

ATTACHMENT H

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1, 2012 to May 31, 2013

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. Producer
3. Digital Account Executive
4. Account Executive
5. Reporter
6. News Technician
7. Producer
8. Assistant Digital Sales Manager
9. Web Producer
10. Producer
11. Business Development/ Local Sales Manager
12. Account Executive (2 positions)
13. Meteorologist

5) Job Title: **Reporter**

Position # 1

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

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Kenexa System which is the CBS Applicant System	Post all job openings on the application system	https://sjobs.brassring.com/1033/ASP/TG/cim/home.asp?partnerid=25084&siteid=5128	n/a	n/a
AJE- America's Job Exchange Posts to approximately 54 job sites and organizations	Posted by Arbita via Kenexa System	AJE's Main Address: 400 Minuteman Road Andover, MA 01810	(866) 926-6284	n/a
WJZ Internal Posting Board	Post on Employee Board on 1st level	3725 Malden Avenue Baltimore, MD 21211	(410) 466-0013	n/a
Broadcast Employment Service tvjobs.com	Post on: www.tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0019	Yes
Media Line	Post on: www.medialine.com Mark Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	(800) 237-8073	Yes
Broadcast Employment Service tvjob.com	Post on: www.tvjob.com	unknown	unknown	Yes
Veterans Administration	Email: everette.addington@va.gov Everette Addington	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 Ext. 1084	Yes
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail Postings	524 West 57th Street New York NY 10019	(212) 975-2545	Yes
MC/DC/DEL Broadcasters Association	Gail Summerville Email: info@mdcdbroadcasters.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Pennsylvania Association of Broadcasters	Email: gponti@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	Yes
The Leadership Institute in Virginia	Email: AMcCarthy@LImail.us	P.O. Box 41390 Arlington, VA 22204	(703) 647-3344	Yes
Maryland New Directions	Mail Postings	2700 N. Charles Street Suite 200 Baltimore, MD 21218	(410) 653-4122	Yes
Historic East Baltimore Community Action Coalition, Inc.	Email: ahammerer@hebcac.org	1212 North Wolfe Street Baltimore, MD 21213	(443) 524-2800	Yes
Baltimore City N.A.A.C.P.	Mail Postings	8 West 26th Street Baltimore, MD 21218	(410) 366-3300	Yes
Anne Arundel County N.A.A.C.P.	Mail Postings	P.O. Box 6210 Annapolis, MD 21401	(410) 974-6317	Yes
Mayor's Office of Employment Development	Mail Postings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 396-3009	Yes
Howard University School of Communication	Mail Postings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Coppin State University	Fax Postings: (410) 951-3920	2553 West North Avenue Baltimore, MD 21216	(410) 951-4188	Yes
Goucher College	Post on: www.cardev@goucher.edu	1021 Dulaney Valley Road Baltimore, MD 21204	(410) 337-6191	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Loyola College	Fax Posting: (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(800) 221-9107	Yes
Morgan State University	Email: William.carson@morgan.edu	1700 E. Cold Spring Lane Montebello Complex Baltimore, MD 21251	(443) 885-3349	Yes
Stevenson University	Email: SJAQUES@stevenson.edu	1525 Greenspring Valley Road Stevenson, MD 21153	(887) 468-6852	Yes
Towson University	Post on: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-2000	Yes
University of Baltimore	Post on: www.ubalt.edu/careercenter	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5440	Yes
University of Maryland	Post on: https://umd-csm.symplicity.com/employers	3100 Hornbake Library College Park MD 20742	(301) 314-7225	Yes
The Community College of Baltimore County-CCBC Essex Campus	Email: NNIX@ccbcmd.edu Dr. Zelda Nix-McCray	7201 Rossville Blvd. Baltimore, MD 21237	(443) 840-2222	Yes
Collective Talent	Post on: www.collectivetalent.com	1721 Richardson Place Tampa, FL 33606	(813) 254-9695	No

5) Job Title: Producer Position # 2 Referral Source(s) of Hiree: WJZ Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Kenexa System which is the CBS Applicant System	Post all job openings on the application system	https://sjobs.brassring.com/1033/ASP/TG/cim/home.asp?partnerid=25084&siteid=5128	n/a	n/a
AJE- America's Job Exchange Posts to approximately 54 job sites and organizations	Posted by First Advantage via Kenexa System	AJE's Main Address: 400 Minuteman Road Andover, MA 01810	(866) 926-6284	n/a
WJZ Internal Posting Board	Post on Employee Board on 1st level	3725 Malden Avenue Baltimore, MD 21211	(410) 466-0013	n/a
Broadcast Employment Service tvjobs.com	Post on: www.tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0019	Yes
Media Line	Post on: www.medialine.com Mark Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	(800) 237-8073	Yes
Broadcast Employment Service tvjob.com	Post on: www.tvjob.com	unknown	unknown	Yes
Veterans Administration	Email: everette.addington@va.gov Everette Addington	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 Ext. 1084	Yes
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail Postings	524 West 57th Street New York NY 10019	(212) 975-2545	Yes
MC/DC/DEL Broadcasters Association	Gail Summerville Email: info@mdcdbroadcasters.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Pennsylvania Association of Broadcasters	Email: gponti@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	Yes
The Leadership Institute in Virginia	Email: AMcCarthy@LImail.us	P.O. Box 41390 Arlington, VA 22204	(703) 647-3344	Yes
Maryland New Directions	Mail Postings	2700 N. Charles Street Suite 200 Baltimore, MD 21218	(410) 653-4122	Yes
Historic East Baltimore Community Action Coalition, Inc.	Email: ahammerer@hebcac.org	1212 North Wolfe Street Baltimore, MD 21213	(443) 524-2800	Yes
Baltimore City N.A.A.C.P.	Mail Postings	8 West 26th Street Baltimore, MD 21218	(410) 366-3300	Yes
Anne Arundel County N.A.A.C.P.	Mail Postings	P.O. Box 6210 Annapolis, MD 21401	(410) 974-6317	Yes
Mayor's Office of Employment Development	Mail Postings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 396-3009	Yes
Howard University School of Communication	Mail Postings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Coppin State University	Fax Postings: (410) 951-3920	2553 West North Avenue Baltimore, MD 21216	(410) 951-4188	Yes
Goucher College	Post on: www.cardev@goucher.edu	1021 Dulaney Valley Road Baltimore, MD 21204	(410) 337-6191	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Loyola College	Fax Posting: (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(800) 221-9107	Yes
Morgan State University	Email: William.carson@morgan.edu	1700 E. Cold Spring Lane Montebello Complex Baltimore, MD 21251	(443) 885-3349	Yes
Stevenson University	Email: SJAQUES@stevenson.edu	1525 Greenspring Valley Road Stevenson, MD 21153	(887) 468-6852	Yes
Towson University	Post on: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-2000	Yes
University of Baltimore	Post on: www.ubalt.edu/careercenter	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5440	Yes
University of Maryland	Post on: https://umd-csm.symplicity.com/employers	3100 Hornbake Library College Park MD 20742	(301) 314-7225	Yes
The Community College of Baltimore County-CCBC Essex Campus	Email: NNIX@ccbc.md.edu Dr. Zelda Nix-McCray	7201 Rossville Blvd. Baltimore, MD 21237	(443) 840-2222	Yes

5) Job Title: Digital Account Executive Position # 3 Referral Source(s) of Hire: www.wjz.com

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Kenexa System which is the CBS Applicant System	Post all job openings on the application system	https://sjobs.brassring.com/1033/ASP/TG/cim/home.asp?partnerid=25084&siteid=5128	n/a	n/a
AJE- America's Job Exchange Posts to approximately 54 job sites and organizations	Posted by First Advantage via Kenexa System	AJE's Main Address: 400 Minuteman Road Andover, MA 01810	(866) 926-6284	n/a
WJZ Internal Posting Board	Post on Employee Board on 1st level	3725 Malden Avenue Baltimore, MD 21211	(410) 466-0013	n/a
Broadcast Employment Service tvjobs.com	Post on: www.tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0019	Yes
Media Line	Post on: www.medialine.com Mark Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	(800) 237-8073	Yes
Broadcast Employment Service tvjob.com	Post on: www.tvjob.com	unknown	unknown	Yes
Veterans Administration	Email: everette.addington@va.gov Everette Addington	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 Ext. 1084	Yes
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail Postings	524 West 57th Street New York NY 10019	(212) 975-2545	Yes
MC/DC/DEL Broadcasters Association	Gail Summerville Email: info@mdcdbroadcasters.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Pennsylvania Association of Broadcasters	Email: gponti@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	Yes
The Leadership Institute in Virginia	Email: AMcCarthy@LImail.us	P.O. Box 41390 Arlington, VA 22204	(703) 647-3344	Yes
Maryland New Directions	Mail Postings	2700 N. Charles Street Suite 200 Baltimore, MD 21218	(410) 653-4122	Yes
Historic East Baltimore Community Action Coalition, Inc.	Email: ahammerer@hebcac.org	1212 North Wolfe Street Baltimore, MD 21213	(443) 524-2800	Yes
Baltimore City N.A.A.C.P.	Mail Postings	8 West 26th Street Baltimore, MD 21218	(410) 366-3300	Yes
Anne Arundel County N.A.A.C.P.	Mail Postings	P.O. Box 6210 Annapolis, MD 21401	(410) 974-6317	Yes
Mayor's Office of Employment Development	Mail Postings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 396-3009	Yes
Howard University School of Communication	Mail Postings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Coppin State University	Fax Postings: (410) 951-3920	2553 West North Avenue Baltimore, MD 21216	(410) 951-4188	Yes
Goucher College	Post on: www.cardev@goucher.edu	1021 Dulaney Valley Road Baltimore, MD 21204	(410) 337-6191	Yes

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Morgan State University	Email: William.carson@morgan.edu	1700 E. Cold Spring Lane Montebello Complex Baltimore, MD 21251	(443) 885-3349	Yes
Stevenson University	Email: SJAQUES@stevenson.edu	1525 Greenspring Valley Road Stevenson, MD 21153	(887) 468-6852	Yes
Towson University	Post on: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-2000	Yes
University of Baltimore	Post on: www.ubalt.edu/careercenter	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5440	Yes
University of Maryland	Post on: https://umd-csm.symplicity.com/employers	3100 Hornbake Library College Park MD 20742	(301) 314-7225	Yes
The Community College of Baltimore County-CCBC Essex Campus	Email: NNIX@ccbcmd.edu Dr. Zelda Nix-McCray	7201 Rossville Blvd. Baltimore, MD 21237	(443) 840-2222	Yes
Craigslist	Post on: www.craigslist.org	Corporate Offices 1381 9th Avenue San Francisco, CA 94122	(415) 566-6394	No
New Maryland Work Force- Dept. of Labor, Licensing and Regulation	Email: dbice@dllr.state.md.us	1100 N. Eutaw Street Room 316 Baltimore, MD 21201	(877) 634-6361	Yes

5) Job Title: Account Executive Position # 4 Referral Source(s) of Hiree: WJZ Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Kenexa System which is the CBS Applicant System	Post all job openings on the application system	https://sjobs.brassring.com/1033/ASP/TG/cim/home.asp?partnerid=25084&siteid=5128	n/a	n/a
AJE- America's Job Exchange Posts to approximately 54 job sites and organizations	Posted by First Advantage via Kenexa System	AJE's Main Address: 400 Minuteman Road Andover, MA 01810	(866) 926-6284	n/a
WJZ Internal Posting Board	Post on Employee Board on 1st level	3725 Malden Avenue Baltimore, MD 21211	(410) 466-0013	n/a
Broadcast Employment Service tvjobs.com	Post on: www.tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0019	Yes
Media Line	Post on: www.medialine.com Mark Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	(800) 237-8073	Yes
Broadcast Employment Service tvjob.com	Post on: www.tvjob.com	unknown	unknown	Yes
Veterans Administration	Email: everette.addington@va.gov Everette Addington	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 Ext. 1084	Yes
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail Postings	524 West 57th Street New York NY 10019	(212) 975-2545	Yes
MC/DC/DEL Broadcasters Association	Gail Summerville Email: info@mdcdbroadcasters.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Pennsylvania Association of Broadcasters	Email: gponti@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	Yes
The Leadership Institute in Virginia	Email: AMcCarthy@LImail.us	P.O. Box 41390 Arlington, VA 22204	(703) 647-3344	Yes
Maryland New Directions	Mail Postings	2700 N. Charles Street Suite 200 Baltimore, MD 21218	(410) 653-4122	Yes
Historic East Baltimore Community Action Coalition, Inc.	Email: ahammerer@hebcac.org	1212 North Wolfe Street Baltimore, MD 21213	(443) 524-2800	Yes
Baltimore City N.A.A.C.P.	Mail Postings	8 West 26th Street Baltimore, MD 21218	(410) 366-3300	Yes
Anne Arundel County N.A.A.C.P.	Mail Postings	P.O. Box 6210 Annapolis, MD 21401	(410) 974-6317	Yes
Mayor's Office of Employment Development	Mail Postings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 396-3009	Yes
Howard University School of Communication	Mail Postings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Coppin State University	Fax Postings: (410) 951-3920	2553 West North Avenue Baltimore, MD 21216	(410) 951-4188	Yes
Goucher College	Post on: www.cardev@goucher.edu	1021 Dulaney Valley Road Baltimore, MD 21204	(410) 337-6191	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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Stevenson University	Email: SJAQUES@stevenson.edu	1525 Greenspring Valley Road Stevenson, MD 21153	(887) 468-6852	Yes
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University of Maryland	Post on: https://umd-csm.symplicity.com/employers	3100 Hornbake Library College Park MD 20742	(301) 314-7225	Yes
The Community College of Baltimore County-CCBC Essex Campus	Email: NNIX@ccbcmd.edu Dr. Zelda Nix-McCray	7201 Rossville Blvd. Baltimore, MD 21237	(443) 840-2222	Yes
New Maryland Work Force Dept. of Labor, Licensing and Regulation	Email: dbice@dlr.state.md.us	1100 N. Eutaw Street Room 316 Baltimore, MD 21201	(877) 634-6361	Yes

5) Job Title: Reporter

Position # 5

Referral Source(s) of Hiree: Agency

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Kenexa System which is the CBS Applicant System	Post all job openings on the application system	https://sjobs.brassring.com/1033/ASP/TG/cim/home.asp?partnerid=25084&siteid=5128	n/a	n/a
AJE- America's Job Exchange Posts to approximately 54 job sites and organizations	Posted by First Advantage via the Kenexa System	AJE's Main Address: 400 Minuteman Road Andover, MA 01810	(866) 926-6284	n/a
WJZ Internal Posting Board	Post on Employee Board on 1st level	3725 Malden Avenue Baltimore, MD 21211	(410) 466-0013	n/a
Broadcast Employment Service tvjobs.com	Post on: www.tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0019	Yes
Media Line	Post on: www.medialine.com Mark Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	(800) 237-8073	Yes
Broadcast Employment Service tvjob.com	Post on: www.tvjob.com	unknown	unknown	Yes
Veterans Administration	Email: everette.addington@va.gov Everette Addington	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 Ext. 1084	Yes
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail Postings	524 West 57th Street New York NY 10019	(212) 975-2545	Yes
MC/DC/DEL Broadcasters Association	Gail Summerville Email: info@mdcdbroadcasters.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes

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Anne Arundel County N.A.A.C.P.	Mail Postings	P.O. Box 6210 Annapolis, MD 21401	(410) 974-6317	Yes
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Howard University School of Communication	Mail Postings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Coppin State University	Fax Postings: (410) 951-3920	2553 West North Avenue Baltimore, MD 21216	(410) 951-4188	Yes
Goucher College	Post on: www.cardev@goucher.edu	1021 Dulaney Valley Road Baltimore, MD 21204	(410) 337-6191	Yes

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Morgan State University	Email: William.carson@morgan.edu	1700 E. Cold Spring Lane Montebello Complex Baltimore, MD 21251	(443) 885-3349	Yes
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Collective Talent	Post on: www.collectivetalent.com	1721 Richardson Place Tampa, FL 33606	(813) 254-9695	No

5) Job Title: News Technician Position # 6 Referral Source(s) of Hiree: Internal Posting

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Kenexa System which is the CBS Applicant System	Post all job openings on the application system	https://sjobs.brassring.com/1033/ASP/TG/cim/home.asp?partnerid=25084&siteid=5128	n/a	n/a
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MC/DC/DEL Broadcasters Association	Gail Summerville Email: info@mdcdbroadcasters.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes

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Maryland New Directions	Mail Postings	2700 N. Charles Street Suite 200 Baltimore, MD 21218	(410) 653-4122	Yes
New Maryland Work Force-Dept. of Labor, Licensing and Regulation	Email: dbice@dlr.state.md.us	1100 N. Eutaw Street Room 316 Baltimore, MD 21201	(877) 634-6361	Yes
Baltimore City N.A.A.C.P.	Mail Postings	8 West 26th Street Baltimore, MD 21218	(410) 366-3300	Yes
Anne Arundel County N.A.A.C.P.	Mail Postings	P.O. Box 6210 Annapolis, MD 21401	(410) 974-6317	Yes
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Howard University School of Communication	Mail Postings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
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Goucher College	Post on: www.cardev@goucher.edu	1021 Dulaney Valley Road Baltimore, MD 21204	(410) 337-6191	Yes

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Morgan State University	Email: William.carson@morgan.edu	1700 E. Cold Spring Lane Montebello Complex Baltimore, MD 21251	(443) 885-3349	Yes
Stevenson University	Email: SJAQUES@stevenson.edu	1525 Greenspring Valley Road Stevenson, MD 21153	(887) 468-6852	Yes
Towson University	Post on: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-2000	Yes
University of Baltimore	Post on: www.ubalt.edu/careercenter	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5440	Yes
University of Maryland	Post on: https://umd-csm.symlicity.com/employers	3100 Hornbake Library College Park MD 20742	(301) 314-7225	Yes
The Community College of Baltimore County-CCBC Essex Campus	Email: NNIX@ccbcmd.edu Dr. Zelda Nix-McCray	7201 Rossville Blvd. Baltimore, MD 21237	(443) 840-2222	Yes
Morehead State University	Post on: http://morehead-csm.symlicity.com/employers	150 University Blvd. Morehead, KY 40351	(606) 783-2221	Yes

5) Job Title: Producer**Position # 7****Referral Source(s) of Hiree:****CBS website**

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Kenexa System which is the CBS Applicant System	Post all job openings on the application system	https://sjobs.brassring.com/1033/ASP/TG/cim/home.asp?partnerid=25084&siteid=5128	n/a	n/a
AJE- America's Job Exchange Posts to approximately 54 job sites and organizations	Posted by First Advantage via Kenexa System	AJE's Main Address: 400 Minuteman Road Andover, MA 01810	(866) 926-6284	n/a
WJZ Internal Posting Board	Post on Employee Board on 1st level	3725 Malden Avenue Baltimore, MD 21211	(410) 466-0013	n/a
Broadcast Employment Service tvjobs.com	Post on: www.tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0019	Yes
Media Line	Post on: www.medialine.com Mark Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	(800) 237-8073	Yes
Broadcast Employment Service tvjob.com	Post on: www.tvjob.com	unknown	unknown	Yes
Veterans Administration	Email: everette.addington@va.gov Everette Addington	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 Ext. 1084	Yes
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail Postings	524 West 57th Street New York NY 10019	(212) 975-2545	Yes
MC/DC/DEL Broadcasters Association	Gail Summerville Email: info@mdcdbroadcasters.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Pennsylvania Association of Broadcasters	Email: gponti@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	Yes
The Leadership Institute in Virginia	Email: AMcCarthy@LImail.us	P.O. Box 41390 Arlington, VA 22204	(703) 647-3344	Yes
Maryland New Directions	Mail Postings	2700 N. Charles Street Suite 200 Baltimore, MD 21218	(410) 653-4122	Yes
Baltimore City N.A.A.C.P.	Mail Postings	8 West 26th Street Baltimore, MD 21218	(410) 366-3300	Yes
Anne Arundel County N.A.A.C.P.	Mail Postings	P.O. Box 6210 Annapolis, MD 21401	(410) 974-6317	Yes
Mayor's Office of Employment Development	Mail Postings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 396-3009	Yes
Howard University School of Communication	Mail Postings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Coppin State University	Fax Postings: (410) 951-3920	2553 West North Avenue Baltimore, MD 21216	(410) 951-4188	Yes
Goucher College	Post on: www.cardev@goucher.edu	1021 Dulaney Valley Road Baltimore, MD 21204	(410) 337-6191	Yes
Loyola College	Fax Posting: (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(800) 221-9107	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	Email: William.carson@morgan.edu	1700 E. Cold Spring Lane Montebello Complex Baltimore, MD 21251	(443) 885-3349	Yes
Stevenson University	Email: SJAQUES@stevenson.edu	1525 Greenspring Valley Road Stevenson, MD 21153	(887) 468-6852	Yes
Towson University	Post on: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-2000	Yes
University of Baltimore	Post on: www.ubalt.edu/careercenter	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5440	Yes
University of Maryland	Post on: https://umd-csm.symplicity.com/employers	3100 Hornbake Library College Park MD 20742	(301) 314-7225	Yes
The Community College of Baltimore County-CCBC Essex Campus	Email: NNIX@ccbcmd.edu Dr. Zelda Nix-McCray	7201 Rossville Blvd. Baltimore, MD 21237	(443) 840-2222	Yes
Morehead State University	Post on: http://morehead-csm.symplicity.com/employers	150 University Blvd. Morehead, KY 40351	(606) 783-2221	Yes

5) Job Title: Asst. Digital Sales Manager Position # 8 Referral Source(s) of Hiree: CBS Radio Employee

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Kenexa System which is the CBS Applicant System	Post all job openings on the application system	https://sjobs.brassring.com/1033/ASP/TG/cim/home.asp?partnerid=25084&siteid=5128	n/a	n/a
AJE- America's Job Exchange Posts to approximately 54 job sites and organizations	Posted by First Advantage via Kenexa System	AJE's Main Address: 400 Minuteman Road Andover, MA 01810	(866) 926-6284	n/a
WJZ Internal Posting Board	Post on Employee Board on 1st level	3725 Malden Avenue Baltimore, MD 21211	(410) 466-0013	n/a
Broadcast Employment Service tvjobs.com	Post on: www.tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0019	Yes
Media Line	Post on: www.medialine.com Mark Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	(800) 237-8073	Yes
Broadcast Employment Service tvjob.com	Post on: www.tvjob.com	unknown	unknown	Yes
Veterans Administration	Email: everette.addington@va.gov Everette Addington	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 Ext. 1084	Yes
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail Postings	524 West 57th Street New York NY 10019	(212) 975-2545	Yes
MC/DC/DEL Broadcasters Association	Gail Summerville Email: info@mdcdbroadcasters.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Pennsylvania Association of Broadcasters	Email: gponi@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	Yes
The Leadership Institute in Virginia	Email: emiller@leadershipinstitute.org	P.O. Box 41390 Arlington, VA 22204	(703) 647-3344	Yes
Maryland New Directions	Mail Postings	2700 N. Charles Street Suite 200 Baltimore, MD 21218	(410) 653-4122	Yes
New Maryland Work Force-Dept. of Labor, Licensing and Regulation	Email: dbice@dlr.state.md.us	1100 N. Eutaw Street Room 316 Baltimore, MD 21201	(877) 634-6361	Yes
Baltimore City N.A.A.C.P.	Mail Postings	8 West 26th Street Baltimore, MD 21218	(410) 366-3300	Yes
Anne Arundel County N.A.A.C.P.	Mail Postings	P.O. Box 6210 Annapolis, MD 21401	(410) 974-6317	Yes
Mayor's Office of Employment Development	Mail Postings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 396-3009	Yes
Howard University School of Communication	Mail Postings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Coppin State University	Fax Postings: (410) 951-3920	2553 West North Avenue Baltimore, MD 21216	(410) 951-4188	Yes
Goucher College	Post on: www.cardev@goucher.edu	1021 Dulaney Valley Road Baltimore, MD 21204	(410) 337-6191	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Loyola College	Fax Posting: (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(800) 221-9107	Yes
Morgan State University	Email: William.carson@morgan.edu	1700 E. Cold Spring Lane Montebello Complex Baltimore, MD 21251	(443) 885-3349	Yes
Stevenson University	Email: SJAQUES@stevenson.edu	1525 Greenspring Valley Road Stevenson, MD 21153	(887) 468-6852	Yes
Towson University	Post on: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-2000	Yes
University of Baltimore	Post on: www.ubalt.edu/careercenter	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5440	Yes
University of Maryland	Post on: https://umd-csm.symplicity.com/employers	3100 Hornbake Library College Park MD 20742	(301) 314-7225	Yes
The Community College of Baltimore County-CCBC Essex Campus	Email: NNIX@ccbcmd.edu Dr. Zelda Nix-McCray	7201 Rossville Blvd. Baltimore, MD 21237	(443) 840-2222	Yes
Morehead State University	Post on: http://morehead-csm.symplicity.com/employers	150 University Blvd. Morehead, KY 40351	(606) 783-2221	Yes

5) Job Title: Web ProducerPosition # 9 Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Kenexa System which is the CBS Applicant System	Post all job openings on the application system	https://sjobs.brassring.com/1033/ASP/TG/cim/home.asp?partnerid=25084&siteid=5128	n/a	n/a
AJE- America's Job Exchange Posts to approximately 54 job sites and organizations	Posted by First Advantage via Kenexa System	AJE's Main Address: 400 Minuteman Road Andover, MA 01810	(866) 926-6284	n/a
WJZ Internal Posting Board	Post on Employee Board on 1st level	3725 Malden Avenue Baltimore, MD 21211	(410) 466-0013	n/a
Broadcast Employment Service tvjobs.com	Post on: www.tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0019	Yes
Media Line	Post on: www.medialine.com Mark Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	(800) 237-8073	Yes
Broadcast Employment Service tvjob.com	Post on: www.tvjob.com	unknown	unknown	Yes
Veterans Administration	Email: everette.addington@va.gov Everette Addington	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 Ext. 1084	Yes
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail Postings	524 West 57th Street New York NY 10019	(212) 975-2545	Yes
MC/DC/DEL Broadcasters Association	Gail Summerville Email: info@mdcdbroadcasters.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Pennsylvania Association of Broadcasters	Email: gponi@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	Yes
The Leadership Institute in Virginia	Email: emiller@leadershipinstitute.org	P.O. Box 41390 Arlington, VA 22204	(703) 647-3344	Yes
Maryland New Directions	Mail Postings	2700 N. Charles Street Suite 200 Baltimore, MD 21218	(410) 653-4122	Yes
New Maryland Work Force-Dept. of Labor, Licensing and Regulation	Email: dbice@dlr.state.md.us	1100 N. Eutaw Street Room 316 Baltimore, MD 21201	(877) 634-6361	Yes
Baltimore City N.A.A.C.P.	Mail Postings	8 West 26th Street Baltimore, MD 21218	(410) 366-3300	Yes
Anne Arundel County N.A.A.C.P.	Mail Postings	P.O. Box 6210 Annapolis, MD 21401	(410) 974-6317	Yes
Mayor's Office of Employment Development	Mail Postings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 396-3009	Yes
Howard University School of Communication	Mail Postings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Coppin State University	Fax Postings: (410) 951-3920	2553 West North Avenue Baltimore, MD 21216	(410) 951-4188	Yes
Goucher College	Post on: www.cardev@goucher.edu	1021 Dulaney Valley Road Baltimore, MD 21204	(410) 337-6191	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Loyola College	Fax Posting: (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(800) 221-9107	Yes
Morgan State University	Email: William.carson@morgan.edu	1700 E. Cold Spring Lane Montebello Complex Baltimore, MD 21251	(443) 885-3349	Yes
Stevenson University	Email: SJAQUES@stevenson.edu	1525 Greenspring Valley Road Stevenson, MD 21153	(887) 468-6852	Yes
Towson University	Post on: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-2000	Yes
University of Baltimore	Post on: www.ubalt.edu/careercenter	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5440	Yes
University of Maryland	Post on: https://umd-csm.symlicity.com/employers	3100 Hornbake Library College Park MD 20742	(301) 314-7225	Yes
The Community College of Baltimore County-CCBC Essex Campus	Email: NNIX@ccbcmd.edu Dr. Zelda Nix-McCray	7201 Rossville Blvd. Baltimore, MD 21237	(443) 840-2222	Yes
Morehead State University	Post on: http://morehead-csm.symlicity.com/employers	150 University Blvd. Morehead, KY 40351	(606) 783-2221	Yes

5) Job Title: Producer

Position # 10

Referral Source(s) of Hiree: Non-Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Kenexa System which is the CBS Applicant System	Post all job openings on the application system	https://sjobs.brassring.com/1033/ASP/TG/cim/home.asp?partnerid=25084&siteid=5128	n/a	n/a
AJE- America's Job Exchange Posts to approximately 54 job sites and organizations	Posted by First Advantage via Kenexa System	AJE's Main Address: 400 Minuteman Road Andover, MA 01810	(866) 926-6284	n/a
WJZ Internal Posting Board	Post on Employee Board on 1st level	3725 Malden Avenue Baltimore, MD 21211	(410) 466-0013	n/a
Broadcast Employment Service tvjobs.com	Post on: www.tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0019	Yes
Media Line	Post on: www.medialine.com Mark Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	(800) 237-8073	Yes
Broadcast Employment Service tvjob.com	Post on: www.tvjob.com	unknown	unknown	Yes
Veterans Administration	Email: everette.addington@va.gov Everette Addington	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 Ext. 1084	Yes
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail Postings	524 West 57th Street New York NY 10019	(212) 975-2545	Yes
MC/DC/DEL Broadcasters Association	Gail Summerville Email: info@mdcdbroadcasters.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Pennsylvania Association of Broadcasters	Email: gponi@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	Yes
The Leadership Institute in Virginia	Email: emiller@leadershipinstitute.org	P.O. Box 41390 Arlington, VA 22204	(703) 647-3344	Yes
Maryland New Directions	Mail Postings	2700 N. Charles Street Suite 200 Baltimore, MD 21218	(410) 653-4122	Yes
New Maryland Work Force-Dept. of Labor, Licensing and Regulation	Email: dbice@dlr.state.md.us	1100 N. Eutaw Street Room 316 Baltimore, MD 21201	(877) 634-6361	Yes
Baltimore City N.A.A.C.P.	Mail Postings	8 West 26th Street Baltimore, MD 21218	(410) 366-3300	Yes
Anne Arundel County N.A.A.C.P.	Mail Postings	P.O. Box 6210 Annapolis, MD 21401	(410) 974-6317	Yes
Mayor's Office of Employment Development	Mail Postings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 396-3009	Yes
Howard University School of Communication	Mail Postings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Coppin State University	Fax Postings: (410) 951-3920	2553 West North Avenue Baltimore, MD 21216	(410) 951-4188	Yes
Goucher College	Post on: www.cardev@goucher.edu	1021 Dulaney Valley Road Baltimore, MD 21204	(410) 337-6191	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Loyola College	Fax Posting: (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(800) 221-9107	Yes
Morgan State University	Email: William.carson@morgan.edu	1700 E. Cold Spring Lane Montebello Complex Baltimore, MD 21251	(443) 885-3349	Yes
Stevenson University	Email: SJAQUES@stevenson.edu	1525 Greenspring Valley Road Stevenson, MD 21153	(887) 468-6852	Yes
Towson University	Post on: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-2000	Yes
University of Baltimore	Post on: www.ubalt.edu/careercenter	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5440	Yes
University of Maryland	Post on: https://umd-csm.symplicity.com/employers	3100 Hornbake Library College Park MD 20742	(301) 314-7225	Yes
The Community College of Baltimore County-CCBC Essex Campus	Email: NNIX@ccbcmd.edu Dr. Zelda Nix-McCray	7201 Rossville Blvd. Baltimore, MD 21237	(443) 840-2222	Yes
Morehead State University	Post on: http://morehead-csm.symplicity.com/employers	150 University Blvd. Morehead, KY 40351	(606) 783-2221	Yes

5) Job Title: Business Dev. /Local Sales Manager Position # 11 Referral Source(s) of Hiree: Promotion

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Kenexa System which is the CBS Applicant System	Post all job openings on the application system	https://sjobs.brassring.com/1033/ASP/TG/cim/home.asp?partnerid=25084&siteid=5128	n/a	n/a
AJE- America's Job Exchange Posts to approximately 54 job sites and organizations	Posted by First Advantage via Kenexa System	AJE's Main Address: 400 Minuteman Road Andover, MA 01810	(866) 926-6284	n/a
WJZ Internal Posting Board	Post on Employee Board on 1st level	3725 Malden Avenue Baltimore, MD 21211	(410) 466-0013	n/a
Broadcast Employment Service tvjobs.com	Post on: www.tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0019	Yes
Media Line	Post on: www.medialine.com Mark Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	(800) 237-8073	Yes
Broadcast Employment Service tvjob.com	Post on: www.tvjob.com	unknown	unknown	Yes
Veterans Administration	Email: everette.addington@va.gov Everette Addington	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 Ext. 1084	Yes
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail Postings	524 West 57th Street New York NY 10019	(212) 975-2545	Yes
MC/DC/DEL Broadcasters Association	Gail Summerville Email: info@mdcdbroadcasters.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Pennsylvania Association of Broadcasters	Email: gponti@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	Yes
The Leadership Institute in Virginia	Email: emiller@leadershipinstitute.org	P.O. Box 41390 Arlington, VA 22204	(703) 647-3344	Yes
Maryland New Directions	Mail Postings	2700 N. Charles Street Suite 200 Baltimore, MD 21218	(410) 653-4122	Yes
Baltimore City N.A.A.C.P.	Mail Postings	8 West 26th Street Baltimore, MD 21218	(410) 366-3300	Yes
Anne Arundel County N.A.A.C.P.	Mail Postings	P.O. Box 6210 Annapolis, MD 21401	(410) 974-6317	Yes
Mayor's Office of Employment Development	Mail Postings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 396-3009	Yes
Howard University School of Communication	Mail Postings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Coppin State University	Fax Postings: (410) 951-3920	2553 West North Avenue Baltimore, MD 21216	(410) 951-4188	Yes
Goucher College	Post on: www.cardev@goucher.edu	1021 Dulaney Valley Road Baltimore, MD 21204	(410) 337-6191	Yes
Loyola College	Fax Posting: (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(800) 221-9107	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	Email: William.carson@morgan.edu	1700 E. Cold Spring Lane Montebello Complex Baltimore, MD 21251	(443) 885-3349	Yes
Stevenson University	Email: SJAQUES@stevenson.edu	1525 Greenspring Valley Road Stevenson, MD 21153	(887) 468-6852	Yes
Towson University	Post on: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-2000	Yes
University of Baltimore	Post on: www.ubalt.edu/careercenter	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5440	Yes
University of Maryland	Post on: https://umd-csm.symplicity.com/employers	3100 Hornbake Library College Park MD 20742	(301) 314-7225	Yes
The Community College of Baltimore County-CCBC Essex Campus	Email: NNIX@ccbcmd.edu Dr. Zelda Nix-McCray	7201 Rossville Blvd. Baltimore, MD 21237	(443) 840-2222	Yes
New Maryland Work Force-Dept. of Labor, Licensing and Regulation	Email: dbice@dlr.state.md.us	1100 N. Eutaw Street Room 316 Baltimore, MD 21201	(877) 634-6361	Yes

5) Job Title: Account Executives (2) Position # 12 Referral Source(s) of Hiree: Employee Referral & Non-Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Kenexa System which is the CBS Applicant System	Post all job openings on the application system	https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128	n/a	n/a
AJE- America's Job Exchange Posts to approximately 54 job sites and organizations	Posted by First Advantage via Kenexa System	AJE's Main Address: 400 Minuteman Road Andover, MA 01810	(866) 926-6284	n/a
WJZ Internal Posting Board	Post on Employee Board on 1st level	3725 Malden Avenue Baltimore, MD 21211	(410) 466-0013	n/a
Broadcast Employment Service tvjobs.com	Post on: www.tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0019	Yes
Media Line	Post on: www.medialine.com Mark Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	(800) 237-8073	Yes
Broadcast Employment Service tvjob.com	Post on: www.tvjob.com	unknown	unknown	Yes
Veterans Administration	Email: everette.addington@va.gov Everette Addington	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 Ext. 1084	Yes
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail Postings	524 West 57th Street New York NY 10019	(212) 975-2545	Yes
MC/DC/DEL Broadcasters Association	Gail Summerville Email: info@mdcdbroadcasters.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Pennsylvania Association of Broadcasters	Email: gponti@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	Yes
The Leadership Institute in Virginia	Email: emiller@leadershipinstitute.org	P.O. Box 41390 Arlington, VA 22204	(703) 647-3344	Yes
Maryland New Directions	Mail Postings	2700 N. Charles Street Suite 200 Baltimore, MD 21218	(410) 653-4122	Yes
Baltimore City N.A.A.C.P.	Mail Postings	8 West 26th Street Baltimore, MD 21218	(410) 366-3300	Yes
Anne Arundel County N.A.A.C.P.	Mail Postings	P.O. Box 6210 Annapolis, MD 21401	(410) 974-6317	Yes
Mayor's Office of Employment Development	Mail Postings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 396-3009	Yes
Howard University School of Communication	Mail Postings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Coppin State University	Fax Postings: (410) 951-3920	2553 West North Avenue Baltimore, MD 21216	(410) 951-4188	Yes
Goucher College	Post on: www.cardev@goucher.edu	1021 Dulaney Valley Road Baltimore, MD 21204	(410) 337-6191	Yes
Loyola College	Fax Posting: (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(800) 221-9107	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	Email: William.carson@morgan.edu	1700 E. Cold Spring Lane Montebello Complex Baltimore, MD 21251	(443) 885-3349	Yes
Stevenson University	Email: SJAQUES@stevenson.edu	1525 Greenspring Valley Road Stevenson, MD 21153	(887) 468-6852	Yes
Towson University	Post on: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-2000	Yes
University of Baltimore	Post on: www.ubalt.edu/careercenter	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5440	Yes
University of Maryland	Post on: https://umd-csm.symplicity.com/employers	3100 Hornbake Library College Park MD 20742	(301) 314-7225	Yes
The Community College of Baltimore County-CCBC Essex Campus	Email: NNIX@ccbc.md.edu Dr. Zelda Nix-McCray	7201 Rossville Blvd. Baltimore, MD 21237	(443) 840-2222	Yes

5) Job Title: Meteorologist

Position # 13

Referral Source(s) of Hiree: Agent

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Kenexa System which is the CBS Applicant System	Post all job openings on the application system	https://sjobs.brassring.com/1033/ASP/TG/cim/home.asp?partnerid=25084&siteid=5128	n/a	n/a
AJE- America's Job Exchange Posts to approximately 54 job sites and organizations	Posted by First Advantage via Kenexa System	AJE's Main Address: 400 Minuteman Road Andover, MA 01810	(866) 926-6284	n/a
WJZ Internal Posting Board	Post on Employee Board on 1st level	3725 Malden Avenue Baltimore, MD 21211	(410) 466-0013	n/a
Broadcast Employment Service tvjobs.com	Post on: www.tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0019	Yes
Media Line	Post on: www.medialine.com Mark Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	(800) 237-8073	Yes
Broadcast Employment Service tvjob.com	Post on: www.tvjob.com	unknown	unknown	Yes
Veterans Administration	Email: everette.addington@va.gov Everette Addington	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 Ext. 1084	Yes
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail Postings	524 West 57th Street New York NY 10019	(212) 975-2545	Yes
MC/DC/DEL Broadcasters Association	Gail Summerville Email: info@mdcdbroadcasters.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Pennsylvania Association of Broadcasters	Email: gponti@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	Yes
The Leadership Institute in Virginia	Email: emiller@leadershipinstitute.org	P.O. Box 41390 Arlington, VA 22204	(703) 647-3344	Yes
Maryland New Directions	Mail Postings	2700 N. Charles Street Suite 200 Baltimore, MD 21218	(410) 653-4122	Yes
Baltimore City N.A.A.C.P.	Mail Postings	8 West 26th Street Baltimore, MD 21218	(410) 366-3300	Yes
Anne Arundel County N.A.A.C.P.	Mail Postings	P.O. Box 6210 Annapolis, MD 21401	(410) 974-6317	Yes
Mayor's Office of Employment Development	Mail Postings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 396-3009	Yes
Howard University School of Communication	Mail Postings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Coppin State University	Fax Postings: (410) 951-3920	2553 West North Avenue Baltimore, MD 21216	(410) 951-4188	Yes
Loyola College	Fax Posting: (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(800) 221-9107	Yes
Stevenson University	Email: SJAQUES@stevenson.edu	1525 Greenspring Valley Road Stevenson, MD 21153	(887) 468-6852	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-CCBC Essex Campus	Email: NNIX@ccbcmd.edu Dr. Zelda Nix-McCray	7201 Rossville Blvd. Baltimore, MD 21237	(443) 840-2222	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
- 2.) WJZ Employee Referral
- 3.) www.wjz.com
- 4.) WJZ Employee Referral
- 5.) Agency
- 6.) Internal Posting- Promoted PT to FT
- 7.) CBS website (Kenexa)
- 8.) CBS Radio Employee Referral
- 9.) Employee Referral
- 10.) Non-Employee Referral
- 11.) Promotion
- 12.) Employee Referral (1) and Non-Employee Referral (2)
- 13.) Agent

7) Total # of Interviewees Referred by Each Source: For the period from **June 1, 2012** to **May 31, 2013**. This Employment Unit interviewed **77** Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

Recruitment Source

Number of Interviewees Referred

1. CBS Website	Nineteen (19)
2. Employee Referral	Nineteen (19)
3. www.wjz.com	Eleven (11)
4. Agent	Six (6)
5. Self	Four (4)
6. Former WJZ Employee	Three (3)
7. Non-Employee Referral	Three (3)
8. www.tvjobs.com	Two (2)
9. www.indeed.com	Two (2)
10. CBS Radio Employee	Two (2)
11. Agency	One (1)
12. University of Maryland	One (1)
13. Towson University	One (1)
14. www.careerbuilder.com	One (1)
15. LinkedIn	One (1)
16. Internal Posting	One (1)

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. University of Maryland Phillip Merrill College of Journalism Career Fair & Internship Fair Talked to Communication students about Internship Opportunities	October 22, 2012	Kathy Mitzel - HR Representative Susan Otradovec - Public Affairs Director
2. Goucher College Employer Information Session Talked to Communication students about Internship Opportunities	October 18, 2012	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	07/13/12- 07/13/13 12 month program	Gail Bending - News Director Tanya Black - Assignment Manager Christine Kim- 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"> * Patapsco High School * Cape St. Clare Elementary School * Bridges Program at St. Paul’s School * Bridges Program at St. Paul’s School * Francis Scott Key High School * Timber Grove Elementary * She Matters Girls Mentoring Group * Harford Community College Media Class * John Thamert Eastern Shore First Responders * St. Margaret’s School- Brownie Troop * ARC of Baltimore Tour * Festival of Tree Auction Winner Tour * Girl Scouts Troop-Auction Winner Tour * Upper Falls Recreation Council * Carver Vo-Tech High School * Stevenson University- Media Class * Mt. Hebron High School * College of Notre Dame * College of Notre Dame * Mt. Hebron High School * SEED School Tour * Arts and Technology Academy * Cub Scout Pack * Bluford Drew Academy * Marley Middle School * College of Notre Dame * Hawthorne Elementary School * St. Joseph School, Fullerton * St. Joseph School, Fullerton * St. Joseph School, Fullerton * Perry Hall Middle School * NW Middle School 	<p>06/05/12 06/26/12 07/02/12 07/03/12 07/10/12 07/16/12 07/17/12 07/18/12 07/31/12 08/15/12 08/21/12 11/17/12 12/03/12 01/15/13 02/26/13 02/27/13 03/05/13 03/06/13 03/11/13 03/12/13 03/20/13 03/26/13 04/03/13 04/09/13 04/16/13 04/18/13 04/23/13 04/30/13 05/07/13 05/14/13 05/21/13 05/28/13</p>	<p>Susan Otradovec Public Affairs</p> <p>Various talent throughout Tour</p>
<p>2. Port Discovery Children’s Museum Play It Forward Event</p>	<p>06/05/12</p>	<p>Gigi Barnett- Reporter Emcee</p>
<p>3. Maryland Disability Law Center’s Breaking Barriers Gala American Visionary Arts Museum</p>	<p>06/07/12</p>	<p>Adam May- Anchor/Reporter Emcee</p>

4. WJZ Oriole Food Drive Camden Yards Collect can goods @ 7:05 p.m. game	06/08/12	Alex Demetrick- Reporter Ron Matz- Reporter Adam May- Anchor/Reporter Don Scott- Anchor Derek Valcourt- Reporter
5. High Heels for Hope House of Ruth Pine Ridge Driving Range	06/09/12	Jessica Kartalija- Anchor/Reporter Emcee/Participant
6. WJZ Oriole Food Drive Camden Yards Collect can goods @ 4:05 p.m. game	06/09/12	Gigi Barnett- Reporter Vic Carter- Anchor Denise Koch- Anchor Mike Schuh- Reporter Bob Turk- Weather Anchor Mark Viviano- Sports Director Pat Warren- Reporter
7. WJZ Oriole Food Drive Camden Yards Collect can goods @ 1:35 p.m. game	06/10/12	Mary Bubala- Anchor/Reporter Monique Griego- Reporter Mike Hellgren- Reporter Kai Jackson- Anchor/Reporter Jessica Kartalija- Anchor/Reporter Meghan McCorkell- Reporter
8. Juneteenth Celebration honoring Tuskegee Airmen from Maryland Avalon Theatre-Talbot County	06/16/12	Vic Carter- Anchor Emcee/Moderator
9. Star Spangled Flag Day Celebration Ft. McHenry	06/16/12	Don Scott- Anchor Emcee
10. G.B.M.C. Father's Day Race Marriott Hunt Valley Inn	06/17/12	Denise Koch- Anchor Emcee
11. National Kidney Foundation of MD Volunteer Awards Recognition Baltimore Museum of Industry	06/21/12	Ron Matz- Reporter Emcee
12. Zion Baptist Church- Church/ Community Outreach	06/23/12	Rochelle Ritchie- Reporter Event Guest

13. Baltimore Women's Classic Rash Field	06/24/12	Jessica Kartalija -Anchor/Reporter Emcee
14. Morehead State University Meeting Paula Michelle Black	07/12/12	Vic Carter - Anchor Host/Mentor
15. Little Rock Christian Community Church Summer Camp Students	07/17/12	Kai Jackson - Anchor/Reporter Guest Speaker
16. American Cancer Society's Taste for Life Event Lyric Theatre	07/29/12	Vic Carter - Anchor Emcee
17. True Sister's Women's Organization American Bistro	08/08/12	Meghan McCorkell - Reporter Guest Speaker
18. Annual Job Network Program Awards and Services Showcase Community College of Baltimore County- Catonsville Campus	08/14/12	Gigi Barnett -Reporter Emcee
19. American Cancer Society's Making Strides Kick-off –talk show format Baltimore Museum of Industry	08/16/12	Gigi Barnett -Reporter Emcee
20. JEA –Jewish Educational Alliance-Fellowship Association Beth Israel Congregation	08/26/12	Ron Matz - Reporter Master of Ceremonies
21. United Way Coordinator Training Luncheon Baltimore Sun	09/06/12	Denise Koch - Anchor Speaker
22. WJZ/Orioles/MASN Food Drive Check Presentation to the Maryland Food Bank. Oriole Park at Camden Yards	09/08/12	Jay Newman - Pres/GM Presenter

23. Great Prostate Cancer Challenge Towson University Johnny Unitas Stadium	09/09/12	Marty Bass- Anchor Emcee
24. Annual Civil Rights Breakfast Meeting Joe Madison is the keynote Speaker Hilton- Baltimore	09/21/12	Gigi Barnett- Reporter Emcee
25. There Goes My Hero's Hero Palooza Bike Tour, 5K run and family festival Oregon Ridge Park	09/22/12	Mary Bubala- Reporter/Anchor Emcee
26. Empowering Males to Build Opportunities for Developing Independence- Town Hall Meeting Baltimore County Alumnae Chapter of Delta Sigma Theta Randallstown Community Center	09/22/12	Vic Carter- Anchor Emcee
27. Mini Golf Day for the Ed Block Courage Awards Foundation Par Tee Golf	09/29/12	Ron Matz- Reporter Emcee
28. Baltimore Claywork's Clay Ball B&O Museum	09/29/12	Denise Koch- Anchor Emcee
29. Dress for Less- Collegiate 100 Morgan State University	10/03/12	Vic Carter- Anchor Speaker
30. Media Boot Camp Tour & Talk WJZ-TV, Baltimore	10/04/12	Susan Otradovec- Public Relations Ruth Heltne- Sales Pete Amorgeanos- Assignment Editor
31. Young Professionals House of Ruth Center Club Happy Hour TransAmerica Building	10/04/12	Jessica Kartalija- Anchor/Reporter Participant
32. Teacher of the Year Awards Martin's West	10/05/12	Denise Koch- Anchor Emcee

33. Step out for Diabetes Walk Rash Field	10/06/12	Mary Bubala- Reporter/Anchor Emcee/Walker
34. Aspen ThinkXChange Beyond the Choir/How do we Spark a Broader Conversation About Mobility? Aspen Institute	10/09/12	Vic Carter- Anchor Speaker
35. Are You Smarter than a 6th Grader? Sisters Academy of Baltimore Goucher College	10/13/12	Denise Koch- Anchor Celebrity Participant
36. Making Strides Against Breast Cancer- American Cancer Society Stadium Place	10/14/12	Jessica Kartalija- Reporter/Anchor Emcee
37. 35th Scholarship Awards Celebration Howard Co. Foundation for Black Educational and Cultural Achievement Sheraton- Columbia	10/14/12	Vic Carter- Anchor Emcee
38. Oheb Shalom Sisterhood Meeting Oheb Shalom	10/16/12	Ron Matz- Reporter Guest Speaker
39. Baltimore Public Relations Council Tour and Talk WJZ-TV	10/16/12	Tanya Black- Assignment Manager Susan Otradovec- Public Relations
40. Maryland Club- Annual Dinner	10/16/12	Don Scott- Anchor Guest Speaker
41. Coaches versus Cancer Navy Kick-off Breakfast Westin- Annapolis	10/19/12	Mark Viviano- Sports Director Emcee
42. TSA National Diversity Day Diversity & Inclusion in the Workplace and Society BWI Airport	10/23/12	Vic Carter- Anchor Guest Speaker

43. Journalism in the 21st Century Dean Breslin's Class McDaniel College	10/25/12	Denise Koch - Anchor Guest Speaker
44. Hammond High School Journalism/Newspaper/Political Science Students	11/01/12	Vic Carter - Anchor Guest Speaker
45. Pratt Contemporaries Trivia Night	11/01/12	Adam May - Anchor/Reporter Emcee
46. Kidney Foundation's Santé B&O Railroad Museum	11/10/12	Don Scott - Anchor Emcee
47. Juvenile Diabetes Research Foundation Night of Hope Gala Baltimore Hyatt	11/17/12	Denise Koch - Anchor Emcee
48. Santa Clause Anonymous Wine Tasting Event Crown Plaza-Timonium	11/29/12	Don Scott - Anchor Emcee
49. Strayer University Challenges Facing Society and How Education is the Key in a competitive workforce. First Mariner Arena	12/01/12	Vic Carter - Anchor Commencement Speaker
50. Mayor's Christmas Parade	12/02/12	Tim Williams -Meteorologist Ron Matz - Reporter Rode in Parade
51. Alpha Phi Alpha Fraternity 34th General President Inaugural Ball Detroit Marriott Renaissance Hotel	01/05/13	Vic Carter - Anchor Emcee
52. Meeting with David Caldwell from the Broadcasting Institute of Maryland	01/15/13	Jessica Kartalija - Reporter/Anchor

53. Oriole Fan Fest Camden Yards	01/19/13	Gigi Barnett, Kristin Breslin, Mary Bubala, Vic Carter, Alex Demetrick, Sharon Gibala, Monique Griego, Mike Hellgren, Christie Iletto, Kai Jackson, Denise Koch, Ron Matz, Meghan McCorkall, Rochelle Ritchie, Adam May, Stan Saunders, Mike Schuh, Don Scott, Bob Turk, Derek Valcourt, Pat Warren, Tim Williams, and Bernadette Woods Met Fans/Signed autographs
54. Crossroads Adventist Preparatory School- Career Week	01/25/13	Kai Jackson- Anchor/Reporter Guest Speaker
55. Skills USA Regional 3 Competition for trades Carver Vocational Technical High School	02/09/13	Vic Carter- Anchor Keynote Address
56. Day of Discovery Independent Jewish Academy of Baltimore	02/10/13	Gigi Barnett- Reporter Guest Appearance
57. Maryland Horseman of the Year Dinner & Auction- Maryland Fund for Horses Laurel Park	02/16/13	Denise Koch- Anchor Emcee
58. WJZ's Black History Oratory Contest Reginald F. Lewis Museum	02/17/13	Kai Jackson- Anchor/Reporter Emcee
59. National Alliance of Mental Illness Winter Lights Gala American Visionary Arts Museum	02/23/13	Denise Koch- Anchor Emcee
60. First Baptist Church- Radford Va. Art Presentation	02/24/13	Vic Carter- Anchor Speaker

61. Johns Hopkins Children's Hospital WWMX Mix 106.5 Radio-thon	02/28/13	Bernadette Woods- Meteorologist Live on-air personality Appeared with husband
62. Dr. Seuss Read Across America Clarksville Elementary School	03/01/13	Vic Carter- Anchor Guest Reader
63. Kidney Foundation Corporate Leadership Breakfast	03/05/13	Kai Jackson- Reporter Emcee
64. Alpha Project Oakland Mills High School	03/07/13	Vic Carter- Anchor Guest Speaker
65. National Press Photographer's Association- Northern Short Course	03/09/13	Mike Schuh- Reporter Speaker
66. American Red Cross Hometown Heroes Meyerhoff Symphony Hall	03/15/13	Ron Matz- Reporter Emcee
67. Phelps Luck Elementary School Read Across America Day Dr. Seuss Day	03/02/12	Vic Carter- Anchor Celebrity Reader
68. National Press Photographer's Association- News Video Workshop	03/16/13 through 03/22/13	Mike Schuh- Reporter Speaker
69. NBS Convention Young Professionals Panel	03/21/13	Miranda Villei- Producer Participant
70. Baltimore Humane Society's Black Tie and Tails Gala The Lodge- Cockeysville, Maryland	03/23/13	Bob Turk- Weather Anchor Emcee
71. Calvert Hall College High School Marriott Waterfront Hotel	03/23/13	Jessica Kartalija- Reporter/Anchor Emcee

72. House of Ruth Spring Luncheon Marriott Waterfront Hotel	04/18/13	Jessica Kartalija - Reporter/Anchor Emcee
73. Spring Grove Hospital Center Volunteer Luncheon Snyder's Willow Grove Restaurant	04/18/13	Bob Turk - Weather Anchor Keynote Speaker
74. Chase Braxton Health Services Black Tie Gala Preston Hall	04/20/13	Derek Valcourt - Reporter Emcee
75. Irvine Nature Center Kid's Unplugged Earth Day 5k	04/21/13	Kai Jackson -Anchor/Reporter Emcee
76. Meals on Wheels Culinary Extravaganza	04/29/13	Jessica Kartalija - Reporter/Anchor Emcee
77. Teach for America Week Mergenthaler Vo-Tech High School	05/01/13	Vic Carter - Anchor Career Speaker
78. Hearing and Speech Agency- Vibe 13 Gala - Bob Turk is honoree for Communicator of the year The Center Club	05/03/13	Mary Bubala -Anchor/Reporter Emcee
79. Flower Mart Dance Contest	05/04/13	Gigi Barnett - Reporter Emcee
80. Howard County Heart Ball Turf Valley	05/04/13	Denise Koch - Anchor Emcee
81. Kidney Foundation of Maryland Walk Maryland Zoo	05/05/13	Jessica Kartalija - Reporter/Anchor Emcee/Participant
82. Kennedy Krieger Institute's Therapeutic Foster Care Program Martin's West	05/10/13	Mary Bubala -Anchor/Reporter Emcee

83. Maryland Half Marathon Maple Lawn-Howard County	05/11/13	Mark Viviano -Sports Director Emcee/Participate
84. Negro League Baseball Museum Back to the Old Ballgame	05/11/13	Kai Jackson -Reporter/Anchor Emcee
85. WJZ/Orioles Weather Day Oriole Park at Camden Yards	05/15/13	Bob Turk - Weather Anchor Tim Williams -Meteorologist Chelsea Ingram -Meteorologist
86. Pratt Contemporaries of the Enoch Pratt Free Library - Trivia Night	05/16/13	Adam May - Anchor/Reporter Host
87. Baltimore Healthy Start Cradle of Hope Luncheon	05/17/13	Denise Koch - Anchor Emcee
88. Port Discovery Children's Museum Play It Forward	05/22/13	Gigi Barnett - Reporter Emcee

- (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 and Company Business Conduct Statement	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.