

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1, 2008 to May 31, 2009.

1) **Employment Unit:** CBS Broadcasting Inc.; Detroit Television Station WKBD Inc.

2) **Unit Members (Stations and Communities of License):** WWJ TV/WKBD TV Detroit

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

Mailing Address: 26905 West Eleven Mile Rd. Southfield, MI 48033	Telephone Number: 248-355-7036
	Contact Person: Julia Burt
	E-mail Address: jaburt@cbs.com

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

1. National Sales Manager – WWJ-TV
2. Business Development Manager
3. Research Director
4. Account Executive – WWJ-TV
5. Account Executive – WKBD-TV
6. Web Producer
7. Account Executive - WKBD-TV
8. Meteorologist – WWJ-TV

5) Job Title: National Sales Manager – WWJ-TV
Referral Source(s) of Hiree: Internal Posting - Promotion

Vacancy#1

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-265-5161 x4392	No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Alma College	Anna Grajek – Center for Student Development	614 W. Superior, Alma, MI 48801	989-463-7225	No
Alpha Capital Management	Dorothy Burrell	3011 W. Grand Blvd. fisher Bldg. Ste 1516, Detroit, MI	313-874-5079	No
American Association of University Women	Penny Berger	3942 Meadowbrook, Troy, MI 48084	248-269-7041	No
American Civil Liberties of Michigan	Kary L. Moss	60 West Hancock, Detroit, MI 48201	313-578-6800	No
Arab Caldean Social Service	Shadia Btayeh	28551 Southfield Road, Suite 204, Lathrup Village, MI 48076	248-559-1990	No
Association for Women in Communications	Renee Prewitt	8425 West McNichols Rd., Detroit, MI 48221	313-927-1446	No
BART Job Bank	Calvin Richards	Slocum Road, P.O. Box 593, Farmington, MI 48332		No
Careerworks	David Baker	1200 E. McNichols, Highland Park, MI 48203	313-873-3500	No
Catholic Social Services of Wayne County	Uneil Smith	9851 Hamilton Ave., Detroit, MI 48202	313-873-3500	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859		Yes
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Davenport University	Paul Jones	Career Services 4801 Oakman Blvd., Dearborn, MI 48126	313-581-4400 x421	No
Detroit Association of Black Organizations	Violet Ramsey	12048 Grand River Ave. Detroit 48204	313-491-0003	No
Detroit Hispanic Development Corp.	Yesena Murphy	7752 Vernor Highway Ste. 103, Detroit, MI 48209	313-967-4880 x106	No
Detroit Unity Temple	Dorothy Jones	17505 Second Ave., Detroit, MI 48203	313-345-4848	No
Detroit Urban League	Sonya Cook, Workforce Career Development Center	15770 James Couzens, Detroit, MI 48238	313-863-0300 ext. 227	No
Detroit Workforce Development Board	Shirley Manus	City of Detroit Employment & Training Dept. 707 West, Detroit, MI 48202	313-876-0674	Yes
Detroit's Workplace	Melvin Gupton	707 W. Milwaukee, Detroit, MI 48202	313-873-7321	Yes
Dorsey Business Schools	Rita Clark	30821 Barrington, Madison Hts., MI 48071	248-588-9660	Yes
Evangel Ministries	Aaron Richardson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Everest Institute	Danielle Scott	26111 Evergreen Rd., Ste. 201, Southfield, MI 48076	248-226-9580	Yes
Fellowship Chapel	Rev. Wendell Anthony	7707 West Outer Drive, Detroit, MI 48235	313-538-8695	Yes

Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste 801, Arlington, VA 22209	703-522-2214	No
Ferndale Project Jobs/Career Center	Karen Levenson	713 East Nine Mile Rd., Ferndale, MI 48220	248-545-0222	No
Focus Hope	Elenor Josaitis	Human Resources, 1355 Oakman Blvd., Detroit, MI 48238	313-494-5500	Yes
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	616-331-3311	No
Henry Ford Community College	Richard Brown	5101 Evergreen Road, Dearborn, MI 48128	313-845-9860	Yes
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes
Human Resources Association of Greater Detroit	Kay Brzak	32425 Grand River, Farmington, MI 48336	248-478-6569	Yes
ITT Technical Institute	Jennifer Hance, Career Services Specialist	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	1-800-632-4676 x128	Yes
ITT Technical Institute	Lisa Nordman	1522 East Big Beaver Rd., Troy, MI 48083	248-524-1965	Yes
Jewish Vocational Center	Renee Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4481	No
JVS	Walter Tarrow/Renee Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Latin Americans for Social & Economic Development	Sheila Jackson	7150 W. Vernor Hwy., Detroit, MI 48209	313-841-1430	Yes
Lawrence Technology University	Sherri Kerby	C404 Taubman Center, 21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4107	No
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Lewis College of Business	Ms. Day	17370 Meyers Road, Detroit, MI 48235	313-862-6300	No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	Bill Keith	Plymouth Salem High School, 46181 Joy Road, Canton, MI 48187	734-416-7732	No
Michigan Hispanic Chamber of Commerce	Raymond Lozano	24445 Northwestern Highway, Ste. 206, Southfield, MI 48075	248-208-9915	No
Michigan Jewish Institute	Paul Levine	25401 Coolidge Highway, Oak Park, MI 48237	248-414-6900	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing MI 48824	517-355-9510 x124	No
Michigan State University	Lisa Hinkley - Career Services and Placement	287 Communication Arts and Sciences Bldg., East Lansing, MI 48824	517-355-6500	No
Michigan Works	Kay Mizell	Oak Park Career Center, 22180 Parklawn, Oak Park, MI 48237	248-691-8437 x223	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Dorothy Kalts	Troy Career Center, 550 Stephenson Hwy., Ste., 400, Troy, MI 48083	248-823-5101	No

Michigan Works	Bernadine Bennett	Walled Lake Career Center, 9491 Wise Rd., Commerce Twnshp., MI 48390	248-956-5060	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
Michigan Works	Kafi Howard	Livonia Service Center, 30246 Plymouth Rd., Livonia, MI 48150	734-513-4900	No
Michigan Works	Luz Maria Robinson	Ser Metro Inc., 9301 Michigan Ave., Detroit, MI 48210	313-846-2240	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Academy of Television Arts and Sciences		www.emmyonline.org		No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pte. Woods, MI 48236	313-882-4604	Yes
National Sales Network - Detroit Chapter	Sharon Seaward	P.O. Box 23128, Detroit, MI 48223	313-247-2073	Yes
North American Indian Assoc. of Det.	Lorna Aikens & rick Schott	22720 Plymouth Rd., Detroit, MI 48239	313-535-2966	Yes
Oak Grove A.M.E. Church	Jacqueline Lawson	19801 Cherrylawn Street, Detroit, MI 48221	313-341-8877	No
Oakland Community College	Placement Services	2480 Opdyke Road, Bloomfield, MI 48304	248-232-4141	No
Oakland Community College	Lori Linden	739 South Washington Building C, Royal Oak, MI 48067	248-246-2400	No
Oakland County Michigan Works	Debbie Lake	Workforce Development Division, 1200 N. Telegraph Rd., Ste. 202, Pointiac, MI 48341	248-858-5520	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48309	248-370-3250	No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Nancy O'Malley	4750 Woodward, Ste. 201, Detroit, MI 48201	313-832-4925	Yes
Payne Pulliam School	Freddie Lindsay-Payne	2345 Caass, Detroit, MI 48201	313-963-4710	No
Randolph Career and Technical Center	Joyce Smith - Co-op Coordinator	17101 Hubbell, Detroit, MI 48235	313-494-3909	No
Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Audrey Hendricks	26700 West Warren Street, Dearborn Hts., 48127	313-563-4457	No
Salvation Army	Karen Guerreso	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No
Salvation Army	Gloria Brown	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
SER Metro Detroit Jobs for Progress	Ramona Flores-Rodriguez	9301 Michigan Ave., Detroit, MI 48210	313-945-5200 x298	Yes
Specs Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No

State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
The Coleman A. Young Foundation	Claudette Y. Smith	2111 Woodward Ave. Ste. 600, Detroit, MI 48201	313-962-2200	Yes
University of Detroit Mercy	Denise McCormick	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1448	No
University of Michigan Job Placement	Kathleen Beardmore - Career Ctr.	515 Jefferson, Ann Arbor 48109	734-764-7460	No
University of Michigan Dearborn	Kathy Cordon	4091 Evergreen, Dearborn, MI 48128 Incirclejobs.com/jobs	313-593-5020	No
Wayne County Community College	Sashi Sharma	9551 Greenfield, Detroit, MI 48228	313-943-4071	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
Eastern Michigan University	Website posting	www.ecampusrecruiter3.com/emich		Yes
Macomb Community College	Website posting	www.macombcareerlink.erecruiting.com		No
Michigan Works (Michigan Talent Bank)	Website posting	www.michworks.org		No
American Women in Radio & Television - Careerline	Website posting	www.awrt.org	703-506-3290	No
Spots-n-Dots	Website posting	www.spotsndots.com	888-884-2630 x1	
TV Jobs.com	Website posting	www.tvjobs.com		No
CBSdetroit.com	Website posting	www.wwjtv.com		N/a
Adcraft Magazine	Website posting & in print	www.adcraft.org		N/A
All CBS Owned Stations	Email posting			N/A
Internal Posting		Bulletin Boards		N/A

Job Title: Business Development Manager**Referral Source(s) of Hiree: Unsolicited**

Vacancy#2

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-265-5161 x4392	No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Alma College	Anna Grajek – Center for Student Development	614 W. Superior, Alma, MI 48801	989-463-7225	No
Alpha Capital Management	Dorothy Burrell	3011 W. Grand Blvd. fisher Bldg. Ste 1516, Detroit, MI	313-874-5079	No
American Civil Liberties of Michigan	Kary L. Moss	60 West Hancock, Detroit, MI 48201	313-578-6800	No
Arab Caldean Social Service	Shadia Batayeh	28551 Southfield Road, Suite 204, Lathrup Village, MI 48076	248-559-1990	No
Association for Women in Communications	Renee Prewitt	8425 West McNichols Rd., Detroit, MI 48221	313-927-1446	No
Careerworks	David Baker	1200 E. McNichols, Highland Park, MI 48203	313-873-3500	No
Catholic Social Services of Wayne County	Uneil Smith	9851 Hamilton Ave., Detroit, MI 48202	313-873-3500	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859		Yes
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Davenport University	Paul Jones	Career Services 4801 Oakman Blvd., Dearborn, MI 48126	313-581-4400 x421	No
Detroit Association of Black Organizations	Violet Ramsey	12048 Grand River Ave. Detroit 48204	313-491-0003	No
Detroit Hispanic Development Corp.	Yesena Murphy	7752 Vernor Highway Ste. 103, Detroit, MI 48209	313-967-4880 x106	No
Detroit Unity Temple	Dorothy Jones	17505 Second Ave., Detroit, MI 48203	313-345-4848	No
Detroit Urban League	Sonya Cook, Workforce Career Development Center	15770 James Couzens, Detroit, MI 48238	313-863-0300 ext. 227	No
Detroit Workforce Development Board	Shirley Manus	City of Detroit Employment & Training Dept. 707 West, Detroit, MI 48202	313-876-0674	Yes
Detroit's Workplace	Melvin Gupton	707 W. Milwaukee, Detroit, MI 48202	313-873-7321	Yes
Dorsey Business Schools	Rita Clark	30821 Barrington, Madison Hts., MI 48071	248-588-9660	Yes
Evangel Ministries	Aaron Richardson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Everest Institute	Danielle Scott	26111 Evergreen Rd., Ste. 201, Southfield, MI 48076	248-226-9580	Yes
Ferndale Project Jobs/Career Center	Karen Levenson	713 East Nine Mile Rd., Ferndale, MI 48220	248-545-0222	No
Focus Hope	Elenor Josaitis	Human Resources, 1355 Oakman Blvd., Detroit, MI 48238	313-494-5500	Yes
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	616-331-3311	No

Henry Ford Community College	Richard Brown	5101 Evergreen Road, Dearborn, MI 48128	313-845-9860	Yes
ITT Technical Institute	Jennifer Hance, Career Services Specialist	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	1-800-632-4676 x128	Yes
ITT Technical Institute	Lisa Nordman	1522 East Big Beaver Rd., Troy, MI 48083	248-524-1965	Yes
Jewish Vocational Center	Renee Rabideau	2699 Suothfield Rd., Southfield, MI 48076	248-233-4481	No
JVS	Walter Tarrow/Renee Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	No
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Lewis College of Business	Ms. Day	17370 Meyers Road, Detroit, MI 48235	313-862-6300	No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	Bill Keith	Plymouth Salem High School, 46181 Joy Road, Canton, MI 48187	734-416-7732	No
Michigan Jewish Institute	Paul Levine	25401 Coolidge Highway, Oak Park, MI 48237	248-414-6900	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing MI 48824	517-355-9510 x124	No
Michigan State University	Lisa Hinkley - Career Services and Placement	287 Communication Arts and Sciences Bldg., East Lansing, MI 48824	517-355-6500	No
Michigan Works	Kay Mizell	Oak Park Career Center, 22180 Parklawn, Oak Park, MI 48237	248-691-8437 x223	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Bernadine Bennett	Walled Lake Career Center, 9491 Wise Rd., Commerce Twnshp., MI 48390	248-956-5060	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
Michigan Works	Kafi Howard	Livonia Service Center, 30246 Plymouth Rd., Livonia, MI 48150	734-513-4900	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pte. Woods, MI 48236	313-882-4604	Yes
National Sales Network - Detroit Chapter	Sharon Seaward	P.O. Box 23128, Detroit, MI 48223	313-247-2073	Yes
North American Indian Assoc. of Det.	Lorna Aikens & rick Schott	22720 Plymouth Rd., Detroit, MI 48239	313-535-2966	Yes
Oak Grove A.M.E. Church	Jacqueline Lawson	19801 Cherrylawn Street, Detroit, MI 48221	313-341-8877	No

Oakland Community College	Placement Services	2480 Opydyke Road, Bloomfield, MI 48304	248-232-4141	No
Oakland County Michigan Works	Debbie Lake	Workforce Development Division, 1200 N. Telegraph Rd., Ste. 202, Pointiac, MI 48341	248-858-5520	No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Nancy O'Malley	4750 Woodward, Ste. 201, Detroit, MI 48201	313-832-4925	Yes
Payne Pulliam School	Freddie Lindsay-Payne	2345 Caass, Detroit, MI 48201	313-963-4710	No
Randolph Career and Technical Center	Joyce Smith - Co-op Coordinator	17101 Hubbell, Detroit, MI 48235	313-494-3909	No
Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Karen Guerreso	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No
Salvation Army	Gloria Brown	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
The Coleman A. Young Foundation	Claudette Y. Smith	2111 Woodward Ave. Ste. 600, Detroit, MI 48201	313-962-2200	Yes
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Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
Michigan Works (Michigan Talent Bank)	Website posting	www.michworks.org		No
Adcraft Magazine	Website posting	www.adcraft.org		No
TV Jobs.com	Website posting	www.tvjobs.com		No
WWJTV.com	Website posting	www.wwjtv.com		N/A
CW50 Detroit.com	Website posting	www.cw50detroit.com		N/A
All CBS Owned Stations		email posting		N/A
CBS Applicant Tracking System	Website posting	www.wwjtv.com/jobs or www.cw50detroit.com/jobs		N/A
Internal Posting		Bulletin Boards		N/A

Job Title: Research Director**Referral Source(s) of Hiree: Industry Referral**

Vacancy#3

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-265-5161 x4392	No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Alma College	Anna Grajek – Center for Student Development	614 W. Superior, Alma, MI 48801	989-463-7225	No
Alpha Capital Management	Dorothy Burrell	3011 W. Grand Blvd. fisher Bldg. Ste 1516, Detroit, MI	313-874-5079	No
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Careerworks	David Baker	1200 E. McNichols, Highland Park, MI 48203	313-873-3500	No
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Hubbard-Richard Community Council	Ms. Graham	2667 Bagley St., Detroit, MI 48216	313-962-5045	Yes
ITT Technical Institute	Jennifer Hance, Career Services Specialist	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	1-800-632-4676 x128	Yes
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Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
Michigan Works	Kafi Howard	Livonia Service Center, 30246 Plymouth Rd., Livonia, MI 48150	734-513-4900	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Caucus and Center of BLACK AGED, Inc.	Harold Massingille	220 Bagley, Ste. 326, Detroit, MI 48226	313-964-4821	No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pte. Woods, MI 48236	313-882-4604	Yes
National Sales Network - Detroit Chapter	Sharon Seaward	P.O. Box 23128, Detroit, MI 48223	313-247-2073	Yes

North American Indian Assoc. of Det.	Lorna Aikens & Rick Schott	22720 Plymouth Rd., Detroit, MI 48239	313-535-2966	Yes
Oak Grove A.M.E. Church	Jacqueline Lawson	19801 Cherrylawn Street, Detroit, MI 48221	313-341-8877	No
Oakland County Michigan Works	Debbie Lake	Workforce Development Division, 1200 N. Telegraph Rd., Ste. 202, Pontiac, MI 48341	248-858-5520	No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Nancy O'Malley	4750 Woodward, Ste. 201, Detroit, MI 48201	313-832-4925	Yes
Payne Pulliam School	Freddie Lindsay-Payne	2345 Caass, Detroit, MI 48201	313-963-4710	No
Randolph Career and Technical Center	Joyce Smith - Co-op Coordinator	17101 Hubbell, Detroit, MI 48235	313-494-3909	No
Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Karen Guerreso	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No
Salvation Army	Gloria Brown	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
Specs Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
The Coleman A. Young Foundation	Claudette Y. Smith	2111 Woodward Ave. Ste. 600, Detroit, MI 48201	313-962-2200	Yes
University of Detroit Mercy	Denise McCormick	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1448	No
University of Michigan Dearborn	Kathy Cordon	4091 Evergreen, Dearborn, MI 48128	313-593-5020	No
Wayne County Community College	Sashi Sharma	9551 Greenfield, Detroit, MI 48228	313-943-4071	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
Michigan Works (Michigan Talent Bank)	Website posting	www.michworks.org		No
TV Jobs.com	Website posting	www.tvjobs.com		No
CBSdetroit.com	Website posting	www.wjtv.com		N/A
CW50 Detroit.com	Website posting	www.cw50detroit.com		N/A
All CBS O & O Television Stations		email posting		N/A
CBS Online Applicant Tracking System		www.wjtv.com/jobs or www.cw50detroit.com		N/A
Internal Posting		Bulletin Boards		N/A

Job Title: Account Executive – WWJ-TV
Referral Source(s) of Hiree: Employee Referral

Vacancy#4

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-265-5161 x4392	No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Alma College	Anna Grajek – Center for Student Development	614 W. Superior, Alma, MI 48801	989-463-7225	No
Alpha Capital Management	Dorothy Burrell	3011 W. Grand Blvd. fisher Bldg. Ste 1516, Detroit, MI	313-874-5079	No
American Association of University Women	Penny Berger	3942 Meadowbrook, Troy, MI 48084	248-269-7041	No
American Civil Liberties of Michigan	Kary L. Moss	60 West Hancock, Detroit, MI 48201	313-578-6800	No
Arab American & Caldean Council	Shadia Bayeh	28551 Southfield Road, Suite 204, Lathrup Village, MI 48076	248-559-1990	No
Association for Women in Communications	Renee Prewitt	8425 West McNichols Rd., Detroit, MI 48221	313-927-1446	No
BART Job Bank	Calvin Richards	Slocum Road, P.O. Box 593, Farmington, MI 48332		No
Careerworks	David Baker	1200 E. McNichols, Highland Park, MI 48203	313-873-3500	No
Catholic Social Services of Wayne County	Uneil Smith	9851 Hamilton Ave., Detroit, MI 48202	313-873-3500	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859		Yes
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Davenport University	Paul Jones	Career Services 4801 Oakman Blvd., Dearborn, MI 48126	313-581-4400 x421	No
Detroit Association of Black Organizations	Violet Ramsey	12048 Grand River Ave. Detroit 48204	313-491-0003	No
Detroit Hispanic Development Corp.	Yesena Murphy	7752 Vernor Highway Ste. 103, Detroit, MI 48209	313-967-4880 x106	No
Detroit Unity Temple	Dorothy Jones	17505 Second Ave., Detroit, MI 48203	313-345-4848	No
Detroit Urban League	Sonya Cook, Workforce Career Development Center	15770 James Couzens, Detroit, MI 48238	313-863-0300 ext. 227	No
Detroit Workforce Development Board	Shirley Manus	City of Detroit Employment & Training Dept. 707 West, Detroit, MI 48202	313-876-0674	Yes
Detroit's Workplace	Melvin Gupton	707 W. Milwaukee, Detroit, MI 48202	313-873-7321	Yes
Dorsey Business Schools	Rita Clark	30821 Barrington, Madison Hts., MI 48071	248-588-9660	Yes
Evangel Ministries	Aaron Richardson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Everest Institute	Danielle Scott	26111 Evergreen Rd., Ste. 201, Southfield, MI 48076	248-226-9580	Yes
Fellowship Chapel	Rev. Wendell Anthony	7707 West Outer Drive, Detroit, MI 48235	313-538-8695	Yes

Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste 801, Arlington, VA 22209	703-522-2214	No
Ferndale Project Jobs/Career Center	Karen Levenson	713 East Nine Mile Rd., Ferndale, MI 48220	248-545-0222	No
Focus Hope	Elenor Josaitis	Human Resources, 1355 Oakman Blvd., Detroit, MI 48238	313-494-5500	Yes
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	616-331-3311	No
Henry Ford Community College	Richard Brown	5101 Evergreen Road, Dearborn, MI 48128	313-845-9860	Yes
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes
Hubbard-Richard Community Council	Ms. Graham	2667 Bagley, Detroit, MI 48216	313-962-5045	Yes
ITT Technical Institute	Jennifer Hance, Career Services Specialist	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	1-800-632-4676 x128	Yes
ITT Technical Institute	Lisa Nordman	1522 East Big Beaver Rd., Troy, MI 48083	248-524-1965	Yes
Jewish Vocational Center	Walter Tarrow/Renee Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Latin Americans for Social & Economic Development	Sheila Jackson	7150 W. Vernor Hwy., Detroit, MI 48209	313-841-1430	Yes
Lawrence Technology University	Sherri Kerby	C404 Taubman Center, 21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4107	No
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Lewis College of Business	Ms. Day	17370 Meyers Road, Detroit, MI 48235	313-862-6300	No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	Bill Keith	Plymouth Salem High School, 46181 Joy Road, Canton, MI 48187	734-416-7732	No
Michigan Hispanic Chamber of Commerce	Raymond Lozano	24445 Northwestern Highway, Ste. 206, Southfield, MI 48075	248-208-9915	No
Michigan Jewish Institute	Paul Levine	25401 Coolidge Highway, Oak Park, MI 48237	248-414-6900	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing MI 48824	517-355-9510 x124	No
Michigan State University	Lisa Hinkley - Career Services and Placement	287 Communication Arts and Sciences Bldg., East Lansing, MI 48824	517-355-6500	No
Michigan Works	Kay Mizell	Oak Park Career Center, 22180 Parklawn, Oak Park, MI 48237	248-691-8437 x223	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Dorothy Kalts	Troy Career Center, 550 Stephenson Hwy., Ste., 400, Troy, MI 48083	248-823-5101	No
Michigan Works	Bernadine Bennett	Walled Lake Career Center, 9491 Wise Rd., Commerce Twnshp., MI 48390	248-956-5060	No

Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
Michigan Works	Kafi Howard	Livonia Service Center, 30246 Plymouth Rd., Livonia, MI 48150	734-513-4900	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Academy of Television Arts and Sciences	Website posting	www.emmyonline.org		No
National Caucus and Center of BLACK AGED, Inc.	Harold Massingille	220 Bagley, Ste. 326, Detroit, MI 48226	313-964-4821	No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pte. Woods, MI 48236	313-882-4604	Yes
National Sales Network - Detroit Chapter	Sharon Seaward	P.O. Box 23128, Detroit, MI 48223	313-247-2073	Yes
North American Indian Assoc. of Det.	Lorna Aikens & Rick Schott	22720 Plymouth Rd., Detroit, MI 48239	313-535-2966	Yes
Oak Grove A.M.E. Church	Jacqueline Lawson	19801 Cherrylawn Street, Detroit, MI 48221	313-341-8877	No
Oakland Community College	Placement Services	2480 Opdyke Road, Bloomfield, MI 48304	248-232-4141	No
Oakland Community College	Lori Linden	739 South Washington Building C, Royal Oak, MI 48067	248-246-2400	No
Oakland County Michigan Works	Debbie Lake	Workforce Development Division, 1200 N. Telegraph Rd., Ste. 202, Pontiac, MI 48341	248-858-5520	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48309	248-370-3250	No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Nancy O'Malley	4750 Woodward, Ste. 201, Detroit, MI 48201	313-832-4925	Yes
Payne Pulliam School	Freddie Lindsay-Payne	2345 Caass, Detroit, MI 48201	313-963-4710	No
Randolph Career and Technical Center	Joyce Smith - Co-op Coordinator	17101 Hubbell, Detroit, MI 48235	313-494-3909	No
Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Audrey Hendricks	26700 West Warren Street, Dearborn Hts., 48127	313-563-4457	No
Salvation Army	Karen Guerreso	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No
Salvation Army	Gloria Brown	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
SER Metro Detroit Jobs for Progress	Ramona Flores-Rodriguez	9301 Michigan Ave., Detroit, MI 48210	313-945-5200 x298	Yes
Specs Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes

State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
The Coleman A. Young Foundation	Claudette Y. Smith	2111 Woodward Ave. Ste. 600, Detroit, MI 48201	313-962-2200	Yes
University of Detroit Mercy	Denise McCormick	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1448	No
University of Michigan Job Placement	Kathleen Beardmore - Career Ctr.	515 Jefferson, Ann Arbor 48109	734-764-7460	No
University of Michigan Dearborn	Kathy Cordon	4091 Evergreen, Dearborn, MI 48128	313-593-5020	No
Wayne County Community College	Sashi Sharma	9551 Greenfield, Detroit, MI 48228	313-943-4071	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
Albion College	Website posting	http://albion.erecruiting.com		No
Central Michigan University	Website posting	http://cmich.erecruiting.com		No
Eastern Michigan University	Website posting	www.ecampusrecruiter3.com/emich		Yes
Grand Valley State University	Website posting	www.gvsu.edu/careers		No
Lawrence Technological University	Website posting	www.ltu.edu/career_services		No
Macomb Community College	Website posting	http://macombcareerlink.erecruiting.com		No
Michigan State University	Website posting	http://careernetwork.msu.edu		No
Oakland Community College	Website posting	www.oaklandcc.edu		No
Oakland University	Website posting	www.oucareerlink.com		No
University of Michigan – Alumni	Website posting	http://michigan.incirclejobs.com		No
Wayne State University	Website posting	www.careerservices.wayne.edu		No
Western Michigan University	Website posting	http://wmich.erecruiting.com		No
Michigan Works (Michigan Talent Bank)	Website posting	www.michworks.org		No
TV Jobs.com	Website posting	www.tvjobs.com		No
Craig's List	Website posting	www.craigslist.org		No
University of Michigan – Flint	Website Posting	http://umflint.erecruiting.com		No
WWJ-TV Website	Website posting	www.wwjtv.com/jobs		N/A
CBS Online Applicant Tracking System		www.wwjtv.com/jobs		N/A
Internal Posting		Bulletin Boards		N/A

Job Title: Account Executive – WKBD TV**Referral Source(s) of Hire: CW50Detroit.com website posting****Vacancy#5**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-265-5161 x4392	No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Alma College	Anna Grajek – Center for Student Development	614 W. Superior, Alma, MI 48801	989-463-7225	No
Alpha Capital Management	Dorothy Burrell	3011 W. Grand Blvd. fisher Bldg. Ste 1516, Detroit, MI	313-874-5079	No
American Association of University Women	Penny Berger	3942 Meadowbrook, Troy, MI 48084	248-269-7041	No
American Civil Liberties of Michigan	Kary L. Moss	60 West Hancock, Detroit, MI 48201	313-578-6800	No
Arab American & Caldean Council	Shadia Btayeh	28551 Southfield Road, Suite 204, Lathrup Village, MI 48076	248-559-1990	No
Association for Women in Communications	Renee Prewitt	8425 West McNichols Rd., Detroit, MI 48221	313-927-1446	No
BART Job Bank	Calvin Richards	Slocum Road, P.O. Box 593, Farmington, MI 48332		No
Careerworks	David Baker	1200 E. McNichols, Highland Park, MI 48203	313-873-3500	No
Catholic Social Services of Wayne County	Uneil Smith	9851 Hamilton Ave., Detroit, MI 48202	313-873-3500	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859		Yes
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Craig's List	Website posting	www.craigslist.com/detroit		No
Davenport University	Paul Jones	Career Services 4801 Oakman Blvd., Dearborn, MI 48126	313-581-4400 x421	No
Detroit Association of Black Organizations	Violet Ramsey	12048 Grand River Ave. Detroit 48204	313-491-0003	No
Detroit Hispanic Development Corp.	Yesena Murphy	7752 Vernor Highway Ste. 103, Detroit, MI 48209	313-967-4880 x106	No
Detroit Unity Temple	Dorothy Jones	17505 Second Ave., Detroit, MI 48203	313-345-4848	No
Detroit Urban League	Sonya Cook, Workforce Career Development Center	15770 James Couzens, Detroit, MI 48238	313-863-0300 ext. 227	No
Detroit Workforce Development Board	Shirley Manus	City of Detroit Employment & Training Dept. 707 West, Detroit, MI 48202	313-876-0674	Yes
Detroit's Workplace	Melvin Gupton	707 W. Milwaukee, Detroit, MI 48202	313-873-7321	Yes
Dorsey Business Schools	Rita Clark	30821 Barrington, Madison Hts., MI 48071	248-588-9660	Yes
Evangel Ministries	Aaron Richardson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Everest Institute	Danielle Scott	26111 Evergreen Rd., Ste. 201, Southfield, MI 48076	248-226-9580	Yes

Fellowship Chapel	Rev. Wendell Anthony	7707 West Outer Drive, Detroit, MI 48235	313-538-8695	Yes
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste 801, Arlington, VA 22209	703-522-2214	No
Ferndale Project Jobs/Career Center	Karen Levenson	713 East Nine Mile Rd., Ferndale, MI 48220	248-545-0222	No
Focus Hope	Elenor Josaitis	Human Resources, 1355 Oakman Blvd., Detroit, MI 48238	313-494-5500	Yes
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	616-331-3311	No
Henry Ford Community College	Richard Brown	5101 Evergreen Road, Dearborn, MI 48128	313-845-9860	Yes
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes
ITT Technical Institute	Jennifer Hance, Career Services Specialist	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	1-800-632-4676 x128	Yes
ITT Technical Institute	Lisa Nordman	1522 East Big Beaver Rd., Troy, MI 48083	248-524-1965	Yes
Jewish Vocational Center	Walter Tarrow/Renee Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Latin Americans for Social & Economic Development	Sheila Jackson	7150 W. Vernor Hwy., Detroit, MI 48209	313-841-1430	Yes
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Lewis College of Business	Ms. Day	17370 Meyers Road, Detroit, MI 48235	313-862-6300	No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	Bill Keith	Plymouth Salem High School, 46181 Joy Road, Canton, MI 48187	734-416-7732	No
Michigan Hispanic Chamber of Commerce	Raymond Lozano	24445 Northwestern Highway, Ste. 206, Southfield, MI 48075	248-208-9915	No
Michigan Jewish Institute	Paul Levine	25401 Coolidge Highway, Oak Park, MI 48237	248-414-6900	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing MI 48824	517-355-9510 x124	No
Michigan State University	Lisa Hinkley - Career Services and Placement	287 Communication Arts and Sciences Bldg., East Lansing, MI 48824	517-355-6500	No
Michigan Works	Kay Mizell	Oak Park Career Center, 22180 Parklawn, Oak Park, MI 48237	248-691-8437 x223	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Dorothy Kalts	Troy Career Center, 550 Stephenson Hwy., Ste., 400, Troy, MI 48083	248-823-5101	No
Michigan Works	Bernadine Bennett	Walled Lake Career Center, 9491 Wise Rd., Commerce Twncshp., MI 48390	248-956-5060	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No

Michigan Works	Fatima Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
Michigan Works	Kafi Howard	Livonia Service Center, 30246 Plymouth Rd., Livonia, MI 48150	734-513-4900	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Caucus and Center of BLACK AGED, Inc.	Harold Massingille	220 Bagley, Ste. 326, Detroit, MI 48226	313-964-4821	No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pte. Woods, MI 48236	313-882-4604	Yes
National Sales Network - Detroit Chapter	Sharon Seaward	P.O. Box 23128, Detroit, MI 48223	313-247-2073	Yes
North American Indian Assoc. of Det.	Lorna Aikens & rick Schott	22720 Plymouth Rd., Detroit, MI 48239	313-535-2966	Yes
Oak Grove A.M.E. Church	Jacqueline Lawson	19801 Cherrylawn Street, Detroit, MI 48221	313-341-8877	No
Oakland Community College	Placement Services	2480 Opydyke Road, Bloomfield, MI 48304	248-232-4141	No
Oakland Community College	Lori Linden	739 South Washington Building C, Royal Oak, MI 48067	248-246-2400	No
Oakland County Michigan Works	Debbie Lake	Workforce Development Division, 1200 N. Telegraph Rd., Ste. 202, Pontiac, MI 48341	248-858-5520	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48309	248-370-3250	No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Nancy O'Malley	4750 Woodward, Ste. 201, Detroit, MI 48201	313-832-4925	Yes
Payne Pulliam School	Freddie Lindsay-Payne	2345 Caass, Detroit, MI 48201	313-963-4710	No
Randolph Career and Technical Center	Joyce Smith - Co-op Coordinator	17101 Hubbell, Detroit, MI 48235	313-494-3909	No
Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Audrey Hendricks	26700 West Warren Street, Dearborn Hts., 48127	313-563-4457	No
Salvation Army	Karen Guerreso	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No
Salvation Army	Gloria Brown	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
SER Metro Detroit Jobs for Progress	Ramona Flores-Rodriguez	9301 Michigan Ave., Detroit, MI 48210	313-945-5200 x298	Yes
Specs Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
The Coleman A. Young Foundation	Claudette Y. Smith	2111 Woodward Ave. Ste. 600, Detroit, MI 48201	313-962-2200	Yes

University of Detroit Mercy	Denise McCormick	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1448	No
University of Michigan Job Placement	Kathleen Beardmore - Career Ctr.	515 Jefferson, Ann Arbor 48109	734-764-7460	No
University of Michigan Dearborn	Kathy Cordon	4091 Evergreen, Dearborn, MI 48128	313-593-5020	No
Wayne County Community College	Sashi Sharma	9551 Greenfield, Detroit, MI 48228	313-943-4071	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
Albion College	Website posting	http://albion.erecruiting.com		No
Central Michigan University	Website posting	http://cmich.erecruiting.com		No
Eastern Michigan University	Website posting	www.ecampusrecruiter3.com/emich		Yes
Grand Valley State University	Website posting	www.gvsu.edu/careers		No
Lawrence Technological University	Website posting	www.ltu.edu/career_services		No
Macomb Community College	Website posting	http://macombcareerlink.erecruiting.com		No
Michigan State University	Website posting	http://careernetwork.msu.edu		No
Oakland Community College	Website posting	www.oaklandcc.edu		No
Oakland University	Website posting	www.oucareerlink.com		No
University of Michigan – Alumni	Website posting	http://michigan.incirclejobs.com		No
Wayne State University	Website posting	www.careerservices.wayne.edu		No
Western Michigan University	Website posting	http://wmich.erecruiting.com		No
Michigan Works (Michigan Talent Bank)	Website posting	www.michworks.org		No
TV Jobs.com	Website posting	www.tvjobs.com		No
University of Michigan – Flint	Website Posting	http://umflint.erecruiting.com		No
CW50 Detroit.com	Website posting	www.cw50detroit.com/jobs		N/A
CBS Online Applicant Tracking System	Website posting	www.cw50detroit.com/jobs		N/A
Internal Posting		Bulletin Boards		N/A

Job Title: Web Producer**Referral Source(s) of Hiree: Online Posting – Career Builder****Vacancy#6**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-265-5161 x4392	No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Alma College	Anna Grajek – Center for Student Development	614 W. Superior, Alma, MI 48801	989-463-7225	No
Alpha Capital Management	Dorothy Burrell	3011 W. Grand Blvd. fisher Bldg. Ste 1516, Detroit, MI	313-874-5079	No
American Association of University Women	Penny Berger	3942 Meadowbrook, Troy, MI 48084	248-269-7041	No
American Civil Liberties of Michigan	Kary L. Moss	60 West Hancock, Detroit, MI 48201	313-578-6800	No
Arab American & Caldean Council	Shadia Btayeh	28551 Southfield Road, Suite 204, Lathrup Village, MI 48076	248-559-1990	No
Association for Women in Communications	Renee Prewitt	8425 West McNichols Rd., Detroit, MI 48221	313-927-1446	No
BART Job Bank	Calvin Richards	Slocum Road, P.O. Box 593, Farmington, MI 48332		No
Careerworks	David Baker	1200 E. McNichols, Highland Park, MI 48203	313-873-3500	No
Catholic Social Services of Wayne County	Uneil Smith	9851 Hamilton Ave., Detroit, MI 48202	313-873-3500	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859		Yes
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Craig's List	Website posting	www.craigslist.com/detroit		No
Davenport University	Paul Jones	Career Services 4801 Oakman Blvd., Dearborn, MI 48126	313-581-4400 x421	No
Detroit Association of Black Organizations	Violet Ramsey	12048 Grand River Ave. Detroit 48204	313-491-0003	No
Detroit Hispanic Development Corp.	Yesena Murphy	7752 Vernor Highway Ste. 103, Detroit, MI 48209	313-967-4880 x106	No
Detroit Unity Temple	Dorothy Jones	17505 Second Ave., Detroit, MI 48203	313-345-4848	No
Detroit Urban League	Sonya Cook, Workforce Career Development Center	15770 James Couzens, Detroit, MI 48238	313-863-0300 ext. 227	No
Detroit Workforce Development Board	Shirley Manus	City of Detroit Employment & Training Dept. 707 West, Detroit, MI 48202	313-876-0674	Yes
Detroit's Workplace	Melvin Gupton	707 W. Milwaukee, Detroit, MI 48202	313-873-7321	Yes
Dorsey Business Schools	Rita Clark	30821 Barrington, Madison Hts., MI 48071	248-588-9660	Yes
Evangel Ministries	Aaron Richardson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Everest Institute	Danielle Scott	26111 Evergreen Rd., Ste. 201, Southfield, MI 48076	248-226-9580	Yes

Fellowship Chapel	Rev. Wendell Anthony	7707 West Outer Drive, Detroit, MI 48235	313-538-8695	Yes
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste 801, Arlington, VA 22209	703-522-2214	No
Ferndale Project Jobs/Career Center	Karen Levenson	713 East Nine Mile Rd., Ferndale, MI 48220	248-545-0222	No
Focus Hope	Elenor Josaitis	Human Resources, 1355 Oakman Blvd., Detroit, MI 48238	313-494-5500	Yes
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	616-331-3311	No
Henry Ford Community College	Richard Brown	5101 Evergreen Road, Dearborn, MI 48128	313-845-9860	Yes
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes
ITT Technical Institute	Jennifer Hance, Career Services Specialist	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	1-800-632-4676 x128	Yes
ITT Technical Institute	Lisa Nordman	1522 East Big Beaver Rd., Troy, MI 48083	248-524-1965	Yes
Jewish Vocational Center	Walter Tarrow/Renee Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Latin Americans for Social & Economic Development	Sheila Jackson	7150 W. Vernor Hwy., Detroit, MI 48209	313-841-1430	Yes
Lawrence Technology University	Sherri Kerby	C404 Taubman Center, 21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4107	No
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Lewis College of Business	Ms. Day	17370 Meyers Road, Detroit, MI 48235	313-862-6300	No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	Bill Keith	Plymouth Salem High School, 46181 Joy Road, Canton, MI 48187	734-416-7732	No
Michigan Hispanic Chamber of Commerce	Raymond Lozano	24445 Northwestern Highway, Ste. 206, Southfield, MI 48075	248-208-9915	No
Michigan Jewish Institute	Paul Levine	25401 Coolidge Highway, Oak Park, MI 48237	248-414-6900	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing MI 48824	517-355-9510 x124	No
Michigan State University	Lisa Hinkley - Career Services and Placement	287 Communication Arts and Sciences Bldg., East Lansing, MI 48824	517-355-6500	No
Michigan Works	Kay Mizell	Oak Park Career Center, 22180 Parklawn, Oak Park, MI 48237	248-691-8437 x223	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Dorothy Kalts	Troy Career Center, 550 Stephenson Hwy., Ste., 400, Troy, MI 48083	248-823-5101	No
Michigan Works	Bernadine Bennett	Walled Lake Career Center, 9491 Wise Rd., Commerce Twnshp., MI 48390	248-956-5060	No

Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
Michigan Works	Kafi Howard	Livonia Service Center, 30246 Plymouth Rd., Livonia, MI 48150	734-513-4900	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Caucus and Center of BLACK AGED, Inc.	Harold Massingille	220 Bagley, Ste. 326, Detroit, MI 48226	313-964-4821	No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pte. Woods, MI 48236	313-882-4604	Yes
National Sales Network - Detroit Chapter	Sharon Seaward	P.O. Box 23128, Detroit, MI 48223	313-247-2073	Yes
North American Indian Assoc. of Det.	Lorna Aikens & rick Schott	22720 Plymouth Rd., Detroit, MI 48239	313-535-2966	Yes
Oak Grove A.M.E. Church	Jacqueline Lawson	19801 Cherrylawn Street, Detroit, MI 48221	313-341-8877	No
Oakland Community College	Placement Services	2480 Opdyke Road, Bloomfield, MI 48304	248-232-4141	No
Oakland Community College	Lori Linden	739 South Washington Building C, Royal Oak, MI 48067	248-246-2400	No
Oakland County Michigan Works	Debbie Lake	Workforce Development Division, 1200 N. Telegraph Rd., Ste. 202, Pontiac, MI 48341	248-858-5520	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48309	248-370-3250	No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Nancy O'Malley	4750 Woodward, Ste. 201, Detroit, MI 48201	313-832-4925	Yes
Payne Pulliam School	Freddie Lindsay-Payne	2345 Caass, Detroit, MI 48201	313-963-4710	No
Randolph Career and Technical Center	Joyce Smith - Co-op Coordinator	17101 Hubbell, Detroit, MI 48235	313-494-3909	No
Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Audrey Hendricks	26700 West Warren Street, Dearborn Hts., 48127	313-563-4457	No
Salvation Army	Karen Guerreso	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No
Salvation Army	Gloria Brown	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
SER Metro Detroit Jobs for Progress	Ramona Flores-Rodriguez	9301 Michigan Ave., Detroit, MI 48210	313-945-5200 x298	Yes
Specs Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes

The Coleman A. Young Foundation	Claudette Y. Smith	2111 Woodward Ave. Ste. 600, Detroit, MI 48201	313-962-2200	Yes
University of Detroit Mercy	Denise McCormick	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1448	No
University of Michigan Job Placement	Kathleen Beardmore - Career Ctr.	515 Jefferson, Ann Arbor 48109	734-764-7460	No
University of Michigan Dearborn	Kathy Cordon	4091 Evergreen, Dearborn, MI 48128	313-593-5020	No
Wayne County Community College	Sashi Sharma	9551 Greenfield, Detroit, MI 48228	313-943-4071	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
Albion College	Website posting	http://albion.erecruiting.com		No
Central Michigan University	Website posting	http://cmich.erecruiting.com		No
Grand Valley State University	Website posting	www.gvsu.edu/careers		No
Lawrence Technological University	Website posting	www.ltu.edu/career_services		No
Macomb Community College	Website posting	http://macombcareerlink.erecruiting.com		No
Michigan State University	Website posting	http://careernetwork.msu.edu		No
Oakland Community College	Website posting	www.oaklandcc.edu		No
Oakland University	Website posting	www.oucareerlink.com		No
University of Michigan – Alumni	Website posting	http://michigan.incirclejobs.com		No
Wayne State University	Website posting	www.careerservices.wayne.edu		No
Western Michigan University	Website posting	http://wmich.erecruiting.com		No
Michigan Works (Michigan Talent Bank)	Website posting	www.michworks.org		No
TV Jobs.com	Website posting	www.tvjobs.com		No
University of Michigan – Flint	Website Posting	http://umflint.erecruiting.com		No
WWJ-TV .com	Website posting	www.wwjtv.com/jobs		N/A
CW50 Detroit.com	Website posting	www.cw50detroit.com/jobs		N/A
CBS Online Applicant Tracking System	Website posting	www.cw50detroit.com/jobs or www.wwjtv.com/jobs		N/A
Internal Posting		Bulletin Boards		N/A

Job Title: Account Executive – WKBD TV
Referral Source(s) of Hire: Internal Posting – Transfer
Vacancy#7

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-265-5161 x4392	No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Alma College	Anna Grajek – Center for Student Development	614 W. Superior, Alma, MI 48801	989-463-7225	No
Alpha Capital Management	Dorothy Burrell	3011 W. Grand Blvd. fisher Bldg. Ste 1516, Detroit, MI	313-874-5079	No
American Association of University Women	Penny Berger	3942 Meadowbrook, Troy, MI 48084	248-269-7041	No
American Civil Liberties of Michigan	Kary L. Moss	60 West Hancock, Detroit, MI 48201	313-578-6800	No
Arab American & Caldean Council	Shadia Btayeh	28551 Southfield Road, Suite 204, Lathrup Village, MI 48076	248-559-1990	No
Association for Women in Communications	Renee Prewitt	8425 West McNichols Rd., Detroit, MI 48221	313-927-1446	No
BART Job Bank	Calvin Richards	Slocum Road, P.O. Box 593, Farmington, MI 48332		No
Careerworks	David Baker	1200 E. McNichols, Highland Park, MI 48203	313-873-3500	No
Catholic Social Services of Wayne County	Uneil Smith	9851 Hamilton Ave., Detroit, MI 48202	313-873-3500	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859		Yes
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Craig's List	Website posting	www.craigslist.com/detroit		No
Davenport University	Paul Jones	Career Services 4801 Oakman Blvd., Dearborn, MI 48126	313-581-4400 x421	No
Detroit Association of Black Organizations	Violet Ramsey	12048 Grand River Ave. Detroit 48204	313-491-0003	No
Detroit Hispanic Development Corp.	Yesena Murphy	7752 Vernor Highway Ste. 103, Detroit, MI 48209	313-967-4880 x106	No
Detroit Unity Temple	Dorothy Jones	17505 Second Ave., Detroit, MI 48203	313-345-4848	No
Detroit Urban League	Sonya Cook, Workforce Career Development Center	15770 James Couzens, Detroit, MI 48238	313-863-0300 ext. 227	No
Detroit Workforce Development Board	Shirley Manus	City of Detroit Employment & Training Dept. 707 West, Detroit, MI 48202	313-876-0674	Yes
Detroit's Workplace	Melvin Gupton	707 W. Milwaukee, Detroit, MI 48202	313-873-7321	Yes
Dorsey Business Schools	Rita Clark	30821 Barrington, Madison Hts., MI 48071	248-588-9660	Yes
Evangel Ministries	Aaron Richardson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Everest Institute	Danielle Scott	26111 Evergreen Rd., Ste. 201, Southfield, MI 48076	248-226-9580	Yes

Fellowship Chapel	Rev. Wendell Anthony	7707 West Outer Drive, Detroit, MI 48235	313-538-8695	Yes
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste 801, Arlington, VA 22209	703-522-2214	No
Ferndale Project Jobs/Career Center	Karen Levenson	713 East Nine Mile Rd., Ferndale, MI 48220	248-545-0222	No
Focus Hope	Elenor Josaitis	Human Resources, 1355 Oakman Blvd., Detroit, MI 48238	313-494-5500	Yes
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	616-331-3311	No
Henry Ford Community College	Richard Brown	5101 Evergreen Road, Dearborn, MI 48128	313-845-9860	Yes
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes
ITT Technical Institute	Jennifer Hance, Career Services Specialist	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	1-800-632-4676 x128	Yes
ITT Technical Institute	Lisa Nordman	1522 East Big Beaver Rd., Troy, MI 48083	248-524-1965	Yes
Jewish Vocational Center	Walter Tarrow/Renee Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Latin Americans for Social & Economic Development	Sheila Jackson	7150 W. Vernor Hwy., Detroit, MI 48209	313-841-1430	Yes
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Lewis College of Business	Ms. Day	17370 Meyers Road, Detroit, MI 48235	313-862-6300	No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	Bill Keith	Plymouth Salem High School, 46181 Joy Road, Canton, MI 48187	734-416-7732	No
Michigan Hispanic Chamber of Commerce	Raymond Lozano	24445 Northwestern Highway, Ste. 206, Southfield, MI 48075	248-208-9915	No
Michigan Jewish Institute	Paul Levine	25401 Coolidge Highway, Oak Park, MI 48237	248-414-6900	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing MI 48824	517-355-9510 x124	No
Michigan State University	Lisa Hinkley - Career Services and Placement	287 Communication Arts and Sciences Bldg., East Lansing, MI 48824	517-355-6500	No
Michigan Works	Kay Mizell	Oak Park Career Center, 22180 Parklawn, Oak Park, MI 48237	248-691-8437 x223	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Dorothy Kalts	Troy Career Center, 550 Stephenson Hwy., Ste., 400, Troy, MI 48083	248-823-5101	No
Michigan Works	Bernadine Bennett	Walled Lake Career Center, 9491 Wise Rd., Commerce Twncshp., MI 48390	248-956-5060	No
Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No

Michigan Works	Fatima Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
Michigan Works	Kafi Howard	Livonia Service Center, 30246 Plymouth Rd., Livonia, MI 48150	734-513-4900	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Caucus and Center of BLACK AGED, Inc.	Harold Massingille	220 Bagley, Ste. 326, Detroit, MI 48226	313-964-4821	No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pte. Woods, MI 48236	313-882-4604	Yes
National Sales Network - Detroit Chapter	Sharon Seaward	P.O. Box 23128, Detroit, MI 48223	313-247-2073	Yes
North American Indian Assoc. of Det.	Lorna Aikens & rick Schott	22720 Plymouth Rd., Detroit, MI 48239	313-535-2966	Yes
Oak Grove A.M.E. Church	Jacqueline Lawson	19801 Cherrylawn Street, Detroit, MI 48221	313-341-8877	No
Oakland Community College	Placement Services	2480 Opydyke Road, Bloomfield, MI 48304	248-232-4141	No
Oakland Community College	Lori Linden	739 South Washington Building C, Royal Oak, MI 48067	248-246-2400	No
Oakland County Michigan Works	Debbie Lake	Workforce Development Division, 1200 N. Telegraph Rd., Ste. 202, Pontiac, MI 48341	248-858-5520	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48309	248-370-3250	No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Nancy O'Malley	4750 Woodward, Ste. 201, Detroit, MI 48201	313-832-4925	Yes
Payne Pulliam School	Freddie Lindsay-Payne	2345 Caass, Detroit, MI 48201	313-963-4710	No
Randolph Career and Technical Center	Joyce Smith - Co-op Coordinator	17101 Hubbell, Detroit, MI 48235	313-494-3909	No
Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Audrey Hendricks	26700 West Warren Street, Dearborn Hts., 48127	313-563-4457	No
Salvation Army	Karen Guerreso	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No
Salvation Army	Gloria Brown	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
SER Metro Detroit Jobs for Progress	Ramona Flores-Rodriguez	9301 Michigan Ave., Detroit, MI 48210	313-945-5200 x298	Yes
Specs Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
The Coleman A. Young Foundation	Claudette Y. Smith	2111 Woodward Ave. Ste. 600, Detroit, MI 48201	313-962-2200	Yes

University of Detroit Mercy	Denise McCormick	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1448	No
University of Michigan Job Placement	Kathleen Beardmore - Career Ctr.	515 Jefferson, Ann Arbor 48109	734-764-7460	No
University of Michigan Dearborn	Kathy Cordon	4091 Evergreen, Dearborn, MI 48128	313-593-5020	No
Wayne County Community College	Sashi Sharma	9551 Greenfield, Detroit, MI 48228	313-943-4071	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
Albion College	Website posting	http://albion.erecruiting.com		No
Central Michigan University	Website posting	http://cmich.erecruiting.com		No
Eastern Michigan University	Website posting	www.ecampusrecruiter3.com/emich		Yes
Grand Valley State University	Website posting	www.gvsu.edu/careers		No
Lawrence Technological University	Website posting	www.ltu.edu/career_services		No
Macomb Community College	Website posting	http://macombcareerlink.erecruiting.com		No
Michigan State University	Website posting	http://careernetwork.msu.edu		No
Oakland Community College	Website posting	www.oaklandcc.edu		No
Oakland University	Website posting	www.oucareerlink.com		No
University of Michigan – Alumni	Website posting	http://michigan.incirclejobs.com		No
Wayne State University	Website posting	www.careerservices.wayne.edu		No
Western Michigan University	Website posting	http://wmich.erecruiting.com		No
Michigan Works (Michigan Talent Bank)	Website posting	www.michworks.org		No
TV Jobs.com	Website posting	www.tvjobs.com		No
University of Michigan – Flint	Website Posting	http://umflint.erecruiting.com		No
CW50 Detroit.com	Website posting	www.cw50detroit.com/jobs		N/A
CBS Online Applicant Tracking System	Website posting	www.cw50detroit.com/jobs		N/A
Internal Posting		Bulletin Boards		N/A

Job Title: Meteorologist – WWJ-TV**Referral Source(s) of Hire: Industry Referral - Agent****Vacancy#8**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Adrian College	Director of Career Services	110 S. Madison St., Adrian, MI 49221	517-265-5161 x4392	No
Albion College	Office of Career Development	4900 Kellogg Center, Albion, MI 49224	517-629-0332	No
Alma College	Anna Grajek – Center for Student Development	614 W. Superior, Alma, MI 48801	989-463-7225	No
Alpha Capital Management	Dorothy Burrell	3011 W. Grand Blvd. fisher Bldg. Ste 1516, Detroit, MI	313-874-5079	No
American Association of University Women	Penny Berger	3942 Meadowbrook, Troy, MI 48084	248-269-7041	No
American Civil Liberties of Michigan	Kary L. Moss	60 West Hancock, Detroit, MI 48201	313-578-6800	No
Arab American & Caldean Council	Shadia Btayeh	28551 Southfield Road, Suite 204, Lathrup Village, MI 48076	248-559-1990	No
Association for Women in Communications	Renee Prewitt	8425 West McNichols Rd., Detroit, MI 48221	313-927-1446	No
BART Job Bank	Calvin Richards	Slocum Road, P.O. Box 593, Farmington, MI 48332		No
Careerworks	David Baker	1200 E. McNichols, Highland Park, MI 48203	313-873-3500	No
Catholic Social Services of Wayne County	Uneil Smith	9851 Hamilton Ave., Detroit, MI 48202	313-873-3500	No
Central Michigan University	Broadcast & Cinematic Arts	340 Moore Hall, Mt. Pleasant, MI 48859		Yes
College for Creative Studies	Career Services	201 East Kirby St., Detroit, MI 48202	313-664-7400	No
Craig's List	Website posting	www.craigslist.com/detroit		No
Davenport University	Paul Jones	Career Services 4801 Oakman Blvd., Dearborn, MI 48126	313-581-4400 x421	No
Detroit Association of Black Organizations	Violet Ramsey	12048 Grand River Ave. Detroit 48204	313-491-0003	No
Detroit Hispanic Development Corp.	Yesena Murphy	7752 Vernor Highway Ste. 103, Detroit, MI 48209	313-967-4880 x106	No
Detroit Unity Temple	Dorothy Jones	17505 Second Ave., Detroit, MI 48203	313-345-4848	No
Detroit Urban League	Sonya Cook, Workforce Career Development Center	15770 James Couzens, Detroit, MI 48238	313-863-0300 ext. 227	No
Detroit Workforce Development Board	Shirley Manus	City of Detroit Employment & Training Dept. 707 West, Detroit, MI 48202	313-876-0674	Yes
Detroit's Workplace	Melvin Gupton	707 W. Milwaukee, Detroit, MI 48202	313-873-7321	Yes
Dorsey Business Schools	Rita Clark	30821 Barrington, Madison Hts., MI 48071	248-588-9660	Yes
Evangel Ministries	Aaron Richardson	13660 Stansbury, Detroit, MI 48227	313-836-7732	Yes
Everest Institute	Danielle Scott	26111 Evergreen Rd., Ste. 201, Southfield, MI 48076	248-226-9580	Yes

Fellowship Chapel	Rev. Wendell Anthony	7707 West Outer Drive, Detroit, MI 48235	313-538-8695	Yes
Feminist Majority Foundation	Job Bank	1600 Wilson Blvd., Ste 801, Arlington, VA 22209	703-522-2214	No
Ferndale Project Jobs/Career Center	Karen Levenson	713 East Nine Mile Rd., Ferndale, MI 48220	248-545-0222	No
Focus Hope	Elenor Josaitis	Human Resources, 1355 Oakman Blvd., Detroit, MI 48238	313-494-5500	Yes
Grand Valley State University	Career Services	1 Campus Drive, Allendale, MI 49401	616-331-3311	No
Henry Ford Community College	Richard Brown	5101 Evergreen Road, Dearborn, MI 48128	313-845-9860	Yes
House of Freedom	Pastor Wyatt	368 Salliotte, Ecorse, MI 48229	313-389-1267	Yes
ITT Technical Institute	Jennifer Hance, Career Services Specialist	4020 Sparks Drive, S.E., Grand Rapids, MI 49546-6192	1-800-632-4676 x128	Yes
ITT Technical Institute	Lisa Nordman	1522 East Big Beaver Rd., Troy, MI 48083	248-524-1965	Yes
Jewish Vocational Center	Walter Tarrow/Renee Rabideau	29699 Southfield Rd., Southfield, MI 48076	248-233-4231	No
Kalamazoo College	Center for Career Development	1200 Academy St., Kalamazoo, MI 49006	888-232-5966	No
Latin Americans for Social & Economic Development	Sheila Jackson	7150 W. Vernor Hwy., Detroit, MI 48209	313-841-1430	Yes
Lawrence Technology University	Sherri Kerby	C404 Taubman Center, 21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-4107	No
LDS Employment	Sister Camp	37634 Enterprise Court, Farmington, MI 48331	248-553-0405	No
Lewis College of Business	Ms. Day	17370 Meyers Road, Detroit, MI 48235	313-862-6300	No
Madonna University	Career Services - Carmen Young	36600 Schoolcraft Rd., Livonia MI 48150	734-432-5623	No
Marygrove College	Job Development Coord., Ce'An Manuel	8425 West McNichols Rd., Detroit, MI 48221	313-927-1478	Yes
Michigan Association of Broadcasters	Job Bank	819 N. Washington, Lansing MI 48906	517-484-5810	No
Michigan Association of Educational Broadcasters	Bill Keith	Plymouth Salem High School, 46181 Joy Road, Canton, MI 48187	734-416-7732	No
Michigan Hispanic Chamber of Commerce	Raymond Lozano	24445 Northwestern Highway, Ste. 206, Southfield, MI 48075	248-208-9915	No
Michigan Jewish Institute	Paul Levine	25401 Coolidge Highway, Oak Park, MI 48237	248-414-6900	No
Michigan State University	Career Services & Placement	113 Student Svcs. Bldg., East Lansing MI 48824	517-355-9510 x124	No
Michigan State University	Lisa Hinkley - Career Services and Placement	287 Communication Arts and Sciences Bldg., East Lansing, MI 48824	517-355-6500	No
Michigan Works	Kay Mizell	Oak Park Career Center, 22180 Parklawn, Oak Park, MI 48237	248-691-8437 x223	No
Michigan Works	Denise Van Hee	Southfield Career Center, 21030 Indian, Southfield, MI 48034	248-796-4580	No
Michigan Works	Dorothy Kalts	Troy Career Center, 550 Stephenson Hwy., Ste., 400, Troy, MI 48083	248-823-5101	No
Michigan Works	Bernadine Bennett	Walled Lake Career Center, 9491 Wise Rd., Commerce Twnshp., MI 48390	248-956-5060	No

Michigan Works	Mustapha Mounajed	Dearborn Service Center, 6451 Schaefer, 2nd Floor, Dearborn, MI 48126	313-945-8380	No
Michigan Works	Fatima Anthony	Highland Park Service Center, 13700 Woodward Ave., Highland Park, MI 48230	313-826-0299	No
Michigan Works	Kafi Howard	Livonia Service Center, 30246 Plymouth Rd., Livonia, MI 48150	734-513-4900	No
NAACP	Laurie Swain	2990 E. Grand Blvd., Detroit 48202	313-871-2087	No
National Association of Hispanic Journalists	Kevin Olivas	1000 National Press Building, 529 14 th St., NW, Washington, D.C. 20045-2001	202-662-7168	No
National Caucus and Center of BLACK AGED, Inc.	Harold Massingille	220 Bagley, Ste. 326, Detroit, MI 48226	313-964-4821	No
National Indian Council on Aging, Inc.	Sharon J. Dukes, Michigan Project Director	19678 Harper Ave., Ste. 104, Grosse Pte. Woods, MI 48236	313-882-4604	Yes
North American Indian Assoc. of Det.	Lorna Aikens & rick Schott	22720 Plymouth Rd., Detroit, MI 48239	313-535-2966	Yes
Oak Grove A.M.E. Church	Jacqueline Lawson	19801 Cherrylawn Street, Detroit, MI 48221	313-341-8877	No
Oakland Community College	Placement Services	2480 Opdyke Road, Bloomfield, MI 48304	248-232-4141	No
Oakland Community College	Lori Linden	739 South Washington Building C, Royal Oak, MI 48067	248-246-2400	No
Oakland County Michigan Works	Debbie Lake	Workforce Development Division, 1200 N. Telegraph Rd., Ste. 202, Pontiac, MI 48341	248-858-5520	No
Oakland University	Career Services	275 Vandenberg Hall West, Rochester, MI 48309	248-370-3250	No
On My Own Michigan	Valerie M. Michrina	2145 Crooks Road, Ste. 103, Troy, MI 48084	248-649-3739	No
Operation Able	Nancy O'Malley	4750 Woodward, Ste. 201, Detroit, MI 48201	313-832-4925	Yes
Payne Pulliam School	Freddie Lindsay-Payne	2345 Caass, Detroit, MI 48201	313-963-4710	No
Randolph Career and Technical Center	Joyce Smith - Co-op Coordinator	17101 Hubbell, Detroit, MI 48235	313-494-3909	No
Saint Marys College of Ava Maria University	Ann Leis	3535 Indian Trail, Orchard Lake, MI 48324	248-683-0521	No
Salvation Army	Audrey Hendricks	26700 West Warren Street, Dearborn Hts., 48127	313-563-4457	No
Salvation Army	Karen Guerreso	27500 Shiawassee St., Farmington, MI 48336	248-477-1153	No
Salvation Army	Gloria Brown	20775 Pembroke Ave., Detroit, MI 48219	313-537-2130	No
Salvation Army	Valerie Love	15133 Burgess St., Detroit, MI 48223	313-532-1500	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4421	No
SER Metro Detroit Jobs for Progress	Ramona Flores-Rodriguez	9301 Michigan Ave., Detroit, MI 48210	313-945-5200 x298	Yes
Specs Howard School of Broadcast Arts	Kevin Seguin-Scollin	19900 West 9 Mile Rd., Southfield, MI 48075	248-358-9000	No
State of MI Dept. of Career Development	Anita Baylis	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes
State of MI Dept. of Career Development	Rose Marie Harrell - Rehabilitation Counselor	455 W. Fort St., 2nd Floor, Detroit 48226	313-965-5705	Yes

The Coleman A. Young Foundation	Claudette Y. Smith	2111 Woodward Ave. Ste. 600, Detroit, MI 48201	313-962-2200	Yes
University of Detroit Mercy	Denise McCormick	4001 W. McNichols Rd., Detroit, MI 48202	313-933-1448	No
University of Michigan Job Placement	Kathleen Beardmore - Career Ctr.	515 Jefferson, Ann Arbor 48109	734-764-7460	No
University of Michigan Dearborn	Kathy Cordon	4091 Evergreen, Dearborn, MI 48128	313-593-5020	No
Wayne State University	Arlinda Pringle	656 Reuther Mall, Detroit, MI 48202	313-577-4600	No
Central Michigan University	Website posting	http://cmich.erecruiting.com		No
Grand Valley State University	Website posting	www.gvsu.edu/careers		No
Macomb Community College	Website posting	http://macombcareerlink.erecruiting.com		No
Michigan State University	Website posting	http://careernetwork.msu.edu		No
Oakland University	Website posting	www.oucareerlink.com		No
University of Michigan – Alumni	Website posting	http://michigan.incirclejobs.com		No
Wayne State University	Website posting	www.careerservices.wayne.edu		No
Michigan Works (Michigan Talent Bank)	Website posting	www.michworks.org		No
TV Jobs.com	Website posting	www.tvjobs.com		No
WWJ-TV website	Website posting	www.cw50detroit.com/jobs		N/A
CBS Online Applicant Tracking System	Website posting	www.cw50detroit.com/jobs		N/A
Internal Posting		Bulletin Boards		N/A

6) Hiree Recruitment Source Summary.

Name of Recruitment Source

1. Internal Posting – Promotion
2. Unsolicited
3. Industry Referral
4. Employee Referral
5. CW50Detroit.com website posting
6. Career Builder
7. Internal Posting – Transfer
8. Industry Referral - Agent

7) Total # of Interviewees Referred by Each Source: For the period from June 1, 2008 to May 31, 2009 this

Employment Unit interviewed 50 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>Industry Referrals</u>	<u>7</u>
2. <u>Employee Referrals</u>	<u>9</u>
3. <u>Unsolicited Referrals</u>	<u>24</u>
4. <u>Internal Postings</u>	<u>7</u>
5. <u>CW50 Detroit Website Postings</u>	<u>2</u>
6. <u>Career Builder</u>	<u>1</u>

8) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1. Participated in the Michigan Association of Broadcasters Foundation Regional Broadcasting Career Fair held at Specs Howard School of Broadcast Arts</p> <p>The MABF sponsored this Broadcasting Career Fair at Specs Howard School of Broadcast Arts where more than 350 students and business-minded professionals attended the event. The stations also aired PSA's in an effort to widely disseminate and market the event.</p>	10/16/08	Julia Burt – Manager of Administration Amy Bergin – Director of Digital Media
<p>2. Participated in the Fall Co-op & Internship Expo at Lawrence Technological University.</p> <p>This internship expo was attended by students of Lawrence Technological University, and our table was visited by students interested in obtaining an internship for the purpose of gaining experience in the broadcast arena.</p>	10/23/08	Julia Burt – Manager of Administration Heather Kuh – Marketing Manager
<p>3. Participated in The 9th Annual Sports Career Fair held at the Palace of Auburn Hills, MI</p> <p>This Career Fair was attended by a diverse group of applicants including undergraduate and graduate students, as well as recent college graduates from Colleges throughout the Midwest.</p>	2/11/09	Julia Burt – Manager of Administration Kris Kelly – Community Affairs Manager
<p>4. Participated in the 7th Annual BCA Career Fair held at Central Michigan University</p> <p>The Broadcast Communicating Arts Career Fair was attended by CMU students who were interested in obtaining Summer Internships and fulltime employment within the broadcast industry.</p>	3/27/09	Julia Burt – Manager of Administration
<p>5. Operation Able of Michigan “Ability Is Ageless” Career Fair held in Southfield, MI Participated in event – Television Media Sponsor</p> <p>This Career Fair was attended by more than 2000 job seekers. Operation Able offers job training and career services for mid career and older adults. A representative of the stations met and spoke with individuals regarding career opportunities. WWJ-TV & WKBD-TV were the media sponsors for the Career Fair and aired PSA's in an effort to widely disseminate and market the event.</p>	3/25/09	Julia Burt – Manager of Administration
<p>6. Participated in the Specs Howard School of Broadcast Arts Internship Fair</p> <p>This Internship Fair was attended by students of Specs Howard School of Broadcast Arts interested in obtaining an internship for Summer and/or Fall, 2009.</p>	4/23/09	Julia Burt – Manager of Administration Melissa Rowe – Marketing Coordinator
<p>7. Detroit Branch NAACP – JOBS, JOBS, JOBS! – A Super Career Expo held at the Cobo Conference Center in Detroit, MI</p> <p>This Career Fair was attended by job seekers throughout Southeastern Michigan who had the opportunity to meet with Business Professionals regarding current or future position openings where they were able to conduct on-sight interviews with job applicants.</p>	5/01/09	Julia Burt – Manager of Administration Stephen Danowski – Local Sales Manager, WKBD TV CW50 Detroit

(b) Internship

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1. Station Internship Program Interns Assisted with screening of public service announcements; maintenance of community leader files; topic research and development for public affairs show “Street Beat”. Interns were also exposed to all areas of Commercial Production including commercial shoots, attending client meetings, sitting in on edit sessions, and acting as “talent” in commercials. In addition, Interns were also given the opportunity to be involved with the Digital Media department where they wrote and appeared in online web diaries, and one student wrote his own blog for the CW50 website called “Tony’s Tigers” blog. Interns were also given the opportunity to participate in on and off-site casting calls for Survivor and America’s Next Top Model as well as numerous other production shoots which involved celebrity and political figures. Interns were mentored by various staff members.</p>	<p>6/1/08 – 5/31/09 8 Interns</p>	<p>Kris Kelly – Community Affairs Manager John Rushlow – Executive Producer Pam Baumann – Director of Creative Services Amy Bergin – Director of Digital Media George Fox – Web Producer Matt Christopherson – Writer/Producer</p>
<p>2. Emma Bowen Foundation Intern The Emma Bowen Foundation is committed to creating career opportunities in the media industry for minority youth through a program that focuses on scholastic achievement, direct work experience and professional development. Foundation staff coordinates student recruitment and screening and once selected, the Foundation monitors students’ academic and work performance throughout their time in the program and tracks graduates’ career progress.</p>	<p>6/1/08 – 8/08 Michael Estime – completed his internship. 5/14/09 – Jasmyn Durham – began a 3 year commitment with the stations.</p>	<p>Kris Kelly – Community Affairs Manager Julia Burt – Manager of Administration</p>

(c) Participation in Events.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1. Job Shadow – Canton High School Student Rodney Harris came to the studio to watch production on our Community Affairs shows “Street Beat” and “Michigan Matters”. Rodney is a high school student who was featured on Fox2 News and the CBS Evening News with Katie Couric. He runs his own news website: www.thenews14zone.com and wants to be a news anchor after college.</p>	8/28/08	Kris Kelly – Community Affairs Manager Tim Lawlis – Writer/Producer & Host of “Street Beat”
<p>2. The American Society of Civil Engineers Diversity Symposium – Media Sponsorship and Editorial Director, Carol Cain moderated. Carol Cain was moderator for the panel discussion. The theme of the Diversity Symposium was “The Business Case for Diversity: From seed to STEM (Science Technology Engineering Mathematics) growing our workforce to compete in the global economy.” The purpose of the Symposium is to develop an action plan to increase the interest in STEM career fields. Topics included Education Reform; Community Outreach; Workforce Development; Local Economic Development.</p>	10/16/08	Carol Cain – Editorial Director & Host of Michigan Matters
<p>3. National Association of Women Business Owners Annual Award Dinner Carol Cain moderated this event which recognized minority and women business firms who overcame adversities and are working to help others in their communities.</p>	3/19/09	Carol Cain – Host of “Michigan Matters”
<p>4. Johnson Upper Elementary School, Livonia, MI Jim Madaus gave a 90 minute weather presentation to 75 sixth grade students and discussed his position and how he got into this business.</p>	4/22/09	Jim Madaus – Chief Meteorologist – “First Forecast at 11pm”
<p>5. The Michigan Chronicle’s Pancakes and Politics Breakfast Forum Carol Cain emceed the event featuring various political and business leaders. The topics covered included The Economy, Regionalism, and Race Relations. Highlights from the program were re-broadcast on “Michigan Matters.</p>	4/23/09	Carol Cain – Community Affairs/Editorial Director
<p>6. Central Michigan University’s College of Business Administration Women in Business and Leadership Networking Luncheon. Carol Cain was the moderator and one of the guest speakers at the event which was intended to inspire and equip women to reach their goals in business and in life through education, mentoring and the supportive networks of seasoned leaders.</p>	5/15/09	Carol Cain – Host of Michigan Matters
<p>7. Pardee Elementary School in Dearborn Heights, MI Career Day Chief Meteorologist Jim Madaus spoke to six classrooms at Pardee Elementary School as part of their Career Day. Second, third, and fifth graders learned about what Jim does as a weathercaster and the training he needed in order to be a Meteorologist.</p>	5/6/09	Jim Madaus – Chief Meteorologist – “First Forecast at 11pm”
<p>8. Charles H. Wright Academy in Detroit – Career Day Ken Bryant, Writer Producer/Director spoke to students about his career and the education needed to pursue his career. He also encouraged students to stay in school and get a college degree. Part of Ken’s presentation included speaking about the station’s branding and he showed them a current WWJT-TV Driven by Detroit branding campaign.</p>	5/7/09	Ken Bryant, Jr. – Writer/Producer/Director
<p>9. A.L. Holmes Academy – Career Day Carol spoke with students about her career as a columnist for the Detroit Free Press as well as her duties as Host of the stations’ Community Affairs show, Michigan Matters.</p>	5/7/09	Carol Cain – Host of Michigan Matters

<p>10. Clark Elementary School in Detroit – Career Day Ken Bryant spoke to about 200 students as part of a panel discussion. Ken presented his career as a Writer/Producer and outlined the education and training required to work in the field as well as encouraged students to continue their education. After the student assembly, Ken was engaged in mock interviews with the students and was involved in evaluating student resumes.</p>	<p>5/13/09</p>	<p>Ken Bryant – Writer/Producer/Director</p>
<p>11. Parker School K-8 in Detroit – Career Week Jim Madaus – Chief Meteorologist & Lori Pinson – Meteorologist, spoke with about 100 students of Parker School during Career Week about their careers in Meteorology, what it takes to put a live show together and get it to air, as well as the importance of continuing their education.</p>	<p>5/13/09 5/14/09</p>	<p>Jim Madaus – Chief Meteorologist “First Forecast at 11pm” Lori Pinson – Meteorologist “First Forecast Mornings” show</p>
<p>12. Station Tours Station tours are given to various organizations and area school students for the primary purpose of providing an educational experience to the viewing public as to the inner workings of the stations.</p>	<p>Year round</p>	<p>Community Affairs Department</p>

(d) Training Management Personnel.

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
1. Train Hiring Executives in the recruitment process for openings within their respective departments. (Ongoing)	Howard Murphy – Controller Julia Burt – Manager of Administration	Meet with individual Dept. Managers to go over recruitment process, do’s and don’ts of interviewing techniques, making sure a good mix of qualified candidates are interviewed prior to the hiring decision.
2. EEO and OFCCP meetings with Dept. Managers	Trey Fabacher - V.P. & General Manager Howard Murphy – Controller Julia Burt – Manager of Administration	Weekly Manager’s meetings are held, and about once quarterly, managers are reminded that in keeping with the spirit of our EEO policies, under no circumstances do we tolerate discrimination of any type and that all employees are treated fairly and equally with regard to consideration of hiring, promotions, and even in cases where terminations may be necessary.
3. New Hire Orientation Meetings - EEO Policy Dissemination	Julia Burt – Manager of Administration	All newly hired employees receive an individual copy of the EEO Policy, as well as the Non-Discrimination and Anti-Harassment Policy (which can be found in the HR Policy Manual, which is accessible to employees on the CBS and You website portal; Daily
4. 2008 version of the CBS Corporation Business Conduct Statement, which summarized the most important policies and rules that apply to CBS and its employees, including Equal Employment Opportunity and Harassment-Free Workplace Environment; August, 2008.	Distributed to all new hires	Reading material, which requires an Employee and Director Certification form be completed and returned to Human Resources by all Full-Time employees at the time of their hire.
5. CBS Corporation Web-Based Training Module “CBS Business Conduct Statement” which trains employees on the CBS Television Stations “most important policies and rules that apply to CBS Corporation, its employees, and the members of its Board of Directors and to help us maintain a lawful, honest, and ethical environment in our Company.”	All Employees required to complete this online training module and print out their “Certificate of Completion”	Online training course which reviewed the company’s policies which include ensuring that our conduct is lawful and ethical and that our workplace is free of unlawful discrimination and harassment and conducive to the work we need to accomplish. Training also outlines steps employees should take if they believe unlawful practices occur in the workplace. These policies are also outlined in the CBS Human Resources Policy Guide which is accessible to all CBS Employees on the CBS & You website portal. The CBS Business Conduct Statement is also accessible to all CBS employees on the CBS and You website postal as well.