

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1, 2011 to May 31, 2012.

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 - Digital
2. Assistant Digital Sales Manager
3. Managing Editor Web
4. Sales Assistant
5. Research Director
6. Weather Anchor
7. Marketing Manager
8. Account Executive – WWJ-TV
9. National Sales Manager – WKBD-TV
10. Account Executive – WWJ-TV
11. Producer/Director
12. Traffic Reporter

5) Job Title: Account Executive - Digital
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 Caldean Social Service	Shadia Batayeh	28551 Southfield Road, Suite 204, Lathrup Village, MI 48076	248-559-1990	No
Catholic Social Services of Wayne County	Uneil Smith	9851 Hamilton Ave., Detroit, MI 48202	313-873-3500	No
Central Michigan University	Broadcast & Cinematic Arts	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
Detroit's Workplace	Melvin Gupton	707 W. Milwaukee, Detroit, MI 48202	313-873-7321	Yes
Dorsey Business Schools	Rita Clark	30821 Barrington, Madison Hts., MI 48071	248-588-9660	Yes
Evangel Ministries	Aaron Richardson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Everest Institute	Danielle Scott	26111 Evergreen Rd., Ste. 201, Southfield, MI 48076	248-226-9580	Yes
Focus Hope	Elenor Josaitis	Human Resources, 1355 Oakman Blvd., Detroit, MI 48238	313-494-5500	Yes
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	616-331-3311	No
Henry Ford Community College	Richard Brown	5101 Evergreen Road, Dearborn, MI 48128	313-845-9860	Yes
ITT Technical Institute	Jennifer Hance, Career Services Specialist	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	1-800-632-4676 x128	Yes
Jewish Vocational Center	Renee Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4481	No
Jewish Vocational Center	Walter Tarrow/Renee Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	No
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No

Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	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	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 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
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Broadcast Arts	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	www.allwomeninmedia.org		N/A
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	www.michworks.org		N/A
TV Jobs.com	Web site posting	www.tvjobs.com		N/A
National Association of Television Arts and Sciences	Web site posting	www.emmyonline.org		N/A
Craig's List - Detroit	Web site posting	www.craigslist.org		N/A
CBS Applicant Tracking System	Online Application	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128		N/A
Women In Communications	Web site posting	info@womcomdetroit.org		N/A
WWJ-TV	Web site posting	http://detroit.cbslocal.com/wwj-tv-jobs		N/A
WKBD-TV	Web site posting	http://cwdetroit.cbslocal.com/jobs		N/A
Internal Posting		Bulletin Boards		N/A

Job Title: Assistant Digital Sales Manager**Referral Source(s) of Hire: Employee Referral****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
Detroit's Workplace	Melvin Gupton	707 W. Milwaukee, Detroit, MI 48202	313-873-7321	Yes
Dorsey Business Schools	Rita Clark	30821 Barrington, Madison Hts., MI 48071	248-588-9660	Yes
Evangel Ministries	Aaron Richardson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
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
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes

Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	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	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
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Broadcast Arts	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 Arbita (CBS Applicant Tracking System)		N/A
Michigan Works (Michigan Talent Bank)	Web site posting	www.michworks.org		N/A
TV Jobs.com	Web site posting	www.tvjobs.com		N/A
National Association of Television Arts and Sciences	Web site posting	www.emmyonline.org		N/A
Craig's List - Detroit	Website posting	www.craigslist.org		N/A
CBS Applicant Tracking System	Online Application	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128		N/A
Women In Communications	Web site posting	info@womcomdetroit.org		N/A
WWJ-TV	Web site posting	http://detroit.cbslocal.com/wwj-tv-jobs		N/A
WKBD-TV	Web site posting	http://cwdetroit.cbslocal.com/jobs		N/A
Internal Posting		Bulletin Boards		N/A

Job Title: Managing Editor Web**Referral Source(s) of Hire: Career Builder**

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 Batayah	28551 Southfield Road, Suite 204, Lathrup Village, MI 48076	248-559-1990	No
Catholic Social Services of Wayne County	Uncil Smith	9851 Hamilton Ave., Detroit, MI 48202	313-873-3500	No
Central Michigan University	Broadcast & Cinematic Arts	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
Detroit's Workplace	Melvin Gupton	707 W. Milwaukee, Detroit, MI 48202	313-873-7321	Yes
Dorsey Business Schools	Rita Clark	30821 Barrington, Madison Hts., MI 48071	248-588-9660	Yes
Evangel Ministries	Aaron Richardson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
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
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes

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TV Jobs.com	Web site posting	www.tvjobs.com		N/A
National Association of Television Arts and Sciences	Web site posting	www.emmyonline.org		N/A
Craig's List – Detroit	Web site posting	www.craigslist.org		N/A
CBS Applicant Tracking System	Online Application	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128		N/A
Women In Communications	Web site posting	info@womcomdetroit.org		N/A
WWJ-TV	Web site posting	http://detroit.cbslocal.com/wwj-tv-jobs		N/A
WKBD-TV	Web site posting	http://cwdetroit.cbslocal.com/jobs		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
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Arab Chaldean Social Service	Shadia Batayeh	28551 Southfield Road, Suite 204, Lathrup Village, MI 48076	248-559-1990	No
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Detroit Unity Temple	Dorothy Jones	17505 Second Ave., Detroit, MI 48203	313-345-4848	No
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Detroit's Workplace	Melvin Gupton	707 W. Milwaukee, Detroit, MI 48202	313-873-7321	Yes
Dorsey Business Schools	Rita Clark	30821 Barrington, Madison Hts., MI 48071	248-588-9660	Yes
Evangel Ministries	Aaron Richardson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
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
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Jewish Vocational Center	Renee Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4481	No
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Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes

Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	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	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
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Broadcast Arts	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 Incirelejobs.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 Arbata (CBS Applicant Tracking System)		N/A
Michigan Works (Michigan Talent Bank)	Web site posting	www.michworks.org		N/A
TV Jobs.com	Web site posting	www.tvjobs.com		N/A
National Association of Television Arts and Sciences	Web site posting	www.emmyonline.org		N/A
Urban Employ	Web site posting	http://detroit.urbanemploy.com		N/A
CBS Applicant Tracking System	Online Application	https://siobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128		N/A
Women In Communications	Web site posting	info@womcomdetroit.org		N/A
WWJ-TV	Web site posting	http://detroit.cbslocal.com/wwj-tv-jobs		N/A
WKBD-TV	Web site posting	http://cwdetroit.cbslocal.com/jobs		N/A
Broadcast Compliance Services	Web site posting	http://www.bcs-ok.com		N/A
Internal Posting		Bulletin Boards		N/A

Job Title: Research Director**Referral Source(s) of Hire: Spots-n-Dots**

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
Detroit's Workplace	Melvin Gupton	707 W. Milwaukee, Detroit, MI 48202	313-873-7321	Yes
Dorsey Business Schools	Rita Clark	30821 Barrington, Madison Hts., MI 48071	248-588-9660	Yes
Evangel Ministries	Aaron Richardson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
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
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No

Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	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	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
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Broadcast Arts	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 lncirclejobs.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
The Adcraft Club	Web site posting	www.adcraft.org		N/A
Michigan Works (Michigan Talent Bank)	Web site posting	www.michworks.org		N/A
TV Jobs.com	Web site posting	www.tvjobs.com		N/A
Mediarecruiter.com	Web site posting	www.mediarecruiter.com		N/A
National Association of Television Arts and Sciences	Web site posting	www.emmyonline.org		N/A
Spots-n-Dots	Web site posting	www.spotsndots.com		N/A
CBS Applicant Tracking System	Online Application	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128		N/A
Women In Communications	Web site posting	info@womcomdetroit.org		N/A
WWJ-TV	Web site posting	http://detroit.cbslocal.com/wwj-tv-jobs		N/A
WKBD-TV	Web site posting	http://cwdetroit.cbslocal.com/jobs		N/A
Broadcast Compliance Services	Web site posting	http://www.bcs-ok.com		N/A
Internal Posting		Bulletin Boards		N/A

Job Title: Weather Anchor**Referral Source(s) of Hire: Internal Posting****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	Unel 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
Detroit's Workplace	Melvin Gupton	707 W. Milwaukee, Detroit, MI 48202	313-873-7321	Yes
Dorsey Business Schools	Rita Clark	30821 Barrington, Madison Hts., MI 48071	248-588-9660	Yes
Evangel Ministries	Aaron Richardson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
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
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes

Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	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	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
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Broadcast Arts	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 Incirelejobs.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
Michigan Works (Michigan Talent Bank)	Web site posting	www.michworks.org		N/A
TV Jobs.com	Web site posting	www.tvjobs.com		N/A
MediaLine	Web site posting	www.medialine.com		N/A
National Association of Television Arts and Sciences	Web site posting	www.emmyonline.org		N/A
Pure Michigan Talent Connect	Web site posting	www.hiremi.org		N/A
CBS Applicant Tracking System	Online Application	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128		N/A
Women In Communications	Web site posting	info@womcomdetroit.org		N/A
WWJ-TV	Web site posting	http://detroit.cbslocal.com/wwj-tv-jobs		N/A
WKBD-TV	Web site posting	http://cwdetroit.cbslocal.com/jobs		N/A
Broadcast Compliance Services	Web site posting	http://www.bcs-ok.com		N/A
Internal Posting		Bulletin Boards		N/A

Job Title: Marketing Manager

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

Vacancy# 7

Job Title: Account Executive – WWJ-TV**Referral Source(s) of Hire: Employee Referral****Vacancy# 8**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-265-5161 x4392	No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Alma College	Anna Grajek – Center for Student Development	614 W. Superior, Alma, MI 48801	989-463-7225	No
Alpha Capital Management	Dorothy Burrell	3011 W. Grand Blvd. Fisher Bldg. Ste. 1516, Detroit, MI	313-874-5079	No
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
Detroit's Workplace	Melvin Gupton	707 W. Milwaukee, Detroit, MI 48202	313-873-7321	Yes
Dorsey Business Schools	Rita Clark	30821 Barrington, Madison Hts., MI 48071	248-588-9660	Yes
Evangel Ministries	Aaron Richardson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
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
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes

Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	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
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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
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Spees Howard School of Broadcast Arts	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 Arbita (CBS Applicant Tracking System)		N/A
Michigan Works (Michigan Talent Bank)	Web site posting	www.michworks.org		No
TV Jobs.com	Web site posting	www.tvjobs.com		No
Mediarecruiter.com	Web site posting	www.mediarecruiter.com		N/A
National Association of Television Arts and Sciences	Web site posting	www.emmyonline.org		N/A
Pure Michigan Talent Connect	Web site posting	www.hiremi.org		N/A
Spots-n-Dots	Web site posting	www.spotsndots.com		N/A
CBS Applicant Tracking System	Online Application	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128		N/A
Women In Communications	Web site posting	info@womcomdetroit.org		N/A
WWJ-TV	Web site posting	http://detroit.cbslocal.com/wwj-tv-jobs		N/A
Broadcast Compliance Services	Web site posting	http://www.bcs-ok.com		N/A
Internal Posting		Bulletin Boards		N/A

Job Title: National Sales Manager – WKBD-TV**Referral Source(s) of Hire: Industry Referral**

Vacancy# 9

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-265-5161 x4392	No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Alma College	Anna Grajek – Center for Student Development	614 W. Superior, Alma, MI 48801	989-463-7225	No
Alpha Capital Management	Dorothy Burrell	3011 W. Grand Blvd. fisher Bldg. Ste. 1516, Detroit, MI	313-874-5079	No
Arab Chaldean Social Service	Shadia BAyayeh	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
Detroit's Workplace	Melvin Gupton	707 W. Milwaukee, Detroit, MI 48202	313-873-7321	Yes
Dorsey Business Schools	Rita Clark	30821 Barrington, Madison Hts., MI 48071	248-588-9660	Yes
Evangel Ministries	Aaron Richardson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
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
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes

Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	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	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
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Broadcast Arts	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 First Advantage (CBS Applicant Tracking System)		N/A
The Adcraft Club	Web site posting	www.adcraft.org		N/A
Craig's List	Web site posting	www.craigslist.org		N/A
Michigan Works (Michigan Talent Bank)	Web site posting	www.michworks.org		N/A
TV Jobs.com	Website posting	www.tvjobs.com		N/A
National Association of Television Arts and Sciences	Web site posting	www.emmyonline.org		N/A
Spots-n-Dots	Web site posting	www.spotsndots.com		N/A
CBS Applicant Tracking System	Online Application	https://sjobs.brassring.com/1033/ASP/TG/eim_home.asp?partnerid=25084&siteid=5128		N/A
Women In Communications	Web site posting	info@womcomdetroit.org		N/A
Pure Michigan Talent Connect	Web site posting	http://www.hiremi.org		N/A
WKBD-TV	Web site posting	http://ewdetroit.cbslocal.com/jobs		N/A
Broadcast Compliance Services	Web site posting	http://www.bcs-ok.com		N/A
Internal Posting		Bulletin Boards		N/A

Job Title: Account Executive – WWJ-TV**Referral Source(s) of Hire: Employee Referral****Vacancy# 10**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-265-5161 x4392	No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Alma College	Anna Grajek – Center for Student Development	614 W. Superior, Alma, MI 48801	989-463-7225	No
Alpha Capital Management	Dorothy Burrell	3011 W. Grand Blvd. Fisher Bldg. Ste. 1516, Detroit, MI	313-874-5079	No
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	Unel 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
Detroit's Workplace	Melvin Gupton	707 W. Milwaukee, Detroit, MI 48202	313-873-7321	Yes
Dorsey Business Schools	Rita Clark	30821 Barrington, Madison Hts., MI 48071	248-588-9660	Yes
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Jewish Vocational Center	Renee Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4481	No
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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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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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Salvation Army	Sue Hatcher-Wilson	1627 W. Fort St., Detroit, MI 48216	313-962-5960	No
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Broadcast Arts	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 Arbita (CBS Applicant Tracking System)		N/A
Michigan Works (Michigan Talent Bank)	Web site posting	www.michworks.org		No
TV Jobs.com	Website posting	www.tvjobs.com		No
Mediarecruiter.com	Web site posting	www.mediarecruiter.com		N/A
National Association of Television Arts and Sciences	Web site posting	www.emmionline.org		N/A
Pure Michigan Talent Connect	Web site posting	www.hiremi.org		N/A
Spots-n-Dots	Web site posting	www.spotsndots.com		N/A
CBS Applicant Tracking System	Online Application	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128		N/A
Women In Communications	Web site posting	info@womcomdetroit.org		N/A
WWJ-TV	Web site posting	http://detroit.cbslocal.com/wwj-tv-jobs		N/A
Broadcast Compliance Services	Web site posting	http://www.bcs-ok.com		N/A
Internal Posting		Bulletin Boards		N/A

Job Title: Producer/Director

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

Vacancy#11

Job Title: Traffic Reporter

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

Vacancy#12

6) Hiree Recruitment Source Summary.

Name of Recruitment Source

1. Employee Referral
2. Employee Referral
3. Career Builder
4. Employee Referral
5. Spots n Dots
6. Internal Posting - Promotion
7. Internal Promotion
8. Employee Referral
9. Industry Referral
10. Employee Referral
11. Internal Promotion
12. Internal Promotion

7) Total # of Interviewees Referred by Each Source: For the period from June 1, 2011 to May 31, 2012 this

Employment Unit interviewed 49 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>10</u>
2. <u>Employee Referrals</u>	<u>10</u>
3. <u>Unsolicited Referrals</u>	<u>8</u>
4. <u>Internal Postings</u>	<u>6</u>
5. <u>NAACP Career Fair</u>	<u>1</u>
6. <u>WWJ-TV Detroit Website Postings</u>	<u>6</u>
7. <u>Spots n Dots</u>	<u>2</u>
8. <u>Career Builder</u>	<u>2</u>
9. <u>Indeed.com</u>	<u>3</u>
10. <u>Specs Howard School of Media Arts</u>	<u>1</u>

8) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1. Participated in the Jobs! Jobs! Jobs! A Super Career Expo as part of the NAACP Freedom Weekend X. We were also the Television Media Sponsor for this event.</p> <p>In addition to our participation in the Career Expo, as the television media sponsor, we taped an interview with a representative of the NAACP which provided an opportunity to discuss Freedom Weekend and the various opportunities for the public to participate in which included the Career Expo. The taped interview aired on the CW50 Detroit Street Beat Show on 8/14/11 prior to the event.</p>	8/19/11	Julia Burt – Manager of Administration Kris Kelly – Community Affairs Manager
<p>2. Participated in the Michigan Association of Broadcasters Foundation Regional Broadcast Media Career & Networking Fair held at Specs Howard School of Media Arts.</p> <p>This Career Fair was attended by a diverse group of approximately 150 students and business-minded professionals. Applicants included undergraduate and graduate students, as well as recent college graduates from Specs Howard and other Universities & Colleges throughout Southeastern Michigan.</p>	10/6/11	Julia Burt – Manager of Administration Melissa Rowe – Marketing Specialist
<p>3. Participated in the Wayne State University Journalism Day Internship Fair.</p> <p>This Internship Fair was attended by more than 200 WSU students interested in obtaining internships within the media industry.</p>	10/26/11	Julia Burt – Manager of Administration Kris Kelly – Community Affairs Manager
<p>4. Participated in the Michigan Collegiate Career Fair and were the television media sponsor for the event.</p> <p>This Career Fair was attended by approximately 1000 students and alumni from around the state of Michigan seeking internship and career opportunities.</p>	11/18/11	Julia Burt – Manager of Administration Greg Shattuck – Promotion Manager Melissa Rowe – Marketing Specialist
<p>5. Participated in the Specs Howard School of Media Arts Internship Fair</p> <p>This Internship Fair was attended by a diverse group of students trained in various forms of media including graphic design, video & film production, and digital media. Students seeking internships with Radio and Television stations met with representatives of our stations for the purpose of securing internships for the Spring/Summer.</p>	3/8/12	Julia Burt – Manager of Administration Matt Christopherson – Writer/Producer
<p>6. Michigan Association of Broadcasters Foundation Media Career & Networking Fair held during the 2012 Great Lakes Broadcasting Conference in Lansing, MI Participated in event – Television Media Sponsor</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 & 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>	3/14/12	Julia Burt – Manager of Administration Trey Fabacher – Vice President/General Manager

(b) Internship

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1. Station Internship Program Interns Assisted with screening of public service announcements; maintenance of community leader files; topic research and development for public affairs show "Street Beat". Interns were also exposed to all areas of Sales & Marketing, Commercial Production including commercial shoots, attending client meetings, sitting in on edit sessions, and acting as "talent" in commercials. In addition, Interns were also given the opportunity to be involved with the Digital Media department where they wrote and appeared in online web diaries. Interns were also given the opportunity to participate in on and off-site casting calls for Survivor, Big Brother, and America's Next Top Model as well as numerous other production shoots which involved celebrity and political figures. Interns were mentored by various staff members.</p>	<p>6/1/11 – 5/31/12 12 Interns</p>	<p>Kris Kelly – Community Affairs Manager Pam Baumann – Director of Creative Services Greg Shattuck – Promotion Manager Heather Kuh – Business Development Mgr. Melissa Rowe – Marketing Specialist Tim French – Senior News Producer</p>
<p>2. Emma Bowen Foundation Intern The Emma Bowen Foundation is committed to creating career opportunities in the media industry for minority youth through a program that focuses on scholastic achievement, direct work experience and professional development. Foundation staff coordinates student recruitment and screening and once selected, the Foundation monitors students' academic and work performance throughout their time in the program and tracks graduates' career progress.</p>	<p>5/14/09 – 8/21/09 5/10/09 – 8/20/10 5/18/11 – 8/5/11 Jasmyn Durham – began a 3 year commitment with the stations. 5/30/12 – Maria Benjamin began a 4 year commitment with the stations.</p>	<p>Kris Kelly – Community Affairs Manager Julia Burt – Manager of Administration</p>

(c) Participation in Events.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1. TACOM's Women's Equality Day First Forecast Mornings News Anchor Syma Chowdhry was the guest speaker for this event. The theme for the program was: Celebrating Women's Right to Vote. Syma was asked to share her own experiences and accomplishments from the privilege of voting to achieving the many wonderful accomplishments she has to her credit.</p>	8/24/11	Syma Chowdhry – First Forecast Mornings News Anchor
<p>2. Michigan Association of Broadcasters Annual Broadcasting Career Builder Conference Vice President and General Manager Trey Fabacher was part of a panel of media leaders talking to students about careers in the industry. He was part of a panel entitled "Speed Networking" which allowed students to approach industry professionals and talk to them about career opportunities.</p>	11/5/11	Trey Fabacher – Vice President & General Manager
<p>3. 100 Leaders Who Cook Vice President & General Manager Trey Fabacher participated as one of the Celebrity Chefs for 100 Leaders Who Cook: Nourishing our Future presented by the Detroit Housing Commission. Community and business leaders from throughout Metro Detroit served their favorite dishes and counseled kids on the profession of their dreams. Money raised from this event was used to provide a general scholarship fund for students in need throughout Detroit Housing Commission developments.</p>	11/12/11	Trey Fabacher – Vice President & General Manager
<p>4. Women and Leadership in the Workplace Awards Conference WWJ-TV Senior Producer and Michigan Matters Host Carol Cain was honored with a "Distinguished Leadership in Media" award from the Women and Leadership in the Workplace Awards Conference founded by Ed Deeb, chairman of the Michigan Business and Professional Association. The event commemorates the 16th anniversary of honoring women who have demonstrated successful leadership in workplaces and communities of Michigan.</p>	1/26/12	Carol Cain – Senior Producer and Host of Michigan Matters
<p>5. Wayne State University "Com 2210 Writing for Radio, Television and Film" Course Community Affairs Manager Kris Kelly was a guest lecturer for this event. The lecture was part of a course titled the "30 second television commercial assignment". In addition Kris also spoke about her current position as Community Affairs Manager, programming, and WWJ-TV's television commercial format and creation process.</p>	2/8/12	Kris Kelly – Community Affairs Manager
<p>6. The First Annual Black Male Engagement (BME) Awards Ceremony First Forecast Mornings News Anchor was emcee for this event held at the General motors Theater at the Charles H. Wright Museum of African American History in Detroit. The BME Challenge is a pilot program launched in August, 2011 by the James L. and John S. Knight Foundation that challenged the community to have 1,000 black men and boys age 14 years and older to share their story of leadership in their community. Of the over 1,000 who participated, ten Detroit men were selected to receive a combined total of \$200,000 in grants to continue their work in the community.</p>	2/29/12	Syma Chowdhry – First Forecast Mornings News Anchor
<p>7. Michigan Association of Broadcasting's Great Lakes Broadcast Conference & EXPO (GLBC) WWJ-TV Senior Producer and Michigan Matters Host Carol Cain was moderator for a session entitled "Reinventing Michigan".</p>	3/14/12	Carol Cain – Senior Producer and Host of Michigan Matters
<p>8. Charles H. Wright Middle School Career Day Writer/Producer Ken Bryant was invited to speak to 8th grade students about his career in broadcasting. Ken took along a camera and recorded some of the students, to demonstrate how quick it is to tape and play back recordings without having to take along a tape deck. Ken also spoke about the importance of staying in school and getting a good education. He also participated in a Q&A session with the students.</p>	5/3/11	Ken Bryant – MC2 Writer/Producer

<p>9. Inforum Luncheon WWJ-TV's Senior Producer and Host of Michigan Matters Carol Cain moderated the Inforum luncheon that kicked off the organization's year-long 50th anniversary celebration. The luncheon featured Mary Barra, the head of global product development for General Motors, the top-ranking woman in the industry, and the ONLY woman from Michigan to appear on the Forbes and Fortune lists of the most powerful women in the nation and the world.</p>	3/14/12	Carol Cain – Senior Producer and Host of Michigan Matters
<p>10. Beech Elementary Career Day WWJ-TV's Chief Meteorologist Jim Madaus participated in the Beech Elementary Career Day. The Redford, MI students chose 10 careers of interest from the list of professionals attending the event and had the opportunity to chat with those professionals about career options.</p>	3/23/12	Jim Madaus – WWJ-TV Chief Meteorologist
<p>11. Community Living Services Celebration of Developmental Disability Awareness Month First Forecast Mornings News Anchor Syma Chowdhry was the celebrity guest speaker for this event which supports more than 4,000 children and adults with developmental disabilities in Wayne and Oakland Counties.</p>	3/29/12	Syma Chowdhry – First Forecast Mornings News Anchor
<p>12. Career Day for Cooper Upper Elementary School in Westland, MI Chief Meteorologist Jim Madaus gave a presentation on weather and careers in broadcasting as part of the first Career Day for Cooper Upper Elementary School. Forty-five professionals and community leaders shared information about their careers with students.</p>	4/3/12	Jim Madaus – WWJ-TV Chief Meteorologist
<p>13. Johnson Upper Elementary Career Day WWJ-TV Chief Meteorologist Jim Madaus spoke to 6 different groups of 5th and 6th grade students about careers in broadcasting.</p>	4/25/12	Jim Madaus – WWJ-TV Chief Meteorologist
<p>14. H.Y.P.E. (Helping Youth Progress & Excel) Athletics Community Dinner First Forecast Mornings News Anchor Syma Chowdhry was emcee for this event attended by over 1500 people including local dignitaries, celebrities and community leaders which marked the opening of the non-profit organization's new H.Y.P.E. Recreation Center in Dearborn Heights, MI. In addition to athletic opportunities, the new Recreation Center also offers tutoring, mentoring, life skills, career development, health education, substance abuse prevention and will act as a safe haven for education and physical fitness.</p>	5/4/12	Syma Chowdhry – First Forecast Mornings News Anchor
<p>15. Kennedy Elementary School in Livonia, MI WWJ-TV Chief Meteorologist Jim Madaus spoke to a class of 4th grade students about weather and education.</p>	5/11/12	Jim Madaus – Chief Meteorologist
<p>16. Phoenix Multicultural Academy Career Day in Detroit, MI First Forecast Mornings Traffic Reporter Randy Bhirdo spoke to 5th & 6th grade students about his career in broadcasting and the importance of having a good education in today's society.</p>	5/17/12	Randy Bhirdo – First Forecast Mornings Traffic Reporter
<p>17. Station Tours Station tours are given to various organizations and area school students for the primary purpose of providing an educational experience to the viewing public as to the inner workings of the stations.</p>	Year round	Community Affairs Department

(d) Training Management Personnel.

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
<p>1. Train Hiring Executives in the recruitment process for openings within their respective departments. (Ongoing)</p>	<p>Howard Murphy – Controller Julia Burt – Manager of Administration</p>	<p>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.</p>
<p>2. EEO and OFCCP meetings with Dept. Managers</p>	<p>Trey Fabacher - V.P. & General Manager Howard Murphy – Controller Julia Burt – Manager of Administration</p>	<p>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.</p>
<p>3. New Hire Orientation Meetings - EEO Policy Dissemination</p>	<p>Julia Burt – Manager of Administration</p>	<p>All newly hired employees receive an individual copy of the EEO Policy, as well as the Non-Discrimination and Anti-Harassment Policy (which can be found in the HR Policy Manual, which is accessible to employees on the CBS and You website portal; Ongoing</p>
<p>4. 2010 version of the CBS Corporation Business Conduct Statement (BCS), which summarizes the most important policies and rules that apply to CBS and its employees, including Equal Employment Opportunity and Harassment-Free Workplace Environment; July, 2010.</p>	<p>Distributed to all current employees and new hires</p>	<p>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</p>
<p>5. CBS Corporation Web-Based Training Modules distributed to all Full-Time and New Hire Employees 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 "Sexual Harassment: Issues in Today's Workforce", "Global Anti-Bribery: Doing Business with Foreign Public Officials", "UK Bribery Act", "Data Protection Essentials".</p>	<p>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"</p>	<p>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 on the CBS and You website portal as well.</p>
<p>6. Continuing Education for CBS H.R. Professionals – Hot Topics in Labor Law Topics covered included: Deciphering recent developments in FLSA, employee classification, leave laws, and wage and theft laws.</p>	<p>2/13/12</p>	<p>Julia Burt – Manager of Administration</p>