

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1, 2004 to May 31, 2005

1) Employment Unit: Viacom, Inc.

2) Unit Members (Stations and Communities of License): WJZ-TV, Baltimore

3) EEO Contact Information for Unit Member:

Mailing Address:  8725 Malden Avenue Baltimore, Maryland 21211	Telephone Number: (410) 466-0013
	Contact Person: Jay Newman
	E-mail Address: newmanj@wjz.com

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

1. Technician
2. Audience Promotions Manager
3. Writer/Producer
4. ENG Editor/Coordinator
5. Sales Operations Supervisor
6. Account Executive
7. Producer
8. Associate Producer
9. ENG Maintenance Technician
10. Associate Producer
11. Producer
12. Sales Assistant
13. BO & E Technician
14. Weekend Assignment Editor
15. Producer
16. News Technician
17. News Technician
18. Reporter
19. ENG Maintenance Technician

**5) Job Title: Technician**

**Referral Source(s) of Hiree: Employee Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore County NAACP	Patricia Ferguson Mail openings	P.O. Box 21061 Baltimore, MD 21228	(410) 747-7200	YES
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	YES
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail openings	524 West 57th Street New York, NY 10019	(212) 975-2545	YES
Entertainment Employee Journal	Job Postings Mail openings	5632 Van Nuys Blvd. # 320 Van Nuys, CA 91401	(818) 920-0060	YES
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>	1000 National Press Building Washington, DC 20045	(202) 662-7145	YES
Broadcast Media Placement Coord.	Darcy Garthwaite Mail openings	8001 Braddock Road Suite 501 Springfield, VA 22151	Unknown	YES
Veterans Administration	Gerry Taylor Email: <a href="mailto:Gtaylor@uba.va.gov">Gtaylor@uba.va.gov</a>	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	YES
Asian American Journalists Association	Email: <a href="mailto:post@aaja.org">post@aaja.org</a>	1765 Sutter Street Suite 1000 San Francisco, CA 94115	(415) 346-2051	YES
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: <a href="mailto:Smatthews@oedworks.com">Smatthews@oedworks.com</a>	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	YES
Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: <a href="http://www.baltimoreadvertising.com">www.baltimoreadvertising.com</a>	P.O. Box 11345 Baltimore, MD 21239- 1345	(410) 821-6968	YES
State of Maryland Dept. of Labor Licensing/Regulation	Email: <a href="mailto:award@dllr.state.md.us">award@dllr.state.md.us</a>	1100 North Eutaw St. Room 209 Baltimore, MD 21201	(410) 767-2021	YES
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: <a href="mailto:jobs@pab.org">jobs@pab.org</a>	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: <a href="mailto:Cweinman@mdcd.com">Cweinman@mdcd.com</a>	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
The Leadership Institute	Email Billy Parker: <a href="mailto:bparker@limail.us">bparker@limail.us</a>	1101 North Highland Street 15 <sup>th</sup> Floor Arlington, VA 22201	(703) 247-2000	YES
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	YES
Media Line	Post: <a href="http://medialine.com">medialine.com</a>	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to <a href="http://ajb.dni.us">ajb.dni.us</a> to post	Unknown	YES
Broadcast Employment Service	Post on <a href="http://tvjobs.com">tvjobs.com</a>	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	YES

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Native American Journalists	Email: <a href="mailto:Ron@naja.com">Ron@naja.com</a>	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	YES
Broadcast Employment Service	Post on <a href="http://tvjob.com">tvjob.com</a>	Unknown	Unknown	YES
Morgan State University	William Carson Email: <a href="mailto:Careers@moac.morgan.edu">Careers@moac.morgan.edu</a>	1700 E. Cold Spring Lane Montebello Complex- C224 Baltimore, MD 21251	443-885-3349	Yes
Federation of Hispanic Organizations- Baltimore Metro Area	Barco Pineyaro Email: <a href="mailto:Marcoap@comcast.net">Marcoap@comcast.net</a>	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Towson University Career Center	Lizette Pearson Mail openings	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: <a href="mailto:cardev@goucher.edu">cardev@goucher.edu</a>	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: <a href="mailto:Careercenter@ubalt.edu">Careercenter@ubalt.edu</a>	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes
National Organization For Women- Baltimore Chapter	Email: <a href="mailto:Info@baltimorenow.org">Info@baltimorenow.org</a>	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations	Varies	Varies	n/a

**5) Job Title: Audience Promotions Manager**

**Referral Source(s) of Hiree: Internal Promoti**

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National Association of Hispanic Journalists	Michelle Vignoli Email: <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>	1000 National Press Building Washington, DC 20045	(202) 662-7145	YES
Broadcast Media Placement Coord.	Darcy Garthwaite Mail openings	8001 Braddock Road Suite 501 Springfield, VA 22151	Unknown	YES
Veterans Administration	Gerry Taylor Email: <a href="mailto:Gtaylor@uba.va.gov">Gtaylor@uba.va.gov</a>	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	YES
Asian American Journalists Association	Email: <a href="mailto:post@aaja.org">post@aaja.org</a>	1765 Sutter Street Suite 1000 San Francisco, CA 94115	(415) 346-2051	YES
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: <a href="mailto:Smatthews@oedworks.com">Smatthews@oedworks.com</a>	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

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Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: <a href="http://www.baltimoreadvertising.com">www.baltimoreadvertising.com</a>	P.O. Box 11345 Baltimore, MD 21239-1345	(410) 821-6968	YES
State of Maryland Dept. of Labor Licensing/Regulation	Email: award@dllr.state.md.us	1100 North Eutaw St. Room 209 Baltimore, MD 21201	(410) 767-2021	YES
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
The Leadership Institute	Email Billy Parker: bparker@limail.us	1101 North Highland Street 15 <sup>th</sup> Floor Arlington, VA 22201	(703) 247-2000	YES
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	YES
Media Line	Post: <a href="http://medialine.com">medialine.com</a>	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to <a href="http://ajb.dni.us">ajb.dni.us</a> to post	Unknown	YES
Broadcast Employment Service	Post on <a href="http://tvjobs.com">tvjobs.com</a>	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	YES

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Goucher College	Email: <a href="mailto:cardev@goucher.edu">cardev@goucher.edu</a>	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: <a href="mailto:Careercenter@ubalt.edu">Careercenter@ubalt.edu</a>	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes
National Organization For Women- Baltimore Chapter	Email: <a href="mailto:Info@baltimorenow.org">Info@baltimorenow.org</a>	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
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Internal Viacom Posting	Send via email to contacts at other Viacom Stations	Varies	Varies	n/a

**5) Job Title: Writer/Producer**

**Referral Source(s) of Hiree: wjz.com**

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The Leadership Institute	Email Billy Parker: bparker@limail.us	1101 North Highland Street 15 <sup>th</sup> Floor Arlington, VA 22201	(703) 247-2000	YES
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Media Line	Post: <a href="http://medialine.com">medialine.com</a>	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to <a href="http://ajb.dni.us">ajb.dni.us</a> to post	Unknown	YES
Broadcast Employment Service	Post on <a href="http://tvjobs.com">tvjobs.com</a>	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	YES

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University of Baltimore Career Center	Email: <a href="mailto:Careercenter@ubalt.edu">Careercenter@ubalt.edu</a>	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes
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Internal Viacom Posting	Send via email to contacts at other Viacom Stations	Varies	Varies	n/a

5) Job Title: ENG Editor/Coordinator

Referral Source(s) of Hire: Promotion-PT to F

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State of Maryland Dept. of Labor Licensing/Regulation	Email: award@dllr.state.md.us	1100 North Eutaw St. Room 209 Baltimore, MD 21201	(410) 767-2021	YES
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MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
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Internal Viacom Posting	Send via email to contacts at other Viacom Stations	Varies	Varies	n/a

**5) Job Title: Sales Operations Supervisor**

**Referral Source(s) of Hiree: Employee Referrals**

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Broadcast Media Placement Coor.	Darcy Garthwaite Mail openings	8001 Braddock Road Suite 501 Springfield, VA 22151	Unknown	YES
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Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: <a href="http://www.baltimoreadvertising.com">www.baltimoreadvertising.com</a>	P.O. Box 11345 Baltimore, MD 21239-1345	(410) 821-6968	YES
State of Maryland Dept. of Labor Licensing/Regulation	Email: award@dllr.state.md.us	1100 North Eutaw St. Room 209 Baltimore, MD 21201	(410) 767-2021	YES
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
The Leadership Institute	Email Billy Parker: bparker@limail.us	1101 North Highland Street 15 <sup>th</sup> Floor Arlington, VA 22201	(703) 247-2000	YES
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	YES
Media Line	Post: <a href="http://medialine.com">medialine.com</a>	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to <a href="http://ajb.dni.us">ajb.dni.us</a> to post	Unknown	YES
Broadcast Employment Service	Post on <a href="http://tvjobs.com">tvjobs.com</a>	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone:	Did Recruitment Source Request Notification? (Yes or No)
Native American Journalists	Email: <a href="mailto:Ron@naja.com">Ron@naja.com</a>	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	YES
Broadcast Employment Service	Post on <a href="http://tvjob.com">tvjob.com</a>	Unknown	Unknown	YES
Morgan State University	William Carson Email: <a href="mailto:Careers@moac.morgan.edu">Careers@moac.morgan.edu</a>	1700 E. Cold Spring Lane Montebello Complex-C224 Baltimore, MD 21251	443-885-3349	Yes
Federation of Hispanic Organizations- Baltimore Metro Area	Barco Pineyaro Email: <a href="mailto:Marcoap@comcast.net">Marcoap@comcast.net</a>	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Towson University Career Center	Lizette Pearson Mail openings	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: <a href="mailto:cardev@goucher.edu">cardev@goucher.edu</a>	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: <a href="mailto:Careercenter@ubalt.edu">Careercenter@ubalt.edu</a>	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes
National Organization For Women- Baltimore Chapter	Email: <a href="mailto:Info@baltimorenow.org">Info@baltimorenow.org</a>	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations	Varies	Varies	n/a



**5) Job Title: Account Executive**

**Referral Source(s) of Hiree: Client**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore County NAACP	Patricia Ferguson Mail openings	P.O. Box 21061 Baltimore, MD 21228	(410) 747-7200	YES
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	YES
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail openings	524 West 57th Street New York, NY 10019	(212) 975-2545	YES
Entertainment Employee Journal	Job Postings Mail openings	5632 Van Nuys Blvd. # 320 Van Nuys, CA 91401	(818) 920-0060	YES
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>	1000 National Press Building Washington, DC 20045	(202) 662-7145	YES
Broadcast Media Placement Coor.	Darcy Garthwaite Mail openings	8001 Braddock Road Suite 501 Springfield, VA 22151	Unknown	YES
Veterans Administration	Gerry Taylor Email: <a href="mailto:Gtaylor@uba.va.gov">Gtaylor@uba.va.gov</a>	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	YES
Asian American Journalists Association	Email: <a href="mailto:post@aaaja.org">post@aaaja.org</a>	1765 Sutter Street Suite 1000 San Francisco, CA 94115	(415) 346-2051	YES
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: <a href="mailto:Smatthews@oedworks.com">Smatthews@oedworks.com</a>	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	YES
Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: <a href="http://www.baltimoreadvertising.com">www.baltimoreadvertising.com</a>	P.O. Box 11345 Baltimore, MD 21239-1345	(410) 821-6968	YES
State of Maryland Dept. of Labor Licensing/Regulation	Email: <a href="mailto:award@dllr.state.md.us">award@dllr.state.md.us</a>	1100 North Eutaw St. Room 209 Baltimore, MD 21201	(410) 767-2021	YES
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: <a href="mailto:jobs@pab.org">jobs@pab.org</a>	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: <a href="mailto:Cweinman@mdcd.com">Cweinman@mdcd.com</a>	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
The Leadership Institute	Email Billy Parker: <a href="mailto:bparker@limail.us">bparker@limail.us</a>	1101 North Highland Street 15 <sup>th</sup> Floor Arlington, VA 22201	(703) 247-2000	YES
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	YES
Media Line	Post: <a href="http://medialine.com">medialine.com</a>	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to <a href="http://ajb.dni.us">ajb.dni.us</a> to post	Unknown	YES
Broadcast Employment Service	Post on <a href="http://tvjobs.com">tvjobs.com</a>	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone:	Did Recruitment Source Request Notification? (Yes or No)
Native American Journalists	Email: <a href="mailto:Ron@naja.com">Ron@naja.com</a>	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	YES
Broadcast Employment Service	Post on <a href="http://tvjob.com">tvjob.com</a>	Unknown	Unknown	YES
Morgan State University	William Carson Email: <a href="mailto:Careers@moac.morgan.edu">Careers@moac.morgan.edu</a>	1700 E. Cold Spring Lane Montebello Complex- C224 Baltimore, MD 21251	443-885-3349	Yes
Federation of Hispanic Organizations- Baltimore Metro Area	Barco Pineyaro Email: <a href="mailto:Marcoap@comcast.net">Marcoap@comcast.net</a>	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Towson University Career Center	Lizette Pearson Mail openings	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: <a href="mailto:cardev@goucher.edu">cardev@goucher.edu</a>	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: <a href="mailto:Careercenter@ubalt.edu">Careercenter@ubalt.edu</a>	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes
National Organization For Women- Baltimore Chapter	Email: <a href="mailto:Info@baltimorenow.org">Info@baltimorenow.org</a>	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations	Varies	Varies	n/a

**5) Job Title: Producer**

**Referral Source(s) of Hiree: Promotion**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore County NAACP	Patricia Ferguson Mail openings	P.O. Box 21061 Baltimore, MD 21228	(410) 747-7200	YES
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	YES
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail openings	524 West 57th Street New York, NY 10019	(212) 975-2545	YES
Entertainment Employee Journal	Job Postings Mail openings	5632 Van Nuys Blvd. # 320 Van Nuys, CA 91401	(818) 920-0060	YES
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>	1000 National Press Building Washington, DC 20045	(202) 662-7145	YES
Broadcast Media Placement Coor.	Darcy Garthwaite Mail openings	8001 Braddock Road Suite 501 Springfield, VA 22151	Unknown	YES
Veterans Administration	Gerry Taylor Email: <a href="mailto:Gtaylor@uba.va.gov">Gtaylor@uba.va.gov</a>	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	YES
Asian American Journalists Association	Email: <a href="mailto:post@aaaja.org">post@aaaja.org</a>	1765 Sutter Street Suite 1000 San Francisco, CA 94115	(415) 346-2051	YES
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: <a href="mailto:Smatthews@oedworks.com">Smatthews@oedworks.com</a>	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	YES
Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: <a href="http://www.baltimoreadvertising.com">www.baltimoreadvertising.com</a>	P.O. Box 11345 Baltimore, MD 21239-1345	(410) 821-6968	YES
State of Maryland Dept. of Labor Licensing/Regulation	Email: award@dllr.state.md.us	1100 North Eutaw St. Room 209 Baltimore, MD 21201	(410) 767-2021	YES
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
The Leadership Institute	Email Billy Parker: bparker@limail.us	1101 North Highland Street 15 <sup>th</sup> Floor Arlington, VA 22201	(703) 247-2000	YES
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	YES
Media Line	Post: <a href="http://medialine.com">medialine.com</a>	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to <a href="http://ajb.dni.us">ajb.dni.us</a> to post	Unknown	YES
Broadcast Employment Service	Post on <a href="http://tvjobs.com">tvjobs.com</a>	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone:	Did Recruitment Source Request Notification? (Yes or No)
Native American Journalists	Email: <a href="mailto:Ron@naja.com">Ron@naja.com</a>	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	YES
Broadcast Employment Service	Post on <a href="http://tvjob.com">tvjob.com</a>	Unknown	Unknown	YES
Morgan State University	William Carson Email: <a href="mailto:Careers@moac.morgan.edu">Careers@moac.morgan.edu</a>	1700 E. Cold Spring Lane Montebello Complex- C224 Baltimore, MD 21251	443-885-3349	Yes
Federation of Hispanic Organizations- Baltimore Metro Area	Barco Pineyaro Email: <a href="mailto:Marcoap@comcast.net">Marcoap@comcast.net</a>	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Towson University Career Center	Lizette Pearson Mail openings	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: <a href="mailto:cardev@goucher.edu">cardev@goucher.edu</a>	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: <a href="mailto:Careercenter@ubalt.edu">Careercenter@ubalt.edu</a>	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes
National Organization For Women- Baltimore Chapter	Email: <a href="mailto:Info@baltimorenw.org">Info@baltimorenw.org</a>	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations	Varies	Varies	n/a

**5) Job Title: Associate Producer**

**Referral Source(s) of Hire: Promotion-PT to FT**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore County NAACP	Patricia Ferguson Mail openings	P.O. Box 21061 Baltimore, MD 21228	(410) 747-7200	YES
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	YES
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail openings	524 West 57th Street New York, NY 10019	(212) 975-2545	YES
Entertainment Employee Journal	Job Postings Mail openings	5632 Van Nuys Blvd. # 320 Van Nuys, CA 91401	(818) 920-0060	YES
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>	1000 National Press Building Washington, DC 20045	(202) 662-7145	YES
Broadcast Media Placement Coor.	Darcy Garthwaite Mail openings	8001 Braddock Road Suite 501 Springfield, VA 22151	Unknown	YES
Veterans Administration	Gerry Taylor Email: <a href="mailto:Gtaylor@uba.va.gov">Gtaylor@uba.va.gov</a>	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	YES
Asian American Journalists Association	Email: <a href="mailto:post@aja.org">post@aja.org</a>	1765 Sutter Street Suite 1000 San Francisco, CA 94115	(415) 346-2051	YES
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: <a href="mailto:Smatthews@oedworks.com">Smatthews@oedworks.com</a>	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	YES
Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: <a href="http://www.baltimoreadvertising.com">www.baltimoreadvertising.com</a>	P.O. Box 11345 Baltimore, MD 21239- 1345	(410) 821-6968	YES
State of Maryland Dept. of Labor Licensing/Regulation	Email: award@dllr.state.md.us	1100 North Eutaw St. Room 209 Baltimore, MD 21201	(410) 767-2021	YES
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: <a href="mailto:Cweinman@mdcd.com">Cweinman@mdcd.com</a>	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
The Leadership Institute	Email Billy Parker: bparker@limail.us	1101 North Highland Street 15 <sup>th</sup> Floor Arlington, VA 22201	(703) 247-2000	YES
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	YES
Media Line	Post: <a href="http://medialine.com">medialine.com</a>	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to <a href="http://ajb.dni.us">ajb.dni.us</a> to post	Unknown	YES
Broadcast Employment Service	Post on <a href="http://tvjobs.com">tvjobs.com</a>	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	YES



(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone:	Did Recruitment Source Request Notification? (Yes or No)
Native American Journalists	Email: <a href="mailto:Ron@naja.com">Ron@naja.com</a>	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	YES
Broadcast Employment Service	Post on <a href="http://tvjob.com">tvjob.com</a>	Unknown	Unknown	YES
Morgan State University	William Carson Email: <a href="mailto:Careers@moac.morgan.edu">Careers@moac.morgan.edu</a>	1700 E. Cold Spring Lane Montebello Complex- C224 Baltimore, MD 21251	443-885-3349	Yes
Federation of Hispanic Organizations- Baltimore Metro Area	Barco Pineyaro Email: <a href="mailto:Marcoap@comcast.net">Marcoap@comcast.net</a>	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Towson University Career Center	Lizette Pearson Mail openings	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: <a href="mailto:cardev@goucher.edu">cardev@goucher.edu</a>	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: <a href="mailto:Careercenter@ubalt.edu">Careercenter@ubalt.edu</a>	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes
National Organization For Women- Baltimore Chapter	Email: <a href="mailto:Info@baltimorenw.org">Info@baltimorenw.org</a>	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations	Varies	Varies	n/a

5) Job Title: ENG Maintenance Technician

Referral Source(s) of Hiree: tvjobs.com

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore County NAACP	Patricia Ferguson Mail openings	P.O. Box 21061 Baltimore, MD 21228	(410) 747-7200	YES
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	YES
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail openings	524 West 57th Street New York, NY 10019	(212) 975-2545	YES
Entertainment Employee Journal	Job Postings Mail openings	5632 Van Nuys Blvd. # 320 Van Nuys, CA 91401	(818) 920-0060	YES
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>	1000 National Press Building Washington, DC 20045	(202) 662-7145	YES
Broadcast Media Placement Coor.	Darcy Garthwaite Mail openings	8001 Braddock Road Suite 501 Springfield, VA 22151	Unknown	YES
Veterans Administration	Gerry Taylor Email: <a href="mailto:Gtaylor@uba.va.gov">Gtaylor@uba.va.gov</a>	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	YES
Asian American Journalists Association	Email: <a href="mailto:post@aaaja.org">post@aaaja.org</a>	1765 Sutter Street Suite 1000 San Francisco, CA 94115	(415) 346-2051	YES
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: <a href="mailto:Smatthews@oedworks.com">Smatthews@oedworks.com</a>	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

(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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Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: <a href="http://www.baltimoreadvertising.com">www.baltimoreadvertising.com</a>	P.O. Box 11345 Baltimore, MD 21239- 1345	(410) 821-6968	YES
State of Maryland Dept. of Labor Licensing/Regulation	Email: <a href="mailto:award@dllr.state.md.us">award@dllr.state.md.us</a>	1100 North Eutaw St. Room 209 Baltimore, MD 21201	(410) 767-2021	YES
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: <a href="mailto:jobs@pab.org">jobs@pab.org</a>	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: <a href="mailto:Cweinman@mdcd.com">Cweinman@mdcd.com</a>	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
The Leadership Institute	Email Billy Parker: <a href="mailto:bparker@limail.us">bparker@limail.us</a>	1101 North Highland Street 15 <sup>th</sup> Floor Arlington, VA 22201	(703) 247-2000	YES
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	YES
Media Line	Post: <a href="http://medialine.com">medialine.com</a>	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to <a href="http://ajb.dni.us">ajb.dni.us</a> to post	Unknown	YES
Broadcast Employment Service	Post on <a href="http://tvjobs.com">tvjobs.com</a>	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone:	Did Recruitment Source Request Notification? (Yes or No)
Native American Journalists	Email: <a href="mailto:Ron@naja.com">Ron@naja.com</a>	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	YES
Broadcast Employment Service	Post on <a href="http://tvjob.com">tvjob.com</a>	Unknown	Unknown	YES
Morgan State University	William Carson Email: <a href="mailto:Careers@moac.morgan.edu">Careers@moac.morgan.edu</a>	1700 E. Cold Spring Lane Montebello Complex- C224 Baltimore, MD 21251	443-885-3349	Yes
Federation of Hispanic Organizations- Baltimore Metro Area	Barco Pineyaro Email: <a href="mailto:Marcoap@comcast.net">Marcoap@comcast.net</a>	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Towson University Career Center	Lizette Pearson Mail openings	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: <a href="mailto:cardev@goucher.edu">cardev@goucher.edu</a>	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: <a href="mailto:Careercenter@ubalt.edu">Careercenter@ubalt.edu</a>	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes
National Organization For Women- Baltimore Chapter	Email: <a href="mailto:Info@baltimorenow.org">Info@baltimorenow.org</a>	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations	Varies	Varies	n/a

**5) Job Title: Associate Producer**

**Referral Source(s) of Hiree: Promotion-PT to FT**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore County NAACP	Patricia Ferguson Mail openings	P.O. Box 21061 Baltimore, MD 21228	(410) 747-7200	YES
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	YES
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail openings	524 West 57th Street New York, NY 10019	(212) 975-2545	YES
Entertainment Employee Journal	Job Postings Mail openings	5632 Van Nuys Blvd. # 320 Van Nuys, CA 91401	(818) 920-0060	YES
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>	1000 National Press Building Washington, DC 20045	(202) 662-7145	YES
Broadcast Media Placement Coor.	Darcy Garthwaite Mail openings	8001 Braddock Road Suite 501 Springfield, VA 22151	Unknown	YES
Veterans Administration	Gerry Taylor Email: <a href="mailto:Gtaylor@uba.va.gov">Gtaylor@uba.va.gov</a>	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	YES
Asian American Journalists Association	Email: <a href="mailto:post@aaaja.org">post@aaaja.org</a>	1765 Sutter Street Suite 1000 San Francisco, CA 94115	(415) 346-2051	YES
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: <a href="mailto:Smatthews@oedworks.com">Smatthews@oedworks.com</a>	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	YES
Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: <a href="http://www.baltimoreadvertising.com">www.baltimoreadvertising.com</a>	P.O. Box 11345 Baltimore, MD 21239-1345	(410) 821-6968	YES
State of Maryland Dept. of Labor Licensing/Regulation	Email: award@dllr.state.md.us	1100 North Eutaw St. Room 209 Baltimore, MD 21201	(410) 767-2021	YES
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
The Leadership Institute	Email Billy Parker: bparker@limail.us	1101 North Highland Street 15 <sup>th</sup> Floor Arlington, VA 22201	(703) 247-2000	YES
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	YES
Media Line	Post: <a href="http://medialine.com">medialine.com</a>	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to <a href="http://ajb.dni.us">ajb.dni.us</a> to post	Unknown	YES
Broadcast Employment Service	Post on <a href="http://tvjobs.com">tvjobs.com</a>	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone:	Did Recruitment Source Request Notification? (Yes or No)
Native American Journalists	Email: <a href="mailto:Ron@naja.com">Ron@naja.com</a>	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	YES
Broadcast Employment Service	Post on <a href="http://tvjob.com">tvjob.com</a>	Unknown	Unknown	YES
Morgan State University	William Carson Email: <a href="mailto:Careers@moac.morgan.edu">Careers@moac.morgan.edu</a>	1700 E. Cold Spring Lane Montebello Complex-C224 Baltimore, MD 21251	443-885-3349	Yes
Federation of Hispanic Organizations- Baltimore Metro Area	Barco Pineyaro Email: <a href="mailto:Marcoap@comcast.net">Marcoap@comcast.net</a>	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Towson University Career Center	Lizette Pearson Mail openings	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: <a href="mailto:cardev@goucher.edu">cardev@goucher.edu</a>	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: <a href="mailto:Careercenter@ubalt.edu">Careercenter@ubalt.edu</a>	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes
National Organization For Women- Baltimore Chapter	Email: <a href="mailto:Info@baltimorenow.org">Info@baltimorenow.org</a>	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations	Varies	Varies	n/a

**5) Job Title: Producer**

**Referral Source(s) of Hiree: wjz.com**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore County NAACP	Patricia Ferguson Mail openings	P.O. Box 21061 Baltimore, MD 21228	(410) 747-7200	YES
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	YES
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail openings	524 West 57th Street New York, NY 10019	(212) 975-2545	YES
Entertainment Employee Journal	Job Postings Mail openings	5632 Van Nuys Blvd. # 320 Van Nuys, CA 91401	(818) 920-0060	YES
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>	1000 National Press Building Washington, DC 20045	(202) 662-7145	YES
Broadcast Media Placement Coor.	Darcy Garthwaite Mail openings	8001 Braddock Road Suite 501 Springfield, VA 22151	Unknown	YES
Veterans Administration	Gerry Taylor Email: <a href="mailto:Gtaylor@uba.va.gov">Gtaylor@uba.va.gov</a>	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	YES
Asian American Journalists Association	Email: <a href="mailto:post@aaaja.org">post@aaaja.org</a>	1765 Sutter Street Suite 1000 San Francisco, CA 94115	(415) 346-2051	YES
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: <a href="mailto:Smatthews@oedworks.com">Smatthews@oedworks.com</a>	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES



(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	YES
Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: <a href="http://www.baltimoreadvertising.com">www.baltimoreadvertising.com</a>	P.O. Box 11345 Baltimore, MD 21239- 1345	(410) 821-6968	YES
State of Maryland Dept. of Labor Licensing/Regulation	Email: award@dllr.state.md.us	1100 North Eutaw St. Room 209 Baltimore, MD 21201	(410) 767-2021	YES
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: <a href="mailto:Cweinman@mdcd.com">Cweinman@mdcd.com</a>	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
The Leadership Institute	Email Billy Parker: bparker@limail.us	1101 North Highland Street 15 <sup>th</sup> Floor Arlington, VA 22201	(703) 247-2000	YES
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	YES
Media Line	Post: <a href="http://medialine.com">medialine.com</a>	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to <a href="http://ajb.dni.us">ajb.dni.us</a> to post	Unknown	YES
Broadcast Employment Service	Post on <a href="http://tvjobs.com">tvjobs.com</a>	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone:	Did Recruitment Source Request Notification? (Yes or No)
Native American Journalists	Email: <a href="mailto:Ron@naja.com">Ron@naja.com</a>	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	YES
Broadcast Employment Service	Post on <a href="http://tvjob.com">tvjob.com</a>	Unknown	Unknown	YES
Morgan State University	William Carson Email: <a href="mailto:Careers@moac.morgan.edu">Careers@moac.morgan.edu</a>	1700 E. Cold Spring Lane Montebello Complex- C224 Baltimore, MD 21251	443-885-3349	Yes
Federation of Hispanic Organizations- Baltimore Metro Area	Barco Pineyaro Email: <a href="mailto:Marcoap@comcast.net">Marcoap@comcast.net</a>	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Towson University Career Center	Lizette Pearson Mail openings	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: <a href="mailto:cardev@goucher.edu">cardev@goucher.edu</a>	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: <a href="mailto:Careercenter@ubalt.edu">Careercenter@ubalt.edu</a>	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes
National Organization For Women- Baltimore Chapter	Email: <a href="mailto:Info@baltimorenow.org">Info@baltimorenow.org</a>	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations	Varies	Varies	n/a

**5) Job Title: Sales Assistant**

**Referral Source(s) of Hire: wjz.com**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore County NAACP	Patricia Ferguson Mail openings	P.O. Box 21061 Baltimore, MD 21228	(410) 747-7200	YES
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	YES
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail openings	524 West 57th Street New York, NY 10019	(212) 975-2545	YES
Entertainment Employee Journal	Job Postings Mail openings	5632 Van Nuys Blvd. # 320 Van Nuys, CA 91401	(818) 920-0060	YES
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>	1000 National Press Building Washington, DC 20045	(202) 662-7145	YES
Broadcast Media Placement Coor.	Darcy Garthwaite Mail openings	8001 Braddock Road Suite 501 Springfield, VA 22151	Unknown	YES
Veterans Administration	Gerry Taylor Email: <a href="mailto:Gtaylor@uba.va.gov">Gtaylor@uba.va.gov</a>	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	YES
Asian American Journalists Association	Email: <a href="mailto:post@aaaja.org">post@aaaja.org</a>	1765 Sutter Street Suite 1000 San Francisco, CA 94115	(415) 346-2051	YES
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: <a href="mailto:Smatthews@oedworks.com">Smatthews@oedworks.com</a>	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	YES
Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: <a href="http://www.baltimoreadvertising.com">www.baltimoreadvertising.com</a>	P.O. Box 11345 Baltimore, MD 21239-1345	(410) 821-6968	YES
State of Maryland Dept. of Labor Licensing/Regulation	Email: award@dllr.state.md.us	1100 North Eutaw St. Room 209 Baltimore, MD 21201	(410) 767-2021	YES
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: <a href="mailto:Cweinman@mdcd.com">Cweinman@mdcd.com</a>	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
The Leadership Institute	Email Billy Parker: bparker@limail.us	1101 North Highland Street 15 <sup>th</sup> Floor Arlington, VA 22201	(703) 247-2000	YES
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	YES
Media Line	Post: <a href="http://medialine.com">medialine.com</a>	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to <a href="http://ajb.dni.us">ajb.dni.us</a> to post	Unknown	YES
Broadcast Employment Service	Post on <a href="http://tvjobs.com">tvjobs.com</a>	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone:	Did Recruitment Source Request Notification? (Yes or No)
Native American Journalists	Email: <a href="mailto:Ron@naja.com">Ron@naja.com</a>	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	YES
Broadcast Employment Service	Post on <a href="http://tvjob.com">tvjob.com</a>	Unknown	Unknown	YES
Morgan State University	William Carson Email: <a href="mailto:Careers@moac.morgan.edu">Careers@moac.morgan.edu</a>	1700 E. Cold Spring Lane Montebello Complex-C224 Baltimore, MD 21251	443-885-3349	Yes
Federation of Hispanic Organizations- Baltimore Metro Area	Barco Pineyaro Email: <a href="mailto:Marcoap@comcast.net">Marcoap@comcast.net</a>	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Towson University Career Center	Lizette Pearson Mail openings	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: <a href="mailto:cardev@goucher.edu">cardev@goucher.edu</a>	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: <a href="mailto:Careercenter@ubalt.edu">Careercenter@ubalt.edu</a>	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes
National Organization For Women- Baltimore Chapter	Email: <a href="mailto:Info@baltimorenw.org">Info@baltimorenw.org</a>	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations	Varies	Varies	n/a

**5) Job Title: BO & E Technician**

**Referral Source(s) of Hiree: Prior Emp. Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore County NAACP	Patricia Ferguson Mail openings	P.O. Box 21061 Baltimore, MD 21228	(410) 747-7200	YES
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	YES
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail openings	524 West 57th Street New York, NY 10019	(212) 975-2545	YES
Entertainment Employee Journal	Job Postings Mail openings	5632 Van Nuys Blvd. # 320 Van Nuys, CA 91401	(818) 920-0060	YES
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>	1000 National Press Building Washington, DC 20045	(202) 662-7145	YES
Broadcast Media Placement Coor.	Darcy Garthwaite Mail openings	8001 Braddock Road Suite 501 Springfield, VA 22151	Unknown	YES
Veterans Administration	Gerry Taylor Email: <a href="mailto:Gtaylor@uba.va.gov">Gtaylor@uba.va.gov</a>	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	YES
Asian American Journalists Association	Email: <a href="mailto:post@aja.org">post@aja.org</a>	1765 Sutter Street Suite 1000 San Francisco, CA 94115	(415) 346-2051	YES
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: <a href="mailto:Smatthews@oedworks.com">Smatthews@oedworks.com</a>	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	YES
Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: <a href="http://www.baltimoreadvertising.com">www.baltimoreadvertising.com</a>	P.O. Box 11345 Baltimore, MD 21239-1345	(410) 821-6968	YES
State of Maryland Dept. of Labor Licensing/Regulation	Email: award@dllr.state.md.us	1100 North Eutaw St. Room 209 Baltimore, MD 21201	(410) 767-2021	YES
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
The Leadership Institute	Email Billy Parker: bparker@limail.us	1101 North Highland Street 15 <sup>th</sup> Floor Arlington, VA 22201	(703) 247-2000	YES
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	YES
Media Line	Post: <a href="http://medialine.com">medialine.com</a>	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to <a href="http://ajb.dni.us">ajb.dni.us</a> to post	Unknown	YES
Broadcast Employment Service	Post on <a href="http://tvjobs.com">tvjobs.com</a>	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone:	Did Recruitment Source Request Notification? (Yes or No)
Native American Journalists	Email: <a href="mailto:Ron@naja.com">Ron@naja.com</a>	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	YES
Broadcast Employment Service	Post on <a href="http://tvjob.com">tvjob.com</a>	Unknown	Unknown	YES
Morgan State University	William Carson Email: <a href="mailto:Careers@moac.morgan.edu">Careers@moac.morgan.edu</a>	1700 E. Cold Spring Lane Montebello Complex- C224 Baltimore, MD 21251	443-885-3349	Yes
Federation of Hispanic Organizations- Baltimore Metro Area	Barco Pineyaro Email: <a href="mailto:Marcoap@comcast.net">Marcoap@comcast.net</a>	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
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Goucher College	Email: <a href="mailto:cardev@goucher.edu">cardev@goucher.edu</a>	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: <a href="mailto:Careercenter@ubalt.edu">Careercenter@ubalt.edu</a>	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes
National Organization For Women- Baltimore Chapter	Email: <a href="mailto:Info@baltimorenow.org">Info@baltimorenow.org</a>	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations	Varies	Varies	n/a



**5) Job Title: Weekend Assignment Editor**

**Referral Source(s) of Hiree: tyjobs.com**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore County NAACP	Patricia Ferguson Mail openings	P.O. Box 21061 Baltimore, MD 21228	(410) 747-7200	YES
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	YES
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail openings	524 West 57th Street New York, NY 10019	(212) 975-2545	YES
Entertainment Employee Journal	Job Postings Mail openings	5632 Van Nuys Blvd. # 320 Van Nuys, CA 91401	(818) 920-0060	YES
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>	1000 National Press Building Washington, DC 20045	(202) 662-7145	YES
Broadcast Media Placement Coor.	Darcy Garthwaite Mail openings	8001 Braddock Road Suite 501 Springfield, VA 22151	Unknown	YES
Veterans Administration	Gerry Taylor Email: <a href="mailto:Gtaylor@uba.va.gov">Gtaylor@uba.va.gov</a>	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	YES
Asian American Journalists Association	Email: <a href="mailto:post@aaaja.org">post@aaaja.org</a>	1765 Sutter Street Suite 1000 San Francisco, CA 94115	(415) 346-2051	YES
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: <a href="mailto:Smatthews@oedworks.com">Smatthews@oedworks.com</a>	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	YES
Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: <a href="http://www.baltimoreadvertising.com">www.baltimoreadvertising.com</a>	P.O. Box 11345 Baltimore, MD 21239-1345	(410) 821-6968	YES
State of Maryland Dept. of Labor Licensing/Regulation	Email: award@dllr.state.md.us	1100 North Eutaw St. Room 209 Baltimore, MD 21201	(410) 767-2021	YES
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: <a href="mailto:Cweinman@mdcd.com">Cweinman@mdcd.com</a>	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
The Leadership Institute	Email Billy Parker: bparker@limail.us	1101 North Highland Street 15 <sup>th</sup> Floor Arlington, VA 22201	(703) 247-2000	YES
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	YES
Media Line	Post: <a href="http://medialine.com">medialine.com</a>	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to <a href="http://ajb.dni.us">ajb.dni.us</a> to post	Unknown	YES
Broadcast Employment Service	Post on <a href="http://tvjobs.com">tvjobs.com</a>	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone:	Did Recruitment Source Request Notification? (Yes or No)
Native American Journalists	Email: <a href="mailto:Ron@naja.com">Ron@naja.com</a>	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	YES
Broadcast Employment Service	Post on <a href="http://tvjob.com">tvjob.com</a>	Unknown	Unknown	YES
Morgan State University	William Carson Email: <a href="mailto:Careers@moac.morgan.edu">Careers@moac.morgan.edu</a>	1700 E. Cold Spring Lane Montebello Complex-C224 Baltimore, MD 21251	443-885-3349	Yes
Federation of Hispanic Organizations- Baltimore Metro Area	Barco Pineyaro Email: <a href="mailto:Marcoap@comcast.net">Marcoap@comcast.net</a>	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Towson University Career Center	Lizette Pearson Mail openings	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: <a href="mailto:cardev@goucher.edu">cardev@goucher.edu</a>	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: <a href="mailto:Careercenter@ubalt.edu">Careercenter@ubalt.edu</a>	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes
National Organization For Women- Baltimore Chapter	Email: <a href="mailto:Info@baltimorenow.org">Info@baltimorenow.org</a>	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations	Varies	Varies	n/a

**5) Job Title: Producer**

**Referral Source(s) of Hiree: wjz.com**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore County NAACP	Patricia Ferguson Mail openings	P.O. Box 21061 Baltimore, MD 21228	(410) 747-7200	YES
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	YES
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail openings	524 West 57th Street New York, NY 10019	(212) 975-2545	YES
Entertainment Employee Journal	Job Postings Mail openings	5632 Van Nuys Blvd. # 320 Van Nuys, CA 91401	(818) 920-0060	YES
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>	1000 National Press Building Washington, DC 20045	(202) 662-7145	YES
Broadcast Media Placement Coor.	Darcy Garthwaite Mail openings	8001 Braddock Road Suite 501 Springfield, VA 22151	Unknown	YES
Veterans Administration	Gerry Taylor Email: <a href="mailto:Gtaylor@uba.va.gov">Gtaylor@uba.va.gov</a>	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	YES
Asian American Journalists Association	Email: <a href="mailto:post@aja.org">post@aja.org</a>	1765 Sutter Street Suite 1000 San Francisco, CA 94115	(415) 346-2051	YES
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: <a href="mailto:Smatthews@oedworks.com">Smatthews@oedworks.com</a>	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	YES
Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: <a href="http://www.baltimoreadvertising.com">www.baltimoreadvertising.com</a>	P.O. Box 11345 Baltimore, MD 21239- 1345	(410) 821-6968	YES
State of Maryland Dept. of Labor Licensing/Regulation	Email: <a href="mailto:award@dllr.state.md.us">award@dllr.state.md.us</a>	1100 North Eutaw St. Room 209 Baltimore, MD 21201	(410) 767-2021	YES
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: <a href="mailto:jobs@pab.org">jobs@pab.org</a>	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: <a href="mailto:Cweinman@mdcd.com">Cweinman@mdcd.com</a>	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
The Leadership Institute	Email Billy Parker: <a href="mailto:bparker@limail.us">bparker@limail.us</a>	1101 North Highland Street 15 <sup>th</sup> Floor Arlington, VA 22201	(703) 247-2000	YES
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	YES
Media Line	Post: <a href="http://medialine.com">medialine.com</a>	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to <a href="http://ajb.dni.us">ajb.dni.us</a> to post	Unknown	YES
Broadcast Employment Service	Post on <a href="http://tvjobs.com">tvjobs.com</a>	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone:	Did Recruitment Source Request Notification? (Yes or No)
Native American Journalists	Email: <a href="mailto:Ron@naja.com">Ron@naja.com</a>	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	YES
Broadcast Employment Service	Post on <a href="http://tvjob.com">tvjob.com</a>	Unknown	Unknown	YES
Morgan State University	William Carson Email: <a href="mailto:Careers@moac.morgan.edu">Careers@moac.morgan.edu</a>	1700 E. Cold Spring Lane Montebello Complex- C224 Baltimore, MD 21251	443-885-3349	Yes
Federation of Hispanic Organizations- Baltimore Metro Area	Barco Pineyaro Email: <a href="mailto:Marcoap@comcast.net">Marcoap@comcast.net</a>	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Towson University Career Center	Lizette Pearson Mail openings	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: <a href="mailto:cardev@goucher.edu">cardev@goucher.edu</a>	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: <a href="mailto:Careercenter@ubalt.edu">Careercenter@ubalt.edu</a>	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes
National Organization For Women- Baltimore Chapter	Email: <a href="mailto:Info@baltimorenow.org">Info@baltimorenow.org</a>	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations	Varies	Varies	n/a

**5) Job Title: News Technician**

**Referral Source(s) of Hiree: Promotion- freelance**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore County NAACP	Patricia Ferguson Mail openings	P.O. Box 21061 Baltimore, MD 21228	(410) 747-7200	YES
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	YES
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail openings	524 West 57th Street New York, NY 10019	(212) 975-2545	YES
Entertainment Employee Journal	Job Postings Mail openings	5632 Van Nuys Blvd. # 320 Van Nuys, CA 91401	(818) 920-0060	YES
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>	1000 National Press Building Washington, DC 20045	(202) 662-7145	YES
Broadcast Media Placement Coor.	Darcy Garthwaite Mail openings	8001 Braddock Road Suite 501 Springfield, VA 22151	Unknown	YES
Veterans Administration	Gerry Taylor Email: <a href="mailto:Gtaylor@uba.va.gov">Gtaylor@uba.va.gov</a>	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	YES
Asian American Journalists Association	Email: <a href="mailto:post@aaaja.org">post@aaaja.org</a>	1765 Sutter Street Suite 1000 San Francisco, CA 94115	(415) 346-2051	YES
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: <a href="mailto:Smatthews@oedworks.com">Smatthews@oedworks.com</a>	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	YES
Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: <a href="http://www.baltimoreadvertising.com">www.baltimoreadvertising.com</a>	P.O. Box 11345 Baltimore, MD 21239-1345	(410) 821-6968	YES
State of Maryland Dept. of Labor Licensing/Regulation	Email: <a href="mailto:award@dllr.state.md.us">award@dllr.state.md.us</a>	1100 North Eutaw St. Room 209 Baltimore, MD 21201	(410) 767-2021	YES
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: <a href="mailto:jobs@pab.org">jobs@pab.org</a>	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: <a href="mailto:Cweinman@mdcd.com">Cweinman@mdcd.com</a>	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
The Leadership Institute	Email Billy Parker: <a href="mailto:bparker@limail.us">bparker@limail.us</a>	1101 North Highland Street 15 <sup>th</sup> Floor Arlington, VA 22201	(703) 247-2000	YES
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	YES
Media Line	Post: <a href="http://medialine.com">medialine.com</a>	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to <a href="http://ajb.dni.us">ajb.dni.us</a> to post	Unknown	YES
Broadcast Employment Service	Post on <a href="http://tvjobs.com">tvjobs.com</a>	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	YES



(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone:	Did Recruitment Source Request Notification? (Yes or No)
Native American Journalists	Email: <a href="mailto:Ron@naja.com">Ron@naja.com</a>	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	YES
Broadcast Employment Service	Post on <a href="http://tvjob.com">tvjob.com</a>	Unknown	Unknown	YES
Morgan State University	William Carson Email: <a href="mailto:Careers@moac.morgan.edu">Careers@moac.morgan.edu</a>	1700 E. Cold Spring Lane Montebello Complex- C224 Baltimore, MD 21251	443-885-3349	Yes
Federation of Hispanic Organizations- Baltimore Metro Area	Barco Pineyaro Email: <a href="mailto:Marcoap@comcast.net">Marcoap@comcast.net</a>	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Towson University Career Center	Lizette Pearson Mail openings	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: <a href="mailto:cardev@goucher.edu">cardev@goucher.edu</a>	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: <a href="mailto:Careercenter@ubalt.edu">Careercenter@ubalt.edu</a>	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes
National Organization For Women- Baltimore Chapter	Email: <a href="mailto:Info@baltimorenow.org">Info@baltimorenow.org</a>	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations	Varies	Varies	n/a

**5) Job Title: News Technician**

**Referral Source(s) of Hiree: wjz.com**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore County NAACP	Patricia Ferguson Mail openings	P.O. Box 21061 Baltimore, MD 21228	(410) 747-7200	YES
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	YES
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail openings	524 West 57th Street New York, NY 10019	(212) 975-2545	YES
Entertainment Employee Journal	Job Postings Mail openings	5632 Van Nuys Blvd. # 320 Van Nuys, CA 91401	(818) 920-0060	YES
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>	1000 National Press Building Washington, DC 20045	(202) 662-7145	YES
Broadcast Media Placement Coor.	Darcy Garthwaite Mail openings	8001 Braddock Road Suite 501 Springfield, VA 22151	Unknown	YES
Veterans Administration	Gerry Taylor Email: <a href="mailto:Gtaylor@uba.va.gov">Gtaylor@uba.va.gov</a>	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	YES
Asian American Journalists Association	Email: <a href="mailto:post@aja.org">post@aja.org</a>	1765 Sutter Street Suite 1000 San Francisco, CA 94115	(415) 346-2051	YES
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: <a href="mailto:Smatthews@oedworks.com">Smatthews@oedworks.com</a>	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	YES
Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: <a href="http://www.baltimoreadvertising.com">www.baltimoreadvertising.com</a>	P.O. Box 11345 Baltimore, MD 21239-1345	(410) 821-6968	YES
State of Maryland Dept. of Labor Licensing/Regulation	Email: <a href="mailto:award@dllr.state.md.us">award@dllr.state.md.us</a>	1100 North Eutaw St. Room 209 Baltimore, MD 21201	(410) 767-2021	YES
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: <a href="mailto:jobs@pab.org">jobs@pab.org</a>	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: <a href="mailto:Cweinman@mdcd.com">Cweinman@mdcd.com</a>	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
The Leadership Institute	Email Billy Parker: <a href="mailto:bparker@limail.us">bparker@limail.us</a>	1101 North Highland Street 15 <sup>th</sup> Floor Arlington, VA 22201	(703) 247-2000	YES
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	YES
Media Line	Post: <a href="http://medialine.com">medialine.com</a>	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to <a href="http://ajb.dni.us">ajb.dni.us</a> to post	Unknown	YES
Broadcast Employment Service	Post on <a href="http://tvjobs.com">tvjobs.com</a>	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone:	Did Recruitment Source Request Notification? (Yes or No)
Native American Journalists	Email: <a href="mailto:Ron@naja.com">Ron@naja.com</a>	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	YES
Broadcast Employment Service	Post on <a href="http://tvjob.com">tvjob.com</a>	Unknown	Unknown	YES
Morgan State University	William Carson Email: <a href="mailto:Careers@moac.morgan.edu">Careers@moac.morgan.edu</a>	1700 E. Cold Spring Lane Montebello Complex-C224 Baltimore, MD 21251	443-885-3349	Yes
Federation of Hispanic Organizations-Baltimore Metro Area	Barco Pineyaro Email: <a href="mailto:Marcoap@comcast.net">Marcoap@comcast.net</a>	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Towson University Career Center	Lizette Pearson Mail openings	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: <a href="mailto:cardev@goucher.edu">cardev@goucher.edu</a>	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: <a href="mailto:Careercenter@ubalt.edu">Careercenter@ubalt.edu</a>	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes
National Organization For Women- Baltimore Chapter	Email: <a href="mailto:Info@baltimorenow.org">Info@baltimorenow.org</a>	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations	Varies	Varies	n/a

**5) Job Title: Reporter**

**Referral Source(s) of Hiree: Agent**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore County NAACP	Patricia Ferguson Mail openings	P.O. Box 21061 Baltimore, MD 21228	(410) 747-7200	YES
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	YES
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail openings	524 West 57th Street New York, NY 10019	(212) 975-2545	YES
Entertainment Employee Journal	Job Postings Mail openings	5632 Van Nuys Blvd. # 320 Van Nuys, CA 91401	(818) 920-0060	YES
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>	1000 National Press Building Washington, DC 20045	(202) 662-7145	YES
Broadcast Media Placement Coor.	Darcy Garthwaite Mail openings	8001 Braddock Road Suite 501 Springfield, VA 22151	Unknown	YES
Veterans Administration	Gerry Taylor Email: <a href="mailto:Gtaylor@uba.va.gov">Gtaylor@uba.va.gov</a>	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	YES
Asian American Journalists Association	Email: <a href="mailto:post@aaaja.org">post@aaaja.org</a>	1765 Sutter Street Suite 1000 San Francisco, CA 94115	(415) 346-2051	YES
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: <a href="mailto:Smatthews@oedworks.com">Smatthews@oedworks.com</a>	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	YES
Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: <a href="http://www.baltimoreadvertising.com">www.baltimoreadvertising.com</a>	P.O. Box 11345 Baltimore, MD 21239-1345	(410) 821-6968	YES
State of Maryland Dept. of Labor Licensing/Regulation	Email: award@dllr.state.md.us	1100 North Eutaw St. Room 209 Baltimore, MD 21201	(410) 767-2021	YES
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: <a href="mailto:Cweinman@mdcd.com">Cweinman@mdcd.com</a>	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
The Leadership Institute	Email Billy Parker: bparker@limail.us	1101 North Highland Street 15 <sup>th</sup> Floor Arlington, VA 22201	(703) 247-2000	YES
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	YES
Media Line	Post: <a href="http://medialine.com">medialine.com</a>	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to <a href="http://ajb.dni.us">ajb.dni.us</a> to post	Unknown	YES
Broadcast Employment Service	Post on <a href="http://tvjobs.com">tvjobs.com</a>	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone:	Did Recruitment Source Request Notification? (Yes or No)
Native American Journalists	Email: <a href="mailto:Ron@naja.com">Ron@naja.com</a>	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	YES
Broadcast Employment Service	Post on <a href="http://tvjob.com">tvjob.com</a>	Unknown	Unknown	YES
Morgan State University	William Carson Email: <a href="mailto:Careers@moac.morgan.edu">Careers@moac.morgan.edu</a>	1700 E. Cold Spring Lane Montebello Complex-C224 Baltimore, MD 21251	443-885-3349	Yes
Federation of Hispanic Organizations-Baltimore Metro Area	Barco Pineyaro Email: <a href="mailto:Marcoap@comcast.net">Marcoap@comcast.net</a>	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Towson University Career Center	Lizette Pearson Mail openings	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: <a href="mailto:cardev@goucher.edu">cardev@goucher.edu</a>	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: <a href="mailto:Careercenter@ubalt.edu">Careercenter@ubalt.edu</a>	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes
National Organization For Women- Baltimore Chapter	Email: <a href="mailto:Info@baltimorenow.org">Info@baltimorenow.org</a>	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations	Varies	Varies	n/a

**5) Job Title: ENG Maintenance Technician**

**Referral Source(s) of Hiree: America's Job Bar**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore County NAACP	Patricia Ferguson Mail openings	P.O. Box 21061 Baltimore, MD 21228	(410) 747-7200	YES
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	YES
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail openings	524 West 57th Street New York, NY 10019	(212) 975-2545	YES
Entertainment Employee Journal	Job Postings Mail openings	5632 Van Nuys Blvd. # 320 Van Nuys, CA 91401	(818) 920-0060	YES
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>	1000 National Press Building Washington, DC 20045	(202) 662-7145	YES
Broadcast Media Placement Coor.	Darcy Garthwaite Mail openings	8001 Braddock Road Suite 501 Springfield, VA 22151	Unknown	YES
Veterans Administration	Gerry Taylor Email: <a href="mailto:Gtaylor@uba.va.gov">Gtaylor@uba.va.gov</a>	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	YES
Asian American Journalists Association	Email: <a href="mailto:post@aja.org">post@aja.org</a>	1765 Sutter Street Suite 1000 San Francisco, CA 94115	(415) 346-2051	YES
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: <a href="mailto:Smatthews@oedworks.com">Smatthews@oedworks.com</a>	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES



(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	YES
Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: <a href="http://www.baltimoreadvertising.com">www.baltimoreadvertising.com</a>	P.O. Box 11345 Baltimore, MD 21239- 1345	(410) 821-6968	YES
State of Maryland Dept. of Labor Licensing/Regulation	Email: award@dllr.state.md.us	1100 North Eutaw St. Room 209 Baltimore, MD 21201	(410) 767-2021	YES
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: <a href="mailto:Cweinman@mdcd.com">Cweinman@mdcd.com</a>	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
The Leadership Institute	Email Billy Parker: <a href="mailto:bparker@limail.us">bparker@limail.us</a>	1101 North Highland Street 15 <sup>th</sup> Floor Arlington, VA 22201	(703) 247-2000	YES
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	YES
Media Line	Post: <a href="http://medialine.com">medialine.com</a>	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to <a href="http://ajb.dni.us">ajb.dni.us</a> to post	Unknown	YES
Broadcast Employment Service	Post on <a href="http://tvjobs.com">tvjobs.com</a>	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone:	Did Recruitment Source Request Notification? (Yes or No)
Native American Journalists	Email: <a href="mailto:Ron@naja.com">Ron@naja.com</a>	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	YES
Broadcast Employment Service	Post on <a href="http://tvjob.com">tvjob.com</a>	Unknown	Unknown	YES
Morgan State University	William Carson Email: <a href="mailto:Careers@moac.morgan.edu">Careers@moac.morgan.edu</a>	1700 E. Cold Spring Lane Montebello Complex- C224 Baltimore, MD 21251	443-885-3349	Yes
Federation of Hispanic Organizations- Baltimore Metro Area	Barco Pineyaro Email: <a href="mailto:Marcoap@comcast.net">Marcoap@comcast.net</a>	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Towson University Career Center	Lizette Pearson Mail openings	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: <a href="mailto:cardev@goucher.edu">cardev@goucher.edu</a>	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: <a href="mailto:Careercenter@ubalt.edu">Careercenter@ubalt.edu</a>	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes
National Organization For Women- Baltimore Chapter	Email: <a href="mailto:Info@baltimorenow.org">Info@baltimorenow.org</a>	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations	Varies	Varies	n/a

6) Hiree Recruitment Source Summary.

<u>Name of Hiree</u>	<u>Name of Recruitment Source</u>
1.) <u>Thomas James</u>	Employee referral
2.) <u>K.C. Robertson (Kenneth)</u>	Internal promotion
3.) <u>Gabriel Greene</u>	wjz.com
4.) <u>Crystal McQuay</u>	Promotion- per diem to FT
5.) <u>Sherry Reed</u>	Employee referral
6.) <u>Lisa Ryce-Bradshaw</u>	Client
7.) <u>Angie Yack</u>	Internal promotion
8.) <u>Steliana Vassileva</u>	Promotion- per diem to FT
9.) <u>Randy Ryder</u>	tvjobs.com
10.) <u>Cherise Adkins</u>	Promotion- per diem to FT
11.) <u>Renee Richards</u>	wjz.com
12.) <u>Andrea Witt</u>	wjz.com
13.) <u>Mark Masecchia</u>	Prior employee referral
14.) <u>Ashley Traynum</u>	tvjobs.com
15.) <u>Jessica Cohen</u>	wjz.com
16.) <u>Sparkal Day</u>	Promotion- freelance
17.) <u>Randy Rohrbaugh</u>	wjz.com
18.) <u>Kimberly Houk</u>	Agent
19.) <u>Larry Horochov</u>	America's Job Bank

**7) Total # of Interviewees Referred by Each Source:** For the period from June 1, 2004 to May 31, 2005, this Employment Unit interviewed 128 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Number of Interviewees Referred</u>
(1) <u>Self</u>	<u>Nineteen (19)</u>
(2) <u>WJZ Web-site</u>	<u>Forty-Three (43)</u>
(3) <u>Advertisement</u>	<u>Three (3)</u>
(4) <u>Employee Referral</u>	<u>Twenty-Seven (27)</u>
(5) <u>Internal Viacom/CBS Posting</u>	<u>Zero (0)</u>
(6) <u>Unknown Source</u>	<u>Zero (0)</u>
(7) <u>Internal Posting</u>	<u>Twelve (12)</u>
(8) <u>Non-employee Referral</u>	<u>Three (3)</u>
(9) <u>WJZ Clients</u>	<u>Six (6)</u>
(10) <u>Agency</u>	<u>Three (3)</u>
(11) <u>School</u>	<u>One (1)</u>
(12) <u>America's Job Bank</u>	<u>Two (2)</u>
(13) <u>TVjobs.com</u>	<u>Seven (7)</u>
(14) <u>ENG Website</u>	<u>Two (2)</u>

**8) Supplemental Recruitment Measures.**

**(a) Job Fairs**

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. National Association of Black Journalists Job Fair (Participated) Recruit/talk to prospective applicants Critique tapes/review resumes Talk to recent grads about how to break into television via small markets and larger markets.	August 4 through August 6, 2004	Gail Bending –News Director Tanya Black- Assignment Manager Vic Carter- Anchor/Reporter
2.		
3.		
4.		

**(b) Internship**

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. WJZ Internship Program WJZ has an internal internship program where we sponsor participates for Winter, Spring and Summer Semesters	On-Going	Human Resources Department Screens applicants to make sure they meet the company requirements and then forwards qualified applicants to Department Representatives
2.		
3.		
4.		

(c) **Participation in Events.**

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1. <b>School Tours:</b> Sparks Elementary The Harbour School Cherry Hill Elementary/Middle Baltimore Lutheran Harford County Home School Mt Hebron High Mt Hebron High Oakland Mills Middle School Cockeysville Middle School North Hartford Baptist Home School Parkville High School White Marsh Home School Wilde Lake Middle School Hartford County Home School Dundalk High School Sandy Plains Elementary Mother Seton Academy Northwest Middle School Patuxent Valley Middle School Mt. View Middle School Mother Seaton Academy Baltimore Transition Connection St. Bernadine's Catholic School Thurgood Marshall High School</p>	<p>06/04/04 06/08/04 06/15/04 10/19/04 11/09/04 11/16/04 11/30/04 01/25/05 02/01/05 02/08/05 02/15/05 03/01/05 03/08/05 03/15/05 03/22/05 04/05/05 04/12/05 04/19/05 04/26/05 05/03/05 05/10/05 05/17/05 05/24/05 05/31/05</p>	<p>Joyce Kashima Speaker's Bureau  Various talent throughout Tour.  Give schools tours of WJZ.  During the tours they see how the station runs, get to talk to various employees and also get to watch the noon news live broadcast.  Students get to ask questions and observe various duties of employees at the station.</p>
<p>2. <b>Regional Institute for Children and Adolescents-Baltimore Catonsville Educational Graduation</b> Vic was a speaker at this event.</p>	<p>06/04/04</p>	<p>Vic Carter- Anchor</p>
<p>3. <b>Woodholme Elementary/Middle School Closing</b> Vic was a speaker at this event.</p>	<p>06/21/04</p>	<p>Vic Carter- Anchor</p>
<p>4. <b>Cross Country Elementary- 5th Grade Closing</b> Gigi was a speaker at this event.</p>	<p>06/22/04</p>	<p>Gigi Barnett- Reporter</p>
<p>5. <b>Villa Julie College Convocation</b> Vic was a speaker at the graduation ceremony.</p>	<p>08/20/04</p>	<p>Vic Carter- Anchor</p>
<p>6. <b>Oakland Mills High School- Alpha Phi Alpha Fraternity Project</b> Vic was a speaker at this event.</p>	<p>10/14/04</p>	<p>Vic Carter- Anchor</p>

7. <b>Harford Community College Student Interview</b> Per class requirements- students need to interview local talent for a school project. This student interviewed Mark.	10/22/04	Mark Viviano- Sports Anchor
8. <b>Garrison Middle School Career Day</b> Talked about her job and the different aspects of working in journalism. Talked about how to get into the television business- schooling, etc. Stressed the importance in working hard in school and learning.	11/09/04	Gigi Barnett- Reporter
9. <b>Baltimore City Community College</b> Stan was a speaker at one of this event.	11/18/04	Stan Saunders- Reporter
10. <b>Northeast Middle School Career Month</b> Talked about his job and the different aspects of working in journalism. Talked about how to get into the television business- schooling, etc. Talked about the importance of staying in school and studying.	11/19/04	Kai Jackson- Anchor/Reporter
11. <b>Morgan State University Student Interview</b> Per class requirements- students need to interview local talent for a school project. This student interviewed Don.	11/23/04	Don Scott
12. <b>Maryland Inst. College of Art Black History Film Festival</b> Kai was the MC/Host of this event.	02/05/05	Kai Jackson- Anchor/Reporter
13. <b>Northfield Elementary School</b> Talked about his job and the different aspects of weather. Also discussed all of his responsibilities and what he learned in school. Talked about how important it is to work hard in school.	02/09/05	Brooks Tomlin- Meteorologist
14. <b>Shady Spring Elementary School</b> Talked about his job and the different aspects of working in journalism. Talked about how to get into the television business- schooling, etc. Talked about the importance of learning and working hard in school.	02/10/05	Vic Carter- Anchor

<p>15.  <b>Brehms Lane Elementary School</b>          Talked about his job and the different aspects of working in journalism. Talked about how to get into the television business- schooling, etc. Talked about the importance of learning and working hard in school.</p>	<p>02/14/05</p>	<p>Vic Carter- Anchor</p>
<p>16.  <b>University of Maryland Student Interview</b>          Per class requirements- students need to interview local talent for a school project. This student interviewed Denise.</p>	<p>03/23/05</p>	<p>Denise Koch- Anchor</p>
<p>17.  <b>Baltimore County Public Schools Office of Music</b>          Stan was the host and announcer of this event celebrating music in the public school system.</p>	<p>04/07/05</p>	<p>Stan Saunders- Reporter</p>



**(d) Training Management Personnel.**

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
1. Compliance Training covering Non-discrimination and Anti- Harassment-Business Conduct	All New Hires	Viacom on-line training completed by all new hires
2. FCC Training	New Hires responsible for putting news on air	Viacom on-line training completed by the employees required to.
3.		
4.		