

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period February 1, 2021 to January 31, 2022.

1) Employment Unit: CBS Broadcasting Inc.

2) Unit Members (Stations and Communities of License): WCBS-TV/WLNY-TV, New York, NY

3) EEO Contact Information for Unit Member:

Mailing Address:

WCBS-TV / WLNY-TV
Human Resources Dept
524 West 57th Street
New York, NY 10019

Telephone Number:

212-846-5695

Contact Person:

Courtney Nicotra
HR Director

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/Referral Source of Hire
Assistant News Director	1-10	Employee Referral
Multi-Skilled Journalist	1-10	ViacomCBS Career Site
President & General Manager, CBS New York	1-10	Internal Job Posting Board
Reporter	1-10	Internal Job Posting Board
VP News Director	1-10	Direct Contact

II. Recruitment Sources

A) MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD

Code #	Recruitment Source	Address	Contact	Phone	Requested Notification (Y/N)
1	LinkedIn		Website posting via ViacomCBS Applicant Tracking System		No
2	Indeed.com		Website posting via ViacomCBS Applicant Tracking System		No
3	Ziprecruiter.com		Website posting via ViacomCBS Applicant Tracking System		No
4	Direct Employers Association		DirectEmployers Association Inc., is a one-stop-shop solution for recruitment and talent acquisition job postings. DE strives to assist companies with OFCCP Compliance, VEVVRA and EEO mandatory job postings. DE distributes our job vacancy announcements to a variety of other diverse organizations including, Women For Hire, Vetjobs.org, National Multiple Sclerosis Society, and The Black Perspective.	866.268.6206	No
5	Glassdoor.com		Website posting via ViacomCBS Applicant Tracking System		No
6	National Association of Black Journalists - NY Chapter	1100 Knight Hall Suite 3101 College Park, Maryland 20742	NABJCareers.org	(301) 405-0248	No

7	National Associate of Hispanic Journalists	NAHJ Career Center PO BOX 117 Windsor, CA 95492	NAHJCareers.org / info@nahjcareers.org	626-792 3846	No
8	Asian American Journalists Association - NY Chapter	AAJA Career Center PO BOX 117 Windsor, CA 95492	info@aajacareers.org	(202) 729- 8383	No
9	ViacomCBS Career Sites	524 West 57th Street New York, NY 10019	Corporate Website (SuccessFactors)	Varies by Posting	N/A
10	Internal Job Posting Board	524 West 57th Street New York, NY 10019	Corporate Website (SuccessFactors)	Varies by Posting	N/A

b) Interviewee Referral Sources:

Recruitment Source	Address	Contact	Phone	Request Notification	# of Interviewees Interviewed
ViacomCBS Careers Site	524 West 57th Street New York, NY 10019	Corporate Website (SuccessFactors)	Varies by Posting	N/A	3
Internal Job Posting Board	524 West 57th Street New York, NY 10019	Corporate Website (SuccessFactors)	Varies by Posting	N/A	3
Employee Referral				N/A	2

Industry Referral				N/A	2
Direct Contact				N/A	1
Other (Employee did not specify)				N/A	1

TOTAL INTERVIEWEES FROM REFERRAL SOURCES IN 12-MONTH PERIOD: 12

III. Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1. NABJ Convention (Virtual) (Participated/attended this event)</p> <p>The NABJ Convention is a premier multiday conference for journalism education, career development, networking, and industry innovation, attracting leaders and influencers in journalism, media, technology, politics, business, health, arts, and entertainment. The National Association of Black Journalists (NABJ) offers innovative training, career advancement opportunities and advocacy initiatives for Black journalists and media professionals worldwide.</p>	08/18/21 – 08/21/21	Johnny Green, President & GM & Patrisha Antonaros, Executive Producer
<p>2. AAJA Conference (Virtual) (Participated/attended this event)</p> <p>The Asian American Journalists Association (AAJA) is a membership nonprofit advancing diversity in newsrooms and ensuring fair and accurate coverage of communities of color. This conference is to bring together journalists from across the continent to discuss, network,</p>	08/24/21 – 08/28/21	Johnny Green, President & GM

collaborate and train the next generation of journalists.		
---	--	--

Internships

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)

(b) Participation in Events

Description of Recruitment Measure:	Date:	Personnel Involved (Name & Position):
1. The Media School at Indiana University Tony Aiello spent the day at his alma matter, Indiana University at the request of instructor Anne Ryder. Tony helped a diverse group of 8 students with constructive feedback of their work and engaged in a Q&A about the broadcasting industry and business.	12/9/2021	Tony Aiello, Reporter
2. Fordham University “Interviews and Profiles” class Alice Gainer was a virtual guest speaker in the class. She presented stories she has covered over the last year and she discussed her career in journalism. The presentation was followed by a Q&A session.	4/9/2021	Alice Gainer, Anchor/Reporter
3. Missouri School of Journalism, University of Missouri Lisa spoke virtually to the school of journalism about what it’s like to work as a journalist/reporter in New York. Lisa shared some anecdotes from her adventures, a general explanation of the way things are structured and how the work actually gets done. Lisa also completed a Q&A with the students during her session.	6/15/2021	Lisa Rozner, Reporter

<p>4. Arizona State University – Sports Journalism Class</p> <p>Stephanie was requested by sports columnist and author, Bill Rhoden, to virtually speak about her segment she covered that involved interviewing Bill, her experience, and how she approaches stories she covers daily.</p>	<p>2/4/2021</p>	<p>Stephanie Cassell, Producer</p>
<p>5. Kushner Yeshiva High School – Career Week</p> <p>Jenna DeAngelis was asked to virtually come to Kushner Yeshiva High School for their “career week” after covering a news story that involved the school. Jenna discussed her role as a news reporter and hosted a Q&A regarding careers in journalism.</p>	<p>2/24/2021</p>	<p>Jenna DeAngelis, Reporter</p>
<p>6. SUNY Albany – Alumni Journalism Panel</p> <p>John Dias virtually contributed as a panelist at his alma mater for the school of journalism at SUNY Albany. John spoke about attributes that have contributed to his success, social media in journalism, journalisms' role in today’s society, experiences in college that helped him prepare for his career in journalism, a typical day of work, and provided advice for journalism students as they work their way towards a career in this field.</p>	<p>3/31/2021</p>	<p>John Dias, Reporter</p>

(c) **Training Management Personnel**

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Date:	Describe Training:
<p>1. ViacomCBS Business Practices Statement (BPS), which summarizes the most important policies and rules that apply to ViacomCBS and its employees. It's a statement/training module of the Company's rules, ethics and values.</p>	<p>Distributed to all new hires in the year of 2021</p>	<p>Varies depending on new hire start dates</p>	<p>Reading material, which requires employees to affirm their individual commitment to the highest standards of business ethics and workplace behavior as set forth in the ViacomCBS Business Practices Statement. Training must be completed by employees bi-annually or any new hires that have begun in 2021.</p>
<p>2. ViacomCBS Web-Based Training Modules distributed to all Full-Time and New Hire Employees covering the "ViacomCBS Business Practices Statement", which trains employees on the Company's "important policies and rules that apply to all ViacomCBS employees, and the members of its Board of Directors, to help us maintain a lawful, honest, and ethical environment in our Company." Courses</p>	<p>All Full-Time Staff Employees and Full Time New Hire Employees are required to complete these online training modules.</p>	<p>Offered to all employees throughout the course of the year, varies depending on the training and depending on new hire start dates.</p>	<p>A series of online training courses for the purpose of reviewing the company's policies, which include ensuring that our conduct is lawful and ethical and that our workplace is free of unlawful discrimination and harassment and conducive to the work we need to accomplish. Training also outlines steps employees should take if they believe unlawful practices occur in the workplace. These policies are also outlined in the ViacomCBS Human</p>

<p>included “Preventing Sexual Harassment in the Workplace”, “Anti-Harassment/Discrimination Courses”, “Information Security”, “The American with Disabilities Act”, etc.</p>			<p>Resources Policy Guide which is accessible to all ViacomCBS Employees on the Total Rewards employee portal. The ViacomCBS Business Practices Statement is also accessible to all ViacomCBS employees via the Total Rewards portal as well.</p>
<p>3. New Hire Orientation Meetings Company and EEO Policy Dissemination and Review</p>	<p>Vanessa Zackler (Sr. Manager, Learning & Development); Gabrielle Caputo (Manager, People Development); Lisa Drouillard (Sr. Coordinator, People Development) facilitate this training to all new hires.</p>	<p>Varies depending on new hire start date.</p>	<p>This training is ongoing and provided to all new full-time staff employees; this training is currently conducted virtually. The Company’s EEO Policies, which include “Preventing Sexual Harassment in the Workplace” and “Anti-Harassment/Discrimination” policies are reviewed with all new employees.</p>
<p>4. Neuroscience to better hiring Interviewing and selection process tips for all hiring managers.</p>	<p>Neuroleadership Institute launched this training, GM’s, SLT, and hiring managers throughout the station.</p>	<p>All participants were able to select from the following 3 timeframes, and must have been available to attend all 3 sessions:</p> <p>5/20/21 5/27/21 & 6/3/21 – 12:00 – 1:30PM ET</p> <p>6/2/21, 6/9/21 & 6/16/21 – 2:00- 3:30PM ET</p> <p>6/4/21, 6/11/2 & 6/25/21 – 2:00 – 3:30PM ET</p>	<p>Three 90-minute training sessions to assist our team make more inclusive, informed, and successful people choices, by mitigating the impact of unconscious bias throughout the interview and selection process. This ensures the best candidates for a given role.</p>