

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1, 2013 to May 31, 2014

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: <a href="mailto:jnewman@wjz.com">jnewman@wjz.com</a>

4) List all Full-Time Job Vacancies (identified by Job Title) Filled by Each Station in the Employment Unit.  
**SEE MASTER RECRUITMENT SOURCE LIST FOR RECRUITMENT DATA**

Job Title	Recruitment Source Notified of Job Vacancy	Recruitment Source of Hiree
Accounts Payable Coordinator	All Sources Excluded: # 4-6, # 18, # 32-39	# 7- Indeed.com
Weekend Anchor/Reporter	All Sources Excluded: # 21, #24, #25, #27-30, # 32-39	#36- Agent
Assignment Editor	All Sources Excluded: #18, # 32-39	# 32- Employee Referral
Account Executive	All Sources Excluded: #18, # 32-39	# 32- Employee Referral
Producer (3 positions)	All Sources Excluded: #18, #27, # 32-39	# 4- tvjobs.com, # 34 Current CBS Employee (PT to FT) # 1 CBS Kenexa System/CBS Career Site
Maintenance Technician	All Sources Excluded: #18, #25, #32-39	# 35 SBE Posting
Director	All Sources Excluded: # 6, # 18, # 25, #28, #29, # 32-39	# 1- CBS Kenexa System/Career Site
Digital Account Executive	All Sources Excluded: #18, # 32-39	# 32- Employee Referral

<b>Job Title</b>	<b>Recruitment Source Notified of Job Vacancy</b>	<b>Recruitment Source of Hiree</b>
<b>Producer (3 positions)</b>	<b>All Sources Excluded: # 6,# 11, # 25, # 28, # 32-39</b>	<b># 34- Current CBS Employee # 34- Current CBS Employee (PT to FT) # 4- tvjobs.com</b>
<b>IT Manager</b>	<b>All Sources Excluded: # 6, # 18, # 32-39</b>	<b># 32- Employee Referral (Promotion)</b>
<b>Special Projects Producer</b>	<b>All Sources Excluded: # 6, # 18, # 32-39</b>	<b># 32- Employee Referral and # 1 CBS Kenexa System/CBS Career Site</b>
<b>Maintenance Technician</b>	<b>All Sources Excluded: # 6, # 18, # 32-39</b>	<b># 32- Employee Referral</b>
<b>IT Technician</b>	<b>All Sources Excluded: # 6, # 18, # 25, # 32-39</b>	<b># 7- Indeed.com</b>
<b>Director</b>	<b>All Sources Excluded: # 6, # 18, # 32-39</b>	<b># 7- Indeed.com</b>
<b>General Assignment Reporter</b>	<b>All Sources Excluded: # 6, # 18, # 21,# 22, # 24, # 25, # 28-30, # 32-39</b>	<b># 36-Talent Agent</b>

5.) Master List of Recruitment Sources for the reporting period of 06/01/13 through 05/31/14

Job Code #:	i) Name of Organization Notified of Job Vacancy	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)	# of Interviewees Referred
1	CBS Kenexa System  This is the CBS Application System/CBS Career Site	Post all job openings on the system	<a href="https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5128">https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5128</a>	n/a	n/a	20
2	AJE-America's Job Exchange  Posts to 54 job sites and organizations	Posted via First Advantage in the Kenexa System	AJE's Main Address: 400 Minuteman Road Andover, MA 01810	(866) 926-6284	n/a	1
3	WJZ Internal Posting Board	Post on Board on 1st Level	3725 Malden Avenue Baltimore, MD 21211	(410) 466-0013	n/a	
4	Broadcast Employment Service  tvjobs.com	Post on <a href="http://www.tvjobs.com">www.tvjobs.com</a>	P.O. Box 4116 Oceanside, CA 92052	(800) 237-8073	No	9
5	Medialine	Post on: <a href="http://www.medialine.com">www.medialine.com</a>  Mark Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	(800) 237-8073	No	
6	Broadcast Employment Service  tvjob.com	Post on: <a href="http://www.tvjob.com">www.tvjob.com</a>	Unknown	Unknown	No	

7	<b>Indeed.com</b> Positions posted on Indeed via AJE	Posted on indeed.com via AJE via Kenexa	Unknown	(800) 462-5842	No	17
8	<b>Veterans Administration</b>	Send Posting via email to <a href="mailto:Everette.addington@va.gov">Everette.addington@va.gov</a>  Everette Addington	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538	Yes	
9	<b>MD/DC/DEL Broadcasters Association</b>  Maryland/DC/Delaware	Email Posting to: <a href="mailto:info@mdcdbroadcasters.com">info@mdcdbroadcasters.com</a>	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes	
10	<b>Pennsylvania Association of Broadcasters</b>	Email: <a href="mailto:gponi@pab.org">gponi@pab.org</a>	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	Yes	
11	<b>The Leadership Institute in Virginia</b>	Email: <a href="mailto:emiller@leadershipinstitute.org">emiller@leadershipinstitute.org</a>	P.O. Box 41390 Arlington, VA 22204	(703) 647-3344	Yes	
12	<b>Maryland New Directions</b>	Mail Postings	2700 N. Charles Street Suite 200 Baltimore, MD 21218	(410) 653-4122	Yes	
13	<b>Baltimore City NAACP</b>	Mail Postings	8 West 26th Street Baltimore, MD 21218	(410) 366-3300	Yes	
14	<b>Anne Arundel County NAACP</b>	Mail Postings	P.O. Box 6210 Annapolis, MD 21401	(410) 974-6317	Yes	

15	<b>New Maryland Work Force- Dept. of Labor, Licensing and Regulation</b>  Starting late 2013- this is now posted via AJE	<b>Email:</b> <a href="mailto:dbice@dllr.state.md.us">dbice@dllr.state.md.us</a>	<b>1100 N. Eutaw Street Room 316 Baltimore, MD 21201</b>	<b>(877) 634-6361</b>	<b>Yes</b>	
16	<b>Mayor's Office of Employment Development</b>	<b>Mail Postings</b>	<b>100 West 23rd Street 3rd Floor Baltimore, MD 21218</b>	<b>(410) 396-3009</b>	<b>Yes</b>	
17	<b>Paul's Place</b>	<b>Email postings to Barbara Craig</b>  <a href="mailto:bcraig37@gmail.com">bcraig37@gmail.com</a>	<b>1118 Ward Street Baltimore, MD 21230</b>	<b>(410) 625-0775</b>	<b>Yes</b>	
18	<b>Collective Talent</b>	<b>Post on:</b> <a href="http://www.collectivetalent.com">www.collectivetalent.com</a>	<b>1721 Richardson Place Tampa, FL 33606</b>	<b>(813) 254-9695</b>	<b>No</b>	
19	<b>The Emma Bowen Foundation for Minority Interest in Media</b>	<b>Mail Postings Attn: Sandra Rice</b>	<b>524 West 57th Street New York, NY 10019</b>	<b>(212) 975-2545</b>	<b>Yes</b>	
20	<b>Federation of Hispanic Organization- Baltimore Chapter</b>	<b>Email Postings to <a href="mailto:Marcoap1@verizon.net">Marcoap1@verizon.net</a></b>  <b>Marco Pineyro</b>	<b>P.O. Box 25915 Baltimore, MD 21224</b>	<b>(410) 931-1640</b>	<b>Yes</b>	
21	<b>Coppin State University</b>	<b>Fax Postings: (410) 951-3920</b>	<b>2553 West North Ave. Baltimore, MD 21216</b>	<b>(410) 951-4188</b>	<b>Yes</b>	
22	<b>Goucher College</b>	<b>Post on:</b> <a href="http://www.cardev@goucher.edu">www.cardev@goucher.edu</a>	<b>1021 Dulaney Valley Rd. Towson, MD 21204</b>	<b>(410) 337-6191</b>	<b>Yes</b>	

23	Howard University	Mail Postings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes	
24	Loyola College	Fax Postings to Career Center  (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(800) 221-9107	Yes	
25	Morehead State University	Post on:  <a href="http://morehead-csm.symplicity.com/employers">http://morehead-csm.symplicity.com/employers</a>	150 University Blvd. Morehead, KY 40351	(606) 783-2221	Yes	
26	Morgan State University	Email Posting:  <a href="mailto:william.carson@morgan.edu">william.carson@morgan.edu</a>  William Carson	1700 E. Cold Spring Lane Baltimore, MD 21251	(443) 885-3349	Yes	
27	Stevenson University	Email Posting:  <a href="mailto:svohara@Stevenson.edu">svohara@Stevenson.edu</a>	1525 Greenspring Valley Road Stevenson, MD 21153	(887) 468-6852	Yes	
28	Towson University	Post on:  <a href="http://www.towson.edu/careercenter">www.towson.edu/careercenter</a>	8000 York Road Towson, MD 21252	(410) 704-2000	Yes	
29	University of Baltimore	Post on:  <a href="http://www.ubalt.edu/careercenter">www.ubalt.edu/careercenter</a>	1420 N. Charles Street Baltimore, MD 21201	(410) 837-5440	No	
30	University of Maryland	Post on:  <a href="https://umd-csm.symplicity.com/employers">https://umd-csm.symplicity.com/employers</a>	3100 Hornbake Library College Park, MD 20742	(301) 314-7225	Yes	
31	The Community College of Baltimore County- CCBC  Essex Campus	Email Posting:  <a href="mailto:NNIX@ccbsmd.edu">NNIX@ccbsmd.edu</a>  Dr. Zelda Nix- McCray	7201 Rossville Blvd. Baltimore, MD 21237	(443) 840-2222	Yes	

32	Employee Referral	CBS Television Stations Employee	Various Stations		n/a	9
33	Employee Referral	CBS Radio Employee	Various Stations		n/a	2
34	Current CBS Employee	Works for CBS at WJZ or another location			n/a	3
35	SBE Society Broadcast Engineers	Placed on their Job Board on their website <a href="http://www.sbe.org">www.sbe.org</a>	9102 North Meridian Street Suite 150 Indianapolis, IN 46260	(317) 846-9000	No	3
36	Talent Agent	Agent makes first contact with station			n/a	4
37	Non-CBS Employee Referral	Was told about the job from someone who does not work for CBS			n/a	
38	Simply Hired	Posted via AJE (# 2)			n/a	1
39	Self	Applicant stated Self as their referral Source			n/a	6

Total # of Interviewee referred by Source

79

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

*See Pages One (1) and Two (2) - Column 3*

**7) Total # of Interviewees Referred by Each Source:** For the period from **June 1, 2013** to **May 31, 2014**. This Employment Unit interviewed **79** Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

*See Pages Three (3) through Seven (7) - Column 7*

Extra Sources not listed above: **Station did not post on these sites but were listed as source**

- 1. Monster.com**                      **One (1) Interviewee**
- 2. CareerBuilder.com**        **One (1) Interviewee**
- 3. Print Ad (not identified)** **One (1) Interviewee**
- 4. LinkedIn**                        **One (1) Interviewee**



**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. <b>University of Maryland Phillip Merrill College of Journalism</b> Career Fair & Internship Fair Talked to Communication/Journalism students about Internship Opportunities	October 21, 2013	<b>Kathy Mitzel</b> - HR Representative <b>Susan Otradovec</b> - Public Affairs Director
2. <b>The National Association of Black Journalists Annual Convention</b> Orlando, Florida Talked to possible applicants	Started 07/31/13	<b>Vic Carter</b> - Anchor

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

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1.  <b>WJZ Internship Program</b>                      WJZ has an internal internship program where we sponsor participates for Winter, Spring and Summer Semesters</p> <p>Internships available in News, Creative Services and Sports</p>	<p>On-Going</p>	<p>Human Resources Department Screens applications to make sure they meet the company requirements and then forwards qualified applicants to Department Representatives. The Department interviews and selects the candidates.</p>
<p>2.  <b>CBS Apprenticeship Program</b></p>	<p>08/19/13-01/18/14                      5 to6 month program</p> <p>Apprentice became FT Producer on 01/19/14</p>	<p><b>Gail Bending-</b> News Director  <b>Tanya Black-</b> Assignment Manager</p> <p>Nick Bedford</p>

**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. <b><u>School/Association Tours:</u></b></p> <ul style="list-style-type: none"> <li>* Waldorf School</li> <li>* ARC of Baltimore Tour</li> <li>* Hampton Elementary School</li> <li>* ARC of Baltimore Tour</li> <li>* BRIDGES- St. Paul School</li> <li>* BRIDGES- St. Paul School</li> <li>* Root Branch Film Academy</li> <li>* Northwest High School</li> <li>* Casey Cares (medically ill children)</li> <li>* She Matters- Girl’s Mentoring</li> <li>* MOSIAC (mentally challenged adults)</li> <li>* College of Notre Dame</li> <li>* Bluford Drew Jemison- East Baltimore</li> <li>* Arts and Technology Academy</li> <li>* Eastern Technical High School</li> <li>* Ellicott Mills Middle School</li> <li>* Urban Alliance</li> <li>* Cub Scout Tour</li> <li>* Towson University</li> <li>* Mt. Hebron High School</li> <li>* Princeton Elementary School</li> <li>* Broadcasting Institute of Maryland</li> <li>* Mt. Hebron High School</li> <li>* Curley High School</li> <li>* Patapsco Elementary School</li> <li>* Casey Cares (medically ill children)</li> <li>* St. Joseph School</li> <li>* College of Notre Dame</li> <li>* St. Joseph School</li> <li>* Northwest Middle School</li> </ul>		<p><b>Susan Otradovec</b> Public Affairs</p> <p>Various talent throughout Tour</p>
<p>2. <b>Heritage High School</b> Graduation</p>	06/01/13	<b>Kai Jackson</b> -Anchor/Reporter Commencement Speaker
<p>3. <b>Carver Vo-Tech High School</b> Graduation</p>	06/02/13	<b>Vic Carter</b> - Anchor Commencement Speaker
<p>4. <b>Crohn’s and Colitis Foundation</b> Inner Harbor West Shore Park</p>	06/08/13	<b>Kristy Breslin</b> - Traffic Reporter Emcee

5. <b>Howard Community College</b> Meteorologist Panel STEM Festival	06/09/13	<b>Chelsea Ingram-</b> Meteorologist <b>Guest Speaker</b>
6. <b>G.B.M.C. Father's Day Race</b> 25th Annual Sheppard Pratt	06/16/13	<b>Denise Koch-</b> Anchor Emcee
7. <b>Kidney Foundation</b> Volunteer Award Reception Baltimore Museum of Industry	06/20/13	<b>Ron Matz-</b> Reporter Emcee
8. <b>Baltimore Women's Classic</b> Rash Field- Inner Harbor	06/23/13	<b>Denise Koch-</b> Anchor Emcee
9. <b>House of Ruth</b> Heels for Hope Race Pine Ridge Golf Course	06/29/13	<b>Jessica Kartalija-</b> Anchor/Reporter Emcee
10. <b>Chesapeake Shakespeare Company</b> Groundbreaking Ceremony Redwood and Calvert Street-Mercantile	07/09/13	<b>Mary Bubala-</b> Anchor/Reporter Emcee
11. <b>WJZ Oriole Food Drive</b> Camden Yards  Collect can goods @ 7:05 p.m. game	07/26/13	<b>Ron Matz-</b> Reporter <b>Alex Demetrick-</b> Reporter <b>Jessica Kartalija-</b> Anchor/Reporter <b>Linh Bui-</b> Anchor/Reporter <b>Jean Siligato-</b> Writer/Producer <b>Gabe Greene-</b> Writer/Producer <b>Susan Otradovec-</b> Public Relations
12. <b>WJZ Oriole Food Drive</b> Camden Yards  Collect can goods @ 1:35 p.m. game	07/28/13	<b>Kristy Breslin-</b> Traffic Reporter <b>Sharon Gibala-</b> Reporter <b>Chelsea Ingram-</b> Meteorologist <b>Christie Iletto-</b> Reporter <b>Bob Turk-</b> Weather Anchor <b>Jean Siligato-</b> Writer/Producer <b>Susan Otradovec-</b> Public Relations

13. <b>American Cancer Society's Making Strides</b> Kick-off –talk show format Baltimore Museum of Industry	08/22/13	<b>Jessica Kartalija</b> -Anchor/Reporter Emcee
14. <b>JEA –Jewish Educational Alliance- Fellowship Association</b> 104th Anniversary Reunion  Moses Montefiore Anshe Emunah Hebrew Congregation	08/25/13	<b>Ron Matz</b> - Reporter Emcee
15. <b>Office of Civil Rights &amp; Wage Enforcements Annual Breakfast</b> With Dr. Julianne Malveaux Hilton Baltimore	09/20/13	<b>Gigi Barnett</b> -Reporter Emcee
16. <b>Neighbor to Family Siblings of the Year Awards</b> - honoring Tim Williams' mother's family Forum	09/25/13	<b>Gigi Barnett</b> -Reporter Emcee
17. <b>Walk to end Alzheimer's Disease</b> Centennial Park	09/28/13	<b>Vic Carter</b> - Anchor Emcee
18. <b>6th Annual Maryland Lupus Walk</b> Rash Field	09/28/13	<b>Christie Iletto</b> -Reporter Emcee
19. <b>Great Prostate Cancer Challenge</b> Towson University Stadium	09/29/13	<b>Vic Carter</b> - Anchor Emcee
20. <b>State of the Media-Ultra Local News</b> American News Woman's Club Washington, DC	09/30/13	<b>Jessica Kartalija</b> -Anchor/Reporter Guest Speaker
21. <b>Orchkids (Orchestra Kids)</b> Meyerhoff Symphony Hall	10/02/13	<b>Vic Carter</b> - Anchor Guest
22. <b>American Diabetes Association Step Out</b> Rash Field	10/05/13	<b>Mary Bubala</b> - Reporter/Anchor Emcee/Walker

23. <b>Baltimore Humane Society Dog Fest</b> Baltimore Human Society-Nicodemus Rd.	10/05/13	<b>Bob Turk-</b> Weather Anchor Guest Judge
24. <b>There Goes My Hero's Hero Palooza</b> <b>Bike Tour, 5K run and family festival</b> Oregon Ridge Park	10/05/13	<b>Mike Schuh-</b> Reporter Emcee
25. <b>Empowering Males to Build</b> <b>Opportunities for Developing</b> <b>Independence</b> Delta Sigma Theta Sorority Randallstown Community Center	10/05/13	<b>Vic Carter-</b> Anchor Emcee
26. <b>Teacher of the Year Awards</b>  Martin's West	10/11/13	<b>Denise Koch-</b> Anchor Emcee
27. <b>Port Fest</b> Mobil Weather Van Visit For High School STEM Students	10/15/13	<b>Chelsea Ingram-</b> Meteorologist Presenter/Speaker
28. <b>Port Fest</b> Mobil Weather Van Visit For High School STEM Students	10/16/13	<b>Tim Williams-</b> Meteorologist Presenter/Speaker
29. <b>LIGHT</b> Health and Wellness Comprehensive Service Gala Radisson Cross Keys	10/18/13	<b>Rochelle Ritchie-</b> Reporter Emcee
30. <b>American Heart Association Greater</b> <b>Baltimore Heart Walk</b>  Camden Yards	10/19/13	<b>Kai Jackson-</b> Anchor/Reporter Emcee
31. <b>Save-A-Limb Dinner</b>  Hunt Valley Inn	10/19/13	<b>Jessica Kartalija-</b> Anchor/Reporter Emcee
32. <b>BARCS Oktoberfest</b> Patterson Park Pagoda	10/26/13	<b>Denise Koch-</b> Anchor Speaker/Guest
33. <b>ACS Making Strides Against Breast</b> <b>Cancer- Walk (American Cancer Society)</b>  Y at Stadium Place	10/27/13	<b>Jessica Kartalija-</b> Anchor/Reporter Emcee

34. <b>Equity Maryland</b> Lord Baltimore Hotel	10/27/13	<b>Derek Valcourt</b> -Reporter Emcee
35. <b>We can be Meteorologists</b> Woodside Elementary School	10/29/13	<b>Chelsea Ingram</b> - Meteorologist Guest Speaker
36. <b>Student Interview</b> Student from University of Maryland	11/01/13	<b>Vic Carter</b> - Anchor Interviewed
37. <b>Severn Community Health &amp; Wellness Center's Building Hope 5K</b> Kinder Farm Park	11/02/13	<b>Denise Koch</b> - Anchor Emcee
38. <b>Harford County Public Library's 9th Annual Gala</b> Abingdon Branch	11/02/13	<b>Kristy Breslin</b> -Traffic Reporter Emcee
39. <b>WOAMTECH Luncheon</b> Mt. Washington Tavern	11/12/13	<b>Denise Koch</b> - Anchor Guest Speaker
40. <b>Juvenile Diabetes Research Foundation Night of Hope Gala- Black Tie</b> Hyatt Regency Hotel	11/16/13	<b>Denise Koch</b> - Anchor Emcee
41. <b>Intro to PR Class</b> Share real life experiences Loyola University	11/20/13	<b>Christie Iletto</b> - Reporter Class Speaker
42. <b>Kidney Foundation Santé</b> M&T Bank Stadium	11/21/13	<b>Ron Matz</b> - Reporter Celebrity Judge and Emcee
50. <b>Mayor's Annual Christmas Parade</b>	12/08/13	<b>Tim Williams</b> -Meteorologist <b>Chelsea Ingram</b> - Meteorologist <b>Ron Matz</b> - Reporter All Rode in Parade
44. <b>Kappa Phi Lambda's Project Alpha</b> Responsibility & Role of Males in a Relationship; Adolescent Pregnancy Fatherhood and Intimate Violence	01/30/14	<b>Vic Carter</b> - Anchor Guest Speaker Atholton High School

45. <b>Oriole Fan Fest</b>  Camden Yards  Reporters and Anchors attended	02/01/14	<b>Gigi Barnett, Marty Bass, Kristin Breslin, Mary Bubala, Linh Bui, Vic Carter, Alex Demetrick, Sharon Gibala, Monique Griego, Mike Hellgren, Christie Ieto, Chelsea Ingram, Denise Koch, Ron Matz, Meghan McCorkall, Rochelle Ritchie, Mike Schuh, Don Scott, Bob Turk, Derek Valcourt, Mark Viviano, Pat Warren, Tim Williams</b>  Met Fans/Signed autographs
46. <b>Harford United Charities</b>  Waters Edge Events Center	02/07/14	<b>Kristy Breslin</b> -Traffic Reporter Emcee
47. <b>WJZ's Black History Oratory Contest</b>  Reginald F. Lewis Museum	02/16/14	<b>Gigi Barnett</b> - Anchor/Reporter Emcee
48. <b>Civil Rights in America</b> Baltimore Division of the FBI	02/19/14	<b>Vic Carter</b> - Anchor Keynote Speaker
49. <b>Panel discussion- Why Black History Should be Important to our Youth</b>  Vanguard Collegiate Middle School	02/21/14	<b>Christie Ieto</b> - Reporter Panel Participant
50. <b>National Alliance of African American Athletes Watkins Award</b>  Hyatt on Capitol Hill	02/22/14	<b>Christie Ieto</b> - Reporter Emcee
51. <b>MCOM 407- Multimedia Reporting Capstone Class</b>  Towson University	02/25/14	<b>Linh Bui</b> - Anchor/Reporter Guest Speaker
52. Phelps Luck Elementary School <b>Read Across America Day</b>	02/28/14	<b>Vic Carter</b> - Anchor Celebrity Reader
53. <b>The Commit Foundation- An evening to benefit Transitioning Veterans</b>  American Visionary Art Museum	03/01/14	<b>Jessica Kartalija</b> - Reporter/Anchor Emcee



54. <b>Harford County Athena Awards Breakfast</b>  <b>Water's Edge Conference Center</b>	03/07/14	<b>Kristy Breslin</b> -Traffic Reporter Emcee
55. <b>Importance of College Education- Parent's perspective</b>  Sollers Point Technical High School	03/11/14	<b>Denise Koch</b> - Anchor Guest Speaker
56. <b>Women's Conference</b>  New Era Academy	03/15/14	<b>Rochelle Ritchie</b> -Reporter Panelist
57. <b>Polar Vortex- Climate Changes and Sports</b>  Pikesville Adult Day Care Center	03/18/14	<b>Marty Bass</b> - Weather Anchor Keynote Speaker
58. <b>College Discussion/Presentation- Empower student/voices matter Presentation and Q &amp;A</b>  Mount St. Mary's University	03/18/14	<b>Vic Carter</b> - Anchor Keynote Presenter
59. <b>WJZ-TV Tour</b>	03/21/14	<b>Bob Turk</b> - Weather Anchor Tour Guide
60. <b>Homecoming Project- 5th Fashion Show</b>  Water's Edge Event Center	03/27/14	<b>Kristy Breslin</b> -Traffic Reporter Emcee
61. <b>DaVinci's Divas&amp; Demons Venetian Masked Gala- benefits Cancer LifeNet</b>  St. Margaret's Parish Hall	03/29/14	<b>Denise Koch</b> - Anchor Emcee
62. <b>ARC- Northern Chesapeake- 10<sup>th</sup> Annual After d-ARC Gala</b>  Water's Edge Event Center	03/27/14	<b>Kristy Breslin</b> -Traffic Reporter Emcee
63. <b>South Baltimore Network Bowling</b>  Glen Burnie Bowl	04/06/14	<b>Sharon Gibala</b> - Reporter Emcee/Participant

64. <b>Media Classes- Newscast Class and Broadcast Class</b>  Notre Dame Prep	04/09/14	<b>Jessica Kartalija-</b> Reporter/Anchor Class Speaker
65. <b>Leukemia &amp; Lymphoma Ride for Leukemia</b>  Harley Davidson	04/13/14	<b>Jessica Kartalija-</b> Reporter/Anchor Emcee
66. <b>American Red Cross Hometown Heroes</b>  Meyerhoff Symphony Hall	03/15/13	<b>Ron Matz-</b> Reporter Emcee
67. <b>Spring Grove/Dept. of Health and Mental Hygiene Volunteer Recognition Luncheon</b>  Willow Garden Restaurant	04/17/14	<b>Denise Koch-</b> Anchor Keynote Speaker
72. <b>House of Ruth Spring Luncheon</b>  Marriott Waterfront Hotel	04/23/14	<b>Jessica Kartalija-</b> Reporter/Anchor Emcee
69. <b>Fashion-EAST-a Fashion Show</b>  Aliceanna Street @President Street	04/26/14	<b>Sharon Gibala-</b> Reporter Celebrity Model
70. <b>Pikesville Chamber of Commerce Awards Breakfast</b>  North Oaks Retirement Community	04/30/14	<b>Gigi Barnett-</b> Anchor/Reporter Emcee
71. <b>Diabetes Greater Maryland Tour de Cure</b>  Gary J. Arthur Community Center	05/03/14	<b>Mary Bubala-</b> Anchor Emcee/Participant
72. <b>Flower Mart Dance Contest</b>  Mt. Vernon	05/03/14	<b>Gigi Barnett-</b> Anchor/Reporter Emcee
73. <b>American Heart Association-Howard County Heart Ball</b>  Turf Valley Grand Ballroom	05/03/14	<b>Denise Koch-</b> Anchor Emcee

74. <b>National Kidney Foundation- Greater Baltimore Walk</b>  Camden Yards	05/04/14	<b>Jessica Kartalija-</b> Reporter/Anchor Emcee
75. <b>Maryland Half Marathon for the University of Maryland Greenebaum Cancer Center</b>  Maple Lawn in Howard County	05/10/14	<b>Mark Viviano-</b> Sports Director Emcee/Runner
76. <b>Harford's Most Beautiful Baby Contest</b>  Harford County Mall	05/10/14	<b>Kristy Breslin-</b> Traffic Reporter Emcee
77. <b>WJZ/Orioles Weather Day</b>  Oriole Park at Camden Yards	05/14/14	<b>Bob Turk-</b> Weather Anchor <b>Tim Williams-</b> Meteorologist <b>Chelsea Ingram-</b> Meteorologist
78. <b>Education Forum at Towson University</b>  Commons Ballrooms	05/15/14	<b>Mary Bubala-</b> Anchor/Reporter Moderator
79. <b>Kennedy Krieger Institute's National Foster Parent Recognition Month</b>  Martin's West	05/16/14	<b>Kristy Breslin-</b> Traffic Reporter Emcee
80. <b>Meals on Wheels Culinary Extravaganza</b>  Grand Lodge in Hunt Valley	05/19/14	<b>Jessica Kartalija-</b> Reporter/Anchor Emcee
81. <b>Asian American/Pacific Islander Heritage Month</b>  NASA Goddard Space Flight Center	05/20/14	<b>Linh Bui-</b> Anchor/Reporter Panel Speaker
82. <b>Port Discovery- Pay it Forward</b>  Port Discovery	05/20/14	<b>Mary Bubala-</b> Anchor Emcee/Participant
83. <b>Legacy School Ribbon Cutting and Program</b>  <b>Legacy School</b>	05/28/14	<b>Denise Koch-</b> Anchor Emcee

84. <b>Northwestern High School Graduation</b>	05/31/14	<b>Vic Carter-</b> Anchor Graduation Speaker
85. <b>Dick Gelfman's Ride Across Maryland</b>  Meet at the Mall in Columbia	05/31/14	<b>Denise Koch-</b> Anchor <b>Ran Matz-</b> Anchor Greeting Speech before Race

- (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- Business Conduct is done every two years so is to be distributed again in 2014.	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.
3. New Hire Orientation	All FT New Hires  <b>Kathy Mitzel</b> - HR Representative meets with all new hires.	All FT new hires are given a benefit overview and a policy overview which includes discussing the EEO Policies, the Non-discrimination and Anti-harassment policies, and other “important policies and rules that apply to CBS Corporation, its employees and the members of its Board of Directors and to help us maintain lawful, honest and ethical environment in our company.” New Hires directed to <a href="http://www.cbsandyou.com">www.cbsandyou.com</a> .
4. CBS Web-based Training	All FT Employees as requested by Corporate	Examples of training in this reporting period include: <b>Preventing Sexual Harassment in Today’s Workforce</b> on 07/12/13, <b>Information Security</b> training on 09/10/13, <b>FMLA</b> Training for HR Representatives on 09/12/13, <b>The American’s with Disabilities Training</b> for HR Representatives on 11/13/13 and <b>Privacy by Design</b> training on 05/20/14
5. Continuing Educations via <a href="http://www.Lynda.com">www.Lynda.com</a>	General Manger assigned access to certain FT employees	Lynda.com is a training site Contracted by CBS to assist with training.