

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1, 2006 to May 31, 2007.

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

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

3) EEO Contact Information for Unit Member:

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

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

1. Retail Account Executive - WKBD TV
2. Associate Producer
3. Account Executive - WKBD TV
4. Maintenance Worker
5. Promotion Coordinator
6. Traffic Coordinator - WWJ TV
7. Traffic Coordinator - WKBD TV
8. Account Executive - WWJ TV
9. Vice President/General Manager
10. Retail Account Executive - WKBD TV
11. Director of Digital Media
12. Traffic Coordinator - WWJ TV
13. Sales/Marketing Manager

5) Job Title: Retail Account Executive – 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	4750 Woodward Ave., Suite 201, Detroit, MI 48201	313-832-0922	Yes
Detroit Urban League	Pat Buchanan	208 Mack Ave., Detroit 48201	313-832-4600	No
American Women in Radio & 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	No
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste 801, Arlington, VA 22209	703-522-2214	No
State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
North American Indian Assoc. of Det.	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	Yes
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48309	248-370-3250	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing MI 48824	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
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	517-265-5161 x4392	No
University of Michigan Job Placement	Kathleen Beardmore - Career Ctr.	515 Jefferson, Ann Arbor 48109	734-764-7460	No
Lawrence Technology University	Rochelle Marion - Career Services	21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4000	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	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

Evangel Ministries	Aaron Richardson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
ITT Technical Institute	Career Services	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	616-956-1060	Yes
ITT Technical Institute	Jennifer Hance Career Services Specialist	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	1-800-632-4676 x128	Yes
Michigan State University	Lisa Hinkley - Career Services and Placement	287 Cokmmunication Arts and Sciences Bldg., East Lansing, MI 48824-1212	517-355-6500	No
National Indian Council on Aging	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pointe Woods, MI 48236	313-882-4604	Yes
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859		Yes
Adcrafter Magazine	Bob Greenie	3011 W. Grand Blvd., Detroit, MI 48202	313-872-7850	No
Field Street Community Association		3007 Field, Detroit, MI 48214		Yes
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, Mi 48221	313-927-1478	Yes
Southwest Detroit Self-Sufficiency Ctr.	Gloria Messenger - Program Support Specialist	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
America's Job Bank		web site posting		No
Michigan Works (Michigan Talent Bank)		web site posting		No
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes
CBSdetroit.com		web site posting	CBSdetroit.com	N/A
UPNdetroit.com		web site posting	UPNdetroit.com	N/A
All CBS O & O Television Stations		email posting	All Viacom Stations	N/A
Internal Posting		Bulletin Boards		N/A

Job Title: Associate Producer

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: Account Executive – WKBD-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)
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	517-265-5161 x4392	No
Alpha Capital Management	Bob Warfield	600 W. Lafayette, Detroit 48226	313-964-1840	No
American Association of University Women	Penny Berger	3942 Meadowbrook, Troy, MI 48084	248-369-7041	No
American Federation of Radio & Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko	27777 Franklin Rd., Ste. 300, Southfield, MI 48034		No
American Women in Radio & TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, VA 22102	703-506-3266	No
Arab American & Caldean Council	Dr. Khair	111 West 7 Mile Rd., Detroit, MI 48203	313-893-5269	No
Arab Caldean Social Service		20300 Civic Center Drive, Southfield, MI 48076	248-559-1990	No
Association for Women in Communications	Renee Prewitt	8425 West McNichols Rd., Detroit, MI 48221	313-927-1446	No
Audio Engineering Society	David Carlstrom	P.O. Box 721464, Berkley, MI 48072	313-493-4035	No
BART Job Bank	Calvin Richards	Slocum Road, P.O. Box 593, Farmington, MI 48332		No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859		Yes
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Davenport University	Paul Jones	Career Services 4801 Oakman Blvd., Dearborn, MI 48126	313-581-4400 x421	No
Detroit Association of Black Organizations	Violet Ramsey	12048 Grand River Ave. Detroit 48204	313-491-0003	No
Detroit Unity Temple	Dorothy Jones	17505 Second Ave., Detroit, MI 48203	313-345-4848	No
Detroit Urban League	Sonya Cook, Workforce Career Development Center	15770 James Couzens, Detroit, MI 48238	313-863-0300 ext. 227	No
Evangel Ministries	Aaron Richardson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Fellowship Chapel	Rev. Wendell Anthony	7707 West Outer Drive, Detroit, MI 48235	313-538-8695	Yes
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste 801, Arlington, VA 22209	703-522-2214	No
Ferndale Project Jobs/Career Center	Karen Levenson	713 East Nine Mile Rd., Ferndale, MI 48220	248-545-0222	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	616-331-3311	No
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes

ITT Technical Institute	Career Services	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	616-956-1060	Yes
ITT Technical Institute	Jennifer Hance, Career Services Specialist	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	1-800-632-4676 x128	Yes
ITT Technical Institute	Lisa Nordman	1522 East Big Beaver Rd., Troy, MI 48083	248-524-1965	Yes
JVS	Walter Tarrow	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Latin Americans for Social & Economic Development	Sheila Jackson	7150 W. Vernor Hwy., Detroit, MI 48209	313-841-1430	Yes
Lawrence Technology University	Kevin Finn	Beull Management Bldg M130, 21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-3143	No
LDS Employment	Julie Tatoris	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Lewis College of Business	Ms. Day	17370 Meyers Road, Detroit, MI 48235	313-862-6300	No
Lutheran Social Services of Michigan	Belmin Pinjick	21700 Northwestern Hwy., Ste. 1300, Southfield, MI 48075	248-423-2790	No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	Bill Keith	Plymouth Salem High School, 46181 Joy Road, Canton, MI 48187	734-416-7732	No
Michigan Employers Services and Reek Associations	Toni Holmes	32425 Grand River Ave., Farmington, MI 48336	248-478-6593	No
Michigan Jewish Institute	Paul Levine	25401 Coolidge Highway, Oak Park, MI 48237	248-414-6900	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing MI 48824	517-355-9510 x124	No
Michigan State University	Lisa Hinkley - Career Services and Placement	287 Communication Arts and Sciences Bldg., East Lansing, MI 48824	517-355-6500	No
Michigan Works	Kay Mizell	Oak Park Career Center, 22180 Parklawn, Oak Park, MI 48237	248-691-8437 x223	No
Michigan Works	John Almstadt	Ferndale Service Ctr., 713 East 9 Mile Rd., Ferndale, MI 48220	248-545-0222	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Dorothy Kalts	Troy Career Center, 550 Stephenson Hwy., Ste., 400, Troy, MI 48083	248-823-5101	No
Michigan Works	Bernadine Bennett	Walled Lake Career Center, 9491 Wise Rd., Commerce Twncshp., MI 48390	248-956-5060	No
Michigan Works		Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatinta Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
Michigan Works	Kafi Howard	Livonia Service Center, 30246 Plymouth Rd., Livonia, MI 48150	734-513-4900	No
Michigan Works	Luz Maria Robinson	Ser Metro Inc., 9301 Michigan Ave., Detroit, MI 48210	313-846-2240	No

Michigan Hispanic Chamber of Commerce	Raymond Lozano	24445 Northwestern Highway, Southfield, MI 48075	248-208-9915	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Council of Jewish Women	Susan Gertner	26500 Lahser Road, Southfield, MI 48034	248-355-3300 x3	No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pte. Woods, MI 48236	313-882-4604	Yes
National Sales Network - Detroit Chapter	Sharon Seaward	P.O. Box 23128, Detroit, MI 48223	313-247-2073	Yes
North American Indian Assoc. of Det.	Michelle White	22720 Plymouth Rd., Detroit, MI 48239	313-535-2966	Yes
Oak Grove A.M.E. Church	Jacqueline Lawson	19801 Cherrylawn Street, Detroit, MI 48221	313-341-8877	No
Oakland Community College	Placement Services	2480 Opydke Road, Bloomfield, MI 48304	248-232-4141	No
Oakland Community College		739 South Washington Building C, Royal Oak, MI 48067	248-246-2400	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48309	248-370-3250	No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Phil Floyd	4750 Woodward, Ste. 201, Detroit, MI 48201	248-443-0370	Yes
Operation Able	Mary McDougall	16250 Northland Drive, Ste. 102, Southfield, MI 48075	248-443-0370 x252	Yes
Randolph Career and Technical Center	Joyce Smith - Co-op Coordinator	17101 Hubbell, Detroit, MI 48235	313-494-3909	No
Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Audrey Hendricks	26700 West Warren Street, Dearborn Hts., 48127	313-563-4457	No
Salvation Army	Karen Guerreso	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No
Salvation Army	Gloria Brown	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
Salvation Army		15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Elaine Gerage	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
SER Metro Detroit Jobs for Progress	Ramona Flores-Rodriguez	9301 Michigan Ave., Detroit, MI 48210	313-945-5200 x298	Yes
SER Metro Detroit Jobs for Progress	Meisema A. Poole-Godbaldo, Samaritan Center	5555 Conner, Detroit, MI 48213	313-579-4906	Yes
Southwest Detroit Self-Sufficiency Ctr.	Gloria Messenger - Program Support Specialist	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
Specs Howard School of Broadcast Arts	Nicole LaDouceur	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Specs Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes

Troy Career Center	Resource Center	210 West Square Lake Rd., Troy, MI 48098	248-879-7586	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
University of Michigan Job Placement	Kathleen Beardmore - Career Ctr.	515 Jefferson, Ann Arbor 48109	734-764-7460	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
America's Job Bank		web site posting		No
Michigan Works (Michigan Talent Bank)		web site posting		No
TV Jobs.com		web site posting		No
CBSdetroit.com		web site posting		N/A
All CBS O & O Television Stations		email posting		N/A
Internal Posting		Bulletin Boards		N/A

Job Title: Maintenance Worker

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

Vacancy#4

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
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Job Title: Promotion Coordinator

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

Vacancy#S

(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: Traffic Coordinator – WWJ TV**Referral Source(s) of Hiree: Internal Promotion****Vacancy#6**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or 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	517-265-5161 x4392	No
Alpha Capital Management	Bob Warfield	600 W. Lafayette, Detroit 48226	313-964-1840	No
American Association of University Women	Penny Berger	3942 Meadowbrook, Troy, MI 48084	248-369-7041	No
American Federation of Radio & Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko	27777 Franklin Rd., Ste. 300, Southfield, MI 48034		No
American Women in Radio & TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, VA 22102	703-506-3266	No
Arab American & Caldean Council	Dr. Khair	111 West 7 Mile Rd., Detroit, MI 48203	313-893-5269	No
Arab Caldean Social Service		20300 Civic Center Drive, Southfield, MI 48076	248-559-1990	No
Association for Women in Communications	Renee Prewitt	8425 West McNichols Rd., Detroit, MI 48221	313-927-1446	No
Audio Engineering Society	David Carlstrom	P.O. Box 721464, Berkley, MI 48072	313-493-4035	No
BART Job Bank	Calvin Richards	Slocum Road, P.O. Box 593, Farmington, MI 48332		No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859		Yes
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Davenport University	Paul Jones	Career Services 4801 Oakman Blvd., Dearborn, MI 48126	313-581-4400 x421	No
Detroit Association of Black Organizations	Violet Ramsey	12048 Grand River Ave. Detroit 48204	313-491-0003	No
Detroit Unity Temple	Dorothy Jones	17505 Second Ave., Detroit, MI 48203	313-345-4848	No
Detroit Urban League	Sonya Cook, Workforce Career Development Center	15770 James Couzens, Detroit, MI 48238	313-863-0300 ext. 227	No
Evangel Ministries	Aaron Richardson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Fellowship Chapel	Rev. Wendell Anthony	7707 West Outer Drive, Detroit, MI 48235	313-538-8695	Yes
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste 801, Arlington, VA 22209	703-522-2214	No
Ferndale Project Jobs/Career Center	Karen Levenson	713 East Nine Mile Rd., Ferndale, MI 48220	248-545-0222	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	616-331-3311	No
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes

ITT Technical Institute	Career Services	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	616-956-1060	Yes
ITT Technical Institute	Jennifer Hance, Career Services Specialist	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	1-800-632-4676 x128	Yes
ITT Technical Institute	Lisa Nordman	1522 East Big Beaver Rd., Troy, MI 48083	248-524-1965	Yes
JVS	Walter Tarrow	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Latin Americans for Social & Economic Development	Sheila Jackson	7150 W. Vernor Hwy., Detroit, MI 48209	313-841-1430	Yes
Lawrence Technology University	Kevin Finn	Beull Management Bldg M130, 21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-3143	No
LDS Employment	Julie Tatoris	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Lewis College of Business	Ms. Day	17370 Meyers Road, Detroit, MI 48235	313-862-6300	No
Lutheran Social Services of Michigan	Belmin Pinjick	21700 Northwestern Hwy., Ste. 1300, Southfield, MI 48075	248-423-2790	No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	Bill Keith	Plymouth Salem High School, 46181 Joy Road, Canton, MI 48187	734-416-7732	No
Michigan Employers Services and Reek Associations	Toni Holmes	32425 Grand River Ave., Farmington, MI 48336	248-478-6593	No
Michigan Jewish Institute	Paul Levine	25401 Coolidge Highway, Oak Park, MI 48237	248-414-6900	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing MI 48824	517-355-9510 x124	No
Michigan State University	Lisa Hinkley - Career Services and Placement	287 Communication Arts and Sciences Bldg., East Lansing, MI 48824	517-355-6500	No
Michigan Works	Kay Mizell	Oak Park Career Center, 22180 Parklawn, Oak Park, MI 48237	248-691-8437 x223	No
Michigan Works	John Almstadt	Ferndale Service Ctr., 713 East 9 Mile Rd., Ferndale, MI 48220	248-545-0222	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Dorothy Kalts	Troy Career Center, 550 Stephenson Hwy., Ste. 400, Troy, MI 48083	248-823-5101	No
Michigan Works	Bernadine Bennett	Walled Lake Career Center, 9491 Wise Rd., Commerce Twnshp., MI 48390	248-956-5060	No
Michigan Works		Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
Michigan Works	Kafi Howard	Livonia Service Center, 30246 Plymouth Rd., Livonia, MI 48150	734-513-4900	No
Michigan Works	Luz Maria Robinson	Ser Metro Inc., 9301 Michigan Ave., Detroit, MI 48210	313-846-2240	No

Michigan Hispanic Chamber of Commerce	Raymond Lozano	24445 Northwestern Highway, Southfield, MI 48075	248-208-9915	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Council of Jewish Women	Susan Gertner	26500 Lahser Road, Southfield, MI 48034	248-355-3300 x3	No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pte. Woods, MI 48236	313-882-4604	Yes
National Sales Network - Detroit Chapter	Sharon Seaward	P.O. Box 23128, Detroit, MI 48223	313-247-2073	Yes
North American Indian Assoc. of Det.	Michelle White	22720 Plymouth Rd., Detroit, MI 48239	313-535-2966	No
Oak Grove A.M.E. Church	Jacqueline Lawson	19801 Cherrylawn Street, Detroit, MI 48221	313-341-8877	No
Oakland Community College	Placement Services	2480 Opydyke Road, Bloomfield, MI 48304	248-232-4141	No
Oakland Community College		739 South Washington Building C, Royal Oak, MI 48067	248-246-2400	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48309	248-370-3250	No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Phil Floyd	4750 Woodward, Ste. 201, Detroit, MI 48201	248-443-0370	Yes
Operation Able	Mary McDougall	16250 Northland Drive, Ste. 102, Southfield, MI 48075	248-443-0370 x252	Yes
Randolph Career and Technical Center	Joyce Smith - Co-op Coordinator	17101 Hubbell, Detroit, MI 48235	313-494-3909	No
Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Audrey Hendricks	26700 West Warren Street, Dearborn Hts., 48127	313-563-4457	No
Salvation Army	Karen Guerreso	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No
Salvation Army	Gloria Brown	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
Salvation Army		15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Elaine Gerage	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
SER Metro Detroit Jobs for Progress	Ramona Flores-Rodriguez	9301 Michigan Ave., Detroit, MI 48210	313-945-5200 x298	Yes
SER Metro Detroit Jobs for Progress	Meisema A. Poole-Godbaldo, Samaritan Center	5555 Conner, Detroit, MI 48213	313-579-4906	Yes
Southwest Detroit Self-Sufficiency Ctr.	Gloria Messenger - Program Support Specialist	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
Specs Howard School of Broadcast Arts	Nicole LaDouceur	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Specs Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes

Troy Career Center	Resource Center	210 West Square Lake Rd., Troy, Mi 48098	248-879-7586	No
University of Detroit Mercy	Janic Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
University of Michigan Job Placement	Kathleen Beardmore - Career Ctr.	515 Jefferson, Ann Arbor 48109	734-764-7460	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
America's Job Bank		web site posting		No
Michigan Works (Michigan Talent Bank)		web site posting		No
TV Jobs.com		web site posting		No
CBSdetroit.com		web site posting		N/A
All CBS O&O Television Stations		email posting		N/a
Internal Posting		Bulletin Boards		N/a

Job Title: Traffic Coordinator – WKBD TV**Referral Source(s) of Hiree: Michigan Works Web Site Posting**

Vacancy#7

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or 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	517-265-5161 x4392	No
Alpha Capital Management	Bob Warfield	600 W. Lafayette, Detroit 48226	313-964-1840	No
American Association of University Women	Penny Berger	3942 Meadowbrook, Troy, MI 48084	248-369-7041	No
American Federation of Radio & Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko	27777 Franklin Rd., Ste. 300, Southfield, MI 48034		No
American Women in Radio & TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, VA 22102	703-506-3266	No
Arab American & Caldean Council	Dr. Khair	111 West 7 Mile Rd., Detroit, MI 48203	313-893-5269	No
Arab Caldean Social Service		20300 Civic Center Drive, Southfield, MI 48076	248-559-1990	No
Association for Women in Communications	Renee Prewitt	8425 West McNichols Rd., Detroit, MI 48221	313-927-1446	No
Audio Engineering Society	David Carlstrom	P.O. Box 721464, Berkley, MI 48072	313-493-4035	No
BART Job Bank	Calvin Richards	Slocum Road, P.O. Box 593, Farmington, MI 48332		No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859		Yes
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Davenport University	Paul Jones	Career Services 4801 Oakman Blvd., Dearborn, MI 48126	313-581-4400 x421	No
Detroit Association of Black Organizations	Violet Ramsey	12048 Grand River Ave. Detroit 48204	313-491-0003	No
Detroit Unity Temple	Dorothy Jones	17505 Second Ave., Detroit, MI 48203	313-345-4848	No
Detroit Urban League	Sonya Cook, Workforce Career Development Center	15770 James Couzens, Detroit, MI 48238	313-863-0300 ext. 227	No
Evangel Ministries	Aaron Richardson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Fellowship Chapel	Rev. Wendell Anthony	7707 West Outer Drive, Detroit, MI 48235	313-538-8695	Yes
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste 801, Arlington, VA 22209	703-522-2214	No
Ferdale Project Jobs/Career Center	Karen Levenson	713 East Nine Mile Rd., Ferndale, MI 48220	248-545-0222	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	616-331-3311	No
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes

IFT Technical Institute	Career Services	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	616-956-1060	Yes
IFT Technical Institute	Jennifer Hance, Career Services Specialist	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	1-800-632-4676 x128	Yes
IFT Technical Institute	Lisa Nordman	1522 East Big Beaver Rd., Troy, MI 48083	248-524-1965	Yes
JVS	Walter Tarrow	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Latin Americans for Social & Economic Development	Sheila Jackson	7150 W. Vernor Hwy., Detroit, MI 48209	313-841-1430	Yes
Lawrence Technology University	Kevin Finn	Beull Management Bldg M130, 21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-3143	No
LDS Employment	Julie Tatoris	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Lewis College of Business	Ms. Day	17370 Meyers Road, Detroit, MI 48235	313-862-6300	No
Lutheran Social Services of Michigan	Belmin Pinjick	21700 Northwestern Hwy., Ste. 1300, Southfield, MI 48075	248-423-2790	No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	Bill Keith	Plymouth Salem High School, 46181 Joy Road, Canton, MI 48187	734-416-7732	No
Michigan Employers Services and Reek Associations	Toni Holmes	32425 Grand River Ave., Farmington, MI 48336	248-478-6593	No
Michigan Jewish Institute	Paul Levine	25401 Coolidge Highway, Oak Park, MI 48237	248-414-6900	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing MI 48824	517-355-9510 x124	No
Michigan State University	Lisa Hinkley - Career Services and Placement	287 Communication Arts and Sciences Bldg., East Lansing, MI 48824	517-355-6500	No
Michigan Works	Kay Mizell	Oak Park Career Center, 22180 Parklawn, Oak Park, MI 48237	248-691-8437 x223	No
Michigan Works	John Almstadt	Ferdale Service Ctr., 713 East 9 Mile Rd., Ferndale, MI 48220	248-545-0222	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Dorothy Kalts	Troy Career Center, 550 Stephenson Hwy., Ste., 400, Troy, MI 48083	248-823-5101	No
Michigan Works	Bernadine Bennett	Walled Lake Career Center, 9491 Wise Rd., Commerce Twshp., MI 48390	248-956-5060	No
Michigan Works		Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
Michigan Works	Kafi Howard	Livonia Service Center, 30246 Plymouth Rd., Livonia, MI 48150	734-513-4900	No
Michigan Works	Luz Maria Robinson	Ser Metro Inc., 9301 Michigan Ave., Detroit, MI 48210	313-846-2240	No

Michigan Hispanic Chamber of Commerce	Raymond Lozano	24445 Northwestern Highway, Southfield, MI 48075	248-208-9915	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Council of Jewish Women	Susan Gertner	26500 Lahser Road, Southfield, MI 48034	248-355-3300 x3	No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pte. Woods, MI 48236	313-882-4604	Yes
National Sales Network - Detroit Chapter	Sharon Seaward	P.O. Box 23128, Detroit, MI 48223	313-247-2073	Yes
North American Indian Assoc. of Det.	Michelle White	22720 Plymouth Rd., Detroit, MI 48239	313-535-2966	No
Oak Grove A.M.E. Church	Jacqueline Lawson	19801 Cherrylawn Street, Detroit, MI 48221	313-341-8877	No
Oakland Community College	Placement Services	2480 Opdyke Road, Bloomfield, MI 48304	248-232-4141	No
Oakland Community College		739 South Washington Building C, Royal Oak, MI 48067	248-246-2400	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48309	248-370-3250	No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Phil Floyd	4750 Woodward, Ste. 201, Detroit, MI 48201	248-443-0370	Yes
Operation Able	Mary McDougall	16250 Northland Drive, Ste. 102, Southfield, MI 48075	248-443-0370 x252	Yes
Randolph Career and Technical Center	Joyce Smith - Co-op Coordinator	17101 Hubbell, Detroit, MI 48235	313-494-3909	No
Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Audrey Hendricks	26700 West Warren Street, Dearborn Hts., 48127	313-563-4457	No
Salvation Army	Karen Guerreso	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No
Salvation Army	Gloria Brown	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
Salvation Army		15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Elaine Gerage	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
SER Metro Detroit Jobs for Progress	Ramona Flores-Rodriguez	9301 Michigan Ave., Detroit, MI 48210	313-945-5200 x298	Yes
SER Metro Detroit Jobs for Progress	Meisema A. Poole-Godbaldo, Samaritan Center	5555 Conner, Detroit, MI 48213	313-579-4906	Yes
Southwest Detroit Self-Sufficiency Ctr.	Gloria Messenger - Program Support Specialist	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
Spees Howard School of Broadcast Arts	Nicole LaDouceur	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Spees Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes

Troy Career Center	Resource Center	210 West Square Lake Rd., Troy, Mi 48098	248-879-7586	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
University of Michigan Job Placement	Kathleen Beardmore - Career Ctr.	515 Jefferson, Ann Arbor 48109	734-764-7460	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
America's Job Bank		web site posting		No
Michigan Works (Michigan Talent Bank)		web site posting		No
TV Jobs.com		web site posting		No
CBSdetroit.com		web site posting		N/A
CW50Detroit.com		Web site posting		N/A
All CBS O & O Television Stations		email posting		N/A
Internal Posting		Bulletin Boards		N/A

Job Title: Account Executive – WWJ TV

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

Vacancy#8

(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: Vice President/General Manager

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

Vacancy#9

(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 – WKBD TV**Referral Source(s) of Hiree: CW50 Detroit Website Posting**

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	No
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	Yes
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	Yes
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
CBS Detroit Web Site	Human Resources	www.cbسدetroit.com		n/a
CW50 Detroit Web Site	Human Resources	www.upndetroit.com		n/a
Internal Posting – Local and all CBS Stations	Human Resources			n/a
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: Director of Digital Media**Referral Source(s) of Hiree: Employee Referral**

Vacancy#11

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or 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	517-265-5161 x4392	No
Alpha Capital Management	Bob Warfield	600 W. Lafayette, Detroit 48226	313-964-1840	No
American Association of University Women	Penny Berger	3942 Meadowbrook, Troy, MI 48084	248-369-7041	No
American Federation of Radio & Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko	27777 Franklin Rd., Ste. 300, Southfield, MI 48034		No
American Women in Radio & TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, VA 22102	703-506-3266	No
Arab American & Caldean Council	Dr. Khair	111 West 7 Mile Rd., Detroit, MI 48203	313-893-5269	No
Arab Caldean Social Service		20300 Civic Center Drive, Southfield, MI 48076	248-559-1990	No
Association for Women in Communications	Renee Prewitt	8425 West McNichols Rd., Detroit, MI 48221	313-927-1446	No
Audio Engineering Society	David Carlstrom	P.O. Box 721464, Berkley, MI 48072	313-493-4035	No
BART Job Bank	Calvin Richards	Slocum Road, P.O. Box 593, Farmington, MI 48332		No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859		Yes
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Davenport University	Paul Jones	Career Services 4801 Oakman Blvd., Dearborn, MI 48126	313-581-4400 x421	No
Detroit Association of Black Organizations	Violet Ramsey	12048 Grand River Ave. Detroit 48204	313-491-0003	No
Detroit Unity Temple	Dorothy Jones	17505 Second Ave., Detroit, MI 48203	313-345-4848	No
Detroit Urban League	Sonya Cook, Workforce Career Development Center	15770 James Couzens, Detroit, MI 48238	313-863-0300 ext. 227	No
Evangel Ministries	Aaron Richardson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Fellowship Chapel	Rev. Wendell Anthony	7707 West Outer Drive, Detroit, MI 48235	313-538-8695	Yes
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste 801, Arlington, VA 22209	703-522-2214	No
Ferndale Project Jobs/Career Center	Karen Levenson	713 East Nine Mile Rd., Ferndale, MI 48220	248-545-0222	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	616-331-3311	No
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes

ITT Technical Institute	Career Services	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	616-956-1060	Yes
ITT Technical Institute	Jennifer Hance, Career Services Specialist	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	1-800-632-4676 x128	Yes
ITT Technical Institute	Lisa Nordman	1522 East Big Beaver Rd., Troy, MI 48083	248-524-1965	Yes
JVS	Walter Tarrow	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Latin Americans for Social & Economic Development	Sheila Jackson	7150 W. Vernor Hwy., Detroit, MI 48209	313-841-1430	Yes
Lawrence Technology University	Kevin Finn	Beull Management Bldg M130, 21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-3143	No
LDS Employment	Julie Tatoris	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Lewis College of Business	Ms. Day	17370 Meyers Road, Detroit, MI 48235	313-862-6300	No
Lutheran Social Services of Michigan	Belmin Pinjick	21700 Northwestern Hwy., Ste. 1300, Southfield, MI 48075	248-423-2790	No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	Bill Keith	Plymouth Salem High School, 46181 Joy Road, Canton, MI 48187	734-416-7732	No
Michigan Employers Services and Reek Associations	Toni Holmes	32425 Grand River Ave., Farmington, MI 48336	248-478-6593	No
Michigan Jewish Institute	Paul Levine	25401 Coolidge Highway, Oak Park, MI 48237	248-414-6900	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing MI 48824	517-355-9510 x124	No
Michigan State University	Lisa Hinkley - Career Services and Placement	287 Communication Arts and Sciences Bldg., East Lansing, MI 48824	517-355-6500	No
Michigan Works	Kay Mizell	Oak Park Career Center, 22180 Parklawn, Oak Park, MI 48237	248-691-8437 x223	No
Michigan Works	John Almstadt	Ferdale Service Ctr., 713 East 9 Mile Rd., Ferndale, MI 48220	248-545-0222	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Dorothy Kalts	Troy Career Center, 550 Stephenson Hwy., Ste., 400, Troy, MI 48083	248-823-5101	No
Michigan Works	Bernadine Bennett	Walled Lake Career Center, 9491 Wise Rd., Commerce Twnshp., MI 48390	248-956-5060	No
Michigan Works		Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
Michigan Works	Kafi Howard	Livonia Service Center, 30246 Plymouth Rd., Livonia, MI 48150	734-513-4900	No
Michigan Works	Luz Maria Robinson	Ser Metro Inc., 9301 Michigan Ave., Detroit, MI 48210	313-846-2240	No

Michigan Hispanic Chamber of Commerce	Raymond Lozano	24445 Northwestern Highway, Southfield, MI 48075	248-208-9915	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Council of Jewish Women	Susan Gertner	26500 Lahser Road, Southfield, MI 48034	248-355-3300 x3	No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pte. Woods, MI 48236	313-882-4604	Yes
National Sales Network - Detroit Chapter	Sharon Seaward	P.O. Box 23128, Detroit, MI 48223	313-247-2073	Yes
North American Indian Assoc. of Det.	Michelle White	22720 Plymouth Rd., Detroit, MI 48239	313-535-2966	No
Oak Grove A.M.E. Church	Jacqueline Lawson	19801 Cherrylawn Street, Detroit, MI 48221	313-341-8877	No
Oakland Community College	Placement Services	2480 Opydyke Road, Bloomfield, MI 48304	248-232-4141	No
Oakland Community College		739 South Washington Building C, Royal Oak, MI 48067	248-246-2400	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48309	248-370-3250	No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Phil Floyd	4750 Woodward, Ste. 201, Detroit, MI 48201	248-443-0370	Yes
Operation Able	Mary McDougall	16250 Northland Drive, Ste. 102, Southfield, MI 48075	248-443-0370 x252	Yes
Randolph Career and Technical Center	Joyce Smith - Co-op Coordinator	17101 Hubbell, Detroit, MI 48235	313-494-3909	No
Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Audrey Hendricks	26700 West Warren Street, Dearborn Hts., 48127	313-563-4457	No
Salvation Army	Karen Guerreso	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No
Salvation Army	Gloria Brown	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
Salvation Army		15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Elaine Gerage	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
SER Metro Detroit Jobs for Progress	Ramona Flores-Rodriguez	9301 Michigan Ave., Detroit, MI 48210	313-945-5200 x298	Yes
Southwest Detroit Self-Sufficiency Ctr.	Gloria Messenger - Program Support Specialist	2051 Rosa Parks Blvd., Detroit, MI 48216	313-962-6440	Yes
Specs Howard School of Broadcast Arts	Nicole LaDouceur	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Specs Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
Troy Career Center	Resource Center	210 West Square Lake Rd., Troy, MI 48098	248-879-7586	No

University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
University of Michigan Job Placement	Kathleen Beardmore - Career Ctr.	515 Jefferson, Ann Arbor 48109	734-764-7460	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
America's Job Bank		web site posting		No
Michigan Works (Michigan Talent Bank)		web site posting		No
TV Jobs.com		web site posting		No
Creative Hotlist (Communication Arts Magazine)		Web site posting	650-326-6040	No
Adcrafter Magazine and online posting	Lyn Jamison	3011 W. Grand Blvd., Detroit, 48202 www.adcraft.org	advertising@adcraft.org 313-872-7858	No
LostRemote.com		Web site posting	www.lostremote.com	No
Journalism Jobs.com		Web site posting	www.journalismjobs.com	No
Mediabistro.com		Web site posting	www.mediabistro.com	No
MediaPost.com		Web site posting	www.mediapost.com	No
Detroit.craigslist.org		Web site posting	www.detroit.craigslist.org	No
CBSdetroit.com		web site posting		N/A
CW50Detroit.com		Web site posting		N/A
All CBS O & O Television Stations		email posting		N/A
Internal Posting		Bulletin Boards		N/A

Job Title: Traffic Coordinator – WWJ TV**Referral Source(s) of Hiree: Michigan Association of Broadcasters**

Vacancy#12

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or 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	517-265-5161 x4392	No
Alpha Capital Management	Dorothy Burrell	3011 W. Grand Blvd. Fisher Bldg. Ste 15116	313-874-5079	No
American Association of University Women	Penny Berger	3942 Mcadowbrook, Troy, MI 48084	248-269-7041	No
American Federation of Radio & Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko	27777 Franklin Rd., Ste. 300, Southfield, MI 48034	248-213-0264	No
American Women in Radio & TV	Amy Lotz	8405 Greensboro Dr., Ste. 800, McLean, VA 22102	703-506-3266	No
Arab American & Caldean Council	Dr. Khair	111 West 7 Mile Rd., Detroit, MI 48203	313-893-5269	No
Arab Caldean Social Service	Shadia Batayh	20300 Civic Center Drive, Southfield, MI 48076	248-559-1990	No
Association for Women in Communications	Renee Prewitt	8425 West McNichols Rd., Detroit, MI 48221	313-927-1446	No
Audio Engineering Society	David Carlstrom	P.O. Box 721464, Berkley, MI 48072	313-493-4035	No
BART Job Bank	Calvin Richards	Slocum Road, P.O. Box 593, Farmington, MI 48332		No
Careerworks	David Baker	1200 E. McNichols, Highland Park, MI 48203	313-873-3500	No
Catholic Social Services of Wayne County	Uneil Smith	9851 Hamilton Ave., Detroit, MI 48202	313-883-2391	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859		Yes
College for Creative Studies	Career Services – Grace Eggly	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Davenport University	Paul Jones	Career Services 4801 Oakman Blvd., Dearborn, MI 48126	313-581-4400 x421	No
Detroit Association of Black Organizations	Violet Ramsey	12048 Grand River Ave. Detroit 48204	313-491-0003	No
Detroit Hispanic Development Corp.	Ycsena Murphy	7752 Vernor Highway Ste. 103, Detroit, MI 48209	313-967-4880- x106	No
Detroit Unity Temple	Dorothy Jones	17505 Second Ave., Detroit, MI 48203	313-345-4848	No
Detroit Urban League	Sonya Cook, Workforce Career Development Center	15770 James Couzens, Detroit, MI 48238	313-863-0300 ext. 227	No
Detroit Workforce Development Board	Shirley Manus	City of Detroit Employment 7 Training Dept. 707 West, Detroit, MI 48202	313-876-0674	No
Dorsey Business School	Rita Clark	30821 Barrington, Madison Hts., MI 48071	248-588-9660	No
Evangel Ministries	Aaron Richardson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes

Everest Institute	Danielle Scott	26111 Evergreen Rd., Ste. 201, Southfield, MI 48076	248-226-9580	No
Fellowship Chapel	Rev. Wendell Anthony	7707 West Outer Drive, Detroit, MI 48235	313-538-8695	Yes
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste 801, Arlington, VA 22209	703-522-2214	Yes
Ferndale Project Jobs/Career Center	Karen Levinson	713 East Nine Mile Rd., Ferndale, MI 48220	248-545-0222	No
Focus Hope	Elenor Josaitis	Human Resources, 1355 Oakman Blvd., Detroit, Mi 48238	313-494-5500	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	616-331-3311	No
Henry Ford Community College	Richard Brown	5101 Evergreen Road, Dearborn, MI 48128	313-845-9860	No
House of Freedom	Pastor Wyatt	368 Sallotte, Ecorse, MI 48229	313-389-1267	Yes
ITT Technical Institute	Jennifer Hance, Career Services Specialist	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	1-800-632-4676 x128	Yes
ITT Technical Institute	Lisa Nordman	1522 East Big Beaver Rd., Troy, MI 48083	248-524-1965	Yes
Jewish Vocational Center	Renee Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4481	No
Jewish Vocational Center	Walter Tarrow	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Latin Americans for Social & Economic Development	Sheila Jackson	7150 W. Vernor Hwy., Detroit, MI 48209	313-841-1430	Yes
Lawrence Technology University	Kevin Finn	Beull Management Bldg M130, 21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-3143	No
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Lewis College of Business	Ms. Day	17370 Meyers Road, Detroit, MI 48235	313-862-6300	No
Lutheran Social Services of Michigan	Belmin Pinjick	21700 Northwestern Hwy., Ste. 1300, Southfield, MI 48075	248-423-2790	No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, Mi 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	Bill Keith	Plymouth Salem High School, 46181 Joy Road, Canton, MI 48187	734-416-7732	No
Michigan Hispanic Chamber of Commerce	Raymond Lozano	24445 Northwestern Highway, Southfield, Mi 48075	248-208-9915	No
Michigan Jewish Institute	Paul Levine	25401 Coolidge Highway, Oak Park, MI 48237	248-414-6900	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing MI 48824	517-355-9510 x124	No
Michigan State University	Lisa Hinkley - Career Services and Placement	287 Communication Arts and Sciences Bldg., East Lansing, MI 48824	517-355-6500	No
Michigan Works	Kay Mizell	Oak Park Career Center, 22180 Parklawn, Oak Park, MI 48237	248-691-8437 x223	No

Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Dorothy Kalts	Troy Career Center, 550 Stephenson Hwy., Ste., 400, Troy, MI 48083	248-823-5101	No
Michigan Works	Bernadine Bennett	Walled Lake Career Center, 9491 Wise Rd., Commerce Twnshp., MI 48390	248-956-5060	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
Michigan Works	Kafi Howard	Livonia Service Center, 30246 Plymouth Rd., Livonia, MI 48150	734-513-4900	No
Michigan Works	Luz Maria Robinson	Ser Metro Inc., 9301 Michigan Ave., Detroit, MI 48210	313-846-2240	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pte. Woods, MI 48236	313-882-4604	Yes
National Sales Network - Detroit Chapter	Sharon Seaward	P.O. Box 23128, Detroit, MI 48223	313-247-2073	Yes
North American Indian Assoc. of Det.	Michelle White	22720 Plymouth Rd., Detroit, MI 48239	313-535-2966	No
Oak Grove A.M.E. Church	Jacqueline Lawson	19801 Cherrylawn Street, Detroit, MI 48221	313-341-8877	No
Oakland Community College	Placement Services	2480 Opdyke Road, Bloomfield, MI 48304	248-232-4141	No
Oakland Community College		739 South Washington Building C, Royal Oak, MI 48067	248-246-2400	No
Oakland County Michigan Works	Debbie Lake	Workforce Development division, 1200 N. Telegraph Rd., Ste. 202, Pontiac, MI 48341	248-858-5520	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48309	248-370-3250	No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Nancy O'Malley	4750 Woodward, Ste. 201, Detroit, MI 48201	313-832-4925	Yes
Randolph Career and Technical Center	Joyce Smith - Co-op Coordinator	17101 Hubbell, Detroit, MI 48235	313-494-3909	No
Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Audrey Hendricks	26700 West Warren Street, Dearborn Hts., 48127	313-563-4457	No
Salvation Army	Karen Guerreso	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No
Salvation Army	Gloria Brown	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
SER Metro Detroit Jobs for Progress	Ramona Flores-Rodriguez	9301 Michigan Ave., Detroit, MI 48210	313-945-5200 x298	Yes
Specs Howard School of Broadcast Arts	Nicole LaDouceur	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No

Specs Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
The Coleman A. Young Foundation	Claudete Y. Smith	2111 Woodward Ave., Ste. 600, Detroit, MI 48201	313-962-2200	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
University of Detroit Mercy	Denise McCormich	4001 W. McNichols Rd., Detroit, MI 48202	313-993-1448	No
University of Michigan Job Placement	Kathleen Beardmore - Career Ctr.	515 Jefferson, Ann Arbor 48109	734-764-7460	No
University of Michigan-Dearborn	Kathy Cordon	4091 Evergreen, Dearborn, MI 48128	313-593-5020	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
Eastern Michigan University		Web site posting		No
America's Job Bank		web site posting		No
Michigan Works (Michigan Talent Bank)		web site posting		No
TV Jobs.com		web site posting		No
CBSdetroit.com		web site posting		N/A
CW50detroit.com		Web site posting		N/A
All CBS O & O Television Stations		email posting		N/A
Internal Posting		Bulletin Boards		N/A

Job Title: Sales/Marketing Manager**Referral Source(s) of Hiree: Spots-n-Dots****Vacancy#13**

(1) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or 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	517-265-5161 x4392	No
Alpha Capital Management	Dorothy Burrell	3011 W. Grand Blvd. Fisher Bldg. Ste 15116	313-874-5079	No
American Association of University Women	Penny Berger	3942 Meadowbrook, Troy, MI 48084	248-269-7041	No
American Federation of Radio & Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko	27777 Franklin Rd., Ste. 300, Southfield, MI 48034	248-213-0264	No
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Arab American & Caldean Council	Dr. Khair	111 West 7 Mile Rd., Detroit, MI 48203	313-893-5269	No
Arab Caldean Social Service	Shadia Batayh	20300 Civic Center Drive, Southfield, MI 48076	248-559-1990	No
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BART Job Bank	Calvin Richards	Siocum Road, P.O. Box 593, Farmington, MI 48332		No
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Catholic Social Services of Wayne County	Uneil Smith	9851 Hamilton Ave., Detroit, MI 48202	313-883-2391	No
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College for Creative Studies	Career Services – Grace Eggly	201 East Kirby St., Detroit, MI 48202	313-664-7400	
Davenport University	Paul Jones	Career Services 4801 Oakman Blvd., Dearborn, MI 48126	313-581-4400 x421	No
Detroit Association of Black Organizations	Violet Ramsey	12048 Grand River Ave. Detroit 48204	313-491-0003	No
Detroit Hispanic Development Corp.	Yesena Murphy	7752 Vernor Highway Ste. 103, Detroit, MI 48209	313-967-4880- x106	No
Detroit Unity Temple	Dorothy Jones	17505 Second Ave., Detroit, MI 48203	313-345-4848	No
Detroit Urban League	Sonya Cook, Workforce Career Development Center	15770 James Couzens, Detroit, MI 48238	313-863-0300 ext. 227	No
Detroit Workforce Development Board	Shirley Manus	City of Detroit Employment 7 Training Dept. 707 West, Detroit, MI 48202	313-876-0674	No
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Evangel Ministries	Aaron Richardson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes

Fellowship Chapel	Rev. Wendell Anthony	7707 West Outer Drive, Detroit, MI 48235	313-538-8695	Yes
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste 801, Arlington, VA 22209	703-522-2214	No
Ferndale Project Jobs/Career Center	Karen Levinson	713 East Nine Mile Rd., Ferndale, MI 48220	248-545-0222	No
Focus Hope	Elenor Josaitis	Human Resources, 1355 Oakman Blvd., Detroit, MI 48238	313-494-5500	No
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	616-331-3311	No
Henry Ford Community College	Richard Brown	5101 Evergreen Road, Dearborn, MI 48128	313-845-9860	No
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes
ITT Technical Institute	Jennifer Hance, Career Services Specialist	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	1-800-632-4676 x128	Yes
ITT Technical Institute	Lisa Nordman	1522 East Big Beaver Rd., Troy, MI 48083	248-524-1965	Yes
Jewish Vocational Center	Renee Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4481	No
Jewish Vocational Center	Walter Tarrow	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Latin Americans for Social & Economic Development	Sheila Jackson	7150 W. Vernor Hwy., Detroit, MI 48209	313-841-1430	Yes
Lawrence Technology University	Kevin Finn	Buell Management Bldg M130, 21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-3143	No
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Lewis College of Business	Ms. Day	17370 Meyers Road, Detroit, MI 48235	313-862-6300	No
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Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
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Michigan Jewish Institute	Paul Levine	25401 Coolidge Highway, Oak Park, MI 48237	248-414-6900	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing MI 48824	517-355-9510 x124	No
Michigan State University	Lisa Hinkley - Career Services and Placement	287 Communication Arts and Sciences Bldg., East Lansing, MI 48824	517-355-6500	No
Michigan Works	Kay Mizell	Oak Park Career Center, 22180 Parklawn, Oak Park, MI 48237	248-691-8437 x223	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No

Michigan Works	Dorothy Kalts	Troy Career Center, 550 Stephenson Hwy., Ste., 400, Troy, MI 48083	248-823-5101	No
Michigan Works	Bernadine Bennett	Walled Lake Career Center, 9491 Wise Rd., Commerce Twnshp., MI 48390	248-956-5060	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
Michigan Works	Kafi Howard	Livonia Service Center, 30246 Plymouth Rd., Livonia, MI 48150	734-513-4900	No
Michigan Works	Luz Maria Robinson	Ser Metro Inc., 9301 Michigan Ave., Detroit, MI 48210	313-846-2240	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pte. Woods, MI 48236	313-882-4604	Yes
National Sales Network - Detroit Chapter	Sharon Seaward	P.O. Box 23128, Detroit, MI 48223	313-247-2073	Yes
North American Indian Assoc. of Det.	Michelle White	22720 Plymouth Rd., Detroit, MI 48239	313-535-2966	No
Oak Grove A.M.E. Church	Jacqueline Lawson	19801 Cherrylawn Street, Detroit, MI 48221	313-341-8877	No
Oakland Community College	Placement Services	2480 Opdyke Road, Bloomfield, MI 48304	248-232-4141	No
Oakland Community College		739 South Washington Building C, Royal Oak, MI 48067	248-246-2400	No
Oakland County Michigan Works	Debbie Lake	Workforce Development division, 1200 N. Telegraph Rd., Ste. 202, Pontiac, MI 48341	248-858-5520	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48309	248-370-3250	No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Nancy O'Malley	4750 Woodward, Ste. 201, Detroit, MI 48201	313-832-4925	Yes
Randolph Career and Technical Center	Joyce Smith - Co-op Coordinator	17101 Hubbell, Detroit, MI 48235	313-494-3909	No
Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Audrey Hendricks	26700 West Warren Street, Dearborn Hts., 48127	313-563-4457	No
Salvation Army	Karen Guerreso	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No
Salvation Army	Gloria Brown	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
SER Metro Detroit Jobs for Progress	Ramona Flores-Rodriguez	9301 Michigan Ave., Detroit, MI 48210	313-945-5200 x298	Yes
Specs Howard School of Broadcast Arts	Nicole LaDouceur	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
Specs Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No

State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
The Coleman A. Young Foundation	Claudete Y. Smith	2111 Woodward Ave., Ste. 600, Detroit, Mi 48201	313-962-2200	No
University of Detroit Mercy	Janie Roberts	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1690	No
University of Detroit Mercy	Denise McCormich	4001 W. McNichols Rd., Detroit, MI 48202	313-993-1448	No
University of Michigan Job Placement	Kathleen Beardmore - Career Ctr.	515 Jefferson, Ann Arbor 48109	734-764-7460	No
University of Michigan-Dearborn	Kathy Cordon	4091 Evergreen, Dearborn, MI 48128	313-593-5020	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
America's Job Bank		web site posting		No
Michigan Works (Michigan Talent Bank)		web site posting		No
TV Jobs.com		web site posting		No
CBSdetroit.com		web site posting		N/A
CW50Detroit.com		Web site posting		N/A
All CBS O & O Television Stations		email posting		N/A
Internal Posting		Bulletin Boards		N/A

6) Hiree Recruitment Source Summary.

Name of Recruitment Source

1. Employee Referral
2. Internal Promotion – No external recruitment
3. Employee Referral
4. Internal Promotion – No external recruitment
5. Internal Promotion – No external recruitment
6. Internal Promotion
7. Michigan Works web site posting
8. Internal Promotion – No external recruitment
9. Internal Transfer – No external recruitment
10. UPNDetroit.com web site posting
11. Employee Referral
12. Michigan Association of Broadcasters job bank
13. Spots-n-Dots Magazine & online posting

7) Total # of Interviewees Referred by Each Source: For the period from June 1, 2006 to May 31, 2007, this

Employment Unit interviewed 88 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>6</u>
2. <u>Spots-n-Dots</u>	<u>2</u>
3. <u>America's Job Bank</u>	<u>1</u>
4. <u>Michigan Works (MI Talent Bank)</u>	<u>7</u>
5. <u>Detroit Urban League</u>	<u>2</u>
6. <u>Oakland University</u>	<u>1</u>
7. <u>The Creative Group</u>	<u>1</u>
8. <u>Industry Referrals</u>	<u>2</u>
9. <u>Employee Referrals</u>	<u>25</u>
10. <u>Unsolicited Referrals</u>	<u>14</u>
11. <u>Internal Postings</u>	<u>13</u>
12. <u>CBS Detroit Website Postings</u>	<u>7</u>
13. <u>UPN Detroit Website Postings</u>	<u>7</u>

8) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1. Participated in the ITT Technical Institute Super Career Fair This Career Fair was held at The San Marino Club in Troy, Michigan and was attended by students from ITT Tech. schools throughout Southeastern Michigan.</p>	7/11/06	Pam Shecter - Director, Creative Services Julia Burt - Manager of Administration
<p>2. Participated in the Detroit Urban League Career Fair This Career Fair was held at the Focus Hope Conference Center in Detroit and was attended by displaced workers and workers seeking a career change from throughout the Detroit Metropolitan area.</p>	8/17/06	Kevin Hayes - New Business Development Mgr. WWJ TV Stephanie Grimes - New Business Development Mgr. WKBD TV Julia Burt - Manager of Administration
<p>3. Participated in the Evangel Ministries Employment Opportunity Fair This Employment Opportunity Fair was held at the Evangel Ministries Conference Center in Detroit, MI and was attended by job seekers from the Detroit Metropolitan area. Our stations also aired PSA's announcing the date & time of the event.</p>	9/29/06	Kevin Hayes - New Business Development Manager WWJ TV Stephanie Grimes - New Business Development Manager WKBD TV Julia Burt - Manager of Administration
<p>4. Participated in The Michigan Association of Broadcaster's 2006 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. The stations also produced and aired PSA's announcing the event 2 weeks prior to and on the day of the event.</p>	10/18/06	Julia Burt - Manager of Administration
<p>5. 2006 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 second year of the conference 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>	10/28/06	Julia Burt - Manager of Administration
<p>6. The Detroit Pistons 7th Annual Sports Career Fair - Participated in event. This was the 7th annual career fair which provided a diverse pool of applicants including undergraduate and graduate students from colleges throughout the Midwest. The stations also produced and aired PSA's announcing the event.</p>	2/8/06	Julia Burt - Manager of Administration Kris Kelly - Commercial Production Supv.
<p>7. 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>	3/14/07	Julia Burt - Manager of Administration Kris Kelly - Commercial Production Supv.
<p>8. Operation Able - Job Fair Station representatives participated in Event. WWJ TV/WKBD TV were the Television 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>	3/28/07	Julia Burt - Manager of Administration Kris Kelly - Commercial Production Supv.
<p>9. Participated in Central Michigan University's 5th Annual Broadcast Communications Arts Career Fair This Career Fair was attended by students of the school of Broadcast Communication Arts at Central Michigan University.</p>	3/31/07	Julia Burt - Manager of Administration

(b) Internship

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Creative Services Internship – 1 - 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.	6/1/06 Internship is year-round	Pam Shecter – Director of Creative Services Kris Kelly – Commercial Production Supervisor John Rushlow – Creative Services Operations Manager
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.	6/1/06 Internship is year round.	Christine Brilla – Marketing Manager
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”.	6/1/06 Internship is year round.	Edward Foxworth, III – Community Affairs Director Aisha Gray – Community Affairs Administrator/Producer
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.	5/31/06 Internship will be for the summer, 2006.	Toby Cunningham – Executive Producer Paul Pytlowany – Senior Videographer/Editor
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.	6/1/06 Michael Estime Internship is a 5-year commitment to 1 student.	Michael Michell – V.P./Station Manager Julia Burt – Manager of Administration

(c) Participation in Events.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1. Mercy High School Career Day Our Associate Producer spoke with students at Mercy High School about careers in broadcasting using examples of her own work and the work of her co-workers. She also spoke to them about the importance of completing internships while in college.</p>	12/11/06	Marcy Ribits – Associate Producer/Events Specialist
<p>2. Job Shadow with Avondale Middle School Student The Manager of Administration spent the day with Halcy Dempster, a student of Avondale Middle School for the purpose of giving her insight into the job of a Human Resources Generalist position within Broadcasting. Haley also spent time with one of the Commercial Writer/Producers and was able to sit in during a commercial shoot as well as observe the production of one of our Public Affairs shows. She was also given a tour of the station and met various other employees.</p>	2/8/07	Julia Burt – Manager of Administration
<p>4. Royal Oak Career Day for the Royal Oak School District This was an informational day for middle and high school students in the Royal Oak School district. Representatives of the stations met with students, teachers and parents answering questions regarding careers in broadcasting and conducted interviews with students.</p>	3/7/07	Kris Kelly – Commercial Production Supervisor Marcy Ribits – Associate Producer
<p>3. Job Shadow with an Eastern Michigan University Student Edward Foxworth spent the afternoon with Joe Aumiller as a Job Shadow assignment through his university. During the afternoon, the student was able to observe the production and taping of both community affairs shows, "Street Beat" & "Michigan Matters" from the control room studio. He also spent time with one of the Commercial Writer/Producers and observed the editing process of a locally produced commercial. He was also given a tour of the station and met various employees of the stations.</p>	3/8/07	Edward Foxworth, III – Community Affairs Manager
<p>5. Novi Middle School Career Day Tim Lawlis, Commercial Writer/Producer spoke in front of four classes and explained his position and responsibilities. He also spoke about the management structure of the stations and various departments. He stressed the importance of continuing education and explained the importance of completing internships in the industry.</p>	3/15/07	Tim Lawlis – Commercial Writer/Producer
<p>6. Seneca Middle School Career Day Our employee spoke in front of three classes ranging in age from 12 to 13 years old. Tim explained his position duties using examples of his own work. He also gave an overview of the various departments within the stations. He also stressed the importance of internships and how they can help a student decide on a career path.</p>	3/27/07	Tim Lawlis – Commercial Production Writer/Producer
<p>7. Brenda M. Scott Middle School Career Day 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. He also spoke to students regarding the importance of a college education as well as college internships.</p>	5/10/07	Ken Bryant – Writer/Producer
<p>8. Saginaw Career Complex Served as a judge for student presentations for the Media Broadcasting program for graduating students from the Saginaw County school district. The Career Complex is a trade school where high school students receive training in various career paths including broadcasting. Charles Forbes is also a member of the Advisory Board for the Media Broadcasting Program in which he and other professionals advise the board on industry trends to help keep the curriculum current to the latest trends.</p>	5/16/07	Charles Forbes – Commercial Writer/Producer

<p>9. Station Tours Station tours are given to various organizations and area school students for the primary purpose of providing an educational experience to the viewing public as to the inner workings of the stations.</p>	<p>Year round</p>	<p>Community Affairs Department</p>
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(d) Training Management Personnel.

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
1. Train Hiring Executives in the recruitment process for openings within their respective departments. (Ongoing)	Howard Murphy – Controller Julia Burt – Manager of Administration	Meet with individual Dept. Managers to go over recruitment process, do's and don'ts of interviewing techniques, making sure a good mix of qualified candidates are interviewed prior to the hiring decision.
2. EEO and OFCCP meetings with Dept. Managers	Trey Fabacher - V.P. & General Manager 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. 2006 version of the CBS Corporation Business Conduct Statement, which summarized the most important policies and rules that apply to CBS and its employees, including Equal Employment Opportunity and Harassment-Free Workplace Environment; July 2006	Distributed to all 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. CBS Corporation Web-Based Training Module which is further detailed in the 2006 CBS Corporation Business Conduct Statement; October, 2006 and all newly hired full time employees after October, 2006	All Employees required to complete the online version of the training module and print out their "Certification of Completion"	Online training course which reviewed the policies covered in the 2006 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.
6. CBS Corporation Web-Based Training Module "The Costs and Conveniences of E-mail" which trains employees on the company policies pertaining to email usage.	All Employees required to complete this online training module and print out their "Certificate of Completion"	Online training course which reviewed the policies of email usage, the proper use of email during the course of business, what is and is not appropriate use of email.
7. Leadership Training for Management Personnel	5/24/07 – 5/25/07	This 2 day training session was held for management personnel and led by a Professional Management Trainer for the purpose of giving station managers insight into how to recruit, hire, train, motivate, and retain top performers using as a guide the book titled "First, Break All The Rules".