

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 10/01/18 to 9/30/19.

1) Employment Unit: CBS Television Stations, Inc / Miami Television Station WBFS Inc,

2) Unit Members (Stations and Communities of License): WFOR, WBFS-TV

3) EEO Contact Information for Unit Member:

Mailing Address: 8900 NW 18 th Terrace Miami, FL 33172	Telephone Number: (305) 639-4407
	Contact Person: Sonia LaPaix
	E-mail Address: Slapaix@cbs.com

I. 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 of Hiree
Meteorologist	1 – 27	28
Producer	1 – 27	13
Producer	1 – 27	13
Producer	1 – 27	28
Assignment Editor	1 – 27	29
Reporter	1 – 27	28
Assignment Editor	1 – 27	13
Photographer	1 – 27	28
Photographer	1 – 27	29
Photographer	1 – 27	29
Administrative Coordinator	1 – 27	29
Account Executive	1 – 27	13
Reporter	1 – 27	28
Web Producer	1 – 27	13
Reporter	1 – 27	28
Assignment Editor	1 – 27	13
Digital Sales Manager	1 – 27	13
Producer	1 – 27	13
Producer	1 – 27	13
Reporter	1 – 27	28
Producer	1 – 27	13
Account Executive	1 – 27	28
Producer	1 – 27	13

II. MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD

CODE #	RECRUITMENT SOURCE	ADDRESS	CONTACT	PHONE	REQUESTED NOTIFICATION (Y/N)	NUMBER OF INTERVIEWEES REFERRED
1	University of Miami	Luis Herrera	P.o. Box 2481 –Coral Gables, FL 33124	(305) 284-2474 (305) 284-8186 – FAX	Yes	
2	One Stop Career Center		2700 SW 97 th Avenue – Miami, FL 33165	(305) 228-2300 (305) 228-2312 – FAX	Yes	
3	Miami International University of Art & Design	Muriel Guzman, Career Services Advisor/Alumni Coordinator	1501 Biscayne Blvd. Ste #100 Miami,, FL 33132	(305) 428-5785 – Fax (305) 995-5035	Yes	
4	Tampa By Association Of Black Journalists		P.O Box 191 Tampa, FL 33601	(727) 892-2990 - Fax (727) 893-8726	No	
5	Haitian American Community Assoc.	Yvel Leger	8037 NE 2 nd Avenue – Miami, FL	(305) 751-0523	No	
6	ASPIRA of Florida	Raul Martinez	3650 N. Miami Avenue – Miami, FL	(305) 576-1512 (305) 576-6217 – FAX	No	
7	Youth Co-Op	Maggie Gomez	3525 NW 7th Street Miami, FL	(305) 643-1908 Fax (305) 643-6730	No	
8	South Florida Work Force	Regina Fulton	3403 NW 82 nd Avenue – Miami, FL	(305) 594-7615 (305) 470-5762 – FAX	Yes	
9	Miami Job Corp Center	Anthony Taylor	3050 NW 183 rd St. – Miami, FL	(305) 626-7800 (305) 626-7857 – FAX	Yes	
10	Miami-Dade Job Program	Grace Suarez	300 NE 2 nd Avenue – Miami, FL	(305) 237-3625 (305) 237-3358 – FAX	Yes	
11	Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue – N. Miami	(305) 899-8728 – FAX	Yes	
12	TV Jobs.Com			(760) 754-4215 – FAX	Yes	
13	cbs.avature.net/CBS TV Careers	Sonia LaPaix	8900 NW 18 th Terrace	(305) 639-4407	Not Applicable	11
14	Medialine	Mark Shilstone	P..O Box 51909	Medialine@.com	Yes	
15	Hillsborough Community College	Dr. Ron Shearer	Radio/TV Department 2112 North 15 th Street PST 134 Tampa, FL 33605	rshearer@hccfl.edu	Yes	
16	Howard University	Carol Dudley	School of Journalism 525 Bryant St. NW Washington, DC 20039	(202) 986-2911 – FAX (202) 806-4037/5806	NO	
17	Urban League of Greater Miami		8500 NW 25 th Avenue Miami, FL 33147	(305) 696-4455 – FAX (305) 696-4450	NO	
18	American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 – FAX (305) 557-3770	NO	
19	Cuban American National Counsel		300 SW 12 th Avenue 3 rd Floor Miami, FL 33130-2038	(305) 642-9815 – FAX (305) 642-3484	NO	
20	Program Director, JCS Senior Employment Program	Donna Cutler	4200 Biscayne Boulevard, Annex Miami, FL 33137	(305) 403-0332 – Fax (305) 573-0133	YES	

21	Office of Commissioner Francis Suarez District 4	Nury Valerie Soler,, Career Services Advisor/Alumni Coordinator	City of Miami District 4	(305) 250-5420 nsoler@miamigov.com	YES	
22	The Art Institute Of Fort Lauderdale	Luwin Sanchez Career Services Advisor	1799 SE 17 th Street Fort Lauderdale, FL 33316	((954) 525-2602 Fax (954) 308-2615 (800) 275-7603 ext. 2615	YES	
23	Miami Herald/Career Builders	Jeanette Martinez	7990 SW 117 th Avenue	(305) 376-2738	No	
24	Collective Talent	Michael Bille	1721 Richardson Place Tampa, FL 33606	(813) 254-9695 Phone (813) 494-455 Cell	Yes	
25	Partners For Self Employment Inc.	Cornell Crews Jr. Program Director	3000 Biscayne Blvd Suite 215 Miami, FL 33137	(305) 438-1407 x 215 (305) 438-1411 Fax	No	
27	Ai Miami International University of Art & Design	Nancy O'Rourke Career Services Advisor	1501 Biscayne Blvd Miami, FL 33132	(305) 428-5650 www.mymiu.edu	Yes	
28	Employee Referral	CBS Television Stations			N/A	24
29	Internal Applicant	CBS Television Stations			N/A	4
30	Outside Referral				N/A	

TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD

39

III) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Participated with the South Florida Black Journalist Association who host a Career Fair at Broward College Miramar Campus. This local chapter of the NABJ organization of journalist, students and media-related professionals that provides quality programs and services to and advocates on behalf of black journalists and communication specialists worldwide. This was a station-sponsored event.	February 9, 2019	Sonia LaPaix, Human Resources Mgr. Monica Kirkland, Promotions Mgr.
2. Participated at the National Association of Black Journalist (NABJ) Convention and Career Fair held in Miami Florida. Working at the CBS News recruitment booth speaking with and advising future journalist about their careers.	August 7-11, 2019	Monica Kirkland, Promotions Mgr. Liz Roldan, News Director Nick Bourne, Assistant News Director Jim Berry, Sports Anchor
3. Participate at the National Association of Hispanic Journalist (NAHJ) in San Antonio Texas. Working at the CBS News recruitment booth speaking with and advising future journalist about their careers.	September 4-6, 2019	Liz Roldan, News Director

(b) Internship (Each employment unit must establish an internship program.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Intern Intern Emma Bowen Intern	Summer 2019 Summer 2019 11/2018 – 8/2019	Leo Gomez, Executive Producer Leo Gomez, Executive Producer Liz Roldan, News Director

(c) Participation in Events. (Each employment unit must participate in at least four events relating to career opportunities in broadcasting sponsored by educational institutions.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Guest speaker to students about a career as a Meteorologist. Giving a demonstration of the CBS4 Mobile Weather Lab at “One Team One Goal” Career & Truck Day at Scott Lake Elementary School.	May 22, 2019	Jennifer Correa, Meteorologist
2. Guest speaker to students about a career as a Meteorologist on Career Day at County Isles Elementary School.	May 23, 2019	Dave Warren, Meteorologist
3. Interviewed by a student from the MDC at CBS Station location in Miami. The series has been around since 2008 and was created to allow students to hear from top journalist in the field of journalism – from year to date 64 journalists have participated. This year’s guest have been Alex Mena of the Miami Herald, Patricia Mazzei of the New York Times and Luis Hernandez of WLRN..	July 2, 2019	Elliott Rodriguez, Anchor
4. Guest speaker at M.A. Milam K-8 Center’s annual Career Day. The school is located at 6020 West 16 th Avenue Hialeah.	March 1, 2019	Lauren Pastrana, Anchor
5. Participated on the Broward County judging panel for the Miami Herald & El Nuevo Herald 2019 Silver Knight Awards. As a judge, he has evaluated entries of Broward students who excel in academics and community service. Held at the Signature Grand.	March 13, 2019	David Wallach, Sr. Promotions Producer
6. Weather presentation to the VPK students at The Children’s First Preschool Early Learning Center Miami.	May 15, 2019	Jennifer Correa, Meteorologist

(d) Training Management Personnel. (Each Employment Unit must train management level personnel on methods of ensuring equal employment opportunity and preventing discrimination.)

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:

<p>1.Diversity: Unconscious Bias</p>	<p>Adam Levy, VP GM Roy Howie, Sales Mgr. David Radliff, Sales Mgr. Michelle Konz, Director of Sales Carl Larson, Controller Sonia LaPaix, H.R. Mgr. Nelson Perez, Asst. Controller Tracy Letize, C.S. Dir. Judy Flook, Art Dir. Liz Roldan, News Dir. Nick Bourne, Asst. News Dir. Marcelo Sanchez, Dir. Broadcast Operations John Mays, Production Mgr. Monica Kirkland, Promotions Mgr. Judy Flook, Art Director All WFOR/WBFS Employees</p>	<p>Learn about the stereotypes, both negative and positive, that exist in our subconscious and affect our behavior and how we make decision at work.</p>
<p>2. Exploring Unconscious Biases</p>	<p>Adam Levy, VP GM Roy Howie, Sales Mgr. David Radliff, Sales Mgr. Michelle Konz, Director of Sales Jeff Joselson, Sales Mgr. Carl Larson, Controller Sonia LaPaix, H.R. Mgr. Nelson Perez, Asst. Controller Tracy Letize, C.S. Dir. Judy Flook, Art Dir. Liz Roldan, News Dir. Nick Bourne, Asst. News Dir. Marcelo Sanchez, Dir. Broadcast Operations John Mays, Production Mgr. Monica Kirkland, Promotions Mgr. Judy Flook, Art Director All WFOR/WBFS Employees</p>	<p>Learn about the stereotypes, both negative and positive, that exist in our subconscious and affect our behavior and how we make decisions at work.</p>
<p>3. Business Conduct online training course and certification</p>	<p>All active employees and new hires</p>	<p>Review of Business conduct policy with applications to discrimination in hiring, promotion and on the job.</p>