

WBAL-AM, WBAL-TV, WIYY-FM
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive Open Date: 10/11/2017 Hire Date: 10/24/2018	1-2, 5, 9, 11-12, 17, 19-21, 23, 25-28, 30, 40, 45, 47	11
Anchor Reporter Open Date: 11/1/2017 Hire Date: 7/9/2018	4, 11-13, 16, 18-21, 23, 25-30, 33, 35, 37, 40, 42-45, 47	11
Director of Programming and Public Affairs Open Date: 3/8/2018 Hire Date: 6/11/2018	3-5, 7-11, 13, 15-16, 18, 20-21, 23, 25, 28-30, 32-34, 36-38, 40-44, 46-47, 49	11
Producer Operator Open Date: 4/27/2018 Hire Date: 6/21/2018	3-5, 7-11, 13, 15-16, 18, 20-21, 23, 25, 28-30, 32-38, 40-44, 46-47, 49	11
Director Producer Open Date: 5/9/2018 Hire Date: 8/22/2018	3-5, 7-11, 13, 15-16, 18, 20-21, 23, 25, 28-30, 32-34, 36-38, 40-44, 46-49	11
Account Executive Open Date: 5/9/2018 Hire Date: 10/8/2018	1, 3-5, 7-11, 13, 15-16, 18, 20-21, 23, 25, 28-30, 32-34, 36-38, 40-44, 46-49	11
Account Executive Open Date: 5/9/2018 Hire Date: 8/6/2018	1, 3-5, 7-11, 13, 15-16, 18, 20-21, 23, 25, 28-30, 32-34, 36-38, 40-44, 46-49	11
Announcer Open Date: 5/14/2018 Hire Date: 8/6/2018	3-5, 7-11, 13, 15-16, 18, 20-21, 23, 25, 28-30, 32-34, 36-38, 40-42, 44, 46-49	11
Account Executive Open Date: 5/17/2018 Hire Date: 8/21/2018	1, 5, 7-11, 15, 18, 20-21, 23, 25, 28-30, 34-35, 37, 41-44, 46-49	11
Administrative Assistant Open Date: 6/11/2018 Hire Date: 8/20/2018	4-5, 7-11, 13, 15-16, 18, 20-21, 23, 25, 28-34, 36-44, 46-49	11
Producer Open Date: 6/11/2018 Hire Date: 9/4/2018	4-5, 7-11, 13, 15-16, 18, 20-21, 23, 25, 28-34, 36-44, 46-49	11
Commercial Producer Open Date: 6/21/2018 Hire Date: 8/13/2018	4-5, 7-13, 15-16, 18, 20-21, 23, 25, 28- 34, 36-44, 46-49	11
Account Executive Open Date: 7/9/2018 Hire Date: 9/4/2018	1, 4-5, 7-13, 15-16, 18, 20-21, 23, 25, 28-34, 36-44, 46-49	11
Account Executive Open Date: 7/9/2018 Hire Date: 9/4/2018	1, 4-5, 7-13, 15-16, 18, 20-21, 23, 25, 28-34, 36-44, 46-49	11

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Sales Account Associate - Entry Level Open Date: 8/27/2018 Hire Date: 10/1/2018	1, 4-13, 15-16, 18, 20-21, 23-25, 28-34, 36-44, 46-49	11
Account Executive Open Date: 10/1/2018 Hire Date: 2/1/2019	1, 4-16, 18, 20-21, 23-25, 28-34, 36-49	14
Sales Account Associate - Entry Level Open Date: 10/12/2018 Hire Date: 4/8/2019	1, 4-13, 15-16, 18, 20-21, 23-25, 28-34, 36-44, 46-49	11
Executive Producer Open Date: 10/24/2018 Hire Date: 2/19/2019	4-13, 15-16, 18, 20-21, 23-25, 28-34, 36-44, 46-49	11
Digital Editor Open Date: 10/26/2018 Hire Date: 11/26/2018	1, 3-16, 18, 20-21, 23-25, 27-34, 36-44, 46-49	14
Administrative Assistant Open Date: 10/26/2018 Hire Date: 11/26/2018	4-13, 15-16, 18, 20-21, 23-25, 28-34, 36-44, 46-49	11
Digital Client Service Specialist Open Date: 11/28/2018 Hire Date: 2/6/2019	1, 4-13, 15-16, 18, 20-25, 28-34, 36-44, 46-49	11
Assignment Editor Open Date: 1/22/2019 Hire Date: 3/4/2019	4-9, 11-13, 15-16, 18, 20-21, 23-25, 28- 44, 46-49	11
Sales Account Associate- Entry Level Open Date: 1/25/2019 Hire Date: 4/8/2019	1, 4-9, 11-13, 15-16, 18, 20-21, 23-25, 28-34, 36-44, 46-49	11
Producer Operator Open Date: 1/31/2019 Hire Date: 3/15/2019	4-9, 11-12, 15-16, 18, 20-21, 23-25, 28- 31, 33-35, 37-39, 41-44, 46-49	11
Account Executive Open Date: 2/4/2019 Hire Date: 3/19/2019	1, 4-9, 11-13, 15-16, 18, 20-21, 23-25, 28-34, 36-44, 46-49	11
Account Executive Open Date: 4/16/2019 Hire Date: 4/30/2019	1, 4-9, 11-13, 15-16, 18, 20-21, 23-25, 28-34, 36-44, 46-49	11

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 602-954-8373 Url : http://602communications.com/site/ Email : slizik@602communications.com Sandy Lizik	N	0
2	Advertising Federation 1821 University Ave., W Suite S256 St. Paul, Minnesota 55104 Phone : 651-917-6251 Career Services Manual Posting	N	0
3	AFTRA/SAG 4340 East West Highway Suite 204 Bethesda, Maryland 20814 Phone : (301) 792-7707 Email : araulers@aftra.com Amee Raulerson	N	0
4	Asian American Journalists Association 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : http://www.aaja.org/membership/career_listings/ Career Services Manual Posting	N	0
5	Baltimore City Community College 2901 Liberty Heights Ave. Baltimore, Maryland 21215 Phone : 410-462-8013 Email : hr@bcc.edu Deidre Hill	N	0
6	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : rrobinson@bates.ctc.edu Roland Robinson	N	0

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7	Black College Radio PO Box 3191 Atlanta, Georgia 30302 Phone : 404.523.6136 Url : http://www.blackcollegeradio.com/ Email : BCRmail@aol.com Career Services	N	0
8	Bowie State University 14000 Jericho Park Road Bowie, Maryland 20715 Phone : 301-860-3828 Email : careerdevelopment@bowiestate.edu April Johnson	N	0
9	Broadcasting Institute of Maryland 7200 Harford Road Baltimore, Maryland 21234 Phone : (410) 254-2770 Email : nb@bim.org Norman Brooks	N	0
10	Career Communications Group 729 E. Pratt St. 5th Floor Baltimore, Maryland 21202 Phone : 410-244-7101 Url : http://www.ccgmedia.com/employee_login.php Career Services Manual Posting	N	0
11	Careers.HearstTelevision.com 214 N. Tryon St. Charlotte, North Carolina 28202 Phone : 704-348-8073 HTV Careers Manual Posting	N	77
12	CCBC 800 South Rolling Road Baltimore, Maryland 21228 Phone : 443-840-4099 Url : http://www.ccbcmd.edu/campus.html Email : sellis2@ccbcmd.edu Samantha Ellis	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
14	Current Employee	N	2
15	Dept. of Labor, Licensing & Regulations 500 North Calvert St. #401 Baltimore, Maryland 21202 Phone : 410-230-6001 Bernadine Anderson Manual Posting	N	0
16	Emma L Bowen Foundation of Minority Interest in Media 524 W 57th Street New York, New York 10019 Phone : 212-975-2545 Email : Sandra.Rice@nbcuni.com Sandra Rice	N	0
17	Employee Referral	N	1
18	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
19	Gov. Office of Minority Affairs 6 St. Paul Street Baltimore, Maryland 21202 Phone : 410-767-8232 Email : carmina.perezfowler@maryland.gov Ernie Mosbyu	N	0
20	Hon. Elijah Cummings Office 2235 Rayburn House Office Building Washington, District of Columbia 20515 Phone : 202-225-4741 Email : Fran.allen@mail.house.gov Fran Allen	N	0

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21	Howard University School of Communications 525 Bryant St. NW Washington, District of Columbia 20059 Phone : 202-806-7690 Email : L_g_brown@howard.edu Career Services Prong 2 Start Date: 11/25/2005	Y	0
22	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 203-328-2691 Career Services Manual Posting	N	4
23	Jewish Vocational Svcs. 1515 Reisterstown Rd. Baltimore, Maryland 21208 Phone : (415) 391-3600 Email : info@jcsbaltimore.org Tova Jaffee	N	0
24	JournalismJobs.com PO Box 7294 Berkeley, California 94707 Phone : 510-524-2007 Email : contact@journalismjobs.com Career Services	N	0
25	Loyola College 4501 N. Charles Street Baltimore, Maryland 21210 Phone : (410) 617-2000 Mary DeManss Manual Posting	N	0
26	Maryland Comm. on Hispanic Affairs 301 Preston St Suite 1500 Baltimore, Maryland 21201 Phone : 410-767-7857 Email : jonathan.jayes-green@maryland.gov Jonathan Jayes-Green	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Maryland Office of Asian Pacific American Affairs 301 Preston St Suite 1500 Baltimore, Maryland 21201 Phone : 410-766-7491 Email : yi.shen@maryland.gov Yi Shen	N	0
28	Mayor's Office of Employment Development 417 East Fayette St. Suite 468 Baltimore, Maryland 21202 Phone : 443-984-3014 Email : yclark@oedworks.com Yvette Clark	N	0
29	McDaniel College 2 College Hill Westminster, Maryland 21157 Phone : 410-848-7000 Url : https://www.mcdaniel.edu/index.php/career_services Career Services Manual Posting	N	0
30	MDCD Broadcasters 150 Fayetteville St. Suite 1270 Raleigh, North Carolina 27601 Phone : 919-821-7300 Url : http://www.mdcdbroadcasters.com Email : info@mdcd.com Fax : 1-919-834-8880 Gail Summerville	N	0
31	MediaBistro 825 Eighth Avenue, 29th Floor New Yorkd, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
32	Napoli Management Group 8844 West Olympic Blvd, Suite 100 Beverly Hills, California 90211 Phone : 310-385-8227 Email : mcInerneys@tv talent.com Sue McInerney	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	National Association of Hispanic Journalists 1193 National Press Bldg. Washington, District of Columbia 20045 Phone : 202-662-7145 Career Services Manual Posting	N	0
34	Omega Studios 5609 Fishers Lane Rockville, Maryland 20852 Phone : 301-230-9100 Email : Robert@omegastudios.com Robert Adams	N	0
35	Pennsylvania Assoc. of Broadcasters 8501 Paxton St. Hummelstown, Pennsylvania 17036 Phone : 717-482-4820 Gail Ponti Manual Posting	N	0
36	Rapid Reliable Recruiting 100 West Road Suite 300 Towson, Maryland 21204 Phone : 410.337.5627 Email : Leslie@2rrecruiting.com Leslie Carrington	N	0
37	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
38	Sheffield Audio Visual School 13816 Sunnybrook Rd. Phoenix, Maryland 21131 Phone : 800-355-6613 Email : vance@sheffieldav.com Career Services	N	0
39	Stevenson University 1525 Greenspring Valley Rd. Lutherville-Timonium, Maryland 21153 Phone : 877-468-6852 Url : https://www.myinterfase.com/vjc/employer/ Steven Wallis Manual Posting	N	0

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40	Talent Dynamics 600 Las Coninas Blvd. Suite 1000 Irving, Texas 75039 Phone : 214-640-3121 Email : hedding@talentdynamics.com Career Services	N	0
41	Temple University 220 Mitten Hall 1913 N. Broad Street Philadelphia, Pennsylvania 19112 Phone : 215-204-7981 Url : http://www.temple.edu/provost/careercenter/ Kelly Hart Manual Posting	N	0
42	Towson University 8000 York Road Towson, Maryland 21252 Phone : 410-704-2000 Url : https://www.myinterfase.com/towson/employer/ Career Services Manual Posting	N	0
43	TV Jobs.com PO Box 4116 Oceanside, California 92052 Phone : (800) 374-0119 Career Services Manual Posting	N	0
44	TVB 120 Wall Street. 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
45	University of Baltimore 1420 N. Charles St. Baltimore, Maryland 21201 Phone : 410-837-4200 Email : cjennings2@ubalt.edu Jessica Johnson	N	0

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46	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Christine Mahoney Manual Posting Prong 2 Start Date: 1/22/2018	Y	0
47	University of Maryland, BC 1000 Hilltop Circle Baltimore, Maryland 21250 Phone : 410-455-1000 Email : careers@umbc.edu Career Services Prong 2 Start Date: 11/25/2007	Y	0
48	Virginia Workforce Connection 5520 Cherokee Ave, Ste 100 Alexandria , Virginia 22314 Christopher Finta Manual Posting	N	0
49	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			84

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/1/2018	Participation in scholarship programs	Emma Bowen Foundation - The program entitles one student to receive an hourly, salaried, internship for four consecutive summers and a scholarship for college. The student selects a department to learn the many aspects of the operation and station-specific skills. This year's intern is primarily in the promotions department. The station has the opportunity to train, mentor and sponsor the student with the option of full-time employment upon completion of college.	1	Business Manager
2	6/1/2018	Establishment of an intern program designed to assist members of the community	An Internship Program that entitles junior and senior college students an in-depth observation and participatory day-to-day look at a television broadcast operation in a professional setting that enhances what they learned or will learn in a classroom setting. WBAL-TV participants: Fall - 5 interns; Summer - 7 interns.	2	Director of Programming and Public Affairs Business Manager
3	6/5/2018	Participation in Job Fairs	WBAL-TV Digital Sales Manager and Radio Local Sales Manager interviewed and reviewed presentations of graduates of the National Association of Broadcasters Media Sales Institute. Approximately 25 graduates were interviewed for career opportunities in media sales. The graduates showed a strong interest in media sales. The graduates participated in training from leading media sales professionals from across the country.	3	General Sales Manager Local Sales Manager Digital Sales Manager
4	6/8/2018	Participation in events or programs sponsored by educational institutions	Provided the Defense Information School maintenance technicians a tour of the inner-workings of a civilian broadcast facility. The students observed the day-to-day operation of the news room.	1	Director of Engineering
5	6/11/2018	Listing of each upper-level category opening in a job bank or newsletter	During the reporting period, the employment unit listed upper-level (and other) positions with recruitment sources whose membership includes substantial participation of women and minorities, including AAJA, NAHJ, and others.	1	

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6	7/27/2018	Participation in events or programs sponsored by educational institutions	WBAL-TV hosted students from the Baltimore City Public School Media Group to discuss careers in broadcast journalism, which included a station tour and a question and answer session with station multi-media professionals.	5	News Director Reporter President and General Manager Reporter
7	11/7/2018	Participation in events or programs sponsored by educational institutions	WBAL-TV Director of Programming and Public Affairs greeted students at the McDaniel College Career Day and shared handouts on WBAL-TV's College Internship Program. They were also given the Hearst Careers website for job postings. Eight applications from prospective interns were accepted and reviewed for consideration in the Internship Program.	1	Director of Programming and Public Affairs
8	11/8/2018	Participation in events or programs sponsored by educational institutions	WBAL-TV's Director of Programming and Public Affairs participated in the University of Maryland School of Journalism Job Fair. Six students were interviewed for WBAL-TV's College Internship Program. Two candidates were selected for the program.	1	Director of Programming and Public Affairs
9	11/13/2018	Participation in events or programs sponsored by educational institutions	WBAL-TV hosted college sophomore students from Morgan State University's School of Communications and Global Journalism to discuss careers in broadcast journalism which included a tour of the station. The students were given handouts pertaining to WBAL-TV's College Internship Program.	1	Director of Programming and Public Affairs

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10	2/19/2019	Provision of training to management	Hearst Television Director of Veteran Recruiting, Dave Kaylor, visited WBAL-TV to provide training to hiring managers relating to hiring of US Armed Forces veterans. Among the topics covered in the training session were: how to evaluate the past employment and duties of armed services personnel and the "transferability" or applicability of those skills and qualifications to a broadcast/newsgathering/digital business; the process and "pipeline" for identifying, interviewing, and attaching qualified candidates from the Armed Services pool; ensuring non-discrimination in the consideration and firing of veterans and periodic leave status; and common misconceptions about veteran employment.	21	General Sales Manager General Sales Manager News Director Radio News Director
11	2/21/2019	Participation in Job Fairs	WBAL-TV Director of Programming and Public Affairs and the Radio News Director displayed visuals and provided WBAL-TV and Radio job postings at Coppin State University for a veteran job fair. The job fair focused on hiring veterans, transiting military personnel, National Guard members, reserve members and spouses.	3	Radio News Director Director of Programming and Public Affairs Maintenance Technician
12	3/8/2019	Participation in events or programs sponsored by educational institutions	Spoke to students at St. Ignatius Loyola Academy Career Day about careers in broadcast journalism and how a newscast is produced.	1	Anchor
13	4/4/2019	Participation in events or programs sponsored by educational institutions	WBAL-TV hosted a seminar called "Pay It Forward" for Baltimore Polytechnic Institute students on how a newscast is produced, how to obtain a career in broadcast journalism, as well as a discussion on the academic and professional tracks for journalists. The students were provided a station tour.	2	Director of Engineering Director of Programming and Public Affairs

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14	5/8/2019	Participation in events or programs sponsored by educational institutions	Provided 24 Mercy High School students a tour of Television and Radio production studios, control rooms and technical cores. The students were provided a brief summary of how technology is used in the news industry. The emphasis was on Broadcast Technology and Information Technology (IT).	2	Radio Chief Engineer Assistant Director of Engineering