

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1, 2007 to May 31, 2008

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:	Telephone Number:
3725 Malden Avenue	(410) 466-0013
Baltimore, Maryland 21211	Contact Person:
	Jay Newman
	E-mail Address:
	newmanj@wjz.com

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

1. Associate Producer
2. Producer
3. Senior Producer
4. Local Sales Manager
5. Account Executive
6. Digital Account Executive
7. Web Producer
8. Account Executive
9. Producer
10. ENG Maintenance Technician
11. Director
12. Technician
13. Producer
14. Digital Account Executive
15. Creative Services Director
16. General Assignment Reporter
17. Studio Technician

5) Job Title: Associate Producer Position # 1 Referral Source(s) of Hiree: PT to FT- Job Change

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore County NAACP	Patricia Ferguson Mail openings	P.O. Box 21061 Baltimore, MD 21228	(410) 747-7200	Yes
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	Yes
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail openings	524 West 57th Street New York, NY 10019	(212) 975-2545	Yes
Entertainment Employee Journal	Job Postings Mail openings	5632 Van Nuys Blvd. # 320 Van Nuys, CA 91401	(818) 920-0060	Yes
Broadcast Media Placement Coor.	Darcy Garthwaite Mail openings	8001 Braddock Road Suite 501 Springfield, VA 22151	Unknown	Yes
Veterans Administration	Gerry Taylor Email: Gtaylor@uba.va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	Yes

(I) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
The Leadership Institute	Email Billy Parker: bparker@limail.us	1101 North Highland Street 15 th Floor Arlington, VA 22201	(703) 247-2000	Yes
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	Yes
America's Job Bank	Post	Go to www.ajb.dni.us to post	Unknown	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes
Broadcast Employment Service	Post on tvjob.com	Unknown	Unknown	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex-C224 Baltimore, MD 21251	443-885-3349	Yes
Loyola College	Fax to: Career Center (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(410) 617-2000	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
Towson University Career Center	Post on Career center website: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: Careercenter@ubalt.edu	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
National Organization For Women- Baltimore Chapter	Email: Info@baltimorenow.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Northwest Career Center	Sharon Matthews Email: Smatthews@oedworks.com	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	Yes
State of Maryland Dept. of Labor Licensing/Regulation	Email: award@dllr.state.md.us	1100 North Eutaw St. Room 209 Baltimore, MD 21201	(410) 767-2021	YES
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes
Internal CBS Posting	Send email to contacts at other CBS Stations	Varies	Varies	n/a

5) Job Title: Producer

Position # 2

Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore County NAACP	Patricia Ferguson Mail openings	P.O. Box 21061 Baltimore, MD 21228	(410) 747-7200	Yes
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	Yes
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail openings	524 West 57th Street New York, NY 10019	(212) 975-2545	Yes
Entertainment Employee Journal	Job Postings Mail openings	5632 Van Nuys Blvd. # 320 Van Nuys, CA 91401	(818) 920-0060	Yes
Broadcast Media Placement Coor.	Darcy Garthwaite Mail openings	8001 Braddock Road Suite 501 Springfield, VA 22151	Unknown	Yes
Veterans Administration	Gerry Taylor Email: Gtaylor@uba.va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	Yes

(j) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
The Leadership Institute	Email Billy Parker: bparker@limail.us	1101 North Highland Street 15 th Floor Arlington, VA 22201	(703) 247-2000	Yes
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	Yes
America's Job Bank	Post	Go to www.ajb.dni.us to post	Unknown	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes
Broadcast Employment Service	Post on tvjob.com	Unknown	Unknown	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex- C224 Baltimore, MD 21251	443-885-3349	Yes
Loyola College	Fax to: Career Center (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(410) 617-2000	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
Towson University Career Center	Post on Career center website: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: Careercenter@ubalt.edu	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
National Organization For Women- Baltimore Chapter	Email: Info@baltimorenw.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
University of Maryland	Post on their career center website: www.careercenter.umd.edu	University of Maryland College Park, MD 20742	(301) 405-1000	Yes
Maryland Work Force	Email posting to Denise Bice: dbice@dllr.state.md.us	Dept. of Labor, Licensing and Regulation 500 North Calvert Street # 401 Baltimore, MD 21202	(410) 288-9050 Ext. 417	Yes
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes
Internal CBS Posting	Send email to contacts at other CBS Stations	Varies	Varies	n/a

5) Job Title: Senior Producer Position # 3 Referral Source(s) of Hiree: Job Change-Promotion

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore County NAACP	Patricia Ferguson Mail openings	P.O. Box 21061 Baltimore, MD 21228	(410) 747-7200	Yes
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	Yes
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail openings	524 West 57th Street New York, NY 10019	(212) 975-2545	Yes
Entertainment Employee Journal	Job Postings Mail openings	5632 Van Nuys Blvd. # 320 Van Nuys, CA 91401	(818) 920-0060	Yes
Broadcast Media Placement Coord.	Darcy Garthwaite Mail openings	8001 Braddock Road Suite 501 Springfield, VA 22151	Unknown	Yes
Veterans Administration	Gerry Taylor Email: Gtaylor@uba.va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
The Leadership Institute	Email Billy Parker: bparker@limail.us	1101 North Highland Street 15 th Floor Arlington, VA 22201	(703) 247-2000	Yes
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	Yes
America's Job Bank	Post	Go to www.ajb.dni.us to post	Unknown	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes
Broadcast Employment Service	Post on tvjob.com	Unknown	Unknown	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex-C224 Baltimore, MD 21251	443-885-3349	Yes
Loyola College	Fax to: Career Center (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(410) 617-2000	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
Towson University Career Center	Post on Career center website: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: Careercenter@ubalt.edu	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
National Organization For Women- Baltimore Chapter	Email: Info@baltimorenow.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
University of Maryland	Post on their career center website: www.careercenter.umd.edu	University of Maryland College Park, MD 20742	(301) 405-1000	Yes
Maryland Work Force	Email posting to Denise Bice: dbice@dllr.state.md.us	Dept. of Labor, Licensing and Regulation 500 North Calvert Street # 401 Baltimore, MD 21202	(410) 288-9050 Ext. 417	Yes
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes
Internal CBS Posting	Send email to contacts at other CBS Stations	Varies	Varies	n/a

5) Job Title: Local Sales Manager Position # 4 Referral Source(s) of Hiree: Job Change-Promotion

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore County NAACP	Patricia Ferguson Mail openings	P.O. Box 21061 Baltimore, MD 21228	(410) 747-7200	Yes
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	Yes
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail openings	524 West 57th Street New York, NY 10019	(212) 975-2545	Yes
Entertainment Employee Journal	Job Postings Mail openings	5632 Van Nuys Blvd. # 320 Van Nuys, CA 91401	(818) 920-0060	Yes
Broadcast Media Placement Coor.	Darcy Garthwaite Mail openings	8001 Braddock Road Suite 501 Springfield, VA 22151	Unknown	Yes
Veterans Administration	Gerry Taylor Email: Gtaylor@uba.va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
The Leadership Institute	Email Billy Parker: bparker@limail.us	1101 North Highland Street 15 th Floor Arlington, VA 22201	(703) 247-2000	Yes
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	Yes
America's Job Bank	Post	Go to www.ajb.dni.us to post	Unknown	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes
Broadcast Employment Service	Post on tvjob.com	Unknown	Unknown	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex-C224 Baltimore, MD 21251	443-885-3349	Yes
Loyola College	Fax to: Career Center (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(410) 617-2000	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
Towson University Career Center	Post on Career center website: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: Careercenter@ubalt.edu	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
National Organization For Women- Baltimore Chapter	Email: Info@baltimorenow.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
University of Maryland	Post on their career center website: www.careercenter.umd.edu	University of Maryland College Park, MD 20742	(301) 405-1000	Yes
Maryland Work Force	Email posting to Denise Bice: dbice@dllr.state.md.us	Dept. of Labor, Licensing and Regulation 500 North Calvert Street # 401 Baltimore, MD 21202	(410) 288-9050 Ext. 417	Yes
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes
Internal CBS Posting	Send email to contacts at other CBS Stations	Varies	Varies	n/a

5) Job Title: Account Executive Position # 5Referral 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)
Baltimore County NAACP	Patricia Ferguson Mail openings	P.O. Box 21061 Baltimore, MD 21228	(410) 747-7200	Yes
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	Yes
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail openings	524 West 57th Street New York, NY 10019	(212) 975-2545	Yes
Entertainment Employee Journal	Job Postings Mail openings	5632 Van Nuys Blvd. # 320 Van Nuys, CA 91401	(818) 920-0060	Yes
Broadcast Media Placement Coor.	Darcy Garthwaite Mail openings	8001 Braddock Road Suite 501 Springfield, VA 22151	Unknown	Yes
Veterans Administration	Gerry Taylor Email: Gtaylor@uba.va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
The Leadership Institute	Email Billy Parker: bparker@limail.us	1101 North Highland Street 15 th Floor Arlington, VA 22201	(703) 247-2000	Yes
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	Yes
Coppin State University	Fax Postings to: (410) 951-3920	2500 West North Avenue Baltimore, MD 21216	(410) 951-3000	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes
Broadcast Employment Service	Post on tvjob.com	Unknown	Unknown	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex-C224 Baltimore, MD 21251	443-885-3349	Yes
Loyola College	Fax to: Career Center (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(410) 617-2000	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
Towson University Career Center	Post on Career center website: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: Careercenter@ubalt.edu	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
National Organization For Women- Baltimore Chapter	Email: Info@baltimorenw.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
University of Maryland	Post on their career center website: www.careercenter.umd.edu	University of Maryland College Park, MD 20742	(301) 405-1000	Yes
Maryland Work Force	Email posting to Denise Bice: dbice@dllr.state.md.us	Dept. of Labor, Licensing and Regulation 500 North Calvert Street # 401 Baltimore, MD 21202	(410) 288-9050 Ext. 417	Yes
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes
Internal CBS Posting	Send email to contacts at other CBS Stations	Varies	Varies	n/a

5) Job Title: Digital Account Executive Position # 6 Referral Source(s) of Hiree: www.wjz.com

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore County NAACP	Patricia Ferguson Mail openings	P.O. Box 21061 Baltimore, MD 21228	(410) 747-7200	Yes
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	Yes
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail openings	524 West 57th Street New York, NY 10019	(212) 975-2545	Yes
Entertainment Employee Journal	Job Postings Mail openings	5632 Van Nuys Blvd. # 320 Van Nuys, CA 91401	(818) 920-0060	Yes
Broadcast Media Placement Coor.	Darcy Garthwaite Mail openings	8001 Braddock Road Suite 501 Springfield, VA 22151	Unknown	Yes
Veterans Administration	Gerry Taylor Email: Gtaylor@uba.va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
The Leadership Institute	Email Billy Parker: bparker@limail.us	1101 North Highland Street 15 th Floor Arlington, VA 22201	(703) 247-2000	Yes
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	Yes
Coppin State University	Fax Postings to: (410) 951-3920	2500 West North Avenue Baltimore, MD 21216	(410) 951-3000	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes
Broadcast Employment Service	Post on tvjob.com	Unknown	Unknown	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex-C224 Baltimore, MD 21251	443-885-3349	Yes
Loyola College	Fax to: Career Center (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(410) 617-2000	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
Towson University Career Center	Post on Career center website: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: Careercenter@ubalt.edu	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
National Organization For Women- Baltimore Chapter	Email: Info@baltimorenw.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
University of Maryland	Post on their career center website: www.careercenter.umd.edu	University of Maryland College Park, MD 20742	(301) 405-1000	Yes
Maryland Work Force	Email posting to Denise Bice: dbice@dllr.state.md.us	Dept. of Labor, Licensing and Regulation 500 North Calvert Street # 401 Baltimore, MD 21202	(410) 288-9050 Ext. 417	Yes
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes
Internal CBS Posting	Send email to contacts at other CBS Stations	Varies	Varies	n/a

5) Job Title: Web Producer Position # 7 Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	Yes
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail openings	524 West 57th Street New York, NY 10019	(212) 975-2545	Yes
Anne Arundel County NAACP	Mail openings	P.O. Box 6210 Annapolis, MD 21401 Attn: Job Postings	(410) 974-6317	Yes
Veterans Administration	Gerry Taylor Email: Gtaylor@uba.va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
The Leadership Institute	Email Billy Parker: bparker@limail.us	1101 North Highland Street 15 th Floor Arlington, VA 22201	(703) 247-2000	Yes
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	Yes
Coppin State University	Fax Postings to: (410) 951-3920	2500 West North Avenue Baltimore, MD 21216	(410) 951-3000	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes
Broadcast Employment Service	Post on tvjob.com	Unknown	Unknown	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex- C224 Baltimore, MD 21251	443-885-3349	Yes
Loyola College	Fax to: Career Center (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(410) 617-2000	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
Towson University Career Center	Post on Career center website: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: Careercenter@ubalt.edu	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
University of Maryland	Post on their career center website: www.careercenter.umd.edu	University of Maryland College Park, MD 20742	(301) 405-1000	Yes
Maryland Work Force	Email posting to Denise Bice: dbice@dllr.state.md.us	Dept. of Labor, Licensing and Regulation 500 North Calvert Street # 401 Baltimore, MD 21202	(410) 288-9050 Ext. 417	Yes
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes
Internal CBS Posting	Send email to contacts at other CBS Stations	Varies	Varies	n/a

5) Job Title: Account Executive Position # 8 Referral Source(s) of Hire: CBS Training Program

(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
Anne Arundel County NAACP	Mail openings	P.O. Box 6210 Annapolis, MD 21401 Attn: Job Postings	(410) 974-6317	Yes
Veterans Administration	Gerry Taylor Email: Gtaylor@uba.va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
The Leadership Institute	Email Billy Parker: bparker@limail.us	1101 North Highland Street 15 th Floor Arlington, VA 22201	(703) 247-2000	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	Yes
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)
Coppin State University	Fax Postings to: (410) 951-3920	2500 West North Avenue Baltimore, MD 21216	(410) 951-3000	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes
Broadcast Employment Service	Post on tvjob.com	Unknown	Unknown	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex-C224 Baltimore, MD 21251	443-885-3349	Yes
Loyola College	Fax to: Career Center (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(410) 617-2000	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
Towson University Career Center	Post on Career center website: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: Careercenter@ubalt.edu	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes
University of Maryland	Post on their career center website: www.careercenter.umd.edu	University of Maryland College Park, MD 20742	(301) 405-1000	Yes
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
National Organization For Women- Baltimore Chapter	Email: Info@baltimorenw.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Maryland Work Force	Email posting to Denise Bice: dbice@dllr.state.md.us	Dept. of Labor, Licensing and Regulation 500 North Calvert Street # 401 Baltimore, MD 21202	(410) 288-9050 Ext. 417	Yes
Internal CBS Posting	Send email to contacts at other CBS Stations	Varies	Varies	n/a

5) Job Title: Producer**Position # 9****Referral Source(s) of Hire: Employee Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	Yes
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail openings	524 West 57th Street New York, NY 10019	(212) 975-2545	Yes
Anne Arundel County NAACP	Mail openings	P.O. Box 6210 Annapolis, MD 21401 Attn: Job Postings	(410) 974-6317	Yes
Veterans Administration	Gerry Taylor Email: Gtaylor@uba.va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
The Leadership Institute	Email Billy Parker: bparker@limail.us	1101 North Highland Street 15 th Floor Arlington, VA 22201	(703) 247-2000	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	Yes
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)
Coppin State University	Fax Postings to: (410) 951-3920	2500 West North Avenue Baltimore, MD 21216	(410) 951-3000	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes
Broadcast Employment Service	Post on tvjob.com	Unknown	Unknown	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex- C224 Baltimore, MD 21251	443-885-3349	Yes
Loyola College	Fax to: Career Center (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(410) 617-2000	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
Towson University Career Center	Post on Career center website: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: Careercenter@ubalt.edu	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes
University of Maryland	Post on their career center website: www.careercenter.umd.edu	University of Maryland College Park, MD 20742	(301) 405-1000	Yes
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
National Organization For Women- Baltimore Chapter	Email: Info@baltimorenow.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Maryland Work Force	Email posting to Denise Bice: dbice@dllr.state.md.us	Dept. of Labor, Licensing and Regulation 500 North Calvert Street # 401 Baltimore, MD 21202	(410) 288-9050 Ext. 417	Yes
Internal CBS Posting	Send email to contacts at other CBS Stations	Varies	Varies	n/a

5) Job Title: ENG Maintenance Tech Position # 10 Referral Source(s) of Hire: Broadcast Engineerin Magazine

(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
Anne Arundel County NAACP	Mail openings	P.O. Box 6210 Annapolis, MD 21401 Attn: Job Postings	(410) 974-6317	Yes
Veterans Administration	Gerry Taylor Email: Gtaylor@uba.va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
The Leadership Institute	Email Billy Parker: bparker@limail.us	1101 North Highland Street 15 th Floor Arlington, VA 22201	(703) 247-2000	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	Yes
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)
Coppin State University	Fax Postings to: (410) 951-3920	2500 West North Avenue Baltimore, MD 21216	(410) 951-3000	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes
Broadcast Employment Service	Post on tvjob.com	Unknown	Unknown	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex-C224 Baltimore, MD 21251	443-885-3349	Yes
Loyola College	Fax to: Career Center (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(410) 617-2000	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
Towson University Career Center	Post on Career center website: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: Careercenter@ubalt.edu	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes
University of Maryland	Post on their career center website: www.careercenter.umd.edu	University of Maryland College Park, MD 20742	(301) 405-1000	Yes
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Maryland Work Force	Email posting to Denise Bice: dbice@dllr.state.md.us	Dept. of Labor, Licensing and Regulation 500 North Calvert Street # 401 Baltimore, MD 21202	(410) 288-9050 Ext. 417	Yes
Broadcast Engineering Magazine	Email postings to: Susan.schaefer@penton.com	9800 Metcalf Overland Park, KS 66212	(913) 514-6417	Yes
Internal CBS Posting	Send email to contacts at other CBS Stations	Varies	Varies	n/a

5) Job Title: Director

Position # 11

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

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	Yes
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail openings	524 West 57th Street New York, NY 10019	(212) 975-2545	Yes
Anne Arundel County NAACP	Mail openings	P.O. Box 6210 Annapolis, MD 21401 Attn: Job Postings	(410) 974-6317	Yes
Veterans Administration	Gerry Taylor Email: Gtaylor@uba.va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
The Leadership Institute	Email Billy Parker: bparker@limail.us	1101 North Highland Street 15 th Floor Arlington, VA 22201	(703) 247-2000	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	Yes
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)
Coppin State University	Fax Postings to: (410) 951-3920	2500 West North Avenue Baltimore, MD 21216	(410) 951-3000	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes
Broadcast Employment Service	Post on tvjob.com	Unknown	Unknown	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex-C224 Baltimore, MD 21251	443-885-3349	Yes
Loyola College	Fax to: Career Center (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(410) 617-2000	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
Towson University Career Center	Post on Career center website: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: Careercenter@ubalt.edu	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes
University of Maryland	Post on their career center website: www.careercenter.umd.edu	University of Maryland College Park, MD 20742	(301) 405-1000	Yes
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
National Organization For Women- Baltimore Chapter	Email: Info@baltimorenow.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Maryland Work Force	Email posting to Denise Bice: dbice@dllr.state.md.us	Dept. of Labor, Licensing and Regulation 500 North Calvert Street # 401 Baltimore, MD 21202	(410) 288-9050 Ext. 417	Yes
Internal CBS Posting	Send email to contacts at other CBS Stations	Varies	Varies	n/a

5) Job Title: Technician

Position # 12

Referral Source(s) of Hire: 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
Anne Arundel County NAACP	Mail openings	P.O. Box 6210 Annapolis, MD 21401 Attn: Job Postings	(410) 974-6317	Yes
Veterans Administration	Gerry Taylor Email: Gtaylor@uba.va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
The Leadership Institute	Email Billy Parker: bparker@limail.us	1101 North Highland Street 15 th Floor Arlington, VA 22201	(703) 247-2000	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	Yes
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 396-3009	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 Postings to: (410) 951-3920	2500 West North Avenue Baltimore, MD 21216	(410) 951-3000	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes
Broadcast Employment Service	Post on tvjob.com	Unknown	Unknown	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex- C224 Baltimore, MD 21251	443-885-3349	Yes
Loyola College	Fax to: Career Center (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(410) 617-2000	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
Towson University Career Center	Post on Career center website: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: Careercenter@ubalt.edu	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes
University of Maryland	Post on their career center website: www.careercenter.umd.edu	University of Maryland College Park, MD 20742	(301) 405-1000	Yes
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes

(I) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
National Organization For Women- Baltimore Chapter	Email: Info@baltimorenow.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Maryland Work Force	Email posting to Denise Bice: dbice@dllr.state.md.us	Dept. of Labor, Licensing and Regulation 500 North Calvert Street # 401 Baltimore, MD 21202	(410) 288-9050 Ext. 417	Yes
Internal CBS Posting	Send email to contacts at other CBS Stations	Varies	Varies	n/a

5) Job Title: Producer Position # 13 Referral Source(s) of Hire: Transfer from other CBS station

(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
Anne Arundel County NAACP	Mail openings	P.O. Box 6210 Annapolis, MD 21401 Attn: Job Postings	(410) 974-6317	Yes
Veterans Administration	Gerry Taylor Email: Gtaylor@uba.va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
The Leadership Institute	Email Billy Parker: bparker@limail.us	1101 North Highland Street 15 th Floor Arlington, VA 22201	(703) 247-2000	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	Yes
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)
Coppin State University	Fax Postings to: (410) 951-3920	2500 West North Avenue Baltimore, MD 21216	(410) 951-3000	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes
Broadcast Employment Service	Post on tvjob.com	Unknown	Unknown	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex- C224 Baltimore, MD 21251	443-885-3349	Yes
Loyola College	Fax to: Career Center (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(410) 617-2000	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
Towson University Career Center	Post on Career center website: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: Careercenter@ubalt.edu	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes
University of Maryland	Post on their career center website: www.careercenter.umd.edu	University of Maryland College Park, MD 20742	(301) 405-1000	Yes
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
National Organization For Women- Baltimore Chapter	Email: Info@baltimorenow.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Maryland Work Force	Email posting to Denise Bice: dbice@dllr.state.md.us	Dept. of Labor, Licensing and Regulation 500 North Calvert Street # 401 Baltimore, MD 21202	(410) 288-9050 Ext. 417	Yes
Internal CBS Posting	Send email to contacts at other CBS Stations	Varies	Varies	n/a

5) Job Title: Digital Account Executive Position # 14 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)
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
Anne Arundel County NAACP	Mail openings	P.O. Box 6210 Annapolis, MD 21401 Attn: Job Postings	(410) 974-6317	Yes
Veterans Administration	Gerry Taylor Email: Gtaylor@uba.va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
The Leadership Institute	Email Billy Parker: bparker@limail.us	1101 North Highland Street 15 th Floor Arlington, VA 22201	(703) 247-2000	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	Yes
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)
Coppin State University	Fax Postings to: (410) 951-3920	2500 West North Avenue Baltimore, MD 21216	(410) 951-3000	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes
Broadcast Employment Service	Post on tvjob.com	Unknown	Unknown	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex-C224 Baltimore, MD 21251	443-885-3349	Yes
Loyola College	Fax to: Career Center (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(410) 617-2000	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
Towson University Career Center	Post on Career center website: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: Careercenter@ubalt.edu	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes
University of Maryland	Post on their career center website: www.careercenter.umd.edu	University of Maryland College Park, MD 20742	(301) 405-1000	Yes
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
National Organization For Women- Baltimore Chapter	Email: Info@baltimorenow.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Maryland Work Force	Email posting to Denise Bice: dbice@dllr.state.md.us	Dept. of Labor, Licensing and Regulation 500 North Calvert Street # 401 Baltimore, MD 21202	(410) 288-9050 Ext. 417	Yes
Baltimore Business Journal	Email posting to: Tonya Waltrick twaltrick@bizjournals.com	111 Market Place Suite 720 Baltimore, MD 21202	(410) 576-1161	Yes
Baltimore Sun and careerbuilders.com	Email posting to: Teresa Wilson Teresa.Wilson@baltsun.com	P.O. Box 1013 Baltimore, MD 21203	(410) 539-7700	Yes
Internal CBS Posting	Send email to contacts at other CBS Stations	Varies	Varies	n/a

5) Job Title: Creative Services Director Position # 15 Referral Source(s) of Hiree: Job Change- 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
Anne Arundel County NAACP	Mail openings	P.O. Box 6210 Annapolis, MD 21401 Attn: Job Postings	(410) 974-6317	Yes
Veterans Administration	Gerry Taylor Email: Gtaylor@uba.va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
The Leadership Institute	Email Billy Parker: bparker@limail.us	1101 North Highland Street 15 th Floor Arlington, VA 22201	(703) 247-2000	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	Yes
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)
Coppin State University	Fax Postings to: (410) 951-3920	2500 West North Avenue Baltimore, MD 21216	(410) 951-3000	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes
Broadcast Employment Service	Post on tvjob.com	Unknown	Unknown	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex-C224 Baltimore, MD 21251	443-885-3349	Yes
Loyola College	Fax to: Career Center (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(410) 617-2000	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
Towson University Career Center	Post on Career center website: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: Careercenter@ubalt.edu	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes
University of Maryland	Post on their career center website: www.careercenter.umd.edu	University of Maryland College Park, MD 20742	(301) 405-1000	Yes
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
National Organization For Women- Baltimore Chapter	Email: Info@baltimorenow.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Maryland Work Force	Email posting to Denise Bice: dbice@dllr.state.md.us	Dept. of Labor, Licensing and Regulation 500 North Calvert Street # 401 Baltimore, MD 21202	(410) 288-9050 Ext. 417	Yes
Internal CBS Posting	Send email to contacts at other CBS Stations	Varies	Varies	n/a

5) Job Title: General Assignment Reporter Position # 16 Referral Source(s) of Hiree: Tyjobs.com

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore 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
Anne Arundel County NAACP	Mail openings	P.O. Box 6210 Annapolis, MD 21401 Attn: Job Postings	(410) 974-6317	Yes
Veterans Administration	Gerry Taylor Email: Gtaylor@uba.va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
The Leadership Institute	Email Billy Parker: bparker@limail.us	1101 North Highland Street 15 th Floor Arlington, VA 22201	(703) 247-2000	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	Yes
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)
Coppin State University	Fax Postings to: (410) 951-3920	2500 West North Avenue Baltimore, MD 21216	(410) 951-3000	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes
Broadcast Employment Service	Post on tvjob.com	Unknown	Unknown	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex-C224 Baltimore, MD 21251	443-885-3349	Yes
Loyola College	Fax to: Career Center (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(410) 617-2000	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
Towson University Career Center	Post on Career center website: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
University of Baltimore Career Center	Email: Careercenter@ubalt.edu	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5461	Yes
University of Maryland	Post on their career center website: www.careercenter.umd.edu	University of Maryland College Park, MD 20742	(301) 405-1000	Yes
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
National Organization For Women- Baltimore Chapter	Email: Info@baltimorenow.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Maryland Work Force	Email posting to Denise Bice: dbice@dllr.state.md.us	Dept. of Labor, Licensing and Regulation 500 North Calvert Street # 401 Baltimore, MD 21202	(410) 288-9050 Ext. 417	Yes
Internal CBS Posting	Send email to contacts at other CBS Stations	Varies	Varies	n/a

5) Job Title: Studio Technician Position # 17 Referral Source(s) of Hiree: www.wjz.com

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	Yes
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail openings	524 West 57th Street New York, NY 10019	(212) 975-2545	Yes
Anne Arundel County NAACP	Mail openings	P.O. Box 6210 Annapolis, MD 21401 Attn: Job Postings	(410) 974-6317	Yes
Veterans Administration	Gerry Taylor Email: Gtaylor@uba.va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
The Leadership Institute	Email Billy Parker: bparker@limail.us	1101 North Highland Street 15 th Floor Arlington, VA 22201	(703) 247-2000	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	Yes
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)
Coppin State University	Fax Postings to: (410) 951-3920	2500 West North Avenue Baltimore, MD 21216	(410) 951-3000	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes
Broadcast Employment Service	Post on tvjob.com	Unknown	Unknown	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex-C224 Baltimore, MD 21251	443-885-3349	Yes
Loyola College	Fax to: Career Center (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(410) 617-2000	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
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Maryland Work Force	Email posting to Denise Bice: dbice@dllr.state.md.us	Dept. of Labor, Licensing and Regulation 500 North Calvert Street # 401 Baltimore, MD 21202	(410) 288-9050 Ext. 417	Yes
Internal CBS Posting	Send email to contacts at other CBS Stations	Varies	Varies	n/a

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

Name of Recruitment Source

- 1.) PT to FT- Job Change
- 2.) Employee Referral
- 3.) Job Change-Promotion
- 4.) Job Change-Promotion
- 5.) Agency
- 6.) www.wjz.com
- 7.) Employee Referral
- 8.) CBS Training Program
- 9.) Employee Referral
- 10.) Broadcast Engineering Magazine
- 11.) www.wjz.com
- 12.) PT to FT- Promotion
- 13.) Transfer from other CBS Station
- 14.) www.wjz.com
- 15.) Job Change-Promotion
- 16.) Tvjobs.com
- 17.) www.wjz.com

7) Total # of Interviewees Referred by Each Source: For the period from June 1, 2007 to May 31, 2008. This Employment Unit interviewed 110 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Number of Interviewees Referred</u>
(1) <u>Self</u>	<u>Eight (8)</u>
(2) <u>www.wjz.com</u>	<u>Thirty-Seven (37)</u>
(3) <u>Employee Referral</u>	<u>Twenty-Two (22)</u>
(4) <u>TVjobs.com</u>	<u>Five (5)</u>
(5) <u>Ex-Employee Referral</u>	<u>Five (5)</u>
(6) <u>Talent Agency</u>	<u>One (1)</u>
(7) <u>CBS Employees (different location)</u>	<u>Five (5)</u>
(8) <u>Careerbuilders.com</u>	<u>Two (2)</u>
(9) <u>Agent</u>	<u>Two (2)</u>
(10) <u>Non-Employee Referral</u>	<u>Four (4)</u>
(11) <u>Current Employees-Internal Posting</u>	<u>Eleven (11)</u>
(12) <u>Part-time Employees-Internal Posting</u>	<u>Five (5)</u>
(13) <u>Broadcast Engineering Magazine</u>	<u>One (1)</u>
(14) <u>Cold Call</u>	<u>One (1)</u>
(15) <u>SBE Posting (Society Broadcast Eng.)</u>	<u>One (1)</u>

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

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

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1. National Association of Black Journalists Job Fair Recruit/talk to prospective applicants Critique tapes/review resumes Talk to recent grads about how to break into television via small markets and larger markets.</p>	<p>08/08/07 through 08/12/07</p>	<p>Vic Carter-Anchor Gigi Barnett-Reporter Shawna Prince-Producer Kellye Lynn- PT Reporter Jewell Pearson- Apprentice Tralanenia Reeves- Producer Seni Tienabeso- Producer (Seni attended Aug. 8th & 9th only)</p>
<p>2. University of Maryland Phillip Merrill College of Journalism Career Fair Talked to Communication students about Internship Opportunities</p>	<p>October 10, 2007</p>	<p>Kathy Mitzel- HR Representative Susan Otradovec- Public Affairs Director</p>
<p>3. Coppin State University Job Fair Talked to students about our internship program and the requirements. Coached students on resumes</p>	<p>March 12, 2008</p>	<p>Kathy Mitzel- HR Representative Susan Otradovec- Public Affairs Director</p>

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

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. WJZ Internship Program WJZ has an internal internship program where we sponsor participates for Winter, Spring and Summer Semesters	On-Going	Human Resources Department Screens applications to make sure they meet the company requirements and then forwards qualified applicants to Department Representatives who then interview/select the candidates.
2. CBS Apprenticeship Program	07/16/07- 01/16/08 6 month program	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)
I. <u>School/Association Tours:</u>		Joyce Kashima Speaker's Bureau
Freedom Elementary School	06/05/07	
TESST College	06/19/07	Susan Otradovec
Hampden Elementary School	07/30/07	Public Affairs
Harve de Grace Viewers	07/31/07	
Mentor Maryland Group	08/07/07	Various talent throughout
Westminister Fall Festival	08/13/07	Tour
TESST College	08/14/07	
Xavia's Advocates	08/15/07	
Ellicott City Viewers	08/21/07	
Public Relations Society of America	09/13/07	
Home School Tutorial Group	09/25/07	
TESST College	10/02/07	
Hospice of Queen Ann County	10/18/07	
Crofton Presbyterian - Men's Group	10/23/07	
Farrah Childs- Univ. of Maryland	10/23/07	
Maryland School for the Deaf	11/13/07	
Mt. Hebron High School	11/27/07	
Wilde Lake Middle School	12/04/07	
Friends School	12/10/07	
Mt. Hebron High School	12/11/07	
Our Lady of Victory Elem School	12/26/07	
Cathedral School	12/27/07	
TESST College	01/08/08	
St. Ursula School	01/14/08	
North Oaks Retirement Community	01/29/08	
Girl Scout Group	02/12/08	
St. Joseph's Fullerton Middle School	02/19/08	
Hammond Middle School	03/04/08	
St. Joseph's Fullerton Middle School	03/11/08	
Harford County	03/24/08	
Ridge Ruxton School	03/26/08	
St. Joseph's Fullerton Middle School	04/01/08	
Mother Seton Academy	04/15/08	
Youth Advocate for Second Home	04/15/08	
Marley Middle School	04/22/08	
Our Lady of Hope	04/28/08	
Mother Seton Academy	04/29/08	
Roland N. Patterson Senior Academy	05/01/08	
Hannah Moore School	05/06/08	
KIPP Ujima Village Academy	05/08/08	
Grove Park Elementary/Middle School	05/08/08	
Sandy Plains Elementary School	05/13/08	
Patuxent Middle School	05/20/08	

2. St. John Baptist Church Mentoring Program	06/02/07	Vic Carter- Anchor Speaker for Closing Ceremony
3. Franklin Square Elementary School 5th Grade Closing Exercise	06/07/07	Gigi Barnett- Reporter Speaker
4. Hampstead Hill Academy 8th Grade Promotion Ceremony	06/13/07	Vic Carter- Anchor Speaker
5. Camp Louise	07/03/07	Jessica Kartalija- Reporter Speaker
6. Urban Leadership Institute's Annual Breakfast for the Paul Robeson Academic International School	08/04/07	Kai Jackson- Reporter/Anchor Speaker
7. Burleigh Manor Middle School Broadcast weather on the student TV station	09/27/07 & 10/12/07	Bob Turk- Weather Anchor Speaker
8. Teacher of the Year Gala Maryland State Department of Education	10/05/07	Denise Koch- Anchor Emcee/Speaker
9. Student Interview Writing and New Media Course Towson University	10/18/07	Don Scott- Anchor Interviewee
10. McDaniel College Seminar Class	10/25/07	Adam May- Reporter/Anchor Speaker
11. Center for Educational Opportunity Assembly- for Middle and High School Students	11/15/07	Vic Carter- Anchor Speaker
12. Oakland Mills High School Alpha Phi Alpha Program	11/29/07	Vic Carter- Anchor Speaker
13. Prince George's Community College- 4 th Annual Journalism and Communications Workshop for High School students	12/04/07	Kai Jackson- Reporter/Anchor Speaker on panel

14. Cranberry Station Elementary School	12/06/07	Bernadette Woods- Meteorologist Speaker
15. Oakland Mills High School Alpha Phi Alpha Program	12/06/07	Vic Carter- Anchor Speaker
16. Wilde Lake Middle School	01/15/08	Bernadette Woods- Meteorologist Guest Anchor
17. Oakland Mills High School Alpha Phi Alpha Program	01/31/08	Vic Carter- Anchor Speaker
18. St. John's Parish Day School Annual Gala	02/02/08	Vic Carter- Anchor Emcee
19. The Thurgood Marshall College Fund, Inc. Awards Program	02/06/08	Gigi Barnett- Reporter Emcee
20. Brehms Lane Elementary School Black History Month	02/06/08	Vic Carter- Anchor Speaker
21. WJZ-s Black History Month Oratory Contest	02/17/08	Kai Jackson- Reporter/Anchor Emcee
22. Maryland State Department of Education's Teachers of Promise Institute."	04/23/08	Denise Koch- Anchor Speaker
23. Baltimore City Community College Opening of the New Student Activities Wing	05/08/08	Bob Turk- Weather Anchor Opening Remarks
24. Long Reach High School Graduation	05/23/08	Vic Cater- Anchor Speaker
25. Patterson High School Commencement Ceremony	05/31/08	Vic Carter- Anchor

(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	CBS on-line training completed by all new hires and existing employees when updated and requested
2. FCC Training	New Hires responsible for putting news on air	CBS on-line training completed by the employees required to.