

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 10/01/15 to 9/30/16.

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
Maintenance Technician	1 – 27	28
Account Executive	1 – 27	13
Photographer	1 – 27	29
Web Producer	1 – 27	29
Producer	1 – 27	29
Account Executive	1 – 27	28
Traffic Reporter	1 – 27	30
Anchor	1 – 27	29(Promotion)

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	WFOR/WBFS –TV Website	Sonia LaPaix	8900 NW 18 th Terrace	(305) 639-4407	Not Applicable	5
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	5
29	Internal Applicant	CBS Television Stations			N/A	4
30	Outside Referral				N/A	6

TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD

20

III) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Participated as a sponsor for National Association of Hispanic Journalists (NAHJ) career fair. CBS logo was used to promote the Job Fair. Job seekers of all career levels in the media industry from students to executive-level potential hires attended.	May 21, 2016	Carl Larson, Controller Jorge Gonzalez, Executive Producer
2. Participated as a sponsor for 100 Black Men of South Florida and Miami Dade Public Schools 5 th annual College and Career Fair. Produced a PSA to promote the Job Fair. Attended the job fair providing industry guidance to students seeking careers in communications.	October 29, 2015	Sonia LaPaix, Human Resources Manager Nelly Rubio, Community Relations Director

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

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Intern	Summer 2016	Nelly Rubio, Community Relations Director
Intern	Winter 2015	Leo Gomez, Executive Producer Sports
Intern	Winter 2015	Leo Gomez, Executive Producer Sports
Intern	Fall 2016	Cari Hernandez, Executive Producer Invest.

(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 at Felix Varela Senior High Hispanic Heritage event taking place at the school's Media Center. This is an annual assembly where Lissette will address students in the Global Studies Magnet, Television Production Classes and World Language Classes followed by a Q&A session.	October 14, 2015	Lissette Gonzalez, Weather Anchor
2. Media panel organized by the University of Miami Chapter of Public Relations Student Society of America. The topic of conversation was "Pitch Perfect" Ideas the media loves and things the media hates. The panel helps PR professionals and students get a better handle on working with journalists and a chance to talk openly about what the media needs from PR practitioners.	October 14, 2015	Abby Lawing, Assignment Desk Editor, filled in for Anchor Elliott Rodriguez
3. Jim DeFede was the key note speaker introduced by Liz Roldan at the FIU Journalism Day taking place at the Graham Center. Liz joined Jim for a Q&A session. Oliana Torres and David Wallach also participate in another session.	October 17, 2015	Jim Defede, Investigative Reporter Liz Roldan, New Director Oliana Torres, Creative Services Producer David Wallach, Creative Services Producer
4. Served as a judge for the student competitions in the FSPA Journalism Day taking place at FIU Maidique Campus.	October 17, 2015	Mike Cugno, Sports Producer
5. Served as MC at the Atlantic Institute's Annual Dialogue and Friendship Dinner and Award Ceremony at FIU Campus.	October 17, 2015	Elliott Rodriguez, Anchor
6. Guest speaker at Miami Country Day School. Talking to Middle and Upper School students between ages of 11 and 17 years about Sports Broadcasting.	October 30, 2015	Jim Berry, Sports Anchor
7. Participant on a National Broadcast Society News Director Panel at University of Miami School of Communication.	November 11, 2015	Liz Roldan, News Director
8. Guest speaker at Charter School of Excellence annual College and Career Day event.	December 11, 2015	Michael Smith, Meteorologist

9. Guest speaker for Franklin Academy Career Day event.	January 27, 2016	Rick Folbaum
10. Guest speaker at FIU seminar class called Women in Communications; the topic is women in leadership in communications.	February 3, 2016	Liz Roldan, News Director
11. Guest speaker at Ryan Phillips broadcasting class at University of Miami's School of Communication.	February 24, 2016	Lisette Gonzalez, Meteorologist
12. Guest speaker to a group of High School students about career and experiences as a female in the business world at the Women's Symposium at Young Women's Preparatory Academy.	March 16, 2016	Rudabeh Shahbazi
13. Meteorologist Craig Setzer participated in iPrep Academy's Career Day bringing the CBS4 Mobile Weather Lab.	May 25, 2016	Craig Setzer, 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:
1. Sexual Harassment Our Expectation for a Respectful Workplace	Adam Levy, VP GM Roy Howie, Sales Mgr. David Radliff, Sales Mgr. Michelle LaChapelle, 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 Juan Andreu, Ops. Mgr. Jose Martinez, Eng. Mgr. John Mays, Production Mgr. All WFOR/WBFS Employees	Increase awareness and understanding of the laws, policies and standards that are applicable to CBS business. The intent is to ensure that a harassment free environment exist for every member of CBS.
2. Sexual Harassment: What Leaders Need to Know	Adam Levy, VP GM Roy Howie, Sales Mgr. David Radliff, Sales Mgr. Michelle LaChapelle, 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.	This course helps Managers identify sexual harassment, and recognize behaviors that may be considered sexually harassing in the workplace. Participants also learn about courses of action available as well as the rights of employees, and the responsibilities of employers.

	<p>Liz Roldan, News Dir. Nick Bourne, Asst. News Dir. Marcelo Sanchez, Dir. Broadcast Operations Juan Andreu, Ops. Mgr. Jose Martinez, Eng. Mgr. John Mays, Production Mgr.</p>	
3. Anti-Corruption Training	<p>Adam Levy, VP GM Roy Howie, Sales Mgr. David Radliff, Sales Mgr. Michelle LaChapelle, 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 Juan Andreu, Ops. Mgr. Jose Martinez, Eng. Mgr. John Mays, Production Mgr. All WFOR/WBFS Employees</p>	This is a web based question and answer training.
4. CBS Privacy Principles	<p>Adam Levy, VP GM Roy Howie, Sales Mgr. David Radliff, Sales Mgr. Michelle LaChapelle, 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 Juan Andreu, Ops. Mgr. Jose Martinez, Eng. Mgr. John Mays, Production Mgr.</p>	This is a web based question and answer training.
5. CBS Information Security Awareness	<p>Adam Levy, VP GM Roy Howie, Sales Mgr. David Radliff, Sales Mgr. Michelle LaChapelle, 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 Juan Andreu, Ops. Mgr. Jose Martinez, Eng. Mgr. John Mays, Production Mgr.</p>	This is a web based question and answer training.