

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period December 1, 2013 to November 30, 2014.

1) Employment Unit: CBS Corporation

2) Unit Members (List all station call signs and communities of license): WBZ-TV (Boston, MA)
WSBK-myTV38 (Boston, MA)

3) EEO Contact Information for Employment Unit: Anthony Capozzi

Mailing Address: WBZ-TV / WSBK-myTV38 1170 Soldiers Field Road Boston, MA. 02134	Telephone Number: 617 787-7000
	Contact Person: Anthony Capozzi
	E-mail Address: Acapozzi@cbs.com

4) 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
Producer	1-93	4
Building Maintenance Technician	1-93; 95-97	13
ELC Technician	1-93	92
WSBK myTV38 Sales Manager	1-94	3
Sales Assistant	1-93	4
Reporter	1-93; 98-99	3
Traffic Coordinator	1-93; 95-97	4
IT Assistant	1-93; 95-97	95
News Director	1-93; 95-99	99
Producer	1-93	92
Digital Media Producer	1-93	92
TV Maintenance Crew Chief	1-93	13
Anchor	1-93; 98-99	99
Executive Producer	1-93	3
Account Executive	1-93	92
Executive Producer	1-93	4
Reporter	1-93; 98-99	4
WBZ Sales Manager	1-94	92
Reporter	1-93; 98-99	93
Executive Producer	1-93	92
Director of Content Development & Commercial operations	1-93	No External Recruitment Internal Promotion
Traffic Coordinator	1-93	4
Producer	1-93	4
Assignment Desk	1-93	92
Reporter	1-93; 98-99	3

5) Master Recruitment Source List Utilized During Reporting Period

Code #	(i) Recruitment Source	Address:	Contact:	Requested Notification (Y/N)	Number of Interviewees Referred
1	CBS Campus Recruiting			Y	
2	CBS Corporation			Y	
3	CBS Internal Gateway			Y	19
4	CBS Television Stations			Y	60
5	American Job Exchange	www.americasjobexchange.com		N	
6	AJE Veterans Exchange	www.veteransjobexchange.com		N	
7	AJE Disability Exchange	www.disabilityjobexchange.com		N	
8	AJE State Exchange for MA	www.americasjobexchange.com		N	
9	Job Opportunities for Disabled American Veterans	www.jofdav.com		N	
10	Disabled Person	www.disabledperson.com		N	
11	Diversity Working	Diversityworking.com		N	
12	Hero 2 Hired	h2h.jobs		N	
13	Indeed	Indeed.com		N	10
14	Simply Hired	www.Simplyhired.com		N	
15	Beyond	www.beyond.com		N	
16	Boston Career Link	1010 Harrison Ave Boston, MA 02119	bostoncareerlink@detma.org	N	
17	Career Center of Lowell	107 Merrimack Street Lowell, MA 01852 Michael.mcquaid@cclowell.org Molly.dolan@cclowell.org ssen@navisite.com	amitton@americasjobexchange.com briana.buckley@cclowell.org mvietri@americasjobexchange.com rsinha@americasjobexchange.com	N	
18	Career Source - Cambridge	186 Alewife Brook Parkway Suite#310 Cambridge, MA 02138	dpellegrino@detma.org sdecarlo@yourcareersource.com slusty@yourcareersource.com	N	
19	Career Source - Chelsea	4 Gerrish Ave Chelsea, MA 02150	dpellegrino@detma.org slusty@yourcareersource.com	N	

20	CareerWorks	34 School Street Brockton, MA 02301	chickey@careerworks.org hsoones@detma.org info@careerworks.org jschmit@detma.org	N	
21	Employment and Training Resources	Framingham, MA 01701	dbradshaw@detma.org ncharbonneau@etrec.com tforhan@detma.org	N	
22	Job Net	210 South Street, 1 st Floor Boston, MA 02111	ecrognao@detma.org mfalasca@detma.org ralexander@detma.org	N	
23	North Shore Career Center of Lynn	181 Union Street Lynn, MA 01901	lglynn@detma.org mwhitmore@detma.org pventresca@detma.org	N	
24	North Shore Career Center of Salem	70 Washington Street, 1 st Floor Salem, MA 01970	tfrisiello@detma.org	N	
25	Plymouth Career Center	36 Cordage Park Circle, Suite #200 Plymouth, MA 02360	jmclellan@detma.org kparham@detma.org	N	
26	Quincy Career Center	152 Parking Way Quincy, MA 02169	fmverson@detma.org jmclellan@detma.org	N	
27	The Career Place	100 Sylvan Road, Suite #G-100 Woburn, MA 01801	bandrews@detma.org gsommer@thecareerplace.org preynolds@detma.org	N	
28	The Work Place	29 Winter Street, 4 th Floor Boston, MA 02108	dgarrett@detma.org	Y	
29	Workforce Central Career Center	425 Fortune Blvd., Suite # 201 Milford, MA 01757	hnarayanan@detma.org	N	
30	ABCD – Learning Works	19 Temple Place Boston, MA 02111	Parvenu.baldeo@bostonabcd.org	N	
31	Accion for Boston Community Development	178 Tremont Street Boston, MA 02111	hr@bostonabcd.org	N	
32	American Training Inc.	102 Glenn Street Lawrence, MA 01843	cherylwatson@americantraininginc.com	N	
33	Bay State College	122 Commonwealth Ave Boston, MA	tcorrigan@baystate.edu	N	
34	Bentley University	175 Forest Street Waltham, MA 02452	jkenney@bentley.edu	Y	
35	Betty's Transitional Program	40 Berkeley Street Boston, MA 02116	creid@projectplace.org	N	
36	Boston Workforce Development	2 Oliver Street Boston, MA 02109	Josh.bruno@bostonpic.org	N	
37	Brandeis University	415 South Street Waltham, MA 02454	egivens@brandeis.edu	N	
38	Bridge Over Troubled Waters	47 West Street Boston, MA 02111	mlim@bridgeotw.org	N	

39	Bunker Hill Community College	250 Rutherford Ave Boston, MA	dmcfadden@bhcc.mass.edu	Y	
40	Benjamin Franklin Institute of Technology	41 Berkley Street Boston, MA	jharari@bfit.edu	N	
41	Boston Urban League Workforce Development	88 Warren Street Roxbury, MA 02119	wwatkins@ulem.org	N	
42	Brighton Everest Institute	1505 Commonwealth Ave #1 Brighton, MA 02135	johnfontaine@cci.edu	N	
43	Brockton Area RC	1250 W Chestnut St. Brockton, MA 02301	rbiela@brocktonarc.net	N	
44	CLASS The Arc of Greater Lawrence	55 Merrimack Street Lawrence, MA 01843	jyoungblood@classinc.org	N	
45	Community Enterprises Inc.	39 Norman Street Salem, MA 01970	screeden@communityenterprises.com	N	
46	Chelsea Everest Institute	70 Everett Ave. Chelsea, MA 02150	jlacortiglia@cci.edu	N	
47	Community Work Services	174 Portland Street Boston, MA 02114	antoINETTEq@cwsbos.com	N	
48	Dept Of Transitional Services	131 Davidson Street Lowell, MA 01852	Maureen.donovan@dt.state.ma.us Anne.glynn@state.ma.us	N	
49	Emmanuel College	400 The Fenway Boston, MA	careerdevelopment@emmanuel.edu	Y	
50	East Middlesex ARC EMarc	20 Gould Street Reading, MA 01867	amarxsen@theemarc.org	N	
51	Family Continuity Program	360 Merrimack Street Lawrence, MA 01843	Msoares@familycontinuity.org	N	
52	Goodwill Job Center	45 Congress Street Salem, MA 01970	pmaynard@goodwillmass.org	N	
53	Home for Little Wanderers	271 Huntington Ave #2 Fl Boston, MA 02115	jwallacebenjamin@thehome.org	N	
54	Impact Employment Service	105 Chauncy Street Boston, MA 02111	Robert.remeika@pinestreetinn.org	N	
55	Jobs for The Future	88 Broad Street Boston, MA 02110	mflynn@jff.org	N	
56	LARE Training	100 Everett Ave #8 Chelsea, MA 02150	manuelmachuca@americantraininginc.com	N	
57	Lesley University	29 Everett Street Cambridge, MA	crcjobs@lesley.edu	Y	
58	Latino Professional Network	P.O Box 960601 Boston, MA 02196	info@lpn.org	N	
59	Medford Family Life Education	2 Central Ave Medford, MA 02155	erohrer@headinghomeinc.org	N	
60	Methuen Arlington Neighborhood	1 Broadway Street Methuen, MA	John.mejia@gmail.com	N	

61	Middlesex Community College	590 Springs Rd Bedford, MA	mcdonaldp@middlesex.mass.edu	N	
62	Massachusetts Rehabilitation Commission	59 Temple Place Boston, MA 02111	Margaret.gilligan@massmail.state.ma.us Gregory.ames@state.ma.us Karen.mael@mrc.state.ma.us	N	
63	Morgan Memorial Goodwill Industries	1010 Harrison Ave Boston, MA 02119	vgold@goodwillmass.org	N	
64	Morgan Memorial Goodwill Industries Boston Career Link	1010 Harrison Ave Boston, MA 02119	mjones@detma.org	N	
65	New England Center for Homeless Veterans	17 Court Street Boston, MA 02018	Christine.pineda@nechv.org Debby.wiesen@nechv.org John.silva@nechv.org Sarah.gonzalez@nechv.org	N	
66	New England Job Corps OA CTS	210 South Street Boston, MA 02111	Martinez.juanna@jobcorps.org	N	
67	Project COPE	77 Graniteville Road Westford, MA 01886	patrickprojectcope@comcast.net	N	
68	Porter and Chester Institute	8 Presidential Way Woburn, MA 01801	jlacortiglia@porterchester.com	N	
69	Regis College	235 Wellesley Street Weston, MA	John.conway@regiscollege.edu	Y	
70	Salem State College	352 Lafayette Street Salem, MA 01970	carr@salemstate.edu	Y	
71	Salvation Army	150 Appleton Street Lowell, MA	Dianne.james@use.salvationarmy.org	N	
72	Suffolk University	20 Ashburton Place Boston, MA	twells@suffolk.edu	Y	
73	Simmons College	300 The Fenway Boston, MA 02115	careers@simmons.edu	Y	
74	Travelers Aid Family Services	727 Atlantic Ave Boston, MA 02111	chrisb@tafsboston.org	N	
75	Tufts University	419 Boston Ave Medford, MA	careersservices@tufts.edu	Y	
76	US Department of Veterans Affairs	JFK Building Boston, MA 02203	Maura.squire@va.gov	N	
77	VetSuccess.Org (US Dept of Veteran Affairs)	JFK Building-rm 1675 Boston, MA 02203	Ellen.shaw-peterson@va.gov	N	
78	Veterans Northeast Outreach Center	Boston, MA 02111	johnratka@comcast.net	N	
79	YMCA Boston	18 Tremont Street Boston, MA 02108	jdecker@traininginc.org	N	
80	The Massachusetts Rehabilitation Commission	One Parker Street Lawrence, MA 01840	Paula.santagati@state.ma.us dgerry@classinc.org	N	
81	Boston Community Development	hr@bostonabcd.org		N	

82	Boston Recruit Mission	tsmith@brm.org		N	
83	Boston University	comjobs@bu.edu		Y	
84	Umass Boston	careers@umb.edu		Y	
85	Federal Veteran Center	Gail.grundy@va.org		Y	
86	TV News Gigs	info@tvnewsgigs.com		Y	
87	La Alianza	rtflores@laalianza@org		Y	
88	Labor and Workforce – Military Veterans	jball@detma.org		Y	
89	Medialine	medialine@medialine.com		Y	
90	LinkedIn	LinkedIn.com		N	2
91	Tvjobs.com	Tvjobs.com		N	9
92	Employee Referrals			N/A	21
93	Industry Referral			N/A	8
94	Spots n Dots	www.spotsndots.com	ad@spotsndots.com	N	1
95	Monster	Monster.com		N	6
96	DICE	Dice.com		N	1
97	Careerbuilder	Careerbuilder.com		N	1
98	NABJ	National Association of Black Journalist Fair	NABJ.Com	N/A	5
99	Talent Agency			N/A	3

Total Interviewees For The 12 Month Period = 146

6) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. Department of Communications UMASS Amherst Career Fair – UMASS Amherst	3/25/14	Senior Producer – WBZ Boston. Jessie Miller Bradley
2. Boston & Massachusetts 14th Annual Diversity Employment Day Career Fair - Media Host – Wyndham Boston @ Beacon Hill	5/14/14	Human Resources – WBZ Boston. Jill Teichmann
3. Boston One-Stop-Career-Centers Veterans Job Fair – The MA State House	11/5/14	Human Resources – WBZ Boston. Jill Teichmann

(b) Internship Program/General Outreach Efforts

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. Station Internship program. For college students only; they receive college credit & payment. Year-round availability, seven students accepted per semester. Managed by Jill Teichmann, but intern may work in several departments.	On-going	Internship Coordinator Jill Teichmann
2. Emma Bowen Foundation Intern. The Foundation is committed to creating career opportunities in the media industry for minority youths through a program that focuses on scholastic achievement, direct work experience and professional development.	On-going	Ro Dooley-Webster Public Relations

(C) Participation in Events:

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. Jim Armstrong teaches a class @ Regis College "Intro to Broadcasting". Teaching the importance and fundamentals of being a News Broadcaster	Fall Semester	Jim Armstrong – WBZ Reporter
2. Paula Ebben spoke at the New England High School Film & Television Conference at Millis High School. This student-run conference brings together students who study television/film production and provide them with an opportunity to share ideas, view each other's work, and discuss current media trends with industry professionals.	February 2014	Paula Ebben - Anchor
3. Paula Ebben spoke to students at Cathedral High School's Career Day. The students heard personal stories that highlighted Paula's background, the path she took to reach your current career, why she chose her particular career, the training involved, and how her career has had an impact on growth and development.	April 2014	Paula Ebben - Anchor
4. Dr. Mallika Marshall lectured students at Harvard Medical School on media relations and medical news coverage, digital and social media strategies, and emergency communication	April 2014	Dr. Mallika Marshall – Medical Reporter
5. Ro Dooley Webster spoke to high-school journalists from across the region at a Student Journalists' award ceremony sponsored by The National Academy of Television Arts & Sciences Boston/N.E chapter that was held at The Boston Globe.	June 2014	Ro Dooley Webster – Public Relations
6. The National Association of Black Journalists (NABJ) held their annual convention in Boston, and CBS Boston's WBZ-TV and WSBK-TV were invited to be the Host Television Stations for the 2014 Student Multimedia Project. WBZ-TV News hosted a group of college students selected by the NABJ to produce two newscasts that aired throughout the NABJ Convention. The WBZ-TV News staff taught/mentored the students at the NABJ Newsroom on-site at the convention to mentor them on producing, directing, reporting, anchoring, shooting, and editing.	August 2014	WBZ-TV News Staff
7. WBZ-TV AccuWeather team of meteorologists make school visits to schools across Massachusetts speaking to students in early, middle, and high school education about meteorology, earth science, weather phenomena, and the environment.	On-going	Eric Fisher- Meteorologist Barry Burbank - Meteorologist Danielle Niles - Meteorologist

(d) Training Management Personnel

Description of Supplemental Recruitment Measure:	Date: (EEO Training Provided)	Personnel Involved: (Position)
1. 2014 Business Conduct Statement. All station employees were given a CBS Corporate Business Conduct Statement that outlines policies and rules that apply to Station employees. Reviewing the guidelines of an Equal Employment Opportunity and a Harassment-Free workplace. The signing of the Employee and Directors Certificate is required by all full-time employees.	On-Going	All Station personnel.
2. Data Protection Essentials. Information security failures, including data breaches in which personal information is improperly released, all too often result from a misstep that takes only seconds- and might not even be noticed until the damage is done. The actions required to prevent such losses often only take a moment as well. We can all do our part to keep personal and confidential information secure by taking a moment to do the little things. Data Protection Essentials is designed to provide awareness training on the ever-changing Global landscape of privacy and information security.	On-Going	All Station personnel.
3. Sexual Harassment – Today’s workplace offers a look at the destructive effects of harassment in the workplace and outlines behavior conducive to a harassment-free work environment in compliance with federal law and relevant state laws.	On-Going	All Station personnel.
4. Global Anti-Bribery – Anti-bribery laws have a broad reach, affecting business around the globe. Paying foreign public officials to win or influence business decisions is illegal in many countries. Employees who engage in international public sector business need to be able to recognize situations that may put both themselves and their company at risk for violating anti-bribery laws.	On-Going	All Station personnel.
5. UK Bribery Act – The Bribery Act 2010 overhauls the United Kingdom’s anti-corruption laws and brings with it wide-ranging implications for any company that carries on business in the UK. The goal of the training is to ensure that learners understand not only that bribery is illegal, but also what exactly constitutes bribery	On-Going	All Station personnel.