

ATTACHMENT H

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1, 2011 to May 31, 2012

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: jnewman@wjz.com

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

1. Reporter (2 positions)
2. Producer
3. Digital Account Executive
4. Web Producer
5. Producer
6. Assistant Digital Sales Manager
7. Assignment Editor
8. Sales Assistant
9. Commercial Writer/Producer
10. News Technician

5) Job Title: **Reporter (2 openings)** Position # 1 Referral Source(s) of Hiree: [Agent/ www.tvjobs.com](http://www.tvjobs.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 New Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	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	Email: gponti@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
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

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
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@verizon.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 wjz.com web-site that connects to Kenexa	Human Resources www.wjz.com	3725 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
Towson University	Post on their Career Center Site www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-2000	Yes
The Leadership Institute in Virginia	Email: mparlett@lmail.us	P.O. Box 41390 Arlington, VA 22204	(703) 647-3344	Yes
National Organization for Women- Baltimore Chapter	Send email to: Info@baltimorenow.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Historic East Baltimore Community Action Coalition, Inc.	Email: ahammerer@hebcac.org	1212 North Wolfe Street 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)
The Community College of Baltimore County- CCBS Essex Campus	Email: Dr. Zelda Nix-McCray NNIX@ccbcmd.edu	7201 Rossville Blvd. Baltimore, MD 21237	443 840-2222	Yes
CBS Kenexa System CBS Applicant System	Website Posting	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128	n/a	n/a
Google Base	Posted by Arbita via Kenexa System	Google's Main Address: 1600 Amphitheatre Parkway Mountain View, CA 94043	(650) 253-0000	n/a
Indeed.com	Posted by Arbita via Kenexa System	Indeed's Main Address: 177 Broad Street 6 th Floor Stamford, CT 06901	Unknown	n/a
AJE- America's Job Exchange	Posted by Arbita via Kenexa System	AJE's Main Address: 400 Minuteman Road Andover, MA 01810	(866) 926-6284	n/a
Broadcast Employment Service	Post on www.tvjob.com	unknown	unknown	Yes

5) Job Title: Producer

Position # 2

Referral Source(s) of Hire: www.tvjobs.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
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	Email: gponi@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
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.morg an.edu	1700 E. Cold Spring Lane Montebello Complex- C224 Baltimore, MD 21251	(443) 885-3349	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
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@verizon.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 wjz.com web-site that connects to Kenexa	Human Resources www.wjz.com	3725 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
Towson University	Post on their Career Center Site www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-2000	Yes
The Leadership Institute in Virginia	Email: mparlett@limail.us	P.O. Box 41390 Arlington, VA 22204	(703) 647-3344	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
Historic East Baltimore Community Action Coalition, Inc.	Email: ahammerer@hebcac.org	1212 North Wolfe Street Baltimore, MD 21213	443 524-2800	Yes
The Community College of Baltimore County- CCBS Essex Campus	Email: Dr. Zelda Nix-McCray NNIX@ccbcmd.edu	7201 Rossville Blvd. Baltimore, MD 21237	443 840-2222	Yes
CBS Kenexa System CBS Applicant System	Website Posting	https://sjobs.brassring.com/1033/ASP/TG/cim/home.asp?partnerid=25084&siteid=5128	n/a	n/a
Google Base	Posted by Arbita via Kenexa System	Google's Main Address: 1600 Amphitheatre Parkway Mountain View, CA 94043	(650) 253-0000	n/a
Indeed.com	Posted by Arbita via Kenexa System	Indeed's Main Address: 177 Broad Street 6 th Floor Stamford, CT 06901	Unknown	n/a
AJE- America's Job Exchange	Posted by Arbita via Kenexa System	AJE's Main Address: 400 Minuteman Road Andover, MA 01810	(866) 926-6284	n/a
University of Baltimore UB Works/ NACE Network	Post on: www.ubalt.edu/careercenter	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5440 Career Center #	n/a
University of Maryland- College Park	Post on: https://umd-csm.simplicity.com/employers/	1401 Marie Mount Hall College Park, MD 20742	(301) 314-7225	n/a

5) Job Title: Digital Account Executive Position # 3 Referral Source(s) of Hire: www.Indeed.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
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	Email: gponi@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
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.morg an.edu	1700 E. Cold Spring Lane Montebello Complex- C224 Baltimore, MD 21251	(443) 885-3349	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
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@verizon.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 wjz.com web-site that connects to Kenexa	Human Resources www.wjz.com	3725 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
Towson University	Post on their Career Center Site www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-2000	Yes
The Leadership Institute in Virginia	Email: mparlett@limail.us	P.O. Box 41390 Arlington, VA 22204	(703) 647-3344	Yes
Broadcast Employment Service	Post on www.tvjob.com	unknown	unknown	Yes
National Organization for Women- Baltimore Chapter	Send email to: Info@baltimorenow.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	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: ahammerer@hebcac.org	1212 North Wolfe Street Baltimore, MD 21213	443 524-2800	Yes
The Community College of Baltimore County- CCBS Essex Campus	Email: Dr. Zelda Nix-McCray NNIX@ccbcmd.edu	7201 Rossville Blvd. Baltimore, MD 21237	443 840-2222	Yes
CBS Kenexa System CBS Applicant System	Website Posting	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128	n/a	n/a
Google Base	Posted by Arbita via Kenexa System	Google's Main Address: 1600 Amphitheatre Parkway Mountain View, CA 94043	(650) 253-0000	n/a
Indeed.com	Posted by Arbita via Kenexa System	Indeed's Main Address: 177 Broad Street 6 th Floor Stamford, CT 06901	Unknown	n/a
AJE- America's Job Exchange	Posted by Arbita via Kenexa System	AJE's Main Address: 400 Minuteman Road Andover, MA 01810	(866) 926-6284	n/a
University of Baltimore UB Works/ NACE Network	Post on: www.ubalt.edu/careercenter	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5440 Career Center #	n/a
University of Maryland- College Park	Post on: https://umd-csm.simplicity.com/employers/	1401 Marie Mount Hall College Park, MD 20742	(301) 314-7225 Career Center #	n/a

5) Job Title: Web Producer

Position # 4

Referral Source(s) of Hiree: www.cbs.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
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	Email: gponti@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	Yes
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.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@verizon.net	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
Internal WJZ Posting and post on wjz.com web-site that connects to Kenexa	Human Resources www.wjz.com	3725 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
Towson University	Post on their Career Center Site www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-2000	Yes
The Leadership Institute in Virginia	Email: mparlett@limail.us	P.O. Box 41390 Arlington, VA 22204	(703) 647-3344	Yes
Broadcast Employment Service	Post on www.tvjob.com	unknown	unknown	Yes
National Organization for Women- Baltimore Chapter	Send email to: Info@baltimorenw.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
The Community College of Baltimore County- CCBS Essex Campus	Email: Dr. Zelda Nix-McCray NNIX@ccbcmd.edu	7201 Rossville Blvd. Baltimore, MD 21237	443 840-2222	Yes
Historic East Baltimore Community Action Coalition, Inc.	Email: ahammerer@hebcac.org	1212 North Wolfe Street 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 CBS Applicant System	Website Posting	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128	n/a	n/a
Google Base	Posted by Arbita via Kenexa System	Google's Main Address: 1600 Amphitheatre Parkway Mountain View, CA 94043	(650) 253-0000	n/a
Indeed.com	Posted by Arbita via Kenexa System	Indeed's Main Address: 177 Broad Street 6 th Floor Stamford, CT 06901	Unknown	n/a
AJE- America's Job Exchange	Posted by Arbita via Kenexa System	AJE's Main Address: 400 Minuteman Road Andover, MA 01810	(866) 926-6284	n/a
University of Baltimore UB Works/ NACE Network	Post on: www.ubalt.edu/careercenter	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5440 Career Center #	n/a
University of Maryland- College Park	Post on: https://umd-csm.simplicity.com/employers/	1401 Marie Mount Hall College Park, MD 20742	(301) 314-7225 Career Center #	n/a
Stevenson University Career Center	Email posting to: SJAQUES@stevenson.edu to post on site	1525 Greenspring Valley Road Stevenson, MD 21153	(877) 468-6852	Yes
Maryland New Directions	Mail openings to Marcus Reed & email Mreed@mdnewdirections.org	2700 N. Charles Street Suite 200 Baltimore, MD 21218	(410) 230-0630	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

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
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

5) Job Title: Producer

Position # 5

Referral Source(s) of Hiree: CBS 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
MD/DC/DEL Broadcasters Assoc.	Email Posting to: info@mdcdbroadcasters.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	Email: gponti@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	Yes
University of Maryland- College Park	Post on: https://umd-csm.simplicity.com/employers/	1401 Marie Mount Hall College Park, MD 20742	(301) 314-7225	n/a
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
Paul's Place Inc.	Email: bcraig37@gmail.com	1118 Ward Street Baltimore, MD 21230	(410) 628-0775	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
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@verizon.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 wjz.com web-site that connects to Kenexa	Human Resources www.wjz.com	3725 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
Towson University	Post on their Career Center Site www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-2000	Yes
The Leadership Institute in Virginia	Email: mparlett@limail.us	P.O. Box 41390 Arlington, VA 22204	(703) 647-3344	Yes
Stevenson University Career Center	Email posting to: SJAQUES@stevenson.edu to post on site	1525 Greenspring Valley Road Stevenson, MD 21153	(877) 468-6852	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
Historic East Baltimore Community Action Coalition, Inc.	Email: ahammerer@hebcac.org	1212 North Wolfe Street Baltimore, MD 21213	443 524-2800	Yes
The Community College of Baltimore County- CCBS Essex Campus	Email: Dr. Zelda Nix-McCray NNIX@ccbcmd.edu	7201 Rossville Blvd. Baltimore, MD 21237	443 840-2222	Yes
CBS Kenexa System CBS Applicant System	Website Posting	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128	n/a	n/a
Google Base	Posted by Arbita via Kenexa System	Google's Main Address: 1600 Amphitheatre Parkway Mountain View, CA 94043	(650) 253-0000	n/a
Indeed.com	Posted by Arbita via Kenexa System	Indeed's Main Address: 177 Broad Street 6 th Floor Stamford, CT 06901	Unknown	n/a
AJE- America's Job Exchange	Posted by Arbita via Kenexa System	AJE's Main Address: 400 Minuteman Road Andover, MA 01810	(866) 926-6284	n/a
University of Baltimore UB Works/ NACE Network	Post on: www.ubalt.edu/careercenter	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5440 Career Center #	n/a
Maryland New Directions	Mail openings to Marcus Reed & email Mreed@mdnewdirections.org	2700 N. Charles Street Suite 200 Baltimore, MD 21218	(410) 230-0630	Yes

5) Job Title: Asst. Digital Sales Manager Position # 6 Referral Source(s) of Hiree: www.Indeed.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
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	Email: gponti@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	Yes
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.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@verizon.net	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
Internal WJZ Posting and post on wjz.com web-site that connects to Kenexa	Human Resources www.wjz.com	3725 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
Towson University	Post on their Career Center Site www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-2000	Yes
The Leadership Institute in Virginia	Email: mparlett@limail.us	P.O. Box 41390 Arlington, VA 22204	(703) 647-3344	Yes
Broadcast Employment Service	Post on www.tvjob.com	unknown	unknown	Yes
National Organization for Women- Baltimore Chapter	Send email to: Info@baltimorenw.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
The Community College of Baltimore County- CCBS Essex Campus	Email: Dr. Zelda Nix-McCray NNIX@ccbcmd.edu	7201 Rossville Blvd. Baltimore, MD 21237	443 840-2222	Yes
Historic East Baltimore Community Action Coalition, Inc.	Email: ahammerer@hebcac.org	1212 North Wolfe Street 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 CBS Applicant System	Website Posting	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128	n/a	n/a
Google Base	Posted by Arbita via Kenexa System	Google's Main Address: 1600 Amphitheatre Parkway Mountain View, CA 94043	(650) 253-0000	n/a
Indeed.com	Posted by Arbita via Kenexa System	Indeed's Main Address: 177 Broad Street 6 th Floor Stamford, CT 06901	Unknown	n/a
AJE- America's Job Exchange	Posted by Arbita via Kenexa System	AJE's Main Address: 400 Minuteman Road Andover, MA 01810	(866) 926-6284	n/a
University of Baltimore UB Works/ NACE Network	Post on: www.ubalt.edu/careercenter	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5440 Career Center #	n/a
University of Maryland- College Park	Post on: https://umd-csm.simplicity.com/employers/	1401 Marie Mount Hall College Park, MD 20742	(301) 314-7225 Career Center #	n/a
Stevenson University Career Center	Email posting to: SJAQUES@stevenson.edu to post on site	1525 Greenspring Valley Road Stevenson, MD 21153	(877) 468-6852	Yes
Maryland New Directions	Mail openings to Marcus Reed & email Mreed@mdnewdirections.org	2700 N. Charles Street Suite 200 Baltimore, MD 21218	(410) 230-0630	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

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Citybizlist Baltimore	Placed job posting to run on their daily emails for 1 week	732 South Ann Street Baltimore, MD 21231	(410) 562-9472	n/a
Paul's Place Inc.	Email: Bcraig37@gmail.com	1118 Ward Street Baltimore, MD 21230	(410) 628-0775	Yes
MD/DC/DEL Broadcasters Assoc.	Email Posting to: info@mdcdbroadcasters.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes

5) Job Title: Assignment Editor

Position # 7

Referral Source(s) of Hiree: www.cbs.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
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	Email: gponti@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	Yes
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.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@verizon.net	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
Internal WJZ Posting and post on wjz.com web-site that connects to Kenexa	Human Resources www.wjz.com	3725 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
Towson University	Post on their Career Center Site www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-2000	Yes
The Leadership Institute in Virginia	Email: mparlett@limail.us	P.O. Box 41390 Arlington, VA 22204	(703) 647-3344	Yes
Broadcast Employment Service	Post on www.tvjob.com	unknown	unknown	Yes
MD/DC/DEL Broadcasters Assoc.	Email Posting to: info@mdcdbroadcasters.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
The Community College of Baltimore County- CCBS Essex Campus	Email: Dr. Zelda Nix-McCray NNIX@ccbcmd.edu	7201 Rossville Blvd. Baltimore, MD 21237	443 840-2222	Yes
Historic East Baltimore Community Action Coalition, Inc.	Email: ahammerer@hebcac.org	1212 North Wolfe Street 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 CBS Applicant System	Website Posting	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128	n/a	n/a
Google Base	Posted by Arbita via Kenexa System	Google's Main Address: 1600 Amphitheatre Parkway Mountain View, CA 94043	(650) 253-0000	n/a
Indeed.com	Posted by Arbita via Kenexa System	Indeed's Main Address: 177 Broad Street 6 th Floor Stamford, CT 06901	Unknown	n/a
AJE- America's Job Exchange	Posted by Arbita via Kenexa System	AJE's Main Address: 400 Minuteman Road Andover, MA 01810	(866) 926-6284	n/a
University of Baltimore UB Works/ NACE Network	Post on: www.ubalt.edu/careercenter	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5440 Career Center #	n/a
University of Maryland- College Park	Post on: https://umd-csm.simplicity.com/employers/	1401 Marie Mount Hall College Park, MD 20742	(301) 314-7225 Career Center #	n/a
Stevenson University Career Center	Email posting to: SJAQUES@stevenson.edu to post on site	1525 Greenspring Valley Road Stevenson, MD 21153	(877) 468-6852	Yes
Maryland New Directions	Mail openings to Marcus Reed & email Mreed@mdnewdirections.org	2700 N. Charles Street Suite 200 Baltimore, MD 21218	(410) 230-0630	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

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Paul's Place Inc.	Email: Bcraig37@gmail.com	1118 Ward Street Baltimore, MD 21230	(410) 628-0775	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

5) Job Title: Sales Assistant

Position # 8

Referral Source(s) of Hiree: 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
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	Email: gponti@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	Yes
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@verizon.net	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
Internal WJZ Posting and post on wjz.com web-site that connects to Kenexa	Human Resources www.wjz.com	3725 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
Towson University	Post on their Career Center Site www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-2000	Yes
The Leadership Institute in Virginia	Email: mparlett@limail.us	P.O. Box 41390 Arlington, VA 22204	(703) 647-3344	Yes
Broadcast Employment Service	Post on www.tvjob.com	unknown	unknown	Yes
MD/DC/DEL Broadcasters Assoc.	Email Posting to: info@mdcdbroadcasters.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
The Community College of Baltimore County- CCBS Essex Campus	Email: Dr. Zelda Nix-McCray NNIX@ccbcmd.edu	7201 Rossville Blvd. Baltimore, MD 21237	443 840-2222	Yes
Historic East Baltimore Community Action Coalition, Inc.	Email: ahammerer@hebcac.org	1212 North Wolfe Street 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 CBS Applicant System	Website Posting	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128	n/a	n/a
Google Base	Posted by Arbita via Kenexa System	Google's Main Address: 1600 Amphitheatre Parkway Mountain View, CA 94043	(650) 253-0000	n/a
Indeed.com	Posted by Arbita via Kenexa System	Indeed's Main Address: 177 Broad Street 6 th Floor Stamford, CT 06901	Unknown	n/a
AJE- America's Job Exchange	Posted by Arbita via Kenexa System	AJE's Main Address: 400 Minuteman Road Andover, MA 01810	(866) 926-6284	n/a
University of Baltimore UB Works/ NACE Network	Post on: www.ubalt.edu/careercenter	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5440 Career Center #	n/a
University of Maryland- College Park	Post on: https://umd-csm.simplicity.com/employers/	1401 Marie Mount Hall College Park, MD 20742	(301) 314-7225 Career Center #	n/a
Stevenson University Career Center	Email posting to: SJAQUES@stevenson.edu to post on site	1525 Greenspring Valley Road Stevenson, MD 21153	(877) 468-6852	Yes
Maryland New Directions	Mail openings to Marcus Reed & email Mreed@mdnewdirections.org	2700 N. Charles Street Suite 200 Baltimore, MD 21218	(410) 230-0630	Yes
Paul's Place Inc.	Email: Bcraig37@gmail.com	1118 Ward Street Baltimore, MD 21230	(410) 628-0775	Yes

5) Job Title: Commercial Writer/Producer Position # 9 Referral Source(s) of Hiree: www.tvjobs.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
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	Email: gponti@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	Yes
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
Anne Arundel County NAACP	Mail Attn: Job Postings	P.O. Box 6210 Annapolis, Maryland 21401	(410) 974-6317	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@verizon.net	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Internal WJZ Posting and post on wjz.com web-site that connects to Kenexa	Human Resources www.wjz.com	3725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes
Towson University	Post on their Career Center Site www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-2000	Yes
The Leadership Institute in Virginia	Email: mparlett@limail.us	P.O. Box 41390 Arlington, VA 22204	(703) 647-3344	Yes
Broadcast Employment Service	Post on www.tvjob.com	unknown	unknown	Yes
MD/DC/DEL Broadcasters Assoc.	Email Posting to: info@mdcdbroadcasters.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
The Community College of Baltimore County- CCBS Essex Campus	Email: Dr. Zelda Nix-McCray NNIX@ccbcmd.edu	7201 Rossville Blvd. Baltimore, MD 21237	443 840-2222	Yes
Historic East Baltimore Community Action Coalition, Inc.	Email: ahammerer@hebcac.org	1212 North Wolfe Street Baltimore, MD 21213	443 524-2800	Yes
CBS Kenexa System CBS Applicant System	Website Posting	https://sjobs.brassring.com/1033/ASP/TG/cim/home.asp?partnerid=25084&siteid=5128	n/a	n/a
Paul's Place Inc.	Email: Bcraig37@gmail.com	1118 Ward Street Baltimore, MD 21230	(410) 628-0775	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Google Base	Posted by Arbita via Kenexa System	Google's Main Address: 1600 Amphitheatre Parkway Mountain View, CA 94043	(650) 253-0000	n/a
Indeed.com	Posted by Arbita via Kenexa System	Indeed's Main Address: 177 Broad Street 6 th Floor Stamford, CT 06901	Unknown	n/a
AJE- America's Job Exchange	Posted by Arbita via Kenexa System	AJE's Main Address: 400 Minuteman Road Andover, MA 01810	(866) 926-6284	n/a
University of Baltimore UB Works/ NACE Network	Post on: www.ubalt.edu/careercenter	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5440 Career Center #	n/a
University of Maryland- College Park	Post on: https://umd-csm.simplicity.com/employers/	1401 Marie Mount Hall College Park, MD 20742	(301) 314-7225 Career Center #	n/a
Stevenson University Career Center	Email posting to: SJAQUES@stevenson.edu to post on site	1525 Greenspring Valley Road Stevenson, MD 21153	(877) 468-6852	Yes
Maryland New Directions	Mail openings to Marcus Reed & email Mreed@mdnewdirections.org	2700 N. Charles Street Suite 200 Baltimore, MD 21218	(410) 230-0630	Yes

5) Job Title: News Technician Position # 10 Referral Source(s) of Hire: Internal Posting- 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 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
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	Email: gponti@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	Yes
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
Anne Arundel County NAACP	Mail Attn: Job Postings	P.O. Box 6210 Annapolis, Maryland 21401	(410) 974-6317	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@verizon.net	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Internal WJZ Posting and post on wjz.com web-site that connects to Kenexa	Human Resources www.wjz.com	3725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes
Towson University	Post on their Career Center Site www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-2000	Yes
The Leadership Institute in Virginia	Email: mparlett@limail.us	P.O. Box 41390 Arlington, VA 22204	(703) 647-3344	Yes
Broadcast Employment Service	Post on www.tvjob.com	unknown	unknown	Yes
MD/DC/DEL Broadcasters Assoc.	Email Posting to: info@mdcdbroadcasters.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
The Community College of Baltimore County- CCBS Essex Campus	Email: Dr. Zelda Nix-McCray NNIX@ccbcmd.edu	7201 Rossville Blvd. Baltimore, MD 21237	443 840-2222	Yes
Historic East Baltimore Community Action Coalition, Inc.	Email: ahammerer@hebcac.org	1212 North Wolfe Street Baltimore, MD 21213	443 524-2800	Yes
CBS Kenexa System CBS Applicant System	Website Posting	https://sjobs.brassring.com/1033/ASP/TG/cim/home.asp?partnerid=25084&siteid=5128	n/a	n/a
Paul's Place Inc.	Email: Bcraig37@gmail.com	1118 Ward Street Baltimore, MD 21230	(410) 628-0775	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
First Advantage Board Network- JDT	Posted via Kenexa System- posts on various sites like Indeed, Oodle, JustJobs, JuJu, etc.	Main Office: 100 Carillon Parkway St. Petersburg, FL 33716	(866) 400-3238	n/a
University of Baltimore UB Works/ NACE Network	Post on: www.ubalt.edu/careercenter	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5440 Career Center #	n/a
University of Maryland- College Park	Post on: https://umd-csm.simplicity.com/employers/	1401 Marie Mount Hall College Park, MD 20742	(301) 314-7225 Career Center #	n/a
Stevenson University Career Center	Email posting to: SJAQUES@stevenson.edu to post on site	1525 Greenspring Valley Road Stevenson, MD 21153	(877) 468-6852	Yes
Maryland New Directions	Mail openings to Marcus Reed & email Mreed@mdnewdirections.org	2700 N. Charles Street Suite 200 Baltimore, MD 21218	(410) 230-0630	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

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.) Agent / www.tvjobs.com (2 positions)
- 2.) www.tvjobs.com
- 3.) www.Indeed.com
- 4.) www.cbs.com
- 5.) CBS Employee Referral
- 6.) www.Indeed.com
- 7.) www.cbs.com
- 8.) www.wjz.com
- 9.) www.tvjobs.com
- 10.) Internal posting- Promoted PT to FT

7) Total # of Interviewees Referred by Each Source: For the period from **June 1, 2011** to **May 31, 2012.** This Employment Unit interviewed **66** Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

Recruitment Source

Number of Interviewees Referred

- | | |
|--|------------------|
| (1) <u>www.wjz.com</u> | <u>Eight (8)</u> |
| (2) <u>WJZ Employee Referral</u> | <u>Eight (8)</u> |
| 3) <u>Baltimorejobs.com</u> | <u>One (1)</u> |
| (4) <u>Self</u> | <u>Five (5)</u> |
| (5) <u>Internal Posting/ Current PT Employee</u> | <u>Five (5)</u> |
| (6) <u>Non-Employee Referral</u> | <u>Three (3)</u> |
| (7) <u>www.tvjobs.com</u> | <u>Ten (10)</u> |
| (8) <u>www.indeed.com</u> | <u>Eight (8)</u> |
| (9) <u>Agent/Agency</u> | <u>Four (4)</u> |
| (10) <u>www.cbs.com</u> | <u>Ten (10)</u> |
| (11) <u>CBS Employee Referral</u> | <u>Two (2)</u> |
| (12) <u>Monster.com</u> | <u>One (1)</u> |
| (13) <u>Towson University Career Center</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>08/03/11 through 08/06/11</p>	<p>Vic Carter Anchor (08/03/11 through 08/05/11)</p>
<p>2. University of Maryland Phillip Merrill College of Journalism Career Fair & Internship Fair Talked to Communication students about Internship Opportunities</p>	<p>October 17, 2011</p>	<p>Kathy Mitzel- HR Representative Susan Otradovec- Public Affairs Director</p>
<p>3. Loyola University of Maryland Internship Fair Talked to Communication students about Internship Opportunities</p>	<p>October 21, 2011</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	07/11/11- 01/11/12 6 month program Employee promoted to FT at the end of the program.	Gail Bending - News Director Jelyse Aponte - Apprentice

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> <ul style="list-style-type: none"> *Girl Scout Troops *Bridges Program @ St. Paul’s School (Baltimore Co. and Baltimore City) *St. Demetrios School- Baltimore Co. *Milestone Day School *Harford Community College *A Step Closer Foundation (Middle and High School Mentoring) *TESST College *Broadcasting Institute of Maryland *Kent Island High School *Crossroads Center, Baltimore County *Crossroads Center, Baltimore County * Kent Island High School *Crossroads Center, Baltimore County *Lansdowne High School, Balt. Co. * Reginald F. Lewis High School, City *Harford County Home School *Boy Scouts Troop-Harford County *Owings Mills High School-Balt. Co. *Mt. Hebron High School- Howard Co. *Glenwood Middle School-Howard Co. * Mt. Hebron High School-Howard Co. *St. Joseph School- Baltimore Co. *St. Joseph School- Baltimore Co. *Hanna Moore Academy-Baltimore Co. * St. Joseph School- Baltimore Co. * Marley Middle School- Anne Arundel * Northwest Middle School-Carroll Co. * Northwest Middle School-Carroll Co. 	<p>06/28/11 07/05 & 07/06/11 07/07/11 07/12/11 07/13/11 07/26/11 09/13/11 09/27/11 10/11/11 10/25/11 11/01/11 11/02/11 11/08/11 12/06/11 12/13/11 01/10/12 02/02/12 03/06/12 03/13/12 03/20/12 03/27/12 04/03/12 04/24/12 04/30/12 05/08/12 05/15/12 05/22/12 05/29/12</p>	<p>Susan Otradovec Public Affairs</p> <p>Various talent throughout Tour</p>
<p>2. Port Discovery Children’s Museum Dr. Grasmick Award</p>	<p>06/01/11</p>	<p>Gigi Barnett- Reporter Emcee</p>
<p>3. Dick Gelfman’s Ride Across America (cancer benefit) Mall in Columbia</p>	<p>06/04/11</p>	<p>Denise Koch- Anchor Ron Matz- Reporter Emcees at start of race</p>
<p>4. Dick Gelfman’s Ride Across America Emcee from the Francis Scott Key Bridge</p>	<p>06/05/11</p>	<p>Ron Matz- Reporter Emcee</p>

5. Tour/Interview at WJZ-TV Interview with Paula Michelle Black	06/10/11	Vic Carter- Anchor Emcee
6. Associated Black Charities Gala Martin's West	06/11/11	Kai Jackson- Reporter/Anchor Emcee
7. Patterson Park Public Charter School Keynote address for graduating class	06/13/11	Vic Carter- Anchor Keynote Speaker
8. Celebrating Women in the Media Ladies of the Pastor's Aide of the Historic Ebenezer African Methodist Episcopal Church	06/18/11	Gigi Barnett- Reporter Guest Speaker
9. G.B.M.C. Father's Day 5K Marriott Hunt Valley Inn	06/19/11	Denise Koch- Anchor Emcee
10. National Kidney Foundation of Maryland Annual Volunteer Recognition Event Baltimore Museum of Industry	06/23/11	Ron Matz- Reporter Emcee
11. Baltimore County Police Department's Youth Leadership Academy Baltimore County Police Headquarters	06/25/11	Mark Viviano- Sports Director Motivational Speaker
12. 4th of July Celebration Harborplace Amphitheatre	07/04/11	Mark Viviano- Sports Director Emcee
13. WJZ Oriole Food Drive Camden Yards Collect can goods @ 7:05 p.m. game	07/15/11	Andrea Fujii- Reporter Ron Matz- Reporter Adam May- Reporter Don Scott- Anchor
14. WJZ Oriole Food Drive Camden Yards Collect can goods @ 7:05 p.m. game	07/16/11	Gigi Barnett- Reporter Vic Carter- Anchor Kai Jackson- Reporter/Anchor Bob Turk- Weather Anchor Derek Valcourt- Reporter Mark Viviano- Sports Director Pat Warren- Reporter Tim Williams- Meteorologist

15. WJZ Oriole Food Drive Camden Yards Collect can goods @ 1:35 p.m. game	07/17/11	Mary Bubala- Reporter/Anchor Mike Hellgren- Reporter Weijia Jiang- Reporter Jessica Kartalija- Reporter/Anchor Denise Koch- Anchor Stan Saunders- Sports Reporter
16. Author Ben Mezrich of book “Sex on the Moon” Introduce/Interview Enoch Pratt Free Library	07/20/11	Mary Bubala- Reporter/Anchor Emcee
17. High Heels for Hope Benefits: House of Ruth Pine Ridge Golf Course	07/23/11	Jessica Kartalija- Reporter/Anchor Emcee/Participate
18. Druid Hill Park Legends/Players Mentoring Program Dedication Ceremony- Orrin Webb	07/31/11	Ron Matz- Reporter Speaker and Emcee
19. Community College of Baltimore County- Catonsville Campus 2nd Annual Job Network Program Awards and Services Showcase	08/16/11	Gigi Barnett- Reporter Emcee
20. American Cancer Society’s Making Strides Kick-off Breakfast Baltimore Museum of Industry	08/17/11	Jessica Kartalija- Reporter/Anchor Emcee
21. JEA Fellowship Association 102nd Anniversary Reunion Beth Israel Congregation	08/28/11	Ron Matz- Reporter Emcee
22. Civil Rights Breakfast Meeting Featuring Roland S. Martin Baltimore Hilton Hotel	09/09/11	Gigi Barnett- Reporter Emcee
23. Third Annual ARTcetra Art Auction Fundraiser Event Coppin State University	09/17/11	Vic Carter- Anchor Emcee

24. United Way Leadership Society Breakfast with Mayo Shattuck Hyatt Regency-Baltimore	09/21/11	Vic Carter- Anchor Emcee
25. Great Prostate Cancer Challenge Towson University Johnny Unitas Stadium	09/25/11	Marty Bass- Anchor Emcee/Runner
26. Kennedy Krieger Institute's Down Syndrome BWI Run/Walk	09/25/11	Weijia Jiang- Reporter Emcee
27. Neighbor to Family Siblings of the Year Award	09/28/11	Vic Carter- Anchor Emcee
28. Jim Shaw President of Morehead State University Meeting/Tour	09/30/11	Vic Carter- Anchor
29. American Diabetes Association Step Out- Fundraising Walk Bravo Health	10/01/11	Mary Bubala- Reporter/Anchor Emcee/Walk
30. Delta Sigma Theta Sorority's Dress for Success "Looking your best and presenting yourself well in a professional setting." Q & A	10/01/11	Vic Carter- Anchor Keynote Speaker
31. American Cancer Society ACS CAN (Cancer Action Network) Research Breakfast The Belvedere	10/11/11	Mary Bubala- Reporter/Anchor Emcee
32. Maryland Charities Campaign	10/12/11	Stan Saunders- Sports Reporter Guest Speaker
33. Teacher of the Year Awards Martin's West	10/14/11	Denise Koch- Anchor Emcee
34. American Cancer Society's Making Strides Against Breast Cancer	10/16/11	Jessica Kartalija- Reporter/Anchor Emcee

35. Save-a-Limb Ride and Dinner Marriott Hunt Valley Inn	10/22/11	Jessica Kartalija- Reporter/Anchor Emcee
36. Towsontowne Recreation & Parks Council- 3rd Annual Volunteer Appreciation “Friend- Raiser”	10/23/11	Bob Turk- Weather Anchor Emcee
37. A Harvest of Hope for Children Oregon Ridge Park CASA- Court Appointed Special Advocates	10/27/11	Ron Matz- Reporter Emcee
38. Bank of America Community Block Grant Awards National Aquarium	11/03/11	Ron Matz- Reporter Emcee
39. St. Catherine of Siena featuring Sister Nancy Murray Notre Dame of Maryland	11/12/11	Mary Bubala- Reporter/Anchor Emcee
40. Institute of Notre Dame Communications Class Q & A	11/15/11	Denise Koch- Anchor Class Speaker
41. Langston Hughes Elementary School	11/15/11	Vic Carter- Anchor Keynote Speaker
42. Black Male Identity “Media, Message and Visual Culture” Forum Panelist	11/19/11	Vic Carter- Anchor Panelist
43. Juvenile Diabetes Research Foundation Night of Hope Gala Hyatt Regency	11/19/11	Denise Koch- Anchor Emcee
44. Ben Carson Reading Room Opening Enoch Pratt	11/27/11	Kai Jackson- Reporter/Anchor Speaker
45. Mayor’s Christmas Parade	12/04/11	Tim Williams- Meteorologist Ron Matz- Reporter Ride in Parade

46. Keynote Speaker Topic: "Role that School of Dentistry Plays in our city, growth & successes of the City" Westminster Hall	12/06/11	Vic Carter -Anchor Keynote Speaker
47. "What Makes News"	12/07/11	Mitch Friedmann Executive Producer Panelist
48. New Year's Eve Press Conference Kick off	12/21/11	Tim Williams -Meteorologist Emcee
49. New Year's Eve Spectacular WJZ-TV	12/31/11	Kai Jackson -Reporter/Anchor Denise Koch - Anchor Adam May - Reporter Bernadette Woods - Meteorologist Talent
50. Woodside Elementary School Anne Arundel County 3rd grade- Career Day	01/12/12	Tim Williams -Meteorologist Presenter
51. Fathers and Sons Brunch Zion Baptist Church Theme- Dr. King and his sacrifices	01/14/12	Vic Carter - Anchor Keynote Speaker
52. Beth Tfiloh Congregation Breakfast	01/15/12	Jessica Kartalija - Reporter/Anchor Keynote Speaker
53. Trinity School of Durham & Chapel Hill 4th – 6th Grade 7th – 8th Grade US Students	01/19/12	Vic Carter - Anchor Guest Speaker
54. Oriole Fan Fest Camden Yards	01/21/12	Gigi Barnett, Marty Bass, Mary Bubala, Vic Carter, Jessica Kartalija, Denise Koch, Ron Matz, Adam May, Stan Saunders, Don Scott, Bob Turk, Mark Viviano and Bernadette Woods Met Fans/Signed autographs

55. American Red Cross Blood Drive Crowne Plaza Hotel	01/28/12	Weijia Jiang- Reporter Ron Matz- Reporter Mike Schuh- Reporter Jenna Steiner- Sales AE Tim Williams- Meteorologist Represented WJZ
56. Keith Valley Middle School 8th Grade students Skype session	02/01/12	Bernadette Woods- Meteorologist Presenter
57. The Black Woman's Wellness Guide Health First! Enoch Pratt Free Library	02/02/12	Gigi Barnett-Reporter Moderator
58. National Institute on Aging Black Program	02/08/12	Vic Carter- Anchor Keynote Speaker
59. Atholton High School Black History Month Assembly	02/09/12	Vic Carter- Anchor Guest Speaker
60. University of Baltimore Talking Trash Event	02/14/12	Mark Viviano- Sports Director Emcee
61. Stella Maris The Accomplishments of the African American Community	02/15/12	Vic Carter- Anchor Guest Speaker
62. Germantown Elementary School Guest Speaker for Black History Month	02/17/12	Gigi Barnett- Reporter Guest Speaker
63. WJZ's Black History Oratory Contest Reginald F. Lewis Museum	02/19/12	Kai Jackson- Reporter Emcee
64. Brehms Lane Elementary School Black History Month Celebration	02/22/12	Tim Williams- Meteorologist Guest
65. National Alliance on Mental Illness MAMI Metropolitan Baltimore's Winter Lights Gala American Visionary Arts Museum	02/25/12	Don Scott- Anchor Emcee

66. Johns Hopkins Children's Center WWMX Mix 106.5 Radio-thon	02/29/12	Bernadette Woods- Meteorologist Live on-air personality Appeared with husband
67. Phelps Luck Elementary School Read Across America Day Dr. Seuss Day	03/02/12	Vic Carter- Anchor Celebrity Reader
68. Kidney Foundation Corporate Leadership Breakfast	03/06/12	Kai Jackson- Reporter/Anchor Emcee
69. Baltimore Health Start Cradle of Hope Luncheon Honoring Dr. Michelle Gourdine	03/16/12	Denise Koch- Anchor Emcee
70. Coppin State University Awards Dinner Award Recipient/Presenter	03/16/12	Vic Carter- Anchor Presenter Received Award
71. Federal Women's Council Hall of Fame Breakfast	03/21/12	Gigi Barnett- Reporter Emcee
72. Notre Dame of Maryland University Blue and White Ball Gala Celebrating President's retirement	03/31/12	Denise Koch- Anchor Emcee
73. Pikesville Chamber of Commerce Annual Business Recognition Awards Breakfast	04/17/12	Gigi Barnett- Reporter Emcee
74. House of Ruth Spring Luncheon	04/20/12	Jessica Kartalija- Reporter/Anchor Emcee
75. Candlelight Concert Society Winter Garden at Vantage House	04/21/12	Bob Turk- Weather Anchor Emcee
76. Junior League of Baltimore Centennial Celebration	04/28/12	Ron Matz- Reporter Emcee
77. Flower Mart Dance Contest	05/05/12	Gigi Barnett- Reporter Contest Judge

78. Howard County Heart Ball Turf Valley	05/05/12	Denise Koch- Anchor Emcee
79. Maryland Half Marathon Maple Lawn	05/06/12	Mark Viviano- Sports Director Emcee/Participate
80. Meals on Wheels 20th Annual Culinary Extravaganza Grand Lodge- Hunt Valley	05/07/12	Bernadette Woods- Meteorologist Jessica Kartalija- Reporter/Anchor Emcees
81. Md. Washington Minority Contractors' Association's Spring Breakfast- Awards/Meeting	05/11/12	Stan Saunders- Sports Reporter Emcee
82. Stevens Forest Elementary School Career Day presentation	05/11/12	Vic Carter- Anchor Guest Speaker
83. Kennedy Krieger Institute's Therapeutic Foster Care Program Parent's Recognition Awards	05/11/12	Weijia Jiang- Reporter Emcee
84. Negro League Baseball Museum Day of Honors Hubert vs. Simmons	05/12/12	Kai Jackson- Reporter/Anchor Emcee
85. Hearing and Speech Agency of Balt. Donor/Volunteer Luncheon	05/18/12	Bob Turk- Weather Anchor Keynote Speaker
86. WJZ/Orioles Weather Day Oriole Park at Camden Yards	05/23/12	Bob Turk- Weather Anchor Tim Williams- Meteorologist Bernadette Woods- Meteorologist

- (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 refreshers as requested.