

WBAL-TV, WBAL-AM, WIYY-FM
EEO PUBLIC FILE REPORT
June 1, 2006 – May 31, 2007

This EEO Public File Report is filed in the public inspection files for Stations WBAL-TV, WBAL (AM), and WIYY (FM), pursuant to Section 73.2080 (c)(6) of the Federal Communications Commission's ("FCC") rules. Pursuant to the FCC's rules, Stations WBAL-TV, WBAL (AM), and WIYY (FM) are considered a single employment unit. Therefore, the EEO activity for each of these stations is reported in this Report.

VACANCY LIST

See **Master Recruitment Source List (MRSL)** below for recruitment source data

Job Title	Job Title ID	Date Vacancy Opened	Date Vacancy Filled	Total Number of Persons Interviewed for the Vacancy	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Producer – TV	A	4/28/06	6/12/06	3	3,6,10,14,18,20-22, 24, 26, 30-32, 35, 38, 39, 41, 44, 46-48, 59, 60, 62, 65, 70, 71, 74	35
Photographer/Editor – TV	B	4/15/06	6/19/06	6	3,6,10,14,18,20-22, 24, 26, 30-32, 35, 38, 39, 41, 44, 46-48, 59, 62, 65, 70, 71, 74	65
Local Sales Account Executive – TV	C	3/31/06	7/24/06	10	3,6,10,14,18,20-22, 24, 26, 30-32, 35, 38, 39, 41, 44, 46-48, 59, 62, 64, 65, 70, 71, 74	64
Local Sales Account Executive – TV	D ¹	8/9/06	8/9/06	1	35	35
Creative Services Director – TV	E	8/7/06	8/28/06	5	3,6,10,14,18,20-22, 24, 26, 30-32, 35, 38, 39, 41, 44, 46-48, 59, 62, 65, 70, 71, 74	35
Floor Director – TV	F	12/3/05	8/31/06	7	3,6,10,14,18,20-22, 24, 26, 30-32, 35, 38, 39, 41, 44, 46-48, 59, 62, 65, 70, 71, 74	35
Associate Producer – TV	G	4/10/06	9/11/06	3	3,6,10,14,18,20-22, 24, 26, 30-32, 35, 38, 39, 41, 44, 46-48, 59, 60, 62, 65, 70, 71, 74	35
Weekend Assignment Editor – TV	H	4/14/06	10/1/06	1	3,6,10,14,18,20-22, 24, 26, 30-32, 35, 38, 39, 41, 44, 46-48, 59, 62, 65, 70, 71, 74	35
Local Sales Account Executive – TV	I	8/11/06	10/30/06	7	3,6,10,14,18,20-22, 24, 26, 30-32, 35, 38, 39, 41, 44, 46-48, 59, 62, 64, 65, 70, 71, 74	64

Job Title	Job Title ID	Date Vacancy Opened	Date Vacancy Filled	Total Number of Persons Interviewed for the Vacancy	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Local Sales Account Support Specialist – TV	J	9/18/06	12/18/06	13	3,6,10,14,18,20-22, 24, 26, 30-32, 34, 35, 38, 39, 41, 44, 46-48, 59, 62, 65, 70, 71, 74	34
Producer/Director – TV	K	11/21/06	3/5/07	6	3,6,10,14,18,20-22, 24, 26, 30-32, 35, 38, 39, 41, 44, 46-48, 59, 62, 65, 70, 71, 74	35
Research Director – TV	L	12/31/06	3/14/07	5	3,6,10,14,18,20-22, 24, 26, 30-32, 34, 35, 38, 39, 41, 44, 46-48, 59, 62, 65, 70, 71, 74	34
Producer – TV	M	9/15/06	3/15/07	7	3,6,10,14,18,20-22, 24, 26, 30-32, 35, 38, 39, 41, 44, 46-48, 59, 60, 62, 65, 70, 71, 74	60
National Sales Manager – TV	N	2/9/07	4/9/07	7	3,6,10,14,18,20-22, 24, 26, 30-32, 35, 38, 39, 41, 44, 46-48, 55, 59, 65, 70, 71, 74	35
Weekend Assignment Editor – TV	O	3/16/07	4/15/07	3	3,6,10,14,18,20-22, 24, 26, 30-32, 35, 38, 39, 41, 44, 46-48, 59, 62, 65, 70, 71, 74	35
Sales Account Executive – TV	P	2/16/07	4/19/07	13	3,6,10,14,18,20-22, 24, 26, 30-32, 35, 38, 39, 41, 44, 46-48, 59, 62, 65, 70, 71, 74	65
Weather Anchor/Producer – TV	Q	1/1/05	4/23/07	5	6, 7, 20-22, 24, 26, 29, 31, 32, 35, 44, 46-48, 59, 62, 64, 65, 74-76	29
Controller – TV/Radio Shared	R	3/6/07	4/16/07	11	3, 6, 10, 14, 18, 20-22, 24, 26, 30-32, 34, 35, 38, 39, 41, 44, 46-48, 59, 65, 70, 71, 74, 77	77
Local Sales & Marketing Executive – FM	S ²	4/4/06	5/29/06	16	3, 6, 10, 12, 14, 16, 18, 19, 30-35, 38-40, 44, 48, 50, 51, 54, 59, 64-66, 74	34
Local Sales & Marketing Executive – FM	T	4/14/06	6/5/06	16	3, 6, 10, 12, 14, 16, 18, 19, 30-35, 38-40, 44, 48, 50, 51, 54, 59, 64-66, 74	65
Local Sales Account Client Services Specialist – AM/FM	U	11/18/05	7/17/06	1	34	34
Sports Anchor – AM	V	6/9/06	7/24/06	8	2, 3, 5-8, 10-12, 14-24, 26, 29-32, 34-36, 38-42, 44-52, 54, 59, 62-66, 68, 70, 71, 74	35
Talk Show Producer – AM	W	4/19/06	7/27/06	6	2, 3, 6-8, 10-12, 14-24, 26, 28-36, 38-42, 44-52, 54, 59, 62-66, 68, 70, 71	16
Assistant Chief Engineer – AM/FM	X ³	7/1/06	8/7/06	1	35, 65	35

Job Title	Job Title ID	Date Vacancy Opened	Date Vacancy Filled	Total Number of Persons Interviewed for the Vacancy	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Radio Traffic Coordinator – AM/FM	Y	8/7/06	10/10/06	5	2-7, 10, 12-14, 16, 18, 19, 22-24, 28, 30-32, 34, 35, 37-40, 44, 45, 48, 51, 52, 59, 62, 64-66, 78, 79	34
Local Sales Account Executive – AM	Z	9/22/06	12/19/06	1	34	34
Talk Show Host – AM (1 of 2)	AA	12/1/06	2/28/07	8	2-7, 10, 12-14, 16, 18, 19, 22-24, 28, 30, 32-35, 38-40, 44, 45, 48, 51, 52, 59, 62, 64-66, 78	34
Talk Show Host – AM (2 of 2)	AB	12/1/06	2/28/07	8	2-7, 10, 12-14, 16, 18, 19, 22-24, 28, 30, 32-35, 38-40, 44, 45, 48, 51, 52, 59, 62, 64-66, 78	34
Local Sales Account Executive – FM	AC	2/6/07	4/2/07	7	2-7, 10, 12-14, 16, 18, 19, 22-24, 28, 30-35, 37-40, 44, 45, 48, 51, 52, 59, 62, 64-66, 78	34
Local Sales Account Executive – TV	AD	11/6/06	5/29/07	6	3,6,10,14,18,20-22, 24, 26, 30-32, 35, 38, 39, 41, 44, 46-48, 59, 62, 64, 65, 70, 71, 74	64

¹ Vacancy “D”: Promoted existing full-time employee to fill full-time opening.

² Vacancy “S”: Not previously reported.

³ Vacancy “X”: Promoted existing full-time employee to fill full-time opening

MASTER RECRUITMENT SOURCE LIST (MRS�)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees by Job Title ID Referred over 12-month period
1	602 Communications Graeme Newell 704 543-1426 Gnewell@602Communications.com	N	None/not used
2	AAMI Broadcasting Training School Mr. Kieth Murphy 2164 Wisconsin Ave., N.W. Washington, DC 20007	N	none
3	Afro-American Newspapers 2519 N. Charles Street Baltimore, MD 21218 410-554-8200 877-570-9297 (Fax) mgoodwin@afro.com	N	none
4	AFTRA/SAG Tanya Crumley 4340 East West Highway Suite 204 Bethesda, MD 20814 tcumley@aftra.com	N	none
5	Allaccess.com	N	V=1, AA=1, AB = 1
6	American Women in Radio & TV (AWRT) Amy Lortz 7501 Berkshire Rd Baltimore, MD 21224 Awrt.org/members/careerline	N	none

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees by Job Title ID Referred over 12-month period
7	Asian American Journalists Association Albert Lee Professional Programs Coordinator 1182 Market St. Suite 320 San Francisco, CA 94102 415-346-2051, x500 post@aja.org	N	none
8	Associated Black Charities dstanley@abc-md.org	N	none
9	(Same as #6 Above - # Not Used)		
10	BCCC Karen Smedley (2005) Deidre Hill/Job Recruitment (updated 2006) 2901 Liberty Heights Ave Baltimore, MD 21215 ksmedley@bcc.edu dhill@bcc.edu	N	none
11	Black College Radio bcrmail@blackcollegeradio.com	N	none
12	Bowie State University Mary Johnson Career Development Center 14000 Jericho Park Rd Bowie, MD 20715	N	none
13	Broadcasting and Cable Magazine 646-746-6949 Fax 646-746-6954 yatsumi@reedbusiness.com	N	none

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees by Job Title ID Referred over 12-month period
14	Broadcasting Institute of Maryland Norm Brooks Placement Director Baltimore, MD 21234 nb@bim.org	N	none
15	Career Communications Group gmatison@ccgmag.com	N	none
16	Careerbuilder.com	N	S=3, T=3, V=1, W=1, Y=1
17	Catholic Charities mcorcora@catholiccharities.com	N	none
18	CCBC- Essex Campus Continuing Education Department 7201 Rossville Blvd Baltimore, MD 21237 ceed@ccbc.cc.md.us	N	none
19	College of Notre Dame 4701 N Charles Street Baltimore, MD 21210	N	none
20	Communities Organized to Improve Life Stacey Smith 1200 W Baltimore St Baltimore, MD 21223 410-837-2036	N	none
21	Community Assistance Network Geraldine Thompson (2005) Hal Malone (2006) 7701 Dunmanway Dundalk, MD 21222 410-285-4674	N	none

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees by Job Title ID Referred over 12-month period
22	Coppin State College Seana Coulter James Thorton 2500 W. North Avenue Baltimore, MD 21216 albowia@coppin.edu 410-383-5855	N	none
23	Corporate of Public Broadcasting mcrawford@cpb.com	N	none
24	Dept of Labor, Licensing & Regulation Bernadine Anderson Business Resource Representative 1100 N. Eutaw St. Room 101 Baltimore, MD 21201 banderson@careernet.state.md.us lvass@careernet.state.md.us	N	none
25	External Referral/Word of Mouth	N	none
26	Gov. Office of Minority Affairs Ernie Mosby 6 St. Paul Street Baltimore, MD 21202 410-767-8232	N	none
27	Greater Baltimore Jobs Baltjobs.com 888-818-JOBS	N	none

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees by Job Title ID Referred over 12-month period
28	Greater Baltimore Urban League Sandra Lewis (Via Email) Howard Henderson (Via US Mail) Executive Asst. to President & CEO 512 Orchard St. Baltimore, MD 21202 slewis@bul.org careers@bul.org	N	none
29	HATV Employee Referral	N	Q=3
30	Hon. Elijah Cummings Office Georgia Jennings-Warmsley District Director Baltimore, MD 21201 Fran.allen@mail.house.gov	N	none
31	Hotjobs.yahoo.com Hearst Argyle.com	N	J=5, S=2, T=2, W=3, Y=1, AC=1, AD=1
32	Howard Univ. School of Communications 525 Bryant St. NW Washington, DC 20059 L_g_brown@howard.edu Cdudley@howard.edu 202-806-7690	Y	none
33	Inside Radio	N	AA=2, AB=2
34	Internal Employee Referral of External candidate	N	B=1, C=3, F=1, I=2, J=5, L=5, R=2, S=6, T=6, U=1, V=1, Y=1, Z=1, AA=2, AB=2, AC=3, AD=1
35	Internal Posting/ Internal Promotion/Intern Program	N	A=2, B=3, D=1, E=4, F=4, G=2, H=1, K=1, M=4, N=6, O=2, R=4, X=1, AA=1, AB=1, AD=2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees by Job Title ID Referred over 12-month period
36	Inventive Marketing LLC info@inventivemarketing.com		none
37	Journalismjobs.com 510-524-2007	N	none
38	Loyola College Mary DeManss 4501 N. Charles Street Baltimore, MD 21210	N	none
39	Mayor's Office of Employment Develop Mr. Jesse Rice Workforce Development Specialist Baltimore, MD 21202 knichols@oedworks.com	N	none
40	McDaniel College Karen Arnie Career Development Center 2 College Hall Westminister, MD 21177	N	none
41	Md. Comm. On Hispanic Affairs 311 W. Saratoga St. Baltimore, MD 21201 410-767-7857	N	none
42	Md. Office of Asian Pacific American Affairs 311 W. Saratoga St. Baltimore, MD 21201 410-766-7491	N	none
43	Medialine.com PO Box 51909 Pacific Grove, CA 93950 800-237-8073	N	none

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees by Job Title ID Referred over 12-month period
44	Morgan State University Joseph Barber Center for Career Development C-224 Montebello 1700 E. Cold Spring Lane Baltimore, MD 21251 ccd@moac.morgan.edu 443-885-3110	N	none
45	N.A.B. Michael McKinley 1771 N. Street, NW Washington, DC 20036	N	none
46	NAACP Mr. John White 4805 Mt. Hope Drive Baltimore, MD 21215 410-486-4223	N	none
47	NABJ (National Association of Black Journalists) 8701 Adephe Road Adelphi, MD 20783-1716 310-445-7100	N	none
48	National Association of Hispanic Journalists Michelle Vignoli Program Assistant 1193 National Press Bldg. Washington, DC 20045 jobbank@nahj.org	N	none
49	Notre Dame College careercenter@ndm.edu	N	none

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees by Job Title ID Referred over 12-month period
50	Omega Studios 5609 Fishers Lane Rockville, MD 20852 chris@omegastudios.com	N	none
51	Radio and Record.com	N	S=1, T=1, V=2, AA=2, AB=2
52	RTNDA Steve Dunphey 1000 Connecticut Ave., NW Ste. 216 Washington, DC 20036	N	none
53	SBE (Society of Broadcast Engineers) 317-846-9000 Fax: 317-846-9120 Scott Jones Kjones@sbe.org	N	none
54	Sheffield Audio Visual School Bill Reilly bill@sheffieldav.com	N	none
55	Spots n' Dots www.selltv@aol.com	N	N=1
56	Talent Agent/Agency Referral	N	none
57	Television Week Erick Chasko 323-370-2415 Fax 323-658-6174 echasko@crain.com	N	none
58	The Baltimore Sun 410-539-7700 www.baltimoresun.com	N	none

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees by Job Title ID Referred over 12-month period
59	Towson University Mona Martin 8000 York Rd. Enrollment Services Bldg. Towson, MD 21252 mmartin@townso.edu lpearson@towson.edu bmoore@towson.edu www.towson.edu/careercenter 410-830-4814	N	none
60	TVJobs.com Attn: Mark C Holliday Broadcast Employment Services PO Box 4116 Oceanside, CA 92052 760-754-8177 Fax 760-754-2115	N	G=1, K=1, M=2
61	Unity Conference Washington DC	N	none
62	University Maryland, BC Executive Administrative Assistant Career Services Center donohue@umbc.edu lpeters@umb.edu (name change as of 1/7/06)	Y	none
63	University of Baltimore 2530 N Charles Ave Baltimore, MD careercenter@ubmail.ubalt.edu	N	none
64	Unsolicited – Phone Call, Resume or Application, Word of Mouth	N	B=1, C=4, E=1, I=5, P=5, R=1, V=1, AD=2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees by Job Title ID Referred over 12-month period
65	WBALChannel.com WBAL.com 98Online.com	N	A=1, B=1, C=3, F=2, J=3, K=4, M=1, O=1, P=8, S=4, T=4, V=2, W=2, Y=1, AC=3
66	Villa Julie College Ellen Yerman Career Development Office 1525 Greenspring Valley Rd Stevenson, MD 21153	N	none
67	Rick Gevers & Associates PO Box 577 Zionsville, IN 46077-0577 rick@rickgevers.com	N	none
68	Media Management Tom Dolan 3 North Court Street Frederick, MD 21701	N	none
69	TVandRadioJobs.com	N	none
70	National Organization for Women – Baltimore Chapter PO Box 253 Timonium, MD 21094 info@baltimorenow.org	N	none
71	Emma L Bowen Foundation for Minority Interest in Media 524 W 57 th Street New York, NY 10019	N	none
72	Monster.com	N	none
73	City Paper 410-728-8728 (Fax)	N	none
74	Urban League www.bul.org	N	none

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees by Job Title ID Referred over 12-month period
75	William Morris Agency 1325 Ave of the Americas New York, NY 10019 212-586-5100	N	Q=1
76	If Management 810 – 7 th Ave New York, NY 10019 212-265-7711	N	Q=1
77	Broadcast Cable Financial Management Association (BCFM) www.bcfm.com	N	R=4
78	DCRTV.com DC/Baltimore area radio/tv/media website www.dcrtv.com	N	none
79	Traffic Directors Guild of America www.tdga.org	N	Y=1

ATTACHMENT B
MENU OPTION ACTIVITIES

MENU OPTION ACTIVITIES

Stations WBAL-TV, WBAL(AM), and WIYY(FM) have engaged in the following outreach activities during the period covered by this Report:

Activity Classification*	Type of Activity	Brief Description
4	Career Day	<p>Wanda Draper attended Salute to Successful Careers Day at Frederick Douglas High School in Baltimore City on September 28, 2006. More than 400 students attended the general session and 61 students attended the session for students interested in careers in broadcasting.</p> <p>Michelle Butt, News Director attended Career Day at Towson State University on October 16, 2006. More than 70 students met with Michelle regarding careers in broadcast news.</p> <p>Stan Stovall attended the Men of Tomorrow Career Day at Boy's Latin School of Maryland on July 19, 2006.</p> <p>Lisa Robinson attended the Career Explosion for the Seton Hall School for Girls to discuss careers in broadcasting., on May 4, 2007</p>

5	Internship Program	We have an internship program for the fall semester, the spring semester and the summer. We accept 12 mass communications students in each session, who are assigned to news, production, sports, sales and marketing, videography and meteorology. The students do an average of 20 hours a week and earn three college credits for their experience.
6	Job Banks	Our open positions and internships are listed in job banks at the Baltimore Urban League, the NAACP, The Maryland State Department of Employment and Training and the National and local Association of Black Media Workers, as well as Women in Film and Video and the Association of Women in Television..
7	Scholarship Fund	We have established the Clifton R. Cox Scholarship Fund as a salute to an employee who retired due to illness after more than 40 years of service. This scholarship is administered by the Advertising Club of Baltimore is awarded each year to a student interested in a career in television production.

10	Educational Institutions	<p>We are one of 12 host stations for the United States Telecommunications Training Institute (USTTI) which brings foreign television professionals to the United States to learn about the rapidly changing industry. They spend time experiencing each department in the station and go back to their stations to train and prepare the staff there. We hosted two visitors in 2006, one from Malawi and one from the Philippines, for the entire month of June.</p> <p>Barbara Anderson, General Sales Manager, addressed the Marketing and Advertising Class at Towson University on December 14, 2006 and worked with 35 students preparing for careers in advertising.</p>
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10 (cont.)	Educational Institutions	<p>Michelle Butt, News Director, and Wanda Draper, the Director of Programming and Public Affairs, spoke about Careers in Television to the Media and Mass Communications class at Goucher College on April 18, 2007.</p> <p>General Sales Manager Barbara Anderson, spoke to students in the Media Sales Class at Howard University in Washington, D.C. on October 26, 2006</p> <p>Programming and Public Affairs Director, Wanda Draper, spoke to the Local Television Production Class and staff of their Access Television at Coppin University in Baltimore City on February 20, 2007.</p> <p>Darielle Snipes served as guest speaker for the In Good Company series at Morgan State University to give students an inside look at broadcasting careers on September 19, 2006.</p> <p>David Collins spoke to the Introduction to Journalism class at Towson University on May 4, 2007</p>
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1	Job Fair	<p>We participated in the NAACP joint Employment Fair with Congressman Elijah Cummings and the Maryland State Department of Higher Education on April 2, 2007.</p> <p>Wanda Draper participated in the Annual Job and Internship Fair at Loyola College on April 13, 2007.</p> <p>Wanda Draper attended the annual Job Fair at the College of Journalism and Mass Communications at the University of Maryland College Park on February 16, 2007. The fair was open to all five campuses of the university system.</p>
12	Minority Listing	<p>Our openings are listed with the National Association of Black Journalists, the National Association of Minority Media Executives, The Association of Women in Television and Radio, and the Hispanic and Latino Media Workers Association.</p>

* For “Activity Classification”, use “1” through “16” in accordance with attached list.

Menu Option Classifications

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
 2. Hosting of at least one job fair;
 3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
 4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
 5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
 6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
 7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
 8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
 9. Establishment of a mentoring program for station personnel;
 10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
 11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
 12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
 13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
 14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
 15. 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;
 16. Participation in other activities designed by the station 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.
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