

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2018 - May 31, 2019

Station Included in Report: WMAR-TV

I. List of Recruitment Sources

(including the number of interviewees referred during the reporting period)

* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				11
C2	Internal Candidate / WorkLife				14
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			42
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	2
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C16	Collective Talent	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C26	NAHJ.org (The National Association of Hispanic Journalists-Career Center)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C38	Asian American Journalists Association (AAJA)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C55	DCWebWomen.org	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		2
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		25
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	3
C102	News Directions	935 Pebblestone Ct Alpharetta, GA 30004	tony@news-directions.com		
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				2
C131	Agency/Search Firm				8
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		43
C164	Glassdoor.com (via scraping)		www.glassdoor.com		1
C165	Jobtome.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C166	DRI International (Disaster Recovery Institute)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C167	Symphony Talent Job	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C169	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C175	Flexjobs_Batch	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C176	TheLadders	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C177	AAJA	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C178	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C180	rtdna	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C183	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C191	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C192	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C194	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Central Kentucky Job Center - Danville - Danville, KY 40422 - 121 East Broadway (Bruce.quire@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	Central Kentucky Job Center - Lexington - - 1055 Industry Road, 2nd Floor (JeanneB.Scott@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	Central Kentucky Job Center - Richmond - Richmond, KY 40475 - 595 South Keeneland Drive (denise.jones@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	2
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C800	Aberdeen Workforce Center - Terri Kearney - 34 N Philadelphia Blvd, Room 303 (tkearney@swnetwork.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C801	Andrews Air Force Base (AFB) - Linda Logan - 1191 Menoher Dr (mfscjobs@gmail.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C802	Anne Arundel County Career Center - Jacquelyn Bauer - 7000 Arundel Mills Circle (jacquelyn.bauer@maryland.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C803	Anne Arundel One Stop Career Center - - 80 West Street, Suite A (lisaac@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C804	Anne Arundel One Stop Career Center - - 7480 Baltimore-Annapolis Boulevard, Suite 100 (zella.brown@maryland.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C805	Anne Arundel One Stop Career Center - Annapolis, MD 21401 - 80 West Street, Ste A (lisaac@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C806	Arbor Education and Training - - 9315 Largo Drive West (lhamptonholt2004@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C807	Baltimore County Office of Employment & Training - - 105 West Chesapeake Ave. Ste 300 (aharkness@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C808	Baltimore County Office of Workforce Development Center - Barry F - 105 W Chesapeake Avenue (barfwilliams@baltimorecountymd.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C809	Baltimore County Workforce Dev. Center - Baltimore, MD 21224 - 7930 Eastern Blvd (eastpt@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C810	Baltimore County Workforce Development Center at Eastpoint - - 7930 Eastern Boulevard (jorge.cruz@maryland.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C811	Baltimore County Workforce Development Center at Hunt Valley - - 11101 McCormick Road, Suite 102 (huntvwdc@baltimorecountymd.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C812	Baltimore County Workforce Development Center at the Liberty Center - - 3637 Offutt Road (lcwdrc@baltimorecountymd.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C813	Baltimore Works Career Center - - 1100 North Eutaw Street, Room 101 (tfinney@maryland.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C814	Baltimore Works Career Center - Baltimore, MD 21201 - 1100 N Eutaw St, Ste 101 (crutledge@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C815	Baltimore Works Career Center - Keith Colston - 311 West Saratoga Street (tfinney@maryland.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C816	Bel Air Workforce Center - - 2 South Bond Street, Second Floor (belair@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C817	Bel Air Workforce Center - - 2 South Bond Street, Second Floor (belair@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C818	Bel Air Workforce Center - - 2 South Bond Street, Second Floor (richard.luzetsky@maryland.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C819	Bel Air Workforce Center - Bel Air, MD 21014 - 2 South Bond St, Second Floor (belair@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C820	BWI Thurgood Marshall Airport One Stop - - Main Terminal Concourse C, 401 Headquarters Dr., Ste 208, Millersville, MD 21108 (bfranz@aawdc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C821	CAREER CENTER - - 800 South Rolling Road, Room K-209K (Catonsville.CareerCenter@ccbcmd.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C822	Caroline County Career Center - - 300 Market Street, P.O. Box 400 (denton@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C823	Caroline County Career Center - - 300 Market Street, P.O. Box 400 (segerson@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C824	Caroline County Career Center - Denton, MD 21629 - 300 Market Street (gtheroux@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C825	Carroll County Business & Employment Resource Center - Westminster, MD 21157 - 224 North Center St (drickell@ccg.carr.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C826	Carroll County Business and Employment Resource Center - - 224 North Center Street (info@carrollworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C827	Cecil County Workforce Center - - 1275 West Pulaski Highway (jcharles@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C828	Cecil County Workforce Center - Elkton, MD 21921 - 1275 West Pulaski Hwy (gbalog@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C829	Columbia Workforce Center - - 7161 Columbia Gateway Drive, Suite D (Columbia@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C830	Columbia Workforce Center - - 7161 Columbia Gateway Drive, Suite D (ojones@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C831	Columbia Workforce Center - - 7161 Columbia Gateway Drive, Suite D (ojones@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C832	Columbia Workforce Center - Columbia, MD 21046 - 7161 Columbia Gateway Dr, Ste D (columbia@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C833	Cornerstone Montgomery - Nicholas Mozer - 1398 Lambertson Drive (nicholas.mozer@cornerstonemontgomery.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C834	Division of Southern Maryland Workforce Services - Waldorf, MD 20602 - 175 Post Office Rd (edowney@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C835	Eastside Career Center - Baltimore, MD 21205 - 3001 East Madison St (clewis@oedworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C836	EMPLOY BALTIMORE - - 417 E. Fayette Street – 4th Floor (resumes@oedworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C837	Fort George.G. Meade Army Post Civilian Personnel Advisory Office - Eric Pardue - Building 4432 Llewellyn (ftmeadepao@gmail.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C838	Frederick Co. Business & Employment Center - Frederick, MD 21703 - 5340 Spectrum Dr, Ste A (chunt@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C839	Frederick County Workforce Services at the Business and Employment Center - Christopher Watkins - 5340 Spectrum Drive (christopher.watkins@maryland.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C840	Goodwill Industries of Monocacy Valley - Cindy Freeman - 400 East Church Street (cfreeman@gimv.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C841	Jewish Social Service Agency - Jewish Vocational Services - Roberta Fagin - 9900 Georgia Avenue (jvs@jssa.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C842	Jewish Social Service Agency - Marty Tillman (Employment Relations Specialist) - 200 Wood Hill Road (mtillman@jssa.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C843	Kent County Career Center - - 601 High Street, c/o Shared Opportunities Service, Inc. (cdentinger@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C844	Kent County Career Center - Chestertown, MD 21620 - 601 High Street, 2nd Floor (lorem@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C845	Maryland Division of Rehabilitation Services-Baltimore Metro Area - Fred Keene - 2301 Argonne Drive (fkeene@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C846	Maryland Division of Rehabilitation Services-Eastern Maryland - Katie Lynn - 8221 Teal Drive (klynn@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C847	Maryland Division of Rehabilitation Services-Western Maryland - Meara Ziyad - 1004 Littlestown Pike (mziyad@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C848	Maryland Employment Network - Craig Dolan - 125 N. Main Street/Rear (cdolan@harfordmentalhealth.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C849	Maryland Employment Service-Charles County - Levon Roane - Workforce Services (Iroane@careernet.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C850	Maryland Employment Service-Prince George - Jeffrey Swilley - 1100 Mercantile Lane Suite 120 (pwhite@pgcedc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C851	Maryland School For The Deaf - Eva Staubitz - PO Box 250 (staubiev@msd.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C852	Maryland State Department of Education - Division of Rehabilitation Services - - 2301 Argonne Drive (jboone@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C853	Maryland Works, Inc - Robert Hoffman - 10270 Old Columbia Road (info@mdworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C854	Mayor's Office of Employment Development/Eastside Career OneStop Center - Miss Holland - 3001 East Madison Street (clewis@oedworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C855	Mayor's Office of Employment - Baltimore, MD 21205 - 3001 E Madison St (clewis@oedworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C856	Mayor's Office of Employment Development/Eastside Career OneStop Center - - 3001 East Madison Street (clewis@oedworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C857	MD Division of Rehabilitation Services - - 2301 Argonne Drive (jboone@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C858	MD Division of Rehabilitation Services - Annapolis - - 2001-A Commerce Park Dr., Suite 2 (jboone@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C859	MD Division of Rehabilitation Services - Columbia - - 7161 Columbia Gateway Drive Suite D (jboone@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C860	MD Division of Rehabilitation Services - Frederick - - 100 E. All Saints St., Room 201 (jboone@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C861	MD Division of Rehabilitation Services - Townson - - 113 Towsontown Blvd., Suite A (jboone@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C862	MD Division of Rehabilitation Services - Westminster - - 1004 Littlestown Pike Suite B1 (jboone@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C863	MD Division of Rehabilitation Services - Wheaton - - 11002 Veirs Mill Road (jboone@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C864	Minority Access, Inc. - Bonnie Gray (Internship Coordinator - National Diversity & Inclusion Internship Program) - 5214 Baltimore Ave. (Bgray@minorityaccess.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C865	MONTGOMERY COUNTY COMMISSIONFOR WOMEN - COUNSELING and CAREERCENTER - - 401 N. Washington St, #100 (nancie.kenney@montgomerycountymd.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C866	Montgomery Works One Stop Center - Tara Assi - 11002 Veirs Mill Road (wheaton@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C867	Montgomery Works One Stop Workforce Center - Wheaton, MD 20902 - 11002 Veirs Mill Rd, 1st Floor (wheaton@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C868	MontgomeryWorks One Stop Workforce Center - - 11002 Veirs Mill Road, 1st Floor (rpelletier@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C869	Morgan State University - Career DevelopmentCenter - - Montevallo Complex C224 (EARLENE.GOODSON@MORGAN.EDU)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C870	Morgan State University - Center for Career Development - William Carson - Wing C-224 Montevallo Complex (william.carson@morgan.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C871	Northwest Career Center - Beverly Gill - 2401 Liberty Heights Avenue, Suite 302 (Mondawmin Mall) (clewis@oedworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C872	Northwest Career Center - William Carnes (Business Representative) - 2401 Liberty Heights Avenue, Suite 302 (Mondawmin Mall) (bcarnes@oedworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C873	Perry Point VA Medical Center - - Circle Drive (katherine.eastridge@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C874	Prince George`s American Job Center - Jeffrey Swilley - 1801 McCormick Drive (largo@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C875	Prince George's One Stop Career Center - - 1100 Mercantile Lane, Suite 100 (hbrooks@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C876	Prince George's One Stop Career Center - Largo, MD 20774 - 1100 Mercantile Lane, Ste 100 (hbrooks@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C877	Queen Anne`s County Career Center - Thomas Rider - 125 Comet Drive (queenannes@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C878	Queen Anne's County Career Center - - 125 Comet Drive (cdentinger@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C879	Queen Anne's County Career Center - - 125 Comet Drive (queenannes@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C880	Queen Anne's County Career Center - Centreville, MD 21617 - 125 Comet Dr (chestertown@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C881	Southern Maryland JobSource - Alan Crawley (Labor Exchange Administrator) - 175 Post Office Road (alan.crawley@maryland.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C882	Southern MD JobSource -Waldorf - Yvette Turner - 175 Post Office Road (waldorf@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C883	Susquehanna Workforce Center - Bel Air - Linda Newman - 2 South Bond Street (richard.luzetsky@maryland.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C884	Talbot Career Center - Arthur Reeside - 301 Bay Street (easton@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C885	Talbot Career Center - - 301 Bay Street, Suite 301 (areeside@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C886	Talbot Career Center - - 301 Bay Street, Suite 301 (easton@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C887	Talbot Career Center - Easton, MD 21601 - 301 Bay Street, Ste 301 (easton@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C888	The Baltimore American Indian Center - John Simermeyer - 113 S Broadway (john.g.simermeyer@live.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C889	Transcen Inc - Sue Ellen - 451 Hungerford Drive (inquiries@transcen.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C890	Transcen Inc. - - 451 Hungerford Drive Suite 700 (inquiries@transcen.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C891	Waldorf One Stop Career Center - - 175 Post Office Road (charlescjs@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C892	Waldorf One Stop Career Center - - 175 Post Office Road (michelle.singleton@maryland.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C893	Waystation Inc - Robert Simpson - 249-251 West Patrick Street (rsimpson@waystationinc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

Local Sources

L1	WMAR Website	6400 York Road Baltimore, MD 21212	Darlene Dorman www.abc2news.com	410-377-2222	
L2	American Federation of Advertising of Baltimore	P.O Box 11345 Baltimore, MD 21239-1345	Steve Cline director@baltimoreadvertising.com www.baltimoreadvertising.com	410-821-6928	
L3	Alliance for Women in Media	1760 Old Meadow Road Suite 500 McLean, VA 22102	careers.allwomeninmedia.org	703-506-3290	
L4	American University Career Center	4400 Massachusetts Ave, NW Washington, DC 20016	Elaine Salisbury aucareerweb.com	202-885-1852	
L5	American Sportscasters Assoc	225 Broadway Suite 2030 New York, NY 10007	Louis Schwartz lschwa8918@aol.com	212-227-8080	
L6	Association for Women in Communications	3337 Duke Street Alexandria, VA 22314	Jo A. Kim jkim@womcom.org	703-370-7436 ext 306	
L7	Baltimore City Community College	2901 Liberty Heights Avenue Baltimore, MD 21215	Vincent Whitmore vwhitmore@bcc.edu	410-462-8534	
L8	Baltimore County NAACP	300 Lennox Avenue Baltimore, MD 21214	Patricia Ferguson naacp@naacp-bcountymd.org naacp-bcountymd.org	410-321-1243	
L9	Baltimore Employment Exchange	3001 E. Madison Street Baltimore, MD 21205	Rosalind Howard business@oedworks.com rhoward@oedworks.com	410-984-3014	

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L10	Baltimore Urban League	512 Orchard Street Baltimore, MD 21201	Kaite Hamilton khamilton@diversitytalentnetwork.org www.bul.org	410-523-8150 866-405-8048	
L11	Broadcast Employment Services	PO Box 4116 Oceanside, CA 92052	jobs@tvjobs.com	800-374-0119	
L18	Entertainment Employment Journal	PO Box 72599 Corpus Christi, TX 78472	gregorio@entertainment employmentjournal.com	818-920-0060	
L20	Strong City Baltimore	3503 N. Charles Street Baltimore, MD 21218	JoAnn McKinney jmckinney@greaterhomewood.org	410-261-3517	
L21	Howard Community College	10901 Little Patuxent Pkwy Columbia, MD 21044	Sheri Hawes shawes@howardcc.edu	443-518-1000	
L22	Howard Univ. School of Communication	525 Bryant Street, NW 107C Washington, DC	Carol Dudley cdudley@howard.edu howard-csm.symplicity.com/employers	202-806-5806	
L23	IBEW Local 1200	201 International Circle Suite 230 Hunt Valley, MD 21030	Bob Riddle bob.riddle@ibew1200.org	410-891-5850	
L26	Jewish Community Services	5750 Park Heights Avenue Baltimore, MD 21215	employerservices@jcsbaltimore.org www.jcsbaltimore.org/employers	410-466-9200	
L29	MDHCC Maryland Hispanic Chamber of Commerce	5024R Campbell Blve Baltimore, MD 21236	Natalie Villabon-Martiz customerservice@mdhcc.org www.mdhcc.org	410-931-8100	
L30	Maryland Work Force Exchange	1100 N. Eutaw Street Rm 209 Baltimore, MD 21201	mwe.dllr.state.md.us	410-767-2100	
L31	Mayor's Office of Employment	100 W. 23rd Street Baltimore, MD 21218	Cynthia Jefferson	410-396-3009	
L32	MD/DC/DEL Broadcasters Assoc	106 Old Court Road Baltimore, MD 21208	Gail Summerville mdcd.com	410-653-4122	
L36	Morgan State University	1700 E. Cold Spring Lane Baltimore, MD 21251	Victoria Valentine victoria.valentine@morgan.edu	443-885-3505	
L37	NAACP	8 West 26th Street Baltimore, MD 21218		410-366-3300	
L39	National Assoc of Multicultural Media Exec.	7950 Jones Branch Drive McLean, VA 22102	www.namme.org	703-854-7178	
L42	National Council of Negro Women	633 Pennsylvania Ave NW Washington, DC 20004	Michelle Holder mholder@ncnw.org	202-737-0120	
L43	National Organization for Women	PO Box 50055 Baltimore, MD 21211	baltnow99@gmail.com		
L44	Northwest Career Center	2401 Liberty Heights Ave Suite 302 Baltimore, MD 21215	Cynthia Dugger cdugger@oedworks.com	410-523-0970	
L45	PA Assoc of Broadcasters	8501 Paxton Street Hummelstown, PA 17036	rwycckoff@pab.org	717-482-4820	
L46	Producers Hub	1809 E. Winter Park Road Orlando, FL 32803	www.productionhub.com	407-629-4122	
L47	Rick Gevers & Assoc	PO Box 477 Zionsville, IN 46077	Rick Gevers rick@rickgevers.com	317-769-7900	

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L48	SAG-AFTRA	7735 Old Georgetown Road #950 Bethesda, MD 20814	Anne Rosenblatt anne.rosenblatt@sagaftra.org	301-657-2560	
L51	State of MD Dept. of Labor	1100 N. Eutaw Street Baltimore, MD 21201	Greg Styles	410-767-2021	
L52	State of MD Vocational Rehab	2301 Argonne Drive Baltimore, MD 21218	Helen Coupe www.dors.state.md.us	410-554-9385	
L53	Towson University Career Center	8000 York Road Towson, MD 21252	Lizette Pearson www.towson.edu	410-704-4659	
L54	TV and Radio Jobs		www.tvandradiojobs.com		
L56	Veterans Administration	31 Hopkins Plana Baltimore, MD 21201	Gerry Taylor	410-230-4538	
L58	602 Communications	4349 E. Colter Street Phoenix, AZ 85018		602-954-8373	
L59	Workplace Diversity.Com	26 Eastmans Road Parsippany, NY 7054	Debra LoFaso www.workplacediversity.com	973-992-7311	
L60	Work Opportunities Unlimited	8000 Jumpers Hole Road Suite 204 Pasadena, MD 21122	Denise Tubman dtubman@workopportunities.net	443-637-7422	
L61	Bowie State University	14000 Jericho Park Road Bowie, MD 20715-9465	Rosetta Price careerdevelopment@bowiestate.edu www.bowiestate.edu	301-860-4000	
L62	University of Baltimore	Career and Professional Development Center 1420 N. Charles Street, SC 206 Baltimore, MD 21201	Charles Jennings, Jr. cjennings2@ubalt.edu www.ubalt.edu	410-837-5476	
L63	Coppin State University	2500 West North Avenue Baltimore, MD 21216	Linda Bowie careerservices@coppin.edu www.coppin.edu	410-951-3915	
L64	National Association for Multi-Ethnicity in Communications	50 Broad Street Suite 1801 New York, NY 10004	namic.site_ym.com	212-594-5985	
L65	Anne Arundel County NAACP	Unit 7008 P. O. Box 6210 Annapolis, MD 21401	annearundelcountynaacp.org	443-883-5151	
L66	Asian American Journalists Association	5 Third Street Suite 1108 San Francisco, CA 94103	national@aja.org www.aja.com	415-346-2051	
L67	Baltimore Public Relations Council	Baltimore, MD	Rose Kendig info@baltimoreprcouncil.org www.baltimoreprcouncil.org		
L68	Baltimore Public Relations Council	Baltimore, MD	Rose Kendig info@baltimoreprcouncil.org		
L69	Washington College	300 Washington Ave Chestertown, MD 21620	career_center@washcoll.edu https://www.washcoll.edu/	410-778-2800	
L70	Loyola University Maryland	4501 N Charles St Baltimore, MD 21212	thecareercenter@loyola.edu https://www.loyola.edu/	410-617-2232	
L71	Stevenson University	1525 Greenspring Valley Rd Stevenson, MD 21153	careerservices@stevenson.edu http://www.stevenson.edu/career-success/	443-352-4477	
L72	McDaniel College	2 College Hill Westminster, MD 21157	ceo@mcdaniel.edu https://ceo.mcdaniel.edu/	410-871-3305	

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L73	University of Delaware	401 Academy Street Newark, DE 19716	udcareers@udel.edu http://www.udel.edu/CSC/	302-831-2392	
L74	Howard University	2397 6th St NW Washington, DC 20059	careerservices@howard.edu https://careerservices.howard.edu/	202-806-7513	
L75	George Washington University	2121 Eye Street, NW Washington, DC 20052	gwcareercenter@gwu.edu https://www.gwu.edu/	202-994-6495	
L76	Georgetown University	37th and O Streets NW Washington, DC 20057	careercenter@georgetown.edu https://georgetown.edu/	202-687-3493	
L77	Gettysburg College	300 N Washington St Gettysburg, PA 17325	career@gettysburg.edu www.gettysburg.edu	717-337-6616	
L78	George Mason University	4400 University Drive Fairfax, VA 22030	careers@gmu.edu https://careers.gmu.edu/	703-993-2370	
L79	University of the District of Columbia	4200 Connecticut Avenue Northwest Washington, DC 20008	careerservices@udc.edu www.udc.edu	202-274-6920	
L80	The Catholic University of America	620 Michigan Ave NE Washington, DC 20017	careers@cua.edu https://careers.cua.edu	202-319-5623	
L81	Johns Hopkins University	3400 North Charles Street Baltimore, MD 21218	handshake@jhu.edu https://studentaffairs.jhu.edu/career-planning/		
L82	Baltimore County Dept of Aging	611 Central Avenue Towson, MD 21204			
Total Number of Interviewees Referred:				156	

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Integrated [14421]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165	Code Number: C97 Start Date: 2018-06-11
Account Exec, Integrated [14894]	C1, C2, C3, C5, C69, C97, C102, C130, C131, C132, C134, L4, L7, L10, L26, L39, L42, L44, L53, L61, L63, L67, L69, L70, L71, L72, L73, L74, L75, L76, L77, L78, L79, L80, L81, L82	Code Number: C3 Start Date: 2018-11-05
Account Exec, Integrated [JR020226]	C1, C2, C3, C5, C69, C97, C102, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C180, C181, C183, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C800, C801, C802, C803, C804, C805, C806, C807, C808, C809, C810, C811, C812, C813, C814, C815, C816, C817, C818, C819, C820, C821, C822, C823, C824, C825, C826, C827, C828, C829, C830, C831, C832, C833, C834, C835, C836, C837, C838, C839, C840, C841, C842, C843, C844, C845, C846, C847, C848, C849, C850, C851, C852, C853, C854, C855, C856, C857, C858, C859, C860, C861, C862, C863, C864, C865, C866, C867, C868, C869, C870, C871, C872, C873, C874, C875, C876, C877, C878, C879, C880, C881, C882, C883, C884, C885, C886, C887, C888, C889, C890, C891, C892, C893, L4, L7, L10, L26, L39, L42, L43, L44, L53, L61, L63, L68, L69, L70, L71, L72, L73, L74, L75, L76, L77, L78, L79, L80, L81, L82	Code Number: C97 Start Date: 2019-04-15
Account Manager [JR020571]	C1, C2, C3, C5, C69, C97, C102, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C191, C192, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C800, C801, C802, C803, C804, C805, C806, C807, C808, C809, C810, C811, C812, C813, C814, C815, C816, C817, C818, C819, C820, C821, C822, C823, C824, C825, C826, C827, C828, C829, C830, C831, C832, C833, C834, C835, C836, C837, C838, C839, C840, C841, C842, C843, C844, C845, C846, C847, C848, C849, C850, C851, C852, C853, C854, C855, C856, C857, C858, C859, C860, C861, C862, C863, C864, C865, C866, C867, C868, C869, C870, C871, C872, C873, C874, C875, C876, C877, C878, C879, C880, C881, C882, C883, C884, C885, C886, C887, C888, C889, C890, C891, C892, C893, L7, L10, L26, L39, L42, L44, L53, L61, L63, L68, L69, L70, L71, L72, L73, L74, L75, L76, L77, L78, L79, L80, L81, L82	Code Number: C2 Start Date: 2019-03-25
Assignment Editor [14294]	C1, C2, C3, C5, C69, C97, C102, C130, C131, C132, C134, L7, L8, L10, L26, L29, L36, L37, L42, L43, L44, L61, L63, L64, L65, L68	Code Number: C3 Start Date: 2018-08-06
Assoc Producer [14609]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C69, C97, C102, C130, C131, C132, C134, C165, L4, L7, L10, L26, L32, L37, L39, L42, L43, L44, L53, L61, L63, L67, L69, L70, L71, L72, L73, L74, L75, L76, L77, L78, L79, L80, L81	Code Number: C3 Start Date: 2018-09-10

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Assoc Producer [14916]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C69, C95, C97, C102, C130, C131, C132, C134, C165, C167, L4, L7, L10, L22, L26, L39, L42, L44, L53, L61, L63, L67, L69, L70, L71, L72, L73, L75, L76, L77, L78, L79, L80, L81, L82	Code Number: C95 Start Date: 2018-11-26
IT Ops Tech II [14708]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C55, C69, C97, C102, C130, C131, C132, C134, C164, C165, C166, C167, L4, L7, L10, L26, L39, L42, L43, L53, L61, L63, L68, L69, L70, L71, L72, L73, L74, L75, L76, L77, L78, L79, L80, L81	Code Number: C134 Start Date: 2018-10-01
Maintenance Engineer II [JR020148]	C1, C2, C3, C5, C69, C97, C102, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C194, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C800, C801, C802, C803, C804, C805, C806, C807, C808, C809, C810, C811, C812, C813, C814, C815, C816, C817, C818, C819, C820, C821, C822, C823, C824, C825, C826, C827, C828, C829, C830, C831, C832, C833, C834, C835, C836, C837, C838, C839, C840, C841, C842, C843, C844, C845, C846, C847, C848, C849, C850, C851, C852, C853, C854, C855, C856, C857, C858, C859, C860, C861, C862, C863, C864, C865, C866, C867, C868, C869, C870, C871, C872, C873, C874, C875, C876, C877, C878, C879, C880, C881, C882, C883, C884, C885, C886, C887, C888, C889, C890, C891, C892, C893, L4, L7, L10, L26, L39, L42, L44, L53, L61, L63, L68, L69, L70, L71, L72, L73, L74, L75, L76, L77, L78, L79, L80, L81, L82	Code Number: C2 Start Date: 2019-04-08
Meteorologist, Evening [15002]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C16, C69, C97, C100, C102, C130, C131, C132, C134, C165, C167, C170, C171, C172, C173, C174, C175, C176, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C800, C801, C802, C803, C804, C805, C806, C807, C808, C809, C810, C811, C812, C813, C814, C815, C816, C817, C818, C819, C820, C821, C822, C823, C824, C825, C826, C827, C828, C829, C830, C831, C832, C833, C834, C835, C836, C837, C838, C839, C840, C841, C842, C843, C844, C845, C846, C847, C848, C849, C850, C851, C852, C853, C854, C855, C856, C857, C858, C859, C860, C861, C862, C863, C864, C865, C866, C867, C868, C869, C870, C871, C872, C873, C874, C875, C876, C877, C878, C879, C880, C881, C882, C883, C884, C885, C886, C887, C888, C889, C890, C891, C892, C893, L4, L7, L10, L26, L39, L42, L44, L53, L61, L63, L67, L69, L70, L71, L72, L73, L74, L75, L76, L77, L78, L79, L80, L81, L82	Code Number: C131 Start Date: 2019-01-21
Multimedia Journalist [14127]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C16, C69, C97, C100, C130, C131, C132, C134, L32, L48	Code Number: C100 Start Date: 2018-06-04

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Multimedia Journalist [JR020150]	C1, C2, C3, C5, C69, C97, C102, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C800, C801, C802, C803, C804, C805, C806, C807, C808, C809, C810, C811, C812, C813, C814, C815, C816, C817, C818, C819, C820, C821, C822, C823, C824, C825, C826, C827, C828, C829, C830, C831, C832, C833, C834, C835, C836, C837, C838, C839, C840, C841, C842, C843, C844, C845, C846, C847, C848, C849, C850, C851, C852, C853, C854, C855, C856, C857, C858, C859, C860, C861, C862, C863, C864, C865, C866, C867, C868, C869, C870, C871, C872, C873, C874, C875, C876, C877, C878, C879, C880, C881, C882, C883, C884, C885, C886, C887, C888, C889, C890, C891, C892, C893, L4, L7, L10, L21, L26, L39, L42, L44, L53, L61, L63, L68, L69, L70, L71, L72, L73, L75, L76, L77, L78, L79, L80, L81, L82	Code Number: C1 Start Date: 2019-04-01
Ops Engineer II [14661]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C130, C131, C132, C134, C165, C167, L7, L61, L63	Code Number: C2 Start Date: 2018-09-10
Ops Engineer II [14929]	C1, C2, C3, C5, C69, C97, C102, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C800, C801, C802, C803, C804, C805, C806, C807, C808, C809, C810, C811, C812, C813, C814, C815, C816, C817, C818, C819, C820, C821, C822, C823, C824, C825, C826, C827, C828, C829, C830, C831, C832, C833, C834, C835, C836, C837, C838, C839, C840, C841, C842, C843, C844, C845, C846, C847, C848, C849, C850, C851, C852, C853, C854, C855, C856, C857, C858, C859, C860, C861, C862, C863, C864, C865, C866, C867, C868, C869, C870, C871, C872, C873, C874, C875, C876, C877, C878, C879, C880, C881, C882, C883, C884, C885, C886, C887, C888, C889, C890, C891, C892, C893, L4, L10, L26, L39, L42, L53, L61, L63, L67, L69, L70, L71, L72, L73, L74, L75, L76, L77, L78, L79, L80, L81, L82	Code Number: C1 Start Date: 2019-03-04
Photographer II [13869]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C102, C130, C131, C132, C134, L7, L8, L10, L23, L26, L29, L32, L37, L39, L42, L43, L44, L61, L63, L65, L68	Code Number: C3 Start Date: 2018-09-03
Photographer II [14516]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C102, C130, C131, C132, C134, C165, L4, L7, L8, L10, L23, L26, L29, L32, L37, L42, L43, L44, L53, L61, L63, L64, L68, L69, L70, L71, L72, L73, L74, L75, L76, L77, L78, L79, L80, L81, L82	Code Number: C2 Start Date: 2018-12-17
Photographer II [14847]	C1, C2, C3, C5, C69, C97, C102, C130, C131, C132, C134, L4, L7, L10, L26, L39, L42, L43, L53, L61, L63, L67, L69, L71, L72, L73, L74, L75, L76, L77, L78, L79, L80, L81, L82	Code Number: C2 Start Date: 2018-12-03

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Photographer II [14847]	C1, C2, C3, C5, C69, C97, C102, C130, C131, C132, C134, L4, L7, L10, L26, L39, L42, L43, L53, L61, L63, L67, L69, L71, L72, L73, L74, L75, L76, L77, L78, L79, L80, L81, L82	Code Number: C3 Start Date: 2018-11-12
Promotions Asst II [14088]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C95, C97, C130, C131, C132, C134, L7, L8, L10, L42, L44, L61, L63, L65	Code Number: C2 Start Date: 2018-06-04
Promotions Asst II [JR020340]	C1, C2, C3, C5, C69, C97, C102, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C800, C801, C802, C803, C804, C805, C806, C807, C808, C809, C810, C811, C812, C813, C814, C815, C816, C817, C818, C819, C820, C821, C822, C823, C824, C825, C826, C827, C828, C829, C830, C831, C832, C833, C834, C835, C836, C837, C838, C839, C840, C841, C842, C843, C844, C845, C846, C847, C848, C849, C850, C851, C852, C853, C854, C855, C856, C857, C858, C859, C860, C861, C862, C863, C864, C865, C866, C867, C868, C869, C870, C871, C872, C873, C874, C875, C876, C877, C878, C879, C880, C881, C882, C883, C884, C885, C886, C887, C888, C889, C890, C891, C892, C893, L4, L7, L10, L26, L39, L42, L43, L44, L53, L61, L63, L68, L69, L70, L71, L72, L73, L74, L75, L76, L77, L78, L79, L80, L82	Code Number: C2 Start Date: 2019-04-01
Sales Support Asst II [JR020619]	C1, C2, C3, C5, C69, C97, C102, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C181, C192, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C800, C801, C802, C803, C804, C805, C806, C807, C808, C809, C810, C811, C812, C813, C814, C815, C816, C817, C818, C819, C820, C821, C822, C823, C824, C825, C826, C827, C828, C829, C830, C831, C832, C833, C834, C835, C836, C837, C838, C839, C840, C841, C842, C843, C844, C845, C846, C847, C848, C849, C850, C851, C852, C853, C854, C855, C856, C857, C858, C859, C860, C861, C862, C863, C864, C865, C866, C867, C868, C869, C870, C871, C872, C873, C874, C875, C876, C877, C878, C879, C880, C881, C882, C883, C884, C885, C886, C887, C888, C889, C890, C891, C892, C893, L4, L7, L10, L22, L26, L39, L42, L44, L53, L61, L63, L68, L69, L70, L71, L72, L73, L75, L76, L77, L78, L79, L80, L82	Code Number: C3 Start Date: 2019-04-29

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Sr Assignment Editor [JR020474]	C1, C2, C3, C5, C69, C97, C100, C102, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C800, C801, C802, C803, C804, C805, C806, C807, C808, C809, C810, C811, C812, C813, C814, C815, C816, C817, C818, C819, C820, C821, C822, C823, C824, C825, C826, C827, C828, C829, C830, C831, C832, C833, C834, C835, C836, C837, C838, C839, C840, C841, C842, C843, C844, C845, C846, C847, C848, C849, C850, C851, C852, C853, C854, C855, C856, C857, C858, C859, C860, C861, C862, C863, C864, C865, C866, C867, C868, C869, C870, C871, C872, C873, C874, C875, C876, C877, C878, C879, C880, C881, C882, C883, C884, C885, C886, C887, C888, C889, C890, C891, C892, C893, L4, L7, L10, L26, L39, L42, L44, L53, L61, L63, L68, L69, L70, L71, L72, L73, L74, L75, L76, L77, L78, L79, L80, L81, L82	Code Number: C2 Start Date: 2019-04-25

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p>National Association of Black Journalists (NABJ), Aug 1 - 5, 2018, Detroit MI: The E. W. Scripps Company was a sponsor of the event attended by company representatives from the talent acquisition department. The conference also includes a career fair/workshop at which the company actively recruits and interview candidates for open positions, establishes a pipeline of candidates, reviews and critiques candidate demo reels and offers career guidance. In addition to the company's corporate recruiters, a meteorologist and an anchor/reporter from WMAR TV also attended.</p> <p>Asian American Journalists Association (AAJA), Aug 9 - 10,2018. Houston TX: The E. W. Scripps Company was a sponsor of the event attended by company representatives from the talent acquisition department. The conference also includes a career fair/workshop at which the company actively recruits and interview candidates for open positions, establishes a pipeline of candidates, reviews and critiques candidate demo reels and offers career guidance.</p> <p>Towson University Marketing Networking Event, March 29, 2019: The Vice-President & General Manager, Bill Hooper, attended this event during which he interacted and held conversations with marketing students. He discussed broadcast career opportunities including those in the areas of finance and sales. Mr. Hooper also agreed to participate as a judge in their up coming sales competition and digital market competitions.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>Internship Program for college students: WMAR-TV's 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 manager upon completion. Internships are available during the summer and include aspects of news production, promotions, newsroom operations, sports, community affairs, website/digital, sales and research. One student from Hampton University participated in the program during the summer and a student from Montgomery College interned with our weather department also during the summer. The Internship Program provides students real-world experience and a unique insight into newsroom operations. This includes learning alongside newsroom management, reporters, photographers, producers and assignment desk editors. Digital provides students real-world experience into the operations of a website and other social media platforms at a television news station. Includes learning along side newsroom management, web producers, reporters, photographers, producers and assignment desk editors. All of WMAR interns receive compensation.</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>The E. W. Scripps Career Management Program: Station WMAR-TV and its employees participate in the company's Career Management Program. This program helps employees develop their career skills and provides coaching, mentoring and guidance from the employee's human resources manager, immediate supervisor and/or any other manager in the field of expertise.</p>
<p>Establishment of a mentoring program for station personnel.</p>	<p>The E. W. Scripps Career Management Program: Station WMAR-TV and its employees participate in the company's Career Management Program. This program helps employees develop their career skills. In addition all WMAR employees enjoy the opportunity to pursue career advancement through online training in station-related subjects such as management and leadership, career growth planning, job interviewing and a variety of specific skill-sets.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>Career Day, Bodkin Elementary School, June 1, 2018, attended by Jamie Costello, Anchor/Reporter</p> <p>Writing Workshop, LeChic Academy Foundation, Biz Kidz Program, October 18, 2018, attended by Meghan Knight, Reporter. Biz Kidz is a program that engages young entrepreneurs in real-world business experiences, events and activities. It's objective is to empower young children (5-21 years of age) with guidance, resources and tools required to be confident and self-assured decision makers.</p> <p>Guest Speaker, LeChic Academy Foundation, Biz Kidz Program, November 3, 2018, attended by Megan Knight, Reporter. Biz Kidz is a program that engages young entrepreneurs in real-world business experiences, events and activities. It's objective is to empower young kids (5-21 years of age) with guidance, resources and tools required to be confident and self-assured decision makers. Ms. Knight demonstrated writing for media platforms and critiqued sample writings.</p> <p>Resources Fair, St. Elizabeth School, November 11, 2018, guest speaker Cassie Carlisle, Reporter</p> <p>American Education Week, Tench Tilghman Elementary/Middle School, November 15, 2018, guest speaker Christian Schaffer, Anchor/Reporter; discussed careers and paths to achieve desired career in journalism.</p> <p>Career Awareness Project, Berkshire Elementary School, January 30, 2019, guest speaker Kelly Groft, News Director</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>TV Research Class, University of Baltimore, October 25, 2018, guest speaker Julie Wigley, Assistant Creative Services Director.</p>
	<p>Touch-a-Truck, Boys Latin School of Maryland, September 15, 2019: This event is designed to give students first hand look at the operation of trucks used in various industries and jobs associated with that industry. WMAR's ENG Satellite Truck was on display at the event. The station's operator/driver explained how the truck simulates a studio and is used at remote locations to transmit video back to the station. Students received a hands on demonstration to see the operations and technology involved with using the truck. Our technician explained the knowledge, education and experience required as well as other job duties needed to work in his role.</p>
	<p>"Producing the Newscast", Morgan State University, August 20, 2018 through December 18, 2018: Calvin Johnson, Executive Producer, taught this course at the invitation of the school. Students learned about essential duties of various newsroom roles (assignment editor, producer, digital content producer, news managers). They were also given instruction on writing effective news scripts, types of live shots and photography, formatting stories and were also given a tour of the station.</p>
	<p>Scripps Journalism Career Program (JCP), Syracuse University Newhouse School of Public Communications, April 9-11, 2019: The JCP programs are in California, Missouri and New York. The goal of the program is to hire new graduates who will establish their journalism career with Scripps and develop them at a number of different stations. Darlene Dorman/HRBP along with the general manager, news director, assistant news director and digital content director, all of WKBW TV, interviewed eighteen candidates to fill four open positions as producer and reporter at WKBW TV. The successful applicants will receive one year of employment and paid housing in Buffalo NY while working at WKBW. At the conclusion of one year, the candidate could be offered continued employment at another Scripps station.</p>
	<p>Career Day, Joppatowne Elementary School, April 18, 2019, guest speaker Lauren Cook/Reporter</p>
	<p>Job Shadow, April 1, 2019: A student of Morgan State University 'shadowed' one of our digital content producers for the day. The student was given a tour of the station, observed an editorial meeting, talked with newsroom personnel and managers, and saw first hand the execution of duties of a digital content producer.</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Diversity Works, March 28, 2019, Towson University: A career networking event, attended by Darlene Dorman, Dir. Human Resources and Andrew Kinhead, Director of Sales. The station's representatives answered questions, discussed career opportunities in media and as WMAR TV, and collected resumes from students.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>March 11, 2019: WMAR TV, Management and the Law training session: The company recognizes its responsibility to enforce EEO/Sexual and Other Unlawful Harassment policies as well as its obligation to reinforce the company's EEO obligations and philosophy and to exercise fairness in employment decisions. The four hour training session was led by in-house counsel Dave Giles and Danyelle Wright. Attendees included managers and supervisors of WMAR-TV who must be familiar with, educate team members about and apply EEO laws and company policy in all employment decisions. The company believes that EEO, along with company policies, provides the mandatory framework for all employment decisions by managers. The session also included discussion on protected classes, interview guidelines, and employment documentation.</p>
<p>Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.</p>	<p>Jewish Community Services Career Center, August 17, 2018: Director of Human Resources, Darlene Dorman, met with the account representative and the senior manager of the JCS Career Center. Jewish Community Services is a comprehensive non-profit human service organization providing a broad range of services to meet the diverse needs of individuals and families in the Greater Baltimore community. Part of their outreach efforts includes career coaching, resume services, networking opportunities, career development workshops, job boards and out placement services. In that regard representatives wanted to learn more about the types of jobs, careers, roles, duties, responsibilities, that are available in broadcast media. They wanted to learn about the station's process for candidate review and selection as well as the referral process.</p>
<p>Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</p>	<p>Station Tour August 24, 2018: Ministry of Foreign Affairs of Moldova, U. S. Department of State, International Visitor Leadership Program</p>
	<p>Station Tour September 26, 2018: Azerbaijani Delegation, U. S. Department of State, International Visitor Leadership Program</p>
	<p>Station Tour October 18, 2018: Students from the North American Division and Society of Adventists Communicators</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	Station Tour October 18, 2018: Students from Oakwood University, Huntsville AL
	Station Tour November 20, 2018: Students from Notre Dame University
	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.