

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2020 to July 31, 2021.

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
Anchor/Reporter (Hire 1)	1- 47	3
Anchor/Reporter (Hire 2)	1- 47	3
Anchor/Reporter (Hire 3)	1- 47, Internal Posting	Internal Promotions/Internal Posting
Assignment Editor (Hire 1)	1- 47, Internal Posting	Internal Promotions/Internal Posting
Assignment Editor (Hire 2)	1- 47, Internal Posting	Internal Promotions/Internal Posting
Associate Digital Line Producer	1- 47, Internal Posting	Internal Promotions/Internal Posting
Director	1- 47	9
Newswriter	1- 47, Internal Posting	Internal Promotions/Internal Posting
Production Manager	1 – 47	9

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 (previous career portal) Success Factors / Online Career Portal Posting (Job Syndication Alliances)	https://careers.viacombs.com/ http://de.nlx.org/pdfs/JobAlliancesList.pdf	Maria Zarco	ViacomCBS Online Career Portal	Yes	53
4	Back of the Yards Neighborhood Council	-	Career Services	Email egarcia@bync.org	No	0
5	Benedictine University	-	Career Development	Email career@ben.edu	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 ccnmainfo@ccnma.org	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	10
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	Career.services@CUChicago.edu	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 th 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 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	Harper College	1200 W Algonquin Road, Palatine, IL 60067	Michele E Smith	847-925-6392	No	0
21	Hispanic Association of Colleges and Universities	jobpost@hacu.net	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	CareerCenterEvents@IllinoisState.edu	Career Services	-	No	0
26	IRTS-International Radio & Television Society Foundation, Inc.	1697 Broadway, 10 th Floor New York, NY 10019	Career Services	-	Yes	0
27	Japanese American Society	kono@jaschicago.org	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	Natalie.Martinez@nbcuni.com josebaltierra11@gmail.com	Natalie Martinez Jose Baltierra		No	0
35	National Organization for Women	cnowweb@yahoo.com	Career Services	-	No	0
36	North Park University	chands@Northpark.edu	-	-	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	mmckinnonprice@rainbowpush.org	Career Services	-	Yes	0
40	Robert Morris College	careerservices@robertmorris.edu	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	chandra@SolutionsByChandraLLC.com	Chandra L. Gary	-	Yes	0
43	Southern Illinois University	postjobs@siu.edu	Career Services	-	Yes	0
44	Trilogy, Inc.	1400 West Greenleaf, Chicago, IL 60626	Career Services	773-508-6100	Yes	0
45	University of Chicago	karnika@uchicago.edu	Kathy Anderson	-	No	0
46	University of Illinois Urbana/Champaign Dept of Journalism	1800 S 1 st 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 63 (includes Hires)

III. Supplemental Recruitment Measures.

(a) Job Fairs.

Participation in Job Fairs

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. 2021 Elmhurst University Career Fair Participated in Career Fair open to students and alumni. Location: Elmhurst, IL	March 9, 2021	Maria Zarco – Payroll/Human Resources Manager
2. Virtual Chicagoland Diversity Job Fair Participated in Career Fair open to residents of Chicagoland area and beyond Location: Chicago, IL	June 23, 2021	Maria Zarco – Payroll/Human Resources Manager

Co-Sponsorship of Job Fairs

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. 2021 NAHJ International Training Conference & Career Fair Co-Sponsored Career Fair and training for journalist and media professionals. Location: Virtual	July 14-16	Marissa Parra – Multi Media Reporter Marie Saavedra – Anchor/Reporter

(b) Internship

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
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.	N/A due to the pandemic	
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.	N/A due to the pandemic	
3. CTS News Apprenticeship Program. Six-month engagement for 2020 college graduates interested in behind the scenes editorial opportunities or news management.	N/A due to the pandemic	

(c) Participation in Events.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1. College of Media Mentoring Program Organization: University of Illinois Urbana Champaign- College of Media</p> <p>Participated in informal zoom meeting where you answer questions and discuss your experiences, talk about the work you do, and offer career advice to student as they begin their internship and full-time job searches</p>	10/23/2020	Ryan Baker – Anchor/Reporter
<p>2. Career Day Organization: Glenview Elementary</p> <p>Zoom meeting with fifth grade class to teach them how to write news stories.</p>	10/28/2020	Michele Youngerman - Producer
<p>3. College of Media Mentoring Program Organization: University of Illinois Urbana Champaign- College of Media</p> <p>Participated in informal zoom meeting where you answer questions and discuss your experiences, talk about the work you do, and offer career advice to student as they begin their internship and full-time job searches</p>	11/5/2020	Ryan Baker – Anchor/Reporter
<p>4. FOAIFest 2021 panel: Case Study: CBS2 investigates wrongful Chicago police raids Organization: FOAIFest 2021</p> <p>We used our investigation to educate other journalists on how to use the Freedom of Information Act to investigate these types of stories.</p>	2/10/2021	Michele Youngerman - Producer Samah Assad - Investigative Producer Digital David Savini - Reporter Investigative
<p>5. Investigative Reporters and Editors Zoom Conference Panel Organization: IRE – Investigative Reporters and Editors</p> <p>We discussed our raids story and gave other journalists tips on how to conduct similar investigative stories in their communities.</p>	3/3/2021	Michele Youngerman - Producer Samah Assad - Investigative Producer Digital David Savini - Reporter Investigative
<p>6. College of Media Mentoring Program--Panel Discussion Organization: University of Illinois Urbana Champaign- College of Media</p> <p>The discussion focused on tips for students as they navigated next steps, whether that be a summer internship or heading out on the job market.</p>	4/21/2021	Ryan Baker - Anchor/Reporter
<p>7. Career Day Organization: Nequa Valley Highschool, Naperville, IL</p> <p>Virtual presentation to students on a career in Meteorology.</p>	4/28/2021	Laura Bannon – Anchor/Reporter
<p>8. Career Day Organization: Crone Middle School, Naperville, IL Virtual presentation to students on a career in Meteorology.</p>	5/5/2021	Laura Bannon – Anchor/Reporter

(d) Training Management Personnel.

Description of Recruitment Measure:	Date: (EEO Video shown)	Personnel Involved: (Name and Position)
<p>1. Business Practices Statement (BPS). All Station employees received a copy of the ViacomCBS Business Practices Statement (BPS) which outlines our code of conduct. It contains important policies on matters such as our organizational commitment to Diversity and Inclusion, Speaking Up, Anti-Harassment and many other important topics including, for example, Fraud Prevention and Anti-Bribery and Corruption</p>	8/14/2020	All Station Personnel

<p>2. Business Practices Statement (BPS). The course "Stuff We Gotta Know as Part of the ViacomCBS Community: Rules, Expectations and Resources" will familiarize employees with ViacomCBS Code of Conduct (anti-discrimination and anti-harassment), The Business Practices Statement (BPS), and several of its major topics. All employees are required to complete; verifies that all WBBM-TV employees comply with company policies.</p>	<p>1/17/2021</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. The Neuroscience of Better Hiring. This is a 4-session workshop that aims to help Hiring Managers make more inclusive, informed, and successful people choices by mitigating the impact of cognitive bias throughout the interview and selection process. This will ensure that we choose the best person for a given role.</p>	<p>Module 1: Embrace the Evidence (Reviewing Resumes) 06/02/21, 06/04/21</p> <hr/> <p>Module 2: Follow a Process (Interviewing Candidates) 06/09/21, 06/11/21</p> <hr/> <p>Module 3: Challenge Your Thinking (Selecting a Candidate) 06/16/21, 06/18/21</p> <hr/> <p>Module 4: Learnings Recap with ViacomCBS Talent Acquisition - scheduled after the completion of Module 3</p>	<p>Hiring Managers</p>