

ATTACHMENT H

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1, 2010 to May 31, 2011

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. Producer
2. Associate Producer
3. Assignment Editor
4. Producer
5. Web Producer
6. Digital Sales Coordinator
7. Sales Assistant
8. News Technician
9. Account Executive

5) Job Title: Producer Position # 1 Referral Source(s) of Hiree: Self-Promotion

(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: gpointi@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
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
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	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
Craigslislist.org	Posted job on website	1381 9 th Avenue San Francisco, CA 94122	(415) 566-6394	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
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
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
Alliance Inc.- Baltimore Various locations	Email: rjames@allianceinc.org	Headquarters: 7701 Wise Avenue Baltimore, MD 21222	(410) 282-5900	Yes
CBS Kenexa System CBS Applicant System	Website Posting	https://sjobs.brassring.com/1033/ASP/TG/cimhome.asp?partnerid=25084&siteid=5128	n/a	n/a

5) Job Title: Associate Producer Position # 2 Referral Source(s) of Hiree: Self- PT to FT/Promotion

(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
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	Yes

(j) 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
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	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

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
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
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
Alliance Inc.- Baltimore Various locations	Email: rjames@allianceinc.org Robert James	Headquarters: 7701 Wise Avenue Baltimore, MD 21222	(410) 282-5900	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

5) Job Title: Assignment Editor

Position # 3

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

(j) 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: 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
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	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
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	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
Broadcast Employment Service	Post on www.tvjob.com	unknown	unknown	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
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@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
Alliance Inc.- Baltimore Various locations	Email: rjames@allianceinc.org Robert James	Headquarters: 7701 Wise Avenue Baltimore, MD 21222	(410) 282-5900	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

5) Job Title: Producer

Position # 4

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
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
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	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
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	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
Broadcast Employment Service	Post on www.tvjob.com	unknown	unknown	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
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@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
Alliance Inc.- Baltimore Various locations	Email: rjames@allianceinc.org Robert James	Headquarters: 7701 Wise Avenue Baltimore, MD 21222	(410) 282-5900	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

5) Job Title: Web Producer Position # 5 Referral Source(s) of Hiree: Employee Referral/Promotion
From Apprentice Position

(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: 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
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	Yes

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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	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
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Alliance Inc.- Baltimore Various locations	Email: rjames@allianceinc.org Robert James	Headquarters: 7701 Wise Avenue Baltimore, MD 21222	(410) 282-5900	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

5) Job Title: Digital Sales Coordinator Position # 6 Referral Source(s) of Hire: Self-Promotion

(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
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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
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Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	Yes

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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	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
Broadcast Employment Service	Post on www.tvjob.com	unknown	unknown	Yes
Towson University	Post on their Career Center Site 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)
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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. Zeld Nix-McCray NNIX@ccbcmd.edu	7201 Rossville Blvd. Baltimore, MD 21237	443 840-2222	Yes
Arbita via Kenexa System	Enter site via Kenexa site- Posts to 1. Indeed.com 2. America's Job Exchange 3. Google Base	12 South 6th Street Suite 730 Minneapolis, MN 55402-1508	(615) 278-0000	n/a
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

5) Job Title: Sales Assistant

Position #7

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
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: 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
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	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
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	On the company board	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
Broadcast Employment Service	Post on www.tvjob.com	unknown	unknown	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
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: AMcCarthy@limail.us	1101 N. Highland St. Arlington, Va. 22201	(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
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
Arbita via Kenexa System	Enter site via Kenexa site- Posts to 1. Indeed.com 2. America's Job Exchange 3. Google Base	12 South 6th Street Suite 730 Minneapolis, MN 55402-1508	(615) 278-0000	n/a
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

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

5) Job Title: News Technician Position #8 Referral Source(s) of Hiree: CBS Corporate Website

(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@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	On the company board	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
Broadcast Employment Service	Post on www.tvjob.com	unknown	unknown	Yes
Towson University	Post on their Career Center Site 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)
The Leadership Institute in Virginia	Email: AMcCarthy@limail.us	1101 N. Highland St. Arlington, Va. 22201	(703) 647-3344	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
Arbita via Kenexa System	Enter site via Kenexa site- Posts to 1. Indeed.com 2. America's Job Exchange 3. Google Base	12 South 6th Street Suite 730 Minneapolis, MN 55402-1508	(615) 278-0000	n/a
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		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
Craigslist	Posted on www.craigslist.com	1381 9th Avenue San Francisco, CA 94122	(415) 566-6394	n/a

5) Job Title: Account Executive Position #9 Referral Source(s) of Hiree: Internal Transfer from NY

(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@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	Post on Company board	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
Broadcast Employment Service	Post on www.tvjob.com	unknown	unknown	Yes
Towson University	Post on their Career Center Site 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)
The Leadership Institute in Virginia	Email: AMcCarthy@limail.us	1101 N. Highland St. Arlington, Va. 22201	(703) 647-3344	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
Arbita via Kenexa System	Enter site via Kenexa site- Posts to 1. Indeed.com 2. America's Job Exchange 3. Google Base	12 South 6th Street Suite 730 Minneapolis, MN 55402-1508	(615) 278-0000	n/a
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 Contact email: cbsjobs@arbita.net	Google's Main Address: 1600 Amphitheatre Parkway Mountain View, CA 94043	(650) 253-0000	n/a
Indeed.com	Posted by Arbita via Kenexa System Contact email: cbsjobs@arbita.net	Indeed's Main Address: 177 Broad Street 6 th Floor Stamford, CT 06901	Unknown	n/a

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
AJE- America's Job Exchange	Posted by Arbita via Kenexa System Contact email: cbsjobs@arbita.net	AJE's Main Address: 400 Minuteman Road Andover, MA 01810	(866) 926-6284	n/a
Craigslis	Posted on www.craigslis.com	1381 9th Avenue San Francisco, CA 94122	(415) 566-6394	n/a
National Organization for Women- Baltimore Chapter	Send email to: Info@baltimorenw.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Baltimore Business Journal- Newspaper	Ad in the March 25-31 paper	1 East Pratt Street Baltimore, MD 21202	(410) 454-0500	No

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.) Self-Promotion
- 2.) Self-PT to FT/Promotion
- 3.) www.wjz.com
- 4.) www.tvjobs.com
- 5.) Employee Referral/Promotion from Apprentice
- 6.) Self-Promotion
- 7.) www.indeed.com
- 8.) CBS Corporate website: www.cbs.com
- 9.) Internal Transfer from New York

7) Total # of Interviewees Referred by Each Source: For the period from June 1, 2010 to May 31, 2011, This Employment Unit interviewed 56 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>Twelve (12)</u>
(2) <u>Employee</u>	<u>Nine (09)</u>
3) <u>www.craigslist.com</u>	<u>One (1)</u>
(4) <u>Self</u>	<u>Ten (10)</u>
(5) <u>Internal Posting</u>	<u>One (1)</u>
(6) <u>Non-Employee Referral</u>	<u>Four (4)</u>
(7) <u>www.tvjobs.com</u>	<u>Three (3)</u>
(8) <u>www.indeed.com</u>	<u>Four (4)</u>
(9) <u>www.careerbuilder.com</u>	<u>Two (2)</u>
(10) <u>www.cbs.com</u>	<u>Six (6)</u>
(11) <u>Current CBS Employee</u>	<u>Four (4)</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)
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.	07/28/10 through 08/01/10	Christopher Nelson- Associate Producer (07/28 through 08/01)
2. University of Maryland Phillip Merrill College of Journalism Career Fair & Internship Fair Talked to Communication students about Internship Opportunities	October 18, 2010	Kathy Mitzel- HR Representative Susan Otradovec- Public Affairs Director
3. Loyola University of Maryland Internship Fair Talked to Communication students about Internship Opportunities	October 22, 2010	Kathy Mitzel- HR Representative Susan Otradovec- Public Affairs Director

(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	09/10/10- 12/02/10 6 month program but employee promoted to FT so program ended 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)
1. <u>School/Association Tours:</u>		Susan Otradovec Public Affairs
St. Margaret School Tour	06/24/10	Various talent throughout
Bridges Program at St. Paul's School	06/29/10	Tour
Bridges program at St. Paul's School-2	07/01/10	
Harford Community College's HS	07/13/10	
Media Program Tour		
Arrow Child and Family Ministries	07/20/10	
Michele Hall Home School Group	07/27/10	
J. Cosgrove- Coppin State College	08/02/10	
Pia Jordan's Class-Morgan St. Univ.	08/30/10	
Cub Scout Tour	09/14/10	
Coppin State College Students Tour	09/14/10	
Aaron Sporkin Crossroads Middle School	10/19/10	
Patuxent Valley Middle School Tour	10/26/10	
Chinese Delegation from University of	11/02/10	
Maryland- College Park Tour		
Bon Secours- Girl Scout Troop Tour	11/02/10	
Girl Scout Tour	11/23/10	
Garrison Middle School Tour	12/07/10	
Boy Scout Tour	12/28/10	
Girl Scout Tour	01/24/11	
Liberty Torch High School Tour	03/01/11	
St. Joseph's Elementary Middle School	03/08/11	
Kathy Dwyer TLC Home School Co-op	03/15/11	
Kathy Dwyer TLC Home School Co-op	03/22/11	
St. Joseph's Elementary/Middle School	03/29/11	
Mt. Hebron High School Tour	04/05/11	
Mt. Hebron High School- 2nd Tour	04/12/11	
St. Joseph's Elem/Middle School- 2nd	04/19/11	
Center Stage Auction Winner Tour	04/20/11	
St. Ursula School Tour	04/25/11	
Laura Davis School Tour	04/26/11	
Brooklyn Middle School Tour	05/03/11	
Marley Middle School Tour	05/10/11	
UMBC Communications Class Tour	05/17/11	
Taneytown Middle School Tour	05/24/11	
Taneytown Middle School Tour	05/31/11	

2. WJZ Baltimore Oriole Baseball Food Drive Collected Can Goods @ Game	06/04/10	Alex Demetrick- Reporter Andrea Fujii- Reporter Ron Matz- Reporter Adam May- Reporter/Anchor Don Scott- Anchor Bernadette Woods- Meteorologist
3. Leon & Katherine Fleisher Concert For Baltimore Animal Rescue and Care Shelter- Peabody Conservatory	06/04/10	Bob Turk- Weather Anchor Emcee
4. Dick Gellman's Ride Across America (cancer benefit) Mall @ Columbia	06/05/10	Denis Koch- Anchor Emcee
5. Dick Gellman's Ride Across America (cancer benefit) Francis Scott Key Hotel in Ocean City Maryland	06/05/10	Marty Bass- Anchor Emcee
6. WJZ Baltimore Oriole Baseball Food Drive Collect Can Goods @ game	06/05/10	Gigi Barnett- Reporter Vic Carter- Anchor Kai Jackson- Reporter/Anchor Kelly McPherson- Reporter Bob Turk- Weather Anchor Derek Valcourt- Reporter Mark Viviano- Sport Director Pat Warren- Reporter Tim Williams- Meteorologist
7. WJZ Baltimore Oriole Baseball Food Drive Collect Can Goods @ game	06/06/10	Mary Bubala- Reporter/Anchor Suzanne Collins- Reporter Weijia Jiang- Reporter Jessica Kartalija- Reporter/Anchor Denise Koch- Anchor Stan Saunders- Sports Reporter Mike Schuh- Reporter
8. Colonial Christian Academy 5th Grade Graduation	06/07/10	Kai Jackson- Reporter/Anchor Graduation Speaker
9. Collington Square School of the Arts 8th Grade Graduation	06/10/10	Vic Carter- Anchor Keynote Speaker
10. Neonatal Intensive Care Nursery Mercy Medical Center Fundraiser	06/10/10	Suzanne Collins- Reporter Judge (judging vendors)

11. Great Grapes! Wine Festival Benefits the Maryland Wineries Association- Oregon Ridge Park	06/12/10	Jessica Kartalija -Reporter/Anchor Bernadette Woods - Meteorologist Judges
12. Baltimore Public Relations Council Small Studio Group	06/15/10	Tanya Black -Assignment Mgr. Sandy Friedman -Special Projects Ruth Heltne - Sales Manager Susan Otradovec -Public Relations Presenters
13. GBMC Father's Day 5K run (Greater Baltimore Medical Center)	06/20/10	Denise Koch - Anchor Emcee
14. Queen's Chapel United Methodist Church @ Martin Luther King Jr. Middle School- Men's Day	06/20/10	Vic Carter - Anchor Keynote Speaker
15. Tri-Park Festival Greater Lauraville, Belair-Edison & Coldstream Homestead Montebello	06/26/10	Tim Williams -Meteorologist Emcee
16. Baltimore Women's Classic 5K Rash Field- Inner Harbor	06/27/10	Denise Koch - Anchor Emcee
17. Aaron Copland's Lincoln Portrait Maryland Symphony Orchestra Antietam National Battlefield	07/03/10	Vic Carter - Anchor Narrator
18. Mt. Winans First Baptist Church 130th Anniversary	07/16/10	Vic Carter -Anchor Keynote Speaker
19. American Cancer Society's Making Strides Kick-Off Breakfast	08/12/10	Bernadette Woods - Meteorologist Emcee
20. Baltimore Summer Restaurant Week First Course Appetizer Challenge	08/12/10	Bernadette Woods - Meteorologist Celebrity Judge
21. United Way of Central Maryland	08/19/10	Denise Koch - Anchor Guest Speaker
22. Baltimore Community Relations Annual Breakfast	09/13/10	Gigi Barnett - Reporter Emcee

23. Sojourner Douglass College WJZ-TV Award	09/23/10	Susan Otradovec-Public Relations Presenter
24. Ed Block Courage Awards Mini Golf Day	09/25/10	Mark Viviano- Sports Director Bernadette Woods- Meteorologist Play 18 holes
25. Great Prostate Cancer Challenge	09/26/10	Marty Bass- Anchor Emcee
26. Kennedy Krieger Institute BWI Run/Walk	09/26/10	Weijia Jiang- Reporter
27. Neighbor to Family Luncheon	09/29/10	Denise Koch- Anchor Emcee
28. American Diabetes Association	10/02/10	Mary Bubala-Reporter/Anchor
29. Love Lost to the Long Goodbye of Alzheimer's Evening with CBS' Barry Petersen	10/06/10	Ron Matz- Reporter Emcee
30. Tuttie's Place The Power of Possibilities	10/07/10	Gigi Barnett- Reporter Emcee
31. Leaders are Readers New Song Academy	10/07/10	Kai Jackson-Reporter/Anchor
32. Maryland Teacher of the Year Awards	10/08/10	Mary Bubala- Reporter/Anchor
33. Community College of Baltimore County (CCBC) Communications Class	10/12/10	Kelly McPherson- Reporter Keynote Speaker
34. National Association Black Journalists Panel Discussion	10/16/10	Vic Carter- Anchor Speaker
35. Save-A-Limb Fund Gala	10/16/10	Jessica Kartalija-Reporter/Anchor Emcee

36. Morgan State University Annual homecoming Football Brunch	10/17/10	Stan Saunders -Sports Reporter Guest Speaker
37. American Cancer Society Crucial Catch Cancer Research Breakfast	10/19/10	Mary Bubala - Reporter/Anchor Emcee
38. United Way Johns Hopkins Medical Institutions Leadership Donors	10/20/10	Denise Koch - Anchor
39. American Cancer Society Making Strides Against Breast Cancer	10/24/10	Mary Bubala - Reporter/Anchor Emcee
40. Meals on Wheels Volunteer Appreciation Luncheon	10/31/10	Bernadette Woods - Meteorologist Keynote Speaker
41. Ministry of Justice Chinese Delegation Tour/Presentation	11/02/10	Jay Newman - General Mgr. Gail Bending - News Director Weijia Jiang - Reporter
42. National Black Graduate Student Assoc. Northeast Regional Conference Howard University	11/06/10	Vic Carter - Anchor
43. Spirit Of Haiti Gala of Hope	11/06/10	Don Scott - Anchor
44. National Science Teachers Association Convention	11/13/10	Bernadette Woods - Meteorologist Speaker
45. Juvenile Diabetes Research Foundation Night of Hope Gala	11/13/10	Denise Koch - Anchor Emcee
46. Zeta Phi Beta Sorority National Education Foundation Musical Breakfast Benefit	11/20/10	Vic Carter -Anchor Emcee
47. Baltimore Basilica Concert	11/20/10	Denise Koch - Anchor Emcee
48. Maryland Sings December Concert	12/11/10	Kai Jackson -Reporter/Anchor Emcee

49. Maritime Industries Academy High School	12/15/10	Kai Jackson -Reporter/Anchor Guest Speaker
50. New Year's Eve Spectacular WJZ-TV	12/31/10	Vic Carter - Anchor Mary Bubala -Reporter/Anchor On-Air Hosts
51. Dr. Martin Luther King Jr. Commemorative Program Celebrate, Act! A Day On...Not a Day Off!	01/12/11	Vic Carter - Anchor Keynote Speaker
52. Howard County Alpha Alpha Achievers Presentation	01/23/11	Vic Carter - Anchor Emcee/Moderator
53. American Red Cross Blood Drive	01/29/11	Suzanne Collins - Reporter Adam May - Reporter/Anchor Mike Schuh - Reporter Tim Williams -Meteorologist Donors/Report from drive
54. Oriole Fan Fest Camden Yards	01/29/11	Gigi Barnett, Marty Bass, Mary Bubala, Vic Carter, Alex Demetrick, Andrea Fujii, Mike Hellgren, Kai Jackson, Weijia Jiang, Jessica Kartalija, Denise Koch, Ron Matz, Kelly McPherson, Stan Saunders, Don Scott, Bob Turk, Derek Valcourt, and Mark Viviano Met Fans/Signed autographs
55. 20th Annual Chocolate Affair To benefit Health Care for the Homeless	02/03/11	Ron Matz - Reporter Don Scott - Anchor Celebrity Judge
56. University of Maryland Baltimore's Annual Dr. Martin Luther King Jr. Birthday and Black History Month Commemoration	02/04/11	Vic Carter - Anchor
57. Park Elementary School Saturday Science Program Weather Presentation for 5th graders	02/19/11	Bernadette Woods - Meteorologist Presenter

58. WJZ's Black History Oratory Contest	02/20/11	Kai Jackson-Reporter/Anchor Emcee
59. Read Across America Celebration in honor of Dr. Seuss	03/04/11	Vic Carter- Anchor Reading Participate
60. Matt Birk and Friends All Stars for Education	03/10/11	Marty Bass- Anchor Emcee
61. Sisterhood, Moses Montefiore Anshe Emunah Congregation Fashion Show	03/13/11	Mary Bubala-Reporter/Anchor Emcee
62. Roland Park Elementary/Middle School Annual Career Day- 3 sessions	04/06/11	Bernadette Woods- Meteorologist Presenter
63. Skype Computer Conference Career Exploration- Find Your Future Keith Valley Middle School	04/06/11	Bernadette Woods- Meteorologist Presenter
64. Panel Discussion Men's Fellowship & Workshop First Christian Community Baptist Church	04/09/11	Vic Carter- Anchor Participant in Panel
65. Claude Ligon House of Jazz African Art Museum	04/09/11	Kai Jackson-Reporter/Anchor Emcee/Celebrity Guest
66. Mt. Washington Pediatric Hospital Fashion Fever Fund Raiser	04/10/11	Adam May- Reporter/Anchor Weijia Jiang- Reporter Models
67. Moveable Feast Cooking Event	04/10/11	Ron Matz- Reporter Celebrity Judge
68. Oak Crest Presidential Service Awards For volunteers with 100 hours of service	04/14/11	Bob Turk- Weather Anchor Emcee/Speaker
69. Capital Cause Young Professional Industry Brunch Josephine Butler Center	04/16/11	Vic Carter- Anchor Special Guest
70. Why Women Cry Conference	04/25/11	Kai Jackson-Reporter/Anchor Moderator

71. Breaking Barriers Maryland Disability Law Center American Visionary Art Museum	04/28/11	Adam May- Reporter Emcee
72. Meals on Wheels- 19th Annual Culinary Extravaganza	05/02/11	Jessica Kartalija- Reporter/Anchor Bernadette Woods- Meteorologist Emcees
73. EduSerc Awards Ceremony Music Center at Strathmore	05/04/11	Gigi Barnett- Reporter Emcee
74. VIBE Hearing and Speech Agency	05/05/11	Mary Bubala- Reporter/Anchor Emcee
75. Leukemia & Lymphoma Society Man and Woman of the Year Gala	05/06/11	Don Scott- Anchor Emcee
76. American Heart Association Heart Ball	05/07/11	Denise Koch- Anchor Emcee
77. Kennedy Krieger Institute's Therapeutic Foster Care Program	05/13/11	Gigi Barnett- Reporter Emcee
78. Bert Simmons Memorial Negro Leagues Baseball Museum	05/14/11	Kai Jackson- Reporter/Anchor Emcee
79. Maryland Half Marathon	05/15/11	Mark Viviano- Sports Director Emcee/Participate
80. Gourmet Men of Distinction National Coalition of 100 Black Women	05/22/11	Vic Carter- Anchor Participant
81. Oriole Baseball Weather Day Oriole Park at Camden Yards	05/26/11	Bernadette Woods- Meteorologist Bob Turk- Weather Anchor Tim Williams- Meteorologist
82.		

(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.