



September 5, 2018

Via Email: Lewis.Pulley@fcc.gov

Via Email: Estella.Salvatierra@fcc.gov

Lewis Pulley, Assistant Chief
Policy Division, Media Bureau
Federal Communications Commission
Washington, DC 20554

Estella Salvatierra, Attorney Advisor
Policy Division, Media Bureau
Federal Communications Commission
Washington, DC 20554

Re: Maryland Public Broadcasting Commission
2018 EEO Compliance Report for DA 17-775

Dear Mr. Pulley and Ms. Salvatierra:

Maryland Public Broadcasting Commission d/b/a Maryland Public Television ("MPT") submits this information as its first Compliance Report as required in the *Consent Decree*, DA 17-775, released September 6, 2017. This Report covers the following stations:

WMPB(TV), Baltimore, MD
WCPB(TV), Salisbury, MD
WFPT(TV), Frederick, MD
WGPT(TV), Oakland, MD
WMPT(TV), Annapolis, MD
WWPB(TV), Hagerstown, MD

There are no other stations in the employment unit.

The following information is provided as identified in paragraph 11 of the *Consent Decree*.

Exhibit 11(a) – The Stations' most recent EEO public file report is in Exhibit 11(a).

Exhibit 11(b) - Dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing each Stations' full-time vacancy for the preceding reporting year are provided in Exhibit 11(b). The notices are organized by job vacancy. The pdf files are numbered in the order in which they were filled including the position and date of hire.

Exhibit 11(c) - The recruitment source that referred the hiree for each full-time vacancy and the job title of each full-time vacancy are listed in Exhibit 11(c).

Exhibit 11(d) - The total number of interviewees for each full-time vacancy for the preceding reporting year and the referral source for each interviewee are listed in Exhibit 11(d).

Exhibit 11(e) - A list of all sources that requested job notifications from the Stations for jobs posted during the reporting periods listed above are listed in Exhibit 11(e).

Exhibit 11(f) - A list of all sources notified of job openings during the reporting periods listed above are listed in Exhibit 11(f).

Exhibit 11(g) - Dated copies of any source's request to be notified of job openings during the reporting periods listed above do not exist and are explained in Exhibit 11(g).

Training of all employees involved in recruitment or hiring is next scheduled for October 2, 2018, which is within 12 months of the training held on October 5, 2017. No new employee involved in recruitment or hiring was hired since that time.

The undersigned declares under penalty of perjury under the laws of the United States of America that the foregoing is true and correct based on documentation provided by the Unit's Human Resources Department.



Colette Colclough
Vice President of Human Resources

Exhibit 11(a) - 2018 Annual EEO Public File Report

(See attached)

Maryland Public Television
2018 Annual EEO Public File Report
Reporting Period June 1, 2017 – May 31, 2018

VACANCIES FILLED (Refer to list below)

Position Title	*Recruitment Sources	# of Applicants Interviewed	# of Interviewees from Sources	Recruitment Source for this Hire
MPT Assistant Producer/Writer	Posted - MPT, State of MD Website, Recruitment Mailing List, Colleges and Universities, Organization That Requested Job Openings, General Sources, CPB, TVJobs.com	5	3-State of MD Website 1-External Referral 1-Internal Referral	State of MD Website
MPT Database Coordinator	Posted - MPT, State of MD Website, Recruitment Mailing List, Colleges and Universities, Organization That Requested Job Openings, General Sources	4	2-State of MD Website 2-External Referral	State of MD Website
MPT Accountant	Posted - MPT, State of MD Website, Recruitment Mailing List, Colleges and Universities, Organization That Requested Job Openings, General Sources, CPB	3	2-State of MD Website 1-Internal Referral	Internal Referral
MPT Maintenance Mechanic	Posted - MPT, State of MD Website, Recruitment Mailing List, Colleges and Universities, Organization That Requested Job	4	4-State of MD Website	State of MD Website

	Openings, General Sources			
MPT Production Assistant (MotorWeek)	Posted - MPT, State of MD Website, Recruitment Mailing List, Colleges and Universities, Organization That Requested Job Openings, General Sources, CPB, TVJob.com	11	1-Facebook 2-College or University Recruiting 3-State of MD Website 1-MWE 4-External Referral	Facebook
MPT Transmitter Maintenance Engineer	Posted - MPT, State of MD Website, Recruitment Mailing List, Colleges and Universities, Organization That Requested Job Openings, General Sources, North American Trade Schools, Brightwood Career Institute, Lincoln Tech, Society of Broadcast Engineers, Corporation for Public Broadcasting, TVJobs.com, Sheffield AV	3	3-State of MD Website	State of MD Website
MPT Associate Producer/Reporter (MotorWeek)	Posted - MPT, State of MD Website, Recruitment Mailing List, Colleges and Universities, Organization That Requested Job Openings, General Sources, CPB, UMD, TVJobs.com, MPT Insider	3	1-External Referral 1-State of MD Website 1-Indeed	External Referral

MPT Production Editor	Posted - MPT, State of MD Website, Recruitment Mailing List, Colleges and Universities, Organization That Requested Job Openings, General Sources, CPB, TV Jobs, MPT Insider	5	2-External Referral 2-State of MD Website 1-Indeed	State of MD Website
MPT Managing Director, Major and Planned Giving	Posted - MPT, State of MD Website, Recruitment Mailing List, Colleges and Universities, Organization That Requested Job Openings, General Sources, Current, Humanities DC-Job Bank, The Chronicles of Philanthropy, Corporation for Public Broadcasting, Chesapeake Planned Giving Council, TVJobs.com, MPT Insider, Frostburg, GWU	3	1-External Referral 1-Internal Referral 1-Current	Internal Referral
MPT Maintenance Mechanic	Posted - MPT, State of MD Website, Recruitment Mailing List, Colleges and Universities, Organization That Requested Job Openings, General Sources, UMD, MPT Insider	3	1-External Referral 2-State of MD Website	External Referral

INTERVIEWEES BY SOURCE

There were 44 applicants interviewed during this reporting period.

<u>Recruitment Sources:</u>	<u># of Interviewees Referred by This Source</u>
Current	1
Facebook	1
College or University Campus Recruiting	2
Indeed.com	2
MD Workforce Exchange	1
External Referrals	12
Internal Referrals	3
State of Maryland Job Openings Website www.jobaps.com/MD/	22

RECRUITMENT SOURCES USED

MPT posted all job openings on the State of Maryland website:

MD Dept. of Budget and Management (MD Website)
301 W. Preston Street
Baltimore, MD 21201
Mark Townend
800-705-3493
410-767-4917
mark.townend@maryland.gov

The following sources on the **Recruitment Mailing List** were mailed via U.S. Postal Service notices of all full-time job announcements.

Girl Scouts of Central MD
Attn: Violet Apple
4806 Seton Dr.
Baltimore, MD 21215

Greater Washington Urban League
Executive offices
2901 14th Street, NW
Washington, DC 20009

Parents & Friends of Ex-Gays and
Gays
Attn: Regina Griggs
Box 510
Reedville, VA 22539

Lesbian, Gay, Bisexual &
Transgender Equity Center
2218 Marie Mount Hall
University of Maryland
College Park, MD 20742

Prince George's Workforce
Development
1801 McCormick Dr., Suite 400
Largo, MD 20774-5469

Salisbury University Career Services,
GC 133
Attn: C. Dickerson
1101 Camden Ave.
Salisbury, MD 21801

Television Bureau of Advertising
Attn: Careers
120 Wall Street, Floor 15
New York, NY 10005-3905

UDC Department of Mass Media
Attn: Careers
4200 Connecticut Ave., NW
Washington, DC 20008

Conexiones of Howard County
P.O. Box 6997
Columbia, MD 21045

Nat'l. Association of Black College
Broadcasters
P.O. Box 3191
Atlanta, GA 30302

Notre Dame of MD University
Human Resources, MBK Sports &
Rec. Center, Room 215
4701 N. Charles Street
Baltimore, MD 21210

Virginia Association of Broadcasters
Attn: Careers
250 W. Main Street, Suite 100
Charlottesville, VA 22902

Montgomery County
Government Center
Attn: Career Services
755 Roanoke St., Suite 2D
Christiansburg, VA 24073-3180

NAACP, Washington Bureau
Attn: H. Shelton
Suite 915
1156 15th Street, NW
Washington, DC 20005

Habitat Chesapeake Women Build
Attn: Leila Kohler-Frueh
3741 Commerce Dr., Suite 309
Baltimore, MD 21227

Hood College
Career Services
401 Rosemont Ave.
Frederick, MD 21701

Nat'l. Organization for Women
Attn: Careers
1100 H Street, NW, 3rd Floor
Washington, DC 20005

University of Maryland
Graduate School/Career Services
660 W. Redwood St., Room 021
Baltimore, MD 21201

National Academy of Television,
Arts & Sciences
Attn: Jeffrey Kramer
12504 Quarterhorse Dr.
Bowie, MD 20720

American Association of University
Women
Career Services
1310 L Street, NW
Washington, DC 20005

Art Institute of Washington
Attn: Kim Resnick
1820 North Fort Myers Drive
Arlington, VA 22209

Center for Immigration Studies
Attn: Mark Krikorian
1629 K Street, NW, Suite 600
Washington, DC 20006

Career Builder
Suite 1100
200 N. LaSalle Street
Chicago, IL 60610

The Catholic University of
America
Department of Education
O'Boyle Hall
Washington, DC 20064

Columbia Union College
7600 Flowers Ave.
Takoma Park, MD 20912

Baltimore Works
Attn: Job Developer
2701 W. Patapsco Ave., Suite 110
Baltimore, MD 21230

House of Ruth
Attn: Careers
5 Thomas Circle, NW
Washington, DC 20005

Department of Human Services
Arlington Employment Center
2100 Washington Blvd.
Arlington, VA 22204

Jewish Women International
112 & 20th Street, NW, Suite 801
Washington, DC 20036

Mayor's Office on Latino Affairs
Reeves Municipal Center, Suite
206
2000 14th Street, NW
Washington, DC 20009

Howard University
Career Services Center, Rm. 206
C. P. Powell Building
525 Bryant St., NW
Washington, DC 20009

Institute for Women's Policy
Research
1200 18th Street NW, Suite 301
Washington, DC 20036

Pennsylvania Women Work!
650 Smithfield St., Suite 520
Pittsburgh, PA 15222-3913

Marymount University
Attn: Careers
2807 N. Glebe Road
Arlington, VA 22207

Emma Bowen Foundation for
Minority Interests in Media
Attn: Sandra Dorsey Rice
524 W. 57th Street
New York, NY 10019

National Council of Negro
Women
Attn: Nakiya Lee
633 Pennsylvania Ave., NW

Hampton University
Attn: Vivian David
114 Wigwam Building, Room 114
Hampton, VA 23668

National Lesbian & Gay Journalists
Association
Attn: Career Center
2120 L Street, NW, Suite 850
Washington, DC 20037

Maryland Women's Heritage
Center
Attn: Judi Williams
39 W. Lexington St.
Baltimore, MD 21201

Fairfax Virginia Department of
Rehabilitation
11150 Fairfax Blvd., Suite 300
Fairfax, VA 22030

The following **Colleges and Universities** were sent notices by email or by using a platform to disseminate notices for all job openings:

Morgan State University - morgan-csm.symplicity.com/employers/
University of Maryland Baltimore County - umbc-csm.symplicity.com/employers
Bowie State University - bowiestate-csm.symplicity.com/employers
Goucher College - goucher-csm.symplicity.com/employers
Stevenson University - app.joinhandshake.com/
Towson State University - www.myinterfase.com/towson/employer/
Loyola University Maryland - www.myinterfase.com/loyola-maryland/employer/
St. Mary's University - www.collegecentral.com/msmary/Employer.cfm
McDaniel College - mcdaniel-csm.symplicity.com/employers/
Maryland Institute College of Art - www.myinterfase.com/mica/employer/
University of Baltimore - ubalt-csm.symplicity.com/employers/
Howard Community College - www.myinterfase.com/howardcc/employer/
Prince Georges Community College - www.myinterfase.com/pgcc/employer/
Johns Hopkins University - app.joinhandshake.com/
Community College of Baltimore County - www.collegecentral.com/ccbc/Employer.cfm
Frederick Community College - www.collegecentral.com/frederick/Employer.cfm
Coppin State University - www.collegecentral.com/coppin/Employer.cfm
Washington College - Lisa Moody, Imoody2@washcoll.edu
University of Maryland College Park - gtsemployer.mbafocus.com/Maryland/Employers/
Gettysburg College - app.joinhandshake.com/

The following **General Sources** were emailed announcements for all job openings:

Department of Labor, Licensing, and Regulations – Veterans Workforce Development
Job Center – Eastpoint
7930 Eastern BLVD
Baltimore, Maryland 21224
Jorge Cruz
410-288-9050
Jorge.cruz@maryland.gov

Gettysburg College
Center for Career Development
300 North Washington St.
Gettysburg, PA 17325
Kathy Williams
717-337-6616
kawillia@gettysburg.edu

Baltimore County Department of Economic and Workforce Development
400 Washington Ave – STE 100
Towson, Maryland 21204
Leighton McPhaul
410-887-3959
lmcpfaull@baltimorecountymd.gov

Baltimore County Department of Economic and Workforce Development
400 Washington Ave – STE 100
Towson, Maryland 21204
Sara Trenery
410-887-8030
strenery@baltimorecountymd.gov

*Women in Film & Video – Washington DC
4000 Albemarle Street, NW
Suite 305
Washington, DC 20016
Melissa Houghton
202-429-9438
director@wifv.org

*Above source marked with an asterisk requested notice of all job openings.

In addition, the following sources were selectively added to the above sources and used to recruit for specific jobs listed below:

MPT Assistant Producer/Writer

- TVjobs.com - www.tvjobs.com/
- Corporation for Public Broadcasting - www.cpb.org/user/register

MPT Accountant

- Corporation for Public Broadcasting - www.cpb.org/user/register

MPT Production Assistant (MotorWeek)

- Corporation for Public Broadcasting - www.cpb.org/user/register
- TVjobs.com - www.tvjobs.com/

MPT Transmitter Maintenance Engineer

- Society of Broadcast Engineers - www.sbe.org/user_login/
- Corporation for Public Broadcasting - www.cpb.org/user/register
- TVjobs.com - www.tvjobs.com/
- North American Trade School (see contact info below)
- Brightwood College (see contact info below)
- Lincoln Technical Institute (see contact info below)
- Sheffield Institute for the Recording Arts (josh@sheffieldav.com)

MPT Assistant Producer/Reporter (MotorWeek)

- Corporation for Public Broadcasting - www.cpb.org/user/register
- TVjobs.com - www.tvjobs.com
- MPT Insider – MPT weekly newsletter

MPT Production Editor

- Corporation for Public Broadcasting - www.cpb.org/user/register
- University of Maryland College Park
- TVjobs.com - www.tvjobs.com/
- MPT Insider – MPT weekly newsletter

MPT Managing Director, Major and Planned Giving

- Current - jobs.current.org/employer/login
- Humanities DC-Job Bank - <http://www.wdchumanities.org/jobbank/>
- The Chronicles of Philanthropy - www.philanthropy.com/jobs
- Corporation for Public Broadcasting - www.cpb.org/user/register
- Chesapeake Planned Giving Council - www.chesapeakeplannedgiving.org/Career-Corner
- TVjobs.com - www.tvjobs.com/
- MPT Insider – MPT weekly newsletter
- Frostburg
- GWU

MPT Maintenance Mechanic

- MPT Insider – MPT weekly newsletter
- University of Maryland College Park

The following sources were contacted specifically for the MPT Transmitter Maintenance Engineer position filled during the reporting period:

North American Trade School
6901 Security Blvd. Ste. 16
Baltimore, MD 21244
Lisa Schaffer
443-380-2088
lschaffer@natradeschools.edu

Brightwood College
1520 South Caton Avenue
Baltimore, MD 21227
Lora Friedman
410-644-6400
Lora.friedman@brightwood.edu

Lincoln Technical Institute
9325 Snowden River Parkway
Columbia, MD 21046
Fred Guntz
fguntz@lincolntech.edu

OUTREACH INITIATIVES

Participation in longer-term recruitment initiatives (job fairs, scholarship and internship programs and community events) designed to inform the public of employment opportunities in broadcasting.

Maryland Public Television provided station tours and skill opportunities for many diverse organizations, schools, and families from June 2017 through May 2018. Information was provided on each tour regarding careers in broadcasting. The groups ranges in age from 4-5 years old to senior citizens. The groups traveled from different areas across the state including Baltimore City, Baltimore County, Anne Arundel County, Carroll County, and more. Throughout the year, MPT provided 22 tours to 340+ individuals from groups including Smart Fit Kids Academy, UMD Eastern Shore, Anhui Media Delegation, Senior Box Office, National Center on Institutions and Alternatives, The Harbour School, Girl Scout Troops, home school groups, families, and more.

Tours

Stephanie Ryan, WHUT / USTTI (5), June 2017
Stephanie Ryan, American Industry & Global Competition UMES (7), July 2017
Stephanie Ryan, Smart Fit Kids Academy (60), August 2017
Stephanie Ryan, Lapidario Family (3), August 2017
Stephanie Ryan, Root Branch Film Academy (12), August 2017
Stephanie Ryan, Men's Retiree Group based in Hanover, MD (23), June 2017
Stephanie Ryan, The Harbour School (24), September 2017
Stephanie Ryan, Homesteaders of Columbia, MD (7), October 2017
Stephanie Ryan, Anhui Media Delegation & Forte International Exchange Association (18), October 2017
Stephanie Ryan, Quantum Leap of Owings Mills, MD (12), October 2017
Stephanie Ryan, STEM Festival Homeschoolers Event (20), November 2017
Stephanie Ryan, UMBC TV Production Class (9), November 2017
Stephanie Ryan, Students interested in MPT (2), December 2017
Stephanie Ryan, Linwood Center Inc. (8), December 2017
Stephanie Ryan, Living Sans Frontieres (12), January 2018
Stephanie Ryan, Cedarday Living & N2 Publishing (6), January 2018
Stephanie Ryan, Columbia Homeschoolers (25), February 2018
Stephanie Ryan, Mount View Middle School (40), March 2018
Stephanie Ryan, National Center on Institutions and Alternatives (15), March 2018
Stephanie Ryan, Senior Box Office (6), March 2018
Stephanie Ryan, Girl Scout Troop 245 (12), April 2018
Stephanie Ryan, Senior Connection (20), May 2018

Job skills Opportunities

2 students, Itineris Baltimore, engaged in mailing team activities June 2017-May 2018
6 students, The Harbour School, engaged in mailing team activities June 2017- May 2018
12 volunteers, Chimes International, engaged in mailing team activities June 2017- May 2018
1 volunteer, Jewish Community Services, engaged in clerical activities June 2017-May 2018

Pledge volunteers

28 students from Owings Mills H.S
45 students from Dulaney High School
8 students from Institute of Notre Dame
4 students from River Hill High School

19 students from Morgan State University
21 students from Coppin State University

Individual Volunteers

363 volunteers belonging to 25 organizations June 2017-May 2018

Volunteers from Organizations

363 volunteers belonging to 25 organizations June 2017-May 2018

Establishment of an internship program designed to develop skills needed for broadcast employment.

Maryland Public Television has an active internship program and posts internship opportunities on university and college job/internship online message boards throughout the great Baltimore metropolitan area.

We were able to provide 27 academic and 15 volunteer internships to students from June 2017 – May 2018. Interns represented the following colleges, universities, technical and high schools:

Towson State University
Stevenson University
McDaniel College
University of Maryland – College Park
University of Baltimore
Bowie State University
Maryland Institute College of Art
Notre Dame University
Brooklyn College
Drew University
Lynchburg College
Kent State University
Goucher College
University of Maryland Baltimore County
Broadcast Institute of Maryland
Beth Tfiloh
Edmund Burke High School
Gilman High School
Baltimore Design High School
Baltimore School for the Arts (High School)

We continue to interview and select students for spring, summer and fall internships.

Participation in Job Fairs by station personnel who have substantial responsibility in hiring decisions:

September 2017, Jakiraman Jones (Recruitment Manager) and Jenny Trust (Director of Membership) participated in Howard Community College Fall 2017 Internship Fair

September 2017, Jakiraman Jones (Recruitment Manager) and Jordan Porretto (Project Specialist) participated in Johns Hopkins University Fall 2017 Career Fair

October 2017, Jakiraman Jones (Recruitment Manager) participated in Bowie State University Fall 2017 Career Fair

October 2017, Jakiraman Jones (Recruitment Manager), Noel Webster (Editor) and Isaiah Gibson (Director/Videographer) participated in Coppin State University Fall 2017 Career Exploration Day

October 2017, Jakiraman Jones (Recruitment Manager) and Jordan Porretto (Project Specialist) participated in Morgan State University 43rd Annual Career Day

November 2017, Jakiraman Jones (Recruitment Manager) and Jordan Porretto (Project Specialist) participated in McDaniel College Fall 2017 Internship Fair

February 2018, Jakiraman Jones (Recruitment Manager) and Noel Webster (Digital Media Specialist I) participated in Morgan State University Connection 2018 & SYE Open House

March 2018, Jakiraman Jones (Recruitment Manager) and Karen Winn (HR Associate) participated in McDaniel College Fall 2018 Career & Internship Fair

April 2018, Colette Colclough (VP of HR) and Jakiraman Jones (Recruitment Manager) participated in Women in Film and Video (WIFV) Media Job Fair

May 2018, Jakiraman Jones (Recruitment Manager) participated in Frederick Community College Extravaganza Job Fair

Establishment of training or mentoring program designed to enable employees to acquire skills to qualify for higher level positions.

MPT has a formal training program in place for Transmitter Engineers. Under the supervision of our Transmitter Supervisor and Chief Trainer, candidates are hired and trained in transmitter related engineering operations in order to be promoted to the Engineer level. One employee participated in this training this year.

MPT has an informal training program in place that allows employees hired at the Assistant Producer level to continue to advance to Associate Producer, Producer and Executive Producer level positions.

Participation in events or programs relating to career opportunities sponsored by educational institutions.

October 2017, Jakiraman Jones (Recruitment Manager) participated in The University of Baltimore's 2017 Arts and Technology Night

November 2017, John Dietz (Digital Video Broadcast Supervisor) participated as a panelist for Careers in Film/TV Video Production at The University of Maryland Baltimore County

March 2018, Jakiraman Jones (Recruitment Manager) participated in 'Rip The Resume' at The University of Baltimore

Provide training to upper level management personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

In addition to past formal training, managers are required to attend trainings on a regular basis throughout the year. Each manager is subject to individual training and guidance on equal opportunity policies. Each job is discussed thoroughly and a plan for recruitment is devised. The State of Maryland has introduced a training portal for use of employees entitled the HUB (a state-wide learning system). On an ongoing basis, employees attend sessions to learn how to access the HUB and they are encouraged to utilize it for training purposes. Within the portal, all employees including upper level management have access to trainings such as trainings concerning issues dealing with Sexual Harassment and providing Equal Opportunity Employment. In addition, staff have attended the following trainings:

- ADA
- Sexual Harassment

October 2017, Provided mandatory full-day session on EEO compliance that was conducted for all employees by outside counsel and consultants.

Participation in other activities designed to disseminate information as to employment opportunities in broadcasting to job candidates who might be unaware of such opportunities.

We welcome civic groups, community groups and local schools for tours, screenings and lectures throughout the year.

June 2017, Jakiraman Jones (Recruitment Manager) and Nickole Scroggins (Major & Planned Giving Assistant, participated in conducting Mock Interviews at the Marion House for Women

November 2017, Jakiraman Jones (Recruitment Manager) and Karen Fuller-Hardy (Membership Coordinator), participated in conducting Mock Interviews at the Marion House for Women

November 2017, Colette Colclough (VP of HR) Jordan Porretto (Project Specialist), participated in Junior Achievement of Central Maryland's Biztown event

December 2017, Colette Colclough (VP of HR) Jordan Porretto (Project Specialist), participated in Junior Achievement of Central Maryland's Path to Promise Career Booth

January 2018, Jakiraman Jones (Recruitment Manager), hosted The Eastern Association of Colleges and Employers (EACE) Road Trips to the Real World event at MPT

March 2018, Colette Colclough (VP of HR), hosted a Women's Leadership Forum

Note: Annual Report revised 9/5/2018 after review by counsel.

Exhibit 11(b) - Dated Copies of Advertisements, etc.

(See attached)

Exhibit 11(c) - Recruitment Source that Referred Each Hiree

	Recruitment Source for this Hire	Position Title
1.	State of MD Website	MPT Assistant Producer/Writer
2.	State of MD Website	MPT Database Coordinator
3.	Internal Referral	MPT Accountant
4.	State of MD Website	MPT Maintenance Mechanic
5.	Facebook	MPT Production Assistant (MotorWeek)
6.	State of MD Website	MPT Transmitter Maintenance Engineer
7.	External Referral	MPT Associate Producer/Reporter (MotorWeek)
8.	State of MD Website	MPT Production Editor
9.	Internal Referral	MPT Managing Director, Major and Planned Giving
10.	External Referral	MPT Maintenance Mechanic

Exhibit 11(d) - Interviewees and Referral Sources

	Date of Hire	Position Title	# of Applicants Interviewed	# of Interviewees from Sources
1.	8/9/2017	MPT Assistant Producer/Writer	5	3-State of MD Website 1-External Referral 1-Internal Referral
2.	10/4/2017	MPT Database Coordinator	4	2-State of MD Website 2-External Referral
3.	10/11/2017	MPT Accountant	3	2-State of MD Website 1-Internal Referral
4.	10/11/2017	MPT Maintenance Mechanic	4	4-State of MD Website
5.	10/25/2017	MPT Production Assistant (MotorWeek)	11	1-Facebook 2-College or University Recruiting 3-State of MD Website 1-MWE 4-External Referral
6.	1/31/2018	MPT Transmitter Maintenance Engineer	3	3-State of MD Website
7.	2/21/2018	MPT Associate Producer/Reporter (MotorWeek)	3	1-External Referral 1-State of MD Website 1-Indeed
8.	3/28/2018	MPT Production Editor	5	2-External Referral 2-State of MD Website 1-Indeed
9.	4/25/2018	MPT Managing Director, Major and Planned Giving	3	1-External Referral 1-Internal Referral 1-Current
10.	5/9/2018	MPT Maintenance Mechanic	3	1-External Referral 2-State of MD Website

Exhibit 11(e) – Source that Requested Notice of Job Openings

Requested notice of all openings:

Women in Film & Video – Washington DC
4000 Albemarle Street, NW
Suite 305
Washington, DC 20016
Melissa Houghton
202-429-9438
director@wifv.org

Exhibit 11(f) - Sources Notified of Job Openings

MPT posted all job openings on the State of Maryland website:

MD Dept. of Budget and Management (MD Website)
301 W. Preston Street
Baltimore, MD 21201
Mark Townend
800-705-3493
410-767-4917
mark.townend@maryland.gov

The following sources on the licensee's Recruitment Mailing List were mailed notices by U.S. Postal Service of all full-time job announcements.

Girl Scouts of Central MD Attn: Violet Apple 4806 Seton Dr. Baltimore, MD 21215	Greater Washington Urban League Executive offices 2901 14 th Street, NW Washington, DC 20009	Parents & Friends of Ex-Gays and Gays Attn: Regina Griggs Box 510 Reedville, VA 22539
Lesbian, Gay, Bisexual & Transgender Equity Center 2218 Marie Mount Hall University of Maryland College Park, MD 20742	Prince George's Workforce Development 1801 McCormick Dr., Suite 400 Largo, MD 20774-5469	Salisbury University Career Services, GC 133 Attn: C. Dickerson 1101 Camden Ave. Salisbury, MD 21801
Television Bureau of Advertising Attn: Careers 120 Wall Street, Floor 15 New York, NY 10005-3905	UDC Department of Mass Media Attn: Careers 4200 Connecticut Ave., NW Washington, DC 20008	Conexiones of Howard County P.O. Box 6997 Columbia, MD 21045
Nat'l. Association of Black College Broadcasters P.O. Box 3191 Atlanta, GA 30302	Notre Dame of MD University Human Resources, MBK Sports & Rec. Center, Room 215 4701 N. Charles Street Baltimore, MD 21210	Virginia Association of Broadcasters Attn: Careers 250 W. Main Street, Suite 100 Charlottesville, VA 22902
Montgomery County Government Center Attn: Career Services 755 Roanoke St., Suite 2D Christiansburg, VA 24073-3180	NAACP, Washington Bureau Attn: H. Shelton Suite 915 1156 15 th Street, NW Washington, DC 20005	Habitat Chesapeake Women Build Attn: Leila Kohler-Frueh 3741 Commerce Dr., Suite 309 Baltimore, MD 21227

Hood College
Career Services
401 Rosemont Ave.
Frederick, MD 21701

Nat'l. Organization for Women
Attn: Careers
1100 H Street, NW, 3rd Floor
Washington, DC 20005

University of Maryland
Graduate School/Career Services
660 W. Redwood St., Room 021
Baltimore, MD 21201

National Academy of Television,
Arts & Sciences
Attn: Jeffrey Kramer
12504 Quarterhorse Dr.
Bowie, MD 20720

American Association of University
Women
Career Services
1310 L Street, NW
Washington, DC 20005

Art Institute of Washington
Attn: Kim Resnick
1820 North Fort Myers Drive
Arlington, VA 22209

Center for Immigration Studies
Attn: Mark Krikorian
1629 K Street, NW, Suite 600
Washington, DC 20006

Career Builder
Suite 1100
200 N. LaSalle Street
Chicago, IL 60610

The Catholic University of
America
Department of Education
O'Boyle Hall
Washington, DC 20064

Columbia Union College
7600 Flowers Ave.
Takoma Park, MD 20912

Baltimore Works
Attn: Job Developer
2701 W. Patapsco Ave., Suite 110
Baltimore, MD 21230

House of Ruth
Attn: Careers
5 Thomas Circle, NW
Washington, DC 20005

Department of Human Services
Arlington Employment Center
2100 Washington Blvd.
Arlington, VA 22204

Jewish Women International
112 & 20th Street, NW, Suite 801
Washington, DC 20036

Mayor's Office on Latino Affairs
Reeves Municipal Center, Suite
206
2000 14th Street, NW
Washington, DC 20009

Howard University
Career Services Center, Rm. 206
C. P. Powell Building
525 Bryant St., NW
Washington, DC 20009

Institute for Women's Policy
Research
1200 18th Street NW, Suite 301
Washington, DC 20036

Pennsylvania Women Work!
650 Smithfield St., Suite 520
Pittsburgh, PA 15222-3913

Marymount University
Attn: Careers
2807 N. Glebe Road
Arlington, VA 22207

Emma Bowen Foundation for
Minority Interests in Media
Attn: Sandra Dorsey Rice
524 W. 57th Street
New York, NY 10019

National Council of Negro
Women
Attn: Nakiya Lee
633 Pennsylvania Ave., NW
Maryland Women's Heritage
Center
Attn: Judi Williams
39 W. Lexington St.
Baltimore, MD 21201

Hampton University
Attn: Vivian David
114 Wigwam Building, Room 114
Hampton, VA 23668

Fairfax Virginia Department of
Rehabilitation
11150 Fairfax Blvd., Suite 300
Fairfax, VA 22030

National Lesbian & Gay Journalists
Association
Attn: Career Center
2120 L Street, NW, Suite 850
Washington, DC 20037

The following colleges and universities were sent notices by email or by using a platform to disseminate notices regarding all job openings:

Morgan State University - morgan-csm.symplicity.com/employers/
University of Maryland Baltimore County - umbc-csm.symplicity.com/employers
Bowie State University - bowiestate-csm.symplicity.com/employers
Goucher College - goucher-csm.symplicity.com/employers
Stevenson University - app.joinhandshake.com/
Towson State University - www.myinterfase.com/towson/employer/
Loyola University Maryland - www.myinterfase.com/loyola-maryland/employer/
St. Mary's University - www.collegecentral.com/msmary/Employer.cfm
McDaniel College - mcdaniel-csm.symplicity.com/employers/
Maryland Institute College of Art - www.myinterfase.com/mica/employer/
University of Baltimore - ubalt-csm.symplicity.com/employers/
Howard Community College - www.myinterfase.com/howardcc/employer/
Prince Georges Community College - www.myinterfase.com/pgcc/employer/
Johns Hopkins University - app.joinhandshake.com/
Community College of Baltimore County - www.collegecentral.com/ccbc/Employer.cfm
Frederick Community College - www.collegecentral.com/frederick/Employer.cfm
Coppin State University - www.collegecentral.com/coppin/Employer.cfm
Washington College - app.joinhandshake.com/

Exhibit 11(b) includes documentation corroborating almost all of the postings to the colleges and universities listed above. Some of the universities and colleges changed posting platforms during the reporting year which limited access to their archives.

The following sources were emailed announcements for all job openings during the reporting period:

Department of Labor, Licensing, and Regulations – Veterans Workforce Development
Job Center – Eastpoint
7930 Eastern BLVD
Baltimore, Maryland 21224
Jorge Cruz
410-288-9050
Jorge.cruz@maryland.gov

Gettysburg College
Center for Career Development
300 North Washington St.
Gettysburg, PA 17325
Kathy Williams
717-337-6616
kawillia@gettsburg.edu

Baltimore County Department of Economic and Workforce Development
400 Washington Ave – STE 100
Towson, Maryland 21204
Leighton McPhaul
410-887-3959
lmcpfaull@baltimorecountymd.gov

Baltimore County Department of Economic and Workforce Development
400 Washington Ave – STE 100
Towson, Maryland 21204
Sara Trenery
410-887-8030
strenery@baltimorecountymd.gov

Women in Film & Video – Washington DC
4000 Albemarle Street, NW
Suite 305
Washington, DC 20016
Melissa Houghton
202-429-9438
director@wifv.org

In addition to posting with all of the above sources, the licensee used the additional specific sources listed below for the following positions:

MPT Assistant Producer/Writer

- TVjobs.com - www.tvjobs.com/
- Corporation for Public Broadcasting - www.cpb.org/user/register

MPT Accountant

- Corporation for Public Broadcasting - www.cpb.org/user/register

MPT Production Assistant (MotorWeek)

- Corporation for Public Broadcasting - www.cpb.org/user/register
- TVjobs.com - www.tvjobs.com/

MPT Transmitter Maintenance Engineer

- Society of Broadcast Engineers - www.sbe.org/user_login/
- Corporation for Public Broadcasting - www.cpb.org/user/register
- TVjobs.com - www.tvjobs.com/
- North American Trade School
- Brightwood College
- Lincoln Technical Institute
- Sheffield Institute for the Recording Arts

MPT Assistant Producer/Reporter (MotorWeek)

- Corporation for Public Broadcasting - www.cpb.org/user/register
- TVjobs.com - www.tvjobs.com
- MPT Insider – MPT weekly newsletter

MPT Production Editor

- Corporation for Public Broadcasting - www.cpb.org/user/register
- University of Maryland College Park
- TVjobs.com - www.tvjobs.com/
- MPT Insider – MPT weekly newsletter

MPT Managing Director, Major and Planned Giving

- Current - jobs.current.org/employer/login
- Humanities DC-Job Bank - <http://www.wdchumanities.org/jobbank/>
- The Chronicles of Philanthropy - www.philanthropy.com/jobs
- Corporation for Public Broadcasting - www.cpb.org/user/register
- Chesapeake Planned Giving Council - www.chesapeakeplannedgiving.org/Career-Corner
- TVjobs.com - www.tvjobs.com/
- MPT Insider – MPT weekly newsletter
- Frostburg
- GWU

MPT Maintenance Mechanic

- MPT Insider – MPT weekly newsletter
- University of Maryland College Park

Exhibit 11(g) - Dated Copies of Source's Request to be notified of Job Openings

The licensee did not receive written notice from any organizations seeking to receive notice of job openings applicable to the reporting period. The request from Women in Film and Video predates the period under review.