

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period March 10, 2003 to January 31, 2004.

1) Employment Unit: CBS Broadcasting Inc

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

3) EEO Contact Information for Unit Member: Jean Hodge

Mailing Address: 524 West 57 th Street New York, NY 10019	Telephone Number: (212) 975-6415
	Contact Person Jean Hodge
	E-mail Address: hodgej@cbs2ny.com

4) List all Full-Time Job Vacancies (identified by Job Title) Filled by Each Station in the Employment Unit.

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|---------------------------|-------------------------------|------------------------|
| 1. Account Executive | 11. Design Director | 21. Sports Anchor |
| 2. Account Executive | 12. Executive Producer | 22. Meteorologist |
| 3. Sales Assistant | 13. AM Planning Producer | 23. Sports Anchor |
| 4. Prompter Technician | 14. 5AM Show Producer | 24. Weather Producer. |
| 5. Project Engineer | 15. Special Projects Producer | 25. Associate Producer |
| 6. Technical Director | 16. Show Producer | |
| 7. Technical Director | 17. Security Expert | |
| 8. Assignment Editor | 18. Morning Anchor | |
| 9. Executive Producer | 19. High Tech Reporter | |
| 10. Promotion Coordinator | 20. Long Island Reporter | |

___ Check here if additional Full-Time Job Vacancies filled are listed on an attached sheet, using identical format.)

5) Job Title: Technical Director**Referral Source(s) of Hire: cbsnewyork.com**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Cbsnewyork.com	Andrew Lindenauer	524 W. 57 th Street New York, NY 10019	(212) 975-5966	N/A
Asian American Federation of New York	Cao K. 'O	120 Wall Street 3 rd Fl. New York, New York 10005-1309	(212) 344-5878	Yes
Asian American Journalist Association	Albert Lee	1182 Market Street Suite 320 San Francisco, CA 94102	(415) 346-2051	Yes
BRONXNET	Michael Max Knobbe	250 Bedford Park Blvd West Bronx, NY 10468	(718) 960-180	Yes
Hispanic Directors Association of New Jersey	Carlos Rodriguez	PO Box 240 22 Joyce Kilmer Ave. New Brunswick, NJ 08903	(732) 828-4555	Yes
Job Path	Jean C. Joachim	22 West 38 th Street, 11 th Floor New York, NY 10018	(212) 944-0564 ext. 214	Yes
Lehman College – C.U.N.Y.	Nancy Cintron	250 Bedford Park Boulevard West Bronx, NY 10468-1589	(718) 960-8366	Yes
Middle County Public Library Community Resource Database of Long Island	Sandra Fainberg	101 Eastwood Boulevard Centereach, NY 11720-2745	(631) 585-9393 ext. 288 or 218	Yes
National Association of Hispanic Journalist	Rose Marie Arce	1000 National Press Building Washington, DC 200045-7144	(212) 714-3337	Yes
National Lesbian & Gay Journalist Association	Joe Fox	PO Box 1628 New York NY 10028		Yes
Native American Journalists Association	Patty Talahongva	University of S. Dakota 414 E. Clark St. Vermillion, SD 57069	(605) 677-5282	Yes
New York Association of Black Journalists	Errol Cockfield	P.O. Box 2446 Rockefeller Center New York, NY 10185	(212) 608-7340	Yes
New York Institute of Technology	Doris Ables	21 West 60 Street, Information Hall, R 101 New York, NY 10023	(212) 261-1537	Yes
New York State Department of Labor	Ray Simmons	247 W. 54 th Street New York, NY 10019	(212) 621-0813	Yes
The 100 Black Men of New York	Paul Williams	105 East 22 nd Street, Suite 911 New York, NY 10031	(212) 777-7070	Yes
The Bridge to Independence and Career Opportunity	Luann Laia	39 Rose Street Danbury, CT 06810	(203) 743-6695	Yes
The Harlem Business Alliance	Walter J. Edwards	275 Lenox Avenue 2 nd Floor New York, NY 10027	(212) 864-7410 ext. 201 or 205	Yes
The Hispanic Federation	Loraine Cortes-Vasquez	84 William Street, 15 th Floor New York, New York 10038	(212) 233-8955	Yes
The September 11 th Fund	Karol Kellerman	Karol 2 Park Avenue 24 floor New York, NY 10016 U.S.A.	(212) 686-7228	Yes

5) Job Title: Promotion Coordinator Referral Source(s) of Hiree: New York State Broadcasters Association

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
The New York State Broadcasters Association, Inc.	Richard Novik	1805 Western Avenue Albany, New York 12203	(518) 456-8888	Yes
Asian American Federation of New York	Cao K. 'O	120 Wall Street 3 rd Fl. New York, New York 10005-1309	(212) 344-5878	Yes
Asian American Journalist Association	Albert Lee	1182 Market Street, Suite 320 San Francisco, CA 94102	(415) 346-2051	Yes
BRONXNET	Michael Max Knobbe	250 Bedford Park Blvd West Bronx, NY 10468	(718) 960-180	Yes
Hispanic Directors Association of New Jersey	Carlos Rodriguez	PO Box 240 22 Joyce Kilmer Ave. New Brunswick, NJ 08903	(732) 828-4555	Yes
Job Path	Jean C. Joachim	22 West 38 th Street, 11 th Floor New York, NY 10018	(212) 944-0564 Ext. 214	Yes
Lehman College – C.U.N.Y.	Nancy Cintron	250 Bedford Park Boulevard West Bronx, NY 10468-1589	(718) 960-8366	Yes
Middle County Public Library Community Resource Database of Long Island	Sandra Fainberg	101 Eastwood Boulevard Centereach, NY 11720-2745	(631) 585-9393 ext. 288 or 218	Yes
National Lesbian & Gay Journalist Association	Joe Fox	PO Box 1628 New York NY 10028		Yes
National Association of Hispanic Journalist	Rose Marie Arce	1000 National Press Building Washington, DC 200045-7144	(212) 714-3337	Yes
Native American Journalists Association	Patty Talahongva	University of S. Dakota 414 E. Clark St. Vermillion, SD 57069	(605) 677-5282	Yes
New York Association of Black Journalists	Errol Cockfield	P.O. Box 2446 Rockefeller Center New York, NY 10185	(212) 608-7340	Yes
New York State Department of Labor	Ray Simmons	247 W. 54 th Street New York, NY 10019	(212) 621-0813	Yes
St. John's University	Lydia Horemis	8000 Utopia Parkway Jamaica, NY 11439	(718) 990-6375	Yes
The 100 Black Men of New York	Paul Williams	105 East 22 nd Street, Suite 911 New York, NY 10031	(212) 777-7070	Yes
The Burgess Group - Corporate Recruiters International, Inc.	William H. Burgess, III	NY: 1601 Third Avenue, Suite 18-D New York, NY 10128	(212) 410-6938	Yes
The Harlem Business Alliance	Walter J. Edwards	275 Lenox Avenue 2 nd Floor New York, NY 10027	(212) 864-7410 ext. 201 or 205	Yes
The Hispanic Federation	Loraine Cortes-Vasquez	84 William Street, 15 th Floor New York, New York 10038	(212) 233-8955	Yes
The Statewide Hispanic Chamber of Commerce of NJ	Daniel Jara	150 Warren Street – Suite 110 Jersey City, NJ 07302	(201) 451-9512	Yes

Cbsnewyork.com	Andrew Lindenauer	524 W 57th Street, New York, NY 10019	(212) 975-5966	N/A
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5) Job Title: Design Director**Referral Source(s) of Hire: cbsnewyork.com**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Cbsnewyork.com	Andrew Lindenauer	524 W. 57 th Street New York, NY 10019	(212) 975-5966	N/A
Asian American Federation of New York	Cao K. 'O	120 Wall Street 3 rd Fl. New York, New York 10005-1309	(212) 344-5878	Yes
Asian American Journalist Association	Albert Lee	1182 Market Street Suite 320 San Francisco, CA 94102	(415) 346-2051	Yes
BRONXNET	Michael Max Knobbe	250 Bedford Park Blvd West Bronx, NY 10468	(718) 960-180	Yes
Hispanic Directors Association of New Jersey	Carlos Rodriguez	PO Box 240 22 Joyce Kilmer Ave. New Brunswick, NJ 08903	(732) 828-4555	Yes
Job Sharing Resources	Kathy Tenenbaum	50 Riverside Avenue Merrick, NY 11566		Yes
Middle County Public Library Community Resource Database of Long Island	Sandra Fainberg	101 Eastwood Boulevard Centereach, NY 11720-2745	(631) 585-9393 ext. 288 or 218	Yes
National Lesbian & Gay Journalist Association	Joe Fox	PO Box 1628 New York NY 10028		Yes
Native American Journalists Association	Patty Talahongva	University of S. Dakota 414 E. Clark St. Vermillion, SD 57069	(605) 677-5282	Yes
New York Association of Black Journalists	Errol Cockfield	P.O. Box 2446 Rockefeller Center New York, NY 10185	(212) 608-7340	Yes
National Association of Hispanic Journalist	Rose Marie Arce	1000 National Press Building Washington, DC 200045-7144	(212) 714-3337	Yes
New York Institute of Technology	Doris Ables	21 West 60 Street, Information Hall, Rm. 101 New York, NY 10023	(212) 261-1537	Yes
New York State Department of Labor	Ray Simmons	247 W. 54 th Street New York, NY 10019	(212) 621-0813	Yes
School of Visual Arts	Leslie Hammond	209 East 23 Street New York, NY 10010-3994	(212) 592-2387	Yes
The 100 Black Men of New York	Paul Williams	105 East 22 nd Street, Suite 911 New York, NY 10031	(212) 777-7070	Yes
The Hispanic Federation	Loraine Cortes-Vasquez	84 William Street, 15 th Floor New York, New York 10038	(212) 233-8955	Yes
The Statewide Hispanic Chamber of Commerce of NJ	Daniel Jara	150 Warren Street – Suite 110 Jersey City, NJ 07302	(201) 451-9512	Yes

5) Job Title: Associate Producer

Referral Source(s) of Hiree: cbsnewyork.com

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Cbsnewyork.com	Andrew Lindenaauer	524 W 57 th Street New York, NY 10019	(212) 975-5966	N/A
Asian American Federation of New York	Cao K. 'O	120 Wall Street 3 rd Fl. New York, New York 10005-1309	Tel: (212) 344-5878	Yes
Asian American Journalist Association	Albert Lee	1182 Market Street Suite 320 San Francisco, CA 94102	415 346-2051	Yes
BRONXNET	Michael Max Knobbe	250 Bedford Park Blvd West Bronx, NY 10468	(718) 960-180	Yes
Hispanic Directors Association of New Jersey	Carlos Rodriguez	PO Box 240 22 Joyce Kilmer Ave. New Brunswick, NJ 08903	Tel: (732) 828-4555	Yes
Job Path	Jean C. Joachim	22 West 38 th Street, 11 th Floor New York, NY 10018	(212) 944-0564 Ext. 214	Yes
Lehman College – C.U.N.Y.	Nancy Cintron	250 Bedford Park Boulevard West Bronx, NY 10468-1589	(718) 960-8366	Yes
Middle County Public Library Community Resource Database of Long Island	Sandra Fainberg	101 Eastwood Boulevard Centereach, NY 11720-2745	Tel: (631) 585-9393 ext. 288 or 218	Yes
Native American Journalists Association	Patty Talahongva	University of S. Dakota 414 E. Clark St. Vermillion, SD 57069	(605) 677-5282	Yes
National Association of Hispanic Journalist	Rose Marie Arce	1000 National Press Building Washington, DC 200045-7144	(212) 714-3337	Yes
National Lesbian & Gay Journalist Association	Joe Fox	PO Box 1628 New York NY 10028		Yes
New York Association of Black Journalists	Errol Cockfield	P.O. Box 2446 Rockefeller Center New York, NY 10185	Tel: (212) 608-7340	Yes
New York State Department of Labor	Ray Simmons	247 W. 54 th Street New York, NY 10019	Tel: (212) 621-0813	Yes
St. John's University	Lydia Horemis	8000 Utopia Parkway Jamaica, NY 11439	(718) 990-6375	Yes
The 100 Black Men of New York	Paul Williams	105 East 22 nd Street, Suite 911 New York, NY 10031	Tel: (212) 777-7070	Yes
The Burgess Group - Corporate Recruiters International, Inc.	William H. Burgess, III	NY: 1601 Third Avenue, Suite 18-D New York, NY 10128	Tel: 212-410-6938	Yes
The Harlem Business Alliance	Walter J. Edwards	275 Lenox Avenue 2 nd Floor New York, NY 10027	(212) 864-7410 ext. 201 or 205	Yes
The Hispanic Federation	Loraine Cortes-Vasquez	84 William Street, 15 th Floor New York, New York 10038	Tel: (212) 233-8955	Yes
The Statewide Hispanic Chamber of Commerce of NJ	Daniel Jara	150 Warren Street – Suite 110 Jersey City, NJ 07302	Tel: (201) 451-9512	Yes

6) Hiree Recruitment Source Summary. List the Recruitment Source that referred the Hiree for each full-time vacancy during the proceeding year.

<u>Name of Hiree</u>	<u>Name of Recruitment Source</u>
1. Colleen Cassel	Employee Referral
2. Diane Alvarez	Employee Referral
3. Deon Persand	Employee Referral
4. Claudia Hayden	cbsnewyork.com
5. Herb Meehan	Employee Referral
6. Christopher Stanton	cbsnewyork.com
7. Scott Miller	cbsnewyork.com
8. Elysha Glazer	Employee Referral
9. Casear Darias	Employee Referral
10. Sharon Ramgolam	NY State Broadcasters Assn.
11. Jon Paul LoMonaco	cbsnewyork.com
12. Byron Harmon	Outside Source
13. Jonathan Weiss	Internal Hire
14. Tiffany Keefe	Internal Hire
15. Mark Macias	Employee Referral
16. Adam Shapiro	Employee Referral
17. Robert Strang	Industry Referral
18. Shon Gables	Outside Source
19. Brett Larson	Outside Source
20. Reid Lamberty	Outside Source
21. Ducis Rogers	Outside Source
22. Jeff Berardelli	Industry Referral
23. Duke Castiglione	Industry Referral
24. Harry Holmes	Industry Referral
25. Chelsea Miller	cbsnewyork.com

Check here if additional Hirees are listed on an attached sheet, using identical format.)

7) Total # of Interviewees Referred by Each Source: For the period from March 10, 2003 to January 31, 2004, this Employment Unit interviewed 123. Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Number of Interviewees Referred</u>
a. Employee Referral	22
b. Industry Referral	3
c. Outside Source	80
d. Exigent Circumstances	4
e. Cbsnewyork.com	11
f. New York State Broadcasters	1
g. Internal Hire	2

 Check here if additional Recruitment Sources are listed on an attached sheet, using identical format.)

8) Supplemental Recruitment Measures. List and briefly describe the Supplemental Recruitment Measures undertaken during the proceeding twelve (12) months for the following four (4) recruitment activities.

(a) **Job Fairs.** (Each employment unit must host or co-sponsor one job fair OR participate in at least four job fairs.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. WCBS-TV participated as an exhibitor, accepted resumes and provided one on one resume evaluations at the International Radio & Television Society Foundation, Inc. "Minority Career Workshop."	April 24, 2003	Jean Hodge, Director, Station Services and Community Affairs Rafael Rivera, Manager, Station Services/NJ Affairs Phil O'Brien, Assistant News Director
2. WCBS-TV served as a co-sponsor of "Career Expo" with The New York State Broadcasters Association that provided insight and information about the broadcasting field, as well as collected resumes. The event took place at the Jacob Javits Center.	October 7, 2003	Dianne Doctor, V.P. and News Director Phil O'Brien, Asst. News Director Joel Goldberg, Director, Station Operations Jerry McGowan, General Sales Manager Steve Pair, V.P., Engineering Kathy Mosolino, Director, News ENG. Jean Hodge, Director, Comm. Aff./Sta.Scvs. Rafael Rivera, Manager, NJ Aff./Sta. Svcs.
3. WCBS-TV participated in and served as an exhibitor at the Borough of Manhattan Community College "Career Fair."	October 15, 2003	Rafael Rivera, Manager, Station Services/NJ Affairs
4. WCBS-TV participated in and served as an exhibitor at the New Jersey Broadcasters Association "Career Fair."	October 23, 2003	Rafael Rivera, Manager Station Services/NJ Affairs Joe Jennings, Account Executive

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

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. The WCBS-TV internship program offer students from area colleges and universities a broad knowledge of the inner workings of the television station. Students are assigned to every department within the station. A minimum of 15 students participate in the program each semester. The program takes place in spring, summer and fall.	On-going	Rafael Rivera, Manager, Station Services/NJ Affairs
2. WCBS-TV participated as an exhibitor at the School of Visual Arts "Internship Fair." Station representative disseminated information on how to obtain an internship.	October 3, 2003	Rafael Rivera, Manager, Station Services/NJ Affairs

(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. WCBS-TV sponsored the New York Chapter, Asian American Journalist Association, "High School/College Journalism" workshop. Station representatives discussed career opportunities in media.	May 1, 2003	Rafael Rivera, Manager, Station Services and NJ Affairs Cindy Hsu, News Anchor
2. WCBS-TV participated in "Career Day" at Gwendolyn P. Brown Computer School. Station representative answered questions on career opportunities in the broadcast industry, internships and available resources.	May 30, 2003	Rafael Rivera, Manager, Station Services/NJ Affairs
3. WCBS-TV co-sponsored The Harlem Chamber of Commerce "College Fair," a component of "Harlem Week." The station provided information and encouraged students to apply for its internship program.	August 17, 2003	Jean Hodge, Director, Community Affairs and Station Services Jennifer Jordan, Reporter
4. WCBS-TV served as a sponsor of The Long Island Coalition for Fair Broadcasting's "Connection Day." An event that focuses on every aspect of media through a wide variety of workshops.	October 23, 2003	Lew Leone, V.P. and General Manager Jean Hodge, Director, Community Affairs and Station Services Dianne Doctor, V.P. and News Director Jennifer McLogan, L.I. Correspondent
5. WCBS-TV served as hosts of a Lehman College "Communications Workshop," where station personnel served as guest speakers and provided information on career opportunities.	November 10, 2003	Jean Hodge, Director, Community Affairs/Station Services Rafael Rivera, Manager, Station Services/NJ Affairs Ernie Anastos, News Anchor
6. WCBS-TV served as co-sponsor of "The Annual Latin Expo" -- a conference that included workshops, Family Health Forums and Cultural/Educational programs. In addition, the station presented literature on internship opportunities. News personnel moderated workshops and served as Master of Ceremonies.	November 16, 2003	Jean Hodge, Director, Station Services and Community Affairs Rafael Rivera, Manager, Station Services and New Jersey Affairs Mario Bosquez, Morning News Anchor Dr. Bert Peterson, Medical Reporter
7. National Association of Hispanic Journalists Annual Convention -- WCBS-TV served as a co-sponsor and advisor for the "Student Project." The project allowed college students from a variety of universities an opportunity to produce a news program for broadcast.	June 26, 2003	Dianne Doctor, V.P. and News Director

(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. Online Sexual Harassment training	All station personnel	Station personnel received legal and company policy information on what constitutes sexual harassment and how to report violations.
2.		
3.		
4.		