

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period December 1, 2018 to November 30, 2019.

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)
CBSN Boston

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
Digital Producer	1-94; 97-103; 106-107	3	
Photographer	1-94; 97-103; 106-107	99	
Director of Content	1-94; 97-103; 106-107	107	
Producer	1-94; 97-103; 106-107	4	
Account Executive (3)	1-94; 97-103; 106-107	96; 3; 3	
Sales Assistant	1-94; 97-103; 106-107	13	
Technician (2)	1-94; 97-103; 106-107	3; 3	
Producer	1-94; 97-103; 106-107	4	
Audio Technician	1-94; 97-103; 106-107	3	
Executive Producer	1-94; 97-103; 106-107	3	
Transmitter Supervisor	1-94; 97-103; 106-107	100	
Associate Digital Line Producer (5)	1-94; 97-103; 106-107	107; 107; 4; 95; 95	
Digital Line Producer (2)	1-94; 97-103; 106-107	95; 3	
Sales Assistant(2)	1-94; 97-103; 106-107	107; 100	
Sales Manager (2)	1-94; 97-103; 106-107	4; 3	
Photographer	1-94; 97-103; 106-107	3	
Staff Accountant	1-94; 97-103; 106-107	107	
Inventory Coordinator	1-94; 97-103; 106-107	3	
Maintenance Technician/Crew Chief	1-94; 97-103; 106-107	1	
CBSN Technician	1-94; 97-103; 106-107	1	
Account Executive	1-94; 97-103; 106-107	95	
Life Style Reporter	1-94; 97-103; 106-107	95	
Reporter	1-94; 97-103; 106-107	3	

Content & Lifestyle Executive Producer	1-94; 97-103; 106-107	95
Programming Coordinator	1-94; 97-103; 106-107	100

5) Master Recruitment Source List Utilized During Reporting Period

Code #	(i) Recruitment Source	Address:	Requested Notification (Y/N)	Number of Interviews Referred
1	CBS Direct Sourcing		Y	7
2	CBS Corporation		Y	
3	CBS Internal Gateway		Y	19
4	CBS Television Stations	CBSBoston.Com	Y	29
5	African American	Africanamerican.dejobs.org	N	
6	AfricanAmericanJobsite.com	AfricanAmericanJobsite.com	N	
7	AsianAmericanJobsite.com		N	
8	BabyBoomerJobs.net		N	
9	The Black Perspective	www.blackperspective.com	N	
10	Campus Pride	Campuspride.jobs	N	
11	DirectEmployers Divesity	Diversity.dejobs.org	N	
12	Diversityjobs.ca	Diversityjobs.ca	N	
13	DiversityJobsite.com		N	
14	Diversityworkers.com		N	
15	Father and Families Center	Fatherresource.jobs	N	
16	Hispanic American	Hispanicamerican.dejobs.org	N	
17	HispanicJobsite.com		N	
18	Hispanic Today	www.hispanic-Today.com	N	
19	Jobs4Women.net		N	
20	Latino American	Latinoamerican.dejobs.org	N	
21	Lgbtjobsite.com	Lgbtjobsite.com	N	
22	LGBTQ	Lgbtq.dejobs.org	N	
23	Minority	Minorityjobsite.com	N	
24	MinorityJobsite.com		N	
25	Native American	Nativeamerican.dejobs.org	N	
26	RetiredStars.com		N	
27	SeniorJobsNetwork.com		N	

28	Way Finder Careers	Wayfinderscareer.com	N	
29	Women	Women.dejobs.org	N	
30	Women for Hire	Jobs.womenforhire.com	N	
31	Women in Business and Industry	www.wib-i.com	N	
32	Allsup Employment Services	Disability.jobs/allsup-disability-partner/newjobs/?vs=553&utm_source=Allsup-DE&utm_medium=Disability&utm_campaign=Allsup	N	
33	Deaf to work	Deaftowork.jobs	N	
34	DirectEmployers Disability	Disability.dejobs.org	N	
35	Disabled Veterans	Disabledveterans.dejobs.org	N	
36	Easter Seals	Easterseals.jobs	N	
37	Enable America	Enableamerica.jobs	N	
38	Land A Job	Jobs.landajob.org	N	
39	National Multiple Sclerosis Society	Nationalmssociety.jobs	N	
40	Our Ability	www.ourability.com	N	
41	The Career Index Plus	Thecareerindex.com	N	
42	Think Beyond The Label	www.thinkbeyondthelabel.com	N	
43	United Spinal Association	Spinalcord.jobs	N	
44	VetCentral	Vetcentral.us.jobs	N	
45	Workforce Recruitment Program	Wrp.jobs	N	
46	ArmedServicesJobs.com		N	
47	CASY/Nation Guards Employment Program	Casy.mscen.jobs	N	
48	MarineGigs.com		N	
49	MarineJobsite.com		N	
50	MilitaryGigs.com		N	
51	Military Spouse Employment Program (MSEP)	Msepjobs.militaryonesource.mil/job-map	N	
52	Military Spouse Connections	Militaryspouseconnections.jobs	N	
53	Military Spouse Corporate Career Network (MSCCN)	Mscen.org	N	
54	MOC2SOC	www.moc2soc.com	N	
55	My Next Move for Veterans – US DOL/ETA	www.mynextmove.org	N	
56	Save our Veterans	Board.jobcentral.com/saveourveterans	N	
57	Student Veterans of America	Studentveteransofamerica.jobs	N	
58	USA Cares	Board.jobcentral.com/usacares	N	
59	US Military Pipeline	Usmilitarypipeline,.com	N	
60	Vet720.com	Vet720.com	N	
61	Vet Central/Local Veteran Employment Representatives & Disabled Veteran	OFCCP Compliance Reporting Tool Vetcentral.us.jobs/vet_index.asp?sttype+moc	N	

	Outreach Program Representative (LVERS & DVOPs)			
62	Veteran's Enterprise	Veteransenterprise.com/index.php/career-opportunities	N	
63	Veterans Job Bank	Vets.gov/employment/job-seekers/search-jobs	N	
64	VeteranJobSite.com		N	
65	Mass Veterans	Mass-veterans.job	N	
66	American Job Center (USDOL)	Jobcenter.usa.gov/find-a-job	N	
67	CareerOneStop (ESDOL/ETA)	www.careeronestop.org	N	
68	My Next Move (USDOL/ETA)	www.mynextmove.org	N	
69	My Next Move for Veterans (USDOL/ETA)	www.mynextmove.org/vets/find/browse?c=0	N	
70	My Skills My Future	www.myskillsmyfuture.org	N	
71	Summer.jobs	Whitehouse.gov/economy/jobs/youthjobs	N	
72	Virtual Career Network Healthcare (USDOL/ETA)	Vcn.org/healthcare/findwork	N	
73	US.Jobs Nation Labor Exchange	Usnlx.com	N	
74	Mass Veterans/Vet Central	Mass-veterans.jobs/ VetCentral.usnlx.com	N	
75	State of MA	Jobquest.detma.org	N	
76	Nexxt	Nexxt.com	N	
77	Career Bliss	Careerbliss.com/jobs	N	
78	Facebook Social Jobs Partnership	Facebook.com/socialjobs/app_417814418282098	N	
79	Flexjobs	Flexjobs.com	N	
80	Internships	Internships/dejobs.org	N	
81	Info.com		N	
82	Jobalot	Jobalot.com	N	
83	Job Inventory	Jobinventory.com	N	
84	juju	Job-search-engine.com	N	
85	The Ladders	TheLadders.com	N	
86	Mitula.com		N	
87	Servant @Hearth Christian Business Directory	Jobs.servantatheart.org	N	
88	St. Christopher Parish	Jobs.saintchristopherparish.org	N	
89	Talent Planet	Talentplanet.com/index.php	N	
90	Trovit	Job.trovit.com	N	
91	Zippia.com		N	
92	ZipRecruiter.com		N	
93	College Outreach	Amherst College, Assumption College, Bentley Univ, Berklee, Boston Architectural College, Boston College, Boston Univ, Dartmouth, Daniel Webster, Dean College, Holy Cross, Emmanuel, Emerson, Harvard, Merrimach, UNH, Northeastern Univ, Mount Ida, Newbury College, Regis, RIT, Salem State, Tufts, UMASS-Amherst &	Y	

		Dartmouth, Wheaton		
94	The Work Place	dgarrett@detma.org	Y	
95	Employee Referrals		N/A	13
96	Industry Referral		N/A	1
97	Careerbuilder	Careerbuilder.com	N	
98	NABJ	National Association of Black Journalist Fair NABJ.com	N	
99	GlassDoor		N	1
100	Indeed	Indeed.com	N	25
101	Simply Hired	www.Simplyhired.com	N	
102	Boston Workforce Development	Josh.bruno@bostonpic.org	N	
103	Acton for Boston Community Development	hr@bostonabcd.org	N	
104	Tvjobs.com	Tvjobs.com	N	
105	Monster	Monster.com	N	
106	Google		N	1
107	LinkedIn	LinkedIn.com	N	19
108	Spots n Dots	ad@spotsndots.com	N	

Total Interviewees for the 12-Month Period

115

6) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. 8th Annual Jobs Rebuild Boston Community Conference & Career Fair – Media Sponsor , Hosted by Urban League @ Roxbury Community College	6/6/2019	Human Resources – Jill Teichmann Emma Bowen Scholar- Takora McIntyre VP of News – Johnny Green
2. Massachusetts Broadcasters Association Virtual Job Fair BroadcastersVirtualJobFair.com	March 2019	Human Resources – 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: interns receive college credit & payment. Year-round availability, seven students accepted per semester. Managed by Jill Teichmann, but interns work directly for managers of various departments.	Spring/Summer/Fall	Jill Teichmann Human Resources
2. Veterans Internship program. WBZ is committed to recruiting and hiring a US Veteran every summer. For college students only; receive college credit & payment. Summers Only. Managed by Jill Teichmann, but interns work directly for managers in News and Sports.	Summer 2018	Jill Teichmann Human Resources
3. 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	Jill Teichmann Human Resources
4. 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 and special projects. Apprentices will work side by side with News Department professionals, learning their craft and gaining valuable experience and knowledge. This is truly a unique opportunity for a 2018/2019 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	Johnny Green VP of News
5. T. Howard Program 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.	Fall 2019	Jill Teichmann Human Resources
6. WBZ/MBA– Massachusetts Broadcasters Association Internship – News. The purpose of this program is two-fold in that it supports future broadcast generations.	Summer 2019	Jill Teichmann Human Resources

(C) Participation in Events:

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. 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
2. MassBay Community College Career Panel highlighted careers in Humanities & Social Sciences – Tashanea Whitlow, Reporter. Each panelist was given time to discuss their career path and some highlights about how they got into their field. Followed by a Q & A	October 3, 2019	Tashanea Whitlow - Reporter
3. Bryant University – Stephanie Johnston spoke to an Intro to Communication class. Discussed resume building, college networking and what it is like working in a TV newsroom.	November 14, 2019	Stephanie Johnston – Digital producer
4. Suffolk University – Breana Pitts spoke to the Suffolk University Journalism Class on her education, career path and her working experience at WBZ-TV.	April 24, 2019	Breana Pitts- Reporter

5. The National Association of Black Journalists (NABJ) has collaborated with Michelle Fisher to provide wardrobe tips for the average working journalist, as well as suggestions for professional, affordable clothes that won't break the bank. The Boutique Workshop that will take place during the Annual Convention and Career Fair August 6 in Miami aims to provide journalists with clothing tips. It will focus on wardrobe essentials for on-air talent, suggestions to take your look from small market to network, and second-hand options for inexpensive clothes. The Second Annual Clothing Swap Fundraiser - where money raised will support the NABJ scholarship fund	8/6/19	Michelle Fisher Reporter
6. Emerson College – Yadires Salcedo teaches The Digital Journalist Students in this class how to produce stories using photography, audio and videography and news packages for the web, radio, and TV. Students cover protests, spot news, features and other types of news stories in the Boston area. During the semester, students examine modern news media, analyze still and moving images, sound and web-based news stories and discuss ethical dilemmas. Social Media is used to help tell stories, reaching out to a younger, digitally-savvy audience.	Spring 2019	Yadires Salcedo Centro
7. The National Association of Black Journalists (NABJ) Short Course in North Carolina was attended by VP of News, Johnny Green. It was attended by students interested in Broadcast/Digital News. Mentors were there to assist students on putting together a live newscast. Followed by a Q&A on the ins and outs of a newsroom	3/20/2019- 3/22/2019	Johnny Green VP of News
8. Lasell College – GM Mark Lund and VP of News Johnny Green spoke to the Lasell College Communications class about “Managing Public Issues and Stakeholder Relationships.” With a full presentation and a Q&A	Feb 7, 2019	Johnny Green -VP of News Mark Lund - GM
9. Emerson College – Evening anchor David Wade teaches a TV Reporting class in the Fall Semester. Students work in the field to research, shoot, write, and edit video news stories. They develop reporting and interviewing skills, visual acuity, writing for the eye and ear, and general TV performance abilities. Students also learn and utilize the technical aspects of video shooting and editing.	Fall 2019	David Wade - Anchor

(d) Training Management Personnel

Description of Supplemental Recruitment Measure:	Date: (EEO Training Provided)	Personnel Involved: (Position)
1. Updated 2016 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. Employee signature and Completion Certificate is required by all full-time employees.	On-Going	All Station personnel.
2. 2018 Information Security Awareness . 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. Maintaining a Respectful Work Environment – Today’s workforce 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.	October 2019	All Fulltime Station personnel.

<p>4. Privacy Essentials- The purpose of the Privacy Essentials online course is to help you better understand your privacy and data protection responsibilities. Failure to follow legal requirements and Company policies for privacy and data protection can have serious consequences for you and our Company.</p>	<p>On-Going</p>	<p>All Station personnel.</p>
<p>5. Continuing Educations via Lynda.com Lynda.com is an online subscription library of thousands of high quality video tutorials for learning software, business skills, creative and design, web applications, sales and marketing, and more.</p>	<p>On-Going</p>	<p>Lynda.com is a training site Contracted by CBS to assist with training.</p>