

WBAL-AM, WBAL-TV, WIYY-FM
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Executive Producer Open Date: 10/26/2021 Hire Date: 6/13/2022	2-8, 14, 16-19, 21, 23-26, 28-29, 33-37, 39-40, 43	8
Digital Editor Open Date: 11/23/2021 Hire Date: 12/3/2022	3, 6, 14, 16, 21, 24, 26, 29, 31, 33-36, 39-40, 43	16
Anchor/Reporter Open Date: 1/11/2022 Hire Date: 8/15/2022	3, 5-7, 14, 16-17, 19, 21, 23-26, 29-30, 33-36, 39-40, 43	6
Sports Anchor Reporter Open Date: 4/1/2022 Hire Date: 7/18/2022	3-7, 14, 16-19, 21, 23-26, 28-30, 33-36, 39-40, 43	16
Producer Open Date: 4/6/2022 Hire Date: 6/2/2022	3-7, 14, 16-19, 21, 23-26, 28-30, 33-36, 39-40, 43	16
Reporter Open Date: 4/6/2022 Hire Date: 7/11/2022	3-7, 14, 17-19, 21, 23-26, 28-30, 33-36, 39-40, 43	6
Executive Producer Open Date: 4/11/2022 Hire Date: 6/15/2022	3-7, 13-14, 17-19, 21, 23-26, 28-30, 33- 36, 38-40, 43	6
Account Executive Open Date: 4/14/2022 Hire Date: 7/6/2022	3-7, 13-14, 17-19, 21, 23-26, 28-30, 33- 36, 38-40, 43	6
Meteorologist Open Date: 4/20/2022 Hire Date: 1/15/2023	3-7, 13-14, 16-19, 21, 23-26, 28-31, 33- 36, 39-40, 43	6
Anchor/Reporter Open Date: 5/3/2022 Hire Date: 1/8/2023	1, 3-7, 13-14, 17-19, 21-26, 28-30, 33- 36, 38-40, 43	6
Assignment Editor Open Date: 5/5/2022 Hire Date: 6/6/2022	1, 3-7, 13-14, 17-19, 21-26, 28-30, 33- 36, 38-40, 43	6
Account Executive Open Date: 5/6/2022 Hire Date: 1/5/2023	1, 3, 5-7, 13-14, 17-26, 28-30, 33-36, 38-40, 43	6
Engineering Operations Technician Open Date: 5/12/2022 Hire Date: 7/31/2022	1, 3-7, 13-14, 16-19, 21-26, 28-31, 33- 36, 38-40, 43	16
Account Executive Open Date: 5/27/2022 Hire Date: 8/1/2022	1, 3-7, 13-14, 17-26, 28-30, 33-36, 38- 40, 43	6

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Producer Open Date: 6/15/2022 Hire Date: 9/12/2022	1, 3-4, 6-7, 13-14, 17-26, 28-30, 33-36, 38-41, 43	6
Reporter Open Date: 7/14/2022 Hire Date: 10/16/2022	1, 3-4, 6-7, 13-14, 16-19, 21, 23-26, 28- 30, 33-36, 38-41, 43	6
Producer Open Date: 7/14/2022 Hire Date: 2/13/2023	1, 3-4, 6-7, 13-14, 17-19, 21, 23-26, 28- 30, 33-36, 38-41, 43	6
Digital Producer Open Date: 7/15/2022 Hire Date: 10/24/2022	1, 3-4, 7, 13-14, 16-19, 21-26, 28-30, 33-36, 38-41, 43	16
Program Assistant Open Date: 8/1/2022 Hire Date: 12/15/2022	1, 3-4, 6-7, 13-14, 17-19, 21-26, 28-30, 33-36, 38-41, 43	6
Account Executive Open Date: 8/17/2022 Hire Date: 10/3/2022	1, 3-4, 6-7, 13-14, 17-26, 28-30, 33-36, 39-41, 43	6
Assistant News Director Open Date: 9/9/2022 Hire Date: 3/13/2023	1, 3-4, 6-7, 13-14, 16-19, 21-26, 28-30, 33-36, 38-41, 43	16
Newscast Director Open Date: 10/6/2022 Hire Date: 11/14/2022	1, 3-4, 6-7, 11, 13-14, 17-19, 21-30, 32- 36, 38-43	6
Sports Producer Open Date: 10/12/2022 Hire Date: 1/17/2023	1, 3-4, 6-7, 11, 13-14, 16-19, 21-30, 32- 36, 38-43	6
Promotions & Events Coordinator Open Date: 10/19/2022 Hire Date: 12/15/2022	1, 3-4, 6-7, 11, 13-14, 16-19, 21-30, 32- 36, 38-43	6
Client Service Specialist Open Date: 10/19/2022 Hire Date: 11/21/2022	1, 3-4, 7, 9, 11, 13-14, 17-19, 21-30, 32 -36, 38-43	9
Assistant Program Director Open Date: 10/24/2022 Hire Date: 12/15/2022	1, 3-4, 6-7, 11, 13-14, 16-19, 21-30, 32- 36, 39-43	16
Promotion & Digital Content Assistant Open Date: 10/24/2022 Hire Date: 11/14/2022	1, 3-4, 7, 11, 13-14, 16-19, 21-30, 32- 36, 39-43	16
Digital Editor Open Date: 10/25/2022 Hire Date: 1/1/2023	1, 3-4, 7, 11, 13-30, 32-36, 39-43	16

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National Sales Manager Open Date: 11/2/2022 Hire Date: 1/1/2023	1, 3-4, 7, 11, 13-14, 16-19, 21-30, 32-36, 38-43	16
Maintenance Technician Open Date: 11/14/2022 Hire Date: 2/6/2023	1, 3-4, 6-7, 11, 13-14, 17-19, 21-36, 39-43	6
Client Support Specialist Open Date: 11/14/2022 Hire Date: 12/19/2022	1, 3-4, 6-7, 11, 13-14, 17-19, 21-30, 32-36, 39-43	6
On Air Talent Open Date: 11/30/2022 Hire Date: 3/6/2023	1, 3-4, 6-7, 11, 13-14, 16-19, 21-30, 32-36, 39-43	6
Producer Open Date: 12/7/2022 Hire Date: 4/9/2023	1, 3-4, 7, 10-11, 13-14, 17-19, 21-30, 32-36, 38-43	10
Producer Open Date: 12/13/2022 Hire Date: 2/7/2023	1, 3-4, 6-7, 11, 13-14, 16-19, 21-30, 32-36, 39-43	6
Operations Technician Open Date: 12/19/2022 Hire Date: 2/6/2023	1, 3-4, 6-7, 11, 13-14, 16-19, 21-30, 32-36, 38-43	16
Assignment Editor Open Date: 12/23/2022 Hire Date: 3/5/2023	1, 3-4, 6-7, 11, 13-14, 16-19, 21-30, 32-36, 39-43	16
Promotion & Marketing Manager Open Date: 1/4/2023 Hire Date: 3/1/2023	1, 3-4, 7, 11, 13-14, 16-19, 21-30, 32-36, 38-43	16
Producer Open Date: 1/5/2023 Hire Date: 3/13/2023	1, 3-4, 6-7, 11, 13-14, 16-19, 21-30, 32-36, 38-43	16
Account Executive Open Date: 1/10/2023 Hire Date: 3/27/2023	1, 3-4, 6-7, 11, 14, 17-19, 21-30, 32-36, 39-43	6
Account Executive Open Date: 1/10/2023 Hire Date: 2/6/2023	1, 3-4, 6-7, 11, 14, 17-19, 21-30, 32-36, 39-43	6
Reporter Open Date: 1/11/2023 Hire Date: 4/23/2023	1, 3-4, 6-7, 11, 14, 16-19, 21-36, 39-43	6
Producer Open Date: 1/13/2023 Hire Date: 2/6/2023	1, 3-4, 7, 11, 14-19, 21-30, 32-36, 38-43	16

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Anchor/Reporter Open Date: 2/28/2023 Hire Date: 5/1/2023	1, 3-4, 6-7, 11-12, 14, 16-19, 21-30, 32-36, 38-43	6
Anchor/Reporter Open Date: 2/28/2023 Hire Date: 5/15/2023	1, 3-4, 6-7, 11-12, 14, 16-19, 21-30, 32-36, 38-43	6
Digital Client Specialist Open Date: 3/24/2023 Hire Date: 5/22/2023	1, 3-4, 6-7, 11-12, 14, 17-19, 21-30, 32-36, 39-43	6

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 602-954-8373 Url : http://602communications.com/site/ Email : gnewell@602communications.com Sandy Lizik	N	0
2	Asian American Journalists Association 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : http://www.aaaja.org/membership/career_listings/ Career Services Manual Posting	N	0
3	Baltimore City Community College 2901 Liberty Heights Ave. Baltimore, Maryland 21215 Phone : 410-462-8013 Email : hr@bccc.edu Deidre Hill	N	0
4	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : rrobinson@batestech.edu Roland Robinson	N	0
5	Black College Radio PO Box 3191 Atlanta, Georgia 30302 Phone : 404.523.6136 Url : http://www.blackcollegeradio.com/ Email : BCRmail@aol.com Career Services	N	0
6	Careers.HearstTelevision.com 214 N. Tryon St. Charlotte, North Carolina 28202 Phone : 704-348-8073 HTV Careers	N	114

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	CCBC 800 South Rolling Road Baltimore, Maryland 21228 Phone : 443-840-4099 Url : http://www.ccbcmd.edu/campus.html Email : sellis2@ccbcmd.edu Samantha Ellis	N	0
8	Corporate Recruiter	N	1
9	Current Employee	N	1
10	Current Intern	N	1
11	Delaware State University 1200 North Dupont Highway Dover, Delaware 19901 Phone : 302-857-6060 Career Services Manual Posting	N	0
12	Elon Univeristy 100 Campus Drive Elon, North Carolina 27244 Career Services Manual Posting	N	0
13	Gov. Office of Minority Affairs 6 St. Paul Street Baltimore, Maryland 21202 Phone : 410-697-9600 Email : pamela.gregory@maryland.gov Pamela Gregory	N	0
14	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	Y	0
15	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 203-328-2691 Career Services Manual Posting	N	3
16	Internal Candidate	N	38

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Jewish Vocational Svcs. 1515 Reisterstown Rd. Baltimore, Maryland 21208 Phone : (415) 391-3600 Email : info@jcsbaltimore.org Tova Jaffee	N	0
18	JournalismJobs.com PO Box 7294 Berkeley, California 94707 Phone : 510-524-2007 Email : contact@journalismjobs.com Career Services	N	0
19	Kweisi Mfume 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
20	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Career Services Manual Posting	N	8
21	Loyola College 4501 N. Charles Street Baltimore, Maryland 21210 Phone : (410) 617-2000 Mary DeManss Manual Posting	N	0
22	Maryland Workforce Exchange 301 Preston St Suite 1500 Baltimore, Maryland 21201 Phone : 410-767-7857 Jonathan Jayes-Green Manual Posting	N	0
23	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	McDaniel College 2 College Hill Westminster, Maryland 21157 Phone : 410-848-7000 Url : https://www.mcdaniel.edu/index.php/career_services Career Services Manual Posting	N	0
25	MDCD Broadcasters 150 Fayetteville St. Suite 1270 Raleigh, North Carolina 27601 Phone : 919-821-7300 Url : http://www.mdcdbroadcasters.com Email : info@mdcd.com Fax : 1-919-834-8880 Gail Summerville	N	0
26	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
27	Norfolk State University 700 Park Avenue Norfolk, Virginia 23504 Phone : 757-823-8462 Career Services Manual Posting	N	0
28	Northwestern University 620 Lincoln Street Evanston, Illinois 60208 Phone : 847-491-5785 Url : https://northwestern-csm.symplicity.com Dainne Siekmann Manual Posting	N	0
29	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	Sheffield Audio Visual School 13816 Sunnybrook Rd. Phoenix, Maryland 21131 Phone : 800-355-6613 Email : vance@sheffielddav.com Career Services	N	0
31	Society of Broadcast Engineers 9102 N Meridian St. Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Scott Jones Manual Posting	N	0
32	Spelman College 350 Spelman Ln SW Atlanta, Georgia 30314 Career Services Manual Posting	N	0
33	Stevenson University 1525 Greenspring Valley Rd. Lutherville-Timonium, Maryland 21153 Phone : 877-468-6852 Url : https://www.myinterfase.com/vjc/employer/ Steven Wallis Manual Posting	N	0
34	Temple University 220 Mitten Hall 1913 N. Broad Street Philadelphia, Pennsylvania 19112 Phone : 215-204-7981 Url : http://www.temple.edu/provost/careercenter/ Kelly Hart Manual Posting	N	0
35	Towson University 8000 York Road Towson, Maryland 21252 Phone : 410-704-2000 Url : https://www.myinterfase.com/towson/employer/ Career Services Manual Posting	N	0

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36	TV Jobs.com PO Box 4116 Oceanside, California 92052 Phone : (800) 374-0119 Email : jobs@tvjobs.com Career Services	N	0
37	TVB 120 Wall Street. 15th Floor New York, New York 10005 Phone : 212-935-5631 Email : htv.careers@hearst.com Career Services	N	0
38	University of Baltimore 1420 N. Charles St. Baltimore, Maryland 21201 Phone : 410-837-4200 Jessica Johnson Manual Posting	N	0
39	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Christine Mahoney Manual Posting	Y	0
40	University of Maryland, BC 1000 Hilltop Circle Baltimore, Maryland 21250 Phone : 410-455-1000 Career Services Manual Posting	Y	0
41	University of Michigan 515 E Jefferson St Ann Arbor, Michigan 48109 Career Services Manual Posting	N	0
42	Virginia State University 1 Hayden Sr Petersburg, Virginia 23806 Career Services Manual Posting	N	0

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43	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			166

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/1/2022	Listing of each upper-level category opening in a job bank or newsletter	During the period covered by this report, WBAL-TV filled upper-level positions and listed vacancies with media trade groups whose membership includes participation by women and minorities including AAJA, Equality Magazines, NAHJ and other agencies that focus on minority participation/job placement.	1	Director of Programming & Public Affairs
2	6/1/2022	Establishment of an intern program designed to assist members of the community	Five (5) students participated in the WBAL-TV College Internship Program Summer session. The curriculum included orientation and an in-depth observational and participatory day-to-day look at a television broadcast operation. Guest instructors included WBAL-TV reporters, producers and other staff.	4	Director of Programming & Public Affairs Managing Editor News Director Director of Creative Services
3	6/1/2022	Establishment of training programs for station personnel	The Hearst Sales Development Program is designed to train and develop entry level Sales Account Associates for a future Account Executive role within Hearst Television. This Sales Development Program is a comprehensive 10-12 month training with a defined training program outline and milestone goals. Training program objectives are tracked by the Sales Management Team and reported to Corporate Management. After successful completion of the Hearst Sales Development Program, the Sales Account Associate will have the skills/experience necessary to qualify for a Sales Account Executive role.	1	Sales Account Associate
4	6/2/2022	Participation in events or programs sponsored by educational institutions	Provided thirty Defense Information School Maintenance Technicians a virtual tour of the inner-workings of a civilian broadcast facility. The students were shown the day-to day operations of the news room.	2	Director of Engineering Chief Engineer

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	Ongoing Event	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. This year's intern experienced training in Sales, News and Promotions. The station has the opportunity to train, mentor and sponsor the student with the option of full-time employment upon completion of college.	4	Director of Programming & Public Affairs Director of Sales News Director Assistant News Director
6	6/28/2022	Provision of training to management	Participants in the Diversity, Equity, and Inclusion (DEI) workshop learned the definition of diversity, equity, and inclusion, how to understand and articulate why DEI matters and how to recognize unconscious bias to effectively manage blind spots. Various activities were completed throughout the workshop to provide further understanding of these learning objectives. Included in the takeaways are various ways hiring managers can implement their learnings into the hiring process and into their current management style to foster an inclusive workplace culture.	1	Business Manager

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7	7/4/2022	Establishment of training programs for station personnel	The Harvard Leadership Development Program is designed to train and develop hand selected managers and potential leaders for future career advancements and leadership roles within Hearst Television. This development program is a comprehensive 14-week training with defined training program topics and follow-up coursework. Training program objectives are tracked by the human resources team and reported to Corporate Management. After successful completion of the Harvard Leadership Development Program, the participants will have the skills/experience necessary to qualify for career advancement and leadership roles.	4	Engineering Manager Promotions Assistant IT Support Specialist Meteorologist
8	7/11/2022	Participation in scholarship programs	Fred Young Fellowship - the twelve week program is offered to a college senior or graduate student completing the last year of college. The Fellow is paid an hourly salary. The Fellow's primary focus is on learning to produce a newscast while being led and mentored by senior leaders. Upon completion of the program, the Fellow is offered a full-time newscast producing position at one of Hearst stations.	3	Director of Programming & Public Affairs News Director Assistant News Director
9	9/2/2022	Establishment of an intern program designed to assist members of the community	Four (4) students participated in the WBAL-TV College Internship Program Fall session. The curriculum included orientation and an in-depth observational and participatory day-to-day look at a television broadcast operation. Guest instructors also included WBAL-TV reporters, producers and other staff.	4	Director of Programming & Public Affairs Managing Editor News Director Director of Creative Services

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10	9/27/2022	Participation in events or programs sponsored by educational institutions	A WBAL TV Reporter hosted a tour of the station with eleven Loyola University Media students. In addition to the tour, the reporter spoke on education reporting and writing and production of a newscast. The students toured the newsroom and master control to learn about the day-to-day operations of the newsroom. The students were provided the Hearst careers website for future employment opportunities.	1	Reporter
11	10/5/2022	Participation in events or programs sponsored by educational institutions	Engineering Manager participated in the STEM Career Fair at Loyola University Maryland. The fair gave students the opportunity to meet a variety of organizations focused on STEM careers to network, discuss job and internship opportunities and gain career and industry insight. In addition to Hearst careers, the Marty Faubell fellowship was shared with the students.	1	Engineering Manager
12	10/26/2022	Participation in events or programs sponsored by educational institutions	WIYY-FM On-Air Talent and Digital Manager were panelists at the National Student Electronic Media Convention in Baltimore, Maryland. The Radio On-air personality talked about what happens and how to get the job session. They focused on producing a radio show and the digital marketing of live streaming a radio show. The students were offered the Hearst Careers website as a resource for finding job opportunities and an internship.	2	Digital Manager On-Air Talent

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13	11/3/2022	Participation in events or programs sponsored by educational institutions	WBAL-TV News Director and WBAL NewsRadio News Director were panelists at Morgan State University for BEA Day: Resumes, Reels and Reality seminar. One News Director was the panelist focused on How to Make Connections and Find Jobs/Internships. The other News Director was the panelist for What To Do To Prepare Resumes/Reels. These sessions were attended by students and faculty in the Communication Department. The students were provided the Hearst Career website to ascertain job openings and internships.	2	TV News Director Radio News Director
14	11/18/2022	Participation in events or programs sponsored by educational institutions	Provided the Defense Information School Maintenance Technicians a tour of inner-workings of a civilian broadcast facility. The Director of Engineering led the class through the day-to-day operation of the newsroom and radio operations.	1	Director of Engineering
15	1/17/2023	Participation in scholarship programs	Fred Young Fellowship - the twelve-week program is offered to a college senior or graduate student completing the last year of college. The Fellow is paid an hourly salary. The Fellow's primary focus is on learning to produce a newscast while being led and mentored by senior leaders. Upon completion of the program, the fellow was hired at WBAL-TV as a Producer.	3	Director of Programming & Public Affairs News Director Assistant News Director
16	2/6/2023	Establishment of an intern program designed to assist members of the community	Three (3) students participated in the WBAL-TV College Internship Program: Spring 2023 Session. The internship entitled the students to receive an hourly wage. The curriculum included orientation and an in-depth observational and participatory day-to-day look at a television broadcast operation. Guest instructors also included WBAL TV reporters, producers and other staff.	4	Executive Producer Director of Programming and Public Affairs Assignment Manger Local Sales Manager

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17	2/27/2023	Participation in events or programs sponsored by educational institutions	A WBAL RadioNews Reporter was a virtual speaker at Georgetown University's graduate news writing class. Five students and one faculty member attended the lecture. The lecture focused on news writing and production. Questions were taken on how to cover news for radio. The students were provided the Hearst Careers website as an option for future employment.	1	Reporter
18	4/25/2023	Participation in events or programs sponsored by educational institutions	WBAL News Radio Sports Reporter was a virtual speaker at George Mason University. The Sports Reporter spoke to ten students and faculty about sports reporting, writing and production. Questions were taken on how to cover sports for radio. The students were provided the Hearst Careers website as an option for future employment.	1	Sports Reporter