

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period December 1, 2013 to November 30, 2014.

1) Employment Unit: CBS Corporation

2) Unit Members (List all station call signs and communities of license): WBZ-TV (Boston, MA)
WSBK-myTV38 (Boston, MA)

3) EEO Contact Information for Employment Unit: Anthony Capozzi

| | |
|---|-------------------------------------|
| Mailing Address: WBZ-TV / WSBK-myTV38 1170 Soldiers Field Road Boston, MA. 02134 | Telephone Number: 617 787-7000 |
| | Contact Person: Anthony Capozzi |
| | E-mail Address: Acapozzi@cbs.com |

4) 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 |
|--|---|---|
| Producer | 1-93 | 4 |
| Building Maintenance Technician | 1-93; 95-97 | 13 |
| ELC Technician | 1-93 | 92 |
| WSBK myTV38 Sales Manager | 1-94 | 3 |
| Sales Assistant | 1-93 | 4 |
| Reporter | 1-93; 98-99 | 3 |
| Traffic Coordinator | 1-93; 95-97 | 4 |
| IT Assistant | 1-93; 95-97 | 95 |
| News Director | 1-93; 95-99 | 99 |
| Producer | 1-93 | 92 |
| Digital Media Producer | 1-93 | 92 |
| TV Maintenance Crew Chief | 1-93 | 13 |
| Anchor | 1-93; 98-99 | 99 |
| Executive Producer | 1-93 | 3 |
| Account Executive | 1-93 | 92 |
| Executive Producer | 1-93 | 4 |
| Reporter | 1-93; 98-99 | 4 |
| WBZ Sales Manager | 1-94 | 92 |
| Reporter | 1-93; 98-99 | 93 |
| Executive Producer | 1-93 | 92 |
| Director of Content Development & Commercial operations | 1-93 | No External Recruitment Internal Promotion |
| Traffic Coordinator | 1-93 | 4 |
| Producer | 1-93 | 4 |
| Assignment Desk | 1-93 | 92 |
| Reporter | 1-93; 98-99 | 3 |

5) Master Recruitment Source List Utilized During Reporting Period

| Code # | (i) Recruitment Source | Address: | Contact: | Requested Notification (Y/N) | Number of Interviewees Referred |
|--------|--|--|--|------------------------------|---------------------------------|
| 1 | CBS Campus Recruiting | | | Y | |
| 2 | CBS Corporation | | | Y | |
| 3 | CBS Internal Gateway | | | Y | 19 |
| 4 | CBS Television Stations | | | Y | 60 |
| 5 | American Job Exchange | www.americasjobexchange.com | | N | |
| 6 | AJE Veterans Exchange | www.veteransjobexchange.com | | N | |
| 7 | AJE Disability Exchange | www.disabilityjobexchange.com | | N | |
| 8 | AJE State Exchange for MA | www.americasjobexchange.com | | N | |
| 9 | Job Opportunities for Disabled American Veterans | www.jofdav.com | | N | |
| 10 | Disabled Person | www.disabledperson.com | | N | |
| 11 | Diversity Working | Diversityworking.com | | N | |
| 12 | Hero 2 Hired | h2h.jobs | | N | |
| 13 | Indeed | Indeed.com | | N | 10 |
| 14 | Simply Hired | www.Simplyhired.com | | N | |
| 15 | Beyond | www.beyond.com | | N | |
| 16 | Boston Career Link | 1010 Harrison Ave Boston, MA 02119 | bostoncareerlink@detma.org | N | |
| 17 | Career Center of Lowell | 107 Merrimack Street Lowell, MA 01852 Michael.mcquaid@eclowell.org Molly.dolan@eclowell.org ssen@navisite.com | amitton@americasjobexchange.com briana.buckley@eclowell.org mvietri@americasjobexchange.com rsinha@americasjobexchange.com | N | |
| 18 | Career Source - Cambridge | 186 Alewife Brook Parkway Suite#310 Cambridge, MA 02138 | dpellegrino@detma.org sdecarlo@yourcareersource.com slusty@yourcareersource.com | N | |
| 19 | Career Source - Chelsea | 4 Gerrish Ave Chelsea, MA 02150 | dpellegrino@detma.org slusty@yourcareersource.com | N | |

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|----|---|---|--|---|--|
| 20 | CareerWorks | 34 School Street Brockton, MA 02301 | chickey@careerworks.org hsoones@detma.org info@careerworks.org jschmit@detma.org | N | |
| 21 | Employment and Training Resources | Framingham, MA 01701 | dbradshaw@detma.org ncharbonneau@ctrec.com tforhan@detma.org | N | |
| 22 | Job Net | 210 South Street, 1 st Floor Boston, MA 02111 | ecrogalo@detma.org mfalasca@detma.org ralexander@detma.org | N | |
| 23 | North Shore Career Center of Lynn | 181 Union Street Lynn, MA 01901 | lglynn@detma.org mwhitmore@detma.org pventresca@detma.org | N | |
| 24 | North Shore Career Center of Salem | 70 Washington Street, 1 st Floor Salem, MA 01970 | tfrisiello@detma.org | N | |
| 25 | Plymouth Career Center | 36 Cordage Park Circle, Suite #200 Plymouth, MA 02360 | jmclellan@detma.org kparham@detma.org | N | |
| 26 | Quincy Career Center | 152 Parking Way Quincy, MA 02169 | fmverson@detma.org jmclellan@detma.org | N | |
| 27 | The Career Place | 100 Sylvan Road, Suite #G-100 Woburn, MA 01801 | bandrews@detma.org gsommer@thecareerplace.org preynolds@detma.org | N | |
| 28 | The Work Place | 29 Winter Street, 4 th Floor Boston, MA 02108 | dgarrett@detma.org | Y | |
| 29 | Workforce Central Career Center | 425 Fortune Blvd., Suite # 201 Milford, MA 01757 | hnarayanan@detma.org | N | |
| 30 | ABCD – Learning Works | 19 Temple Place Boston, MA 02111 | Parvenu.baldeo@bostonabcd.org | N | |
| 31 | Accion for Boston Community Development | 178 Tremont Street Boston, MA 02111 | hr@bostonabcd.org | N | |
| 32 | American Training Inc. | 102 Glenn Street Lawrence, MA 01843 | cherylwatson@americantraininginc.com | N | |
| 33 | Bay State College | 122 Commonwealth Ave Boston, MA | tcorrigan@baystate.edu | N | |
| 34 | Bentley University | 175 Forest Street Waltham, MA 02452 | jkenney@bentley.edu | Y | |
| 35 | Betty's Transitional Program | 40 Berkeley Street Boston, MA 02116 | creid@projectplace.org | N | |
| 36 | Boston Workforce Development | 2 Oliver Street Boston, MA 02109 | Josh.bruno@bostonpic.org | N | |
| 37 | Brandeis University | 415 South Street Waltham, MA 02454 | egivens@brandeis.edu | N | |
| 38 | Bridge Over Troubled Waters | 47 West Street Boston, MA 02111 | mllim@bridgeotw.org | N | |

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|----|---|--|--|---|--|
| 39 | Bunker Hill Community College | 250 Rutherford Ave Boston, MA | dmcfadden@bhcc.mass.edu | Y | |
| 40 | Benjamin Franklin Institute of Technology | 41 Berkley Street Boston, MA | jharari@bfit.edu | N | |
| 41 | Boston Urban League Workforce Development | 88 Warren Street Roxbury, MA 02119 | wwatkins@ulem.org | N | |
| 42 | Brighton Everest Institute | 1505 Commonwealth Ave #1 Brighton, MA 02135 | johnfontaine@cci.edu | N | |
| 43 | Brockton Area RC | 1250 W Chestnut St. Brockton, MA 02301 | rbiela@brocktonarc.net | N | |
| 44 | CLASS The Arc of Greater Lawrence | 55 Merrimack Street Lawrence, MA 01843 | jyoungblood@classinc.org | N | |
| 45 | Community Enterprises Inc. | 39 Norman Street Salem, MA 01970 | screeden@communityenterprises.com | N | |
| 46 | Chelsea Everest Institute | 70 Everett Ave. Chelsea, MA 02150 | jlacortiglia@cci.edu | N | |
| 47 | Community Work Services | 174 Portland Street Boston, MA 02114 | antoinetteq@cwsbos.com | N | |
| 48 | Dept Of Transitional Services | 131 Davidson Street Lowell, MA 01852 | Maureen.donovan@dt.state.ma.us Anne.glynn@state.ma.us | N | |
| 49 | Emmanuel College | 400 The Fenway Boston, MA | careerdevelopment@emmanuel.edu | Y | |
| 50 | East Middlesex ARC EMArc | 20 Gould Street Reading, MA 01867 | amarxsen@theemarc.org | N | |
| 51 | Family Continuity Program | 360 Merrimack Street Lawrence, MA 01843 | Msoares@familycontinuity.org | N | |
| 52 | Goodwill Job Center | 45 Congress Street Salem, MA 01970 | pmaynard@goodwillmass.org | N | |
| 53 | Home for Little Wanderers | 271 Huntington Ave #2 Fl Boston, MA 02115 | jwallacebenjamin@thehome.org | N | |
| 54 | Impact Employment Service | 105 Chauncy Street Boston, MA 02111 | Robert.remeika@pinestreetinn.org | N | |
| 55 | Jobs for The Future | 88 Broad Street Boston, MA 02110 | mflynn@jff.org | N | |
| 56 | LARE Training | 100 Everett Ave #8 Chelsea, MA 02150 | manuelmachuca@americantraininginc.com | N | |
| 57 | Lesley University | 29 Everett Street Cambridge, MA | crcjobs@lesley.edu | Y | |
| 58 | Latino Professional Network | P.O Box 960601 Boston, MA 02196 | info@lpn.org | N | |
| 59 | Medford Family Life Education | 2 Central Ave Medford, MA 02155 | erohrer@headinghomeinc.org | N | |
| 60 | Methuen Arlington Neighborhood | 1 Broadway Street Methuen, MA | John.mejia@gmail.com | N | |

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|----|--|--|--|---|--|
| 61 | Middlesex Community College | 590 Springs Rd Bedford, MA | mcdonaldp@middlesex.mass.edu | N | |
| 62 | Massachusetts Rehabilitation Commission | 59 Temple Place Boston, MA 02111 | Margaret.gilligan@massmail.state.ma.us Gregory.ames@state.ma.us Karen.macl@mrc.state.ma.us | N | |
| 63 | Morgan Memorial Goodwill Industries | 1010 Harrison Ave Boston, MA 02119 | vgold@goodwillmass.org | N | |
| 64 | Morgan Memorial Goodwill Industries Boston Career Link | 1010 Harrison Ave Boston, MA 02119 | mjones@detma.org | N | |
| 65 | New England Center for Homeless Veterans | 17 Court Street Boston, MA 02018 | Christine.pineda@necchv.org Debby.wiesen@nechv.org John.silva@nechv.org Sarah.gonzalez@nechv.org | N | |
| 66 | New England Job Corps OA CTS | 210 South Street Boston, MA 02111 | Martinez.juanna@jobcorps.org | N | |
| 67 | Project COPE | 77 Graniteville Road Westford, MA 01886 | patrickprojectcope@comcast.net | N | |
| 68 | Porter and Chester Institute | 8 Presidential Way Woburn, MA 01801 | jlacortiglia@porterchester.com | N | |
| 69 | Regis College | 235 Wellesley Street Weston, MA | John.conway@regiscollege.edu | Y | |
| 70 | Salem State College | 352 Lafayette Street Salem, MA 01970 | carrer@salemstate.edu | Y | |
| 71 | Salvation Army | 150 Appleton Street Lowell, MA | Dianne.james@use.salvationarmy.org | N | |
| 72 | Suffolk University | 20 Ashburton Place Boston, MA | twells@suffolk.edu | Y | |
| 73 | Simmons College | 300 The Fenway Boston, MA 02115 | careers@simmons.edu | Y | |
| 74 | Travelers Aid Family Services | 727 Atlantic Ave Boston, MA 02111 | chrisb@tafsboston.org | N | |
| 75 | Tufts University | 419 Boston Ave Medford, MA | careersservices@tufts.edu | Y | |
| 76 | US Department of Veterans Affairs | JFK Building Boston, MA 02203 | Maura.squire@va.gov | N | |
| 77 | VetSuccess.Org (US Dept of Veteran Affairs) | JFK Building-rm 1675 Boston, MA 02203 | Ellen.shaw-peterson@va.gov | N | |
| 78 | Veterans Northeast Outreach Center | Boston, MA 02111 | johnratka@comcast.net | N | |
| 79 | YMCA Boston | 18 Tremont Street Boston, MA 02108 | jdecker@traininginc.org | N | |
| 80 | The Massachusetts Rehabilitation Commission | One Parker Street Lawrence, MA 01840 | Paula.santagati@state.ma.us dgerry@classinc.org | N | |
| 81 | Boston Community Development | hr@bostonabcd.org | | N | |

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|----|---|--|-------------------|-----|----|
| 82 | Boston Recruit Mission | tsmith@brm.org | | N | |
| 83 | Boston University | comjobs@bu.edu | | Y | |
| 84 | Umass Boston | careers@umb.edu | | Y | |
| 85 | Federal Veteran Center | Gail.grundy@va.org | | Y | |
| 86 | TV News Gigs | info@tvnewsgigs.com | | Y | |
| 87 | La Alianza | rtflores@laalianza@org | | Y | |
| 88 | Labor and Workforce – Military Veterans | jball@detma.org | | Y | |
| 89 | Medialine | medialine@medialine.com | | Y | |
| 90 | LinkedIn | LinkedIn.com | | N | 2 |
| 91 | Tvjobs.com | Tvjobs.com | | N | 9 |
| 92 | Employee Referrals | | | N/A | 21 |
| 93 | Industry Referral | | | N/A | 8 |
| 94 | Spots n Dots | www.spotsndots.com | ad@spotsndots.com | N | 1 |
| 95 | Monster | Monster.com | | N | 6 |
| 96 | DICE | Dice.com | | N | 1 |
| 97 | Careerbuilder | Careerbuilder.com | | N | 1 |
| 98 | NABJ | National Association of Black Journalist Fair | NABJ.Com | N/A | 5 |
| 99 | Talent Agency | | | N/A | 3 |

Total Interviewees For The 12 Month Period = 146

6) Supplemental Recruitment Measures.

(a) Job Fairs.

| Description of Supplemental Recruitment Measure: | Date: | Personnel Involved: (Position) |
|--|---------|--|
| 1. Department of Communications UMASS Amherst Career Fair – UMASS Amherst | 3/25/14 | Senior Producer – WBZ Boston. Jessie Miller Bradley |
| 2. Boston & Massachusetts 14th Annual Diversity Employment Day Career Fair - Media Host – Wyndham Boston @ Beacon Hill | 5/14/14 | Human Resources – WBZ Boston. Jill Teichmann |
| 3. Boston One-Stop-Career-Centers Veterans Job Fair – The MA State House | 11/5/14 | Human Resources – WBZ Boston. Jill Teichmann |

(b) Internship Program/General Outreach Efforts

| Description of Supplemental Recruitment Measure: | Date: | Personnel Involved: (Position) |
|---|----------|--|
| 1. Station Internship program. For college students only; they receive college credit & payment. Year-round availability, seven students accepted per semester. Managed by Jill Teichmann, but intern may work in several departments. | On-going | Internship Coordinator Jill Teichmann |
| 2. Emma Bowen Foundation Intern. The Foundation is committed to creating career opportunities in the media industry for minority youths through a program that focuses on scholastic achievement, direct work experience and professional development. | On-going | Ro Dooley-Webster Public Relations |

(C) Participation in Events:

| Description of Supplemental Recruitment Measure: | Date: | Personnel Involved: (Position) |
|---|---------------|---|
| 1. Jim Armstrong teaches a class @ Regis College "Intro to Broadcasting". Teaching the importance and fundamentals of being a News Broadcaster | Fall Semester | Jim Armstrong – WBZ Reporter |
| 2. Paula Ebben spoke at the New England High School Film & Television Conference at Millis High School. This student-run conference brings together students who study television/film production and provide them with an opportunity to share ideas, view each other's work, and discuss current media trends with industry professionals. | February 2014 | Paula Ebben - Anchor |
| 3. Paula Ebben spoke to students at Cathedral High School's Career Day. The students heard personal stories that highlighted Paula's background, the path she took to reach your current career, why she chose her particular career, the training involved, and how her career has had an impact on growth and development. | April 2014 | Paula Ebben - Anchor |
| 4. Dr. Mallika Marshall lectured students at Harvard Medical School on media relations and medical news coverage, digital and social media strategies, and emergency communication | April 2014 | Dr. Mallika Marshall – Medical Reporter |
| 5. Ro Dooley Webster spoke to high-school journalists from across the region at a Student Journalists' award ceremony sponsored by The National Academy of Television Arts & Sciences Boston/N.E chapter that was held at The Boston Globe. | June 2014 | Ro Dooley Webster – Public Relations |
| 6. The National Association of Black Journalists (NABJ) held their annual convention in Boston, and CBS Boston's WBZ-TV and WSBK-TV were invited to be the Host Television Stations for the 2014 Student Multimedia Project. WBZ-TV News hosted a group of college students selected by the NABJ to produce two newscasts that aired throughout the NABJ Convention. The WBZ-TV News staff taught/mentored the students at the NABJ Newsroom on-site at the convention to mentor them on producing, directing, reporting, anchoring, shooting, and editing. | August 2014 | WBZ-TV News Staff |
| 7. WBZ-TV AccuWeather team of meteorologists make school visits to schools across Massachusetts speaking to students in early, middle, and high school education about meteorology, earth science, weather phenomena, and the environment. | On-going | Eric Fisher- Meteorologist Barry Burbank - Meteorologist Danielle Niles - Meteorologist |

(d) Training Management Personnel

| Description of Supplemental Recruitment Measure: | Date: (EEO Training Provided) | Personnel Involved: (Position) |
|---|----------------------------------|-----------------------------------|
| 1. 2014 Business Conduct Statement. All station employees were given a CBS Corporate Business Conduct Statement that outlines policies and rules that apply to Station employees. Reviewing the guidelines of an Equal Employment Opportunity and a Harassment-Free workplace. The signing of the Employee and Directors Certificate is required by all full-time employees. | On-Going | All Station personnel. |
| 2. Data Protection Essentials. Information security failures, including data breaches in which personal information is improperly released, all too often result from a misstep that takes only seconds- and might not even be noticed until the damage is done. The actions required to prevent such losses often only take a moment as well. We can all do our part to keep personal and confidential information secure by taking a moment to do the little things. Data Protection Essentials is designed to provide awareness training on the ever-changing Global landscape of privacy and information security. | On-Going | All Station personnel. |
| 3. Sexual Harassment – Today’s workplace offers a look at the destructive effects of harassment in the workplace and outlines behavior conducive to a harassment-free work environment in compliance with federal law and relevant state laws. | On-Going | All Station personnel. |
| 4. Global Anti-Bribery – Anti-bribery laws have a broad reach, affecting business around the globe. Paying foreign public officials to win or influence business decisions is illegal in many countries. Employees who engage in international public sector business need to be able to recognize situations that may put both themselves and their company at risk for violating anti-bribery laws. | On-Going | All Station personnel. |
| 5. UK Bribery Act – The Bribery Act 2010 overhauls the United Kingdom’s anti-corruption laws and brings with it wide-ranging implications for any company that carries on business in the UK. The goal of the training is to ensure that learners understand not only that bribery is illegal, but also what exactly constitutes bribery | On-Going | All Station personnel. |