

EEO PUBLIC FILE REPORT

FOR

WBAL-TV, WBAL-AM & WIYY-FM

This EEO Public File Report
Covers the One-Year Period
Ending on 5/31/16

EEO Annual Public File Report

WBAL-TV, WBAL-AM & WIYY-FM

This EEO Public File Report is filed in Station **WBAL-TV, WBAL-AM & WIYY-FM**'s public inspection files pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's EEO Rule.

The information contained in this Report covers the one year time period ending 5/31/16 (the "Reporting Period").

Attachments 1 through 3 are intended to provide the information required by the FCC's EEO Rule. Attachments 1 and 2 contain the following information for each full-time vacancy:

- * The full-time vacancies over the Reporting Period, the recruitment sources used to fill each vacancy, and the recruitment source that referred the hiree for each full-time vacancy;
- * The master list of recruitment sources utilized by the station, identified by name, address, contact person and telephone number; and
- * The total number of persons interviewed for each recruiting source over the Reporting Period.

Attachment 3 contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO Rule during the Reporting Period.

Questions concerning this Report should be directed to:
WBAL-TV | 3800 Hooper Ave | Baltimore, MD 21211

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June 1, 2015 - May 31, 2016

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Creative Services Director Open Date: 3/4/2014 Hire Date: 6/9/2015	2, 4, 6-9, 12-18, 20, 23-25, 28, 30, 33-35, 37-41, 43, 45, 47-48, 50-51, 53-54	17
Digital Sales Manager Open Date: 1/26/2015 Hire Date: 6/8/2015	1-2, 4, 6-9, 12-16, 20-25, 28, 30, 33-37, 39-41, 43, 45, 47-48, 50-51, 53-54	21
Assistant News Director Open Date: 1/28/2015 Hire Date: 7/20/2015	1-2, 4, 6-9, 12-16, 19-20, 22-25, 28, 30, 33-37, 39-41, 43, 45, 47-48, 50-51, 53-54	19
Digital Editor Open Date: 3/3/2015 Hire Date: 6/29/2015	2-4, 6-9, 12-16, 18, 20, 22-26, 28, 30, 33-37, 39-41, 43, 45, 47-48, 50-51, 53-54	26
Sales & Marketing Executive for WIYY-FM, 98 Rock Open Date: 4/17/2015 Hire Date: 6/22/2015	3-4, 6-10, 12-14, 16, 18, 20, 22-25, 28-30, 33-37, 39-41, 43-45, 47-48, 50-54	10
Sales and Marketing Account Executive Open Date: 4/28/2015 Hire Date: 7/20/2015	2-4, 6-9, 11-15, 18, 20, 22-25, 28, 30, 33-37, 39-41, 43-45, 47-48, 50-54	12
News and Talk Show Producer Open Date: 5/12/2015 Hire Date: 7/1/2015	3-4, 6-9, 12-15, 18, 20-25, 28, 30, 33-37, 39-41, 43-45, 47-48, 50-54	12
Chief Engineer Open Date: 5/18/2015 Hire Date: 10/1/2015	2-4, 6-9, 12-14, 16, 18, 20, 22-25, 28, 30-37, 39-41, 43-48, 50-54	46
Anchor/Reporter Open Date: 5/22/2015 Hire Date: 7/20/2015	2-4, 6-9, 12-15, 18, 20-25, 28, 30, 33-37, 39-41, 43-45, 47-54	21
Account Executive Open Date: 6/4/2015 Hire Date: 7/27/2015	1, 3-4, 6-9, 12-15, 18, 20, 22-25, 28, 30, 33-37, 39-41, 43-45, 47-54	25
Account Executive Open Date: 6/4/2015 Hire Date: 7/27/2015	1, 3-4, 6-9, 12-15, 18, 20, 22-25, 28, 30, 33-37, 39-41, 43-45, 47-54	12
Photographer/Editor Open Date: 6/11/2015 Hire Date: 9/3/2015	1-4, 7-9, 12-15, 17-18, 20, 22-25, 28, 30, 33-37, 39-41, 43-45, 47-54	17
Photographer/Editor Open Date: 6/11/2015 Hire Date: 10/12/2015	1-4, 7-9, 12-15, 17-18, 20, 22-25, 28, 30, 33-37, 39-41, 43-45, 47-54	12
Photographer/Editor Open Date: 6/11/2015 Hire Date: 8/21/2015	1-4, 7-9, 12-15, 18, 20, 22-25, 28, 30, 33-37, 39-41, 43-45, 47-54	12

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales & Marketing Executive for WIYY-FM, 98 Rock Open Date: 6/15/2015 Hire Date: 7/20/2015	1-4, 6-9, 12-15, 18, 20, 22-25, 28, 30, 33-37, 39-41, 43-45, 47-54	12
Reporter/Anchor Open Date: 7/17/2015 Hire Date: 11/5/2015	1-4, 6-9, 12-16, 18, 20, 22-25, 28, 30- 37, 39-41, 43-45, 47-54	14
News Producer Open Date: 8/10/2015 Hire Date: 10/12/2015	3-4, 6-9, 12-18, 20, 22, 24-25, 28, 30- 35, 37, 39-40, 43-44, 47-50, 52-54	17
Anchor/Reporter Open Date: 8/10/2015 Hire Date: 2/10/2016	2-4, 7-9, 12-16, 18, 20-22, 24-25, 28, 30-37, 39-40, 43-44, 47-50, 52-54	21
Account Executive Open Date: 8/26/2015 Hire Date: 9/3/2015	1, 4, 7-9, 12-16, 18, 20, 22, 24-25, 28, 30, 32-35, 39-40, 43-44, 47-54	12
Nightside Executive Producer Open Date: 9/1/2015 Hire Date: 10/21/2015	2-9, 12-16, 18, 20-22, 24-25, 28, 30, 32 -37, 39-41, 43-45, 47-54	12
Assignment Manager Open Date: 9/4/2015 Hire Date: 10/5/2015	2-4, 7-9, 12-14, 16-18, 20, 22, 24-25, 28, 30, 33-37, 39-41, 43-44, 47-54	17
Digital Content Producer and Web Editor Open Date: 9/29/2015 Hire Date: 11/30/2015	4, 6-9, 12-14, 16-18, 20, 22, 24-26, 28, 30, 33-35, 37, 39-41, 43-44, 47-54	26
General Assignment Reporter Open Date: 10/1/2015 Hire Date: 10/19/2015	2-9, 12-14, 16-18, 20, 22, 24-25, 28, 30, 33-37, 39-41, 43-45, 47-54	17
Local Sales Manager Open Date: 10/6/2015 Hire Date: 1/1/2016	1-9, 12-14, 16-18, 20, 22, 24-25, 28, 30, 33-37, 39-41, 43-45, 47-54	17
Local Sales Manager Open Date: 10/6/2015 Hire Date: 1/1/2016	1-9, 12-14, 16-18, 20, 22, 24-25, 28, 30, 33-37, 39-41, 43-45, 47-54	17
Local Sales Assistant Open Date: 10/6/2015 Hire Date: 11/12/2015	1, 4, 7-9, 12-13, 16, 18, 22, 24-25, 28, 30, 33-35, 39-42, 44, 47-54	42
Account Executive Open Date: 10/7/2015 Hire Date: 4/11/2016	1, 4, 7-9, 12-14, 16, 18, 20-22, 24-25, 28-30, 33-35, 37, 39-41, 44, 47-54	29
Account Executive Open Date: 10/7/2015 Hire Date: 12/28/2015	1, 4, 7-9, 12-14, 16, 18, 20-22, 24-25, 28-30, 33-35, 37, 39-41, 44, 47-54	21

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive Open Date: 10/7/2015 Hire Date: 11/18/2015	1, 4, 7-9, 12-14, 16, 18, 20-22, 24-25, 28-30, 33-35, 37, 39-41, 44, 47-54	21
National Sales Assistant Open Date: 10/7/2015 Hire Date: 11/16/2015	1, 4, 7-9, 12-14, 16, 18, 20, 22, 24-25, 28, 30, 33-35, 39-41, 44, 47-54	12
Assignment Editor Open Date: 10/12/2015 Hire Date: 12/14/2015	3-4, 7-9, 12-14, 16, 18, 20, 22, 24-25, 28, 30, 33-34, 37, 39-41, 43-44, 47-54	12
Account Executive Open Date: 10/12/2015 Hire Date: 12/14/2015	1, 4, 6-9, 12-14, 16, 18, 20-22, 24-25, 28, 30, 33-34, 39-41, 43-44, 47-54	21
Production Coordinator Open Date: 10/23/2015 Hire Date: 11/15/2015	3-9, 12-14, 16-18, 20, 22, 24-25, 28, 30, 33-35, 37, 39-41, 44-45, 47-54	17
Local Sales Manager Open Date: 11/18/2015 Hire Date: 2/3/2016	1, 4, 6-9, 12-14, 16, 18, 20-22, 24-25, 27-28, 30, 33-35, 37, 40-41, 44, 47-54	27
Assistant Promotions Director Open Date: 12/14/2015 Hire Date: 1/4/2016	4, 6-9, 12-14, 16-18, 20, 22, 24-25, 28, 30, 33-34, 37, 41, 44, 47, 49-54	17
Digital Content Producer and Web Editor Open Date: 12/16/2015 Hire Date: 3/21/2016	3-4, 6-9, 12-14, 16-18, 20, 22, 24-25, 28, 30, 33-34, 37, 40-41, 44, 47-54	17
Account Executive Open Date: 1/8/2016 Hire Date: 2/3/2016	1, 6-9, 12-14, 16, 18, 20-22, 24-25, 28, 30, 33-35, 37, 40-41, 44, 47-54	21
Administrative Assistant Open Date: 2/22/2016 Hire Date: 3/28/2016	4, 12, 16, 22, 25-26, 54	26
Account Executive Open Date: 2/24/2016 Hire Date: 5/9/2016	1, 7-8, 12-13, 16, 18, 20, 22, 24-25, 28, 30, 33-35, 37, 41, 44, 47-54	12
Local Sales Assistant Open Date: 3/1/2016 Hire Date: 3/22/2016	1, 4, 7-9, 12-14, 16, 18, 20-22, 24-25, 30, 33-34, 39-41, 44, 47-54	21
Production Coordinator Open Date: 3/18/2016 Hire Date: 4/21/2016	1, 3-4, 7-9, 11-14, 16-18, 20, 22, 24-25, 30, 33-37, 39-41, 44, 47-54	11
Reporter/Anchor Open Date: 4/7/2016 Hire Date: 5/6/2016	3-4, 6-9, 12-14, 16, 18, 20-22, 24-25, 30, 33-35, 37, 39-41, 43-44, 47-54	12

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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
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 602-954-8373 Url : http://602communications.com/site/ Email : slizik@602communications.com Sandy Lizik	N	0
2	AFTRA/SAG 4340 East West Highway Suite 204 Bethesda, Maryland 20814 Phone : (301) 792-7707 Email : raulers@aftra.com Amee Raulerson	N	0
3	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
4	Baltimore City Community College 2901 Liberty Heights Ave. Baltimore, Maryland 21215 Phone : 410-462-8013 Email : hr@bcc.edu Deidre Hill	N	0
5	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@bates.ctc.edu Ken Witkoe	N	0
6	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

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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
7	Bowie State University 14000 Jericho Park Road Bowie, Maryland 20715 Phone : 301-860-3828 Email : careerdevelopment@bowiestate.edu April Johnson	N	0
8	Broadcasting Institute of Maryland 7200 Harford Road Baltimore, Maryland 21234 Phone : (410) 254-2770 Email : nb@bim.org Norman Brooks	N	0
9	Career Communications Group 729 E. Pratt St. 5th Floor Baltimore, Maryland 21202 Phone : 410-244-7101 Url : http://www.ccgmedia.com/employee_login.php Career Services Manual Posting	N	0
10	Career Fair	N	1
11	Careerbuilder.com 666 Third Avenue Suite17A New York, New York 10017 Phone : 212.659.7035 John Mirrione Manual Posting	N	2
12	Careers.HearstTelevision.com 214 N. Tryon St. Charlotte, North Carolina 28202 Phone : 704-348-8073 HTV Careers Manual Posting	N	23
13	CCBC 800 South Rolling Road Baltimore, Maryland 21228 Phone : 443-840-4099 Url : http://www.cbcmd.edu/campus.html Email : sellis2@cbcmed.edu Samantha Ellis	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
14	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	2
15	College of Notre Dame 4701 N. Charles St. Baltimore, Maryland 21210 Phone : 410-435-0100 Url : http://www.ndm.edu/StudentServices/Career/employer Career Services Manual Posting	N	0
16	Community Assistance Network 7900 E. Baltimore Street Baltimore, Maryland 21224 Phone : 410-285-4674 x118 Email : Careers@canconnects.org Fax : 1-410-285-6707 Karen Alexander	N	0
17	Current Employee	N	16
18	Dept. of Labor, Licensing & Regulations 500 North Calvert St. #401 Baltimore, Maryland 21202 Phone : 410-230-6001 Bernadine Anderson Manual Posting	N	0
19	Dolan Media Management 3 North Court St. Fredrick, Maryland Phone : (301) 668-1511 Dolan Media Manual Posting	N	1
20	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
21	Employee Referral	N	13

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
23	Gov. Office of Minority Affairs 6 St. Paul Street Baltimore, Maryland 21202 Phone : 410-767-8232 Email : carmina.perezfowler@maryland.gov Ernie Mosby	N	0
24	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
25	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	1
26	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 203-328-2691 Career Services Manual Posting	N	5
27	InsideRadio.com P.O. Box 567925 Atlanta, Georgia 31156 Phone : (800) 248-4242 Career Services Manual Posting	N	2
28	Jewish Vocational Svcs. 1515 Reisterstown Rd. Baltimore, Maryland 21208 Phone : (415) 391-3600 Email : info@jcsbaltimore.org Tova Jaffee	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRS�")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Career Services Manual Posting	N	2
30	Loyola College 4501 N. Charles Street Baltimore, Maryland 21210 Phone : (410) 617-2000 Email : mdemanss@loyola.edu Mary DeManss	N	0
31	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
32	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
33	Mayor's Office of Employment Development 417 East Fayette St. Suite 468 Baltimore, Maryland 21202 Phone : 410-396-3009 Email : rhoward@oedworks.com Jesse Rice	N	0
34	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	MDCD Broadcasters 150 Fayetteville St. Suite 1610 Raleigh, North Carolina 27602 Phone : 919-821-7300 Url : http://www.mdcdbroadcasters.com Email : info@mdcd.com Fax : 1-919-834-8880 Gail Summerville	N	0
36	Napoli Management Group 8844 West Olympic Blvd, Suite 100 Beverly Hills, California 90211 Phone : 310-385-8227 Email : mcInerneys@tvtaent.com Sue McInerney	N	0
37	National Association of Hispanic Journalists 1193 National Press Bldg. Washington, District of Columbia 20045 Phone : 202-662-7145 Career Services Manual Posting	N	0
38	National Organization for Women- Baltimore Chapter PO Box 253 Timonium, Maryland 21094 Phone : 443-495-4080 Email : info@baltimorenow.org Career Services	N	0
39	NTS Media Online 14300 Sandy Hill Rd Poway, California 92064 Phone : 858.486.7559 Email : al@ntsmidiaonline.com Career Services	N	0
40	Omega Studios 5609 Fishers Lane Rockville, Maryland 20852 Phone : 301-230-9100 Email : Robert@omegastudios.com Robert Adams	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
41	Pennsylvania Assoc. of Broadcasters 8501 Paxton St. Hummelstown, Pennsylvania 17036 Phone : 717-482-4820 Gail Ponti Manual Posting	N	0
42	Previous Employee	N	1
43	Rapid Reliable Recruiting 100 West Road Suite 300 Towson, Maryland 21204 Phone : 410.337.5627 Email : Leslie@2rrecruiting.com Leslie Carrington	N	0
44	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	1
45	Sheffield Audio Visual School 13816 Sunnybrook Rd. Phoenix, Maryland 21131 Phone : 800-355-6613 Email : vance@sheffieldav.com Career Services	N	0
46	Society of Broadcast Engineers 9102 N Meridian St. Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Scott Jones Manual Posting	N	5
47	Stevenson University 1525 Greenspring Valley Rd. Lutherville-Timonium, Maryland 21153 Phone : 877-468-6852 Url : https://www.myinterfase.com/vjc/employer/ Email : swallis@stevenson.edu Steven Wallis	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
48	Talent Dynamics 600 Las Coninas Blvd. Suite 1000 Irving, Texas 75039 Phone : 214-640-3121 Email : hedding@talentdynamics.com Career Services	N	0
49	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
50	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
51	TV Jobs.com PO Box 4116 Oceanside, California 92052 Phone : (800) 374-0119 Career Services Manual Posting	N	3
52	TVB 120 Wall Street. 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
53	University of Baltimore 1420 N. Charles St. Baltimore, Maryland 21201 Phone : 410-837-4200 Email : cjennings2@ubalt.edu Jessica Johnson	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
54	University of Maryland, BC 1000 Hilltop Circle Baltimore, Maryland 21250 Phone : 410-455-1000 Email : careers@umbc.edu Career Services	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			78

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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	6/8/2015	Participation in events or programs sponsored by educational institutions	Taught a class for NABEF Media Sales Institute at Howard University on Proper Prospecting Techniques. The class was for recruits interested in media sales.	1	General Sales Manager
2	6/11/2015	Participation in Job Fairs	TV GM and Radio GSM recruited at the 2015 National Association of Broadcasters Education Foundation's Media Sales Institute. Observed 19 recent college graduates present sales presentations. Interviewed and selected two graduates who were hired. One graduate was hired in Radio and the other in TV.	2	General Manager General Sales Manager
3	7/15/2015	Participation in events sponsored by community groups	More than 100 students with the Mayor's Summer Employment, Youth Works program learned about Lisa Robinson's journey into broadcasting. She also participated in a question and answer session.	1	Anchor/Reporter
4	9/29/2015	Participation in Job Fairs	General Manager and HR Coordinator participated in the NABEF job fair during the NAB-Radio Conference. Met with student scholars interested in working in Radio and Television. Spoke about job opportunities and provided career advice.	2	HR Coordinator General Manager
5	10/19/2015	Participation in events sponsored by community groups	Guest Speaker at the Johns Hopkins Applied Science Campus. Spoke with first responders, Public Information Officers and Government Officials about emergency response and the media's role in covering those type of stories.	1	Reporter
6	10/22/2015	Participation in Job Fairs	Panelist for the job and internship fair at Howard University. Discussed "How to Work in Radio on-air, producing, promotions, advertising sales and management roles". Met with participants of the job fair to discuss careers in Radio Sales and Programming.	1	General Sales Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	11/17/2015	Participation in events or programs sponsored by educational institutions	Spoke to students at Gwynn Falls Elementary School in Baltimore at their annual Career Day. The speaker advised students on TV broadcasting careers and the specifics of what a reporter does for a TV station.	1	Reporter
8	11/18/2015	Participation in events or programs sponsored by educational institutions	Spoke at Archbishop Curley High School's Annual Career Day about careers in broadcasting. The focus was on Engineering and Master Control functions at a TV station.	1	Engineer/Technician Operator
9	11/19/2015	Participation in events or programs sponsored by educational institutions	Spoke to students at Edgcombe Circle Elementary School's Career Day in Baltimore about reporting news.	1	General Assignment Reporter
10	1/5/2016	Participation in events or programs sponsored by educational institutions	A student from Virginia Tech who is interested in a career in Meteorology shadowed our Meteorologist in the Weather Department.	1	Meteorologist
11	2/4/2016	Participation in events or programs sponsored by educational institutions	Spoke to 5th Graders at Dallas Nicholas Elementary School in Baltimore. Students learned about careers in Broadcasting.	1	General Assignment Reporter
12	2/29/2016	Participation in events or programs sponsored by educational institutions	WBAL-TV 11 displayed visuals and current internship postings at McDaniel College in Westminster, MD for their annual internship and career fair. Representative talked to each potential candidate about internship opportunities at the TV and Radio stations.	1	Production Assistant
13	3/21/2016	Participation in events sponsored by community groups	Spoke to Girl Scout Juniors in the 4th Grade attending Hillcrest, Westchester Elementary and Lamb of God School at Catonsville United Methodist Church about careers in broadcasting.	1	Anchor/Reporter
14	3/29/2016	Participation in events or programs sponsored by educational institutions	Spoke to students at The Bryn Mawr School Annual Career Day about careers in broadcasting.	1	Meteorologist
15	4/13/2016	Participation in events or programs sponsored by educational institutions	Spoke to students at Thomas Johnson Elementary Middle School's Literacy Night about Meteorology.	1	Meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
16	4/18/2016	Participation in events or programs sponsored by educational institutions	Spoke to students at Harford Day School's Career Day about careers in broadcasting.	1	Meteorologist
17	4/20/2016	Participation in events or programs sponsored by educational institutions	Participated in a round table discussion with students from Howard County Public Schools and Howard County Conservancy about careers in broadcasting.	1	Meteorologist
18	4/22/2016	Participation in events or programs sponsored by educational institutions	Spoke to students at Armistead Gardens Elementary Middle School in Baltimore. Students learned about careers in Broadcasting.	1	General Assignment Reporter
19	4/26/2016	Participation in events or programs sponsored by educational institutions	Spoke to 5th Graders at Dogwood Elementary School's Annual Career Day about careers in Broadcasting. The primary focus was on reporting stories and broadcasting them on TV.	1	Anchor/Reporter
20	5/7/2016	Participation in events sponsored by community groups	Participated in leadership workshops by women and minorities, sponsored by organizations representing groups present in the community interested in broadcast issues; Participated in a panel discussion at the Junior League's Women Empowerment Expo at Goucher College to discuss the role of media.	1	Anchor/Reporter
21	5/13/2016	Participation in events or programs sponsored by educational institutions	Spoke to students at Park Elementary School in Anne Arundel County about careers in broadcasting.	1	Reporter
22	5/18/2016	Establishment of an intern program designed to assist members of the community	WBAL-TV Internship Program Summer 16 interns; Fall-15 Interns and Spring 18 interns participated in the program.	2	Director of Programming/Public Affairs Production Assistant TV News Director Business Manager
23	5/23/2016	Participation in events or programs sponsored by educational institutions	Spoke to students at St. Agnes School about careers in broadcasting.	1	Meteorologist

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
24	5/25/2016	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.	1	Director of Programming/Public Affairs
25	5/27/2016	Participation in events or programs sponsored by educational institutions	Spoke to students at Armistead Gardens Elementary Middle School in Baltimore. Students learned about careers in Broadcasting.	1	General Assignment Reporter