

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 10/01/14 to 9/30/15.

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:

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| 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 |
|------------------------------|---|--------------------------------|
| Producer | 1 – 27 | 29 |
| Special Projects Producer | 1 – 27 | 29 |
| Anchor | 1 – 27 | 30 |
| Executive Producer | 1 – 27 | 28 |
| Anchor | 1 – 27 | 30 |
| Sr. Producer | 1 – 27 | 28 |
| Account Executive | 1 – 27 | 13 |
| Account Executive | 1 – 27 | 28 |
| Business Development Mgr. | 1 – 27 | 13 |
| IT Engineer | 1 – 27 | 28 |
| Promotions Producer | 1 - 27 | 29(Promotion) |
| Photographer | 1 - 27 | 29 |
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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 | 1 |
| 13 | WFOR/WBFS –TV Website | Sonia LaPaix | 8900 NW 18 th Terrace | (305) 639-4407 | Not Applicable | 24 |
| 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 | |

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|----|--|--|---|--|-----|----|
| 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 | 19 |
| 29 | Internal Applicant | CBS Television Stations | | | N/A | 7 |
| 30 | Outside Referral | | | | N/A | 10 |

TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD

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| 61 |
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III) Supplemental Recruitment Measures.

(a) Job Fairs.

| Description of Recruitment Measure: | Date: | Personnel Involved: (Name and Position) |
|--|--------------------------|---|
| 1. Participated as a sponsor for the 100 Black men 4 th Annual College and Career Expo. Provided news coverage. Staffed a booth and distributed samples of our job openings discussing career goals. Talent Irika Sargent and Summer Knowles participated in their social media café. | October 30, 2014 | Sonia LaPaix, Human Resources Manager Nelly Rubio, Community Relations Dir. Irika Sargent, Anchor Summer Knowles, Reporter |
| 2. Participated as a sponsor for the National Urban League 2015 Career & Networking Fair. Produced a PSA to promote the Job Fair. Attended the job fair seeking via candidates for the stations open positions. | July 30 – August 1, 2015 | Sonia LaPaix, Human Resources Manager Nelly Rubio, Community Relations Dir. |
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(b) Internship (Each employment unit must establish an internship program.)

| Description of Recruitment Measure: | Date: | Personnel Involved: (Name and Position) |
|-------------------------------------|-------------|--|
| Intern | Fall 2015 | Nelly Rubio, Community Relations Director |
| Intern | Fall 2015 | Leo Gomez, Executive Producer Sports |
| Intern | Summer 2015 | Lee Zimmerman, Public Relations Director |
| Intern | Fall 2015 | Leo Gomez, Executive Producer Sports |
| Intern | Fall 2015 | Craig Setzer, Meteorologist |

(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. Annual Career Education Program at Marjory Stoneman Douglas Elementary School. Children were exposed to the world of work early in life from the experience of our Weather Anchor. | May 7, 2015 | Michael Smith, Weather Anchor |
| 2. Co-emcee the Salute to Education at the Signature Grand Davie, FL. Through a unique partnership with the community in South Florida, the Miami-Dade and Broward County Ford and Lincoln Dealers and Ford Company have awarded over \$3.6 million in scholarships to more than 400 <u>deserving public and private high school seniors.</u> | June 6, 2015 | Craig Setzer, Meteorologist Lissette Gonzalez, Meteorologist |
| 3. Guest Speaker at the Miami Media School. Lisa spoke about her start in the industry, what her job entails now and the changes she has seen along the way | August 18, 2015 | Lisa Petrillo, Reporter |
| 4. Guest Speaker at a Leadership Webinar Series for FIU's Kopenhaver Center for the Advancement of Women in Communication at the School of Journalism and Mass Communication. The topic involve making it in the business as a women. The webinar is broadcast from the studios at FIU's Biscayne Bay Campus. | September 21, 2015 | Marybel Rodriguez, Anchor/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. Sexual Harassment Our Expectation for a Respectful Workplace | 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. 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. |
| 2. Sexual Harassment: What Leaders Need to Know | 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. John Mays, Production Mgr. | This course helps Managers identify sexual harassment, and recognize behaviors that may be considered 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. |
| 3. Role of the Manager Workshop. | Dave Radliff, L&N Sales Mgr. Jeff Joselson, Natl Sales Mgr. Jason Mizrachi, Digital Sales Mgr. Terry Rodriguez, Traffic Mgr. Cari Hernandez, EP of Special Projects Miguel Hernandez, EP Tonya Estes, EP John Mays, Production Mgr. Leon Gonzalez, Digital Media Mgr. Alex Hernandez, Sr. Producer Alissa Merlo, Managing Editor Gin Duel-Fernandez, MC Supervisor Judy Flook, Art Dir. Sandy Antonio, Assignment Desk Mgr. | The Role of the Manager is a highly interactive workshop that uses a combination of group discussion, DVDs, workbook exercises and role-play to review the expectations associated with being a manager at CBS and ultimately set you up for success. |