

EEO PUBLIC FILE REPORT

***This Report covers full-time vacancy recruitment data for the period December 1, 2020 to November 30, 2021.***

**1) Employment Unit: CBS Television Licenses, LLC**

**2) Unit Members (List all station call signs and communities of license):** WBZ-TV (Boston, MA)  
WSBK-myTV38 (Boston, MA)  
CBSN Boston

**3) EEO Contact Information for Employment Unit: Jill Teichmann**

Mailing Address:  WBZ-TV / WSBK-myTV38 1170 Soldiers Field Road Boston, MA. 02134	Telephone Number: 617 787-7000
	Contact Person: Jill Teichmann
	E-mail Address: jkteichmann@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
Assignment Editor	1-74; 76-84	4
Director of Planning & Operations	1-74; 76-84	69
Photographer	1-74; 76-84	3
Technician	1-74; 76-84	3
Sales Assistant	1-74; 76-84	4
Research Director (2)	1-74; 76-84	79;79
Programming Coordinator	1-74; 76-84	4
Sr. Producer	1-74; 76-84	3
Producer	1-74; 76-84	3
Transmitter Supervisor	1-74; 76-84	75
Digital Producer	1-74; 76-84	3
Programming Coordinator	1-74; 76-84	3
Assignment Editor	1-74; 76-84	69
President & General Manager	1-74; 76-84	3
Marketing Coordinator	1-74; 76-84	3
Photographer	1-74; 76-84	3

**5) Master Recruitment Source List Utilized During Reporting Period**

<b>Code #</b>	<b>(i) Recruitment Source</b>	<b>Address:</b>	<b>Requested Notification (Y/N)</b>	<b>Number of Interviewees</b>
1	ViacomCBS Direct Sourcing		Y	2
2	ViacomCBS Corporation		Y	
3	ViacomCBS Internal Gateway		Y	14
4	ViacomCBS Television Stations	CBSBoston.Com	Y	17
5	African American	Africanamerican.dejobs.org	N	
6	AfricanAmericanJobsite.com	AfricanAmericanJobsite.com	N	
7	AsianAmericanJobsite	www.asianamericanjobsite.com	N	
8	AsianAmerican	Asianamerican.dejobs.org	N	
9	The Black Perspective	www.blackperspective.com	N	
10	Campus Pride	Campuspride.jobs	N	
11	DirectEmployers Divesity	Diversity.dejobs.org	N	
12	Father and Families Center	Fatherresource.jobs	N	
13	Hispanic American	Hispanicamerican.dejobs.org	N	
14	HispanicJobsite.com	Hispanicjobsite.com	N	
15	Hispanic Today	www.hispanic-Today.com	N	
16	Jobs4Women.net	Jobs4women.net	N	
17	Latino American	Latinoamerican.dejobs.org	N	
18	Lgbtjobsite.com	Lgbtjobsite.com	N	
19	LGBTQ	Lgbtq.dejobs.org	N	
20	Minority	Minorityjobsite.com	N	
21	Native American	Nativeamerican.dejobs.org	N	
22	RetiredStars.com	Retiredstars.com	N	
23	SeniorJobsNetwork.com	Seniorjobsnetwork.com	N	
24	Way Finder Careers	Wayfinderscareer.com	N	
25	Women	Women.dejobs.org	N	
26	Women for Hire	Jobs.womenforhire.com	N	
27	Women in Business and Industry	<a href="http://www.wib-i.com">www.wib-i.com</a>	N	
28	Allsup Employment Services	Disability.dejobs.org/allsup-disability-partner	N	
29	Direct Employers Disability	Disability.dejobs.org	N	
30	Disability Jobsite	Disabilityjobsite.com	N	
31	Disabled Veterans	Disabledveterans.dejobs.org	N	
32	Easter Seals	Easterseals.jobs	N	

33	Enable America	Enableamerica.jobs	N	
34	Land A Job	Jobs.landajob.org	N	
35	National Multiple Sclerosis Society	Nationalmssociety.jobs	N	
36	ArmedServicesJobs.com	ArmedServicesJobs.com	N	
37	CASY/Nation Guards Employment Program	Casy.mscen.jobs	N	
38	DirectEmployers Veterans	Veterans.dejobs.org	N	
39	Military Spouse Employment Program (MSEP)	Msepjobs.militaryonesource.mil/job-map	N	
40	Military Spouse	Militaryspouse.dejobs.org	N	
41	Military Spouse Connections	Militaryspouseconnections.jobs	N	
42	Military Spouse Corporate Career Network (MSCCN)	Mscen.org	N	
43	My Next Move for Veterans – US DOL/ETA	<a href="http://www.mynextmove.org">www.mynextmove.org</a>	N	
44	The HERfoundation Inc.	Honorher.works	N	
45	Student Veterans of America	Studentveteransofamerica.jobs	N	
46	USA Cares	Board.jobcentral.com/usacares	N	
47	US Military Pipeline	Usmilitarypipeline,.com	N	
48	Vet Jobs	Jobs.vetjobs.org	N	
49	Vet Central/Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representative (LVERS & DVOPs)	OFCCP Compliance Reporting Tool Vetcentral.us.jobs/vet_index.asp?type+moc	N	
50	Veteran's Enterprise	Veteransenterprise.com/index.php/career-opportunities	N	
51	Veterans Job Bank	Vets.gov/employment/job-seekers/search-jobs	N	
52	VeteranJobSite.com	VeteranJobSite.com	N	
53	Mass Veterans	Mass-veterans.job	N	
54	American Job Center (USDOL)	Jobcenter.usa.gov/find-a-job	N	
55	CareerOneStop (ESDOL/ETA)	<a href="http://www.careeronestop.org">www.careeronestop.org</a>	N	
56	My Next Move (USDOL/ETA)	www.mynextmove.org	N	
57	My Next Move for Veterans (USDOL/ETA)	www.mynextmove.org/vets/find/browse?c=0	N	
58	My Skills My Future	www.myskillsmyfuture.org	N	
59	Virtual Career Network Healthcare (USDOL/ETA)	Vcn.org/healthcare/findwork	N	
60	US.Jobs Nation Labor Exchange	Usnlx.com	N	
61	Mass Veterans/Vet Central	Mass-veterans.job	N	
62	State of MA	Jobquest.dcs.eol.mass.gov/jobquest	N	
63	BostonJobSite	BostonJobSite.com	N	

64	Facebook Social Jobs Partnership	Facebook.com/socialjobs/app_417814418282098	N	
65	Flexjobs	Flexjobs.com	N	
66	Internships	Internships/dejobs.org	N	
67	juju	Job-search-engine.com	N	
68	The Ladders	TheLadders.com	N	
69	LinkedIn	LinkedIn.com	N	13
70	Nexxt	Next.com	N	
71	Zippia	Zippia.com	N	
72	Zip Recruiter	Ziprecruiter.com	N	
73	College Outreach	Amherst College, Assumption College, Bentley Univ, Berklee, Boston Architectural College, Boston College, Boston Univ, Dartmouth, Daniel Webster, Dean College, Holy Cross, Emmanuel, Emerson, Harvard, Merrimack, UNH, Northeastern Univ, Mount Ida, Newbury College, Regis, RIT, Salem State, Tufts, UMASS-Amherst & Dartmouth, Wheaton	Y	
74	The Work Place	dgarrett@detma.org	Y	
75	Employee Referrals		N/A	4
76	Industry Referral		N/A	1
77	Careerbuilder	Careerbuilder.com	N	
78	NABJ	National Association of Black Journalist Fair NABJ.com	N	
79	Indeed	Indeed.com	N	11
80	Simply Hired	www.Simplyhired.com	N	
81	Boston Workforce Development	Josh.bruno@bostonpic.org	N	
82	Acton for Boston Community Development	hr@bostonabcd.org	N	
83	Google		N	1
84	Spots n Dots	ad@spotsndots.com	N	

Total Interviewees for the 12-Month Period

63

## 6) Supplemental Recruitment Measures.

### (a) Job Fairs.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. <b>Massachusetts Broadcasters Association Virtual Job Fair</b> BroadcastersVirtualJobFair.com	12/1/20-12/4/20	Human Resources – Jill Teichmann
2. <b>NABJ 2021 Virtual Convention-</b> As a proud platinum sponsor, the CBS is strong with valuable participation in panels, Workshops, Career fair	Aug 2021	News Director, Jessi Miller Bradley
3. <b>MassHire Statewide Virtual Job Fair</b> – 5 day Virtual Event consisting of two general job fairs and three industry specific job fairs	Aug 16- 20, 2021	Human Resources – 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: interns receive college credit & payment. Year-round availability, seven students accepted per semester. Managed by Jill Teichmann, but interns work directly for managers of various departments.	On-going	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	Jill Teichmann Human Resources
3. <b>WBZ/MBA– Massachusetts Broadcasters Association Internship</b> – News. The purpose of this program is two-fold in that it supports future broadcast generations.	On-going	Jill Teichmann Human Resources
4. <b>ViacomCBS Mentoring</b> – Work with another CBS Employee to help educate himself on live news settings. Developing relationships in other departments and stations. Created/ developed a plan for a future position in management	June - Nov	Paul Pabis Director of BOE

© Participation in Events:

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
<p>1. <b>WBZ-TV AccuWeather team</b> 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. In-School/Virtual</p>	On-going	<p>Meteorologists: Zach Green Sarah Wroblewski Jacob Wycoff Eric Fisher</p>
<p>2. <b>Emerson College</b> – Evening anchor David Wade teaches Electronic News Gathering: TV Reporting class in the Fall Semester. Students work in the field to research, shoot, write, and edit video news stories. They develop reporting and interviewing skills, visual acuity, writing for the eye and ear, and general TV performance abilities. Students also learn and utilize the technical aspects of video shooting and editing.</p>	Fall	David Wade – Anchor
<p>3. <b>Boston Latin School Career Day</b> -Alumni joined Classes I &amp; II (Juniors and Seniors) virtually to discuss Latin, college, and creating a career path. All alumni were separated into groups based on profession and students joined different breakout rooms within those groups to ask questions. Over 250 alumni and 500 students partook in the event. I was in the communications group and the main questions asked were: What does your day-to-day look like?/How did college set you up for success?/How did you choose your field within Communications?/General advice and clarification on different roles (i.e. social media etc)</p>	3/3/21 Virtual	Theodora Berenson -Director of Content Development & Marketing
<p>4. <b>Edward Little High School Auburn, Maine</b> - Visual Media class. Met with students of Mr. Steve Amoroso from two classes in the TV studio at the High school. During the course of the class, Bryan discussed my career path, watched a short video of impactful stories that he has covered, also had some conversations about their current projects.</p>	11/4/2021	Bryan Foley – News Ops Manager

**(d) Training Management Personnel**

Description of Supplemental Recruitment Measure:	Date: (EEO Training Provided)	Personnel Involved: (Position)
<p>1. <b>Business Practices Statement (BPS)</b>                      The course is pitched to a busy workforce, acknowledging that we get it: nobody feels like they have time to read the BPS, let alone take a course about it. But our BPS is important. It's a statement of our rules, ethics and values. And when we all know it and live by it, it binds us together as a community.</p>	On-Going	All Station personnel.
<p>2. <b>Maintaining a Respectful Work Environment</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.</p>	On-Going	All Fulltime Station personnel.
<p>3. <b>Non-Discrimination and Anti-Harassment Policy:</b> Management at each station has reviewed the September 30, 2019 memo from CBS Corporation’s President and Acting CEO and its Chief Compliance Officer reaffirming CBS’s commitment to equal opportunity and a copy of the CBS Non-Discrimination and Anti-Harassment Policy (the “Policy”) has been distributed to all Station employees</p>	On-Going	All Station personnel.
<p>4. <b>ViacomCBS Compliance Training- “The Neuroscience of Better Hiring”</b>- ViacomCBS has partnered with the NeuroLeadership Institute to deliver this 4-part training that focuses in on the biases that appear throughout the hiring process – from resume review through to the final selection of a candidate and practical ways to build your skills in mitigating those biases.</p>	June 2021	All Station Managers