

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 10/01/17 to 9/30/18.

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
Account Executive	1 – 27	28
Account Executive	1 – 27	28
Special Projects Photographer	1 – 27	28
Producer	1 – 27	29
Producer	1 – 27	29
Graphic Designer	1 – 27	29

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	2
29	Internal Applicant	CBS Television Stations			N/A	10
30	Outside Referral				N/A	

TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD

20

III) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Attended the Career Fair at Florida Atlantic University's David Campus. Speaking with students about the type of jobs available to students studying multi-media and communications.	March 22, 2018	Sonia LaPaix, Human Resources Mgr. Monica Kirkland, Promotions Mgr.
2. Participated with the South Florida Black Journalist Association who host a Career Fair at Broward College Miramar Campus. This local chapter of the NABJ organization of journalist, students and media-related professionals that provides quality programs and services to and advocates on behalf of black journalists and communication specialists worldwide. This was a station-sponsored event.	April 28, 2018	Sonia LaPaix, Human Resources Mgr. Monica Kirkland, Promotions Mgr.
3. Participated in the 2 nd Annual NAHJ Conference at the InterContinental Miami. Assisted with the CBS News recruitment booth. Served as panelist for the Student Boot Camp and the Managing the Crisis Before it Manages You Workshops. Also Panelist on workshop examining harassment, discrimination and incivility.	July 18, 2018	Liz Roldan, News Director Cari Hernandez Executive Producer Lauren Pastrana, Anchor Lisa Cilli, Director of Digital Content Alex Hernandez, Sr. Producer Patty Sosa, Administrative Assistant

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

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Intern Intern	Summer 2018 Summer 2018	Leo Gomez, Executive Producer Leo Gomez, 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. Guest reader for “Broward Read for the Record” at Virginia Schuman Young Elementary	October 19, 2017	Rick Folbaum, Anchor
2. Guest speaker for “Broad Read for Record” at Plantation Park Elementary.	October 19, 2017	Carey Codd, Reporter
3. Keynote speaker at the FIU/FSPA South Florida Journalism Day. Event sponsored by the Lillian Lodge Kopenhaver Center for the Advancement of Women in Communication in the School Communication and Journalism at FIU and Florida Scholastic Press Association.	October 21, 2017	Lauren Pastrana, Anchor
4. Speaker to the members of the UM School of Communication Media Management Association about his role and the digital sales process at CBS.	December 7, 2017	Jason Mizrachi, Digital Sales Manager
5. Guest Speaker at UM School of Communication Media Sales Class session talking about his experience in the digital media sales space at the School of Communication on the Coral Gables campus.	February 8, 2018	Jason Mizrachi, Digital Sales Manager
6. Guest speaker to the students of Pine Crest School broadcasting program PCTV. PCTV is a broadcasting program for Upper School students. The students produce weekly live news broadcast and participate in a variety of video production projects.	February 23, 2018	Rick Folbaum, Anchor
7. Served as the alumni speaker at the University of Miami Commencement Graduate Degree Ceremonies.	May 10, 2018	Lissette Gonzalez, Meteorologist
8. Guest speaker at Walker Elementary School’s Career Day.	May 18, 2018	Jim Berry, Sports Reporter
9. Served as guest speaker at Miami Northwester Sr. High School’s Annual Career Day.	May 22, 2018	Jim Berry, Sports Reporter

(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. Diversity and Inclusion Training, Unconscious Bias.	Adam Levy, VP GM Roy Howie, Sales Mgr. David Radliff, Sales Mgr. Michelle Konz, Director of Sales 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. John Mays, Production Mgr. All WFOR/WBFS Employees	Attracting a diverse workforce and creating an inclusive and respectful work environment is critical to the Company's success. Working in an environment characterized by many voices and perspectives has its own challenges, especially when engaging in constructive dialogue about important and often times complex issues. Each of us brings to the workplace our own worldview shaped by our upbringing, personal experiences, values, and beliefs. This course identified common situations where unconscious bias may play a role in the workplace and what you can do to ensure those biases don't get in the way of doing your best work.
2. Driving Growth through innovation Diversity and inclusion Training facilitated on site by JONES.	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 Juan Andreu, Ops. Mgr. Jose Martinez, Eng. Mgr. John Mays, Production Mgr.	To increase Management's knowledge and understanding of the actions that create inclusive environments. To equip Managers with the additional leadership skills to address biases that get in the way of innovation in the workforce. To build Leadership teams throughout the Corporation equipped, engaged, and committed to leveraging diversity and inclusion for higher performance.
3. Sexual Harassment: Maintaining a Respectful Workplace	Adam Levy, VP GM Roy Howie, Sales Mgr. David Radliff, Sales Mgr. Michelle Konz, Director of Sales 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. John Mays, Production Mgr. All WFOR/WBFS Employees	Increase awareness and understanding of the laws, policies and standards that are applicable to CBS business. The intent is to ensure that a harassment free environment exist for every member of CBS.

<p>4. Sexual Harassment: Leading a Respectful Workplace</p>	<p>Adam Levy, VP GM Roy Howie, Sales Mgr. David Radliff, Sales Mgr. Michelle Konz, Director of Sales 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. John Mays, Production Mgr.</p>	<p>This course helps Managers identify sexual harassment, and recognize behaviors that are sexually harassing in the workplace. Participants also learn about courses of action available as well as the rights of employees, and the responsibilities of employers.</p>
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