

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:**

Mailing Address: 8900 NW 18 th Terrace Miami, FL 33172	Telephone Number: (305) 639-4407
	Contact Person: Sonia LaPaix
	E-mail Address: Slapaix@cbs.com

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

Job Title	Recruitment Source Notified of Job Vacancy	Recruitment Source of Hiree
Reporter	1 – 27	
Digital Line Producer	1 – 27	
Producer	1 – 27	
Building Services Supervisor	1 – 27	
Producer	1 – 27	
Microwave Technician	1 – 27	
Transmitter Technician	1 – 27	

II. MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD

CODE #	RECRUITMENT SOURCE	ADDRESS	CONTACT	PHONE	REQUESTED NOTIFICATION (Y/N)	NUMBER OF INTERVIEWEES REFERRED
1	University of Miami	Luis Herrera	P.o. Box 2481 –Coral Gables, FL 33124	(305) 284-2474 (305) 284-8186 – FAX	Yes	
2	One Stop Career Center		2700 SW 97 th Avenue – Miami, FL 33165	(305) 228-2300 (305) 228-2312 – FAX	Yes	
3	Miami International University of Art & Design	Muriel Guzman, Career Services Advisor/Alumni Coordinator	1501 Biscayne Blvd. Ste #100 Miami, FL 33132	(305) 428-5785 – Fax (305) 995-5035	Yes	
4	Tampa By Association Of Black Journalists		P.O Box 191 Tampa, FL 33601	(727) 892-2990 - Fax (727) 893-8726	No	
5	Haitian American Community Assoc.	Yvel Leger	8037 NE 2 nd Avenue – Miami, FL	(305) 751-0523	No	
6	ASPIRA of Florida	Raul Martinez	3650 N. Miami Avenue – Miami, FL	(305) 576-1512 (305 576-6217 – FAX	No	
7	Youth Co-Op	Maggie Gomez	3525 NW 7th Street Miami, FL	(305) 643-1908 Fax (305) 643-6730	No	
8	South Florida Work Force	Regina Fulton	3403 NW 82 nd Avenue – Miami, FL	(305) 594-7615 (305) 470-5762 – FAX	Yes	
9	Miami Job Corp Center	Anthony Taylor	3050 NW 183 rd St. – Miami, FL	(305) 626-7800 (305) 626-7857 – FAX	Yes	
10	Miami-Dade Job Program	Grace Suarez	300 NE 2 nd Avenue – Miami, FL	(305) 237-3625 (305) 237-3358 – FAX	Yes	
11	Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue – N. Miami	(305) 899-8728 – FAX	Yes	
12	TV Jobs.Com			(760) 754-4215 – FAX	Yes	
13	cbs.avature.net/CBS TV Careers	Sonia LaPaix	8900 NW 18 th Terrace	(305) 639-4407	Not Applicable	8
14	Medialine	Mark Shilstone	P..O Box 51909	Medialine@com	Yes	
15	Hillsborough Community College	Dr. Ron Shearer	Radio/TV Department 2112 North 15 th Street PST 134 Tampa, FL 33605	rshearer@hccfl.edu	Yes	
16	Howard University	Carol Dudley	School of Journalism 525 Bryant St. NW Washington, DC 20039	(202) 986-2911 – FAX (202) 806-4037/5806	NO	
17	Urban League of Greater Miami		8500 NW 25 th Avenue Miami, FL 33147	(305) 696-4455 – FAX (305) 696-4450	NO	
18	American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 – FAX (305) 557-3770	NO	
19	Cuban American National Counsel		300 SW 12 th Avenue 3 rd Floor Miami, FL 33130-2038	(305) 642-9815 – FAX (305) 642-3484	NO	
20	Program Director, JCS Senior Employment Program	Donna Cutler	4200 Biscayne Boulevard, Annex Miami, FL 33137	(305) 403-0332 – Fax (305) 573-0133	YES	

21	Office of Commissioner Francis Suarez District 4	Nury Valerie Soler., Career Services Advisor/Alumni Coordinator	City of Miami District 4	(305) 250-5420 nsoler@miamigov.com	YES	
22	The Art Institute Of Fort Lauderdale	Luwin Sanchez Career Services Advisor	1799 SE 17 th Street Fort Lauderdale, FL 33316	((954) 525-2602 Fax (954) 308-2615 (800) 275-7603 ext. 2615	YES	
23	Miami Herald/Career Builders	Jeanette Martinez	7990 SW 117 th Avenue	(305) 376-2738	No	
24	Collective Talent	Michael Bille	1721 Richardson Place Tampa, FL 33606	(813) 254-9695 Phone (813) 494-455 Cell	Yes	
25	Partners For Self Employment Inc.	Cornell Crews Jr. Program Director	3000 Biscayne Blvd Suite 215 Miami, FL 33137	(305) 438-1407 x 215 (305) 438-1411 Fax	No	
27	Ai Miami International University of Art & Design	Nancy O'Rourke Career Services Advisor	1501 Biscayne Blvd Miami, FL 33132	(305) 428-5650 www.mymiu.edu	Yes	
28	Employee Referral	CBS Television Stations			N/A	7
29	Internal Applicant	CBS Television Stations			N/A	3
30	Outside Referral				N/A	

TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD

18

III) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Participated with the National Association of Black and Hispanic Journalist (NABJ / NAHJ) Virtual Convention.	August 5-7, 2020	Liz Roldan, News Director
2. Registered to participate with the South Florida Black Journalist Association who host a Career Fair at Florida Memorial University, Miami Gardens Florida. This local chapter of the NABJ organization of journalist, students and media related professionals provides quality programs and services to and advocates on behalf of black journalist and communication specialists worldwide. This was a station co-sponsored event. This event was cancelled due to shut down of COVID-19.	March 28, 2020	Sonia LaPaix, Human Resources Manager Monica Kirkland, Promotions Manager

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

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Emma Bowen Scholar Intern	November 25, 2019	Bonnie Hernandez, Executive Producer

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

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Emcee at the Leonard Miller Principal Leadership awards at the Doral Charter Upper School. Spoke about careers in broadcasting. Also Benefit PASS and Executive PASS programs by the Council for Education change. Note speaker Alberto M. Carvalho.	January 31, , 2020	Rudabeth Shahbazi, Anchor
2. Guest speaker to students about a career in broadcasting as a Meteorologist on Career Day at Lorah Park Elementary School.	February 20, 2020	Dave Warren, Meteorologist
3. Guest speaker at Booker T Washington School Alumni Hall of Fame banquet on career in broadcasting as a Sports Anchor.	March 14, 2020	Jim Berry, Sports Anchor
4. Guest Emcee at Career Day at South Hialeah Elementary Miami Dade County Public School on careers in broadcasting.	March 19, 2020	Frances Wang, Reporter/Anchor

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

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
<p><u>CBS Corporation Web-Based training modules distributed to all supervisors and managers.</u> <u>+-Privacy Essentials</u></p>	<p>Adam Levy, VP GM Roy Howie, Sales Mgr. David Radliff, Sales Mgr. Michelle Konz, Director of Sales Jeff Joselson, Sales Mgr. Carl Larson, Controller Sonia LaPaix, H.R. Mgr. Nelson Perez, Asst. Controller Tracy Letize, C.S. Dir. Judy Flook, Art Dir. Liz Roldan, News Dir. Nick Bourne, Asst. News Dir. Marcelo Sanchez, Dir. Broadcast Operations John Mays, Production Mgr. Monica Kirkland, Promotions Mgr. Judy Flook, Art Director All WFOR/WBFS Employees</p>	<p>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 ½ hours).</p> <p>Online training October 1, 2019. This is a web base answer and question training that outlines company privacy policies and guidelines.</p>
<p><u>2- Maintaining a Respectful Work Environment</u></p>	<p>Adam Levy, VP GM Roy Howie, Sales Mgr. David Radliff, Sales Mgr. Michelle Konz, Director of Sales Jeff Joselson, Sales Mgr. Carl Larson, Controller Sonia LaPaix, H.R. Mgr. Nelson Perez, Asst. Controller Tracy Letize, C.S. Dir. Judy Flook, Art Dir. Liz Roldan, News Dir. Nick Bourne, Asst. News Dir. Marcelo Sanchez, Dir. Broadcast Operations John Mays, Production Mgr. Monica Kirkland, Promotions Mgr. Judy Flook, Art Director All WFOR/WBFS Employees</p>	<p>Online training October 19, 2019. Increase awareness and understanding of the laws, policies and standards that are applicable to ViacomCBS business. The intent is to ensure that a harassment free environment exist for every member of ViacomCBS.</p>

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<p>2- Information Security Awareness</p>	<p>Adam Levy, VP GM Roy Howie, Sales Mgr. David Radliff, Sales Mgr. Michelle Konz, Director of Sales Jeff Joselson, Sales Mgr. Carl Larson, Controller Sonia LaPaix, H.R. Mgr. Nelson Perez, Asst. Controller Tracy Letize, C.S. Dir. Judy Flook, Art Dir. Liz Roldan, News Dir. Niek Bourne, Asst. News Dir. Marcelo Sanchez, Dir. Broadcast Operations John Mays, Production Mgr. Monica Kirkland, Promotions Mgr. Judy Flook, Art Director All WFOR/WBFS employees</p>	<p>Online training March 12, 2020. This is a web-base answer and question training that outlines company technical policies and guidelines.</p>
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