

**WBAL-AM, WBAL-TV, WIYY-FM**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2017 - May 31, 2018**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Radio News Director Open Date: 4/4/2017 Hire Date: 6/5/2017	3-15, 17, 19, 21-22, 24-25, 27, 30-36, 38-40, 42-45, 47, 50	11
News Producer Open Date: 4/25/2017 Hire Date: 8/21/2017	3-11, 13-15, 17, 19, 21-22, 25, 27, 30- 40, 42-47, 50	37
Account Executive Open Date: 4/25/2017 Hire Date: 9/5/2017	1, 3-11, 13, 15, 17, 19, 21-22, 25, 27, 30-36, 38-40, 42-47, 50	11
Radio Account Executive Open Date: 4/25/2017 Hire Date: 9/18/2017	1, 3-11, 13, 15, 17-19, 21-22, 25, 27, 30 -36, 38-40, 42-45, 47, 50	18
Traffic Reporter/Anchor Open Date: 5/11/2017 Hire Date: 7/16/2017	3-11, 13-15, 17, 19, 21-22, 25, 27, 30- 36, 38-40, 42-47, 50	14
Meteorologist Open Date: 5/16/2017 Hire Date: 8/21/2017	3-11, 13-15, 17, 19, 21-22, 25, 27, 30- 36, 38-40, 42-47, 50	14
Digital Sales Manager Open Date: 5/16/2017 Hire Date: 6/19/2017	1, 3-11, 13, 15, 17, 19, 21-22, 25-27, 30 -36, 38-40, 42-47, 50	26
Executive Administrative Assistant Open Date: 6/6/2017 Hire Date: 6/13/2017	3-11, 13-15, 17, 19, 21-22, 25, 27, 30- 36, 38-40, 42-45, 47, 50	14
Client Service Specialist Open Date: 6/13/2017 Hire Date: 6/26/2017	1, 3-11, 13-15, 17, 19, 21-22, 25, 27, 30 -36, 38-40, 42-47, 50	14
Floor Director Open Date: 6/13/2017 Hire Date: 7/2/2017	3-11, 13-15, 17, 19, 21-22, 25, 27, 30- 36, 38-40, 42-47, 50	14
Radio Account Executive Open Date: 6/20/2017 Hire Date: 9/18/2017	1, 3-11, 13, 15, 17, 19, 21-22, 25, 27, 30-36, 38-40, 42-45, 47, 50	11
Digital Editor Open Date: 6/20/2017 Hire Date: 10/18/2017	3-11, 13-15, 17, 19, 21-22, 25, 27, 30- 36, 38-40, 42-47, 50	11
Anchor/Reporter Open Date: 6/30/2017 Hire Date: 10/16/2017	4, 8-11, 13-15, 17, 19, 21-22, 25, 27, 30 -34, 36, 39, 43, 45-47, 50	33
Assistant News Director Open Date: 8/29/2017 Hire Date: 11/6/2017	3-11, 13-17, 19, 21-22, 25, 27, 30-36, 38-40, 42-47, 50	14

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
National Sales Manager Open Date: 8/31/2017 Hire Date: 12/26/2017	1, 3-11, 13, 15, 17, 19, 21-22, 25, 27, 30-36, 38-40, 42-47, 50	11
Local Sales Manager Open Date: 9/19/2017 Hire Date: 10/1/2017	1, 3-11, 13-15, 17, 19, 21-22, 25, 27, 30 -36, 38-40, 42-47, 50	14
News Producer Open Date: 9/26/2017 Hire Date: 3/6/2018	3-11, 13-15, 17, 19, 21-22, 25, 27, 30- 36, 38-40, 42-47, 50	11
Account Executive Open Date: 10/11/2017 Hire Date: 5/21/2018	1-2, 5, 9, 11-12, 18, 20-22, 25, 27-30, 32, 43, 48, 50	18
Assistant Program Director Open Date: 10/11/2017 Hire Date: 11/13/2017	3-11, 13-15, 17, 19, 21-22, 25, 27, 30- 36, 38-40, 42-47, 50	14
Assistant Director of Engineering Open Date: 10/23/2017 Hire Date: 1/15/2018	6, 8-9, 11-12, 14, 20-22, 25, 27-30, 32, 41, 46, 48, 50	14
Client Service Specialist Open Date: 12/1/2017 Hire Date: 1/2/2018	1, 3-11, 13-15, 17, 19, 21-22, 25, 27, 30 -35, 38-40, 43-47, 50-51	11
Senior Executive Producer Open Date: 12/5/2017 Hire Date: 1/16/2018	3-11, 13-17, 19, 21-22, 25, 27, 30-36, 38-40, 43-47, 50-51	16
Promotion Assistant Open Date: 12/5/2017 Hire Date: 1/2/2018	3-11, 13-15, 17, 19, 21-23, 25, 27, 30- 36, 38-40, 43-47, 50-51	14
Announcer Open Date: 1/8/2018 Hire Date: 4/1/2018	3-11, 13-15, 17, 19, 21-22, 25, 27, 30- 36, 38-40, 43-47, 50-51	14
Producer Open Date: 1/10/2018 Hire Date: 3/28/2018	3-11, 13-15, 17, 19, 21-22, 25, 27, 30- 35, 38-40, 43-47, 50-51	14
Account Executive Open Date: 1/16/2018 Hire Date: 2/12/2018	1, 3-11, 13, 15, 17, 19, 21-22, 25, 27, 30-35, 38-40, 43-47, 50-51	11
Account Executive Open Date: 1/17/2018 Hire Date: 4/10/2018	1, 3-11, 13, 15, 17, 19, 21-22, 25, 27, 30-36, 38-40, 43-47, 50-51	11
Sales Assistant Open Date: 2/5/2018 Hire Date: 3/5/2018	1, 3-11, 13, 15, 17, 19, 21-22, 25, 27, 30-36, 38-40, 43-47, 49-51	11

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 602-954-8373 Url : <a href="http://602communications.com/site/">http://602communications.com/site/</a> Email : <a href="mailto:slizik@602communications.com">slizik@602communications.com</a> Sandy Lizik	N	0
2	Advertising Federation 1821 University Ave., W Suite S256 St. Paul, Minnesota 55104 Phone : 651-917-6251 Career Services Manual Posting	N	0
3	AFTRA/SAG 4340 East West Highway Suite 204 Bethesda, Maryland 20814 Phone : (301) 792-7707 Email : <a href="mailto:araulers@aftra.com">araulers@aftra.com</a> Amea Raulerson	N	0
4	Asian American Journalists Association 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : <a href="http://www.aaja.org/membership/career_listings/">http://www.aaja.org/membership/career_listings/</a> Career Services Manual Posting	N	0
5	Baltimore City Community College 2901 Liberty Heights Ave. Baltimore, Maryland 21215 Phone : 410-462-8013 Email : <a href="mailto:hr@bcc.edu">hr@bcc.edu</a> Deidre Hill	N	0
6	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : <a href="mailto:rrobinson@bates.ctc.edu">rrobinson@bates.ctc.edu</a> Roland Robinson	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	Black College Radio PO Box 3191 Atlanta, Georgia 30302 Phone : 404.523.6136 Url : <a href="http://www.blackcollegeradio.com/">http://www.blackcollegeradio.com/</a> Email : BCRmail@aol.com Career Services	N	0
8	Bowie State University 14000 Jericho Park Road Bowie, Maryland 20715 Phone : 301-860-3828 Email : careerdevelopment@bowiestate.edu April Johnson	N	0
9	Broadcasting Institute of Maryland 7200 Harford Road Baltimore, Maryland 21234 Phone : (410) 254-2770 Email : nb@bim.org Norman Brooks	N	0
10	Career Communications Group 729 E. Pratt St. 5th Floor Baltimore, Maryland 21202 Phone : 410-244-7101 Url : <a href="http://www.ccgmedia.com/employee_login.php">http://www.ccgmedia.com/employee_login.php</a> Career Services Manual Posting	N	0
11	Careers.HearstTelevision.com 214 N. Tryon St. Charlotte, North Carolina 28202 Phone : 704-348-8073 HTV Careers Manual Posting	N	57
12	CCBC 800 South Rolling Road Baltimore, Maryland 21228 Phone : 443-840-4099 Url : <a href="http://www.ccbcmd.edu/campus.html">http://www.ccbcmd.edu/campus.html</a> Email : sellis2@ccbcmd.edu Samantha Ellis	N	0

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13	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
14	Current Employee	N	28
15	Dept. of Labor, Licensing & Regulations 500 North Calvert St. #401 Baltimore, Maryland 21202 Phone : 410-230-6001 Bernadine Anderson Manual Posting	N	0
16	Dolan Media Management 3 North Court St. Fredrick, Maryland Phone : (301) 668-1511 Dolan Media Manual Posting	N	3
17	Emma L Bowen Foundation of Minority Interest in Media 524 W 57th Street New York, New York 10019 Phone : 212-975-2545 Email : Sandra.Rice@nbcuni.com Sandra Rice	N	0
18	Employee Referral	N	2
19	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
20	Gov. Office of Minority Affairs 6 St. Paul Street Baltimore, Maryland 21202 Phone : 410-767-8232 Email : carmina.perezfowler@maryland.gov Ernie Mosbyu	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
21	Hon. Elijah Cummings Office 2235 Rayburn House Office Building Washington, District of Columbia 20515 Phone : 202-225-4741 Email : Fran.allen@mail.house.gov Fran Allen	N	0
22	Howard University School of Communications 525 Bryant St. NW Washington, District of Columbia 20059 Phone : 202-806-7690 Email : L_g_brown@howard.edu Career Services  Prong 2 Start Date: 11/25/2005	Y	0
23	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 203-328-2691 Career Services Manual Posting	N	1
24	InsideRadio.com P.O. Box 567925 Atlanta, Georgia 31156 Phone : (800) 248-4242 Career Services Manual Posting	N	1
25	Jewish Vocational Svcs. 1515 Reisterstown Rd. Baltimore, Maryland 21208 Phone : (415) 391-3600 Email : info@jcsbaltimore.org Tova Jaffee	N	0
26	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Career Services Manual Posting	N	1

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
27	Loyola College 4501 N. Charles Street Baltimore, Maryland 21210 Phone : (410) 617-2000 Mary DeManss Manual Posting	N	0
28	Maryland Comm. on Hispanic Affairs 301 Preston St Suite 1500 Baltimore, Maryland 21201 Phone : 410-767-7857 Email : jonathan.jayes-green@maryland.gov Jonathan Jayes-Green	N	0
29	Maryland Office of Asian Pacific American Affairs 301 Preston St Suite 1500 Baltimore, Maryland 21201 Phone : 410-766-7491 Email : yi.shen@maryland.gov Yi Shen	N	0
30	Mayor's Office of Employment Development 417 East Fayette St. Suite 468 Baltimore, Maryland 21202 Phone : 443-984-3014 Email : yclark@oedworks.com Yvette Clark	N	0
31	McDaniel College 2 College Hill Westminster, Maryland 21157 Phone : 410-848-7000 Url : <a href="https://www.mcdaniel.edu/index.php/career_services">https://www.mcdaniel.edu/index.php/career_services</a> Career Services Manual Posting	N	0
32	MDCD Broadcasters 150 Fayetteville St. Suite 1270 Raleigh, North Carolina 27601 Phone : 919-821-7300 Url : <a href="http://www.mdcdbroadcasters.com">http://www.mdcdbroadcasters.com</a> Email : info@mdcd.com Fax : 1-919-834-8880 Gail Summerville	N	0

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33	Napoli Management Group 8844 West Olympic Blvd, Suite 100 Beverly Hills, California 90211 Phone : 310-385-8227 Email : mcInerneys@tv talent.com Sue McInerney	N	1
34	National Association of Hispanic Journalists 1193 National Press Bldg. Washington, District of Columbia 20045 Phone : 202-662-7145 Career Services Manual Posting	N	0
35	Omega Studios 5609 Fishers Lane Rockville, Maryland 20852 Phone : 301-230-9100 Email : Robert@omegastudios.com Robert Adams	N	0
36	Pennsylvania Assoc. of Broadcasters 8501 Paxton St. Hummelstown, Pennsylvania 17036 Phone : 717-482-4820 Gail Ponti Manual Posting	N	0
37	Previous Employee	N	1
38	Rapid Reliable Recruiting 100 West Road Suite 300 Towson, Maryland 21204 Phone : 410.337.5627 Email : Leslie@2rrecruiting.com Leslie Carrington	N	0
39	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0



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40	Sheffield Audio Visual School 13816 Sunnybrook Rd. Phoenix, Maryland 21131 Phone : 800-355-6613 Email : vance@sheffieldav.com Career Services	N	0
41	Society of Broadcast Engineers 9102 N Meridian St. Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Scott Jones Manual Posting	N	0
42	Stevenson University 1525 Greenspring Valley Rd. Lutherville-Timonium, Maryland 21153 Phone : 877-468-6852 Url : <a href="https://www.myinterfase.com/vjc/employer/">https://www.myinterfase.com/vjc/employer/</a> Email : swallis@stevenson.edu Steven Wallis	N	0
43	Talent Dynamics 600 Las Coninas Blvd. Suite 1000 Irving, Texas 75039 Phone : 214-640-3121 Email : hedding@talentdynamics.com Career Services	N	0
44	Temple University 220 Mitten Hall 1913 N. Broad Street Philadelphia, Pennsylvania 19112 Phone : 215-204-7981 Url : <a href="http://www.temple.edu/provost/careercenter/">http://www.temple.edu/provost/careercenter/</a> Kelly Hart Manual Posting	N	0
45	Towson University 8000 York Road Towson, Maryland 21252 Phone : 410-704-2000 Url : <a href="https://www.myinterfase.com/towson/employer/">https://www.myinterfase.com/towson/employer/</a> Career Services Manual Posting	N	0

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46	TV Jobs.com PO Box 4116 Oceanside, California 92052 Phone : (800) 374-0119 Career Services Manual Posting	N	0
47	TVB 120 Wall Street. 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
48	University of Baltimore 1420 N. Charles St. Baltimore, Maryland 21201 Phone : 410-837-4200 Email : cjennings2@ubalt.edu Jessica Johnson	N	0
49	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : <a href="http://colorado.edu/">http://colorado.edu/</a> Christine Mahoney Manual Posting  Prong 2 Start Date: 1/22/2018	Y	0
50	University of Maryland, BC 1000 Hilltop Circle Baltimore, Maryland 21250 Phone : 410-455-1000 Email : careers@umbc.edu Career Services  Prong 2 Start Date: 11/25/2007	Y	0
51	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>95</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	6/1/2017	Participation in scholarship programs	Emma Bowen Foundation – The program entitles one student to receive an hourly salaried internship for four consecutive summers and a scholarship for college. The student selects a department to learn the many aspects of the operation and station-specific skills. The station has the opportunity to train and mentor the student with the option of full-time employment upon completion of their college career.	4	Business Manager News Director Creative Services Director Director of Programming and Public Affairs
2	6/1/2017	Establishment of an intern program designed to assist members of the community	The employment unit offers an Internship Program that entitles junior and senior college students hands-on experience in a professional setting that enhances what they learned or will learn in a classroom setting. Participants: Summer - 9 interns; Fall – 5 interns; Spring – 7 interns.	4	Director of Programming and Public Affairs Assignment Editor Program Director Radio News Director
3	6/10/2017	Participation in events sponsored by community groups	WBAL-TV Anchors and a WBAL-AM Reporter hosted The Baltimore Association of Black Journalists' inaugural "Black Male Media" project. The project aims to inspire, support and develop training and mentorship opportunities for African American men working in journalism and media and those who aspire to do so. The anchors and reporters spoke about careers in TV journalism and broadcasting.	5	Anchor Anchor Reporter Reporter
4	6/13/2017	Participation in Job Fairs	WBAL-TV Local Sales Manager and Radio Local Sales Manager interviewed college students at the 17th annual NABEF Media Sales Institute at Howard University. They interviewed fourteen recent college graduates for career opportunities in media sales. The candidates completed a week of intense training from leading media sales professionals and expressed an interest in the media sales business.	2	Local Sales Manager Local Sales Manager

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5	6/21/2017	Provision of training to management	Hearst Television Director of Veteran Recruiting, Dave Kaylor, visited WBAL-TV to provide training to hiring managers relating to the hiring of US Armed Forces veterans. Among the topics covered in the training session were: how to evaluate the past employment and duties of Armed Services personnel and the “transferability” or applicability of those skills and qualifications to a broadcast/newsgathering/digital business; the process and “pipeline” for identifying, interviewing, and attracting qualified candidates from the Armed Services pool; ensuring non-discrimination in the consideration and hiring of veterans and periodic leave status; and common misconceptions about veteran employment.	17	General Manager General Manager News Director Program Director
6	9/18/2017	Participation in events or programs sponsored by educational institutions	Provided the Defense Information School maintenance technicians a tour of the inner-workings of a civilian broadcast facility. The students were provided with a listing of current job openings and were instructed on how they can apply for positions.	1	Director of Engineering
7	1/1/2018	Participation in scholarship programs	Fred Young Hearst Television Producing Fellowship – The program recruits students graduating from college with an interest in television news/digital news producing to work at a station for ten paid weeks. The fellow selected produced the news and worked at the station for ten weeks.	3	News Director Assistant News Director Executive Producer
8	1/22/2018	Participation in events or programs sponsored by educational institutions	Provided the Defense Information School maintenance technicians a tour of the inner-workings of a civilian broadcast facility. The students were provided with a listing of current job openings and were instructed on how they can apply for positions.	1	Director of Engineering

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9	3/6/2018	Participation in events or programs sponsored by educational institutions	Spoke to students at Golden Ring Middle School about a meteorology career and the benefits of the STEM program as it relates to meteorology in broadcasting. The students were provided a video of weather questions and answers.	1	Meteorologist
10	3/9/2018	Participation in events or programs sponsored by educational institutions	Spoke to students at Holy Angels Catholic School about a meteorology career and the benefits of the STEM program as it relates to meteorology in broadcasting. The students were provided a video of weather questions and answers.	1	Meteorologist
11	3/29/2018	Participation in events or programs sponsored by educational institutions	WBAL-TV displayed visuals and current internship postings at McDaniel College in Westminster, MD for its annual internship and career fair. The Business Manager and Director of Programming and Public Affairs talked to each potential candidate about internship opportunities at the TV and Radio stations. Students were provided a career guide to Hearst careers.	2	Director of Programming and Public Affairs Business Manager
12	5/10/2018	Participation in events or programs sponsored by educational institutions	Provided the Defense Information School maintenance technicians a tour of the inner-workings of a civilian broadcast facility. The students were provided with a listing of current job openings and were instructed on how they can apply for positions.	1	Director of Engineering