

**WBAL-AM, WBAL-TV, WIYY-FM**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2016 - May 31, 2017**

**I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive Open Date: 2/23/2016 Hire Date: 6/13/2016	1, 3-4, 6-13, 15-18, 23-24, 26, 28-31, 34, 36-37, 40, 43-50	10
Studio Operations Technician Open Date: 3/15/2016 Hire Date: 6/13/2016	3-5, 7-16, 18, 23-24, 28-31, 34, 36-37, 40-43, 45-50	14
Assistant Creative Services Director Open Date: 3/18/2016 Hire Date: 7/15/2016	1, 3-4, 7-16, 18, 23-24, 28-31, 34-37, 39-40, 43-50	14
News Producer Open Date: 5/12/2016 Hire Date: 8/4/2016	2-16, 18, 23-24, 28-31, 33-37, 39-41, 43-50	14
Digital Producer/Web Editor Open Date: 6/14/2016 Hire Date: 1/3/2017	2-13, 15-16, 18, 23-31, 33-37, 39-41, 43-50	27
Photographer/Editor Open Date: 7/8/2016 Hire Date: 9/7/2016	4, 7-13, 15-16, 18, 21, 23-24, 26, 28- 31, 34, 36-38, 40-41, 43-51	10
Photographer/Editor Open Date: 7/8/2016 Hire Date: 7/24/2016	4, 7-13, 15-16, 18, 21, 23-24, 26, 28- 31, 34, 36-38, 40-41, 43-51	38
National Sales Manager Open Date: 7/12/2016 Hire Date: 11/1/2016	1-13, 15-16, 18, 23-26, 28-31, 33-41, 43-50	38
Producer/Director Open Date: 7/21/2016 Hire Date: 10/5/2016	2-13, 15-16, 18, 23-24, 26, 28-31, 33- 37, 39-41, 43-50	10
Promotion Producer/Writer/Editor Open Date: 7/21/2016 Hire Date: 9/26/2016	2-13, 15-16, 18, 23-24, 26, 28-31, 33- 37, 39-41, 43-50	10
News Producer Open Date: 8/2/2016 Hire Date: 10/20/2016	2-13, 15-16, 18, 23-24, 26, 28-31, 33- 37, 39-41, 43-50	10
Client Services Specialist Open Date: 8/19/2016 Hire Date: 9/14/2016	1-13, 15-18, 23-24, 26, 28-37, 39-41, 43-50	10
Director of Programming and Public Affairs Open Date: 9/19/2016 Hire Date: 11/7/2016	2-16, 18, 23-24, 26, 28-31, 33-37, 39- 41, 43-50	14
Account Executive Open Date: 9/26/2016 Hire Date: 1/3/2017	2-13, 15-18, 23-24, 26, 28-31, 33-37, 39-41, 43-50	10

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Producer/Director Open Date: 10/3/2016 Hire Date: 1/3/2017	2-13, 15-16, 18, 23-24, 26, 28-31, 33-37, 39-41, 43-50	10
Anchor/Reporter Open Date: 10/10/2016 Hire Date: 10/10/2016	19	19
Anchor Reporter Open Date: 10/24/2016 Hire Date: 10/24/2016	19	19
Radio News Producer Open Date: 11/14/2016 Hire Date: 12/16/2016	2-12, 14-16, 18, 23-24, 26, 28-31, 33-37, 39-41, 43-50	14
Assignment Editor Open Date: 11/14/2016 Hire Date: 1/19/2017	2-12, 14-16, 18, 21, 23-24, 26, 28-31, 33-37, 39-41, 43-50	10
Assistant Promotions Director Open Date: 11/16/2016 Hire Date: 12/7/2016	2-12, 14-18, 23-24, 26, 28-31, 33-37, 39-41, 43-46, 48-50	14
Receptionist Open Date: 12/5/2016 Hire Date: 1/3/2017	2-12, 15-16, 18, 23-24, 26, 28-31, 33-37, 39-41, 43-50	10
Programming Assistant Open Date: 12/16/2016 Hire Date: 1/24/2017	2-12, 14-16, 18, 21, 23-24, 26, 28-31, 33-37, 39-41, 43-46, 48-50	21
On-Air Host Open Date: 1/5/2017 Hire Date: 5/1/2017	2-12, 15-18, 23-24, 26, 28-31, 33-34, 36-37, 39-41, 43-46, 48-50	17
Newscast Director Open Date: 1/10/2017 Hire Date: 1/30/2017	2-12, 15-16, 18, 23-24, 26, 28-31, 33-34, 36-37, 39-41, 43-50	10
Radio Account Executive Open Date: 1/12/2017 Hire Date: 2/20/2017	1-12, 14-16, 18, 23-24, 26, 28-31, 33-34, 36-37, 39-41, 43-46, 48-50	14
Account Executive Open Date: 1/24/2017 Hire Date: 2/22/2017	1-12, 15-16, 18, 23-24, 26, 28-31, 33-34, 36-37, 39-41, 43-50	10
Local Sales Assistant Open Date: 2/9/2017 Hire Date: 4/3/2017	1-12, 15-16, 18, 23-24, 26, 28-31, 33-34, 36-37, 39-41, 43-50	10
Client Services Specialist Open Date: 2/16/2017 Hire Date: 2/27/2017	1-12, 15-18, 23-24, 26, 28-31, 33-34, 36-37, 39-41, 43-46, 48, 50	17

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Account Executive Open Date: 3/7/2017 Hire Date: 4/26/2017	1-12, 15-18, 22-24, 26, 28-31, 33-34, 36-37, 39-41, 43-48, 50	17
Account Executive Open Date: 3/21/2017 Hire Date: 5/1/2017	1-12, 15-18, 20, 23-24, 26, 28-31, 33- 34, 36-37, 39-41, 43-46, 48, 50	17

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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 : <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	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> Amee Raulerson	N	0
3	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
4	Baltimore City Community College 2901 Liberty Heights Ave. Baltimore, Maryland 21215 Phone : 410-462-8013 Email : <a href="mailto:hr@bccc.edu">hr@bccc.edu</a> Deidre Hill	N	0
5	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : <a href="mailto:kwitkoe@bates.etc.edu">kwitkoe@bates.etc.edu</a> Ken Witkoe	N	0
6	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 : <a href="mailto:BCRmail@aol.com">BCRmail@aol.com</a> Career Services	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	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 : <a href="http://www.ccgmedia.com/employee_login.php">http://www.ccgmedia.com/employee_login.php</a> Career Services Manual Posting	N	0
10	Careers.HearstTelevision.com 214 N. Tryon St. Charlotte, North Carolina 28202 Phone : 704-348-8073 HTV Careers Manual Posting	N	68
11	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
12	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	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>
13	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
14	Current Employee	N	16
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	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
17	Employee Referral	N	14
18	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
19	Exigent Circumstances	N	2
20	Former Employee Referral	N	2
21	Former Intern	N	3
22	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>
23	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
24	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
25	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 203-328-2691 Career Services Manual Posting	N	2
26	Jewish Vocational Svcs. 1515 Reisterstown Rd. Baltimore, Maryland 21208 Phone : (415) 391-3600 Email : info@jcsbaltimore.org Tova Jaffee	N	0
27	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Career Services Manual Posting	N	1
28	Loyola College 4501 N. Charles Street Baltimore, Maryland 21210 Phone : (410) 617-2000 Email : mdemanss@loyola.edu Mary DeManss	N	0
29	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
30	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
31	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 : <a href="mailto:info@mdcd.com">info@mdcd.com</a> Fax : 1-919-834-8880 Gail Summerville	N	0
32	Monster.com . Baltimore, Maryland Phone : 1-800-666-7837 Career Services Manual Posting	N	1
33	Napoli Management Group 8844 West Olympic Blvd, Suite 100 Beverly Hills, California 90211 Phone : 310-385-8227 Email : <a href="mailto:mcInerneys@tvtalent.com">mcInerneys@tvtalent.com</a> Sue McInerney	N	0
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	NTS Media Online 14300 Sandy Hill Rd Poway, California 92064 Phone : 858.486.7559 Email : <a href="mailto:al@ntsmediaonline.com">al@ntsmediaonline.com</a> Career Services	N	0

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36	Omega Studios 5609 Fishers Lane Rockville, Maryland 20852 Phone : 301-230-9100 Email : Robert@omegastudios.com Robert Adams	N	0
37	Pennsylvania Assoc. of Broadcasters 8501 Paxton St. Hummelstown, Pennsylvania 17036 Phone : 717-482-4820 Gail Ponti Manual Posting	N	0
38	Previous Employee	N	2
39	Rapid Reliable Recruiting 100 West Road Suite 300 Towson, Maryland 21204 Phone : 410.337.5627 Email : Leslie@2rrecruiting.com Leslie Carrington	N	0
40	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
41	Sheffield Audio Visual School 13816 Sunnybrook Rd. Phoenix, Maryland 21131 Phone : 800-355-6613 Email : vance@sheffieldav.com Career Services	N	0
42	Society of Broadcast Engineers 9102 N Meridian St. Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Scott Jones Manual Posting	N	0

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43	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 : <a href="mailto:swallis@stevenson.edu">swallis@stevenson.edu</a> Steven Wallis	N	0
44	Talent Dynamics 600 Las Coninas Blvd. Suite 1000 Irving, Texas 75039 Phone : 214-640-3121 Email : <a href="mailto:hedding@talentdynamics.com">hedding@talentdynamics.com</a> Career Services	N	0
45	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
46	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
47	TV Jobs.com PO Box 4116 Oceanside, California 92052 Phone : (800) 374-0119 Career Services Manual Posting	N	0
48	TVB 120 Wall Street. 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0

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49	University of Baltimore 1420 N. Charles St. Baltimore, Maryland 21201 Phone : 410-837-4200 Email : cjennings2@ubalt.edu Jessica Johnson	N	0
50	University of Maryland, BC 1000 Hilltop Circle Baltimore, Maryland 21250 Phone : 410-455-1000 Email : careers@umbc.edu Career Services	Y	0
51	Word of Mouth Referral	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>112</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	6/1/2016	Establishment of an intern program designed to assist members of the community	WBAL-TV Internship Program: Summer 2016, 16 interns participated in the Program; Fall 2016, 15 interns participated in the Program; Spring 2017, 18 interns participated in the Program.	4	Director of Programming and Public Affairs News Director Promotions Manager Radio Program Director
2	6/5/2016	Participation in Job Fairs	Radio Local Sales Manager and General Sales Manager recruited at the NABEF Media Sales Institute at Howard University. They were on site to recruit recent college graduates and seniors for media sales jobs. The students were provided material that provided information about Hearst and the media sales jobs.	2	Radio Local Sales Manager General Sales Manager
3	8/3/2016	Participation in Job Fairs	Recruited at the 2016 National Urban League Conference. WBAL-TV and WBAL-AM and WIYY-FM displayed visuals and provided attendees with materials about Hearst. They also fielded questions and provided information concerning opportunities at all stations.	4	Assist. Program Director Local Sales Manager Program Director Radio News Director
4	9/20/2016	Participation in Job Fairs	General Manager and HR Generalist participated in the NABEF Career Fair during the NAB Radio Convention. Met with students across the US to discuss job openings at the station and throughout the company.	2	President and General Manager HR Generalist
5	1/9/2017	Participation in scholarship programs	Fred Young Hearst Television Producing Fellowship - The program recruits graduating students with an interest in television news/digital news producing to work at a station for 10 paid weeks. The fellow selected produced the news and worked at the station for 10 weeks. She was offered a full-time producer position at another Hearst Television station.	1	News Director
6	1/24/2017	Participation in events or programs sponsored by educational institutions	Spoke to third grade students at Stoneleigh Elementary School about careers in broadcasting with an emphasis on meteorology.	1	Meteorologist

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7	3/31/2017	Participation in events or programs sponsored by educational institutions	Spoke at Mount Saint Joseph High School career day about a career in radio broadcasting as a reporter. Three sessions were held for students. They learned what is done in the course of a normal day, the benefits and drawbacks of this career and what path they can follow to this career.	1	Reporter
8	5/5/2017	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. The 2016-2017 Intern attends Howard University.	1	Director of Programming and Public Affairs
9	5/9/2017	Participation in events or programs sponsored by educational institutions	Spoke to middle school students at Walter P. Carter Middle School as part of the Leadership Talks program. The speaker introduced the students to various careers in television with an emphasis on meteorology.	1	Meteorologist
10	5/18/2017	Participation in events or programs sponsored by educational institutions	WBAL-TV displayed visuals and current internship postings at Morgan State University for their Media Day and career fair. The representative talked to students about internship opportunities at the TV and Radio stations.	1	Director of Programming and Public Affairs
11	5/19/2017	Participation in events or programs sponsored by educational institutions	Spoke to about 300 students from the 5th through 8th grades at Hampstead Hill Academy about broadcast careers. Discussed education/training, working conditions and earning potential in broadcasting.	1	Anchor

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12	5/19/2017	Participation in events or programs sponsored by educational institutions	Served as a guest speaker at 39th Annual Symposium Youth STEM Workshop. This was a hands-on, interactive workshop for 30 girls enrolled in Girls, Inc. and Howard Middle School of Mathematics and Science. The guest speaker spoke to the girls about pursuing STEM careers and addressed climate change.	1	Meterologist
13	5/23/2017	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 the positions.	2	Assist. Director of Engineering Director of Engineering