

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1, 2005 to May 31, 2006.

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 48034	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. General Sales Manager - WKBD TV
2. Account Executive - WWJ TV
3. Retail Account Executive - WWJ TV
4. Retail Account Executive - WKBD TV
5. Account Executive - WKBD TV
6. Sales Assistant - WKBD TV
7. New Business Development Manager - WWJ TV
8. Traffic Coordinator - WWJ TV
9. Traffic Coordinator - WKBD TV
10. Retail Account Executive - WWJ TV
11. Retail Account Executive - WKBD TV
12. New Business Development Manager - WKBD TV
13. Traffic Coordinator - WWJ TV
14. Traffic Manager - WWJ TV
15. Retail Account Executive - WKBD TV
16. Account Executive - WWJ TV
17. Research Manager
18. Sales Assistant - WKBD TV
19. General Sales Manager - WWJ TV
20. Retail Account Executive - WWJ TV

21. National Sales Manager –WKBD TV
22. Account Executive - WKBD TV
23. Retail Account Executive – WKBD TV
24. Director of Creative Services
25. New Business Development Manager – WKBD TV
26. Retail Account Executive – WWJ TV
27. Retail Account Executive – WWJ TV
28. Account Executive - WWJ TV
29. Creative Services Operations Manager

5) Job Title: General Sales Manager – WKBD TV

Referral Source(s) of Hiree: 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)
Alpha Capital Management	Bob Warfield	600 W. Lafayette, Detroit 48226	313-964-1840	No
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Ave., Detroit, 48204	313-491-0003	No
Operation Able	Shirley Sutton/Phil Floyd	17117 W. 9 Mile Rd., Ste. 200, Southfield, MI 48075	248-443-0370	Yes
Detroit Urban League	Pat Buchanan	208 Mack Ave., Detroit, 48201	313-832-4600	No
American Women in Radio and TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, Va 22102	703-506-3266	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	Yes
Michigan Assoc. of Broadcasters	Job Bank	819 N. Washington, Lansing, MI 48906 www.michmab.com	517-484-5810	No
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste. 801, Arlington, VA 22209	703-522-2214	No
State of Michigan Dept. of Career Development	Anita Baylis	455 W. Fort St., 2 nd Floor, Detroit, 48226	313-965-5705	Yes
North American Indian Assoc. of Detroit	Myrtle McCall	22720 Plymouth Rd., Redford, MI 48239	313-535-2966	No
SER Metro Detroit Jobs for Progress	Timmy Sykes	9301 Michigan Ave., Detroit MI 48210	313-945-5200	Yes
Latin Americans for Social & Economic Development		4138 W. Vernor Hwy, Detroit MI 48209	313-554-2025	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48309	248-370-3250	No
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Lawrence Technology University	Rochelle Marion – Career Services	21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4000	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
Specs Howard School of Broadcast Arts	Kathy McIntyre	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit 48202	313-577-4600	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859	989-774-7279	Yes
University of Michigan Job Placement	Kathleen Beardmore Career Center	515 Jefferson, Ann Arbor, MI 48109	734-764-7460	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing, MI 48224	517-355-9510 x124	No
Madonna University	Career Services	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5623	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	313-331-3311	No
Central Michigan University	Career Services	Mount Pleasant MI 48859	989-774-1394	No

Alma College	Center for Student Development	Alma, MI 48801		No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-629-0332	No
Marygrove College	Job Development Coord., Ce' An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	No
Southwest Detroit Self-Sufficiency Ctr.	Gloria Messenger – Program Support Spec.	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes
Evangel Ministries	Amanda Johnson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Field Street Community Association		3007 Field, Detroit, MI 48214		Yes
Spots-N-Dots	Alice Riehl	www.spotsndots.com	alice@spotsndots.com	No
Television Week Magazine	Erik Chasko		Echasko@erain.com	No
Broadcasting & Cable Magazine	Yukari Atsumi		yatsumi@reedbusiness.com	No
America's Job Bank	Job Bank	www.ajb.dni.us/employer		No
Michigan Talent Bank	Job Bank	www.michworks.org		No
TV Jobs.com	Job Bank	www.tvjobs.com		No
CBS Detroit Web Site	Human Resources	www.cbsdetroit.com		n/a
UPN Detroit Web Site	Human Resources	www.upndetroit.com		n/a
Internal Posting – Local and all CBS Stations	Human Resources			n/a

Job Title: Account Executive (WWJTV)

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

Vacancy#2

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
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Job Title: Retail Account Executive – WWJ TV**Referral Source(s) of Hiree: Employee Referral**

Vacancy#3

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Alpha Capital Management	Bob Warfield	600 W. Lafayette, Detroit 48226	313-964-1840	No
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Ave., Detroit, 48204	313-491-0003	No
Operation Able	Shirley Sutton/Phil Floyd	17117 W. 9 Mile Rd., Ste. 200, Southfield, MI 48075	248-443-0370	Yes
Detroit Urban League	Pat Buchanan	208 Mack Ave., Detroit, 48201	313-832-4600	No
American Women in Radio and TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, Va 22102	703-506-3266	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	Yes
Michigan Assoc. of Broadcasters	Job Bank	819 N. Washington, Lansing, MI 48906 www.michmab.com	517-484-5810	No
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste. 801, Arlington, VA 22209	703-522-2214	No
State of Michigan Dept. of Career Development	Rose Marie Harrell	455 W. Fort St., 2 nd Floor, Detroit, 48226	313-965-5705	Yes
North American Indian Assoc. of Detroit	Myrtle McCall	22720 Plymouth Rd., Redford, MI 48239	313-535-2966	No
Latin Americans for Social & Economic Development		4138 W. Vernor Hwy, Detroit, MI 48209	313-554-2025	No
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Lawrence Technology University	Rochelle Marion – Career Services	21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4000	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
Spees Howard School of Broadcast Arts	Kathy McIntyre	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit 48202	313-577-4600	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859	989-774-7279	Yes
University of Michigan Job Placement	Kathleen Beardmore Career Center	515 Jefferson, Ann Arbor, MI 48109	734-764-7460	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing, MI 48224	517-355-9510 x124	No
Madonna University	Career Services	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5623	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	313-331-3311	No
Central Michigan University	Career Services	Mount Pleasant MI 48859	989-774-1394	No
Alma College	Center for Student Development	Alma, MI 48801		No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No

Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-629-0332	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48309	248-370-3250	No
House of Freedom	Pastor Wyatt	368 Sallotte, Ecorse, MI 48229	313-389-1267	Yes
America's Job Bank	Job Bank	www.ajb.dni.us/employer		No
TV Jobs.com	Job Bank	www.tvjobs.com		No
CBS Detroit Web Site	Human Resources	www.cbsdetroit.com		n/a
UPN Detroit Web Site	Human Resources	www.upndetroit.com		n/a
Internal Posting -- Local and all CBS Stations	Human Resources			n/a
Teamer & Associates		1300 E. Lafayette Blvd., Ste. 503, Detroit, MI 48207	313-309-0303	Yes
Field Street Community Association		3007 Field, Detroit, MI 48214		Yes
Marygrove College	Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Southwest Detroit Self-Sufficiency Center	Gloria Messenger	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
SER Metro Detroit Jobs for Progress	Meisema A. Poole Godbaldo	9301 Michigan Ave., Detroit, MI 48210	313-945-5200	Yes

Job Title: Retail Account Executive – WKBD TV**Referral Source(s) of Hire: Industry Referral****Vacancy#4**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Alpha Capital Management	Bob Warfield	600 W. Lafayette, Detroit 48226	313-964-1840	No
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Ave., Detroit, 48204	313-491-0003	No
Operation Able	Shirley Sutton/Phil Floyd	17117 W. 9 Mile Rd., Ste. 200, Southfield, MI 48075	248-443-0370	Yes
Detroit Urban League	Pat Buchanan	208 Mack Ave., Detroit, 48201	313-832-4600	No
American Women in Radio and TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, Va 22102	703-506-3266	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	Yes
Michigan Assoc. of Broadcasters	Job Bank	819 N. Washington, Lansing, MI 48906 www.michmab.com	517-484-5810	No
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste. 801, Arlington, VA 22209	703-522-2214	No
State of Michigan Dept. of Career Development	Rose Marie Harrell	455 W. Fort St., 2 nd Floor, Detroit, 48226	313-965-5705	Yes
North American Indian Assoc. of Detroit	Myrtle McCall	22720 Plymouth Rd., Redford, MI 48239	313-535-2966	No
Latin Americans for Social & Economic Development		4138 W. Vernor Hwy., Detroit, MI 48209	313-554-2025	No
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Lawrence Technology University	Rochelle Marion – Career Services	21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4000	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
Specs Howard School of Broadcast Arts	Kathy McIntyre	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Wayne State University	Arlinda Pringle	656 Reuther Mail, Detroit 48202	313-577-4600	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859	989-774-7279	Yes
University of Michigan Job Placement	Kathleen Beardmore Career Center	515 Jefferson, Ann Arbor, MI 48109	734-764-7460	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing, MI 48224	517-355-9510 x124	No
Madonna University	Career Services	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5623	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	313-331-3311	No
Central Michigan University	Career Services	Mount Pleasant MI 48859	989-774-1394	No
Alma College	Center for Student Development	Alma, MI 48801		No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No

Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-629-0332	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48309	248-370-3250	No
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes
America's Job Bank	Job Bank	www.ajb.dti.us/employer		No
TV Jobs.com	Job Bank	www.tvjobs.com		No
CBS Detroit Web Site	Human Resources	www.cbsdetroit.com		n/a
UPN Detroit Web Site	Human Resources	www.upndetroit.com		n/a
Internal Posting – Local and all CBS Stations	Human Resources			n/a
Teamer & Associates		1300 E. Lafayette Blvd., Ste. 503, Detroit, MI 48207	313-309-0303	Yes
Field Street Community Association		3007 Field, Detroit, MI 48214		Yes
Marygrove College	Ce' An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Southwest Detroit Self-Sufficiency Center	Gloria Messenger	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
SER Metro Detroit Jobs for Progress	Meisema A. Poole Godbaldo	9301 Michigan Ave., Detroit, MI 48210	313-945-5200	Yes

Job Title: Account Executive – WKBD TV

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

Vacancy#5

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
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Job Title: Sales Assistant – WKBD TV**Referral Source(s) of Hiree: Industry Referral****Vacancy#6**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Alpha Capital Management	Bob Warfield	600 W. Lafayette. Detroit 48226	313-964-1840	No
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Ave., Detroit, 48204	313-491-0003	No
Operation Able	Shirley Sutton/Phil Floyd	17117 W. 9 Mile Rd., Ste. 200, Southfield, MI 48075	248-443-0370	Yes
Detroit Urban League	Pat Buchanan	208 Mack Ave., Detroit, 48201	313-832-4600	No
American Women in Radio and TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, Va 22102	703-506-3266	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	Yes
Michigan Assoc. of Broadcasters	Job Bank	819 N. Washington, Lansing, MI 48906 www.michmag.com	517-484-5810	No
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste. 801, Arlington, VA 22209	703-522-2214	No
State of Michigan Dept. of Career Development	Rose Marie Harrell	455 W. Fort St., 2 nd Floor, Detroit, 48226	313-965-5705	Yes
North American Indian Assoc. of Detroit	Myrtle McCall	22720 Plymouth Rd., Redford, MI 48239	313-535-2966	No
Latin Americans for Social & Economic Development		4138 W. Vernor Hwy., Detroit, MI 48209	313-554-2025	No
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Lawrence Technology University	Rochelle Marion – Career Services	21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4000	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
Specs Howard School of Broadcast Arts	Kathy McIntyre	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit 48202	313-577-4600	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859	989-774-7279	Yes
University of Michigan Job Placement	Kathleen Beardmore Career Center	515 Jefferson, Ann Arbor, MI 48109	734-764-7460	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing, MI 48224	517-355-9510 x124	No
Madonna University	Career Services	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5623	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	313-331-3311	No
Central Michigan University	Career Services	Mount Pleasant MI 48859	989-774-1394	No
Alma College	Center for Student Development	Alma, MI 48801		No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No

Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-629-0332	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48309	248-370-3250	No
Evangel Ministries	Aaron Richardson	13550 Stansbury, Detroit, MI 48227	313-836-7732	Yes
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes
America's Job Bank	Job Bank	www.ajb.dni.us/employer		No
TV Jobs.com	Job Bank	www.tvjobs.com		No
UPN Detroit Web Site	Human Resources	www.upndetroit.com		n/a
Internal Posting – Local and all CBS Stations	Human Resources			n/a
Teamer & Associates		1300 E. Lafayette Blvd., Ste. 503, Detroit, MI 48207	313-309-0303	Yes
Field Street Community Association		3007 Field, Detroit, MI 48214		Yes
Marygrove College	Ce' An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Southwest Detroit Self-Sufficiency Center	Gloria Messenger	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
Michigan Talent Bank	Job Bank	www.michworks.org		No
SER Metro Detroit Jobs for Progress	Meisema A. Poole Godbaldo	9301 Michigan Ave., Detroit, MI 48210	313-945-5200	Yes

Job Title: New Business Development Sales Manager – WWJ TV**Referral Source(s) of Hiree: Industry Referral**

Vacancy#7

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Alpha Capital Management	Rob Warfield	600 W. Lafayette, Detroit 48226	313-964-1840	No
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Ave., Detroit, 48204	313-491-0003	No
Operation Able	Shirley Sutton/Phil Floyd	17117 W. 9 Mile Rd., Ste. 200, Southfield, MI 48075	248-443-0370	Yes
Detroit Urban League	Pat Buchanan	208 Mack Ave., Detroit, 48201	313-832-4600	No
American Women in Radio and TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, Va 22102	703-506-3266	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	Yes
Michigan Assoc. of Broadcasters	Job Bank	819 N. Washington, Lansing, MI 48906 www.nichmab.com	517-484-5810	No
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste. 801, Arlington, VA 22209	703-522-2214	No
State of Michigan Dept. of Career Development	Rose Marie Harrell	455 W. Fort St., 2 nd Floor, Detroit, 48226	313-965-5705	Yes
North American Indian Assoc. of Detroit	Myrtle McCall	22720 Plymouth Rd., Redford, MI 48239	313-535-2966	No
Latin Americans for Social & Economic Development		4138 W. Vernor Hwy., Detroit, MI 48209	313-554-2025	No
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Lawrence Technology University	Rochelle Marion – Career Services	21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4000	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
Specs Howard School of Broadcast Arts	Kathy McIntyre	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit 48202	313-577-4600	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859	989-774-7279	Yes
University of Michigan Job Placement	Kathleen Beardmore Career Center	515 Jefferson, Ann Arbor, MI 48109	734-764-7460	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing, MI 48224	517-355-9510 x124	No
Madonna University	Career Services	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5623	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	313-331-3311	No
Central Michigan University	Career Services	Mount Pleasant MI 48859	989-774-1394	No
Alma College	Center for Student Development	Alma, MI 48801		No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No

Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-629-0332	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48309	248-370-3250	No
Evangel Ministries	Aaron Richardson	13550 Stansbury, Detroit, MI 48227	313-836-7732	Yes
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes
America's Job Bank	Job Bank	www.ajb.dnt.us/employer		No
TV Jobs.com	Job Bank	www.tvjobs.com		No
CBS Detroit Web Site	Human Resources	www.upmidetroit.com		n/a
Spots-n-Dots		daj@spotsndots.com		No
Internal Posting – Local and all CBS Stations	Human Resources			n/a
Teamer & Associates		1300 E. Lafayette Blvd., Ste. 503, Detroit, MI 48207	313-309-0303	Yes
Field Street Community Association		3007 Field, Detroit, MI 48214		Yes
Marygrove College	Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Southwest Detroit Self-Sufficiency Center	Gloria Messenger	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
Michigan Talent Bank	Job Bank	www.michworks.org		No
SER Metro Detroit Jobs for Progress	Meisema A. Poole Godbaldo	9301 Michigan Ave., Detroit, MI 48210	313-945-5200	Yes

Job Title: Traffic Coordinator – WWJ TV**Referral Source(s) of Hiree: Michigan Association of Broadcasters Assoc. web posting****Vacancy#8**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Alpha Capital Management	Bob Warfield	600 W. Lafayette, Detroit 48226	313-964-1840	No
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Ave., Detroit, 48204	313-491-0003	No
Operation Able	Shirley Sutton/Phil Floyd	17117 W. 9 Mile Rd., Ste. 200, Southfield, MI 48075	248-443-0370	Yes
Detroit Urban League	Pat Buchanan	208 Mack Ave., Detroit, 48201	313-832-4600	No
American Women in Radio and TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, Va 22102	703-506-3266	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	Yes
Michigan Assoc. of Broadcasters	Job Bank	819 N. Washington, Lansing, MI 48906 www.michmab.com	517-484-5810	No
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste. 801, Arlington, VA 22209	703-522-2214	No
State of Michigan Dept. of Career Development	Rose Marie Harrell	455 W. Fort St., 2 nd Floor, Detroit, 48226	313-965-5705	Yes
North American Indian Assoc. of Detroit	Myrtle McCall	22720 Plymouth Rd., Redford, MI 48239	313-535-2966	No
Latin Americans for Social & Economic Development		4138 W. Vernor Hwy., Detroit, MI 48209	313-554-2025	No
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Lawrence Technology University	Rochelle Marion – Career Services	21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4000	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
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Wayne State University	Ariinda Pringle	656 Reuther Mall, Detroit 48202	313-577-4600	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859	989-774-7279	Yes
University of Michigan Job Placement	Kathleen Beardmore Career Center	515 Jefferson, Ann Arbor, MI 48109	734-764-7460	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing, MI 48224	517-355-9510 x124	No
Madonna University	Career Services	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5623	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	313-331-3311	No
Central Michigan University	Career Services	Mount Pleasant MI 48859	989-774-1394	No
Alma College	Center for Student Development	Alma, MI 48801		No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No

Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-629-0332	No
America's Job Bank	Job Bank	www.ajb.dni.us/employer		No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48309	248-370-3250	No
TV Jobs.com	Job Bank	www.tvjobs.com		No
CBS Detroit Web Site	Human Resources	www.cbsdetroit.com		n/a
UPN Detroit Web Site	Human Resources	www.upndetroit.com		n/a
Internal Posting – Local and all CBS Stations	Human Resources			n/a
Teamer & Associates		1300 E. Lafayette Blvd., Ste. 503, Detroit, MI 48207	313-309-0303	Yes
Field Street Community Association		3007 Field, Detroit, MI 48214		Yes
Evangel Ministries	Aaron Richardson	13550 Stansbury, Detroit, MI 48227	313-836-7732	Yes
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes
Marygrove College	Ce' An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Southwest Detroit Self-Sufficiency Center	Gloria Messenger	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
Michigan Talent Bank	Job Bank	www.michworks.org		No
SER Metro Detroit Jobs for Progress	Meisema A. Poole Godbaldo	9301 Michigan Ave., Detroit, MI 48210	313-945-5200	Yes

Job Title: Traffic Coordinator – WKBD TV**Referral Source(s) of Hiree: Unsolicited Referral**

Vacancy#9

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Alpha Capital Management	Bob Warfield	600 W. Lafayette, Detroit 48226	313-964-1840	No
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Ave., Detroit, 48204	313-491-0003	No
Operation Able	Shirley Sutton/Phil Floyd	17117 W. 9 Mile Rd., Ste. 200, Southfield, MI 48075	248-443-0370	Yes
Detroit Urban League	Pat Buchanan	208 Mack Ave., Detroit, 48201	313-832-4600	No
American Women in Radio and TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, Va 22102	703-506-3266	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	Yes
Michigan Assoc. of Broadcasters	Job Bank	819 N. Washington, Lansing, MI 48906 www.michmab.com	517-484-5810	No
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste. 801, Arlington, VA 22209	703-522-2214	No
State of Michigan Dept. of Career Development	Rose Marie Harrell	455 W. Fort St., 2 nd Floor, Detroit, 48226	313-965-5705	Yes
North American Indian Assoc. of Detroit	Myrtle McCall	22720 Plymouth Rd., Redford, MI 48239	313-535-2966	No
Latin Americans for Social & Economic Development		4138 W. Vernor Hwy., Detroit, MI 48209	313-554-2025	No
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Lawrence Technology University	Rochelle Marion – Career Services	21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4000	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
Specs Howard School of Broadcast Arts	Kathy McIntyre	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit 48202	313-577-4600	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859	989-774-7279	Yes
University of Michigan Job Placement	Kathleen Beardmore Career Center	515 Jefferson, Ann Arbor, MI 48109	734-764-7460	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing, MI 48224	517-355-9510 x124	No
Madonna University	Career Services	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5623	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	313-331-3311	No
Central Michigan University	Career Services	Mount Pleasant MI 48859	989-774-1394	No
Alma College	Center for Student Development	Alma, MI 48801		No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No

Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-629-0332	No
America's Job Bank	Job Bank	www.ajb.dmi.us/employer		No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48309	248-370-3250	No
TV Jobs.com	Job Bank	www.tvjobs.com		No
CBS Detroit Web Site	Human Resources	www.cbsdetroit.com		n/a
UPN Detroit Web Site	Human Resources	www.upndetroit.com		n/a
Internal Posting – Local and all CBS Stations	Human Resources			n/a
Teamer & Associates		1300 E. Lafayette Blvd., Ste. 503, Detroit, MI 48207	313-309-0303	Yes
Field Street Community Association		3007 Field, Detroit, MI 48214		Yes
Evangel Ministries	Aaron Richardson	13550 Stansbury, Detroit, MI 48227	313-836-7732	Yes
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes
Marygrove College	Cc' An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Southwest Detroit Self-Sufficiency Center	Gloria Messenger	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
Michigan Talent Bank	Job Bank	www.michworks.org		No
SEER Metro Detroit Jobs for Progress	Meisema A. Poole Godbaldo	9301 Michigan Ave., Detroit, MI 48210	313-945-5200	Yes

Job Title: Retail Account Executive – WWJ TV
Referral Source(s) of Hiree: Unsolicited Referral
Vacancy#10

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Alpha Capital Management	Bob Warfield	600 W. Lafayette, Detroit 48226	313-964-1840	No
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Ave., Detroit, 48204	313-491-0003	No
Operation Able	Shirley Sutton/Phil Floyd	17117 W. 9 Mile Rd., Ste. 200, Southfield, MI 48075	248-443-0370	Yes
Detroit Urban League	Pat Buchanan	208 Mack Ave., Detroit, 48201	313-832-4600	No
American Women in Radio and TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, Va 22102	703-506-3266	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	Yes
Michigan Assoc. of Broadcasters	Job Bank	819 N. Washington, Lansing, MI 48906 www.michmab.com	517-484-5810	No
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste. 801, Arlington, VA 22209	703-522-2214	No
State of Michigan Dept. of Career Development	Rose Marie Harrell	455 W. Fort St., 2 nd Floor, Detroit, 48226	313-965-5705	Yes
North American Indian Assoc. of Detroit	Myrtle McCall	22720 Plymouth Rd., Redford, MI 48239	313-535-2966	No
Latin Americans for Social & Economic Development		4138 W. Vernor Hwy., Detroit, MI 48209	313-554-2025	No
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Lawrence Technology University	Rochelle Marion – Career Services	21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4000	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
Specs Howard School of Broadcast Arts	Kathy McIntyre	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Wayne State University	Arlinda Pringle	656 Routhier Mall, Detroit 48202	313-577-4600	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859	989-774-7279	Yes
University of Michigan Job Placement	Kathleen Beardmore Career Center	515 Jefferson, Ann Arbor, MI 48109	734-764-7460	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing, MI 48224	517-355-9510 x124	No
Madonna University	Career Services	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5623	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	313-331-3311	No
Central Michigan University	Career Services	Mount Pleasant MI 48859	989-774-1394	No
Alma College	Center for Student Development	Alma, MI 48801		No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No

Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-629-0332	No
America's Job Bank	Job Bank	www.ajb.dni.us/employer		No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48309	248-370-3250	No
TV Jobs.com	Job Bank	www.tvjobs.com		No
CBS Detroit Web Site	Human Resources	www.cbsdetroit.com		n/a
UPN Detroit Web Site	Human Resources	www.upndetroit.com		n/a
Internal Posting – Local and all CBS Stations	Human Resources			n/a
Teamer & Associates		1300 E. Lafayette Blvd., Ste. 503, Detroit, MI 48207	313-309-0303	Yes
Field Street Community Association		3007 Field, Detroit, MI 48214		Yes
Evangel Ministries	Aaron Richardson	13550 Stansbury, Detroit, MI 48227	313-836-7732	Yes
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes
Marygrove College	Ce' An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Southwest Detroit Self-Sufficiency Center	Gloria Messenger	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
Michigan Talent Bank	Job Bank	www.michworks.org		No
SER Metro Detroit Jobs for Progress	Meisema A. Poole Godbaldo	9301 Michigan Ave., Detroit, MI 48210	313-945-5200	Yes

Job Title: Retail Account Executive - WKBD TV**Referral Source(s) of Hiree: Unsolicited Referral****Vacancy#11**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Alpha Capital Management	Bob Warfield	600 W. Lafayette, Detroit 48226	313-964-1840	No
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Ave., Detroit, 48204	313-491-0003	No
Operation Able	Shirley Sutton/Phil Floyd	17117 W. 9 Mile Rd., Ste. 200, Southfield, MI 48075	248-443-0370	Yes
Detroit Urban League	Pat Buchanan	208 Mack Ave., Detroit, 48201	313-832-4600	No
American Women in Radio and TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, Va 22102	703-506-3266	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	Yes
Michigan Assoc. of Broadcasters	Job Bank	819 N. Washington, Lansing, MI 48906 www.michmab.com	517-484-5810	No
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste. 801, Arlington, VA 22209	703-522-2214	No
State of Michigan Dept. of Career Development	Rose Marie Harrell	455 W. Fort St., 2 nd Floor, Detroit, 48226	313-965-5705	Yes
North American Indian Assoc. of Detroit	Myrtle McCall	22720 Plymouth Rd., Redford, MI 48239	313-535-2966	No
Latin Americans for Social & Economic Development		4138 W. Vernor Hwy., Detroit, MI 48209	313-554-2025	No
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Lawrence Technology University	Rochelle Marion - Career Services	21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4000	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
Specs Howard School of Broadcast Arts	Kathy McIntyre	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit 48202	313-577-4600	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859	989-774-7279	Yes
University of Michigan Job Placement	Kathleen Beardmore Career Center	515 Jefferson, Ann Arbor, MI 48109	734-764-7460	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing, MI 48224	517-355-9510 x124	No
Madonna University	Career Services	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5623	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	313-331-3311	No
Central Michigan University	Career Services	Mount Pleasant MI 48859	989-774-1394	No
Alma College	Center for Student Development	Alma, MI 48801		No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No

Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-629-0332	No
America's Job Bank	Job Bank	www.ajb.dmi.us/employer		No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48309	248-370-3250	No
TV Jobs.com	Job Bank	www.tvjobs.com		No
CBS Detroit Web Site	Human Resources	www.cbsdetroit.com		n/a
UPN Detroit Web Site	Human Resources	www.upndetroit.com		n/a
Internal Posting – Local and all CBS Stations	Human Resources			n/a
Teamer & Associates		1300 E. Lafayette Blvd., Ste. 503, Detroit, MI 48207	313-309-0303	Yes
Field Street Community Association		3007 Field, Detroit, MI 48214		Yes
Evangel Ministries	Aaron Richardson	13550 Stansbury, Detroit, MI 48227	313-836-7732	Yes
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes
Marygrove College	Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Southwest Detroit Self-Sufficiency Center	Gloria Messenger	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
Michigan Talent Bank	Job Bank	www.michworks.org		No
SER Metro Detroit Jobs for Progress	Meisema A. Poole Godbaldo	9301 Michigan Ave., Detroit, MI 48210	313-945-5200	Yes

Job Title: New Business Development Sales Manager – WKBD TV**Referral Source(s) of Hiree: Industry Referral**

Vacancy#12

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Alpha Capital Management	Bob Warfield	600 W. Lafayette, Detroit 48226	313-964-1840	No
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Ave., Detroit, 48204	313-491-0003	No
Operation Able	Shirley Sutton/Phil Floyd	17117 W. 9 Mile Rd., Ste. 200, Southfield, MI 48075	248-443-0370	Yes
Detroit Urban League	Pat Buchanan	208 Mack Ave., Detroit, 48201	313-832-4600	No
American Women in Radio and TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, Va 22102	703-506-3266	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	Yes
Michigan Assoc. of Broadcasters	Job Bank	819 N. Washington, Lansing, MI 48906 www.michmag.com	517-484-5810	No
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste. 801, Arlington, VA 22209	703-522-2214	No
State of Michigan Dept. of Career Development	Rose Marie Harrell	455 W. Fort St., 2 nd Floor, Detroit, 48226	313-965-5705	Yes
North American Indian Assoc. of Detroit	Myrtle McCall	22720 Plymouth Rd., Redford, MI 48239	313-535-2966	No
Latin Americans for Social & Economic Development		4138 W. Vernor Hwy., Detroit, MI 48209	313-554-2025	No
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Lawrence Technology University	Rochelle Marion – Career Services	21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4000	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
Specs Howard School of Broadcast Arts	Kathy McIntyre	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit 48202	313-577-4600	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859	989-774-7279	Yes
University of Michigan Job Placement	Kathleen Beardmore Career Center	515 Jefferson, Ann Arbor, MI 48109	734-764-7460	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing, MI 48224	517-355-9510 x124	No
Madonna University	Career Services	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5623	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	313-331-3311	No
Central Michigan University	Career Services	Mount Pleasant MI 48859	989-774-1394	No
Alma College	Center for Student Development	Alma, MI 48801		No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No

Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-629-0332	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48309	248-370-3250	No
Evangel Ministries	Aaron Richardson	13550 Stansbury, Detroit, MI 48227	313-836-7732	Yes
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes
America's Job Bank	Job Bank	www.ajb.dnj.us/employer		No
TV Jobs.com	Job Bank	www.tvjobs.com		No
CBS Detroit Web Site	Human Resources	www.4anddetroit.com		n/a
Spots-n-Dots		dai@spotsndots.com		No
Internal Posting – Local and all CBS Stations	Human Resources			n/a
Teamer & Associates		1300 E. Lafayette Blvd., Ste. 503, Detroit, MI 48207	313-309-0303	Yes
Field Street Community Association		3007 Field, Detroit, MI 48214		Yes
Marygrove College	Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Southwest Detroit Self-Sufficiency Center	Gloria Messenger	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
Michigan Talent Bank	Job Bank	www.michworks.org		No
SER Metro Detroit Jobs for Progress	Meisema A. Poole Godbaldo	9301 Michigan Ave., Detroit, MI 48210	313-945-5200	Yes

Job Title: Traffic Coordinator – WWJ TV**Referral Source(s) of Hiree: Employee Referral****Vacancy#13**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Alpha Capital Management	Bob Warfield	600 W. Lafayette, Detroit 48226	313-964-1840	No
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Ave., Detroit, 48204	313-491-0003	No
Operation Able	Shirley Sutton/Phil Floyd	17117 W. 9 Mile Rd., Ste. 200, Southfield, MI 48075	248-443-0370	Yes
Detroit Urban League	Pat Buchanan	208 Mack Ave., Detroit, 48201	313-832-4600	No
American Women in Radio and TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, Va 22102	703-506-3266	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	Yes
Michigan Assoc. of Broadcasters	Job Bank	819 N. Washington, Lansing, MI 48906 www.michmab.com	517-484-5810	No
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste. 801, Arlington, VA 22209	703-522-2214	No
State of Michigan Dept. of Career Development	Rose Marie Harrell	455 W. Fort St., 2 nd Floor, Detroit, 48226	313-965-5705	Yes
North American Indian Assoc. of Detroit	Myrtle McCall	22720 Plymouth Rd., Redford, MI 48239	313-535-2966	No
Latin Americans for Social & Economic Development		4138 W. Vernor Hwy., Detroit, MI 48209	313-554-2025	No
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Lawrence Technology University	Rochelle Marion – Career Services	21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4000	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
Spes Howard School of Broadcast Arts	Kathy McIntyre	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit 48202	313-577-4600	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859	989-774-7279	Yes
University of Michigan Job Placement	Kathleen Beardmore Career Center	515 Jefferson, Ann Arbor, MI 48109	734-764-7460	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing, MI 48224	517-355-9510 x124	No
Madonna University	Career Services	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5623	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	313-331-3311	No
Central Michigan University	Career Services	Mount Pleasant MI 48859	989-774-1394	No
Alma College	Center for Student Development	Alma, MI 48801		No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No

Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-629-0332	No
America's Job Bank	Job Bank	www.ajb.dni.us/employer		No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48309	248-370-3250	No
TV Jobs.com	Job Bank	www.tvjobs.com		No
CBS Detroit Web Site	Human Resources	www.cbsdetroit.com		n/a
UPN Detroit Web Site	Human Resources	www.upndetroit.com		n/a
Internal Posting – Local and all CBS Stations	Human Resources			n/a
Teamer & Associates		1300 E. Lafayette Blvd., Ste. 503, Detroit, MI 48207	313-309-0303	Yes
Field Street Community Association		3007 Field, Detroit, MI 48214		Yes
Evangel Ministries	Aaron Richardson	13550 Stansbury, Detroit, MI 48227	313-836-7732	Yes
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes
Marygrove College	Ce' An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Southwest Detroit Self-Sufficiency Center	Gloria Messenger	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
Michigan Talent Bank	Job Bank	www.michworks.org		No
SER Metro Detroit Jobs for Progress	Meisema A. Poole Godbaldo	9301 Michigan Ave., Detroit, MI 48210	313-945-5200	Yes

Job Title: Traffic Manager - WWJ TV**Referral Source(s) of Hiree: Internal Posting - Promotion****Vacancy#14**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Alpha Capital Management	Bob Warfield	600 W. Lafayette. Detroit 48226	313-964-1840	No
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Ave., Detroit, 48204	313-491-0003	No
Operation Able	Shirley Sutton/Phil Floyd	17117 W. 9 Mile Rd., Ste. 200. Southfield, MI 48075	248-443-0370	Yes
Detroit Urban League	Pat Buchanan	208 Mack Ave., Detroit, 48201	313-832-4600	No
American Women in Radio and TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, Va 22102	703-506-3266	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	Yes
Michigan Assoc. of Broadcasters	Job Bank	819 N. Washington, Lansing, MI 48906 www.michmab.com	517-484-5810	No
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste. 801, Arlington, VA 22209	703-522-2214	No
State of Michigan Dept. of Career Development	Rose Marie Harrell	455 W. Fort St., 2 nd Floor, Detroit, 48226	313-965-5705	Yes
North American Indian Assoc. of Detroit	Myrtle McCall	22720 Plymouth Rd., Redford, MI 48239	313-535-2966	No
Latin Americans for Social & Economic Development		4138 W. Vernor Hwy., Detroit, MI 48209	313-554-2025	No
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Lawrence Technology University	Rochele Marion – Career Services	21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4000	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
Speers Howard School of Broadcast Arts	Kathy McIntyre	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit 48202	313-577-4600	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859	989-774-7279	Yes
University of Michigan Job Placement	Kathleen Beardmore Career Center	515 Jefferson, Ann Arbor, MI 48109	734-764-7460	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing, MI 48224	517-355-9510 x124	No
Madonna University	Career Services	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5623	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	313-331-3311	No
Central Michigan University	Career Services	Mount Pleasant MI 48859	989-774-1394	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48909	248-370-3250	No
Alma College	Center for Student Development	Alma, MI 48801		No

Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-629-0332	No
Evangel Ministries	Amanda Johnson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Broadcasting & Cable Magazine	Yuki Atsumi – Classified Advertising	360 Park Avenue South, 14 th Floor, New York, NY 10010	646-746-6949	No
Television Weekly Magazine	Charley Daniels – Classified Advertising		323-370-2415	No
America's Job Bank	Job Bank	www.ajb.dni.us/employer		No
TV Jobs.com	Job Bank	www.tvjobs.com		No
CBS Detroit Web Site	Human Resources	www.cbسدetroit.com		n/a
UPN Detroit Web Site	Human Resources	www.upndetroit.com		n/a
Internal Posting – Local and all CBS Stations	Human Resources			n/a
Teamer & Associates		1300 E. Lafayette Blvd., Ste. 503, Detroit, MI 48207	313-309-0303	Yes
Field Street Community Association		3007 Field, Detroit, MI 48214		Yes
Marygrove College	Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Southwest Detroit Self-Sufficiency Center	Gloria Messenger	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
Michigan Talent Bank	Job Bank	www.michworks.org		No
SER Metro Detroit Jobs for Progress	Meisema A. Poole Godbaldo	9301 Michigan Ave., Detroit, MI 48210	313-945-5200	Yes
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes

Job Title: Retail Account Executive – WKBD TV**Referral Source(s) of Hiree: Industry Referral****Vacancy#15**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Alpha Capital Management	Bob Warfield	600 W. Lafayette. Detroit 48226	313-964-1840	No
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Ave., Detroit, 48204	313-491-0003	No
Operation Able	Shirley Sutton/Phil Floyd	17117 W. 9 Mile Rd., Ste. 200, Southfield, MI 48075	248-443-0370	Yes
Detroit Urban League	Pat Buchanan	208 Mack Ave., Detroit, 48201	313-832-4600	No
American Women in Radio and TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, Va 22102	703-506-3266	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	Yes
Michigan Assoc. of Broadcasters	Job Bank	819 N. Washington, Lansing, MI 48906 www.michmab.com	517-484-5810	No
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste. 801, Arlington, VA 22209	703-522-2214	No
State of Michigan Dept. of Career Development	Rose Marie Harrell	455 W. Fort St., 2 nd Floor, Detroit, 48226	313-965-5705	Yes
North American Indian Assoc. of Detroit	Myrtle McCall	22720 Plymouth Rd., Redford, MI 48239	313-535-2966	No
Latin Americans for Social & Economic Development		4138 W. Vernor Hwy., Detroit, MI 48209	313-554-2025	No
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Lawrence Technology University	Rochelle Marion – Career Services	21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4000	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
Specs Howard School of Broadcast Arts	Kathy McIntyre	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit 48202	313-577-4600	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859	989-774-7279	Yes
University of Michigan Job Placement	Kathleen Beardmore Career Center	515 Jefferson, Ann Arbor, MI 48109	734-764-7460	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing, MI 48224	517-355-9510 x124	No
Madonna University	Career Services	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5623	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	313-331-3311	No
Central Michigan University	Career Services	Mount Pleasant MI 48859	989-774-1394	No
Alma College	Center for Student Development	Alma, MI 48801		No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No

Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-629-0332	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48309	248-370-3250	No
America's Job Bank	Job Bank	www.ajb.dni.us/employer		No
TV Jobs.com	Job Bank	www.tvjobs.com		No
CBS Detroit Web Site	Human Resources	www.cbsdetroit.com		n/a
UPN Detroit Web Site	Human Resources	www.upndetroit.com		n/a
Internal Posting – Local and all CBS Stations	Human Resources			n/a
Teamer & Associates		1300 E. Lafayette Blvd., Ste. 503, Detroit, MI 48207	313-309-0303	Yes
Field Street Community Association		3007 Field, Detroit, MI 48214		Yes
Marygrove College	Ce' An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Southwest Detroit Self-Sufficiency Center	Gloria Messenger	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
Michigan Talent Bank	Job Bank	www.michworks.org		No
SER Metro Detroit Jobs for Progress	Meisema A. Poole Godbaldo	9301 Michigan Ave., Detroit, MI 48210	313-945-5200	Yes
House of Freedom	Pastor Wyatt	368 Sallotte, Ecorse, MI 48229	313-389-1267	Yes

Job Title: Account Executive - WWJ TV
Referral Source(s) of Hiree: Employee Referral

Vacancy#16

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Alpha Capital Management	Bob Warfield	600 W. Lafayette, Detroit 48226	313-964-1840	No
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Ave., Detroit, 48204	313-491-0003	No
Operation Able	Shirley Sutton/Phil Floyd	17117 W. 9 Mile Rd., Ste. 200, Southfield, MI 48075	248-443-0370	Yes
Detroit Urban League	Pat Buchanan	208 Mack Ave., Detroit, 48201	313-832-4600	No
American Women in Radio and TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, Va 22102	703-506-3266	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	Yes
Michigan Assoc. of Broadcasters	Job Bank	819 N. Washington, Lansing, MI 48906 www.michmab.com	517-484-5810	No
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste. 801, Arlington, VA 22209	703-522-2214	No
State of Michigan Dept. of Career Development	Rose Marie Harrell	455 W. Fort St., 2 nd Floor, Detroit, 48226	313-965-5705	Yes
North American Indian Assoc. of Detroit	Myrtle McCall	22720 Plymouth Rd., Redford, MI 48239	313-535-2966	No
Latin Americans for Social & Economic Development		4138 W. Vernor Hwy., Detroit, MI 48209	313-554-2025	No
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Lawrence Technology University	Rochelle Marion – Career Services	21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4000	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
Specs Howard School of Broadcast Arts	Kathy McIntyre	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit 48202	313-577-4600	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859	989-774-7279	Yes
University of Michigan Job Placement	Kathleen Beardmore Career Center	515 Jefferson, Ann Arbor, MI 48109	734-764-7460	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing, MI 48224	517-355-9510 x124	No
Madonna University	Career Services	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5623	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	313-331-3311	No
Central Michigan University	Career Services	Mount Pleasant MI 48859	989-774-1394	No
Alma College	Center for Student Development	Alma, MI 48801		No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No

Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-629-0332	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48309	248-370-3250	No
America's Job Bank	Job Bank	www.ajb.dni.us/employer		No
TV Jobs.com	Job Bank	www.tvjobs.com		No
CBS Detroit Web Site	Human Resources	www.cbsdetroit.com		n/a
UPN Detroit Web Site	Human Resources	www.upndetroit.com		n/a
Internal Posting – Local and all CBS Stations	Human Resources			n/a
Teamer & Associates		1300 E. Lafayette Blvd., Ste. 503, Detroit, MI 48207	313-309-0303	Yes
Field Street Community Association		3007 Field, Detroit, MI 48214		Yes
Marygrove College	Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Southwest Detroit Self-Sufficiency Center	Gloria Messenger	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
Michigan Talent Bank	Job Bank	www.michworks.org		No
SER Metro Detroit Jobs for Progress	Meisema A. Poole Godbaldo	9301 Michigan Ave., Detroit, MI 48210	313-945-5200	Yes
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes

Job Title: Research Manager**Referral Source(s) of Hiree: Spots-n-Dots web site posting****Vacancy#17**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Alpha Capital Management	Bob Warfield	600 W. Lafayette, Detroit 48226	313-964-1840	No
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Ave., Detroit, 48204	313-491-0003	No
Operation Able	Shirley Sutton/Phil Floyd	17117 W. 9 Mile Rd., Ste. 200, Southfield, MI 48075	248-443-0370	Yes
Detroit Urban League	Pat Buchanan	208 Mack Ave., Detroit, 48201	313-832-4600	No
American Women in Radio and TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, Va 22102	703-506-3266	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	Yes
Michigan Assoc. of Broadcasters	Job Bank	819 N. Washington, Lansing, MI 48906 www.michmab.com	517-484-5810	No
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste. 801, Arlington, VA 22209	703-522-2214	No
State of Michigan Dept. of Career Development	Rose Marie Harrell	455 W. Fort St., 2 nd Floor, Detroit, 48226	313-965-5705	Yes
North American Indian Assoc. of Detroit	Myrtle McCall	22720 Plymouth Rd., Redford, MI 48239	313-535-2966	No
Latin Americans for Social & Economic Development		4138 W. Vernor Hwy., Detroit, MI 48209	313-554-2025	No
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Lawrence Technology University	Rochelle Marion – Career Services	21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4000	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
Specs Howard School of Broadcast Arts	Kathy McIntyre	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit 48202	313-577-4600	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859	989-774-7279	Yes
University of Michigan Job Placement	Kathleen Beardmore Career Center	515 Jefferson, Ann Arbor, MI 48109	734-764-7460	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing, MI 48224	517-355-9510 x124	No
Madonna University	Career Services	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5623	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	313-331-3311	No
Central Michigan University	Career Services	Mount Pleasant MI 48859	989-774-1394	No
Alma College	Center for Student Development	Alma, MI 48801		No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No

Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-629-0332	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48309	248-370-3250	No
America's Job Bank	Job Bank	www.ajb.dni.us/employer		No
TV Jobs.com	Job Bank	www.tvjobs.com		No
CBS Detroit Web Site	Human Resources	www.cbسدetroit.com		n/a
UPN Detroit Web Site	Human Resources	www.upndetroit.com		n/a
Internal Posting – Local and all CBS Stations	Human Resources			n/a
Teamer & Associates		1300 E. Lafayette Blvd., Ste. 503, Detroit, MI 48207	313-309-0303	Yes
Field Street Community Association		3007 Field, Detroit, MI 48214		Yes
Marygrove College	Ce' An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Southwest Detroit Self-Sufficiency Center	Gloria Messenger	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
Michigan Talent Bank	Job Bank	www.michworks.org		No
SER Metro Detroit Jobs for Progress	Meisema A. Poole Godbaldo	9301 Michigan Ave., Detroit, MI 48210	313-945-5200	Yes
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes
Spots-n-Dots	Website Posting	dni@spotsndots.com		No

Job Title: Sales Assistant – WKBD TV**Referral Source(s) of Hiree: Industry Posting****Vacancy#18**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Alpha Capital Management	Bob Warfield	600 W. Lafayette, Detroit 48226	313-964-1840	No
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Ave., Detroit, 48204	313-491-0003	No
Operation Able	Shirley Sutton/Phil Floyd	17117 W. 9 Mile Rd., Ste. 200, Southfield, MI 48075	248-443-0370	Yes
Detroit Urban League	Pat Buchanan	208 Mack Ave., Detroit, 48201	313-832-4600	No
American Women in Radio and TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, Va 22102	703-506-3266	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	Yes
Michigan Assoc. of Broadcasters	Job Bank	819 N. Washington, Lansing, MI 48906 www.michmab.com	517-484-5810	No
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste. 801, Arlington, VA 22209	703-522-2214	No
State of Michigan Dept. of Career Development	Rose Marie Harrell	455 W. Fort St., 2 nd Floor, Detroit, 48226	313-965-5705	Yes
North American Indian Assoc. of Detroit	Myrtle McCall	22720 Plymouth Rd., Redford, MI 48239	313-535-2966	No
Latin Americans for Social & Economic Development		4138 W. Vernor Hwy., Detroit, MI 48209	313-554-2025	No
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Lawrence Technology University	Rochelle Marion – Career Services	21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4000	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
Specs Howard School of Broadcast Arts	Kathy McIntyre	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit 48202	313-577-4600	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859	989-774-7279	Yes
University of Michigan Job Placement	Kathleen Beardmore Career Center	515 Jefferson, Ann Arbor, MI 48109	734-764-7460	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing, MI 48224	517-355-9510 x124	No
Madonna University	Career Services	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5623	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	313-331-3311	No
Central Michigan University	Career Services	Mount Pleasant MI 48859	989-774-1394	No
Alma College	Center for Student Development	Alma, MI 48801		No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No

Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-629-0332	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48309	248-370-3250	No
America's Job Bank	Job Bank	www.ajb.dni.us/employer		No
TV Jobs.com	Job Bank	www.tvjobs.com		No
CBS Detroit Web Site	Human Resources	www.cbسدetroit.com		n/a
UPN Detroit Web Site	Human Resources	www.upndetroit.com		n/a
Internal Posting – Local and all CBS Stations	Human Resources			n/a
Teamer & Associates		1300 E. Lafayette Blvd., Ste. 503, Detroit, MI 48207	313-309-0303	Yes
Field Street Community Association		3007 Field, Detroit, MI 48214		Yes
Marygrove College	Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Southwest Detroit Self-Sufficiency Center	Gloria Messenger	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
Michigan Talent Bank	Job Bank	www.michworks.org		No
SER Metro Detroit Jobs for Progress	Meisema A. Poole Godbaldo	9301 Michigan Ave., Detroit, MI 48210	313-945-5200	Yes
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes

Job Title: General Sales Manager - WWJ TV**Referral Source(s) of Hiree: Industry Referral****Vacancy#19**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Alpha Capital Management	Bob Warfield	600 W. Lafayette, Detroit 48226	313-964-1840	No
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Ave., Detroit, 48204	313-491-0003	No
Operation Able	Shirley Sutton/Phil Floyd	17117 W. 9 Mile Rd., Ste. 200, Southfield, MI 48075	248-443-0370	Yes
Detroit Urban League	Pat Buchanan	208 Mack Ave., Detroit, 48201	313-832-4600	No
American Women in Radio and TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, Va 22102	703-506-3266	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	Yes
Michigan Assoc. of Broadcasters	Job Bank	819 N. Washington, Lansing, MI 48906 www.michmab.com	517-484-5810	No
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste. 801, Arlington, VA 22209	703-522-2214	No
State of Michigan Dept. of Career Development	Rose Marie Harrell	455 W. Fort St., 2 nd Floor, Detroit, 48226	313-965-5705	Yes
North American Indian Assoc. of Detroit	Myrtle McCall	22720 Plymouth Rd., Redford, MI 48239	313-535-2966	No
Latin Americans for Social & Economic Development		4138 W. Vernor Hwy., Detroit, MI 48209	313-554-2025	No
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Lawrence Technology University	Rochelle Marion - Career Services	21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4000	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
Spees Howard School of Broadcast Arts	Kathy McIntyre	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit 48202	313-577-4600	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859	989-774-7279	Yes
University of Michigan Job Placement	Kathleen Beardmore Career Center	515 Jefferson, Ann Arbor, MI 48109	734-764-7460	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing, MI 48224	517-355-9510 x124	No
Madonna University	Career Services	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5623	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	313-331-3311	No
Central Michigan University	Career Services	Mount Pleasant MI 48859	989-774-1394	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48909	248-370-3250	No
Alma College	Center for Student Development	Alma, MI 48801		No

Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-629-0332	No
Evangel Ministries	Amanda Johnson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Broadcasting & Cable Magazine	Yuki Atsumi – Classified Advertising	360 Park Avenue South, 14 th Floor, New York, NY 10010	646-746-6949	No
Television Weekly Magazine	Charley Daniels – Classified Advertising		323-370-2415	No
America's Job Bank	Job Bank	www.ajb.dni.us/employer		No
TV Jobs.com	Job Bank	www.tvjobs.com		No
CBS Detroit Web Site	Human Resources	www.cbسدetroit.com		n/a
UPN Detroit Web Site	Human Resources	www.upndetroit.com		n/a
Internal Posting – Local and all CBS Stations	Human Resources			n/a
Teamer & Associates		1300 E. Lafayette Blvd., Ste. 503, Detroit, MI 48207	313-309-0303	Yes
Field Street Community Association		3007 Field, Detroit, MI 48214		Yes
Marygrove College	Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Southwest Detroit Self-Sufficiency Center	Gloria Messenger	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
Michigan Talent Bank	Job Bank	www.michworks.org		No
SER Metro Detroit Jobs for Progress	Meisema A. Poole Godbaldo	9301 Michigan Ave., Detroit, MI 48210	313-945-5200	Yes
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes
Spots-n-Dots	Website Posting	dai@spotsndots.com		No

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

Vacancy#20

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Alpha Capital Management	Bob Warfield	600 W. Lafayette, Detroit 48226	313-964-1840	No
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Ave., Detroit, 48204	313-491-0003	No
Operation Able	Shirley Sutton/Phil Floyd	17117 W. 9 Mile Rd., Ste. 200, Southfield, MI 48075	248-443-0370	Yes
Detroit Urban League	Pat Buchanan	208 Mack Ave., Detroit, 48201	313-832-4600	No
American Women in Radio and TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, Va 22102	703-506-3266	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	Yes
Michigan Assoc. of Broadcasters	Job Bank	819 N. Washington, Lansing, MI 48906 www.miehmab.com	517-484-5810	No
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste. 801, Arlington, VA 22209	703-522-2214	No
State of Michigan Dept. of Career Development	Rose Marie Harrell	455 W. Fort St., 2 nd Floor, Detroit, 48226	313-965-5705	Yes
North American Indian Assoc. of Detroit	Myrtle McCall	22720 Plymouth Rd., Redford, MI 48239	313-535-2966	No
Latin Americans for Social & Economic Development		4138 W. Vernor Hwy., Detroit, MI 48209	313-554-2025	No
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Lawrence Technology University	Rochelle Marion -- Career Services	21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4000	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
Specs Howard School of Broadcast Arts	Kathy McIntyre	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit 48202	313-577-4600	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859	989-774-7279	Yes
University of Michigan Job Placement	Kathleen Beardmore Career Center	515 Jefferson, Ann Arbor, MI 48109	734-764-7460	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing, MI 48224	517-355-9510 x124	No
Madonna University	Career Services	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5623	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	313-331-3311	No
Central Michigan University	Career Services	Mount Pleasant MI 48859	989-774-1394	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48909	248-370-3250	No
Alma College	Center for Student Development	Alma, MI 48801		No

Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-629-0332	No
Evangel Ministries	Amanda Johnson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
America's Job Bank	Job Bank	www.ajb.dui.us/employer		No
TV Jobs.com	Job Bank	www.tvjobs.com		No
CBS Detroit Web Site	Human Resources	www.cbsdetroit.com		n/a
UPN Detroit Web Site	Human Resources	www.upndetroit.com		n/a
Internal Posting – Local and all CBS Stations	Human Resources			n/a
Teamer & Associates		1300 E. Lafayette Blvd., Ste. 503, Detroit, MI 48207	313-309-0303	Yes
Field Street Community Association		3007 Field, Detroit, MI 48214		Yes
Marygrove College	Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Southwest Detroit Self-Sufficiency Center	Gloria Messenger	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
Michigan Talent Bank	Job Bank	www.michworks.org		No
SER Metro Detroit Jobs for Progress	Meisema A. Poole Godbaldo	9301 Michigan Ave., Detroit, MI 48210	313-945-5200	Yes
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes

Job Title: National Sales Manager - WKBD TV**Referral Source(s) of Hiree: Employee Referral****Vacancy#21**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Alpha Capital Management	Bob Warfield	600 W. Lafayette, Detroit 48226	313-964-1840	No
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Ave., Detroit, 48204	313-491-0003	No
Operation Able	Shirley Sutton/Phil Floyd	17117 W. 9 Mile Rd., Ste. 200, Southfield, MI 48075	248-443-0370	Yes
Detroit Urban League	Pat Buchanan	208 Mack Ave., Detroit, 48201	313-832-4600	No
American Women in Radio and TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, Va 22102	703-506-3266	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	Yes
Michigan Assoc. of Broadcasters	Job Bank	819 N. Washington, Lansing, MI 48906 www.michmab.com	517-484-5810	No
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste. 801, Arlington, VA 22209	703-522-2214	No
State of Michigan Dept. of Career Development	Rose Marie Harrell	455 W. Fort St., 2 nd Floor, Detroit, 48226	313-965-5705	Yes
North American Indian Assoc. of Detroit	Myrtle McCall	22720 Plymouth Rd., Redford, MI 48239	313-535-2966	No
Latin Americans for Social & Economic Development		4138 W. Vernor Hwy., Detroit, MI 48209	313-554-2025	No
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Lawrence Technology University	Rochelle Marion - Career Services	21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4000	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
Specs Howard School of Broadcast Arts	Kathy McIntyre	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit 48202	313-577-4600	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859	989-774-7279	Yes
University of Michigan Job Placement	Kathleen Beardmore Career Center	515 Jefferson, Ann Arbor, MI 48109	734-764-7460	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing, MI 48224	517-355-9510 x124	No
Madonna University	Career Services	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5623	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	313-331-3311	No
Central Michigan University	Career Services	Mount Pleasant MI 48859	989-774-1394	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48909	248-370-3250	No
Alma College	Center for Student Development	Alma, MI 48801		No

Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-629-0332	No
Evangel Ministries	Amanda Johnson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Television Weekly Magazine	Charley Daniels – Classified Advertising		323-370-2415	No
America's Job Bank	Job Bank	www.ajb.dmj.us/employer		No
TV Jobs.com	Job Bank	www.tvjobs.com		No
CBS Detroit Web Site	Human Resources	www.cbsdetroit.com		n/a
UPN Detroit Web Site	Human Resources	www.upndetroit.com		n/a
Internal Posting – Local and all CBS Stations	Human Resources			n/a
Teamer & Associates		1300 E. Lafayette Blvd., Ste. 503, Detroit, MI 48207	313-309-0303	Yes
Field Street Community Association		3007 Field, Detroit, MI 48214		Yes
Marygrove College	Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Southwest Detroit Self-Sufficiency Center	Gloria Messenger	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
Michigan Talent Bank	Job Bank	www.michworks.org		No
SER Metro Detroit Jobs for Progress	Meisema A. Poole Godbaldo	9301 Michigan Ave., Detroit, MI 48210	313-945-5200	Yes
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-380-1267	Yes

Job Title: Account Executive – WKBD TV**Referral Source(s) of Hiree: Adcraft Ad Placement**

Vacancy#22

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Alpha Capital Management	Bob Warfield	600 W. Lafayette, Detroit 48226	313-964-1840	No
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Ave., Detroit, 48204	313-491-0003	No
Operation Able	Shirley Sutton/Phil Floyd	17117 W. 9 Mile Rd., Ste. 200, Southfield, MI 48075	248-443-0370	Yes
Detroit Urban League	Pat Buchanan	208 Mack Ave., Detroit, 48201	313-832-4600	No
American Women in Radio and TV	Amy Lotz	8405 Greenshoro Dr., Ste. 800, McLean, Va 22102	703-506-3266	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	Yes
Michigan Assoc. of Broadcasters	Job Bank	819 N. Washington, Lansing, MI 48906 www.michmab.com	517-484-5810	No
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste. 801, Arlington, VA 22209	703-522-2214	No
State of Michigan Dept. of Career Development	Rose Marie Harrell	455 W. Fort St., 2 nd Floor, Detroit, 48226	313-965-5705	Yes
North American Indian Assoc. of Detroit	Myrtle McCall	22720 Plymouth Rd., Redford, MI 48239	313-535-2966	No
Latin Americans for Social & Economic Development		4138 W. Vernor Hwy., Detroit, MI 48209	313-554-2025	No
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Lawrence Technology University	Rochelle Marion – Career Services	21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4000	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
Specs Howard School of Broadcast Arts	Kathy McIntyre	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit 48202	313-577-4600	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859	989-774-7279	Yes
University of Michigan Job Placement	Kathleen Beardmore Career Center	515 Jefferson, Ann Arbor, MI 48109	734-764-7460	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing, MI 48224	517-355-9510 x124	No
Madonna University	Career Services	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5623	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	313-331-3311	No
Central Michigan University	Career Services	Mount Pleasant MI 48859	989-774-1394	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48909	248-370-3250	No
Alma College	Center for Student Development	Alma, MI 48801		No

Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-629-0332	No
Evangel Ministries	Amanda Johnson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Arcrafter Magazine	Bob Greenie	3011 W. Grand Blvd., Detroit, MI 48202	313-872-7850	No
America's Job Bank	Job Bank	www.aib.dmi.us/employer		No
TV Jobs.com	Job Bank	www.tvjobs.com		No
CBS Detroit Web Site	Human Resources	www.cbsdetroit.com		n/a
UPN Detroit Web Site	Human Resources	www.upndetroit.com		n/a
Internal Posting – Local and all CBS Stations	Human Resources			n/a
Teamer & Associates		1300 E. Lafayette Blvd., Ste. 503, Detroit, MI 48207	313-309-0303	Yes
Field Street Community Association		3007 Field, Detroit, MI 48214		Yes
Marygrove College	Ce' An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Southwest Detroit Self-Sufficiency Center	Gloria Messenger	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
Michigan Talent Bank	Job Bank	www.michworks.org		No
SER Metro Detroit Jobs for Progress	Meisema A. Poole Godbaldo	9301 Michigan Ave., Detroit, MI 48210	313-945-5200	Yes
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes

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

Vacancy#23

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Alpha Capital Management	Bob Warfield	600 W. Lafayette. Detroit 48226	313-964-1840	No
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Ave., Detroit, 48204	313-491-0003	No
Operation Able	Shirley Sutton/Phil Floyd	17117 W. 9 Mile Rd., Ste. 200, Southfield, MI 48075	248-443-0370	Yes
Detroit Urban League	Pat Buchanan	208 Mack Ave., Detroit, 48201	313-832-4600	No
American Women in Radio and TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, Va 22102	703-506-3266	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	Yes
Michigan Assoc. of Broadcasters	Job Bank	819 N. Washington, Lansing, MI 48906 www.michmab.com	517-484-5810	No
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste. 801, Arlington, VA 22209	703-522-2214	No
State of Michigan Dept. of Career Development	Rose Marie Harrell	455 W. Fort St., 2 nd Floor, Detroit, 48226	313-965-5705	Yes
North American Indian Assoc. of Detroit	Myrtle McCall	22720 Plymouth Rd., Redford, MI 48239	313-535-2966	No
Latin Americans for Social & Economic Development		4138 W. Vernor Hwy., Detroit, MI 48209	313-554-2025	No
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Lawrence Technology University	Rochelle Marion - Career Services	21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4000	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
Spees Howard School of Broadcast Arts	Kathy McIntyre	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit 48202	313-577-4600	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859	989-774-7279	Yes
University of Michigan Job Placement	Kathleen Beardmore Career Center	515 Jefferson, Ann Arbor, MI 48109	734-764-7460	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing, MI 48224	517-355-9510 x124	No
Madonna University	Career Services	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5623	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	313-331-3311	No
Central Michigan University	Career Services	Mount Pleasant MI 48859	989-774-1394	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48909	248-370-3250	No
Alma College	Center for Student Development	Alma, MI 48801		No

Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-629-0332	No
Evangel Ministries	Amanda Johnson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Adcrafter Magazine	Bob Greenie	3011 W. Grand Blvd., Detroit, MI 48202	313-872-7850	No
America's Job Bank	Job Bank	www.ajb.dni.us/employer		No
TV Jobs.com	Job Bank	www.tvjobs.com		No
CBS Detroit Web Site	Human Resources	www.cbsdetroit.com		n/a
UPN Detroit Web Site	Human Resources	www.upndetroit.com		n/a
Internal Posting – Local and all CBS Stations	Human Resources			n/a
Teamer & Associates		1300 E. Lafayette Blvd., Ste. 503, Detroit, MI 48207	313-309-0303	Yes
Field Street Community Association		3007 Field, Detroit, MI 48214		Yes
Marygrove College	Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Southwest Detroit Self-Sufficiency Center	Gloria Messenger	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
Michigan Talent Bank	Job Bank	www.michworks.org		No
SER Metro Detroit Jobs for Progress	Meisema A. Poole Godbaldo	9301 Michigan Ave., Detroit, MI 48210	313-945-5200	Yes
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes

Job Title: Director of Creative Services**Referral Source(s) of Hiree: Variety.com (Broadcasting & Cable)**

Vacancy#24

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Alpha Capital Management	Bob Warfield	600 W. Lafayette, Detroit 48226	313-964-1840	No
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Ave., Detroit, 48204	313-491-0003	No
Operation Able	Shirley Sutton/Phil Floyd	17117 W. 9 Mile Rd., Ste. 200, Southfield, MI 48075	248-443-0370	Yes
Detroit Urban League	Pat Buchanan	208 Mack Ave., Detroit, 48201	313-832-4600	No
American Women in Radio and TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, Va 22102	703-506-3266	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	Yes
Michigan Assoc. of Broadcasters	Job Bank	819 N. Washington, Lansing, MI 48906 www.michuab.com	517-484-5810	No
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste. 801, Arlington, VA 22209	703-522-2214	No
State of Michigan Dept. of Career Development	Rose Marie Harrell	455 W. Fort St., 2 nd Floor, Detroit, 48226	313-965-5705	Yes
North American Indian Assoc. of Detroit	Myrtle McCall	22720 Plymouth Rd., Redford, MI 48239	313-535-2966	No
Latin Americans for Social & Economic Development		4138 W. Vernor Hwy., Detroit, MI 48209	313-554-2025	No
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Lawrence Technology University	Rochelle Marion – Career Services	21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4000	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
Specs Howard School of Broadcast Arts	Kathy McIntyre	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit 48202	313-577-4600	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859	989-774-7279	Yes
University of Michigan Job Placement	Kathleen Beardmore Career Center	515 Jefferson, Ann Arbor, MI 48109	734-764-7460	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing, MI 48224	517-355-9510 x124	No
Madonna University	Career Services	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5623	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	313-331-3311	No
Central Michigan University	Career Services	Mount Pleasant MI 48859	989-774-1394	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48909	248-370-3250	No
Alma College	Center for Student Development	Alma, MI 48801		No

Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-629-0332	No
Evangel Ministries	Amanda Johnson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Adcrafter Magazine	Bob Greenie	3011 W. Grand Blvd., Detroit, MI 48202	313-872-7850	No
NATAS	Website Posting	Emmyonline.org		No
Graeme Newell's Marketing Ideanet	Website Posting	www.602communications.com		No
Broadcasting & Cable Magazine	Katie Rosa	Katie.rosa@variety.com		No
Television Weekly Magazine	Marc Abrams	www.tvweek.com		No
Broadcast Compliance Services (MAB)	Robin Cooper	www.bcs-ok.com website posting		Yes
Spots-n-Dots	Alice Riehl	www.spotsndots.com		No
America's Job Bank	Job Bank	www.aib.dmi.us/employer		No
TV Jobs.com	Job Bank	www.tvjobs.com		No
CBS Detroit Web Site	Human Resources	www.cbsdetroit.com		n/a
UPN Detroit Web Site	Human Resources	www.upndetroit.com		n/a
Internal Posting – Local and all CBS Stations	Human Resources			n/a
Teamer & Associates		1300 E. Lafayette Blvd., Ste. 503, Detroit, MI 48207	313-309-0303	Yes
Field Street Community Association		3007 Field, Detroit, MI 48214		Yes
Marygrove College	Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Southwest Detroit Self-Sufficiency Center	Gloria Messenger	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
Michigan Talent Bank	Job Bank	www.michworks.org		No
SER Metro Detroit Jobs for Progress	Meisema A. Poole Godhaldo	9301 Michigan Ave., Detroit, MI 48210	313-945-5200	Yes
House of Freedom	Pastor Wyatt	368 Salihotte, Ecorse, MI 48229	313-389-1267	Yes

Job Title: New Business Development Sales Manager – WKBD TV**Referral Source(s) of Hire: UPN Detroit.com website Posting****Vacancy#25**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Alpha Capital Management	Bob Warfield	600 W. Lafayette, Detroit 48226	313-964-1840	No
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Ave., Detroit, 48204	313-491-0003	No
Operation Able	Shirley Sutton/Phil Floyd	17117 W. 9 Mile Rd., Ste. 200, Southfield, MI 48075	248-443-0370	Yes
Detroit Urban League	Pat Buchanan	208 Mack Ave., Detroit, 48201	313-832-4600	No
American Women in Radio and TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, Va 22102	703-506-3266	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	Yes
Michigan Assoc. of Broadcasters	Job Bank	819 N. Washington, Lansing, MI 48906 www.michmab.com	517-484-5810	No
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste. 801, Arlington, VA 22209	703-522-2214	No
State of Michigan Dept. of Career Development	Rose Marie Harrell	455 W. Fort St., 2 nd Floor, Detroit, 48226	313-965-5705	Yes
North American Indian Assoc. of Detroit	Myrtle McCall	22720 Plymouth Rd., Redford, MI 48239	313-535-2966	No
Latin Americans for Social & Economic Development		4138 W. Vernor Hwy., Detroit, MI 48209	313-554-2025	No
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Lawrence Technology University	Rochelle Marion – Career Services	21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4000	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
Specs Howard School of Broadcast Arts	Kathy McIntyre	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit 48202	313-577-4600	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859	989-774-7279	Yes
University of Michigan Job Placement	Kathleen Beardmore Career Center	515 Jefferson, Ann Arbor, MI 48109	734-764-7460	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing, MI 48224	517-355-9510 x124	No
Madonna University	Career Services	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5623	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	313-331-3311	No
Central Michigan University	Career Services	Mount Pleasant MI 48859	989-774-1394	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48909	248-370-3250	No
Alma College	Center for Student Development	Alma, MI 48801		No

Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-629-0332	No
Evangel Ministries	Amanda Johnson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Adcrafter Magazine	Bob Greenie	3011 W. Grand Blvd., Detroit, MI 48202	313-872-7850	No
Broadcast Compliance Services (MAB)	Robin Cooper	www.bcs-ok.com website posting		Yes
Spots-n-Dots	Alice Riehl	www.spotsndots.com		No
America's Job Bank	Job Bank	www.ajb.dni.us/employer		No
TV Jobs.com	Job Bank	www.tvjobs.com		No
CBS Detroit Web Site	Human Resources	www.cbsdetroit.com		n/a
UPN Detroit Web Site	Human Resources	www.upndetroit.com		n/a
Internal Posting – Local and all CBS Stations	Human Resources			n/a
Teamer & Associates		1300 E. Lafayette Blvd., Ste. 503, Detroit, MI 48207	313-309-0303	Yes
Field Street Community Association		3007 Field, Detroit, MI 48214		Yes
Marygrove College	Ce' An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Southwest Detroit Self-Sufficiency Center	Gloria Messenger	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
Michigan Talent Bank	Job Bank	www.michworks.org		No
SER Metro Detroit Jobs for Progress	Meisema A. Poole Godbaldo	9301 Michigan Ave., Detroit, MI 48210	313-945-5200	Yes
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes

Job Title: Retail Account Executive - WWJ TV
Referral Source(s) of Hiree: Unsolicited Referral
Vacancy#26

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Alpha Capital Management	Bob Warfield	600 W. Lafayette, Detroit 48226	313-964-1840	No
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Ave., Detroit, 48204	313-491-0003	No
Operation Able	Shirley Sutton/Phil Floyd	17117 W. 9 Mile Rd., Ste. 200, Southfield, MI 48075	248-443-0370	Yes
Detroit Urban League	Pat Buchanan	208 Mack Ave., Detroit, 48201	313-832-4600	No
American Women in Radio and TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, Va 22102	703-506-3266	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	Yes
Michigan Assoc. of Broadcasters	Job Bank	819 N. Washington, Lansing, MI 48906 www.michmab.com	517-484-5810	No
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste. 801, Arlington, VA 22209	703-522-2214	No
State of Michigan Dept. of Career Development	Rose Marie Harrell	455 W. Fort St., 2 nd Floor, Detroit, 48226	313-965-5705	Yes
North American Indian Assoc. of Detroit	Myrtle McCall	22720 Plymouth Rd., Redford, MI 48239	313-535-2966	No
Latin Americans for Social & Economic Development		4138 W. Vernor Hwy., Detroit, MI 48209	313-554-2025	No
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Lawrence Technology University	Rochelle Marion – Career Services	21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4000	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
Specs Howard School of Broadcast Arts	Kathy McIntyre	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit 48202	313-577-4600	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859	989-774-7279	Yes
University of Michigan Job Placement	Kathleen Beardmore Career Center	515 Jefferson, Ann Arbor, MI 48109	734-764-7460	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing, MI 48224	517-355-9510 x124	No
Madonna University	Career Services	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5623	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	313-331-3311	No
Central Michigan University	Career Services	Mount Pleasant MI 48859	989-774-1394	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48909	248-370-3250	No
Alma College	Center for Student Development	Alma, MI 48801		No

Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-629-0332	No
Fvangel Ministries	Amanda Johnson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Adcrafter Magazine	Bob Greenie	3011 W. Grand Blvd., Detroit, MI 48202	313-872-7850	No
Broadcast Compliance Services (MAB)	Robin Cooper	www.bcs-ok.com website posting		Yes
America's Job Bank	Job Bank	www.ajb.dni.us/employer		No
TV Jobs.com	Job Bank	www.tvjobs.com		No
CBS Detroit Web Site	Human Resources	www.cbsdetroit.com		n/a
UPN Detroit Web Site	Human Resources	www.upndetroit.com		n/a
Internal Posting – Local and all CBS Stations	Human Resources			n/a
Teamer & Associates		1300 E. Lafayette Blvd., Ste. 503, Detroit, MI 48207	313-309-0303	Yes
Field Street Community Association		3007 Field, Detroit, MI 48214		Yes
Marygrove College	Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Southwest Detroit Self-Sufficiency Center	Gloria Messenger	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
Michigan Talent Bank	Job Bank	www.michworks.org		No
SER Metro Detroit Jobs for Progress	Meisema A. Poole Godbaldo	9301 Michigan Ave., Detroit, MI 48210	313-945-5200	Yes
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes

Job Title: Retail Account Executive - WWJ TV
Referral Source(s) of Hiree: Unsolicited Referral
Vacancy#27

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Alpha Capital Management	Bob Warfield	600 W. Lafayette, Detroit 48226	313-964-1840	No
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Ave., Detroit, 48204	313-491-0003	No
Operation Able	Shirley Sutton/Phil Floyd	17117 W. 9 Mile Rd., Ste. 200, Southfield, MI 48075	248-443-0370	Yes
Detroit Urban League	Pat Buchanan	208 Mack Ave., Detroit, 48201	313-832-4600	No
American Women in Radio and TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, Va 22102	703-506-3266	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	Yes
Michigan Assoc. of Broadcasters	Job Bank	819 N. Washington, Lansing, MI 48906 www.michmab.com	517-484-5810	No
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste. 801, Arlington, VA 22209	703-522-2214	No
State of Michigan Dept. of Career Development	Rose Marie Harrell	455 W. Fort St., 2 nd Floor, Detroit, 48226	313-965-5705	Yes
North American Indian Assoc. of Detroit	Myrtle McCall	22720 Plymouth Rd., Redford, MI 48239	313-535-2966	No
Latin Americans for Social & Economic Development		4138 W. Vernor Hwy., Detroit, MI 48209	313-554-2025	No
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Lawrence Technology University	Rochelle Marion – Career Services	21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4000	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
Specs Howard School of Broadcast Arts	Kathy McIntyre	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit 48202	313-577-4600	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859	989-774-7279	Yes
University of Michigan Job Placement	Kathleen Beardmore Career Center	515 Jefferson, Ann Arbor, MI 48109	734-764-7460	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing, MI 48224	517-355-9510 x124	No
Madonna University	Career Services	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5623	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	313-331-3311	No
Central Michigan University	Career Services	Mount Pleasant MI 48859	989-774-1394	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48909	248-370-3250	No
Alma College	Center for Student Development	Alma, MI 48801		No

Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-629-0332	No
Evangel Ministries	Amanda Johnson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Adcrafter Magazine	Bob Greenie	3011 W. Grand Blvd., Detroit, MI 48202	313-872-7850	No
Broadcast Compliance Services (MAB)	Robin Cooper	www.bcs-ok.com website posting		Yes
America's Job Bank	Job Bank	www.ajb.dni.us/employer		No
TV Jobs.com	Job Bank	www.tvjobs.com		No
CBS Detroit Web Site	Human Resources	www.cbsdetroit.com		n/a
UPN Detroit Web Site	Human Resources	www.upndetroit.com		n/a
Internal Posting – Local and all CBS Stations	Human Resources			n/a
Teamer & Associates		1300 E. Lafayette Blvd., Ste. 503, Detroit, MI 48207	313-309-0303	Yes
Field Street Community Association		3007 Field, Detroit, MI 48214		Yes
Marygrove College	Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Southwest Detroit Self-Sufficiency Center	Gloria Messenger	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
Michigan Talent Bank	Job Bank	www.michworks.org		No
SER Metro Detroit Jobs for Progress	Meisema A. Poole Godbaldo	9301 Michigan Ave., Detroit, MI 48210	313-945-5200	Yes
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes

Job Title: Account Executive - WWJ TV**Referral Source(s) of Hire: Unsolicited Referral**

Vacancy#28

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Alpha Capital Management	Bob Warfield	600 W. Lafayette, Detroit 48226	313-964-1840	No
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Ave., Detroit, 48204	313-491-0003	No
Operation Able	Shirley Sutton/Phil Floyd	17117 W. 9 Mile Rd., Ste. 200, Southfield, MI 48075	248-443-0370	Yes
Detroit Urban League	Pat Buchanan	208 Mack Ave., Detroit, 48201	313-832-4600	No
American Women in Radio and TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, Va 22102	703-506-3266	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	Yes
Michigan Assoc. of Broadcasters	Job Bank	819 N. Washington, Lansing, MI 48906 www.michmab.com	517-484-5810	No
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste. 801, Arlington, VA 22209	703-522-2214	No
State of Michigan Dept. of Career Development	Rose Marie Harrell	455 W. Fort St., 2 nd Floor, Detroit, 48226	313-965-5705	Yes
North American Indian Assoc. of Detroit	Myrtle McCall	22720 Plymouth Rd., Redford, MI 48239	313-535-2966	No
Latin Americans for Social & Economic Development		4138 W. Vernor Hwy., Detroit, MI 48209	313-554-2025	No
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Lawrence Technology University	Rochelle Marion – Career Services	21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4000	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
Specs Howard School of Broadcast Arts	Kathy McIntyre	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit 48202	313-577-4600	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859	989-774-7279	Yes
University of Michigan Job Placement	Kathleen Beardmore Career Center	515 Jefferson, Ann Arbor, MI 48109	734-764-7460	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing, MI 48224	517-355-9510 x124	No
Madonna University	Career Services	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5623	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	313-331-3311	No
Central Michigan University	Career Services	Mount Pleasant MI 48859	989-774-1394	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48909	248-370-3250	No
Alma College	Center for Student Development	Alma, MI 48801		No

Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-629-0332	No
Evangel Ministries	Amanda Johnson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Broadcast Compliance Services (MAB)	Robin Cooper	www.bcs-ok.com website posting		Yes
America's Job Bank	Job Bank	www.ajb.dni.us/employer		No
TV Jobs.com	Job Bank	www.tvjobs.com		No
CBS Detroit Web Site	Human Resources	www.cbsdetroit.com		n/a
UPN Detroit Web Site	Human Resources	www.upndetroit.com		n/a
Internal Posting – Local and all CBS Stations	Human Resources			n/a
Teamer & Associates		1300 E. Lafayette Blvd., Ste. 503, Detroit, MI 48207	313-309-0303	Yes
Field Street Community Association		3007 Field, Detroit, MI 48214		Yes
Marygrove College	Ce' An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Southwest Detroit Self-Sufficiency Center	Gloria Messenger	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
Michigan Talent Bank	Job Bank	www.michworks.org		No
SER Metro Detroit Jobs for Progress	Meisema A. Poole Godbaldo	9301 Michigan Ave., Detroit, MI 48210	313-945-5200	Yes
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes

Job Title: Creative Services Operations Manager**Referral Source(s) of Hiree: Internal Posting – Employee Promotion**

Vacancy#29

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Alpha Capital Management	Bob Warfield	600 W. Lafayette, Detroit 48226	313-964-1840	No
Detroit Association of Black Organizations	Kathryn Sheffield	12048 Grand River Ave., Detroit, 48204	313-491-0003	No
Operation Able	Shirley Sutton/Phil Floyd	17117 W. 9 Mile Rd., Ste. 200, Southfield, MI 48075	248-443-0370	Yes
Detroit Urban League	Pat Buchanan	208 Mack Ave., Detroit, 48201	313-832-4600	No
American Women in Radio and TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, Va 22102	703-506-3266	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	Yes
Michigan Assoc. of Broadcasters	Job Bank	819 N. Washington, Lansing, MI 48906 www.michmab.com	517-484-5810	No
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste. 801, Arlington, VA 22209	703-522-2214	No
State of Michigan Dept. of Career Development	Rose Marie Harrell	455 W. Fort St., 2 nd Floor, Detroit, 48226	313-965-5705	Yes
North American Indian Assoc. of Detroit	Myrtle McCall	22720 Plymouth Rd., Redford, MI 48239	313-535-2966	No
Latin Americans for Social & Economic Development		4138 W. Vernor Hwy., Detroit, MI 48209	313-554-2025	No
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Lawrence Technology University	Rochelle Marion – Career Services	21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4000	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
Specs Howard School of Broadcast Arts	Kathy McIntyre	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit 48202	313-577-4600	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859	989-774-7279	Yes
University of Michigan Job Placement	Kathleen Beardmore Career Center	515 Jefferson, Ann Arbor, MI 48109	734-764-7460	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing, MI 48224	517-355-9510 x124	No
Madonna University	Career Services	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5623	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	313-331-3311	No
Central Michigan University	Career Services	Mount Pleasant MI 48859	989-774-1394	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48909	248-370-3250	No
Alma College	Center for Student Development	Alma, MI 48801		No

Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-629-0332	No
Evangel Ministries	Amanda Johnson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Adcrafter Magazine	Bob Greenie	3011 W. Grand Blvd., Detroit, MI 48202	313-872-7850	No
Broadcast Compliance Services (MAB)	Robin Cooper	www.bcs-ok.com website posting		Yes
NATAS	Website Posting	www.cnnonline.org		No
Graeme Newell's Marketing Ideanet	Web site posting	www.602communications.com		No
America's Job Bank	Job Bank	www.ajb.dnj.us/employer		No
TV Jobs.com	Job Bank	www.tvjobs.com		No
CBS Detroit Web Site	Human Resources	www.cbsdetroit.com		n/a
UPN Detroit Web Site	Human Resources	www.upndetroit.com		n/a
Internal Posting – Local and all CBS Stations	Human Resources			n/a
Teamer & Associates		1300 E. Lafayette Blvd., Ste. 503, Detroit, MI 48207	313-309-0303	Yes
Field Street Community Association		3007 Field, Detroit, MI 48214		Yes
Marygrove College	Ce' An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Southwest Detroit Self-Sufficiency Center	Gloria Messenger	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
Michigan Talent Bank	Job Bank	www.michworks.org		No
SER Metro Detroit Jobs for Progress	Meisema A. Poole Goulbaldo	9301 Michigan Ave., Detroit, MI 48210	313-945-5200	Yes
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes

6) Hiree Recruitment Source Summary.

Name of Recruitment Source

1. Employee Referral
2. Internal Promotion – No external recruitment
3. Employee Referral
4. Industry Referral
5. Internal Promotion – No external recruitment
6. Industry Referral
7. Industry Referral
8. Michigan Association of Broadcasters Posting
9. Unsolicited Referral
10. Unsolicited Referral
11. Unsolicited Referral
12. Industry Referral
13. Employee Referral
14. Internal Station Posting
15. Industry Referral
16. Employee Referral
17. Spots-n-Dots website posting
18. Industry Referral
19. Industry Referral
20. Unsolicited Referral
21. Employee Referral
22. Adcrafter Magazine Ad Placement
23. Unsolicited Referral
24. Variety.com (Broadcasting & Cable Ad Placement)
25. UPNDetroit.com website posting
26. Unsolicited Referral
27. Unsolicited Referral
28. Unsolicited Referral
29. Internal Posting – Employee Promotion

7) Total # of Interviewees Referred by Each Source: For the period from June 1, 2005 to May 31, 2006, this

Employment Unit interviewed 215 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>Michigan Association of Broadcasters</u>	<u>17</u>
2. <u>Spots-n-Dots</u>	<u>2</u>
3. <u>Adcrafter Magazine</u>	<u>7</u>
4. <u>Graeme Newell's Marketing Ideanet</u>	<u>1</u>
5. <u>National Sales Network</u>	<u>1</u>
6. <u>Operation Able</u>	<u>2</u>
7. <u>Broadcasting & Cable Ad Placement</u>	<u>1</u>
8. <u>Cleveland Urban League</u>	<u>1</u>
9. <u>TVJobs.com web site posting</u>	<u>2</u>
10. <u>Michigan Works</u>	<u>12</u>
11. <u>America's Job Bank</u>	<u>2</u>
12. <u>Monster.com</u>	<u>2</u>
13. <u>Industry Referrals</u>	<u>31</u>
14. <u>Employee Referrals</u>	<u>42</u>
15. <u>Unsolicited Referrals</u>	<u>66</u>
16. <u>Internal Postings</u>	<u>16</u>
17. <u>CBS Detroit Website Postings</u>	<u>7</u>
18. <u>UPN Detroit Website Postings</u>	<u>3</u>

8) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1. Participated in The Michigan Association of Broadcaster's 2005 Regional Career Fair This Career Fair was held at Specs Howard School of Broadcast Arts and was attended by students of Specs Howard as well as other regional colleges and universities.</p>	10/17/05	Julia Burt – Manager of Administration James Balistreri – Director of Marketing
<p>2. 2005 Michigan Association of Broadcasters Foundation Career Builder Conference WWJ TV/WKBD TV participated in and provided a General Sponsorship for this event. This was the first conference of this type attended by students of regional high schools, colleges and universities for the purpose of promoting careers in the broadcast industries and how students prepare themselves for careers in the broadcast industry. The conference was held at Lansing Community College in Lansing, MI.</p>	11/5/05	Julia Burt – Manager of Administration
<p>3. The Detroit Pistons 6th Annual Sports Career Fair – Participated in event. This was the 6th annual career fair which provided a diverse pool of applicants including undergraduate and graduate students from colleges throughout the Midwest.</p>	2/8/06	Julia Burt – Manager of Administration Kris Kelly – Commercial Production Supv.
<p>4. Michigan Association of Broadcasters Foundation Career Fair – Participated in event – Media Sponsor Information about the MABF Career Fair was widely disseminated and marketed, including distribution to resources with a high volume of minority and women candidates. Over 200 students and business-minded professionals attended the event.</p>	3/14/06	Julia Burt – Manager of Administration Kris Kelly – Commercial Production Supv.
<p>5. Operation Able – Job Fair Station representatives participated in Event. WWJ TV/WKBD TV were the Media Sponsors for this event. Operation Able offers job training and career services for mid career and older adults. Representatives of the station met and spoke with individuals regarding career opportunities with CBS/UPN Detroit.</p>	3/23/06	Julia Burt – Manager of Administration Kevin Hayes – New Business Development Sales Manager for WWJ TV.

(b) Internship

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1. Creative Services Internship – 2 interns filling positions in Creative Services and Commercial Production on a quarterly basis. Interns in the position assist producers with editing, writing, and conception of promotional spots. Interns gain hands on experience in many phases of production, promotion, and administrative tasks.</p>	<p>6/1/05 Internship is year-round</p>	<p>Pam Shecter – Director of Creative Services Kris Kelly – Commercial Production Supervisor John Rushlow – Creative Services Operations Manager</p>
<p>2. Marketing Internship – 1 intern filling position on a quarterly basis. Interns assist the sales staff by gathering and organizing sales leads from various media sources. They assist in coordinating marketing events and are given the opportunity to work on the creation of sales and/or marketing materials for the sales staff.</p>	<p>6/1/05 Internship is year round.</p>	<p>Christine Brilla – Marketing Manager</p>
<p>3. Community Affairs Internship – 1 Intern filling position on a quarterly basis. Assists with screening of public service announcements; maintenance of community leader files; topic research and development for public affairs show "Street Beat".</p>	<p>6/1/05 Internship is year round.</p>	<p>Edward Foxworth, III – Community Affairs Director Aisha Gray – Community Affairs Administrator/Producer</p>
<p>4. Sports Production Intern – 1 Intern filling position for the summer, 2006. Coordinate trafficking photos to the Free Press, assists with the writing of scripts for the Michigan Golf Weekly productions, coordinates talent and production crew schedules, keeps notes for the editor.</p>	<p>5/31/06 Internship will be for the summer, 2006.</p>	<p>Toby Cunningham – Executive Producer Paul Pytlowany – Senior Videographer/Editor</p>
<p>5. 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>6/1/05 Michael Estime Internship is a 5-year commitment to 1 student.</p>	<p>Shaun McDonald – V.P./General Manager Michael Michell – V.P./Station Manager Edward Foxworth, III- Community Affairs Director Julia Burt – Manager of Administration</p>

(c) **Participation in Events.**

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1. The Michigan Association of Broadcasters Foundation 2006 High School and College Broadcast Awards Served as judge for 9 entries in the High School TV Talk Show category.</p>	1/11/06	<p>Judy Paluso – (Former) Director of Creative Services James Griffel – (Former) Promotion Manager Julia Burt – Manager of Administration</p>
<p>2. Royal Oak Career Day – Kimball High School Students interested in careers in broadcasting were given the opportunity to interview station representatives regarding various careers within the broadcast industry. Students interested in pursuing careers as “on-air” talent were given the opportunity to conduct “mock” interviews with station personnel using a camera set up by station personnel attending the event. Approximately 1000 students and their parents attended the event.</p>	3/18/06	<p>Edward Foxworth, III – Community Affairs Director Kris Kelly – Commercial Production Supervisor Charlie Forbes – Commercial Writer/Producer Steve Thomas – Post Production Editor Marcy Ribits – Promotion Specialist</p>
<p>3. Speaking Engagement at The University of Michigan’s Communications Class – Shaun McDonald participated in event. Shaun McDonald spoke to University of Michigan Communications Class regarding his career in television, how he began his career and upward mobility. He also gave interviewing techniques and encouraged students to pursue internship opportunities within the industry to gain hands-on experience. Shaun also held a Q&A session where students were able to discuss their own personal career paths and gain advice on how best to pursue their careers.</p>	3/20/06	Shaun McDonald – V.P./General Manager
<p>4. Brenda Scott Middle School One of our Producer/Directors spoke to students about his career as a Producer/Director, showed examples of some of his own on-air promotion and explained how it was produced. Ken spoke with 3 classes.</p>	4/13/06	Ken Bryant – Producer/Director
<p>5. Three Rivers Middle School – Howell, MI Met with students and spoke about the career of a Producer/Director and how to prepare for a career. Took an EFP camera and lighting kit to demonstrate techniques used in production. Played promotional spots, commercials and image promotion. Showed the students how to write a promo, or commercial script.</p>	4/28/06	Ken Bryant – Producer/Director
<p>6. Ann Arbor Trail Magnet School – Detroit, MI Spoke with students regarding the career of a Producer/Director and how to prepare. Played promotional spots, contest spots and image promotion.</p>	5/11/06	Ken Bryant – Producer/Director
<p>7. Marysville High School – Communication Arts Program Career Forum Kris Kelly, Commercial Production Supervisor, spoke with three communications classes about the industry, careers in the field, and answered their questions regarding internships and jobs within the industry.</p>	5/16/05	Kris Kelly – Commercial Production Supervisor
<p>8. Saginaw Career Complex Media Broadcasting Advisory Board Served as a judge for senior students presenting final projects as part of their graduation. The Career Complex is a trade school where high school students receive training in various career paths including broadcasting. Charles Forbes is a member of the Saginaw County Career Complex Media Broadcasting Advisory Board.</p>	5/17/06	Charles Forbes – Commercial Producer/Writer
<p>9. Henry Ford High School Career Fair – Grades 9 & 10 150 Students Participated with more than 30 other representatives from various disciplines including law enforcement, real estate, authors, etc. Edward Foxworth spoke with students about his role as Community Affairs Director and Host of “Street Beat” show, the importance of articulation and interaction with people from all walks of life. Encouraged students to soak up as much information as possible from other guests, continuing their education, internships etc.</p>	5/19/06	Edward Foxworth III – Community Affairs Director

<p>10. Roth Hill Academy High School Career Fair – Grades 9 – 12 140 Students Participated along with representatives from Charter One Bank, U.S. Army, Cornerstone Schools, WDIV TV, ITT Technical Institute and others. Spoke with students regarding the role of Community Affairs Director and Host of “Street Beat”, the importance of articulation and the importance of education.</p>	<p>5/23/06</p>	<p>Edward Foxworth III – Community Affairs Director</p>
<p>11. The Ark Nonviolence Program – Career Fair – Grades 10 – 12 65 Students Participated along with the Detroit Juvenile Justice Dept. and Former Detroit Lions football player, Robert Porcher. Spoke about the role of Community Affairs Director and Host of “Street Beat”, and continuing education.</p>	<p>5/23/06</p>	<p>Edward Foxworth, III – Community Affairs Director</p>
<p>12. Station Tours Station tours are given weekly to various organizations and area school students for the primary purpose of providing an educational experience to the viewing public as to the inner workings of the stations.</p>	<p>Year-round</p>	<p>Community Affairs Dept. Personnel</p>

(d) Training Management Personnel.

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
1. Train Hiring Executives in the recruitment process for openings within their respective departments.	Howard Murphy – Controller Julia Burt – Manager of Administration	Meet with individual Dept. Managers to go over recruitment process, do's and don'ts of interviewing techniques, making sure a good mix of qualified candidates are interviewed prior to the hiring decision.
2. EEO and OFCCP meetings with Dept. Managers	Shaun McDonald – V.P. & General Manager Michael Michell – V.P./Station Mgr. Howard Murphy – Controller	Weekly Manager's meetings are held, and about once quarterly, managers are reminded that in keeping with the spirit of our EEO policies, under no circumstances do we tolerate discrimination of any type and that all employees are treated fairly and equally with regard to consideration of hiring, promotions, and even in cases where terminations may be necessary.
3. New Hire Orientation Meetings - EEO Policy Dissemination	Julia Burt – Manager of Administration	All newly hired employees receive an individual copy of the EEO Policy, as well as the Non-Discrimination and Anti-Harassment Policy (which can be found in the HR Policy Manual, which all employees receive at the time of their hire; Daily
4. 2004 version of the Viacom Business Conduct Statement, which summarized the most important policies and rules that apply to Viacom and its employees, including Equal Employment Opportunity and Harassment-Free Workplace Environment; July 2004	Unabridged version distributed to all Management Employees; Abridged version distributed to all Non-Management Employees	Reading material, which required an Employee and Director Certification form to be completed and returned to Human Resources by all Full-Time employees
5. Viacom Web-Based Training Module which is further detailed in the 2004 Viacom Business Conduct Statement; August 2004 – September 2004	All Employees required to sign the Employee and Director Certification form of the Business Conduct Statement	Online training course which reviewed the policies covered in the 2004 Business Conduct Statement of business ethics and workplace behavior and answered some of the questions that had been raised by employees. Additionally, as part of the orientation process, new hires are instructed to complete the online training and return the Certificate of Completion.