

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 10/01/12 to 9/30/13 .

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. Controller
2. Account Executive
3. Producer
4. Web Producer
5. Special Projects Editor
6. Account Executive
7. Account Executive
8. Photographer
9. Director Digital Content
10. Digital Media Manager
11. Reporter
12. Associate Producer
13. Traffic Coordinator
14. Maintenance Technician /
15. Account Executive

1) Job Title: Controller

Referral Source(s) of Hire: 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
Partners For Self Employment Inc.	Cornell Crews Jr. Program Director	3000 Biscayne Blvd Suite 215 Miami, FL 33137	(305) 438-1407 x 215 (305) 438-1411 Fax	Yes

2) Job Title: Account Executive**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
Partners For Self Employment Inc.	Cornell Crews Jr. Program Director	3000 Biscayne Blvd Suite 215 Miami, FL 33137	(305) 438-1407 x 215 (305) 438-1411 Fax	Yes

3) Job Title: 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
Partners For Self Employment Inc.	Cornell Crews Jr. Program Director	3000 Biscayne Blvd Suite 215 Miami, FL 33137	(305) 438-1407 x 215 (305) 438-1411 Fax	Yes

4) Job Title: Web Producer

Referral Source(s) of Hire: 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

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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
Partners For Self Employment Inc.	Cornell Crews Jr. Program Director	3000 Biscayne Blvd Suite 215 Miami, FL 33137	(305) 438-1407 x 215 (305) 438-1411 Fax	Yes

5) Job Title: Special Projects Editor

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
Partners For Self Employment Inc.	Cornell Crews Jr. Program Director	3000 Biscayne Blvd Suite 215 Miami, FL 33137	(305) 438-1407 x 215 (305) 438-1411 Fax	Yes

6) Job Title: Account Executive**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)
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One Stop Career Center		2700 SW 97 th Avenue – Miami, FL 33165	(305) 228-2300 (305) 228-2312 – FAX	Yes
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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
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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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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
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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 (305) 696-4450	NO
American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 – FAX (305) 557-3770	NO
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Program Director, JCS Senior Employment Program	Donna Cutler	4200 Biscayne Boulevard, Annex Miami, FL 33137	(305) 403-0332 – Fax (305) 573-0133	YES

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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
Partners For Self Employment Inc.	Cornell Crews Jr. Program Director	3000 Biscayne Blvd Suite 215 Miami, FL 33137	(305) 438-1407 x 215 (305) 438-1411 Fax	Yes

7) Job Title: Account Executive

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)
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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
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Miami-Dade Job Program	Grace Suarez	300 NE 2 nd Avenue – Miami, FL	(305) 237-3625 (305) 237-3358 – FAX	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 (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
Partners For Self Employment Inc.	Cornell Crews Jr. Program Director	3000 Biscayne Blvd Suite 215 Miami, FL 33137	(305) 438-1407 x 215 (305) 438-1411 Fax	Yes

8) Job Title: Photographer

Referral Source(s) of Hire: 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
Partners For Self Employment Inc.	Cornell Crews Jr. Program Director	3000 Biscayne Blvd Suite 215 Miami, FL 33137	(305) 438-1407 x 215 (305) 438-1411 Fax	Yes

9) Job Title: Director Digital Content

Referral Source(s) of Hire: 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
Partners For Self Employment Inc.	Cornell Crews Jr. Program Director	3000 Biscayne Blvd Suite 215 Miami, FL 33137	(305) 438-1407 x 215 (305) 438-1411 Fax	Yes

10) Job Title: Digital media Manager**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
Partners For Self Employment Inc.	Cornell Crews Jr. Program Director	3000 Biscayne Blvd Suite 215 Miami, FL 33137	(305) 438-1407 x 215 (305) 438-1411 Fax	Yes

11) Job Title: Reporter

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
Partners For Self Employment Inc.	Cornell Crews Jr. Program Director	3000 Biscayne Blvd Suite 215 Miami, FL 33137	(305) 438-1407 x 215 (305) 438-1411 Fax	Yes

12) Job Title: Associate Producer**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
Partners For Self Employment Inc.	Cornell Crews Jr. Program Director	3000 Biscayne Blvd Suite 215 Miami, FL 33137	(305) 438-1407 x 215 (305) 438-1411 Fax	Yes

13) Job Title: Traffic Coordinator**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
Partners For Self Employment Inc.	Cornell Crews Jr. Program Director	3000 Biscayne Blvd Suite 215 Miami, FL 33137	(305) 438-1407 x 215 (305) 438-1411 Fax	Yes

14) Job Title: Maintenance Technician**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
Partners For Self Employment Inc.	Cornell Crews Jr. Program Director	3000 Biscayne Blvd Suite 215 Miami, FL 33137	(305) 438-1407 x 215 (305) 438-1411 Fax	Yes

15) Job Title: Account Executive

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
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Collective Talent	Michael Bille	1721 Richardson Place Tampa, FL 33606	(813) 254-9695 Phone (813) 494-455 Cell	Yes
Partners For Self Employment Inc.	Cornell Crews Jr. Program Director	3000 Biscayne Blvd Suite 215 Miami, FL 33137	(305) 438-1407 x 215 (305) 438-1411 Fax	Yes

(6) Hiree Recruitment Source Summary.

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

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7) Total # of Interviewees Referred by Each Source: For the period from 10/01/12 to 9/30/13, this Employment Unit interviewed 78 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>11</u>
(2) <u>WFOR WBFS Website</u>	<u>32</u>
(3) <u>Internal Applicant</u>	<u>9</u>
(4) <u>Outside Referral</u>	<u>21</u>
(5) <u>Monster.com</u>	<u>1</u>
(6) <u>Unity Job Fair</u>	<u>3</u>
(7) <u>NABJ</u>	<u>1</u>

8) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Attended the National Association of Black Journalist Conference, screening candidates for careers in Broadcasting.	July 31 – August 3, 2013	Liz Roldan, News Director Nick Bourne, Assistant News Director Cari Hernandez, Executive Producer Jim Berry, Sports Anchor Summer Knowles, Reporter

(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	Andrea Phillips, Assignment Editor
Intern	Fall 2012	Cari Hernandez, E.P. Special Projects
Intern	Summer 2012	Stephanie Smith, Assignment Editor
Intern	Summer 2012	Andrea Phillips, Assignment Editor
Intern	Summer 2012	Stephanie Smith, Assignment Editor
Intern	Summer 2012	Andrea Phillips, Assignment Editor
Intern	Summer 2012	Stephanie Smith, Assignment Editor
Intern	Summer 2012	Andrea Phillips, Assignment Editor
Intern	Summer 2012	Cari Hernandez, E.P. of Special Projects
Intern	Summer 2012	Lisa Cilli, Web Producer
Intern	Summer 2012	Cari Hernandez, E.P. of Special Projects
Intern	Spring 2012	Stephanie Smith, Assignment Editor
Intern	Spring 2012	Andrea Phillips, Assignment Editor
Intern	Spring 2012	Stephanie Smith, Assignment Editor
Intern	Spring 2012	Andrea Phillips, Assignment Editor
Intern	Spring 2012	Lisa Cilli, Web Producer
Intern	Spring 2012	Cari Hernandez, E.P. of Special Projects
Intern	Spring 2012	Stephanie Smith, Assignment Editor
Intern	Spring 2012	Andrea Phillips, Assignment Editor
Intern	Spring 2012	Stephanie Smith, Assignment Editor
Intern	Spring 2012	Andrea Phillips, Assignment Editor
Intern	Summer 2012	Cari Hernandez, E.P. of Special Projects

(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 .Hosted the Impact Broward’s Annual Luncheon at the Renaissance Hotel. The event honored three exemplary volunteers who serve children, adults and nonprofits in Broward County and also celebrated the partnership of 47 years with the Broward County public schools	October 19, 2013	Joan Murray, Reporter
2 Emceed for the 27 th Annual Arts Teacher of the Year Event at the Broward Center for the Performing Arts. This event celebrated and showcased the artistic excellence of students and faculty of Broward County Schools.	October 24, 2012	Shannon Hori, Anchor
3.Hosted the Lights on Afterschool at the Roosevelt Gardens Park. The event was celebrated nationwide to call attention to the importance of afterschool programs for America’s children, families and communities.	October 18, 2012	Nicole Maristany, Producer (N4N)
4.. Served as the Mistress of Ceremonies for the Principal TODAY-Partner for a Decade (PFAD) kick-off breakfast located at Jungle Island. The event, sponsored by Bank of America and the coalition of Chambers, brings community and business leaders together to learn about public education.	November 1, 2012	Lissette Gonzalez, Meteorologist
5. Emceed for the Green Masquerade Ball at the Palmette Bay Village Center. The event helped to support the advocacy work and services set forth by the Early Development of Global Education (EDGE) Charitable Foundation.	November 3, 2012	Natalia Zea, Reporter
6. Taught a lesson plan for the Celebrity Teach-a-thon located at Miami Senior High School. This served as an awareness and fundraising campaign to support teachers and students in Miami-Dade County Public Schools.	December 11, 2012	Elliot Rodriguez, Anchor
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.	November 9, , 2012	Giovanni Benitez, Reporter
8.Emceed the Miami-Dade County Spelling Bee at Jungle Island in Miami..	March 20, 2013	Josh Benson, Anchor Vanessa Borge, Reporter
9. Emceed the Miami Bridge Youth & Family Services Gala at the W Marriot Marquis in Downtown Miami. This event benefitted the organization whose mission is to promote positive youth development, and strengthen and support families to enable children to actualize their full potential to become productive community members.	April 13, 2013	Shannon Hori, Anchor
10 Emceed the Silver Knight Ceremony located at the James L. Knight Center. At this event, the Miami Herald celebrated achievements and community service of high school seniors by presenting Silver Knight Awards.	May 22, 2013	Cynthia Demos, Anchor
11.Emceed for the Ed Fund Art Auction. The auction benefitted Miami Dade County public schools art programs and the Ocean Bank Center for Educational Materials, a School supply warehouse for teachers..	June 5, 2013	Lissette Gonzalez, Meteorologist

12. Mistress of Ceremonies at the 19 th Annual Salute to Education Scholarship Awards Luncheon at the Sun Life Stadium. At this event they awarded \$150,000 in scholarships to 100 graduating seniors in Miami-Dade and Broward Counties..	June 8, 2013	Lisette Gonzales, Meteorologist
13. Panelist at the Sash A. Spencer Educational Empowerment Center Groundbreaking at the Miami Lighthouse for the Blind. Youth programs at Miami Lighthouse enable teens to transition into adulthood whether they want to pursue a career, higher education or acquire the skills necessary to live more independently.	July 15, , 2013	Nicole Maristany, Producer (N4N)
14. Weekly Tours provided at WFOR/WBFS Station to students discussing careers in Broadcasting.	October 2012 – September 2013	Lee Zimmerman, Director of Communications

(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. Addressing Sexual Harassment in Today's Workplace	Adam Levy, VP GM DJ Lewin, VP Sales Roy Howie, Sales Mgr. David Radliff, Sales Mgr. Michelle LaChapelle, Sales Mgr. Jeff Joselson, Sales Mgr. Carl Larson, Controller Sonia LaPaix, H.R. Mgr. Nelson Perez, Asst. Controller Tracy Letize, C.S. Dir. Judy Flook, Art Dir. Liz Roldan, News Dir. Nick Bourne, Asst. News Dir. Marcelo Sanchez, Dir. Broadcast Operations Juan Andreu, Ops Mgr. Jose Martinez, Eng. Mgr.	Learn about the negative effects of sexual harassment in the workplace and the laws that regulate it.
2. Preventing Sexual Harassment in Today's Workplace	Adam Levy, VP GM DJ Lewin, VP Sales Roy Howie, Sales Mgr. David Radliff, Sales Mgr. Michelle LaChapelle, Sales Mgr. Jeff Joselson, Sales Mgr. Carl Larson, Controller Sonia LaPaix, H.R. Mgr. Nelson Perez, Asst. Controller Tracy Letize, C.S. Dir. Judy Flook, Art Dir. Liz Roldan, News Dir. Nick Bourne, Asst. News Dir. Marcelo Sanchez, Dir. Broadcast Operations Juan Andreu, Ops. Mgr. Jose Martinez, Eng. Mgr.	Course scenarios providing specific examples of how to prevent sexual harassment in the work place.

<p>3. Business Conduct Statement</p>	<p>Adam Levy, VP GM DJ Lewin, VP Sales Roy Howie, Sales Mgr. David Radliff, Sales Mgr. Michelle LaChapelle, Sales Mgr. Jeff Joselson, Sales Mgr. Carl Larson, Controller Sonia LaPaix, H.R. Mgr. Nelson Perez, Asst. Controller Tracy Letize, C.S. Dir. Judy Flook, Art Dir. Liz Roldan, News Dir. Nick Bourne, Asst. News Dir. Marcelo Sanchez, Dir. Broadcast Operations Juan Andreu, Ops. Mgr. Jose Martinez, Eng. Mgr.</p>	<p>In order to promote an ethical and law-abiding environment.</p>
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