

Exhibits to WSBK-TV, Boston, Massachusetts Response to FCC Random EEO Audit  
April 8, 2013

- Exhibit A EEO Public File Reports dated December 1, 2010 – November 30, 2011 and December 1, 2011 – November 30, 2012
- Exhibit B 2010 – 2011 and 2011 – 2012 Affirmative Action Program Distribution Lists and Job Postings
- Exhibit C Applicant Logs for the period from December 1, 2010 – November 30, 2011 and for the period from December 1, 2011 – November 30, 2012
- Exhibit D Section 8 of the EEO Public File Reports dated December 1, 2010 – November 30, 2011 and December 1, 2011 – November 30, 2012 listing all the supplemental recruitment measures done by WSBK.
- Exhibit E Pending and Resolved Complaints of Discrimination on the Basis of Race, Color, Religion, National Origin or Sex against WSBK
- Exhibit F December 28, 2010, February 7, 2012 and February 25, 2013 Memos from Leslie Moonves to all CBS Corporation employees regarding CBS EEO Policy; 2010 CBS Corporation Business Conduct Statement, page 9, 2012 CBS Corporation Business Conduct Statement, page 10



Exhibit A

EEO Public File Reports dated December 1, 2010 – November 30, 2011 and December 1, 2011 – November 30, 2012

EEO Public File Report dated December 1, 2010 – November 30, 2011

**EEO PUBLIC FILE REPORT**

***This Report covers full-time vacancy recruitment data for the period December 1, 2010 to November 30, 2011.***

**1) Employment Unit: CBS Corporation**

**2) Unit Members (List all station call signs and communities of license):**     **WBZ-TV (Boston, MA)**  
**WSBK-TV (Boston, MA)**

**3) EEO Contact Information for Employment Unit: Alexandria Sanginario**

<b>Mailing Address:</b>  WBZ-TV / WSBK-TV 1170 Soldiers Field Road Boston, MA. 02134	<b>Telephone Number:</b> 617 787-7050
	<b>Contact Person:</b> Alexandria Sanginario
	<b>E-mail Address:</b> <a href="mailto:Asanginario@cbs.com">Asanginario@cbs.com</a>

**4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

**Job Title**

- |   |  |
|---|--|
| 1. Sports Web Editor –WBZ<br>2. Local Sales Manager - WBZ<br>3. Account Executive –WBZ<br>4. Account Executive – WBZ<br>5. Local Sales Manager - WSBK<br>6. News Promotion Manager – WBZ<br>7. Digital Media Producer -WBZ<br>8. Reporter – WBZ<br>9. Reporter – WBZ<br>10. Online Sales Coordinator – WBZ<br>11. National Sales Assistant – WSBK<br>12. Traffic Coordinator – WBZ<br>13. Facilities Maintenance Technician - WBZ<br>14. Director of Content, CBS Boston – WBZ<br>15. Reporter –NH Bureau – WBZ<br>16. Digital Media Producer – WBZ | 17. Producer - WBZ<br>18. National Sales Assistant - WSBK<br>19. New Business Account Executive – WBZ<br>20. Online Sales Coordinator - WBZ<br>21. Digital Media Account Executive -WBZ<br>22. National Sales Manager - WBZ<br>23. National Sales Manager - WSBK |
|---|--|

**#1 Job Title: Sports Web Editor - WBZ Referral Source(s) of Hire: Internal**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Corporation/Internal/ Campus Recruiting/Arbita	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	Luis Morales	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111 <a href="mailto:lmorales@detma.org">lmorales@detma.org</a>	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talént Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	<a href="http://Tvjobs.com">Tvjobs.com</a>		No
University of Rochester	Career Services	Meliora Hall, 3 <sup>rd</sup> Floor. P.O Box 270028 Rochester, NY 14627 <a href="mailto:Recruit@mail.Rochester.edu">Recruit@mail.Rochester.edu</a>	585-275-2121	No
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Cambridge Employment Programs	P.Lopes	51 Inman St, Cambridge, MA. 02139 <a href="mailto:plopes@cambridgema.gov">plopes@cambridgema.gov</a>	617-349-6256	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
American Job Exchange		<a href="http://www.americansjobexchange.com">www.americansjobexchange.com</a>		

**#2 Job Title: Local Sales Manager - WBZ Referral Source(s) of Hiree: Internal**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Corporation/Internal/	Kenexa	<a href="http://cbsboston.com">cbsboston.com</a>	617-787-7037	YES

**#3 Job Title: Account Executive - WBZ Referral Source(s) of Hiree: Employee Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Corporation/Internal/ Campus Recruiting/Arbita	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	Luis Morales	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111 <a href="mailto:lmorales@detma.org">lmorales@detma.org</a>	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	Tvjobs.com		No
University of Rochester	Career Services	Meliara Hall, 3 <sup>rd</sup> Floor. P.O Box 270028 Rochester, NY 14627 <a href="mailto:Recruit@mail.Rochester.edu">Recruit@mail.Rochester.edu</a>	585-275-2121	No
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Cambridge Employment Programs	P.Lopes	51 Inman St, Cambridge, MA. 02139 <a href="mailto:plopes@cambridgema.gov">plopes@cambridgema.gov</a>	617-349-6256	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
American Job Exchange		<a href="http://www.americansjobexchange.com">www.americansjobexchange.com</a>		



**#4 Job Title: Account Executive - WBZ Referral Source(s) of Hiree: CBSBOSTON.COM**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Corporation/Internal/ Campus Recruiting/Arbita	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	Luis Morales	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111 <a href="mailto:lmorales@detma.org">lmorales@detma.org</a>	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	<a href="http://Tvjobs.com">Tvjobs.com</a>		No
University of Rochester	Career Services	Meliora Hall, 3 <sup>rd</sup> Floor. P.O Box 270028 Rochester, NY 14627 <a href="mailto:Recruit@mail.Rochester.edu">Recruit@mail.Rochester.edu</a>	585-275-2121	No
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Cambridge Employment Programs	P.Lopes	51 Inman St, Cambridge, MA. 02139 <a href="mailto:plopes@cambridgema.gov">plopes@cambridgema.gov</a>	617-349-6256	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
American Job Exchange		<a href="http://www.americansiobexchange.com">www.americansiobexchange.com</a>		

**#5 Job Title: Local Sales Manager- WSBK Referral Source(s) of Hiree: Employee Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Corporation/Internal/ Campus Recruiting/Arbita	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	Luis Morales	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111 <a href="mailto:lmorales@detma.org">lmorales@detma.org</a>	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabed.org">Hr@bostonabed.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	<a href="http://Tvjobs.com">Tvjobs.com</a>		No
University of Rochester	Career Services	Meliora Hall, 3 <sup>rd</sup> Floor. P.O Box 270028 Rochester, NY 14627 <a href="mailto:Recruit@mail.Rochester.edu">Recruit@mail.Rochester.edu</a>	585-275-2121	No
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrisey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Cambridge Employment Programs	P.Lopes	51 Inman St, Cambridge, MA. 02139 <a href="mailto:plopes@cambridgema.gov">plopes@cambridgema.gov</a>	617-349-6256	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
American Job Exchange		<a href="http://www.americansjobexchange.com">www.americansjobexchange.com</a>		

**#6 Job Title: News Promotion Manager - WBZ Referral Source(s) of Hire: Internal**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Corporation/Internal/ Campus Recruiting/Arbita	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	Luis Morales	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111 <a href="mailto:lmorales@detma.org">lmorales@detma.org</a>	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	<a href="http://Tvjobs.com">Tvjobs.com</a>		No
University of Rochester	Career Services	Meliora Hall, 3 <sup>rd</sup> Floor. P.O Box 270028 Rochester, NY 14627 <a href="mailto:Recruit@mail.Rochester.edu">Recruit@mail.Rochester.edu</a>	585-275-2121	No
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Cambridge Employment Programs	P.Lopes	51 Inman St, Cambridge, MA. 02139 <a href="mailto:plopes@cambridgema.gov">plopes@cambridgema.gov</a>	617-349-6256	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
American Job Exchange		<a href="http://www.americansjobexchange.com">www.americansjobexchange.com</a>		

**#7 Job Title: Digital Media Producer - WBZ Referral Source(s) of Hiree: Internal**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Corporation/Internal/ Campus Recruiting/Arbita	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	Luis Morales	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111 <a href="mailto:lmorales@detma.org">lmorales@detma.org</a>	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	<a href="http://Tvjobs.com">Tvjobs.com</a>		No
University of Rochester	Career Services	Meliora Hall, 3 <sup>rd</sup> Floor. P.O Box 270028 Rochester, NY 14627 <a href="mailto:Recruit@mail.Rochester.edu">Recruit@mail.Rochester.edu</a>	585-275-2121	No
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Cambridge Employment Programs	P.Lopes	51 Inman St, Cambridge, MA. 02139 <a href="mailto:plopes@cambridgema.gov">plopes@cambridgema.gov</a>	617-349-6256	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
American Job Exchange		<a href="http://www.americansjobexchange.com">www.americansjobexchange.com</a>		

**#8 Job Title: Reporter - WBZ Referral Source(s) of Hire: Industry Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Corporation/Internal/ Campus Recruiting/Arbita	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	Luis Morales	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111 <a href="mailto:lmorales@detma.org">lmorales@detma.org</a>	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	Tvjobs.com		No
University of Rochester	Career Services	Meliora Hall, 3 <sup>rd</sup> Floor. P.O Box 270028 Rochester, NY 14627 <a href="mailto:Recruit@mail.Rochester.edu">Recruit@mail.Rochester.edu</a>	585-275-2121	No
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Cambridge Employment Programs	P.Lopes	51 Inman St, Cambridge, MA. 02139 <a href="mailto:plopes@cambridgema.gov">plopes@cambridgema.gov</a>	617-349-6256	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
American Job Exchange		<a href="http://www.americansjobexchange.com">www.americansjobexchange.com</a>		

**#9 Job Title: Reporter - WBZ Referral Source(s) of Hiree: Internal**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Corporation/Internal/ Campus Recruiting/Arbita	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	Luis Morales	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111 <a href="mailto:lmorales@detma.org">lmorales@detma.org</a>	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Streeet, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	Tvjobs.com		No
University of Rochester	Career Services	Meliora Hall, 3 <sup>rd</sup> Floor. P.O Box 270028 Rochester, NY 14627 <a href="mailto:Recruit@mail.Rochester.edu">Recruit@mail.Rochester.edu</a>	585-275-2121	No
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrisey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Cambridge Employment Programs	P.Lopes	51 Inman St, Cambridge, MA. 02139 <a href="mailto:plopes@cambridgema.gov">plopes@cambridgema.gov</a>	617-349-6256	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
American Job Exchange		<a href="http://www.americansjobexchange.com">www.americansjobexchange.com</a>		

**#10 Job Title: Online Sales Coordinator - WBZ Referral Source(s) of Hiree: Internal**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Corporation/Internal/ Campus Recruiting/Arbita	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	Luis Morales	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111 <a href="mailto:lmorales@detma.org">lmorales@detma.org</a>	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	<a href="http://Tvjobs.com">Tvjobs.com</a>		No
University of Rochester	Career Services	Meliora Hall, 3 <sup>rd</sup> Floor. P.O Box 270028 Rochester, NY 14627 <a href="mailto:Recruit@mail.Rochester.edu">Recruit@mail.Rochester.edu</a>	585-275-2121	No
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Cambridge Employment Programs	P.Lopes	51 Inman St, Cambridge, MA. 02139 <a href="mailto:plopes@cambridgema.gov">plopes@cambridgema.gov</a>	617-349-6256	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
American Job Exchange		<a href="http://www.americansjobexchange.com">www.americansjobexchange.com</a>		

**#11 Job Title: National Sales Assistant - WSBK Referral Source(s) of Hiree: CBSBOSTON.COM**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Corporation/Internal/ Campus Recruiting/Arbita	Kenexa	<a href="http://cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	Luis Morales	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111 <a href="mailto:lmorales@detma.org">lmorales@detma.org</a>	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	<a href="http://Tvjobs.com">Tvjobs.com</a>		No
University of Rochester	Career Services	Meliora Hall, 3 <sup>rd</sup> Floor. P.O Box 270028 Rochester, NY 14627 <a href="mailto:Recruit@mail.Rochester.edu">Recruit@mail.Rochester.edu</a>	585-275-2121	No
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrisey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Cambridge Employment Programs	P.Lopes	51 Inman St, Cambridge, MA. 02139 <a href="mailto:plopes@cambridgema.gov">plopes@cambridgema.gov</a>	617-349-6256	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
American Job Exchange		<a href="http://www.americansjobexchange.com">www.americansjobexchange.com</a>		



**#12 Job Title: Traffic Coordinator - WBZ Referral Source(s) of Hiree: Employee Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Corporation/Internal/ Campus Recruiting/ Arbita	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	Luis Morales	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111 <a href="mailto:lmorales@detma.org">lmorales@detma.org</a>	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	<a href="http://Tvjobs.com">Tvjobs.com</a>		No
University of Rochester	Career Services	Meliora Hall, 3 <sup>rd</sup> Floor. P.O Box 270028 Rochester, NY 14627 <a href="mailto:Recruit@mail.Rochester.edu">Recruit@mail.Rochester.edu</a>	585-275-2121	No
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Cambridge Employment Programs	P.Lopes	51 Inman St, Cambridge, MA. 02139 <a href="mailto:plopes@cambridgema.gov">plopes@cambridgema.gov</a>	617-349-6256	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
American Job Exchange		<a href="http://www.americansjobexchange.com">www.americansjobexchange.com</a>		

**#13 Job Title: Facilities Maintenance Technician - WBZ Referral Source(s) of Hire: CBSBOSTON.COM**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Corporation/Internal/ Campus Recruiting/Arbita	Kenexa	<a href="http://cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	Luis Morales	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111 <a href="mailto:lmorales@detma.org">lmorales@detma.org</a>	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	<a href="http://Tvjobs.com">Tvjobs.com</a>		No
University of Rochester	Career Services	Meliora Hall, 3 <sup>rd</sup> Floor. P.O Box 270028 Rochester, NY 14627 <a href="mailto:Recruit@mail.Rochester.edu">Recruit@mail.Rochester.edu</a>	585-275-2121	No
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Cambridge Employment Programs	P.Lopes	51 Inman St, Cambridge, MA. 02139 <a href="mailto:plopes@cambridgema.gov">plopes@cambridgema.gov</a>	617-349-6256	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail_grundy@va.org">Gail_grundy@va.org</a>		No
American Job Exchange		<a href="http://www.americansjobexchange.com">www.americansjobexchange.com</a>		

**#14 Job Title: Director of Content, CBS Boston -WBZ Referral Source(s) of Hiree: Internal**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Corporation/Internal	Kenexa	Cbsboston.com	617-787-7037	YES

**#15 Job Title: Reporter NH Bureau – WBZ Referral Source(s) of Hire: Agent**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Corporation/Internal/ Campus Recruiting/Arbita	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	Luis Morales	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111 <a href="mailto:lmorales@detma.org">lmorales@detma.org</a>	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	<a href="http://Tvjobs.com">Tvjobs.com</a>		No
University of Rochester	Career Services	Meliora Hall, 3 <sup>rd</sup> Floor. P.O Box 270028 Rochester, NY 14627 <a href="mailto:Recruit@mail.Rochester.edu">Recruit@mail.Rochester.edu</a>	585-275-2121	No
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Cambridge Employment Programs	P.Lopes	51 Inman St, Cambridge, MA. 02139 <a href="mailto:plopes@cambridgema.gov">plopes@cambridgema.gov</a>	617-349-6256	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
American Job Exchange		<a href="http://www.americansjobexchange.com">www.americansjobexchange.com</a>		

**#16 Job Title: Digital Media Producer - WBZ Referral Source(s) of Hire: Employee Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Corporation/Internal/ Campus Recruiting/Arbita	Kenexa	<a href="http://cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	Luis Morales	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111 <a href="mailto:lmorales@detma.org">lmorales@detma.org</a>	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	<a href="http://Tvjobs.com">Tvjobs.com</a>		No
University of Rochester	Career Services	Meliora Hall, 3 <sup>rd</sup> Floor. P.O Box 270028 Rochester, NY 14627 <a href="mailto:Recruit@mail.Rochester.edu">Recruit@mail.Rochester.edu</a>	585-275-2121	No
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Cambridge Employment Programs	P.Lopes	51 Inman St, Cambridge, MA. 02139 <a href="mailto:plopes@cambridgema.gov">plopes@cambridgema.gov</a>	617-349-6256	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail_grundy@va.org">Gail_grundy@va.org</a>		No
American Job Exchange		<a href="http://www.americansjobexchange.com">www.americansjobexchange.com</a>		

**#17 Job Title: Producer - WBZ Referral Source(s) of Hiree: Talent Dynamics**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Corporation/Internal/ Campus Recruiting/Arbita	Kenexa	<a href="http://cbsboston.com">cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	Luis Morales	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111 <a href="mailto:lmorales@detma.org">lmorales@detma.org</a>	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Streeet, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	<a href="http://Tvjobs.com">Tvjobs.com</a>		No
University of Rochester	Career Services	Meliora Hall, 3 <sup>rd</sup> Floor. P.O Box 270028 Rochester, NY 14627 <a href="mailto:Recruit@mail.Rochester.edu">Recruit@mail.Rochester.edu</a>	585-275-2121	No
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Cambridge Employment Programs	P.Lopes	51 Inman St, Cambridge, MA. 02139 <a href="mailto:plopes@cambridgema.gov">plopes@cambridgema.gov</a>	617-349-6256	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
American Job Exchange		<a href="http://www.americansjobexchange.com">www.americansjobexchange.com</a>		

**#18 Job Title: National Sales Assistant - WSBK Referral Source(s) of Hiree: Internal**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Corporation/Internal/ Campus Recruiting/Arbita	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	Luis Morales	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111 <a href="mailto:lmorales@detma.org">lmorales@detma.org</a>	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	<a href="http://Tvjobs.com">Tvjobs.com</a>		No
University of Rochester	Career Services	Meliora Hall, 3 <sup>rd</sup> Floor. P.O Box 270028 Rochester, NY 14627 <a href="mailto:Recruit@mail.Rochester.edu">Recruit@mail.Rochester.edu</a>	585-275-2121	No
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Cambridge Employment Programs	P.Lopes	51 Inman St, Cambridge, MA. 02139 <a href="mailto:plopes@cambridgema.gov">plopes@cambridgema.gov</a>	617-349-6256	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
American Job Exchange		<a href="http://www.americansjobexchange.com">www.americansjobexchange.com</a>		

**#19 Job Title: New Business Account Executive - WBZ Referral Source(s) of Hire: Linked In**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Corporation/Internal/ Campus Recruiting/Arbita	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	Luis Morales	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111 <a href="mailto:lmorales@detma.org">lmorales@detma.org</a>	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	<a href="http://Tvjobs.com">Tvjobs.com</a>		No
University of Rochester	Career Services	Meliora Hall, 3 <sup>rd</sup> Floor. P.O Box 270028 Rochester, NY 14627 <a href="mailto:Recruit@mail.Rochester.edu">Recruit@mail.Rochester.edu</a>	585-275-2121	No
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Cambridge Employment Programs	P.Lopes	51 Inman St, Cambridge, MA. 02139 <a href="mailto:plopes@cambridgema.gov">plopes@cambridgema.gov</a>	617-349-6256	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
American Job Exchange		<a href="http://www.americansjobexchange.com">www.americansjobexchange.com</a>		



**#20 Job Title: Online Sales Coordinator - WBZ Referral Source(s) of Hire: CBSBOSTON.COM**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Corporation/Internal/ Campus Recruiting/Arbita	Kenexa	<a href="http://cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	Luis Morales	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111 <a href="mailto:lmorales@detma.org">lmorales@detma.org</a>	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Streeet, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	<a href="http://Tvjobs.com">Tvjobs.com</a>		No
University of Rochester	Career Services	Meliora Hall, 3 <sup>rd</sup> Floor. P.O Box 270028 Rochester, NY 14627 <a href="mailto:Recruit@mail.Rochester.edu">Recruit@mail.Rochester.edu</a>	585-275-2121	No
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Cambridge Employment Programs	P.Lopes	51 Inman St, Cambridge, MA. 02139 <a href="mailto:plopes@cambridgema.gov">plopes@cambridgema.gov</a>	617-349-6256	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
American Job Exchange		<a href="http://www.americansjobexchange.com">www.americansjobexchange.com</a>		

**#21 Job Title: Digital Media Account Executive Referral Source(s) of Hire: Employee Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Corporation/Internal/ Campus Recruiting/Arbita	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	Luis Morales	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111 <a href="mailto:lmorales@detma.org">lmorales@detma.org</a>	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	<a href="http://Tvjobs.com">Tvjobs.com</a>		No
University of Rochester	Career Services	Meliora Hall, 3 <sup>rd</sup> Floor. P.O Box 270028 Rochester, NY 14627 <a href="mailto:Recruit@mail.Rochester.edu">Recruit@mail.Rochester.edu</a>	585-275-2121	No
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Cambridge Employment Programs	P.Lopes	51 Inman St, Cambridge, MA. 02139 <a href="mailto:plopes@cambridgema.gov">plopes@cambridgema.gov</a>	617-349-6256	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
American Job Exchange		<a href="http://www.americansjobexchange.com">www.americansjobexchange.com</a>		
Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>		

**#22 Job Title: National Sales Manager - WBZ Referral Source(s) of Hire: Internal**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Corporation/Internal/ Campus Recruiting/Arbita	Kenexa	<a href="http://cbsboston.com">cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	Luis Morales	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111 <a href="mailto:lmorales@detma.org">lmorales@detma.org</a>	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	Mark Shilstone	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	<a href="http://Tvjobs.com">Tvjobs.com</a>		No
University of Rochester	Career Services	Meliora Hall, 3 <sup>rd</sup> Floor. P.O Box 270028 Rochester, NY 14627 <a href="mailto:Recruit@mail.Rochester.edu">Recruit@mail.Rochester.edu</a>	585-275-2121	No
Boston University	Joyce Rogers	1 Sherborn St, Boston, Ma. 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrisey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Cambridge Employment Programs	P.Lopes	51 Inman St, Cambridge, MA. 02139 <a href="mailto:plopes@cambridgema.gov">plopes@cambridgema.gov</a>	617-349-6256	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
American Job Exchange		<a href="http://www.americansjobexchange.com">www.americansjobexchange.com</a>		
Spots n Dots	Emily McKay	<a href="http://www.spotsndots.com/">http://www.spotsndots.com/</a>	888-884-2630 x 701	

**#23 Job Title: National Sales Manager - WSBK Referral Source(s) of Hiree: Internal**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Corporation/Internal	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES

**6) Hiree Recruitment Source Summary:**

**Name of Hiree**

**Name of Recruitment Source**

- (1) Internal Candidate
- (2) Internal Candidate
- (3) Employee Referral
- (4) CBSBOSTON.COM
- (5) Employee Referral
- (6) Internal Candidate
- (7) Internal Candidate
- (8) Industry Referral
- (9) Internal Candidate
- (10) Internal Candidate
- (11) CBSBOSTON.COM
- (12) Employee Referral
- (13) CBSBOSTON.COM
- (14) Internal Candidate
- (15) Agent
- (16) Employee Referral
- (17) Talent Dynamics
- (18) Internal Candidate
- (19) Linked In
- (20) CBSBOSTON.COM
- (21) Employee Referral
- (22) Internal
- (23) Internal

7) **Total # of Interviewees Referred by Each Source:** For the period from December 1, 2010 to November 30, 2011, this Employment Unit interviewed 128 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
(1). Website <a href="http://boston.cbslocal.com">boston.cbslocal.com</a>	47
(2). Employee Referral	27
(3) Internal Candidate	22
(4) Industry Referral	21
(5). Talent Dynamics	3
(6). Agents	3
(7). Indeed.com	2
(8). TV Jobs.Com	1
(9). Linked In	1
(10). Google	1

8) **Supplemental Recruitment Measures.**

(a) **Job Fairs.**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. NAACP Professional & Executive Diversity Job Fair- Radison Hotel Boston, MA - WBZ & WSBK Hosted this Event	3/15/11	Human Resources – WBZ Boston. Jill Teichmann

**(b) Internship Program/General Outreach Efforts**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. <b>Station Internship program.</b> For college students only; college credit given. Highest participation in spring, but year-round availability. Managed by Jill Teichmann, but intern may work in any department.	On-going	Internship Coordinator Jill Teichmann
2. <b>Emma Bowen Foundation Intern.</b> The Foundation is committed to creating career opportunities in the media industry for minority youth through a program that focuses on scholastic achievement, direct work experience and professional development.	On-going	Ro Dooley-Webster

**(c) Participation in Events:**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. John Verrilli lectured to Professor Frank Schorr's Communications class at Boston University regarding Journalism, media, new media, and business communications.	12/2/2010	John Verrilli, News Director
2. News Editor Stephanie Inniss Spoke to a Journalism class at Northeastern University	3/18/11	Stephanie Inniss, Editor
3. WBZ-TV Anchor David Wade Read and talked about his career to the students of The Boston Partners in Education	5/16/11	David Wade, Morning Anchor
4. WBZ-TV I-Team Reporter, Kathy Curran Lectured at Regis College regarding Crisis Communications to the Managing the Media graduate class	6/8/11	Kathy Curran, I-Team Reporter
5. WBZ-TV News Anchor/Reporter Diane Perez was a guest speaker and lecturer at Harvard University for the "Get Konnected" Diversity Career Lecture Series	9/27/11	Diane Perez, Anchor / Reporter
6. WBZ-TV New Anchor Lisa Hughes lectured at The Reynolds Center for Teaching, Learning and Creativity. Lisa spoke to educators at RC of T which is an organization dedicated to supporting creative educators and researching more innovative ways to reach all learners.	10/19/11	Lisa Hughes, Anchor
7. WBZ-TV News Anchor Lisa Hughes Lectured at The Women Entrepreneurs at Babson College on Nov. 17th.	11/17/11	Lisa Hughes, Anchor

**(d) Training Management Personnel**

Description of Supplemental Recruitment Measure:	Date: (EEO Training Provided)	Personnel Involved: (Position)
1. <b>Business Conduct Statement.</b> All station employees were given a CBS Corporate Business Conduct Statement that outlines policies and rules that apply to Station employees. The signing of the Employee and Directors Certificate is required by all full-time employees.	On-Going	All Station personnel.
2. <b>Data Protection Essentials.</b> Information security failures, including data breaches in which personal information is improperly released, all too often result from a misstep that takes only seconds- and might not even be noticed until the damage is done.. The actions required to prevent such losses often only take a moment as well. We can all do our part to keep personal and confidential information secure by taking a moment to do the little things. Data Protection Essentials is designed to provide awareness training on the ever-changing Global landscape of privacy and information security.	On-Going	All Station personnel.
3. <b>Sexual Harassment</b> – Today’s workplace offers a look at the destructive effects of harassment in the workplace and outlines behavior conducive to a harassment-free work environment in compliance with federal law and relevant state laws.	On-Going	All Station personnel.
4. <b>Global Anti-Bribery</b> – Anti-bribery laws have a broad reach, affecting business around the globe. Paying foreign public officials to win or influence business decisions is illegal in many countries. Employees who engage in international public sector business need to be able to recognize situations that may put both themselves and their company at risk for violating anti-bribery laws.	On-Going	All Station personnel.
5. <b>UK Bribery Act</b> – The Bribery Act 2010 overhauls the United Kingdom’s anti-corruption laws and brings with it wide-ranging implications for any company that carries on business in the UK. The goal of the training is to ensure that learners understand not only that bribery is illegal, but also what exactly constitutes bribery	On-Going	All Station personnel.



**List of Full-Time Job Vacancies Filled By WSBK-TV  
December 1, 2010 – November 30, 2011**

<b><u>Name of Hiree</u></b>	<b><u>Date of Hire</u></b>
(1) Sports Web Editor -WBZ	01/24/2011
(2) Local Sales Manager -WBZ	01/31/2011
(3) Account Executive - WBZ	02/14/2011
(4) Account Executive - WBZ	02/14/2011
(5) Local Sales Manager - WSBK	02/28/2011
(6) News Promotion Manager - WBZ	02/27/2011
(7) Digital Media Producer - WBZ	03/09/2011
(8) Reporter - WBZ	03/14/2011
(9) Reporter - WBZ	03/15/2011
(10) Online Sales Coordinator - WBZ	04/04/2011
(11) National Sales Assistant - WSBK	04/11/2011
(12) Traffic Coordinator - WBZ	04/25/2011
(13) Facilities Maintenance Technician - WBZ	05/02/2011
(14) Director of Content, CBS Boston – WBZ	05/16/2011
(15) Reporter – NH Bureau - WBZ	06/20/2011
(16) Digital Media Producer - WBZ	07/07/2011
(17) Producer - WBZ	08/08/2011
(18) National Sales Assistant - WSBK	09/06/2011
(19) New Business Account Executive – WBZ	09/12/2011
(20) Online Sales Coordinator - WBZ	09/12/2011
(21) Digital Media Account Executive – WBZ	09/12/2011
(22) National Sales Manager – WBZ	11/21/2011
(23) National Sales Manager - WSBK	11/28/2011

**Total # of Interviewees Referred by Each Source:** For the period from December 1, 2010 to November 30, 2011, this Employment Unit interviewed 128 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
(1). Website <a href="http://boston.cbslocal.com">boston.cbslocal.com</a>	47
(2). Employee Referral	27
(3). Internal Candidate	22
(4). Industry Referral	21
(5). Talent Dynamics	3
(6). Agents	3
(7). Indeed.com	2
(8). TV Jobs.Com	1
(9). Linked In	1
(10). Google	1

**List of Full-Time Job Vacancies Filled By WSBK-TV  
December 1, 2010 – November 30, 2011**

<b><u>Name of Hiree</u></b>	<b><u>Date of Hire</u></b>
(1) Sports Web Editor -WBZ	01/24/2011
(2) Local Sales Manager -WBZ	01/31/2011
(3) Account Executive - WBZ	02/14/2011
(4) Account Executive - WBZ	02/14/2011
(5) Local Sales Manager - WSBK	02/28/2011
(6) News Promotion Manager - WBZ	02/27/2011
(7) Digital Media Producer - WBZ	03/09/2011
(8) Reporter - WBZ	03/14/2011
(9) Reporter - WBZ	03/15/2011
(10) Online Sales Coordinator - WBZ	04/04/2011
(11) National Sales Assistant - WSBK	04/11/2011
(12) Traffic Coordinator - WBZ	04/25/2011
(13) Facilities Maintenance Technician - WBZ	05/02/2011
(14) Director of Content, CBS Boston – WBZ	05/16/2011
(15) Reporter – NH Bureau - WBZ	06/20/2011
(16) Digital Media Producer - WBZ	07/07/2011
(17) Producer - WBZ	08/08/2011
(18) National Sales Assistant - WSBK	09/06/2011
(19) New Business Account Executive – WBZ	09/12/2011
(20) Online Sales Coordinator - WBZ	09/12/2011
(21) Digital Media Account Executive – WBZ	09/12/2011
(22) National Sales Manager – WBZ	11/21/2011
(23) Local Sales Manager - WSBK	11/28/2011

EEO Public File Report dated December 1, 2011 – November 30, 2012

## EEO PUBLIC FILE REPORT

***This Report covers full-time vacancy recruitment data for the period December 1, 2011 to November 30, 2012.***

**1) Employment Unit: CBS Corporation**

**2) Unit Members (List all station call signs and communities of license):** WBZ-TV (Boston, MA)  
WSBK-myTV38 (Boston, MA)

**3) EEO Contact Information for Employment Unit: Anthony Capozzi**

Mailing Address:  WBZ-TV / WSBK-myTV38 1170 Soldiers Field Road Boston, MA. 02134	Telephone Number: 617 787-7191
	Contact Person: Anthony Capozzi
	E-mail Address: <a href="mailto:Acapozzi@cbs.com">Acapozzi@cbs.com</a>

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

1. New Business Account Executive - WSBK
2. TV Photographer - WBZ
3. Sports Producer - WBZ
4. TV Maintenance Technician - WBZ
5. Assignment Editor - WBZ
6. National Sales Assistant - WSBK
7. New Business Account Executive - WBZ
8. New Business Development Manager - WBZ
9. Online Sales & Production Coordinator - WBZ
10. Sales Assistant - WBZ
11. Reporter - WBZ
12. News Promotion Producer & Editor -WBZ
13. Traffic Reporter - WBZ
14. TV Photographer - WBZ
15. Technician/ELC Operator -WBZ
16. Credit & Collections Manager - WBZ
17. Traffic Coordinator - WBZ
18. Managing Editor LNS - WBZ
19. Producer - WBZ
20. Reporter – NH Bureau - WBZ
21. Weekend Anchor - WBZ

**#1 Job Title: New Business Account Executive - WSBK Referral Source(s) of Hire: Industry Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Campus Recruiting/ CBS Corporation / CBS Internal Gateway / CBS Television Stations	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	<a href="http://Jobnetboston.org">Jobnetboston.org</a>	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	<a href="http://Tvjobs.com">Tvjobs.com</a>		No
Boston University	Joyce Rogers	19 Deerfield Rd. Boston, MA 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail_grundy@va.org">Gail_grundy@va.org</a>		No
First Advantage Board Network	Kenexa	Simply Hired, Indeed, Lycos, OLX Classifieds, Oodle, Zoominfo, JuJu, Spoke, HR.com, Jobirn.com, JustJobs		Yes

**#2 Job Title: TV Photographer - WBZ Referral Source(s) of Hiree: Internal Candidate**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Campus Recruiting/ CBS Corporation / CBS Internal Gateway / CBS Television Stations	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	<a href="http://Jobnetboston.org">Jobnetboston.org</a>	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	<a href="http://Tvjobs.com">Tvjobs.com</a>		No
Boston University	Joyce Rogers	19 Deerfield Rd. Boston, MA 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
First Advantage Board Network	Kenexa	<a href="#">Simply Hired</a> , <a href="#">Indeed</a> , <a href="#">Lycos</a> , <a href="#">OLX Classifieds</a> , <a href="#">Oodle</a> , <a href="#">Zoominfo</a> , <a href="#">JuJu</a> , <a href="#">Spoke</a> , <a href="#">HR.com</a> , <a href="#">Jobirn.com</a> , <a href="#">JustJobs</a>		Yes

**#3 Job Title: Sports Producer - WBZ Referral Source(s) of Hire: CBSBOSTON.COM**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Campus Recruiting/ CBS Corporation / CBS Internal Gateway / CBS Television Stations	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	<a href="http://Jobnetboston.org">Jobnetboston.org</a>	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	<a href="http://Tvjobs.com">Tvjobs.com</a>		No
Boston University	Joyce Rogers	19 Deerfield Rd. Boston, MA 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrisey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
First Advantage Board Network	Kenexa	<a href="#">Simply Hired</a> , <a href="#">Indeed</a> , <a href="#">Lycos</a> , <a href="#">OLX Classifieds</a> , <a href="#">Oodle</a> , <a href="#">Zoominfo</a> , <a href="#">JuJu</a> , <a href="#">Spoke</a> , <a href="#">HR.com</a> , <a href="#">Jobirn.com</a> , <a href="#">JustJobs</a>		Yes



**#4 Job Title: TV Maintenance Technician - WBZ Referral Source(s) of Hiree: Internal Candidate**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Campus Recruiting/ CBS Corporation / CBS Internal Gateway / CBS Television Stations	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	<a href="http://Jobnetboston.org">Jobnetboston.org</a>	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	PO box 51909, Pacific Grove, CA. 93950 <a href="http://medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	<a href="http://Tvjobs.com">Tvjobs.com</a>		No
Boston University	Joyce Rogers	19 Deerfield Rd. Boston, MA 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
First Advantage Board Network	Kenexa	<a href="#">Simply Hired</a> , <a href="#">Indeed</a> , <a href="#">Lycos</a> , <a href="#">OLX Classifieds</a> , <a href="#">Oodle</a> , <a href="#">Zoominfo</a> , <a href="#">JuJu</a> , <a href="#">Spoke</a> , <a href="#">HR.com</a> , <a href="#">Jobirn.com</a> , <a href="#">JustJobs</a>		Yes

**#5 Job Title: Assignment Editor - WBZ Referral Source(s) of Hiree: CBSBOSTON.COM**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Campus Recruiting/ CBS Corporation / CBS Internal Gateway / CBS Television Stations	Kenexa	Cbsboston.com	617-787-7037	YES
Department of Employment and Training	Jobnetboston.org	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111	617-338-0809	No
Action for Boston Community Development	Hr@bostonabcd.org	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	medialine@medialine.com	PO box 51909, Pacific Grove, CA. 93950 medialine@medialine.com	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 frontdesk@ulem.org	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 Emuir@brm.org	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	Tvjobs.com		No
Boston University	Joyce Rogers	19 Deerfield Rd. Boston, MA 02215 comjobs@bu.edu	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 career@salemstate.edu	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrisey Blvd, Boston, MA. 02125-3393 careers@umb.edu	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 jobs@wit.edu	617-989-4101	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA Gail.grundy@va.org		No
First Advantage Board Network	Kenexa	Simply Hired, Indeed, Lycos, OLX Classifieds, Oodle, Zoominfo, JuJu, Spoke, HR.com, Jobirn.com, JustJobs		Yes

**#6 Job Title: National Sales Assistant - WSBK Referral Source(s) of Hiree: Internal Candidate**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Campus Recruiting/ CBS Corporation / CBS Internal Gateway / CBS Television Stations	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	Jobnetboston.org	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	Tvjobs.com		No
Boston University	Joyce Rogers	19 Deerfield Rd. Boston, MA 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
First Advantage Board Network	Kenexa	Simply Hired, Indeed, Lycos, OLX Classifieds, Oodle, Zoominfo, JuJu, Spoke, HR.com, Jobirn.com, JustJobs		Yes

**#7 Job Title: New Business Account Executive - WBZ Referral Source(s) of Hire: Employee Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Campus Recruiting/ CBS Corporation / CBS Internal Gateway / CBS Television Stations	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	Jobnetboston.org	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	<a href="http://Tvjobs.com">Tvjobs.com</a>		No
Boston University	Joyce Rogers	19 Deerfield Rd. Boston, MA 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
First Advantage Board Network	Kenexa	<a href="#">Simply Hired</a> , <a href="#">Indeed</a> , <a href="#">Lycos</a> , <a href="#">OLX Classifieds</a> , <a href="#">Oodle</a> , <a href="#">Zoominfo</a> , <a href="#">JuJu</a> , <a href="#">Spoke</a> , <a href="#">HR.com</a> , <a href="#">Jobirn.com</a> , <a href="#">JustJobs</a>		Yes

**#8 Job Title: New Business Development Manager - WBZ Referral Source(s) of Hiree: Employee Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Campus Recruiting/ CBS Corporation / CBS Internal Gateway / CBS Television Stations	Kenexa	<a href="http://Csboston.com">Csboston.com</a>	617-787-7037	YES
Department of Employment and Training	<a href="http://Jobnetboston.org">Jobnetboston.org</a>	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	<a href="http://Tvjobs.com">Tvjobs.com</a>		No
Boston University	Joyce Rogers	19 Deerfield Rd. Boston, MA 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail_grundy@va.org">Gail_grundy@va.org</a>		No
First Advantage Board Network	Kenexa	<a href="#">Simply Hired</a> , <a href="#">Indeed</a> , <a href="#">Lycos</a> , <a href="#">OLX Classifieds</a> , <a href="#">Oodle</a> , <a href="#">Zoominfo</a> , <a href="#">JuJu</a> , <a href="#">Spoke</a> , <a href="#">HR.com</a> , <a href="#">Jobirn.com</a> , <a href="#">JustJobs</a>		Yes

**#9 Job Title: Online Sales & Production Coordinator - WBZ Referral Source(s) of Hiree: Employee Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Campus Recruiting/ CBS Corporation / CBS Internal Gateway / CBS Television Stations	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	Jobnetboston.org	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	Tvjobs.com		No
Boston University	Joyce Rogers	19 Deerfield Rd. Boston, MA 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
First Advantage Board Network	Kenexa	<a href="#">Simply Hired</a> , <a href="#">Indeed</a> , <a href="#">Lycos</a> , <a href="#">OLX Classifieds</a> , <a href="#">Oodle</a> , <a href="#">Zoominfo</a> , <a href="#">JuJu</a> , <a href="#">Spoke</a> , <a href="#">HR.com</a> , <a href="#">Jobirn.com</a> , <a href="#">JustJobs</a>		Yes

**#10 Job Title: Sales Assistant - WBZ Referral Source(s) of Hiree: Employee Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Campus Recruiting/ CBS Corporation / CBS Internal Gateway / CBS Television Stations	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	Jobnetboston.org	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	Tvjobs.com		No
Boston University	Joyce Rogers	19 Deerfield Rd. Boston, MA 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
First Advantage Board Network	Kenexa	Simply Hired, Indeed, Lycos, OLX Classifieds, Oodle, Zoominfo, JuJu, Spoke, HR.com, Jobirn.com, JustJobs		Yes

**#11 Job Title: Reporter - WBZ Referral Source(s) of Hiree: Talent Dynamics**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Campus Recruiting/ CBS Corporation / CBS Internal Gateway / CBS Television Stations	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	<a href="http://Jobnetboston.org">Jobnetboston.org</a>	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	<a href="http://Tvjobs.com">Tvjobs.com</a>		No
Boston University	Joyce Rogers	19 Deerfield Rd. Boston, MA 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
First Advantage Board Network	Kenexa	<a href="#">Simply Hired</a> , <a href="#">Indeed</a> , <a href="#">Lycos</a> , <a href="#">OLX Classifieds</a> , <a href="#">Oodle</a> , <a href="#">Zoominfo</a> , <a href="#">JuJu</a> , <a href="#">Spoke</a> , <a href="#">HR.com</a> , <a href="#">Jobirn.com</a> , <a href="#">JustJobs</a>		Yes



**#12 Job Title: News Promotion Producer & Editor - WBZ Referral Source(s) of Hiree: CBSBOSTON.COM**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Campus Recruiting/ CBS Corporation / CBS Internal Gateway / CBS Television Stations	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	<a href="http://Jobnetboston.org">Jobnetboston.org</a>	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	<a href="http://Tvjobs.com">Tvjobs.com</a>		No
Boston University	Joyce Rogers	19 Deerfield Rd. Boston, MA 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
First Advantage Board Network	Kenexa	<a href="#">Simply Hired</a> , <a href="#">Indeed</a> , <a href="#">Lycos</a> , <a href="#">OLX Classifieds</a> , <a href="#">Oodle</a> , <a href="#">Zoominfo</a> , <a href="#">Juu</a> , <a href="#">Spoke</a> , <a href="#">HR.com</a> , <a href="#">Jobirn.com</a> , <a href="#">JustJobs</a>		Yes

**#13 Job Title: Traffic Reporter - WBZ Referral Source(s) of Hiree: Talent Agency**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Campus Recruiting/ CBS Corporation / CBS Internal Gateway / CBS Television Stations	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	Jobnetboston.org	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	<a href="http://Tvjobs.com">Tvjobs.com</a>		No
Boston University	Joyce Rogers	19 Deerfield Rd. Boston, MA 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
First Advantage Board Network	Kenexa	<a href="http://Simply Hired">Simply Hired</a> , <a href="http://Indeed">Indeed</a> , <a href="http://Lycos">Lycos</a> , <a href="http://OLX Classifieds">OLX Classifieds</a> , <a href="http://Oodle">Oodle</a> , <a href="http://Zoominfo">Zoominfo</a> , <a href="http://JuJu">JuJu</a> , <a href="http://Spoke">Spoke</a> , <a href="http://HR.com">HR.com</a> , <a href="http://Jobirn.com">Jobirn.com</a> , <a href="http://JustJobs">JustJobs</a>		Yes

**#14 Job Title: TV Photographer -WBZ Referral Source(s) of Hire: CBSBOSTON.COM**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Campus Recruiting/ CBS Corporation / CBS Internal Gateway / CBS Television Stations	Kenexa	<a href="http://cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	<a href="http://Jobnetboston.org">Jobnetboston.org</a>	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	<a href="http://Tvjobs.com">Tvjobs.com</a>		No
Boston University	Joyce Rogers	19 Deerfield Rd. Boston, MA 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrisey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
First Advantage Board Network	Kenexa	<a href="http://SimplyHired.com">Simply Hired</a> , <a href="http://Indeed.com">Indeed</a> , <a href="http://Lycos.com">Lycos</a> , <a href="http://OLXClassifieds.com">OLX Classifieds</a> , <a href="http://Oodle.com">Oodle</a> , <a href="http://Zoominfo.com">Zoominfo</a> , <a href="http://JuJu.com">JuJu</a> , <a href="http://Spoke.com">Spoke</a> , <a href="http://HR.com">HR.com</a> , <a href="http://Jobirn.com">Jobirn.com</a> , <a href="http://JustJobs.com">JustJobs</a>		Yes

**#15 Job Title: Technician / ELC Operator – WBZ Referral Source(s) of Hiree: Internal Candidate**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Campus Recruiting/ CBS Corporation / CBS Internal Gateway / CBS Television Stations	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	<a href="http://Jobnetboston.org">Jobnetboston.org</a>	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	<a href="http://Tvjobs.com">Tvjobs.com</a>		No
Boston University	Joyce Rogers	19 Deerfield Rd. Boston, MA 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
First Advantage Board Network	Kenexa	<a href="#">Simply Hired</a> , <a href="#">Indeed</a> , <a href="#">Lycos</a> , <a href="#">OLX Classifieds</a> , <a href="#">Oodle</a> , <a href="#">Zoominfo</a> , <a href="#">Juu</a> , <a href="#">Spoke</a> , <a href="#">HR.com</a> , <a href="#">Jobirn.com</a> , <a href="#">JustJobs</a>		Yes

**#16 Job Title: Credit & Collections Manager - WBZ Referral Source(s) of Hiree: Indeed.com**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Campus Recruiting/ CBS Corporation / CBS Internal Gateway / CBS Television Stations	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	Jobnetboston.org	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	<a href="http://Tvjobs.com">Tvjobs.com</a>		No
Boston University	Joyce Rogers	19 Deerfield Rd. Boston, MA 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
First Advantage Board Network	Kenexa	<a href="#">Simply Hired</a> , <a href="#">Indeed</a> , <a href="#">Lycos</a> , <a href="#">OLX Classifieds</a> , <a href="#">Oodle</a> , <a href="#">Zoominfo</a> , <a href="#">JuJu</a> , <a href="#">Spoke</a> , <a href="#">HR.com</a> , <a href="#">Jobirn.com</a> , <a href="#">JustJobs</a>		Yes

**#17 Job Title: Traffic Coordinator - WBZ Referral Source(s) of Hiree: Employee Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Campus Recruiting/ CBS Corporation / CBS Internal Gateway / CBS Television Stations	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	Jobnetboston.org	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	<a href="http://Tvjobs.com">Tvjobs.com</a>		No
Boston University	Joyce Rogers	19 Deerfield Rd. Boston, MA 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
First Advantage Board Network	Kenexa	<a href="http://SimplyHired.com">Simply Hired</a> , <a href="http://Indeed.com">Indeed</a> , <a href="http://Lycos.com">Lycos</a> , <a href="http://OLXClassifieds.com">OLX Classifieds</a> , <a href="http://Oodle.com">Oodle</a> , <a href="http://Zoominfo.com">Zoominfo</a> , <a href="http://JuJu.com">JuJu</a> , <a href="http://Spoke.com">Spoke</a> , <a href="http://HR.com">HR.com</a> , <a href="http://Jobirn.com">Jobirn.com</a> , <a href="http://JustJobs.com">JustJobs</a>		Yes

**#18 Job Title: Managing Editor LNS - WBZ Referral Source(s) of Hiree: CBSBOSTON.COM**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Campus Recruiting/ CBS Corporation / CBS Internal Gateway / CBS Television Stations	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	Jobnetboston.org	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	Tvjobs.com		No
Boston University	Joyce Rogers	19 Deerfield Rd. Boston, MA 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail_grundy@va.org">Gail_grundy@va.org</a>		No
First Advantage Board Network	Kenexa	<a href="#">Simply Hired</a> , <a href="#">Indeed</a> , <a href="#">Lycos</a> , <a href="#">OLX Classifieds</a> , <a href="#">Oodle</a> , <a href="#">Zoominfo</a> , <a href="#">JuJu</a> , <a href="#">Spoke</a> , <a href="#">HR.com</a> , <a href="#">Jobim.com</a> , <a href="#">JustJobs</a>		Yes

**#19 Job Title: Producer - WBZ Referral Source(s) of Hire: CBSBOSTON.COM**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Campus Recruiting/ CBS Corporation / CBS Internal Gateway / CBS Television Stations	Kenexa	Cbsboston.com	617-787-7037	YES
Department of Employment and Training	Jobnetboston.org	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111	617-338-0809	No
Action for Boston Community Development	Hr@bostonabcd.org	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	medialine@medialine.com	PO box 51909, Pacific Grove, CA. 93950 medialine@medialine.com	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 frontdesk@ulem.org	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Streeet, Boston, MA. 02111 Emuir@brm.org	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	Tvjobs.com		No
Boston University	Joyce Rogers	19 Deerfield Rd. Boston, MA 02215 comjobs@bu.edu	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 career@salemstate.edu	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrisey Blvd, Boston, MA. 02125-3393 careers@umb.edu	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 jobs@wit.edu	617-989-4101	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA Gail.grundy@va.org		No
First Advantage Board Network	Kenexa	Simply Hired, Indeed, Lycos, OLX Classifieds, Oodle, Zoominfo, JuJu, Spoke, HR.com, Jobim.com, JustJobs		Yes



**#20 Job Title: Reporter - New Hampshire Bureau Referral Source(s) of Hiree: CBSBOSTON.COM**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Campus Recruiting/ CBS Corporation / CBS Internal Gateway / CBS Television Stations	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	Jobnetboston.org	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	Tvjobs.com		No
Boston University	Joyce Rogers	19 Deerfield Rd. Boston, MA 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissey Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail.grundy@va.org">Gail.grundy@va.org</a>		No
First Advantage Board Network	Kenexa	<a href="#">Simply Hired</a> , <a href="#">Indeed</a> , <a href="#">Lycos</a> , <a href="#">OLX Classifieds</a> , <a href="#">Oodle</a> , <a href="#">Zoominfo</a> , <a href="#">JuJu</a> , <a href="#">Spoke</a> , <a href="#">HR.com</a> , <a href="#">Jobirn.com</a> , <a href="#">JustJobs</a>		Yes

**#21 Job Title: Weekend Anchor - WBZ Referral Source(s) of Hiree: Talent Dynamics**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
CBS Campus Recruiting/ CBS Corporation / CBS Internal Gateway / CBS Television Stations	Kenexa	<a href="http://Cbsboston.com">Cbsboston.com</a>	617-787-7037	YES
Department of Employment and Training	Jobnetboston.org	210 South Street, 2 <sup>nd</sup> Floor, Boston, MA. 02111	617-338-0809	No
Action for Boston Community Development	<a href="mailto:Hr@bostonabcd.org">Hr@bostonabcd.org</a>	171 Tremont street Boston, MA	617-348-6000	Yes
Medialine	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	PO box 51909, Pacific Grove, CA. 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	800-237-8073	Yes
Urban league of Eastern MA	Diana McMillian	88 Warren St, Roxbury, Ma. 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	617-442-4519	No
Boston Career Link	Talent Quest	1010 Harrison Ave Boston	617-536-1888	NO
Boston Rescue Mission	Mike Way	39 Kingston Street, Boston, MA. 02111 <a href="mailto:Emuir@brm.org">Emuir@brm.org</a>	617-338-9000	Yes
Boston College	Joann Larosse	38 Commonwealth Ave, Chestnut Hill, MA. 02167	617-552-6148	Yes
TV Jobs	Editor	Tvjobs.com		No
Boston University	Joyce Rogers	19 Deerfield Rd. Boston, MA 02215 <a href="mailto:comjobs@bu.edu">comjobs@bu.edu</a>	617-353-3490	No
Salem State College	Christine Sullivan	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	978-542-6008	Yes
UMASS-Boston	Mary Mahoney	100 Morrissy Blvd, Boston, MA. 02125-3393 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	617-287-5519	No
Wentworth Institute of Technology	Charul Bhatia	Career Services, WIT, 550 Huntington Ave, Boston, Ma. 02115-5998 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	617-989-4101	Yes
Federal Veterans Center	Gail Grundy	JFK Federal building Boston, MA <a href="mailto:Gail_grundy@va.org">Gail_grundy@va.org</a>		No
First Advantage Board Network	Kenexa	<a href="#">Simply Hired</a> , <a href="#">Indeed</a> , <a href="#">Lycos</a> , <a href="#">OLX Classifieds</a> , <a href="#">Oodle</a> , <a href="#">Zoominfo</a> , <a href="#">JuJu</a> , <a href="#">Spoke</a> , <a href="#">HR.com</a> , <a href="#">Jobirn.com</a> , <a href="#">JustJobs</a>		Yes

## **6) Hiree Recruitment Source Summary:**

### **Name of Recruitment Source**

- (1) Industry Referral
- (2) Internal Candidate
- (3) CBSBOSTON.COM
- (4) Internal Candidate
- (5) CBSBOSTON.COM
- (6) Internal Candidate
- (7) Employee Referral
- (8) Employee Referral
- (9) Employee Referral
- (10) Employee Referral
- (11) Talent Dynamics
- (12) CBSBOSTON.COM
- (13) Talent Agency
- (14) CBSBOSTON.COM
- (15) Internal Candidate
- (16) Indeed.com
- (17) Employee Referral
- (18) CBSBOSTON.COM
- (19) CBSBOSTON.COM
- (20) CBSBOSTON.COM
- (21) Talent Dynamics

7) **Total # of Interviewees Referred by Each Source:** For the period from December 1, 2011 to November 30, 2012, this Employment Unit interviewed 159 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
(1). Website <u>CBSBOSTON.COM</u>	76
(2). Employee Referral	28
(3) Agency	16
(4) Internal Candidate	15
(5). Indeed.com	14
(6). Industry Referrals	4
(7). Linked In	3
(8). Talent Dynamics	2
(9). TV Jobs.Com	1

8) **Supplemental Recruitment Measures.**

(a) **Job Fairs.**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. NAACP Professional & Executive Diversity Job Fair- Radison Hotel Boston, MA - WBZ & WSBK Hosted this Event	5/7/12	Human Resources – WBZ Boston. Jill Teichmann

**(b) Internship Program/General Outreach Efforts**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. <b>Station Internship program.</b> For college students only; college credit given. Highest participation in spring, but year-round availability. Managed by Jill Teichmann, but intern may work in any department.	On-going	Internship Coordinator Jill Teichmann
2. <b>Emma Bowen Foundation Intern.</b> The Foundation is committed to creating career opportunities in the media industry for minority youth through a program that focuses on scholastic achievement, direct work experience and professional development.	On-going	Ro Dooley-Webster

**(c) Participation in Events:**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. Paula Ebben gave the keynote at The Worcester's Women's Conference at the DCU Center presented by The Worcester Chamber of Commerce. Paula spoke about her career in journalism.	6/8/12	<b>Paula Ebben, WBZ-TV News Anchor</b>
2. Jim Armstrong gave the keynote address at the New England Scholastic Press Association's 64 <sup>th</sup> annual conference at Boston University's College of Communication for students and teachers all over New England. Jim spoke about the challenges professionals encounter in the process of covering the news – both breaking news and long term stories.	5/4/12	<b>Jim Armstrong, WBZ-TV News Reporter</b>
3. Steve Burton spoke at the Lawrence Academy addressing 100 high school students on Discrimination in Sports: past, present and future. Also, the challenges for minorities in the sports media.	4/24/12	<b>Steve Burton, WBZ-TV Sports Anchor</b>
4. Lisa Hughes spoke to youngsters from Dorchester's Kilmer Lower school presented by Read Boston. Lisa spoke about the importance of reading, writing and how she uses "reading and writing as an anchor everyday." Then she ended it by reading <i>The Lorax</i> by Dr. Seuss to the class.	3/8/12	<b>Lisa Hughes, WBZ-TV News Anchor</b>
5. Steve Burton addressed 120 High School students at the "Blue Hills School to Career Partnership" about career Development and careers in the Media Industry	2/14/12	<b>Steve Burton, WBZ-TV Sports Anchor</b>
6. Diana Perez spoke to media representatives and non-profit organizations staff regarding best strategies for media/non-profit/PSA messaging in media	1/25/12	<b>Diana Perez, WBZ-TV Anchor/Reporter</b>
7. Ed Piette was a speaker at the annual "Presidents Day Celebration of Service" at the Cradles to Crayons presented by The Boston Business Journal. Presidents talked about their industry and expertise as well as commitment to public service.	1/16/12	<b>Ed Piette, President &amp; General Manager</b>

**(d) Training Management Personnel**

Description of Supplemental Recruitment Measure:	Date: (EEO Training Provided)	Personnel Involved: (Position)
1. <b>Business Conduct Statement.</b> All station employees were given a CBS Corporate Business Conduct Statement that outlines policies and rules that apply to Station employees. The signing of the Employee and Directors Certificate is required by all full-time employees.	On-Going	All Station personnel.
2. <b>Data Protection Essentials.</b> Information security failures, including data breaches in which personal information is improperly released, all too often result from a misstep that takes only seconds- and might not even be noticed until the damage is done.. The actions required to prevent such losses often only take a moment as well. We can all do our part to keep personal and confidential information secure by taking a moment to do the little things. Data Protection Essentials is designed to provide awareness training on the ever-changing Global landscape of privacy and information security.	On-Going	All Station personnel.
3. <b>Sexual Harassment</b> – Today’s workforce offers a look at the destructive effects of harassment in the workplace and outlines behavior conducive to a harassment-free work environment in compliance with federal law and relevant state laws.	On-Going	All Station personnel.
4. <b>Global Anti-Bribery</b> – Anti-bribery laws have a broad reach, affecting business around the globe. Paying foreign public officials to win or influence business decisions is illegal in many countries. Employees who engage in international public sector business need to be able to recognize situations that may put both themselves and their company at risk for violating anti-bribery laws.	On-Going	All Station personnel.
5. <b>UK Bribery Act</b> – The Bribery Act 2010 overhauls the United Kingdom’s anti-corruption laws and brings with it wide-ranging implications for any company that carries on business in the UK. The goal of the training is to ensure that learners understand not only that bribery is illegal, but also what exactly constitutes bribery	On-Going	All Station personnel.

**List of Full-Time Job Vacancies Filled By WSBK-TV**  
**December 1, 2011 – November 30, 2012**

<b><u>Name of Hire</u></b>	<b><u>DOH</u></b>
(1) New Business Account Executive - WSBK	01/09/12
(2) TV Photographer - WBZ	01/22/12
(3) Sports Producer - WBZ	01/30/12
(4) TV Maintenance Technician - WBZ	02/05/12
(5) Assignment Editor - WBZ	02/27/12
(6) National Sales Assistant - WSBK	03/05/12
(7) New Business Account Executive - WBZ	03/12/12
(8) New Business Development Manager - WBZ	03/12/12
(9) Online Sales & Production Coordinator - WBZ	03/12/12
(10) Sales Assistant - WBZ	03/19/12
(11) Reporter - WBZ	04/25/12
(12) News Promotion Producer & Editor - WBZ	05/09/12
(13) Traffic Reporter - WBZ	05/14/12
(14) TV Photographer - WBZ	05/29/12
(15) Technician/ELC Operator - WBZ	06/11/12
(16) Credit & Collections Manager - WBZ	06/18/12
(17) Traffic Coordinator - WBZ	06/18/12
(18) Managing Editor LNS - WBZ	07/23/12
(19) Producer - WBZ	09/17/12
(20) Reporter – NH Bureau - WBZ	10/22/12
(21) Weekend Anchor - WBZ	10/29/12

7) **Total # of Interviewees Referred by Each Source:** For the period from December 1, 2011 to November 30, 2012, this Employment Unit interviewed 159 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

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(7). Linked In	3
(8). Talent Dynamics	2
(9). TV Jobs.Com	1



**List of Full-Time Job Vacancies Filled By WSBK-TV**  
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(1) New Business Account Executive - WSBK	01/09/12
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(5) Assignment Editor - WBZ	02/27/12
(6) National Sales Assistant - WSBK	03/05/12
(7) New Business Account Executive - WBZ	03/12/12
(8) New Business Development Manager - WBZ	03/12/12
(9) Online Sales & Production Coordinator - WBZ	03/12/12
(10) Sales Assistant - WBZ	03/19/12
(11) Reporter - WBZ	04/25/12
(12) News Promotion Producer & Editor - WBZ	05/09/12
(13) Traffic Reporter - WBZ	05/14/12
(14) TV Photographer - WBZ	05/29/12
(15) Technician/ELC Operator - WBZ	06/11/12
(16) Credit & Collections Manager - WBZ	06/18/12
(17) Traffic Coordinator - WBZ	06/18/12
(18) Managing Editor LNS - WBZ	07/23/12
(19) Producer - WBZ	09/17/12
(20) Reporter – NH Bureau - WBZ	10/22/12
(21) Weekend Anchor - WBZ	10/29/12



Exhibit B

2010 – 2011 and 2011 – 2012 Affirmative Action Program Distribution Lists and Job Postings

Req detail

**Req history**

**Req template: TV Stations Requisition Form**

**Job posting preview eLink history**

**Req details Sports Web Editor**

**Req status Closed**

**Job Code (Click list, type in job title, and hit search)** CTS-14059X Web Editor

**Job Title** Sports Web Editor

**Job Description** Sports Web Editor -  
 Duties include writing, editing, and researching sports stories; optimizing video, audio and imagery; working with website contributors to maintain style and quality standards; working with station teams to integrate CBS Boston sports experiences into all media channels; helping to develop interactive sports experiences for CBS Boston digital; helping to manage text and email alerts, social media profiles and user-generated content.

This position requires a flexible schedule and will include evening and weekend hours.

**Department / Business Unit** Digital Media

**Recruiter/HR Rep/EEO Coordinator** Teichmann, Jill (CTS Boston WBZ-TV)

**Immediate Supervisor (Click List, type in last name and hit search)** Verrilli, John (CTS Boston WBZ-TV)

**Division/Station** 1061-496

**No. of Positions** 1

**Positions Remaining** 0

**Exempt/Non-Exempt Status** Exempt

**Addition/Replacement** Replacement

**Name of Employee Replaced** T.Allard

**Title of Employee Replaced**

**Salary of Employee Replaced \$**

**Target Start Date**

**Job Info**

**CBS Business Unit** CBS Television Stations

**Station** WBZ-TV

**Market** Boston

**Location** Massachusetts - Boston

**Building/Floor** 1

**Employee Type** Staff

**Job Status** Full Time

**Other Job Status** N/A

**Union Status** No

**Segment/Grade**

**Job Function is one way applicants can search for jobs by their career interests and area of expertise on the talent gateway. Use the CTRL key to select up to three (3) Job Functions that best describe the position and department.**

**Job Function** Editorial/Writing

**Required Skills/Experience** This is an editorial position that requires a lot of sports/news writing on quick deadlines. We are looking for a fast learner with excellent editorial judgment, a knack for multi-tasking, natural leadership abilities, and a flair for creative content. Candidates must be detail oriented, work well under pressure to meet demanding deadlines, and thrive in a team environment.

Prior experience in an online, newspaper, radio or television newsroom preferred.

**Preferred Skills/Experience**

**Minimum Education Level**

**Major**

**Additional Candidate Instructions**

Select the category that best describes the position and/or job function. This field will only be used for internal reporting purposes. It will NOT appear on any of the Talent Gateways for candidates to view.

**Job Category** Digital

**EEO Code**

**Job Code**

**Budget/Cost Center Code** 1061-496

**Budget Status** Included in Budget

**Salary/Wage Range \$** 1

**Per Hour/Per Year** Per Year

**Bonus Eligible (If answer is No, please skip to LTIP Eligible question.)** N/A

**STIP Eligible** N/A

**STIP Target %**

**Other Bonus Eligible (Please Describe)**

**LTIP Eligible** N/A

**Commission Eligibility (AE Positions Only)** N/A

**If yes, enter target Compensation (Total Annual Pay)**

**Guarantee Eligibility (New Business AE Positions)** N/A

Only)

If yes, Estimated Monthly Guarantee \$

Estimated Length of Guarantee

Compensation Approvals (Do Not Complete-Area for Comp Dept Only)

Compensation Approved Min Salary \$

Compensation Approved Mid Salary \$

Compensation Approved Max Salary \$

Compensation Approved Bonus Eligible N/A

Compensation Approved Bonus Plan

Compensation Approved Bonus Target \$ or %  
Min

Compensation Approved Bonus Target \$ or %  
Max

Compensation Approved Long Term Incentive  
Eligible N/A

Compensation Approved Long Term Incentive  
Value Min

Compensation Approved Long Term Incentive  
Value Max

Sourcing Strategy - Instructions for Job Poster.

Sourcing Option (Please hold down "CTL" key to  
select all that apply.) TVjobs.com

List specific source for option(s) selected above:

Notify When Req is Open (Req Team)

Name	Dept.	Job title	Phone	Fax
Teichmann, Jill (CTS Boston WBZ-TV)	WBZ-TV 0701	Payroll Controller Manager	CTS Boston WBZ-TV	

Turn off Autofiler notification for this req

Approval Routing

Approval routing

Job title	User	Date
TV Stations- Hiring Manager	Bypass	03-Nov-2010
TV Stations- Department Head	Bypass	03-Nov-2010
TV Stations- Compensation	Teichmann, Jill (CTS Boston WBZ-TV)	03-Nov-2010

TV Stations- Controller	Teichmann, Jill (CTS Boston WBZ-TV)	03-Nov-2010
TV Stations- General/Sr. Manager	Teichmann, Jill (CTS Boston WBZ-TV)	03-Nov-2010
TV Stations-SVP, Finance	Teichmann, Jill (CTS Boston WBZ-TV)	03-Nov-2010
TV Stations- EVP/CFO	Bypass	03-Nov-2010
TV Stations- President	Bypass	03-Nov-2010

**Notify upon approval completion** Teichmann, Jill (CTS Boston WBZ-TV)

**Advertising Costs \$**

**Travel Costs \$**

**Relocation Costs \$**

**External/Agency Cost \$**

**Referral Bonus Amount \$**

**Auto req ID** 6827BR

To be completed after the req has been filled.

**Auto req ID** 6827BR

**Internal/External Hire** N/A

**New Hire's Name**

**Start Date**

**Added by** Teichmann, Jill (CTS Boston WBZ-TV)

**Added on** 03-Nov-2010

**Edit posting options**

[? Help](#)

Posting **6827BR : Sports Web Editor**

[Select job posting preview](#)

**Talent Gateways**

<a href="#">Select all</a>	Gateway site	Repost	Days until posted	Days to remain posted	Currently posted	Posted date	Removal date	Edit site questions
<input type="checkbox"/>	CBS Campus Recruiting	<a href="#">Repost</a>	00 ▾	00 ▾		03-Nov-2010	03-Nov-2011	
<input type="checkbox"/>	CBS Corporation	<a href="#">Repost</a>	00 ▾	00 ▾		03-Nov-2010	03-Nov-2011	
<input type="checkbox"/>	CBS Internal Gateway	<a href="#">Repost</a>	00 ▾	00 ▾		03-Nov-2010	03-Nov-2011	
<input type="checkbox"/>	CBS Television Stations	<a href="#">Repost</a>	00 ▾	00 ▾		03-Nov-2010	03-Nov-2011	

**Other posting options**

Posting interface	Date submitted	Start date	Posting expiration/duration	Post/edit details
<a href="#">Arbita</a>	03-Nov-2010			
<a href="#">First Advantage</a>				

[Update all postings](#)
[Close](#)
[Cancel](#)
[Refresh](#)
[Update newly selected/unselected postings only](#)



 Edit posting options

? Help



Posting 7374BR : Local Sales Manager

Select job posting preview

Talent Gateways

Select all	Gateway site	Repost	Days until posted	Days to remain posted	Currently posted	Posted date	Removal date	Edit site questions
<input type="checkbox"/>	CBS Campus Recruiting	Repost	00	365				
<input type="checkbox"/>	CBS Corporation	Repost	00	365				
<input type="checkbox"/>	CBS Internal Gateway	Repost	00	00		14-Jan-2011	14-Jan-2012	
<input type="checkbox"/>	CBS Television Stations	Repost	00	365				

Other posting options

Posting interface	Date submitted	Start date	Posting expiration/duration	Post/edit details
<a href="#">Arbita</a>				
<a href="#">First Advantage</a>				

Req detail

**Req history**

**Req template: TV Stations Requisition Form**

**Job posting preview eLink history**

**Req details Local Sales Manager**

**Req status Closed**

**Job Code (Click list, type in job title, and hit search)**

CTS-12381X Local Sales Manager

**Job Title**

Local Sales Manager

**Job Description**

Local Sales Manager -

Manage the sales process and team related to local sales business opportunities for WBZ-TV and cbslocal.com and establish strategic partnerships with advertising agencies and market clients.

**PRIMARY ACCOUNTABILITIES:**

- Manage the inventory of the station to maximize revenue and sell-out.
- Develop new revenue stream through managing sales of sports, special events, and marketing opportunities.
- Provide a consistent flow of information to the Director of Sales relative to local opportunities.
- Work with local account executives to establish sales goals and further penetrate their agencies and clients.
- Grow local market revenue share and average unit rates.
- Grow local customer base.
- Work closely with the local sales team to develop talent and maximize revenue.

Other assigned duties

**Department / Business Unit** Sales

**Recruiter/HR Rep/EEO Coordinator** Teichmann, Jill (CTS Boston WBZ-TV)

**Immediate Supervisor (Click List, type in last name and hit search)** Wynyard, Helyn (CTS Boston WSBK-TV)

**Division/Station** 1061

**No. of Positions** 1

**Positions Remaining** 1

**Exempt/Non-Exempt Status** Exempt

**Addition/Replacement** Replacement

**Name of Employee Replaced** D.Killick

**Title of Employee Replaced**

**Salary of Employee Replaced \$**

**Target Start Date**

**Job Info**

**CBS Business Unit** CBS Television Stations

**Station** WBZ-TV

**Market** Boston

**Location** Massachusetts - Boston

**Building/Floor** 1

**Employee Type** Staff

**Job Status** Full Time

**Other Job Status** N/A

**Union Status** No

**Segment/Grade**

Job Function is one way applicants can search for jobs by their career interests and area of expertise on the talent gateway. Use the CTRL key to select up to three (3) Job Functions that best describe the position and department.

**Job Function** Sales/Ad Sales

**Required Skills/Experience**

**CORE COMPETENCIES:** Must be Results-Oriented, Innovative, and demonstrate Leadership

**MINIMUM EDUCATION AND EXPERIENCE REQUIREMENTS:**

- Major market sales experience required.
- College degree preferred

**Preferred Skills/Experience**

**Minimum Education Level**

**Major**

**Additional Candidate Instructions**

Select the category that best describes the position and/or job function. This field will only be used for internal reporting purposes. It will NOT appear on any of the Talent Gateways for candidates to view.

**Job Category** Sales

**EEO Code**

**Job Code**

**Budget/Cost Center Code** 1061

**Budget Status** Included in Budget

**Salary/Wage Range \$** 1

**Per Hour/Per Year** Per Year

**Bonus Eligible (If answer is No, please skip to LTIP Eligible question.)** N/A

**STIP Eligible** N/A

**STIP Target %**

**Other Bonus Eligible (Please Describe)**

**LTIP Eligible** N/A

**Commission Eligibility (AE Positions Only)** N/A

**If yes, enter target Compensation (Total Annual Pay)**

**Guarantee Eligibility (New Business AE Positions Only)** N/A

**If yes, Estimated Monthly Guarantee \$**

**Estimated Length of Guarantee**

**Compensation Approvals (Do Not Complete-Area for Comp Dept Only)**

**Compensation Approved Min Salary \$**

**Compensation Approved Mid Salary \$**

**Compensation Approved Max Salary \$**

**Compensation Approved Bonus Eligible** N/A

**Compensation Approved Bonus Plan**

**Compensation Approved Bonus Target \$ or %**

**Min**

**Compensation Approved Bonus Target \$ or %**

**Max**

**Compensation Approved Long Term Incentive Eligible** N/A

**Compensation Approved Long Term Incentive Value Min**

**Compensation Approved Long Term Incentive Value Max**

**Sourcing Strategy - Instructions for Job Poster.**

**Sourcing Option (Please hold down "CTL" key to select all that apply.)**

**List specific source for option(s) selected above:**

**Notify When Req is Open (Req Team)**

Name	Dept.	Job title	Phone	Fax
Teichmann, Jill (CTS Boston WBZ-TV)	WBZ-TV 0701	Payroll Controller Manager	CTS Boston WBZ-TV	

**Turn off Autofiler notification for this req**

**Approval Routing**

Approval routing	Job title	User	Date
	TV Stations-Hiring Manager	Bypass	14-Jan-2011
	TV Stations-Department Head	Bypass	14-Jan-2011
	TV Stations-Compensation	Teichmann, Jill (CTS Boston WBZ-TV)	14-Jan-2011
	TV Stations-Controller	Teichmann, Jill (CTS Boston WBZ-TV)	14-Jan-2011
	TV Stations-General/Sr. Manager	Teichmann, Jill (CTS Boston WBZ-TV)	14-Jan-2011
	TV Stations-SVP, Finance	Teichmann, Jill (CTS Boston WBZ-TV)	14-Jan-2011
	TV Stations-EVP/CFO	Bypass	14-Jan-2011
	TV Stations-President	Bypass	14-Jan-2011

**Notify upon approval completion** Teichmann, Jill (CTS Boston WBZ-TV)

**Advertising Costs \$**

**Travel Costs \$**

**Relocation Costs \$**

**External/Agency Cost \$**

**Referral Bonus Amount \$**

**Auto req ID** 7374BR

To be completed after the req has been filled.

**Auto req ID** 7374BR

**Internal/External Hire**

**New Hire's Name**

**Start Date**

**Added by** Teichmann, Jill (CTS Boston WBZ-TV)

**Added on** 14-Jan-2011

OK

Req detail

**Req history**

**Req template: TV Stations Requisition Form**

**Job posting preview eLink history**

**Req details Account Executive**

**Req status Closed**

**Job Code (Click list, type in job title, and hit search)**

CTS-12890X Account Executive

**Job Title**

Account Executive

**Job Description**

Account Executive-  
**This position is responsible for developing, maintaining and servicing account in the sale of commercial time. Strong relationships and presentation skills required. Candidate should be proficient in Word, Excel and PowerPoint.**

**Department / Business Unit**

TV- Sales

**Recruiter/HR Rep/EEO Coordinator**

Teichmann, Jill (CTS Boston WBZ-TV)

**Immediate Supervisor (Click List, type in last name and hit search)**

Wynyard, Helyn (CTS Boston WSBK-TV)

**Division/Station**

1061

**No. of Positions**

2

**Positions Remaining**

0

**Exempt/Non-Exempt Status**

Exempt

**Addition/Replacement**

Addition

**Name of Employee Replaced**

**Title of Employee Replaced**

**Salary of Employee Replaced \$**

**Target Start Date**

**Job Info**

**CBS Business Unit**

CBS Television Stations

**Station**

WBZ-TV

**Market**

Boston

**Location**

Massachusetts - Boston

**Building/Floor**

1

**Employee Type**

Staff

**Job Status** Full Time

**Other Job Status** Account Executive

**Union Status** No

**Segment/Grade**

Job Function is one way applicants can search for jobs by their career interests and area of expertise on the talent gateway. Use the CTRL key to select up to three (3) Job Functions that best describe the position and department.

**Job Function** Sales/Ad Sales

**Required Skills/Experience** Ideal Candidate will possess excellent communication and organization skills. A minimum of two years media sales experience and a proven track record of success are required. Cable experience is a plus.. Bachelor's degree preferred

**Preferred Skills/Experience**

**Minimum Education Level**

**Major**

**Additional Candidate Instructions**

Select the category that best describes the position and/or job function. This field will only be used for internal reporting purposes. It will NOT appear on any of the Talent Gateways for candidates to view.

**Job Category** Sales

**EEO Code**

**Job Code**

**Budget/Cost Center Code** 1061

**Budget Status** Included in Budget

**Salary/Wage Range \$** 1

**Per Hour/Per Year** Per Year

**Bonus Eligible (If answer is No, please skip to LTIP Eligible question.)** N/A

**STIP Eligible** N/A

**STIP Target %**

**Other Bonus Eligible (Please Describe)**

**LTIP Eligible** N/A

**Commission Eligibility (AE Positions Only)** N/A

**If yes, enter target Compensation (Total Annual Pay)**

**Guarantee Eligibility (New Business AE Positions Only)** N/A

**If yes, Estimated Monthly Guarantee \$**

**Estimated Length of Guarantee**



**Compensation Approvals (Do Not Complete-Area for Comp Dept Only)**

- Compensation Approved Min Salary \$**
- Compensation Approved Mid Salary \$**
- Compensation Approved Max Salary \$**
- Compensation Approved Bonus Eligible** N/A
- Compensation Approved Bonus Plan**
- Compensation Approved Bonus Target \$ or %**  
**Min**
- Compensation Approved Bonus Target \$ or %**  
**Max**
- Compensation Approved Long Term Incentive** N/A  
**Eligible**
- Compensation Approved Long Term Incentive**  
**Value Min**
- Compensation Approved Long Term Incentive**  
**Value Max**

**Sourcing Strategy - Instructions for Job Poster.**

**Sourcing Option (Please hold down "CTL" key to select all that apply.)**

**List specific source for option(s) selected above:**

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**Turn off Autofiler notification for this req**

**Approval Routing**

**Approval routing**

Job title	User	Date
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TV Stations-General/Sr.	Teichmann, Jill (CTS Boston)	14-Sep-2010

Manager	WBZ-TV)	
TV Stations-SVP, Finance	Teichmann, Jill (CTS Boston WBZ-TV)	14-Sep-2010
TV Stations- EVP/CFO	Bypass	14-Sep-2010
TV Stations- President	Bypass	14-Sep-2010

**Notify upon approval completion** Teichmann, Jill (CTS Boston WBZ-TV)

**Advertising Costs \$**

**Travel Costs \$**

**Relocation Costs \$**

**External/Agency Cost \$**

**Referral Bonus Amount \$**

**Auto req ID** 6446BR

To be completed after the req has been filled.

**Auto req ID** 6446BR

**Internal/External Hire** N/A

**New Hire's Name**

**Start Date**

**Added by** Teichmann, Jill (CTS Boston WBZ-TV)

**Added on** 14-Sep-2010