

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 10/01/20 to 9/30/21.

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
Graphic Artist	1 – 24	26
Associate Producer	1 – 24	26
Web Producer	1 – 24	26
Assignment Editor	1 – 24	26
Assignment Editor	1 – 24	26
Editor	1 – 24	26
Producer	1 – 24	25
News Director	1 – 24	27 Talent Dynamics
Producer	1 – 24	13
Account Executive	1 – 24	13
VP General Manager	1 – 24	25
Producer	1 – 24	13
Account Executive	1 – 24	13
Assistant News Director	1 – 24	13
Producer	1 – 24	13
Creative Services Director	1 – 24	13

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@aii.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	19
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 Hialeah, FL 33015	255313@dadeschools.net	NO	

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			N/A	7
26	Internal Applicant	CBS Television Stations			N/A	5
27	Outside Referral	Talent Dynamics	106N Denton Tap Rd. Suite 210-222 Coppell, TX 75019	(214) 630-9590 www.talendynamics.com	N/A	13

TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD

44

III) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Participated in the Tampa Virtual Job Fair. Attendees had the opportunity to meet HR to discuss job opportunities.	April 28, 2021	Sonia LaPaix, H.R. Manager
2. Participated in the Tampa Virtual Job Fair. Attendees had the opportunity to meet HR to discuss job opportunities.	July 6, 2021	Sonia LaPaix, H.R. Manager
3. NABJ Virtual Convention. As proud Platinum Sponsors, the CBS presence is strong with valuable participation in panels, workshops, Career Fair and a Virtual Photo Booth. Attendees had the opportunity to meet hiring managers to discuss job opportunities.	August 18-21, 2021	Kerri Cavanaugh, News Director Darryll Green, VP General Manager

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

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Emma Bowen Scholar Intern	November 25, 2019 to date.	Lisa Cilli, Director of Digital Content

(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. Panelist for National Association of Hispanic Journalist on Diversity, Equity and Inclusion. To educate newsrooms and leaders across the country pledging to do better.	May 19, 2021	Frances Wang, Anchor
2. Participated with the South Florida Black Journalist Association virtual panel presenting to graduating seniors from the local universities. Providing career guidance during this time of quarantine.	April 22, 2021	Darryll Green, VP General Manager
3. Participated in the Somerset Academy Bay career day. Presented live via zoom presentation where she discuss her job as a Meteorologist	May 25, 2021	Lissette Gonzalez, Meteorologist
4. Online meeting with 7 high school students participating with the University of Miami Summer Scholar Program in Digital Media (Broadcast Journalism).	July 22, 2021	Lissette Gonzalez, Meteorologist

(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. ViacomCBS Corporation Web-Based training modules distributed to all supervisors and managers.	Roy Howie, Sales Mgr. David Radliff, Sales Mgr. Michelle Konz, VP of Sales Carl Larson, Controller 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 All WFOR/WBFS Employees	In December 2020, a mandatory training module “Code of Conduct, The Business Practices Statement and several of its major topics”, was launched for all ViacomCBS employees. It’s a statement of our rules, ethics and values. This mandatory training included a question Knowledge Check and a Certification including a Conflicts of Interest Questionnaire.
2. ViacomCBS Compliance Training “The Neuroscience of Better Hiring”	June 2021 All Managers	ViacomCBS has partnered with the NeuroLeadership Institute to deliver this 4-part training that focuses in on the biases that appear throughout the hiring process – from resume review through to the final selection of a candidate and practical ways to build your skills in mitigating those biases.