

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 10/01/13 to 9/30/14.

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
National Sales Assistant	1 – 27	13
Meteorologist	1 – 27	28
Graphic Designer	1 – 27	30
Photographer	1 – 27	13
Sales Photographer	1 – 27	29
IT Engineer	1 – 27	13
Associate Producer	1 – 27	28
Photographer	1 – 27	13
Photographer	1 – 27	13
ENG/SNG Fleet Supervisor	1 – 27	13
National Sales Assistant	1 – 27	30
Web Producer	1 – 27	29
Editor	1 – 27	30
Executive Producer Sales Production	1 – 27	13
Director of Sales	1 - 27	29 (Promotion)

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	3
13	WFOR/WBFS/WTVM/WTCN/WWHB –TV Website	Sonia LaPaix	8900 NW 18 th Terrace	(305) 639-4407	Not Applicable	28
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		
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	5
28	Employee Referral	CBS Television Stations			N/A	13
29	Internal Applicant	CBS Television Stations			N/A	6
30	Outside Referral				N/A	8

TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD

63

III) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1.Participated as a sponsor for the Hispanic Unity of Florida Job Fair, Miami Florida. The PSA was aired on our morning news. Also attended the job fair seeking viable candidates for our stations open positions.	April 30, 2014	Sonia LaPaix, Human Resources Manager

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

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Intern	Summer 2013	Nick Bourne, Assistant News Director
Intern	Summer 2012	Nelly Rubio, Community Relations Director
Intern	Summer 2014	Leo Gomez, Executive Producer Sports
Intern	Summer 2014	Craig Setzer, Chief Meteorologist
Intern	Summer 2014	Leo Gomez, Executive Producer Sports
Intern	Summer 2014	Lee Zimmerman, Public Relations Director

(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. Speaking event with broadcast journalist students at the University of Miami. Shared career stories and interact in a Q&A with the students.	October 14, 2013	Rick Folbaum, Anchor
2. Participate at Dr. John A McKinney Christian Academy's Career Day Program. Jim Berry spoke about his career and what it took for him to get to where he is today.	October 24, 2013	Jim Berry, Sports Anchor
3. Attended the 41 st Annual Journalism Day at the FIU's Maidique Campus. The speeches relate to the importance of free expression and the ethics and importance of doing good journalism, relating back to 100 years of free expression in Dade County for the student press.	October 26, 2013	Liz Roldan, News Director Rick Folbaum, Anchor Lauren Pastrana, Reporter
4. Emcee for the ICABA South Florida's Honors Black Tie Gala at the Graham University Center at the Florida International University. This is South Florida's premier recognition event for accomplished Black professionals and entrepreneurs.	November 2, 2013	Summer Knowles, Reporter
5. Host the Chefs Upfront Dinner that allows guest to experience the unique culinary interest of host chefs, who always delight with the personal touches they add to every course. Chefs Up Front benefits Cooking Matters is a program that teaches children and their families how to make healthy food choices, cook healthy meals and shop for nutritious foods on a budget.	September 5, 2014	Lisa Petrillo, Reporter
6. Member of a six person professional panel talking to student athletes at the Newman Alumni Center at the University of Miami.	September 22, 2014	Irika Sargent, Anchor
7. Developed mentoring campaign in partnership with the Miami-Dade Public Schools and the Broward County Public Schools. Adam Levy with the management team at both school systems designed a program which is focused on recruiting mentors for students. The campaign is called "Help A Kid".	August 25, 2014	Adam Levy, V.P. General Manager

(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:
1. The Americans with Disabilities Act Training	Carl Larson, Controller Sonia LaPaix, H.R. Mgr. .	Increase awareness and understanding of the laws, policies and standards that are applicable to CBS business.
2. CBS Privacy by Design Training	Adam Levy, VP GM Roy Howie, Sales Mgr. David Radliff, Sales Mgr. Michelle LaChapelle, 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 Juan Andreu, Ops. Mgr. Jose Martinez, Eng. Mgr.	To safeguard the personal information we hold on individuals including customers, employees and suppliers.
3. Business Conduct Statement Training Course	Adam Levy, VP GM Roy Howie, Sales Mgr. David Radliff, Sales Mgr. Michelle LaChapelle, 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 Juan Andreu, Ops. Mgr. Jose Martinez, Eng. Mgr.	To promote an ethical and law-abiding environment.