

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period December 1, 2017 to November 30, 2018.

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 Hires
Photographer	1-96,98-103	4
Assignment Editor	1-96,98-103	4
Graphic Designer	1-96,98-103	95
Reporter	1-96,98-103,106	4
Master Control Technician	1-96,98-103	3
Master Control Technician	1-96,98-103	4
Photographer	1-96,98-103	3
Account Executive	1-96,98-104,107-108	95
Digital Promotion and Content Marketing Manager	1-96,98-103,107	96
Reporter	1-96,98-103,106	3
Meteorologist	1-96,98-103,106	105

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	
2	CBS Corporation		Y	
3	CBS Internal Gateway		Y	12
4	CBS Television Stations	CBSBoston.Com	Y	14
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.mscn.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)	Mscn.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 Outreach Program Representative (LVERS & DVOPs)	OFCCP Compliance Reporting Tool Vetcentral.us.jobs/vet_index.asp?type+moc	N	
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	Carerrbliss.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 & Dartmouth, Wheaton	Y	
94	The Work Place	dgarrett@detma.org	Y	
95	Employee Referrals		N/A	4

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	9
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	Talent Agency		N	2
107	LinkedIn	LinkedIn.com	N	3
108	Spots n Dots	ad@spotsndots.com	N	

6) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. City of Boston's 18th Annual Diversity Employment Day Career Fair - Media Sponsor – AC Hotel by Marriott www.CityCareerFair.com	5/9/18	Human Resources – Jill Teichmann
2. Massachusetts Broadcasters Association Virtual Job Fair BroadcastersVirtualJobFair.com	March 2018 (Online)	Human Resources – Jill Teichmann
3. 7th Annual Jobs Rebuild Boston Community Conference & Career Fair – Hosted by Urban League @ Roxbury Community College	6/14/2018	Human Resources – Jill Teichmann Reporter – Michelle Fisher

(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. For college students only: they 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 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

(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. Huntington YMCA Career Day – Johnny Green, VP of News was one of three speakers who spoke to a group of 30 diverse students about his journey in becoming a News Director. Discussed success and failures, how mentors impact him, and offered words of advice and encouragement	4/28/18	Johnny Green VP Of News
3. 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 with guest speaker Diane Hessian, Chairman of C-Space	11/10/18	Lisa Hughes Anchor
4. Get Konnected! 3rd Annual C-Suite Speed Mentoring Session @ Meet the 2018 Speed Mentoring CEOs , Kaleidoscope – Mark Lund, President & GM. Meet with dozens of wonderful culturally diverse professionals, entrepreneurs and women.	5/29/18	Mark Lund President & General Manager

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 43rd Annual Convention and Career Fair August 1-5 in Detroit 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 first annual Clothing Swap Fundraiser - where money raised will support the NABJ scholarship fund	7/19/18	Michelle Fisher Reporter
6. Campus Advisor for Roxbury Latin Independent Senior Project – Bryan Foley, New Operations Manager. Serves as mentor on various processes of creating, shooting and editing a short film for two students Senior Project.	Spring 2018	Bryan Foley News Operations Manager
7. Next Steps @ Curry College – Johnny Green, VP of News Spoke to Media Communication students about the proper “next Steps” to break into the many industries including Broadcast and Digital Media.	10/11/18	Johnny Green VP Of News
8. Workshop on Interviewing Skills – Dynamy Worcester. Kyla Pacheco gives a workshop twice a year focusing on Interviewing skills, preparation, presentation, attire and follow up. They also do mock interviews so they receive experience and practice. Students are typically 18-24 years old. Dynamy Worcester helps young adults get Internships during the gap year from High School to College.	Spring/Fall 2018	Kyla Pacheco Account Executive
9. Yadires Salcedo teaches “The Digital Journalist” class at Emerson College.	Fall 2018	Yadires Salcedo Centro

(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. 2017 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. Sexual Harassment – 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 Station personnel.

<p>4. Global Anti-Bribery – Anti-bribery laws have a broad reach, affecting businesses 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.</p>	<p>On-Going</p>	<p>All Station personnel.</p>
<p>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</p>	<p>On-Going</p>	<p>All Station personnel.</p>
<p>6. 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>
<p>7. Innovation And Inclusion Training: Unconscious Bias - Develop an atmosphere where all employees can feel comfortable speaking up, and feel safe to propose new ideas and question the status quo, including listening to different perspectives in order to engage in better problem solving and decision-making.</p>	<p>On-Going</p>	<p>All Station personnel.</p>
<p>8. Innovation And Inclusion Training: Unconscious Bias - Leadership Training – Designed for Department Heads and Managers focusing on the various types of unconscious biases, including areas of implicit biases that station leaders deal with regularly, from the hiring process, delegating tasks, giving feedback, promotions and building strong teams to name a few.</p>	<p>7/9/18</p>	<p>Dr. Steven Jones Dept. Heads & Managers</p>