

EEO PUBLIC FILE REPORT

***This Report covers full-time vacancy recruitment data for the period December 1, 2019 to November 30, 2020.***

**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: Jill Teichmann**

Mailing Address:  WBZ-TV / WSBK-myTV38 1170 Soldiers Field Road Boston, MA. 02134	Telephone Number: 617 787-7000
	Contact Person: Jill Teichmann
	E-mail Address: jkteichmann@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
Meteorologist	1-94; 97-103; 106-107	3
Editor	1-94; 97-103; 106-107	3
Master Control Technician	1-94; 97-103; 106-107	105
Account Executive	1-94; 97-103; 106-107	95
Assignment Editor	1-94; 97-103; 106-107	1
Sales Assistant	1-94; 97-103; 106-107	95
News Director	1-94; 97-103; 106-107	3

**5) Master Recruitment Source List Utilized During Reporting Period**

<b>Code #</b>	<b>(i) Recruitment Source</b>	<b>Address:</b>	<b>Requested Notification (Y/N)</b>	<b>Number of Interviews Referred</b>
1	CBS Direct Sourcing		Y	5
2	CBS Corporation		Y	
3	CBS Internal Gateway		Y	6
4	CBS Television Stations	CBSBoston.Com	Y	9
5	African American	Africanamerican.dejobs.org	N	
6	AfricanAmericanJobsite.com	AfricanAmericanJobsite.com	N	
7	AsianAmerican	Asianamerican.dejobs.org	N	
8	The Black Perspective	www.blackperspective.com	N	
9	Campus Pride	Campuspride.jobs	N	
10	DirectEmployers Divesity	Diversity.dejobs.org	N	
11	Father and Families Center	Fatherresource.jobs	N	
12	Hispanic American	Hispanicamerican.dejobs.org	N	
13	HispanicJobsite.com	Hispanicjobsite.com	N	
14	Hispanic Today	www.hispanic-Today.com	N	
15	Jobs4Women.net	Jobs4women.net	N	
16	Latino American	Latinoamerican.dejobs.org	N	
17	Lgbtjobsite.com	Lgbtjobsite.com	N	
18	LGBTQ	Lgbtq.dejobs.org	N	
19	Minority	Minorityjobsite.com	N	
20	Native American	Nativeamerican.dejobs.org	N	
21	RetiredStars.com	Retiredstars.com	N	
22	SeniorJobsNetwork.com	Seniorjobsnetwork.com	N	
23	Way Finder Careers	Wayfinderscareer.com	N	
24	Women	Women.dejobs.org	N	
25	Women for Hire	Jobs.womenforhire.com	N	
26	Women in Business and Industry	www.wib-i.com	N	
27	Allsup Employment Services	Disability.dejobs.org/allsup-disability-partner	N	
28	Direct Employers Disability	Disability.dejobs.org	N	

29	Disability Jobsite	Disabilityjobsite.com	N	
30	Disabled Veterans	Disabledveterans.dejobs.org	N	
31	Easter Seals	Easterseals.jobs	N	
32	Enable America	Enableamerica.jobs	N	
33	Land A Job	Jobs.landajob.org	N	
34	National Multiple Sclerosis Society	Nationalmssociety.jobs	N	
35	Our Ability	<a href="http://www.ourability.com">www.ourability.com</a>	N	
36	ArmedServicesJobs.com	ArmedServicesJobs.com	N	
37	CASY/Nation Guards Employment Program	Casy.mscn.jobs	N	
38	DirectEmployers Veterans	Veterans.dejobs.org	N	
39	Military Spouse Employment Program (MSEP)	Msepjobs.militaryonesource.mil/job-map	N	
40	Military Spouse Connections	Militaryspouseconnections.jobs	N	
41	Military Spouse Corporate Career Network (MSCCN)	Mscn.org	N	
42	My Next Move for Veterans – US DOL/ETA	<a href="http://www.mynextmove.org">www.mynextmove.org</a>	N	
43	The HERfoundation Inc.	Honorher.works	N	
44	Student Veterans of America	Studentveteransofamerica.jobs	N	
45	USA Cares	Board.jobcentral.com/usacares	N	
46	US Military Pipeline	Usmilitarypipeline.com	N	
47	Vet Jobs	Jobs.vetjobs.org	N	
48	Vet Central/Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representative (LVERS & DVOPs)	OFCCP Compliance Reporting Tool Vetcentral.us.jobs/vet_index.asp?stype+moc	N	
49	Veteran's Enterprise	Veteransenterprise.com/index.php/career-opportunities	N	
50	Veterans Job Bank	Vets.gov/employment/job-seekers/search-jobs	N	
51	VeteranJobSite.com	VeteranJobSite.com	N	
52	Mass Veterans	Mass-veterans.job	N	
53	American Job Center (USDOL)	Jobcenter.usa.gov/find-a-job	N	
54	CareerOneStop (ESDOL/ETA)	<a href="http://www.careeronestop.org">www.careeronestop.org</a>	N	
55	My Next Move (USDOL/ETA)	<a href="http://www.mynextmove.org">www.mynextmove.org</a>	N	
56	My Next Move for Veterans (USDOL/ETA)	<a href="http://www.mynextmove.org/vets/find/browse?c=0">www.mynextmove.org/vets/find/browse?c=0</a>	N	
57	My Skills My Future	<a href="http://www.myskillsmyfuture.org">www.myskillsmyfuture.org</a>	N	
58	Virtual Career Network Healthcare (USDOL/ETA)	Vcn.org/healthcare/findwork	N	
59	US.Jobs Nation Labor Exchange	Usnlx.com	N	

60	Mass Veterans/Vet Central	Mass-veterans.jobs/ VetCentral.usnlx.com	N	
61	State of MA	Jobquest.dcs.eol.mass.gov/jobquest	N	
62	BostonJobSite	BostonJobSite.com	N	
63	Facebook Social Jobs Partnership	Facebook.com/socialjobs/app_417814418282098	N	
64	Flexjobs	Flexjobs.com	N	
65	Internships	Internships/dejobs.org	N	
66	juju	Job-search-engine.com	N	
67	The Ladders	TheLadders.com	N	
68	Nexxt	Next.com	N	
69	Zippia	Zippia.com	N	
70	Zip Recruiter	Ziprecruiter.com	N	
71	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, Merrimack, UNH, Northeastern Univ, Mount Ida, Newbury College, Regis, RIT, Salem State, Tufts, UMASS-Amherst & Dartmouth, Wheaton	Y	
72	The Work Place	dgarrett@detma.org	Y	
73	Employee Referrals		N/A	3
74	Industry Referral		N/A	
75	Careerbuilder	Careerbuilder.com	N	
76	NABJ	National Association of Black Journalist Fair NABJ.com	N	
77	GlassDoor		N	3
78	Indeed	Indeed.com	N	3
79	Simply Hired	www.Simplyhired.com	N	
80	Boston Workforce Development	Josh.bruno@bostonpic.org	N	
81	Acton for Boston Community Development	hr@bostonabcd.org	N	
82	Tvjobs.com	Tvjobs.com	N	
83	Monster	Monster.com	N	1
84	Google		N	
85	LinkedIn	LinkedIn.com	N	1
86	Spots n Dots	ad@spotsndots.com	N	

Total Interviewees for the 12-Month Period

31

**6) Supplemental Recruitment Measures.**

**(a) Job Fairs.**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. <b>Massachusetts Broadcasters Association Virtual Job Fair</b> BroadcastersVirtualJobFair.com	11/30	Human Resources – Jill Teichmann
2. <b>NABJ – Virtual Conference-</b> met with diverse candidates	2/10-2/14	News Director –Johnny Green

**(b) Internship Program/General Outreach Efforts**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. <b>Station Internship program.</b> 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.	On-going	Jill Teichmann Human Resources
2. <b>Emma Bowen Foundation Intern.</b> 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
3. <b>WBZ/MBA– Massachusetts Broadcasters Association Internship – News.</b> The purpose of this program is two-fold in that it supports future broadcast generations.	On-going	Jill Teichmann Human Resources
4. <b>CBS Mentoring –</b> VP of Sales Chris Ruggeri is mentoring a student from Singapore	Fall 20	Chris Ruggeri VP of Sales

**(C) Participation in Events:**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. <b>WBZ-TV AccuWeather team</b> 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. In-School/Virtual	On-going	Meteorologists: Zach Green Sarah Wroblewski Jacob Wycoff Barry Burbank
2. <b>Emerson College</b> – Evening anchor David Wade teaches Electronic News Gathering: 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	David Wade - Anchor

**(d) Training Management Personnel**

Description of Supplemental Recruitment Measure:	Date: (EEO Training Provided)	Personnel Involved: (Position)
1. Updated <b>2016 Business Conduct Statement</b> . 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. <b>Maintaining a Respectful Work Environment</b> – 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.	On-Going	All Fulltime Station personnel.
3. <b>Non-Discrimination and Anti-Harassment Policy:</b> Management at each station has reviewed the September 30, 2019 memo from CBS Corporation’s President and Acting CEO and its Chief Compliance Officer reaffirming CBS’s commitment to equal opportunity and a copy of the CBS Non-Discrimination and Anti-Harassment Policy (the “Policy”) has been distributed to all Station employees	On-Going	All Station personnel.