

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 4/01/10 to 3/31/11.

1) **Employment Unit:** KTVT (CBS Stations Group of Texas LP); KTXA (Television Station KTXA LP)

2) **Unit Members (Stations and Communities of License):** KTVT CBS 11 / KTXA 21

3) **EEO Contact Information for Unit Member:**

Mailing Address: 5233 Bridge Street Fort Worth, TX 76103	Telephone Number: (817) 451-1111
	Contact Person: Vonne Velez
	E-mail Address: Vonnev@ktvt.com

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

1. Assignment Editor
2. Sales Assistant
3. Executive Producer
4. Facilities Manager
5. Strategic Marketing Manager
6. TOC Operator
7. Producer (2 positions)
8. Sales Assistant (2 positions)
9. Account Executive (2 positions)
10. Executive Producer
11. Master Control Operator
12. Producer
13. News Brand Manager
14. Account Executive (2 positions)
15. Assignment Editor
16. Reporter
17. Anchor
18. Sales Assistant
19. Investigative Reporter

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

20. Editor
21. VP Director of Sales
22. Meteorologist
23. Local Sales Manager
24. Anchor
25. Programming Coordinator
26. Assistant Controller
27. National Sales Manager
28. Sales Assistant

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

5) Job Title: Assignment Editor

Referral Source(s) of Hiree(s): Internal Candidate

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: Sales Assistant

Referral Source(s) of Hiree(s): Intercompany Transfer

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: Executive Producer

Referral Source(s) of Hiree(s): Intercompany Transfer

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: Facilities Manager

Referral Source(s) of Hiree(s): Industry Referral

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: Strategic Marketing Manager

Referral Source(s) of Hiree(s): CBS Job Search Website

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: TOC Operator

Referral Source(s) of Hiree(s): Internal Candidate

No External Posting Conducted

5) Job Title: Producer (2 positions)

Referral Source(s) of Hiree(s): CBS Job Search Website/Talent Dynamics

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhccoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: Sales Assistant (2 positions) Referral Source(s) of Hiree(s): Current Employee Ref./Internal Candidate

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: Account Executive (2 positions)

Referral Source(s) of Hiree(s): Current Emp. Ref./Internal Candidate

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhccoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: Executive ProducerReferral Source(s) of Hiree(s): Current Employee Referral

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
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American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: Master Control Operator

Referral Source(s) of Hiree(s): CBS Job Search Website

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
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Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: Producer

Referral Source(s) of Hiree(s): CBS Job Search Website

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
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American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhccoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: News Brand Manager

Referral Source(s) of Hiree(s): CBS Job Search Website

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: Account Executive (2 positions)

Referral Source(s) of Hiree(s): Current Emp. Ref./CBS Job Search

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	-
Denton Black CoC	No		940.347.3252	940.382.9695	-
Fort Worth Metropolitan Black CoC	No			817.332.6438	-
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	-
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	-
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	-
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	-
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	-
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	-
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	-

5) Job Title: Assignment Editor

Referral Source(s) of Hiree(s): Current Employee Referral

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: Reporter

Referral Source(s) of Hiree(s): Internal Candidate

No External Posting Conducted

5) Job Title: Anchor

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

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: Sales Assistant

Referral Source(s) of Hiree(s): Current Employee Referral

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@qdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: Investigative Producer

Referral Source(s) of Hiree(s): IRE

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
IRE (Investigative Reporters and Editors)	No				jobpostings@nicar.org.
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: Editor

Referral Source(s) of Hiree(s): Internal Candidate

No External Posting Conducted

5) Job Title: VP Director of Sales

Referral Source(s) of Hiree(s): Internal Candidate

No External Posting Conducted

5) Job Title: MeteorologistReferral Source(s) of Hiree(s): Agent

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: Local Sales Manager

Referral Source(s) of Hiree(s): Internal Candidate

No External Posting Conducted

5) Job Title: Anchor

Referral Source(s) of Hiree(s): Intercompany Transfer

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: **Programming Coordinator**

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

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassing
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: Assistant Controller

Referral Source(s) of Hiree(s): CBS Job Search Website - Monster

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: National Sales Manager

Referral Source(s) of Hiree(s): Industry Referral

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: Sales Assistant

Referral Source(s) of Hiree(s): Industry Referral

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassing
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

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

<u>Name of Hiree</u>	<u>Name of Recruitment Source</u>
(1) ██████████	<u>Internal Candidate</u>
(2) ██████████	<u>Intercompany Transfer</u>
(3) ██████████	<u>Intercompany Transfer</u>
(4) ██████████	<u>CBS Job Search Website</u>
(5) ██████████	<u>Industry Referral</u>
(6) ██████████	<u>Internal Candidate</u>
(7) ██████████	<u>CBS Job Search Website</u>
(8) ██████████	<u>Talent Dynamics</u>
(9) ██████████	<u>Current Employee Referral</u>
(10) ██████████	<u>Internal Candidate</u>
(11) ██████████	<u>Internal Candidate</u>
(12) ██████████	<u>Current Employee Referral</u>
(13) ██████████	<u>Current Employee Referral</u>
(14) ██████████	<u>CBS Job Search Website</u>
(15) ██████████	<u>CBS Job Search Website</u>
(16) ██████████	<u>CBS Job Search Website</u>
(17) ██████████	<u>CBS Job Search Website</u>
(18) ██████████	<u>Current Employee Referral</u>
(19) ██████████	<u>Internal Candidate</u>
(20) ██████████	<u>Agent</u>
(21) ██████████	<u>Current Employee Referral</u>
(22) ██████████	<u>Current Employee Referral</u>
(23) ██████████	<u>IRE</u>
(24) ██████████	<u>Internal Candidate</u>
(25) ██████████	<u>Internal Candidate</u>
(26) ██████████	<u>Agent</u>
(27) ██████████	<u>Internal Candidate</u>
(28) ██████████	<u>Intercompany Transfer</u>
(29) ██████████	<u>CBS Job Search Website</u>
(30) ██████████	<u>Industry Referral</u>
(31) ██████████	<u>Industry Referral</u>
(32) ██████████	<u>Industry Referral</u>

(Check here if additional Hirees are listed on an attached sheet, using identical format.)

7) Total # of Interviewees Referred by Each Source: For the period from 4/01/10 to 3/31/11, this Employment Unit interviewed 177 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>Agent</u>	<u>12</u>
(2) <u>BCFM</u>	<u>0</u>
(3) <u>CBS (Intercompany)</u>	<u>7</u>
(4) <u>Current Employee Referral</u>	<u>40</u>
(5) <u>Former Employee</u>	<u>0</u>
(6) <u>IRE</u>	<u>1</u>
(7) <u>Industry Referral</u>	<u>30</u>
(8) <u>Internal Posting</u>	<u>27</u>
(9) <u>CBS Job Search Website</u>	<u>53</u>
(10) <u>Talent Dynamics</u>	<u>7</u>
(11) <u>TVJOBS.com Website</u>	<u>0</u>
(12) <u>TWC Website</u>	<u>0</u>

(Check here if additional Recruitment Sources are listed on an attached sheet, using identical format.)

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

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

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Co-hosted and sponsored job fair at Remington College	9/24/10	Vonne Velez, Human Resources, Manager; Jay Stokes, Account Executive
Mayborn School of Journalism, Internship Fair at UNT	11/16/10	Lori Conrad, Director of Communication

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

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Ariana Garza SMU Senior	May 2010 To August 2010	Denise Bunkley Community Affairs News Department
2. Danilynn Welniak Oklahoma State University Senior	May 2010 To August 2010	Denise Bunkley Community Affairs News Department
3. Helen Headlee Louisiana State University Senior	May 2010 To August 2010	Denise Bunkley Community Affairs News Department
4. Josh Berry Henderson State University Senior	May 2010 To August 2010	Denise Bunkley Community Affairs News Department
5. Mary Carlisle Callahan University of Alabama Junior	May 2010 To August 2010	Denise Bunkley Community Affairs News Department
6. Mai Lyn Ngo SMU Senior	May 2010 To August 2010	Denise Bunkley Community Affairs News Department
7. Francesca Washington UTA Senior	May 2010 To August 2010	Denise Bunkley Community Affairs News Department
8. Alexis Spears UTA Senior	May 2010 To August 2010	Denise Bunkley Community Affairs News Department

9. Nick Walker UNT Senior	May 2010 To August 2010	Lori Conrad Community Affairs Communications Department
10. Felicia Bolton UTA Senior	August 2010 To December 2010	Denise Bunkley Community Affairs News Department
11. Sara Humphrey TCU Senior	August 2010 To December 2010	Denise Bunkley Community Affairs News Department
12. Tiffany Jones UNT Senior	August 2010 To December 2010	Lori Conrad Community Affairs Communications Department
13. Taneshia Williamson North Carolina A&T State Senior	August 2010 To December 2010	Sondra Hawkins Dir. Client Service Production Client Service Product ion Dept.
14. Lauren Ramos UTA Senior	January 2011 To May 2011	Denise Bunkley Community Affairs News Department
15. Eric Allen Dallas Theological Seminary Graduate program	January 2011 To May 2011	Denise Bunkley Community Affairs News Department

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

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Moderator at "Raising the Bar: Education, Opportunity & Achievement, TX Diversity Council Latino Summit	4/7/10	Stephanie Lucero, Reporter
2. Guest Lecture, Broadcast Journalism class, UNT	4/14/10	Jack Fink, Reporter
3. Guest Lecture, Broadcast Journalism class, SMU	4/15/10	Jack Fink, Reporter
4. Speaker, Student Government Day, , Mesquite, Convention Center	4/16/10	Selena Hernandez, Reporter
5. Speaker, DISD Marketing Lunch	5/6/10	Keith Garvin, Anchor
6. Speaker, Math and Science Day, Southern Palace, Six Flags	5/7/10	Jeff Jamison, Meteorologist
7. Commencement Speaker, UTA	5/15/10	Karen Borta, Anchor

8. Speaker, Richland College	7/6/10	Jeff Jamison, Meteorologist
9. Speaker, TCC Southeast Campus	9/13/10	Nerissa Knight, Anchor
10. Panelist, SPJ	9/22/10	Doug Dunbar, Anchor
11. Speaker, UTA	10/6/10	Arezow Doost, Reporter
12. Emcee, SER Affiliate Awards Luncheon	10/19/10	Stephanie Lucero, Reporter
13. Keynote Speaker, UTA Communication Day	10/27/10	Karen Borta, Anchor
14. Speaker, UNT, Production Class	11/8/10	David Hershey, VP Director of Creative Services
15. Co-Speakers, UTA	12/3/10	Keith Garvin, Anchor Tracy Kornet, Anchor
16. FWISD, Celebrating Our Student's Abilities	3/8/11	Ginger Allen, Investigative Reporter
17. Garland ISD FOCUS training (Technology)	3/30/11	Garry Seith, Meteorologist

(d) 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. Distribution of the 2010 version of the CBS Business Conduct Statement, which summarized the most important policies and rules that apply to CBS and its employees, including Equal Employment Opportunity and Harassment-Free Workplace Environment; ongoing	All Employees	Reading material, which required an Employee and Director Certification form to be completed and returned to Human Resources by all Full-Time employees
2. All newly hired employees receive an individual copy of the EEO Policy, as well as the Non-Discrimination and Anti-Harassment Policy (also found in the HR Policy Manual) which all employees receive at the time of their hire; Ongoing	All Employees	Reading material to provide awareness to all newly hired employees and managers of the EEO, Non-Discrimination, and Anti-Harassment policies
3. Quarterly e-mailed distribution of a CBS Compliance newsletter;	All Employees	Compliance tips and highlights to help guide daily business interactions and to keep employees informed about key compliance initiatives to assist in making ethically and legally sound choices on behalf of CBS.
4. On-line distribution of Eye on Ethics training modules: (1) 2010 BCS Review and Certification; (2) Antitrust Training Module	All Employees	Internet driven training session with reading modules, Q&A and evaluation test. Passing grade is mandatory for continued employment.