

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 10/01/11 to 9/30/12.

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: Slapaix@cbs.com

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

1. Graphic Designer
2. Photographer
3. Promotion Coordinator
4. Account Executive
5. Account Executive
6. News Director
7. IT Engineer
8. Assignment Desk Editor
9. Executive Producer
10. Operations Technician
11. Studio Prompter Operator

1) Job Title: Graphic Designer

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) 284-8186 – FAX	Yes
One Stop Career Center		2700 SW 97 th Avenue – Miami, FL 33165	(305) 228-2300 (305) 228-2312 – 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
Tampa By Association Of Black Journalists		P.OI Box 191 Tampa, FL 33601	(727) 892-2990 - Fax (727) 893-8726	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) 237-3625 (305) 237-3358 – FAX	Yes
Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue – N. Miami	(305) 899-8728 – FAX	Yes
TV Jobs.Com			(760) 754-4215 – 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 (305) 696-4450	NO
American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 – FAX (305) 557-3770	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	(305) 403-0332 – Fax (305) 573-0133	YES

Office of Commissioner Francis Suarez District 4	Nury Valerie Soler,, Career Services Advisor/Alumni Coordinator	City of Miami District 4	(305) 250-5420 nsoler@miamigov.com	YES
The Art Institute Of Fort Lauderdale	Luwin Sanchez Career Services Advisor	1799 SE 17 th Street Fort Lauderdale, FL 33316	((954) 525-2602 Fax (954) 308-2615 (800) 275-7603 ext. 2615	YES
Miami Herald/Career Builders	Jeanette Martinez	7990 SW 117 th Avenue	(305) 376-2738	No
Collective Talent	Michael Bille	1721 Richardson Place Tampa, FL 33606	(813) 254-9695 Phone (813) 494-455 Cell	Yes

2) Job Title: Photographer

Referral Source(s) of Hire: Outside 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) 284-8186 – FAX	Yes
One Stop Career Center		2700 SW 97 th Avenue – Miami, FL 33165	(305) 228-2300 (305) 228-2312 – 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
Tampa By Association Of Black Journalists		P.OI Box 191 Tampa, FL 33601	(727) 892-2990 - Fax (727) 893-8726	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) 237-3625 (305) 237-3358 – FAX	Yes
Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue – N. Miami	(305) 899-8728 – FAX	Yes
TV Jobs.Com			(760) 754-4215 – 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 (305) 696-4450	NO
American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 – FAX (305) 557-3770	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	(305) 403-0332 – Fax (305) 573-0133	YES
Office of Commissioner Francis Suarez District 4	Nury Valerie Soler,, Career Services Advisor/Alumni Coordinator	City of Miami District 4	(305) 250-5420 nsoler@miamigov.com	YES
The Art Institute Of Fort Lauderdale	Luwin Sanchez Career Services Advisor	1799 SE 17 th Street Fort Lauderdale, FL 33316	((954) 525-2602 Fax (954) 308-2615 (800) 275-7603 ext. 2615	YES
Miami Herald/Career Builders	Jeanette Martinez	7990 SW 117 th Avenue	(305) 376-2738	No
Collective Talent	Michael Bille	1721 Richardson Place Tampa, FL 33606	(813) 254-9695 Phone (813) 494-455 Cell	Yes

3) Job Title: Promotion Coordinator**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) 284-8186 – FAX	Yes
One Stop Career Center		2700 SW 97 th Avenue – Miami, FL 33165	(305) 228-2300 (305) 228-2312 – 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
Tampa By Association Of Black Journalists		P.OI Box 191 Tampa, FL 33601	(727) 892-2990 - Fax (727) 893-8726	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) 237-3625 (305) 237-3358 – FAX	Yes
Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue – N. Miami	(305) 899-8728 – FAX	Yes
TV Jobs.Com			(760) 754-4215 – 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 (305) 696-4450	NO
American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 – FAX (305) 557-3770	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	(305) 403-0332 – Fax (305) 573-0133	YES

Office of Commissioner Francis Suarez District 4	Nury Valerie Soler,, Career Services Advisor/Alumni Coordinator	City of Miami District 4	(305) 250-5420 nsoler@miamigov.com	YES
The Art Institute Of Fort Lauderdale	Luwin Sanchez Career Services Advisor	1799 SE 17 th Street Fort Lauderdale, FL 33316	((954) 525-2602 Fax (954) 308-2615 (800) 275-7603 ext. 2615	YES
Miami Herald/Career Builders	Jeanette Martinez	7990 SW 117 th Avenue	(305) 376-2738	No
Collective Talent	Michael Bille	1721 Richardson Place Tampa, FL 33606	(813) 254-9695 Phone (813) 494-455 Cell	Yes

4) Job Title: Account Executive**Referral Source(s) of Hiree: Outside 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) 284-8186 – FAX	Yes
One Stop Career Center		2700 SW 97 th Avenue – Miami, FL 33165	(305) 228-2300 (305) 228-2312 – 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
Tampa By Association Of Black Journalists		P.OI Box 191 Tampa, FL 33601	(727) 892-2990 - Fax (727) 893-8726	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) 237-3625 (305) 237-3358 – FAX	Yes
Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue – N. Miami	(305) 899-8728 – FAX	Yes
TV Jobs.Com			(760) 754-4215 – 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 (305) 696-4450	NO
American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 – FAX (305) 557-3770	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	(305) 403-0332 – Fax (305) 573-0133	YES

Office of Commissioner Francis Suarez District 4	Nury Valerie Soler,, Career Services Advisor/Alumni Coordinator	City of Miami District 4	(305) 250-5420 nsoler@miamigov.com	YES
The Art Institute Of Fort Lauderdale	Luwin Sanchez Career Services Advisor	1799 SE 17 th Street Fort Lauderdale, FL 33316	((954) 525-2602 Fax (954) 308-2615 (800) 275-7603 ext. 2615	YES
Miami Herald/Career Builders	Jeanette Martinez	7990 SW 117 th Avenue	(305) 376-2738	No
Collective Talent	Michael Bille	1721 Richardson Place Tampa, FL 33606	(813) 254-9695 Phone (813) 494-455 Cell	Yes

5) Job Title: Account Executive

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) 284-8186 – FAX	Yes
One Stop Career Center		2700 SW 97 th Avenue – Miami, FL 33165	(305) 228-2300 (305) 228-2312 – 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
Tampa By Association Of Black Journalists		P.OI Box 191 Tampa, FL 33601	(727) 892-2990 - Fax (727) 893-8726	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) 237-3625 (305) 237-3358 – FAX	Yes
Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue – N. Miami	(305) 899-8728 – FAX	Yes
TV Jobs.Com			(760) 754-4215 – 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 (305) 696-4450	NO
American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 – FAX (305) 557-3770	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	(305) 403-0332 – Fax (305) 573-0133	YES

Office of Commissioner Francis Suarez District 4	Nury Valerie Soler,, Career Services Advisor/Alumni Coordinator	City of Miami District 4	(305) 250-5420 nsoler@miamigov.com	YES
The Art Institute Of Fort Lauderdale	Luwin Sanchez Career Services Advisor	1799 SE 17 th Street Fort Lauderdale, FL 33316	((954) 525-2602 Fax (954) 308-2615 (800) 275-7603 ext. 2615	YES
Miami Herald/Career Builders	Jeanette Martinez	7990 SW 117 th Avenue	(305) 376-2738	No
Collective Talent	Michael Bille	1721 Richardson Place Tampa, FL 33606	(813) 254-9695 Phone (813) 494-455 Cell	Yes

6) Job Title: News Director

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? (Yes or No)
University of Miami	Luis Herrera	P.o. Box 2481 –Coral Gables, FL 33124	(305) 284-2474 (305) 284-8186 – FAX	Yes
One Stop Career Center		2700 SW 97 th Avenue – Miami, FL 33165	(305) 228-2300 (305) 228-2312 – 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
Tampa By Association Of Black Journalists		P.OI Box 191 Tampa, FL 33601	(727) 892-2990 - Fax (727) 893-8726	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) 237-3625 (305) 237-3358 – FAX	Yes
Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue – N. Miami	(305) 899-8728 – FAX	Yes
TV Jobs.Com			(760) 754-4215 – 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 (305) 696-4450	NO
American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 – FAX (305) 557-3770	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	(305) 403-0332 – Fax (305) 573-0133	YES

Office of Commissioner Francis Suarez District 4	Nury Valerie Soler,, Career Services Advisor/Alumni Coordinator	City of Miami District 4	(305) 250-5420 nsoler@miamigov.com	YES
The Art Institute Of Fort Lauderdale	Luwin Sanchez Career Services Advisor	1799 SE 17 th Street Fort Lauderdale, FL 33316	((954) 525-2602 Fax (954) 308-2615 (800) 275-7603 ext. 2615	YES
Miami Herald/Career Builders	Jeanette Martinez	7990 SW 117 th Avenue	(305) 376-2738	No
Collective Talent	Michael Bille	1721 Richardson Place Tampa, FL 33606	(813) 254-9695 Phone (813) 494-455 Cell	Yes
Talent Dynamics	Sandra Connell, President	600 Las Colinas Blvd. Suite 100 Irving, TX 75039	(214) 640-3139 Fax (214) 951-9610	No

7) Job Title: IT Engineer

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) 284-8186 – FAX	Yes
One Stop Career Center		2700 SW 97 th Avenue – Miami, FL 33165	(305) 228-2300 (305) 228-2312 – 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
Tampa By Association Of Black Journalists		P.OI Box 191 Tampa, FL 33601	(727) 892-2990 - Fax (727) 893-8726	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) 237-3625 (305) 237-3358 – FAX	Yes
Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue – N. Miami	(305) 899-8728 – FAX	Yes
TV Jobs.Com			(760) 754-4215 – 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 (305) 696-4450	NO
American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 – FAX (305) 557-3770	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	(305) 403-0332 – Fax (305) 573-0133	YES

Office of Commissioner Francis Suarez District 4	Nury Valerie Soler,, Career Services Advisor/Alumni Coordinator	City of Miami District 4	(305) 250-5420 nsoler@miamigov.com	YES
The Art Institute Of Fort Lauderdale	Luwin Sanchez Career Services Advisor	1799 SE 17 th Street Fort Lauderdale, FL 33316	((954) 525-2602 Fax (954) 308-2615 (800) 275-7603 ext. 2615	YES
Miami Herald/Career Builders	Jeanette Martinez	7990 SW 117 th Avenue	(305) 376-2738	No
Collective Talent	Michael Bille	1721 Richardson Place Tampa, FL 33606	(813) 254-9695 Phone (813) 494-455 Cell	Yes

8) Job Title: Assignment Desk 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? (Yes or No)
University of Miami	Luis Herrera	P.o. Box 2481 –Coral Gables, FL 33124	(305) 284-2474 (305) 284-8186 – FAX	Yes
One Stop Career Center		2700 SW 97 th Avenue – Miami, FL 33165	(305) 228-2300 (305) 228-2312 – 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
Tampa By Association Of Black Journalists		P.OI Box 191 Tampa, FL 33601	(727) 892-2990 - Fax (727) 893-8726	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) 237-3625 (305) 237-3358 – FAX	Yes
Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue – N. Miami	(305) 899-8728 – FAX	Yes
TV Jobs.Com			(760) 754-4215 – 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 (305) 696-4450	NO
American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 – FAX (305) 557-3770	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	(305) 403-0332 – Fax (305) 573-0133	YES

Office of Commissioner Francis Suarez District 4	Nury Valerie Soler,, Career Services Advisor/Alumni Coordinator	City of Miami District 4	(305) 250-5420 nsoler@miamigov.com	YES
The Art Institute Of Fort Lauderdale	Luwin Sanchez Career Services Advisor	1799 SE 17 th Street Fort Lauderdale, FL 33316	((954) 525-2602 Fax (954) 308-2615 (800) 275-7603 ext. 2615	YES
Miami Herald/Career Builders	Jeanette Martinez	7990 SW 117 th Avenue	(305) 376-2738	No
Collective Talent	Michael Bille	1721 Richardson Place Tampa, FL 33606	(813) 254-9695 Phone (813) 494-455 Cell	Yes

9) Job Title: Executive Producer

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? (Yes or No)
University of Miami	Luis Herrera	P.o. Box 2481 –Coral Gables, FL 33124	(305) 284-2474 (305) 284-8186 – FAX	Yes
One Stop Career Center		2700 SW 97 th Avenue – Miami, FL 33165	(305) 228-2300 (305) 228-2312 – 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
Tampa By Association Of Black Journalists		P.OI Box 191 Tampa, FL 33601	(727) 892-2990 - Fax (727) 893-8726	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) 237-3625 (305) 237-3358 – FAX	Yes
Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue – N. Miami	(305) 899-8728 – FAX	Yes
TV Jobs.Com			(760) 754-4215 – 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 (305) 696-4450	NO
American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 – FAX (305) 557-3770	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	(305) 403-0332 – Fax (305) 573-0133	YES

Office of Commissioner Francis Suarez District 4	Nury Valerie Soler,, Career Services Advisor/Alumni Coordinator	City of Miami District 4	(305) 250-5420 nsoler@miamigov.com	YES
The Art Institute Of Fort Lauderdale	Luwin Sanchez Career Services Advisor	1799 SE 17 th Street Fort Lauderdale, FL 33316	((954) 525-2602 Fax (954) 308-2615 (800) 275-7603 ext. 2615	YES
Miami Herald/Career Builders	Jeanette Martinez	7990 SW 117 th Avenue	(305) 376-2738	No
Collective Talent	Michael Bille	1721 Richardson Place Tampa, FL 33606	(813) 254-9695 Phone (813) 494-455 Cell	Yes

10) Job Title: Operation Technician**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) 284-8186 – FAX	Yes
One Stop Career Center		2700 SW 97 th Avenue – Miami, FL 33165	(305) 228-2300 (305) 228-2312 – 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
Tampa By Association Of Black Journalists		P.OI Box 191 Tampa, FL 33601	(727) 892-2990 - Fax (727) 893-8726	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) 237-3625 (305) 237-3358 – FAX	Yes
Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue – N. Miami	(305) 899-8728 – FAX	Yes
TV Jobs.Com			(760) 754-4215 – 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 (305) 696-4450	NO
American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 – FAX (305) 557-3770	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	(305) 403-0332 – Fax (305) 573-0133	YES

Office of Commissioner Francis Suarez District 4	Nury Valerie Soler,, Career Services Advisor/Alumni Coordinator	City of Miami District 4	(305) 250-5420 nsoler@miamigov.com	YES
The Art Institute Of Fort Lauderdale	Luwin Sanchez Career Services Advisor	1799 SE 17 th Street Fort Lauderdale, FL 33316	((954) 525-2602 Fax (954) 308-2615 (800) 275-7603 ext. 2615	YES
Miami Herald/Career Builders	Jeanette Martinez	7990 SW 117 th Avenue	(305) 376-2738	No
Collective Talent	Michael Bille	1721 Richardson Place Tampa, FL 33606	(813) 254-9695 Phone (813) 494-455 Cell	Yes

11) Job Title: Studio Prompter 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) 284-8186 – FAX	Yes
One Stop Career Center		2700 SW 97 th Avenue – Miami, FL 33165	(305) 228-2300 (305) 228-2312 – 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
Tampa By Association Of Black Journalists		P.OI Box 191 Tampa, FL 33601	(727) 892-2990 - Fax (727) 893-8726	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) 237-3625 (305) 237-3358 – FAX	Yes
Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue – N. Miami	(305) 899-8728 – FAX	Yes
TV Jobs.Com			(760) 754-4215 – 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 (305) 696-4450	NO
American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 – FAX (305) 557-3770	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	(305) 403-0332 – Fax (305) 573-0133	YES

Office of Commissioner Francis Suarez District 4	Nury Valerie Soler,, Career Services Advisor/Alumni Coordinator	City of Miami District 4	(305) 250-5420 nsoler@miamigov.com	YES
The Art Institute Of Fort Lauderdale	Luwin Sanchez Career Services Advisor	1799 SE 17 th Street Fort Lauderdale, FL 33316	((954) 525-2602 Fax (954) 308-2615 (800) 275-7603 ext. 2615	YES
Miami Herald/Career Builders	Jeanette Martinez	7990 SW 117 th Avenue	(305) 376-2738	No
Collective Talent	Michael Bille	1721 Richardson Place Tampa, FL 33606	(813) 254-9695 Phone (813) 494-455 Cell	Yes

(6) Hiree Recruitment Source Summary.

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

7) Total # of Interviewees Referred by Each Source: For the period from 10/01/11 to 9/30/12, this Employment Unit interviewed 83 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>9</u>
(2) <u>WFOR WBFS Website</u>	<u>46</u>
(3) <u>Internal Applicant</u>	<u>12</u>
(4) <u>Outside Referral</u>	<u>4</u>
(5) <u>The Creative Group</u>	<u>1</u>
(6) <u>TV Jobs.com</u>	<u>6</u>
(7) <u>Talent Dynamics</u>	<u>5</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 in Davie Florida.. Provided PSAs for the job exposition. Also attended job exposition with our stations job openings in search of viable candidates.	June 29, 2012	Lee Zimmerman, Director of Public Relations

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

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Intern	Fall 2012	Stephanie Smith, Assignment Editor
Intern	Fall 2012	Cari Hernandez, E.P. of Special Projects
Intern	Fall 2012	Stephanie Smith, Assignment Editor
Intern	Summer 2012	Stephanie Smith, Assignment Editor
Intern	Summer 2012	Stephanie Smith, Assignment Editor
Intern	Summer 2012	Stephanie Smith, Assignment Editor
Intern	Summer 2012	Stephanie Smith, Assignment Editor
Intern	Summer 2012	Cari Hernandez, E.P. of Special Projects
Intern	Summer 2012	Dave Game, E.P. of Digital Media
Intern	Summer 2012	Cari Hernandez, E.P. of Special Projects
Intern	Summer 2012	Stephanie Smith, Assignment Editor
Intern	Spring 2011	Neighbors 4 Neighbors
Intern	Spring 2011	Stephanie Smith, Assignment Editor
Intern	Spring 2011	Stephanie Smith, Assignment Editor
Intern	Spring 2011	Stephanie Smith, Assignment Editor
Intern	Spring 2011	Dave Game, E.P. of Digital Media
Intern	Spring 2011	Cari Hernandez, E.P. of Special Projects
Intern	Spring 2011	Stephanie Smith, Assignment Editor
Intern	Spring 2011	Stephanie Smith, Assignment Editor
Intern	Fall 2011	Stephanie Smith, Assignment Editor
Intern	Fall 2011	Stephanie Smith, Assignment Editor
Intern	Fall 2011	Stephanie Smith, Assignment Editor
Intern	Fall 2011	Stephanie Smith, Assignment Editor
Intern	Fall 2011	Stephanie Smith, Assignment Editor
Intern	Fall 2011	Dave Game, E.P. of Digital Media
Intern	Fall 2011	Jason Parker, Sports Producer
Intern	Fall 2011	Jason Parker, Sports Producer
Intern	Fall 2011	Jason Parker, Sports Producer
Intern	Fall 2011	Jason Parker, Sports Producer

(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. Emceed the Mental Health Association of Southeast Florida's EPIC Award Ceremony.	May 16, 2012	David Bernard, Chief Meteorologist
2 Career Day at the Henry S. West Laboratory School	May 15, 2012	Nicole Maristany (N4N)
3. Career Day at Vineland K-8 Center	May 9, 2012	Antonio, Mora, Anchor
4.. Emceed the Broward Miami Herald Spelling Bee at the Signature Grand	February 15, 2012	Nicole Maristany (N4N)
5. Celebrity Reader at Endeavour Primary Learning Center. Encouraging student to read through reading achieves academic success.	February 22, 2012	David Bernard, Chief Meteorologist
6. Emcee the "Black History: Struggles of African Americans in Radio & Broadcasting" event located at Miami Dade College. The purpose of this event is to encourage African American students to pursue their passions in any career in the media field	February 29, 2012	Jim Berry, Sports Director
7. Host Save the Arts Benefit Concert/Fundraising campaign. Help raise funds for Braddock Sr. High School... where the media program was cut along with other programs.	September 13, 2012	Lissette Gonzalez, Meteorologist
8. Career Day at Doral Preparatory School. Speaking on careers in broadcasting.	May 4, 2012	Lissette Gonzalez, Meteorologist
9. Robert Morgan Educational Center – Presentation to 100 TV Production students.	April 10, 2012	Jim Berry, Sports Director
10 Career Day – FC Martin School	March 7, 2012	Jeff Berardelli, Meteorologist
11. Emcee the Miami Dade portion of the Miami Herald Spelling Bee held at Jungle Island.	March 6, 2012	Jawan Strader, Anchor David Bernard, Meteorologist

12,Emcee for the Youth Summit at the Broward County Convention Center. Hundreds of students attend which aims at preparing them for the road ahead.	March 7,2012	Eliott Rodriguez, anchor
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(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. Role of the Manager	Marcelo Sanchez, Dir. Bdct Op & Eng. Juan Andrew, Ops Mgr. Jose Martinez, Eng. Mgr. Gina Duell-Fernandez, MCT Supervisor Tracy Letize, Creative Service Dir. Christina Steel, E.P. of Sales Production Monica Kirkland, Promotion Manager Nelson Perez, Assistant Controller Sonia LaPaix, H.R. Mgr. Roy Howie, LSM DJ Lewin, VP Sales Liam Murphy, NSM Jeanette Gorgas, Assignment Mgr. Nick Bourne, Asst. News Director Leo Gomez, E.P. of Sports	This workshop is to smooth out the roll of a new or transitioning manager for success. Rather than focusing solely on developing specific management skills this highly interactive workshop focuses on the expectations associated with being a successful manager.
2.Situational Leadership Workshop	Adam, Levy, VP GM DJ Lewin, VP Sales Liz Roldan, News Director Tracy Letize, Creative Services Director Marcelo Sanchez, Dir, Bdct Op & Eng. Nelly Rubio, Director of Communication Dave Game, E.P. Web Liz Goldberg, Dir. Of Bdct Operations	Teaches leaders to diagnose the needs of an individual or a team and use the appropriate leadership style to respond to the needs of the person and the situation. It provides leaders with a model and the tools for creating open communication and developing self-reliance in those they manage. It is designed to increase the frequency and quality of conversations about performance and development.