

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 10/01/08 to 9/30/09.

1) **Employment Unit:** CBS Television Stations, Inc / Miami Television Station WBFS Inc.

2) **Unit Members (Stations and Communities of License):** WFOR, WBFS-TV

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

Mailing Address: 8900 NW 18 th Terrace Miami, FL 33172	Telephone Number: (305) 639-4407
	Contact Person: Sonia LaPaix
	E-mail Address: <u>Slapaix@cbs.com</u>

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

1. Administrative Coordinator
2. Associate Producer
3. Assignment Editor
4. Studio Operator
5. Photographer
6. Photographer
7. Assignment Editor

1) Job Title: Administrative Coordinator

Referral Source(s) of Hiree: Employee Referral

(j) Name of Organization Notified of Job Vacancy.	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
University of Miami	Luis Herrera	P.o. Box 2481 –Coral Gables. FL 33124	(305) 284-2474 (305) 284-5207 – FAX	Yes
One Stop Career Center		2700 SW 97 th Avenue – Miami, FL 33165	(305) 228-2300 (305) 228-2321 – FAX	Yes
Miami International University of Art & Design	Muriel Guzman, Career Services Advisor/Alumni Coordinator	1501 Biscayne Blvd. Ste #100 Miami, FL 33132	(305) 428-5785 – Fax (305) 995-5035	Yes
Hispanic Unity of Florida	Alex Arcalaez	5840 Johnson Street – Hollywood, FL	(954) 964-8884 (954) 964-8646 – FAX	No
Haitian American Community Assoc.	Yvel Leger	8037 NE 2 nd Avenue – Miami, FL	(305) 751-0523	No
ASPIRA of Florida	Raul Martinez	3650 N. Miami Avenue - Miami, FL	(305) 576-1512 (305) 576-6217 – FAX	No
Youth Co-Op	Maggie Gomez	3525 NW 7th Street Miami, FL	(305) 643-1908 Fax (305) 643-6730	No
South Florida Work Force	Regina Fulton	3403 NW 82 nd Avenue – Miami, FL	(305) 594-7615 (305) 470-5762 – FAX	Yes
Miami Job Corp Center	Anthony Taylor	3050 NW 183 rd St. – Miami, FL	(305) 626-7800 (305) 626-7857 – FAX	Yes
Miami-Dade Job Program	Grace Suarez	300 NE 2 nd Avenue – Miami, FL	(305) 237-3358 (305) 237-7897 – FAX	Yes
Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue - N. Miami	(305) 899-8728 – FAX	Yes
TV Jobs.Com			(760) 754-2115 – FAX	Yes
WFOR/WBFS/WTVX/WTCN/WWHB – TV Website	Sonia LaPaix	8900 NW 18 th Terrace	(305) 639-4407	Not Applicable
Medialine	Mark Shilstone	P.O Box 51909	Medialine@com	Yes
Hillsborough Community College	Dr. Ron Shearer	Radio/TV Department 2112 North 15 th Street PST 134 Tampa, FL 33605	rshearer@hccfl.edu	Yes
Howard University	Carol Dudley	School of Journalism 525 Bryant St. NW Washington, DC 20039	(202) 986-2911 – FAX (202) 806-4037/5806	No
Urban League of Greater Miami		8500 NW 25 th Avenue Miami, FL 33147	(305) 696-4455 – FAX	NO
American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 – FAX	NO
Cuban American National Counsel		300 SW 12 th Avenue 3 rd Floor Miami, FL 33130-2038	(305) 642-9815 – FAX (305) 642-3484	NO
Program Director, JCS Senior Employment Program	Donna Cutler	4200 Biscayne Boulevard, Annex Miami, FL 33137	(816) 392-4341	YES

2) Job Title: Associate Producer

Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
University of Miami	Luis Herrera	P.o. Box 2481 –Coral Gables, FL, 33124	(305) 284-2474 (305) 284-5207 – FAX	Yes
One Stop Career Center		2700 SW 97 th Avenue – Miami, FL 33165	(305) 228-2300 (305) 228-2321 – FAX	Yes
Miami International University of Art & Design	Muriel Guzman, Career Services Advisor/Alumni Coordinator	1501 Biscayne Blvd. Ste #100 Miami, FL 33132	(305) 428-5785 Fax (305) 995-5035	Yes
Hispanic Unity of Florida	Alex Arcalaez	5840 Johnson Street - Hollywood, FL	(954) 964-8884 (954) 964-8646 – FAX	No
Haitian American Community Assoc.	Yvel Leger	8037 NE 2 nd Avenue – Miami, FL	(305) 751-0523	No
ASPIRA of Florida	Raul Martinez	3650 N. Miami Avenue – Miami, FL	(305) 576-1512 (305) 576-6217 - FAX	No
Youth Co-Op	Maggie Gomez	3525 NW 7th Street Miami, FL	(305) 643-1908 Fax (305) 643-6730	No
South Florida Work Force	Regina Fulton	3403 NW 82 nd Avenue Miami, FL	(305) 594-7615 (305) 470-5762 – FAX	Yes
Miami Job Corp Center	Anthony Taylor	3050 NW 183 rd St. – Miami, FL	(305) 626-7800 (305) 626-7857 – FAX	Yes
Miami-Dade Job Program	Grace Suarez	300 NE 2 nd Avenue – Miami, FL	(305) 237-3358 (305) 237-7897 – FAX	Yes
Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue – N. Miami	(305) 899-8728 – FAX	Yes
TV Jobs.Com			(760) 754-2115 – FAX	Yes
WFOR/WBFS/WTVX/WTCN/WWIIB – TV Website	Sonia LaPaix	8900 NW 18 th Terrace	(305) 639-4407	Not Applicable
Medialine	Mark Shilstone	P.O Box 51909	Medialine@com	Yes
Hillsborough Community College	Dr. Ron Shearer	Radio/TV Department 2112 North 15 th Street PST 134 Tampa, FL 33605	rshearer@hccfl.edu	Yes
Howard University	Carol Dudley	School of Journalism 525 Bryant St. NW Washington, DC 20039	(202) 986-2911 – FAX (202) 806-4037/5806	No
Urban League of Greater Miami		8500 NW 25 th Avenue Miami, FL 33147	(305) 696-4455 – FAX	NO
American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 - FAX	NO
Cuban American National Counsel		300 SW 12 th Avenue 3 rd Floor Miami, FL 33130-2038	(305) 642-9815 – FAX (305) 642-3484	NO
Program Director, JCS Senior Employment Program	Donna Cutler	4200 Biscayne Boulevard, Annex Miami, FL 33137	(816) 392-4341	YES

3) Job Title: Assignment Editor

Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
University of Miami	Luis Herrera	P.o. Box 2481 –Coral Gables, FL 33124	(305) 284-2474 (305) 284-5207 – FAX	Yes
One Stop Career Center		2700 SW 97 th Avenue – Miami, FL 33165	(305) 228-2300 (305) 228-2321 – FAX	Yes
Miami International University of Art & Design	Muriel Guzman, Career Services Advisor/Alumni Coordinator	1501 Biscayne Blvd. Ste #100 Miami, FL 33132	(305) 428-5785 – Fax (305) 995-5035	Yes
Hispanic Unity of Florida	Alex Arcalaez	5840 Johnson Street - Hollywood, FL	(954) 964-8884 (954) 964-8646 – FAX	No
Haitian American Community Assoc.	Yvel Leger	8037 NE 2 nd Avenue – Miami, FL	(305) 751-0523	No
ASPIRA of Florida	Raul Martinez	3650 N. Miami Avenue – Miami, FL	(305) 576-1512 (305) 576-6217 – FAX	No
Youth Co-Op	Maggie Gomez	3525 NW 7th Street Miami, FL	(305) 643-1908 Fax (305) 643-6730	No
South Florida Work Force	Regina Fulton	3403 NW 82 nd Avenue – Miami, FL	(305) 594-7615 (305) 470-5762 – FAX	Yes
Miami Job Corp Center	Anthony Taylor	3050 NW 183 rd St. – Miami, FL	(305) 626-7800 (305) 626-7857 – FAX	Yes
Miami-Dade Job Program	Grace Suarez	300 NE 2 nd Avenue – Miami, FL	(305) 237-3358 (305) 237-7897 – FAX	Yes
Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue N. Miami	(305) 899-8728 – FAX	Yes
TV Jobs.Com			(760) 754-2115 – FAX	Yes
WFOR/WBFS/WTVX/WTCN/WWHB – TV Website	Sonia LaPaix	8900 NW 18 th Terrace	(305) 639-4407	Not Applicable
Medialine	Mark Shilstone	P.O Box 51909	Medialine@com	Yes
Hillsborough Community College	Dr. Ron Shearer	Radio/TV Department 2112 North 15 th Street PST 134 Tampa, FL 33605	rshearer@hccfl.edu	Yes
Howard University	Carol Dudley	School of Journalism 525 Bryant St. NW Washington, DC 20039	(202) 986-2911 – FAX (202) 806-4037/5806	No
Urban League of Greater Miami		8500 NW 25 th Avenue Miami, FL 33147	(305) 696-4455 – FAX	NO
American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 – FAX	NO
Cuban American National Counsel		300 SW 12 th Avenue 3 rd Floor Miami, FL 33130-2038	(305) 642-9815 – FAX (305) 642-3484	NO
Program Director, JCS Senior Employment Program	Donna Cutler	4200 Biscayne Boulevard, Annex Miami, FL 33137	(816) 392-4341	YES

4) Job Title: Studio Operator

Referral Source(s) of Hiree: Internal Applicant

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
University of Miami	Luis Herrera	P.o. Box 2481 –Coral Gables, FL 33124	(305) 284-2474 (305) 284-5207 – FAX	Yes
One Stop Career Center		2700 SW 97 th Avenue - Miami, FL 33165	(305) 228-2300 (305) 228-2321 – FAX	Yes
Miami International University of Art & Design	Muriel Guzman, Career Services Advisor/Alumni Coordinator	1501 Biscayne Blvd. Ste #100 Miami, FL 33132	(305) 428-5785 – Fax (305) 995-5035	Yes
Hispanic Unity of Florida	Alex Arcalaez	5840 Johnson Street – Hollywood, FL	(954) 964-8884 (954) 964-8646 – FAX	No
Haitian American Community Assoc.	Yvel Leger	8037 NE 2 nd Avenue – Miami, FL	(305) 751-0523	No
ASPIRA of Florida	Raul Martinez	3650 N. Miami Avenue – Miami, FL	(305) 576-1512 (305) 576-6217 – FAX	No
Youth Co-Op	Maggie Gomez	3525 NW 7th Street Miami, FL	(305) 643-1908 Fax (305) 643-6730	No
South Florida Work Force	Regina Fulton	3403 NW 82 nd Avenue - Miami, FL	(305) 594-7615 (305) 470-5762 - FAX	Yes
Miami Job Corp Center	Anthony Taylor	3050 NW 183 rd St. – Miami, FL	(305) 626-7800 (305) 626-7857 – FAX	Yes
Miami-Dade Job Program	Grace Suarez	300 NE 2 nd Avenue – Miami, FL	(305) 237-3358 (305) 237-7897 – FAX	Yes
Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue – N. Miami	(305) 899-8728 – FAX	Yes
TV Jobs.Com			(760) 754-2115 – FAX	Yes
WFOR/WBFS/WTVX/WTCN/WWHB – TV Website	Sonia LaPaix	8900 NW 18 th Terrace	(305) 639-4407	Not Applicable
Medialine	Mark Shilstone	P.O Box 51909	Medialine@com	Yes
Hillsborough Community College	Dr. Ron Shearer	Radio/TV Department 2112 North 15 th Street PST 134 Tampa, FL 33605	rshearer@hccfl.edu	Yes
Howard University	Carol Dudley	School of Journalism 525 Bryant St. NW Washington, DC 20039	(202) 986-2911 - FAX (202) 806-4037/5806	No
Urban League of Greater Miami		8500 NW 25 th Avenue Miami, FL 33147	(305) 696-4455 – FAX	NO
American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 – FAX	NO
Cuban American National Counsel		300 SW 12 th Avenue 3 rd Floor Miami, FL 33130-2038	(305) 642-9815 FAX (305) 642-3484	NO
Program Director, JCS Senior Employment Program	Donna Cutler	4200 Biscayne Boulevard, Annex Miami, FL 33137	(816) 392-4341	YES

5) Job Title: Photographer

Referral Source(s) of Hiree: WFOR/WBFS Website

(j) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
University of Miami	Luis Herrera	P.o. Box 2481 – Coral Gables, FL 33124	(305) 284-2474 (305) 284-5207 – FAX	Yes
One Stop Career Center		2700 SW 97 th Avenue – Miami, FL 33165	(305) 228-2300 (305) 228-2321 – FAX	Yes
Miami International University of Art & Design	Muriel Guzman, Career Services Advisor/Alumni Coordinator	1501 Biscayne Blvd. Ste #100 Miami, FL 33132	(305) 428-5785 – Fax (305) 995-5035	Yes
Hispanic Unity of Florida	Alex Arcaez	5840 Johnson Street – Hollywood, FL	(954) 964-8884 (954) 964-8646 – FAX	No
Haitian American Community Assoc.	Yvel Leger	8037 NE 2 nd Avenue – Miami, FL	(305) 751-0523	No
ASPIRA of Florida	Raul Martinez	3650 N. Miami Avenue - Miami, FL	(305) 576-1512 (305) 576-6217 – FAX	No
Youth Co-Op	Maggie Gomez	3525 NW 7th Street Miami, FL	(305) 643-1908 Fax (305) 643-6730	No
South Florida Work Force	Regina Fulton	3403 NW 82 nd Avenue – Miami, FL	(305) 594-7615 (305) 470-5762 - FAX	Yes
Miami Job Corp Center	Anthony Taylor	3050 NW 183 rd St. – Miami, FL	(305) 626-7800 (305) 626-7857 – FAX	Yes
Miami-Dade Job Program	Grace Suarez	300 NE 2 nd Avenue – Miami, FL	(305) 237-3358 (305) 237-7897 – FAX	Yes
Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue – N. Miami	(305) 899-8728 – FAX	Yes
TV Jobs.Com			(760) 754-2115 – FAX	Yes
WFOR/WBFS/WTX/WTCN/WWHB – TV Website	Sonia LaPaix	8900 NW 18 th Terrace	(305) 639-4407	Not Applicable
Medialine	Mark Shilstone	P.O. Box 51909	Medialine@f.com	Yes
Hillsborough Community College	Dr. Ron Shearer	Radio/TV Department 2112 North 15 th Street PST 134 Tampa, FL 33605	rshearer@hccfl.edu	Yes
Howard University	Carol Dudley	School of Journalism 525 Bryant St. NW Washington, DC 20039	(202) 986-2911 – FAX (202) 806-4037/5806	No
Urban League of Greater Miami		8500 NW 25 th Avenue Miami, FL 33147	(305) 696-4455 – FAX	NO
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Cuban American National Counsel		300 SW 12 th Avenue 3 rd Floor Miami, FL 33130-2038	(305) 642-9815 – FAX (305) 642-3484	NO
Program Director, JCS Senior Employment Program	Donna Cutler	4200 Biscayne Boulevard, Annex Miami, FL 33137	(816) 392-4341	YES

6) Job Title: Photographer

Referral Source(s) of Hiree: WFOR/WBFS Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
University of Miami	Luis Herrera	P.o. Box 2481 –Coral Gables, FL 33124	(305) 284-2474 (305) 284-5207 – FAX	Yes
One Stop Career Center		2700 SW 97 th Avenue -- Miami, FL 33165	(305) 228-2300 (305) 228-2321 - FAX	Yes
Miami International University of Art & Design	Muriel Guzman, Career Services Advisor/Alumni Coordinator	1501 Biscayne Blvd. Ste #100 Miami, FL 33132	(305) 428-5785 Fax (305) 995-3035	Yes
Hispanic Unity of Florida	Alex Arcalacz	5840 Johnson Street – Hollywood, FL	(954) 964-8884 (954) 964-8646 – FAX	No
Haitian American Community Assoc.	Yvel Leger	8037 NE 2 nd Avenue – Miami, FL	(305) 751-0523	No
ASPIRA of Florida	Raul Martinez	3650 N. Miami Avenue - Miami, FL	(305) 576-1512 (305) 576-6217 - FAX	No
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TV Jobs.Com			(760) 754-2115 – FAX	Yes
WFOR/WBFS/WTVX/WTCN/WWHB – TV Website	Sonia LaPaix	8900 NW 18 th Terrace	(305) 639-4407	Not Applicable
Medialine	Mark Shilstone	P.O Box 51909	Medialine@com	Yes
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Howard University	Carol Dudley	School of Journalism 525 Bryant St. NW Washington, DC 20039	(202) 986-2911 – FAX (202) 806-4037/5806	No
Urban League of Greater Miami		8500 NW 25 th Avenue Miami, FL 33147	(305) 696-4455 – FAX	NO
American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 - FAX	NO
Cuban American National Counsel		300 SW 12 th Avenue 3 rd Floor Miami, FL 33130-2038	(305) 642-9815 – FAX (305) 642-3484	NO
Program Director, JCS Senior Employment Program	Donna Cutler	4200 Biscayne Boulevard, Annex Miami, FL 33137	(816) 392-4341	YES

7) Job Title: Assignment Editor

Referral Source(s) of Hire: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? ² (Yes or No)
University of Miami	Luis Herrera	P.o. Box 2481 –Coral Gables, FL 33124	(305) 284-2474 (305) 284-5207 – FAX	Yes
One Stop Career Center		2700 SW 97 th Avenue - Miami, FL 33165	(305) 228-2300 (305) 228-2321 – FAX	Yes
Miami International University of Art & Design	Muriel Guzman, Career Services Advisor/Alumni Coordinator	1501 Biscayne Blvd. Ste #100 Miami, FL 33132	(305) 428-5785 – Fax (305) 995-5035	Yes
Hispanic Unity of Florida	Alex Arcalez	5840 Johnson Street – Hollywood, FL	(954) 964-8884 (954) 964-8646 – FAX	No
Haitian American Community Assoc.	Yvel Leger	8037 NE 2 nd Avenue – Miami, FL	(305) 751-0523	No
ASPIRA of Florida	Raul Martinez	3650 N. Miami Avenue - Miami, FL	(305) 576-1512 (305) 576-6217 - FAX	No
Youth Co-Op	Maggie Gomez	3525 NW 7th Street Miami, FL	(305) 643-1908 Fax (305) 643-6730	No
South Florida Work Force	Regina Fulton	3403 NW 82 nd Avenue – Miami, FL	(305) 594-7615 (305) 470-5762 – FAX	Yes
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Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue – N. Miami	(305) 899-8728 – FAX	Yes
TV Jobs.Com			(760) 754-2115 – FAX	Yes
WFOR/WBFS/WTVX/WTCN/WWHB – TV Website	Sonia LaPaix	8900 NW 18 th Terrace	(305) 639-4407	Not Applicable
Medialine	Mark Shilstone	P.O.Box 51909	Medialine@com	Yes
Hillsborough Community College	Dr. Ron Shearer	Radio/TV Department 2112 North 15 th Street PST 134 Tampa, FL 33605	rshearer@hccfl.edu	Yes
Howard University	Carol Dudley	School of Journalism 525 Bryant St. NW Washington, DC 20039	(202) 986-2911 – FAX (202) 806-4037/5806	No
Urban League of Greater Miami		8500 NW 25 th Avenue Miami, FL 33147	(305) 696-4455 - FAX	NO
American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 – FAX	NO
Cuban American National Counsel		300 SW 12 th Avenue 3 rd Floor Miami, FL 33130-2038	(305) 642-9815 – FAX (305) 642-3484	NO
Program Director, JCS Senior Employment Program	Donna Cutler	4200 Biscayne Boulevard, Annex Miami, FL 33137	(816) 392-4341	YES

(6) Hiree Recruitment Source Summary.

<u>Name of Hiree</u>	<u>Name of Recruitment Source</u>
(1) _____	Employee Referral _____
(2) _____	Employee Referral _____
(3) _____	Employee Referral _____
(4) _____	Internal Applicant _____
(5) _____	WFOR WBFS Website _____
(6) _____	WFOR WBFS Website _____
(7) _____	Employee Referral _____

7) Total # of Interviewees Referred by Each Source: For the period from 10/01/08 to 9/30/09, this Employment Unit interviewed 11 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Number of Interviewees Referred</u>
(1) <u>Employee Referral</u>	<u>8</u>
(2) <u>WFOR WBFS Website</u>	<u>1</u>
(3) <u>Internal Applicant</u>	<u>2</u>

8) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Served as a sponsor for The South Florida Diversity Job Exposition held at the Signature Grand Hotel. Provided PSAs for the job exposition. Also attended job exposition with our stations job openings in search for viable candidates.	June 25, 2009	Sonia LaPaix, Human Resources Manager
2. Held at the Signature Grand Hotel we participated in the Career Strategies For Success: The Pursuit To Put People To Work Mass Workshop & Forum (Outreach Initiative). This is a massive outreach effort encompassing a free (widespread) distribution of relevant career/resource information disbursed via locally holding mass career/resource workshops & forum. Designed to provide national and local residents, who have been impacted by the drifting economy, with information, education and resources to strengthen their professional development, job hunting and career enhancing skills.	June 23, 2009	Jim Berry, Anchor Alvin Sunshine, Chief Consumer Investigative Reporter
3.		
4.		

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

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Joselyn Taveras	1/2009	Stephanie Smith, Assignment Editor.
Melissa Bolieu	1/2009	" " " "
Nick Ciletti	1/2009	" " " "
Juan Prado	1/2009	" " " "
Michelle Quesada	1/2009	" " " "
Tatiana Gort	1/2009	" " " "
Teddi Thosath	4/2009	" " " "
Gaby Lori	4/2009	" " " "
Jennifer Hanlon	4/2009	" " " "
Carolina Rosa	4/2009	" " " "
Karen Rodriguez	4/2009	" " " "
Alexandra Martinez	4/2009	" " " "
Laura Rodriguez	4/2009	" " " "
Jaclyn Smith	9/2009	" " " "
Daniel Cueto	9/2009	" " " "
Cindy Hing	9/2009	" " " "
Lorena Estrada	9/2009	" " " "
Kimberly Thompson	9/2009	" " " "
Gaby Lori	9/2009	" " " "
Luca Messina	1/2009	Leo Gomez, Executive Producer Sports
Justin Sheinis	1/2009	" " " "
Yohan Gomez	4/2009	" " " "
Meron Berkson	4/2009	" " " "
Mikaela Green	5/2009	" " " "
Josh Knight	8/2009	David Bernard, Chief Meteorologist
Melody Munoz	1/2008	" " " "
John Nolan	4/2009	" " " "
Jennifer Hanlon	4/2009	Lee Zimmerman, Director of Public Relations
Susset Cabrera	1/2009	" " " "
Lindsey Templar	1/2009	" " " "
Jennifer Hanlon	5/2009	" " " "
Oliana Torres	2/2009	" " " "
Julia Shure	9/2009	" " " "

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

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Presenter at Silver Trail Middle School's Career Day. Also provide career information as well as discuss how skills acquired in school are a valuable component for any professional. Students will learn how the skills they are learning now are applicable to the real world.	April 17, 2009	Jawan Strader, Anchor
2 Guest speaker at St. Thomas Aquinas High School. Speaking to the school's honors Bio-Technology class about technology's role in weather tracking, especially in South Florida during hurricane season.	June 11, 2009	/Craig Setzer, Meteorologist
3 Key note speaker at the University of Miami Ethics Society's Ethics in Journalism Symposium. Discussed the role ethics plays in journalism, how he harnessed journalism in his famous "Shame on You" segments, and how he's had to balance exposing corruption while respecting privacy and name of individuals.	September 22, 2009	Alvin Sunshine, Chief Investigative Consumer Reporter
4. Participate on panel of judges for the BOSS & Student Business Plan Competition at The University of Miami. The student BPC will showcase sports and entertainment industry related student business plans and will target at-risk youth. Jim Berry covered different topics of discussion such as; the role of sports and News Anchors.	June 26, 2009	Jim Berry, Anchor

(d) Training Management Personnel. (Each Employment Unit must train management level personnel on methods of ensuring equal employment opportunity and preventing discrimination.)

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
1. Business Conduct Statement	Randy Pringle, Controller Sonia LaPaix H.R. Mgr.	Corporate prepared on-line bi-annual training program for all full-time employees; Business Conduct training for all new hires at the time they are hired.
2.Preventing Sexual Harassment Parts I – IV (CA Edition)	Randy Pringle, Controller Sonia LaPaix, H.R. Mgr. Nick Bourn, Asst. News Director Jose Damas, Operation Manager Juan Andreu, Operations Manager John Mays, Production Manager Claudia Perales, Chief Editor Nelson Perez, Asst. Controller Adrienne Roark, News Dir. Marcel Sanchez, Dir. Of Broadcast Operations Amber Statler, Executive Producer	Corporate provides on-line training to all managers as a continued commitment to maintain a work environment that upholds appropriate workplace behavior.
3.		
4.		