

Index to Exhibits

- Exhibit 1: EEO Public File Reports dated February 1, 2005 – January 31, 2006 and February 1, 2006 - January 31, 2007
- Exhibit 2: 2005 and 2006 Lists of Organizations which were sent Job Postings; Sample Website Job Postings
- Exhibit 3: Total number of interviewees for each vacancy and the referral source for each interviewee for all full-time vacancies filled during the periods of February 1, 2005 – January 31, 2006 and February 1, 2006 – January 31, 2007.
- Exhibit 4: Section 8 of the EEO Public File Reports dated February 1, 2005 – January 31, 2006 and February 1, 2006 - January 31, 2007 listing all supplemental recruitment measures done by WCBS.
- Exhibit 5: WCBS-TV Pending and resolved Employment Related Complaints
- Exhibit 6: March 1, 2005, February 1, 2006 and January 31, 2007 Department Head memos; CBS Business Conduct Statement, page 11

Exhibit 1

EEO Public File Reports dated February 1, 2005 – January 31, 2006 and February 1, 2006 -
January 31, 2007

EEO Public File Report dated February 1, 2005 – January 31, 2006

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period February 1, 2005 to January 31, 2006. (Prepared by C. Quintero under auspices of Finance Dept.)

- 1) **Employment Unit:** CBS Broadcasting Inc.
- 2) **Unit Members (Stations and Communities of License):** WCBS-TV
New York, N.Y.
- 3) **EEO Contact Information for Unit Member:** Pam Teran

Mailing Address: WCBS-TV Finance Dept.-4 th Fl 524 West 57 th Street New York, N.Y. 10019	Telephone Number: (212) 975-2200
	Contact Person: Pam Teran
	E-mail Address: <u>PETeran@cbs.com</u>

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

- | | |
|--------------------------------------|--------------------------------------|
| 1. Local Sales Manager | 14. Associate Producer |
| 2. Coordinator, P.R. & Comm. Affairs | 15. Assistant News Director |
| 3. Broadcast Ops Coordinator | 16. Web Producer |
| 4. Payroll Coordinator | 17. Web Producer |
| 5. Director of Marketing | 18. Web Producer |
| 6. Anchor | 19. Graphic Artist |
| 7. Reporter | 20. Reporter |
| 8. Reporter | 21. Sales Office Coordinator |
| 9. Producer | 22. Producer |
| 10. Web Executive Producer | 23. Director, Engineering Operations |
| 11. President & General Manager | 24. Director, Creative Services |
| 12. Anchor | 25. Investigative Producer |
| 13. Manager of Station Services | 26. Sales Assistant |
| | 27. Technical Director |
| | 28. Director |
| | 29. Producer |

5) Vacancy#1**Job Title: Local Sales Manager****Referral Source of Hire: Industry Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Cbsnewyork.com	Andrew Lindenauer	524 W. 57 th Street New York, NY 10019		N/A
The Consortium for Workers Education	Dr. Frank Madera	275 Seventh Avenue New York, NY 10001	(212) 647-1900	YES
Hispanic Directors Association of New Jersey	Daniel Santo Pietro	PO Box 240 22 Joyce Kilmer Ave. New Brunswick, NJ 08903	(732) 828-4555	YES
The Bridge to Independence & Career Opportunity	LouAnn Bloomer	39 Rose Street Danbury, CT 06810	(203) 743-6695	YES
Long Island Works Coalition	Cheryl Davidson	135 Maxess Road Melville, NY 11747	(631) 755-0700	YES
State of New Jersey Department of Community Affairs Division on Women	Elaine Feller	P. O. Box 801 Trenton, New Jersey 08625-0801	(609) 292-6420	YES
Black United Fund of New Jersey, Inc.	Sondra Clark	132 South Harrison Street East Orange, New Jersey 07018	(973) 676-5283	YES
Community Resource Database of Long Island	Loretta Piscatella	101 Eastwood Boulevard Centereach, NY 11720-2745	(631) 585-9393	YES
Job Sharing Resources	Kathy Tenenbaum	50 Riverside Avenue Merrick, NY 11566		YES
The Hispanic Federation	Lorraine Cortes	84 William Street, 15 th Floor New York, NY 10038	(212) 233-8955	YES
The New York Urban League	Darwin M. Davis	204 West 136 St. New York, NY 10030	(212) 926-8000	YES
Asian American Federation of New York	Cao K. O	120 Walls Street 3 rd Fl. New York, NY 10005-1309	(212) 344-5878	YES
The Japanese Chamber of Commerce & Industry	Tsutomu Karino	145 West 57 th Street, 7 th Floor New York, NY 10019	(212) 246-8001	YES
The Philippine Chamber of Commerce	Ellison Quijano	317 Madison Avenue, Suite 520 New York, NY 10017	(212) 972-9326	YES
Korean Chamber of Commerce	Suk, Yeun Ho	460 Park Avenue, Suite 410 New York, NY 10022	(212) 644-0140	YES
New York State Department of Labor	Ray Simmons	247 W. 54 th Street New York, NY 10019	(212) 621-0813	YES
The 100 Black Men of	Paul Williams	105 East 22 nd Street, Suite 911 New York, NY 10031	(212) 777-7070	YES

New York				
The 100 Black Men of New Jersey	Carey Hines	167 South Harison Street East Orange, NJ 07018	(973) 678-6522	YES
NJ Statewide Hispanic Chamber of Commerce	Daniel Jara	150 Warren Street – Suite 110 Jersey City, NJ 07302	(201) 451-9512	YES
New York Association of Black Journalists	Matthew Scott	Rockefeller Center New York, NY 10185	(212) 608-7340	YES

5) Vacancy #2

Job Title: Coordinator, P. R. & Comm. Affairs

Referral Source: CBS Network Tsfr

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Cbsnewyork.com	Andrew Lindenauer	524 W. 57 th Street New York, NY 10019		N/A
The Consortium for Workers Education	Dr. Frank Madera	275 Seventh Avenue New York, NY 10001	(212) 647-1900	YES
Hispanic Directors Association of New Jersey	Daniel Santo Pietro	PO Box 240 22 Joyce Kilmer Ave. New Brunswick, NJ 08903	(732) 828-4555	YES
The Bridge to Independence & Career Opportunity	LouAnn Bloomer	39 Rose Street Danbury, CT 06810	(203) 743-6695	YES
Long Island Works Coalition	Cheryl Davidson	135 Maxess Road Melville, NY 11747	(631) 755-0700	YES
State of New Jersey Department of Community Affairs Division on Women	Elaine Feller	P. O. Box 801 Trenton, New Jersey 08625-0801	(609) 292-6420	YES
Black United Fund of New Jersey, Inc.	Sondra Clark	132 South Harrison Street East Orange, New Jersey 07018	(973) 676-5283	YES
Community Resource Database of Long Island	Loretta Piscatella	101 Eastwood Boulevard Centereach, NY 11720-2745	(631) 585-9393	YES
Job Sharing Resources	Kathy Tenenbaum	50 Riverside Avenue Merrick, NY 11566		YES
The Hispanic Federation	Lorraine Cortes	84 William Street, 15 th Floor New York, NY 10038	(212) 233-8955	YES
The New York Urban League	Darwin M. Davis	204 West 136 St. New York, NY 10030	(212) 926-8000	YES
Asian American Federation of New York	Cao K. O	120 Walls Street 3 rd Fl. New York, NY 10005-1309	(212) 344-5878	YES
The Japanese Chamber of Commerce & Industry	Tsutomu Karino	145 West 57 th Street, 7 th Floor New York, NY 10019	(212) 246-8001	YES
The Philippine Chamber of Commerce	Ellison Quijano	317 Madison Avenue, Suite 520 New York, NY 10017	(212) 972-9326	YES
Korean Chamber of Commerce	Suk, Yeun Ho	460 Park Avenue, Suite 410 New York, NY 10022	(212) 644-0140	YES
New York State Department of Labor	Ray Simmons	247 W. 54 th Street New York, NY 10019	(212) 621-0813	YES
The 100 Black Men of New York	Paul Williams	105 East 22 nd Street, Suite 911 New York, NY 10031	(212) 777-7070	YES

The 100 Black Men of New Jersey	Carey Hines	167 South Harison Street East Orange, NJ 07018	(973) 678-6522	YES
NJ Statewide Hispanic Chamber of Commerce	Daniel Jara	150 Warren Street – Suite 110 Jersey City, NJ 07302	(201) 451-9512	YES
New York Association of Black Journalists	Matthew Scott	Rockefeller Center New York, NY 10185	(212) 608-7340	YES
National Association of Hispanic Journalist	Ivan Roman	1000 National Press Building Washington, DC 200045-7144	(202) 662-7143	YES
Asian American Journalists Association	Albert Lee	1182 Market Street, Suite 320 San Francisco, CA 94102	(415) 346-2051	YES
National Lesbian & Gay Journalist Association	Dan Hendrick	39-03 46 St, Sunnyside NY 11104.	(917) 207 8715.	YES
The Harlem Business Alliance	Keith E. McHenry	275 Lenox Avenue 2 nd Floor New York, NY 10027	(212) 665-7010	YES
Job Path	Fredda Rosen	22 West 38 th Street, 11 th Floor New York, NY 10018	(212) 944-0564	YES
Native American Journalists Association	Patty Talahongva	University of S. Dakota 414 E. Clark St. Vermillion, SD 57069	(605) 677-5282	YES
The Burgess Group - Corporate Recruiters International, Inc.	William H. Burgess, III	1601 Third Avenue, Suite 18-D New York, NY 10128	212-410-6938	YES
Borough of Manhattan Community College	Ron West	199 Chambers Street New York, NY 10007	(212) 346-8373	YES
The State University of New Jersey-AHANA	Janet Jones	P.O. Box 1179 Bartholome Rd Piscataway, NJ 08855	(732) 445-6127	YES
Rutgers University-Newark Coop & Education Dept	Thomas Hopkins	360 Dr. Martin Luther King Blvd. Newark, NJ 07102	(973) 353-5311	YES
Columbia University Center for Career Services	Jill Galas	2960 Broadway, Mail code 5727 New York, NY 10027	(212) 854-5497	YES
St. John's University Career Services Center	Lydia Horemis	8000 Utopia Parkway Jamaica, NY 11439	(718) 990-6375	YES
Lehman College Career Services Center	Nancy Cintron	250 Bedford Park Blvd West Bronx, NY 10468-1589	(718) 960-8366	YES
New York University Office for Career Services	Trudy G. Steinfeld	719 Broadway, Room 302 New York, NY 10003	(212) 998-4730	YES
New York Institute of Technology	Barbara VanBure	21 West 60 Street Information Hall, Room 101 New York, NY 10023	(212) 261-1537	YES
BRONXNET	Michael Max Knobbe	250 Bedford Park Blvd West, Bronx, NY 10468	(718) 960-8354	YES
School of Visual Arts Career Development Office	Leslie Hammond	209 East 23rd Street New York, NY 10010-3994	(212) 592-2387	YES
Association of Progressive Dominicans, Inc	Carmen Muñoz	3940 Broadway 2 nd Floor New York, NY 10032	(212) 927-6089	YES

5) Vacancy#4**Job Title: Payroll Coordinator****Referral Source of Hire: Employment Agency
Howard Weisburger, The Abacus Group**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Cbsnewyork.com	Andrew Lindenauer	524 W 57 th Street New York, NY 10019	(212) 975-5966	N/A
The Abacus Group	Howard Weisberger	14 Penn Plaza Suite 1600, 34 th St New York NY 10122	(212) 812-8456	
The Consortium for Workers Education	Dr. Frank Madera	275 Seventh Avenue New York, NY 10001	(212) 647- 1900	YES
Hispanic Directors Association of New Jersey	Daniel Santo Pietro	PO Box 240 22 Joyce Kilmer Ave. New Brunswick, NJ 08903	(732) 828-4555	YES
The Bridge to Independence & Career Opportunity	LouAnn Bloomer	39 Rose Street Danbury, CT 06810	(203) 743-6695	YES
Long Island Works Coalition	Cheryl Davidson	135 Maxess Road Melville, NY 11747	(631) 755-0700	YES
State of New Jersey Department of Community Affairs Division on Women	Elaine Feller	P. O. Box 801 Trenton, New Jersey 08625-0801	(609) 292-6420	YES
Black United Fund of New Jersey, Inc.	Sondra Clark	132 South Harrison Street East Orange, New Jersey 07018	(973) 676-5283	YES
Community Resource Database of Long Island	Loretta Piscatella	101 Eastwood Boulevard Centereach, NY 11720-2745	(631) 585-9393	YES
Job Sharing Resources	Kathy Tenenbaum	50 Riverside Avenue Merrick, NY 11566		YES
The Hispanic Federation	Lorraine Cortes	84 William Street, 15 th Floor New York, NY 10038	(212) 233-8955	YES
The New York Urban League	Darwin M. Davis	204 West 136 St. New York, NY 10030	(212) 926-8000	YES
Asian American Federation of New York	Cao K. O	120 Walls Street 3 rd Fl. New York, NY 10005-1309	(212) 344-5878	YES
The Japanese Chamber of Commerce & Industry	Tsutomu Karino	145 West 57 th Street, 7 th Floor New York, NY 10019	(212) 246-8001	YES
The Philippine Chamber of Commerce	Ellison Quijano	317 Madison Avenue, Suite 520 New York, NY 10017	(212) 972-9326	YES
Korean Chamber of Commerce	Suk, Yeun Ho	460 Park Avenue, Suite 410 New York, NY 10022	(212) 644-0140	YES
New York State Department of Labor	Ray Simmons	247 W. 54 th Street New York, NY 10019	(212) 621-0813	YES

The 100 Black Men of New York	Paul Williams	105 East 22 nd Street, Suite 911 New York, NY 10031	(212) 777-7070	YES
The 100 Black Men of New Jersey	Carey Hines	167 South Harison Street East Orange, NJ 07018	(973) 678-6522	YES
NJ Statewide Hispanic Chamber of Commerce	Daniel Jara	150 Warren Street – Suite 110 Jersey City, NJ 07302	(201) 451-9512	YES
New York Association of Black Journalists	Matthew Scott	Rockefeller Center New York, NY 10185	(212) 608-7340	YES
National Association of Hispanic Journalist	Ivan Roman	1000 National Press Building Washington, DC 200045-7144	(202) 662-7143	YES
Asian American Journalists Association	Albert Lee	1182 Market Street, Suite 320 San Francisco, CA 94102	(415) 346-2051	YES
National Lesbian & Gay Journalist Association	Dan Hendrick	39-03 46 St, Sunnyside NY 11104.	(917) 207 8715.	YES
The Harlem Business Alliance	Keith E. McHenry	275 Lenox Avenue 2 nd Floor New York, NY 10027	(212) 665-7010	YES
Job Path	Fredda Rosen	22 West 38 th Street, 11 th Floor New York, NY 10018	(212) 944-0564	YES
Native American Journalists Association	Patty Talahongva	University of S. Dakota 414 E. Clark St. Vermillion, SD 57069	(605) 677-5282	YES
The Burgess Group - Corporate Recruiters International, Inc.	William H. Burgess, III	1601 Third Avenue, Suite 18-D New York, NY 10128	212-410-6938	YES
Borough of Manhattan Community College	Ron West	199 Chambers Street New York, NY 10007	(212) 346-8373	YES
The State University of New Jersey-AHANA	Janet Jones	P.O. Box 1179 Bartholome Rd Piscataway, NJ 08855	(732) 445-6127	YES
Rutgers University-Newark Coop & Education Dept	Thomas Hopkins	360 Dr. Martin Luther King Blvd. Newark, NJ 07102	(973) 353-5311	YES
Columbia University Center for Career Services	Jill Galas	2960 Broadway, Mail code 5727 New York, NY 10027	(212) 854-5497	YES
St. John's University Career Services Center	Lydia Horemis	8000 Utopia Parkway Jamaica, NY 11439	(718) 990-6375	YES
Lehman College Career Services Center	Nancy Cintron	250 Bedford Park Blvd West Bronx, NY 10468-1589	(718) 960-8366	YES
New York University Office for Career Services	Trudy G. Steinfeld	719 Broadway, Room 302 New York, NY 10003	(212) 998-4730	YES
New York Institute of Technology	Barbara VanBure	21 West 60 Street Information Hall, Room 101 New York, NY 10023	(212) 261-1537	YES
BRONXNET	Michael Max Knobbe	250 Bedford Park Blvd West, Bronx, NY 10468	(718) 960-8354	YES
School of Visual Arts Career Development Office	Leslie Hammond	209 East 23rd Street New York, NY 10010-3994	(212) 592-2387	YES
Association of Progressive Dominicans, Inc	Carmen Muñoz	3940 Broadway 2 nd Floor New York, NY 10032	(212) 927-6089	YES

5) Vacancy#9

Job Title: Producer

Referral Source of Hire: Tom Dolan Media Mgmt., Recruiter

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Webstv.com Tom Dolan Media Mgmt	Dept.Head Tom Dolan	524 W 57 th Street New York, NY 10019 3 North Court St Frederick, MD 21701	e-mails only (301)-668-1511	N/A
The Consortium for Workers Education	Dr. Frank Madera	275 Seventh Avenue New York, NY 10001	(212) 647-1900	YES
Hispanic Directors Association of New Jersey	Daniel Santo Pietro	PO Box 240 22 Joyce Kilmer Ave. New Brunswick, NJ 08903	(732) 828-4555	YES
The Bridge to Independence & Career Opportunity	LouAnn Bloomer	39 Rose Street Danbury, CT 06810	(203) 743-6695	YES
Long Island Works Coalition	Cheryl Davidson	135 Maxess Road Melville, NY 11747	(631) 755-0700	YES
State of New Jersey Department of Community Affairs Division on Women	Elaine Feller	P. O. Box 801 Trenton, New Jersey 08625-0801	(609) 292-6420	YES
Black United Fund of New Jersey, Inc.	Sondra Clark	132 South Harrison Street East Orange, New Jersey 07018	(973) 676-5283	YES
Community Resource Database of Long Island	Loretta Piscatella	101 Eastwood Boulevard Centereach, NY 11720-2745	(631) 585-9393	YES
Job Sharing Resources	Kathy Tenenbaum	50 Riverside Avenue Merrick, NY 11566		YES
The Hispanic Federation	Lorraine Cortes	84 William Street, 15 th Floor New York, NY 10038	(212) 233-8955	YES
The New York Urban League	Darwin M. Davis	204 West 136 St. New York, NY10030	(212) 926-8000	YES
Asian American Federation of New York	Cao K. O	120 Walls Street 3 rd Fl. New York, NY10005-1309	(212) 344-5878	YES
The Japanese Chamber of Commerce & Industry	Tsutomu Karino	145 West 57 th Street, 7 th Floor New York, NY 10019	(212) 246-8001	YES
The Philippine Chamber of Commerce	Ellison Quijano	317 Madison Avenue, Suite 520 New York, NY 10017	(212) 972-9326	YES
Korean Chamber of Commerce	Suk, Yeun Ho	460 Park Avenue, Suite 410 New York, NY 10022	(212) 644-0140	YES
New York State Department of Labor	Ray Simmons	247 W. 54 th Street New York, NY 10019	(212) 621-0813	YES

The 100 Black Men of New York	Paul Williams	105 East 22 nd Street, Suite 911 New York, NY 10031	(212) 777-7070	YES
The 100 Black Men of New Jersey	Carey Hines	167 South Harison Street East Orange, NJ 07018	(973) 678-6522	YES
NJ Statewide Hispanic Chamber of Commerce	Daniel Jara	150 Warren Street – Suite 110 Jersey City, NJ 07302	(201) 451-9512	YES
New York Association of Black Journalists	Matthew Scott	Rockefeller Center New York, NY 10185	(212) 608-7340	YES
National Association of Hispanic Journalist	Ivan Roman	1000 National Press Building Washington, DC 200045-7144	(202) 662-7143	YES
Asian American Journalists Association	Albert Lee	1182 Market Street, Suite 320 San Francisco, CA 94102	(415) 346-2051	YES
National Lesbian & Gay Journalist Association	Dan Hendrick	39-03 46 St, Sunnyside NY 11104.	(917) 207 8715.	YES
The Harlern Business Alliance	Keith E. McHenry	275 Lenox Avenue 2 nd Floor New York, NY 10027	(212) 665-7010	YES
Job Path	Fredda Rosen	22 West 38 th Street, 11 th Floor New York, NY 10018	(212) 944-0564	YES
Native American Journalists Association	Patty Talahongva	University of S. Dakota 414 E. Clark St. Vermillion, SD 57069	(605) 677-5282	YES
The Burgess Group - Corporate Recruiters International, Inc.	William H. Burgess, III	1601 Third Avenue, Suite 18-D New York, NY 10128	212-410-6938	YES
Borough of Manhattan Community College	Ron West	199 Chambers Street New York, NY 10007	(212) 346-8373	YES
The State University of New Jersey-AHANA	Janet Jones	P.O. Box 1179 Bartholome Rd Piscataway, NJ 08855	(732) 445-6127	YES
Rutgers University-Newark Coop & Education Dept	Thomas Hopkins	360 Dr. Martin Luther King Blvd. Newark, NJ 07102	(973) 353-5311	YES
Columbia University Center for Career Services	Jill Galas	2960 Broadway, Mail code 5727 New York, NY 10027	(212) 854-5497	YES
St. John's University Career Services Center	Lydia Horemis	8000 Utopia Parkway Jamaica, NY 11439	(718) 990-6375	YES
Lehman College Career Services Center	Nancy Cintron	250 Bedford Park Blvd West Bronx, NY 10468-1589	(718) 960-8366	YES
New York University Office for Career Services	Trudy G. Steinfeld	719 Broadway, Room 302 New York, NY 10003	(212) 998-4730	YES
New York Institute of Technology	Barbara VanBure	21 West 60 Street Information Hall, Room 101 New York, NY 10023	(212) 261-1537	YES
BRONXNET	Michael Max Knobbe	250 Bedford Park Blvd West, Bronx, NY 10468	(718) 960-8354	YES
School of Visual Arts Career Development Office	Leslie Hammond	209 East 23rd Street New York, NY 10010-3994	(212) 592-2387	YES
Association of Progressive Dominicans, Inc	Carmen Muñoz	3940 Broadway 2 nd Floor New York, NY 10032	(212) 927-6089	YES

5) Vacancy#13

Job Title: Manager of Station Svcs

Referral Source of Hire: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Wcbstv.com	Dept.Head	524 W 57 th Street New York, N.Y. 10019	e-mails only	N/A
The Consortium for Workers Education	Dr. Frank Madera	275 Seventh Avenue New York, NY 10001	(212) 647-1900	YES
Hispanic Directors Association of New Jersey	Daniel Santo Pietro	PO Box 240 22 Joyce Kilmer Ave. New Brunswick, NJ 08903	(732) 828-4555	YES
The Bridge to Independence & Career Opportunity	LouAnn Bloomer	39 Rose Street Danbury, CT 06810	(203) 743-6695	YES
Long Island Works Coalition	Cheryl Davidson	135 Maxess Road Melville, NY 11747	(631) 755-0700	YES
State of New Jersey Department of Community Affairs Division on Women	Elaine Feller	P. O. Box 801 Trenton, New Jersey 08625-0801	(609) 292-6420	YES
Black United Fund of New Jersey, Inc.	Sondra Clark	132 South Harrison Street East Orange, New Jersey 07018	(973) 676-5283	YES
Community Resource Database of Long Island	Loretta Piscatella	101 Eastwood Boulevard Centereach, NY 11720-2745	(631) 585-9393	YES
Job Sharing Resources	Kathy Tenenbaum	50 Riverside Avenue Merrick, NY 11566		YES
The Hispanic Federation	Lorraine Cortes	84 William Street, 15 th Floor New York, NY 10038	(212) 233-8955	YES
The New York Urban League	Darwin M. Davis	204 West 136 St. New York, NY10030	(212) 926-8000	YES
Asian American Federation of New York	Cao K. O	120 Walls Street 3 rd Fl. New York, NY10005-1309	(212) 344-5878	YES
The Japanese Chamber of Commerce & Industry	Tsutomu Karino	145 West 57 th Street, 7 th Floor New York, NY 10019	(212) 246-8001	YES
The Philippine Chamber of Commerce	Ellison Quijano	317 Madison Avenue, Suite 520 New York, NY 10017	(212) 972-9326	YES
Korean Chamber of Commerce	Suk, Yeun Ho	460 Park Avenue, Suite 410 New York, NY 10022	(212) 644-0140	YES
New York State Department of Labor	Ray Simmons	247 W. 54 th Street New York, NY 10019	(212) 621-0813	YES
The 100 Black Men of New York	Paul Williams	105 East 22 nd Street, Suite 911 New York, NY 10031	(212) 777-7070	YES

The 100 Black Men of New Jersey	Carey Hines	167 South Harison Street East Orange, NJ 07018	(973) 678-6522	YES
NJ Statewide Hispanic Chamber of Commerce	Daniel Jara	150 Warren Street – Suite 110 Jersey City, NJ 07302	(201) 451-9512	YES
New York Association of Black Journalists	Matthew Scott	Rockefeller Center New York, NY 10185	(212) 608-7340	YES
National Association of Hispanic Journalist	Ivan Roman	1000 National Press Building Washington, DC 200045-7144	(202) 662-7143	YES
Asian American Journalists Association	Albert Lee	1182 Market Street, Suite 320 San Francisco, CA 94102	(415) 346-2051	YES
National Lesbian & Gay Journalist Association	Dan Hendrick	39-03 46 St, Sunnyside NY 11104.	(917) 207 8715.	YES
The Harlem Business Alliance	Keith E. McHenry	275 Lenox Avenue 2 nd Floor New York, NY 10027	(212) 665-7010	YES
Job Path	Fredda Rosen	22 West 38 th Street, 11 th Floor New York, NY 10018	(212) 944-0564	YES
Native American Journalists Association	Patty Talahongva	University of S. Dakota 414 E. Clark St. Vermillion, SD 57069	(605) 677-5282	YES
The Burgess Group - Corporate Recruiters International, Inc.	William H. Burgess, III	1601 Third Avenue, Suite 18-D New York, NY 10128	212-410-6938	YES
Borough of Manhattan Community College	Ron West	199 Chambers Street New York, NY 10007	(212) 346-8373	YES
The State University of New Jersey-AHANA	Janet Jones	P.O. Box 1179 Bartholome Rd Piscataway, NJ 08855	(732) 445-6127	YES
Rutgers University- Newark Coop & Education Dept	Thomas Hopkins	360 Dr. Martin Luther King Blvd. Newark, NJ 07102	(973) 353-5311	YES
Columbia University Center for Career Services	Jill Galas	2960 Broadway, Mail code 5727 New York, NY 10027	(212) 854-5497	YES
St. John's University Career Services Center	Lydia Horemis	8000 Utopia Parkway Jamaica, NY 11439	(718) 990-6375	YES
Lehman College Career Services Center	Nancy Cintron	250 Bedford Park Blvd West Bronx, NY 10468-1589	(718) 960-8366	YES
New York University Office for Career Services	Trudy G. Steinfeld	719 Broadway, Room 302 New York, NY 10003	(212) 998-4730	YES
New York Institute of Technology	Barbara VanBure	21 West 60 Street Information Hall, Room 101 New York, NY 10023	(212) 261-1537	YES
BRONXNET	Michael Max Knobbe	250 Bedford Park Blvd West, Bronx, NY 10468	(718) 960-8354	YES
School of Visual Arts Career Development Office	Leslie Hammond	209 East 23rd Street New York, NY 10010-3994	(212) 592-2387	YES
Association of Progressive Dominicans, Inc	Carmen Muñoz	3940 Broadway 2 nd Floor New York, NY 10032	(212) 927-6089	YES

5) Vacancy#14

Job Title: Associate Producer

Referral Source of Hire: Industry Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Wcbstv.com	Dept.Head	524 W 57 th Street New York, N.Y. 10019	e-mails only	N/A
The Consortium for Workers Education	Dr. Frank Madera	275 Seventh Avenue New York, NY 10001	(212) 647-1900	YES
Hispanic Directors Association of New Jersey	Daniel Santo Pietro	PO Box 240 22 Joyce Kilmer Ave. New Brunswick, NJ 08903	(732) 828-4555	YES
The Bridge to Independence & Career Opportunity	LouAnn Bloomer	39 Rose Street Danbury, CT 06810	(203) 743-6695	YES
Long Island Works Coalition	Cheryl Davidson	135 Maxess Road Melville, NY 11747	(631) 755-0700	YES
State of New Jersey Department of Community Affairs Division on Women	Elaine Feller	P. O. Box 801 Trenton, New Jersey 08625-0801	(609) 292-6420	YES
Black United Fund of New Jersey, Inc.	Sondra Clark	132 South Harrison Street East Orange, New Jersey 07018	(973) 676-5283	YES
Community Resource Database of Long Island	Loretta Piscatella	101 Eastwood Boulevard Centereach, NY 11720-2745	(631) 585-9393	YES
Job Sharing Resources	Kathy Tenenbaum	50 Riverside Avenue Merrick, NY 11566		YES
The Hispanic Federation	Lorraine Cortes	84 William Street, 15 th Floor New York, NY 10038	(212) 233-8955	YES
The New York Urban League	Darwin M. Davis	204 West 136 St. New York, NY 10030	(212) 926-8000	YES
Asian American Federation of New York	Cao K. O	120 Walls Street 3 rd Fl. New York, NY 10005-1309	(212) 344-5878	YES
The Japanese Chamber of Commerce & Industry	Tsutomu Karino	145 West 57 th Street, 7 th Floor New York, NY 10019	(212) 246-8001	YES
The Philippine Chamber of Commerce	Ellison Quijano	317 Madison Avenue, Suite 520 New York, NY 10017	(212) 972-9326	YES
Korean Chamber of Commerce	Suk, Yeun Ho	460 Park Avenue, Suite 410 New York, NY 10022	(212) 644-0140	YES
New York State Department of Labor	Ray Simmons	247 W. 54 th Street New York, NY 10019	(212) 621-0813	YES
The 100 Black Men of New York	Paul Williams	105 East 22 nd Street, Suite 911 New York, NY 10031	(212) 777-7070	YES

The 100 Black Men of New Jersey	Carey Hines	167 South Harison Street East Orange, NJ 07018	(973) 678-6522	YES
NJ Statewide Hispanic Chamber of Commerce	Daniel Jara	150 Warren Street – Suite 110 Jersey City, NJ 07302	(201) 451-9512	YES
New York Association of Black Journalists	Matthew Scott	Rockefeller Center New York, NY 10185	(212) 608-7340	YES
National Association of Hispanic Journalist	Ivan Roman	1000 National Press Building Washington, DC 200045-7144	(202) 662-7143	YES
Asian American Journalists Association	Albert Lee	1182 Market Street, Suite 320 San Francisco, CA 94102	(415) 346-2051	YES
National Lesbian & Gay Journalist Association	Dan Hendrick	39-03 46 St, Sunnyside NY 11104.	(917) 207 8715.	YES
The Harlem Business Alliance	Keith E. McHenry	275 Lenox Avenue 2 nd Floor New York, NY 10027	(212) 665-7010	YES
Job Path	Fredda Rosen	22 West 38 th Street, 11 th Floor New York, NY 10018	(212) 944-0564	YES
Native American Journalists Association	Patty Talahongva	University of S. Dakota 414 E. Clark St. Vermillion, SD 57069	(605) 677-5282	YES
The Burgess Group - Corporate Recruiters International, Inc.	William H. Burgess, III	1601 Third Avenue, Suite 18-D New York, NY 10128	212-410-6938	YES
Borough of Manhattan Community College	Ron West	199 Chambers Street New York, NY 10007	(212) 346-8373	YES
The State University of New Jersey-AHANA	Janet Jones	P.O. Box 1179 Bartholome Rd Piscataway, NJ 08855	(732) 445-6127	YES
Rutgers University-Newark Coop & Education Dept	Thomas Hopkins	360 Dr. Martin Luther King Blvd. Newark, NJ 07102	(973) 353-5311	YES
Columbia University Center for Career Services	Jill Galas	2960 Broadway, Mail code 5727 New York, NY 10027	(212) 854-5497	YES
St. John's University Career Services Center	Lydia Horemis	8000 Utopia Parkway Jamaica, NY 11439	(718) 990-6375	YES
Lehman College Career Services Center	Nancy Cintron	250 Bedford Park Blvd West Bronx, NY 10468-1589	(718) 960-8366	YES
New York University Office for Career Services	Trudy G. Steinfeld	719 Broadway, Room 302 New York, NY 10003	(212) 998-4730	YES
New York Institute of Technology	Barbara VanBure	21 West 60 Street Information Hall, Room 101 New York, NY 10023	(212) 261-1537	YES
BRONXNET	Michael Max Knobbe	250 Bedford Park Blvd West, Bronx, NY 10468	(718) 960-8354	YES
School of Visual Arts Career Development Office	Leslie Hammond	209 East 23rd Street New York, NY 10010-3994	(212) 592-2387	YES
Association of Progressive Dominicans, Inc	Carmen Muñoz	3940 Broadway 2 nd Floor New York, NY 10032	(212) 927-6089	YES

5) Vacancy#15**Job Title: Assistant News Director****Referral Source of Hire: Industry Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Wcbstv.com	Dept.Head	524 W 57 th Street New York, N.Y. 10019	e-mails only	N/A
The Consortium for Workers Education	Dr. Frank Madera	275 Seventh Avenue New York, NY 10001	(212) 647-1900	YES
Hispanic Directors Association of New Jersey	Daniel Santo Pietro	PO Box 240 22 Joyce Kilmer Ave. New Brunswick, NJ 08903	(732) 828-4555	YES
The Bridge to Independence & Career Opportunity	LouAnn Bloomer	39 Rose Street Danbury, CT 06810	(203) 743-6695	YES
Long Island Works Coalition	Cheryl Davidson	135 Maxess Road Melville, NY 11747	(631) 755-0700	YES
State of New Jersey Department of Community Affairs Division on Women	Elaine Feller	P. O. Box 801 Trenton, New Jersey 08625-0801	(609) 292-6420	YES
Black United Fund of New Jersey, Inc.	Sondra Clark	132 South Harrison Street East Orange, New Jersey 07018	(973) 676-5283	YES
Community Resource Database of Long Island	Loretta Piscatella	101 Eastwood Boulevard Centereach, NY 11720-2745	(631) 585-9393	YES
Job Sharing Resources	Kathy Tenenbaum	50 Riverside Avenue Merrick, NY 11566		YES
The Hispanic Federation	Lorraine Cortes	84 William Street, 15 th Floor New York, NY 10038	(212) 233-8955	YES
The New York Urban League	Darwin M. Davis	204 West 136 St. New York, NY 10030	(212) 926-8000	YES
Asian American Federation of New York	Cao K. O	120 Walls Street 3 rd Fl. New York, NY 10005-1309	(212) 344-5878	YES
The Japanese Chamber of Commerce & Industry	Tsutomu Karino	145 West 57 th Street, 7 th Floor New York, NY 10019	(212) 246-8001	YES
The Philippine Chamber of Commerce	Ellison Quijano	317 Madison Avenue, Suite 520 New York, NY 10017	(212) 972-9326	YES
Korean Chamber of Commerce	Suk, Yeun Ho	460 Park Avenue, Suite 410 New York, NY 10022	(212) 644-0140	YES
New York State Department of Labor	Ray Simmons	247 W. 54 th Street New York, NY 10019	(212) 621-0813	YES
The 100 Black Men of New York	Paul Williams	105 East 22 nd Street, Suite 911 New York, NY 10031	(212) 777-7070	YES

The 100 Black Men of New Jersey	Carey Hines	167 South Harison Street East Orange, NJ 07018	(973) 678-6522	YES
NJ Statewide Hispanic Chamber of Commerce	Daniel Jara	150 Warren Street – Suite 110 Jersey City, NJ 07302	(201) 451-9512	YES
New York Association of Black Journalists	Matthew Scott	Rockefeller Center New York, NY 10185	(212) 608-7340	YES
National Association of Hispanic Journalist	Ivan Roman	1000 National Press Building Washington, DC 200045-7144	(202) 662-7143	YES
Asian American Journalists Association	Albert Lee	1182 Market Street, Suite 320 San Francisco, CA 94102	(415) 346-2051	YES
National Lesbian & Gay Journalist Association	Dan Hendrick	39-03 46 St, Sunnyside NY 11104.	(917) 207 8715.	YES
The Harlem Business Alliance	Keith E. McHenry	275 Lenox Avenue 2 nd Floor New York, NY 10027	(212) 665-7010	YES
Job Path	Fredda Rosen	22 West 38 th Street, 11 th Floor New York, NY 10018	(212) 944-0564	YES
Native American Journalists Association	Patty Talahongva	University of S. Dakota 414 E. Clark St. Vermillion, SD 57069	(605) 677-5282	YES
The Burgess Group - Corporate Recruiters International, Inc.	William H. Burgess, III	1601 Third Avenue, Suite 18-D New York, NY 10128	212-410-6938	YES
Borough of Manhattan Community College	Ron West	199 Chambers Street New York, NY 10007	(212) 346-8373	YES
The State University of New Jersey-AHANA	Janet Jones	P.O. Box 1179 Bartholome Rd Piscataway, NJ 08855	(732) 445-6127	YES
Rutgers University-Newark Coop & Education Dept	Thomas Hopkins	360 Dr. Martin Luther King Blvd. Newark, NJ 07102	(973) 353-5311	YES
Columbia University Center for Career Services	Jill Galas	2960 Broadway, Mail code 5727 New York, NY 10027	(212) 854-5497	YES
St. John's University Career Services Center	Lydia Horemis	8000 Utopia Parkway Jamaica, NY 11439	(718) 990-6375	YES
Lehman College Career Services Center	Nancy Cintron	250 Bedford Park Blvd West Bronx, NY 10468-1589	(718) 960-8366	YES
New York University Office for Career Services	Trudy G. Steinfeld	719 Broadway, Room 302 New York, NY 10003	(212) 998-4730	YES
New York Institute of Technology	Barbara VanBure	21 West 60 Street Information Hall, Room 101 New York, NY 10023	(212) 261-1537	YES
BRONXNET	Michael Max Knobbe	250 Bedford Park Blvd West, Bronx, NY 10468	(718) 960-8354	YES
School of Visual Arts Career Development Office	Leslie Hammond	209 East 23rd Street New York, NY 10010-3994	(212) 592-2387	YES
Association of Progressive Dominicans, Inc	Carmen Muñoz	3940 Broadway 2 nd Floor New York, NY 10032	(212) 927-6089	YES

5) Vacancy#17

Job Title: Web Producer

Referral Source of Hire: CBS Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Wcbstv.com	Dept. Head	524 W 57 th Street New York, N.Y.	e-mails only	N/A
The Consortium for Workers Education	Dr. Frank Madera	275 Seventh Avenue New York, NY 10001	(212) 647-1900	YES
Hispanic Directors Association of New Jersey	Daniel Santo Pietro	PO Box 240 22 Joyce Kilmer Ave. New Brunswick, NJ 08903	(732) 828-4555	YES
The Bridge to Independence & Career Opportunity	LouAnn Bloomer	39 Rose Street Danbury, CT 06810	(203) 743-6695	YES
Long Island Works Coalition	Cheryl Davidson	135 Maxess Road Mcville, NY 11747	(631) 755-0700	YES
State of New Jersey Department of Community Affairs Division on Women	Elaine Feller	P. O. Box 801 Trenton, New Jersey 08625-0801	(609) 292-6420	YES
Black United Fund of New Jersey, Inc.	Sondra Clark	132 South Harrison Street East Orange, New Jersey 07018	(973) 676-5283	YES
Community Resource Database of Long Island	Loretta Piscatella	101 Eastwood Boulevard Centereach, NY 11720-2745	(631) 585-9393	YES
Job Sharing Resources	Kathy Tenenbaum	50 Riverside Avenue Merrick, NY 11566		YES
The Hispanic Federation	Lorraine Cortes	84 William Street, 15 th Floor New York, NY 10038	(212) 233-8955	YES
The New York Urban League	Darwin M. Davis	204 West 136 St. New York, NY10030	(212) 926-8000	YES
Asian American Federation of New York	Cao K. O	120 Walls Street 3 rd Fl. New York, NY10005-1309	(212) 344-5878	YES
The Japanese Chamber of Commerce & Industry	Tsutomu Karino	145 West 57 th Street, 7 th Floor New York, NY 10019	(212) 246-8001	YES
The Philippine Chamber of Commerce	Ellison Quijano	317 Madison Avenue, Suite 520 New York, NY 10017	(212) 972-9326	YES
Korean Chamber of Commerce	Suk, Yeun Ho	460 Park Avenue, Suite 410 New York, NY 10022	(212) 644-0140	YES
New York State Department of Labor	Ray Simmons	247 W. 54 th Street New York, NY 10019	(212) 621-0813	YES
The 100 Black Men of New York	Paul Williams	105 East 22 nd Street, Suite 911 New York, NY 10031	(212) 777-7070	YES

The 100 Black Men of New Jersey	Carey Hines	167 South Harison Street East Orange, NJ 07018	(973) 678-6522	YES
NJ Statewide Hispanic Chamber of Commerce	Daniel Jara	150 Warren Street – Suite 110 Jersey City, NJ 07302	(201) 451-9512	YES
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National Association of Hispanic Journalist	Ivan Roman	1000 National Press Building Washington, DC 200045-7144	(202) 662-7143	YES
Asian American Journalists Association	Albert Lee	1182 Market Street, Suite 320 San Francisco, CA 94102	(415) 346-2051	YES
National Lesbian & Gay Journalist Association	Dan Hendrick	39-03 46 St, Sunnyside NY 11104.	(917) 207 8715.	YES
The Harlem Business Alliance	Keith E. McHenry	275 Lenox Avenue 2 nd Floor New York, NY 10027	(212) 665-7010	YES
Job Path	Fredda Rosen	22 West 38 th Street, 11 th Floor New York, NY 10018	(212) 944-0564	YES
Native American Journalists Association	Patty Talahongva	University of S. Dakota 414 E. Clark St. Vermillion, SD 57069	(605) 677-5282	YES
The Burgess Group - Corporate Recruiters International, Inc.	William H. Burgess, III	1601 Third Avenue, Suite 18-D New York, NY 10128	212-410-6938	YES
Borough of Manhattan Community College	Ron West	199 Chambers Street New York, NY 10007	(212) 346-8373	YES
The State University of New Jersey-AHANA	Janet Jones	P.O. Box 1179 Bartholome Rd Piscataway, NJ 08855	(732) 445-6127	YES
Rutgers University-Newark Coop & Education Dept	Thomas Hopkins	360 Dr. Martin Luther King Blvd. Newark, NJ 07102	(973) 353-5311	YES
Columbia University Center for Career Services	Jill Galas	2960 Broadway, Mail code 5727 New York, NY 10027	(212) 854-5497	YES
St. John's University Career Services Center	Lydia Horemis	8000 Utopia Parkway Jamaica, NY 11439	(718) 990-6375	YES
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New York University Office for Career Services	Trudy G. Steinfeld	719 Broadway, Room 302 New York, NY 10003	(212) 998-4730	YES
New York Institute of Technology	Barbara VanBure	21 West 60 Street Information Hall, Room 101 New York, NY 10023	(212) 261-1537	YES
BRONXNET	Michael Max Knobbe	250 Bedford Park Blvd West, Bronx, NY 10468	(718) 960-8354	YES
School of Visual Arts Career Development Office	Leslie Hammond	209 East 23rd Street New York, NY 10010-3994	(212) 592-2387	YES
Association of Progressive Dominicans, Inc	Carmen Muñoz	3940 Broadway 2 nd Floor New York, NY 10032	(212) 927-6089	YES