Alma College	Anna Grajek – Center for Student Development	614 W. Superior, Alma, MI 48801	989-463-7225	No
Alpha Capital Management	Dorothy Burrell	3011 W. Grand Blvd. fisher Bldg. Ste 1516, Detroit, MI	313-874-5079	No
American Civil Liberties of Michigan	Kary L. Moss	60 West Hancock, Detroit, MI 48201	313-578-6800	No
Arab Caldean Social Service	Shadia Batayeh	28551 Southfield Road, Suite 204, Lathrup Village, MI 48076	248-559-1990	No
Catholic Social Services of Wayne County	Uncil Smith	9851 Hamilton Ave., Detroit, MI 48202	313-873-3500	No
Central Michigan University	Broadcast & Cinematic Arts – Peter Orlik	340 Moore Hall, Mt. Pleasant, MI 48859		Yes
Davenport University	Paul Jones & Donna Green	Career Services 4801 Oakman Blvd., Dearborn, MI 48126	313-581-4400 x421	No
Detroit Association of Black Organizations	Carlene Napier	12048 Grand River Ave. Detroit 48204	313-491-0003	No
Detroit Unity Temple	Dorothy Jones	17505 Second Ave., Detroit, MI 48203	313-345-4848	No
Detroit Urban League	Sonya Cook, Workforce Career Development Center	15770 James Couzens, Detroit, MI 48238	313-863-0300 ext. 227	No
Detroit Workforce Development Board	Shirley Manus	City of Detroit Employment & Training Dept. 707 West, Detroit, MI 48202	313-876-0674	Yes
Detroit's Workplace	Melvin Gupton	707 W. Milwaukee, Detroit, MI 48202	313-873-7321	Yes
Dorsey Business Schools	Rita Clark	30821 Barrington, Madison Hts., MI 48071	248-588-9660	Yes
Evangel Ministries	Aaron Richardson/Phyllis Boles	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Everest Institute	Danielle Scott	26111 Evergreen Rd., Ste. 201, Southfield, MI 48076	248-226-9580	Yes
Focus Hope	Elenor Josaitis	Human Resources, 1355 Oakman Blvd., Detroit, MI 48238	313-494-5500	Yes
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	616-331-3311	No
Grand Valley State University	Website Posting	https://gvsu-csm.symplicity.com/employers		No
Henry Ford Community College	Richard Brown	5101 Evergreen Road, Dearborn, MI 48128	313-845-9860	Yes
ITT Technical Institute	Jennifer Hance, Career Services Specialist	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	1-800-632-4676 x128	Yes
Jewish Vocational Center	Renee Rabideau	2699 Southfield Rd., Southfield, MI 48076	248-233-4481	No
Jewish Vocational Center	Walter Tarrow/Renee Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	No

Kalamazoo College	Center for Career Development - Pam Sotherland	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Latin Americans for Social & Economic Development	Sheila Jackson	7150 W. Vernor Hwy., Detroit, MI 48209	313-841-1430	Yes
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
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NAACP	Job Bank	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pte. Woods, MI 48236	313-882-4604	Yes
Oakland Community College	Website Posting	www.oaklandcc.edu/placement/jobs/jobnost1.asp	248-232-4141	No
Oakland County Michigan Works	Debbie Lake	Workforce Development Division, 1200 N. Telegraph Rd., Ste. 202, Pontiac, MI 48341	248-858-5520	No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
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Randolph Career and Technical Center	Joyce Smith - Co-op Coordinator	17101 Hubbell, Detroit, MI 48235	313-494-3909	No
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Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No

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State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
The Coleman A. Young Foundation	Claudette Y. Smith	2111 Woodward Ave. Ste. 600, Detroit, MI 48201	313-962-2200	Yes
University of Detroit Mercy	Denise McCormick	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1448	No
University of Michigan Dearborn	Kathy Cordon	4091 Evergreen, Dearborn, MI 48128	313-593-5020	No
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Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
National Association of Television Arts & Sciences (NATAS)	www.emmynonline.org	Website posting		No
Wayne State University	Website Posting	https://www.myinterfase.com/wayne/job		No
Michigan Works (Michigan Talent Bank)	Website posting	www.michworks.org		No
TV Jobs.com	Website posting	www.tvjobs.com		No
Craig's List Detroit	Website posting	www.craigslist.org		No
CHS Detroit.com	Website posting	www.wjtv.com		N/A
CBS Applicant Tracking System	Website posting	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128		N/A
Internal Posting		Bulletin Boards		N/A

Job Title: National Sales Manager

Referral Source(s) of Hire: Internal Promotion – No External Recruitment

Vacancy#4

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
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Job Title: Writer/Producer**Referral Source(s) of Hiree: Employee Referral****Vacancy# 5**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-265-5161 x4392	No
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Alma College	Anna Grajek – Center for Student Development	614 W. Superior, Alma, MI 48801	989-463-7225	No
Alpha Capital Management	Dorothy Burrell	3011 W. Grand Blvd. fisher Bldg. Ste 1516, Detroit, MI	313-874-5079	No
American Civil Liberties of Michigan	Kary L. Moss	60 West Hancock, Detroit, MI 48201	313-578-6800	No
Arab Caldean Social Service	Shadia Batayeh	28551 Southfield Road, Suite 204, Lathrup Village, MI 48076	248-559-1990	No
Catholic Social Services of Wayne County	Uneil Smith	9851 Hamilton Ave., Detroit, MI 48202	313-873-3500	No
Central Michigan University	Broadcast & Cinematic Arts – Peter Orlik	340 Moore Hall, Mt. Pleasant, MI 48859		Yes
Davenport University	Paul Jones & Donna Green	Career Services 4801 Oakman Blvd., Dearborn, MI 48126	313-581-4400 x421	No
Detroit Association of Black Organizations	Carlene Napier	12048 Grand River Ave. Detroit 48204	313-491-0003	No
Detroit Unity Temple	Dorothy Jones	17505 Second Ave., Detroit, MI 48203	313-345-4848	No
Detroit Urban League	Sonya Cook, Workforce Career Development Center	15770 James Couzens, Detroit, MI 48238	313-863-0300 ext. 227	No
Detroit Workforce Development Board	Shirley Manus	City of Detroit Employment & Training Dept. 707 West, Detroit, MI 48202	313-876-0674	Yes
Detroit's Workplace	Melvin Gupton	707 W. Milwaukee, Detroit, MI 48202	313-873-7321	Yes
Dorsey Business Schools	Rita Clark	30821 Barrington, Madison Hts., MI 48071	248-588-9660	Yes
Evangel Ministries	Aaron Richardson/Phyllis Boles	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Everest Institute	Danielle Scott	26111 Evergreen Rd., Ste. 201, Southfield, MI 48076	248-226-9580	Yes
Focus Hope	Elenor Josaitis	Human Resources, 1355 Oakman Blvd., Detroit, MI 48238	313-494-5500	Yes
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	616-331-3311	No
Henry Ford Community College	Richard Brown	5101 Evergreen Road, Dearborn, MI 48128	313-845-9860	Yes
ITT Technical Institute	Jennifer Hance, Career Services Specialist	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	1-800-632-4676 x128	Yes
Jewish Vocational Center	Renee Rabideau	2699 Southfield Rd., Southfield, MI 48076	248-233-4481	No

Jewish Vocational Center	Walter Tarrow/Renee Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	No
Kalamazoo College	Center for Career Development - Pam Sotherland	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Latin Americans for Social & Economic Development	Sheila Jackson	7150 W. Vernor Hwy., Detroit, MI 48209	313-841-1430	Yes
Lawrence Tech - Career Quest	Website Posting	https://ltu-csm.symplicity.com/employers		No
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Hank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	Bill Keith	Plymouth Salem High School, 46181 Joy Road, Canton, MI 48187	734-416-7732	No
Michigan Jewish Institute	Paul Levine	25401 Coolidge Highway, Oak Park, MI 48237	248-414-6900	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing MI 48824	517-355-9510 x124	No
Michigan State University	Website Posting	https://msu-csm.symplicity.com/employers		No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Bernadine Bennett	Walled Lake Career Center, 9491 Wise Rd., Commerce Twshp., MI 48390	248-956-5060	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
Michigan Works	Kafi Howard	Livonia Service Center, 30246 Plymouth Rd., Livonia, MI 48150	734-513-4900	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pte. Woods, MI 48236	313-882-4604	Yes
Oakland Community College	Website Posting	www.oaklandcc.edu/placement/jobs/jobpost1.asp	248-232-4141	No
Oakland County Michigan Works	Debbie Lake	Workforce Development Division, 1200 N. Telegraph Rd., Ste. 202, Pontiac, MI 48341	248-858-5520	No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Nancy O'Malley	4750 Woodward, Ste. 201, Detroit, MI 48201	313-832-4925	Yes
Payne Pulliam School	Freddie Lindsay-Payne	2345 Caass, Detroit, MI 48201	313-963-4710	No
Randolph Career and Technical Center	Joyce Smith - Co-op Coordinator	17101 Hubbell, Detroit, MI 48235	313-494-3909	No
Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Karen Guerreso	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No

Salvation Army	Gloria Brown	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
Salvation Army	Jean Olshefsky	118 W. Lawrence St., Pontiac, MI 48341	248-338-9601	No
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
The Coleman A. Young Foundation	Claudette Y. Smith	2111 Woodward Ave. Ste. 600, Detroit, MI 48201	313-962-2200	Yes
University of Detroit Mercy	Denise McCormick	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1448	No
University of Michigan Dearborn	Kathy Cordon	4091 Evergreen, Dearborn, MI 48128	313-593-5020	No
Wayne County Community College	Sashi Sharma	9551 Greenfield, Detroit, MI 48228	313-943-4071	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
National Association of Television Arts & Sciences (NATAS)	www.emmyonline.org	Website posting		No
Michigan Works (Michigan Talent Bank)	Website posting	www.michworks.org		No
TV Jobs.com	Website posting	www.tvjobs.com		No
Craig's List - Detroit	Website posting	www.craigslist.org		No
WWJTV.COM	Website posting	www.wwjtv.com		N/A
CBS Applicant Tracking System Includes postings with "America's Job Exchange, Indeed.com, & GoogleBase"	Website posting	https://sjobs.brassring.com/t033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128		N/A
Internal Posting		Bulletin Boards		N/A

Job Title: Account Executive – WWJ-TV**Referral Source(s) of Hiree: Employee Referral****Vacancy# 6**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-265-5161 x4392	No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Alma College	Anna Grajek – Center for Student Development	614 W. Superior, Alma, MI 48801	989-463-7225	No
Alpha Capital Management	Dorothy Burrell	3011 W. Grand Blvd. Fisher Bldg. Ste 1516, Detroit, MI	313-874-5079	No
American Civil Liberties of Michigan	Kary L. Moss	60 West Hancock, Detroit, MI 48201	313-578-6800	No
Arab Caldean Social Service	Shadia Batayeh	28551 Southfield Road, Suite 204, Lathrup Village, MI 48076	248-559-1990	No
Catholic Social Services of Wayne County	Uneil Smith	9851 Hamilton Ave., Detroit, MI 48202	313-873-3500	No
Central Michigan University	Broadcast & Cinematic Arts – Peter Orlik	340 Moore Hall, Mt. Pleasant, MI 48859		Yes
Davenport University	Paul Jones & Donna Green	Career Services 4801 Oakman Blvd., Dearborn, MI 48126	313-581-4400 x421	No
Detroit Association of Black Organizations	Carlene Napier	12048 Grand River Ave. Detroit 48204	313-491-0003	No
Detroit Unity Temple	Dorothy Jones	17505 Second Ave., Detroit, MI 48203	313-345-4848	No
Detroit Urban League	Sonya Cook, Workforce Career Development Center	15770 James Couzens, Detroit, MI 48238	313-863-0300 ext. 227	No
Detroit Workforce Development Board	Shirley Manus	City of Detroit Employment & Training Dept. 707 West, Detroit, MI 48202	313-876-0674	Yes
Detroit's Workplace	Melvin Gupton	707 W. Milwaukee, Detroit, MI 48202	313-873-7321	Yes
Dorsey Business Schools	Rita Clark	30821 Barrington, Madison Hts., MI 48071	248-588-9660	Yes
Evangel Ministries	Aaron Richardson/Phyllis Boles	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Everest Institute	Danielle Scott	26111 Evergreen Rd., Ste. 201, Southfield, MI 48076	248-226-9580	Yes
Focus Hope	Elenor Josaitis	Human Resources, 1355 Oakman Blvd., Detroit, MI 48238	313-494-5500	Yes
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	616-331-3311	No
Henry Ford Community College	Richard Brown	5101 Evergreen Road, Dearborn, MI 48128	313-845-9860	Yes
ITT Technical Institute	Jennifer Hance, Career Services Specialist	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	1-800-632-4676 x128	Yes
Jewish Vocational Center	Renee Rabideau	2699 Southfield Rd., Southfield, MI 48076	248-233-4481	No
Jewish Vocational Center	Walter Tarrow/Renee Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	No
Kalamazoo College	Center for Career Development – Pam Sotherland	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No

Latin Americans for Social & Economic Development	Sheila Jackson	7150 W. Vernor Hwy., Detroit, MI 48209	313-841-1430	Yes
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	Bill Keith	Plymouth Salem High School, 46181 Joy Road, Canton, MI 48187	734-416-7732	No
Michigan Jewish Institute	Paul Levine	25401 Coolidge Highway, Oak Park, MI 48237	248-414-6900	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing MI 48824	517-355-9510 x124	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Hernadine Bennett	Walled Lake Career Center, 9491 Wise Rd., Commerce Twnshp., MI 48390	248-956-5060	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
Michigan Works	Kafi Howard	Livonia Service Center, 30246 Plymouth Rd., Livonia, MI 48150	734-513-4900	No
NAACP	Job Board	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pte. Woods, MI 48236	313-882-4604	Yes
Oakland County Michigan Works	Debbie Lake	Workforce Development Division, 1200 N. Telegraph Rd., Ste. 202, Pontiac, MI 48341	248-858-5520	No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Nancy O'Malley	4750 Woodward, Ste. 201, Detroit, MI 48201	313-832-4925	Yes
Payne Puffiam School	Freddie Lindsay-Payne	2345 Caass, Detroit, MI 48201	313-963-4710	No
Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Karen Guerreso	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No
Salvation Army	Gloria Brown	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes

The Coleman A. Young Foundation	Claudette Y. Smith	2111 Woodward Ave. Ste. 600, Detroit, MI 48201	313-962-2200	Yes
University of Detroit Mercy	Denise McCormick	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1448	No
University of Michigan Dearborn	Kathy Cordon	4091 Evergreen, Dearborn, MI 48128	313-593-5020	No
Wayne County Community College	Sashi Sharma	9551 Greenfield, Detroit, MI 48228	313-943-4071	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
Michigan Works (Michigan Talent Bank)	Website posting	www.michworks.org		No
National Association of Television Arts & Sciences (NATAS)	Website posting	www.emmyonline.org		No
TV Jobs.com	Website posting	www.tvjobs.com		No
Craig's List – Detroit	Website posting	www.craigslist.org		No
WWJ-TV.com	Website posting	www.wwjtv.com		N/A
CBS Applicant Tracking System Includes postings with “America’s Job Exchange, Indeed.com & GoogleBase”	Website posting	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128		N/A
Internal Posting		Bulletin Boards		N/A

Job Title: V.P. of Sales**Referral Source(s) of Hire: CBS Applicant Tracking System**

Vacancy# 7

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-265-5161 x4392	No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Alma College	Anna Grajek – Center for Student Development	614 W. Superior, Alma, MI 48801	989-463-7225	No
Alpha Capital Management	Dorothy Burrell	3011 W. Grand Blvd. Fisher Bldg. Ste 1516, Detroit, MI	313-874-5079	No
American Civil Liberties of Michigan	Kary L. Moss	60 West Hancock, Detroit, MI 48201	313-578-6800	No
Arab Caldean Social Service	Shadia Batayeh	28551 Southfield Road, Suite 204, Lathrup Village, MI 48076	248-559-1990	No
Catholic Social Services of Wayne County	Uneil Smith	9851 Hamilton Ave., Detroit, MI 48202	313-873-3500	No
Central Michigan University	Broadcast & Cinematic Arts – Peter Orlik	340 Moore Hall, Mt. Pleasant, MI 48859		Yes
Davenport University	Paul Jones & Donna Green	Career Services 4801 Oakman Blvd., Dearborn, MI 48126	313-581-4400 x421	No
Detroit Association of Black Organizations	Carlene Napier	12048 Grand River Ave. Detroit 48204	313-491-0003	No
Detroit Unity Temple	Dorothy Jones	17505 Second Ave., Detroit, MI 48203	313-345-4848	No
Detroit Urban League	Sonya Cook, Workforce Career Development Center	15770 James Couzens, Detroit, MI 48238	313-863-0300 ext. 227	No
Detroit Workforce Development Board	Shirley Manus	City of Detroit Employment & Training Dept. 707 West, Detroit, MI 48202	313-876-0674	Yes
Detroit's Workplace	Melvin Gupton	707 W. Milwaukee, Detroit, MI 48202	313-873-7321	Yes
Dorsey Business Schools	Rita Clark	30821 Barrington, Madison Hts., MI 48071	248-588-9660	Yes
Evangel Ministries	Aaron Richardson/Phyllis Boles	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Focus Hope	Eleanor Josaitis	Human Resources, 1355 Oakman Blvd., Detroit, MI 48238	313-494-5500	Yes
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	616-331-3311	No
Henry Ford Community College	Richard Brown	5101 Evergreen Road, Dearborn, MI 48128	313-845-9860	Yes
ITT Technical Institute	Jennifer Hance, Career Services Specialist	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	1-800-632-4676 x128	Yes
Jewish Vocational Center	Renee Rabideau	2699 Southfield Rd., Southfield, MI 48076	248-233-4481	No
Jewish Vocational Center	Walter Tarrow/Renee Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	No
Kalamazoo College	Center for Career Development – Pam Sotherland	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Latin Americans for Social & Economic Development	Sheila Jackson	7150 W. Vernor Hwy., Detroit, MI 48209	313-841-1430	Yes

I.D.S Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	Bill Keith	Plymouth Salem High School, 46181 Joy Road, Canton, MI 48187	734-416-7732	No
Michigan Jewish Institute	Paul Levine	25401 Coolidge Highway, Oak Park, MI 48237	248-414-6900	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing MI 48824	517-355-9510 x124	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Bernadine Bennett	Walled Lake Career Center, 9491 Wise Rd., Commerce Twncshp., MI 48390	248-956-5060	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
Michigan Works	Kafi Howard	Livonia Service Center, 30246 Plymouth Rd., Livonia, MI 48150	734-513-4900	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pte. Woods, MI 48236	313-882-4604	Yes
Oakland County Michigan Works	Debbie Lake	Workforce Development Division, 1200 N. Telegraph Rd., Ste. 202, Pontiac, MI 48341	248-858-5520	No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Nancy O'Malley	4750 Woodward, Ste. 201, Detroit, MI 48201	313-832-4925	Yes
Payne Pulliam School	Freddie Lindsay-Payne	2345 Caass, Detroit, MI 48201	313-963-4710	No
Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Sue Hatcher-Wilson	1627 W. Fort St., Detroit, MI 48216	313-962-5960	No
Salvation Army	Case Manager Barbara Mitchell	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
The Coleman A. Young Foundation	Claudette Y. Smith	2111 Woodward Ave. Ste. 600, Detroit, MI 48201	313-962-2200	Yes
University of Detroit Mercy	Denise McCormick	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1448	No

University of Michigan Dearborn	Kathy Cordon	4091 Evergreen, Dearborn, MI 48128	313-593-5020	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
Michigan Works (Michigan Talent Bank)	Website posting	www.michworks.org		No
National Association of Television Arts & Sciences (NATAS)	Website posting	www.emmyonline.org		No
TV Jobs.com	Website posting	www.tvjobs.com		No
Alliance for Women in Communications	Website posting	www.allwomeninmedia.org		No
National Association of Television Arts & Sciences (NATAS)	Website posting	www.emmyonline.org		No
WWJ-TV.com	Website posting	www.wwjtv.com		N/A
WKBD-TV CW50 Detroit	Website posting	www.cw50detroit.com		N/A
CBS Applicant Tracking System Includes postings with "America's Job Exchange, Indeed.com, and GoogleBase"	Website posting	https://sjobs.brassring.com/v1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128		N/A
Internal Posting		Bulletin Boards		N/A

Job Title: News Anchor**Referral Source(s) of Hire: Industry Referral**

Vacancy# 8

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-265-5161 x4392	No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Alma College	Anna Grajek – Center for Student Development	614 W. Superior, Alma, MI 48801	989-463-7225	No
Alpha Capital Management	Dorothy Burrell	3011 W. Grand Blvd. fisher Bldg. Ste 1516, Detroit, MI	313-874-5079	No
American Civil Liberties of Michigan	Kary L. Moss	60 West Hancock, Detroit, MI 48201	313-578-6800	No
Arab Caldean Social Service	Shadia Batayeh	28551 Southfield Road, Suite 204, Lathrup Village, MI 48076	248-559-1990	No
Catholic Social Services of Wayne County	Uneil Smith	9851 Hamilton Ave., Detroit, MI 48202	313-873-3500	No
Central Michigan University	Broadcast & Cinematic Arts – Peter Orlik	340 Moore Hall, Mt. Pleasant, MI 48859		Yes
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Davenport University	Paul Jones & Donna Green	Career Services 4801 Oakman Blvd., Dearborn, MI 48126	313-581-4400 x421	No
Detroit Association of Black Organizations	Carlene Napier	12048 Grand River Ave. Detroit 48204	313-491-0003	No
Detroit Unity Temple	Dorothy Jones	17505 Second Ave., Detroit, MI 48203	313-345-4848	No
Detroit Urban League	Sonya Cook, Workforce Career Development Center	15770 James Couzens, Detroit, MI 48238	313-863-0300 ext. 227	No
Detroit Workforce Development Board	Shirley Manus	City of Detroit Employment & Training Dept. 707 West, Detroit, MI 48202	313-876-0674	Yes
Detroit's Workplace	Melvin Gupton	707 W. Milwaukee, Detroit, MI 48202	313-873-7321	Yes
Dorsey Business Schools	Rita Clark	30821 Barrington, Madison Hts., MI 48071	248-588-9660	Yes
Eastern Michigan University	Website Posting	http://eaglecareers.experience.com/er/security/login.jsp		No
Evangel Ministries	Aaron Richardson/Phyllis Boles	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Everest Institute	Danielle Scott	26111 Evergreen Rd., Ste. 201, Southfield, MI 48076	248-226-9580	Yes
Focus Hope	Elenor Josaitis	Human Resources, 1355 Oakman Blvd., Detroit, MI 48238	313-494-5500	Yes
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	616-331-3311	No
Grand Valley State University	Website Posting	https://gvsu-csm.symplicity.com/employers		No
Henry Ford Community College	Richard Brown	5101 Evergreen Road, Dearborn, MI 48128	313-845-9860	Yes
ITT Technical Institute	Jennifer Hance, Career Services Specialist	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	1-800-632-4676 x128	Yes

Jewish Vocational Center	Renee Rabideau	2699 Southfield Rd., Southfield, MI 48076	248-233-4481	No
Jewish Vocational Center	Walter Tarrow/Renee Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	No
Kalamazoo College	Center for Career Development - Pam Sotherland	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Latin Americans for Social & Economic Development	Sheila Jackson	7150 W. Vernor Hwy., Detroit, MI 48209	313-841-1430	Yes
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Macomb Community College	Website Posting	http://macombcareerlink.experience.com		No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	Bill Keith	Plymouth Salem High School, 46181 Joy Road, Canton, MI 48187	734-416-7732	No
Michigan Jewish Institute	Paul Levine	25401 Coolidge Highway, Oak Park, MI 48237	248-414-6900	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing MI 48824	517-355-9510 x124	No
Michigan State University	Website Posting	https://msu-csm.symplicity.com/employers		No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Bernadine Bennett	Walled Lake Career Center, 9491 Wise Rd., Commerce Twnshp., MI 48390	248-956-5060	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
Michigan Works	Kafi Howard	Livonia Service Center, 30246 Plymouth Rd., Livonia, MI 48150	734-513-4900	No
NAACP	Job Board	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pte. Woods, MI 48236	313-882-4604	Yes
Oakland County Michigan Works	Debbie Lake	Workforce Development Division, 1200 N. Telegraph Rd., Ste. 202, Pontiac, MI 48341	248-858-5520	No
Oakland University	Website Posting	https://oakland-csm.symplicity.com/employers		No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Nancy O'Malley	4750 Woodward, Ste. 201, Detroit, MI 48201	313-832-4925	Yes
Payne Pulliam School	Freddie Lindsay-Payne	2345 Caass, Detroit, MI 48201	313-963-4710	No
Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Karen Guerreso	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No

Salvation Army	Gloria Brown	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
The Coleman A. Young Foundation	Claudette Y. Smith	2111 Woodward Ave. Ste. 600, Detroit, MI 48201	313-962-2200	Yes
University of Detroit Mercy	Denise McCormick	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1448	No
University of Michigan Dearborn	Kathy Cordon	4091 Evergreen, Dearborn, MI 48128	313-593-5020	No
Wayne County Community College	Sashi Sharma	9551 Greenfield, Detroit, MI 48228	313-943-4071	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
Michigan Works (Michigan Talent Bank)	Website posting	www.michworks.org		No
National Association of Television Arts & Sciences (NATAS)	Website posting	www.emmyonline.org		No
TV Jobs.com	Website posting	www.tvjobs.com		No
Alliance for Women in Media	Website posting	www.allwomeninmedia.org	703-506-3290	No
WWJ-TV website	Website posting	https://detroit.cbslocal.com/wwj-tv-jobs		N/A
WKBD-TV website	Website posting	https://cwdetroit.cbslocal.com/jobs		N/A
CBS Applicant Tracking System Includes postings with "America's Job Exchange, Indeed.com, and GoogleBase"	Website posting	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128		N/A
Internal Posting		Bulletin Boards		N/A

Job Title: News Producer**Referral Source(s) of Hiree: Industry Referral****Vacancy# 9**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-265-5161 x4392	No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Alma College	Anna Grajek – Center for Student Development	614 W. Superior, Alma, MI 48801	989-463-7225	No
Alpha Capital Management	Dorothy Burrell	3011 W. Grand Blvd. Fisher Bldg. Ste 1516, Detroit, MI	313-874-5079	No
American Civil Liberties of Michigan	Kary L. Moss	60 West Hancock, Detroit, MI 48201	313-578-6800	No
Arab Caldean Social Service	Shadia Hatayeh	28551 Southfield Road, Suite 204, Lathrup Village, MI 48076	248-559-1990	No
Catholic Social Services of Wayne County	Uneil Smith	9851 Hamilton Ave., Detroit, MI 48202	313-873-3500	No
Central Michigan University	Broadcast & Cinematic Arts – Peter Orlik	340 Moore Hall, Mt. Pleasant, MI 48859		Yes
Davenport University	Paul Jones & Donna Green	Career Services 4801 Oakman Blvd., Dearborn, MI 48126	313-581-4400 x421	No
Detroit Association of Black Organizations	Carlene Napier	12048 Grand River Ave. Detroit 48204	313-491-0003	No
Detroit Unity Temple	Dorothy Jones	17505 Second Ave., Detroit, MI 48203	313-345-4848	No
Detroit Urban League	Sonya Cook, Workforce Career Development Center	15770 James Couzens, Detroit, MI 48238	313-863-0300 ext. 227	No
Detroit Workforce Development Board	Shirley Manus	City of Detroit Employment & Training Dept. 707 West, Detroit, MI 48202	313-876-0674	Yes
Detroit's Workplace	Melvin Gupton	707 W. Milwaukee, Detroit, MI 48202	313-873-7321	Yes
Dorsey Business Schools	Rita Clark	30821 Barrington, Madison Hts., MI 48071	248-588-9660	Yes
Evangel Ministries	Aaron Richardson/Phyllis Boles	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Focus Hope	Elenor Josaitis	Human Resources, 1355 Oakman Blvd., Detroit, MI 48238	313-494-5500	Yes
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	616-331-3311	No
Henry Ford Community College	Richard Brown	5101 Evergreen Road, Dearborn, MI 48128	313-845-9860	Yes
ITT Technical Institute	Jennifer Hance, Career Services Specialist	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	1-800-632-4676 x128	Yes
Jewish Vocational Center	Renee Rabideau	2699 Southfield Rd., Southfield, MI 48076	248-233-4481	No
Jewish Vocational Center	Walter Tarrow/Renee Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	No
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No

Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	Bill Keith	Plymouth Salem High School, 46181 Joy Road, Canton, MI 48187	734-416-7732	No
Michigan Jewish Institute	Paul Levine	25401 Coolidge Highway, Oak Park, MI 48237	248-414-6900	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing MI 48824	517-355-9510 x124	No
Michigan Works	Kay Mizell	Oak Park Career Center, 22180 Parklawn, Oak Park, MI 48237	248-691-8437 x223	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Bernadine Bennett	Walled Lake Career Center, 9491 Wise Rd., Commerce Twtnshp., MI 48390	248-956-5060	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
NAACP	Job Board	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pte. Woods, MI 48236	313-882-4604	Yes
Oakland County Michigan Works	Debbie Lake	Workforce Development Division, 1200 N. Telegraph Rd., Ste. 202, Pontiac, MI 48341	248-858-5520	No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Nancy O'Malley	4750 Woodward, Ste. 201, Detroit, MI 48201	313-832-4925	Yes
Payne Pulliam School	Freddie Lindsay-Payne	2345 Caass, Detroit, MI 48201	313-963-4710	No
Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Barbara Mitchell	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No
Salvation Army	Sue Hatcher-Wilson	1627 W. Fort St., Detroit, MI 48216	313-537-2130	No
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Spees Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
The Coleman A. Young Foundation	Claudette Y. Smith	2111 Woodward Ave. Ste. 600, Detroit, MI 48201	313-962-2200	Yes
University of Detroit Mercy	Denise McCormick	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1448	No
University of Michigan Dearborn	Kathy Cordon	4091 Evergreen, Dearborn, MI 48128	313-593-5020	No

Wayne County Community College	Sashi Sharma	9551 Greenfield, Detroit, MI 48228	313-943-4071	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
Michigan Works (Michigan Talent Bank)	Website posting	www.michworks.org		No
Alliance for Women In Media	Website posting	www.allwomeninmedia.org	703-506-3290	No
National Association of Television Arts & Sciences (NATAS)	Website posting	www.emmyonline.org		No
Craig's List	Website posting	www.craigslist.com		No
TV Jobs.com	Website posting	www.tvjobs.com		No
CW50 Detroit.com	Website posting	http://cwdetroit.cbslocal.com/jobs		N/A
WWJ-TV.com	Website posting	http://detroit.cbslocal.com/wwj-tv-jobs		N/A
CBS Applicant Tracking System Includes postings with "America's Job Exchange, Indeed.com, and GoogleBase"	Website posting	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128		N/A
Internal Posting		Bulletin Boards		N/A

Job Title: Account Executive – WKBD-TV**Referral Source(s) of Hiree: Employee Referral**

Vacancy# 10

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-265-5161 x4392	No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Alma College	Anna Grajek – Center for Student Development	614 W. Superior, Alma, MI 48801	989-463-7225	No
Alpha Capital Management	Dorothy Burrell	3011 W. Grand Blvd. Fisher Bldg. Ste 1516, Detroit, MI	313-874-5079	No
American Civil Liberties of Michigan	Kary L. Moss	60 West Hancock, Detroit, MI 48201	313-578-6800	No
Arab Caldean Social Service	Shadia Batayeh	28551 Southfield Road, Suite 204, Lathrup Village, MI 48076	248-559-1990	No
Catholic Social Services of Wayne County	Uncle Smith	9851 Hamilton Ave., Detroit, MI 48202	313-873-3500	No
Central Michigan University	Broadcast & Cinematic Arts – Peter Orlik	340 Moore Hall, Mt. Pleasant, MI 48859		Yes
Davenport University	Paul Jones & Donna Green	Career Services 4801 Oakman Blvd., Dearborn, MI 48126	313-581-4400 x421	No
Detroit Association of Black Organizations	Carlene Napier	12048 Grand River Ave. Detroit 48204	313-491-0003	No
Detroit Unity Temple	Dorothy Jones	17505 Second Ave., Detroit, MI 48203	313-345-4848	No
Detroit Urban League	Sonya Cook, Workforce Career Development Center	15770 James Couzens, Detroit, MI 48238	313-863-0300 ext. 227	No
Detroit Workforce Development Board	Shirley Manus	City of Detroit Employment & Training Dept. 707 West, Detroit, MI 48202	313-876-0674	Yes
Detroit's Workplace	Melvin Gupton	707 W. Milwaukee, Detroit, MI 48202	313-873-7321	Yes
Dorsey Business Schools	Rita Clark	30821 Barrington, Madison Hts., MI 48071	248-588-9660	Yes
Evangel Ministries	Aaron Richardson/Phyllis Boles	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Everest Institute	Danielle Scott	26111 Evergreen Rd., Ste. 201, Southfield, MI 48076	248-226-9580	Yes
Focus Hope	Elenor Josaitis	Human Resources, 1355 Oakman Blvd., Detroit, MI 48238	313-494-5500	Yes
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	616-331-3311	No
Henry Ford Community College	Richard Brown	5101 Evergreen Road, Dearborn, MI 48128	313-845-9860	Yes
ITT Technical Institute	Jennifer Hance, Career Services Specialist	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	1-800-632-4676 x128	Yes
Jewish Vocational Center	Renee Rabideau	2699 Southfield Rd., Southfield, MI 48076	248-233-4481	No
Jewish Vocational Center	Walter Tarrow/Renee Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	No
Kalamazoo College	Center for Career Development – Pam Sotherland	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No

Latin Americans for Social & Economic Development	Sheila Jackson	7150 W. Vernor Hwy., Detroit, MI 48209	313-841-1430	Yes
LIDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	Bill Keith	Plymouth Salem High School, 46181 Joy Road, Canton, MI 48187	734-416-7732	No
Michigan Jewish Institute	Paul Levine	25401 Coolidge Highway, Oak Park, MI 48237	248-414-6900	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing MI 48824	517-355-9510 x124	No
Michigan State University	Website Posting	https://msu-csm.symplicity.com/employers		No
Michigan Works	Dorothy Kalts	Troy Career Center, 550 Stephenson Hwy. Ste. 400, Troy, MI 48083	248-691-8437	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Bernadine Bennett	Walled Lake Career Center, 9491 Wise Rd., Commerce Twnshp., MI 48390	248-956-5060	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
Michigan Works	Kafi Howard	Livonia Service Center, 30246 Plymouth Rd., Livonia, MI 48150	734-513-4900	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pte. Woods, MI 48236	313-882-4604	Yes
Oakland County Michigan Works	Debbie Lake	Workforce Development Division, 1200 N. Telegraph Rd., Ste. 202, Pontiac, MI 48341	248-858-5520	No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Nancy O'Malley	4750 Woodward, Ste. 201, Detroit, MI 48201	313-832-4925	Yes
Payne Pulliam School	Freddie Lindsay-Payne	2345 Caass, Detroit, MI 48201	313-963-4710	No
Randolph Career and Technical Center	Joyce Smith - Co-op Coordinator	17101 Hubbell, Detroit, MI 48235	313-494-3909	No
Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Karen Guerreso	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No
Salvation Army	Gloria Brown	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No

Spees Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
The Coleman A. Young Foundation	Claudette Y. Smith	2111 Woodward Ave. Ste. 600, Detroit, MI 48201	313-962-2200	Yes
University of Detroit Mercy	Denise McCormick	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1448	No
University of Michigan – In Circle Jobs	Website Posting	http://michigan.incirclejobs.com/jobs/postings		No
University of Michigan Dearborn	Kathy Cordon	4091 Evergreen, Dearborn, MI 48128	313-593-5020	No
Wayne County Community College	Sashi Sharma	9551 Greenfield, Detroit, MI 48228	313-943-4071	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
Women In Communications Job Bank	Website Posting	http://www.womecomdetroit.org/JobBank.htm		No
Michigan Works (Michigan Talent Bank)	Website posting	www.michworks.org		No
National Association of Television Arts & Sciences (NATAS)	Website posting	www.emmyonline.org		No
TV Jobs.com	Website posting	www.tvjobs.com		No
Craig's List – Detroit	Website posting	www.craigslist.org		No
CW50 Detroit.com	Website posting	http://cw50detroit.cbslocal.com/jobs		N/A
CBS Applicant Tracking System	Website posting	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128		N/A
Internal Posting		Bulletin Boards		N/A

Job Title: Sales Development Manager**Referral Source(s) of Hiree: Internal - Promotion**

Vacancy#11

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-265-5161 x4392	No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Alma College	Anna Grajek – Center for Student Development	614 W. Superior, Alma, MI 48801	989-463-7225	No
Alpha Capital Management	Dorothy Burrell	3011 W. Grand Blvd. fisher Bldg. Ste 1516, Detroit, MI	313-874-5079	No
American Civil Liberties of Michigan	Kary L. Moss	60 West Hancock, Detroit, MI 48201	313-578-6800	No
Arab Caldean Social Service	Shadia Batayeh	28551 Southfield Road, Suite 204, Lathrup Village, MI 48076	248-559-1990	No
Catholic Social Services of Wayne County	Uneil Smith	9851 Hamilton Ave., Detroit, MI 48202	313-873-3500	No
Central Michigan University	Broadcast & Cinematic Arts Peter Orlik	340 Moore Hall, Mt. Pleasant, MI 48859		Yes
Davenport University	Paul Jones & Donna Green	Career Services 4801 Oakman Blvd., Dearborn, MI 48126	313-581-4400 x421	No
Detroit Association of Black Organizations	Carlene Napier	12048 Grand River Ave. Detroit 48204	313-491-0003	No
Detroit Unity Temple	Dorothy Jones	17505 Second Ave., Detroit, MI 48203	313-345-4848	No
Detroit Urban League	Sonya Cook, Workforce Career Development Center	15770 James Couzens, Detroit, MI 48238	313-863-0300 ext. 227	No
Detroit Workforce Development Board	Shirley Manus	City of Detroit Employment & Training Dept. 707 West, Detroit, MI 48202	313-876-0674	Yes
Detroit's Workplace	Melvin Gupton	707 W. Milwaukee, Detroit, MI 48202	313-873-7321	Yes
Dorsey Business Schools	Rita Clark	30821 Barrington, Madison Hts., MI 48071	248-588-9660	Yes
Evangel Ministries	Aaron Richardson/Phyllis Boles	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Focus Hope	Elenor Josaitis	Human Resources, 1355 Oakman Blvd., Detroit, MI 48238	313-494-5500	Yes
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	616-331-3311	No
Henry Ford Community College	Richard Brown	5101 Evergreen Road, Dearborn, MI 48128	313-845-9860	Yes
ITT Technical Institute	Jennifer Hance, Career Services Specialist	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	1-800-632-4676 x128	Yes
Jewish Vocational Center	Renee Rabideau	2699 Southfield Rd., Southfield, MI 48076	248-233-4481	No
Jewish Vocational Center	Walter Tarrow/Renee Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	No
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No

Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	Bill Keith	Plymouth Salem High School, 46181 Joy Road, Canton, MI 48187	734-416-7732	No
Michigan Jewish Institute	Paul Levine	25401 Coolidge Highway, Oak Park, MI 48237	248-414-6900	No
Michigan State University	Kim Kowalski	290 Spartan Way, E. Lansing, MI 48823	517-884-1300	No
Michigan Works	Patricia Edmonds	Oak Park Career Center, 22180 Parklawn, Oak Park, MI 48237	248-691-8437 x223	No
Michigan Works	Dorothy Kalls	Troy Career Center, 550 Stephenson Hwy. Ste. 400, Troy, MI 48083	248-691-8437	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
Michigan Works	Kafi Howard	Livonia Service Center, 30246 Plymouth Rd., Livonia, MI 48150	734-513-4900	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pointe Woods, MI 48236	313-882-4604	Yes
Oakland County Michigan Works	Debbie Lake	Workforce Development Division, 1200 N. Telegraph Rd., Ste. 202, Pontiac, MI 48341	248-858-5520	No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Nancy O'Malley	4750 Woodward, Ste. 201, Detroit, MI 48201	313-832-4925	Yes
Payne Pulliam School	Freddie Lindsay-Payne	2345 Caass, Detroit, MI 48201	313-963-4710	No
Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Salvation Army	Sue Hatcher-Wilson	1627 W. Fort ST., Detroit, MI 48216	313-962-5960	No
Salvation Army	Barbara Mitchell	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
The Coleman A. Young Foundation	Claudette Y. Smith	2111 Woodward Ave. Ste. 600, Detroit, MI 48201	313-962-2200	Yes
University of Detroit Mercy	Karen Martin	4001 W. McNichols Rd., Detroit, MI 48202	313-993-1036	No
University of Michigan Dearborn	Kathy Cordon	4091 Evergreen, Dearborn, MI 48128	313-593-5020	No
Wayne County Community College	Danny Martinez	9551 Greenfield, Detroit, MI 48228	313-943-4061	No

Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-3390	No
Michigan Works (Michigan Talent Bank)	Website posting	www.michworks.org		No
Michigan State University	Website posting	https://msu-csm.symplicity.com/employers		No
National Association of Television Arts & Sciences	Website posting	www.emmyonline.org		No
TV Jobs.com	Website posting	www.tvjobs.com		No
University of Michigan - In Circle	Website posting	http://michigan.incirclejobs.com/		No
Women In Communications – Job Bank	Website posting	http://www.womcomdetroit.org/JobBank.htm		No
WKBD-TV CW50 Detroit	Website posting	http://cwtv.detroit.cbslocal.com/jobs		N/A
WWJ-TV CBS Detroit	Website posting	http://detroit.cbslocal.com/wwj-tv-jobs		N/A
CBS Applicant Tracking System Includes postings with “America’s Job Exchange, Indeed.com, and GoogleBase”	Website posting	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128		N/A
Internal Posting		Bulletin Boards		N/A

Job Title: Account Executive – WWJ-TV**Referral Source(s) of Hire: Employee Referral****Vacancy#12**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-265-5161 x4392	No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Alma College	Anna Grajek – Center for Student Development	614 W. Superior, Alma, MI 48801	989-463-7225	No
Alpha Capital Management	Dorothy Burrell	3011 W. Grand Blvd. Fisher Bldg. Ste 1516, Detroit, MI	313-874-5079	No
American Civil Liberties of Michigan	Kary L. Moss	60 West Hancock, Detroit, MI 48201	313-578-6800	No
Arab Caldean Social Service	Shadia Bataych	28551 Southfield Road, Suite 204, Lathrup Village, MI 48076	248-559-1990	No
Catholic Social Services of Wayne County	Uneil Smith	9851 Hamilton Ave., Detroit, MI 48202	313-873-3500	No
Central Michigan University	Broadcast & Cinematic Arts - Peter Orlik	340 Moore Hall, Mt. Pleasant, MI 48859		Yes
Davenport University	Paul Jones & Donna Green	Career Services 4801 Oakman Blvd., Dearborn, MI 48126	313-581-4400 x421	No
Detroit Association of Black Organizations	Carlene Napier	12048 Grand River Ave. Detroit 48204	313-491-0003	No
Detroit Unity Temple	Dorothy Jones	17505 Second Ave., Detroit, MI 48203	313-345-4848	No
Detroit Urban League	Sonya Cook, Workforce Career Development Center	15770 James Couzens, Detroit, MI 48238	313-863-0300 ext. 227	No
Detroit Workforce Development Board	Shirley Manus	City of Detroit Employment & Training Dept. 707 West, Detroit, MI 48202	313-876-0674	Yes
Detroit's Workplace	Melvin Gupton	707 W. Milwaukee, Detroit, MI 48202	313-873-7321	Yes
Dorsey Business Schools	Rita Clark	30821 Barrington, Madison Hts., MI 48071	248-588-9660	Yes
Evangel Ministries	Aaron Richardson/Phyllis Boles	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Focus Hope	Elenor Josaitis	Human Resources, 1355 Oakman Blvd., Detroit, MI 48238	313-494-5500	Yes
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	616-331-3311	No
Henry Ford Community College	Richard Brown	5101 Evergreen Road, Dearborn, MI 48128	313-845-9860	Yes
ITT Technical Institute	Jennifer Hance, Career Services Specialist	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	1-800-632-4676 x128	Yes
Jewish Vocational Center	Renee Rabideau	2699 Southfield Rd., Southfield, MI 48076	248-233-4481	No
Jewish Vocational Center	Walter Tarrow/Renee Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	No
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No

Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	Bill Keith	Plymouth Salem High School, 46181 Joy Road, Canton, MI 48187	734-416-7732	No
Michigan Jewish Institute	Paul Levine	25401 Coolidge Highway, Oak Park, MI 48237	248-414-6900	No
Michigan State University	Kim Kowalski	290 Spartan Way, E. Lansing, MI 48823	517-884-1300	No
Michigan Works	Patricia Edmonds	Oak Park Career Center, 22180 Parklawn, Oak Park, MI 48237	248-691-8437 x223	No
Michigan Works	Dorothy Kalts	Troy Career Center, 550 Stephenson Hwy. Ste. 400, Troy, MI 48083	248-691-8437	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
Michigan Works	Kafi Howard	Livonia Service Center, 30246 Plymouth Rd., Livonia, MI 48150	734-513-4900	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pte. Woods, MI 48236	313-882-4604	Yes
Oakland County Michigan Works	Debbie Lake	Workforce Development Division, 1200 N. Telegraph Rd., Ste. 202, Pontiac, MI 48341	248-858-5520	No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Nancy O'Malley	4750 Woodward, Ste. 201, Detroit, MI 48201	313-832-4925	Yes
Payne Pulliam School	Freddie Lindsay-Payne	2345 Caass, Detroit, MI 48201	313-963-4710	No
Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Salvation Army	Sue Hatcher-Wilson	1627 W. Fort St., Detroit, MI 48216	313-962-5960	No
Salvation Army	Barbara Mitchell	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
The Coleman A. Young Foundation	Claudette Y. Smith	2111 Woodward Ave. Ste. 600, Detroit, MI 48201	313-962-2200	Yes
University of Detroit Mercy	Karen Martin	4001 W. McNichols Rd., Detroit, MI 48202	313-993-1036	No
University of Michigan Dearborn	Kathy Cordon	4091 Evergreen, Dearborn, MI 48128	313-593-5020	No
Wayne County Community College	Danny Martinez	9551 Greenfield, Detroit, MI 48228	313-943-4061	No

Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-3390	No
Michigan Works (Michigan Talent Bank)	Website posting	www.michworks.org		No
National Association of Television Arts & Sciences	Website posting	www.emmyonline.org		No
TV Jobs.com	Website posting	www.tvjobs.com		No
Craig's List	Website posting	www.craigslist.org		No
WKBD-TV CW50 Detroit	Website posting	http://cwdetroit.cbslocal.com/jobs		N/A
WWJ-TV CBS Detroit	Website posting	http://detroit.cbslocal.com/wwj-tv-jobs		N/A
CBS Applicant Tracking System Includes postings with "America's Job Exchange, Indeed.com, and GoogleBase"	Website posting	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128		N/A
Internal Posting		Bulletin Boards		N/A

6) Hire Recruitment Source Summary.

Name of Recruitment Source

1. TVJobs.com
2. Indeed.com
3. Industry Referral
4. Internal Promotion
5. Employee Referral
6. Employee Referral
7. Industry – CBS Applicant Tracking System
8. Industry Referral
9. Industry Referral
10. Employee Referral
11. Internal Promotion
12. Employee Referral

7) Total # of Interviewees Referred by Each Source: For the period from June 1, 2010 to May 31, 2011 this

Employment Unit interviewed 85 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Number of Interviewees Referred</u>
1. <u>Industry Referrals</u>	<u>16</u>
2. <u>Employee Referrals</u>	<u>16</u>
3. <u>Unsolicited Referrals</u>	<u>18</u>
4. <u>Internal Postings</u>	<u>9</u>
5. <u>CW50 Detroit Website Postings</u>	<u>1</u>
6. <u>WWJ-TV Detroit Website Postings</u>	<u>4</u>
7. <u>CBS Applicant Tracking System</u>	<u>10</u>
8. <u>Michigan Works/MI Talent Bank</u>	<u>2</u>
9. <u>Indeed.com</u>	<u>2</u>
10. <u>Craig's List - Detroit</u>	<u>3</u>
11. <u>TVJobs.com</u>	<u>4</u>

8) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1. Participated in the Specs Howard Media Career Fair. This Career Fair was attended by a diverse group of students and graduates of Specs Howard School of Media Arts. Representatives of the stations met with students and graduates from a wide variety of curriculums including graphic design, radio, television and film.</p>	6/24/10	Heather Kuh – Sales & Marketing Manager Melissa Rowe – Marketing Coordinator
<p>2. Participated in the Journalism Day Internship Fair held at Wayne State University. This Internship Fair was attended by a diverse group of more than 200 WSU students interested in securing internships to gain experience in the broadcast field.</p>	10/13/10	Julia Burt – Manager of Administration Kris Kelly – Community Affairs Manager
<p>3. Participated in the Michigan Association of Broadcasters Foundation Media Career & Networking Fair held at Specs Howard School of Media Arts. This Career Fair was attended by a diverse group of more than 115 students and business-minded professionals. Applicants included undergraduate and graduate students, as well as recent college graduates from Specs Howard and other Universities & Colleges throughout Southeastern Michigan.</p>	10/14/10	Julia Burt – Manager of Administration Melissa Rowe – Marketing Coordinator
<p>4. Participated in the 11th Annual Detroit Pistons Career Fair held at the Palace of Auburn Hills This Career Fair was attended by a diverse pool of undergraduate and graduate students, as well as graduates from colleges and universities throughout the Midwest. Representatives of the stations met with applicants interested in careers and internships in the media field.</p>	2/4/11	Julia Burt – Manager of Administration Kris Kelly – Community Affairs Manager
<p>5. Participated in the Specs Howard School of Media Arts Internship Fair This Internship Fair was attended by a diverse group of students trained in various forms of media including graphic design, video & film production, and digital media. Students seeking internships with Radio and Television stations met with representatives of our stations for the purpose of securing internships for the Spring/Summer.</p>	2/24/11	Greg Shattuck – Promotion Manager Melissa Rowe – Marketing Coordinator
<p>6. Michigan Association of Broadcasters Foundation Media Career & Networking Fair held during the 2011 Great Lakes Broadcasting Conference in Lansing, MI Participated in event – Television Media Sponsor More than 300 students and business-minded professionals attended this career fair. Representatives of the stations met and spoke with individuals regarding career opportunities. WWJ-TV & WKBD-TV were media sponsors for the Career Fair and aired PSA's and promoted the event on both stations websites in an effort to widely disseminate and market the event.</p>	3/9/11	Julia Burt – Manager of Administration Kris Kelly – Community Affairs Manager

(b) Internship

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1. Station Internship Program Interns Assisted with screening of public service announcements; maintenance of community leader files; topic research and development for public affairs show "Street Beat". Interns were also exposed to all areas of Sales & Marketing/Commercial Production including commercial shoots, attending client meetings, sitting in on edit sessions, and acting as "talent" in commercials. In addition, Interns were also given the opportunity to be involved with the Digital Media department where they wrote and appeared in online web diaries. Interns were also given the opportunity to participate in on and off-site casting calls for Survivor, Big Brother, and America's Next Top Model as well as numerous other production shoots which involved celebrity and political figures. Interns were mentored by various staff members.</p>	<p>6/1/10 – 5/31/11 11 Interns</p>	<p>Kris Kelly – Community Affairs Manager Pam Baumann – Director of Creative Services Greg Shattuck – Promotion Manager Amy Bergin – Director of Digital Media George Fox – Web Producer Heather Kuh – Marketing Manager</p>
<p>2. Emma Bowen Foundation Intern The Emma Bowen Foundation is committed to creating career opportunities in the media industry for minority youth through a program that focuses on scholastic achievement, direct work experience and professional development. Foundation staff coordinates student recruitment and screening and once selected, the Foundation monitors students' academic and work performance throughout their time in the program and tracks graduates' career progress.</p>	<p>5/14/09 – 8/21/09 5/10/09 – 8/20/10 5/18/11 - Jasmyn Durham – began a 3 year commitment with the stations.</p>	<p>Kris Kelly – Community Affairs Manager Julia Burt – Manager of Administration</p>

(c) Participation in Events.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1. Mason Elementary School in Detroit, MI – Guest Speaker Randy Bhirdo spoke with 5th grade students about his career in broadcasting and how important it is to have an education in today's society. Randy also fielded questions from the students pertaining to the broadcast business and felt the students enjoyed the discussion.</p>	6/28/10	Randy Bhirdo – Traffic Reporter for First Forecast Mornings
<p>2. Annual Detroit Branch NAACP Fight for Freedom Fund Dinner Kick-off Reception Detroit's Gossip Girl, Lauren Turner was invited to participate in the Kick-off Reception.</p>	1/13/11	Lauren Turner – WKBD-TV Talent
<p>3. Way Elementary School in Bloomfield Hills, MI First Forecast Mornings Meteorologist Lori Pinson visited the school to present Weather Watcher certificates and encourage children to study science and watch for severe weather.</p>	3/16/11	Lori Pinson – WWJ-TV & WKBD-TV Meteorologist for First Forecast Mornings
<p>4. Birney Middle School in Southfield, MI First Forecast Mornings Meteorologist Lori Pinson visited the school to present Weather Watcher certificates and encourage children to study science and watch for severe weather.</p>	3/16/11	Lori Pinson – WWJ-TV & WKBD-TV Meteorologist for First Forecast Mornings
<p>5. "The Power of One: Celebrating the Life of Jean Ledwith King" Women's Center of Southeast Michigan Senior Producer and Michigan Matters Host Carol Cain was the mistress of ceremonies for this special event. Jean Ledwith King was honored at the event for her years as an activist that led to more equal opportunities for women and girls in education, employment, politics, and athletics.</p>	3/26/11	Carol Cain – Senior Producer and Host of Michigan Matters
<p>6. Garden City Middle School Career Day WWJ-TV Chief Meteorologist Jim Madaus spoke at the Garden City Middle School Career Day event making four 15 minute presentations followed by a 10 minute Q&A session to four different groups of 7th grade students. Jim spoke about his career in broadcasting and the importance of continuing education for future success.</p>	4/1/11	Jim Madaus – WWJ-TV Chief Meteorologist
<p>7. Josie Odum Morris Literacy Project Spring Awards Presentation First Forecast Mornings Meteorologist Lori Pinson spoke at this event about the importance of education and presented award certificates to students. Lori also read to students following the award ceremony.</p>	4/9/11	Lori Pinson – WWJ-TV & WKBD-TV Meteorologist for First Forecast Mornings
<p>8. 2011 Michigan Spring Book Festival at Laurel Park Place Mall in Livonia, MI First Forecast Mornings Meteorologist Lori Pinson and News Anchor Syma Chowdhry were two of the celebrity readers featured at the Spring Book Festival. This event featured authors who sold and signed their books and novels and held free literary workshops, classes and panel discussions open to the general public in addition to business, political, and media celebrities who read to school students.</p>	4/15/11	Lori Pinson – WWJ-TV & WKBD-TV Meteorologist for First Forecast Mornings Syma Chowdhry – WWJ-TV & WKBD-TV News Anchor for First Forecast Mornings
<p>9. Charles H. Wright Middle School Career Day Writer/Producer Ken Bryant was invited to speak to 8th grade students about his career in broadcasting. Ken took along a camera and recorded some of the students, to demonstrate how quick it is to tape and play back recordings without having to take along a tape deck. Ken also spoke about the importance of staying in school and getting a good education. He also participated in a Q&A session with the students.</p>	5/3/11	Ken Bryant – MC2 Writer/Producer
<p>10. Ann Arbor Trail Magnet School Career Day Writer/Producer Ken Bryant participated in this Career Day event and spoke to students about his career in broadcasting and the importance of staying in school and continuing their education for future success.</p>	5/19/11	Ken Bryant – MC2 Writer/Producer

<p>11. Phoenix Multicultural Academy Career Day in Detroit, MI Jim Madaus, WWJ-TV Chief Meteorologist spoke to 5th & 6th grade students about his career in broadcasting and the importance of having a good education in today's society.</p>	<p>5/19/11</p>	<p>Jim Madaus – WWJ-TV Chief Meteorologist</p>
<p>12. Station Tours Station tours are given to various organizations and area school students for the primary purpose of providing an educational experience to the viewing public as to the inner workings of the stations.</p>	<p>Year round</p>	<p>Community Affairs Department</p>

(d) Training Management Personnel.

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
1. Train Hiring Executives in the recruitment process for openings within their respective departments. (Ongoing)	Howard Murphy – Controller Julia Burt – Manager of Administration	Meet with individual Dept. Managers to go over recruitment process, do's and don'ts of interviewing techniques, making sure a good mix of qualified candidates are interviewed prior to the hiring decision.
2. EEO and OFCCP meetings with Dept. Managers	Trey Fabacher - V.P. & General Manager Howard Murphy – Controller Julia Burt – Manager of Administration	Weekly Manager's meetings are held, and about once quarterly, managers are reminded that in keeping with the spirit of our EEO policies, under no circumstances do we tolerate discrimination of any type and that all employees are treated fairly and equally with regard to consideration of hiring, promotions, and even in cases where terminations may be necessary.
3. New Hire Orientation Meetings - EEO Policy Dissemination	Julia Burt – Manager of Administration	All newly hired employees receive an individual copy of the EEO Policy, as well as the Non-Discrimination and Anti-Harassment Policy (which can be found in the HR Policy Manual, which is accessible to employees on the CBS and You website portal; Ongoing)
4. 2010 version of the CBS Corporation Business Conduct Statement (BCS), which summarizes the most important policies and rules that apply to CBS and its employees, including Equal Employment Opportunity and Harassment-Free Workplace Environment; July, 2010.	Distributed to all current employees and new hires	Reading material, which requires employees to affirm their individual commitment to the highest standards of business ethics and workplace behavior as set forth in the CBS Corporation Business Conduct Statement. Must be completed by all Full-Time employees on a bi-annual basis and at the time of hire for new employees.
5. CBS Corporation Web-Based Training Modules distributed to all Full-Time New Hire Employees covering the "CBS Business Conduct Statement", "The Costs and Conveniences of Email", Preventing Workplace Harassment in the Workplace", "Email: Think Before You Click" which trains employees on the CBS Television Stations "important policies and rules that apply to CBS Corporation, its employees, and the members of its Board of Directors and to help us maintain a lawful, honest, and ethical environment in our Company."	All New Hire Employees required to complete these online training modules and print out their "Certificate of Completion"	Online training courses which reviews the company's policies which include ensuring that our conduct is lawful and ethical and that our workplace is free of unlawful discrimination and harassment and conducive to the work we need to accomplish. Training also outlines steps employees should take if they believe unlawful practices occur in the workplace. These policies are also outlined in the CBS Human Resources Policy Guide which is accessible to all CBS Employees on the CBS & You website portal. The CBS Business Conduct Statement is also accessible to all CBS employees on the CBS and You website portal as well.
6. CBS Corporation Web-Based Training Module - Part 2 of the 2010 Business Conduct Statement certification. A 30 minute web based training module distributed to all Full-Time Employees.	11/2/10 All employees required to complete this online training module and print out their "Certificate of Completion"	Online training course which reviewed the company's policies which include ensuring that our conduct is lawful and ethical and that our workplace is free of unlawful discrimination and harassment and conducive to the work we need to accomplish. Training also outlines steps employees should take if they believe they have experienced conduct that is contrary to CBS Television Stations policy or who have concerns about such matters. These policies are available to all CBS Employees on the CBS & You website portal titled "CBS Television Stations Human Resources Policy Guide".
7. CBS Corporation Web-Based Training Module – A 15 minute interactive online training module covering Antitrust and Competition Laws, defining appropriate behavior in the marketplace.	12/8/10	Online training course distributed to all full-time employees. This training course was designed to help employees better understand the basic principles of the United States antitrust laws and presented three different antitrust related business scenarios. Employees were able to print a Certificate of Completion after successfully completing the training module.
8. CBS Corporation Training for H.R. Professionals - Recruitment and the Applicant Tracking System/Kenexa Webinar session focused on Compliance by introducing the OFCCP, explaining their legal requirements and then demonstrating how the CBS Applicant Tracking System simplifies our obligations as federal contractors.	2/15/11	Howard Murphy – Controller Julia Burt – Manager of Administration