

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2017 to July 31, 2018.

1) **Employment Unit:** CBS Broadcasting Inc.

2) **Unit Members (Stations and Communities of License):** WBBM-TV Chicago, IL

3) **EEO Contact Information for Unit Member:**

Mailing Address: 22 W Washington Chicago, IL 60602	Telephone Number: 312-899-2041
	Contact Person: Ron Damron
	E-mail Address: rdamron@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
Inventory Analyst	Internal Posting - 10	10
President/General Manager	CBS HQ Talent Acquisition Team	10
Art Director	1-45	10
Inventory Analyst	1-45	4
VP Director of Sales	1-45	4
Web Producer	1-45	4
VP News Director	CBS HQ Talent Acquisition Team – 1-45	4

II. MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD

CODE #	RECRUITMENT SOURCE	ADDRESS	CONTACT	PHONE	REQUESTED NOTIFICATION (Y/N)	NUMBER OF INTERVIEWEES REFERRED
1	Anixter Center	2032 North Clyborn Chicago, IL 60614	Andrew Fernandez	-	No	0
2	Asian Human Services	-	-	FAX 773.728.4751	No	0
3	Association for Women Journalists	435 North Michigan Avenue Chicago, IL 60610	Cristi Kempf	-	No	0
4	Avature / Online Career Portal Posting (Job Syndication Alliances)	https://cbs.avature.net/cbstvscareers	Tess Kossow	CBS Online Career Portal	Yes	32
5	Back of the Yards Neighborhood Council	-	Career Services	Email egarcia@bync.org	No	0
6	Benedictine University	-	Career Development	Email career@ben.edu	No	0
7	Bethel New Life	4950 W. Thomas, Chicago, IL 60651	Janice Spencer	773-473-7870	Yes	0
8	California Chicago News Media Association	-	USC School of Journalism	Email ccmainfo@ccnma.org	No	0
9	California Indian Manpower Consortium	-	-	FAX 773.271.3729	No	0
10	CBS Employee / Internal / Referral	CBS	-	CBS Online Career Portal Outreach	Yes	7
11	Chicago Association of Black Journalists	190 N State Street Chicago, IL 60601	Career Services	312-409-9392	No	0
12	Chicago Chinatown Chamber of Commerce	2169 B S. China Pl., Chicago, IL 60615	Jimmy Lee	312-326-5320	Yes	0
13	Chinese Mutual Aid Association	1016 W Argyle Street Chicago, IL 60640	Romy Arrieta	773-784-2900	No	0
14	Concordia College	Career.services@CUChicago.edu	Career Services	-	No	0
15	Community Renewal Society	111 W Jackson Blvd – Suite 820 Chicago, IL 60604	-	-	No	0
16	DelCareer Services Jen Job Corps	3348 S Kedzie Ave Chicago, IL 60643	-	-	No	0
17	Denison University	100 East College Street, Granville, OH 43023-0713	Career Services	-	Yes	0
18	Office of Career Services Governors State University	One University Parkway, University Park, IL 60466 career@govst.edu	Loretta Haddox	708-235-3974	Yes	0
19	Harold Washington College	30 East Lake Street, Room 203-A Chicago, IL 60601	Career Planning & Placement Center	312-553-3000	No	0
20	Hispanic Association of Colleges and Universities	jobpost@hacu.net	Career Services	202-467-0893	Yes	0
21	Hispanic Social Services	1343 N California Chicago, IL 60622	-	-	No	0
22	Illinois Dept of Human Services	401 S Clinton St Chicago, IL 60607	Career Services	312.814.4392	No	0
23	IIT Stuart Graduate School of Business	-	-	FAX 312.906.6549	No	0
24	IRTS-International Radio & Television Society Foundation, Inc.	1697 Broadway, 10 th Floor New York, NY 10019	Career Services	-	Yes	0
25	Japanese American Society	kono@jaschicago.org	Satoko Ogi	-	No	0
26	John H. Johnson School of Comm. Howard University	C.B. Powell Building, Howard University, 525 Bryant Street N.W., Washington, DC 20059	Career Services	-	Yes	0
27	Joint Civic Committee on Italian Americans	3800 W. Division St. , Stone Park, IL 60165	-	-	No	0
28	Latino for Progress Institute	2570 S Blue Island Chicago, IL 60608	Nancy Morales-Cruz	-	No	0
29	Mayor's Office for People with	City of Chicago, City Hall Rm. 1104, 121 N. LaSalle St., Chicago, IL 60602	Career Services	-	Yes	0

	Disabilities					
30	Moraine Valley Community College	9000 W. College Pkwy., Palos Hills, IL 60465	Career Services	-	Yes	0
31	Native American Journalists Association	555 Dakota Street, Media Center Vermillion, SD 57069	Kim Baca	-	No	0
32	National Organization for Women	enowweb@yahoo.com	Career Services	-	No	0
33	North Park University	chands@Northpark.edu	-	-	No	0
34	Northwestern University Medill School of Journalism	Fisk Hall, Room 107, 1845 Sheridan Rd. Evanston, IL 60208	Diep Duong	-	Yes	0
35	Oakton Community College	1600 E Golf Road Des Plaines, IL 60016	Career Services	-	No	0
36	Rainbow/PUSH Coalition	mmckinnonprice@rainbowpush.org	Career Services	-	Yes	0
37	Robert Morris College	careerservices@robertmorris.edu	Career Services	-	Yes	0
38	Society of Professional Journalists	3909 N Meridian Street Indianapolis, IN 46208	Career Services	-	Yes	0
39	Solutions By Chandra, LLC	chandra@SolutionsByChandraLLC.com	Chandra L. Gary	-	Yes	0
40	Southern Illinois University	postjobs@siu.edu	Career Services	-	Yes	0
41	Trilogy, Inc.	1400 West Greenleaf, Chicago, IL 60626	Career Services	773-508-6100	Yes	0
42	University of Chicago	dsiegler@uchicago.edu	-	-	Yes	0
43	University of Illinois Urbana/Champaign Dept of Journalism	1800 S 1 st Street Champaign, IL 61820	Career Services	-	Yes	0
44	University of Iowa	310 Pomerantz Center Iowa City ,IA 52242	Career Services	-	Yes	0
45	NAHJ	josebaltierra11@gmail.com	Jose Baltierra	-	Yes	0

TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD 39 (includes Hires)

III. Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1. Loyola University Chicago's School of Communication Career Fair Career fair open to students and alumni. Location: Chicago, IL</p>	February 6, 2018	Alice Keefe – Desk Assistant
<p>2. 2018 Elmhurst College Career Fair Career fair open to students and alumni. Location: Elmhurst, IL</p>	March 6, 2018	Tess Kossow – Human Resources Manager
<p>3. NAHJ – NABJ Chicago Job Fair Career fair open to journalism professionals and students. Location: Chicago, IL</p>	April 28, 2018	Dorothy Tucker – Reporter Carly Luque – Assignment Editor Rebecca McCann – Executive Producer Raul Moreno – Assignment Editor

(b) Internship

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1. Station internship program. For college students only; college credit (may be) given and wages are received. Highest participation in summer, but year-round availability. Managed by Human Resources, but interns may be in any department.</p>	Ongoing	Deidra White – News Planning Manager Marda LeBeau – EP Specials/Investigative Jeff Harris – News Director John Dodge – EP Digital Media Tom Schnecke – VP Engineering Krista Ruch – EP Sports Shawnelle Richie – Director of Community Services Robert Breen – Director of Sales Vicki Bouchard – Director of Creative Services Derek Dalton – General Manager Tess Kossow – Human Resources Manager
<p>2. Emma Bowen Foundation Internship. Internship for one college student selected through the Emma Bowen Foundation to work at the station throughout their college experience. Station matches the student's Emma Bowen Foundation Scholarship fund, as well.</p>	Ongoing	Derek Dalton – General Manager Tess Kossow – Human Resources Manager Jeff Harris – News Director Tom Schnecke – VP Engineering Robert Breen – Director of Sales Shawnelle Richie – Director of Community Services Deidra White – News Planning Manager Krista Ruch – EP Sports
<p>3. CTS News Apprenticeship Program. Six month engagement for 2017 college graduates interested in behind the scenes editorial opportunities or news management.</p>	Summer 2017	Marty Wilke – General Manager Tess Kossow – Human Resources Manager Jeff Kiernan – News Director Deidra White – News Planning Manager

(c) Participation in Events.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Career Day Organization: Illinois Media School Location: Chicago, IL	8/23/17	Lauren Victory – Reporter
2. Career Day Organization: Concordia University Location : River Forest, IL	9/1/17	Suzanne Le Mignot – Anchor / Reporter
3. Career Day Organization: Illinois Media School Location: Chicago, IL	10/20/17	Lauren Victory - Reporter
4. Career Day School District 162 Location: Olympia Fields, IL	12/6/17	Raleshia Brumfield – Executive Assistant
5. Martin Luther King Scholarship Breakfast Rainbow Push Location: Hyatt Regency Chicago, IL	1/15/18	Marty Wilke – President / General Manager Jeff Kiernan – VP News Director Shawnelle Richie – Director Community Relations Suzanne Le Mignot – Anchor / Reporter Dorothy Tucker – Reporter Marissa Bailey – Anchor Audrina Bigos – Reporter Derrick Young – Reporter Rebecca McCann – Executive Producer
6. Career Day Southwest Cook County Cooperative Association for Special Education Location: Orland Park, IL	1/26/18	Tess Kossow – Human Resources Manager
7. Communications & PR Student Event DePaul University Location: CBS 2 Chicago Broadcast Center Chicago, IL	3/2/18	Marty Wilke – President & General Manager
8. NAHJ National Conference Location: Miami, FL	7/19/18-7/22/18	Carly Luque – Assignment Editor

(d) Training Management Personnel.

Description of Recruitment Measure:	Date: (EEO Video shown)	Personnel Involved: (Name and Position)
1. Employee Business Conduct Training. Anti-Discrimination and Anti-Harassment on-line training. All employees are required to complete; verifies that all WBBM-TV employees comply with company policies.	Ongoing	All Station Personnel

<p>2. Business Conduct Statement. All Station employees were given a CBS Corporation Business Conduct Statement that outlines policies and rules that apply to Station employees. The on-line signing of the Employee and Director Certification is required from all full-time employees.</p>	<p>Ongoing</p>	<p>All Station Personnel</p>
<p>3. Department Head Meeting Reviews. All Department Heads are reminded (at least quarterly) of their responsibilities in EEO Outreach.</p>	<p>Ongoing</p>	<p>Department Heads</p>
<p>4. Hiring Manager Reminder. All Hiring Managers are reminded at the time of a job posting of their responsibilities in EEO Outreach.</p>	<p>Ongoing</p>	<p>Hiring Managers</p>
<p>5. Sexual Harassment.</p>	<p>Ongoing</p>	<p>All Station Personnel</p>
<p>6. Unconscious Bias.</p>	<p>Ongoing</p>	<p>All Station Personnel</p>