

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1, 2012 to May 31, 2013.

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. Account Executive – WKBD-TV
2. V.P//Director of Sales
3. News Producer
4. Sales Assistant
5. Graphics Designer
6. Account Executive – WWJ-TV
7. Account Executive – WWJ-TV
8. Vice President/General Manager
9. Assistant Digital Sales Manager
10. Community Affairs Producer
11. Sales Assistant
12. Assistant Digital Sales Manager
13. Traffic Coordinator
14. Sales Assistant

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

**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
Arab Chaldean 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	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 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
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
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
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 <a href="http://www.michmab.com">www.michmab.com</a>	517-484-5810	No
Michigan Association of Educational Broadcasters	Job Bank (also web site posting)	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	Patricia Edmonds	Oak Park Career Center, 22180 Parklawn, Oak Park, MI 48237	248-691-8437 x233	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Dorothy Kaltz	Troy Career Center, 550 Stephenson Hwy., Ste., 400, Troy, MI 48083	248-823-5101	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	144 E. Manchester, Highland Park, MI 48230	313-826-0299	No
Michigan Works	Marcus Sales & Sharita Burston	Ser Metro Inc., 9301 Michigan Ave., Detroit, MI 48210	313-625-1000	No
NAACP	Job Board	8220 Second Ave., Detroit, MI 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 Cass, Detroit, MI 48201	313-963-4710	No
Saint Marys College of Ava Maria University	Career Services – Chris Brant	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5620	No
Salvation Army	Barbara Mitchell	20775 Pembroke Ave., Detroit, MI 48219	313-537-21330	No
Salvation Army	Sue Hatcher-Wilson	1627 W. Fort St., Detroit, MI 48216	313-962-5960	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Media Arts	Katie Peters	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
Alliance for Women In Communications	Web site posting	<a href="http://www.allwomeninmedia.org">www.allwomeninmedia.org</a>		N/A

America's Job Exchange	Web site posting	Web site posting through Arbita (CBS Applicant Tracking System)		N/A
Broadcast Compliance Services	Web site posting	Broadcast Compliance Services notifies various colleges and organizations throughout Michigan via email, regarding job openings with our stations. This is a service provided to members of the Michigan Association of Broadcasters to aid in our broad outreach efforts as job openings occur.		N/A
MediaRecruiter.com	Web site posting	<a href="http://www.mediarecruiter.com/career/site/joblist.asp?rid=3">www.mediarecruiter.com/career/site/joblist.asp?rid=3</a>		N/A
Michigan Works (Michigan Talent Bank)	Web site posting	<a href="http://www.michworks.org">www.michworks.org</a>		N/A
Pure Michigan Talent Connect	Web site posting	<a href="http://www.hiremi.org/jobs">www.hiremi.org/jobs</a>		
TV Jobs.com	Web site posting	<a href="http://www.tvjobs.com">www.tvjobs.com</a>		N/A
National Association of Television Arts and Sciences	Web site posting	<a href="http://www.emmyonline.org">www.emmyonline.org</a>		N/A
Spots-n-Dots	Web site & in print	<a href="http://www.spotsndots.com">www.spotsndots.com</a>		N/A
CBS Applicant Tracking System	Online Application	<a href="https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5128">https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5128</a>		N/A
WKBD-TV	Web site posting	<a href="http://cwdetroit.cbslocal.com/jobs">http://cwdetroit.cbslocal.com/jobs</a>		N/A
Internal Posting		Bulletin Boards		N/A

**Job Title: Vice President/Director of Sales****Referral Source(s) of Hire: Internal Posting - Promotion****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
Arab Chaldean 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	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 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
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
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
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
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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	Patrice Edmonds	Oak Park Career Center, 22180 Parklawn, Oak Park, MI 48237	248-691-8437 x233	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Dorothy Kaltz	Troy Career Center, 550 Stephenson Hwy., Ste., 400, Troy, MI 48083	248-823-5101	No
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Michigan Works	Fatima Anthony	144 E. Manchester, Highland Park, MI 48230	313-826-0299	No
Michigan Works	Marcus Sales & Sharita Burston	Ser Metro Inc., 9301 Michigan Ave., Detroit, MI 48210	313-625-1000	No
NAACP	Job Board	8220 Second Ave., Detroit, MI 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 Cass, Detroit, MI 48201	313-963-4710	No
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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
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Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
America's Job Exchange	Web site posting	Web site posting through Arbita (CBS Applicant Tracking System)		N/A

Michigan Works (Michigan Talent Bank)	Web site posting	<a href="http://www.michworks.org">www.michworks.org</a>		N/A
Pure Michigan Talent Connect	Web site posting	<a href="http://www.hjiremi.org/jobs">www.hjiremi.org/jobs</a>		N/A
TV Jobs.com	Web site posting	<a href="http://www.tvjobs.com">www.tvjobs.com</a>		N/A
National Association of Television Arts and Sciences	Web site posting	<a href="http://www.emmyonline.org">www.emmyonline.org</a>		N/A
CBS Applicant Tracking System	Online Application	<a href="https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5128">https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5128</a>		N/A
Women In Communications	Web site posting	<a href="mailto:info@womcomdetroit.org">info@womcomdetroit.org</a>		N/A
WWJ-TV	Web site posting	<a href="http://detroit.cbslocal.com/wwj-tv-jobs">http://detroit.cbslocal.com/wwj-tv-jobs</a>		N/A
WKBD-TV	Web site posting	<a href="http://cwdetroit.cbslocal.com/jobs">http://cwdetroit.cbslocal.com/jobs</a>		N/A
Internal Posting		Bulletin Boards		N/A

**Job Title: News Producer****Referral Source(s) of Hire: CBS Detroit website posting****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
Arab Chaldean 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
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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 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
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
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Henry Ford Community College	Richard Brown	5101 Evergreen Road, Dearborn, MI 48128	313-845-9860	Yes
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On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
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America's Job Exchange	Web site posting	Web site posting through Arbita (CBS Applicant Tracking System)		N/A

Broadcast Compliance Services	Web site posting	Broadcast Compliance Services notifies various colleges and organizations throughout Michigan via email, regarding job openings with our stations. This is a service provided to members of the Michigan Association of Broadcasters to aid in our broad outreach efforts as job openings occur.		N/A
Michigan Works (Michigan Talent Bank)	Web site posting	<a href="http://www.michworks.org">www.michworks.org</a>		N/A
Pure Michigan Talent Connect	Web site posting	<a href="http://www.hiremi.org/jobs">www.hiremi.org/jobs</a>		N/A
TV Jobs.com	Web site posting	<a href="http://www.tvjobs.com">www.tvjobs.com</a>		N/A
MediaLine.com	Web site posting	<a href="http://www.medialine.com/jobs">www.medialine.com/jobs</a>		N/A
National Association of Television Arts and Sciences	Web site posting	<a href="http://www.emmyonline.org">www.emmyonline.org</a>		N/A
Craig's List – Detroit	Web site posting	<a href="http://www.craigslist.org">www.craigslist.org</a>		N/A
CBS Applicant Tracking System	Online Application	<a href="https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5128">https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5128</a>		N/A
WWJ-TV	Web site posting	<a href="http://detroit.cbslocal.com/wwj-tv-jobs">http://detroit.cbslocal.com/wwj-tv-jobs</a>		N/A
Internal Posting		Bulletin Boards		N/A

**Job Title: Sales Assistant****Referral Source(s) of Hire: Employee Referral****Vacancy#4**

(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
Arab Chaldean 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
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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
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
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
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 <a href="http://www.michmab.com">www.michmab.com</a>	517-484-5810	No
Michigan Association of Educational Broadcasters	Job Bank (also web site posting)	Plymouth Salem High School, 46181 Joy Road, Canton, MI 48187	734-416-7732	No

Michigan Jewish Institute	Rebecca Peters	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	Patricia Edmonds	Oak Park Career Center, 22180 Parklawn, Oak Park, MI 48237	248-691-8437 x233	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Dorothy Kaltz	Troy Career Center, 550 Stephenson Hwy., Ste., 400, Troy, MI 48083	248-823-5101	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	144 E. Manchester, Highland Park, MI 48230	313-826-0299	No
Michigan Works	Marcus Sales & Sharita Burston	Ser Metro Inc., 9301 Michigan Ave., Detroit, MI 48210	313-625-1000	No
NAACP	Job Board	2990 E. Grand Blvd., Detroit, MI 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 Cass, Detroit, MI 48201	313-963-4710	No
Saint Mary's College of Ava Maria University	Career Services – Chris Brant	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5620	No
Salvation Army	Barbara Mitchell	20775 Pembroke Ave., Detroit, MI 48219	313-537-21330	No
Salvation Army	Sue Hatcher-Wilson	1627 W. Fort St., Detroit, MI 48216	313-962-5960	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Media Arts	Katie Peters	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Ruthann Okun	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
America's Job Exchange	Web site posting	Web site posting through Arbita (CBS Applicant Tracking System)		N/A

Broadcast Compliance Services	Web site posting	Broadcast Compliance Services notifies various colleges and organizations throughout Michigan via email, regarding job openings with our stations. This is a service provided to members of the Michigan Association of Broadcasters to aid in our broad outreach efforts as job openings occur.		N/A
Michigan Talent Bank	Web site posting	<a href="http://www.michworks.org">www.michworks.org</a>		N/A
Pure Michigan Talent Connect	Web site posting	<a href="http://www.hiremi.org">www.hiremi.org</a>		N/A
TV Jobs.com	Web site posting	<a href="http://www.tvjobs.com">www.tvjobs.com</a>		N/A
National Association of Television Arts and Sciences	Web site posting	<a href="http://www.emmyonline.org">www.emmyonline.org</a>		N/A
Urban Employ	Web site posting	<a href="http://detroit.urbanemploy.com">http://detroit.urbanemploy.com</a>		N/A
CBS Applicant Tracking System via Kenexa system	Online Application	<a href="https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5128">https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5128</a>		N/A
Women In Communications	Web site posting	<a href="mailto:info@womcomdetroit.org">info@womcomdetroit.org</a>		N/A
WWJ-TV	Web site posting	<a href="http://detroit.cbslocal.com/wwj-tv-jobs">http://detroit.cbslocal.com/wwj-tv-jobs</a>		N/A
WKBD-TV	Web site posting	<a href="http://cwdetroit.cbslocal.com/jobs">http://cwdetroit.cbslocal.com/jobs</a>		N/A
Internal Posting		Bulletin Boards		N/A

**Job Title: Graphics Designer****Referral Source(s) of Hire: CBS Applicant Tracking System****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
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
Arab Chaldean 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	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 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
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
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
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 <a href="http://www.michmab.com">www.michmab.com</a>	517-484-5810	No

Michigan Association of Educational Broadcasters	Job Bank (also web site posting)	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	Patricia Edmonds	Oak Park Career Center, 22180 Parklawn, Oak Park, MI 48237	248-691-8437 x233	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Dorothy Kaltz	Troy Career Center, 550 Stephenson Hwy., Ste., 400, Troy, MI 48083	248-823-5101	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	144 E. Manchester, Highland Park, MI 48230	313-826-0299	No
Michigan Works	Marcus Sales & Sharita Burston	Ser Metro Inc., 9301 Michigan Ave., Detroit, MI 48210	313-625-1000	No
NAACP	Job Board	8220 Second Ave., Detroit, MI 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 Cass, Detroit, MI 48201	313-963-4710	No
Saint Mary's College of Ava Maria University	Career Services – Chris Brant	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5620	No
Salvation Army	Barbara Mitchell	20775 Pembroke Ave., Detroit, MI 48219	313-537-21330	No
Salvation Army	Sue Hatcher-Wilson	1627 W. Fort St., Detroit, MI 48216	313-962-5960	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Media Arts	Katie Peters	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

America's Job Exchange	Web site posting	Web site posting through Kenexa (CBS Applicant Tracking System)		N/A
The Adcraft Club	Web site posting	<a href="http://www.adcraft.org">www.adcraft.org</a>		N/A
College for Creative Studies	Web site posting through College Central Network	<a href="http://www.collegecentral.com">www.collegecentral.com</a>		
Michigan Works (Michigan Talent Bank)	Web site posting	<a href="http://www.michworks.org">www.michworks.org</a>		N/A
TV Jobs.com	Web site posting	<a href="http://www.tvjobs.com">www.tvjobs.com</a>		N/A
National Association of Television Arts and Sciences	Web site posting	<a href="http://www.emmyonline.org">www.emmyonline.org</a>		N/A
CBS Applicant Tracking System	Online Application	<a href="https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5128">https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5128</a>		N/A
WWJ-TV	Web site posting	<a href="http://detroit.cbslocal.com/wwj-tv-jobs">http://detroit.cbslocal.com/wwj-tv-jobs</a>		N/A
WKBD-TV	Web site posting	<a href="http://cwdetroit.cbslocal.com/jobs">http://cwdetroit.cbslocal.com/jobs</a>		N/A
Broadcast Compliance Services	Web site posting	Broadcast Compliance Services notifies various colleges and organizations throughout Michigan via email, regarding job openings with our stations. This is a service provided to members of the Michigan Association of Broadcasters to aid in our broad outreach efforts as job openings occur.		N/A
Internal Posting		Bulletin Boards		N/A

**Job Title: Account Executive – WWJ-TV****Referral Source(s) of Hire: 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
Arab Chaldean 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	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 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
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
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	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	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(also web site posting)	819 N. Washington, Lansing MI 48906 www.michmab.com	517-484-5810	No
Michigan Association of Educational Broadcasters	Job Bank	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	Patrice Edmonds	Oak Park Career Center, 22180 Parklawn, Oak Park, MI 48237	248-691-8437 x233	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Dorothy Kaltz	Troy Career Center, 550 Stephenson Hwy., Ste., 400, Troy, MI 48083	248-823-5101	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	144 E. Manchester, Highland Park, MI 48230	313-826-0299	No
Michigan Works	Marcus Sales & Sharita Burston	Ser Metro Inc., 9301 Michigan Ave., Detroit, MI 48210	313-625-1000	No
NAACP	Job Board	8220 Second Ave., Detroit, MI 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 Cass, Detroit, MI 48201	313-963-4710	No
Saint Mary's College of Ava Maria University	Career Services – Chris Brant	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5620	No
Salvation Army	Barbara Mitchell	20775 Pembroke Ave., Detroit, MI 48219	313-537-21330	No
Salvation Army	Sue Hatcher-Wilson	1627 W. Fort St., Detroit, MI 48216	313-962-5960	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Media Arts	Katie Peters	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
America's Job Exchange	Web site posting	Web site posting through Kenexa (CBS Applicant Tracking System)		N/A

Michigan Works (Michigan Talent Bank)	Web site posting	<a href="http://www.michworks.org">www.michworks.org</a>		N/A
TV Jobs.com	Web site posting	<a href="http://www.tvjobs.com">www.tvjobs.com</a>		N/A
National Association of Television Arts and Sciences	Web site posting	<a href="http://www.emmyonline.org">www.emmyonline.org</a>		N/A
Pure Michigan Talent Connect	Web site posting	<a href="http://www.hiremi.org">www.hiremi.org</a>		N/A
Spots n Dots	Web site posting and print	<a href="http://www.spotsndots.com">www.spotsndots.com</a>		N/A
CBS Applicant Tracking System	Online Application	<a href="https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5128">https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5128</a>		N/A
Women In Communications	Web site posting	<a href="mailto:info@womcomdetroit.org">info@womcomdetroit.org</a>		N/A
WWJ-TV	Web site posting	<a href="http://detroit.cbslocal.com/wwj-tv-jobs">http://detroit.cbslocal.com/wwj-tv-jobs</a>		N/A
Broadcast Compliance Services	Web site posting	Broadcast Compliance Services notifies various colleges and organizations throughout Michigan via email, regarding job openings with our stations. This is a service provided to members of the Michigan Association of Broadcasters to aid in our broad outreach efforts as job openings occur.		N/A
Internal Posting		Bulletin Boards		N/A

**Job Title: Account Executive – WWJ-TV****Referral Source(s) of Hire: Internal Posting - Promotion****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
Arab Chaldean 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	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 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
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
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	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	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(also web site posting)	819 N. Washington, Lansing MI 48906 www.michmab.com	517-484-5810	No
Michigan Association of Educational Broadcasters	Job Bank	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	Patrice Edmonds	Oak Park Career Center, 22180 Parklawn, Oak Park, MI 48237	248-691-8437 x233	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Dorothy Kaltz	Troy Career Center, 550 Stephenson Hwy., Ste., 400, Troy, MI 48083	248-823-5101	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	144 E. Manchester, Highland Park, MI 48230	313-826-0299	No
Michigan Works	Marcus Sales & Sharita Burston	Ser Metro Inc., 9301 Michigan Ave., Detroit, MI 48210	313-625-1000	No
NAACP	Job Board	8220 Second Ave., Detroit, MI 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 Cass, Detroit, MI 48201	313-963-4710	No
Saint Mary's College of Ava Maria University	Career Services – Chris Brant	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5620	No
Salvation Army	Barbara Mitchell	20775 Pembroke Ave., Detroit, MI 48219	313-537-21330	No
Salvation Army	Sue Hatcher-Wilson	1627 W. Fort St., Detroit, MI 48216	313-962-5960	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Media Arts	Katie Peters	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
America's Job Exchange	Web site posting	Web site posting through Kenexa (CBS Applicant Tracking System)		N/A

Michigan Works (Michigan Talent Bank)	Web site posting	<a href="http://www.michworks.org">www.michworks.org</a>		N/A
TV Jobs.com	Web site posting	<a href="http://www.tvjobs.com">www.tvjobs.com</a>		N/A
National Association of Television Arts and Sciences	Web site posting	<a href="http://www.emmyonline.org">www.emmyonline.org</a>		N/A
Pure Michigan Talent Connect	Web site posting	<a href="http://www.hiremi.org">www.hiremi.org</a>		N/A
Spots n Dots	Web site posting and print	<a href="http://www.spotsndots.com">www.spotsndots.com</a>		N/A
CBS Applicant Tracking System	Online Application	<a href="https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5128">https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5128</a>		N/A
Women In Communications	Web site posting	<a href="mailto:info@womcomdetroit.org">info@womcomdetroit.org</a>		N/A
WWJ-TV	Web site posting	<a href="http://detroit.cbslocal.com/wwj-tv-jobs">http://detroit.cbslocal.com/wwj-tv-jobs</a>		N/A
Broadcast Compliance Services	Web site posting	Broadcast Compliance Services notifies various colleges and organizations throughout Michigan via email, regarding job openings with our stations. This is a service provided to members of the Michigan Association of Broadcasters to aid in our broad outreach efforts as job openings occur.		N/A
Internal Posting		Bulletin Boards		N/A

**Job Title: Vice President/General Manager****Referral Source(s) of Hire: Internal Posting – Transfer/Promotion****Vacancy# 8**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
America's Job Exchange	Web site posting	Web site posting through Kenexa (CBS Applicant Tracking System)		N/A
Michigan Association of Broadcasters	Job Bank Web site posting	<a href="http://www.michmab.com">www.michmab.com</a>		N/A
Michigan Works (Michigan Talent Bank)	Web site posting	<a href="http://www.michworks.org">www.michworks.org</a>		N/A
Pure Michigan Talent Connect	Web site posting	<a href="http://www.hiremi.org">www.hiremi.org</a>		N/A
TV Jobs.com	Web site posting	<a href="http://www.tvjobs.com">www.tvjobs.com</a>		N/A
CBS Applicant Tracking System	Online Application	<a href="https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5128">https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5128</a>		N/A
Broadcast Compliance Services	Web site posting	Broadcast Compliance Services notifies various colleges and organizations throughout Michigan via email, regarding job openings with our stations. This is a service provided to members of the Michigan Association of Broadcasters to aid in our broad outreach efforts as job openings occur.		N/A
Internal Posting		Bulletin Boards/CBS Applicant Tracking System available to all employees		N/A

**Job Title: Assistant Digital Sales Manager****Referral Source(s) of Hire: Internal Posting - Transfer****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
Arab Chaldean 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	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 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
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
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	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	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 <a href="http://www.michmab.com">www.michmab.com</a>	517-484-5810	No
Michigan Association of Educational Broadcasters	Job Bank	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	Patricia Edmonds	Oak Park Career Center, 22180 Parklawn, Oak Park, MI 48237	248-691-8437 x233	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Dorothy Kaltz	Troy Career Center, 550 Stephenson Hwy., Ste., 400, Troy, MI 48083	248-823-5101	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	144 E. Manchester, Highland Park, MI 48230	313-826-0299	No
Michigan Works	Marcus Sales & Sharita Burston	Ser Metro Inc., 9301 Michigan Ave., Detroit, MI 48210	313-625-1000	No
NAACP	Job Board	8220 Second Ave., Detroit, MI 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 Cass, Detroit, MI 48201	313-963-4710	No
Saint Mary's College of Ava Maria University	Career Services – Chris Brant	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5620	No
Salvation Army	Barbara Mitchell	20775 Pembroke Ave., Detroit, MI 48219	313-537-21330	No
Salvation Army	Sue Hatcher-Wilson	1627 W. Fort St., Detroit, MI 48216	313-962-5960	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Media Arts	Katie Peters	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
America's Job Exchange	Web site posting	Web site posting through Kenexa (CBS Applicant Tracking System)		N/A

The Adcraft Club of Detroit	Web site posting	<a href="http://www.adcraft.org/jobs">www.adcraft.org/jobs</a>		N/A
Association for Women in Communications Detroit Chapter	Web site posting	<a href="http://www.womcomdetroit.org">www.womcomdetroit.org</a>		N/A
Michigan Talent Bank	Web site posting/job board	<a href="http://www.michworks.org">www.michworks.org</a>		N/A
Monster.com	Web site posting	<a href="http://www.jobview.monster.com">www.jobview.monster.com</a>		N/A
Spots n Dots	Web site posting	<a href="http://www.spotsndots.com">www.spotsndots.com</a>		N/A
TV Jobs.com	Web site posting	<a href="http://www.tvjobs.com">www.tvjobs.com</a>		N/A
National Association of Television Arts and Sciences	Web site posting	<a href="http://www.emmyonline.org">www.emmyonline.org</a>		N/A
Pure Michigan Talent Connect	Web site posting	<a href="http://www.mitalent.org">www.mitalent.org</a>		N/A
CBS Applicant Tracking System	Online Application	<a href="https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5128">https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5128</a>		N/A
WKBD-TV	Web site posting	<a href="http://cwdetroit.cbslocal.com/jobs">http://cwdetroit.cbslocal.com/jobs</a>		N/A
WWJ-TV	Web site posting	<a href="http://detroit.cbslocal.com/wwj-tv-jobs">http://detroit.cbslocal.com/wwj-tv-jobs</a>		N/A
Broadcast Compliance Services	Web site posting	Broadcast Compliance Services notifies various colleges and organizations throughout Michigan via email, regarding job openings with our stations. This is a service provided to members of the Michigan Association of Broadcasters to aid in our broad outreach efforts as job openings occur.		N/A
Internal Posting		Bulletin Boards		N/A

**Job Title: Producer – Community Affairs**

**Referral Source(s) of Hire: Internal Posting – No external recruitment**

**Vacancy# 10**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Applicant Tracking System	Online Application - Internal WWJ-TV/WKBD-TV posting only	<a href="https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5128">https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5128</a>		N/A
Internal Posting		Bulletin Boards		N/A

**Job Title: Sales Assistant****Referral Source(s) of Hire: Employee/Industry Referrals****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
Arab Chaldean 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	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 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
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
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	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	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 <a href="http://www.michmab.com">www.michmab.com</a>	517-484-5810	No
Michigan Association of Educational Broadcasters	Job Bank	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	Patricia Edmonds	Oak Park Career Center, 22180 Parklawn, Oak Park, MI 48237	248-691-8437 x233	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Dorothy Kaltz	Troy Career Center, 550 Stephenson Hwy., Ste., 400, Troy, MI 48083	248-823-5101	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	144 E. Manchester, Highland Park, MI 48230	313-826-0299	No
Michigan Works	Marcus Sales & Sharita Burston	Ser Metro Inc., 9301 Michigan Ave., Detroit, MI 48210	313-625-1000	No
NAACP	Job Board	8220 Second Ave., Detroit, MI 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 Cass, Detroit, MI 48201	313-963-4710	No
Saint Mary's College of Ava Maria University	Career Services – Chris Brant	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5620	No
Salvation Army	Barbara Mitchell	20775 Pembroke Ave., Detroit, MI 48219	313-537-21330	No
Salvation Army	Sue Hatcher-Wilson	1627 W. Fort St., Detroit, MI 48216	313-962-5960	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Media Arts	Katie Peters	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
America's Job Exchange	Web site posting	Web site posting through Kenexa (CBS Applicant Tracking System)		N/A

Craig's List	Web site posting	<a href="http://www.craigslist.org">www.craigslist.org</a>		N/A
TV Jobs.com	Web site posting	<a href="http://www.tvjobs.com">www.tvjobs.com</a>		N/A
National Association of Television Arts and Sciences	Web site posting	<a href="http://www.emmyonline.org">www.emmyonline.org</a>		N/A
Pure Michigan Talent Connect	Web site posting	<a href="http://www.mitalent.org">www.mitalent.org</a>		N/A
CBS Applicant Tracking System	Online Application	<a href="https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5128">https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5128</a>		N/A
WKBD-TV	Web site posting	<a href="http://cwdetroit.cbslocal.com/jobs">http://cwdetroit.cbslocal.com/jobs</a>		N/A
Broadcast Compliance Services	Web site posting	Broadcast Compliance Services notifies various colleges and organizations throughout Michigan via email, regarding job openings with our stations. This is a service provided to members of the Michigan Association of Broadcasters to aid in our broad outreach efforts as job openings occur.		N/A
Internal Posting		Bulletin Boards		N/A

**Job Title: Assistant Digital Sales Manager****Referral Source(s) of Hire: Internal Promotion****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
Arab Chaldean 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	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 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
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
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	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	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 <a href="http://www.michmab.com">www.michmab.com</a>	517-484-5810	No
Michigan Association of Educational Broadcasters	Job Bank	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	Patricia Edmonds	Oak Park Career Center, 22180 Parklawn, Oak Park, MI 48237	248-691-8437 x233	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Dorothy Kaltz	Troy Career Center, 550 Stephenson Hwy., Ste., 400, Troy, MI 48083	248-823-5101	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	144 E. Manchester, Highland Park, MI 48230	313-826-0299	No
Michigan Works	Marcus Sales & Sharita Burston	Ser Metro Inc., 9301 Michigan Ave., Detroit, MI 48210	313-625-1000	No
NAACP	Job Board	8220 Second Ave., Detroit, MI 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 Cass, Detroit, MI 48201	313-963-4710	No
Saint Mary's College of Ava Maria University	Career Services – Chris Brant	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5620	No
Salvation Army	Barbara Mitchell	20775 Pembroke Ave., Detroit, MI 48219	313-537-21330	No
Salvation Army	Sue Hatcher-Wilson	1627 W. Fort St., Detroit, MI 48216	313-962-5960	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Media Arts	Katie Peters	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
America's Job Exchange	Web site posting	Web site posting through Kenexa (CBS Applicant Tracking System)		N/A

The Adcraft Club of Detroit	Web site posting	<a href="http://www.adcraft.org/jobs">www.adcraft.org/jobs</a>		N/A
Association for Women in Communications Detroit Chapter	Web site posting	<a href="http://www.womcomdetroit.org">www.womcomdetroit.org</a>		N/A
MediaRecruiter.com	Web site posting	<a href="http://www.mediarecruiter.com">www.mediarecruiter.com</a>		N/A
Spots n Dots	Web site posting	<a href="http://www.spotsndots.com">www.spotsndots.com</a>		N/A
TV Jobs.com	Web site posting	<a href="http://www.tvjobs.com">www.tvjobs.com</a>		N/A
National Association of Television Arts and Sciences	Web site posting	<a href="http://www.emmyonline.org">www.emmyonline.org</a>		N/A
Pure Michigan Talent Connect	Web site posting	<a href="http://www.mitalent.org">www.mitalent.org</a>		N/A
CBS Applicant Tracking System	Online Application	<a href="https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5128">https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5128</a>		N/A
WKBD-TV	Web site posting	<a href="http://cwddetroit.cbslocal.com/jobs">http://cwddetroit.cbslocal.com/jobs</a>		N/A
WWJ-TV	Web site posting	<a href="http://detroit.cbslocal.com/wwj-tv-jobs">http://detroit.cbslocal.com/wwj-tv-jobs</a>		N/A
Broadcast Compliance Services	Web site posting	Broadcast Compliance Services notifies various colleges and organizations throughout Michigan via email, regarding job openings with our stations. This is a service provided to members of the Michigan Association of Broadcasters to aid in our broad outreach efforts as job openings occur.		N/A
Internal Posting		Bulletin Boards		N/A

**Job Title: Traffic Coordinator****Referral Source(s) of Hire: CBS Detroit website posting****Vacancy#13**

(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
Arab Chaldean 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	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 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
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
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	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	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 <a href="http://www.michmab.com">www.michmab.com</a>	517-484-5810	No
Michigan Association of Educational Broadcasters	Job Bank	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	Patricia Edmonds	Oak Park Career Center, 22180 Parklawn, Oak Park, MI 48237	248-691-8437 x233	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Dorothy Kaltz	Troy Career Center, 550 Stephenson Hwy., Ste., 400, Troy, MI 48083	248-823-5101	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	144 E. Manchester, Highland Park, MI 48230	313-826-0299	No
Michigan Works	Marcus Sales & Sharita Burston	Ser Metro Inc., 9301 Michigan Ave., Detroit, MI 48210	313-625-1000	No
NAACP	Job Board	8220 Second Ave., Detroit, MI 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 Cass, Detroit, MI 48201	313-963-4710	No
Saint Mary's College of Ava Maria University	Career Services – Chris Brant	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5620	No
Salvation Army	Barbara Mitchell	20775 Pembroke Ave., Detroit, MI 48219	313-537-21330	No
Salvation Army	Sue Hatcher-Wilson	1627 W. Fort St., Detroit, MI 48216	313-962-5960	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Media Arts	Katie Peters	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
America's Job Exchange	Web site posting	Web site posting through Kenexa/First Advantage (CBS Applicant Tracking System)		N/A

TV Jobs.com	Web site posting	<a href="http://www.tvjobs.com">www.tvjobs.com</a>		N/A
National Association of Television Arts and Sciences	Web site posting	<a href="http://www.emmyonline.org">www.emmyonline.org</a>		N/A
Pure Michigan Talent Connect	Web site posting	<a href="http://www.mitalent.org">www.mitalent.org</a>		N/A
CBS Applicant Tracking System	Online Application	<a href="https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5128">https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5128</a>		N/A
Association for Women In Communications Detroit Chapter	Web site posting	<a href="mailto:info@womcomdetroit.org">info@womcomdetroit.org</a> <a href="http://www.womcomdetroit.org">www.womcomdetroit.org</a>		N/A
WWJ-TV	Web site posting	<a href="http://detroit.cbslocal.com/wwj-tv-jobs">http://detroit.cbslocal.com/wwj-tv-jobs</a>		N/A
WKBD-TV	Web site posting	<a href="http://cwdetroit.cbslocal.com/jobs">http://cwdetroit.cbslocal.com/jobs</a>		N/A
Broadcast Compliance Services	Web site posting	Broadcast Compliance Services notifies various colleges and organizations throughout Michigan via email, regarding job openings with our stations. This is a service provided to members of the Michigan Association of Broadcasters to aid in our broad outreach efforts as job openings occur.		N/A
Internal Posting		Bulletin Boards		N/A

**Job Title: Sales Assistant****Referral Source(s) of Hire: Industry/Client Referral****Vacancy#14**

(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
Arab Chaldean 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	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 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
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
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	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	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 <a href="http://www.michmab.com">www.michmab.com</a>	517-484-5810	No
Michigan Association of Educational Broadcasters	Job Bank	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	Patricia Edmonds	Oak Park Career Center, 22180 Parklawn, Oak Park, MI 48237	248-691-8437 x233	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Dorothy Kaltz	Troy Career Center, 550 Stephenson Hwy., Ste., 400, Troy, MI 48083	248-823-5101	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	144 E. Manchester, Highland Park, MI 48230	313-826-0299	No
Michigan Works	Marcus Sales & Sharita Burston	Ser Metro Inc., 9301 Michigan Ave., Detroit, MI 48210	313-625-1000	No
NAACP	Job Board	8220 Second Ave., Detroit, MI 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 Cass, Detroit, MI 48201	313-963-4710	No
Saint Mary's College of Ava Maria University	Career Services – Chris Brant	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5620	No
Salvation Army	Barbara Mitchell	20775 Pembroke Ave., Detroit, MI 48219	313-537-21330	No
Salvation Army	Sue Hatcher-Wilson	1627 W. Fort St., Detroit, MI 48216	313-962-5960	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Media Arts	Katie Peters	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
America's Job Exchange	Web site posting	Web site posting through Kenexa/First Advantage (CBS Applicant Tracking System)		N/A

TV Jobs.com	Web site posting	<a href="http://www.tvjobs.com">www.tvjobs.com</a>		N/A
National Association of Television Arts and Sciences	Web site posting	<a href="http://www.emmyonline.org">www.emmyonline.org</a>		N/A
Pure Michigan Talent Connect	Web site posting	<a href="http://www.mitalent.org">www.mitalent.org</a>		N/A
CBS Applicant Tracking System	Online Application	<a href="https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5128">https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5128</a>		N/A
Association for Women In Communications Detroit Chapter	Web site posting	<a href="mailto:info@womcomdetroit.org">info@womcomdetroit.org</a> <a href="http://www.womcomdetroit.org">www.womcomdetroit.org</a>		N/A
WWJ-TV	Web site posting	<a href="http://detroit.cbslocal.com/wwj-tv-jobs">http://detroit.cbslocal.com/wwj-tv-jobs</a>		N/A
WKBD-TV	Web site posting	<a href="http://cwdetroit.cbslocal.com/jobs">http://cwdetroit.cbslocal.com/jobs</a>		N/A
Broadcast Compliance Services	Web site posting	Broadcast Compliance Services notifies various colleges and organizations throughout Michigan via email, regarding job openings with our stations. This is a service provided to members of the Michigan Association of Broadcasters to aid in our broad outreach efforts as job openings occur.		N/A
Internal Posting		Bulletin Boards		N/A

## 6) Hiree Recruitment Source Summary.

### Name of Recruitment Source

1. Employee Referral
2. Internal Posting – Promotion/Transfer
3. CBS Website Posting
4. Employee Referral
5. CBS Applicant Tracking System
6. Employee Referral
7. Internal Posting – Promotion
8. Internal Posting – Promotion/Transfer
9. Internal Posting - Transfer
10. Internal Posting – no external recruitment
11. Industry/Employee Referrals
12. Internal Posting - Promotion
13. CBS Detroit Website Posting
14. Industry/Client Referral

**7) Total # of Interviewees Referred by Each Source:** For the period from June 1, 2012 to May 31, 2013 this

Employment Unit interviewed 70 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>5</u>
2. <u>Employee Referrals</u>	<u>15</u>
3. <u>Unsolicited Referrals</u>	<u>16</u>
4. <u>Internal Postings</u>	<u>8</u>
5. <u>Pure Michigan Talent Connect</u>	<u>2</u>
6. <u>WWJ-TV Detroit Website Postings</u>	<u>2</u>
7. <u>WKBD-TV CW50 Detroit Website Postings</u>	<u>1</u>
8. <u>Detroit Urban League</u>	<u>1</u>
9. <u>Focus Hope</u>	<u>1</u>
10. <u>Indeed.com</u>	<u>7</u>
11. <u>Specs Howard School of Media Arts</u>	<u>1</u>
12. <u>Michigan Association of Broadcasters</u>	<u>1</u>
13. <u>CBS Applicant Tracking System</u>	<u>10</u>

## 8) Supplemental Recruitment Measures.

### (a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p><b>1. Participated in the Michigan Association of Broadcasters Foundation Regional Broadcast Media Career &amp; Networking Fair held at Specs Howard School of Media Arts.</b></p> <p>This Career Fair was attended by a diverse group of approximately 120 students and business-minded professionals. Applicants included undergraduate and graduate students, as well as recent college graduates from Specs Howard and other Universities &amp; Colleges throughout Southeastern Michigan.</p>	10/18/12	Julia Burt – Manager of Administration
<p><b>2. Participated in the Wayne State University Journalism Day Internship Fair.</b></p> <p>This Internship Fair was attended by approximately 200 WSU students interested in obtaining internships within the media industry.</p>	10/24/12	Greg Shattuck – Promotion Manager
<p><b>3. Participated in the Michigan Collegiate Career Fair and were the television media sponsor for the event.</b></p> <p>This Career Fair was attended by approximately 950 students and alumni from around the state of Michigan seeking internship and career opportunities. The stations were the official Television Media Sponsor for this event.</p>	11/16/12	Julia Burt – Manager of Administration Kris Kelly – Community Affairs Manager
<p><b>4. Participated in the Diversity Career Fair hosted by Eastern Michigan University</b></p> <p>This career fair allowed us to showcase the diversity initiatives of our stations and recruit for current job openings as well as for college internships, and was open to all students.</p>	2/13/13	Julia Burt – Manager of Administration Kris Kelly – Community Affairs Manager
<p><b>5. Michigan Association of Broadcasters Foundation Media Career &amp; Networking Fair held during the 2012 Great Lakes Broadcasting Conference in Lansing , MI Participated in event – Television Media Sponsor</b></p> <p>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 &amp; 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>	3/13/13	Julia Burt – Manager of Administration Kris Kelly – Community Affairs Manager
<p><b>6. Participated in the Michigan Collegiate Career Fair and were the television media sponsor for the event.</b></p> <p>This Career Fair was attended by approximately 700 students and alumni from around the state of Michigan seeking internship and career opportunities. The stations were also the official Television Media Sponsor for this event.</p>	3/22/13	Julia Burt – Manager of Administration Kris Kelly – Community Affairs Manager

**(b) Internship**

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p><b>1. Station Internship Program</b>            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 &amp; 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>6/1/12 – 5/31/13            7 Interns</p>	<p>Kris Kelly – Community Affairs Manager            Pam Baumann – Director of Creative Services            Greg Shattuck – Promotion Manager            Melissa Rowe – Marketing Specialist            Tim French – Senior News Producer</p>
<p><b>2. Emma Bowen Foundation Intern</b>            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>5/30/12 –            Maria Benjamin began a 4 year commitment with the stations.            6/11/12 -            Sydney Bowden began a 4 year commitment with the stations.</p>	<p>Kris Kelly – Community Affairs Manager            Julia Burt – Manager of Administration            Pam Baumann – Director of Creative Services            Greg Shattuck – Promotion Manager            Melissa Rowe – Sales/Marketing Manager            Brian Watson – V.P./Director of Sales</p>

**(c) Participation in Events.**

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p><b>1. “The Power of Girlhood”</b> Community Affairs Manager, Kris Kelly, was one of the panelists for “The Power of Girlhood” event which included screening “Miss Representation”, a documentary on the image of women in the media, and a panel discussion by several local leaders.</p>	6/2/12	Kris Kelly – Community Affairs Manager
<p><b>2. New Glazer Elementary School Career Day</b> Writer/Producer/Director Ken Bryan was a guest speaker for this Career Day Event which included a small group of professionals from a variety of career backgrounds educating the students on different career options in their futures. Ken spoke to approximately 10 different classes of all grade levels from kindergarten through 5<sup>th</sup> grade students.</p>	6/7/12	Ken Bryant – MC2Writer/Producer
<p><b>3. “Reading &amp; Rhythm on the Riverfront”</b> Senior Producer Carol Cain participated in this event and read a children’s book written by her mother as part of a free and entertaining program that promotes literacy across Southeast Michigan while giving families the opportunity to experience the beautiful, revitalized Detroit Riverfront.</p>	8/10/12	Carol Cain – Senior Producer and Host of Michigan Matters
<p><b>4. TACOM’s Women’s Equality Day</b> First Forecast Mornings Weather Anchor Jill Washburn was the keynote speaker for Women’s Equality Day at TACOM. The U.S. Army TACOM (Tank-automotive and Armaments Command) Life Cycle Management Command (LCMC) unites all of the organizations that focus on soldier and ground systems throughout the entire life cycle.</p>	8/21/12	Jill Washburn – First Forecast Mornings Weather Anchor
<p><b>5. “Dancing With Your Local Stars”</b> Senior Producer Carol Cain was the Emcee for this event. A fundraiser sponsored by the Tri-County Business Exchange to raise scholarship money for Focus:Hope’s employment training programs. The event featured local celebrities performing dance numbers judged by a panel of local celebrities. The event was also promoted on the Stations’ Michigan Matters show as well as in a community calendar announcement which aired on CBS 62 (WWJ-TV)</p>	10/19/12	Carol Cain – Senior Producer and Host of Michigan Matters
<p><b>6. Oakland University’s Media Industries Class</b> Programming and Community Affairs Director Paul Prange spoke to Courtney Brannon Donoghue’s Media Industries class and gave a basic overview of how stations are set up, the network/O&amp;O-affiliate relationship, Detroit TV evolution, and general anecdotes.</p>	10/30/12	Paul Prange – Programming and Community Affairs Director
<p><b>7. The Niagara Foundation Awards Ceremony</b> WWJ-TV Senior Producer and Michigan Matters Host Carol Cain was presented with an award for her media work in furthering diversity and keeping spotlight on building bridges and talking up the need to communicate between people here and far off lands. The Niagara Foundation serves societal peace, love, and friendship wisely and compassionately in support of human dignity and the common good by striving to bring forth the common values of humanity; values such as understanding, tolerance, respect, and compassion.</p>	11/15/12	Carol Cain – Senior Producer and Host of Michigan Matters
<p><b>8. “William Malcolm Man of Style and Substance” scholarship competition</b> Community Affairs Manager Kris Kelly was one of the judges in this completion where after months of training, and competitions, six young finalists were invited to the Finalist’s Banquet and where they were asked one last question. Judges selected a winner based on sincerity, compassion, and creativity in answering the question. Prior to this, twenty semi-finalists were judged on their education goals, chivalry towards women, community service, conflict resolution, responsibility to family, financial strategies, success strategies, and gentlemanly etiquette.</p>	11/16/12	Kris Kelly – Community Affairs Manager
<p><b>9. The Greater Detroit Chapter of National Association of Women Business Owners (NAWBO) Annual Top 10 Awards Luncheon</b> WWJ-TV Detroit Senior Producer and host of Michigan Matters, Carol Cain, was the Mistress of Ceremonies for this event. In addition to presenting the Awards, Cain also asked each winner a question or two regarding her award</p>	3/11/13	Carol Cain - Senior Producer and Host of Michigan Matters

category. NAWBO hosted approximately 400 guests at the luncheon.		
<b>10. Mark Twain Elementary School Career Day</b> Writer/Producer Ken Bryant was invited to speak to students about his career in broadcasting. 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.	5/16/13	Ken Bryant – MC2 Writer/Producer
<b>11. Hamtramck Academy Career Day 2013</b> Writer/Producer, Ken Bryant, participated in the HCA Career Day and spoke to students about his career in broadcasting and the importance of staying in school and getting a good education.	5/23/13	Ken Bryant – MC2 Writer/Producer
<b>12. Station Tours</b> 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.	Year round	Community Affairs Department

**(d) Training Management Personnel.**

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
<b>1. Train Hiring Executives in the recruitment process for openings within their respective departments.</b> (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.
<b>2. EEO and OFCCP meetings with Dept. Managers</b>	Tom Canedo - 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.
<b>3. New Hire Orientation Meetings - EEO Policy Dissemination</b>	Julia Burt – Manager of Administration	The EEO Policy, as well as the Non-Discrimination and Anti-Harassment Policy (which can be found in the HR Policy Manual, accessible to employees through the CBS and You website portal), is discussed with all newly hired employees as part of their New Hire Orientation. Ongoing
<b>4. 2012 version of the CBS Corporation Business Conduct Statement (BCS)</b> , 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, 2012.	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.
<b>5. CBS Corporation Web-Based Training Modules distributed to all Full-Time and New Hire Employees</b> covering the "CBS Business Conduct Statement", 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." Courses included "The 2012 CBS Business Conduct Statement", "2012 HIPAA for Health Plan Administrators", "Protecting Content and Preventing Piracy".	All Full Time Staff Employees and Full Time New Hire Employees are required to complete these online training modules and print out their "Certificate of Completion"	Online training courses for the purpose of reviewing 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 via the online CBS and You website postal as well.
<b>6. Continuing Education for CBS Directors/Managers</b> Director and Manager level employees participated in two Management Training Seminars during 2012: "Situational Leadership" where leaders learned to diagnose the needs of an individual or a team, and then to use the appropriate leadership style to respond to the person and the situation. "The Role of the Manager" Managers were taught among other things, how to expand their influence to achieve results for themselves and for their teams, while increasing employee satisfaction and retention by creating positive turning points with their direct reports.	6/12/12 and 7/17/12	Julia Burt – Manager of Administration Trey Fabacher – (former) V.P./General Manager Pam Baumann – Director of Creative Services Greg Shattuck – Promotion Manager Paul Prange – Director of Programming Kris Kelly- Manager of Community Affairs Howard Murphy – Controller Judie Housman – Asst. Controller Chuck Davis – Director B.O.&E. John Lee – Engineering Manager Brian Watson – V.P. Sales Jennifer Jennings – Local Sales Mgr. (WWJ-TV) Steve Ryckman – National Sales Mgr. (WWJ-TV) Stephen Danowski – Local Sales Mgr. (WKBD-TV) Kim Jakubowski – National Sales Mgr. (WKBD-TV) Kim Davis – Traffic Manager Melissa Rowe – Marketing Manager Heather Kuh – Business Development Mgr.