

EEO PUBLIC FILE REPORT

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

1) Employment Unit: CBS Corporation

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

3) EEO Contact Information for Unit Member:

Mailing Address: 3725 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. MIS Technician
2. Reporter
3. Local Sales Manager
4. MIS Technician
5. MIS Technician
6. News Operations Manager
7. Producer
8. Special Projects Producer
9. Sales Assistant
10. Producer
11. News Technician
12. Studio Technician

5) Job Title: MIS Technician Position # 1 Referral Source(s) of Hiree: www.craigslist.com

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
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
Veterans Administration	Everette Addington Email: Everette.addington@va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	Yes
National Association of Hispanic Journalists	Email: jobbank@nahj.org	1000 National Press Building 529 14 th Street, NW Washington, DC 20045-2001	(202) 662-7145	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	Yes
Broadcast Employment Service	Post on tvjob.com	Unknown	Unknown	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex-C224 Baltimore, MD 21251	(443) 885-3349	Yes
Coppin State University	Fax posting to (410) 951-3920	2553 West North Avenue Baltimore, MD 21216	(410) 951-4188	Yes
Loyola College	Fax posting to (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(800) 221-9107	Yes
Federation of Hispanic Organizations- Baltimore Metro Area	Barco Pineyaro Email: Marcoap@comcast.net	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
State of Maryland Dept. of Labor Licensing /Regulation- New Maryland Workforce	Email: Fill out job form and email it to: Denise Bice dbice@dllr.state.md.us	500 North Calvert St. # 401 Baltimore, MD 21202	(410) 230-6001	Yes
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Anne Arundel County NAACP	Mail Attn: Job Postings	P.O. Box 6210 Annapolis, Maryland 21401	(410) 974-6317	Yes
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
National Organization for Women- Baltimore Chapter	Send email to: Info@baltimorenow.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Craigslist.org	Posted job on website	1381 9 th Avenue San Francisco, CA 94122	(415) 566-6394	Yes
CBS Kenexa System	Website Posting	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128		n/a

5) Job Title: Reporter

Position # 2

Referral Source(s) of Hire: Agency

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
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
Veterans Administration	Everette Addington Email: Everette.addington@ va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	Yes
National Association of Hispanic Journalists	Email: jobbank@nahj.org	1000 National Press Building 529 14 th Street, NW Washington, DC 20045-2001	(202) 662-7145	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	Yes
Broadcast Employment Service	Post on tvjob.com	Unknown	Unknown	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex-C224 Baltimore, MD 21251	(443) 885-3349	Yes
Coppin State University	Fax posting to (410) 951-3920	2553 West North Avenue Baltimore, MD 21216	(410) 951-4188	Yes
Loyola College	Fax posting to (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(800) 221-9107	Yes
Federation of Hispanic Organizations- Baltimore Metro Area	Barco Pineyaro Email: Marcoap@comcast.net	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
State of Maryland Dept. of Labor Licensing /Regulation- New Maryland Workforce	Email: Fill out Job form and email it to: Denise Bice dbice@dllr.state.md.us	500 North Calvert St. # 401 Baltimore, MD 21202	(410) 230-6001	Yes
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Anne Arundel County NAACP	Mail Attn: Job Postings	P.O. Box 6210 Annapolis, Maryland 21401	(410) 974-6317	Yes
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
National Organization for Women- Baltimore Chapter	Send email to: Info@baltimorenw.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Towson University	Post of their website: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-2000	Yes
Historic East Baltimore Community Action Coalition Inc.	Email posting to: ahammerer@hebcac.org	1212 North Wolfe St. Baltimore, MD 21213	(443) 524-2800	Yes
CBS Kenexa System	Website Posting	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128		n/a

5) Job Title: Local Sales Manager Position# 3 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 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
Veterans Administration	Everette Addington Email: Everette.addington@va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	Yes
National Association of Hispanic Journalists	Email: jobbank@nahj.org	1000 National Press Building 529 14 th Street, NW Washington, DC 20045-2001	(202) 662-7145	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	Yes
Broadcast Employment Service	Post on tvjob.com	Unknown	Unknown	Yes
Morgan State University	William Carson Email: Careers@moac.morg.an.edu	1700 E. Cold Spring Lane Montebello Complex- C224 Baltimore, MD 21251	(443) 885-3349	Yes
Coppin State University	Fax posting to (410) 951-3920	2553 West North Avenue Baltimore, MD 21216	(410) 951-4188	Yes
Loyola College	Fax posting to (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(800) 221-9107	Yes
Federation of Hispanic Organizations- Baltimore Metro Area	Barco Pineyaro Email: Marcoap@comcast.net	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Anne Arundel County NAACP	Mail Attn: Job Postings	P.O. Box 6210 Annapolis, Maryland 21401	(410) 974-6317	Yes
National Organization for Women- Baltimore Chapter	Send email to: Info@baltimorenow.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
craigslist.org	Posted job on website	1381 9th Avenue San Francisco, CA 94122	(415) 566-6394	Yes
Historic East Baltimore Community Action Coalition Inc.	Email posting to: ahammerer@hebcac.org	1212 North Wolfe St. Baltimore, MD 21213	(443) 524-2800	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Kenexa System	Website Posting	https://sjobs.brassring.com/1033/ASP/TG/cim/home.asp?partnerid=25084&siteid=5128		n/a

5) Job Title: MIS Technician Position # 4 Referral Source(s) of Hiree: CBS Radio Consultant

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
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
Veterans Administration	Everette Addington Email: Everette.addington@va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	Yes
National Association of Hispanic Journalists	Email: jobbank@nahj.org	1000 National Press Building 529 14 th Street, NW Washington, DC 20045-2001	(202) 662-7145	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	Yes
Broadcast Employment Service	Post on tvjob.com	Unknown	Unknown	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex- C224 Baltimore, MD 21251	(443) 885-3349	Yes
Coppin State University	Fax posting to (410) 951-3920	2553 West North Avenue Baltimore, MD 21216	(410) 951-4188	Yes
Loyola College	Fax posting to (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(800) 221-9107	Yes
Federation of Hispanic Organizations- Baltimore Metro Area	Barco Pineyaro Email: Marcoap@comcast.net	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
State of Maryland Dept. of Labor Licensing /Regulation- New Maryland Workforce	Email: Fill out Job form and email it to: Denise Bice dbice@dlr.state.md.us	500 North Calvert St. # 401 Baltimore, MD 21202	(410) 230-6001	Yes
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Anne Arundel County NAACP	Mail Attn: Job Postings	P.O. Box 6210 Annapolis, Maryland 21401	(410) 974-6317	Yes
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes

(i) Name of Organization Notified of Job Vacaney:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
National Organization for Women- Baltimore Chapter	Send email to: Info@baltimorenow.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Towson University	Post of their website: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-2000	Yes
Historic East Baltimore Community Action Coalition Inc.	Email posting to: ahammerer@hebcac.org	1212 North Wolfe St. Baltimore, MD 21213	(443) 524-2800	Yes
craigslist.org	Posted job on website	1381 9th Avenue San Francisco, CA 94122	(415) 566-6394	Yes
workthisway.com	Posted Job on website	Phoenix, AZ	unknown	No
CBS Kenexa System	Website Posting	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128		n/a

5) Job Title: MIS TechnicianPosition # 5Referral Source(s) of Hiree: craigslist.com

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
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
Veterans Administration	Everette Addington Email: Everette.addington@va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	Yes
National Association of Hispanic Journalists	Email: jobbank@nahj.org	1000 National Press Building 529 14 th Street, NW Washington, DC 20045-2001	(202) 662-7145	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	Yes
Broadcast Employment Service	Post on tvjob.com	Unknown	Unknown	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex-C224 Baltimore, MD 21251	(443) 885-3349	Yes
Coppin State University	Fax posting to (410) 951-3920	2553 West North Avenue Baltimore, MD 21216	(410) 951-4188	Yes
Loyola College	Fax posting to (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(800) 221-9107	Yes
Federation of Hispanic Organizations-Baltimore Metro Area	Barco Pineyaro Email: Marcoap@comcast.net	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
State of Maryland Dept. of Labor Licensing /Regulation- New Maryland Workforce	Email: Fill out Job form and email it to: Denise Bice dbice@dllr.state.md.us	500 North Calvert St. # 401 Baltimore, MD 21202	(410) 230-6001	Yes
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Anne Arundel County NAACP	Mail Attn: Job Postings	P.O. Box 6210 Annapolis, Maryland 21401	(410) 974-6317	Yes
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
National Organization for Women- Baltimore Chapter	Send email to: Info@baltimorenow.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Towson University	Post of their website: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-2000	Yes
Historic East Baltimore Community Action Coalition Inc.	Email posting to: ahammerer@hebcac.org	1212 North Wolfe St. Baltimore, MD 21213	(443) 524-2800	Yes
CBS Kenexa System	Website Posting	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128		n/a

5) Job Title: News Operations Manager Position # 6 Referral Source(s) of Hiree: Non-employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
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
Veterans Administration	Everette Addington Email: Everette.addington@va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	Yes
National Association of Hispanic Journalists	Email: jobbank@nahj.org	1000 National Press Building 529 14 th Street, NW Washington, DC 20045-2001	(202) 662-7145	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex-C224 Baltimore, MD 21251	(443) 885-3349	Yes
Coppin State University	Fax posting to (410) 951-3920	2553 West North Avenue Baltimore, MD 21216	(410) 951-4188	Yes
Loyola College	Fax posting to (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(800) 221-9107	Yes
Federation of Hispanic Organizations-Baltimore Metro Area	Barco Pineyaro Email: Marcoap@comcast.net	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
State of Maryland Dept. of Labor Licensing /Regulation- New Maryland Workforce	Email: Fill out Job form and email it to: Denise Bice dbice@dllr.state.md.us	500 North Calvert St. # 401 Baltimore, MD 21202	(410) 230-6001	Yes
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Anne Arundel County NAACP	Mail Attn: Job Postings	P.O. Box 6210 Annapolis, Maryland 21401	(410) 974-6317	Yes
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
National Organization for Women- Baltimore Chapter	Send email to: Info@baltimorenw.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Towson University	Post of their website: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-2000	Yes
Historic East Baltimore Community Action Coalition Inc.	Email posting to: ahammerer@hebcac.org	1212 North Wolfe St. Baltimore, MD 21213	(443) 524-2800	Yes
CBS Kenexa System	Website Posting	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128		n/a

5) Job Title: Producer**Position # 7****Referral Source(s) of Hire: Self**

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
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
Veterans Administration	Everette Addington Email: Everette.addington@va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	Yes
National Association of Hispanic Journalists	Email: jobbank@nahj.org	1000 National Press Building 529 14 th Street, NW Washington, DC 20045-2001	(202) 662-7145	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex-C224 Baltimore, MD 21251	(443) 885-3349	Yes
Coppin State University	Fax posting to (410) 951-3920	2553 West North Avenue Baltimore, MD 21216	(410) 951-4188	Yes
Loyola College	Fax posting to (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(800) 221-9107	Yes
Federation of Hispanic Organizations- Baltimore Metro Area	Barco Pineyaro Email: Marcoap@comcast.net	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Anne Arundel County NAACP	Mail Attn: Job Postings	P.O. Box 6210 Annapolis, Maryland 21401	(410) 974-6317	Yes
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes
National Organization for Women- Baltimore Chapter	Send email to: Info@baltimorenw.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Towson University	Post of their website: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-2000	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Historic East Baltimore Community Action Coalition Inc.	Email posting to: ahammerer@hebcac.org	1212 North Wolfe St. Baltimore, MD 21213	(443) 524-2800	Yes
CBS Kenexa System	Website Posting	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128		n/a

5) Job Title: Special Projects Producer Position # 8 Referral Source(s) of Hire: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
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
Veterans Administration	Everette Addington Email: Everette.addington@ va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	Yes
National Association of Hispanic Journalists	Email: jobbank@nahj.org	1000 National Press Building 529 14 th Street, NW Washington, DC 20045-2001	(202) 662-7145	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex-C224 Baltimore, MD 21251	(443) 885-3349	Yes
Coppin State University	Fax posting to (410) 951-3920	2553 West North Avenue Baltimore, MD 21216	(410) 951-4188	Yes
Loyola College	Fax posting to (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(800) 221-9107	Yes
Federation of Hispanic Organizations- Baltimore Metro Area	Barco Pineyaro Email: Marcoap@comcast.net	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
State of Maryland Dept. of Labor Licensing /Regulation- New Maryland Workforce	Email: Fill out Job form and email it to: Denise Bice dbice@dlr.state.md.us	500 North Calvert St. # 401 Baltimore, MD 21202	(410) 230-6001	Yes
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Anne Arundel County NAACP	Mail Attn: Job Postings	P.O. Box 6210 Annapolis, Maryland 21401	(410) 974-6317	Yes
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
National Organization for Women- Baltimore Chapter	Send email to: Info@baltimorenw.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Towson University	Post of their website: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-2000	Yes
Historic East Baltimore Community Action Coalition Inc.	Email posting to: ahammerer@hebcac.org	1212 North Wolfe St. Baltimore, MD 21213	(443) 524-2800	Yes
CBS Kenexa System	Website Posting	https://sjobs.brassring.com/1033/ASP/TG/cim/home.asp?partnerid=25084&siteid=5128		n/a

5) Job Title: Sales AssistantPosition # 9Referral Source(s) of Hire: www.wjz.com

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
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
Veterans Administration	Everette Addington Email: Everette.addington@va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	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
National Association of Hispanic Journalists	Email: jobbank@nahj.org	1000 National Press Building 529 14 th Street, NW Washington, DC 20045-2001	(202) 662-7145	Yes
Coppin State University	Fax posting to (410) 951-3920	2553 West North Avenue Baltimore, MD 21216	(410) 951-4188	Yes
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex- C224 Baltimore, MD 21251	(443) 885-3349	Yes
Loyola College	Fax posting to (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(800) 221-9107	Yes
Federation of Hispanic Organizations- Baltimore Metro Area	Barco Pineyaro Email: Marcoap@comcast.net	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Anne Arundel County NAACP	Mail Attn: Job Postings	P.O. Box 6210 Annapolis, Maryland 21401	(410) 974-6317	Yes
National Organization for Women- Baltimore Chapter	Send email to: Info@baltimorenow.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Towson University	Post of their website: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-2000	Yes
craigslist.org	Posted job on website	1381 9th Avenue San Francisco, CA 94122	(415) 566-6394	Yes
Historic East Baltimore Community Action Coalition Inc.	Email posting to: ahammerer@hebcac.org	1212 North Wolfe St. Baltimore, MD 21213	(443) 524-2800	Yes
CBS Kenexa System	Website Posting	https://sjobs.brassring.com/1033/ASP/TG/cim/home.asp?partnerid=25084&siteid=5128		n/a

5) Job Title: Producer Position # 10 Referral Source(s) of Hiree: Non-employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
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
Veterans Administration	Everette Addington Email: Everette.addington@va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	Yes
National Association of Hispanic Journalists	Email: jobbank@nahj.org	1000 National Press Building 529 14 th Street, NW Washington, DC 20045-2001	(202) 662-7145	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex-C224 Baltimore, MD 21251	(443) 885-3349	Yes
Coppin State University	Fax posting to (410) 951-3920	2553 West North Avenue Baltimore, MD 21216	(410) 951-4188	Yes
Loyola College	Fax posting to (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(800) 221-9107	Yes
Federation of Hispanic Organizations- Baltimore Metro Area	Barco Pineyaro Email: Marcoap@comcast.net	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Anne Arundel County NAACP	Mail Attn: Job Postings	P.O. Box 6210 Annapolis, Maryland 21401	(410) 974-6317	Yes
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes
National Organization for Women- Baltimore Chapter	Send email to: Info@baltimorenw.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Towson University	Post of their website: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-2000	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Historic East Baltimore Community Action Coalition Inc.	Email posting to: ahammerer@hebcac.org	1212 North Wolfe St. Baltimore, MD 21213	(443) 524-2800	Yes
CBS Kenexa System	Website Posting	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128		n/a

5) Job Title: News Technician Position # 11 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 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
Veterans Administration	Everette Addington Email: Everette.addington@va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	Yes
National Association of Hispanic Journalists	Email: jobbank@nahj.org	1000 National Press Building 529 14 th Street, NW Washington, DC 20045-2001	(202) 662-7145	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex-C224 Baltimore, MD 21251	(443) 885-3349	Yes
Coppin State University	Fax posting to (410) 951-3920	2553 West North Avenue Baltimore, MD 21216	(410) 951-4188	Yes
Loyola College	Fax posting to (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(800) 221-9107	Yes
Federation of Hispanic Organizations- Baltimore Metro Area	Barco Pineyaro Email: Marcoap@comcast.net	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
State of Maryland Dept. of Labor Licensing /Regulation- New Maryland Workforce	Email: Fill out Job form and email it to: Denise Bice dbice@dlr.state.md.us	500 North Calvert St. # 401 Baltimore, MD 21202	(410) 230-6001	Yes
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Anne Arundel County NAACP	Mail Attn: Job Postings	P.O. Box 6210 Annapolis, Maryland 21401	(410) 974-6317	Yes
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes

(f) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Historic East Baltimore Community Action Coalition Inc.	Email posting to: ahammerer@hebcac.org	1212 North Wolfe St. Baltimore, MD 21213	(443) 524-2800	Yes
CBS Kenexa System	Website Posting	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128		n/a

5) Job Title: Studio Technician Position # 12 Referral Source(s) of Hire: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
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
Veterans Administration	Everette Addington Email: Everette.addington@va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	Yes
National Association of Hispanic Journalists	Email: jobbank@nahj.org	1000 National Press Building 529 14 th Street, NW Washington, DC 20045-2001	(202) 662-7145	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex-C224 Baltimore, MD 21251	(443) 885-3349	Yes
Coppin State University	Fax posting to (410) 951-3920	2553 West North Avenue Baltimore, MD 21216	(410) 951-4188	Yes
Loyola College	Fax posting to (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(800) 221-9107	Yes
Federation of Hispanic Organizations-Baltimore Metro Area	Barco Pineyaro Email: Marcoap@comcast.net	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Anne Arundel County NAACP	Mail Attn: Job Postings	P.O. Box 6210 Annapolis, Maryland 21401	(410) 974-6317	Yes
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes
Historic East Baltimore Community Action Coalition Inc.	Email posting to: ahammerer@hebcac.org	1212 North Wolfe St. Baltimore, MD 21213	(443) 524-2800	Yes
Towson University	Post of their website: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-2000	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Kenexa System	Website Posting	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128		n/a

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

Name of Recruitment Source

- 1.) www.craigslist.com
- 2.) Agent
- 3.) Employee Referral
- 4.) CBS Radio Consultant
- 5.) www.craigslist.com
- 6.) Non-Employee Referral
- 7.) Self
- 8.) Employee Referral
- 9.) www.wjz.com
- 10.) Non-Employee Referral
- 11.) Employee Referral
- 12.) Employee Referral

7) Total # of Interviewees Referred by Each Source: For the period from June 1, 2009 to May 31, 2010. This Employment Unit interviewed 77 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>www.wjz.com</u>	<u>Nineteen (19)</u>
(2) <u>Employee</u>	<u>Sixteen (16)</u>
3) <u>www.craigslist.com</u>	<u>Ten (10)</u>
(4) <u>Self</u>	<u>Ten (10)</u>
(5) <u>Internal Posting</u>	<u>Six (6)</u>
(6) <u>Non-Employee Referral</u>	<u>Six (6)</u>
(7) <u>Agent</u>	<u>Three (3)</u>
(8) <u>www.medialine.com</u>	<u>One (1)</u>
(9) <u>Howard University</u>	<u>One (1)</u>
(10) <u>www.careerbuilder.com</u>	<u>One (1)</u>
(11) <u>www.tvjobs.com</u>	<u>One (1)</u>
(12) <u>CBS Kenexa Applicant System</u>	<u>One (1)</u>
(13) <u>CBS Radio Consultant</u>	<u>One (1)</u>
(14) <u>Maryland Job Exchange</u>	<u>One (1)</u>

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

(a) **Job Fairs.** (Each employment unit must host or co-sponsor one job fair OR participate in at least four job fairs.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1. National Association of Black Journalists Job Fair 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.</p>	<p>08/02/09 through 08/02/09</p>	<p>Vic Carter-Anchor (8/5, 8/6 and 8/7) Shawna Prince-Producer (8/7, 8/8 and 8/9) Orrie Hicks- Director (8/7 and 8/8) Christopher Nelson- Associate Producer (08/02 through 08/09)</p>
<p>2. University of Maryland Phillip Merrill College of Journalism Career Fair Talked to Communication students about Internship Opportunities</p>	<p>October 19, 2009</p>	<p>Kathy Mitzel- HR Representative Susan Otradovec- Public Affairs Director</p>
<p>3. Morgan State University Communications Career and Internship Fair Talked to Communication students about Internship Opportunities</p>	<p>April 16, 2010</p>	<p>Kathy Mitzel- HR Representative Susan Otradovec- Public Affairs Director</p>

(b) **Internship** (Each employment unit must establish an internship program.)

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 applications to make sure they meet the company requirements and then forwards qualified applicants to Department Representatives who then interview/select the candidates.
2. CBS Apprenticeship Program	09/08/09- 01/29/10 6 month program but employee left early	Gail Bending- News Director

Participation in Events. (Each employment unit must participate in at least four events relating to career opportunities in broadcasting sponsored by educational institutions.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1. <u>School/Association Tours:</u></p> <p>Federal Hill Prep, Baltimore City St. Johns Community College Arlington Elementary School Anne Arundel Co.-Girl's Mentoring Program Jacki Walsh, Baltimore County Jacki Walsh, Baltimore County Bridges Program, Baltimore City Robert Volz Morning Side Assisted Living TESST College Bel Air ERA Center, Howard County Digital Harbor High, Baltimore City Institute of Notre Dame, Baltimore City Garrison Middle School Debbie Weinberg Tour Diana Hegman, Eastern Technical HS Archbishop Curley High School Greg Perssimon Tour Forbush School Tour, Baltimore Co. St. Joseph Catholic School Mt. Hebron School, Howard County Mt. Hebron School, Howard County TESST College Mosiatic Community Tour Digital Harbor High School Institute of Notre Dame, Baltimore City Northwest Middle School, Carroll Co. Northwest Middle School, Carroll Co.</p>	<p>06/01/09 06/02/09 06/08/09 06/09/09 06/22/09 06/23/09 06/30/09 08/04/09 08/11/09 08/18/09 09/22/09 10/14/09 11/16/09 11/17/09 01/12/10 01/19/10 01/20/10 01/27/10 02/25/10 03/03/10 03/23/10 03/30/10 04/13/10 04/20/10 04/27/10 04/28/10 05/25/10 05/26/10</p>	<p>Susan Otradovec Public Affairs</p> <p>Various talent throughout Tour</p>
<p>2. Children's Cancer Foundation Karaoke Event</p>	<p>06/05/09</p>	<p>Adam May- Reporter/Anchor Emcee</p>
<p>3. Villa Maria's Leadership Academy Timonium, Maryland</p>	<p>06/12/09</p>	<p>Denise Koch- Anchor Keynote Graduation Speaker</p>
<p>4. American Cancer Society Relay for Life</p>	<p>06/12/09</p>	<p>Don Scott- Anchor Emcee</p>

5. GBMC's Father's Day Race Benefits Neonatal Intensive Care Unit	06/21/09	Denise Koch- Anchor Emcee
6. Baltimore Women's Classic 5K Benefits Ovarian Cancer	06/28/09	Denise Koch- Anchor Emcee
7. Towson July 4th Parade	07/04/09	Don Scott- Anchor Rode in WJZ-TV Car
8. WJZ Orioles Food Drive	08/01/09	Gigi Barnett, Vic Carter, Mike Hellgren, Weijia Jiang, Jessica Kartalija, Kellye Lynn, Sally Thorner and Tim Williams
9. WJZ Orioles Food Drive	08/02/09	Suzanne Collins, Denise Koch, Kelly McPherson, Mike Schuh, Bob Turk, Mark Viviano and Pat Warren
10. Get Ready, Get Set, Get Fit 5kRun/Walk- Baltimore Co. Dept. of Aging- Towson University	09/13/10	Bob Turk- Anchor Emcee/Participant
11. Susquehanna HR Association Harford Community College	09/17/09	Kelly McPherson- Reporter Emcee/Speaker
12. Silent Purse Auction Harford Habitat for Humanity Faith Communities/Civic Agencies United	09/17/09	Denise Koch- Anchor Sally Thorner- Anchor Donated purse
13. Great Prostate Cancer Challenge St. Joseph Medical Center	09/26/09	Marty Bass- Anchor Emcee/Participant
14. Baltimore County Police Community Relations Bull and Oyster Roast	09/26/09	Don Scott- Anchor Emcee
15. Kennedy Krieger Institute's BWI Run/Walk	09/30/09	Weijia Jiang- Reporter Emcee/Participant
16. Neighbor to Family Foster Care Siblings of the Year Luncheon	09/30/09	Tim Williams- Meteorologist Guest/Speaker

17. Maryland Teacher of the Year Awards MD. State Dept. of Education	10/02/09	Denise Koch- Anchor Speaker
18. American Diabetes Association Step Out- Walk to Fight Diabetes	10/03/09	Mary Bubala- Anchor/Reporter Emcee/Participant
19. Step Out on Nothing	10/06/09	Gigi Barnett- Reporter Introduce CBS correspondent Byron Pitts
20. Northwest Hospital Samuelson Breast Care Center- Breast Cancer Panel	10/07/09	Mary Bubala- Anchor Guest Panel
21. Larry and Lori Lickstein Foundation's Steps to the Cure- funky shoes	10/10/09	Denise Koch- Anchor Participant
22. Chinese Delegation Talk and Tour of WJZ-TV	10/14/09	Weijia Jiang- Reporter Jay Newman- General Manager Gail Bending- News Director Susan Otradovec- PR Manager
23. NAMI Event at Center Stage Mary McCauley from Baltimore Sun	10/15/09	Denise Koch- Anchor Interview
24. Alpha Phi Alpha Fraternity Eta Eta Lambda Chapter 50 Year Black Tie Celebration Ball	10/17/09	Vic Carter- Anchor Guest Speaker
25. Women's Day at St. Katherine's Church	10/18/09	Gigi Barnett- Reporter Guest Speaker
26. Druid Heights Community Celebrity Fashion Show and Dinner	10/18/09	Gigi Barnett- Reporter Model
27. Gilchrist Hospice Care's Taste and Auction of Howard County	10/18/09	Mary Bubala- Anchor/Reporter Emcee
28. United Way Johns Hopkins Leadership Breakfast	10/21/09	Denise Koch- Anchor Attendant
29. B'Nai Israel Congregation's Shabbat Dinner	10/23/09	Ron Matz- Reporter Guest Speaker

30. American Cancer Society Making Strides Against Breast Cancer	10/25/09	Mary Bubala -Anchor/Reporter Participant
31. National Alliance on Mental Health	10/26/09	Denise Koch - Anchor Guest Speaker
32. General John Stricker Middle School Class presentation- 8th grade	10/28/09	Bernadette Woods - Meteorologist Speaker
33. Meals on Wheels 5k and 1 mile Family Fun Run	11/07/09	Bernadette Woods - Meteorologist Emcee
34. University of Maryland Medical System's 25th Anniversary Gala	11/14/09	Mary Bubala - Anchor Attendee
35. JDRF Night of Hope Gala	11/14/09	Denise Koch - Anchor Attendee
36. Brehms Lane Elementary School American Education Week	11/17/09	Vic Carter - Anchor Guest Speaker
37. Career Day Sharp Leadenhall Elementary School Being a Meteorologist	11/18/09	Bernadette Woods - Meteorologist Speaker
38. Renewing Life Family Center's 3 rd Annual Harvest Day Soup for the Soul	11/21/09	Weijia Jiang - Reporter Game Show Participant
39. Red Hot Blue Acapella Group AIDS/HIV Benefit Concert Goucher College	12/04/09	Adam May - Anchor/Reporter Emcee
40. Strayer University Commencement	12/05/09	Kai Jackson - Anchor/Reporter Motivational Speaker
41. Alpha Phi Alpha Fraternity 11th Annual Founder's Day	12/05/09	Vic Carter - Anchor Guest Speaker

42. Mayor's Christmas Parade Ride in Car- representing WJZ-TV	12/06/09	Kellye Lynn- Reporter Ron Matz- Reporter Tim Williams- Meteorologist
43. Benfield Elementary School Meteorologist presentation	01/21/10	Bernadette Woods- Meteorologist
44. Oriole Fan Fest Baltimore Convention Center	01/23/10	All On-Air Talent
45. Chocolate Affair for Health Care for the Homeless	02/04/10	Ron Matz- Reporter Celebrity Judge
46. Pratt's Booklovers' Breakfast	02/06/10	Vic Carter- Anchor Emcee
47. Life and Liberty Ball honoring Julian Bond and Pamela Horowitz	02/13/10	Vic Carter- Anchor Emcee
48. WJZ's Black History Oratory Contest	02/14/10	Kai Jackson- Anchor/Reporter Host/Emcee
49. Hunt Valley Antique Show	02/17/10	Mary Bubala- Anchor/Reporter Emcee
50. Women's Health Symposium	02/20/10	Jessica Kartalija- Reporter Emcee and welcome remarks
51. Beth Jacob/Beth Tfiloh Congregation	02/21/10	Ron Matz- Reporter Guest Speaker
52. Blue Guardians Honor County Executive Jim Smith and Police Chief Jim Johnson	02/23/10	Kai Jackson- Anchor/Reporter Emcee
53. 3rd Annual Macy's Fashion and Health Event for the American Heart Association	02/27/10	Jessica Kartalija- Reporter Emcee
54. Baltimore Sun Auction for Center Stage	02/28/10	Don Scott- Anchor Sally Thorner- Anchor Celebrity Appearances

55. Read Across America	03/02/10	Vic Carter- Anchor Celebrity Reader
56. McDaniel College Journalism Class	03/09/10	Kelly McPherson- Reporter Speaker
57. True Sisters Luncheon	03/15/10	Ron Matz- Reporter Guest Speaker
58. Hampstead Elementary Weather Presentation	03/25/10	Bernadette Woods- Meteorologist
59. Maryland State Boychoir Center for the Arts- The Healing Power of Music Concert	03/28/10	Gigi Barnett- Reporter Emcee
60. Morgan State University Journalism Class	04/01/10	Kai Jackson- Anchor/Reporter Speaker
61. Thurgood Marshall College Fund 2 nd Annual Awards of Excellence	04/07/10	Tim Williams- Meteorologist Emcee
62. Sheppard Pratt Care for Kids Concert with Kathleen McPhee	04/10/10	Denise Koch- Anchor Emcee
63. 8th Annual Johns Hopkins University Blue Jay 5 k and Fun Run	04/11/10	Bob Turk- Anchor Emcee
64. National Boy Scout Sunday	04/11/10	Vic Carter- Anchor Keynote Speaker
65. Cranberry Station Elementary School Weather Presentation	04/13/10	Bernadette Woods- Meteorologist
66. Chase Braxton Gala The Art of Health Care A Vision for Our Future	04/17/10	Derek Valcourt- Reporter Emcee
67. Hopewell Cancer Support's Reach Out and Run	04/18/10	Jessica Kartalija- Reporter Emcee

68. Morgan State University Spring Drive	04/20/10	Don Scott- Anchor Co-host WEEA
69. American Institute of Wine & Food Days of Taste	04/21/10	Ron Matz- Reporter Celebrity Judge
70. Leukemia and Lymphoma Society Classic Woman of the Year	04/21/10	Jessica Kartalija- Reporter Celebrity Model
71. Kipp Ujima Village Academy	04/23/10	Kelly McPherson- Reporter Class Speaker
72. Milford Mill Academy Alumni Weekend	04/24/10	Bob Turk- Anchor Speaker
73. Dr. Martin Luther King Jr. Elementary School- Delta Sigma Theta Sorority	04/28/10	Gigi Barnett- Reporter Celebrity Reader
74. Big Brother Big Sisters Happy Hour	04/29/10	Marty Bass- Anchor Meet and Greet
75. School Weather Presentation Career Day- Severn Elementary	04/30/10	Bernadette Woods- Meteorologist
76. Coppin State University ARTcetra	05/01/10	Vic Carter- Anchor Emcee
77. American Heart Association Howard County Heart Ball	05/01/10	Denise Koch- Anchor Emcee
78. Mt. Washington's Pediatric Fashion Fever	05/02/10	Adam May- Reporter Weijia Jiang- Reporter Celebrity Models
79. Meals on Wheels 18th Annual Culinary Extravaganza	05/03/10	Jessica Kartalija- Reporter Emcee
80. Student Sharing Coalition Annual Awards	05/05/10	Marty Bass- Anchor Emcee

81. Flower Mart Dance Contest	05/08/10	Gigi Barnett- Reporter Emcee/Judge
82. Orioles Weather Day Camden Yards	05/13/10	Bob Turk- Weather Anchor Tim Williams- Meteorologist Bernadette Woods- Meteorologist
83. Pratt's Library Booklovers' Breakfast with Will Harper	05/15/10	Vic Carter- Anchor Emcee
84. American Cancer Society Road to Recovery	05/19/10	Mary Bubala- Anchor/Reporter Host/ Emcee/ Short speech
85. 3rd Annual Governor's Leadership in Aging Awards	05/19/10	Ron Matz- Reporter Emcee
86. Weather Presentation/Education Heart's Senior Citizens Group	05/20/10	Bob Turk- Weather Anchor Speaker/Presenter
87. Baltimore City's First Annual Asian American Heritage Month Celebration	05/20/10	Weijia Jiang- Reporter Emcee
88. Sudbrook Magnet Middle School Weather Presentation	05/21/10	Tim Williams- Meteorologist Presenter/Speaker
89. Maryland Half Marathon	05/23/10	Mark Viviano- Sports Anchor Emcee/Runner

- (c) **Training Management Personnel.** (Each Employment Unit must train management level personnel on methods of ensuring equal employment opportunity and preventing discrimination.)

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 & existing employees as requested (updates/changes)	CBS on-line training completed by all new hires and existing employees when updated and requested
2. FCC Training	New Hires and all employees responsible for putting news on air	CBS on-line training completed by the certain employees required and annual refreshers as requested.