

## EEO PUBLIC FILE REPORT

***This Report covers full-time vacancy recruitment data for the period December 1, 2016 to November 30, 2017.***

**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 Hiree
Photographer	1-63;65-81,83,84,87,88,90-102	80
Sales Assistant (2)	1-63;65-81,87,88,90-102	3,3
Reporter	1-63;65-81,83-85,87,88,90-102	85
Senior Producer	1-63;65-81,87,88,90-102	4
Investigative Reporter	1-63;65-81,83-85,87,88,90-102	85
Producer	1-63;65-81,87,88,90-102	87
Master Control Technician (2)	1-63;65-81,87,88,90-102	80, 87
Anchor/Reporter	1-63;65-81,83-85,87,88,90-102	85
Digital Sales Manager	1-63;65-84,86-102	1
Producer	1-63;65-81,87,88,90-102	4
Inventory Manager	1-63; 65-81,83,84,87,88,90-102	3
Account Executive	1-63;65-84,86-102	4
Producer	1-63;65-81,87,88,90-102	80
Inventory Coordinator	1-63; 65-81,83,84,87,88,90-102	3
Sales Assistant	1-63;65-81,86,87,88,90-102	87
Reporter	1-63;65-81,83-85,87,88,90-102	3

### 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	3
2	CBS Corporation		Y	
3	CBS Internal Gateway		Y	6
4	CBS Television Stations	CBSBoston.Com	Y	15
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	<a href="http://www.wib-i.com">www.wib-i.com</a>	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	<a href="http://www.ourability.com">www.ourability.com</a>	N	

30	Think Beyond The Label	<a href="http://www.thinkbeyondthelabel.com">www.thinkbeyondthelabel.com</a>	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	<a href="http://www.moc2soc.com">www.moc2soc.com</a>	N	
44	My Next Move for Veterans – US DOL/ETA	<a href="http://www.mynextmove.org">www.mynextmove.org</a>	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)	<a href="http://www.careeronestop.org">www.careeronestop.org</a>	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	Mass Veterans	Mass-veterans.jobs/	N	

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	
78	The Work Place	dgarrett@detma.org	Y	
79	Tvjobs.com	Tvjobs.com	N	
80	Employee Referrals		N/A	7
81	Industry Referral		N/A	
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	3
86	LinkedIn	LinkedIn.com	N	2
87	Indeed	Indeed.com	N	11
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	<a href="mailto:Maureen.donovan@dti.state.ma.us">Maureen.donovan@dti.state.ma.us</a>	N	

		Anne.glynn@state.ma.us		
96	East Middlesex ARC EMArc	<a href="mailto:amarxsen@theemarc.org">amarxsen@theemarc.org</a>	N	
97	Family Continuity Program	<a href="mailto:Msoares@familycontinuity.org">Msoares@familycontinuity.org</a>	N	
98	Latino Professional Network	<a href="mailto:info@lpn.org">info@lpn.org</a>	N	
99	Medford Family Life Education	<a href="mailto:erohrer@headinghomeinc.org">erohrer@headinghomeinc.org</a>	N	
100	Methuen Arlington Neighborhood	<a href="mailto:John.mejia@gmail.com">John.mejia@gmail.com</a>	N	
101	Massachusetts Rehabilitation Commission	<a href="mailto:Margaret.gilligan@massmail.state.ma.us">Margaret.gilligan@massmail.state.ma.us</a> <a href="mailto:Gregory.ames@state.ma.us">Gregory.ames@state.ma.us</a> <a href="mailto:Karen.mael@mrc.state.ma.us">Karen.mael@mrc.state.ma.us</a>	N	
102	Morgan Memorial Goodwill Industries	<a href="mailto:vgold@goodwillmass.org">vgold@goodwillmass.org</a>	N	

6) **Supplemental Recruitment Measures.**

(a) **Job Fairs.**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
<b>1. City of Boston's 17<sup>th</sup> Annual Diversity Employment Day Career Fair</b> -Media Host – Wyndham Boston @ Beacon Hill <a href="http://www.CityCareerFair.com">www.CityCareerFair.com</a>	5/10/17	Human Resources – WBZ Boston. Jill Teichmann
<b>3. Massachusetts Broadcasters Association Virtual Job Fair</b> BroadcastersVirtualJobFair.com	March 2017 Online	Human Resources – WBZ Boston. Jill Teichmann

**(b) Internship Program/General Outreach Efforts**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. <b>Station Internship program.</b> 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. <b>Emma Bowen Foundation Intern.</b> 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. <b>News Apprenticeship Program</b> - 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	Avry Sandler Director of Content Development & Commercial Operations

**(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 Boston University for Boston's National Association of Black Journalists (NABJ) and New England Asian American Journalists Association (AAJA)	10/11/17	Rony Camille Digital Content Coordinator
3. Assabet Valley Regional Technical High School – News Operational Manager, Bryan Foley Worked with the Visual Media/Design department to discuss present curriculum for students and how to enhance it with the new technology for the future	10/17/17	Bryan Foley News Operations Manager
4. Yadires Salcedo teaches The Foundations of Journalism class at Emerson College.	On-Going	Yadires Salcedo Centro
5. Speaker at National Association of Black Journalists Annual Convention Greensboro, NC & New Orleans	March 15-18 August 9-13, 2017	Johnny Green New Director

**(d) Training Management Personnel**

Description of Supplemental Recruitment Measure:	Date: (EEO Training Provided)	Personnel Involved: (Position)
1. <b>2016 Business Conduct Statement.</b> 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. <b>Data Protection Essentials.</b> 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. <b>Sexual Harassment</b> – 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.
4. <b>Global Anti-Bribery</b> – 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. <b>UK Bribery Act</b> – 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. <b>Continuing Educations via Lyndia.com</b>	On-Going	Lynda.com is a training site Contracted by CBS to assist with training.