

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2013 through May 31, 2014

I. List of Recruitment Sources (including the number of interviewees referred during the reporting period)

* An asterisk by the name of the Recruitment Source indicates that the source sought notification of all full-time vacancies.

** An asterisk by the name of the Recruitment Source indicates that the source sought notification of all news vacancies.

Code [Optional]	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
1	WMAR Website	6400 York Road Baltimore, MD 21212	www.abc2news.com Darlene Dorman	410-377-2222	33
2	WMAR Internal Candidates	6400 York Road Baltimore, MD 21212	www.abc2news.com Darlene Dorman	410-377-2222	7
3	American Federation of Advertising of Baltimore	P. O. Box 11345 Baltimore, MD 21239-1345	Steve Cline www.baltimoreadvertising.com director@baltimoreadvertising.com	410-821-6928	
4	AFTRA/SAG	7735 Old Georgetown Road, #950 Bethesda, MD 20814	Anne Rosenblatt anne.rosenblatt@sagaftra.org	301-657-2560	
5	Alliance for Women in Media	1760 Old Meadow Road Suite 500 McLean, VA 22102	Careers.allwomeninmedia.org	703-506-3290	
6	American Sportscasters Assoc	225 Broadway, #2030 New York, NY 10007	Louis Schwartz	703-506-3266, fax 212-227-8080	
7	Association for Women in Communications	3337 Duke St. Alexandria, VA 22314	Jo A. Kim jkim@womcom.org	703-370-7436, ext 306	
8	Baltimore City Community College	2901 Liberty Heights Avenue Baltimore, MD 21215	Vincent Whitmore vwhitmore@bcc.edu	410-462-8534	
9	Baltimore County NAACP	PO Box 21061 Baltimore, MD 21228	Patricia Ferguson Rosalind Howard	410-747-7200	
10	Baltimore Employment Exchange	3001 E. Madison Street Baltimore, MD 21205	rhoward@oedworks.com business@oedworks.com	410-984-3014	
11	Baltimore Urban League	512 Orchard St Baltimore, MD 21201	Kaite Hamilton www.bul.org khamilton@diversitytalentnetwork.org	410-523-8150 866-405-8048	
12	Broadcast Employment Svcs	PO Box 4116 Oceanside CA 92052	jobs@tjobs.com	800-374-0119	

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13	Broadcasting & Cable		<u>Perry Bean</u> <u>varietycareers2@reedbusiness.com</u> <u>www.varietycareers.com</u>	323-965-5315	
14	Career Builder	200 N. Lasalle Street, Ste 1100 Chicago, IL 60601	<u>www.careerbuilder.com</u>	866-438-1485 773-527-3600	2
15	CBS School of Broadcasting	9891 Borken Land Parkway Suite 102 Columbia, MD 21046	<u>Robert Higbie</u> <u>rhigbie@gocsb.com</u> <u>Michael Bille</u> <u>info@michaelsmedia.com</u>	410-290-7140 410-290-7954, fax	
16	Collective Talent	26150 Hersheyvale Franklin, MI 48025	<u>www.collectivetalent.com</u>	813-254-9695	
17	Craigs List	1381 9th Avenue San Francisco, CA 94122	<u>www.craigslist.org</u>	415-566-6394	
18	Dice.com	4101 NW Urbandale Drive Urbandale, IA 50322	<u>www.dice.com</u>	515-280-1144	
19	Employee/Industry Referral	N/A	N/A	N/A	13
20	Entertainment Employment Journal	PO Box 72599 Corpus Christi, TX 78472	<u>gregorio@entertainmentemploymentjournal.com</u>	818-920-0060	
21	Google.com	1600 Amphitheatre Pkwy Mountain View, CA 94043	<u>www.google.com</u> <u>JoAnn McKinney</u> <u>jmckinney@greaterhomewood.org</u>	650-253-6000	1
22	Greater Homewood Community Corporation	Adult Learning Center 3503 N. Charles Street Baltimore, MD 21218	<u>greaterhomewood.org</u>	410-261-3517	

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33	Journalismjobs.com	72 The Plaza Dr Berkeley, CA 94705	www.journalismjobs.com info@journalismjobs.com	510-653-1521	1
34	LinkedIn MDHCC	2029 Siterlin Ct Mountain View, CA 94043	www.linkedin.com Natalie Villabon-Martiz	650-687-3600	19
35	Maryland Hispanic Chamber of Commerce	5024-R Campbell Blvd Baltimore, MD 21236	www.mdhcc.org customerservice@mdhcc.org	410-931-8100	
36	Maryland Work Force Exchange	1100 N. Eutaw Street, Rm 209 Baltimore, MD 21201	mwe.dlr.state.md.us	410-767-2100	
37	Mayor's Office of Employment	100 W. 23rd St Baltimore, MD 21218	Cynthia Jefferson Gail Summerville	410-396-3009	
38	MD/DC/DEL Broadcasters Assoc	106 Old Court Rd Baltimore, MD 21208	mdcd.com	410-653-4122	
39	Media Bistro	475 Park Avenue South New York, NY 10016	www.mediabistro.com	212-389-2000	
40	Media Line	PO Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	800-237-8073	1
41	Monster.com	622 Third Ave New York, NY 10017	www.monster.com	212-351-7000	19
42	Morgan State Univ	1700 E. Cold Spring La Baltimore MD 21251	Victoria Valentine victoria.valentine@morgan.edu	800-666-7837 443-885-3505	
43	NAACP	8 West 26th St Baltimore MD 21218		410-366-3300	

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44	NABJ	1100 Knight Hall, Ste 300 College Park, MD 20742	www.nabj.org	866-479-NABJ 301-405-0248	1
45	Natl Assoc of Multicultural Media Exec	7950 Jones Branch Dr McLean VA 22102	www.namime.org	703-893-2414, fax 703-854-7178	
46	NAHJ	1000 National Press Bldg 529 14th Street Washington, DC 20045	Leticia Salazar jobbank@nahj.org	202-668-7145	
47	News Directions	935 Pebblestone Ct Alpharetta, GA 30004	tony@news-directions.com Michelle Holder		
48	Natl Council of Negro Women	633 Pennsylvania Ave, NW Washington, DC 20004 PO Box 253	mholder@ncnw.org	202-737-0120	
49	Natl Organization for Women	Timonium, MD 21094 2401 Liberty Heights Ave Suite 302	info@baltimorenow.org	410-668-4399	
50	Northwest Careel Center	Baltimore, MD 21215 8501 Paxton St	Sharon Matthews smatthews@oedworks.com	410-523-1060	
51	PA Assoc of Broadcasters	Hummelstown, PA 17036	rwyckoffpab.org	717-482-4820	
52	Producers Hub	1809 E. Winter Park Road Orlando, FL 32803	www.productionhub.com	407-629-4122	
53	Rick Gevers & Assoc	PO Box 577 Zionsville, IN 46077	Rick Gevers rick@rickgevers.com	317-769-7900	
54	Simply Hired	2513 Charleston Rd Mountain View, CA 94043	www.simplyhired.com www.spotsndots.com	650-254-9000	1
55	Spots N Dots	167 Oakdale Rd Johnson City, NY 13790	ads@spotsndots.com	888-884-2630	

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56	State of MD Dept of Labor	1100 N. Eutaw St Baltimore, MD 21201	Greg Styles	410-767-2021	
57	State of MD Vocational Rehab	2301 Argonne Dr Baltimore, MD 21218	Helen Coupe www.dors.state.md.us Lizette Pearson Career Center www.towson.edu	410-554-9385 410-554-9127	
58	Towson Univ Career Ctr	8000 York Road Towson, MD 21252		410-704-4659	
59	TV and Radio Jobs	N/A	www.tvandradijobs.com	N/A	1
60	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	800-374-0119 760-754-8177	9
61	Veterans Admin.	31 Hopkins Plaza Baltimore, MD 21201	Gerry Taylor	410-230-4538	
62	Vetjobs.com	P O Box 71445 Marietta, GA 30007	www.vetjobs.com	1-877-938-5627	
63	602 Communications	4349 E. Colter Street Phoenix AZ 85018	www.602communications.com	602-954-8373	
64	WMAR Internship Program	6400 York Road Baltimore, MD 21212	Pat Bihy www.abc2news.com	410-372-2320	
65	Word of Mouth				
66	Workplace Diversity.com	26 Eastmans Road Parsippany, NJ 07054	Debra LoFaso www.workplacediversity.com	973-992-7311	
Total Number of Interviewees during the Reporting Period					120

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Code [Optional]	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
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II. Full-Time Vacancies Filled During the Reporting Period June 1, 2013 through May 31, 2014

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number or name]	Recruitment Source for Person [by code number or name]
Online Executive Producer	1, 8, 9, 11, 12, 14, 21, 22, 24, 26, 27, 29, 30, 31, 32, 34, 37, 38, 39, 40, 45, 46, 47, 51, 55, 56, 57, 58	Indeed
Digital Content Producer	1, 8, 9, 11, 12, 14, 21, 22, 24, 26, 27, 29, 30, 31, 32, 34, 37, 38, 39, 40, 45, 46, 47, 51, 55, 56, 57, 58	ABC2.com
Reporter/Multimedia Journalist	1, 4, 7, 9, 11, 12, 14, 16, 21, 24, 26, 27, 29, 30, 31, 32, 35, 37, 38, 39, 40, 45, 46, 47, 51, 55, 56, 57, 58	Tvjobs.com
Reporter/Multimedia Journalist	1, 4, 7, 9, 11, 12, 14, 16, 21, 24, 26, 27, 29, 30, 31, 32, 35, 37, 38, 39, 40, 45, 46, 47, 51, 55, 56, 57, 58	Tvjobs.com
Account Executive	1, 8, 9, 11, 12, 14, 21, 22, 24, 26, 29, 30, 31, 32, 34, 37, 38, 39, 40, 45, 46, 47, 51, 55, 56, 57, 58	LinkedIn
Producer	1, 8, 9, 11, 12, 14, 16, 21, 22, 24, 26, 27, 29, 30, 31, 32, 34, 37, 38, 39, 40, 45, 46, 47, 51, 55, 56, 57, 58	Indeed
Associate Account Executive	1, 8, 9, 11, 12, 14, 21, 22, 24, 26, 29, 30, 31, 32, 34, 37, 38, 39, 40, 45, 46, 47, 51, 55, 56, 57	Indeed
Digital Content Producer	1, 8, 9, 11, 12, 14, 16, 21, 22, 24, 26, 27, 29, 30, 31, 32, 34, 37, 38, 39, 40, 45, 46, 47, 51, 55, 56, 57, 58	Journalismjobs.com
Assignment Desk Editor	1, 8, 9, 11, 12, 14, 16, 21, 22, 24, 26, 27, 29, 30, 31, 32, 34, 37, 38, 39, 40, 45, 46, 47, 51, 55, 56, 57, 58	ABC2.com
Associate Producer	1, 8, 9, 11, 12, 14, 16, 21, 22, 24, 26, 27, 29, 30, 31, 32, 34, 37, 38, 39, 40, 45, 46, 47, 51, 55, 56, 57, 58	Monster
Digital Reporter	1, 8, 9, 11, 12, 14, 16, 21, 22, 24, 26, 27, 29, 30, 31, 32, 34, 37, 38, 39, 40, 45, 46, 47, 51, 55, 56, 57, 58	Industry referral
Digital Reporter	1, 8, 9, 11, 12, 14, 16, 21, 22, 24, 26, 27, 29, 30, 31, 32, 34, 37, 38, 39, 40, 45, 46, 47, 51, 55, 56, 57, 58	Medialine
Assignment Desk Editor	1, 8, 9, 11, 12, 14, 16, 21, 22, 24, 26, 27, 29, 30, 31, 32, 34, 37, 38, 39, 40, 45, 46, 47, 51, 55, 56, 57, 58	ABC2.com
Creative Services Producer	1, 4, 7, 8, 9, 11, 12, 14, 21, 22, 24, 26, 29, 30, 31, 32, 34, 37, 38, 39, 40, 45, 46, 47, 51, 55, 56, 57, 59	Employee referral
Reporter/Multimedia Journalist	1, 4, 7, 9, 11, 12, 14, 16, 21, 24, 26, 27, 29, 30, 31, 32, 35, 37, 38, 39, 40, 45, 46, 47, 51, 55, 56, 57, 58	ABC2.com

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Photographer/MMJ	1, 7, 9, 11, 12, 14, 16, 21, 24, 25, 26, 27, 29, 30, 31, 32, 35, 37, 38, 39, 40, 45, 46, 47, 51, 55, 56, 57, 58	ABC2.com 1
Account Executive	1, 8, 9, 11, 12, 14, 21, 22, 24, 26, 29, 30, 31, 32, 34, 37, 38, 39, 40, 45, 46, 47, 51, 55, 56, 57, 58	Monster 38
Account Executive	1, 8, 9, 11, 12, 14, 21, 22, 24, 26, 29, 30, 31, 32, 34, 37, 38, 39, 40, 45, 46, 47, 51, 55, 56, 57, 58	Employee referral 19
Desktop Support Technician	1, 7, 8, 9, 11, 12, 14, 21, 22, 24, 26, 29, 30, 31, 32, 34, 37, 38, 39, 40, 45, 46, 47, 51, 55, 56, 57, 58	Monster 38
Director of Local Sales	1, 8, 9, 11, 12, 14, 21, 22, 24, 26, 29, 30, 31, 32, 34, 37, 38, 39, 40, 45, 46, 47, 51, 55, 56, 57, 58	Industry referral 19

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III. Non-Vacancy Specific Recruitment Efforts During Reporting Period June 1, 2013 through

Internship program for college students - WMAR's year-round internship program is offered to college juniors, seniors and graduate students interested in a career in broadcasting. Students receive credit for their participation in the program and are evaluated by the assigned department upon completion. Internships are available during the spring, summer and fall in all aspects of news production, promotions, newscast operations, sports, community affairs, website, sales and research. For information regarding this program please contact Pat Bihy, 410-372-2320 or email bihy@wmar.com. Four interns participated in the program during this reporting period. All of the interns were paid.

Internship/Shadow program for high school students - This two week program is offered in May of each year to senior high school students with an interest in a career in broadcasting. The program is limited to five students who each have an opportunity to shadow a reporter, interact with other news department employees (technicians, photographers, editors, producers, etc.), learn about writing for a newscast and website, and the construction of a newscast. In this reporting period the station sponsored two high school students.

Teen Media Project is an opportunity for 12 students from area high schools to attend weekly full day sessions at WMAR-TV where they receive instruction, guidance and information in the process of creating a fully produced half-hour newscast. A producer is assigned to the project and serves as coordinator. Other station personnel (reporters, directors, photographers and department managers) participate in the educational sessions providing further information about job duties, responsibilities and careers in the broadcast media. Additionally outside professionals such as instructors are also invited as guest speakers. The students themselves must research, interview, write and produce their own newscast which airs the last Saturday of the month, November through May. The students are also taken on field trips which in the past have included the Newseum in Washington, DC, the ABC network studios in New York and tapings of a live show such as Good Morning America, The Chew, etc.

Public Service Announcement:

The station has created a public service announcement which is broadcast twice a week on a rotating schedule. The announcement advises the viewing community that interested parties are encouraged to contact the station if they wish their organization receive notices of job opportunities as they become available.

Station Tours: The station provides guided tours for groups and organizations with an interest in learning about broadcasting, journalism, careers in the media. Guests are provided a "back stage" tour and are able to observe the operations of the station as well as watch a newscast. They are given an opportunity to meet and talk with staff members while learning about the various duties and responsibilities of job positions.

June 11, 2013: Morgan State University, Broadcast News Reporting and Writing class.

June 11, 2013: A Step Closer Foundation

June 19, 2013: Mann Residential School

July 9, 2013: Sister's Academy of Baltimore/Notre Dame

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III. Non-Vacancy Specific Recruitment Efforts During Reporting Period June 1, 2013 through

September 18, 2013: New Pathways
September 26, 2013: Digital Harbor High School
September 28, 2013: Women's Housing Coalition
June 11, 2013: Morgan State University, Broadcast News Reporting and Writing class.
November 19, 2013: New Pathways

Guest Lectures/Speaking Engagements: Members of the station's staff (such as those listed below) are regularly scheduled for appearances as guest speaker and panelists. These engagements will include discussions on the history of WMAR-TV, it's role in the community, the various departments of a television station roles and positions within those departments, internship program and overall broadcast operations. In most cases, a video is used to demonstrate practices of the departments (ex. a video of marketing/branding promo's, how they are created, who creates them; a video about the history of the E. W. Scripps Company and its publishing and broadcasting properties, etc.) is included in the presentations.

September 28, 2013: Anchor/Reporter Kelly Swoope, Women's Coalition at Morgan State University
November 13, 2013: Anchor/Reporter Kelly Swoope, Black Youth in Action
November 20, 2013: Meteorologist Wyatt Everhart, The SEED School of Maryland
March 27, 2014: Meteorologist Mike Masco, STEM School Science Fair
May 2, 2014: Meteorologist Mike Masco, West Long Branch High School

Job Fair/Career Day

May 26, 2014: Towson University, Darlene Dorman/Human Resource Manager, Patricia Bihy/Exec Admin Asst and Intern Program Coordinator, Rachel
May 21, 2014: MMJ/Traffic Reporter Lauren Cook, Sandy Plains Elementary School