

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period December 1, 2015 to November 30, 2016.

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

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|---|-------------------------------------|
| 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 |
|--|---|-----------------------------|
| Traffic Coordinator | 1-78; 83,84,87,86,88,90-102 | 87 |
| Photographer (7 positions) | 1-78; 83,84,86,87,88,90-102 | 4,4,3,80,3,87,80 |
| Account Executive | 1-78; 83,84,87,88,90-102 | 80 |
| Producer (3 positions) | 1-78; 83,84,87,88,90-102 | 80,4,79 |
| Executive Producer (3 positions) | 1-78; 83,84,87,88 | 3,3,3 |
| Reporter (3 Positions) | 1-78; 83,84,87,88 | 3,81,3 |
| Creative Services Producer | 1-78; 83,84,87,88 | 1 |
| Digital Sales Manager | 1-78; 83,84,87,88,89 | 80 |
| Maintenance Crew Chief | 1-78; 83,84,87,88 | 4 |
| News Director | 1-78; 83,84,87,88 | 3 |
| Master Control Technician (2 positions) | 1-78; 83,84,87,88 | 1,4 |
| Marketing Coordinator | 1-78; 83,84,86,87,88 | 4 |
| Chief Photographer | 3 | 3 |
| Crew Chief | 3 | 3 |
| Assistant News Director | 1-78; 83,84,86,87,88 | 80 |
| Graphic Designer | 1-78; 83,84,87,88 | 1 |
| Director (2 positions) | 1-78; 83,84,87,88 | 3,3 |
| Sales Manager | 1-78; 83,84,87,88,89 | 1 |
| Editor | 1-78; 83,84,87,88 | 3 |
| Assignment Editor | 1-78; 83,84,87,88 | 80 |
| Sales Assistant | 1-78; 83,84,87,88 | 80 |

5) Master Recruitment Source List Utilized During Reporting Period

| Code # | (i) Recruitment Source | Address: | Requested Notification (Y/N) | Number of Interviewees Referred |
|--------|-------------------------------------|--|------------------------------|---------------------------------|
| 1 | CBS Direct Sourcing | | Y | 8 |
| 2 | CBS Corporation | | Y | |
| 3 | CBS Internal Gateway | | Y | 25 |
| 4 | CBS Television Stations | CBSBoston.Com | Y | 57 |
| 5 | Direct Employers.com | | Y | |
| 6 | 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 | DiversityJobsite.com | | N | |
| 12 | Diversityworkers.com | | N | |
| 13 | HispanicJobsite.com | | N | |
| 14 | Hispanic Today | www.hispanic-Today.com | N | |
| 15 | Jobs4Women.net | | N | |
| 16 | MinorityJobsite.com | | N | |
| 17 | RetiredStars.com | | N | |
| 18 | SeniorJobsNetwork.com | | N | |
| 19 | US.jobs Diversity | Diversity.jobs | N | |
| 20 | Way Finder Careers | Wayfinderscareer.com | N | |
| 21 | Women for Hire | Jobs.womenforhire.com | N | |
| 22 | Women in Business and Industry | www.wib-i.com | N | |
| 23 | Allsup Employment Services | Disability.jobs/allsup-disability-partner/newjobs/?vs=553&utm_source=Allsup-DE&utm_medium=Disability&utm_campaign=Allsup | N | |
| 24 | Deaf to work | Deaftowork.jobs | N | |
| 25 | Easter Seals | Easterseals.jobs | N | |
| 26 | Enable America | Enableamerica.jobs | N | |
| 27 | Land A Job | Jobs.landajob.org | N | |
| 28 | National Multiple Sclerosis Society | Nationalmssociety.jobs | N | |
| 29 | Our Ability | www.ourability.com | N | |

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|----|---|---|---|---|
| 30 | Think Beyond The Label | www.thinkbeyondthelabel.com | N | |
| 31 | United Spinal Association | Spinalcord.jobs | N | |
| 32 | US.Jobs Disability | Disability.jobs | N | |
| 33 | VetCentral | Vetcentral.us.jobs | N | |
| 34 | Workforce Recruitment Program | Wrp.jobs | N | |
| 35 | ArmedServicesJobs.com | | N | |
| 36 | CASY/Nation Guards Employment Program | Casy.mscen.jobs | N | |
| 37 | MarineGigs.com | | N | |
| 38 | MarineJobsite.com | | N | |
| 39 | MilitaryGigs.com | | N | |
| 40 | Military Spouse Employment Program (MSEP) | Msepjobs.militaryonesource.mil/job-map | N | |
| 41 | Military Spouse Connections | Militaryspouseconnections.jobs | N | |
| 42 | Military Spouse Corporate Career Network (MSCCN) | Mscen.org | N | |
| 43 | MOC2SOC | www.moc2soc.com | N | |
| 44 | My Next Move for Veterans – US DOL/ETA | www.mynextmove.org | N | |
| 45 | Save our Veterans | Board.jobcentral.com/saveourveterans | N | |
| 46 | USA Cares | Board.jobcentral.com/usacares | N | |
| 47 | US.jobs Veterans | Veterans.job | N | |
| 48 | US Military Pipeline | Usmilitarypipeline.com | N | |
| 49 | Vet720.com | Vet720.com | N | |
| 50 | 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 | |
| 51 | Veteran’s Enterprise | Veteransenterprise.com/index.php/career-opportunities | N | |
| 52 | Veterans Job Bank | Vets.gov/employment/job-seekers/search-jobs | | |
| 53 | VeteranJobSite.com | | N | |
| 54 | Mass Veterans | Mass-veterans.job | N | |
| 55 | American Job Center (USDOL) | Jobcenter.usa.gov/find-a-job | N | |
| 56 | CareerOneStop (ESDOL/ETA) | www.careeronestop.org | N | |
| 57 | My Next Move (USDOL/ETA) | www.mynextmove.org | N | |
| 58 | My Skills My Future | www.myskillsmyfuture.org | N | |
| 59 | Summer.jobs | Whitehouse.gov/economy/jobs/youthjobs | N | |
| 60 | Virtual Career Network Healthcare (USDOL/ETA) | Vcn.org/healthcare/findwork | N | |
| 61 | US.Jobs Nation Labor Exchange | US.jobs | N | |
| 62 | Beyond | www.beyond.com | N | 1 |

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|----|--|---|-----|----|
| 63 | Career Bliss | Carerbliss.com/jobs | N | |
| 64 | Facebook Social Jobs Partnership | Facebook.com/socialjobs/app_417814418282098 | N | |
| 65 | Info.com | | N | |
| 66 | Jobalot | Jobalot.com | N | |
| 67 | Job Inventory | Jobinventory.com | N | |
| 68 | juju | Job-search-engine.com | N | |
| 69 | The Ladders | TheLadders.com | N | |
| 70 | Mitula.com | | N | |
| 71 | Servant @Hearth Christian Business Directory | Jobs.servantatheart.org | N | |
| 72 | St. Christopher Parish | Jobs.saintchristopherparish.org | N | |
| 73 | Talent Planet | Talentplanet.com/index.php | N | |
| 74 | Trovit | Job.trovit.com | N | |
| 75 | Zippia.com | | N | |
| 76 | ZipRecruiter.com | | N | |
| 77 | College Outreach | Amherst College, Assumption College, Babson College, Bentley Univ, Berklee, Boston College, Boston Univ, Bunker Hill Comm, Cambridge College, Dartmouth, Emmanuel, Emerson, Harvard, Merrimach, UNH, Northeastern Univ, Mount Ida, Newbury College, Regis, RIT, Tufts, UMASS-Amherst & Dartmouth, Wheaton | Y | 1 |
| 78 | The Work Place | dgarrett@detma.org | Y | |
| 79 | Tvjobs.com | Tvjobs.com | N | 11 |
| 80 | Employee Referrals | | N/A | 30 |
| 81 | Industry Referral | | N/A | 9 |
| 82 | Monster | Monster.com | N | |
| 83 | Careerbuilder | Careerbuilder.com | N | |
| 84 | NABJ | National Association of Black Journalist Fair NABJ.com | N | |
| 85 | Talent Agency | | N | 2 |
| 86 | LinkedIn | LinkedIn.com | N | 4 |
| 87 | Indeed | Indeed.com | N | 20 |
| 88 | Simply Hired | www.Simplyhired.com | N | |
| 89 | Spots n Dots | ad@spotsndots.com | N | |
| 90 | Boston Workforce Development | Josh.bruno@bostonpic.org | N | |
| 91 | Acton for Boston Community Development | hr@bostonabcd.org | N | |
| 92 | American Training Inc. | cherylwatson@americantraininginc.com | N | |
| 93 | Boston Urban League Workforce Development | wwatkins@ulem.org | N | |
| 94 | Brighton Everest Institute | johnfontaine@cci.edu | N | |
| 95 | Dept Of Transitional Services | Maureen.donovan@dti.state.ma.us | N | |

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|-----|---|--|---|--|
| | | Anne.glynn@state.ma.us | | |
| 96 | East Middlesex ARC EMArc | amarxsen@theemarc.org | N | |
| 97 | Family Continuity Program | Msoares@familycontinuity.org | N | |
| 98 | Latino Professional Network | info@lpn.org | N | |
| 99 | Medford Family Life Education | erohrer@headinghomeinc.org | N | |
| 100 | Methuen Arlington Neighborhood | John.mejia@gmail.com | N | |
| 101 | Massachusetts Rehabilitation Commission | Margaret.gilligan@massmail.state.ma.us Gregory.ames@state.ma.us Karen.mael@mrc.state.ma.us | N | |
| 102 | Morgan Memorial Goodwill Industries | vgold@goodwillmass.org | 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. | 2/9/16 | Human Resources – WBZ Boston. Jill Teichmann |
| 2. City of Boston's 16th Annual Diversity Employment Day Career Fair -Media Host – Wyndham Boston @ Beacon Hill " <i>Getting America Back to Work in 2016</i> " | 5/17/16 | Human Resources – WBZ Boston. Jill Teichmann |
| 3. Massachusetts Broadcasters Association Virtual Job Fair BroadcastersVirtualJobFair.com | Week of 3/7/16 Week of 6/27/16 | 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 | Avry Sandler Director Content Development & Commercial Operations |
| 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 2015/2016 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 News Director |

(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 Pamela Gardner - Meteorologist |
| 2. Rony Camille was a panelist for a student mentoring event at The Southern New England Association of Black Journalists. Event was at University of Rhode Island | 4/23/16 | Rony Camille Digital Content Coordinator |
| 3. Weston High School Career Day – Hosted by Paula Ebben Spoke about her career path and how she got into her media journey | 4/6/16 | Paula Ebben Anchor |
| 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. | 11/12/16 | Lisa Hughes Anchor |
| 5. Bryan Foley was a panelist for a Journalism and Communications Seminar discussing their career journeys at St. Joseph's College | 9/26/16 | Bryan Foley News Operations Manager |

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|--|------------------|---|
| 6. Yadires Salcedo teaches The Foundations of Journalism class at Emerson College. | On-Going | Yadires Salcedo Centro |
| 6. National Association of Black Journalists Annual Convention Washington, DC | August 3-7, 2016 | Johnny Green New Director Laura Onyeneho News Apprentice Nicole Jacobs, Chantee Lans Reporters |

(d) Training Management Personnel

| Description of Supplemental Recruitment Measure: | Date: (EEO Training Provided) | Personnel Involved: (Position) |
|---|-------------------------------|---|
| 1. 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. 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. 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 – 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. |
| 6. Continuing Educations via Lyndia.com | On-Going | Lynda.com is a training site Contracted by CBS to assist with training. |