

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period December 1, 2014 to November 30, 2015.

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 Hiree
Photographer	1-98	92
Meteorologist	1-99	92
Sales Assistant	1-98	92
WSBK myTV38 Sales Manager	1-98	3
WSBK Sales Assistant	1-4; 13,14,16,33,34,37,39,40 46,49,57,69,70,73,75,83,84,89- 93,97,100-147	4
Investigative Reporter	1-4; 13,14,16,33,34,37,39,40 46,49,57,69,70,73,75,83,84,89- 93,97,99-147	99
Traffic Coordinator	1-4; 13,14,16,33,34,37,39,40 46,49,57,69,70,73,75,83,84,89- 93,97,100-147	4
Anchor	1-4; 13,14,16,33,34,37,39,40 46,49,57,69,70,73,75,83,84,89- 93,97,99-147	3
Sales Assistant	1-4; 13,14,16,33,34,37,39,40 46,49,57,69,70,73,75,83,84,89- 93,97,100-147	4
VP of Sales	1-4; 13,14,16,33,34,37,39,40 46,49,57,69,70,73,75,83,84,89- 93,97,100-147	3
Producer	1-4; 13,14,16,33,34,37,39,40 46,49,57,69,70,73,75,83,84,89- 93,97,99-147	92
Anchor/Reporter	1-4; 13,14,16,33,34,37,39,40 46,49,57,69,70,73,75,83,84,89- 93,97,99-147	92
Director Communications	1-4; 13,14,16,33,34,37,39,40 46,49,57,69,70,73,75,83,84,89- 93,97,100-147	4
Staff Accountant	1-4; 13,14,16,33,34,37,39,40 46,49,57,69,70,73,75,83,84,89- 93,97,100-147	4
Creative Services Editor	1-4; 13,14,16,33,34,37,39,40 46,49,57,69,70,73,75,83,84,89- 93,97,100-147	92
Account Executive	1-4; 13,14,16,33,34,37,39,40	92

	46,49,57,69,70,73,75,83,84,89-94,97,100-147	
Assistant News Director	1-4; 13,14,16,33,34,37,39,40 46,49,57,69,70,73,75,83,84,89-93,97,100-147	4
Producer	1-4; 13,14,16,33,34,37,39,40 46,49,57,69,70,73,75,83,84,89-93,97,100-147	92
Account Executive	1-4; 13,14,16,33,34,37,39,40 46,49,57,69,70,73,75,83,84,89-94,97,100-147	90
Digital Account Executive	1-4; 13,14,16,33,34,37,39,40 46,49,57,69,70,73,75,83,84,89-93,97,100-147	3
Social Media Producer	1-4; 13,14,16,33,34,37,39,40 46,49,57,69,70,73,75,83,84,89-93,97,100-147	3
Editor	1-4; 13,14,16,33,34,37,39,40 46,49,57,69,70,73,75,83,84,89-93,97,99-147	92
Topical Producer	1-4; 13,14,16,33,34,37,39,40 46,49,57,69,70,73,75,83,84,89-93,97,100-147	4
New Business Account Executive	1-4; 13,14,16,33,34,37,39,40 46,49,57,69,70,73,75,83,84,89-93,97,100-147	4
Digital Promotion Producer	1-4; 13,14,16,33,34,37,39,40 46,49,57,69,70,73,75,83,84,89-93,97,100-147	3
News Operation Manager	1-4; 13,14,16,33,34,37,39,40 46,49,57,69,70,73,75,83,84,89-93,97,100-147	3

5) Master Recruitment Source List Utilized During Reporting Period

Code #	(i) Recruitment Source	Address:	Contact:	Requested Notification (Y/N)	Number of Interviews Referred
1	CBS Campus Recruiting			Y	
2	CBS Corporation			Y	
3	CBS Internal Gateway			Y	18
4	CBS Television Stations	CBSBoston.Com		Y	53
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	9
14	Simply Hired	www.Simplyhired.com		N	1
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@etrcc.com tforhan@detma.org	N	
22	Job Net	210 South Street, 1 st Floor Boston, MA 02111	ecrognalo@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	mli@bridgeotw.org	N	
39	Bunker Hill Community College	250 Rutherford Ave Boston, MA	dmcadden@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@dtastate.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@necchv.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	carrer@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	3
91	Tvjobs.com	Tvjobs.com		N	1
92	Employee Referrals			N/A	25
93	Industry Referral			N/A	4
94	Spots n Dots	www.spotsndots.com	ad@spotsndots.com	N	
95	Monster	Monster.com		N	
96	DICE	Dice.com		N	
97	Careerbuilder	Careerbuilder.com		N	1
98	NABJ	National Association of Black Journalist Fair	NABJ.Com	N	
99	Talent Agency			N	3
100	AfricanAmericanJobsite.com			N	
101	AsianAmericanJobsite.com			N	
102	BabyBoomerJobs.net			N	
103	The Black Perspective	www.blackperspective.com		N	
104	DiversityJobsite.com			N	
105	Diversityworkers.com			N	
106	HispanicJobsite.com			N	
108	Hispanic Today	www.hispanic-Today.com		N	
109	Jobs4Women.net			N	
110	MinorityJobsite.com			N	
111	The North 40 Network	www.thenorth40network.com		N	
112	RetiredStars.com			N	
113	SeniorJobsNetwork.com			N	
114	US.jobs Diversity	Diversity.jobs		N	
115	Women for Hire	Jobs.womenforhire.com		N	
116	Women in Business and Industry	www.wib-i.com		N	
117	Allsup Employment Services	Disability.jobs/allsup-disability-partner/newjobs/?vs=553&utm_source=Allsup-DE&utm_medium=Disability&utm_campaign=Allsup		N	
118	Deaf to work	Deaftowork.jobs		N	
119	Easter Seals	Easterseals.jobs		N	
120	Enable America	Enableamerica.jobs		N	
121	Land A Job	Jobs.landajob.org		N	

122	Our Ability	www.ourability.com		N	
123	Think Beyond The Label	www.thinkbeyondthelabel.com		N	
124	United Spinal Association	Spinalcord.jobs		N	
125	US.Jobs Disability	Disability.jobs		N	
126	VetCentral	Vetcentral.us.jobs		N	
127	Workforce Recruitment Program	Wrp.jobs		N	
128	ArmedServicesJobs.com			N	
129	CASY/Nation Guards Employment Program	Casy.mscen.jobs		N	
130	eBenefits Employment Center for Veterans JobBank	www.ebenefits.va.gov/benefits.jobs		N	
131	Honor Guard Network	Honorguardnetwork.org/jobs		N	
132	MarineGigs.com			N	
133	MarineJobsite.com			N	
134	Military Spouse Employment Program (MSEP)	Msepjobs.militaryonesource.mil/job-map		N	
135	Military Spouse Connections	Militaryspouseconnections.jobs		N	
136	Military Spouse Corporate Career Network (MSCCN)	Mscen.org		N	
137	My Next Move for Veterans – US DOL/ETA	www.mynextmove.org		N	
138	RecruitMilitary	RecruitMilitary.com		N	
139	Save our Veterans	Board.jobcentral.com/saveourveterans		N	
140	USA Cares	Board.jobcentral.com/usacares		N	
141	US.jobs Veterans	Veterans.job		N	
142	US Military Pipeline	Usmilitarypipeline,.com		N	
143	VeteranJobSite.com			N	
144	Mass Veterans	Mass-veterans.job		N	
145	American Job Center (USDOL)	Jobcenter.usa.gov/find-a-job		N	
146	CareerOneStop (ESDOL/ETA)	www.careeronestop.org		N	
147	US.Jobs Nation Labor Exchange	US.jobs		N	

6) Supplemental Recruitment Measures.

(a) **Job Fairs.**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. College of Communication Boston University Internship/Career Fair - Film & Television at the BU College of Communication (COM) is committed to teaching students how to tell stories over multiple platforms such as film, television and new media.	2/25/15	Human Resources – WBZ Boston. Jill Teichmann
2. City of Boston’s 15th Annual Diversity Employment Day Career Fair - “Getting America Back to Work in 2015” -Media Host – Wyndham Boston @ Beacon Hill	5/21/15	Human Resources – WBZ Boston. Jill Teichmann
3. College of Communication Boston University Internship/Career Fair - Film & Television at the BU College of Communication (COM) is committed to teaching students how to tell stories over multiple platforms such as film, television and new media.	11/4/15	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.	Spring/Summer/Fall	Jill Teichmann Human Resources
2. Emma Bowen Foundation Intern. The Foundation is committed to creating career opportunities in the media industry for minority youth through a program that focuses on scholastic achievement, direct work experience and professional development.	On-going	Kerry Landry Director of Community Relations
3. News Apprenticeship Program - To develop strong newsroom leadership skills for those interested in the behind the scenes editorial opportunities. The Program will expose candidates to the various disciplines of broadcast journalism from the assignment desk to newscast writing and producing, promotion writing, news editing to special projects. Apprentices will be working side by side with News Department professionals, learning their craft and gaining valuable experience and knowledge. This is truly a unique opportunity for a 2012 college graduate who has a serious interest in pursuing a career in TV News. We are seeking individuals who are looking to work “behind the camera” with an ultimate goal to be part of a Newsroom management team.	6 month program	Gary LaPlante News Director

(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. Madison Park Technical Vocational High School TV Production Class - Station tour with Photographer Ron Mitchell followed by educational sit down meeting with Talent, GM, VP of Sales, Director of Content Development and a Photographer Crew Chief.	6/4/15	Ron Mitchell - Photographer Ken Stiles – Photographer Crew Chief Mark Lund – GM Christopher Ruggeri - VP of Sales Avry Sandler – Dir of Content Dev Chris McKinnon – Anchor Kathryn Hauser – Anchor Danielle Niles - Meteorologist
3. Dan Roche Spoke at Bellesini Academy in Lawrence, MA to boys in grades 5-8 about his career in Sports Broadcasting. Dan went over the building of his career over the years, the excitement of being involved in sports broadcasting and finding a passion for what you do.	5/28/15	Dan Roche - Sports Reporter
4. Big In Boston - Big Sister - Boston community members went behind the scenes to discover the many different ways we are making and supporting thousands of transformative relationships between Big and Little Sisters each year. Guests were educated, inspired, and treated to some wonderful surprises that demonstrated the powerful impact of our work. Emcee Lisa Hughes of CBS Boston's WBZ , this year's Big in Boston raised MORE THAN \$1 million in support of our mentoring and enrichment programs for girls.	11/7/15	Lisa Hughes - Anchor
5. Mount Ida Community College – Lisa Hughes conducted a tour for Mt Ida Community College followed by a discussion about journalism and current events.	10/21/15	Lisa Hughes - Anchor
6. WBZ-TV AccuWeather team of meteorologists make school visits to schools across Massachusetts speaking to students in early, middle, and high school about meteorology, earth science, weather phenomena, and the environment.	On-going	Eric Fisher – Chief Meteorologist Barry Burbank - Meteorologist Danielle Niles - Meteorologist Pamela Gardner - 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.