

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1, 2009 to May 31, 2010.

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. Promotion Manager
2. Account Executive – WKBD-TV
3. Local Sales Manager – WWJ-TV
4. Account Executive – WKBD-TV
5. Traffic Coordinator
6. Account Executive – WWJ-TV
7. Account Executive – WWJ-TV
8. Sales Assistant
9. Credit & Collections Analyst
10. Account Executive – WKBD-TV
11. Account Executive – WWJ-TV

**5) Job Title: Promotion Manager****Referral Source(s) of Hire: Unsolicited****Vacancy#1**

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

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

Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
The Coleman A. Young Foundation	Claudette Y. Smith	2111 Woodward Ave. Ste. 600, Detroit, MI 48201	313-962-2200	Yes
University of Detroit Mercy	Denise McCormick	4001 W. McNichols Rd., Detroit, MI 48202	313-993-1448	No
University of Michigan Dearborn	Kathy Cordon	4091 Evergreen, Dearborn, MI 48128 Incirclejobs.com/jobs	313-593-5020	No
Wayne County Community College	Sashi Sharma	9551 Greenfield, Detroit, MI 48228	313-943-4071	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
Michigan Works (Michigan Talent Bank)	Website posting	<a href="http://www.michworks.org">www.michworks.org</a>		No
TV Jobs.com	Website posting	<a href="http://www.tvjobs.com">www.tvjobs.com</a>		No
Craig's List - Detroit	Website posting	<a href="http://www.craigslist.org">www.craigslist.org</a>		N/A
CBSdetroit.com	Website posting	<a href="http://www.wwtv.com">www.wwtv.com</a>		N/a
CW50 Detroit.com	Website posting	<a href="http://www.cw50detroit.com">www.cw50detroit.com</a>		N/A
All CBS Owned Stations	Email posting			N/A
Internal Posting		Bulletin Boards		N/A

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

Vacancy#2

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

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

Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Karen Guerreso	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No
Salvation Army	Gloria Brown	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
The Coleman A. Young Foundation	Claudette Y. Smith	2111 Woodward Ave. Ste. 600, Detroit, MI 48201	313-962-2200	Yes
University of Detroit Mercy	Denise McCormick	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1448	No
University of Michigan - In Circle Jobs	Website Posting	<a href="http://michigan.incirclejobs.com/jobs/postings">http://michigan.incirclejobs.com/jobs/postings</a>		No
University of Michigan Dearborn	Kathy Cordon	4091 Evergreen, Dearborn, MI 48128	313-593-5020	No
University of Michigan Flint	Website Posting	<a href="mailto:advising@umflint.edu">advising@umflint.edu</a>		No
Wayne County Community College	Sashi Sharma	9551 Greenfield, Detroit, MI 48228	313-943-4071	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
Wayne State University	Website Posting	<a href="https://www.wvinterfase.com/wayne/job">https://www.wvinterfase.com/wayne/job</a>		No
Western Michigan University	Website Posting	<a href="http://eaglecareers.experience.com/emp/login">http://eaglecareers.experience.com/emp/login</a>		No
Michigan Works (Michigan Talent Bank)	Website posting	<a href="http://www.michworks.org">www.michworks.org</a>		No
TV Jobs.com	Website posting	<a href="http://www.tvjobs.com">www.tvjobs.com</a>		No
Craig's List - Detroit	Website posting	<a href="http://www.craigslist.org">www.craigslist.org</a>		No
CW50 Detroit.com	Website posting	<a href="http://www.cw50detroit.com">www.cw50detroit.com</a>		N/A
CBS Applicant Tracking System	Website posting	<a href="http://www.wvttv.com/jobs">www.wvttv.com/jobs</a> or <a href="http://www.cw50detroit.com/jobs">www.cw50detroit.com/jobs</a>		N/A
Internal Posting		Bulletin Boards		N/A

**Job Title: Local Sales Manager****Referral Source(s) of Hire: Industry Referral**

Vacancy#3

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



Jewish Vocational Center	Walter Tarrow/Renee Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	No
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Latin Americans for Social & Economic Development	Sheila Jackson	7150 W. Vernor Hwy., Detroit, MI 48209	313-841-1430	Yes
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LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Macomb Community College	Website Posting	<a href="http://macombcareerlink.experience.com">http://macombcareerlink.experience.com</a>		No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
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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 State University	Website Posting	<a href="https://msu-csm.symplicity.com/employers">https://msu-csm.symplicity.com/employers</a>		No
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National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pte. Woods, MI 48236	313-882-4604	Yes
Oakland Community College	Website Posting	<a href="http://www.oaklandcc.edu/placement/jobs/jobpost1.asp">www.oaklandcc.edu/placement/jobs/jobpost1.asp</a>	248-232-4141	No
Oakland County Michigan Works	Debbie Lake	Workforce Development Division, 1200 N. Telegraph Rd., Ste. 202, Pontiac, MI 48341	248-858-5520	No
Oakland University	Website Posting	<a href="https://oakland-csm.symplicity.com/employers">https://oakland-csm.symplicity.com/employers</a>		No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48064	248-649-3739	No
Operation Able	Nancy O'Malley	4750 Woodward, Ste. 201, Detroit, MI 48201	313-832-4925	Yes
Payne Pulliam School	Freddie Lindsay-Payne	2345 Caass, Detroit, MI 48201	313-963-4710	No

Randolph Career and Technical Center	Joyce Smith - Co-op Coordinator	17101 Hubbell, Detroit, MI 48235	313-494-3909	No
Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Karen Guerreso	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No
Salvation Army	Gloria Brown	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
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Specs Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
The Coleman A. Young Foundation	Claudette Y. Smith	2111 Woodward Ave. Ste. 600, Detroit, MI 48201	313-962-2200	Yes
University of Detroit Mercy	Denise McCormick	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1448	No
University of Michigan – In Circle Jobs	Website Posting	<a href="http://michigan.incirclejobs.com/jobs/postings">http://michigan.incirclejobs.com/jobs/postings</a>		No
University of Michigan Dearborn	Kathy Cordon	4091 Evergreen, Dearborn, MI 48128	313-593-5020	No
University of Michigan Flint	Website Posting	<a href="mailto:advising@umflint.edu">advising@umflint.edu</a>		No
Wayne County Community College	Sashi Sharma	9551 Greenfield, Detroit, MI 48228	313-943-4071	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
Wayne State University	Website Posting	<a href="https://www.nyinterfase.com/wayne/job">https://www.nyinterfase.com/wayne/job</a>		No
Western Michigan University	Website Posting	<a href="http://eaglecareers.experience.com/emp/login">http://eaglecareers.experience.com/emp/login</a>		No
Michigan Works (Michigan Talent Bank)	Website posting	<a href="http://www.michworks.org">www.michworks.org</a>		No
TV Jobs.com	Website posting	<a href="http://www.tvjobs.com">www.tvjobs.com</a>		No
Craig's List - Detroit	Website posting	<a href="http://www.craigslist.org">www.craigslist.org</a>		No
CBS Detroit.com	Website posting	<a href="http://www.wjtv.com">www.wjtv.com</a>		N/A
CBS Applicant Tracking System	Website posting	<a href="http://www.wjtv.com/jobs">www.wjtv.com/jobs</a> or <a href="http://www.cw50detroit.com/jobs">www.cw50detroit.com/jobs</a>		N/A
Internal Posting		Bulletin Boards		N/A

**Job Title: Account Executive – WKBD-TV**

**Referral Source(s) of Hire: Unsolicited**

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

Latin Americans for Social & Economic Development	Sheila Jackson	7150 W. Vernor Hwy., Detroit, MI 48209	313-841-1430	Yes
Lawrence Tech – Career Quest	Website Posting	<a href="https://ltu-csm.symplicity.com/employers">https://ltu-csm.symplicity.com/employers</a>		No
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Macomb Community College	Website Posting	<a href="http://macombcareerlink.experience.com">http://macombcareerlink.experience.com</a>		No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	Bill Keith	Plymouth Salem High School, 46181 Joy Road, Canton, MI 48187	734-416-7732	No
Michigan Jewish Institute	Paul Levine	25401 Coolidge Highway, Oak Park, MI 48237	248-414-6900	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing MI 48824	517-355-9510 x124	No
Michigan State University	Website Posting	<a href="https://msu-csm.symplicity.com/employers">https://msu-csm.symplicity.com/employers</a>		No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Bernadine Bennett	Walled Lake Career Center, 9491 Wise Rd., Commerce Twship., MI 48390	248-956-5060	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
Michigan Works	Kafi Howard	Livonia Service Center, 30246 Plymouth Rd., Livonia, MI 48150	734-513-4900	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pte. Woods, MI 48236	313-882-4604	Yes
Oakland Community College	Website Posting	<a href="http://www.oaklandcc.edu/placement/Job/jobnost1.asp">www.oaklandcc.edu/placement/Job/jobnost1.asp</a>	248-232-4141	No
Oakland County Michigan Works	Debbie Lake	Workforce Development Division, 1200 N. Telegraph Rd., Ste. 202, Pontiac, MI 48341	248-858-5520	No
Oakland University	Website Posting	<a href="https://oakland-csm.symplicity.com/employers">https://oakland-csm.symplicity.com/employers</a>		No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Nancy O'Malley	4750 Woodward, Ste. 201, Detroit, MI 48201	313-832-4925	Yes
Payne Pulliam School	Freddie Lindsay-Payne	2345 Caass, Detroit, MI 48201	313-963-4710	No
Randolph Career and Technical Center	Joyce Smith - Co-op Coordinator	17101 Hubbell, Detroit, MI 48235	313-494-3909	No
Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Karen Guerreso	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No

Salvation Army	Gloria Brown	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
Salvation Army	Jean Olshefsky	118 W. Lawrence St., Pontiac, MI 48341	248-338-9601	No
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
The Coleman A. Young Foundation	Claudette Y. Smith	2111 Woodward Ave. Ste. 600, Detroit, MI 48201	313-962-2200	Yes
University of Detroit Mercy	Denise McCormick	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1448	No
University of Michigan – In Circle Jobs	Website Posting	<a href="http://michigan.uicirclejobs.com/jobs/postings">http://michigan.uicirclejobs.com/jobs/postings</a>		No
University of Michigan Dearborn	Kathy Cordon	4091 Evergreen, Dearborn, MI 48128	313-593-5020	No
University of Michigan Flint	Website Posting	<a href="mailto:advising@umflint.edu">advising@umflint.edu</a>		No
Wayne County Community College	Sashi Sharma	9551 Greenfield, Detroit, MI 48228	313-943-4071	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
Wayne State University	Website Posting	<a href="https://www.myinterfase.com/wayne/job">https://www.myinterfase.com/wayne/job</a>		No
Western Michigan University	Website Posting	<a href="http://eaglecareers.experience.com/emp/login">http://eaglecareers.experience.com/emp/login</a>		No
Michigan Works (Michigan Talent Bank)	Website posting	<a href="http://www.michworks.org">www.michworks.org</a>		No
TV Jobs.com	Website posting	<a href="http://www.tvjobs.com">www.tvjobs.com</a>		No
Craig's List – Detroit	Website posting	<a href="http://www.craigslist.org">www.craigslist.org</a>		No
CW50 Detroit.com	Website posting	<a href="http://www.cw50detroit.com">www.cw50detroit.com</a>		N/A
CBS Applicant Tracking System	Website posting	<a href="http://www.wjtv.com/jobs">www.wjtv.com/jobs</a> or <a href="http://www.cw50detroit.com/jobs">www.cw50detroit.com/jobs</a>		N/A
Internal Posting		Bulletin Boards		N/A

**Job Title: Traffic Coordinator****Referral Source(s) of Hiree: Industry Referral****Vacancy#5**

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

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

Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Karen Guerreso	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No
Salvation Army	Gloria Brown	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
The Coleman A. Young Foundation	Claudette Y. Smith	2111 Woodward Ave. Ste. 600, Detroit, MI 48201	313-962-2200	Yes
University of Detroit Mercy	Denise McCormick	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1448	No
University of Michigan – In Circle Jobs	Website Posting	<a href="http://michigan.incirclejobs.com/jobs/postings">http://michigan.incirclejobs.com/jobs/postings</a>		No
University of Michigan Dearborn	Kathy Cordon	4091 Evergreen, Dearborn, MI 48128	313-593-5020	No
University of Michigan Flint	Website Posting	<a href="mailto:advising@umflint.edu">advising@umflint.edu</a>		No
Wayne County Community College	Sashi Sharma	9551 Greenfield, Detroit, MI 48228	313-943-4071	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
Wayne State University	Website Posting	<a href="https://www.myinterfase.com/wayne/job">https://www.myinterfase.com/wayne/job</a>		No
Western Michigan University	Website Posting	<a href="http://eaglecareers.experience.com/emp/login">http://eaglecareers.experience.com/emp/login</a>		No
Michigan Works (Michigan Talent Bank)	Website posting	<a href="http://www.michworks.org">www.michworks.org</a>		No
National Association of Television Arts & Sciences (NATAS)	Website posting	<a href="http://www.emmyonline.org">www.emmyonline.org</a>		No
TV Jobs.com	Website posting	<a href="http://www.tvjobs.com">www.tvjobs.com</a>		No
Spots-n-Dots	Website posting	<a href="http://www.spotsndots.com">www.spotsndots.com</a>		No
Craig's List – Detroit	Website posting	<a href="http://www.craigslist.org">www.craigslist.org</a>		No
CW50 Detroit.com	Website posting	<a href="http://www.cw50detroit.com">www.cw50detroit.com</a>		N/A
WWJ-TV.com	Website posting	<a href="http://www.wwjtv.com">www.wwjtv.com</a>		N/A
CBS Applicant Tracking System	Website posting	<a href="http://www.wwjtv.com/jobs">www.wwjtv.com/jobs</a> or <a href="http://www.cw50detroit.com/jobs">www.cw50detroit.com/jobs</a>		N/A
Internal Posting		Bulletin Boards		N/A



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

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

ITT Technical Institute	Jennifer Hance, Career Services Specialist	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	1-800-632-4676 x128	Yes
Jewish Vocational Center	Renee Rabideau	2699 Suothfield Rd., Southfield, MI 48076	248-233-4481	No
Jewish Vocational Center	Walter Tarrow/Renee Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	No
Kalamazoo College	Center for Career Development - Pam Sotherland	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Latin Americans for Social & Economic Development	Sheila Jackson	7150 W. Vernor Hwy., Detroit, MI 48209	313-841-1430	Yes
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Macomb Community College	Website Posting	<a href="http://macombcareerlink.experience.com">http://macombcareerlink.experience.com</a>		No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	Bill Keith	Plymouth Salem High School, 46181 Joy Road, Canton, MI 48187	734-416-7732	No
Michigan Jewish Institute	Paul Levine	25401 Coolidge Highway, Oak Park, MI 48237	248-414-6900	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing MI 48824	517-355-9510 x124	No
Michigan State University	Lisa Hinkley - Career Services and Placement	287 Communication Arts and Sciences Bldg., East Lansing, MI 48824	517-355-6500	No
Michigan State University	Website Posting	<a href="https://msu-csm.symphlicity.com/employers">https://msu-csm.symphlicity.com/employers</a>		No
Michigan Works	Kay Mizell	Oak Park Career Center, 22180 Parklawn, Oak Park, MI 48237	248-691-8437 x223	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Bernadine Bennett	Walled Lake Career Center, 9491 Wise Rd., Commerce Twtnshp., MI 48390	248-956-5060	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
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
Oak Grove A.M.E. Church	Jacqueline Lawson	19801 Cherrylawn Street, Detroit, MI 48221	313-341-8877	No
Oakland Community College	Website Posting	<a href="http://www.oaklandcc.edu/placement/Job/jobpost1.asp">www.oaklandcc.edu/placement/Job/jobpost1.asp</a>	248-232-4141	No
Oakland County Michigan Works	Debbie Lake	Workforce Development Division, 1200 N. Telegraph Rd., Ste. 202, Pontiac, MI 48341	248-858-5520	No

Oakland University	Website Posting	<a href="https://oakland-csm.symphlicity.com/employers">https://oakland-csm.symphlicity.com/employers</a>		No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Nancy O'Malley	4750 Woodward, Ste. 201, Detroit, MI 48201	313-832-4925	Yes
Payne Pulliam School	Freddie Lindsay-Payne	2345 Caass, Detroit, MI 48201	313-963-4710	No
Randolph Career and Technical Center	Joyce Smith - Co-op Coordinator	17101 Hubbell, Detroit, MI 48235	313-494-3909	No
Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Karen Guerreso	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No
Salvation Army	Gloria Brown	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
Salvation Army	Jean Olshefsky	118 W. Lawrence St., Pontiac, MI 48341	248-338-9601	No
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
The Coleman A. Young Foundation	Claudette Y. Smith	2111 Woodward Ave. Ste. 600, Detroit, MI 48201	313-962-2200	Yes
University of Detroit Mercy	Denise McCormick	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1448	No
University of Michigan - In Circle Jobs	Website Posting	<a href="http://michigan.incirclejobs.com/jobs/postings">http://michigan.incirclejobs.com/jobs/postings</a>		No
University of Michigan Dearborn	Kathy Cordon	4091 Evergreen, Dearborn, MI 48128	313-593-5020	No
University of Michigan Flint	Website Posting	<a href="mailto:advising@umflint.edu">advising@umflint.edu</a>		No
Wayne County Community College	Sashi Sharma	9551 Greenfield, Detroit, MI 48228	313-943-4071	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
Wayne State University	Website Posting	<a href="https://www.nyinterfase.com/wayne/job">https://www.nyinterfase.com/wayne/job</a>		No
Western Michigan University	Website Posting	<a href="http://eaglecareers.experience.com/emp/login">http://eaglecareers.experience.com/emp/login</a>		No
Michigan Works (Michigan Talent Bank)	Website posting	<a href="http://www.michworks.org">www.michworks.org</a>		No
National Association of Television Arts & Sciences (NATAS)	Website posting	<a href="http://www.emmyonline.org">www.emmyonline.org</a>		No
TV Jobs.com	Website posting	<a href="http://www.tvjobs.com">www.tvjobs.com</a>		No
Craig's List - Detroit	Website posting	<a href="http://www.craigslist.org">www.craigslist.org</a>		No

WWJ-TV.com	Website posting	<a href="http://www.wwjtv.com">www.wwjtv.com</a>		N/A
CBS Applicant Tracking System	Website posting	<a href="http://www.wwjtv.com/jobs">www.wwjtv.com/jobs</a> or <a href="http://www.cw50detroit.com/jobs">www.cw50detroit.com/jobs</a>		N/A
Internal Posting		Bulletin Boards		N/A

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

**Vacancy#7**

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

Jewish Vocational Center	Renee Rabideau	2699 Southfield Rd., Southfield, MI 48076	248-233-4481	No
Jewish Vocational Center	Walter Tarrow/Renee Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	No
Kalamazoo College	Center for Career Development - Pam Sotherland	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Latin Americans for Social & Economic Development	Sheila Jackson	7150 W. Vernor Hwy., Detroit, MI 48209	313-841-1430	Yes
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Macomb Community College	Website Posting	<a href="http://macombcareerlink.experience.com">http://macombcareerlink.experience.com</a>		No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	Bill Keith	Plymouth Salem High School, 46181 Joy Road, Canton, MI 48187	734-416-7732	No
Michigan Jewish Institute	Paul Levine	25401 Coolidge Highway, Oak Park, MI 48237	248-414-6900	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing MI 48824	517-355-9510 x124	No
Michigan State University	Website Posting	<a href="https://msu-csm.symphlicity.com/employers">https://msu-csm.symphlicity.com/employers</a>		No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Bernadine Bennett	Walled Lake Career Center, 9491 Wise Rd., Commerce Twnshp., MI 48390	248-956-5060	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
Michigan Works	Kafi Howard	Livonia Service Center, 30246 Plymouth Rd., Livonia, MI 48150	734-513-4900	No
NAACP	Job Board	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pte. Woods, MI 48236	313-882-4604	Yes
Oakland Community College	Website Posting	<a href="http://www.oaklandcc.edu/placement/jobs/jobpost1.asp">www.oaklandcc.edu/placement/jobs/jobpost1.asp</a>	248-232-4141	No
Oakland County Michigan Works	Debbie Lake	Workforce Development Division, 1200 N. Telegraph Rd., Ste. 202, Pontiac, MI 48341	248-858-5520	No
Oakland University	Website Posting	<a href="https://oakland-csm.symphlicity.com/employers">https://oakland-csm.symphlicity.com/employers</a>		No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Nancy O'Malley	4750 Woodward, Ste. 201, Detroit, MI 48201	313-832-4925	Yes
Payne Pulliam School	Freddie Lindsay-Payne	2345 Caass, Detroit, MI 48201	313-963-4710	No
Randolph Career and Technical Center	Joyce Smith - Co-op Coordinator	17101 Hubbell, Detroit, MI 48235	313-494-3909	No

Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Karen Guerreso	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No
Salvation Army	Gloria Brown	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrel - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
The Coleman A. Young Foundation	Claudette Y. Smith	2111 Woodward Ave. Ste. 600, Detroit, MI 48201	313-962-2200	Yes
University of Detroit Mercy	Denise McCormick	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1448	No
University of Michigan – In Circle Jobs	Website Posting	<a href="http://michigan.incirclejobs.com/jobs/postings">http://michigan.incirclejobs.com/jobs/postings</a>		No
University of Michigan Dearborn	Kathy Cordon	4091 Evergreen, Dearborn, MI 48128	313-593-5020	No
University of Michigan Flint	Website Posting	<a href="mailto:advising@umflint.edu">advising@umflint.edu</a>		No
Wayne County Community College	Sashi Sharma	9551 Greenfield, Detroit, MI 48228	313-943-4071	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
Wayne State University	Website Posting	<a href="https://www.myinterfase.com/wayne/job">https://www.myinterfase.com/wayne/job</a>		No
Western Michigan University	Website Posting	<a href="http://eaglecareers.experience.com/emp/login">http://eaglecareers.experience.com/emp/login</a>		No
Michigan Works (Michigan Talent Bank)	Website posting	<a href="http://www.michworks.org">www.michworks.org</a>		No
National Association of Television Arts & Sciences (NATAS)	Website posting	<a href="http://www.emmyonline.org">www.emmyonline.org</a>		No
TV Jobs.com	Website posting	<a href="http://www.tvjobs.com">www.tvjobs.com</a>		No
Craig's List – Detroit	Website posting	<a href="http://www.craigslist.org">www.craigslist.org</a>		No
WWJ-TV.com	Website posting	<a href="http://www.wwjtv.com">www.wwjtv.com</a>		N/A
CBS Applicant Tracking System	Website posting	<a href="http://www.wwjtv.com/jobs">www.wwjtv.com/jobs</a> or <a href="http://www.cw50detroit.com/jobs">www.cw50detroit.com/jobs</a>		N/A
Internal Posting		Bulletin Boards		N/A

**Job Title: Sales Assistant****Referral Source(s) of Hire: Industry Referral**

Vacancy#8

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



Latin Americans for Social & Economic Development	Sheila Jackson	7150 W. Vernor Hwy., Detroit, MI 48209	313-841-1430	Yes
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	Bill Keith	Plymouth Salem High School, 46181 Joy Road, Canton, MI 48187	734-416-7732	No
Michigan Jewish Institute	Paul Levine	25401 Coolidge Highway, Oak Park, MI 48237	248-414-6900	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing MI 48824	517-355-9510 x124	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Bernadine Bennett	Walled Lake Career Center, 9491 Wise Rd., Commerce Twship., MI 48390	248-956-5060	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
Michigan Works	Kafi Howard	Livonia Service Center, 30246 Plymouth Rd., Livonia, MI 48150	734-513-4900	No
NAACP	Job Board	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pointe Woods, MI 48236	313-882-4604	Yes
Oakland County Michigan Works	Debbie Lake	Workforce Development Division, 1200 N. Telegraph Rd., Ste. 202, Pontiac, MI 48341	248-858-5520	No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Nancy O'Malley	4750 Woodward, Ste. 201, Detroit, MI 48201	313-832-4925	Yes
Payne Pulliam School	Freddie Lindsay-Payne	2345 Caass, Detroit, MI 48201	313-963-4710	No
Randolph Career and Technical Center	Joyce Smith - Co-op Coordinator	17101 Hubbell, Detroit, MI 48235	313-494-3909	No
Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Karen Guerreso	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No
Salvation Army	Gloria Brown	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Spees Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes

State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
The Coleman A. Young Foundation	Claudette Y. Smith	2111 Woodward Ave. Ste. 600, Detroit, MI 48201	313-962-2200	Yes
University of Detroit Mercy	Denise McCormick	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1448	No
University of Michigan Dearborn	Kathy Cordon	4091 Evergreen, Dearborn, MI 48128	313-593-5020	No
Wayne County Community College	Sashi Sharma	9551 Greenfield, Detroit, MI 48228	313-943-4071	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
Michigan Works (Michigan Talent Bank)	Website posting	<a href="http://www.michworks.org">www.michworks.org</a>		No
TV Jobs.com	Website posting	<a href="http://www.tvjobs.com">www.tvjobs.com</a>		No
CW50 Detroit.com	Website posting	<a href="http://www.cw50detroit.com">www.cw50detroit.com</a>		N/A
WWJ-TV.com	Website posting	<a href="http://www.wwjtv.com">www.wwjtv.com</a>		N/A
CBS Applicant Tracking System	Website posting	<a href="http://www.wwjtv.com/jobs">www.wwjtv.com/jobs</a> or <a href="http://www.cw50detroit.com/jobs">www.cw50detroit.com/jobs</a>		N/A
Internal Posting		Bulletin Boards		N/A

**Job Title: Credit & Collections Analyst****Referral Source(s) of Hiree: Michigan Talent Bank****Vacancy#9**

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

Jewish Vocational Center	Walter Tarrow/Renee Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	No
Kalamazoo College	Center for Career Development – Pam Sotherland	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Latin Americans for Social & Economic Development	Sheila Jackson	7150 W. Vernor Hwy., Detroit, MI 48209	313-841-1430	Yes
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Macomb Community College	Website Posting	<a href="http://macombcareerlink.experience.com">http://macombcareerlink.experience.com</a>		No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	Bill Keith	Plymouth Salem High School, 46181 Joy Road, Canton, MI 48187	734-416-7732	No
Michigan Jewish Institute	Paul Levine	25401 Coolidge Highway, Oak Park, MI 48237	248-414-6900	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing MI 48824	517-355-9510 x124	No
Michigan State University	Website Posting	<a href="https://msu-csm.symphlicity.com/employers">https://msu-csm.symphlicity.com/employers</a>		No
Michigan Works	Dorothy Kalts	Troy Career Center, 550 Stephenson Hwy. Ste. 400, Troy, MI 48083	248-691-8437	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Bernadine Bennett	Walled Lake Career Center, 9491 Wise Rd., Commerce Twnshp., MI 48390	248-956-5060	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
Michigan Works	Kafi Howard	Livonia Service Center, 30246 Plymouth Rd., Livonia, MI 48150	734-513-4900	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pte. Woods, MI 48236	313-882-4604	Yes
Oakland Community College	Website Posting	<a href="http://www.oaklandcc.edu/placement/jobs/jobpost1.asp">www.oaklandcc.edu/placement/jobs/jobpost1.asp</a>	248-232-4141	No
Oakland County Michigan Works	Debbie Lake	Workforce Development Division, 1200 N. Telegraph Rd., Ste. 202, Pontiac, MI 48341	248-858-5520	No
Oakland University	Website Posting	<a href="https://oakland-csm.symphlicity.com/employers">https://oakland-csm.symphlicity.com/employers</a>		No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Nancy O'Malley	4750 Woodward, Ste. 201, Detroit, MI 48201	313-832-4925	Yes
Payne Pulliam School	Freddie Lindsay-Payne	2345 Caass, Detroit, MI 48201	313-963-4710	No
Randolph Career and Technical Center	Joyce Smith - Co-op Coordinator	17101 Hubbell, Detroit, MI 48235	313-494-3909	No

Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Karen Guerreso	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No
Salvation Army	Gloria Brown	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
The Coleman A. Young Foundation	Claudette Y. Smith	2111 Woodward Ave. Ste. 600, Detroit, MI 48201	313-962-2200	Yes
University of Detroit Mercy	Denise McCormick	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1448	No
University of Michigan - In Circle Jobs	Website Posting	<a href="http://michigan.incirclejobs.com/jobs/postings">http://michigan.incirclejobs.com/jobs/postings</a>		No
University of Michigan Dearborn	Kathy Cordon	4091 Evergreen, Dearborn, MI 48128	313-593-5020	No
University of Michigan Flint	Website Posting	<a href="mailto:advising@umflint.edu">advising@umflint.edu</a>		No
Wayne County Community College	Sashi Sharma	9551 Greenfield, Detroit, MI 48228	313-943-4071	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
Wayne State University	Website Posting	<a href="https://www.nyinterfase.com/wayne/job">https://www.nyinterfase.com/wayne/job</a>		No
Western Michigan University	Website Posting	<a href="http://eaglecareers.experience.com/emp/login">http://eaglecareers.experience.com/emp/login</a>		No
Women In Communications Job Bank	Website Posting	<a href="http://www.womcomdetroit.org/JobBank.htm">http://www.womcomdetroit.org/JobBank.htm</a>		No
Michigan Works (Michigan Talent Bank)	Website posting	<a href="http://www.michworks.org">www.michworks.org</a>		No
National Association of Television Arts & Sciences (NATAS)	Website posting	<a href="http://www.emmyonline.org">www.emmyonline.org</a>		No
TV Jobs.com	Website posting	<a href="http://www.tvjobs.com">www.tvjobs.com</a>		No
Craig's List - Detroit	Website posting	<a href="http://www.craigslist.org">www.craigslist.org</a>		No
CW50 Detroit.com	Website posting	<a href="http://www.cw50detroit.com">www.cw50detroit.com</a>		N/A
WWJ-TV.com	Website posting	<a href="http://www.wwjtv.com">www.wwjtv.com</a>		N/A
CBS Applicant Tracking System	Website posting	<a href="http://www.wwjtv.com/jobs">www.wwjtv.com/jobs</a> or <a href="http://www.cw50detroit.com/jobs">www.cw50detroit.com/jobs</a>		N/A
Internal Posting		Bulletin Boards		N/A

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

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-265-5161 x4392	No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Alma College	Anna Grajek – Center for Student Development	614 W. Superior, Alma, MI 48801	989-463-7225	No
Alpha Capital Management	Dorothy Burrell	3011 W. Grand Blvd. fisher Bldg. Ste 1516, Detroit, MI	313-874-5079	No
American Civil Liberties of Michigan	Kary L. Moss	60 West Hancock, Detroit, MI 48201	313-578-6800	No
Arab Caldean Social Service	Shadia Batayeh	28551 Southfield Road, Suite 204, Lathrup Village, MI 48076	248-559-1990	No
Catholic Social Services of Wayne County	Uneil Smith	9851 Hamilton Ave., Detroit, MI 48202	313-873-3500	No
Central Michigan University	Broadcast & Cinematic Arts – Peter Orlik	340 Moore Hall, Mt. Pleasant, MI 48859		Yes
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Davenport University	Paul Jones & Donna Green	Career Services 4801 Oakman Blvd., Dearborn, MI 48126	313-581-4400 x421	No
Detroit Association of Black Organizations	Carlene Napier	12048 Grand River Ave. Detroit 48204	313-491-0003	No
Detroit Unity Temple	Dorothy Jones	17505 Second Ave., Detroit, MI 48203	313-345-4848	No
Detroit Urban League	Sonya Cook, Workforce Career Development Center	15770 James Couzens, Detroit, MI 48238	313-863-0300 ext. 227	No
Detroit Workforce Development Board	Shirley Manus	City of Detroit Employment & Training Dept. 707 West, Detroit, MI 48202	313-876-0674	Yes
Detroit's Workplace	Melvin Gupton	707 W. Milwaukee, Detroit, MI 48202	313-873-7321	Yes
Dorsey Business Schools	Rita Clark	30821 Barrington, Madison Hts., MI 48071	248-588-9660	Yes
Evangel Ministries	Aaron Richardson/Phyllis Boles	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Everest Institute	Danielle Scott	26111 Evergreen Rd., Ste. 201, Southfield, MI 48076	248-226-9580	Yes
Ferndale Project Jobs/Career Center	Karen Levenson	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	Yes
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	616-331-3311	No
Henry Ford Community College	Richard Brown	5101 Evergreen Road, Dearborn, MI 48128	313-845-9860	Yes
ITT Technical Institute	Jennifer Hance, Career Services Specialist	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	1-800-632-4676 x128	Yes
Jewish Vocational Center	Renee Rabideau	2699 Southfield Rd., Southfield, MI 48076	248-233-4481	No

Jewish Vocational Center	Walter Tarrow/Rence Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	No
Kalamazoo College	Center for Career Development - Pam Sotherland	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Latin Americans for Social & Economic Development	Sheila Jackson	7150 W. Vernor Hwy., Detroit, MI 48209	313-841-1430	Yes
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	Bill Keith	Plymouth Salem High School, 46181 Joy Road, Canton, MI 48187	734-416-7732	No
Michigan Jewish Institute	Paul Levine	25401 Coolidge Highway, Oak Park, MI 48237	248-414-6900	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing MI 48824	517-355-9510 x124	No
Michigan State University	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	Dorothy Kalts	Troy Career Center, 550 Stephenson Hwy. Ste. 400, Troy, MI 48083	248-691-8437	No
Michigan Works	Bernadine Bennett	Walled Lake Career Center, 9491 Wise Rd., Commerce Twship., MI 48390	248-956-5060	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
Michigan Works	Kafi Howard	Livonia Service Center, 30246 Plymouth Rd., Livonia, MI 48150	734-513-4900	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pte. Woods, MI 48236	313-882-4604	Yes
Oakland County Michigan Works	Debbie Lake	Workforce Development Division, 1200 N. Telegraph Rd., Ste. 202, Pontiac, MI 48341	248-858-5520	No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Nancy O'Malley	4750 Woodward, Ste. 201, Detroit, MI 48201	313-832-4925	Yes
Payne Pulliam School	Freddie Lindsay-Payne	2345 Caass, Detroit, MI 48201	313-963-4710	No
Randolph Career and Technical Center	Joyce Smith - Co-op Coordinator	17101 Hubbell, Detroit, MI 48235	313-494-3909	No
Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Karen Guerreso	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No
Salvation Army	Gloria Brown	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No

Salvation Army	Sue Hatcher-Wilson	1627 W. Fort ST., Detroit, MI 48216	313-532-1500	No
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Spees Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
The Coleman A. Young Foundation	Claudette Y. Smith	2111 Woodward Ave. Ste. 600, Detroit, MI 48201	313-962-2200	Yes
University of Detroit Mercy	Denise McCormick	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1448	No
University of Michigan Dearborn	Kathy Cordon	4091 Evergreen, Dearborn, MI 48128	313-593-5020	No
Wayne County Community College	Sashi Sharma	9551 Greenfield, Detroit, MI 48228	313-943-4071	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
Michigan Works (Michigan Talent Bank)	Website posting	<a href="http://www.michworks.org">www.michworks.org</a>		No
Craig's List Detroit	Website posting	<a href="http://www.craigslist.org">www.craigslist.org</a>		No
Michigan State University	Website posting	<a href="https://msu-csm.symphonicity.com/employers">https://msu-csm.symphonicity.com/employers</a>		No
National Association of Television Arts & Sciences	Website posting	<a href="http://www.emmyonline.org">www.emmyonline.org</a>		No
TV Jobs.com	Website posting	<a href="http://www.tvjobs.com">www.tvjobs.com</a>		No
University of Michigan - In Circle	Website posting	<a href="http://michigan.incirclejobs.com/">http://michigan.incirclejobs.com/</a>		No
Women In Communications - Job Bank	Website posting	<a href="http://www.womcoindetroit.org/JobBank.htm">http://www.womcoindetroit.org/JobBank.htm</a>		No
WKBD-TV.COM	Website posting	<a href="http://www.cw50detroit.com">www.cw50detroit.com</a>		N/A
CBS Applicant Tracking System	Website posting	<a href="http://www.wjtv.com/jobs">www.wjtv.com/jobs</a> or <a href="http://www.cw50detroit.com/jobs">www.cw50detroit.com/jobs</a>		N/A
Internal Posting		Bulletin Boards		N/A



**Job Title: Account Executive – WWJ-TV****Referral Source(s) of Hire: WWJ-TV website posting****Vacancy#11**

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

Latin Americans for Social & Economic Development	Sheila Jackson	7150 W. Vernor Hwy., Detroit, MI 48209	313-841-1430	Yes
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	Bill Keith	Plymouth Salem High School, 46181 Joy Road, Canton, MI 48187	734-416-7732	No
Michigan Jewish Institute	Paul Levine	25401 Coolidge Highway, Oak Park, MI 48237	248-414-6900	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing MI 48824	517-355-9510 x124	No
Michigan Works	Dorothy Kalts	Troy Career Center, 550 Stephenson Hwy. Ste. 400, Troy, MI 48083	248-691-8437	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Bernadine Bennett	Walled Lake Career Center, 9491 Wise Rd., Commerce Twtnshp., MI 48390	248-956-5060	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
Michigan Works	Kafi Howard	Livonia Service Center, 30246 Plymouth Rd., Livonia, MI 48150	734-513-4900	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pte. Woods, MI 48236	313-882-4604	Yes
Oakland County Michigan Works	Debbie Lake	Workforce Development Division, 1200 N. Telegraph Rd., Ste. 202, Pontiac, MI 48341	248-858-5520	No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Nancy O'Malley	4750 Woodward, Ste. 201, Detroit, MI 48201	313-832-4925	Yes
Payne Pulliam School	Freddie Lindsay-Payne	2345 Caass, Detroit, MI 48201	313-963-4710	No
Randolph Career and Technical Center	Joyce Smith - Co-op Coordinator	17101 Hubbell, Detroit, MI 48235	313-494-3909	No
Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Karen Guerreso	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No
Salvation Army	Gloria Brown	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
Salvation Army	Sue Hatcher-Wilson	1627 W. Fort ST., Detroit, MI 48216	313-532-1500	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

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

## 6) Hiree Recruitment Source Summary.

### Name of Recruitment Source

1. Unsolicited
2. Industry Referral
3. Industry Referral
4. Unsolicited
5. Industry Referral
6. Employee Referral
7. Employee Referral
8. Industry Referral
9. Michigan Talent Bank
10. Employee Referral
11. Employee Referral

**7) Total # of Interviewees Referred by Each Source:** For the period from June 1, 2009 to May 31, 2010 this

Employment Unit interviewed 69 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Number of Interviewees Referred</u>
1. <u>Industry Referrals</u>	<u>8</u>
2. <u>Employee Referrals</u>	<u>16</u>
3. <u>Unsolicited Referrals</u>	<u>8</u>
4. <u>Internal Postings</u>	<u>7</u>
5. <u>CW50 Detroit Website Postings</u>	<u>2</u>
6. <u>WWJ-TV Detroit Website Postings</u>	<u>4</u>
7. <u>CBS Applicant Tracking System</u>	<u>17</u>
8. <u>Michigan Works/MI Talent Bank</u>	<u>4</u>
9. <u>Michigan Association of Broadcasters</u>	<u>1</u>
10. <u>Linked In</u>	<u>1</u>
11. <u>Craig's List - Detroit</u>	<u>1</u>

## 8) Supplemental Recruitment Measures.

### (a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p><b>1. Participated in the Michigan Association of Broadcasters Foundation Regional Broadcasting Career Fair held at Specs Howard School of Broadcast Arts</b></p> <p>The MABF sponsored this Broadcasting Career Fair at Specs Howard School of Broadcast Arts where more than 200 students and business-minded professionals attended the event. The stations also aired PSA's in an effort to widely disseminate and market the event.</p>	10/15/09	Julia Burt – Manager of Administration Kris Kelly – Community Affairs Manager
<p><b>2. Participated in The 10<sup>th</sup> Annual Sports Career Fair held at the Palace of Auburn Hills, MI</b></p> <p>This Career Fair was attended by a diverse group of applicants including undergraduate and graduate students, as well as recent college graduates from Colleges throughout the Midwest.</p>	2/11/09	Julia Burt – Manager of Administration Kris Kelly – Community Affairs Manager
<p><b>3. Specs Howard School of Media Arts 3<sup>rd</sup> Annual Radio &amp; Video Internship Fair</b></p> <p>This Internship Fair was attended by students of Specs Howard for the purpose of attaining internships with Television and Radio stations. Specs Howard School is one of the leading schools in media education in the state of Michigan.</p>	2/25/10	Julia Burt – Manager of Administration Heather Kuh – Sales & Marketing Manager Melissa Rowe – Marketing Coordinator
<p><b>4. Participated in the 2010 Michigan Association of Broadcasters Foundation Media Career &amp; Networking Fair at the Great Lakes Broadcasting Conference</b></p> <p>This Career &amp; Networking Fair was attended by more than 250 students and business-minded professionals seeking employment and internships in the broadcast media industry. WWJ-TV &amp; WKBD-TV aired PSA's in an effort to widely disseminate and market the event.</p>	3/3/10	Julia Burt – Manager of Administration Kris Kelly – Community Affairs Manager
<p><b>5. Operation Able of Michigan "Ability Is Ageless" Career Fair held in Southfield, MI Participated in event – Television Media Sponsor</b></p> <p>This Career Fair was expected to attract more than 1500 job seekers. Operation Able offers job training and career services for mid career and older adults. Representatives of the stations met and spoke with individuals regarding career opportunities. WWJ-TV &amp; WKBD-TV were the media sponsors for the Career Fair and aired PSA's and promoted the event on both stations websites in an effort to widely disseminate and market the event.</p>	3/24/10	Julia Burt – Manager of Administration Kris Kelly – Community Affairs Manager
<p><b>6. Detroit Branch NAACP – JOBS, JOBS, JOBS! – A Super Career Expo held at the Cobo Conference Center in Detroit, MI</b></p> <p>This Career Fair was attended by job seekers throughout Southeastern Michigan who had the opportunity to meet with Business Professionals regarding current or future position openings where they were able to conduct on-sight interviews with job applicants.</p>	4/30/10	Julia Burt – Manager of Administration Stephen Danowski – Local Sales Manager, WKBD TV CW50 Detroit

**(b) Internship**

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p><b>1. Station Internship Program</b> Interns Assisted with screening of public service announcements; maintenance of community leader files; topic research and development for public affairs show "Street Beat". Interns were also exposed to all areas of Sales &amp; Marketing/Commercial Production including commercial shoots, attending client meetings, sitting in on edit sessions, and acting as "talent" in commercials. In addition, Interns were also given the opportunity to be involved with the Digital Media department where they wrote and appeared in online web diaries. Interns were also given the opportunity to participate in on and off-site casting calls for Survivor, Big Brother, and America's Next Top Model as well as numerous other production shoots which involved celebrity and political figures. Interns were mentored by various staff members.</p>	<p>6/1/09 – 5/31/10 9 Interns</p>	<p>Kris Kelly – Community Affairs Manager Pam Baumann – Director of Creative Services Greg Shattuck – Promotion Manager Amy Bergin – Director of Digital Media George Fox – Web Producer Heather Kuh – Marketing Manager</p>
<p><b>2. Emma Bowen Foundation Intern</b> The Emma Bowen Foundation is committed to creating career opportunities in the media industry for minority youth through a program that focuses on scholastic achievement, direct work experience and professional development. Foundation staff coordinates student recruitment and screening and once selected, the Foundation monitors students' academic and work performance throughout their time in the program and tracks graduates' career progress.</p>	<p>5/14/09 – 8/21/09 5/10/09 - Jasmyn Durham – began a 3 year commitment with the stations.</p>	<p>Kris Kelly – Community Affairs Manager Julia Burt – Manager of Administration</p>

(c) Participation in Events.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p><b>1. Miller Elementary, New Boston, MI – Career Day Program</b> Ken Bryant spoke to four classes at Miller Elementary and presented his career and outlined the education and training required to work in the broadcast field. He also spoke about his own education in the Detroit Public School system and encouraged students to stay in school, get a good education, and try to continue on to college. Ken's presentation included talking about our station brands, played a video of promotion campaigns and answered lots of questions about the stations.</p>	6/1/09	Ken Bryant – Writer/Producer/Director
<p><b>2. "A Day on the Job" – Communication and Media Arts High School</b> Sydni Lockhart, a senior at CMA was provided a "Day on the Job" experience. CMA is a college preparatory Detroit Public School and has been recognized by U.S. News &amp; World Report as one of the nation's best high schools. As a result of having had the experience with us, Sydni applied to and was accepted to attend Central Michigan University.</p>	10/8/09	Kris Kelly – Community Affairs Manager
<p><b>3. Oakland University</b> WWJ-TV Traffic Reporter Randy Bhirdo made an appearance on one of Oakland University's student-produced TV shows. The program features guests who come in and discuss their careers and experience in different businesses. Randy discussed his 40 years in broadcasting. Part of the program was devoted to audience questions where students and faculty asked questions about the broadcast business and Randy's experience. The program lasted approximately one hour and many great questions were asked.</p>	10/28/09	Randy Bhirdo – WWJ-TV Traffic Reporter for First Forecast Mornings
<p><b>4. Central Michigan University – Campus Visit</b> Trey Fabacher was invited to spend a day visiting CMU and had the opportunity to discuss the station's partnership with the Detroit Free Press and the First Forecast Mornings news, weather, and traffic show which included a question and answer session with students. Trey met with Professor Rick Sykes and Dr. Peter Oriik (Director of the School of Broadcast &amp; Cinematic Arts) and was given a tour of the BCA facility. He was also able to observe the live broadcast of the BCA's newscast.</p>	11/5/09	Trey Fabacher – Vice President/General Manager
<p><b>5. Community Affairs Show "Street Beat" Intern Interview</b> Tameka Citchen, WWJ-TV/CW50 Detroit Intern, interviewed Disability Navigators for the Detroit Workforce Development, Denise Barnes and Keisha Garland. The interview focused on why people with disabilities have trouble getting hired and discussed potential solutions to that issue. The interview package was presented in a segment of Street Beat covering employment issues. In addition, Street Beat Host Carol Cain interviewed Tameka to discuss her experiences surrounding her own disability with trying to find work as part of the introduction to the piece.</p>	10/16/09	Carol Cain – Host of Michigan Matters for WWJ-TV and Host of Street Beat for CW50 Detroit Tameka Citchen – WWJ-TV/CW50 Detroit Intern for the Fall Semester
<p><b>6. Oak Park Business &amp; Education Alliance Career Luncheon</b> Community Affairs Manager Kris Kelly was a panelist at the Luncheon discussing careers in communications with predominately African American middle-school students in the Oak Park School District.</p>	1/29/10	Kris Kelly – Community Affairs Manager
<p><b>7. Award Ceremony for Michigan Matters Host Carol Cain</b> Carol Cain was honored with the Transcending SPIRIT Award as part of the Rho Sigma Foundation's sixth annual SPIRIT (Sigmars Promoting Inspirational, Resourceful and Insightful Torchbearers) Awards Ceremony held 3/24/10 in Southfield, MI. Rho Sigma Foundation (RSF) was established in 1999 in Detroit as the non-profit, tax-exempt community service arm of the Rho Sigma Chapter of Sigma Gamma Rho Sorority, Inc. The mission of RSF was to organize, promote, and implement charitable and educational activities in the areas of lessening neighborhood tensions, eliminating prejudice and</p>	3/24/10	Carol Cain – Host of Michigan Matters and Street Beat



discrimination, defending human and civil rights secured by law, combating deterioration of communities and juvenile delinquency and such other activities as may be authorized by law.		
<p><b>8. Clark Elementary/Middle School Career Day Program</b>  Ken Bryant, Writer Producer/Director spoke to four 8<sup>th</sup> grade classes at the Career Day program at Clark Elementary/Middle School. Ken showed the students image campaigns for CW50 and WWJ-TV. He also explained his job responsibilities and how to prepare for a career in the television industry and encouraged the students to continue their education.</p>	4/22/10	Ken Bryant, Jr. – Writer/Producer/Director
<p><b>9. Charles H. Wright Academy in Detroit - Career Day</b>  Ken Bryant spoke to 4<sup>th</sup> and 5<sup>th</sup> grade students at the Career Day program. Ken presented his career as a Writer/Producer shared his background and highlighted his education in the Detroit Public School system. He outlined the education and training required to work in the broadcasting field as well as encouraged students to stay in school and continue their education. Ken said the students and teachers were pleased that the station participated in their Career Day Program.</p>	5/13/10	Ken Bryant – Writer/Producer/Director
<p><b>10. Parker School K-8 in Detroit – Career Week</b>  Jim Madaus – Chief Meteorologist spoke with 6<sup>th</sup> grade students of Parker School during Career Week about his career in Meteorology, what it takes to put a live show together and get it to air, as well as the importance of continuing their education. His show that evening included a mention about his visit to the school and included a photo of the students he spoke with.</p>	5/13/10	Jim Madaus – Chief Meteorologist “First Forecast at 11pm”
<p><b>11. Station Tours</b>  Station tours are given to various organizations and area school students for the primary purpose of providing an educational experience to the viewing public as to the inner workings of the stations.</p>	Year round	Community Affairs Department

**(d) Training Management Personnel.**

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
1. Train Hiring Executives in the recruitment process for openings within their respective departments. (Ongoing)	Howard Murphy – Controller Julia Burt – Manager of Administration	Meet with individual Dept. Managers to go over recruitment process, do's and don'ts of interviewing techniques, making sure a good mix of qualified candidates are interviewed prior to the hiring decision.
2. EEO and OFCCP meetings with Dept. Managers	Trey Fabacher - V.P. & General Manager Howard Murphy – Controller Julia Burt – Manager of Administration	Weekly Manager's meetings are held, and about once quarterly, managers are reminded that in keeping with the spirit of our EEO policies, under no circumstances do we tolerate discrimination of any type and that all employees are treated fairly and equally with regard to consideration of hiring, promotions, and even in cases where terminations may be necessary.
3. New Hire Orientation Meetings - EEO Policy Dissemination	Julia Burt – Manager of Administration	All newly hired employees receive an individual copy of the EEO Policy, as well as the Non-Discrimination and Anti-Harassment Policy (which can be found in the HR Policy Manual, which is accessible to employees on the CBS and You website portal; Daily
4. 2008 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; August, 2008.	Distributed to all new hires	Reading material, which requires an Employee and Director Certification form be completed and returned to Human Resources by all Full-Time employees at the time of their hire.
5. CBS Corporation Web-Based Training Module "Preventing Workplace Harassment" which trains employees on the CBS Television Stations policies that apply to CBS Corporation, its employees, and those not directly connected to CBS Television Stations such as outside vendors, consultants, or customers, etc., in an effort to educate employees on the definition of Harassment and the company's zero tolerance policy, complaint procedure, and the company's policy prohibiting retaliation. September, 2009	All employees required to complete this online training module and print out their "Certificate of Completion"	Online training course which reviewed the company's policies which include ensuring that our conduct is lawful and ethical and that our workplace is free of unlawful discrimination and harassment and conducive to the work we need to accomplish. Training also outlines steps employees should take if they believe they have experienced conduct that is contrary to CBS Television Stations policy or who have concerns about such matters. These policies are available to all CBS Employees on the CBS & You website portal titled "CBS Television Stations Human Resources Policy Guide".
6. CBS Corporation Web-Based Training Modules distributed to all Full-Time New Hire Employees covering the "CBS Business Conduct Statement", "The Costs and Conveniences of Email", Preventing Workplace Harassment in the Workplace", "Email: Think Before You Click" which trains employees on the CBS Television Stations "important policies and rules that apply to CBS Corporation, its employees, and the members of its Board of Directors and to help us maintain a lawful, honest, and ethical environment in our Company."	All New Hire Employees required to complete these online training modules and print out their "Certificate of Completion"	Online training courses which reviews the company's policies which include ensuring that our conduct is lawful and ethical and that our workplace is free of unlawful discrimination and harassment and conducive to the work we need to accomplish. Training also outlines steps employees should take if they believe unlawful practices occur in the workplace. These policies are also outlined in the CBS Human Resources Policy Guide which is accessible to all CBS Employees on the CBS & You website portal. The CBS Business Conduct Statement is also accessible to all CBS employees on the CBS and You website postal as well.
7. Conducting Lawful Investigations - Webcast training for CBS HR Professionals which reviewed the Investigator's role, outlined "Best Practices In an Employment Investigation", and "Conducting an Effective Investigation". Training also included the proper techniques to use in collecting information, handling the chain of evidence and the importance of accurate and factual documentation as well as forms to use.	3/23/10, 5/12/10	Howard Murphy – Controller Julia Burt – Manager of Administration
8. Hosted by the Michigan Association of Broadcasters – Webcast training session "Navigating the FCC's Equal Employment Opportunity Rules" presented by Brendan Holland, David Wright Tremaine LLP The training session provided a primer on the FCC's Equal Employment Opportunity rules including: -the outreach required for station job openings - the non-vacancy related activities that stations	5/11/10	Julia Burt – Manager of Administration

<p>should be engaging in, - the record-keeping requirements to make sure all of the necessary documents to support what the station did is kept on file. The goal of the session was to refresh our understanding of the rules, provide insight into the FCC's enforcement and guidance in the past few years and highlight some common pitfalls.</p>		
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