

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 10/01/21 to 9/30/22.

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	Referral Source of Hiree
Assignment Editor	1 – 24, 27	25
Production Coordinator	1 – 24, 27	25
Digital Producer	1 – 24, 27	25
Producer	1 – 24, 27	25
Producer	1 – 24, 27	26-Talent Dynamics
Managing Editor	1 – 24, 27	25
Photographer	1 – 24, 27	25
Chief Photographer	1 – 24, 27	25
Reporter	1 – 24, 27	25
Digital Line Producer	1 – 24, 27	13
Associate Line Producer	1 – 24, 27	13
Associate Line Producer	1 – 24, 27	13
Executive Producer	1 – 24, 27	25
Reporter	1 – 24, 27	13
Reporter/MSJ	1 – 24, 27	25
Reporter	1 – 24, 27	25
Reporter	1 – 24, 27	26 – Talent Dynamics
Sr. Producer	1 – 24, 27	25
Producer	1 – 24, 27	13
Director	1 – 24, 27	26 -Talent Dynamics
Director Streaming & Digital	1 – 24, 27	13
Meteorologist	1 – 24, 27	13
Content Marketing Manager	1 – 24, 27	13
Multi-Media Journalist	1 – 24, 27	13
Administrative Assistant	1 – 24, 27	25
Chief Meteorologist	1 – 24, 27	25

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	kmaharaj@miami.edu	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	adsanchez@aui.edu	Yes	
4	Tampa Bay Association of Black Journalists		P.O Box 191 Tampa, FL 33601	clonline@tampabay.com	No	
5	CSB School of Broadcast	6 Executive Dr Suite 109, Farmington, CT 06032	E. Johnson	ejohnson@gocsb.com	No	
6	The Workforce Coalition			salvationgory@yahoo.com	No	
7	Youth Co-Op	Maggie Gomez	3525 NW 7th Street Miami, FL	(305) 643-1908 Fax (305) 643-6730	No	
8	CareerSource South Florida	Jarvis Washington	3403 NW 82 nd Avenue – Miami, FL	job.bank@careersourcesfl.com	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	careers.viacomcbs.com	Sonia LaPaix	8900 NW 18 th Terrace	(305) 639-4407	Not Applicable	66
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	cdudley@howard.edu	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	255313@dadeschools.net	NO	

			Hiialeah, FL 33015			
19	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	
20	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	
21	Miami Herald/Career Builders	Jeanette Martinez	7990 SW 117 th Avenue	(305) 376-2738	No	
22	Collective Talent	Michael Bille	1721 Richardson Place Tampa, FL 33606	bille@michaelsmedia.com	Yes	
23	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	
24	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	
25	Employee Referral	CBS Television Stations	Bulletin Board		N/A	12
26	Outside Referral	Talent Dynamics	Talent Dynamics	(214) 630-9590 www.talendynamics.com	N/A	19
27	Direct Employers-Job Alliances	Website	All-attached	Nat'l https://de.nlx.org/pdfs/JobAlliancesList.pdf	NO	

Additional Sources of Interviewees

Internal Applicant	www.totalrewards.paramount.com			NO	15

TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD

112

Career Direct Employers Association (List 1):

DIVERSITY SITES

African American	https://africanamerican.dejobs.org/
AfricanAmericanJobsite.com	http://www.africanamericanjobsite.com/ (DE Member Jobs Only)
AsianAmericanJobsite.com	http://www.asianamericanjobsite.com/ (DE Member Jobs Only)
Asian American	https://asianamerican.dejobs.org/
The Black Perspective	https://blackperspective.com/career-search-engine/
Campus Pride	http://campuspride.jobs/
DirectEmployers Diversity	https://diversity.dejobs.org
Diversityworkers.com	http://www.diversityworkers.com/ (DE Member Jobs Only)
Father and Families Center	https://fatherresource.dejobs.org/ (DE Member Jobs & Indiana Locations Only)

Hispanic American	https://hispanicamerican.dejobs.org/
HispanicJobsite.com	http://www.hispanicjobsite.com/ (DE Member Jobs Only)
Hispanic Today	https://hispanic-today.com/career-search-engine/
Jobs4Women.net	http://www.jobs4women.net/ (DE Member Jobs Only)
Latino American	https://latinoamerican.dejobs.org/
Lgbtjobsite.com	http://www.lgbtjobsite.com (DE Member Jobs Only)
LGBTQ	https://lgbtq.dejobs.org/
Minority	https://minority.dejobs.org/
Native American	https://nativeamerican.dejobs.org/
RetiredStars.com	http://www.retiredstars.com/ (DE Member Jobs Only)
SeniorJobsNetwork.com	http://www.seniorjobsnetwork.com/ (DE Member Jobs Only)
Way Finders Careers	http://wayfinderscareers.com/
Women	https://women.dejobs.org/
Women For Hire	http://jobs.womenforhire.com/
Women in Business and Industry	https://wib-i.com/career-search-engine/

DISABILITY SITES

Allsup Employment Services	https://disability.dejobs.org/allsup-disability-partner/
Blind Inc.	https://blindinc.works/ (Minnesota Located Jobs Only)
Bosma Enterprises	https://bosma.dejobs.org (Indiana Located Jobs Only)
DirectEmployers Disability	https://disability.dejobs.org
DisabilityJobSite.com	http://www.disabilityjobsite.com/ (DE Member Jobs Only)
Disabled Veterans	https://disabledveterans.dejobs.org/
Easter Seals	https://easterseals.dejobs.org
Enable America	https://enableamerica.dejobs.org
Land A Job	https://jobs.landajob.org/
Maryland Works, Inc	https://mdworks.dejobs.org (Maryland Located Jobs Only)
National Multiple Sclerosis Society	https://nationalmssociety.dejobs.org (DE Member Jobs Only)
Options Unlimited Inc.	https://optionsunlimitedinc.dejobs.org/ (Louisville, KY Located Jobs Only)
Quest	https://questinc.dejobs.org/ (Entry Level & Orlando, FL Located Jobs Only)
The Career Index Plus	https://thecareerindex.com/dsp_intro.cfm
VetCentral – Disabled Veteran Outreach Program Representatives (DVOPs)	Jobs are emailed by geographic location; create VEVRAA Job Listing Reports in DE.works
Work In Iowa Disability (Iowa State Workforce)	http://workiniowa-disability.jobs/ (Iowa Located Jobs Only)

MILITARY/VETERAN NETWORK SITES

ArmedServicesJobs.com	http://www.armedservicesjobs.com/ (DE Member Jobs Only)
CASY/National Guard Employment Program	https://jobs.msccn.org/usa/jobs/
DirectEmployers Veterans	https://veterans.dejobs.org
Military Spouse Employment Program (MSEP)	https://myseco.militaryonesource.mil/portal/msep/jobsearch (Only jobs from companies that have membership with BOTH MSEP and DirectEmployers Association are posted here.)
Military Spouse	https://militaryspouse.dejobs.org/
Military Spouse Connections	https://militaryspouseconnection.dejobs.org/
Military Spouse Corporate Career Network (MSCCN)	https://jobs.msccn.org/usa/jobs/
My Next Move for Veterans – U.S. DOL/ETA	http://www.mynextmove.org/vets/find/browse?c=0 Choose an Industry; Access 'Job Outlook' at bottom of page Choose 'Find Jobs'
Student Veterans Of America	http://studentveteransofamerica.jobs
The HER Foundation Inc.	https://honorher.works/
USA Cares	https://careers.usacares.org/
US Military Pipeline	https://usmilitarypipeline.com/
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's)	Jobs are emailed by geographic location; create VEVRAA Job Listing Reports in DE.works Jobs also appear on https://veterans.usnlx.com
Veteran's Enterprise	https://veteransenterprise.com/career-search-engine/
Veterans Job Bank	https://www.dol.gov/agencies/vets/veterans/findajob
VeteranJobSite.com	http://www.veteranjobsite.com/ (DE Member Jobs Only)
VetJobs	https://jobs.vetjobs.org/

FEDERAL GOVERNMENT SITES

American Job Center (USDOL)	https://www.careeronestop.org/JobSearch/job-search.aspx
CareerOneStop (USDOL/ETA)	https://www.careeronestop.org/JobSearch/job-search.aspx
My Next Move (USDOL/ETA)	http://www.mynextmove.org Access 'Job Outlook' at bottom of the page Choose 'Find Jobs'
My Next Move for Veterans (USDOL/ETA)	http://www.mynextmove.org/vets/find/browse?c=0 Access 'Job Outlook' and 'Find Jobs'
My Skills My Future (USDOL/ETA)	http://www.myskillsmyfuture.org

STATE GOVERNMENT SITES

<p>The National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)</p>	<p>https://usnlx.com</p>
<p>VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's) (State)</p>	<p>Jobs are emailed by geographic location; create VEVRAA Job Listing Reports in DE.works Jobs also appear on VetCentral http://veterans.usnlx.com</p>
<p>State & US Territory Workforce Agency Job Distribution</p>	<p>All DE member jobs are delivered to over 2500+ appropriate State Workforce Agencies (ESDS), Local Veterans Employment Representatives (LVER's) or Disabled Veterans Outreach Program Representatives (DVOP's) and through the appropriate Wagner-Peyser funded Career One Stop Centers to assure VEVRAA compliance. Members access your VEVRAA Compliance Reporting through the DE.works for confirmation of job listing delivery. All 50 States, DC, Puerto Rico and Guam have signed data sharing agreements with DirectEmployers Association. Electronic exchange of job data varies by State Workforce Agencies' technical capabilities.</p>
<p>State of Alabama</p>	<p>https://alabamaworks.alabama.gov/vosnet/Default.aspx</p>
<p>State of Alaska</p>	<p>http://www.jobs.state.ak.us/jobseeker.htm</p>
<p>State of Arizona</p>	<p>https://www.azjobconnection.gov/ada/r/</p>
<p>State of Arkansas</p>	<p>https://www.arjoblink.arkansas.gov/ada/</p>
<p>State of California</p>	<p>https://www.caljobs.ca.gov/vosnet/Default.aspx</p>
<p>State of Colorado</p>	<p>http://www.connectingcolorado.com/</p>
<p>State of Connecticut</p>	<p>https://www.cthires.com/vosnet/Default.aspx</p>
<p>State of Delaware</p>	<p>https://joblink.delaware.gov/ada/</p>
<p>District of Columbia</p>	<p>https://www.dcnetworks.org/vosnet/Default.aspx</p>
<p>State of Florida</p>	<p>https://www.employflorida.com/vosnet/Default.aspx</p>
<p>State of Georgia</p>	<p>http://employgeorgia.com/</p>
<p>Guam Job Bank</p>	<p>https://www.hireguam.com/vosnet/Default.aspx</p>
<p>State of Hawaii</p>	<p>https://www.hirenethawaii.com/vosnet/Default.aspx</p>
<p>State of Idaho</p>	<p>https://idahoworks.gov/</p>

State of Illinois	https://illinoisjoblink.illinois.gov/ada/r/employer
State of Indiana	https://www.indianacareerconnect.com/
State of Iowa	https://www.iowaworks.gov/vosnet/Default.aspx
State of Kansas	https://www.kansasworks.com/ada/r/
State of Kentucky	https://focuscareer.ky.gov/careerexplorer/home
State of Louisiana	https://www.louisianaworks.net/hire/vosnet/Default.aspx/
State of Maine	https://joblink.maine.gov/ada/r/
State of Maryland	https://mwejobs.maryland.gov/vosnet/Default.aspx
State of Massachusetts	https://jobquest.dcs.eol.mass.gov/jobquest/
State of Michigan	http://www.mitalent.org/
State of Minnesota	https://www.minnesotaworks.net/
State Of Mississippi	https://wings.mdes.ms.gov/wings/welcome.jsp
State of Missouri	http://jobs.mo.gov/
State of Montana	https://montanaworks.gov/
State of Nebraska	https://networks.nebraska.gov/vosnet/Default.aspx
State of Nevada	https://www.employnv.gov/vosnet/Default.aspx
State of New Hampshire	https://nhworksjobmatch.nhes.nh.gov/
State of New Jersey	https://newjersey.usnlx.com/
State of New Mexico	https://www.jobs.state.nm.us/vosnet/Default.aspx
State of New York	https://newyork.usnlx.com/
State of North Carolina	https://www.ncworks.gov/vosnet/Default.aspx
State of North Dakota	http://www.jobsnd.com/
State of Ohio	https://jobseeker.ohiomeansjobs.monster.com/
State of Oklahoma	https://okjobmatch.com/ada/
State of Oregon	http://www.oregon.gov/employ/pages/default.aspx
State of Pennsylvania	https://www.cwds.pa.gov/
Puerto Rico Job Bank	https://puertorico.usnlx.com/

State of Rhode Island	https://www.employri.org/vosnet/Default.aspx
State of South Carolina	https://jobs.scworks.org/vosnet/Default.aspx
State of South Dakota	https://dlr.sd.gov/
State of Tennessee	https://www.jobs4tn.gov/vosnet/Default.aspx
State of Texas	https://www.workintexas.com/vosnet/Default.aspx
State of Utah	https://jobs.utah.gov/
State of Vermont	https://www.vermontjoblink.com/ada/
State of Virginia	https://www.vawc.virginia.gov/vosnet/Default.aspx?plang=E
State of Washington	https://www.worksourcewa.com/
State of West Virginia	https://workforcewv.org/
State of Wisconsin	http://www.wisconsinjobcenter.org/
State of Wyoming	https://www.wyomingatwork.com/vosnet/Default.aspx

OTHER SITES

Adzuna	https://www.adzuna.com/
AtlantaCareerPath.com	https://www.atlantacareerpath.com/ (DE Member Jobs Only)
AustinJobSite.com	https://austinjobsite.com/ (DE Member Jobs Only)
BaltimoreJobSite.com	https://www.baltimorejobsite.com/ (DE Member Jobs Only)
BeyondCharlotte.com	https://www.beyondcharlotte.com/ (DE Member Jobs Only)
BeyondLosAngeles.com	https://www.beyondlosangeles.com/ (DE Member Jobs Only)
BeyondSanDiego.com	https://www.beyondsandiego.com/ (DE Member Jobs Only)
BostonJobSite.com	https://www.bostonjobsite.com/ (DE Member Jobs Only)
ChicagoCareerSite.com	https://www.chicagocareersite.com/ (DE Member Jobs Only)
ColumbusJobSite.com	https://www.columbusjobsite.com/ (DE Member Jobs Only)
DallasJobSite.com	https://www.dallasjobsite.com/ (DE Member Jobs Only)

DCJobSite.com	https://www.dciobsite.com/ (DE Member Jobs Only)
DenverJobSite.com	https://www.denverjobsite.com/ (DE Member Jobs Only)
DetroitJobSite.com	https://www.detroitjobsite.com/ (DE Member Jobs Only)
Flexjobs	https://www.flexjobs.com (only remote positions)
HoustonJobSite.com	https://www.houstonjobsite.com/ (DE Member Jobs Only)
IndianapolisGigs.com	https://www.indianapolisgigs.com/ (DE Member Jobs Only)
Internships	https://internships.dejobs.org/
Juju	http://www.job-search-engine.com/
The Ladders	http://TheLadders.com/
LasVegasJobSite.com	https://www.lasvegasjobsite.com/ (DE Member Jobs Only)
LinkedIn	https://www.linkedin.com/
LouisvilleGigs.net	https://www.louisvillegigs.net/ (DE Member Jobs Only)
ManhattanJobs.com	https://www.manhattanjobs.com/ (DE Member Jobs Only)
MemphisJobForce.com	https://www.memphisjobforce.com/ (DE Member Jobs Only)
MiamiGigs.com	https://www.miamigigs.com/ (DE Member Jobs Only)
MinneapolisCareerSite.com	https://www.minneapoliscareersite.com/ (DE Member Jobs Only)
NashvilleJobSite.com	https://www.nashvillejobsite.com/ (DE Member Jobs Only)
Nevada Career Explorer	https://nv.headed2.com/ (Nevada located jobs only)
Nexxt	http://www.nexxt.com/ (DE Member Jobs Only)
OklahomaCityJobSite.com	https://www.oklahomacityjobsite.com/ (DE Member Jobs Only)
PhillyJobs.com	https://www.phillyjobs.com/ (DE Member Jobs Only)
PhoenixJobs.com	https://www.phoenixjobs.com/ (DE Member Jobs Only)
PortlandJobSite.com	https://www.portlandjobsite.com/ (DE Member Jobs Only)
SanFranciscoGigs.com	https://www.sanfranciscogigs.com/ (DE Member Jobs Only)
SanJoseJobSite.com	https://www.sanjosejobsite.com/ (DE Member Jobs Only)
SeattleJobs.com	https://www.seattlejobs.com/ (DE Member Jobs Only)
Zippia.com	https://www.zippia.com
Ziprecruiter.com	https://www.ziprecruiter.com/

III) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Participated in the University of Miami School of Communication Recruiting/networking Job Fair event. Attendees had the opportunity to meet and discuss job career opportunities and for us to find interns and new talent.	April 6, 2022	H.R. Manager Art Director
2. Attended the South Florida chapter of The NABJ Media Career Fair and Career Workshops. Broward College Miramar West Campus. Attendees had the opportunity to have a sit down with News Director and Media Managers. Panel conversations about what managers are looking for in hiring, steps to land that interview and how to succeed in the news business.	April 9, 2022	VP General Manager News Director Creative Services Dir. H.R. Manager
3. NABJ/NAHJ Convention. As proud Platinum Sponsors, the ViacomCBS presence is strong with valuable participation in panels, workshops, Career Fair. Attendees had the opportunity to meet hiring managers to discuss job opportunities.	August 3-7, 2022	VP General Manager News Director Creative Services Director

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

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Emma Bowen Scholar Intern – Works in our News dept web team. Acquiring skills throughout his tenure. Duties include, putting in reporter copy to our publishing platform, adding photos and cutting videos to go along with the articles. Including sending text alerts.	November 25, 2019 to date.	News Director
Intern – We have 3 interns in the stations’ internship program.	July 2022-December 2022.	Executive Producer Sports

(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. In exceeding the Annual Student Leadership Day, our reporter talked about careers in broadcasting.	June 23, 2022	Sports Reporter

2. Participated in the Virtual Cincinnati NABJ. Critique session with broadcast journalist. Reviewing reels from recent stories. The goal is to have leadership from outside the market to look at their work and identify opportunities for growth.	April 16, 2022	News Director
3. Guest speaker at the University of Miami "Strategic Media Management". Spoke about the current state of the business, managing a major broadcast O&O in the current media works, and the opportunities and challenges that it presents. The students were upperclassmen and women and many are majoring in Media Management.	September 13, 2022	VP 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. Paramount BCS "Standard & Expectations"	Roy Howie, Sales Mgr. David Radliff, Sales Mgr. Michelle Konz, VP of Sales Sonia LaPaix, H.R. Mgr. Nelson Perez, Asst. Controller Tracy Letize, C.S. Dir. Judy Flook, Art Dir. Adam Bull, Engineering Mgr. Marcelo Sanchez, Dir. Broadcast Operations John Mays, Production Mgr. Monica Kirkland, Promotions Mgr. Judy Flook, Art Director Kerri Cavanaugh, News Dir. Andy Gillfillan, Asst. News Director All WFOR/WBFS Employees	August 2022, a mandatory training module management specific training stating our rules, ethics and values.

<p>2. ViacomCBS Inclusive Training</p>	<p>June 2022 Managers</p>	<p>ViacomCBS Senior Leadership Team collaborated to define what effective leadership means to us as we aspire to build a more inclusive culture. CBS Leaders to serve as “upstanders” during their daily interactions. Upstanders take action to advocate for others. Create an open environment where employees’ voices are valued and opposing ideas are welcome. This is a highly engaging, action and results oriented training.</p>
<p>3. ViacomCBS Training “Preventing Sexual Harassment”</p>	<p>September 2022 Managers</p>	<p>September 2022, a mandatory training module “Preventing Sexual Harassment. This mandatory training includes a question Knowledge Check and a Certification.</p>
<p>ViacomCBS Training Dr., Donald Grant, a well-known expert in trauma and informed care training.</p>	<p>June 29 – June 30, 2022 Newsroom Staff/Managers</p>	<p>Listening/Interactive sessions across News and Stations. Leading conversations on how journalism and trauma intersect, what burnout looks like and how to recognize compassion fatigue. Providing tools to cope with the stress of what many of us are going through.</p>