EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 10/01/19 to 9/30/20.

1) Employment Unit: CBS Television Stations, Inc / Miami Television Station WBFS Inc.

2) Unit Members (Stations and Communities of License): WFOR, WBFS-TV

3) EEO Contact Information for Unit Member:

<table>
<thead>
<tr>
<th>Mailing Address:</th>
<th>8900 NW 18th Terrace Miami, FL 33172</th>
</tr>
</thead>
<tbody>
<tr>
<td>Telephone Number:</td>
<td>(305) 639-4407</td>
</tr>
<tr>
<td>Contact Person:</td>
<td>Sonia LaPaix</td>
</tr>
<tr>
<td>E-mail Address:</td>
<td><a href="mailto:Slapaix@cbs.com">Slapaix@cbs.com</a></td>
</tr>
</tbody>
</table>

I. FULL TIME VACANCIES DURING REPORTING PERIOD – Jobs Filled
(See Master Recruitment Source List for recruitment source data)

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Source Notified of Job Vacancy</th>
<th>Recruitment Source of Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reporter</td>
<td>1 – 27</td>
<td></td>
</tr>
<tr>
<td>Digital Line Producer</td>
<td>1 – 27</td>
<td></td>
</tr>
<tr>
<td>Producer</td>
<td>1 – 27</td>
<td></td>
</tr>
<tr>
<td>Building Services Supervisor</td>
<td>1 – 27</td>
<td></td>
</tr>
<tr>
<td>Producer</td>
<td>1 – 27</td>
<td></td>
</tr>
<tr>
<td>Microwave Technician</td>
<td>1 – 27</td>
<td></td>
</tr>
<tr>
<td>Transmitter Technician</td>
<td>1 – 27</td>
<td></td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD

<table>
<thead>
<tr>
<th>CODE</th>
<th>RECRUITMENT SOURCE</th>
<th>ADDRESS</th>
<th>CONTACT</th>
<th>PHONE</th>
<th>REQUESTED NOTIFICATION (Y/N)</th>
<th>NUMBER OF INTERVIEWEES REFERRED</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>University of Miami</td>
<td>Luis Herrera</td>
<td>P.O. Box 2481 - Coral Gables, FL 33124</td>
<td>(305) 284-2474</td>
<td>(305) 284-8186</td>
<td>FAX</td>
</tr>
<tr>
<td>2</td>
<td>One Stop Career Center</td>
<td>2300 SW 95th Avenue - Miami, FL 33165</td>
<td>(305) 228-2360</td>
<td>(305) 228-2312</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Miami International University of Art &amp; Design</td>
<td>Muriel Guzman, Career Services Advisor/Alumni Coordinator</td>
<td>1501 Biscayne Blvd. Ste #100 Miami, FL 33132</td>
<td>(305) 428-5785</td>
<td>(305) 995-5035</td>
<td>Yes</td>
</tr>
<tr>
<td>4</td>
<td>Tampa By Association Of Black Journalists</td>
<td>P.O. Box 191 Tampa, FL 33601</td>
<td>(727) 802-2990</td>
<td>(727) 802-8726</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Haitian American Community Assoc.</td>
<td>Yvel Leger</td>
<td>8037 NE 2nd Avenue - Miami, FL</td>
<td>(305) 751-0523</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>ASPIRA of Florida</td>
<td>Raul Martinez</td>
<td>5650 N. Miami Avenue - Miami, FL</td>
<td>(305) 576-1512</td>
<td>(305) 576-6217</td>
<td>FAX</td>
</tr>
<tr>
<td>7</td>
<td>Youth Co-Op</td>
<td>Maggie Gomez</td>
<td>3525 NW 7th Street Miami, FL</td>
<td>(305) 643-1908</td>
<td>(305) 643-6730</td>
<td>No</td>
</tr>
<tr>
<td>8</td>
<td>South Florida Work Force</td>
<td>Regina Futen</td>
<td>3403 NW 82nd Avenue - Miami, FL</td>
<td>(305) 594-7615</td>
<td>(305) 470-5762</td>
<td>FAX</td>
</tr>
<tr>
<td>9</td>
<td>Miami Job Corp Center</td>
<td>Anthony Taylor</td>
<td>3050 NW 183rd St - Miami, FL</td>
<td>(305) 626-7800</td>
<td>(305) 626-7387</td>
<td>FAX</td>
</tr>
<tr>
<td>10</td>
<td>Miami-Dade Job Program</td>
<td>Grace Suarez</td>
<td>500 NE 2nd Avenue - Miami, FL</td>
<td>(305) 237-5825</td>
<td>(305) 237-3316</td>
<td>FAX</td>
</tr>
<tr>
<td>11</td>
<td>Jewish Community Service</td>
<td>Jeffrey Johnson</td>
<td>715 NE 12th Avenue - N. Miami</td>
<td>(305) 999-8726</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>TV Job.Com</td>
<td>8000 NW 18th Terrace</td>
<td>(760) 754-4215</td>
<td></td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>cbs.avature.net/CBS TV Careers</td>
<td>Sonia LaPaix</td>
<td></td>
<td>(305) 630-4407</td>
<td>Not Applicable</td>
<td>8</td>
</tr>
<tr>
<td>14</td>
<td>Mofaline</td>
<td>Mark Shilstone</td>
<td>P.O. Box 51909</td>
<td>Mofaline@com</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>Hillsborough Community College</td>
<td>Dr. Ron Sneade</td>
<td>Radio/TV Department 2112 North 15th Street PST 134 Tampa, FL 33603</td>
<td><a href="mailto:rshane@UCF.Corn">rshane@UCF.Corn</a></td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>Howard University</td>
<td>Carol Dudley</td>
<td>School of Journalism 525 Bryant St. NW Washington, DC 20050</td>
<td>(202) 866-2911</td>
<td>(202) 866-4037</td>
<td>FAX</td>
</tr>
<tr>
<td>17</td>
<td>Urban League of Greater Miami</td>
<td></td>
<td>8500 NW 23rd Avenue Miami, FL 33147</td>
<td>(305) 696-4855</td>
<td>(305) 696-4450</td>
<td>FAX</td>
</tr>
<tr>
<td>18</td>
<td>American Adult Education Center</td>
<td>10300 NW 67th Avenue Hialeah, FL 33015</td>
<td>(305) 827-7915</td>
<td>(305) 855-3730</td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>Cuban American National Counsel</td>
<td></td>
<td>300 SW 12th Avenue 9th Floor Miami, FL 33130-2018</td>
<td>(305) 642-9815</td>
<td>(305) 642-5444</td>
<td>FAX</td>
</tr>
<tr>
<td>20</td>
<td>Program Director, JCS Senior Employment Program</td>
<td>Donna Cato</td>
<td>4200 Biscayne Boulevard, Annex Miami, FL 33137</td>
<td>(305) 403-0332</td>
<td>(305) 573-0133</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td>Office of Commissioner</td>
<td>Nury Valerie Soler, Career Services Advisor/Alumni Coordinator</td>
<td>City of Miami District 4</td>
<td>(305) 250-5420 <a href="mailto:nsoler@miamigov.com">nsoler@miamigov.com</a></td>
<td>YES</td>
<td></td>
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<tr>
<td>22</td>
<td>The Art Institute Of Fort Lauderdale</td>
<td>Lawin Sanchez, Career Services Advisor</td>
<td>1799 SE 17th Street Fort Lauderdale, FL 33316</td>
<td>(954) 525-2602 Fax (954) 308-2615 (800) 275-7633 ext. 2615</td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td>23</td>
<td>Miami Herald/Career Builders</td>
<td>Joanne Martinez</td>
<td>7900 SW 11th Avenue</td>
<td>(305) 376-2736</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>24</td>
<td>Collective Talent</td>
<td>Michael Bille</td>
<td>1721 Richardson Place Tampa, FL 33609</td>
<td>(813) 254-9995 Phone (813) 494-455 Cell</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>Partners For Self Employment Inc.</td>
<td>Cornell Crews Jr., Program Director</td>
<td>3000 Biscayne Blvd Suite 215 Miami, FL 33137</td>
<td>(305) 438-1407 x 215 (305) 438-1411 Fax</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>27</td>
<td>Ai Miami International University of Art &amp; Design</td>
<td>Nancy O’Rourke, Career Services Advisor</td>
<td>1501 Biscayne Blvd Miami, FL 33132</td>
<td>(305) 428-5650 <a href="http://www.mymiu.edu">www.mymiu.edu</a></td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>28</td>
<td>Employee Referral</td>
<td>CBS Television Stations</td>
<td>N/A</td>
<td>N/A</td>
<td>7</td>
<td></td>
</tr>
<tr>
<td>29</td>
<td>Internal Applicant</td>
<td>CBS Television Stations</td>
<td>N/A</td>
<td>N/A</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>30</td>
<td>Outside Referral</td>
<td>N/A</td>
<td></td>
<td>N/A</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD: 18

III) Supplemental Recruitment Measures.

(a) Job Fairs.

<table>
<thead>
<tr>
<th>Description of Recruitment Measure:</th>
<th>Date:</th>
<th>Personnel Involved: (Name and Position)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Participated with the National Association of Black and Hispanic Journalist (NABJ / NAHJ) Virtual Convention.</td>
<td>August 5-7, 2020</td>
<td>Liz Roldan, News Director</td>
</tr>
<tr>
<td>2. Registered to participate with the South Florida Hispanic Employment Association who hold a job fair in Hialeah, Mangal Durham, Miami Gardens, Florida. This local chapter of the NAHJ organization of journalists, students, and media professionals provides quality programs and services to and advocates on behalf of black journalists and communication professionals worldwide. This was a virtual employment event. This event was cancelled due to shut down of COVID-19.</td>
<td>March 28-2020</td>
<td>Emma LaFlair, Human Resources Manager</td>
</tr>
</tbody>
</table>

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(b) **Internship** (Each employment unit must establish an internship program.)

<table>
<thead>
<tr>
<th>Description of Recruitment Measure</th>
<th>Date:</th>
<th>Personnel Involved:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emma Bowen Scholar Intern</td>
<td>November 25, 2019</td>
<td>Bonnie Hernandez, Executive Producer</td>
</tr>
</tbody>
</table>

(c) **Participation in Events.** (Each employment unit must participate in at least four events relating to career opportunities in broadcasting sponsored by educational institutions.)

<table>
<thead>
<tr>
<th>Description of Recruitment Measure</th>
<th>Date:</th>
<th>Personnel Involved:</th>
</tr>
</thead>
<tbody>
<tr>
<td>2. Guest speaker to students about a career in broadcasting as a Meteorologist on Career Day at Lorah Park Elementary School.</td>
<td>February 20, 2020</td>
<td>Dave Warren, Meteorologist</td>
</tr>
<tr>
<td>4. Guest Emcee at Career Day at South Hialeah Elementary Miami Dade County Public School on careers in broadcasting.</td>
<td>March 19, 2020</td>
<td>Frances Wang, Reporter/Anchor</td>
</tr>
</tbody>
</table>
### Training Management Personnel

(Each Employment Unit must train management level personnel on methods of ensuring equal employment opportunity and preventing discrimination.)

<table>
<thead>
<tr>
<th>Description of Recruitment Measure</th>
<th>Personnel Involved: (Name and position)</th>
<th>Describe Training:</th>
</tr>
</thead>
<tbody>
<tr>
<td>CBS Corporation Web-based training modules distributed to all supervisors and managers.</td>
<td>Adam Levy, VP GM Roy Howie, Sales Mgr. David Radliff, Sales Mgr. Michelle Katz, Director of Sales Jeff Joselson, Sales Mgr. Carl Luevanos, Controller Sonia LaPrix, H R Mgr. Nelson Perez, Asst. Controller Tracy Letize, C S Dir. Judy Flook, Art Dir. Dr Reddam, News Dir. Nick Roumie, Asst. News Dir. Marcelo Sanchez, Dir. Broadcast Operations John Mays, Production Mgr. Monica Kirkland, Promotions Mgr. Judy Flook, Art Director</td>
<td>In October 2019, a mandatory training module “Maintaining a Respectful Workplace: Environment for Supervisors” was launched in conjunction with the distribution of the updated CBS Non-Discrimination and Anti-Harassment Policy. This training that was mandatory for all employees, although there were two different versions – a more in-depth one for Supervisors/Managers (2 - 2 1/2 hours). Online training 10/19/2019. This is a web base answer and question training that outlines company privacy policies and guidelines.</td>
</tr>
</tbody>
</table>

Online training March 12, 2020.

This is a test type answer and question training that outlines company technical policies and guidelines.