

EEO PUBLIC FILE REPORT

Instructions: This Report must be prepared annually on the anniversary of the date a Station is due to file its renewal of license Application. (See **Attachment J** for a list of these dates.) Complete the information requested in Sections 1-8 regarding the jobs filled, the recruitment efforts made and the recruitment initiatives undertaken in the prior twelve (12) months. Send the Report in draft to Ray White and David Sack for review at least two (2) weeks before the due date. After Ray White or David Sack have reviewed and approved your draft, make any changes requested and place the Report in your Station's Public Inspection File and on your web site (if you have one) on or before the due date.

This Report covers full-time vacancy recruitment data for the period June 1, 2005 to May 31, 2006

1) Employment Unit: Viacom, Inc./CBS Corporation

2) Unit Members (Stations and Communities of License): WJZ-TV, Baltimore

3) EEO Contact Information for Unit Member:

Mailing Address: 8725 Malden Avenue Baltimore, Maryland 21211	Telephone Number: (410) 466-0013
	Contact Person: Jay Newman
	E-mail Address: <u>newmanj@wjz.com</u>

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

1. MIS Technician
2. Producer
3. Associate Producer
4. Director of Sales
5. Assignment Desk Editor
6. Web Producer
7. Executive Producer
8. Senior Web Producer
9. Meteorologist
10. Engineering Maintenance Technician

(X) Check here if additional Full-Time Job Vacancies filled are listed on an attached sheet, using identical format.

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

11. Master Control Technician

12. Producer

13. Sports Producer

14. News Technician

15. Web Producer

16. Producer

17. Account Executive

5) Job Title: MIS Technician Position # 1 Referral Source(s) of Hiree: Employee

(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
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: jobbank@nahj.org	1000 National Press Building Washington, DC 20045	(202) 662-7145	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
Asian American Journalists Association	Email: post@aaaja.org	1765 Sutter Street Suite 1000 San Francisco, CA 94115	(415) 346-2051	YES
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: Smatthews@oedworks.com	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	YES
Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: www.baltimoreadvertising.com	P.O. Box 11345 Baltimore, MD 21239-1345	(410) 821-6968	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
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
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
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to ajb.dni.us to post	Unknown	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:	Did Recruitment Source Request Notification? (Yes or No)
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	Lizette Pearson Mail openings	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
National Organization For Women- Baltimore Chapter	Email: Info@baltimorenw.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations	Varies	Varies	n/a

5) Job Title: Producer

Position # 2

Referral Source(s) of Hiree: Viacom/CBS Posting

(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
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: jobbank@nahj.org	1000 National Press Building Washington, DC 20045	(202) 662-7145	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
Asian American Journalists Association	Email: post@aaaja.org	1765 Sutter Street Suite 1000 San Francisco, CA 94115	(415) 346-2051	YES
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: Smatthews@oedworks.com	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	YES
Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: www.baltimoreadvertising.com	P.O. Box 11345 Baltimore, MD 21239-1345	(410) 821-6968	YES
State of Maryland Dept. of Labor Licensing/Regulation	Email: award@dflr.state.md.us	1100 North Eutaw St. Room 209 Baltimore, MD 21201	(410) 767-2021	YES
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
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
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to ajb.dni.us to post	Unknown	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:	Did Recruitment Source Request Notification? (Yes or No)
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	Lizette Pearson Mail openings	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
National Organization For Women- Baltimore Chapter	Email: Info@baltimorenow.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations	Varies	Varies	n/a

5) Job Title: Associate Producer Position # 3 Referral Source(s) of Hiree: Internal Posting-
Current PT employee

(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
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: jobbank@nahj.org	1000 National Press Building Washington, DC 20045	(202) 662-7145	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
Asian American Journalists Association	Email: post@aaaja.org	1765 Sutter Street Suite 1000 San Francisco, CA 94115	(415) 346-2051	YES
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: Smatthews@oedworks.com	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	YES
Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: www.baltimoreadvertising.com	P.O. Box 11345 Baltimore, MD 21239- 1345	(410) 821-6968	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
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
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
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to ajb.dni.us to post	Unknown	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:	Did Recruitment Source Request Notification? (Yes or No)
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	Lizette Pearson Mail openings	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
National Organization For Women- Baltimore Chapter	Email: Info@baltimorenow.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations cc: Bob Butler	Varies	Varies	n/a

5) Job Title: Director of Sales Position # 4 Referral Source(s) of Hiree: Employee

(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
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: jobbank@nahj.org	1000 National Press Building Washington, DC 20045	(202) 662-7145	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
Asian American Journalists Association	Email: post@aaaja.org	1765 Sutter Street Suite 1000 San Francisco, CA 94115	(415) 346-2051	YES
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: Smatthews@oedworks.com	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

(j) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	YES
Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: www.baltimoreadvertising.com	P.O. Box 11345 Baltimore, MD 21239- 1345	(410) 821-6968	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
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
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
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to ajb.dni.us to post	Unknown	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:	Did Recruitment Source Request Notification? (Yes or No)
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	Lizette Pearson Mail openings	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
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations cc: Bob Butler	Varies	Varies	n/a

5) Job Title: Assignment Desk Editor Position # 5 Referral Source(s) of Hiree: 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
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: jobbank@nahj.org	1000 National Press Building Washington, DC 20045	(202) 662-7145	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
Asian American Journalists Association	Email: post@aaaja.org	1765 Sutter Street Suite 1000 San Francisco, CA 94115	(415) 346-2051	YES
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: Smatthews@oedworks.com	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

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Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: www.baltimoreadvertising.com	P.O. Box 11345 Baltimore, MD 21239-1345	(410) 821-6968	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
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
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
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to ajb.dni.us to post	Unknown	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:	Did Recruitment Source Request Notification? (Yes or No)
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	Lizette Pearson Mail openings	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
National Organization For Women- Baltimore Chapter	Email: Info@baltimorenw.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations cc: Bob Butler	Varies	Varies	n/a

5) Job Title: Web Producer

Position # 6

Referral Source(s) of Hiree: PT to FT

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore 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
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: jobbank@nahj.org	1000 National Press Building Washington, DC 20045	(202) 662-7145	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
Asian American Journalists Association	Email: post@aja.org	1765 Sutter Street Suite 1000 San Francisco, CA 94115	(415) 346-2051	YES
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: Smatthews@oedworks.com	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	YES
Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: www.baltimoreadvertising.com	P.O. Box 11345 Baltimore, MD 21239-1345	(410) 821-6968	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
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
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
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to ajb.dni.us to post	Unknown	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:	Did Recruitment Source Request Notification? (Yes or No)
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	Lizette Pearson Mail openings	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
National Organization For Women- Baltimore Chapter	Email: Info@baltimorenow.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations cc: Bob Butler	Varies	Varies	n/a

5) Job Title: Executive Producer Position # 7 Referral Source(s) of Hiree: Promotion

(j) 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
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: jobbank@nahj.org	1000 National Press Building Washington, DC 20045	(202) 662-7145	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
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: Smatthews@oedworks.com	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	YES
Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: www.baltimoreadvertising.com	P.O. Box 11345 Baltimore, MD 21239-1345	(410) 821-6968	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
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mded.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
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
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to ajb.dni.us to post	Unknown	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:	Did Recruitment Source Request Notification? (Yes or No)
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	Lizette Pearson Mail openings	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
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations cc: Bob Butler	Varies	Varies	n/a

5) Job Title: Senior Web Producer Position # 8 Referral Source(s) of Hiree: Job Change/Promo

(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
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: jobbank@nahj.org	1000 National Press Building Washington, DC 20045	(202) 662-7145	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
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: Smatthews@oedworks.com	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	YES
Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: www.baltimoreadvertising.com	P.O. Box 11345 Baltimore, MD 21239-1345	(410) 821-6968	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
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
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
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to ajb.dni.us to post	Unknown	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:	Did Recruitment Source Request Notification? (Yes or No)
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	Lizette Pearson Mail openings	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
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations cc: Bob Butler	Varies	Varies	n/a
Careerbuilder.com	Posted on their website- Associated With the Baltimore Sun	501 N. Calvert Street Baltimore, MD 21278	(410) 332-6300	n/a
Baltimore Business Journal	Placed ad in paper	111 Market Place Baltimore, MD 21202	(410) 576-1161	n/a

5) Job Title: Meteorologist

Position # 9

Referral Source(s) of Hiree: Self

(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
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: jobbank@nahj.org	1000 National Press Building Washington, DC 20045	(202) 662-7145	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
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: Smatthews@oedworks.com	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	YES
Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: www.baltimoreadvertising.com	P.O. Box 11345 Baltimore, MD 21239-1345	(410) 821-6968	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
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
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
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to ajb.dni.us to post	Unknown	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:	Did Recruitment Source Request Notification? (Yes or No)
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	Lizette Pearson Mail openings	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
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations cc: Bob Butler	Varies	Varies	n/a

5) Job Title: Engineering Maintenance Technician Position # 10 Referral Source(s) of Hiree: tvjobs.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
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: jobbank@nahj.org	1000 National Press Building Washington, DC 20045	(202) 662-7145	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
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: Smatthews@oedworks.com	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	YES
Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: www.baltimoreadvertising.com	P.O. Box 11345 Baltimore, MD 21239-1345	(410) 821-6968	YES
State of Maryland Dept. of Labor Licensing/Regulation	Email: award@dlr.state.md.us	1100 North Eutaw St. Room 209 Baltimore, MD 21201	(410) 767-2021	YES
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
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
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to ajb.dni.us to post	Unknown	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:	Did Recruitment Source Request Notification? (Yes or No)
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	Lizette Pearson Mail openings	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
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations cc: Bob Butler	Varies	Varies	n/a

5) Job Title: Master Control Technician Position # 11 Referral Source(s) of Hire: PT to F

(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
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: jobbank@nahj.org	1000 National Press Building Washington, DC 20045	(202) 662-7145	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
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: Smatthews@oedworks.com	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	YES
Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: www.baltimoreadvertising.com	P.O. Box 11345 Baltimore, MD 21239-1345	(410) 821-6968	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
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
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
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to ajb.dni.us to post	Unknown	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:	Did Recruitment Source Request Notification? (Yes or No)
Native American Journalists	Email: infor@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	Lizette Pearson Mail openings	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
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations cc: Bob Butler	Varies	Varies	n/a

5) Job Title: Producer

Position # 12

Referral Source(s) of Hire: tvjobs.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
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: jobbank@nahj.org	1000 National Press Building Washington, DC 20045	(202) 662-7145	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
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: Smatthews@oedworks.com	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	YES
Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: www.baltimoreadvertising.com	P.O. Box 11345 Baltimore, MD 21239- 1345	(410) 821-6968	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
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
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
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to ajb.dni.us to post	Unknown	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:	Did Recruitment Source Request Notification? (Yes or No)
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	Lizette Pearson Mail openings	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
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations cc: Bob Butler	Varies	Varies	n/a

5) Job Title: Sports Producer Position # 13 Referral Source(s) of Hiree: Employee

(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
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: jobbank@nahj.org	1000 National Press Building Washington, DC 20045	(202) 662-7145	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
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: Smatthews@oedworks.com	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	YES
Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: www.baltimoreadvertising.com	P.O. Box 11345 Baltimore, MD 21239- 1345	(410) 821-6968	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
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
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
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to ajb.dni.us to post	Unknown	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:	Did Recruitment Source Request Notification? (Yes or No)
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	Lizette Pearson Mail openings	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
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations cc: Bob Butler	Varies	Varies	n/a

5) Job Title: News Technician Position # 14Referral Source(s) of Hiree: 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
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: jobbank@nahj.org	1000 National Press Building Washington, DC 20045	(202) 662-7145	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
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: Smatthews@oedworks.com	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

(j) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	YES
Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: www.baltimoreadvertising.com	P.O. Box 11345 Baltimore, MD 21239-1345	(410) 821-6968	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
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
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
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to ajb.dni.us to post	Unknown	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:	Did Recruitment Source Request Notification? (Yes or No)
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	Lizette Pearson Mail openings	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
National Organization For Women- Baltimore Chapter	Email: Info@baltimorenow.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations cc: Bob Butler	Varies	Varies	n/a

5) Job Title: Web Producer

Position # 15

Referral Source(s) of Hiree: Job Change/PT

(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
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: jobbank@nahj.org	1000 National Press Building Washington, DC 20045	(202) 662-7145	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
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: Smatthews@oedworks.com	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	YES
Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: www.baltimoreadvertising.com	P.O. Box 11345 Baltimore, MD 21239-1345	(410) 821-6968	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
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mcdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
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
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to ajb.dni.us to post	Unknown	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:	Did Recruitment Source Request Notification? (Yes or No)
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	Lizette Pearson Mail openings	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
National Organization For Women- Baltimore Chapter	Email: Info@baltimorenw.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations cc: Bob Butler	Varies	Varies	n/a

5) Job Title: Producer

Position # 16

Referral Source(s) of Hiree: Apprentice to Hi

(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
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: jobbank@nahj.org	1000 National Press Building Washington, DC 20045	(202) 662-7145	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
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: Smatthews@oedworks.com	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	YES
Advertising Assoc. of Baltimore	Steve Cline Go to web-site to post: www.baltimoreadvertising.com	P.O. Box 11345 Baltimore, MD 21239-1345	(410) 821-6968	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
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
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
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to ajb.dni.us to post	Unknown	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:	Did Recruitment Source Request Notification? (Yes or No)
Native American Journalists	Email: infor@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	Lizette Pearson Mail openings	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
National Organization For Women- Baltimore Chapter	Email: Info@baltimorenw.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations cc: Bob Butler	Varies	Varies	n/a

5) Job Title: Account Executive Position #17

Referral Source(s) of Hiree: Employee

(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
Epilepsy Foundation of the Chesapeake Region	Caitlin Smith Mail openings	300 East Joppa Road Suite 1103 Towson, MD 21286	(410) 828-7700	YES
National Association of Hispanic Journalists	Michelle Vignoli Email: jobbank@nahj.org	1000 National Press Building Washington, DC 20045	(202) 662-7145	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
State of Maryland Vocational Rehab.	Helen Coupe Mail openings	2301 Argonne Drive Baltimore, MD 21218	(410) 554-9127	YES
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	YES
Northwest Career Center	Sharon Matthews Email: Smatthews@oedworks.com	2401 Liberty Heights Ave. Suite 302 Baltimore, MD 21215	(410) 523-1060	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	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
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	YES
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown, PA 17036	(717) 482-4820	YES
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	YES
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
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	YES
America's Job Bank	Post	Go to ajb.dni.us to post	Unknown	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:	Did Recruitment Source Request Notification? (Yes or No)
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	Lizette Pearson Mail openings	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
National Organization For Women- Baltimore Chapter	Email: Info@baltimorenow.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
Internal WJZ Posting and post on web-site	Human Resources	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Internal Viacom Posting	Send via email to contacts at other Viacom Stations cc: Bob Butler	Varies	Varies	n/a

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

Name of Recruitment Source

- 1.) Employee
- 2.) Viacom/CBS Posting
- 3.) Internal Posting- Current PT employee
- 4.) Employee
- 5.) wjz.com
- 6.) PT to FT
- 7.) Promotion
- 8.) Job Change/Promotion
- 9.) Self
- 10.) tvjobs.com
- 11.) PT to FT
- 12.) tvjobs.com
- 13.) Employee
- 14.) wjz.com
- 15.) Job Change/PT to FT
- 16.) Apprentice to Hire
- 17.) Employee

7) Total # of Interviewees Referred by Each Source: For the period from June 1, 2005 to May 31, 2006, this Employment Unit interviewed 81 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>Eleven (11)</u>
(2) <u>WJZ Web-site</u>	<u>Twenty-Five (25)</u>
(3) <u>Employee Referral</u>	<u>Nineteen (19)</u>
(4) <u>Promotion</u>	<u>Two (2)</u>
(5) <u>Viacom/CBS Postings</u>	<u>Three (3)</u>
(6) <u>Prior Employee</u>	<u>Two (2)</u>
(7) <u>WJZ Internal Posting</u>	<u>Two (2)</u>
(8) <u>America's Job Bank</u>	<u>Two (2)</u>
(9) <u>TVjobs.com</u>	<u>Eight (8)</u>
(10) <u>Current Employees</u>	<u>Five (5)</u>
(11) <u>Bob Butler</u>	<u>Two (2)</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)
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.	August 3 rd- August 7 th 2005	Vic Carter -Anchor Kellye Lynn -Anchor/Reporter
2. University of Maryland Phillip Merrill College of Journalism Career Fair Talked to Communication students about Internships/Viacom Apprentice Program	October 12, 2005	Kathy Mitzel - HR Representative Susan Otradovec - Public Affairs Director
3. Towson University Internship Fair Talked to students about our internship program and the requirements. Coached students on resumes	March 9, 2006	Kathy Mitzel - HR Representative
4.		

(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 interview/select the candidates.
2. Emma Bowen Minority Internship (4 year paid program)	May 2002-May 2006	Michelle Dowd-Wood Coordinator Je-ann Jarrett- Student
3. CBS Apprentice Program Pilot Program	2005-2006 6 month program	Gail Bending- News Director
4.		

Participation in Events. (Each employment unit must participate in at least four events relating to career opportunities i
broadcasting sponsored by educational institutions.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. School Tours: Northern High School Media Students Towson University TV Production Class Living Classrooms Foundation TESST Technology College Ben Franklin Middle School Stadium School Girl Scouts St. Margaret's School Colonial Christian Academy Mt. Hebron High- TV Production Class Mt. Hebron High- TV Production Class Glenwood Middle School PRSA Public Relations Society St. Joseph's Elementary School Home School Baltimore County Sandy Plains Elementary School St. Ursula's Church and School Mount View Middle School Pine Grove Middle School Mother Seaton Academy	06/06/05 06/14/05 06/28/05 07/26/05 08/02/05 08/17/05 09/09/05 10/11/05 11/01/05 11/08/05 11/29/05 12/16/05 01/10/06 03/21/06 04/04/06 04/13/06 05/16/06 05/23/06 05/30/06	Joyce Kashima Speaker's Bureau Susan Otradovec Public Affairs Various talent throughout Tour
2. 5th Grade Graduation Randallstown Elementary School	06/13/05	Kai Jackson-Anchor/Reporter
3. Tenth Annual Career Day Dept. of Juvenile Services	06/17/05	Russ Moss- BO&E Technician
4. Roland Park Middle School Graduation Ceremony	06/21/05	Kai Jackson-Anchor/Reporter
5. Lake Clifton/Eastern High School Freshman Orientation	08/10/05	Dennis Edwards-Reporter
6. Area College Journalism Students Panelist Discussion on "Good Night and Good Luck."	10/11/05	Sally Thorner- Anchor
7. Landsdowne Elementary School Discussion/Speak with 4 th grade classes	11/16/05	Don Scott- Anchor

8. Wellwood Elementary School Celebrity Reader/Speaker	12/02/05	Gigi Barnett- Reporter
9. Fawn Area Elementary School Pond Grove Pennsylvania Speaker	12/05/05	Suzanne Collins- Reporter
10. Phelps Luck Elementary Celebrity Reader/Speaker Dr. Seuss's 102nd birthday	03/03/06	Vic Carter- Anchor
11. North Carroll High School College and Career Day Speaker	03/22/06	Gigi Barnett- Reporter
12. Mount St. Joseph High School Speaker	04/04/06	Sharon Lee- Reporter
13. Broadcast Programming Class Towson University Speaker	04/24/06	Michelle Dowd-Wood Programming Director
14. Woodholme Elementary School Science Fair Competition Judge	04/27/06	Bernadette Woods Meteorologist
15. Cathedral of Mary our Queen School Career Day Speaker	05/11/06	Bernadette Woods Meteorologist
16. Oakland Mills High School Alpha Achievers Speaker	05/11/06	Vic Carter- Anchor

There were also other events from 06/01/05- 05/31/06

(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	Viacom/CBS on-line training completed by all new hires
2. FCC Training	New Hires responsible for putting news on air	Viacom/CBS on-line training completed by the employees required to.
3.		
4.		