

Federal Communications Commission Washington, D.C. 20534	Approved by OMB 3060-0113 (March 2003)	FOR FCC USE ONLY
<b>FCC 396</b>		
<b>BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT</b> (To be filed with broadcast license renewal application)		FOR COMMISSION USE ONLY FILE NO. - 20050601AKQ
Read INSTRUCTIONS Before Filling Out Form		

**Section I**

Legal Name of the Licensee VIACOM STATIONS GROUP OF DETROIT INC.		
Mailing Address SUITE 725 2000 K STREET NW		
City WASHINGTON	State or Country (if foreign address) DC	Zip Code 20006 - 1809
Telephone Number (include area code) 2024574602	E-Mail Address (if available) ELNASS@CBS.COM	
	Facility ID Number 51570	Call Sign WKBD
<b>TYPE OF BROADCAST STATION:</b> (if applicable)	Commercial Broadcast Station <input type="radio"/> Radio <input checked="" type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV

**Application Purpose**

- New Program Report  
 Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Stations Locations

**CONTACT PERSON IF OTHER THAN LICENSEE**

Name VIACOM STATIONS GROUP OF DETROIT INC.		Street Address SUITE 725 2000 K STREET NW	
City WASHINGTON	State DC	Zip Code 20006-1809	Telephone Number 2024574602

**FILING INSTRUCTIONS**

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a

station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during  Yes  No this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

Exhibit 1

Does your station employment unit employ fewer than five full-time employees?  Yes  No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

**CERTIFICATION.**

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent HOWARD F. JAECKEL
Title ASSISTANT SECRETARY	Telephone No. (include area code) 2128463595
Date 6/1/2005	

Menu

**WWJ-TV, Detroit, Michigan  
WKBD (TV), Detroit, Michigan  
FCC Form 396  
Exhibit 1**

**DISCRIMINATION COMPLAINTS**

The following are the pending or resolved complaints filed during the license term, before any body having jurisdiction under federal, state or local law, which allege unlawful discrimination in the employment practices of the stations.

Kevin Brown, EEOC Charge No. 230 99 0700 (WWJ-TV, alleged discrimination based on age). This charge was filed on 3/19/99, and closed on 5/15/99 based on a settlement that included a signed release.

Malik Ali, EEOC Charge No. 230A00641 (WWJ-TV, alleged discrimination based on race and retaliation). This charge was filed on 3/13/00 and dismissed by the EEOC on 8/9/00.

Nina Bentley, EEOC Charge No. 230A10188 (WWJ-TV, alleged discrimination based on race and sex). This charge was filed on 11/16/00 and dismissed by the EEOC on 7/2/01.

Nina Bentley, EEOC Charge No. 230A10740 (WWJ-TV, alleged discrimination based on race and sex, and retaliation). This charge was filed on 3/13/01 and dismissed by the EEOC on 7/2/01.

Thomas O'Neal, Michigan Department of Civil Rights Charge No. 298880 (WKBD (TV), alleged discrimination based on age). This charge was filed on 1/21/03, and dismissed by the MDCR on 2/10/03.

Hodgins v. Viacom International Inc., et al., Oakland County Circuit Court, Case No. 025659-CL. This suit by an employee of WKBD (TV) alleging age discrimination was filed in August, 2000. It was settled to the mutual satisfaction of the parties during the summer of 2001.

*Karpell v. CBS Inc. d/b/a WCCO-TV, KCBS-TV, WCBS-TV, WBBM-TV, WFRV-TV and WWJ-TV*, 00 CIV 1470, U.S. District Court, Southern District of New York, filed on February 24, 2000. This class action was filed by a female employee of WCBS-TV, New York, on behalf of herself and others similarly situated at the other CBS Owned television stations named in the complaint, which included WWJ-TV. The complaint alleged that female technicians at the named stations had, as a class, been denied promotion, training and overtime opportunities given to male technicians, and that they had been subjected to a sexually hostile work environment. The suit was settled in connection with the entry of consent decrees in a lawsuit filed against CBS Broadcasting Inc. by the EEOC (see following item), and an earlier class action filed in 1996 by several female employees of WCCO-TV, a CBS owned station, in federal district court in Minneapolis (*Beckmann et al. v. CBS Inc. d/b/a WCCO-TV*, 3-96 CIV 1172), both of which raised similar allegations. The consent decrees, in which CBS denied any wrongdoing, provided for the payment of \$8 million to approximately 200 female employees, and the adoption of various measures by CBS during a period that expired in January 2005.

*EEOC v. CBS Broadcasting Inc.*, 00 CIV 8159, U.S. District Court, Southern District of New York, filed on October 25, 2000. This suit, brought by the EEOC on behalf of female technicians employed at the CBS owned television station named in the previous item, including WWJ-TV, involved substantially the same allegations. It was settled by the consent decree described above, which was entered simultaneously with the filing of the suit.