

**KDKA-TV AND WPCW-TV
EEO PUBLIC FILE REPORT**

This Report covers full-time vacancy recruitment data for the period April 1, 2008 to March 31, 2009.

1) Employment Unit: CBS Broadcasting Stations Group/Pittsburgh Television Station WPCW Inc.

2) Unit Members (Stations and Communities of License): KDKA-TV and WPCW-TV, Pittsburgh

3) EEO Contact Information for Unit Member: Stella M. Banas, Controller/HR Manager

Mailing Address: One Gateway Center Pittsburgh, PA 15222	Telephone Number: 412-575-2501
	Contact Person: Stella M. Banas/Geri Ewing
	E-mail Address: Banas@kdka.com Geri@kdka.com

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

1. Non-Linear Editor
2. Reporter
3. Weatherperson
4. Commercial Videographer
5. Local Sales Manager
6. Account Executive
7. Tech Specialist
8. Sports Account Executive
9. Account Executive
10. Local Sales Manager
11. Account Executive
12. Account Executive

() Check here if additional Full-Time Job Vacancies filled are listed on an attached sheet, using identical format.)

5) Job Title: Non-Linear Editor

Referral Source(s) of Hiree: Current Per Diem

(I) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Bidwell Training Center, Inc.	None	1815 Metropolitan Avenue Pittsburgh, PA 15233	412-323-4000	Yes
CSB School of Broadcasting	Wendy Murdy, Director	3824 Northern Pike One Monroeville Center, Suite 330 Monroeville, PA 15146	412-856-8324	Yes
Entertainment Employment Journal	Mr. Gregorio Carbajal	P.O. Box 60163 Corpus Christi, TX 78466	818-776-2800	Yes
Goodwill Industries of Pittsburgh	Vocational Rehabilitation Serv.	2600 E. Carson Street Pittsburgh, PA 15203	412-281-9006	Yes
NAACP	Ms. M. Gayle Moss	2203 Wylie Avenue Pittsburgh, PA 15219	412-471-1024	Yes
National Assoc. of Broadcasters	Mr. Michael McKinley Employment Clearinghouse	1771 N. Street, N.W. Washington, DC 20036	202-429-5497	Yes
Natl. Assoc. of Hispanic Journalists	Mr. Bobbie Smith	1000 National Press Building 529 14th Street, N.W. Washington, DC 20045	202-622-7168	Yes
National Black MBA's	Ms. Tracy M. Gist-Freeman	P.O. Box 3502 Pittsburgh, PA 15230	412-741-9320	Yes
Renewal, Inc.	Mr. Charles Sullivan	339 Boulevard of the Allies Pittsburgh, PA 15222	412-456-1441 x806	Yes
Syracuse University Career Development Center	Mrs. Kristin Kane	215 University Place Syracuse, NY 13244-2100	315-443-1913	Yes
Urban League of Pittsburgh	Employment & Training Dept.	1 Smithfield Street, 3rd Floor Pittsburgh, PA 15222-2222	412-227-4802	Yes
Life's Work, Career Connections	Mr. Steve Schott	1323 Forbes Avenue Pittsburgh, PA 15219	412-471-2600	Yes
Bradford School	Diane Dougherty Director of Placement	126 West Station Square Drive Suite 129 Pittsburgh, PA 15219-2602	412-391-6710	Yes
Department of Labor and Industry Office of Vocational Rehabilitation	Stacey Mathias Employment Representative	217 State Office Building 300 Liberty Avenue Pittsburgh, PA 15222	412-392-4950	Yes
Lee Hecht Harrison	None	381 Mansfield Avenue Greentree Commons, Suite 300 Pittsburgh, PA 15220	412-733-2500	Yes
University of Pittsburgh	Career Services	224 William Pitt Union Pittsburgh, PA 15260	412-648-7130	Yes
Carnegie Mellon University	Career Center	5000 Forbes Avenue Warner Hall, Room 19 Pittsburgh, PA 15213	412-268-7839	Yes
Indiana University of PA	Mark Anthony Dir. of Career Services	Pratt Hall, Room 302 900 Maple Street Indiana, PA 15701	lup.edu/sec	Yes
Edinboro State University ickes@edinboro.edu	Ms. Sue Ickes Center for Career Services	106 McNeerney Hall Edinboro, PA 16444	814-732-2781	Yes
Duquesne University	Sandy Skriba Career Services	G1 Rockwell Hall 600 Forbes Avenue Pittsburgh, PA 15282-0104	Careerservices@duq.edu	Yes
Point Park University http://pointpark.erecruiting.com	201 Wood Street	Pittsburgh, PA 1528209194	412-391-4100	Yes
N.E.E.D. Regional Enterprise Tower	Mr. Sylvester Pace Executive Director	425 Stanwix Street Pittsburgh, PA 15219	412-566-2760	Yes
WEBSITES/EMAILS				
PBMF Pittsburgh Black Media Federation	Mr. Ervin Dyer	P.O. Box 22091 Pittsburgh, PA 15222-0091		Yes
Pennsylvania Assoc. of Broadcasters rwycckoff@pab.org	Richard Wyckoff, Pres. Pennsylvania Assoc. of Broadcasters	8501 Paxton Street Hummelstown, PA 17036	717-482-4820	Yes
Team Pennsylvania Careerlink http://www.cwds.state.pa.us	None	425 6th Avenue, 22nd Floor Pittsburgh, PA 15219	412-552-7100	Yes
Resource Online Publication Lisa.sawich@cbsradio.com	Lisa Sawich Director of Recruitment Services	651 Holiday Drive, 2nd Floor Pittsburgh, PA 15220	412-920-9400 ext. 112	NA
Television Bureau of Advertising Arlene@tvb.org	Arlene Fong	3 East 54th Street New York, NY 10022	212-486-1111	Yes
KDKA-RADIO www.kdkaradio.com	Marianne Hurley	One Gateway Center Pittsburgh, PA 15222	412-575-2501 412-575-2507	NA
KDKA-TV WPCW-TV www.kdka.com www.wpcwtv.com Gnewell@602communications.com	Stella Banas/Geri Ewing	One Gateway Center Pittsburgh, PA 15222	412-575-2501 412-575-2507	NA
Broadcast Employemnt Services www.TVjobs.com	None	1011 Lyndhurst Falls Lane Knightdale, NC 27545	919-217-4438	Yes
Media Line www.medialine.com	Mark Shilstone, Manager mark@medialine.com	P.O. Box 4116 Oceanside, CA 92052	760-754-8177	Yes
		P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes

Nat'l Academy of TV Artists and Sciences http://jobbank.emmyonline.org	Peter Price-President & CEO	111 West 57 th Street Suite 600 New York, NY 10019	212-586-8424	Yes
Center for Print & Broadcast Media	M. Tarelton mtarelton@lhmil.us	1101 N.Highland Street Arlington , VA 22201	703-247-2000 ext408	Yes
Lee Heucht Harrison	Bernie Varacalli bernievaracalli@lhh.com	341 Mansfield Avenue Greentree Commons, Suite 300 Pittsburgh, PA 15220	412-733-2500	Yes
ITT Technical Institute	D. Melvin dmelvin@itt-tech.edu	105 Mall Boulevard Monroeville, PA 15146	412-856-5920	Yes
The Leadership Institute	None	1101 N.Highland Street Arlington, VA 22201	703-247-2001	Yes
FOR GRAPHIC POSITIONS ONLY				
The Art Institute of Pittsburgh ddboson@aii.edu	Dominique Dobson Student Employment Advisor	420 Blvd of The Allies Pittsburgh, PA 15219	412-263-3805	Yes
FOR TALENT POSITIONS ONLY				
FOR SALES/MANAGEMENT POSITIONS ONLY				
Spot N Dot's	None	167 Oakdale Road Johnston City, NY 13790	888-884-2630	Yes
Television Weekly	None	6500 Wilshire Blvd. Suite 2300 Los Angeles, CA 90048	323-370-2415	Yes
Broadcasting & Cable	None	360 Park Avenue New York, NY 10010	646-746-6949	Yes
FOR TALENT POSITIONS ONLY				
Collective Talent info@michaelsmedia.com	Michael Bilie	1721 Richardson Place Tampa, FL 33606	813-254-9695	Yes

5) Job Title: Reporter

Referral Source(s) of Hire: KDKA Website

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CSB School of Broadcasting	Wendy Murdy, Director	3824 Northern Pike One Monroeville Center, Suite 330 Monroeville, PA 15146	412-856-8324	Yes
Entertainment Employment Journal	Mr. Gregorio Carbajal	P.O. Box 60163 Corpus Christi, TX 78466	818-776-2800	Yes
Goodwill Industries of Pittsburgh	Vocational Rehabilitation Serv.	2600 E. Carson Street Pittsburgh, PA 15203	412-281-9006	Yes
NAACP	Ms. M. Gayle Moss	2203 Wylie Avenue Pittsburgh, PA 15219	412-471-1024	Yes
National Assoc. of Broadcasters	Mr. Michael McKinley Employment Clearinghouse	1771 N. Street, N.W. Washington, DC 20036	202-429-5497	Yes
Natl. Assoc. of Hispanic Journalists	Mr. Bobbie Smith	1000 National Press Building 529 14th Street, N.W. Washington, DC 20045	202-622-7168	Yes
National Black MBA's	Ms. Tracy M. Gist-Freeman	P.O. Box 3502 Pittsburgh, PA 15230	412-741-9320	Yes
Renewal, Inc.	Mr. Charles Sullivan	339 Boulevard of the Allies Pittsburgh, PA 15222	412-456-1441 x806	Yes
Syracuse University Career Development Center	Mrs. Kristin Kane	215 University Place Syracuse, NY 13244-2100	315-443-1913	Yes
Urban League of Pittsburgh	Employment & Training Dept.	1 Smithfield Street, 3rd Floor Pittsburgh, PA 15222-2222	412-227-4802	Yes
Life's Work, Career Connections	Mr. Steve Schott	1323 Forbes Avenue Pittsburgh, PA 15219	412-471-2600	Yes
Bradford School	Diane Dougherty Director of Placement	126 West Station Square Drive Suite 129 Pittsburgh, PA 15219-2602	412-391-6710	Yes
Department of Labor and Industry Office of Vocational Rehabilitation	Stacey Mathias Employment Representative	217 State Office Building 300 Liberty Avenue Pittsburgh, PA 15222	412-392-4950	Yes
Lee Hecht Harrison	None	381 Mansfield Avenue Greentree Commons, Suite 300 Pittsburgh, PA 15220	412-733-2500	Yes
University of Pittsburgh	Career Services	224 William Pitt Union Pittsburgh, PA 15260	412-648-7130	Yes
Carnegie Mellon University	Career Center	5000 Forbes Avenue Warner Hall, Room 19 Pittsburgh, PA 15213	412-268-7839	Yes

Indiana University of PA	Mark Anthony Dir. of Career Services	Pratt Hall, Room 302 900 Maple Street Indiana, PA 15701	lup.edu/sec	Yes
Edinboro State University icles@edinboro.edu	Ms. Sue Ickes Center for Career Services	106 McNeerney Hall Edinboro, PA 16444	814-732-2781	Yes
Duquesne University	Sandy Skriba Career Services	G1 Rockwell Hall 600 Forbes Avenue Pittsburgh, PA 15282-0104	Careerservices@duq.edu	Yes
Point Park University http://pointpark.erecruiting.com	201 Wood Street	Pittsburgh, PA 1528209194	412-391-4100	Yes
N.E.E.D. Regional Enterprise Tower WEBSITES/EMAILS	Mr. Sylvester Pace Executive Director	425 Stanwix Street Pittsburgh, PA 15219	412-566-2760	Yes
PBMF Pittsburgh Black Media Federation	Mr. Ervin Dyer	P.O. Box 22091 Pittsburgh, PA 15222-0091		Yes
Pennsylvania Assoc. of Broadcasters rwycckoff@pab.org	Richard Wyckoff, Pres. Pennsylvania Assoc. of Broadcasters	8501 Paxton Street Hummelstown, PA 17036	717-482-4820	Yes
Team Pennsylvania Careerlink http://www.cwds.state.pa.us	None	425 6th Avenue, 22nd Floor Pittsburgh, PA 15219	412-552-7100	Yes
Resource Online Publication lisa.sawich@cbsradio.com	Lisa Sawich Director of Recruitment Services	651 Holiday Drive, 2nd Floor Pittsburgh, PA 15220	412-920-9400 ext. 112	NA
Television Bureau of Advertising Arlene@tvb.org	Arlene Fong	3 East 54th Street New York, NY 10022	212-486-1111	Yes
KDKA-RADIO www.kdkaradio.com	Marianne Hurley	One Gateway Center Pittsburgh, PA 15222	412-575-2501 412-575-2507	NA
KDKA-TV WPCW-TV www.kdka.com www.wpcw.com	Stella Banas/Geri Ewing	One Gateway Center Pittsburgh, PA 15222	412-575-2501 412-575-2507	NA
Gnewell@602communications.com	Graeme Newell 602 Communications	1011 Lyndhurst Falls Lane Knightdale, NC 27545	919-217-4438	Yes
Broadcast Employment Services www.TVjobs.com	None	P.O. Box 4116 Oceanside, CA 92052	760-754-8177	Yes
Media Line www.medialine.com	Mark Shilstone, Manager mark@medialine.com	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
Nat'l Academy of TV Artists and Sciences http://jobbank.emmyonline.org	Peter Price-President & CEO	111 West 57th Street Suite 600 New York, NY 10019	212-586-8424	Yes
Center for Print & Broadcast Media	M. Tarelton mtarelton@lmail.us	1101 N.Highland Street Arlington, VA 22201	703-247-2000 ext408	Yes
Lee Hecht Harrison	Bernie Varacalli bernievaracalli@lhh.com	341 Mansfield Avenue Greentree Commons, Suite 300 Pittsburgh, PA 15220	412-733-2500	Yes
ITT Technical Institute	D. Melvin dmelvin@itt-tech.edu	105 Mall Boulevard Monroeville, PA 15146	412-856-5920	Yes
The Leadership Institute	None	1101 N.Highland Street Arlington, VA 22201	703-247-2001	Yes
FOR GRAPHIC POSITIONS ONLY				
The Art Institute of Pittsburgh ddboson@aii.edu	Dominique Dobson Student Employment Advisor	420 Blvd of The Allies Pittsburgh, PA 15219	412-263-3805	Yes
FOR TALENT POSITIONS ONLY				
FOR SALES/MANAGEMENT POSITIONS ONLY				
Spot N Dot's	None	167 Oakdale Road Johnston City, NY 13790	888-884-2630	Yes
Television Weekly	None	6500 Wilshire Blvd. Suite 2300 Los Angeles, CA 90048	323-370-2415	Yes
Broadcasting & Cable	None	360 Park Avenue New York, NY 10010	646-746-6949	Yes
FOR TALENT POSITIONS ONLY				
Collective Talent info@michaelsmedia.com	Michael Bilie	1721 Richardson Place Tampa, FL 33606	813-254-9695	Yes

5) Job Title: Weatherperson

Referral Source(s) of Hire: Current Per Diem

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Bidwell Training Center, Inc.	None	1815 Metropolitan Avenue Pittsburgh, PA 15233	412-323-4000	Yes
CSB School of Broadcasting	Wendy Murdy, Director	3824 Northern Pike One Monroeville Center, Suite 330 Monroeville, PA 15146	412-856-8324	Yes

Entertainment Employment Journal	Mr. Gregorio Carbajal	P.O. Box 60163 Corpus Christi, TX 78466	818-776-2800	Yes
Goodwill Industries of Pittsburgh	Vocational Rehabilitation Serv.	2600 E. Carson Street Pittsburgh, PA 15203	412-281-9006	Yes
NAACP	Ms. M. Gayle Moss	2203 Wylie Avenue Pittsburgh, PA 15219	412-471-1024	Yes
National Assoc. of Broadcasters	Mr. Michael McKinley Employment Clearinghouse	1771 N. Street, N.W. Washington, DC 20036	202-429-5497	Yes
Natl. Assoc. of Hispanic Journalists	Mr. Bobbie Smith	1000 National Press Building 529 14th Street, N.W. Washington, DC 20045	202-622-7168	Yes
National Black MBA's	Ms. Tracy M. Gist-Freeman	P.O. Box 3502 Pittsburgh, PA 15230	412-741-9320	Yes
Renewal, Inc.	Mr. Charles Sullivan	339 Boulevard of the Allies Pittsburgh, PA 15222	412-456-1441 x806	Yes
Syracuse University Career Development Center	Mrs. Kristin Kane	215 University Place Syracuse, NY 13244-2100	315-443-1913	Yes
Urban League of Pittsburgh	Employment & Training Dept.	1 Smithfield Street, 3rd Floor Pittsburgh, PA 15222-2222	412-227-4802	Yes
Life's Work, Career Connections	Mr. Steve Schott	1323 Forbes Avenue Pittsburgh, PA 15219	412-471-2600	Yes
Bradford School	Diane Dougherty Director of Placement	126 West Station Square Drive Suite 129 Pittsburgh, PA 15219-2602	412-391-6710	Yes
Department of Labor and Industry Office of Vocational Rehabilitation	Stacey Mathias Employment Representative	217 State Office Building 300 Liberty Avenue Pittsburgh, PA 15222	412-392-4950	Yes
Lee Hecht Harrison	None	381 Mansfield Avenue Greentree Commons, Suite 300 Pittsburgh, PA 15220	412-733-2500	Yes
University of Pittsburgh	Career Services	224 William Pitt Union Pittsburgh, PA 15260	412-648-7130	Yes
Carnegie Mellon University	Career Center	5000 Forbes Avenue Warner Hall, Room 19 Pittsburgh, PA 15213	412-268-7839	Yes
Indiana University of PA	Mark Anthony Dir. of Career Services	Pratt Hall, Room 302 900 Maple Street Indiana, PA 15701	Iup.edu/sec	Yes
Edinboro State University ickes@edinboro.edu	Ms. Sue Ickes Center for Career Services	106 McNeerney Hall Edinboro, PA 16444	814-732-2781	Yes
Duquesne University	Sandy Skriba Career Services	G1 Rockwell Hall 600 Forbes Avenue Pittsburgh, PA 15282-0104	Careerservices@duq.edu	Yes
Point Park University http://pointpark.erecruiting.com	201 Wood Street	Pittsburgh, PA 1528209194	412-391-4100	Yes
N.E.E.D. Regional Enterprise Tower	Mr. Sylvester Pace Executive Director	425 Stanwix Street Pittsburgh, PA 15219	412-566-2760	Yes
WEBSITES/EMAILS				
PBMF Pittsburgh Black Media Federation	Mr. Ervin Dyer	P.O. Box 22091 Pittsburgh, PA 15222-0091		Yes
Pennsylvania Assoc. of Broadcasters rwycokoff@pab.org	Richard Wyckoff, Pres. Pennsylvania Assoc. of Broadcasters	8501 Paxton Street Hummelstown, PA 17036	717-482-4820	Yes
Team Pennsylvania Careerlink http://www.cwds.state.pa.us	None	425 6th Avenue, 22nd Floor Pittsburgh, PA 15219	412-552-7100	Yes
Resource Online Publication Lisa_sawich@cbstradio.com	Lisa Sawich Director of Recruitment Services	651 Holiday Drive, 2nd Floor Pittsburgh, PA 15220	412-920-9400 ext. 112	NA
Television Bureau of Advertising Arlene@tvb.org	Arlene Fong	3 East 54th Street New York, NY 10022	212-486-1111	Yes
KDKA-RADIO www.kdkaradio.com	Marianne Hurley	One Gateway Center Pittsburgh, PA 15222	412-575-2501	NA
KDKA-TV WPCW-TV www.kdka.com www.wpcw.com	Stella Banas/Geri Ewing	One Gateway Center Pittsburgh, PA 15222	412-575-2501 412-575-2507	NA
Gnewell@602communications.com	Graeme Newell 602 Communications	1011 Lyndhurst Falls Lane Knightdale, NC 27545	919-217-4438	Yes
Broadcast Employment Services www.TVjobs.com	None	P.O. Box 4116 Oceanside, CA 92052	760-754-8177	Yes
Media Line www.medialine.com	Mark Shilstone, Manager mark@medialine.com	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
Nat'l Academy of TV Artists and Sciences http://jobbank.emmyonline.org	Peter Price-President & CEO	111 West 57th Street Suite 600 New York, NY 10019	212-586-8424	Yes
Center for Print & Broadcast Media	M.Tarelton mtarelton@lhmil.us	1101 N.Highland Street Arlington, VA 22201	703-247-2000 ext408	Yes
Lee Hecht Harrison	Bernie Varacalli bernievaracalli@lh.com	341 Mansfield Avenue Greentree Commons, Suite 300 Pittsburgh, PA 15220	412-733-2500	Yes
ITT Technical Institute	D. Melvin dmelvin@itt-tech.edu	105 Mall Boulevard Monroeville, PA 15146	412-856-5920	Yes
The Leadership Institute	None	1101 N.Highland Street Arlington, VA 22201	703-247-2001	Yes
FOR GRAPHIC POSITIONS ONLY				

The Art Institute of Pittsburgh ddboson@aii.edu	Dominique Dobson Student Employment Advisor	420 Blvd of The Allies Pittsburgh, PA 15219	412-263-3805	Yes
FOR TALENT POSITIONS ONLY				
FOR SALES/MANAGEMENT POSITIONS ONLY				
Spot N Dot's	None	167 Oakdale Road Johnston City, NY 13790	888-884-2630	Yes
Television Weekly	None	6500 Wilshire Blvd. Suite 2300 Los Angeles, CA 90048	323-370-2415	Yes
Broadcasting & Cable	None	360 Park Avenue New York, NY 10010	646-746-6949	Yes
FOR TALENT POSITIONS ONLY				
Collective Talent info@michaelsmedia.com	Michael Bilie	1721 Richardson Place Tampa, FL 33606	813-254-9695	Yes

5) Job Title: Commercial Videographer

Referral Source(s) of Hire: KDKA Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Bidwell Training Center, Inc.	None	1815 Metropolitan Avenue Pittsburgh, PA 15233	412-323-4000	Yes
CSB School of Broadcasting	Wendy Murdy, Director	3824 Northern Pike One Monroeville Center, Suite 330 Monroeville, PA 15146	412-856-8324	Yes
Entertainment Employment Journal	Mr. Gregorio Carbajal	P.O. Box 60163 Corpus Christi, TX 78466	818-776-2800	Yes
Goodwill Industries of Pittsburgh	Vocational Rehabilitation Serv.	2600 E. Carson Street Pittsburgh, PA 15203	412-281-9006	Yes
NAACP	Ms. M. Gayle Moss	2203 Wylie Avenue Pittsburgh, PA 15219	412-471-1024	Yes
National Assoc. of Broadcasters	Mr. Michael McKinley Employment Clearinghouse	1771 N. Street, N.W. Washington, DC 20036	202-429-5497	Yes
Natl. Assoc. of Hispanic Journalists	Mr. Bobbie Smith	1000 National Press Building 529 14th Street, N.W. Washington, DC 20045	202-622-7168	Yes
National Black MBA's	Ms. Tracy M. Gist-Freeman	P.O. Box 3502 Pittsburgh, PA 15230	412-741-9320	Yes
Renewal, Inc.	Mr. Charles Sullivan	339 Boulevard of the Allies Pittsburgh, PA 15222	412-456-1441 x806	Yes
Syracuse University Career Development Center	Mrs. Kristin Kane	215 University Place Syracuse, NY 13244-2100	315-443-1913	Yes
Urban League of Pittsburgh	Employment & Training Dept.	1 Smithfield Street, 3rd Floor Pittsburgh, PA 15222-2222	412-227-4802	Yes
Life's Work, Career Connections	Mr. Steve Schott	1323 Forbes Avenue Pittsburgh, PA 15219	412-471-2600	Yes
Bradford School	Diane Dougherty Director of Placement	126 West Station Square Drive Suite 129 Pittsburgh, PA 15219-2602	412-391-6710	Yes
Department of Labor and Industry Office of Vocational Rehabilitation	Stacey Mathias Employment Representative	217 State Office Building 300 Liberty Avenue Pittsburgh, PA 15222	412-392-4950	Yes
Lee Hecht Harrison	None	381 Mansfield Avenue Greentree Commons, Suite 300 Pittsburgh, PA 15220	412-733-2500	Yes
University of Pittsburgh	Career Services	224 William Pitt Union Pittsburgh, PA 15260	412-648-7130	Yes
Carnegie Mellon University	Career Center	5000 Forbes Avenue Warner Hall, Room 19 Pittsburgh, PA 15213	412-268-7839	Yes
Indiana University of PA	Mark Anthony Dir. of Career Services	Pratt Hall, Room 302 900 Maple Street Indiana, PA 15701	lup.edu/sec	Yes
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Duquesne University	Sandy Skriba Career Services	G1 Rockwell Hall 600 Forbes Avenue Pittsburgh, PA 15282-0104	Careerservices@duq.edu	Yes
Point Park University http://pointpark.crecruiting.com	201 Wood Street	Pittsburgh, PA 1528209194	412-391-4100	Yes
N.E.E.D. Regional Enterprise Tower	Mr. Sylvester Pace Executive Director	425 Stanwix Street Pittsburgh, PA 15219	412-566-2760	Yes
WEBSITES/EMAILS				
PBMF Pittsburgh Black Media Federation	Mr. Ervin Dyer	P.O. Box 22091 Pittsburgh, PA 15222-0091		Yes

Pennsylvania Assoc. of Broadcasters rwycokoff@pab.org	Richard Wyckoff, Pres. Pennsylvania Assoc. of Broadcasters	8501 Paxton Street Hummelstown, PA 17036	717-482-4820	Yes
Team Pennsylvania Careerlink http://www.cwds.state.pa.us	None	425 6th Avenue, 22nd Floor Pittsburgh, PA 15219	412-552-7100	Yes
Resource Online Publication Lisa.sawich@cbsradio.com	Lisa Sawich Director of Recruitment Services	651 Holiday Drive, 2nd Floor Pittsburgh, PA 15220	412-920-9400 ext. 112	NA
Television Bureau of Advertising Arlene@tvb.org	Arlene Fong	3 East 54th Street New York, NY 10022	212-486-1111	Yes
KDKA-RADIO www.kdkaradio.com	Marianne Hurley	One Gateway Center Pittsburgh, PA 15222	412-575-2501 412-575-2507	NA
KDKA-TV WPCW-TV www.kdka.com www.wpcw.com Gnewell@602communications.com	Stella Banas/Geri Ewing	One Gateway Center Pittsburgh, PA 15222	412-575-2501 412-575-2507	NA
Broadcast Employemnt Services www.TVjobs.com	None	1011 Lyndhurst Falls Lane Knightdale, NC 27545	919-217-4438	Yes
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FOR TALENT POSITIONS ONLY				
Collective Talent info@michaelsmedia.com	Michael Bilie	1721 Richardson Place Tampa, FL 33606	813-254-9695	Yes

5) Job Title: Local Sales Manager

Referral Source(s) of Hire: Internal Candidate

(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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Syracuse University Career Development Center	Mrs. Kristin Kane	215 University Place Syracuse, NY 13244-2100	315-443-1913	Yes

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Life's Work, Career Connections	Mr. Steve Schott	1323 Forbes Avenue Pittsburgh, PA 15219	412-471-2600	Yes
Bradford School	Diane Dougherty Director of Placement	126 West Station Square Drive Suite 129 Pittsburgh, PA 15219-2602	412-391-6710	Yes
Department of Labor and Industry Office of Vocational Rehabilitation	Stacey Mathias Employment Representative	217 State Office Building 300 Liberty Avenue Pittsburgh, PA 15222	412-392-4950	Yes
Lee Hecht Harrison	None	381 Mansfield Avenue Greentree Commons, Suite 300 Pittsburgh, PA 15220	412-733-2500	Yes
University of Pittsburgh	Career Services	224 William Pitt Union Pittsburgh, PA 15260	412-648-7130	Yes
Carnegie Mellon University	Career Center	5000 Forbes Avenue Warner Hall, Room 19 Pittsburgh, PA 15213	412-268-7839	Yes
Indiana University of PA	Mark Anthony Dir. of Career Services	Pratt Hall, Room 302 900 Maple Street Indiana, PA 15701	lup.edu/sec	Yes
Edinboro State University ickes@edinboro.edu	Ms. Sue Ickes Center for Career Services	106 McNeerney Hall Edinboro, PA 16444	814-732-2781	Yes
Duquesne University	Sandy Skriba Career Services	G1 Rockwell Hall 600 Forbes Avenue Pittsburgh, PA 15282-0104	Careerservices@duq.edu	Yes
Point Park University http://pointpark.recruiting.com	201 Wood Street	Pittsburgh, PA 1528209194	412-391-4100	Yes
N.E.E.D. Regional Enterprise Tower	Mr. Sylvester Pace Executive Director	425 Stanwix Street Pittsburgh, PA 15219	412-566-2760	Yes
WEBSITES/EMAILS				
PBMF Pittsburgh Black Media Federation	Mr. Ervin Dyer	P.O. Box 22091 Pittsburgh, PA 15222-0091		Yes
Pennsylvania Assoc. of Broadcasters rwycckoff@pab.org	Richard Wyckoff, Pres. Pennsylvania Assoc. of Broadcasters	8501 Paxton Street Hummelstown, PA 17036	717-482-4820	Yes
Team Pennsylvania Careerlink http://www.cwds.state.pa.us	None	425 6th Avenue, 22nd Floor Pittsburgh, PA 15219	412-552-7100	Yes
Resource Online Publication Lisa.sawich@cbsradio.com	Lisa Sawich Director of Recruitment Services	651 Holiday Drive, 2nd Floor Pittsburgh, PA 15220	412-920-9400 ext. 112	NA
Television Bureau of Advertising Arlene@tvb.org	Arlene Fong	3 East 54th Street New York, NY 10022	212-486-1111	Yes
KDKA-RADIO www.kdkaradio.com	Marianne Hurley	One Gateway Center Pittsburgh, PA 15222	412-575-2501 412-575-2507	NA
KDKA-TV WPCW-TV www.kdka.com www.wpcwtv.com Gnewell@602communications.com	Stella Banas/Geri Ewing	One Gateway Center Pittsburgh, PA 15222	412-575-2501 412-575-2507	NA
Broadcast Employment Services www.TVjobs.com	Graeme Newell 602 Communications	1011 Lyndhurst Falls Lane Knightdale, NC 27545	919-217-4438	Yes
Media Line www.medialine.com	None	P.O. Box 4116 Oceanside, CA 92052	760-754-8177	Yes
Nat'l Academy of TV Artists and Sciences http://jobbank.emmyonline.org	Mark Shilstone, Manager mark@medialine.com Peter Price-President & CEO	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
Center for Print & Broadcast Media	M. Tarelton mtarelton@lmail.us	1101 N.Highland Street Arlington, VA 22201	703-247-2000 ext408	Yes
Lee Hecht Harrison	Bernie Varacalli bernievaracalli@lhh.com	341 Mansfield Avenue Greentree Commons, Suite 300 Pittsburgh, PA 15220	412-733-2500	Yes
ITT Technical Institute	D. Melvin dmelvin@itt-tech.edu	105 Mall Boulevard Monroeville, PA 15146	412-856-5920	Yes
The Leadership Institute	None	1101 N.Highland Street Arlington, VA 22201	703-247-2001	Yes
FOR GRAPHIC POSITIONS ONLY				
The Art Institute of Pittsburgh ddboson@aai.edu	Dominique Dobson Student Employment Advisor	420 Blvd of The Allies Pittsburgh, PA 15219	412-263-3805	Yes
FOR TALENT POSITIONS ONLY				
FOR SALES/MANAGEMENT POSITIONS ONLY				
Spot N Dot's	None	167 Oakdale Road Johnston City, NY 13790	888-884-2630	Yes
Television Weekly	None	6500 Wilshire Blvd. Suite 2300 Los Angeles, CA 90048	323-370-2415	Yes
Broadcasting & Cable	None	360 Park Avenue New York, NY 10010	646-746-6949	Yes
FOR TALENT POSITIONS ONLY				
Collective Talent info@michaelsmedia.com	Michael Bilie	1721 Richardson Place Tampa, FL 33606	813-254-9695	Yes

5) Job Title: Account Executive

Referral Source(s) 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)
Bidwell Training Center, Inc.	None	1815 Metropolitan Avenue Pittsburgh, PA 15233	412-323-4000	Yes
CSB School of Broadcasting	Wendy Murdy, Director	3824 Northern Pike One Monroeville Center, Suite 330 Monroeville, PA 15146	412-856-8324	Yes
Entertainment Employment Journal	Mr. Gregorio Carbajal	P.O. Box 60163 Corpus Christi, TX 78466	818-776-2800	Yes
Goodwill Industries of Pittsburgh	Vocational Rehabilitation Serv.	2600 E. Carson Street Pittsburgh, PA 15203	412-281-9006	Yes
NAACP	Ms. M. Gayle Moss	2203 Wylie Avenue Pittsburgh, PA 15219	412-471-1024	Yes
National Assoc. of Broadcasters	Mr. Michael McKinley Employment Clearinghouse	1771 N. Street, N.W. Washington, DC 20036	202-429-5497	Yes
Natl. Assoc. of Hispanic Journalists	Mr. Bobbie Smith	1000 National Press Building 529 14th Street, N.W. Washington, DC 20045	202-622-7168	Yes
National Black MBA's	Ms. Tracy M. Gist-Freeman	P.O. Box 3502 Pittsburgh, PA 15230	412-741-9320	Yes
Renewal, Inc.	Mr. Charles Sullivan	339 Boulevard of the Allies Pittsburgh, PA 15222	412-456-1441 x806	Yes
Syracuse University Career Development Center	Mrs. Kristin Kane	215 University Place Syracuse, NY 13244-2100	315-443-1913	Yes
Urban League of Pittsburgh	Employment & Training Dept.	1 Smithfield Street, 3rd Floor Pittsburgh, PA 15222-2222	412-227-4802	Yes
Life's Work, Career Connections	Mr. Steve Schott	1323 Forbes Avenue Pittsburgh, PA 15219	412-471-2600	Yes
Bradford School	Diane Dougherty Director of Placement	126 West Station Square Drive Suite 129 Pittsburgh, PA 15219-2602	412-391-6710	Yes
Department of Labor and Industry Office of Vocational Rehabilitation	Stacey Mathias Employment Representative	217 State Office Building 300 Liberty Avenue Pittsburgh, PA 15222	412-392-4950	Yes
Lee Hecht Harrison	None	381 Mansfield Avenue Greentree Commons, Suite 300 Pittsburgh, PA 15220	412-733-2500	Yes
University of Pittsburgh	Career Services	224 William Pitt Union Pittsburgh, PA 15260	412-648-7130	Yes
Carnegie Mellon University	Career Center	5000 Forbes Avenue Warner Hall, Room 19 Pittsburgh, PA 15213	412-268-7839	Yes
Indiana University of PA	Mark Anthony Dir. of Career Services	Pratt Hall, Room 302 900 Maple Street Indiana, PA 15701	lup.edu/sec	Yes
Edinboro State University ickes@edinboro.edu	Ms. Sue Ickes Center for Career Services	106 Mc Nerney Hall Edinboro, PA 16444	814-732-2781	Yes
Duquesne University	Sandy Skriba Career Services	G1 Rockwell Hall 600 Forbes Avenue Pittsburgh, PA 15282-0104	Careerservices@duq.edu	Yes
Point Park University http://pointpark.recruiting.com	201 Wood Street	Pittsburgh, PA 1528209194	412-391-4100	Yes
N.E.E.D. Regional Enterprise Tower	Mr. Sylvester Pace Executive Director	425 Stanwix Street Pittsburgh, PA 15219	412-566-2760	Yes
WEBSITES/EMAILS				
PBMF Pittsburgh Black Media Federation	Mr. Ervin Dyer	P.O. Box 22091 Pittsburgh, PA 15222-0091		Yes
Pennsylvania Assoc. of Broadcasters ryckoff@pab.org	Richard Wyckoff, Pres. Pennsylvania Assoc. of Broadcasters	8501 Paxton Street Hummelstown, PA 17036	717-482-4820	Yes
Team Pennsylvania Careerlink http://www.cwds.state.pa.us	None	425 6th Avenue, 22nd Floor Pittsburgh, PA 15219	412-552-7100	Yes
Resource Online Publication Lisa.sawich@cbsradio.com	Lisa Sawich Director of Recruitment Services	651 Holiday Drive, 2nd Floor Pittsburgh, PA 15220	412-920-9400 ext. 112	NA
Television Bureau of Advertising Arlene@tvb.org	Arlene Fong	3 East 54th Street New York, NY 10022	212-486-1111	Yes
KDKA-RADIO www.kdkaradio.com	Marianne Hurley	One Gateway Center Pittsburgh, PA 15222	412-575-2501 412-575-2507	NA
KDKA-TV WPCW-TV www.kdka.com www.wpcw.com	Stella Banas/Geri Ewing	One Gateway Center Pittsburgh, PA 15222	412-575-2501 412-575-2507	NA
Gnewell@602communications.com	Graeme Newell 602 Communications	1011 Lyndhurst Falls Lane Knightdale, NC 27545	919-217-4438	Yes
Broadcast Employment Services www.TVjobs.com	None	P.O. Box 4116 Oceanside, CA 92052	760-754-8177	Yes
Media Line www.medialine.com	Mark Shilstone, Manager mark@medialine.com	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
Nat'l Academy of TV Artists and Sciences http://jobbank.emmyonline.org	Peter Price-President & CEO	111 West 57th Street Suite 600 New York, NY 10019	212-586-8424	Yes

Center for Print & Broadcast Media	M. Tarelton mtarelton@lmaj.us	1101 N. Highland Street Arlington, VA 22201	703-247-2000 ext408	Yes
Lee Heucht Harrison	Bernie Varacalli bernievaracalli@lhh.com	341 Mansfield Avenue Greentree Commons, Suite 300 Pittsburgh, PA 15220	412-733-2500	Yes
ITT Technical Institute	D. Melvin dmelvin@itt-tech.edu	105 Mall Boulevard Monroeville, PA 15146	412-856-5920	Yes
The Leadership Institute	None	1101 N. Highland Street Arlington, VA 22201	703-247-2001	Yes
FOR GRAPHIC POSITIONS ONLY				
The Art Institute of Pittsburgh ddboson@aai.edu	Dominique Dobson Student Employment Advisor	420 Blvd of The Allies Pittsburgh, PA 15219	412-263-3805	Yes
FOR TALENT POSITIONS ONLY				
FOR SALES/MANAGEMENT POSITIONS ONLY				
Spot N Dot's	None	167 Oakdale Road Johnston City, NY 13790	888-884-2630	Yes
Television Weekly	None	6500 Wilshire Blvd. Suite 2300 Los Angeles, CA 90048	323-370-2415	Yes
Broadcasting & Cable	None	360 Park Avenue New York, NY 10010	646-746-6949	Yes
FOR TALENT POSITIONS ONLY				
Collective Talent info@michaelsmedia.com	Michael Bilie	1721 Richardson Place Tampa, FL 33606	813-254-9695	Yes

5) Job Title: Tech Specialist

Referral Source(s) of Hiree: Rehire

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Bidwell Training Center, Inc.	None	1815 Metropolitan Avenue Pittsburgh, PA 15233	412-323-4000	Yes
CSB School of Broadcasting	Wendy Murdy, Director	3824 Northern Pike One Monroeville Center, Suite 330 Monroeville, PA 15146	412-856-8324	Yes
Entertainment Employment Journal	Mr. Gregorio Carbajal	P.O. Box 60163 Corpus Christi, TX 78466	818-776-2800	Yes
Goodwill Industries of Pittsburgh	Vocational Rehabilitation Serv.	2600 E. Carson Street Pittsburgh, PA 15203	412-281-9006	Yes
NAACP	Ms. M. Gayle Moss	2203 Wylie Avenue Pittsburgh, PA 15219	412-471-1024	Yes
National Assoc. of Broadcasters	Mr. Michael McKinley Employment Clearinghouse	1771 N. Street, N.W. Washington, DC 20036	202-429-5497	Yes
Natl. Assoc. of Hispanic Journalists	Mr. Bobbie Smith	1000 National Press Building 529 14th Street, N.W. Washington, DC 20045	202-622-7168	Yes
National Black MBA's	Ms. Tracy M. Gist-Freeman	P.O. Box 3502 Pittsburgh, PA 15230	412-741-9320	Yes
Renewal, Inc.	Mr. Charles Sullivan	339 Boulevard of the Allies Pittsburgh, PA 15222	412-456-1441 x806	Yes
Syracuse University Career Development Center	Mrs. Kristin Kane	215 University Place Syracuse, NY 13244-2100	315-443-1913	Yes
Urban League of Pittsburgh	Employment & Training Dept.	1 Smithfield Street, 3rd Floor Pittsburgh, PA 15222-2222	412-227-4802	Yes
Life's Work, Career Connections	Mr. Steve Schott	1323 Forbes Avenue Pittsburgh, PA 15219	412-471-2600	Yes
Bradford School	Diane Dougherty Director of Placement	126 West Station Square Drive Suite 129 Pittsburgh, PA 15219-2602	412-391-6710	Yes
Department of Labor and Industry Office of Vocational Rehabilitation	Stacey Mathias Employment Representative	217 State Office Building 300 Liberty Avenue Pittsburgh, PA 15222	412-392-4950	Yes
Lee Hecht Harrison	None	381 Mansfield Avenue Greentree Commons, Suite 300 Pittsburgh, PA 15220	412-733-2500	Yes
University of Pittsburgh	Career Services	224 William Pitt Union Pittsburgh, PA 15260	412-648-7130	Yes
Carnegie Mellon University	Career Center	5000 Forbes Avenue Warner Hall, Room 19 Pittsburgh, PA 15213	412-268-7839	Yes
Indiana University of PA	Mark Anthony Dir. of Career Services	Pratt Hall, Room 302 900 Maple Street Indiana, PA 15701	lup.edu/sec	Yes

Edinboro State University icles@edinboro.edu	Ms. Sue Ickes Center for Career Services	106 McNehey Hall Edinboro, PA 16444	814-732-2781	Yes
Duquesne University	Sandy Skriba Career Services	G1 Rockwell Hall 600 Forbes Avenue Pittsburgh, PA 15282-0104	Careerservices@duq.edu	Yes
Point Park University http://pointparkerecruiting.com	201 Wood Street	Pittsburgh, PA 1528209194	412-391-4100	Yes
N.E.E.D. Regional Enterprise Tower	Mr. Sylvester Pace Executive Director	425 Stanwix Street Pittsburgh, PA 15219	412-566-2760	Yes
WEBSITES/EMAILS				
PBMF Pittsburgh Black Media Federation	Mr. Ervin Dyer	P.O. Box 22091 Pittsburgh, PA 15222-0091		Yes
Pennsylvania Assoc. of Broadcasters rwycckoff@pnab.org	Richard Wyckoff, Pres. Pennsylvania Assoc. of Broadcasters	8501 Paxton Street Hummelstown, PA 17036	717-482-4820	Yes
Team Pennsylvania Careerlink http://www.cwds.state.pa.us	None	425 6th Avenue, 22nd Floor Pittsburgh, PA 15219	412-552-7100	Yes
Resource Online Publication Lisa_sawich@cbcradio.com	Lisa Sawich Director of Recruitment Services	651 Holiday Drive, 2nd Floor Pittsburgh, PA 15220	412-920-9400 ext. 112	NA
Television Bureau of Advertising Arlene@tvtb.org	Arlene Fong	3 East 54th Street New York, NY 10022	212-486-1111	Yes
KDKA-RADIO www.kdkaradio.com	Marianne Hurley	One Gateway Center Pittsburgh, PA 15222	412-575-2501	NA
KDKA-TV WPCW-TV www.kdka.com www.wpcw.com	Stella Banas/Geri Ewing	One Gateway Center Pittsburgh, PA 15222	412-575-2501	NA
Gnewell@602communications.com	Graeme Newell 602 Communications	1011 Lyndhurst Falls Lane Knightdale, NC 27545	919-217-4438	Yes
Broadcast Employment Services www.tvjobs.com	None	P.O. Box 4116 Oceanside, CA 92052	760-754-8177	Yes
Media Line www.medialine.com	Mark Shilstone, Manager mark@medialine.com	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
Nat'l Academy of TV Artists and Sciences http://jobbank.emmyonline.org	Peter Price-President & CEO	111 West 57th Street Suite 600 New York, NY 10019	212-586-8424	Yes
Center for Print & Broadcast Media	M. Tarelton mtarelton@linail.us	1101 N. Highland Street Arlington, VA 22201	703-247-2000 ext408	Yes
Lee Heuch Harrison	Bernie Varacalli bernievaracalli@lhh.com	341 Mansfield Avenue Greentree Commons, Suite 300 Pittsburgh, PA 15220	412-733-2500	Yes
ITT Technical Institute	D. Melvin dmelvin@itt-tech.edu	105 Mall Boulevard Monroeville, PA 15146	412-856-5920	Yes
The Leadership Institute	None	1101 N. Highland Street Arlington, VA 22201	703-247-2001	Yes
FOR GRAPHIC POSITIONS ONLY				
The Art Institute of Pittsburgh ddboson@aii.edu	Dominique Dobson Student Employment Advisor	420 Blvd of The Allies Pittsburgh, PA 15219	412-263-3805	Yes
FOR TALENT POSITIONS ONLY				
FOR SALES/MANAGEMENT POSITIONS ONLY				
Spot N Dot's	None	167 Oakdale Road Johnston City, NY 13790	888-884-2630	Yes
Television Weekly	None	6500 Wilshire Blvd. Suite 2300 Los Angeles, CA 90048	323-370-2415	Yes
Broadcasting & Cable	None	360 Park Avenue New York, NY 10010	646-746-6949	Yes
FOR TALENT POSITIONS ONLY				
Collective Talent info@michaelsmedia.com	Michael Bilie	1721 Richardson Place Tampa, FL 33606	813-254-9695	Yes

5) Job Title: Sports Account Executive

Referral Source(s) of Hire: Internal Candidate

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Bidwell Training Center, Inc.	None	1815 Metropolitan Avenue Pittsburgh, PA 15233	412-323-4000	Yes
CSB School of Broadcasting	Wendy Murdy, Director	3824 Northern Pike One Monroeville Center, Suite 330 Monroeville, PA 15146	412-856-8324	Yes
Entertainment Employment Journal	Mr. Gregorio Carbajal	P.O. Box 60163 Corpus Christi, TX 78466	818-776-2800	Yes
Goodwill Industries of Pittsburgh	Vocational Rehabilitation Serv.	2600 E. Carson Street Pittsburgh, PA 15203	412-281-9006	Yes

NAACP	Ms. M. Gayle Moss	2203 Wylie Avenue Pittsburgh, PA 15219	412-471-1024	Yes
National Assoc. of Broadcasters	Mr. Michael McKinley Employment Clearinghouse	1771 N. Street, N.W. Washington, DC 20036	202-429-5497	Yes
Natl. Assoc. of Hispanic Journalists	Mr. Bobbie Smith	1000 National Press Building 529 14th Street, N.W. Washington, DC 20045	202-622-7168	Yes
National Black MBA's	Ms. Tracy M. Gist-Freeman	P.O. Box 3502 Pittsburgh, PA 15230	412-741-9320	Yes
Renewal, Inc.	Mr. Charles Sullivan	339 Boulevard of the Allies Pittsburgh, PA 15222	412-456-1441 x806	Yes
Syracuse University Career Development Center	Mrs. Kristin Kane	215 University Place Syracuse, NY 13244-2100	315-443-1913	Yes
Urban League of Pittsburgh	Employment & Training Dept.	1 Smithfield Street, 3rd Floor Pittsburgh, PA 15222-2222	412-227-4802	Yes
Life's Work, Career Connections	Mr. Steve Schott	1323 Forbes Avenue Pittsburgh, PA 15219	412-471-2600	Yes
Bradford School	Diane Dougherty Director of Placement	126 West Station Square Drive Suite 129 Pittsburgh, PA 15219-2602	412-391-6710	Yes
Department of Labor and Industry Office of Vocational Rehabilitation	Stacey Mathias Employment Representative	217 State Office Building 300 Liberty Avenue Pittsburgh, PA 15222	412-392-4950	Yes
Lee Hecht Harrison	None	381 Mansfield Avenue Greentree Commons, Suite 300 Pittsburgh, PA 15220	412-733-2500	Yes
University of Pittsburgh	Career Services	224 William Pitt Union Pittsburgh, PA 15260	412-648-7130	Yes
Carnegie Mellon University	Career Center	5000 Forbes Avenue Warner Hall, Room 19 Pittsburgh, PA 15213	412-268-7839	Yes
Indiana University of PA	Mark Anthony Dir. of Career Services	Pratt Hall, Room 302 900 Maple Street Indiana, PA 15701	lup.edu/sec	Yes
Edinboro State University lckes@edinboro.edu	Ms. Sue Ickes Center for Career Services	106 McNemey Hall Edinboro, PA 16444	814-732-2781	Yes
Duquesne University	Sandy Skriba Career Services	G1 Rockwell Hall 600 Forbes Avenue Pittsburgh, PA 15282-0104	Careerservices@duq.edu	Yes
Point Park University http://pointpark.erecruiting.com	201 Wood Street	Pittsburgh, PA 1528209194	412-391-4100	Yes
N.E.E.D. Regional Enterprise Tower	Mr. Sylvester Pace Executive Director	425 Stanwix Street Pittsburgh, PA 15219	412-566-2760	Yes
WEBSITES/EMAILS				
PBMF Pittsburgh Black Media Federation	Mr. Ervin Dyer	P.O. Box 22091 Pittsburgh, PA 15222-0091		Yes
Pennsylvania Assoc. of Broadcasters rwyckoff@pab.org	Richard Wyckoff, Pres. Pennsylvania Assoc. of Broadcasters	8501 Paxton Street Hummelstown, PA 17036	717-482-4820	Yes
Team Pennsylvania Careerlink http://www.cwds.state.pa.us	None	425 6th Avenue, 22nd Floor Pittsburgh, PA 15219	412-552-7100	Yes
Resource Online Publication Lisa.sawich@cbsradio.com	Lisa Sawich Director of Recruitment Services	651 Holiday Drive, 2nd Floor Pittsburgh, PA 15220	412-920-9400 ext. 112	NA
Television Bureau of Advertising Arlene@tvb.org	Arlene Fong	3 East 54th Street New York, NY 10022	212-486-1111	Yes
KDKA-RADIO www.kdkaradio.com	Marianne Hurley	One Gateway Center Pittsburgh, PA 15222	412-575-2501 412-575-2507	NA
KDKA-TV WPCW-TV www.kdka.com www.wpcw.com	Stella Banas/Geri Ewing	One Gateway Center Pittsburgh, PA 15222	412-575-2501 412-575-2507	NA
Gnewell@602communications.com	Graeme Newell 602 Communications	1011 Lyndhurst Falls Lane Knightdale, NC 27545	919-217-4438	Yes
Broadcast Employmnt Services www.TVjobs.com	None	P.O. Box 4116 Oceanside, CA 92052	760-754-8177	Yes
Media Line www.medialine.com	Mark Shilstone, Manager mark@medialine.com	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
Nat'l Academy of TV Artists and Sciences http://jobbank.emmyonline.org	Peter Price-President & CEO	111 West 57th Street Suite 600 New York, NY 10019	212-586-8424	Yes
Center for Print & Broadcast Media	M.Tarelton mtarelton@lmail.us	1101 N.Highland Street Arlington , VA 22201	703-247-2000 ext408	Yes
Lee Heucht Harrison	Bernie Varacalli bernievaracalli@lhh.com	341 Mansfield Avenue Greentree Commons, Suite 300 Pittsburgh, PA 15220	412-733-2500	Yes
ITT Technical Institute	D. Melvin dmelvin@itt-tech.edu	105 Mall Boulevard Monroeville, PA 15146	412-856-5920	Yes
The Leadership Institute	None	1101 N.Highland Street Arlington, VA 22201	703-247-2001	Yes
FOR GRAPHIC POSITIONS ONLY				
The Art Institute of Pittsburgh ddboson@ait.edu	Dominique Dobson Student Employment Advisor	420 Blvd of The Allies Pittsburgh, PA 15219	412-263-3805	Yes
FOR TALENT POSITIONS ONLY				

FOR SALES/MANAGEMENT POSITIONS ONLY				
Spot N Dot's	None	167 Oakdale Road Johnston City, NY 13790	888-884-2630	Yes
Television Weekly	None	6500 Wilshire Blvd. Suite 2300 Los Angeles, CA 90048	323-370-2415	Yes
Broadcasting & Cable	None	360 Park Avenue New York, NY 10010	646-746-6949	Yes
FOR TALENT POSITIONS ONLY				
Collective Talent info@michaelsmedia.com	Michael Bilie	1721 Richardson Place Tampa, FL 33606	813-254-9695	Yes

5) Job Title: Account Executive

Referral Source(s) of Hiree: KDKA Website

(1) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Bidwell Training Center, Inc.	None	1815 Metropolitan Avenue Pittsburgh, PA 15233	412-323-4000	Yes
CSB School of Broadcasting	Wendy Murdy, Director	3824 Northern Pike One Monroeville Center, Suite 330 Monroeville, PA 15146	412-856-8324	Yes
Entertainment Employment Journal	Mr. Gregorio Carbajal	P.O. Box 60163 Corpus Christi, TX 78466	818-776-2800	Yes
Goodwill Industries of Pittsburgh	Vocational Rehabilitation Serv.	2600 E. Carson Street Pittsburgh, PA 15203	412-281-9006	Yes
NAACP	Ms. M. Gayle Moss	2203 Wylie Avenue Pittsburgh, PA 15219	412-471-1024	Yes
National Assoc. of Broadcasters	Mr. Michael McKinley Employment Clearinghouse	1771 N. Street, N.W. Washington, DC 20036	202-429-5497	Yes
Natl. Assoc. of Hispanic Journalists	Mr. Bobbie Smith	1000 National Press Building 529 14th Street, N.W. Washington, DC 20045	202-622-7168	Yes
National Black MBA's	Ms. Tracy M. Gist-Freeman	P.O. Box 3502 Pittsburgh, PA 15230	412-741-9320	Yes
Renewal, Inc.	Mr. Charles Sullivan	339 Boulevard of the Allies Pittsburgh, PA 15222	412-456-1441 x806	Yes
Syracuse University Career Development Center	Mrs. Kristin Kane	215 University Place Syracuse, NY 13244-2100	315-443-1913	Yes
Urban League of Pittsburgh	Employment & Training Dept.	1 Smithfield Street, 3rd Floor Pittsburgh, PA 15222-2222	412-227-4802	Yes
Life's Work, Career Connections	Mr. Steve Schott	1323 Forbes Avenue Pittsburgh, PA 15219	412-471-2600	Yes
Bradford School	Diane Dougherty Director of Placement	126 West Station Square Drive Suite 129 Pittsburgh, PA 15219-2602	412-391-6710	Yes
Department of Labor and Industry Office of Vocational Rehabilitation	Stacey Mathias Employment Representative	217 State Office Building 300 Liberty Avenue Pittsburgh, PA 15222	412-392-4950	Yes
Lee Hecht Harrison	None	381 Mansfield Avenue Greentree Commons, Suite 300 Pittsburgh, PA 15220	412-733-2500	Yes
University of Pittsburgh	Career Services	224 William Pitt Union Pittsburgh, PA 15260	412-648-7130	Yes
Carnegie Mellon University	Career Center	5000 Forbes Avenue Warner Hall, Room 19 Pittsburgh, PA 15213	412-268-7839	Yes
Indiana University of PA	Mark Anthony Dir. of Career Services	Pratt Hall, Room 302 900 Maple Street Indiana, PA 15701	lup.edu/sec	Yes
Edinboro State University ikes@edinboro.edu	Ms. Sue Ickes Center for Career Services	106 McNeerney Hall Edinboro, PA 16444	814-732-2781	Yes
Duquesne University	Sandy Skriba Career Services	G1 Rockwell Hall 600 Forbes Avenue Pittsburgh, PA 15282-0104	Careerservices@duq.edu	Yes
Point Park University http://pointpark.erecruiting.com	201 Wood Street	Pittsburgh, PA 1528209194	412-391-4100	Yes
N.E.E.D. Regional Enterprise Tower	Mr. Sylvester Pace Executive Director	425 Stanwix Street Pittsburgh, PA 15219	412-566-2760	Yes
WEBSITES/EMAILS				
PBMF Pittsburgh Black Media Federation	Mr. Ervin Dyer	P.O. Box 22091 Pittsburgh, PA 15222-0091		Yes
Pennsylvania Assoc. of Broadcasters rwycckoff@pab.org	Richard Wycckoff, Pres. Pennsylvania Assoc. of Broadcasters	8501 Paxton Street Hummelstown, PA 17036	717-482-4820	Yes
Team Pennsylvania Careerlink http://www.cwds.state.pa.us	None	425 6th Avenue, 22nd Floor Pittsburgh, PA 15219	412-552-7100	Yes

Resource Online Publication Lisa.sawich@pbsradio.com	Lisa Sawich Director of Recruitment Services	651 Holiday Drive, 2nd Floor Pittsburgh, PA 15220	412-920-9400 ext. 112	NA
Television Bureau of Advertising Arlene@tvb.org	Arlene Fong	3 East 54th Street New York, NY 10022	212-486-1111	Yes
KDKA-RADIO www.kdkaradio.com	Marianne Hurley	One Gateway Center Pittsburgh, PA 15222	412-575-2501 412-575-2507	NA
KDKA-TV WPCW-TV www.kdka.com www.wpcw.com	Stella Banas/Geri Ewing	One Gateway Center Pittsburgh, PA 15222	412-575-2501 412-575-2507	NA
Gnewell@602communications.com	Graeme Newell 602 Communications	1011 Lyndhurst Falls Lane Knightdale, NC 27545	919-217-4438	Yes
Broadcast Employment Services www.TVjobs.com	None	P.O. Box 4116 Oceanside, CA 92052	760-754-8177	Yes
Media Line www.medialine.com	Mark Shilstone, Manager mark@medialine.com	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
Nat'l Academy of TV Artists and Sciences http://jobbank.emmyonline.org	Peter Price-President & CEO	111 West 57th Street Suite 600 New York, NY 10019	212-586-8424	Yes
Center for Print & Broadcast Media	M. Tarelton mtarelton@lmail.us	1101 N.Highland Street Arlington, VA 22201	703-247-2000 ext408	Yes
Lee Hecht Harrison	Bernie Varacalli bernievaracalli@lhh.com	341 Mansfield Avenue Greentree Commons, Suite 300 Pittsburgh, PA 15220	412-733-2500	Yes
ITT Technical Institute	D. Melvin dmelvin@itt-tech.edu	105 Mall Boulevard Monroeville, PA 15146	412-856-5920	Yes
The Leadership Institute	None	1101 N.Highland Street Arlington, VA 22201	703-247-2001	Yes
FOR GRAPHIC POSITIONS ONLY				
The Art Institute of Pittsburgh ddboson@aai.edu	Dominique Dobson Student Employment Advisor	420 Blvd of The Allies Pittsburgh, PA 15219	412-263-3805	Yes
FOR TALENT POSITIONS ONLY				
FOR SALES/MANAGEMENT POSITIONS ONLY				
Spot N Dot's	None	167 Oakdale Road Johnston City, NY 13790	888-884-2630	Yes
Television Weekly	None	6500 Wilshire Blvd. Suite 2300 Los Angeles, CA 90048	323-370-2415	Yes
Broadcasting & Cable	None	360 Park Avenue New York, NY 10010	646-746-6949	Yes
FOR TALENT POSITIONS ONLY				
Collective Talent info@michaelsmedia.com	Michael Bilie	1721 Richardson Place Tampa, FL 33606	813-254-9695	Yes

5) Job Title: Local Sales Manager

Referral Source(s) of Hiree: Rehire

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Bidwell Training Center, Inc.	None	1815 Metropolitan Avenue Pittsburgh, PA 15233	412-323-4000	Yes
CSB School of Broadcasting	Wendy Murdy, Director	3824 Northern Pike One Monroeville Center. Suite 330 Monroeville, PA 15146	412-856-8324	Yes
Entertainment Employment Journal	Mr. Gregorio Carbajal	P.O. Box 60163 Corpus Christi, TX 78466	818-776-2800	Yes
Goodwill Industries of Pittsburgh	Vocational Rehabilitation Serv.	2600 E. Carson Street Pittsburgh, PA 15203	412-281-9006	Yes
NAACP	Ms. M. Gayle Moss	2203 Wylie Avenue Pittsburgh, PA 15219	412-471-1024	Yes
National Assoc. of Broadcasters	Mr. Michael McKinley Employment Clearinghouse	1771 N. Street, N.W. Washington, DC 20036	202-429-5497	Yes
Natl. Assoc. of Hispanic Journalists	Mr. Bobbie Smith	1000 National Press Building 529 14th Street, N.W. Washington, DC 20045	202-622-7168	Yes
National Black MBA's	Ms. Tracy M. Gist-Freeman	P.O. Box 3502 Pittsburgh, PA 15230	412-741-9320	Yes
Renewal, Inc.	Mr. Charles Sullivan	339 Boulevard of the Allies Pittsburgh, PA 15222	412-456-1441 x806	Yes
Syracuse University Career Development Center	Mrs. Kristin Kane	215 University Place Syracuse, NY 13244-2100	315-443-1913	Yes
Urban League of Pittsburgh	Employment & Training Dept.	1 Smithfield Street, 3rd Floor Pittsburgh, PA 15222-2222	412-227-4802	Yes
Life's Work. Career Connections	Mr. Steve Schott	1323 Forbes Avenue Pittsburgh, PA 15219	412-471-2600	Yes

Bradford School	Diane Dougherty Director of Placement	126 West Station Square Drive Suite 129 Pittsburgh, PA 15219-2602	412-391-6710	Yes
Department of Labor and Industry Office of Vocational Rehabilitation	Stacey Mathias Employment Representative	217 State Office Building 300 Liberty Avenue Pittsburgh, PA 15222	412-392-4950	Yes
Lee Hecht Harrison	None	381 Mansfield Avenue Greentree Commons, Suite 300 Pittsburgh, PA 15220	412-733-2500	Yes
University of Pittsburgh	Career Services	224 William Pitt Union Pittsburgh, PA 15260	412-648-7130	Yes
Carnegie Mellon University	Career Center	5000 Forbes Avenue Warner Hall, Room 19 Pittsburgh, PA 15213	412-268-7839	Yes
Indiana University of PA	Mark Anthony Dir. of Career Services	Pratt Hall, Room 302 900 Maple Street Indiana, PA 15701	lup.edu/sec	Yes
Edinboro State University ickes@edinboro.edu	Ms. Sue Ickes Center for Career Services	106 McNeerney Hall Edinboro, PA 16444	814-732-2781	Yes
Duquesne University	Sandy Skriba Career Services	G1 Rockwell Hall 600 Forbes Avenue Pittsburgh, PA 15282-0104	Careerservices@duq.edu	Yes
Point Park University http://pointpark.erecruiting.com	201 Wood Street	Pittsburgh, PA 1528209194	412-391-4100	Yes
N.E.E.D. Regional Enterprise Tower	Mr. Sylvester Pace Executive Director	425 Stanwix Street Pittsburgh, PA 15219	412-566-2760	Yes
WEBSITES/EMAILS				
PBMF Pittsburgh Black Media Federation	Mr. Ervin Dyer	P.O. Box 22091 Pittsburgh, PA 15222-0091		Yes
Pennsylvania Assoc. of Broadcasters rwycckoff@pab.org	Richard Wycckoff, Pres. Pennsylvania Assoc. of Broadcasters	8501 Paxton Street Hummelstown, PA 17036	717-482-4820	Yes
Team Pennsylvania Careerlink http://www.cwds.state.pa.us	None	425 6th Avenue, 22nd Floor Pittsburgh, PA 15219	412-552-7100	Yes
Resource Online Publication Lisa.sawich@cbsradio.com	Lisa Sawich Director of Recruitment Services	651 Holiday Drive, 2nd Floor Pittsburgh, PA 15220	412-920-9400 ext. 112	NA
Television Bureau of Advertising Arlene@tyb.org	Arlene Fong	3 East 54th Street New York, NY 10022	212-486-1111	Yes
KDKA-RADIO www.kdkaradio.com	Marianne Hurley	One Gateway Center Pittsburgh, PA 15222	412-575-2501 412-575-2507	NA
KDKA-TV WPCW-TV www.kdka.com www.wpcwtv.com Gnewell@602communications.com	Stella Banas/Geri Ewing	One Gateway Center Pittsburgh, PA 15222	412-575-2501 412-575-2507	NA
Broadcast Employmnt Services www.TVjobs.com	None	1011 Lyndhurst Falls Lane Knightdale, NC 27545	919-217-4438	Yes
Media Line www.medialine.com	Mark Shilstone, Manager mark@medialine.com	P.O. Box 4116 Oceanside, CA 92052	760-754-8177	Yes
Nat'l Academy of TV Artists and Sciences http://jobbank.emmyonline.org	Peter Price-President & CEO	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
Center for Print & Broadcast Media	M.Tarelton mtarelton@lmail.us	111 West 57 th Street Suite 600 New York, NY 10019	212-586-8424	Yes
Lee Heucht Harrison	Bernie Varacalli bernievaracalli@lhh.com	1101 N.Highland Street Arlington, VA 22201	703-247-2000 ext408	Yes
Lee Heucht Harrison	Bernie Varacalli bernievaracalli@lhh.com	341 Mansfield Avenue Greentree Commons, Suite 300 Pittsburgh, PA 15220	412-733-2500	Yes
ITT Technical Institute	D. Melvin dmelvin@itt-tech.edu	105 Mall Boulevard Monroeville, PA 15146	412-856-5920	Yes
The Leadership Institute	None	1101 N.Highland Street Arlington, VA 22201	703-247-2001	Yes
FOR GRAPHIC POSITIONS ONLY				
The Art Institute of Pittsburgh ddboson@aii.edu	Dominique Dobson Student Employment Advisor	420 Blvd of The Allies Pittsburgh, PA 15219	412-263-3805	Yes
FOR TALENT POSITIONS ONLY				
FOR SALES/MANAGEMENT POSITIONS ONLY				
Spot N Dot's	None	167 Oakdale Road Johnston City, NY 13790	888-884-2630	Yes
Television Weekly	None	6500 Wilshire Blvd. Suite 2300 Los Angeles, CA 90048	323-370-2415	Yes
Broadcasting & Cable	None	360 Park Avenue New York, NY 10010	646-746-6949	Yes
FOR TALENT POSITIONS ONLY				
Collective Talent info@michaelsmedia.com	Michael Bilie	1721 Richardson Place Tampa, FL 33606	813-254-9695	Yes

5) Job Title: Account Executive

Referral Source(s) of Hire: KDKA Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Bidwell Training Center, Inc.	None	1815 Metropolitan Avenue Pittsburgh, PA 15233	412-323-4000	Yes
CSB School of Broadcasting	Wendy Murdy, Director	3824 Northern Pike One Monroeville Center, Suite 330 Monroeville, PA 15146	412-856-8324	Yes
Entertainment Employment Journal	Mr. Gregorio Carbajal	P.O. Box 60163 Corpus Christi, TX 78466	818-776-2800	Yes
Goodwill Industries of Pittsburgh	Vocational Rehabilitation Serv.	2600 E. Carson Street Pittsburgh, PA 15203	412-281-9006	Yes
NAACP	Ms. M. Gayle Moss	2203 Wylie Avenue Pittsburgh, PA 15219	412-471-1024	Yes
National Assoc. of Broadcasters	Mr. Michael McKinley Employment Clearinghouse	1771 N. Street, N.W. Washington, DC 20036	202-429-5497	Yes
Natl. Assoc. of Hispanic Journalists	Mr. Bobbie Smith	1000 National Press Building 529 14th Street, N.W. Washington, DC 20045	202-622-7168	Yes
National Black MBA's	Ms. Tracy M. Gist-Freeman	P.O. Box 3502 Pittsburgh, PA 15230	412-741-9320	Yes
Renewal, Inc.	Mr. Charles Sullivan	339 Boulevard of the Allies Pittsburgh, PA 15222	412-456-1441 x806	Yes
Syracuse University Career Development Center	Mrs. Kristin Kane	215 University Place Syracuse, NY 13244-2100	315-443-1913	Yes
Urban League of Pittsburgh	Employment & Training Dept.	1 Smithfield Street, 3rd Floor Pittsburgh, PA 15222-2222	412-227-4802	Yes
Life's Work, Career Connections	Mr. Steve Schott	1323 Forbes Avenue Pittsburgh, PA 15219	412-471-2600	Yes
Bradford School	Diane Dougherty Director of Placement	126 West Station Square Drive Suite 129 Pittsburgh, PA 15219-2602	412-391-6710	Yes
Department of Labor and Industry Office of Vocational Rehabilitation	Stacey Mathias Employment Representative	217 State Office Building 300 Liberty Avenue Pittsburgh, PA 15222	412-392-4950	Yes
Lee Hecht Harrison	None	381 Mansfield Avenue Greentree Commons, Suite 300 Pittsburgh, PA 15220	412-733-2500	Yes
University of Pittsburgh	Career Services	224 William Pitt Union Pittsburgh, PA 15260	412-648-7130	Yes
Carnegie Mellon University	Career Center	5000 Forbes Avenue Warner Hall, Room 19 Pittsburgh, PA 15213	412-268-7839	Yes
Indiana University of PA	Mark Anthony Dir. of Career Services	Pratt Hall, Room 302 900 Maple Street Indiana, PA 15701	lup.edu/sec	Yes
Edinboro State University ickes@edinboro.edu	Ms. Sue Ickes Center for Career Services	106 McNeerney Hall Edinboro, PA 16444	814-732-2781	Yes
Duquesne University	Sandy Skriba Career Services	G1 Rockwell Hall 600 Forbes Avenue Pittsburgh, PA 15282-0104	Careerservices@duq.edu	Yes
Point Park University http://pointpark.erecruiting.com	201 Wood Street	Pittsburgh, PA 1528209194	412-391-4100	Yes
N.E.E.D. Regional Enterprise Tower	Mr. Sylvester Pace Executive Director	425 Stanwix Street Pittsburgh, PA 15219	412-566-2760	Yes
WEBSITES/EMAILS				
PBMF Pittsburgh Black Media Federation	Mr. Ervin Dyer	P.O. Box 22091 Pittsburgh, PA 15222-0091		Yes
Pennsylvania Assoc. of Broadcasters rwycokoff@pab.org	Richard Wyckoff, Pres. Pennsylvania Assoc. of Broadcasters	8501 Paxton Street Hummelstown, PA 17036	717-482-4820	Yes
Team Pennsylvania Careerlink http://www.cwds.state.pa.us	None	425 6th Avenue, 22nd Floor Pittsburgh, PA 15219	412-552-7100	Yes
Resource Online Publication Lisa.sawich@chsradio.com	Lisa Sawich Director of Recruitment Services	651 Holiday Drive, 2nd Floor Pittsburgh, PA 15220	412-920-9400 ext. 112	NA
Television Bureau of Advertising Arlene@tvb.org	Arlene Fong	3 East 54th Street New York, NY 10022	212-486-1111	Yes
KDKA-RADIO www.kdkaradio.com	Marianne Hurley	One Gateway Center Pittsburgh, PA 15222	412-575-2501 412-575-2507	NA
KDKA-TV WPCW-TV www.kdka.com www.wpcw.com	Stella Banas/Geri Ewing	One Gateway Center Pittsburgh, PA 15222	412-575-2501 412-575-2507	NA
Gnewell@602communications.com	Graeme Newell 602 Communications	1011 Lyndhurst Falls Lane Knightdale, NC 27545	919-217-4438	Yes
Broadcast Employment Services www.TVjobs.com	None	P.O. Box 4116 Oceanside, CA 92052	760-754-8177	Yes
Media Line www.medialine.com	Mark Shilstone, Manager mark@medialine.com	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
Nat'l Academy of TV Artists and Sciences http://jobbank.emmyonline.org	Peter Price-President & CEO	111 West 57th Street Suite 600 New York, NY 10019	212-586-8424	Yes

Center for Print & Broadcast Media	M. Tarelton mtarelton@lmail.us	1101 N. Highland Street Arlington, VA 22201	703-247-2000 ext408	Yes
Lee Hecht Harrison	Bernie Varacalli bernievaracalli@lhh.com	341 Mansfield Avenue Greentree Commons, Suite 300 Pittsburgh, PA 15220	412-733-2500	Yes
ITT Technical Institute	D. Melvin dmelvin@itt-tech.edu	105 Mall Boulevard Monroeville, PA 15146	412-856-5920	Yes
The Leadership Institute	None	1101 N. Highland Street Arlington, VA 22201	703-247-2001	Yes
FOR GRAPHIC POSITIONS ONLY				
The Art Institute of Pittsburgh ddboson@aai.edu	Dominique Dobson Student Employment Advisor	420 Blvd of The Allies Pittsburgh, PA 15219	412-263-3805	Yes
FOR TALENT POSITIONS ONLY				
FOR SALES/MANAGEMENT POSITIONS ONLY				
Spot N Dot's	None	167 Oakdale Road Johnston City, NY 13790	888-884-2630	Yes
Television Weekly	None	6500 Wilshire Blvd. Suite 2300 Los Angeles, CA 90048	323-370-2415	Yes
Broadcasting & Cable	None	360 Park Avenue New York, NY 10010	646-746-6949	Yes
FOR TALENT POSITIONS ONLY				
Collective Talent info@michaelsmedia.com	Michael Bilie	1721 Richardson Place Tampa, FL 33606	813-254-9695	Yes

5) Job Title: Account Executive

Referral Source(s) of Hire: KDKA Website

(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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CSB School of Broadcasting	Wendy Murdy, Director	3824 Northern Pike One Monroeville Center, Suite 330 Monroeville, PA 15146	412-856-8324	Yes
Entertainment Employment Journal	Mr. Gregorio Carbajal	P.O. Box 60163 Corpus Christi, TX 78466	818-776-2800	Yes
Goodwill Industries of Pittsburgh	Vocational Rehabilitation Serv.	2600 E. Carson Street Pittsburgh, PA 15203	412-281-9006	Yes
NAACP	Ms. M. Gayle Moss	2203 Wylie Avenue Pittsburgh, PA 15219	412-471-1024	Yes
National Assoc. of Broadcasters	Mr. Michael McKinley Employment Clearinghouse	1771 N. Street, N.W. Washington, DC 20036	202-429-5497	Yes
Natl. Assoc. of Hispanic Journalists	Mr. Bobbie Smith	1000 National Press Building 529 14th Street, N.W. Washington, DC 20045	202-622-7168	Yes
National Black MBA's	Ms. Tracy M. Gist-Freeman	P.O. Box 3502 Pittsburgh, PA 15230	412-741-9320	Yes
Renewal, Inc.	Mr. Charles Sullivan	339 Boulevard of the Allies Pittsburgh, PA 15222	412-456-1441 x806	Yes
Syracuse University Career Development Center	Mrs. Kristin Kane	215 University Place Syracuse, NY 13244-2100	315-443-1913	Yes
Urban League of Pittsburgh	Employment & Training Dept.	1 Smithfield Street, 3rd Floor Pittsburgh, PA 15222-2222	412-227-4802	Yes
Life's Work, Career Connections	Mr. Steve Schott	1323 Forbes Avenue Pittsburgh, PA 15219	412-471-2600	Yes
Bradford School	Diane Dougherty Director of Placement	126 West Station Square Drive Suite 129 Pittsburgh, PA 15219-2602	412-391-6710	Yes
Department of Labor and Industry Office of Vocational Rehabilitation	Stacey Mathias Employment Representative	217 State Office Building 300 Liberty Avenue Pittsburgh, PA 15222	412-392-4950	Yes
Lee Hecht Harrison	None	381 Mansfield Avenue Greentree Commons, Suite 300 Pittsburgh, PA 15220	412-733-2500	Yes
University of Pittsburgh	Career Services	224 William Pitt Union Pittsburgh, PA 15260	412-648-7130	Yes
Carnegie Mellon University	Career Center	5000 Forbes Avenue Warner Hall, Room 19 Pittsburgh, PA 15213	412-268-7839	Yes
Indiana University of PA	Mark Anthony Dir. of Career Services	Pratt Hall, Room 302 900 Maple Street Indiana, PA 15701	lup.edu/sec	Yes

Edinboro State University ickes@edinboro.edu	Ms. Sue Ickes Center for Career Services	106 McNerney Hall Edinboro, PA 16444	814-732-2781	Yes
Duquesne University	Sandy Skriba Career Services	G1 Rockwell Hall 600 Forbes Avenue Pittsburgh, PA 15282-0104	Careerservices@duq.edu	Yes
Point Park University http://pointpark.recruiting.com	201 Wood Street	Pittsburgh, PA 1528209194	412-391-4100	Yes
N.E.E.D. Regional Enterprise Tower WEBSITES/EMAILS	Mr. Sylvester Pace Executive Director	425 Stanwix Street Pittsburgh, PA 15219	412-566-2760	Yes
PBMF Pittsburgh Black Media Federation	Mr. Ervin Dyer	P.O. Box 22091 Pittsburgh, PA 15222-0091		Yes
Pennsylvania Assoc. of Broadcasters rwyckoff@pab.org	Richard Wyckoff, Pres. Pennsylvania Assoc. of Broadcasters	8501 Paxton Street Hummelstown, PA 17036	717-482-4820	Yes
Team Pennsylvania Careerlink http://www.cwds.state.pa.us	None	425 6th Avenue, 22nd Floor Pittsburgh, PA 15219	412-552-7100	Yes
Resource Online Publication Lisa.sawich@cbstradio.com	Lisa Sawich Director of Recruitment Services	651 Holiday Drive, 2nd Floor Pittsburgh, PA 15220	412-920-9400 ext. 112	NA
Television Bureau of Advertising Arlene@tvb.org	Arlene Fong	3 East 54th Street New York, NY 10022	212-486-1111	Yes
KDKA-RADIO www.kdkaradio.com	Marianne Hurley	One Gateway Center Pittsburgh, PA 15222	412-575-2501 412-575-2507	NA
KDKA-TV WPCW-TV www.kdka.com www.wpcw.com Gnewell@602communications.com	Stella Banas/Geri Ewing	One Gateway Center Pittsburgh, PA 15222	412-575-2501 412-575-2507	NA
Broadcast Employment Services www.tvjobs.com	None	1011 Lyndhurst Falls Lane Knightdale, NC 27545	919-217-4438	Yes
Media Line www.medialine.com	Mark Shilstone, Manager mark@medialine.com	P.O. Box 4116 Oceanside, CA 92052	760-754-8177	Yes
Nat'l Academy of TV Artists and Sciences http://jobbank.emmynonline.org	Peter Price-President & CEO	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
Center for Print & Broadcast Media	M Tarelton mtarelton@lmail.us	1101 N.Highland Street Arlington , VA 22201	703-247-2000 ext408	Yes
Lee Heuch Harrison	Bernie Varacalli bernievaracalli@lhh.com	341 Mansfield Avenue Greentree Commons, Suite 300 Pittsburgh, PA 15220	412-733-2500	Yes
ITT Technical Institute	D. Melvin dmelvin@itt-tech.edu	105 Mall Boulevard Monroeville, PA 15146	412-856-5920	Yes
The Leadership Institute	None	1101 N.Highland Street Arlington, VA 22201	703-247-2001	Yes
FOR GRAPHIC POSITIONS ONLY				
The Art Institute of Pittsburgh ddboson@aii.edu	Dominique Dobson Student Employment Advisor	420 Blvd of The Allies Pittsburgh, PA 15219	412-263-3805	Yes
FOR TALENT POSITIONS ONLY				
FOR SALES/MANAGEMENT POSITIONS ONLY				
Spot N Dot's	None	167 Oakdale Road Johnston City, NY 13790	888-884-2630	Yes
Television Weekly	None	6500 Wilshire Blvd, Suite 2300 Los Angeles, CA 90048	323-370-2415	Yes
Broadcasting & Cable	None	360 Park Avenue New York, NY 10010	646-746-6949	Yes
FOR TALENT POSITIONS ONLY				
Collective Talent info@michaelsmedia.com	Michael Bilie	1721 Richardson Place Tampa, FL 33606	813-254-9695	Yes

6) Hiree Recruitment Source Summary. List the Recruitment Source that referred the Hiree for each full-time vacancy during the proceeding year.

<u>Name of Hiree</u>	<u>Name of Recruitment Source</u>
(1) [REDACTED]	Current Per Diem/Former Employee
(2) [REDACTED]	KDKA Website
(3) [REDACTED]	Current Per Diem
(4) [REDACTED]	KDKA Website
(5) [REDACTED]	Internal Candidate
(6) [REDACTED]	Employee Referral
(7) [REDACTED]	Rehire
(8) [REDACTED]	Internal Candidate
(9) [REDACTED]	KDKA Website
(10) [REDACTED]	Rehire
(11) [REDACTED]	KDKA Website
(12) [REDACTED]	KDKA Website

7) Total # of Interviewees Referred by Each Source: For the period from April 1, 2008 to March 31, 2009, this Employment Unit interviewed Sixty Nine (69) interviewees for full time and part time job vacancies.

<u>Recruitment Source</u>	<u>Number of Interviewees Referred</u>
(1) KDKA Website	39
(2) Napoli/Management Group	1
(3) Current Per Diem	2
(4) Employee Referral	8
(5) Former Employee	2
(6) Current Employee	7
(7) Media Recruiter	1
(8) Referral	4
(9) Agent	1
(10) Job Fair	4

(Check here if additional Recruitment Sources are listed on an attached sheet, using identical format.)

8) Supplemental Recruitment Measures. List and briefly describe the Supplemental Recruitment Measures undertaken during the proceeding twelve (12) months for the following four (4) recruitment activities.

(a) **Job Fairs**

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. PNC Park - Pittsburgh, PA Hosted and Co-Sponsored a Diversity Career Expo in conjunction with the Urban League of Greater Pittsburgh Recruitment and development of resources to create awareness of opportunities for women and minorities	6/17/2008	Stella Banas - Market Controller/Director of Human Resources John Verrilli - News Director Bill Shissler - Executive Producer, Sports Geri Ewing - Human Resources Administration Anne Linaberger - Assistant News Director Melissa Wade - Marketing Producer
2. Heinz Field - Pittsburgh, PA Hosted a Health Care Career Fair (50 participating sponsors) for recruitment and development of resources to create awareness of opportunities for careers related to the health care field	6/17/2008	Dan Braddock, CW Marketing Promo Mgr. Brian Wargo - Account Executive Chris Yakim - Account Executive Charlie Georgi - Account Executive Aaron Graham - Account Executive

(b) Internship

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. KDKA TV and WPCW-TV offer Internships during the summer, fall and winter/spring semesters. The students should be juniors or seniors receiving college credit for the internship. Forty-three (43) colleges and universities are notified of the program and are directed to our websites for interview dates, locations, etc.	12/1/08; 03/19/09	Stella Banas, Controller/HR Manager John Verrilli, News Director Molly Ruscitti, Assignment Editor Jill Neely, Producer Bill Shissler, Executive Producer Mike Vukovcan, Spots Producer Mike Zappone, Sports Producer Dan Braddock, CW Marketing Promo Mgr. Drew Moniot, Producer/Director Jennifer Pollard, Web Manager Carol Pegnataro, Research Director
2. News Apprentice (1) To provide full spectrum of newsroom behind-the-scenes opportunities in newsgathering, writing, producing, special projects and news promotions	5/12/08 - 2/27/08	John Verrilli, News Director
3. Emma L. Bowen Foundation Internship Diversity Initiative Participation where students earn an hourly salary as well as matching funds for scholarships	6/30/08 - 8/1/08	John Verrilli, News Director

(c) Participation in Events.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Co-Teacher (News and Broadcast Journalism) - West Virginia University School of Journalism "How to enterprise, shoot, edit and write news stories"	2008 - 4/7, 4/14, 4/21, 4/28, 5/5; 2009 - 1/12, 1/19, 1/26, 2/2, 2/9, 2/16, 2/23, 3/2, 3/9, 3/16, 3/23, 3/30	Anne Linaberger - Assistant News Director
2. Shalor High School Broadcasting Club participant in morning announcements set up as a newscast; spoke about careers in broadcast journalism	3/12/2008	Sonni Abatta - Anchor
3. Point Park University - Pittsburgh, PA Communications Class - taught "on camera"	April 2008; 3/30-2009	Jeff Verszyla - Chief Meteorologist

	class (camera delivery using a chroma key wall)		
4.	Chatham University Panel Participant – Women in Broadcast Media	11/18/2008	Sonni Abatta - Anchor
5.	Carnegie Mellon University - Pittsburgh, PA Guest Speaker – Communications Class	11/6/2008	Allison Morris - Reporter
6.	WQED-TV; Pittsburgh, PA Televised panel discussion – “The portrayal of race in news stories”	3/31/2008	Anne Linaberger - Assistant News Director
7.	Mellon Middle School – Mt. Lebanon, PA Guest Speaker - Careers	5/6/2008	Ken Rice - Anchor
8.	Jefferson Middle School – Mt. Lebanon, PA Guest Speaker – Career Day	5/30/2008	Ken Rice - Anchor
9.	Point Park University Guest Speaker – Broadcast Class	10/21/2008	Ken Rice - Anchor
10.	National Association of Medical Communicators – San Diego, CA Taught seminar on broadcast writing	4/2008	Dr. Maria Simbra – Medical Reporter
11.	Greensburg Salem High School Television Production Class Guest speaker – Career in broadcast journalism, interviewing tips, how to shoot and edit a news package	12/2008	Trina Orlando -- Reporter

(d) Training Management Personnel.

Description of Training:	Personnel Involved: (Name and position)	Describe Training:
1. Employee Business Conduct Training (December 2008)	CBS: Stella Banas – Controller/HR Manager Geri Ewing, HR/Compensation Administrator	Corporate prepared on-line bi-annual training program for all full time employees; Business Conduct training for all new hires at the time they are hired
2. Employee Indecency Training (February 2009)	CBS: Stella Banas – Controller/HR Manager Geri Ewing, HR/Compensation Administrator	Corporate prepared on-line training program for all employees and on-air talent who participate, in a material way, in decisions that determine broadcast content.