

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 10/01/16 to 9/30/17.

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:

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|---|---|
| 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 |
|---|---|--------------------------------|
| Account Executive | 1 – 27 | 13 |
| Account Executive | 1 – 27 | 28 |
| Assignment Planning Editor | 1 – 27 | 28 |
| Web Producer | 1 – 27 | 29 |
| Web Producer | 1 – 27 | 29 |
| Editor of Special Projects | 1 – 27 | 29 |
| Editor | 1 – 27 | 29 |
| Editor | 1 – 27 | 29 |
| Photographer | 1 – 27 | 29 |
| Photographer | 1 – 27 | 29 |
| Business Development Mgr. | 1 – 27 | 13 |
| Meteorologist | 1 – 27 | 28 |
| Executive Producer of Sales Production | 1 – 27 | 29 |
| Assignment Desk Editor | 1 – 27 | 29 |
| Staff Newsperson | 1 – 27 | 28 |

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 | 6 |
| 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 | 4 |
| 29 | Internal Applicant | CBS Television Stations | | | N/A | 11 |
| 30 | Outside Referral | | | | N/A | |

TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD

21

III) Supplemental Recruitment Measures.

(a) Job Fairs.

| Description of Recruitment Measure: | Date: | Personnel Involved: (Name and Position) |
|--|--------------------|--|
| 1. Participated as a sponsor for the South Florida Black Journalist Association (SFBJA) in conjunction with the South Florida Youth Summit. Met job seekers of all career levels in the media industry from students to executive-level hires. | January 28, 2017 | Nelly Rubio, Community Relations Director Sonia LaPaix, Human Resources Mgr. Tania Francios, Assignment Editor |
| 2. Participated as a sponsor for National Association of Hispanic Journalists (NAHJ) career fair. CBS logo was used to promote the Job Fair. Job fair cancelled due to hurricane Irma. | September 23, 2017 | Miguel Fernandez, Executive Producer |
| 3. Participated as a sponsor for 100 Black Men of South Florida to host its 6 th Annual College & Career Expo. Produced a PSA to promote the Job Fair. Attended the job fair providing industry guidance to students seeking careers in communications. | November 3, 2016 | Nelly Rubio, Community Relations Director Sonia LaPaix, Human Resources Mgr. |

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

| Description of Recruitment Measure: | Date: | Personnel Involved: (Name and Position) |
|--------------------------------------|--|--|
| Intern Intern Intern Intern | Summer-Winter 2016 Summer-Winter 2016 Summer 2017 Summer 2017 | Leo Gomez, Executive Producer Leo Gomez, Executive Producer Leo Gomez, Executive Producer Leo Gomez, Executive Producer |

(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. Speaker at Plantation Park Elementary School Career Day. Plantation | November 22, 2016 | Carey Codd, Reporter |
| 2. Speaker to the Journalism Class at Dr. Michael M. Krop Senior High School | February 7, 2017 | Rudabeh Shahbazi, Anchor |
| 3. Guest speaker at The French American School of Miami's World Press Freedom Day. This also included Q&A with the students. | May 3, 2017 | Cari Hernandez, Executive Producer |
| 4. Guest Speaker at the MCNicol Middle College & Career Fair, Hollywood FL. | May 23, 2017 | Craig Setzer, Meteorologist |
| 5. Guest Speaker at Eugenia B. Thomas K-8 5 th Grade graduation at Ronald Reagan/Doral Senior High School. | June 6, 2017 | Lauren Pastrana, Anchor |
| 6. Participated as guest speaker at The French American School of Miami's World Press Freedom Day event. There was Q&A with the students. Held at the school's Miami Shores campus. | May 3, 2017 | Jim DeFede, Investigative Reporter Cari Hernandez, Executive Producer |

- (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: Maintaining a Respectful Workplace | 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 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: Leading a Respectful Workplace | 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 Juan Andreu, Ops. Mgr. Jose Martinez, Eng. Mgr. John Mays, Production Mgr. | 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. |
| 3. CBS Business Conduct Statement Course and Certification. | 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 Juan Andreu, Ops. Mgr. Jose Martinez, Eng. Mgr. John Mays, Production Mgr. All WFOR/WBFS Employees | This training outlines CBS most critical policies and guidelines. |

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| 4. Information Security Awareness | 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 Juan Andreu, Ops. Mgr. Jose Martinez, Eng. Mgr. John Mays, Production Mgr. All WFOR/WBFS employees | This is a web based question and answer training. |
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