

## EEO PUBLIC FILE REPORT

**This Report covers full-time vacancy recruitment data for the period 10/01/16 to 9/30/17.**

**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 <sup>th</sup> Terrace Miami, FL 33172	Telephone Number: (305) 639-4407
	Contact Person: Sonia LaPaix
	E-mail Address: <a href="mailto:Slapaix@cbs.com">Slapaix@cbs.com</a>

### 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	13
Account Executive	1 – 27	28
Assignment Planning Editor	1 – 27	28
Web Producer	1 – 27	29
Web Producer	1 – 27	29
Editor of Special Projects	1 – 27	29
Editor	1 – 27	29
Editor	1 – 27	29
Photographer	1 – 27	29
Photographer	1 – 27	29
Business Development Mgr.	1 – 27	13
Meteorologist	1 – 27	28
Executive Producer of Sales Production	1 – 27	29
Assignment Desk Editor	1 – 27	29
Staff Newsperson	1 – 27	28

## 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 <sup>th</sup> 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 <sup>nd</sup> 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 <sup>nd</sup> Avenue – Miami, FL	(305) 594-7615 (305) 470-5762 – FAX	Yes	
9	Miami Job Corp Center	Anthony Taylor	3050 NW 183 <sup>rd</sup> St. – Miami, FL	(305) 626-7800 (305) 626-7857 – FAX	Yes	
10	Miami-Dade Job Program	Grace Suarez	300 NE 2 <sup>nd</sup> Avenue – Miami, FL	(305) 237-3625 (305) 237-3358 – FAX	Yes	
11	Jewish Community Service	Jeffrey Johnson	735 NE 125 <sup>th</sup> 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 <sup>th</sup> Terrace	(305) 639-4407	Not Applicable	6
14	Medialine	Mark Shilstone	P..O Box 51909	<a href="mailto:Medialine@.com">Medialine@.com</a>	Yes	
15	Hillsborough Community College	Dr. Ron Shearer	Radio/TV Department 2112 North 15 <sup>th</sup> Street PST 134 Tampa, FL 33605	<a href="mailto:rshearer@hccfl.edu">rshearer@hccfl.edu</a>	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 <sup>th</sup> Avenue Miami, FL 33147	(305) 696-4455 – FAX (305) 696-4450	NO	
18	American Adult Education Center		18350 NW 67 <sup>th</sup> Avenue Hialeah, FL 33015	(305) 827-7935 – FAX (305) 557-3770	NO	
19	Cuban American National Counsel		300 SW 12 <sup>th</sup> Avenue 3 <sup>rd</sup> 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 <sup>th</sup> 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 <sup>th</sup> 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 <a href="http://www.mymiu.edu">www.mymiu.edu</a>	Yes	
28	Employee Referral	CBS Television Stations			N/A	4
29	Internal Applicant	CBS Television Stations			N/A	11
30	Outside Referral				N/A	

**TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD**

21

**III) Supplemental Recruitment Measures.**

**(a) Job Fairs.**

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Participated as a sponsor for the South Florida Black Journalist Association (SFBJA) in conjunction with the South Florida Youth Summit. Met job seekers of all career levels in the media industry from students to executive-level hires.	January 28, 2017	Nelly Rubio, Community Relations Director Sonia LaPaix, Human Resources Mgr. Tania Francios, Assignment Editor
2. Participated as a sponsor for National Association of Hispanic Journalists (NAHJ) career fair. CBS logo was used to promote the Job Fair. <b>Job fair cancelled due to hurricane Irma.</b>	September 23, 2017	Miguel Fernandez, Executive Producer
3. Participated as a sponsor for 100 Black Men of South Florida to host its 6 <sup>th</sup> Annual College & Career Expo. Produced a PSA to promote the Job Fair. Attended the job fair providing industry guidance to students seeking careers in communications.	November 3, 2016	Nelly Rubio, Community Relations Director Sonia LaPaix, Human Resources Mgr.

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

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Intern Intern Intern Intern	Summer-Winter 2016 Summer-Winter 2016 Summer 2017 Summer 2017	Leo Gomez, Executive Producer Leo Gomez, Executive Producer 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. Speaker at Plantation Park Elementary School Career Day. Plantation	November 22, 2016	Carey Codd, Reporter
2. Speaker to the Journalism Class at Dr. Michael M. Krop Senior High School	February 7, 2017	Rudabeh Shahbazi, Anchor
3. Guest speaker at The French American School of Miami's World Press Freedom Day. This also included Q&A with the students.	May 3, 2017	Cari Hernandez, Executive Producer
4. Guest Speaker at the MCNicol Middle College & Career Fair, Hollywood FL.	May 23, 2017	Craig Setzer, Meteorologist
5. Guest Speaker at Eugenia B. Thomas K-8 5 <sup>th</sup> Grade graduation at Ronald Reagan/Doral Senior High School.	June 6, 2017	Lauren Pastrana, Anchor
6. Participated as guest speaker at The French American School of Miami's World Press Freedom Day event. There was Q&A with the students. Held at the school's Miami Shores campus.	May 3, 2017	Jim DeFede, Investigative Reporter Cari Hernandez, Executive Producer

- (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: Maintaining a Respectful Workplace	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. 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: Leading a Respectful Workplace	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.	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. CBS Business Conduct Statement Course and Certification.	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. All WFOR/WBFS Employees	This training outlines CBS most critical policies and guidelines.

4. Information Security Awareness	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. All WFOR/WBFS employees	This is a web based question and answer training.
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