EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period February 1, 2009 to January 31, 2010.

1) Employment Unit: CBS Broadcasting, Inc

2) Unit Members (Stations and Communities of License): WCBS-TV, New York, NY

3) EEO Contact Information for Unit Member: Pam Teran

Mailing Address: WCBS-TV Finance Dept.-3RD Fl 524 West 57th Street New York, N.Y. 10019	Telephone Number: 212-975-2200
	Contact Person: Pam Teran
	E-mail Address: Peteran@cbs.com

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

1) Executive Producer, News
2) Anchor, Sports
3) Writer/Producer, News
4) Reporter/Anchor, News
5) Public Affairs Coordinator
6) Assignment Editor, News
7) Accountant

(___ Check here if additional Full-Time Job Vacancies filled are listed on an attached sheet, using identical format.)

[PREPARE ONE PAGE FOR EVERY JOB VACANCY]

5) Vacancy#1
Job Title: Executive Producer, News **Referral Source of Hire: Employee Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Wcbstv.com	Dept.Head	524 W. 57th Street New York, NY 10019	Varies by job posting	N/A
The Consortium for Workers Education	Dr. Frank Madera	275 Seventh Avenue New York, NY 10001	(212) 647-1900	YES
Hispanic Directors Association of New Jersey	Daniel Santo Pietro	PO Box 240 22 Joyce Kilmer Ave. New Brunswick, NJ 08903	(732) 828-4555	YES
The Bridge to Independence & Career Opportunity	LouAnn Bloomer	39 Rose Street Danbury, CT 06810	(203) 743-6695	YES
Long Island Works Coalition	Cheryl Davidson	135 Maxess Road Melville, NY 11747	(631) 755-0700	YES
State of New Jersey Department of Community Affairs Division on Women	Elaine Feller	P. O. Box 801 Trenton, New Jersey 08625-0801	(609) 292-6420	YES
Black United Fund of New Jersey, Inc.	Sondra Clark	*132 South Harrison Street* *East Orange, New Jersey 07018*	(973) 676-5283	YES
Community Resource Database of Long Island	Loretta Piscatella	101 Eastwood Boulevard Centereach, NY 11720-2745	(631) 585-9393	YES
Job Sharing Resources	Kathy Tenenbaum	50 Riverside Avenue Merrick, NY 11566		YES
The Hispanic Federation	Lorraine Cortes	84 William Street, 15th Floor New York, NY 10038	(212) 233-8955	YES
The New York Urban League	Darwin M. Davis	204 West 136 St. New York, NY10030	(212) 926-8000	YES
Asian American Federation of New York	Cao K. O	120 Walls Street 3rd Fl. New York, NY10005-1309	(212) 344-5878	YES
The Japanese Chamber of Commerce & Industry	Tsutomu Karino	145 West 57th Street, 7th Floor New York, NY 10019	(212) 246-8001	YES
The Philippine Chamber of Commerce	Ellison Quijano	317 Madison Avenue, Suite 520 New York, NY 10017	(212) 972-9326	YES
Korean Chamber of Commerce	Suk, Yeun Ho	460 Park Avenue, Suite 410 New York, NY 10022	(212) 644-0140	YES
New York State Department of Labor	Ray Simmons	247 W. 54th Street New York, NY 10019	(212) 621-0813	YES
The 100 Black Men of New York	Paul Williams	105 East 22nd Street, Suite 911 New York, NY 10031	(212) 777-7070	YES

The 100 Black Men of New Jersey	Carey Hines	167 South Harison Street East Orange, NJ 07018	(973) 678-6522	YES
NJ Statewide Hispanic Chamber of Commerce	Daniel Jara	*150 Warren Street – Suite 110* *Jersey City, NJ 07302*	(201) 451-9512	YES
New York Association of Black Journalists	Matthew Scott	Rockefeller Center New York, NY 10185	(212) 608-7340	YES
National Association of Hispanic Journalist	Ivan Roman	1000 National Press Building Washington, DC 200045-7144	(202) 662-7143	YES
Asian American Journalists Association	Albert Lee	1182 Market Street, Suite 320 San Francisco, CA 94102	(415) 346-2051	YES
National Lesbian & Gay Journalist Association	Dan Hendrick	39-03 46 St, Sunnyside NY 11104.	(917) 207 8715.	YES
The Harlem Business Alliance	Keith E. McHenry	275 Lenox Avenue 2nd Floor New York, NY 10027	(212) 665-7010	YES
Job Path	Fredda Rosen	22 West 38th Street, 11th Floor New York, NY 10018	(212) 944-0564	YES
Native American Journalists Association	Patty Talahongva	University of S. Dakota 414 E. Clark St. Vermillion, SD 57069	(605) 677-5282	YES
The Burgess Group - Corporate Recruiters International, Inc.	William H. Burgess, III	1601 Third Avenue, Suite 18-D New York, NY 10128	212-410-6938	YES
Borough of Manhattan Community College	Ron West	199 Chambers Street New York, NY 10007	(212) 346-8373	YES
The State University of New Jersey-AHANA	Janet Jones	P.O. Box 1179 Bartholome Rd Piscataway, NJ 08855	(732) 445-6127	YES
Rutgers University-Newark Coop & Education Dept	Thomas Hopkins	360 Dr. Martin Luther King Blvd. Newark, NJ 07102	(973) 353-5311	YES
Columbia University Center for Career Services	Jill Galas	2960 Broadway, Mail code 5727 New York, NY 10027	(212) 854-5497	YES
St. John's University Career Services Center	Lydia Horemis	8000 Utopia Parkway Jamaica, NY 11439	(718) 990-6375	YES
Lehman College Career Services Center	Nancy Cintron	250 Bedford Park Blvd West Bronx, NY 10468-1589	(718) 960-8366	YES
New York University Office for Career Services	Trudy G. Steinfeld	719 Broadway, Room 302 New York, NY 10003	(212) 998-4730	YES
New York Institute of Technology	Barbara VanBure	21 West 60 Street Information Hall, Room 101	(212) 261-1537	YES

		New York, NY 10023		
BRONXNET	Michael Max Knobbe	250 Bedford Park Blvd West, Bronx, NY 10468	(718) 960-8354	YES
School of Visual Arts Career Development Office	Leslie Hammond	209 East 23rd Street New York, NY 10010-3994	(212) 592-2387	YES
Association of Progressive Dominicans, Inc	Carmen Muñoz	3940 Broadway 2nd Floor New York, NY 10032	(212) 927-6089	YES

Recruiting Coodinator Hofstra University	Danielle Dellilo	140 Hofstra University Hempstead, NY 11549-1400	516-463-6557	YES
Cooperative Education Coordinator Long Island University CW Post Campus	Stephanie McMillan	720 Northern Blvd. Brookville, NY 11548-1300	516-299-2251	YES
CUNY - The City University of NY	Sherley Jean-Pierre	535 East 80th Street New York, NY 10075	212-794-5463	YES
Vice President, Career Services Berkeley College	Richard A. Feldman	536 Broad Street Newark, NJ 07102	212-986-4343 ext. 4161	YES
Director of Placement University of Dreams	Cody Leclaire	900 Broadway Suite 807 New York, NY 10003	646-539-9438	YES
Talent Dynamics	Sandra Connell	600 E. Las Collinas Blvd. Suite 100 Iriving, Texas 75039	214-630-9590	YES
TV Newser Jobs	Website only	www.mediabistro.com		NO

5) Vacancy # 2
Job Title: Anchor, Sports **Referral Source of Hire: Attorney/Agent**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Wcbstv.com	Dept.Head	524 W. 57th Street New York, NY 10019	Varies by job posting	N/A
The Consortium for Workers Education	Dr. Frank Madera	275 Seventh Avenue New York, NY 10001	(212) 647-1900	YES
Hispanic Directors Association of New Jersey	Daniel Santo Pietro	PO Box 240 22 Joyce Kilmer Ave. New Brunswick, NJ 08903	(732) 828-4555	YES
The Bridge to Independence & Career Opportunity	LouAnn Bloomer	39 Rose Street Danbury, CT 06810	(203) 743-6695	YES
Long Island Works Coalition	Cheryl Davidson	135 Maxess Road Melville, NY 11747	(631) 755-0700	YES
State of New Jersey Department of Community Affairs Division on Women	Elaine Feller	P. O. Box 801 Trenton, New Jersey 08625-0801	(609) 292-6420	YES
Black United Fund of New Jersey, Inc.	Sondra Clark	*132 South Harrison Street* *East Orange, New Jersey 07018*	(973) 676-5283	YES
Community Resource Database of Long Island	Loretta Piscatella	101 Eastwood Boulevard Centereach, NY 11720-2745	(631) 585-9393	YES
Job Sharing Resources	Kathy Tenenbaum	50 Riverside Avenue Merrick, NY 11566		YES
The Hispanic Federation	Lorraine Cortes	84 William Street, 15th Floor New York, NY 10038	(212) 233-8955	YES
The New York Urban League	Darwin M. Davis	204 West 136 St. New York, NY10030	(212) 926-8000	YES
Asian American Federation of New York	Cao K. O	120 Walls Street 3rd Fl. New York, NY10005-1309	(212) 344-5878	YES
The Japanese Chamber of Commerce & Industry	Tsutomu Karino	145 West 57th Street, 7th Floor New York, NY 10019	(212) 246-8001	YES
The Philippine Chamber of Commerce	Ellison Quijano	317 Madison Avenue, Suite 520 New York, NY 10017	(212) 972-9326	YES
Korean Chamber of Commerce	Suk, Yeun Ho	460 Park Avenue, Suite 410 New York, NY 10022	(212) 644-0140	YES
New York State Department of Labor	Ray Simmons	247 W. 54th Street New York, NY 10019	(212) 621-0813	YES
The 100 Black Men of New York	Paul Williams	105 East 22nd Street, Suite 911 New York, NY 10031	(212) 777-7070	YES

The 100 Black Men of New Jersey	Carey Hines	167 South Harison Street East Orange, NJ 07018	(973) 678-6522	YES
NJ Statewide Hispanic Chamber of Commerce	Daniel Jara	*150 Warren Street – Suite 110* *Jersey City, NJ 07302*	(201) 451-9512	YES
New York Association of Black Journalists	Matthew Scott	Rockefeller Center New York, NY 10185	(212) 608-7340	YES
National Association of Hispanic Journalist	Ivan Roman	1000 National Press Building Washington, DC 200045-7144	(202) 662-7143	YES
Asian American Journalists Association	Albert Lee	1182 Market Street, Suite 320 San Francisco, CA 94102	(415) 346-2051	YES
National Lesbian & Gay Journalist Association	Dan Hendrick	39-03 46 St, Sunnyside NY 11104.	(917) 207 8715.	YES
The Harlem Business Alliance	Keith E. McHenry	275 Lenox Avenue 2nd Floor New York, NY 10027	(212) 665-7010	YES
Job Path	Fredda Rosen	22 West 38th Street, 11th Floor New York, NY 10018	(212) 944-0564	YES
Native American Journalists Association	Patty Talahongva	University of S. Dakota 414 E. Clark St. Vermillion, SD 57069	(605) 677-5282	YES
The Burgess Group - Corporate Recruiters International, Inc.	William H. Burgess, III	1601 Third Avenue, Suite 18-D New York, NY 10128	212-410-6938	YES
Borough of Manhattan Community College	Ron West	199 Chambers Street New York, NY 10007	(212) 346-8373	YES
The State University of New Jersey-AHANA	Janet Jones	P.O. Box 1179 Bartholome Rd Piscataway, NJ 08855	(732) 445-6127	YES
Rutgers University-Newark Coop & Education Dept	Thomas Hopkins	360 Dr. Martin Luther King Blvd. Newark, NJ 07102	(973) 353-5311	YES
Columbia University Center for Career Services	Jill Galas	2960 Broadway, Mail code 5727 New York, NY 10027	(212) 854-5497	YES
St. John's University Career Services Center	Lydia Horemis	8000 Utopia Parkway Jamaica, NY 11439	(718) 990-6375	YES
Lehman College Career Services Center	Nancy Cintron	250 Bedford Park Blvd West Bronx, NY 10468-1589	(718) 960-8366	YES
New York University Office for Career Services	Trudy G. Steinfeld	719 Broadway, Room 302 New York, NY 10003	(212) 998-4730	YES
New York Institute of Technology	Barbara VanBure	21 West 60 Street Information Hall, Room 101	(212) 261-1537	YES

		New York, NY 10023		
BRONXNET	Michael Max Knobbe	250 Bedford Park Blvd West, Bronx, NY 10468	(718) 960-8354	YES
School of Visual Arts Career Development Office	Leslie Hammond	209 East 23rd Street New York, NY 10010-3994	(212) 592-2387	YES
Association of Progressive Dominicans, Inc	Carmen Muñoz	3940 Broadway 2nd Floor New York, NY 10032	(212) 927-6089	YES

Recruiting Coodinator Hofstra University	Danielle Dellilo	140 Hofstra University Hempstead, NY 11549-1400	516-463-6557	YES
Cooperative Education Coordinator Long Island University CW Post Campus	Stephanie McMillan	720 Northern Blvd. Brookville, NY 11548-1300	516-299-2251	YES
CUNY - The City University of NY	Sherley Jean-Pierre	535 East 80th Street New York, NY 10075	212-794-5463	YES
Vice President, Career Services Berkeley College	Richard A. Feldman	536 Broad Street Newark, NJ 07102	212-986-4343 ext. 4161	YES
Director of Placement University of Dreams	Cody Leclaire	900 Broadway Suite 807 New York, NY 10003	646-539-9438	YES
Talent Dynamics	Sandra Connell	600 E. Las Collinas Blvd. Suite 100 Iriving, Texas 75039	214-630-9590	YES
TV Newser Jobs	Website only	www.mediabistro.com		NO

5) Vacancy # 3
Job Title: Writer/Producer, News **Referral Source of Hire: Employee Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Wcbstv.com	Dept.Head	524 W. 57th Street New York, NY 10019	Varies by job posting	N/A
The Consortium for Workers Education	Dr. Frank Madera	275 Seventh Avenue New York, NY 10001	(212) 647-1900	YES
Hispanic Directors Association of New Jersey	Daniel Santo Pietro	PO Box 240 22 Joyce Kilmer Ave. New Brunswick, NJ 08903	(732) 828-4555	YES
The Bridge to Independence & Career Opportunity	LouAnn Bloomer	39 Rose Street Danbury, CT 06810	(203) 743-6695	YES
Long Island Works Coalition	Cheryl Davidson	135 Maxess Road Melville, NY 11747	(631) 755-0700	YES
State of New Jersey Department of Community Affairs Division on Women	Elaine Feller	P. O. Box 801 Trenton, New Jersey 08625-0801	(609) 292-6420	YES
Black United Fund of New Jersey, Inc.	Sondra Clark	*132 South Harrison Street* *East Orange, New Jersey 07018*	(973) 676-5283	YES
Community Resource Database of Long Island	Loretta Piscatella	101 Eastwood Boulevard Centereach, NY 11720-2745	(631) 585-9393	YES
Job Sharing Resources	Kathy Tenenbaum	50 Riverside Avenue Merrick, NY 11566		YES
The Hispanic Federation	Lorraine Cortes	84 William Street, 15th Floor New York, NY 10038	(212) 233-8955	YES
The New York Urban League	Darwin M. Davis	204 West 136 St. New York, NY10030	(212) 926-8000	YES
Asian American Federation of New York	Cao K. O	120 Walls Street 3rd Fl. New York, NY10005-1309	(212) 344-5878	YES
The Japanese Chamber of Commerce & Industry	Tsutomu Karino	145 West 57th Street, 7th Floor New York, NY 10019	(212) 246-8001	YES
The Philippine Chamber of Commerce	Ellison Quijano	317 Madison Avenue, Suite 520 New York, NY 10017	(212) 972-9326	YES
Korean Chamber of Commerce	Suk, Yeun Ho	460 Park Avenue, Suite 410 New York, NY 10022	(212) 644-0140	YES
New York State Department of Labor	Ray Simmons	247 W. 54th Street New York, NY 10019	(212) 621-0813	YES
The 100 Black Men of New York	Paul Williams	105 East 22nd Street, Suite 911 New York, NY 10031	(212) 777-7070	YES

The 100 Black Men of New Jersey	Carey Hines	167 South Harison Street East Orange, NJ 07018	(973) 678-6522	YES
NJ Statewide Hispanic Chamber of Commerce	Daniel Jara	*150 Warren Street – Suite 110* *Jersey City, NJ 07302*	(201) 451-9512	YES
New York Association of Black Journalists	Matthew Scott	Rockefeller Center New York, NY 10185	(212) 608-7340	YES
National Association of Hispanic Journalist	Ivan Roman	1000 National Press Building Washington, DC 200045-7144	(202) 662-7143	YES
Asian American Journalists Association	Albert Lee	1182 Market Street, Suite 320 San Francisco, CA 94102	(415) 346-2051	YES
National Lesbian & Gay Journalist Association	Dan Hendrick	39-03 46 St, Sunnyside NY 11104.	(917) 207 8715.	YES
The Harlem Business Alliance	Keith E. McHenry	275 Lenox Avenue 2nd Floor New York, NY 10027	(212) 665-7010	YES
Job Path	Fredda Rosen	22 West 38th Street, 11th Floor New York, NY 10018	(212) 944-0564	YES
Native American Journalists Association	Patty Talahongva	University of S. Dakota 414 E. Clark St. Vermillion, SD 57069	(605) 677-5282	YES
The Burgess Group - Corporate Recruiters International, Inc.	William H. Burgess, III	1601 Third Avenue, Suite 18-D New York, NY 10128	212-410-6938	YES
Borough of Manhattan Community College	Ron West	199 Chambers Street New York, NY 10007	(212) 346-8373	YES
The State University of New Jersey-AHANA	Janet Jones	P.O. Box 1179 Bartholome Rd Piscataway, NJ 08855	(732) 445-6127	YES
Rutgers University-Newark Coop & Education Dept	Thomas Hopkins	360 Dr. Martin Luther King Blvd. Newark, NJ 07102	(973) 353-5311	YES
Columbia University Center for Career Services	Jill Galas	2960 Broadway, Mail code 5727 New York, NY 10027	(212) 854-5497	YES
St. John's University Career Services Center	Lydia Horemis	8000 Utopia Parkway Jamaica, NY 11439	(718) 990-6375	YES
Lehman College Career Services Center	Nancy Cintron	250 Bedford Park Blvd West Bronx, NY 10468-1589	(718) 960-8366	YES
New York University Office for Career Services	Trudy G. Steinfeld	719 Broadway, Room 302 New York, NY 10003	(212) 998-4730	YES
New York Institute of Technology	Barbara VanBure	21 West 60 Street Information Hall, Room 101	(212) 261-1537	YES

		New York, NY 10023		
BRONXNET	Michael Max Knobbe	250 Bedford Park Blvd West, Bronx, NY 10468	(718) 960-8354	YES
School of Visual Arts Career Development Office	Leslie Hammond	209 East 23rd Street New York, NY 10010-3994	(212) 592-2387	YES
Association of Progressive Dominicans, Inc	Carmen Muñoz	3940 Broadway 2nd Floor New York, NY 10032	(212) 927-6089	YES

Recruiting Coodinator Hofstra University	Danielle Dellilo	140 Hofstra University Hempstead, NY 11549-1400	516-463-6557	YES
Cooperative Education Coordinator Long Island University CW Post Campus	Stephanie McMillan	720 Northern Blvd. Brookville, NY 11548-1300	516-299-2251	YES
CUNY - The City University of NY	Sherley Jean-Pierre	535 East 80th Street New York, NY 10075	212-794-5463	YES
Vice President, Career Services Berkeley College	Richard A. Feldman	536 Broad Street Newark, NJ 07102	212-986-4343 ext. 4161	YES
Director of Placement University of Dreams	Cody Leclaire	900 Broadway Suite 807 New York, NY 10003	646-539-9438	YES
Talent Dynamics	Sandra Connell	600 E. Las Collinas Blvd. Suite 100 Iriving, Texas 75039	214-630-9590	YES
TV Newser Jobs	Website only	www.mediabistro.com		NO

5) Vacancy # 4
Job Title: Reporter/Anchor, News **Referral Source of Hire: Agent**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Wcbstv.com	Dept.Head	524 W. 57th Street New York, NY 10019	Varies by job posting	N/A
The Consortium for Workers Education	Dr. Frank Madera	275 Seventh Avenue New York, NY 10001	(212) 647-1900	YES
Hispanic Directors Association of New Jersey	Daniel Santo Pietro	PO Box 240 22 Joyce Kilmer Ave. New Brunswick, NJ 08903	(732) 828-4555	YES
The Bridge to Independence & Career Opportunity	LouAnn Bloomer	39 Rose Street Danbury, CT 06810	(203) 743-6695	YES
Long Island Works Coalition	Cheryl Davidson	135 Maxess Road Melville, NY 11747	(631) 755-0700	YES
State of New Jersey Department of Community Affairs Division on Women	Elaine Feller	P. O. Box 801 Trenton, New Jersey 08625-0801	(609) 292-6420	YES
Black United Fund of New Jersey, Inc.	Sondra Clark	*132 South Harrison Street* *East Orange, New Jersey 07018*	(973) 676-5283	YES
Community Resource Database of Long Island	Loretta Piscatella	101 Eastwood Boulevard Centereach, NY 11720-2745	(631) 585-9393	YES
Job Sharing Resources	Kathy Tenenbaum	50 Riverside Avenue Merrick, NY 11566		YES
The Hispanic Federation	Lorraine Cortes	84 William Street, 15th Floor New York, NY 10038	(212) 233-8955	YES
The New York Urban League	Darwin M. Davis	204 West 136 St. New York, NY10030	(212) 926-8000	YES
Asian American Federation of New York	Cao K. O	120 Walls Street 3rd Fl. New York, NY10005-1309	(212) 344-5878	YES
The Japanese Chamber of Commerce & Industry	Tsutomu Karino	145 West 57th Street, 7th Floor New York, NY 10019	(212) 246-8001	YES
The Philippine Chamber of Commerce	Ellison Quijano	317 Madison Avenue, Suite 520 New York, NY 10017	(212) 972-9326	YES
Korean Chamber of Commerce	Suk, Yeun Ho	460 Park Avenue, Suite 410 New York, NY 10022	(212) 644-0140	YES
New York State Department of Labor	Ray Simmons	247 W. 54th Street New York, NY 10019	(212) 621-0813	YES
The 100 Black Men of New York	Paul Williams	105 East 22nd Street, Suite 911 New York, NY 10031	(212) 777-7070	YES

The 100 Black Men of New Jersey	Carey Hines	167 South Harison Street East Orange, NJ 07018	(973) 678-6522	YES
NJ Statewide Hispanic Chamber of Commerce	Daniel Jara	*150 Warren Street – Suite 110* *Jersey City, NJ 07302*	(201) 451-9512	YES
New York Association of Black Journalists	Matthew Scott	Rockefeller Center New York, NY 10185	(212) 608-7340	YES
National Association of Hispanic Journalist	Ivan Roman	1000 National Press Building Washington, DC 200045-7144	(202) 662-7143	YES
Asian American Journalists Association	Albert Lee	1182 Market Street, Suite 320 San Francisco, CA 94102	(415) 346-2051	YES
National Lesbian & Gay Journalist Association	Dan Hendrick	39-03 46 St, Sunnyside NY 11104.	(917) 207 8715.	YES
The Harlem Business Alliance	Keith E. McHenry	275 Lenox Avenue 2nd Floor New York, NY 10027	(212) 665-7010	YES
Job Path	Fredda Rosen	22 West 38th Street, 11th Floor New York, NY 10018	(212) 944-0564	YES
Native American Journalists Association	Patty Talahongva	University of S. Dakota 414 E. Clark St. Vermillion, SD 57069	(605) 677-5282	YES
The Burgess Group - Corporate Recruiters International, Inc.	William H. Burgess, III	1601 Third Avenue, Suite 18-D New York, NY 10128	212-410-6938	YES
Borough of Manhattan Community College	Ron West	199 Chambers Street New York, NY 10007	(212) 346-8373	YES
The State University of New Jersey-AHANA	Janet Jones	P.O. Box 1179 Bartholome Rd Piscataway, NJ 08855	(732) 445-6127	YES
Rutgers University-Newark Coop & Education Dept	Thomas Hopkins	360 Dr. Martin Luther King Blvd. Newark, NJ 07102	(973) 353-5311	YES
Columbia University Center for Career Services	Jill Galas	2960 Broadway, Mail code 5727 New York, NY 10027	(212) 854-5497	YES
St. John's University Career Services Center	Lydia Horemis	8000 Utopia Parkway Jamaica, NY 11439	(718) 990-6375	YES
Lehman College Career Services Center	Nancy Cintron	250 Bedford Park Blvd West Bronx, NY 10468-1589	(718) 960-8366	YES
New York University Office for Career Services	Trudy G. Steinfeld	719 Broadway, Room 302 New York, NY 10003	(212) 998-4730	YES
New York Institute of Technology	Barbara VanBure	21 West 60 Street Information Hall, Room 101	(212) 261-1537	YES

		New York, NY 10023		
BRONXNET	Michael Max Knobbe	250 Bedford Park Blvd West, Bronx, NY 10468	(718) 960-8354	YES
School of Visual Arts Career Development Office	Leslie Hammond	209 East 23rd Street New York, NY 10010-3994	(212) 592-2387	YES
Association of Progressive Dominicans, Inc	Carmen Muñoz	3940 Broadway 2nd Floor New York, NY 10032	(212) 927-6089	YES

Recruiting Coodinator Hofstra University	Danielle Dellilo	140 Hofstra University Hempstead, NY 11549-1400	516-463-6557	YES
Cooperative Education Coordinator Long Island University CW Post Campus	Stephanie McMillan	720 Northern Blvd. Brookville, NY 11548-1300	516-299-2251	YES
CUNY - The City University of NY	Sherley Jean-Pierre	535 East 80th Street New York, NY 10075	212-794-5463	YES
Vice President, Career Services Berkeley College	Richard A. Feldman	536 Broad Street Newark, NJ 07102	212-986-4343 ext. 4161	YES
Director of Placement University of Dreams	Cody Leclaire	900 Broadway Suite 807 New York, NY 10003	646-539-9438	YES
Talent Dynamics	Sandra Connell	600 E. Las Collinas Blvd. Suite 100 Iriving, Texas 75039	214-630-9590	YES
TV Newser Jobs	Website only	www.mediabistro.com		NO

5) Vacancy # 5
Job Title: Public Affairs Coordinator **Referral Source of Hire: Emma Bowen Foundation**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Wcbstv.com	Dept.Head	524 W. 57th Street New York, NY 10019	Varies by job posting	N/A
The Consortium for Workers Education	Dr. Frank Madera	275 Seventh Avenue New York, NY 10001	(212) 647-1900	YES
Hispanic Directors Association of New Jersey	Daniel Santo Pietro	PO Box 240 22 Joyce Kilmer Ave. New Brunswick, NJ 08903	(732) 828-4555	YES
The Bridge to Independence & Career Opportunity	LouAnn Bloomer	39 Rose Street Danbury, CT 06810	(203) 743-6695	YES
Long Island Works Coalition	Cheryl Davidson	135 Maxess Road Melville, NY 11747	(631) 755-0700	YES
State of New Jersey Department of Community Affairs Division on Women	Elaine Feller	P. O. Box 801 Trenton, New Jersey 08625-0801	(609) 292-6420	YES
Black United Fund of New Jersey, Inc.	Sondra Clark	*132 South Harrison Street* *East Orange, New Jersey 07018*	(973) 676-5283	YES
Community Resource Database of Long Island	Loretta Piscatella	101 Eastwood Boulevard Centereach, NY 11720-2745	(631) 585-9393	YES
Job Sharing Resources	Kathy Tenenbaum	50 Riverside Avenue Merrick, NY 11566		YES
The Hispanic Federation	Lorraine Cortes	84 William Street, 15th Floor New York, NY 10038	(212) 233-8955	YES
The New York Urban League	Darwin M. Davis	204 West 136 St. New York, NY10030	(212) 926-8000	YES
Asian American Federation of New York	Cao K. O	120 Walls Street 3rd Fl. New York, NY10005-1309	(212) 344-5878	YES
The Japanese Chamber of Commerce & Industry	Tsutomu Karino	145 West 57th Street, 7th Floor New York, NY 10019	(212) 246-8001	YES
The Philippine Chamber of Commerce	Ellison Quijano	317 Madison Avenue, Suite 520 New York, NY 10017	(212) 972-9326	YES
Korean Chamber of Commerce	Suk, Yeun Ho	460 Park Avenue, Suite 410 New York, NY 10022	(212) 644-0140	YES
New York State Department of Labor	Ray Simmons	247 W. 54th Street New York, NY 10019	(212) 621-0813	YES
The 100 Black Men of New York	Paul Williams	105 East 22nd Street, Suite 911 New York, NY 10031	(212) 777-7070	YES

The 100 Black Men of New Jersey	Carey Hines	167 South Harison Street East Orange, NJ 07018	(973) 678-6522	YES
NJ Statewide Hispanic Chamber of Commerce	Daniel Jara	*150 Warren Street – Suite 110* *Jersey City, NJ 07302*	(201) 451-9512	YES
New York Association of Black Journalists	Matthew Scott	Rockefeller Center New York, NY 10185	(212) 608-7340	YES
National Association of Hispanic Journalist	Ivan Roman	1000 National Press Building Washington, DC 200045-7144	(202) 662-7143	YES
Asian American Journalists Association	Albert Lee	1182 Market Street, Suite 320 San Francisco, CA 94102	(415) 346-2051	YES
National Lesbian & Gay Journalist Association	Dan Hendrick	39-03 46 St, Sunnyside NY 11104.	(917) 207 8715.	YES
The Harlem Business Alliance	Keith E. McHenry	275 Lenox Avenue 2nd Floor New York, NY 10027	(212) 665-7010	YES
Job Path	Fredda Rosen	22 West 38th Street, 11th Floor New York, NY 10018	(212) 944-0564	YES
Native American Journalists Association	Patty Talahongva	University of S. Dakota 414 E. Clark St. Vermillion, SD 57069	(605) 677-5282	YES
The Burgess Group - Corporate Recruiters International, Inc.	William H. Burgess, III	1601 Third Avenue, Suite 18-D New York, NY 10128	212-410-6938	YES
Borough of Manhattan Community College	Ron West	199 Chambers Street New York, NY 10007	(212) 346-8373	YES
The State University of New Jersey-AHANA	Janet Jones	P.O. Box 1179 Bartholome Rd Piscataway, NJ 08855	(732) 445-6127	YES
Rutgers University-Newark Coop & Education Dept	Thomas Hopkins	360 Dr. Martin Luther King Blvd. Newark, NJ 07102	(973) 353-5311	YES
Columbia University Center for Career Services	Jill Galas	2960 Broadway, Mail code 5727 New York, NY 10027	(212) 854-5497	YES
St. John's University Career Services Center	Lydia Horemis	8000 Utopia Parkway Jamaica, NY 11439	(718) 990-6375	YES
Lehman College Career Services Center	Nancy Cintron	250 Bedford Park Blvd West Bronx, NY 10468-1589	(718) 960-8366	YES
New York University Office for Career Services	Trudy G. Steinfeld	719 Broadway, Room 302 New York, NY 10003	(212) 998-4730	YES
New York Institute of Technology	Barbara VanBure	21 West 60 Street Information Hall, Room 101	(212) 261-1537	YES

		New York, NY 10023		
BRONXNET	Michael Max Knobbe	250 Bedford Park Blvd West, Bronx, NY 10468	(718) 960-8354	YES
School of Visual Arts Career Development Office	Leslie Hammond	209 East 23rd Street New York, NY 10010-3994	(212) 592-2387	YES
Association of Progressive Dominicans, Inc	Carmen Muñoz	3940 Broadway 2nd Floor New York, NY 10032	(212) 927-6089	YES

Recruiting Coodinator Hofstra University	Danielle Dellilo	140 Hofstra University Hempstead, NY 11549-1400	516-463-6557	YES
Cooperative Education Coordinator Long Island University CW Post Campus	Stephanie McMillan	720 Northern Blvd. Brookville, NY 11548-1300	516-299-2251	YES
CUNY - The City University of NY	Sherley Jean-Pierre	535 East 80th Street New York, NY 10075	212-794-5463	YES
Vice President, Career Services Berkeley College	Richard A. Feldman	536 Broad Street Newark, NJ 07102	212-986-4343 ext. 4161	YES
Director of Placement University of Dreams	Cody Leclaire	900 Broadway Suite 807 New York, NY 10003	646-539-9438	YES
Talent Dynamics	Sandra Connell	600 E. Las Collinas Blvd. Suite 100 Iriving, Texas 75039	214-630-9590	YES
TV Newser Jobs	Website only	www.mediabistro.com		NO

5) Vacancy # 6
Job Title: Assignment Editor, News **Referral Source of Hire: Per Diem to Staff**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Wcbstv.com	Dept.Head	524 W. 57th Street New York, NY 10019	Varies by job posting	N/A
The Consortium for Workers Education	Dr. Frank Madera	275 Seventh Avenue New York, NY 10001	(212) 647-1900	YES
Hispanic Directors Association of New Jersey	Daniel Santo Pietro	PO Box 240 22 Joyce Kilmer Ave. New Brunswick, NJ 08903	(732) 828-4555	YES
The Bridge to Independence & Career Opportunity	LouAnn Bloomer	39 Rose Street Danbury, CT 06810	(203) 743-6695	YES
Long Island Works Coalition	Cheryl Davidson	135 Maxess Road Melville, NY 11747	(631) 755-0700	YES
State of New Jersey Department of Community Affairs Division on Women	Elaine Feller	P. O. Box 801 Trenton, New Jersey 08625-0801	(609) 292-6420	YES
Black United Fund of New Jersey, Inc.	Sondra Clark	*132 South Harrison Street* *East Orange, New Jersey 07018*	(973) 676-5283	YES
Community Resource Database of Long Island	Loretta Piscatella	101 Eastwood Boulevard Centereach, NY 11720-2745	(631) 585-9393	YES
Job Sharing Resources	Kathy Tenenbaum	50 Riverside Avenue Merrick, NY 11566		YES
The Hispanic Federation	Lorraine Cortes	84 William Street, 15th Floor New York, NY 10038	(212) 233-8955	YES
The New York Urban League	Darwin M. Davis	204 West 136 St. New York, NY10030	(212) 926-8000	YES
Asian American Federation of New York	Cao K. O	120 Walls Street 3rd Fl. New York, NY10005-1309	(212) 344-5878	YES
The Japanese Chamber of Commerce & Industry	Tsutomu Karino	145 West 57th Street, 7th Floor New York, NY 10019	(212) 246-8001	YES
The Philippine Chamber of Commerce	Ellison Quijano	317 Madison Avenue, Suite 520 New York, NY 10017	(212) 972-9326	YES
Korean Chamber of Commerce	Suk, Yeun Ho	460 Park Avenue, Suite 410 New York, NY 10022	(212) 644-0140	YES
New York State Department of Labor	Ray Simmons	247 W. 54th Street New York, NY 10019	(212) 621-0813	YES
The 100 Black Men of New York	Paul Williams	105 East 22nd Street, Suite 911 New York, NY 10031	(212) 777-7070	YES

The 100 Black Men of New Jersey	Carey Hines	167 South Harison Street East Orange, NJ 07018	(973) 678-6522	YES
NJ Statewide Hispanic Chamber of Commerce	Daniel Jara	*150 Warren Street – Suite 110* *Jersey City, NJ 07302*	(201) 451-9512	YES
New York Association of Black Journalists	Matthew Scott	Rockefeller Center New York, NY 10185	(212) 608-7340	YES
National Association of Hispanic Journalist	Ivan Roman	1000 National Press Building Washington, DC 200045-7144	(202) 662-7143	YES
Asian American Journalists Association	Albert Lee	1182 Market Street, Suite 320 San Francisco, CA 94102	(415) 346-2051	YES
National Lesbian & Gay Journalist Association	Dan Hendrick	39-03 46 St, Sunnyside NY 11104.	(917) 207 8715.	YES
The Harlem Business Alliance	Keith E. McHenry	275 Lenox Avenue 2nd Floor New York, NY 10027	(212) 665-7010	YES
Job Path	Fredda Rosen	22 West 38th Street, 11th Floor New York, NY 10018	(212) 944-0564	YES
Native American Journalists Association	Patty Talahongva	University of S. Dakota 414 E. Clark St. Vermillion, SD 57069	(605) 677-5282	YES
The Burgess Group - Corporate Recruiters International, Inc.	William H. Burgess, III	1601 Third Avenue, Suite 18-D New York, NY 10128	212-410-6938	YES
Borough of Manhattan Community College	Ron West	199 Chambers Street New York, NY 10007	(212) 346-8373	YES
The State University of New Jersey-AHANA	Janet Jones	P.O. Box 1179 Bartholome Rd Piscataway, NJ 08855	(732) 445-6127	YES
Rutgers University-Newark Coop & Education Dept	Thomas Hopkins	360 Dr. Martin Luther King Blvd. Newark, NJ 07102	(973) 353-5311	YES
Columbia University Center for Career Services	Jill Galas	2960 Broadway, Mail code 5727 New York, NY 10027	(212) 854-5497	YES
St. John's University Career Services Center	Lydia Horemis	8000 Utopia Parkway Jamaica, NY 11439	(718) 990-6375	YES
Lehman College Career Services Center	Nancy Cintron	250 Bedford Park Blvd West Bronx, NY 10468-1589	(718) 960-8366	YES
New York University Office for Career Services	Trudy G. Steinfeld	719 Broadway, Room 302 New York, NY 10003	(212) 998-4730	YES
New York Institute of Technology	Barbara VanBure	21 West 60 Street Information Hall, Room 101	(212) 261-1537	YES

		New York, NY 10023		
BRONXNET	Michael Max Knobbe	250 Bedford Park Blvd West, Bronx, NY 10468	(718) 960-8354	YES
School of Visual Arts Career Development Office	Leslie Hammond	209 East 23rd Street New York, NY 10010-3994	(212) 592-2387	YES
Association of Progressive Dominicans, Inc	Carmen Muñoz	3940 Broadway 2nd Floor New York, NY 10032	(212) 927-6089	YES

Recruiting Coodinator Hofstra University	Danielle Dellilo	140 Hofstra University Hempstead, NY 11549-1400	516-463-6557	YES
Cooperative Education Coordinator Long Island University CW Post Campus	Stephanie McMillan	720 Northern Blvd. Brookville, NY 11548-1300	516-299-2251	YES
CUNY - The City University of NY	Sherley Jean-Pierre	535 East 80th Street New York, NY 10075	212-794-5463	YES
Vice President, Career Services Berkeley College	Richard A. Feldman	536 Broad Street Newark, NJ 07102	212-986-4343 ext. 4161	YES
Director of Placement University of Dreams	Cody Leclaire	900 Broadway Suite 807 New York, NY 10003	646-539-9438	YES
Talent Dynamics	Sandra Connell	600 E. Las Collinas Blvd. Suite 100 Iriving, Texas 75039	214-630-9590	YES
TV Newser Jobs	Website only	www.mediabistro.com		NO

5) Vacancy # 7
Job Title: Accountant, Finance **Referral Source of Hire: ExecuSearch**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Wcbstv.com	Dept.Head	524 W. 57th Street New York, NY 10019	Varies by job posting	N/A
The Consortium for Workers Education	Dr. Frank Madera	275 Seventh Avenue New York, NY 10001	(212) 647-1900	YES
Hispanic Directors Association of New Jersey	Daniel Santo Pietro	PO Box 240 22 Joyce Kilmer Ave. New Brunswick, NJ 08903	(732) 828-4555	YES
The Bridge to Independence & Career Opportunity	LouAnn Bloomer	39 Rose Street Danbury, CT 06810	(203) 743-6695	YES
Long Island Works Coalition	Cheryl Davidson	135 Maxess Road Melville, NY 11747	(631) 755-0700	YES
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Black United Fund of New Jersey, Inc.	Sondra Clark	*132 South Harrison Street* *East Orange, New Jersey 07018*	(973) 676-5283	YES
Community Resource Database of Long Island	Loretta Piscatella	101 Eastwood Boulevard Centereach, NY 11720-2745	(631) 585-9393	YES
Job Sharing Resources	Kathy Tenenbaum	50 Riverside Avenue Merrick, NY 11566		YES
The Hispanic Federation	Lorraine Cortes	84 William Street, 15th Floor New York, NY 10038	(212) 233-8955	YES
The New York Urban League	Darwin M. Davis	204 West 136 St. New York, NY10030	(212) 926-8000	YES
Asian American Federation of New York	Cao K. O	120 Walls Street 3rd Fl. New York, NY10005-1309	(212) 344-5878	YES
The Japanese Chamber of Commerce & Industry	Tsutomu Karino	145 West 57th Street, 7th Floor New York, NY 10019	(212) 246-8001	YES
The Philippine Chamber of Commerce	Ellison Quijano	317 Madison Avenue, Suite 520 New York, NY 10017	(212) 972-9326	YES
Korean Chamber of Commerce	Suk, Yeun Ho	460 Park Avenue, Suite 410 New York, NY 10022	(212) 644-0140	YES
New York State Department of Labor	Ray Simmons	247 W. 54th Street New York, NY 10019	(212) 621-0813	YES
The 100 Black Men of New York	Paul Williams	105 East 22nd Street, Suite 911 New York, NY 10031	(212) 777-7070	YES

The 100 Black Men of New Jersey	Carey Hines	167 South Harison Street East Orange, NJ 07018	(973) 678-6522	YES
NJ Statewide Hispanic Chamber of Commerce	Daniel Jara	*150 Warren Street – Suite 110* *Jersey City, NJ 07302*	(201) 451-9512	YES
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Job Path	Fredda Rosen	22 West 38th Street, 11th Floor New York, NY 10018	(212) 944-0564	YES
Native American Journalists Association	Patty Talahongva	University of S. Dakota 414 E. Clark St. Vermillion, SD 57069	(605) 677-5282	YES
The Burgess Group - Corporate Recruiters International, Inc.	William H. Burgess, III	1601 Third Avenue, Suite 18-D New York, NY 10128	212-410-6938	YES
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The State University of New Jersey-AHANA	Janet Jones	P.O. Box 1179 Bartholome Rd Piscataway, NJ 08855	(732) 445-6127	YES
Rutgers University-Newark Coop & Education Dept	Thomas Hopkins	360 Dr. Martin Luther King Blvd. Newark, NJ 07102	(973) 353-5311	YES
Columbia University Center for Career Services	Jill Galas	2960 Broadway, Mail code 5727 New York, NY 10027	(212) 854-5497	YES
St. John's University Career Services Center	Lydia Horemis	8000 Utopia Parkway Jamaica, NY 11439	(718) 990-6375	YES
Lehman College Career Services Center	Nancy Cintron	250 Bedford Park Blvd West Bronx, NY 10468-1589	(718) 960-8366	YES
New York University Office for Career Services	Trudy G. Steinfeld	719 Broadway, Room 302 New York, NY 10003	(212) 998-4730	YES
New York Institute of Technology	Barbara VanBure	21 West 60 Street Information Hall, Room 101	(212) 261-1537	YES

		New York, NY 10023		
BRONXNET	Michael Max Knobbe	250 Bedford Park Blvd West, Bronx, NY 10468	(718) 960-8354	YES
School of Visual Arts Career Development Office	Leslie Hammond	209 East 23rd Street New York, NY 10010-3994	(212) 592-2387	YES
Association of Progressive Dominicans, Inc	Carmen Muñoz	3940 Broadway 2nd Floor New York, NY 10032	(212) 927-6089	YES

Recruiting Coodinator Hofstra University	Danielle Dellilo	140 Hofstra University Hempstead, NY 11549-1400	516-463-6557	YES
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Director of Placement University of Dreams	Cody Leclaire	900 Broadway Suite 807 New York, NY 10003	646-539-9438	YES
Talent Dynamics	Sandra Connell	600 E. Las Collinas Blvd. Suite 100 Iriving, Texas 75039	214-630-9590	YES
TV Newser Jobs	Website only	www.mediabistro.com		NO

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

Hiree **Name of Recruitment Source**

(1) Employee Referral

(2) Stephen D. Linett (attorney/agent)

(3 Employee Referral

(4) Ken Lindner & Associates / Agent

(5) Emma Bowen Foundation

(6) Per Diem to Staff

(7) ExecuSearch

(__ Check here if additional Hirees are listed on an attached sheet, using identical format.)

7) Total # of Interviewees Referred by Each Source: For the period from February 2, 2009 to January 31, 2010, this Employment Unit interviewed 27 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

Recruitment Source	Number of Interviewees Referred
1) WCBSTV.COM/COMPANY WEBSITE	5
2) EMPLOYEE REFERRAL	4
3) EXTERNAL REFERRAL	4
4) INTERNAL EMPLOYEE	3
5) KEN LINDER & ASSOCIATES (AGENT)	3
6) EXECUSEARCH (EMPLOYMENT AGENCY)	1
7) IF MANAGEMENT (AGENT)	3
8) NAPOLI MANAGEMENT (AGENT)	2
9) STEPHEN D. LINETT (ATTORNEY/AGENT)	1
10) PER DIEM TO STAFF	1

(__ Check here if additional Recruitment Sources are listed on an attached sheet, using identical format.)

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.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
International Radio & Television Society – Minority Career Workshop Several HR representatives spoke to 100+ college students from across the country about broadcasting careers as a panelist. Several students were interviewed for internship and full-time employment opportunities	11/20/09	Kathleen Kelly (Manager, HR, WCBS-TV) Margaret Marion (Director, HR, CBS Radio) Carmen Jones (Director, Workforce Development, CBS) Cindy Chen (Director, HR, Showtime) Melissa McKeon (HR Coordinator, Showtime)
NAACP Career Fair Several HR representatives spoke to 100+ unemployed individuals from the tri-state area seeking full- and part-time job opportunities – individuals in attendance spanned the gamut of experience and qualifications.	7/13/09	Kathleen Kelly (Manager, HR, WCBS-TV) Margaret Marion (Director, HR, CBS Radio) Carmen Jones (Director, Workforce Development, CBS) Cindy Chen (Director, HR, Showtime) Melissa McKeon (HR Coordinator, Showtime) Shawtrice Jackson (Director, Workforce Development, CBS) Lynnette Spence – Assoc. Dir., Staffing – Simon & Schuster Margie Sepulveda – Assoc. Dir., HR – Simon Schuster
Out to Work 2009 – Gay/Lesbian/Bi-sexual/Transgender Community Center A group of HR representatives spoke to more than 200 people with a wide range of experience and qualifications for full and part-time employment.	9/17/09	Kathleen Kelly (Manager, HR, WCBS-TV) Carmen Jones (Director, Workforce Development, CBS) Cindy Chen (Director, HR, Showtime) Melissa McKeon (HR Coordinator, Showtime) Kevin Oldis (VP, HR, Showtime/CBS TV Network) Carlos Camacho (HR Specialist, CBS Sports)

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

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Berkeley College	4/17/09	Sharon Persaud (Manager, Public Affairs, WCBS-TV) Karina Roa (Public Affairs Coordinator, WCBS-TV)
Penn State College of Communications	4/17/09	Sharon Persaud (Manager, Public Affairs, WCBS-TV) Karina Roa (Public Affairs Coordinator, WCBS-TV) Kathleen Kelly (Manager, HR, WCBS-TV)
City University of NY	10/9/09	Sharon Persaud (Manager, Public Affairs, WCBS-TV) Kathleen Kelly (Manager, HR, WCBS-TV)
Long Island University (Brooklyn Campus)	10/15/09	Kathleen Turner (HR Coordinator, CBS Radio)
Hunter College	11/11/09	Kathleen Turner (HR Coordinator, CBS Radio)

(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)
PENCIL Partnership with Academy for Social Action: A College Board School and Maurice DuBois has been working with the school since 2007. This is the school that he served as “Principal For A Day” in the past. Although Principal For A Day is PENCIL’s flagship event, we focus more on establishing long-term partnerships through the PENCIL Partnership Program. He has been working with the school to enhance the school’s video production program and	On Going events	Maurice DuBois

ultimately equip them with the skills needed to create a documentary.		
Fair Media Council's Connection Day- Fair Media Council Connection Day is designed for businesses, nonprofit organizations, students, concerned citizens and those with an interest in news — no matter what your profession, or skill level, there's something for everyone at FMC's Connection Day. In addition to the more than 20 workshops offered at FMC's Connection Day, there's also a Media Exhibit Hall, featuring news media, social media and communications experts. Live blogging by journalists and on-air radio interviews occur throughout the day. CBS 2's Public Affairs Manager Sharon Persaud, Production Manager Lee Grossman and Web Editor Stephen Fink participated on panels on various topics throughout the day.	October 22, 2009	Public Affairs Manager Sharon Persaud, Production Manager Lee Grossman and Web Editor Stephen Fink participated on panels on various topics throughout the day.
Young Journalists in Training (YJIT) – This program is housed at the St. Francis College in Brooklyn, NY. Their mission is to reach a diverse group of students and provide them with access to media decision makers. YJIT visits major media organizations, where students are directly exposed to practical workplace issues. They learn the necessary ingredients of professionalism, communication, and hands-on experience. WCBS-TV gave students of YJIT the opportunity to intern at the station where they learned all the previously mentioned skills.	Spring and Summer Semesters	Reporters Magee Hickey, Jay Dow and Weathercaster Elise Finch.
Junior Achievement of NY – National Job Shadow Day… we hosted 6 students at WCBS-TV to shadow weathercaster John Elliot. National Job Shadow Day is an annual high impact youth career education program that helps middle school and high school students to connect learning to earning. Each year, volunteers from NYC and Long Island businesses	February 6, 2009	Weathercaster John Elliot

sign-up to host student shadows that spend a portion of their day in the host's workplace learning about the range of careers available in the company, learning what it takes to be successful in the workplace, experiencing what a typical day on the job is like in various work environments, and being mentored by their role model hosts. Students are able to receive educationally enriching experiences that will help them to make important career and life decisions about school and work.		

(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)
Sexual Harassment training	All Station Personnel - 2nd Quarter 2009	Station personnel received legal and company policy information on what constitutes sexual harassment and how to report violations when they are hired. In addition, Non-Discrimination and Anti-Harassment policies are issued annually to all employees.
Indecency Training	March-April 2009	All management and on air talent. On line training as to what is considered indecent and what is not permitted to air in a broadcast.