

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 10/01/09 to 9/30/10 .

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

4) List all Full-Time Job Vacancies (identified by Job Title) Filled by Each Station in the Employment Unit.

1. Assignment Editor
2. I-Team Web Producer
3. Producer
4. Account Executive
5. Editor
6. Photographer
7. Photographer r
8. Sr. Producer
9. Associate Producer
10. Photographer
11. Account Executive

1) Job Title: Assignment Editor

Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
University of Miami	Luis Herrera	P.o. Box 2481 –Coral Gables, FL 33124	(305) 284-2474 (305) 284-8186 – FAX	Yes
One Stop Career Center		2700 SW 97 th Avenue – Miami, FL 33165	(305) 228-2300 (305) 228-2312 – FAX	Yes
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
Tampa By Association Of Black Journalists		P.O.I Box 191 Tampa, FL 33601	(727) 892-2990 – Fax (727) 893-8726	No
Haitian American Community Assoc.	Yvel Leger	8037 NE 2 nd Avenue – Miami, FL	(305) 751-0523	No
ASPIRA of Florida	Raul Martínez	3650 N. Miami Avenue – Miami, FL	(305) 576-1512 (305) 576-6217 – FAX	No
Youth Co-Op	Maggie Gomez	3525 NW 7th Street Miami, FL	(305) 643-1908 Fax (305) 643-6730	No
South Florida Work Force	Regina Fulton	3403 NW 82 nd Avenue – Miami, FL	(305) 594-7615 (305) 470-5762 – FAX	Yes
Miami Job Corp Center	Anthony Taylor	3050 NW 183 rd St. – Miami, FL	(305) 626-7800 (305) 626-7857 – FAX	Yes
Miami-Dade Job Program	Grace Suarez	300 NE 2 nd Avenue – Miami, FL	(305) 237-3625 (305) 237-3358 – FAX	Yes
Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue – N. Miami	(305) 899-8728 – FAX	Yes
TV Jobs Com			(760) 754-4215 – FAX	Yes
WFOR/WBFS/WTVX/WTCN/WWHB – TV Website	Sonia LaPaix	8900 NW 18 th Terrace	(305) 639-4407	Not Applicable
Medialine	Mark Shilstone	P..O Box 51909	Medialine@com	Yes
Hillsborough Community College	Dr. Ron Shearer	Radio/TV Department 2112 North 15 th Street PST 134 Tampa, FL 33605	rshearer@hccfl.edu	Yes
Howard University	Carol Dudley	School of Journalism 525 Bryant St. NW Washington, DC 20039	(202) 986-2911 – FAX (202) 806-4037/5806	No
Urban League of Greater Miami		8500 NW 25 th Avenue Miami, FL 33147	(305) 696-4455 – FAX (305) 696-4450	NO
American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 – FAX (305) 557-3770	NO
Cuban American National Counsel		300 SW 12 th Avenue 3 rd Floor Miami, FL 33130-2038	(305) 642-9815 – FAX (305) 642-3484	NO
Program Director, JCS Senior Employment Program	Donna Cutler	4200 Biscayne Boulevard, Annex Miami, FL 33137	(305) 403-0332 – Fax (305) 573-0133	YES

2) Job Title: I-Team Web Producer

Referral Source(s) of Hiree: Employee Referral

(j) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
University of Miami	Luis Herrera	P.o. Box 2481 –Coral Gables, FL 33124	(305) 284-2474 (305) 284-8186 – FAX	Yes
One Stop Career Center		2700 SW 97 th Avenue – Miami, FL 33165	(305) 228-2300 (305) 228-2312 – FAX	Yes
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
Tampa By Association Of Black Journalists		P.OI Box 191 Tampa, FL 33601	(727) 892-2990 - Fax (727) 893-8726	No
Haitian American Community Assoc.	Yvel Leger	8037 NE 2 nd Avenue – Miami, FL	(305) 751-0523	No
ASPIRA of Florida	Raul Martinez	3650 N. Miami Avenue – Miami, FL	(305) 576-1512 (305) 576-6217 – FAX	No
Youth Co-Op	Maggie Gomez	3525 NW 7th Street Miami, FL	(305) 643-1908 Fax (305) 643-6730	No
South Florida Work Force	Regina Fulton	3403 NW 82 nd Avenue – Miami, FL	(305) 594-7615 (305) 470-5762 – FAX	Yes
Miami Job Corp Center	Anthony Taylor	3050 NW 183 rd St. – Miami, FL	(305) 626-7800 (305) 626-7857 – FAX	Yes
Miami-Dade Job Program	Grace Suarez	300 NE 2 nd Avenue – Miami, FL	(305) 237-3625 (305) 237-3358 – FAX	Yes
Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue – N. Miami	(305) 899-8728 – FAX	Yes
TV Jobs.Com			(760) 754-4215 – FAX	Yes
WFOR/WBFS/WTVX/WTCN/WWHB – TV Website	Sonia LaPaix	8900 NW 18 th Terrace	(305) 639-4407	Not Applicable
Medialine	Mark Shilstone	P..O Box 51909	Medialine@com	Yes
Hillsborough Community College	Dr. Ron Shearer	Radio/TV Department 2112 North 15 th Street PST 134 Tampa, FL 33605	rshearer@hccfl.edu	Yes
Howard University	Carol Dudley	School of Journalism 525 Bryant St. NW Washington, DC 20039	(202) 986-2911 – FAX (202) 806-4037/5806	No
Urban League of Greater Miami		8500 NW 25 th Avenue Miami, FL 33147	(305) 696-4455 – FAX (305) 696-4450	NO
American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 – FAX (305) 557-3770	NO
Cuban American National Counsel		300 SW 12 th Avenue 3 rd Floor Miami, FL 33130-2038	(305) 642-9815 – FAX (305) 642-3484	NO
Program Director, JCS Senior Employment Program	Donna Cutler	4200 Biscayne Boulevard, Annex Miami, FL 33137	(305) 403-0332 – Fax (305) 573-0133	YES

3) Job Title: Producer

Referral Source(s) of Hiree: Employee Referral

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University of Miami	Luis Herrera	P.o. Box 2481 –Coral Gables, FL 33124	(305) 284-2474 (305) 284-8186 – FAX	Yes
One Stop Career Center		2700 SW 97 th Avenue – Miami, FL 33165	(305) 228-2300 (305) 228-2312 – FAX	Yes
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
Tampa By Association Of Black Journalists		P.OI Box 191 Tampa, FL 33601	(727) 892-2990 - Fax (727) 893-8726	No
Haitian American Community Assoc.	Yvel Leger	8037 NE 2 nd Avenue – Miami, FL	(305) 751-0523	No
ASPIRA of Florida	Raul Martinez	3650 N. Miami Avenue – Miami, FL	(305) 576-1512 (305) 576-6217 – FAX.	No
Youth Co-Op	Maggie Gomez	3525 NW 7th Street Miami, FL	(305) 643-1908 Fax (305) 643-6730	No
South Florida Work Force	Regina Fulton	3403 NW 82 nd Avenue – Miami, FL	(305) 594-7615 (305) 470-5762 – FAX	Yes
Miami Job Corp Center	Anthony Taylor	3050 NW 183 rd St. – Miami, FL	(305) 626-7800 (305) 626-7857 – FAX	Yes
Miami-Dade Job Program	Grace Suarez	300 NE 2 nd Avenue – Miami, FL	(305) 237-3625 (305) 237-3358 – FAX	Yes
Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue – N. Miami	(305) 899-8728 – FAX	Yes
TV Jobs.Com			(760) 754-4215 – FAX	Yes
WFOR/WBFS/WTVX/WTCN/WWHB – TV Website	Sonia LaPaix	8900 NW 18 th Terrace	(305) 639-4407	Not Applicable
Medialine	Mark Shilstone	P.O Box 51909	Medialine@com	Yes
Hillsborough Community College	Dr. Ron Shearer	Radio/TV Department 2112 North 15 th Street PST 134 Tampa, FL 33605	rshearer@hccfl.edu	Yes
Howard University	Carol Dudley	School of Journalism 525 Bryant St. NW Washington, DC 20039	(202) 986-2911 – FAX (202) 806-4037/5806	No
Urban League of Greater Miami		8500 NW 25 th Avenue Miami, FL 33147	(305) 696-4455 – FAX (305) 696-4450	NO
American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 – FAX (305) 557-3770	NO
Cuban American National Counsel		300 SW 12 th Avenue 3 rd Floor Miami, FL 33130-2038	(305) 642-9815 – FAX (305) 642-3484	NO
Program Director, JCS Senior Employment Program	Donna Cutler	4200 Biscayne Boulevard, Annex Miami, FL 33137	(305) 403-0332 – Fax (305) 573-0133	YES

4) Job Title: Account Executive

Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
University of Miami	Luis Herrera	P.o. Box 2481 –Coral Gables, FL 33124	(305) 284-2474 (305) 284-8186 – FAX	Yes
One Stop Career Center		2700 SW 97 th Avenue – Miami, FL 33165	(305) 228-2300 (305) 228-2312 – FAX	Yes
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
Tampa By Association Of Black Journalists		P.OI Box 191 Tampa, FL 33601	(727) 892-2990 – Fax (727) 893-8726	No
Haitian American Community Assoc.	Yvel Leger	8037 NE 2 nd Avenue – Miami, FL	(305) 751-0523	No
ASPIRA of Florida	Raul Martinez	3650 N. Miami Avenue – Miami, FL	(305) 576-1512 (305) 576-6217 – FAX	No
Youth Co-Op	Maggie Gomez	3525 NW 7th Street Miami, FL	(305) 643-1908 Fax (305) 643-6730	No
South Florida Work Force	Regina Fulton	3403 NW 82 nd Avenue – Miami, FL	(305) 594-7615 (305) 470-5762 – FAX	Yes
Miami Job Corp Center	Anthony Taylor	3050 NW 183 rd St. – Miami, FL	(305) 626-7800 (305) 626-7857 – FAX	Yes
Miami-Dade Job Program	Grace Suarez	300 NE 2 nd Avenue – Miami, FL	(305) 237-3625 (305) 237-3358 – FAX	Yes
Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue – N. Miami	(305) 899-8728 – FAX	Yes
TV Jobs.Com			(760) 754-4215 – FAX	Yes
WFOR/WBFS/WTVX/WTCN/WWHB – TV Website	Sonia LaPaix	8900 NW 18 th Terrace	(305) 639-4407	Not Applicable
Medialine	Mark Shilstone	P..O Box 51909	Medialine@com	Yes
Hillsborough Community College	Dr. Ron Shearer	Radio/TV Department 2112 North 15 th Street PST 134 Tampa, FL 33605	rshearer@hccfl.edu	Yes
Howard University	Carol Dudley	School of Journalism 525 Bryant St. NW Washington, DC 20039	(202) 986-2911 – FAX (202) 806-4037/5806	No
Urban League of Greater Miami		8500 NW 25 th Avenue Miami, FL 33147	(305) 696-4455 – FAX (305) 696-4450	NO
American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 – FAX (305) 557-3770	NO
Cuban American National Counsel		300 SW 12 th Avenue 3 rd Floor Miami, FL 33130-2038	(305) 642-9815 – FAX (305) 642-3484	NO
Program Director, JCS Senior Employment Program	Donna Cutler	4200 Biscayne Boulevard, Annex Miami, FL 33137	(305) 403-0332 – Fax (305) 573-0133	YES

5) Job Title: Editor

Referral Source(s) of Hire: Internal Applicant

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
University of Miami	Luis Herrera	P.o. Box 2481 –Coral Gables, FL 33124	(305) 284-2474 (305) 284-8186 – FAX	Yes
One Stop Career Center		2700 SW 97 th Avenue – Miami, FL 33165	(305) 228-2300 (305) 228-2312 – FAX	Yes
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
Tampa By Association Of Black Journalists		P.OI Box 191 Tampa, FL 33601	(727) 892-2990 - Fax (727) 893-8726	No
Haitian American Community Assoc.	Yvel Leger	8037 NE 2 nd Avenue – Miami, FL	(305) 751-0523	No
ASPIRA of Florida	Raul Martinez	3650 N. Miami Avenue – Miami, FL	(305) 576-1512 (305) 576-6217 – FAX	No
Youth Co-Op	Maggie Gomez	3525 NW 7th Street Miami, FL	(305) 643-1908 Fax (305) 643-6730	No
South Florida Work Force	Regina Fulton	3403 NW 82 nd Avenue – Miami, FL	(305) 594-7615 (305) 470-5762 – FAX	Yes
Miami Job Corp Center	Anthony Taylor	3050 NW 183 rd St. – Miami, FL	(305) 626-7800 (305) 626-7857 – FAX	Yes
Miami-Dade Job Program	Grace Suarez	300 NE 2 nd Avenue – Miami, FL	(305) 237-3625 (305) 237-3358 – FAX	Yes
Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue – N. Miami	(305) 899-8728 – FAX	Yes
TV Jobs.Com			(760) 754-4215 – FAX	Yes
WFOR/WBFS/WTVX/WTCN/WWHB -- TV Website	Sonia LaPaix	8900 NW 18 th Terrace	(305) 639-4407	Not Applicable
Medialine	Mark Shilstone	P..O Box 51909	Medialine@com	Yes
Hillsborough Community College	Dr. Ron Shearer	Radio/TV Department 2112 North 15 th Street PST I34 Tampa, FL 33605	rshearer@hccfl.edu	Yes
Howard University	Carol Dudley	School of Journalism 525 Bryant St. NW Washington, DC 20039	(202) 986-2911 – FAX (202) 806-4037/5806	No
Urban League of Greater Miami		8500 NW 25 th Avenue Miami, FL 33147	(305) 696-4455 – FAX (305) 696-4450	NO
American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 – FAX (305) 557-3770	NO
Cuban American National Counsel		300 SW 12 th Avenue 3 rd Floor Miami, FL 33130-2038	(305) 642-9815 – FAX (305) 642-3484	NO
Program Director, JCS Senior Employment Program	Donna Cutler	4200 Biscayne Boulevard, Annex Miami, FL 33137	(305) 403-0332 – Fax (305) 573-0133	YES

6) Job Title: Photographer

Referral Source(s) of Hire: WFOR/WBFS Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
University of Miami	Luis Herrera	P.o. Box 2481 –Coral Gables, FL 33124	(305) 284-2474 (305) 284-8186 – FAX	Yes
One Stop Career Center		2700 SW 97 th Avenue – Miami, FL 33165	(305) 228-2300 (305) 228-2312 – FAX	Yes
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
Tampa By Association Of Black Journalists		P.OI Box 191 Tampa, FL 33601	(727) 892-2990 - Fax (727) 893-8726	No
Haitian American Community Assoc.	Yvel Leger	8037 NE 2 nd Avenue – Miami, FL	(305) 751-0523	No
ASPIRA of Florida	Raul Martinez	3650 N. Miami Avenue – Miami, FL	(305) 576-1512 (305 576-6217 – FAX	No
Youth Co-Op	Maggie Gomez	3525 NW 7th Street Miami, FL	(305) 643-1908 Fax (305) 643-6730	No
South Florida Work Force	Regina Fulton	3403 NW 82 nd Avenue – Miami, FL	(305) 594-7615 (305) 470-5762 – FAX	Yes
Miami Job Corp Center	Anthony Taylor	3050 NW 183 rd St. – Miami, FL	(305) 626-7800 (305) 626-7857 – FAX	Yes
Miami-Dade Job Program	Grace Suarez	300 NE 2 nd Avenue – Miami, FL	(305) 237-3625 (305) 237-3358 – FAX	Yes
Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue – N. Miami	(305) 899-8728 – FAX	Yes
TV Jobs.Com			(760) 754-4215 – FAX	Yes
WFOR/WBFS/WTVX/WTCN/WWHB – TV Website	Sonia LaPaix	8900 NW 18 th Terrace	(305) 639-4407	Not Applicable
Medialine	Mark Shilstone	P..O Box 51909	Medialine@com	Yes
Hillsborough Community College	Dr. Ron Shearer	Radio/TV Department 2112 North 15 th Street PST 134 Tampa, FL 33605	rshearer@hccfl.edu	Yes
Howard University	Carol Dudley	School of Journalism 525 Bryant St. NW Washington, DC 20039	(202) 986-2911 – FAX (202) 806-4037/5806	No
Urban League of Greater Miami		8500 NW 25 th Avenue Miami, FL 33147	(305) 696-4455 – FAX (305) 696-4450	NO
American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 – FAX (305) 557-3770	NO
Cuban American National Counsel		300 SW 12 th Avenue 3 rd Floor Miami, FL 33130-2038	(305) 642-9815 – FAX (305) 642-3484	NO
Program Director, JCS Senior Employment Program	Donna Cutler	4200 Biscayne Boulevard, Annex Miami, FL 33137	(305) 403-0332 – Fax (305) 573-0133	YES

7) Job Title: Photographer

Referral Source(s) of Hiree: WFOR/WBFS Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
University of Miami	Luis Herrera	P.o. Box 2481 –Coral Gables, FL 33124	(305) 284-2474 (305) 284-8186 – FAX	Yes
One Stop Career Center		2700 SW 97 th Avenue – Miami, FL 33165	(305) 228-2300 (305) 228-2312 – FAX	Yes
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
Tampa By Association Of Black Journalists		P.OI Box 191 Tampa, FL 33601	(727) 892-2990 - Fax (727) 893-8726	No
Haitian American Community Assoc.	Yvel Leger	8037 NE 2 nd Avenue – Miami, FL	(305) 751-0523	No
ASPIRA of Florida	Raul Martinez	3650 N. Miami Avenue – Miami, FL	(305) 576-1512 (305) 576-6217 – FAX	No
Youth Co-Op	Maggie Gomez	3525 NW 7th Street Miami, FL	(305) 643-1908 Fax (305) 643-6730	No
South Florida Work Force	Regina Fulton	3403 NW 82 nd Avenue – Miami, FL	(305) 594-7615 (305) 470-5762 – FAX	Yes
Miami Job Corp Center	Anthony Taylor	3050 NW 183 rd St. – Miami, FL	(305) 626-7800 (305) 626-7857 – FAX	Yes
Miami-Dade Job Program	Grace Suarez	300 NE 2 nd Avenue – Miami, FL	(305) 237-3625 (305) 237-3358 – FAX	Yes
Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue – N. Miami	(305) 899-8728 – FAX	Yes
TV Jobs.Com			(760) 754-4215 – FAX	Yes
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Howard University	Carol Dudley	School of Journalism 525 Bryant St. NW Washington, DC 20039	(202) 986-2911 – FAX (202) 806-4037/5806	No
Urban League of Greater Miami		8500 NW 25 th Avenue Miami, FL 33147	(305) 696-4455 – FAX (305) 696-4450	NO
American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 – FAX (305) 557-3770	NO
Cuban American National Counsel		300 SW 12 th Avenue 3 rd Floor Miami, FL 33130-2038	(305) 642-9815 – FAX (305) 642-3484	NO
Program Director, JCS Senior Employment Program	Donna Cutler	4200 Biscayne Boulevard, Annex Miami, FL 33137	(305) 403-0332 – Fax (305) 573-0133	YES

8) Job Title: Sr. Producer

Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
University of Miami	Luis Herrera	P.o. Box 2481 –Coral Gables, FL 33124	(305) 284-2474 (305) 284-8186 – FAX	Yes
One Stop Career Center		2700 SW 97 th Avenue – Miami, FL 33165	(305) 228-2300 (305) 228-2312 – FAX	Yes
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
Tampa By Association Of Black Journalists		P.OI Box 191 Tampa, FL 33601	(727) 892-2990 - Fax (727) 893-8726	No
Haitian American Community Assoc.	Yvel Leger	8037 NE 2 nd Avenue – Miami, FL	(305) 751-0523	No
ASPIRA of Florida	Raul Martinez	3650 N. Miami Avenue – Miami, FL	(305) 576-1512 (305) 576-6217 – FAX	No
Youth Co-Op	Maggie Gomez	3525 NW 7th Street Miami, FL	(305) 643-1908 Fax (305) 643-6730	No
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Miami Job Corp Center	Anthony Taylor	3050 NW 183 rd St. – Miami, FL	(305) 626-7800 (305) 626-7857 – FAX	Yes
Miami-Dade Job Program	Grace Suarez	300 NE 2 nd Avenue – Miami, FL	(305) 237-3625 (305) 237-3358 – FAX	Yes
Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue – N. Miami	(305) 899-8728 – FAX	Yes
TV Jobs.Com			(760) 754-4215 – FAX	Yes
WFOR/WBFS/WTVX/WTCN/WWHB – TV Website	Sonia LaPaix	8900 NW 18 th Terrace	(305) 639-4407	Not Applicable
Medialine	Mark Shilstone	P.O Box 51909	Medialine@com	Yes
Hillsborough Community College	Dr. Ron Shearer	Radio/TV Department 2112 North 15 th Street PST 134 Tampa, FL 33605	rshearer@hccfl.edu	Yes
Howard University	Carol Dudley	School of Journalism 525 Bryant St. NW Washington, DC 20039	(202) 986-2911 – FAX (202) 806-4037/5806	No
Urban League of Greater Miami		8500 NW 25 th Avenue Miami, FL 33147	(305) 696-4455 – FAX (305) 696-4450	NO
American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 – FAX (305) 557-3770	NO
Cuban American National Counsel		300 SW 12 th Avenue 3 rd Floor Miami, FL 33130-2038	(305) 642-9815 – FAX (305) 642-3484	NO
Program Director, JCS Senior Employment Program	Donna Cutler	4200 Biscayne Boulevard, Annex Miami, FL 33137	(305) 403-0332 – Fax (305) 573-0133	YES

9) Job Title: Associate Producer

Referral Source(s) of Hiree: Internal Applicant

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
University of Miami	Luis Herrera	P.o. Box 2481 –Coral Gables, FL 33124	(305) 284-2474 (305) 284-8186 – FAX	Yes
One Stop Career Center		2700 SW 97 th Avenue – Miami, FL 33165	(305) 228-2300 (305) 228-2312 – FAX	Yes
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
Tampa By Association Of Black Journalists		P.OI Box 191 Tampa, FL 33601	(727) 892-2990 - Fax (727) 893-8726	No
Haitian American Community Assoc.	Yvel Leger	8037 NE 2 nd Avenue – Miami, FL	(305) 751-0523	No
ASPIRA of Florida	Raul Martinez	3650 N. Miami Avenue – Miami, FL	(305) 576-1512 (305 576-6217 – FAX	No
Youth Co-Op	Maggie Gomez	3525 NW 7th Street Miami, FL	(305) 643-1908 Fax (305) 643-6730	No
South Florida Work Force	Regina Fulton	3403 NW 82 nd Avenue – Miami, FL	(305) 594-7615 (305) 470-5762 – FAX	Yes
Miami Job Corp Center	Anthony Taylor	3050 NW 183 rd St. – Miami, FL	(305) 626-7800 (305) 626-7857 – FAX	Yes
Miami-Dade Job Program	Grace Suarez	300 NE 2 nd Avenue – Miami, FL	(305) 237-3625 (305) 237-3358 – FAX	Yes
Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue – N. Miami	(305) 899-8728 – FAX	Yes
TV Jobs.Com			(760) 754-4215 – FAX	Yes
WFOR/WBFS/WTVX/WTCN/WWHB – TV Website	Sonia LaPaix	8900 NW 18 th Terrace	(305) 639-4407	Not Applicable
Medialine	Mark Shilstone	P.O Box 51909	Medialine@com	Yes
Hillsborough Community College	Dr. Ron Shearer	Radio/TV Department 2112 North 15 th Street PST 134 Tampa, FL 33605	rshearer@hccfl.edu	Yes
Howard University	Carol Dudley	School of Journalism 525 Bryant St. NW Washington, DC 20039	(202) 986-2911 – FAX (202) 806-4037/5806	No
Urban League of Greater Miami		8500 NW 25 th Avenue Miami, FL 33147	(305) 696-4455 – FAX (305) 696-4450	NO
American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 – FAX (305) 557-3770	NO
Cuban American National Counsel		300 SW 12 th Avenue 3 rd Floor Miami, FL 33130-2038	(305) 642-9815 – FAX (305) 642-3484	NO
Program Director, JCS Senior Employment Program	Donna Cutler	4200 Biscayne Boulevard, Annex Miami, FL 33137	(305) 403-0332 – Fax (305) 573-0133	YES

10) Job Title: Photographer

Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
University of Miami	Luis Herrera	P.o. Box 2481 –Coral Gables, FL 33124	(305) 284-2474 (305) 284-8186 – FAX	Yes
One Stop Career Center		2700 SW 97 th Avenue – Miami, FL 33165	(305) 228-2300 (305) 228-2312 – FAX	Yes
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
Tampa By Association Of Black Journalists		P.OI Box 191 Tampa, FL 33601	(727) 892-2990 - Fax (727) 893-8726	No
Haitian American Community Assoc.	Yvel Leger	8037 NE 2 nd Avenue – Miami, FL	(305) 751-0523	No
ASPIRA of Florida	Raul Martinez	3650 N. Miami Avenue – Miami, FL	(305) 576-1512 (305 576-6217 – FAX	No
Youth Co-Op	Maggie Gomez	3525 NW 7th Street Miami, FL	(305) 643-1908 Fax (305) 643-6730	No
South Florida Work Force	Regina Fulton	3403 NW 82 nd Avenue – Miami, FL	(305) 594-7615 (305) 470-5762 – FAX	Yes
Miami Job Corp Center	Anthony Taylor	3050 NW 183 rd St. – Miami, FL	(305) 626-7800 (305) 626-7857 – FAX	Yes
Miami-Dade Job Program	Grace Suarez	300 NE 2 nd Avenue – Miami, FL	(305) 237-3625 (305) 237-3358 – FAX	Yes
Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue – N. Miami	(305) 899-8728 – FAX	Yes
TV Jobs.Com			(760) 754-4215 – FAX	Yes
WFQR/WBFS/WTVX/WTCN/WWHB – TV Website	Sonia LaPaix	8900 NW 18 th Terrace	(305) 639-4407	Not Applicable
Medialine	Mark Shilstone	P..O Box 51909	Medialine@com	Yes
Hillsborough Community College	Dr. Ron Shearer	Radio/TV Department 2112 North 15 th Street PST 134 Tampa, FL 33605	rshearer@hccfl.edu	Yes
Howard University	Carol Dudley	School of Journalism 525 Bryant St. NW Washington, DC 20039	(202) 986-2911 – FAX (202) 806-4037/5806	No
Urban League of Greater Miami		8500 NW 25 th Avenue Miami, FL 33147	(305) 696-4455 – FAX (305) 696-4450	NO
American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 – FAX (305) 557-3770	NO
Cuban American National Counsel		300 SW 12 th Avenue 3 rd Floor Miami, FL 33130-2038	(305) 642-9815 – FAX (305) 642-3484	NO
Program Director, JCS Senior Employment Program	Donna Cutler	4200 Biscayne Boulevard, Annex Miami, FL 33137	(305) 403-0332 – Fax (305) 573-0133	YES

11) Job Title: Account Executive

Referral Source(s) of Hiree: WFOR/WBFS Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
University of Miami	Luis Herrera	P.o. Box 2481 --Coral Gables, FL 33124	(305) 284-2474 (305) 284-8186 – FAX	Yes
One Stop Career Center		2700 SW 97 th Avenue – Miami, FL 33165	(305) 228-2300 (305) 228-2312 – FAX	Yes
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
Tampa By Association Of Black Journalists		P.OI Box 191 Tampa, FL 33601	(727) 892-2990 - Fax (727) 893-8726	No
Haitian American Community Assoc.	Yvel Legèr	8037 NE 2 nd Avenue – Miami, FL	(305) 751-0523	No
ASPIRA of Florida	Raul Martinez	3650 N. Miami Avenue – Miami, FL	(305) 576-1512 (305) 576-6217 – FAX	No
Youth Co-Op	Maggie Gomez	3525 NW 7th Street Miami, FL	(305) 643-1908 Fax (305) 643-6730	No
South Florida Work Force	Regina Fulton	3403 NW 82 nd Avenue – Miami, FL	(305) 594-7615 (305) 470-5762 – FAX	Yes
Miami Job Corp Center	Anthony Taylor	3050 NW 183 rd St. – Miami, FL	(305) 626-7800 (305) 626-7857 – FAX	Yes
Miami-Dade Job Program	Grace Suarez	300 NE 2 nd Avenue – Miami, FL	(305) 237-3625 (305) 237-3358 – FAX	Yes
Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue – N. Miami	(305) 899-8728 – FAX	Yes
TV Jobs.Com			(760) 754-4215 – FAX	Yes
WFOR/WBFS/WTVX/WTCN/WWHB – TV Website	Sonia LaPaix	8900 NW 18 th Terrace	(305) 639-4407	Not Applicable
Medialine	Mark Shilstone	P..O Box 51909	Medialine@com	Yes
Hillsborough Community College	Dr. Ron Shearer	Radio/TV Department 2112 North 15 th Street PST 134 Tampa, FL 33605	rshearer@hccfl.edu	Yes
Howard University	Carol Dndley	School of Journalism 525 Bryant St. NW Washington, DC 20039	(202) 986-2911 – FAX (202) 806-4037/5806	No
Urban League of Greater Miami		8500 NW 25 th Avenue Miami, FL 33147	(305) 696-4455 – FAX (305) 696-4450	NO
American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 – FAX (305) 557-3770	NO
Cuban American National Counsel		300 SW 12 th Avenue 3 rd Floor Miami, FL 33130-2038	(305) 642-9815 – FAX (305) 642-3484	NO
Program Director, JCS Senior Employment Program	Donna Cutler	4200 Biscayne Boulevard, Annex Miami, FL 33137	(305) 403-0332 – Fax (305) 573-0133	YES

(6) Hiree Recruitment Source Summary.

<u>Name of Hiree</u>	<u>Name of Recruitment Source</u>
(1) _____	Employee Referral _____
(2) _____	Employee Referral _____
(3) _____	Employee Referral _____
(4) _____	Employee Referral _____
(5) _____	Internal Applicant _____
(6) _____	WFOR WBFS Website _____
(7) _____	WFOR/WBFS Website _____
(8) _____	Employee Referral _____
(9) _____	Internal Applicant _____
(10) _____	Employee Referral _____
(11) _____	WFOR/WBFS Website _____

7) Total # of Interviewees Referred by Each Source: For the period from 10/01/09 to 9/30/10, this Employment Unit interviewed 66 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Number of Interviewees Referred</u>
(1) <u>Employee Referral</u>	<u>21</u>
(2) <u>WFOR WBFS Website</u>	<u>38</u>
(3) <u>Internal Applicant</u>	<u>7</u>

8) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Served as a sponsor for The South Florida Diversity Job Exposition held at the Renaissance Fort Lauderdale Plantation Hotel. Provided PSAs for the job exposition. Also attended job exposition with our stations job openings in search of viable candidates.	June 25, 2010	Sonia LaPaix, Human Resources Manager Nelly Rubio, Community Relations Director
2.		
3.		
4.		

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

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Ashley Minelli	Fall 2010	Stephanie Smith – Assignment Editor
Aniva Zaman	Fall 2010	Stephanie Smith – Assignment Editor
Gianfranco Arias	Fall 2010	Stephanie Smith – Assignment Editor
Nikolaus Rizos	Fall 2010	Stephanie Smith – Assignment Editor
Lindsay Oliver	Fall 2010	Dave Game – E.P. of Digital Media
Alexis Bacerio	Fall 2010	Stephanie Smith – Assignment Editor
Christina Watkins	Fall 2010	Jason Parker – Producer
Samatha Pelacz	Fall 2010	Jason Parker – Producer
Guillermo Gil	Fall 2010	Jason Parker – Producer
Kris Garcia	Fall 2010	Jason Parker – Producer
Maggie DeBarberie	Fall 2010	Jason Parker – Producer
P.J. Campbell	Fall 2010	Jason Parker – Producer
Marvin Alfaro	Fall 2010	David Bernard – Meteorologist
Dara Boudlal	Summer 2010	Stephanie Smith - Assignment Editor
Gina Benitez	Summer 2010	Stephanie Smith – Assignment Editor
Andrea Ludtke	Summer 2010	Stephanie Smith – Assignment Editor
Maria Suarez	Summer 2010	Stephanie Smith – Assignment Editor
Dylan Brooks	Summer 2010	Dave Game – E.P. of digital Media
Jeffery Feibelman	Summer 2010	Jason Parker – Producer
Scott Cypen	Summer 2010	Jason Parker – Producer
Benjamin Cathey	Summer 2010	David Bernard – Meteorologist
Teresa Hornstein	Spring 2010	Stephanie Smith – Assignment Editor
Adriana Larios	Spring 2010	Stephanie Smith – Assignment Editor
Catherine Thomas	Spring 2010	Stephanie Smith – Assignment Editor
Josefina Wytry	Spring 2010	Stephanie Smith – Assignment Editor
Joana Chau	Spring 2010	Stephanie Smith – Assignment Editor
Elle Hebel	Spring 2010	Stephanie Smith – Assignment Editor
Sky Anico	Spring 2010	David Game – E.P. of Digital Media
Rory Lincoln	Spring 2010	Jason Parker - Producer
Vanessa Casal-onate	Spring 2010	Jason Parker - Producer
Emily Seymore	Spring 2010	Jason Parker – Producer
Daniel Cueto	Spring 2010	Jason Parker – 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. Hosted an "I Reporting" session at the 37 th Annual Florida Journalism Day for Junior High, High School, College Students and faculty at Florida International University's Modesto A. Maidique Campus.	October 3, 2009	Giovani Benitez,, Reporter Adrienne Roark, News Director
2. Hosted the opening of the South Florida Regional Science and Engineering Fair presented by the Miami-Dade County Public Schools division of Mathematics, Science and Advanced Academic programs.	January 23, 2010	Jeff Berardeli, Meteorologist
3. Hosted playing a game of "Are You Smarter than a Fifth Grader?" at the Whispering Pines Elementary School	January 25, 2010	David Bernard, Meteorologist
4. Principal For A Day at Robert Morgan Ed Center.	October 21, 2009	Cynthia Demos, 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:
1. Business Conduct Statement	Randy Pringle, Controller Sonia LaPaix H.R. Mgr.	Corporate provided on-line training for all full-time employees; Business Conduct training for all new hires at the time they are hired.
2. Business Conduct Statement	Sonia LaPaix, H.R. Mgr.	Distribute Business Conduct Statement books to all Per Diem employees.
3. Social Media Policy	All Employees	The training contains general guidelines and best practices to help guide our social media participation.
4. Compliance Up Close	All Employees	News letter sent each quarter with tips and highlights to help guide daily business interactions. Helps with making ethically and legally sound choices on behalf of CBS.