

**WBBM-TV
EEO PUBLIC FILE REPORT**

This Report covers full-time vacancy recruitment data for the period 8/1/2008 to 7/31/2009.

1) Employment Unit: CBS Broadcasting, Inc.

2) Unit Members (Stations and Communities of License): WBBM-TV, Chicago, IL

3) EEO Contact Information for Unit Member: Ron Damron, Controller

Mailing Address: WBBM-TV 22 West Washington Chicago, Illinois 60602	Telephone Number: 312-899-2041
	Contact Person: Ron Damron
	E-mail Address: rdamron@cbs.com

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

1. Digital Sales Coordinator
2. Sr. Web Producer
3. VP News Director
4. Vice President Marketing
5. Scheduling Coordinator

5) Job Title: Digital Sales Coordinator (Vacancy 1)

Referral Source(s) of Hiree:

Internal Posting/Internal Hire

Job Title: Sr. Web Producer (Vacancy 2)

Referral Source(s) of Hiree:

Internal Posting/Internal Hire

Job Title: VP News Director (Vacancy 3)

Referral Source(s) of Hiree:

Internal/Transfer

Job Title: VP Marketing (Vacancy 4)

Referral Source(s) of Hiree:

Posting-CBS Website

Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
American Women Radio & Television		8405 Greensboro Drive, Suite 800 McLean, VA 22102	703-506-3290	Yes
Argosy University, Chicago Campus	Maricruz Ramos	225 N. Michigan Ave., Chicago, IL 60601 mramos@argosy.edu	312-777-7660	Yes
Association for Women Journalist	Cristi Kempf	435 N Michigan Ave, Chicago, IL 60610 ckempf@tribune.com		Yes
Bethel New Life	Helen Foshee	4950 W. Thomas, Chicago, IL 60651 hfoshee@bethelnewlife.org	773-473-7870	Yes
California Chicano News Media Association	USC School of Journalism	727 West 27 th Street Los Angeles, CA 90007	213-743-2440	Yes
CBS 2 Chicago Website / Internal Posting / ATS	Tess Golcher	22 West Washington Chicago, IL 60602 https://jobs.brassring.com/1033/ASP/TC/imi_home.asp?partnerid=25084&siteid=5128	312-899-2050	N/A
Chicago Chinatown Chamber of Commerce	Jimmy Lee	2169 B S, China Pl., Chicago, IL 60615	312-326-5320	Yes
Chicago Urban League	Joe O. Gray Dr., Program Director	220 S. State St., 11th Floor, Chicago, IL 60604	312-692-0766 Fax: 312-692-0769	Yes
Columbia College		600 S. Michigan Av., Chicago, IL 60605 columbiaworks@colum.edu	312-344-7281	Yes
Community Renewal Society	Althea Blakey	332 S. Michigan Av., Chicago, IL 60604	312-427-4830	No
DePaul University		http://depaulrecruiting.com/er/security/login.jsp	312-362-8656	Yes
E-Connect at Elmhurst College	Avery Williams	190 Prospect Ave. Elmhurst, IL 60126 https://elmhurst-csm.symplicity.com/employers/	630-617-3624	Yes
Flashpoint	Erin Harrington	28 N Clark Street 5 th Floor, Chicago, IL 60602 www.flashpointacademy.com	312-506-0739	Yes - 2009
Office of Career Services Governor's State University	Loretta Haddox	One University Parkway, University Park, IL 60466 career@govst.edu	708-235-3974	Yes
Harold Washington College	Career Planning & Placement Center	30 East Lake Street, Room 203-A Chicago, IL 60601	312-553-3000	No - 2009

Hispanic Association of Colleges and Universities		One Dupont Circle, N.W., Suite 605 Washington, DC 20036	202-467-0893	Yes
iHipo	Jacqueline	www.ihipo.com Singapore		Yes
IL Department of Human Services		401 S. Clinton, Chicago, IL 60607	312-814-4392	No
IL Employment and Training Network	Angela Rebellon	1657 S. Blue Island Ave., Chicago, IL 60609	312-243-5100	Yes
Illinois Small Placement Association		http://www.isepa.org Illinois		Yes
International Women's Media Foundation		1001 Connecticut Ave., Washington, DC 20030	202-496-1992	Yes
IRTS-International Radio & Television Society Foundation, Inc.		420 Lexington Ave Suite 1601 New York, NY 10170	212-867-6650	Yes
Ivy Tech Community College	Chandra Gary	1200 W. Harrison St., Ste. 2200, Chicago, IL 60607 Student Services Building cgary@ivytech.edu	219-981-4438	Yes
Japanese American Society	Satoko Ogi	20 N. Clark St., Ste. 750, Chicago, IL 60602 kono@jascchicago.org	312-263-3049	No
John H. Johnson School of Comm., Howard University		C.B. Powell Building, Howard University, 525 Bryant Street N.W., Washington, DC 20059		Yes
Joint Civic Committee on Italian Americans	Marie Palello	3800 W. Division St., Stone Park, IL 60165 jcc@jccin.com	708-450-9050	No
Latino Council on Media	Mary Gonzalez	2011 West Pershing, Chicago, IL 60609	773-247-1778	No
Loyola University	Darby Scism	6523 N Sheridan Rd Chicago, IL 60640 careercenter@luc.edu	773-508-7716	Yes
Mayor's Office for People with Disabilities		City of Chicago, City Hall Rm. 1104, 121 N. LaSalle St., Chicago, IL 60602		Yes
Medialine.com		http://medialine.com/		No
Moraine Valley Community College	Career Services	9000 W. College Pkwy., Palos Hills, IL 60465 www.morainevalley.edu/upc	708-974-5708	Yes
Multicultural Marketing Resource, Inc.		286 Spring Street, Suite 201 New York, NY 10013	212-691-5969	Yes
NABET CWA Local 41	Ray Taylor	203 N Wabash, Chicago, IL 60601	312-372-4111	No
National Association of Black Journalists		8701-A Adelphi Road, Adelphi, MD 20783-1716	301-445-7100	No
National Association of Broadcasters		1771 N Street, NW Washington, DC 20036	202-429-5300	Yes
National Association of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington, DC 20045 jobbank@nahj.org	1-888-346-NAHJ	Yes
National Lesbian & Gay Journalist Association		1420 K Street NW, Suite 910 Washington, DC 20006	202-588-9888	Yes
National Organization for Women		200 N. Michigan Ave., Ste. 602, Chicago, IL 60601 cnowweb@yahoo.com	312-578-9351	Yes
National Sales Network Chapter	Kevin Mott	28 East Jackson, 10 th Floor, Ste N, 307, Chicago, IL 60604	312-409-4660	Yes
Native American Journalist Association		3359 36 th Ave. South Minneapolis, MN 55406	612-729-9244	Yes
Northern Illinois University		Career Planning and Placement Center DeKalb, IL 60115 www.niu.edu/careerservices	815-753-8342	Yes

Northwestern University Medill School of Journalism	Diep Duong	Fisk Hall, Room 107, 1845 Sheridan Rd. Evanston, IL 60208	-	Yes
Purdue University, Calumet Campus	-	2200 169 th St., Hammond, IN 46323	219-989-2419	Yes
Rainbow/PUSH Coalition	-	930 E. 50th St., Chicago, IL 60615	773-256-2723	Yes
Rehabilitation Institute of Chicago	-	345 East Superior St. Chicago, IL 60611	-	Yes
Robert C Maynard Institute for Journalism Education	-	409 Thirteenth St, 9 th Floor Oakland, CA 94612	510-891-9202	Yes
Robert Morris College	-	http://www.robertmorris.edu/employers/joborder/careerservices@robertmorris.edu	-	Yes
Roosevelt University	-	430 S. Michigan Av., Room 828, Chicago, IL 60605 careersdt@roosevelt.edu	312-341-3560	Yes
RTNDA-Radio & Television News Director Association	-	1600 K Street, NW Suite 700 Washington, DC 20006	202-659-6510	Yes
RTNDF – The Foundation for Electronic Journalism	-	1000 Connecticut Ave, NW, Suite 615 Washington, DC 20036	202-659-6510	Yes
Society of Professional Journalists	-	3909 N Meridian Street Indianapolis, IN 46208	317,927,8000	Yes
Southern Illinois University	-	Woody Hall, B204, Carbondale, IL 62901 postjobs@siu.edu	618-453-2391	Yes
Spanish Coalition for Jobs	Elba Aranda-Sur	2011 W. Pershing Rd., Chicago, IL 60609 elbaaranda@sci-usa.org	773-247-0707 x242	Yes
Thurgood Marshall Scholarship Fund	-	100 Park Ave., 10 th Floor New York, NY 10017	917,663,2276	Yes
Trilogy, Inc.	-	1400 West Greenleaf, Chicago, IL 60626	773-508-6100	Yes
Truman College	-	1145 W. Wilson, Room 1435, Chicago, IL 60640 Tr-ees@ccc.edu	773-907-4737	Yes
TV News Gigs	Stacey Chaloux	318 SE Jackson St Lee's Summit, MO 64063 info@tvnewsgigs.com	-	Yes
United Negro College Fund, INC	-	8260 Willow Oaks Corporate Drive, Suite 400 PO Box 1044 Fairfax, VA 22031	703-205-2071	Yes
United Neighborhood Organization of Chicago	-	954 W. Washington, 3 rd Floor, Chicago, IL 60607	312-432-6301	Yes
UNITY: Journalists of Color, Inc.	-	1601 North Kent St, Suite 1003 Arlington, VA 22209	703-469-2100	Yes
University of Chicago	Dillan Siegler Assistant Director of Employer Development	1200 W. Harrison Street, Ste. 2200, Chicago, IL 60607 Student Services Building dsiegler@uchicago.edu	773-834-0637	Yes
University of Illinois, Chicago	-	1212 E. 59th St., 2nd Floor, Chicago, IL 60637	773-702-7040	No
University of Illinois Urbana/Champaign Dept of Journalism	-	119 Gregory Hall 810 South Wright St, Urbana, IL 61802	217-333-1508	Yes
University of Iowa	-	E350D Adler Journalism Building School of Journalism and Mass Communication Iowa City, IA 52242-2004	319,621,1581	Yes
Women Employed	-	111 N. Wabash Av., Suite 1300, Chicago, IL 60602	312-782-3902	Yes
Women in Communications	-	10605 Judicial Drive Fairfax, VA 22030	703-359-9000	Yes

Worknet Chicago	Corey Person	4740 N. Sheridan Rd, Chicago, IL 60640	773-334-4747 x227	No
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Job Title: Scheduling Coordinator (Vacancy 5)

Referral Source(s) of Hiree:

Internal

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

<u>Vacancy #</u>	<u>Name of Recruitment Source</u>
1 Digital Sales Coordinator	Internal Hire
2 Sr. Web Producer	Internal Hire
3 VP News Director	Internal / Transfer from other CBS station
4 VP Marketing	Posting – CBS Website
5 Scheduling Coordinator	Internal Hire

7) Total # of Interviewees Referred by Each Source: For the period from **8/1/2008** to **7/31/2009**, this Employment Unit interviewed 16 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Number of Interviewees Referred</u>
CBS 2 Website	11
CBS/KOVR-TV	1
CBS/WCCO-TV	1
In-house/WBBM-TV Referral	3

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

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

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Robert Morris College Career Event – Annual Fall Career Event hosting over 60 employers to over 250 juniors, seniors, graduate students, and alumni attendees.	October 9, 2008	Tess M Golcher – Human Resources
Northern Illinois University Fall 2008 Job Fair – All-Career Fair for employers seeking full-time, permanent candidates. Fair is open to all NIU students, alumni, and non-NIU candidates.	October 22, 2008	Tess M Golcher – Human Resources
IDES Veteran’s Job Fair – Northern Region Statewide Veteran’s Job Fair. Hosted by the Illinois Department of Employment Security and Illinois WorkNet Center.	November 6, 2008	Tess M Golcher – Human Resources
Bremen High School District #228, 2009 College and Career Expo – College and career fair open to over 500 Juniors and Seniors exploring career and educational opportunities.	March 20, 2009	Tess M Golcher – Human Resources

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

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Station internship program. For college students only; college credit given. Highest participation in summer, but year-round availability. Managed by Human Resources, but intern may work in any department.	Ongoing	Deidra White – News Planning Manager Jeff Kiernan – News Director John Dodge – EP Digital Media Tom Schnecke – VP Engineering Krista Ruch – EP Sports Shawnelle Richie – Director of Community Services Abel Sanchez – Design Director Dennis DePaola – Director of Sales Marilyn Levatino – Office Manager Sales Jim Corboy – VP Marketing Nancy Farley – Executive Assistant Tess Golcher – HR Administrator

(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)
Reba Steck School, Aurora – School visit to talk weather	October 7, 2008	Mary Kay Kleist – Anchor Weather
Elmhurst College CPP299 – Spoke to students in Professional Foundations of Career Development about CBS 2 Chicago, broadcasting careers, and graduate school.	October 14, 2008	Tess Golcher – HR Administrator
Kellman School – Principal for a Day	October 30, 2008	Suzanne LeMignot - Reporter
Carl Sandburg School, Wheaton – School visit to talk weather	November 5, 2008	Mary Kay Kleist – Anchor Weather
York High School – Spoke to 3 Broadcast Communication classes and 2 York Television classes. Also, provided advice on how to improve the student's own broadcast projects.	December 5, 2008	Abel Sanchez – Director of Graphics
St Joseph School, Downers Grove – School visit to talk weather	January 21, 2009	Mary Kay Kleist – Anchor Weather
Avery Coonely School, Downers Grove – School visit to talk weather	February 4, 2009	Mary Kay Kleist – Anchor Weather
CBS 2 Chicago – Barrington Girl Scouts at the station for a tour and to talk weather. The scouts earned weather badges.	February 7, 2009	Mary Kay Kleist – Anchor Weather
Elmhurst College Senior Send-Off Panel Discussion – Spoke to college students about career options/broadcasting opportunities in a challenging economy.	February 24, 2009	Tess Golcher – HR Administrator
Mill Street School, Naperville – School visit to talk weather	February 26, 2009	Mary Kay Kleist – Anchor Weather
Chicago/Midwest Chapter of the National Academy of Television Arts and Sciences Career Day 2009 Seminar – Panelist for college students pursuing careers in television and for young professionals looking to advance in their career field.	March 14, 2009	Abel Sanchez – Director of Graphics

Granger Middle School, Aurora – School visit to talk careers	March 25, 2009	Mary Kay Kleist – Anchor Weather
CBS 2 Chicago – Guided tour and discussion of career for a student from Chicago Public School	April 19, 2009	Suzanne LeMignot - Reporter
Saints Peter & Paul School, Naperville – School visit to talk weather	April 21, 2009	Mary Kay Kleist – Anchor Weather
Beverly Skoff Elementary School Career Day – Discussed job duties at the Assignment Desk and other behind-the-scenes work that takes place for news coverage. Spoke to elementary school students.	April 23, 2009	Alissandra Calderon – Assignment Desk
Dirksen Middle School – School visitor, career fair	May 1, 2009	Ryan Baker – Anchor Sports
Free Spirit – Inner city program that introduces kids to the world of broadcasting.	May 2, 2009	Dorothy Tucker - Reporter
CBS 2 Chicago – Guided tour of the station and discussion of broadcasting career with a Girl Scout troop from Valparaiso, Indiana.	June 12, 2009	Suzanne LeMignot - Reporter

(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:	Date: (EEO Video shown)	Personnel Involved: (Name and Position)
1. Employee Business Conduct Training. Anti-Discrimination and Anti-Harassment on-line training. All employees are required to complete; verifies that all WBBM-TV employees comply with company policies.	Ongoing	All Station Personnel
2. Business Conduct Statement. All Station employees were given a CBS Corporation Business Conduct Statement that outlines policies and rules that apply to Station employees. The signing of the Employee and Director Certification is required from all by all full-time employees.	Ongoing	All Station Personnel
3. Quarterly Department Head Meeting Reviews. All Department Heads are reminded at least quarterly of their responsibilities in EEO Outreach.	Ongoing	Department Heads
4. Hiring Manager Reminder. All Hiring Managers are reminded at the time of a Job posting of their responsibilities in EEO Outreach.	Ongoing	Hiring Managers

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EEO PUBLIC FILE REPORT**

This Report covers full-time vacancy recruitment data for the period 8/1/2009 to 7/31/2010.

1) Employment Unit: CBS Broadcasting, Inc.

2) Unit Members (Stations and Communities of License): WBBM-TV, Chicago, IL

3) EEO Contact Information for Unit Member: Ron Damron, Controller

Mailing Address: WBBM-TV 22 West Washington Chicago, Illinois 60602	Telephone Number: 312-899-2041
	Contact Person: Ron Damron
	E-mail Address: rdamron@cbs.com

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

1. Assistant News Director – Production
2. Anchor / Reporter
3. New Business Development Account Executive
4. Technical Operations Manager
5. Anchor/Reporter
6. Anchor/Reporter
7. Anchor/Reporter
8. Anchor/Reporter
9. Program Guest Booker

5)

Job Title: Assistant News Director - Production (Vacancy #1)

Referral Source(s) of Hiree: CBS Website

Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
American Women Radio & Television		8405 Greensboro Drive, Suite 800 McLean, VA 22102	703-506-3290	Yes
Anxier Center (2009)	Andrew Fernandez	2032 N Clybourn Chicago, IL 60614	773.248.6500	No
Argosy University, Chicago Campus	Maricruz Ramos	225 N. Michigan Ave. Chicago, IL 60601 mramos@argosy.edu	312-777-7660	Yes
Asian American Alliance (2009)	George Mui	2169B China Place Chicago, IL 60616		No
Asian American Institute (2009)	Tuyet Le	4753 N Broadway, Ste 904 Chicago, IL 60640	773-271-1982 (FAX)	No
Asian American Journalists Association (2009)	Rene Astudillo	1182 Market Street, Ste 320 San Francisco, CA 94102	415-346-6343 (FAX)	No
Asian Human Services (2009)	Joyce Marks	4753 N Broadway, Ste 700 Chicago, IL 60640	773-728-4751 (FAX)	No
Association for Women Journalist	Cristi Kempf	435 N Michigan Ave. Chicago, IL 60610 ckempf@tribune.com		Yes
Back of the Yards Neighborhood Council (2009)	Ellanora McCaffrey	1751 W 47 th Street, 2 nd Fl Chicago, IL 60609	773-254-3525 (FAX)	No
Benedictine University (2009)	Katie Romanowski	5700 College Road Lisle, IL 60532	630-829-6043 (FAX)	No
Bethel New Life	Helen Foshee	4950 W. Thomas, Chicago, IL 60651 hfoshee@bethelnewlife.org	773-473-7870	Yes

California Chicano News Media Association	USC School of Journalism	727 West 27 th Street Los Angeles, CA 90007	213-743-2440	Yes
California Indian Manpower Consortium (2009)	Antonia Sheehy	1630 W Wilson Ave Chicago, IL 60640	773-271-3729 (FAX)	No
CASA Central (2009)	-	-	773-645-2475 (FAX)	No
CBSRADIO.COM	Andrea Salivar	WSCR 455 N Cityfront Plaza Chicago, IL 60611	312-245-6015 (FAX)	No
CBS 2 Chicago Website / Internal Posting / ATS	Tess Golcher	22 West Washington Chicago, IL 60602 https://jobs.brassring.com/1033/ASP/TU/cim_home.asp?partner_id=25084&siteid=5128	312-899-2050	N/A
Chicago Association of Black Journalists (2009)	-	190 N State Street Chicago, IL 60601	312-409-9392	No
Chicago Chinatown Chamber of Commerce	Jimmy Lee	2169 B S, China Pl., Chicago, IL 60615	312-326-5320	Yes
Chicago Commons Association (2009)	Mr. Bernette c/o Employment	915 N Wolcott Chicago, IL 60601	773-638-5600	No
Chicago Urban League	Joe O. Gray Dr., Program Director	220 S. State St., 11th Floor, Chicago, IL 60604	312-692-0766 Fax: 312-692-0769	Yes
Chinese Mutual Aid Association (2009)	Romy Arrieta	1016 W Argyle Street Chicago, IL 60640	773-784-2900	No
Coalition of African and Latino Immigrants of IL (2009)	-	-	773-784-2984 (FAX)	No
Columbia College	-	600 S. Michigan Av., Chicago, IL 60605 columbiaworks@colum.edu	312-344-7281	Yes
Community Renewal Society	Allhea Blakey	332 S. Michigan Av., Chicago, IL 60604	312-427-4830	No
Concordia College (2009)	Diane Dinkel	7400 Augusta St. River Forest, IL 60305	708-209-3176	No
Del-Jen Job Corps	Marvin Hyndman	837 W 119 th Street Chicago, IL 60643	-	No
E-Connect at Elmhurst College	Avery Williams	190 Prospect Ave, Elmhurst, IL 60126 https://elmhurst-csm.symphlicity.com/employers/	630-617-3624	Yes
East-West University (2009)	Metha Marsil	816 S Michigan Ave Chicago, IL 60601	312-939-0083 (FAX)	No
Entertainment Employment Journal (2009)	Gregorio Carbajal	P.O. Box 72599 Corpus Cristi, TX 78742	361-994-8328 (FAX)	No
Flashpoint (2009)	Erin Harrington	28 N Clark Street 5 th Floor, Chicago, IL 60602 www.flashpointacademy.com	312-506-0739	Yes
Fox College (2009)	Mary Gaffney	4201 W 93 rd Street Oak Lawn, IL 60453	-	No
Fun Jobs On Air (2009)	-	-	Funjobsonair.com	Yes
Goods Entertainment (2009)	Adam Goodman	-	adam@goodsentertainment.com	No
Office of Career Services Governors State University	Loretta Haddox	One University Parkway, University Park, IL 60466 career@govst.edu	708-235-3974	Yes
Harold Washington College (2009)	Career Planning & Placement Center	30 East Lake Street, Room 203-A Chicago, IL 60601	312-553-3000	No
Harry S Truman College (2009)	-	-	773-907-4464 (FAX)	No
Hispanic Alliance for Career Enhancement (2009)	-	-	312-435-1494 (FAX)	No
Hispanic Association of Colleges and Universities	-	One Dupont Circle, N.W., Suite 605 Washington, DC 20036	202-467-0893	Yes

Hispanic Social Services (2009)	Christina Quinta	1343 N California Chicago, IL 60622	773-645-2475 (FAX)	No
IIT Stuart Graduate School of Business (2009)	-	-	312-906-6549 (FAX)	No
Illinois Center for Broadcasting (2009)	-	55 w 22 nd Street #240 Lombard, IL 60148	-	No
Illinois Department of Employment Secretary	-	-	Des.icrn@illinois.gov	No
IL Department of Human Services	-	401 S. Clinton, Chicago, IL 60607	312-814-4392	No
IL Employment and Training Network	Angela Rebellon	1657 S. Blue Island Av., Chicago, IL 60609	312-243-5100	Yes
Illinois Small Placement Association	-	http://www.iscpa.org Illinois	-	Yes
International Women's Media Foundation	-	1001 Connecticut Ave, Washington, DC 20030	202-496-1992	Yes
IRTS-International Radio & Television Society Foundation, Inc.	-	420 Lexington Ave Suite 1601 New York, NY 10170	212-867-6650	Yes
Ivy Tech Community College	Chandra Gary	1200 W. Harrison St., Ste. 2200, Chicago, IL 60607 Student Services Building cgary@ivytech.edu	219-981-4438	Yes
Japanese American Society	Satoko Ogi	20 N. Clark St., Ste. 750, Chicago, IL 60602 kono@iaschicago.org	312-263-3049	No
Job Corps (2009)	-	837 W 119 th Street Chicago, IL 60602	312-263-3049	No
John H. Johnson School of Comm., Howard University	-	C.B. Powell Building, Howard University, 525 Bryant Street N.W., Washington, DC 20059	-	Yes
Joint Civic Committee on Italian Americans	Marie Palello	3800 W. Division St., Stone Park, IL 60165 jcc@jccia.com	708-450-9050	No
Kennedy King College (2009)	-	-	815-838-9149 (FAX)	No
Latino Council on Media	Mary Gonzalez	2011 West Pershing, Chicago, IL 60609	773-247-1778	No
Latino for Progress Institute (2009)	Nancy Morales-Cruz	2570 S Blue Island Chicago, IL 60608	773-843-6116 (FAX)	No
Loyola University	Darby Seism	6523 N Sheridan Rd Chicago, IL 60640 careercenter@luc.edu	773-508-7716	Yes
Malcolm X College (2009)	Robert Kelly	Work Force Development 1900 W Van Bureau Chicago, IL 60612	312-850-7484 (FAX)	No
Mayor's Office for People with Disabilities	-	City of Chicago, City Hall Rm, 1104, 121 N. LaSalle St., Chicago, IL 60602	-	Yes
Medialinc.com	-	http://medialinc.com/	-	No
Moraine Valley Community College	Career Services	9000 W. College Pkwy., Palos Hills, IL 60465	708-974-5708	Yes
Multicultural Marketing Resource, Inc.	-	286 Spring Street, Suite 201 New York, NY 10013	212-691-5969	Yes
NABET CWA Local 41	Ray Taylor	203 N Wabash, Chicago, IL 60601	312-372-4111	No
National Association of Black Journalists	-	8701-A Adelphi Road, Adelphi, MD 20783-1716	301-445-7100	No
National Association of Broadcasters	-	1771 N Street, NW Washington, DC 20036	202-429-5300	Yes

National Association of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington, DC 20045 jobbank@nahj.org	1-888-346-NAHJ	Yes
National Black MBA Association (2009)	-	180 N Michigan Ave., Ste 1400 Chicago, IL 60601	312-236-2622	No
National Lesbian & Gay Journalist Association	-	1420 K Street NW, Suite 910 Washington, DC 20006	202-588-9888	Yes
National Organization for Women	-	200 N. Michigan Ave., Ste. 602, Chicago, IL 60601 cnowweb@yahoo.com	312-578-9351	Yes
National Sales Network Chapter	Kevin Mott	28 East Jackson, 10 th Floor, Ste N. 307, Chicago, IL 60604	312-409-4660	Yes
Native American Journalist Association	-	3359 36 th Ave, South Minneapolis, MN 55406	612-729-9244	Yes
Northern Illinois University	-	Career Planning and Placement Center DeKalb, IL 60115 www.niu.edu/careerservices	815-753-8342	Yes
Northwestern University Medill School of Journalism	Diep Duong	Fisk Hall, Room 107, 1845 Sheridan Rd, Evanston, IL 60208	-	Yes
Oakton Community College (2009)	Career Services	1600 E Golf Road Des Plaines, IL 60016	-	No
Oakton Community College (2009)	Career Services	7701 N Lincoln Ave Skokie, IL 60077	-	No
Olive Harvey College (2009)	-	-	773-291-6226 (FAX)	No
Purdue University, Calumet Campus	-	2200 169 th St., Hammond, IN 46323	219-989-2419	Yes
Rainbow/PUSH Coalition	-	930 E, 50th St., Chicago, IL 60615	773-256-2723	Yes
Rehabilitation Institute of Chicago	-	345 East Superior St, Chicago, IL 60611	-	Yes
Robert C Maynard Institute for Journalism Education	-	409 Thirteenth St, 9 th Floor Oakland, CA 94612	510-891-9202	Yes
Robert Morris College (2009)	-	http://www.robertmorris.edu/employers/jobborder/careerservices@robertmorris.edu	-	Yes
Roosevelt University	-	430 S. Michigan Av., Room 828, Chicago, IL 60605 careersdl@roosevelt.edu	312-341-3560	Yes
SBE.ORG (2009)	-	www.sbe.org	-	No
Society of Professional Journalists	-	3909 N Meridian Street Indianapolis, IN 46208	317,927,8000	Yes
South Suburban College (2009)	-	Ccjobnet.com	-	No
Southern Illinois University	-	Woody Hall, B204, Carbondale, IL 62901 postjobs@siu.edu	618-453-2391	Yes
Spanish Coalition for Jobs, Inc (2009)	Elba Aranda-Sunr	2011 W. Pershing Rd., Chicago, IL 60609 elbaaranda@scj-usa.org	773-247-0707 x242	Yes
St Xavier University (2009)	-	3700 W 103 rd Street Chicago, IL 60655	Fitzpatrick@sxu.edu	No
Trilogy, Inc.	-	1400 West Greenleaf, Chicago, IL 60626	773-508-6100	Yes
Truman College	-	1145 W. Wilson, Room 1435, Chicago, IL 60640 Tr-ces@ccc.edu	773-907-4737	Yes
United Negro College Fund, Inc.	-	8260 Willow Oaks Corporate Drive, Suite 400, PO Box 10444 Fairfax, VA 22031	703-205-2071	No
United Neighborhood Organization of Chicago	-	954 W. Washington, 3 rd Floor, Chicago, IL 60607	312-432-6301	Yes

University of Chicago	Dillan Siegler Assistant Director of Employer Development	1200 W. Harrison Street, Ste. 2200, Chicago, IL 60607 Student Services Building dsiegler@uchicago.edu	773-834-0637	Yes
University of Illinois, Chicago		http://www.UICcareers.com	773-702-7040	No
University of Illinois Urbana/Champaign Dept of Journalism		1800 S 1 st Street Champaign, IL 61820	217-333-1508	Yes
University of Iowa		E350D Adler Journalism Building School of Journalism and Mass Communication Iowa City, IA 52242-2004	319.621.1581	Yes
University of St. Francis (2009)	Stacey Sibley	500 Wilcox Street, Rm 5148 Joliet, IL 60435	815-774-2928 (FAX)	No
Vincennes University (2009)			812-888-5582 (FAX)	No
West Side Technical Institute (2009)	Maribel Trujillo	2800 S Western Chicago, IL 60608	773-843-4518 (FAX)	No
Western Illinois University (2009)	Dr Sharon Evans	1 University Circle, Salle Hall 324 Macomb, IL 60145	309-298-2829 (FAX)	No
Westwood College Chicago O'Hare Campus (2009)	Bryant Montenegro	8501 W Higgins Road, Ste503 Chicago, IL 60613	773-380-6848	No
Wheaton College (2009)	Rosanne Haule	501 College Ave Wheaton, IL 60187	630-752-5448 (FAX)	No
Women Employed		111 N. Wabash Av., Suite 1300, Chicago, IL 60602	312-782-3902	Yes
Worknet Chicago	Corey Person	4740 N. Sheridan Rd. Chicago, IL 60640	773-334-4747 x227	No

Job Title: Anchor/Reporter (Vacancy #2)
Referral Source(s) of Hiree: Agent – Steve Mandell

Job Title: New Business Development Account Executive (Vacancy #3)
Referral Source(s) of Hiree: CBS Employee Referral

Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
American Women Radio & Television		8405 Greensboro Drive, Suite 800 McLean, VA 22102	703-506-3290	Yes
Anxier Center (2009)	Andrew Fernandez	2032 N Clybourn Chicago, IL 60614	773.248.6500	No
Argosy University, Chicago Campus	Maricruz Ramos	225 N. Michigan Ave. Chicago, IL 60601 mramos@argosy.edu	312-777-7660	Yes
Asian American Alliance (2009)	George Mui	2169B China Place Chicago, IL 60616		No
Asian American Institute (2009)	Tuyet Le	4753 N Broadway, Ste 904 Chicago, IL 60640	773-271-1982 (FAX)	No
Asian American Journalists Association (2009)	Rene Astudillo	1182 Market Street, Ste 320 San Francisco, CA 94102	415-346-6343 (FAX)	No
Asian Human Services (2009)	Joyce Marks	4753 N Broadway, Ste 700 Chicago, IL 60640	773-728-4751 (FAX)	No
Association for Women Journalist	Cristi Kempf	435 N Michigan Ave. Chicago, IL 60610 ckempf@tribune.com		Yes

Back of the Yards Neighborhood Council (2009)	Ellanora McCaffrey	1751 W 47 th Street, 2 nd Fl Chicago, IL 60609	773-254-3525 (FAX)	No
Benedictine University (2009)	Katie Romanowski	5700 College Road Lisle, IL 60532	630-829-6043 (FAX)	No
Bethel New Life	Helen Foshee	4950 W. Thomas, Chicago, IL 60651 hfoshee@bethelnewlife.org	773-473-7870	Yes
California Chicano News Media Association	USC School of Journalism	727 West 27 th Street Los Angeles, CA 90007	213-743-2440	Yes
California Indian Manpower Consortium (2009)	Antonia Sheehy	1630 W Wilson Ave Chicago, IL 60640	773-271-3729 (FAX)	No
CASA Central (2009)	-	-	773-645-2475 (FAX)	No
CBSRADIO.COM	Andrea Salivar	WSCR 455 N Cityfront Plaza Chicago, IL 60611	312-245-6015 (FAX)	No
CBS 2 Chicago Website / Internal Posting / ATS	Tess Golcher	22 West Washington Chicago, IL 60602 https://jobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&siteid=5128	312-899-2050	N/A
Chicago Association of Black Journalists (2009)	-	190 N State Street Chicago, IL 60601	312-409-9392	No
Chicago Chinatown Chamber of Commerce	Jimmy Lee	2169 B S, China Pl., Chicago, IL 60615	312-326-5320	Yes
Chicago Commons Association (2009)	Mr. Bernette c/o Employment	915 N Wolcott Chicago, IL 60601	773-638-5600	No
Chicago Urban League	Joe O. Gray Dr., Program Director	220 S. State St., 11th Floor, Chicago, IL 60604	312-692-0766 Fax: 312-692-0769	Yes
Chinese Mutual Aid Association (2009)	Romy Arrieta	1016 W Argyle Street Chicago, IL 60640	773-784-2900	No
Coalition of African and Latino Immigrants of IL (2009)	-	-	773-784-2984 (FAX)	No
Columbia College	-	600 S. Michigan Av., Chicago, IL 60605 columbiaworks@colum.edu	312-344-7281	Yes
Community Renewal Society	Alhea Blakey	332 S. Michigan Av., Chicago, IL 60604	312-427-4830	No
Concordia College (2009)	Diane Dinkel	7400 Augusta St. River Forest, IL 60305	708-209-3176	No
Del-Jen Job Corps	Marvin Hyndman	837 W 119 th Street Chicago, IL 60643	-	No
E-Connect at Elmhurst College	Avery Williams	190 Prospect Ave. Elmhurst, IL 60126 https://clmhurst-csm.symplicity.com/employers/	630-617-3624	Yes
East-West University (2009)	Metha Marsil	816 S Michigan Ave Chicago, IL 60601	312-939-0083 (FAX)	No
Entertainment Employment Journal (2009)	Gregorio Carbajal	P.O. Box 72599 Corpus Cristi, TX 78742	361-994-8328 (FAX)	No
Flashpoint (2009)	Erin Harrington	28 N Clark Street 5 th Floor, Chicago, IL 60602 www.flashpointacademy.com	312-506-0739	Yes
Fox College (2009)	Mary Gaffney	4201 W 93 rd Street Oak Lawn, IL 60453	-	No
Fun Jobs On Air (2009)	-	-	Funjobsonair.com	Yes
Goods Entertainment (2009)	Adam Goodman	-	adam@goodsentertainment.com	No
Office of Career Services Governors State University	Loretta Haddox	One University Parkway, University Park, IL 60466 career@govst.edu	708-235-3974	Yes
Harold Washington College (2009)	Career Planning & Placement Center	30 East Lake Street, Room 203-A Chicago, IL 60601	312-553-3000	No

Harry S Truman College (2009)	-	-	773-907-4464 (FAX)	No
Hispanic Alliance for Career Enhancement (2009)	-	-	312-435-1494 (FAX)	No
Hispanic Association of Colleges and Universities	-	One Dupont Circle, N.W., Suite 605 Washington, DC 20036	202-467-0893	Yes
Hispanic Social Services (2009)	Christina Quinta	1343 N California Chicago, IL 60622	773-645-2475 (FAX)	No
IIT Stuart Graduate School of Business (2009)	-	-	312-906-6549 (FAX)	No
Illinois Center for Broadcasting (2009)	-	55 w 22 nd Street #240 Lombard, IL 60148	-	No
Illinois Department of Employment Secretary	-	-	Des.icrn@illinois.gov	No
IL Department of Human Services	-	401 S. Clinton, Chicago, IL 60607	312-814-4392	No
IL Employment and Training Network	Angela Rebellon	1657 S, Blue Island Av., Chicago, IL 60609	312-243-5100	Yes
Illinois Small Placement Association	-	http://www.iscpa.org Illinois	-	Yes
International Women's Media Foundation	-	1001 Connecticut Ave. Washington, DC 20030	202-496-1992	Yes
IRTS-International Radio & Television Society Foundation, Inc.	-	420 Lexington Ave Suite 1601 New York, NY 10170	212-867-6650	Yes
Ivy Tech Community College	Chandra Gary	1200 W. Harrison St., Ste. 2200, Chicago, IL 60607 Student Services Building cgary@ivytech.edu	219-981-4438	Yes
Japanece American Society	Satoko Ogi	20 N. Clark St., Ste. 750, Chicago, IL 60602 kono@jasechicago.org	312-263-3049	No
Job Corps (2009)	-	837 W 119 th Street Chicago, IL 60602	312-263-3049	No
John H. Johnson School of Comm. Howard University	-	C.B. Powell Building, Howard University, 525 Bryant Street N.W., Washington, DC 20059	-	Yes
Joint Civic Committee on Italian Americans	Marie Palcilo	3800 W. Division St., Stone Park, IL 60165 jcc@iccia.com	708-450-9050	No
Kennedy King College (2009)	-	-	815-838-9149 (FAX)	No
Latino Council on Media	Mary Gonzalez	2011 West Pershing, Chicago, IL 60609	773-247-1778	No
Latino for Progress Institute (2009)	Nancy Morales-Cruz	2570 S Blue Island Chicago, IL 60608	773-843-6116 (FAX)	No
Loyola University	Darby Scism	6523 N Sheridan Rd Chicago, IL 60640 carccenter@luc.edu	773-508-7716	Yes
Malcolm X College (2009)	Robert Kelly	Work Force Development 1900 W Van Bureau Chicago, IL 60612	312-850-7484 (FAX)	No
Mayor's Office for People with Disabilities	-	City of Chicago, City Hall Rm. 1104, 121 N. LaSalle St., Chicago, IL 60602	-	Yes
Medialine.com	-	http://medialine.com/	-	No
Moraine Valley Community College	Career Services	9000 W. College Pkwy., Palos Hills, IL 60465	708-974-5708	Yes
Multicultural Marketing Resource, Inc.	-	286 Spring Street, Suite 201 New York, NY 10013	212-691-5969	Yes

NABET CWA Local 41	Ray Taylor	203 N Wabash, Chicago, IL 60601	312-372-4111	No
National Association of Black Journalists	-	8701-A Adelphi Road, Adelphi, MD 20783-1716	301-445-7100	No
National Association of Broadcasters	-	1771 N Street, NW Washington, DC 20036	202-429-5300	Yes
National Association of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington, DC 20045 jobbank@nahj.org	1-888-346-NAHJ	Yes
National Black MBA Association (2009)	-	180 N Michigan Ave., Ste 1400 Chicago, IL 60601	312-236-2622	No
National Lesbian & Gay Journalist Association	-	1420 K Street NW, Suite 910 Washington, DC 20006	202-588-9888	Yes
National Organization for Women	-	200 N. Michigan Ave., Ste. 602, Chicago, IL 60601 cnowweb@yahoo.com	312-578-9351	Yes
National Sules Network Chapter	Kevin Mott	28 East Jackson, 10 th Floor, Ste N, 307, Chicago, IL 60604	312-409-4660	Yes
Native American Journalist Association	-	3359 36 th Ave. South Minneapolis, MN 55406	612-729-9244	Yes
Northern Illinois University	-	Career Planning and Placement Center DeKalb, IL 60115 www.niu.edu/careerservices	815-753-8342	Yes
Northwestern University Medill School of Journalism	Diep Duong	Fisk Hall, Room 107, 1845 Sheridan Rd. Evanston, IL 60208	-	Yes
Oakton Community College (2009)	Career Services	1600 E Golf Road Des Plaines, IL 60016	-	No
Oakton Community College (2009)	Career Services	7701 N Lincoln Ave Skokie, IL 60077	-	No
Olive Harvey College (2009)	-	-	773-291-6226 (FAX)	No
Purdue University, Calumet Campus	-	2200 169 th St., Hammond, IN 46323	219-989-2419	Yes
Rainbow/PUSH Coalition	-	930 E. 50th St., Chicago, IL 60615	773-256-2723	Yes
Rehabilitation Institute of Chicago	-	345 East Superior St, Chicago, IL 60611	-	Yes
Robert C Maynard Institute for Journalism Education	-	409 Thirteenth St, 9 th Floor Oakland, CA 94612	510-891-9202	Yes
Robert Morris College (2009)	-	http://www.robertmorris.edu/employers/jobborder/careerservices@robertmorris.edu	-	Yes
Roosevelt University	-	430 S. Michigan Av., Room 828, Chicago, IL 60605 careersd1@roosevelt.edu	312-341-3560	Yes
SBE.ORG (2009)	-	www.sbe.org	-	No
Society of Professional Journalists	-	3909 N Meridian Street Indianapolis, IN 46208	317.927.8000	Yes
South Suburban College (2009)	-	Ccjobnet.com	-	No
Southern Illinois University	-	Woody Hall, B204, Carbondale, IL 62901 postjobs@siu.edu	618-453-2391	Yes
Spanish Coalition for Jobs, Inc (2009)	Elba Aranda-Sur	2011 W. Pershing Rd., Chicago, IL 60609 elbaranda@scj-usa.org	773-247-0707 x242	Yes
St Xavier University (2009)	-	3700 W 103 rd Street Chicago, IL 60655	Fitzpatrick@sxu.edu	No
Trilogy, Inc.	-	1400 West Greenleaf, Chicago, IL 60626	773-508-6100	Yes

Truman College	-	1145 W. Wilson, Room 1435, Chicago, IL. 60640 Tr-ees@ccc.edu	773-907-4737	Yes
United Negro College Fund, Inc.	-	8260 Willow Oaks Corporate Drive, Suite 400, PO Box 10444 Fairfax, VA 22031	703-205-2071	No
United Neighborhood Organization of Chicago	-	954 W. Washington, 3 rd Floor, Chicago, IL. 60607	312-432-6301	Yes
University of Chicago	Dylan Siegler Assistant Director of Employer Development	1200 W. Harrison Street, Ste. 2200, Chicago, IL. 60607 Student Services Building dsiegler@uchicago.edu	773-834-0637	Yes
University of Illinois, Chicago	-	http://www.UICcareers.com	773-702-7040	No
University of Illinois Urbana/Champaign Dept of Journalism	-	1800 S 1 st Street Champaign, IL 61820	217-333-1508	Yes
University of Iowa	-	E350D Adler Journalism Building School of Journalism and Mass Communication Iowa City, IA 52242-2004	319.621.1581	Yes
University of St. Francis (2009)	Stacey Sibley	500 Wilcox Street, Rm 5148 Joliet, IL 60435	815-774-2928 (FAX)	No
Vincennes University (2009)	-	-	812-888-5582 (FAX)	No
West Side Technical Institute (2009)	Maribel Trujillo	2800 S Western Chicago, IL 60608	773-843-4518 (FAX)	No
Western Illinois University (2009)	Dr Sharon Evans	1 University Circle, Salle Hall 324 Macomb, IL 60145	309-298-2829 (FAX)	No
Westwood College Chicago O'Hare Campus (2009)	Bryant Montenegro	8501 W Higgins Road, Ste503 Chicago, IL 60613	773-380-6848	No
Wheaton College (2009)	Rosanne Haule	501 College Ave Wheaton, IL 60187	630-752-5448 (FAX)	No
Women Employed	-	111 N. Wabash Av., Suite 1300, Chicago, IL. 60602	312-782-3902	Yes
Worknet Chicago	Corey Person	4740 N. Sheridan Rd, Chicago, IL 60640	773-334-4747 x227	No

Job Title: (Vacancy #4) Technical Operations Manager
Referral Source(s) of Hiree: Internal – WBZ

Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
American Women Radio & Television	-	8405 Greensboro Drive, Suite 800 McLean, VA 22102	703-506-3290	Yes
Anxier Center (2009)	Andrew Fernandez	2032 N Clybourn Chicago, IL 60614	773.248.6500	No
Argosy University, Chicago Campus	Maricruz Ramos	225 N. Michigan Ave. Chicago, IL 60601 mramos@argosy.edu	312-777-7660	Yes
Asian American Institute (2009)	Tuyet Le	4753 N Broadway, Ste 904 Chicago, IL 60640	773-271-1982 (FAX)	No
Asian American Journalists Association (2009)	Rene Astudillo	1182 Market Street, Ste 320 San Francisco, CA 94102	415-346-6343 (FAX)	No
Asian Human Services (2009)	Joyce Marks	4753 N Broadway, Ste 700 Chicago, IL 60640	773-728-4751 (FAX)	No
Association for Women Journalist	Cristi Kempf	435 N Michigan Ave, Chicago, IL 60610 ckempf@tribune.com		Yes

Back of the Yards Neighborhood Council (2009)	Ellanora McCaffrey	1751 W 47 th Street, 2 nd Fl Chicago, IL 60609	773-254-3525 (FAX)	No
Benedictine University (2009)	Katie Romanowski	5700 College Road Lisle, IL 60532	630-829-6043 (FAX)	No
Bethel New Life	Helen Foshee	4950 W. Thomas, Chicago, IL 60651 hfoshee@bethelnewlife.org	773-473-7870	Yes
California Chicano News Media Association	USC School of Journalism	727 West 27 th Street Los Angeles, CA 90007	213-743-2440	Yes
California Indian Manpower Consortium (2009)	Antonia Sheehy	1630 W Wilson Ave Chicago, IL 60640	773-271-3729 (FAX)	No
CASA Central (2009)	-	-	773-645-2475 (FAX)	No
CBSRADIO.COM	Andrea Salivar	WSCR 455 N Cityfront Plaza Chicago, IL 60611	312-245-6015 (FAX)	No
CBS 2 Chicago Website / Internal Posting / ATS	Tess Golcher	22 West Washington Chicago, IL 60602 https://jobs.brassring.com/1033/ASP/TC/cim_home.asp?partner_id=25084&siteid=5128	312-899-2050	N/A
Chicago Association of Black Journalists (2009)	-	190 N State Street Chicago, IL 60601	312-409-9392	No
Chicago Chinatown Chamber of Commerce	Jimmy Lee	2169 B S. China Pl., Chicago, IL 60615	312-326-5320	Yes
Chicago Commons Association (2009)	Mr. Bernette c/o Employment	915 N Wolcott Chicago, IL 60601	773-638-5600	No
Chicago Urban League	Joe O. Gray Dr., Program Director	220 S. State St., 11th Floor, Chicago, IL 60604	312-692-0766 Fax: 312-692-0769	Yes
Chinese Mutual Aid Association (2009)	Romy Arrieta	1016 W Argyle Street Chicago, IL 60640	773-784-2900	No
Coalition of African and Latino Immigrants of IL (2009)	-	-	773-784-2984 (FAX)	No
Columbia College	-	600 S. Michigan Av., Chicago, IL 60605 columbiaworks@colum.edu	312-344-7281	Yes
Community Renewal Society	Althea Blakcy	332 S. Michigan Av., Chicago, IL 60604	312-427-4830	No
Concordia College (2009)	Diane Dinkel	7400 Augusta St. River Forest, IL 60305	708-209-3176	No
Del-Jen Job Corps	Marvin Hyndman	837 W 119 th Street Chicago, IL 60643	-	No
E-Connect at Elmhurst College	Avery Williams	190 Prospect Ave, Elmhurst, IL 60126 https://elmhurst-csm.symplicity.com/employers/	630-617-3624	Yes
East-West University (2009)	Metha Marsil	816 S Michigan Ave Chicago, IL 60601	312-939-0083 (FAX)	No
Entertainment Employment Journal (2009)	Gregorio Carbajal	P.O. Box 72599 Corpus Cristi, TX 78742	361-994-8328 (FAX)	No
Flashpoint (2009)	Erin Harrington	28 N Clark Street 5 th Floor, Chicago, IL 60602 www.flashpointacademy.com	312-506-0739	Yes
Fox College (2009)	Mary Gaffney	4201 W 93 rd Street Oak Lawn, IL 60453	-	No
Fun Jobs On Air (2009)	-	-	Funjobsonair.com	Yes
Goods Entertainment (2009)	Adam Goodman	-	adam@goodsentertainment.com	No
Office of Career Services Governors State University	Loretta Haddox	One University Parkway, University Park, IL 60466 career@govst.edu	708-235-3974	Yes
Harold Washington College (2009)	Career Planning & Placement Center	30 East Lake Street, Room 203-A Chicago, IL 60601	312-553-3000	No

Harry S Truman College (2009)	-	-	773-907-4464 (FAX)	No
Hispanic Alliance for Career Enhancement (2009)	-	-	312-435-1494 (FAX)	No
Hispanic Association of Colleges and Universities	-	One Dupont Circle, N.W., Suite 605 Washington, DC 20036	202-467-0893	Yes
Hispanic Social Services (2009)	Christina Quinta	1343 N California Chicago, IL 60622	773-645-2475 (FAX)	No
IIT Stuart Graduate School of Business (2009)	-	-	312-906-6549 (FAX)	No
Illinois Center for Broadcasting (2009)	-	55 w 22 nd Street #240 Lombard, IL 60148	-	No
Illinois Department of Employment Secretary	-	-	Des.icrn@illinois.gov	No
IL Department of Human Services	-	401 S. Clinton, Chicago, IL 60607	312-814-4392	No
IL Employment and Training Network	Angela Rebellon	1657 S. Blue Island Av., Chicago, IL 60609	312-243-5100	Yes
Illinois Small Placement Association	-	http://www.iscpa.org Illinois	-	Yes
International Women's Media Foundation	-	1001 Connecticut Ave. Washington, DC 20030	202-496-1992	Yes
IRTS-International Radio & Television Society Foundation, Inc.	-	420 Lexington Ave Suite 1601 New York, NY 10170	212-867-6650	Yes
Ivy Tech Community College	Chandra Gary	1200 W. Harrison St., Ste. 2200, Chicago, IL 60607 Student Services Building cgary@ivytech.edu	219-981-4438	Yes
Japanese American Society	Satoko Ogi	20 N. Clark St., Ste. 750, Chicago, IL 60602 kono@jaschicago.org	312-263-3049	No
Job Corps (2009)	-	837 W 119 th Street Chicago, IL 60602	312-263-3049	No
John H. Johnson School of Comm., Howard University	-	C.B. Powell Building, Howard University, 525 Bryant Street N.W., Washington, DC 20059	-	Yes
Joint Civic Committee on Italian Americans	Marie Palelo	3800 W. Division St. , Stone Park, IL 60165 jcc@iccia.com	708-450-9050	No
Kennedy King College (2009)	-	-	815-838-9149 (FAX)	No
Latino Council on Media	Mary Gonzalez	2011 West Pershing, Chicago, IL 60609	773-247-1778	No
Latino for Progress Institute (2009)	Nancy Morales-Cruz	2570 S Blue Island Chicago, IL 60608	773-843-6116 (FAX)	No
Loyola University	Darby Scism	6523 N Sheridan Rd Chicago, IL 60640 carcercenter@luc.edu	773-508-7716	Yes
Malcolm X College (2009)	Robert Kelly	Work Force Development 1900 W Van Bureau Chicago, IL 60612	312-850-7484 (FAX)	No
Mayor's Office for People with Disabilities	-	City of Chicago, City Hall Rm. 1104, 121 N. LaSalle St., Chicago, IL 60602	-	Yes
Medialine.com	-	http://medialine.com/	-	No
Moraine Valley Community College	Career Services	9000 W. College Pkwy., Palos Hills, IL 60465	708-974-5708	Yes
Multicultural Marketing Resource, Inc.	-	286 Spring Street, Suite 201 New York, NY 10013	212-691-5969	Yes

NABET CWA Local 41	Ray Taylor	203 N Wabash, Chicago, IL 60601	312-372-4111	No
National Association of Black Journalists	-	8701-A Adelphi Road, Adelphi, MD 20783-1716	301-445-7100	No
National Association of Broadcasters	-	1771 N Street, NW Washington, DC 20036	202-429-5300	Yes
National Association of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington, DC 20045 jobbank@nahj.org	1-888-346-NAHJ	Yes
National Black MBA Association (2009)	-	180 N Michigan Ave., Ste 1400 Chicago, IL 60601	312-236-2622	No
National Organization for Women	-	200 N. Michigan Ave., Ste. 602, Chicago, IL 60601 cnowweb@yahoo.com	312-578-9351	Yes
National Sales Network Chapter	Kevin Mott	28 East Jackson, 10 th Floor, Ste N, 307, Chicago, IL 60604	312-409-4660	Yes
Native American Journalist Association	-	3359 36 th Ave, South Minneapolis, MN 55406	612-729-9244	Yes
Northern Illinois University	-	Career Planning and Placement Center DeKalb, IL 60115 www.niu.edu/careerservices	815-753-8342	Yes
Northwestern University Medill School of Journalism	Diep Duong	Fisk Hall, Room 107, 1845 Sheridan Rd. Evanston, IL 60208	-	Yes
Oakton Community College (2009)	Career Services	1600 E Golf Road Des Plaines, IL 60016	-	No
Oakton Community College (2009)	Career Services	7701 N Lincoln Ave Skokie, IL 60077	-	No
Olive Harvey College (2009)	-	-	773-291-6226 (FAX)	No
Purdue University, Calumet Campus	-	2200 169 th St., Hammond, IN 46323	219-989-2419	Yes
Rainbow/PUSH Coalition	-	930 E. 50th St., Chicago, IL 60615	773-256-2723	Yes
Rehabilitation Institute of Chicago	-	345 East Superior St, Chicago, IL 60611	-	Yes
Robert C Maynard Institute for Journalism Education	-	409 Thirteenth St, 9 th Floor Oakland, CA 94612	510-891-9202	Yes
Robert Morris College (2009)	-	http://www.rmbermorris.edu/employers/joborder/careerservices@robertmorris.edu	-	Yes
Roosevelt University	-	430 S. Michigan Av., Room 828, Chicago, IL 60605 careersdt@roosevelt.edu	312-341-3560	Yes
SBE,ORG (2009)	-	www.sbe.org	-	No
Society of Professional Journalists	-	3909 N Meridian Street Indianapolis, IN 46208	317.927.8000	Yes
South Suburban College (2009)	-	Ccjobnet.com	-	No
Southern Illinois University	-	Woody Hall, B204, Carbondale, IL 62901 postjobs@siu.edu	618-453-2391	Yes
Spanish Coalition for Jobs, Inc (2009)	Elba Aranda-Sur	2011 W. Pershing Rd., Chicago, IL 60609 elbaaranda@scj-usa.org	773-247-0707 x242	Yes
St Xavier University (2009)	-	3700 W 103 rd Street Chicago, IL 60655 lucpatrick@sxu.edu	-	No
Trilogy, Inc.	-	1400 West Greenleaf, Chicago, IL 60626	773-508-6100	Yes
Truman College	-	1145 W. Wilson, Room 1435, Chicago, IL 60640 Trcecs@ccc.edu	773-907-4737	Yes

United Negro College Fund, Inc.	-	8260 Willow Oaks Corporate Drive, Suite 400, PO Box 10444 Fairfax, VA 22031	703-205-2071	No
United Neighborhood Organization of Chicago	-	954 W. Washington, 3 rd Floor, Chicago, IL 60607	312-432-6301	Yes
University of Chicago	Dillan Siegler Assistant Director of Employer Development	1200 W. Harrison Street, Ste. 2200, Chicago, IL 60607 Student Services Building dsiegler@uchicago.edu	773-834-0637	Yes
University of Illinois, Chicago	-	http://www.UICcareers.com	773-702-7040	No
University of Illinois Urbana/Champaign Dept of Journalism	-	1800 S 1 st Street Champaign, IL 61820	217-333-1508	Yes
University of Iowa	-	E350D Adler Journalism Building School of Journalism and Mass Communication Iowa City, IA 52242-2004	319.621.1581	Yes
University of St. Francis (2009)	Stacey Sibley	500 Wilcox Street, Rm 5148 Joliet, IL 60435	815-774-2928 (FAX)	No
Vincennes University (2009)	-	-	812-888-5582 (FAX)	No
West Side Technical Institute (2009)	Maribel Trujillo	2800 S Western Chicago, IL 60608	773-843-4518 (FAX)	No
Western Illinois University (2009)	Dr Sharon Evans	1 University Circle, Salle Hall 324 Macomb, IL 60145	309-298-2829 (FAX)	No
Westwood College Chicago O'Hare Campus (2009)	Bryant Montenegro	8501 W Higgins Road, Ste503 Chicago, IL 60613	773-380-6848	No
Wheaton College (2009)	Rosanne Hauke	501 College Ave Wheaton, IL 60187	630-752-5448 (FAX)	No
Women Employed	-	111 N. Wabash Av., Suite 1300, Chicago, IL 60602	312-782-3902	Yes
Worknet Chicago	Corey Person	4740 N. Sheridan Rd. Chicago, IL 60640	773-334-4747 x227	No

Job Title: Anchor/Reporter (Vacancy #5)
Referral Source(s) of Hiree: Agent – Steve Mandell

Job Title: Anchor/Reporter (Vacancy #6)
Referral Source(s) of Hiree: Agent – Steve Mandell

Job Title: Anchor/Reporter (Vacancy #7)
Referral Source(s) of Hiree: CBS Employee Referral

Job Title: Anchor/Reporter (Vacancy #8)
Referral Source(s) of Hiree: CBS Employee Referral

Job Title: Program Guest Booker (Vacancy #9)
Referral Source(s) of Hiree: CBS Employee Referral

Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
American Women Radio & Television	-	8405 Greensboro Drive, Suite 800 McLean, VA 22102	703-506-3290	Yes
Anxier Center (2009)	Andrew Fernandez	2032 N Clybourn Chicago, IL 60614	773.248.6500	No
Argosy University, Chicago Campus	Maricruz Ramos	225 N. Michigan Ave, Chicago, IL 60601 mramos@argosy.edu	312-777-7660	Yes

Asian American Institute (2009)	Tuyet Le	4753 N Broadway, Ste 904 Chicago, IL 60640	773-271-1982 (FAX)	No
Asian American Journalists Association (2009)	Rene Astudillo	1182 Market Street, Ste 320 San Francisco, CA 94102	415-346-6343 (FAX)	No
Asian Human Services (2009)	Joyce Marks	4753 N Broadway, Ste 700 Chicago, IL 60640	773-728-4751 (FAX)	No
Association for Women Journalist	Cristi Kempf	435 N Michigan Ave, Chicago, IL 60610 ckempf@tribune.com		Yes
Back of the Yards Neighborhood Council (2009)	Ellanora McCaffrey	1751 W 47 th Street, 2 nd Fl Chicago, IL 60609	773-254-3525 (FAX)	No
Benedictine University (2009)	Katie Romanowski	5700 College Road Lisle, IL 60532	630-829-6043 (FAX)	No
Bethel New Life	Helen Foshee	4950 W. Thomas, Chicago, IL 60651 hfoshee@bethelnewlife.org	773-473-7870	Yes
California Chicano News Media Association	USC School of Journalism	ccnmainfo@ccnma.org	213-743-2440	Yes
California Indian Manpower Consortium (2009)	Antonia Sheehy	1630 W Wilson Ave Chicago, IL 60640	773-271-3729 (FAX)	No
CBSRADIO.COM	Andrea Salivar	WSCR 455 N Cityfront Plaza Chicago, IL 60611	312-245-6015 (FAX)	No
CBS 2 Chicago Website / Internal Posting / ATS	Tess Golcher	22 West Washington Chicago, IL 60602 https://jobs.brassring.com/1033/ASP/TC/cim_home.asp?partner_id=25084&siteid=5128	312-899-2050	N/A
Chicago Association of Black Journalists (2009)	-	190 N State Street Chicago, IL 60601	312-409-9392	No
Chicago Chinatown Chamber of Commerce	Jimmy Lee	2169 B S, China Pl., Chicago, IL 60615	312-326-5320	Yes
Chicago Commons Association (2009)	Mr. Bernette c/o Employment	915 N Wolcott Chicago, IL 60601	773-638-5600	No
Chinese Mutual Aid Association (2009)	Romy Arrieta	1016 W Argyle Street Chicago, IL 60640	773-784-2900	No
Coalition of African and Latino Immigrants of IL (2009)	-	-	773-784-2984 (FAX)	No
Columbia College	-	600 S, Michigan Av., Chicago, IL 60605 columbiaworks@colum.edu	312-344-7281	Yes
Community Renewal Society	Althea Blakey	332 S, Michigan Av., Chicago, IL 60604	312-427-4830	No
Concordia College (2009)	Diane Dinkel	7400 Augusta St. River Forest, IL 60305	708-209-3176	No
Del-Jen Job Corps	Marvin Hyndman	837 W 119 th Street Chicago, IL 60643		No
Denison University (2010)	Career Services	100 East College Street, Granville, OH 43023-0713		Yes
E-Connect at Elmhurst College	Avery Williams	190 Prospect Ave, Elmhurst, IL 60126 https://elmhurst-csm.symplicity.com/employers/	630-617-3624	Yes
East-West University (2009)	Metha Marsil	816 S Michigan Ave Chicago, IL 60601	312-939-0083 (FAX)	No
Entertainment Employment Journal (2009)	Gregorio Carbajal	P.O. Box 72599 Corpus Cristi, TX 78742	361-994-8328 (FAX)	No
Flashpoint (2009)	Erin Harrington	28 N Clark Street 5 th Floor, Chicago, IL 60602 www.flashpointacademy.com	312-506-0739	Yes
Fox College (2009)	-	6640 S Cicero Bedford Park, IL 60638		No
Fun Jobs On Air (2009)	-	-	Funjobsonair.com	Yes

Goods Entertainment (2009)	Adam Goodman		adam@goodsentertainment.com	No
Office of Career Services Governors State University	Loretta Haddox	One University Parkway, University Park, IL 60466 career@govst.edu	708-235-3974	Yes
Harold Washington College (2009)	Career Planning & Placement Center	30 East Lake Street, Room 203-A Chicago, IL 60601	312-553-3000	No
Harry S Truman College (2009)			773-907-4464 (FAX)	No
Hispanic Association of Colleges and Universities		One Dupont Circle, N.W., Suite 605 Washington, DC 20036	202-467-0893	Yes
Hispanic Social Services (2009)	Christina Quinta	1343 N California Chicago, IL 60622		No
IIT Stuart Graduate School of Business (2009)			312-906-6549 (FAX)	No
Illinois Center for Broadcasting (2009)		55 w 22 nd Street #240 Lombard, IL 60148		No
Illinois Department of Employment Secretary			Dcs.icrn@illinois.gov	No
IL Department of Human Services		401 S. Clinton, Chicago, IL 60607	312-814-4392	No
IL Employment and Training Network	Angela Rebellon	1657 S. Blue Island Av., Chicago, IL 60609	312-243-5100	Yes
Illinois Small Placement Association		http://www.iscna.org Illinois		Yes
International Women's Media Foundation		1001 Connecticut Ave., Washington, DC 20030	202-496-1992	Yes
IRTS-International Radio & Television Society Foundation, Inc.		420 Lexington Ave Suite 1601 New York, NY 10170	212-867-6650	Yes
Ivy Tech Community College	Chandria Gary	1200 W. Harrison St., Ste. 2200, Chicago, IL 60607 Student Services Building cgary@ivytech.edu	219-981-4438	Yes
Japanese American Society	Satoko Ogi	20 N. Clark St., Ste. 750, Chicago, IL 60602 kono@jaschicago.org	312-263-3049	No
Job Corps (2009)		837 W 119 th Street Chicago, IL 60602	312-263-3049	No
John H. Johnson School of Comm. Howard University		C.B. Powell Building, Howard University, 525 Bryant Street N.W., Washington, DC 20059		Yes
Joint Civic Committee on Italian Americans	Marie Palelo	3800 W. Division St., Stone Park, IL 60165 jcc@jccia.com	708-450-9050	No
Latino Council on Media	Mary Gonzalez	2011 West Pershing, Chicago, IL 60609	773-247-1778	No
Latino for Progress Institute (2009)	Nancy Morales-Cruz	2570 S Blue Island Chicago, IL 60608	773-843-6116 (FAX)	No
Loyola University	Darby Scism	6523 N Sheridan Rd Chicago, IL 60640 careercenter@luc.edu	773-508-7716	Yes
Malcolm X College (2009)	Robert Kelly	Work Force Development 1900 W Van Bureau Chicago, IL 60612	312-850-7484 (FAX)	No
Mayor's Office for People with Disabilities		City of Chicago, City Hall Rm. 1104, 121 N. LaSalle St., Chicago, IL 60602		Yes
Moraine Valley Community College	Career Services	9000 W. College Pkwy., Palos Hills, IL 60465	708-974-5708	Yes
Multicultural Marketing Resource, Inc.		286 Spring Street, Suite 201 New York, NY 10013	212-691-5969	Yes

NABET CWA Local 41	Ray Taylor	203 N Wabash, Chicago, IL 60601	312-372-4111	No
National Association of Black Journalists	-	8701-A Adelphi Road, Adelphi, MD 20783-1716	301-445-7100	No
National Association of Broadcasters	-	1771 N Street, NW Washington, DC 20036	202-429-5300	Yes
National Association of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington, DC 20045 jobbank@nahj.org	1-888-346-NAHJ	Yes
National Black MBA Association (2009)	-	180 N Michigan Ave., Ste 1400 Chicago, IL 60601	312-236-2622	No
National Organization for Women	-	200 N. Michigan Ave., Ste. 602, Chicago, IL 60601 cnowwcb@yahoo.com	312-578-9351	Yes
National Sales Network Chapter	Kevin Mott	28 East Jackson, 10 th Floor, Ste N, 307, Chicago, IL 60604	312-409-4660	Yes
Native American Journalist Association	-	3359 36 th Ave. South Minneapolis, MN 55406	612-729-9244	Yes
Northwestern University Medill School of Journalism	Diep Duong	Fisk Hall, Room 107, 1845 Sheridan Rd, Evanston, IL 60208	-	Yes
Oakton Community College (2009)	Career Services	1600 E Golf Road Des Plaines, IL 60016	-	No
Oakton Community College (2009)	Career Services	7701 N Lincoln Ave Skokie, IL 60077	-	No
Olive Harvey College (2009)	-	-	773-291-6226 (FAX)	No
Purdue University, Calumet Campus	-	2200 169 th St., Hammond, IN 46323	219-989-2419	Yes
Rainbow/PUSH Coalition	-	930 E. 50th St., Chicago, IL 60615	773-256-2723	Yes
Rehabilitation Institute of Chicago	-	345 East Superior St. Chicago, IL 60611	-	Yes
Robert C Maynard Institute for Journalism Education	-	409 Thirteenth St, 9 th Floor Oakland, CA 94612	510-891-9202	Yes
Robert Morris College (2009)	-	http://www.robertmorris.edu/employers/joborder/ careerservices@robertmorris.edu	-	Yes
Roosevelt University	-	430 S. Michigan Av., Room 828, Chicago, IL 60605 careersdt@roosevelt.edu	312-341-3560	Yes
Society of Professional Journalists	-	3909 N Meridian Street Indianapolis, IN 46208	317.927.8000	Yes
Southern Illinois University	-	Woody Hall, B204, Carbondale, IL 62901 postjobs@siu.edu	618-453-2391	Yes
Spanish Coalition for Jobs, Inc (2009)	Elba Aranda-Sur	2011 W. Pershing Rd., Chicago, IL 60609	773-247-0707 x242	Yes
St Xavier University (2009)	-	3700 W 103 rd Street Chicago, IL 60655	fitzpatrick@sxu.edu	No
Trilogy, Inc.	-	1400 West Greenleaf, Chicago, IL 60626	773-508-6100	Yes
Truman College	-	1145 W. Wilson, Room 1435, Chicago, IL 60640 Tr-col@ccc.edu	773-907-4737	Yes
United Negro College Fund, Inc.	-	8260 Willow Oaks Corporate Drive, Suite 400, PO Box 10444 Fairfax, VA 22031	703-205-2071	No
United Neighborhood Organization of Chicago	-	954 W. Washington, 3 rd Floor, Chicago, IL 60607	312-432-6301	Yes
University of Chicago	Dillan Siegler Assistant Director of	1200 W. Harrison Street, Ste. 2200, Chicago, IL 60607 Student Services Building	773-834-0637	Yes

	Employer Development	dsiegler@uchicago.edu		
University of Illinois Urbana/Champaign Dept of Journalism	-	1800 S 1 st Street Champaign, IL 61820	217-333-1508	Yes
University of Iowa	-	E350D Adler Journalism Building School of Journalism and Mass Communication Iowa City, IA 52242-2004	319.621.1581	Yes
University of St. Francis (2009)	Stacey Sibley	500 Wilcox Street, Rm 5148 Joliet, IL 60435	815-774-2928 (FAX)	No
West Side Technical Institute (2009)	Maribel Trujillo	2800 S Western Chicago, IL 60608	773-843-4518 (FAX)	No
Western Illinois University (2009)	Dr Sharon Evans	1 University Circle, Salle Hall 324 Macomb, IL 60145	309-298-2829 (FAX)	No
Westwood College Chicago O'Hare Campus (2009)	Bryant Montenegro	8501 W Higgins Road, Ste503 Chicago, IL 60613	773-380-6848	No
Wheaton College (2009)	Rosanne Haule	501 College Ave Wheaton, IL 60187	630-752-5448 (FAX)	No
Women Employed	-	111 N. Wabash Av., Suite 1300, Chicago, IL 60602	312-782-3902	Yes
Worknet Chicago	Corey Person	4740 N. Sheridan Rd. Chicago, IL 60640	773-334-4747 x227	No

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

<u>Vacancy #</u>	<u>Name of Recruitment Source</u>
1 Assistant News Director	CBS Website
2 Anchor/Reporter	Agent – Steve Mandell
3 New Business Dev Account Exec.	CBS Employee Referral
4 Manager, Technical Operations	Internal – WBZ
5 Anchor/Reporter	Agent – Steve Mandell
6 Anchor/Reporter	Agent – Steve Mandell
7 Anchor/Reporter	CBS Employee Referral
8 Anchor/Reporter	CBS Employee Referral
9 Program Guest Booker	CBS Employee Referral

7) Total # of Interviewees Referred by Each Source: For the period from **8/1/2009** to **7/31/2010**, this Employment Unit interviewed **26** Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Number of Interviewees Referred</u>
Agent – Steve Mandell	3
CBS 2 Employee Referral	9
CBS 2 Website	5
CBS (KYW-TV)	1
CBS (WBZ)	1
CBS News (Chicago Bureau)	1
Station Caller	2
HQ (Jeff Birch)	1
Spots N Dots	3

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

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

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Elgin Community College Fall Job Fair 2009 – Job fair open to everyone. Sponsored by the Illinois Department of Employment Security.	November 13, 2009	Tess Golcher – Human Resources
4 th Annual Veterans Planning and Projects Coalition Job Fair – Job fair open to American Veterans. Sponsored by The American Legion Dorie Miller Post #915, Coyne American Institute, and the Illinois Department of Employment Security.	March 12, 2010	Tess Golcher – Human Resources
Columbia College Spring 2010 Job Fair – Job fair open to students and alumni of all majors. For students seeking full-time, part-time, and seasonal jobs as well as internships.	April 8, 2010	Tess Golcher – Human Resources
DiversityJobFairs.com Job Fair – Career Fair open to general public. Shared a booth with CBS Radio.	June 23, 2010	Tess Golcher – Human Resources

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

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Station internship program. For college students only; college credit given. Highest participation in summer, but year-round availability. Managed by Human Resources, but intern may work in any department.	Ongoing	Deidra White – News Planning Manager Jeff Kiernan – News Director John Dodge – EP Digital Media Tom Schnecke – VP Engineering Krista Ruch – EP Sports Shawnelle Richie – Director of Community Services Abel Sanchez – Design Director Dennis DePaola – Director of Sales Marilyn Levatino – Office Manager Sales Jim Corboy – VP Marketing Nancy Farley – Executive Tess Golcher – Human Resources

(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)
CBS 2 Chicago tour for Columbia College: Gave broadcasting/journalism students a tour of studio, graphics, news, and the Control Room. Answered questions about the industry, what students should know/study, and where local news is headed.	October 16, 2009	Kristyn Hartman – Reporter Abel Sanchez – Director of Design Debra Zimmer – Technical Director Amanda Colon – MC Technician Tom Schnecke – VP BO&E Tess Golcher – Human Resources
Elmhurst College Career Course – Spoke to college students about CBS, various broadcasting careers and internships, as well as the uses of achieving various college degrees.	October 20, 2009	Tess Golcher – Human Resources
Burley School Career Day - Spoke to three classrooms of 5 th and 6 th graders about employee's job and CBS 2.	October 29, 2009	Dana Kozlov - Reporter
Career Day at Whitney Young – Spoke to an English class about what employee does for a living. There were 30 students in the class. Employee showed them an educational tape about the day in the life of a reporter.	October 2009	Dorothy Tucker - Reporter
Northwestern University Career Night – Spoke to over 200 students about employee's job, CBS 2 careers, and internships.	November 3, 2009	Tom Schnecke – VP BO&E
Harper College Leadership Challenge Alumni Leaders Panel – Spoke about employee's education, career, volunteer background, and answered questions from moderator and students.	November 5, 2009	Tom Schnecke – VP BO&E
DePaul University Newsroom Visit – Spoke to students about employee's job and CBS 2.	November 11, 2009	Tom Schnecke – VP BO&E
Northwestern University Career Night – Panel of Media Professionals for RTF and Medill Students.	November 12, 2009	Tom Schnecke – VP BO&E
Media.COM Career Day – Spoke to students about employee's job and careers and internships at CBS 2.	November 17, 2009	Anne State – Anchor Tess Golcher – Human Resources
York High School – Spoke to York Television students. Critiqued the students' work, discussed the use of graphics, audio, camera angles, lighting, content and the relevance of everything to the television audience.	November 18, 2009	Abel Sanchez – Director of Design
Career Day at Crane High School – Spoke to at-risk freshman and sophomore high school students about graphic design in television.	December 2, 2009	Abel Sanchez – Director of Design

Chicago Public Schools All-City Art Competition – Participated as a judge, recognizing thousands of CBS students and their art teachers. Featured more than 500 works for viewing.	February 19, 2010	Abel Sanchez – Director of Design
Cabrini-Green Tutoring Program – Gave 27 students, ages 8-12, a tour of the station in honor of “Career Day”. Ryan Baker, Don Schwenneker, and Abel Sanchez spoke about their career paths.	March 1, 2010	Holly Carlson – Marketing Coordinator Megan O’Keefe – Digital Sales Coordinator Christina Reed – Intern Abel Sanchez – Director of Design Don Schwenneker – Meteorologist Ryan Baker – Sports Anchor
Thayer J. Hill’s Middle School’s Career Day – Spoke at sessions to middle school students about CBS 2 Chicago, meteorology / reporting, and then answered questions.	March 18, 2010	Don Schwenneker – Meteorologist Dave Savini - Reporter
Agassiz Elementary Career Day – Spoke to 20 pre-kindergartners on weather safety and types of weather.	March 29, 2010	Don Schwenneker - Meteorologist
Chicago Christian High School Career Day – Spoke to high school students about what it’s like working in marketing/sales at a television station.	April 28, 2010	Trevor Frederickson – Internet Sales Manager
Walter Payton College Prep – Spoke to students at “When I Grow Up” Seminar	May 6, 2010	Dana Kozlov - Reporter
Goudy 1 st Annual Career Day – Spoke to the junior high students about my job, my education and skills needed for my job and advice about careers in journalism.	May 7, 2010	Elizabeth Godvik - Newswriter
Pilsen Academy Career Day – Spoke to 3 rd -8 th grade students about working behind the scenes in the CBS 2 newsroom.	May 14, 2010	Alissandra Calderon – Assignment Desk Assistant
John C Coonley School Career Day – Spoke to students about CBS 2 Chicago and reporting	May 25, 2010	Dana Kozlov - Reporter
Internship Program Tour at CBS – Spoke with representatives from Elmhurst College regarding the CBS internship program and the special criteria that the station looks for with the intern selection process.	July 16, 2010	Marilyn Levatino – Office Manager Sales Tess Golcher – Human Resources

(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:	Date: (EEO Video shown)	Personnel Involved: (Name and Position)
<p>1. Employee Business Conduct Training. Anti-Discrimination and Anti-Harassment on-line training. All employees are required to complete; verifies that all WBBM-TV employees comply with company policies.</p>	Ongoing	All Station Personnel
<p>2. Business Conduct Statement. All Station employees were given a CBS Corporation Business Conduct Statement that outlines policies and rules that apply to Station employees. The signing of the Employee and Director Certification is required from all full-time employees.</p>	Ongoing	All Station Personnel
<p>3. Quarterly Department Head Meeting Reviews. All Department Heads are reminded at least quarterly of their responsibilities in EEO Outreach.</p>	Ongoing	Department Heads
<p>4. Hiring Manager Reminder. All Hiring Managers are reminded at the time of a Job posting of their responsibilities in EEO Outreach.</p>	Ongoing	Hiring Managers