

## EEO PUBLIC FILE REPORT

**This Report covers full-time vacancy recruitment data for the period August 1, 2019 to July 31, 2020.**

**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)**

<b>Job Title</b>	<b>Recruitment Source Notified of Job Vacancy</b>	<b>Recruitment Source of Hiree</b>
Account Executive	1- 47	3,9
Anchor	1- 47	9
Anchor/Reporter	1- 47	3,9
Associate Digital Line Producer	1- 47	3
Digital Line Producer	1- 47	3,9
Digital Media Producer	1- 47	3,9
Director Creative Services	1- 47	9
Manager Credit & Collections	1- 47	3
Multi-Platform Producer	1- 47	3,9
Multi Media Reporter	1- 47	3,9
Producer/Editor	1- 47	3
Reporter	1- 47	3
Supervising Producer	1- 47	3
Writer/Producer	1- 47	3

## 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	Avature / Online Career Portal Posting (Job Syndication Alliances)	<a href="https://cbs.avature.net/cbstvscareers">https://cbs.avature.net/cbstvscareers</a> <a href="http://de.nlx.org/pdfs/JobAlliancesList.pdf">http://de.nlx.org/pdfs/JobAlliancesList.pdf</a>	Maria Zarco	CBS Online Career Portal	Yes	16
4	Back of the Yards Neighborhood Council	-	Career Services	Email <a href="mailto:egarcia@bvnc.org">egarcia@bvnc.org</a>	No	0
5	Benedictine University	-	Career Development	Email <a href="mailto:career@ben.edu">career@ben.edu</a>	No	0
6	Bethel New Life	4950 W. Thomas, Chicago, IL 60651	Janice Spencer	773-473-7870	Yes	0
7	California Chicano News Media Association	-	USC School of Journalism	Email <a href="mailto:ccnmainfo@ccnma.org">ccnmainfo@ccnma.org</a>	No	0
8	California Indian Manpower Consortium	-	-	FAX 773.271.3729	No	0
9	CBS Employee / Internal / Referral	CBS	-	CBS Online Career Portal Outreach	Yes	6
10	Chicago Association of Black Journalists	190 N State Street Chicago, IL 60601	Career Services	312-409-9392	No	0
11	Chicago Chinatown Chamber of Commerce	2169 B S. China Pl., Chicago, IL 60615	Jimmy Lee	312-326-5320	Yes	0
12	Chinese Mutual Aid Association	1016 W Argyle Street Chicago, IL 60640	Romy Arrieta	773-784-2900	No	0
13	Columbia College Chicago	754 S Wabash Avenue, Chicago, IL 60605	Valerie Robbins	312-870-0712	No	0
14	Community Renewal Society	111 W Jackson Blvd – Suite 820 Chicago, IL 60604	-	-	No	0
15	Concordia College	<a href="mailto:Career.services@CUChicago.edu">Career.services@CUChicago.edu</a>	Career Services	-	No	0
16	Denison University	100 East College Street, Granville, OH 43023-0713	Career Services	-	Yes	0
17	Flashpoint	28 N Clark Street, 5 <sup>th</sup> Floor Chicago, IL 60602	Jennifer Nuoffer	312-506-0739	Yes	0
18	Office of Career Services Governors State University	One University Parkway, University Park, IL 60466 <a href="mailto:career@govst.edu">career@govst.edu</a>	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	Harper College	1200 W Algonquin Road, Palatine, IL 60067	Michele E Smith	847-925-6392	No	0
21	Hispanic Association of Colleges and Universities	<a href="mailto:jobpost@hacu.net">jobpost@hacu.net</a>	Career Services	202-467-0893	Yes	0
22	Hispanic Social Services	1343 N California Chicago, IL 60622	-	-	No	0
23	IIT Stuart Graduate School of Business	-	-	FAX 312.906.6549	No	0
24	Illinois Dept of Human Services	401 S Clinton St Chicago, IL 60607	Career Services	312.814.4392	No	0
25	Illinois State	<a href="http://CareerCenterEvents@IllinoisState.edu">CareerCenterEvents@IllinoisState.edu</a>	Career Services	-	No	0
26	IRTS-International Radio & Television Society Foundation, Inc.	1697 Broadway, 10 <sup>th</sup> Floor New York, NY 10019	Career Services	-	Yes	0
27	Japanese American Society	<a href="mailto:kono@jaschicago.org">kono@jaschicago.org</a>	Satoko Ogi	-	No	0
28	Job Corps	3348 S Kedzie Avenues Chicago, IL 60643	Career Services	-	No	0
29	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
30	Joint Civic Committee on Italian Americans	3800 W. Division St. , Stone Park, IL 60165	-	-	No	0
31	Latino for Progress Institute	2570 S Blue Island Chicago, IL 60608	Nancy Morales-Cruz	-	No	0
32	Mayor's Office for People with Disabilities	City of Chicago, City Hall Rm. 1104, 121 N. LaSalle St., Chicago, IL 60602	Career Services	-	Yes	0

33	Moraine Valley Community College	9000 W. College Pkwy., Palos Hills, IL 60465	Career Services	-	Yes	0
34	NAHJ	<a href="mailto:Natalie.Martinez@nbcuni.com">Natalie.Martinez@nbcuni.com</a> <a href="mailto:josebaltierra11@gmail.com">josebaltierra11@gmail.com</a>	Natalie Martinez Jose Baltierra		No	0
35	National Organization for Women	<a href="mailto:cnowweb@yahoo.com">cnowweb@yahoo.com</a>	Career Services	-	No	0
36	North Park University	<a href="mailto:chands@Northpark.edu">chands@Northpark.edu</a>	-	-	No	0
37	Northwestern University Medill School of Journalism	Fisk Hall, Room 107, 1845 Sheridan Rd. Evanston, IL 60208	Diep Duong	-	Yes	0
38	Oakton Community College	1600 E Golf Road Des Plaines, IL 60016	Career Services	-	No	0
39	Rainbow/PUSH Coalition	<a href="mailto:mmckinnonprice@rainbowpush.org">mmckinnonprice@rainbowpush.org</a>	Career Services	-	Yes	0
40	Robert Morris College	<a href="mailto:careerservices@robertmorris.edu">careerservices@robertmorris.edu</a>	Career Services	-	Yes	0
41	Society of Professional Journalists	3909 N Meridian Street Indianapolis, IN 46208	Career Services	-	Yes	0
42	Solutions By Chandra, LLC	<a href="mailto:chandra@SolutionsByChandra.LC.com">chandra@SolutionsByChandra.LC.com</a>	Chandra L. Gary	-	Yes	0
43	Southern Illinois University	<a href="mailto:postjobs@siu.edu">postjobs@siu.edu</a>	Career Services	-	Yes	0
44	Trilogy, Inc.	1400 West Greenleaf, Chicago, IL 60626	Career Services	773-508-6100	Yes	0
45	University of Chicago	<a href="mailto:karnika@uchicago.edu">karnika@uchicago.edu</a>	Kathy Anderson	-	No	0
46	University of Illinois Urbana/Champaign Dept of Journalism	1800 S 1 <sup>st</sup> Street Champaign, IL 61820	Career Services	-	Yes	0
47	University of Iowa	310 Pomerantz Center Iowa City ,IA 52242	Career Services	-	Yes	0

**TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD 22 (includes Hires)**

### III. Supplemental Recruitment Measures.

#### (a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p><b>1. NABJ Aventura Job Fair</b> Career fair open to journalism professionals and students. Location: Aventura, FL</p>	August 7-9, 2019	Ginger Maddox – Executive Producer
<p><b>2. Columbia College Chicago's 2020 Internship &amp; Career Expo</b> Career fair open to students and alumni. Location: Chicago, IL</p>	February 13, 2020	Maria Zarco – Payroll/Human Resources Manager

#### (b) Internship

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p><b>1. Station internship program.</b> 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	Blanca Razo – Business Manager News Rebecca McCann – EP Jeff Harris – News Director John Dodge – Director of Digital Content Tom Schnecke – VP Engineering Krista Ruch – EP Sports Shawnelle Richie – Director of Community Services Robert Breen – Director of Sales Cornelius Mack – Director of Creative Services Derek Dalton – General Manager Maria Zarco – Payroll/Human Resources Manager
<p><b>2. Emma Bowen Foundation Internship.</b> 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 Maria Zarco – Payroll/Human Resources Manager Jeff Harris – News Director Tom Schnecke – VP Engineering Robert Breen – Director of Sales Shawnelle Richie – Director of Community Services Krista Ruch – EP Sports
<p><b>3. CTS News Apprenticeship Program.</b> Six month engagement for 2019 college graduates interested in behind the scenes editorial opportunities or news management.</p>	Fall 2019	Derek Dalton – General Manager Maria Zarco – Payroll/Human Resources Manager Jeff Harris – 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: Northwestern University School of Communication – Guild Hall Location: Evanston, IL	10/29/2019	Tom Schneck – VP/Director Ops and Engineering
2. Chicago Journalist Association Organization: Merchandise Mart Plaza Location : Chicago, IL	08/06/2019	Suzanne Le Mignot – Anchor / Reporter
3. Immersion Experience Organization: Lycee Francais De Chicago Location: Station Tour	08/02/2019	Vi Nguyen - Reporter
4. Career Day Organization: Washington Irving Elementary School Presentation to students on a career in journalism/broadcasting Location: Chicago, IL	9/24/2019	Suzanne Le Mignot – Anchor / Reporter
5. Career Day Organization: St. Rita’s of Cascia High School Location: Station Tour	12/01/2019	Charles De Mar - Reporter
6. Career Day Organization: University of Missouri Location: Station Tour	11/22/2019	Dorothy Tucker - Reporter

**(d) Training Management Personnel.**

Description of Recruitment Measure:	Date: (EEO Video shown)	Personnel Involved: (Name and Position)
1. <b>Employee Business Conduct Training.</b> 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
2. <b>Business Conduct Statement.</b> 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.	Ongoing	All Station Personnel
3. <b>Department Head Meeting Reviews.</b> All Department Heads are reminded (at least quarterly) of their responsibilities in EEO Outreach.	Ongoing	Department Heads
4. <b>Hiring Manager Reminder.</b> All Hiring Managers are reminded at the time of a job posting of their responsibilities in EEO Outreach.	Ongoing	Hiring Managers
5. <b>2020 Information Security Awareness.</b>	Ongoing	All Station Personnel
6. <b>Maintaining a Respectful Work Environment</b>	Ongoing	All Station Personnel

7. <b>Privacy Essentials</b>	Ongoing	All Station Personnel
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