







## 5) Vacancy#23

Job Title: Director, Engineering Operations

Referral Source of Hire: Industry Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Wcbstv.com	Dept. Head	524 W 57 <sup>th</sup> Street New York, N.Y.	e-mails only	N/A
The Consortium for Workers Education	Dr. Frank Madera	275 Seventh Avenue New York, NY 10001	(212) 647-1900	YES
Hispanic Directors Association of New Jersey	Daniel Santo Pietro	PO Box 240 22 Joyce Kilmer Ave. New Brunswick, NJ 08903	(732) 828-4555	YES
The Bridge to Independence & Career Opportunity	LouAnn Bloomer	39 Rose Street Danbury, CT 06810	(203) 743-6695	YES
Long Island Works Coalition	Cheryl Davidson	135 Maxess Road Melville, NY 11747	(631) 755-0700	YES
State of New Jersey Department of Community Affairs Division on Women	Elaine Feller	P. O. Box 801 Trenton, New Jersey 08625-0801	(609) 292-6420	YES
Black United Fund of New Jersey, Inc.	Sondra Clark	132 South Harrison Street East Orange, New Jersey 07018	(973) 676-5283	YES
Community Resource Database of Long Island	Loretta Piscatella	101 Eastwood Boulevard Centereach, NY 11720-2745	(631) 585-9393	YES
Job Sharing Resources	Kathy Tenenbaum	50 Riverside Avenue Merrick, NY 11566		YES
The Hispanic Federation	Lorraine Cortes	84 William Street, 15 <sup>th</sup> Floor New York, NY 10038	(212) 233-8955	YES
The New York Urban League	Darwin M. Davis	204 West 136 St. New York, NY 10030	(212) 926-8000	YES
Asian American Federation of New York	Cao K. O	120 Walls Street 3 <sup>rd</sup> Fl. New York, NY 10005-1309	(212) 344-5878	YES
The Japanese Chamber of Commerce & Industry	Tsutomu Karino	145 West 57 <sup>th</sup> Street, 7 <sup>th</sup> Floor New York, NY 10019	(212) 246-8001	YES
The Philippine Chamber of Commerce	Ellison Quijano	317 Madison Avenue, Suite 520 New York, NY 10017	(212) 972-9326	YES
Korean Chamber of Commerce	Suk, Yeun Ho	460 Park Avenue, Suite 410 New York, NY 10022	(212) 644-0140	YES
New York State Department of Labor	Ray Simmons	247 W. 54 <sup>th</sup> Street New York, NY 10019	(212) 621-0813	YES
The 100 Black Men of New York	Paul Williams	105 East 22 <sup>nd</sup> Street, Suite 911 New York, NY 10031	(212) 777-7070	YES

The 100 Black Men of New Jersey	Carey Hines	167 South Harison Street East Orange, NJ 07018	(973) 678-6522	YES
NJ Statewide Hispanic Chamber of Commerce	Daniel Jara	150 Warren Street – Suite 110 Jersey City, NJ 07302	(201) 451-9512	YES
New York Association of Black Journalists	Matthew Scott	Rockefeller Center New York, NY 10185	(212) 608-7340	YES
National Association of Hispanic Journalist	Ivan Roman	1000 National Press Building Washington, DC 200045-7144	(202) 662-7143	YES
Asian American Journalists Association	Albert Lee	1182 Market Street, Suite 320 San Francisco, CA 94102	(415) 346-2051	YES
National Lesbian & Gay Journalist Association	Dan Hendrick	39-03 46 St, Sunnyside NY 11104.	(917) 207 8715.	YES
The Harlem Business Alliance	Keith E. McHenry	275 Lenox Avenue 2 <sup>nd</sup> Floor New York, NY 10027	(212) 665-7010	YES
Job Path	Fredda Rosen	22 West 38 <sup>th</sup> Street, 11 <sup>th</sup> Floor New York, NY 10018	(212) 944-0564	YES
Native American Journalists Association	Patty Talahongva	University of S. Dakota 414 E. Clark St. Vermillion, SD 57069	(605) 677-5282	YES
The Burgess Group - Corporate Recruiters International, Inc.	William H. Burgess, III	1601 Third Avenue, Suite 18-D New York, NY 10128	212-410-6938	YES
Borough of Manhattan Community College	Ron West	199 Chambers Street New York, NY 10007	(212) 346-8373	YES
The State University of New Jersey-AHANA	Janet Jones	P.O. Box 1179 Bartholome Rd Piscataway, NJ 08855	(732) 445-6127	YES
Rutgers University-Newark Coop & Education Dept	Thomas Hopkins	360 Dr. Martin Luther King Blvd. Newark, NJ 07102	(973) 353-5311	YES
Columbia University Center for Career Services	Jill Galas	2960 Broadway, Mail code 5727 New York, NY 10027	(212) 854-5497	YES
St. John's University Career Services Center	Lydia Horemis	8000 Utopia Parkway Jamaica, NY 11439	(718) 990-6375	YES
Lehman College Career Services Center	Nancy Cintron	250 Bedford Park Blvd West Bronx, NY 10468-1589	(718) 960-8366	YES
New York University Office for Career Services	Trudy G. Steinfeld	719 Broadway, Room 302 New York, NY 10003	(212) 998-4730	YES
New York Institute of Technology	Barbara VanBure	21 West 60 Street Information Hall, Room 101 New York, NY 10023	(212) 261-1537	YES
BRONXNET	Michael Max Knobbe	250 Bedford Park Blvd West, Bronx, NY 10468	(718) 960-8354	YES
School of Visual Arts Career Development Office	Leslie Hammond	209 East 23rd Street New York, NY 10010-3994	(212) 592-2387	YES
Association of Progressive Dominicans, Inc	Carmen Muñoz	3940 Broadway 2 <sup>nd</sup> Floor New York, NY 10032	(212) 927-6089	YES

## 5) Vacancy#24

Job Title: Director, Creative Services

Referral Source of Hire: Unsolicited Applicant

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Webstv.com	Dept. Head	524 W 57 <sup>th</sup> Street New York, N.Y.	e-mails only	N/A
The Consortium for Workers Education	Dr. Frank Madera	275 Seventh Avenue New York, NY 10001	(212) 647-1900	YES
Hispanic Directors Association of New Jersey	Daniel Santo Pietro	PO Box 240 22 Joyce Kilmer Ave. New Brunswick, NJ 08903	(732) 828-4555	YES
The Bridge to Independence & Career Opportunity	LouAnn Bloomer	39 Rose Street Danbury, CT 06810	(203) 743-6695	YES
Long Island Works Coalition	Cheryl Davidson	135 Maxess Road Melville, NY 11747	(631) 755-0700	YES
State of New Jersey Department of Community Affairs Division on Women	Elaine Feller	P. O. Box 801 Trenton, New Jersey 08625-0801	(609) 292-6420	YES
Black United Fund of New Jersey, Inc.	Sondra Clark	132 South Harrison Street East Orange, New Jersey 07018	(973) 676-5283	YES
Community Resource Database of Long Island	Loretta Piscatella	101 Eastwood Boulevard Centereach, NY 11720-2745	(631) 585-9393	YES
Job Sharing Resources	Kathy Tenenbaum	50 Riverside Avenue Merrick, NY 11566		YES
The Hispanic Federation	Lorraine Cortes	84 William Street, 15 <sup>th</sup> Floor New York, NY 10038	(212) 233-8955	YES
The New York Urban League	Darwin M. Davis	204 West 136 St. New York, NY 10030	(212) 926-8000	YES
Asian American Federation of New York	Cao K. O	120 Walls Street 3 <sup>rd</sup> Fl. New York, NY 10005-1309	(212) 344-5878	YES
The Japanese Chamber of Commerce & Industry	Tsutomu Karino	145 West 57 <sup>th</sup> Street, 7 <sup>th</sup> Floor New York, NY 10019	(212) 246-8001	YES
The Philippine Chamber of Commerce	Ellison Quijano	317 Madison Avenue, Suite 520 New York, NY 10017	(212) 972-9326	YES
Korean Chamber of Commerce	Suk, Yeun Ho	460 Park Avenue, Suite 410 New York, NY 10022	(212) 644-0140	YES
New York State Department of Labor	Ray Simmons	247 W. 54 <sup>th</sup> Street New York, NY 10019	(212) 621-0813	YES
The 100 Black Men of	Paul Williams	105 East 22 <sup>nd</sup> Street, Suite 911 New York, NY 10031	(212) 777-7070	YES

New York				
The 100 Black Men of New Jersey	Carey Hines	167 South Harison Street East Orange, NJ 07018	(973) 678-6522	YES
NJ Statewide Hispanic Chamber of Commerce	Daniel Jara	150 Warren Street – Suite 110 Jersey City, NJ 07302	(201) 451-9512	YES
New York Association of Black Journalists	Matthew Scott	Rockefeller Center New York, NY 10185	(212) 608-7340	YES
National Association of Hispanic Journalist	Ivan Roman	1000 National Press Building Washington, DC 200045-7144	(202) 662-7143	YES
Asian American Journalists Association	Albert Lee	1182 Market Street, Suite 320 San Francisco, CA 94102	(415) 346-2051	YES
National Lesbian & Gay Journalist Association	Dan Hendrick	39-03 46 St, Sunnyside NY 11104.	(917) 207 8715.	YES
The Harlem Business Alliance	Keith E. McHenry	275 Lenox Avenue 2 <sup>nd</sup> Floor New York, NY 10027	(212) 665-7010	YES
Job Path	Fredda Rosen	22 West 38 <sup>th</sup> Street, 11 <sup>th</sup> Floor New York, NY 10018	(212) 944-0564	YES
Native American Journalists Association	Patty Talahongva	University of S. Dakota 414 E. Clark St. Vermillion, SD 57069	(605) 677-5282	YES
The Burgess Group - Corporate Recruiters International, Inc.	William H. Burgess, III	1601 Third Avenue, Suite 18-D New York, NY 10128	212-410-6938	YES
Borough of Manhattan Community College	Ron West	199 Chambers Street New York, NY 10007	(212) 346-8373	YES
The State University of New Jersey-AHANA	Janet Jones	P.O. Box 1179 Bartholome Rd Piscataway, NJ 08855	(732) 445-6127	YES
Rutgers University-Newark Coop & Education Dept	Thomas Hopkins	360 Dr. Martin Luther King Blvd. Newark, NJ 07102	(973) 353-5311	YES
Columbia University Center for Career Services	Jill Galas	2960 Broadway, Mail code 5727 New York, NY 10027	(212) 854-5497	YES
St. John's University Career Services Center	Lydia Horemis	8000 Utopia Parkway Jamaica, NY 11439	(718) 990-6375	YES
Lehman College Career Services Center	Nancy Cintron	250 Bedford Park Blvd West Bronx, NY 10468-1589	(718) 960-8366	YES
New York University Office for Career Services	Trudy G. Steinfeld	719 Broadway, Room 302 New York, NY 10003	(212) 998-4730	YES
New York Institute of Technology	Barbara VanBure	21 West 60 Street Information Hall, Room 101 New York, NY 10023	(212) 261-1537	YES
BRONXNET	Michael Max Knobbe	250 Bedford Park Blvd West, Bronx, NY 10468	(718) 960-8354	YES
School of Visual Arts Career Development Office	Leslie Hammond	209 East 23rd Street New York, NY 10010-3994	(212) 592-2387	YES
Association of Progressive Dominicans, Inc	Carmen Muñoz	3940 Broadway 2 <sup>nd</sup> Floor New York, NY 10032	(212) 927-6089	YES



## 5) Vacancy#26

Job Title: Sales AssistantReferral Source of Hire: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Webstv.com	Dept.Head	524 W 57 <sup>th</sup> Street New York, N.Y.	e-mails only	N/A
The Consortium for Workers Education	Dr. Frank Madera	275 Seventh Avenue New York, NY 10001	(212) 647-1900	YES
Hispanic Directors Association of New Jersey	Daniel Santo Pietro	PO Box 240 22 Joyce Kilmer Ave. New Brunswick, NJ 08903	(732) 828-4555	YES
The Bridge to Independence & Career Opportunity	LouAnn Bloomer	39 Rose Street Danbury, CT 06810	(203) 743-6695	YES
Long Island Works Coalition	Cheryl Davidson	135 Maxess Road Melville, NY 11747	(631) 755-0700	YES
State of New Jersey Department of Community Affairs Division on Women	Elaine Feller	P. O. Box 801 Trenton, New Jersey 08625-0801	(609) 292-6420	YES
Black United Fund of New Jersey, Inc.	Sondra Clark	132 South Harrison Street East Orange, New Jersey 07018	(973) 676-5283	YES
Community Resource Database of Long Island	Loretta Piscatella	101 Eastwood Boulevard Centereach, NY 11720-2745	(631) 585-9393	YES
Job Sharing Resources	Kathy Tenenbaum	50 Riverside Avenue Merrick, NY 11566		YES
The Hispanic Federation	Lorraine Cortes	84 William Street, 15 <sup>th</sup> Floor New York, NY 10038	(212) 233-8955	YES
The New York Urban League	Darwin M. Davis	204 West 136 St. New York, NY10030	(212) 926-8000	YES
Asian American Federation of New York	Cao K. O	120 Walls Street 3 <sup>rd</sup> Fl. New York, NY10005-1309	(212) 344-5878	YES
The Japanese Chamber of Commerce & Industry	Tsutomu Karino	145 West 57 <sup>th</sup> Street, 7 <sup>th</sup> Floor New York, NY 10019	(212) 246-8001	YES
The Philippine Chamber of Commerce	Ellison Quijano	317 Madison Avenue, Suite 520 New York, NY 10017	(212) 972-9326	YES
Korean Chamber of Commerce	Suk, Yeun Ho	460 Park Avenue, Suite 410 New York, NY 10022	(212) 644-0140	YES
New York State Department of Labor	Ray Simmons	247 W. 54 <sup>th</sup> Street New York, NY 10019	(212) 621-0813	YES
The 100 Black Men of New York	Paul Williams	105 East 22 <sup>nd</sup> Street, Suite 911 New York, NY 10031	(212) 777-7070	YES

The 100 Black Men of New Jersey	Carey Hines	167 South Harison Street East Orange, NJ 07018	(973) 678-6522	YES
NJ Statewide Hispanic Chamber of Commerce	Daniel Jara	150 Warren Street – Suite 110 Jersey City, NJ 07302	(201) 451-9512	YES
New York Association of Black Journalists	Matthew Scott	Rockefeller Center New York, NY 10185	(212) 608-7340	YES
National Association of Hispanic Journalist	Ivan Roman	1000 National Press Building Washington, DC 200045-7144	(202) 662-7143	YES
Asian American Journalists Association	Albert Lee	1182 Market Street, Suite 320 San Francisco, CA 94102	(415) 346-2051	YES
National Lesbian & Gay Journalist Association	Dan Hendrick	39-03 46 St, Sunnyside NY 11104.	(917) 207 8715.	YES
The Harlem Business Alliance	Keith E. McHenry	275 Lenox Avenue 2 <sup>nd</sup> Floor New York, NY 10027	(212) 665-7010	YES
Job Path	Fredda Rosen	22 West 38 <sup>th</sup> Street, 11 <sup>th</sup> Floor New York, NY 10018	(212) 944-0564	YES
Native American Journalists Association	Patty Talahongva	University of S. Dakota 414 E. Clark St. Vermillion, SD 57069	(605) 677-5282	YES
The Burgess Group - Corporate Recruiters International, Inc.	William H. Burgess, III	1601 Third Avenue, Suite 18-D New York, NY 10128	212-410-6938	YES
Borough of Manhattan Community College	Ron West	199 Chambers Street New York, NY 10007	(212) 346-8373	YES
The State University of New Jersey-AHANA	Janet Jones	P.O. Box 1179 Bartholome Rd Piscataway, NJ 08855	(732) 445-6127	YES
Rutgers University-Newark Coop & Education Dept	Thomas Hopkins	360 Dr. Martin Luther King Blvd. Newark, NJ 07102	(973) 353-5311	YES
Columbia University Center for Career Services	Jill Galas	2960 Broadway, Mail code 5727 New York, NY 10027	(212) 854-5497	YES
St. John's University Career Services Center	Lydia Horemis	8000 Utopia Parkway Jamaica, NY 11439	(718) 990-6375	YES
Lehman College Career Services Center	Nancy Cintron	250 Bedford Park Blvd West Bronx, NY 10468-1589	(718) 960-8366	YES
New York University Office for Career Services	Trudy G. Steinfeld	719 Broadway, Room 302 New York, NY 10003	(212) 998-4730	YES
New York Institute of Technology	Barbara VanBure	21 West 60 Street Information Hall, Room 101 New York, NY 10023	(212) 261-1537	YES
BRONXNET	Michael Max Knobbe	250 Bedford Park Blvd West, Bronx, NY 10468	(718) 960-8354	YES
School of Visual Arts Career Development Office	Leslie Hammond	209 East 23rd Street New York, NY 10010-3994	(212) 592-2387	YES
Association of Progressive Dominicans, Inc	Carmen Muñoz	3940 Broadway 2 <sup>nd</sup> Floor New York, NY 10032	(212) 927-6089	YES

**5) Vacancy#27****Job Title: Technical Director****Referral Source of Hire: Industry Referral**

i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Wcbstv.com	Dept.Head	524 W 57 <sup>th</sup> Street New York, N.Y.	e-mails only	N/A
The Consortium for Workers Education	Dr. Frank Madera	275 Seventh Avenue New York, NY 10001	(212) 647-1900	YES
Hispanic Directors Association of New Jersey	Daniel Santo Pietro	PO Box 240 22 Joyce Kilmer Ave. New Brunswick, NJ 08903	(732) 828-4555	YES
The Bridge to Independence & Career Opportunity	LouAnn Bloomer	39 Rose Street Danbury, CT 06810	(203) 743-6695	YES
Long Island Works Coalition	Cheryl Davidson	135 Maxess Road Melville, NY 11747	(631) 755-0700	YES
State of New Jersey Department of Community Affairs Division on Women	Elaine Feller	P. O. Box 801 Trenton, New Jersey 08625-0801	(609) 292-6420	YES
Black United Fund of New Jersey, Inc.	Sondra Clark	132 South Harrison Street East Orange, New Jersey 07018	(973) 676-5283	YES
Community Resource Database of Long Island	Loretta Piscatella	101 Eastwood Boulevard Centereach, NY 11720-2745	(631) 585-9393	YES
Job Sharing Resources	Kathy Tenenbaum	50 Riverside Avenue Merrick, NY 11566		YES
The Hispanic Federation	Lorraine Cortes	84 William Street, 15 <sup>th</sup> Floor New York, NY 10038	(212) 233-8955	YES
The New York Urban League	Darwin M. Davis	204 West 136 St. New York, NY10030	(212) 926-8000	YES
Asian American Federation of New York	Cao K. O	120 Walls Street 3 <sup>rd</sup> Fl. New York, NY10005-1309	(212) 344-5878	YES
The Japanese Chamber of Commerce & Industry	Tsutomu Karino	145 West 57 <sup>th</sup> Street, 7 <sup>th</sup> Floor New York, NY 10019	(212) 246-8001	YES
The Philippine Chamber of Commerce	Ellison Quijano	317 Madison Avenue, Suite 520 New York, NY 10017	(212) 972-9326	YES
Korean Chamber of Commerce	Suk, Yeun Ho	460 Park Avenue, Suite 410 New York, NY 10022	(212) 644-0140	YES
New York State Department of Labor	Ray Simmons	247 W. 54 <sup>th</sup> Street New York, NY 10019	(212) 621-0813	YES
The 100 Black Men of New York	Paul Williams	105 East 22 <sup>nd</sup> Street, Suite 911 New York, NY 10031	(212) 777-7070	YES

The 100 Black Men of New Jersey	Carey Hines	167 South Harison Street East Orange, NJ 07018	(973) 678-6522	YES
NJ Statewide Hispanic Chamber of Commerce	Daniel Jara	150 Warren Street – Suite 110 Jersey City, NJ 07302	(201) 451-9512	YES
New York Association of Black Journalists	Matthew Scott	Rockefeller Center New York, NY 10185	(212) 608-7340	YES
National Association of Hispanic Journalist	Ivan Roman	1000 National Press Building Washington, DC 200045-7144	(202) 662-7143	YES
Asian American Journalists Association	Albert Lee	1182 Market Street, Suite 320 San Francisco, CA 94102	(415) 346-2051	YES
National Lesbian & Gay Journalist Association	Dan Hendrick	39-03 46 St, Sunnyside NY 11104.	(917) 207 8715.	YES
The Harlem Business Alliance	Keith E. McHenry	275 Lenox Avenue 2 <sup>nd</sup> Floor New York, NY 10027	(212) 665-7010	YES
Job Path	Fredda Rosen	22 West 38 <sup>th</sup> Street, 11 <sup>th</sup> Floor New York, NY 10018	(212) 944-0564	YES
Native American Journalists Association	Patty Talahongva	University of S. Dakota 414 E. Clark St. Vermillion, SD 57069	(605) 677-5282	YES
The Burgess Group - Corporate Recruiters International, Inc.	William H. Burgess, III	1601 Third Avenue, Suite 18-D New York, NY 10128	212-410-6938	YES
Borough of Manhattan Community College	Ron West	199 Chambers Street New York, NY 10007	(212) 346-8373	YES
The State University of New Jersey-AHANA	Janet Jones	P.O. Box 1179 Bartholome Rd Piscataway, NJ 08855	(732) 445-6127	YES
Rutgers University-Newark Coop & Education Dept	Thomas Hopkins	360 Dr. Martin Luther King Blvd. Newark, NJ 07102	(973) 353-5311	YES
Columbia University Center for Career Services	Jill Galas	2960 Broadway, Mail code 5727 New York, NY 10027	(212) 854-5497	YES
St. John's University Career Services Center	Lydia Horemis	8000 Utopia Parkway Jamaica, NY 11439	(718) 990-6375	YES
Lehman College Career Services Center	Nancy Cintron	250 Bedford Park Blvd West Bronx, NY 10468-1589	(718) 960-8366	YES
New York University Office for Career Services	Trudy G. Steinfeld	719 Broadway, Room 302 New York, NY 10003	(212) 998-4730	YES
New York Institute of Technology	Barbara VanBure	21 West 60 Street Information Hall, Room 101 New York, NY 10023	(212) 261-1537	YES
BRONXNET	Michael Max Knobbe	250 Bedford Park Blvd West, Bronx, NY 10468	(718) 960-8354	YES
School of Visual Arts Career Development Office	Leslie Hammond	209 East 23rd Street New York, NY 10010-3994	(212) 592-2387	YES
Association of Progressive Dominicans, Inc	Carmen Muñoz	3940 Broadway 2 <sup>nd</sup> Floor New York, NY 10032	(212) 927-6089	YES

**5) Vacancy#28**

**Job Title: Director**

**Referral Source of Hire: Internal Promotion**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Webstv.com	Dept. Head	524 W 57 <sup>th</sup> Street New York, N.Y.	e-mails only	N/A
The Consortium for Workers Education	Dr. Frank Madera	275 Seventh Avenue New York, NY 10001	(212) 647-1900	YES
Hispanic Directors Association of New Jersey	Daniel Santo Pietro	PO Box 240 22 Joyce Kilmer Ave. New Brunswick, NJ 08903	(732) 828-4555	YES
The Bridge to Independence & Career Opportunity	LouAnn Bloomer	39 Rose Street Danbury, CT 06810	(203) 743-6695	YES
Long Island Works Coalition	Cheryl Davidson	135 Maxess Road Melville, NY 11747	(631) 755-0700	YES
State of New Jersey Department of Community Affairs Division on Women	Elaine Feller	P. O. Box 801 Trenton, New Jersey 08625-0801	(609) 292-6420	YES
Black United Fund of New Jersey, Inc.	Sondra Clark	132 South Harrison Street East Orange, New Jersey 07018	(973) 676-5283	YES
Community Resource Database of Long Island	Loretta Piscatella	101 Eastwood Boulevard Centereach, NY 11720-2745	(631) 585-9393	YES
Job Sharing Resources	Kathy Tenenbaum	50 Riverside Avenue Merrick, NY 11566		YES
The Hispanic Federation	Lorraine Cortes	84 William Street, 15 <sup>th</sup> Floor New York, NY 10038	(212) 233-8955	YES
The New York Urban League	Darwin M. Davis	204 West 136 St. New York, NY10030	(212) 926-8000	YES
Asian American Federation of New York	Cao K. O	120 Walls Street 3 <sup>rd</sup> Fl. New York, NY10005-1309	(212) 344-5878	YES
The Japanese Chamber of Commerce & Industry	Tsutomu Karino	145 West 57 <sup>th</sup> Street, 7 <sup>th</sup> Floor New York, NY 10019	(212) 246-8001	YES
The Philippine Chamber of Commerce	Ellison Quijano	317 Madison Avenue, Suite 520 New York, NY 10017	(212) 972-9326	YES
Korean Chamber of Commerce	Suk, Yeun Ho	460 Park Avenue, Suite 410 New York, NY 10022	(212) 644-0140	YES
New York State Department of Labor	Ray Simmons	247 W. 54 <sup>th</sup> Street New York, NY 10019	(212) 621-0813	YES
The 100 Black Men of New York	Paul Williams	105 East 22 <sup>nd</sup> Street, Suite 911 New York, NY 10031	(212) 777-7070	YES

The 100 Black Men of New Jersey	Carey Hines	167 South Harison Street East Orange, NJ 07018	(973) 678-6522	YES
NJ Statewide Hispanic Chamber of Commerce	Daniel Jara	150 Warren Street – Suite 110 Jersey City, NJ 07302	(201) 451-9512	YES
New York Association of Black Journalists	Matthew Scott	Rockefeller Center New York, NY 10185	(212) 608-7340	YES
National Association of Hispanic Journalist	Ivan Roman	1000 National Press Building Washington, DC 200045-7144	(202) 662-7143	YES
Asian American Journalists Association	Albert Lee	1182 Market Street, Suite 320 San Francisco, CA 94102	(415) 346-2051	YES
National Lesbian & Gay Journalist Association	Dan Hendrick	39-03 46 St, Sunnyside NY 11104.	(917) 207 8715.	YES
The Harlem Business Alliance	Keith E. McHenry	275 Lenox Avenue 2 <sup>nd</sup> Floor New York, NY 10027	(212) 665-7010	YES
Job Path	Fredda Rosen	22 West 38 <sup>th</sup> Street, 11 <sup>th</sup> Floor New York, NY 10018	(212) 944-0564	YES
Native American Journalists Association	Patty Talahongva	University of S. Dakota 414 E. Clark St. Vermillion, SD 57069	(605) 677-5282	YES
The Burgess Group - Corporate Recruiters International, Inc.	William H. Burgess, III	1601 Third Avenue, Suite 18-D New York, NY 10128	212-410-6938	YES
Borough of Manhattan Community College	Ron West	199 Chambers Street New York, NY 10007	(212) 346-8373	YES
The State University of New Jersey-AHANA	Janet Jones	P.O. Box 1179 Bartholome Rd Piscataway, NJ 08855	(732) 445-6127	YES
Rutgers University-Newark Coop & Education Dept	Thomas Hopkins	360 Dr. Martin Luther King Blvd. Newark, NJ 07102	(973) 353-5311	YES
Columbia University Center for Career Services	Jill Galas	2960 Broadway, Mail code 5727 New York, NY 10027	(212) 854-5497	YES
St. John's University Career Services Center	Lydia Horemis	8000 Utopia Parkway Jamaica, NY 11439	(718) 990-6375	YES
Lehman College Career Services Center	Nancy Cintron	250 Bedford Park Blvd West Bronx, NY 10468-1589	(718) 960-8366	YES
New York University Office for Career Services	Trudy G. Steinfeld	719 Broadway, Room 302 New York, NY 10003	(212) 998-4730	YES
New York Institute of Technology	Barbara VanBure	21 West 60 Street Information Hall, Room 101 New York, NY 10023	(212) 261-1537	YES
BRONXNET	Michael Max Knobbe	250 Bedford Park Blvd West, Bronx, NY 10468	(718) 960-8354	YES
School of Visual Arts Career Development Office	Leslie Hammond	209 East 23rd Street New York, NY 10010-3994	(212) 592-2387	YES
Association of Progressive Dominicans, Inc	Carmen Muñoz	3940 Broadway 2 <sup>nd</sup> Floor New York, NY 10032	(212) 927-6089	YES

**5) Vacancy#29**

**Job Title: Producer**

**Referral Source of Hire: Industry Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Webstv.com	Dept. Head	524 W 57 <sup>th</sup> Street New York, N.Y.	e-mails only	N/A
The Consortium for Workers Education	Dr. Frank Madera	275 Seventh Avenue New York, NY 10001	(212) 647-1900	YES
Hispanic Directors Association of New Jersey	Daniel Santo Pietro	PO Box 240 22 Joyce Kilmer Ave. New Brunswick, NJ 08903	(732) 828-4555	YES
The Bridge to Independence & Career Opportunity	LouAnn Bloomer	39 Rose Street Danbury, CT 06810	(203) 743-6695	YES
Long Island Works Coalition	Cheryl Davidson	135 Maxess Road Melville, NY 11747	(631) 755-0700	YES
State of New Jersey Department of Community Affairs Division on Women	Elaine Feller	P. O. Box 801 Trenton, New Jersey 08625-0801	(609) 292-6420	YES
Black United Fund of New Jersey, Inc.	Sondra Clark	132 South Harrison Street East Orange, New Jersey 07018	(973) 676-5283	YES
Community Resource Database of Long Island	Loretta Piscatella	101 Eastwood Boulevard Centereach, NY 11720-2745	(631) 585-9393	YES
Job Sharing Resources	Kathy Tenenbaum	50 Riverside Avenue Merrick, NY 11566		YES
The Hispanic Federation	Lorraine Cortes	84 William Street, 15 <sup>th</sup> Floor New York, NY 10038	(212) 233-8955	YES
The New York Urban League	Darwin M. Davis	204 West 136 St. New York, NY10030	(212) 926-8000	YES
Asian American Federation of New York	Cao K. O	120 Walls Street 3 <sup>rd</sup> Fl. New York, NY10005-1309	(212) 344-5878	YES
The Japanese Chamber of Commerce & Industry	Tsutomu Karino	145 West 57 <sup>th</sup> Street, 7 <sup>th</sup> Floor New York, NY 10019	(212) 246-8001	YES
The Philippine Chamber of Commerce	Ellison Quijano	317 Madison Avenue, Suite 520 New York, NY 10017	(212) 972-9326	YES
Korean Chamber of Commerce	Suk, Yeun Ho	460 Park Avenue, Suite 410 New York, NY 10022	(212) 644-0140	YES
New York State Department of Labor	Ray Simmons	247 W. 54 <sup>th</sup> Street New York, NY 10019	(212) 621-0813	YES
The 100 Black Men of New York	Paul Williams	105 East 22 <sup>nd</sup> Street, Suite 911 New York, NY 10031	(212) 777-7070	YES

The 100 Black Men of New Jersey	Carey Hines	167 South Harison Street East Orange, NJ 07018	(973) 678-6522	YES
NJ Statewide Hispanic Chamber of Commerce	Daniel Jara	150 Warren Street – Suite 110 Jersey City, NJ 07302	(201) 451-9512	YES
New York Association of Black Journalists	Matthew Scott	Rockefeller Center New York, NY 10185	(212) 608-7340	YES
National Association of Hispanic Journalist	Ivan Roman	1000 National Press Building Washington, DC 200045-7144	(202) 662-7143	YES
Asian American Journalists Association	Albert Lee	1182 Market Street, Suite 320 San Francisco, CA 94102	(415) 346-2051	YES
National Lesbian & Gay Journalist Association	Dan Hendrick	39-03 46 St, Sunnyside NY 11104.	(917) 207 8715.	YES
The Harlem Business Alliance	Keith E. McHenry	275 Lenox Avenue 2 <sup>nd</sup> Floor New York, NY 10027	(212) 665-7010	YES
Job Path	Fredda Rosen	22 West 38 <sup>th</sup> Street, 11 <sup>th</sup> Floor New York, NY 10018	(212) 944-0564	YES
Native American Journalists Association	Patty Talahongva	University of S. Dakota 414 E. Clark St. Vermillion, SD 57069	(605) 677-5282	YES
The Burgess Group - Corporate Recruiters International, Inc.	William H. Burgess, III	1601 Third Avenue, Suite 18-D New York, NY 10128	212-410-6938	YES
Borough of Manhattan Community College	Ron West	199 Chambers Street New York, NY 10007	(212) 346-8373	YES
The State University of New Jersey-AHANA	Janet Jones	P.O. Box 1179 Bartholome Rd Piscataway, NJ 08855	(732) 445-6127	YES
Rutgers University-Newark Coop & Education Dept	Thomas Hopkins	360 Dr. Martin Luther King Blvd. Newark, NJ 07102	(973) 353-5311	YES
Columbia University Center for Career Services	Jill Galas	2960 Broadway, Mail code 5727 New York, NY 10027	(212) 854-5497	YES
St. John's University Career Services Center	Lydia Horemis	8000 Utopia Parkway Jamaica, NY 11439	(718) 990-6375	YES
Lehman College Career Services Center	Nancy Cintron	250 Bedford Park Blvd West Bronx, NY 10468-1589	(718) 960-8366	YES
New York University Office for Career Services	Trudy G. Steinfeld	719 Broadway, Room 302 New York, NY 10003	(212) 998-4730	YES
New York Institute of Technology	Barbara VanBure	21 West 60 Street Information Hall, Room 101 New York, NY 10023	(212) 261-1537	YES
BRONXNET	Michael Max Knobbe	250 Bedford Park Blvd West, Bronx, NY 10468	(718) 960-8354	YES
School of Visual Arts Career Development Office	Leslie Hammond	209 East 23rd Street New York, NY 10010-3994	(212) 592-2387	YES
Association of Progressive Dominicans, Inc	Carmen Muñoz	3940 Broadway 2 <sup>nd</sup> Floor New York, NY 10032	(212) 927-6089	YES

**6) Hire Recruitment Source Summary**

<b><u>Name of Hire:</u></b>	<b><u>Name of Recruitment Source:</u></b>
1) Local Sales Manager	Industry Referral
2) Coordinator, P.R. & Community Affairs	Internal CBS Transfer
3) Broadcast Ops Coordinator	Internal Promotion
4) Payroll Coordinator	Abacus Group
5) Director of Marketing	Internal Promotion
6) Anchor	Industry Referral
7) Reporter	Internal Promotion
8) Reporter	Industry Referral
9) Producer	Tom Dolan Media Mgmt
10) Web Executive Producer	Internal Promotion
11) President & General Manager	Internal CBS Transfer
12) Anchor	Industry Referral
13) Mgr. of Station Services	CBS Employee Referral
14) Associate Producer	Industry Referral
15) Assistant News Director	Industry Referral
16) Web Producer	Internal Promotion
17) Web Producer	Employee Referral
18) Web Producer	Employee Referral
19) Graphic Artist	Internal Promotion
20) Reporter	Industry Referral
21) Sales Office Coordinator	Internal CBS Transfer
22) Producer	Internal Promotion

**6) Hire Recruitment Source Summary ..continued**

23) Director, Engineering Operations	Industry Referral
24) Director, Creative Services	Unsolicited Applicant
25) Investigative Producer	Internal Promotion
26) Sales Assistant	Employee Referral
27) Technical Director	Industry Referral
28) Director	Internal Promotion
29) Producer	Industry Referral

**7) Total # of Interviewees Referred by Each Source:**

For the period from February 1, 2005 to January 31, 2006, this Employment Unit interviewed **162** Interviewees for full time job vacancies.

**These Interviewees were referred by the following sources:**

<b><u>Recruitment Source</u></b>	<b><u>Number of Interviewees Referred</u></b>
a) Employee Referral	20
b) Industry Referral	35
c) Outside Source	5
d) Exigent Circumstances	4
e) csnewyork.com/ wcbstv.com	36
f) Internal Candidates	43
g) Abacus Group	4
h) St. John's University	2
i) Spots-N-Dots	1
j) NGLA	1
k) NAHJ	2
l) NABJ	1
m) Talent Agents	8

8) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1. WCBS-TV was represented on an HR panel for Q&amp;A from students. Acted as an exhibitor, accepted resumes and provided one on one-resume evaluations at the <u>International Radio &amp; Television Society Foundation, Inc, "Minority Career Workshop."</u></p> <p>2. WCBS-TV recruited for interns &amp; full time entry level positions at the <u>Central New York Consortium held at Syracuse University</u> every year with other local area colleges for their prospective 2005 graduates.</p>	<p>April 14-15, 2005</p> <p>April 18-19, 2005</p>	<p><u>Jean Hodge</u>, Director, Station Services &amp; Community Affairs, <u>Cecilia Quintero</u>, HR Mgr., <u>Vanessa Kenon-Hunt</u>, Coordinator, P.R. &amp; Community Affairs</p> <p><u>Cecilia Quintero</u>, HR Mgr. for CBS Radio &amp; WCBS-TV,</p>
<p>3. WCBS-TV was recruiting at the <u>New York State Dept. of Labor's Hispanic Job &amp; Career Fair</u>. Employment Opportunities in the local NYC market were shared with job seekers.</p>	<p>September 30, 2005</p>	<p><u>Cecilia Quintero</u>, HR Manager was the exhibitor at this event.</p>
<p>WCBS-TV served as a co-sponsor of <u>National Association of Hispanic Journalists Convention</u> in Forth Worth, Texas. Employment opportunities in CBS' top ten national markets were discussed, video tapes were reviewed and attendees were advised of the 2005 Apprenticeship Training Program which was being started by CBS.</p> <p>WCBS-TV was represented at the <u>National Association of Black Journalists Convention</u> in Atlanta, Georgia. . Employment opportunities in CBS' top ten national markets were discussed, video tapes were reviewed and attendees were advised of the 2005 Apprenticeship Training Program which was being started by CBS</p>	<p>June 15- 18, 2005</p> <p>August 3-7, 2005</p>	<p><u>Cecilia Quintero</u>, HR Manager, <u>Bob Butler</u>, Director of Diversity for CBS among other representatives from CBS Network were actively recruiting at this event.</p> <p><u>Dianne Doctor</u>, News Director of WCBS-TV, <u>Byron Harmon</u>, Executive Producer of Morning News Show (local) were critiquing tapes and giving career advice. <u>Cecilia Quintero &amp; Bob Butler</u> were also present at this event to speak to attendees.</p>

(b) Internship

<b>Description of Recruitment Measure:</b>	<b>Date:</b>	<b>Personnel Involved: (Name and Position)</b>
1. The <b><u>WCBS-TV internship program</u></b> offers students from area colleges and universities a broad knowledge of the inner workings of the television station. Students are assigned to every department within the station. A minimum of 15 students participates in the program each semester. The program takes place in spring, summer and fall.	<b>During the Academic year and Summer season.</b>	<b><u>Jean Hodge</u></b> , Director, Station Services & Community Affairs coordinated Spring '05. , <b><u>Vanessa Kenon-Hunt</u></b> , Coordinator, Public Relations & Community Affairs handled the rest of the program for the remainder of the year.
WCBS-TV exhibited and participated in the <b><u>Academic Internship Fair at St. John's University</u></b> . Collected resumes and advised students about careers in media.	<b>September 21, 2005</b>	<b><u>Vanessa Kenon-Hunt</u></b> , Coordinator, P.R. & Community Affairs

(c) Participation in Events.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. WCBS-TV participated the <b><u>PENCIL "Principal For A Day"</u></b> program that allows professionals & leaders from a wide variety of industries and backgrounds to spend a day serving as principals at their host public schools and sharing their experiences with other guest principals. Maurice DuBois was featured host of a Town Hall meeting at the conclusion of the day long event.	April 6, 2005 & October 20, 2005	<b><u>Lew Leone</u></b> , President & General Manager, <b><u>Dianne Doctor</u></b> , Senior Vice President & News Director, <b><u>Cindy Hsu</u></b> , Anchor/Reporter, <b><u>Maurice DuBois</u></b> , Anchor, <b><u>Magee Hickey</u></b> , Reporter, <b><u>John Bolaris</u></b> , Meteorologist, <b><u>Duke Castiglone</u></b> , Sports Anchor, <b><u>Audrey Puente</u></b> , Meteorologist, <b><u>Shon Gables</u></b> , Anchor/ Reporter, <b><u>Jeff Berardelli</u></b> , Meteorologist, <b><u>Kerri Lyons</u></b> , Reporter , <b><u>Brett Larson</u></b> , Technology Editor, <b><u>Tamsen Fadal</u></b> , Reporter & <b><u>Jennifer Jordan</u></b> , Reporter.
2. WCBS-TV served as a sponsor of <b><u>The Long Island Coalition for Fair Broadcasting's" Connection Day,</u></b> " an annual event that focuses on every aspect of media through a wide variety of workshops. Audrey Pass spoke on a panel regarding the PR industry. Dianne Doctor spoke about News journalism. Dave Price was the special keynote speaker who shared personal insights about his life and career.	October 27, 2005	<b><u>Dianne Doctor</u></b> , Senior Vice President & News Director, <b><u>Audrey Pass</u></b> , Director of Communications, <b><u>Philip O'Brien</u></b> , Assistant News Director, <b><u>Vanessa Kenon-Hunt</u></b> , Coordinator P.R. &Community Affairs, <b><u>Joanna Brahim</u></b> , Manager, Station Services, & <b><u>Dave Price</u></b> , Meterologist
3. WCBS-TV provided information on careers and opportunities in media at our station at the <b><u>City University of New York Media Fair.</u></b>	November 18, 2005	<b><u>Vanessa Kenon-Hunt</u></b> , Coordinator, P.R. & Community Affairs

<p>4. WCBS-TV attended the <u>New York Institute of Technology's Career Fair</u>. Vanessa Kenon-Hunt was the featured keynote speaker on the topic: The importance of internships in today's competitive market.</p>	<p>November 4, 2005</p>	<p><u>Vanessa Kenon-Hunt</u>, Coordinator, P.R. &amp; Community Affairs</p>

**(d) Training Management Personnel.**

<b>Description of Recruitment Measure:</b>	<b>Personnel Involved: (Name and position)</b>	<b>Describe Training:</b>
1. Online Sexual Harassment training /Video	All Station Personnel	Station personnel received legal and company policy information on what constitutes sexual harassment and how to report violations when they are hired. In addition, Non-Discrimination and Anti-Harassment policies are issued annually to all employees by Executive order of Corporate office.