

## EXHIBIT A

- 1) 2020-2021 KYW-TV and WPSG EEO Public File Report
- 2) 2021-2022 KYW-TV and WPSG EEO Public File Report

**2020-2021 KYW-TV and WPSG EEO Public File Report**

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period April 01, 2020 to March 31, 2021.

1) Employment Unit: CBS Broadcasting, Inc./Philadelphia Television Station, Inc.

2) Unit Members (Stations and Communities of License): KYW-TV; WPSG-TV

3) EEO Contact Information for Unit Member:

|  |   |
|--|---|
| Mailing Address:<br>1555 Hamilton Street<br>Philadelphia, PA 19130 | Telephone Number:<br>(215) 977-5571                     |
|  | Contact Person:<br>Paul Marrero: Human Resource Manager |
|  | E-mail Address:<br>Marrero@cbs3.com                     |

**I. FULL TIME VACANCIES DURING REPORTING PERIOD – Jobs Filled**  
(See Master Recruitment Source List for recruitment source data)

| Job Title         | Recruitment Source<br>Notified of Job Vacancy | Recruitment Source of<br>Hiree |
|-------------------|---|--------------------------------|
| Sales Assistant   | 1 – 63  | 62                             |
| Director, BO&E    | 1 – 63  | 62                             |
| Producer          | 1 – 63  | 63                             |
| Producer          | 1 – 63  | 63                             |
| Producer          | 1 – 63  | 62                             |
| Assignment Editor | 1 – 63  | 63                             |

**II. MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD**

| <b>COD E #</b> | <b>RECRUITMENT SOURCE</b>                    | <b>ADDRESS</b>                                       | <b>CONTACT</b>  | <b>PHONE</b>   | <b>REQUESTED NOTIFICATION (Y/N)</b> | <b>NUMBER OF INTERVIEWEES REFERRED</b> |
|----------------|--|--|---|----------------|-------------------------------------|--|
| 1.             | PA CareerLink Philadelphia North             | Philadelphia , PA 19123                              | joabell@pa.gov  | EMAIL          | N                                   |  |
| 2.             | Burlington County One-Stop Career Center     | 795 Woodlane Road, Westhampton NJ                    | henry.bass@dol.state.nj.us  | 609-518-3905   | N                                   |  |
| 3.             | Camden County One-Stop Career Center 03      | 2600 Mount Ephraim Avenue Suite 102, Camden NJ 08104 | geoffrey.taylor@dol.state.nj.us   | 856-614-3156   | NN                                  |  |
| 4.             | Delaware County Community College CareerLink | 901 S. Media Line Road, Media, PA 19063              | maryfergus@pa.gov   | 610-723-6007   | N                                   |  |
| 5.             | Fox Valley One Stop Career Center            | 4425 N MARKET ST, WILMINGTON DE 19802                | allen.jones@state.de.us   | 302-761-6634   | N                                   |  |
| 6.             | Gloucester County One-Stop Career Center     | 215 Crown Point Road, Thorofare NJ 08086             | edwin.morgan@dol.nj.gov   | 856-384-3779   | N                                   |  |
| 7.             | PA CareerLink Philadelphia Northeast         | 3210 Red Lion Road, Philadelphia PA 19114            | cathemille@pa.gov   | 215-632-6053   | N                                   |  |
| 8.             | PA CareerLink Bucks County - Bristol         | 1260 Veterans Highway, Bristol PA 19007              | rbates@pa.gov   | 215-781-1086   | N                                   |  |
| 9.             | PA CareerLink Delaware County                | 701 Crosby Street Suite B, Chester PA 19013          | maryfergus@pa.gov   | 610-447-3173   | N                                   |  |
| 10             | PA CareerLink Montgomery County              | 1855 New Hope St, Norristown PA 19401-               | roberclar@pa.gov  | 610-270-3428   | N                                   |  |
| 11             | PA CareerLink Northwest                      | 235 West Cheltenham Avenue, Philadelphia PA          | hchandra@pa.gov   | 267-339-0334   | N                                   |  |
| 12             | American Job Center (USDOL)                  | n/a  | <a href="https://www.careeronestop.org/JobSearch/job-search.aspx">https://www.careeronestop.org/JobSearch/job-search.aspx</a> | n/a            | N                                   |  |
| 13             | DirectEmployers Veterans                     | n/a  | <a href="https://veterans.dejobs.org">https://veterans.dejobs.org</a>   | n/a            | N                                   |  |
| 14             | DirectEmployers Disability                   | n/a  | <a href="https://disability.dejobs.org">https://disability.dejobs.org</a>   | n/a            | N                                   |  |
| 15             | DirectEmployers Diversity                    | n/a  | <a href="https://diversity.dejobs.org">https://diversity.dejobs.org</a>   | n/a            | N                                   |  |
| 16             | ASPIRA                                       | Alfredo Calderon                                     | 4322 North 5 <sup>th</sup> Street, 3 <sup>rd</sup> Floor Philadelphia, PA 19140   | (215) 455-1300 | Y                                   |  |
| 17             | Community Women's Education Project          | Dawn Williams  | 2801 Frankford Avenue Philadelphia, PA 19134  | (215) 426-2200 | Y                                   |  |

|    |  |                   |   |                                  |   |  |
|----|--|-------------------|---|----------------------------------|---|--|
| 18 | Congreso   | Brenda Brewington | 216 W. Somerset St.<br>Philadelphia, PA 19123                                     | (215) 763-8870                   | Y |  |
| 19 | Concillio  | Patricia Soria    | 705-09 North Franklin Street<br>Philadelphia, PA 19123                            | (215) 627-3100                   | Y |  |
| 20 | Delaware City Office of Employment & Training                | Mike Caputo       | 9 South 69 <sup>th</sup> Street, 3 <sup>rd</sup> Floor Upper Darby, PA 19082      | (610) 713-2200                   | Y |  |
| 21 | Greater Phila Urban Affairs Coalition                        | Jerry Mitchell    | 1207 Chestnut Street, 4 <sup>th</sup> Floor<br>Philadelphia, PA 19107             | (215) 851-0110                   | Y |  |
| 22 | Mayor's Commission on Aging                                  | Pat West          | 100 South Broad Street, 4 <sup>th</sup> Floor<br>Philadelphia, PA 19110           | (215) 686-8450                   | Y |  |
| 23 | Mayor's Commission on Latin Affairs                          | Tom Carter        | City Hall, Room 110<br>Philadelphia, PA 19107                                     | (215) 686-2171                   | Y |  |
| 24 | N.A.A.C.P.   | Rhonda Williams   | 1619 West Cecil B. Moore Avenue<br>Philadelphia, PA 19121                         | (215) 978-7500                   | Y |  |
| 25 | Northwest Career Link (formerly PA Job Center)               | Mr. Joe West      | 235 West Chelton Avenue<br>Philadelphia, PA 19144                                 | (267) 339-0312                   | Y |  |
| 26 | Opportunity Industrialization Center                         | Kevin Cafferty    | 1231 North Broad Street, 4 <sup>th</sup> Floor<br>Philadelphia, PA 19122          | (215) 236-7700<br>x312           | Y |  |
| 27 | Philadelphia Foundation                                      | Phil Arko         | 1234 Market Street, Suite 1800<br>Philadelphia, PA 19107-3794                     | (215) 563-6417                   | Y |  |
| 28 | Philadelphia Workforce Development Corp.                     |                   | 1617 JFK Boulevard<br>Philadelphia, PA 19103                                      | (215) 963-2118                   | Y |  |
| 29 | Reemployment Transition Center                               | Danielle Veltri   | 42 South 15 <sup>th</sup> Street, Suite 1612<br>Philadelphia, PA 19102            | (215) 568-8316                   | Y |  |
| 30 | South Philadelphia Career Link                               | Anielle LeBlanc   | 930 Washington Avenue<br>Philadelphia, PA 19147-3898                              | (215) 952-1143                   | Y |  |
| 31 | The Team Career Link   | Donna Tuteck      | 701 Crosby Street, Suite B<br>Chester, PA 19013-6096                              | (610) 447-1493                   | Y |  |
| 32 | Urban League   | Michael Walker    | 1818 Market Street, 20 <sup>th</sup> Floor<br>Philadelphia, PA 19103-1600         | (215) 985-3220                   | Y |  |
| 33 | Women In Transition  | Human Resources   | 21 South 12 <sup>th</sup> Street, 6 <sup>th</sup> Floor<br>Philadelphia, PA 19107 | (215) 564-5301                   | Y |  |
| 34 | Councilwoman Jannie L. Blackwell                             |                   | City Hall, Room 408<br>Philadelphia, PA 19107-3290                                | (215) 686-3418<br>(215) 686-3419 | Y |  |
| 35 | The Association for Women in Communications                  |                   | 3337 Duke Street<br>Alexandria, VA 22314  | (703) 370-7436                   | Y |  |
| 36 | Asian American Journalists Association                       |                   | 1182 Market Street, Suite 320<br>San Francisco, CA 94102                          | (415) 346-2051                   | Y |  |
| 37 | American Women In Radio and Television National Headquarters |                   | 1760 Old Meadow Road<br>Suite 500<br>McLean, VA 22102                             | (703) 506-3290                   | Y |  |
| 38 | National Sales Network NY/NJ Metro Chapter                   |                   | 1402 Teaneck Road PMB #138<br>Teaneck, NJ 07666                                   | (212) 591-0164                   | Y |  |
| 39 | National Sales Network                                       |                   | P.O. Box 8254<br>Philadelphia, PA 19101   | (215) 604-4327                   | Y |  |

|    |   |                     |   |                |   |  |
|----|---|---------------------|---|----------------|---|--|
|    | Philadelphia Chapter  |                     |   |                |   |  |
| 40 | National Sales Network<br>Washington DC/<br>Baltimore Chapter |                     | 2117 L. Street NW<br>Suite # 317<br>Washington, DC 20037                            | (202) 331-4407 | Y |  |
| 41 | Bryn Mawr College   | Sharon Powers       | 101 N. Merion Ave, Bryn Mawr, PA<br>19010   | (610) 526-5174 | Y |  |
| 42 | York County Career Link                                       | Steven Wantz        | 841 Vogelsong Road<br>York, PA 17404-1397   | (717) 767-5709 | Y |  |
| 43 | Cheyney University Career Services                            | Milt Colston        | Cheyney & Creek Roads Cheyney, PA<br>19319-0200                                     | (610) 399-2033 | Y |  |
| 44 | Connecticut School of Broadcasting                            | Hope Willis         | One Cherry Hill Suite 203 Cherry Hill,<br>NJ 08002                                  | (856) 755-1200 | Y |  |
| 45 | Delaware County Comm. College                                 | Jane Lang           | 901 South Media Line Road, Media, PA<br>19063                                       | (610) 359-5331 | Y |  |
| 46 | LaSalle University Career Planning & Development              | Lou LaMorte         | 1900 West Olney Ave Philadelphia, PA<br>19141                                       | (215) 951-1075 | Y |  |
| 47 | MSC 186 Lincoln Univ. Career Center                           | Brenda Neal         | PO Box 179 Lincoln University, PA<br>19352  |                | Y |  |
| 48 | Metropolitan Career Center                                    | Employment Services | 162 West Chelton Ave Philadelphia, PA<br>19144                                      | (215) 843-6615 | Y |  |
| 49 | Montgomery County Community College                           | Eileen Dogherty     | PO Box 400, 34 Dekalb Pike, Blue Bell,<br>PA 19422-0796                             | (215) 641-6567 | Y |  |
| 50 | Montgomery City Comm. College/New Choices                     | Nancy Gazan         | 340 DeKalb Pike Blue Bell, PA 19422   | (215) 619-7406 | Y |  |
| 51 | Drexel University Steinbright Career Development Center       | Jennifer Rubin      | 3201 Arch Street, Suite 250,<br>Philadelphia, PA 19104                              | (215) 895-1020 | Y |  |
| 52 | Harcum Junior College Career Center                           | Director's Office   | Montgomery & Morris Avenues Bryn<br>Mawr, PA 19010                                  | (610) 526-6032 | Y |  |
| 53 | Pennco Tech Placement Department                              | Eric Maister        | 99 Erial Road, Blackwood, NJ 08012  | (215) 223-2610 | Y |  |
| 54 | Philadelphia Community College Job Placement                  | Tarsha Scovens      | 1700 Spring Garden Street<br>Philadelphia, PA 19130                                 | (215) 751-8494 | Y |  |
| 55 | Rutgers University Career Placement                           | Carol Young         | 326 Penn Street Camden, NJ 08102  | (856) 225-6046 | Y |  |
| 56 | St. Joseph's University Career Center                         | Terry Barth         | 5600 City Avenue Philadelphia, PA<br>19131-1395                                     | (610) 660-3021 | Y |  |
| 57 | Pierce College Placement Office                               | Sabrina Smith       | 1420 Pine Street Philadelphia, PA<br>19102  | (215) 670-9278 | Y |  |
| 58 | Temple University Career Dev. Services                        | Tracy Flemming      | 1913 N. Broad Street Mitten Hall 2 <sup>nd</sup> Fl.<br>Philadelphia, PA 19122-6092 | (215) 204-4461 | Y |  |
| 59 | University of Pennsylvania Career Services                    | Pat Rose            | 3718 Locust Walk Suite 20 McNeil<br>Bldg. Philadelphia, PA 19104-6209               | (215) 898-4827 | Y |  |

|    |                                      |                |  |                |     |    |
|----|--------------------------------------|----------------|--|----------------|-----|----|
| 60 | Villanova University Career Services | B.J. Cornell   | 800 Lancaster Ave Corr Hall Villanova, PA 19085-1699 | (610) 519-4065 | Y   |    |
| 61 | West Chester University Career Dev.  | Darlene Kimber | Lawrence Bldg. Room 106 West Chester, PA 19383       | (610) 436-2501 | Y   |    |
| 62 | ViacomCBS Career Site                |                | Cbsphilly.com/tvjobs                                 |                | N/A | 14 |
| 63 | CBS Internal Career Site             |                | Internal posting                                     |                | N/A | 17 |

**TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD**

**31**

**III. Hiree Recruitment Source Summary.** List the Recruitment Source that referred the Hiree for each full-time vacancy during the preceding year.

**Name of Hiree**

**Name of Recruitment Source**

- (1) ViacomCBS Career Site
- (2) ViacomCBS Career Site
- (3) Internal ViacomCBS Career Site
- (4) Internal ViacomCBS Career Site
- (5) ViacomCBS Career Site
- (6) Internal ViacomCBS Career Site

**IV. Total # of Interviewees Referred by Each Source:** For the period from April 1, 2012 to March 31, 2021, this Employment Unit interviewed thirty-one (31) interviewees for full time and part time job vacancies.

**Recruitment Source**

**Number of Interviewees Referred**

- (1) ViacomCBS Career Site 14
- (2) Internal Candidate 17

**V. Supplemental Recruitment Measures.**

**(a) Job Fairs.**

| Description of Recruitment Measure:  | Date:              | Personnel Involved:<br>(Name and Position) |
|--|--------------------|--|
| NABJ / NAHJ 2020 Virtual Convention. As proud Platinum Sponsors, the CBS presence is strong with valuable panels, workshops, Career Fair, and our Virtual Photo Booth. CBS News will have 3 virtual booths this year, including Off-Air Talent, On-Air Talent and Hair, Makeup & Wardrobe Consultations. Attendees will have the opportunity to meet hiring managers, executive producers, senior producers, and recruiters to discuss job opportunities, career goals and reel critiques. | August 05-07, 2020 | John Wilson, VP/News Director              |

**(b) Internship**

| Description of Recruitment Measure:   | Date: | Personnel Involved:<br>(Name and Position) |
|---|-------|--|
| CBS stations group internship programs were canceled for 2020 per corporate coronavirus pandemic guidance | N/A   | N/A  |

**(c) Participation in Events.**

| Description of Recruitment Measure:  | Date: | Personnel Involved: (Name and Position) |
|--|-------|---|
| CBS stations events were canceled for 2020 per corporate coronavirus pandemic guidance | N/A   | N/A                                     |

**Training Management Personnel.**

| Description of Recruitment Measure:   | Personnel Involved:<br>(Name and position) | Describe Training:  |
|---|--|---|
| ViacomCBS' e-training course for our Global Business Practices Statement ("BPS"). | All Full-Time Employees<br>January 2020    | ViacomCBS' BPS is our code of conduct and reflects our commitment to strong ethical behavior and rigorous standards of business conduct. Across all of our brands, channels and regions, our BPS imparts the standards expected of everyone working for or on behalf of ViacomCBS. It outlines our overall ethical approach, explains our individual behavioral/legal responsibilities, and underscores our commitment to conducting business in a responsible and respectful manner. |
| Great Feedback Training – designed for managers.                                  | February 25, 2021                          | Providing training to enable station personnel to acquire skills that could qualify them for higher level positions. Managers learn the feedback fundamentals and how to incorporate them with their teams. Explored how to start, participate, and finish a feedback conversations to create a positive feedback climate.  |



**2021-2022 KYW-TV and WPSG EEO Public File Report**

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period April 01, 2021 to March 31, 2022.

1) Employment Unit: CBS Broadcasting, Inc./Philadelphia Television Station, Inc.

2) Unit Members (Stations and Communities of License): KYW-TV; WPSG-TV

3) EEO Contact Information for Unit Member:

|  |   |
|--|---|
| Mailing Address:<br>1555 Hamilton Street<br>Philadelphia, PA 19130 | Telephone Number:<br>(215) 977-5571                     |
|  | Contact Person:<br>Paul Marrero: Human Resource Manager |
|  | E-mail Address:<br>Marrero@viacomcbs.com                |

**I. FULL TIME VACANCIES DURING REPORTING PERIOD – Jobs Filled**  
(See Master Recruitment Source List for recruitment source data)

|    | Job Title                                 | Recruitment Source<br>Notified of Job Vacancy | Recruitment Source of<br>Hiree |
|----|---|---|--------------------------------|
| 1  | Digital Line Producer                     | 1 – 63  | Internal Promotion             |
| 2  | Account Executive                         | 1 – 63  | ViacomCBS Career Site          |
| 3  | Account Executive                         | 1 – 63  | ViacomCBS Career Site          |
| 4  | VP Sales                                  | 1 – 63  | ViacomCBS Career Site          |
| 5  | Digital Line Producer                     | 1 – 63  | Internal Promotion             |
| 6  | Assistant News Director                   | 1 – 63  | Internal Promotion             |
| 7  | Broadcast Engineer                        | 1 – 63  | ViacomCBS Career Site          |
| 8  | Broadcast Operations Manager              | 1 – 63  | Internal Promotion             |
| 9  | Associate Digital Line Producer           | 1 – 63  | Internal Promotion             |
| 10 | Executive Producer                        | 1 – 63  | Internal Promotion             |
| 11 | Associate Digital Line Producer           | 1 – 63  | Internal Promotion             |
| 12 | Producer                                  | 1 – 63  | ViacomCBS Career Site          |
| 13 | Assignment Manager                        | 1 – 63  | Internal Promotion             |
| 14 | Anchor/Reporter                           | 1 – 63  | ViacomCBS Career Site          |
| 15 | Sales & Marketing Assistant               | 1 – 63  | ViacomCBS Career Site          |
| 16 | Traffic Reporter                          | 1 – 63  | ViacomCBS Career Site          |
| 17 | Reporter                                  | 1 – 63  | ViacomCBS Career Site          |
| 18 | Meteorologist                             | 1 – 63  | Internal Promotion             |
| 19 | Reporter                                  | 1 – 63  | ViacomCBS Career Site          |
| 20 | Sales Manager                             | 1 – 63  | ViacomCBS Career Site          |
| 21 | Account Executive                         | 1 – 63  | ViacomCBS Career Site          |
| 22 | Account Executive                         | 1 – 63  | ViacomCBS Career Site          |
| 23 | Assignment Editor                         | 1 – 63  | ViacomCBS Career Site          |
| 24 | Managing Editor Web                       | 1 – 63  | Internal Promotion             |
| 25 | Reporter                                  | 1 – 63  | ViacomCBS Career Site          |
| 26 | Executive Producer, Impacting Communities | 1 – 63  | ViacomCBS Career Site          |
| 27 | Digital Content Producer                  | 1 – 63  | Internal Promotion             |

## II. MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD

| CODE # | RECRUITMENT SOURCE                           | ADDRESS  | CONTACT   | PHONE          | REQUESTED NOTIFICATION (Y/N) | NUMBER OF INTERVIEWEES REFERRED |
|--------|--|--|---|----------------|------------------------------|---------------------------------|
| 1.     | PA CareerLink Philadelphia North             | Philadelphia, PA 19123                               | joabell@pa.gov  | EMAIL          | N                            |                                 |
| 2.     | Burlington County One-Stop Career Center     | 795 Woodlane Road, Westhampton NJ                    | henry.bass@dol.state.nj.us  | 609-518-3905   | N                            |                                 |
| 3.     | Camden County One-Stop Career Center 03      | 2600 Mount Ephraim Avenue Suite 102, Camden NJ 08104 | geoffrey.taylor@dol.state.nj.us   | 856-614-3156   | NN                           |                                 |
| 4.     | Delaware County Community College CareerLink | 901 S. Media Line Road, Media, PA 19063              | maryfergus@pa.gov   | 610-723-6007   | N                            |                                 |
| 5.     | Fox Valley One Stop Career Center            | 4425 N MARKET ST, WILMINGTON DE 19802                | allen.jones@state.de.us   | 302-761-6634   | N                            |                                 |
| 6.     | Gloucester County One-Stop Career Center     | 215 Crown Point Road, Thorofare NJ 08086             | edwin.morgan@dol.nj.gov   | 856-384-3779   | N                            |                                 |
| 7.     | PA CareerLink Philadelphia Northeast         | 3210 Red Lion Road, Philadelphia PA 19114            | cathemille@pa.gov   | 215-632-6053   | N                            |                                 |
| 8.     | PA CareerLink Bucks County - Bristol         | 1260 Veterans Highway, Bristol PA 19007              | rbates@pa.gov   | 215-781-1086   | N                            |                                 |
| 9.     | PA CareerLink Delaware County                | 701 Crosby Street Suite B, Chester PA 19013          | maryfergus@pa.gov   | 610-447-3173   | N                            |                                 |
| 10     | PA CareerLink Montgomery County              | 1855 New Hope St, Norristown PA 19401-               | roberclar@pa.gov  | 610-270-3428   | N                            |                                 |
| 11     | PA CareerLink Northwest                      | 235 West Cheltenham Avenue, Philadelphia PA          | hchandra@pa.gov   | 267-339-0334   | N                            |                                 |
| 12     | American Job Center (USDOL)                  | n/a  | <a href="https://www.careeronestop.org/JobSearch/job-search.aspx">https://www.careeronestop.org/JobSearch/job-search.aspx</a> | n/a            | N                            | 4                               |
| 13     | DirectEmployers Veterans                     | n/a  | <a href="https://veterans.dejobs.org">https://veterans.dejobs.org</a>   | n/a            | N                            |                                 |
| 14     | DirectEmployers Disability                   | n/a  | <a href="https://disability.dejobs.org">https://disability.dejobs.org</a>   | n/a            | N                            |                                 |
| 15     | DirectEmployers Diversity                    | n/a  | <a href="https://diversity.dejobs.org">https://diversity.dejobs.org</a>   | n/a            | N                            | 1                               |
| 16     | ASPIRA                                       | Alfredo Calderon                                     | 4322 North 5 <sup>th</sup> Street, 3 <sup>rd</sup> Floor Philadelphia, PA 19140   | (215) 455-1300 | Y                            |                                 |
| 17     | Community Women's Education Project          | Dawn Williams  | 2801 Frankford Avenue Philadelphia, PA 19134  | (215) 426-2200 | Y                            |                                 |

|    |  |                   |   |                                  |   |  |
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| 19 | Concillio  | Patricia Soria    | 705-09 North Franklin Street<br>Philadelphia, PA 19123                            | (215) 627-3100                   | Y |  |
| 20 | Delaware City Office of Employment & Training                | Mike Caputo       | 9 South 69 <sup>th</sup> Street, 3 <sup>rd</sup> Floor Upper Darby, PA 19082      | (610) 713-2200                   | Y |  |
| 21 | Greater Phila Urban Affairs Coalition                        | Jerry Mitchell    | 1207 Chestnut Street, 4 <sup>th</sup> Floor<br>Philadelphia, PA 19107             | (215) 851-0110                   | Y |  |
| 22 | Mayor's Commission on Aging                                  | Pat West          | 100 South Broad Street, 4 <sup>th</sup> Floor<br>Philadelphia, PA 19110           | (215) 686-8450                   | Y |  |
| 23 | Mayor's Commission on Latin Affairs                          | Tom Carter        | City Hall, Room 110<br>Philadelphia, PA 19107                                     | (215) 686-2171                   | Y |  |
| 24 | N.A.A.C.P.   | Rhonda Williams   | 1619 West Cecil B. Moore Avenue<br>Philadelphia, PA 19121                         | (215) 978-7500                   | Y |  |
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| 27 | Philadelphia Foundation                                      | Phil Arko         | 1234 Market Street, Suite 1800<br>Philadelphia, PA 19107-3794                     | (215) 563-6417                   | Y |  |
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| 31 | The Team Career Link   | Donna Tuteck      | 701 Crosby Street, Suite B<br>Chester, PA 19013-6096                              | (610) 447-1493                   | Y |  |
| 32 | Urban League   | Michael Walker    | 1818 Market Street, 20 <sup>th</sup> Floor<br>Philadelphia, PA 19103-1600         | (215) 985-3220                   | Y |  |
| 33 | Women In Transition  | Human Resources   | 21 South 12 <sup>th</sup> Street, 6 <sup>th</sup> Floor<br>Philadelphia, PA 19107 | (215) 564-5301                   | Y |  |
| 34 | Councilwoman Jannie L. Blackwell                             |                   | City Hall, Room 408<br>Philadelphia, PA 19107-3290                                | (215) 686-3418<br>(215) 686-3419 | Y |  |
| 35 | The Association for Women in Communications                  |                   | 3337 Duke Street<br>Alexandria, VA 22314  | (703) 370-7436                   | Y |  |
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|    |   |                     |   |                |   |   |
|----|---|---------------------|---|----------------|---|---|
|    | Philadelphia Chapter  |                     |   |                |   |   |
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| 41 | Bryn Mawr College   | Sharon Powers       | 101 N. Merion Ave, Bryn Mawr, PA 19010  | (610) 526-5174 | Y |   |
| 42 | York Country Career Link                                      | Steven Wantz        | 841 Vogelsong Road<br>York, PA 17404-1397   | (717) 767-5709 | Y |   |
| 43 | Cheyney University Career Services                            | Milt Colston        | Cheyney & Creek Roads Cheyney, PA 19319-0200  | (610) 399-2033 | Y |   |
| 44 | Connecticut School of Broadcasting                            | Hope Willis         | One Cherry Hill Suite 203 Cherry Hill, NJ 08002                                     | (856) 755-1200 | Y |   |
| 45 | Delaware County Comm. College                                 | Jane Lang           | 901 South Media Line Road, Media, PA 19063  | (610) 359-5331 | Y |   |
| 46 | LaSalle University Career Planning & Development              | Lou LaMorte         | 1900 West Olney Ave Philadelphia, PA 19141  | (215) 951-1075 | Y |   |
| 47 | MSC 186 Lincoln Univ. Career Center                           | Brenda Neal         | PO Box 179 Lincoln University, PA 19352   |                | Y |   |
| 48 | Metropolitan Career Center                                    | Employment Services | 162 West Chelton Ave Philadelphia, PA 19144   | (215) 843-6615 | Y |   |
| 49 | Montgomery County Community College                           | Eileen Dogherty     | PO Box 400, 34 Dekalb Pike, Blue Bell, PA 19422-0796                                | (215) 641-6567 | Y |   |
| 50 | Montgomery City Comm. College/New Choices                     | Nancy Gazan         | 340 DeKalb Pike Blue Bell, PA 19422   | (215) 619-7406 | Y |   |
| 51 | Drexel University Steinbright Career Development Center       | Jennifer Rubin      | 3201 Arch Street, Suite 250,<br>Philadelphia, PA 19104                              | (215) 895-1020 | Y |   |
| 52 | Harcum Junior College Career Center                           | Director's Office   | Montgomery & Morris Avenues Bryn Mawr, PA 19010                                     | (610) 526-6032 | Y |   |
| 53 | Pennco Tech Placement Department                              | Eric Maister        | 99 Erial Road, Blackwood, NJ 08012  | (215) 223-2610 | Y |   |
| 54 | Philadelphia Community College Job Placement                  | Tarsha Scovens      | 1700 Spring Garden Street<br>Philadelphia, PA 19130                                 | (215) 751-8494 | Y |   |
| 55 | Rutgers University Career Placement                           | Carol Young         | 326 Penn Street Camden, NJ 08102  | (856) 225-6046 | Y |   |
| 56 | St. Joseph's University Career Center                         | Terry Barth         | 5600 City Avenue Philadelphia, PA 19131-1395  | (610) 660-3021 | Y |   |
| 57 | Pierce College Placement Office                               | Sabrina Smith       | 1420 Pine Street Philadelphia, PA 19102   | (215) 670-9278 | Y |   |
| 58 | Temple University Career Dev. Services                        | Tracy Flemming      | 1913 N. Broad Street Mitten Hall 2 <sup>nd</sup> Fl.<br>Philadelphia, PA 19122-6092 | (215) 204-4461 | Y | 4 |
| 59 | University of Pennsylvania Career Services                    | Pat Rose            | 3718 Locust Walk Suite 20 McNeil Bldg. Philadelphia, PA 19104-6209                  | (215) 898-4827 | Y |   |

|    |                                      |                |  |                |     |     |
|----|--------------------------------------|----------------|--|----------------|-----|-----|
| 60 | Villanova University Career Services | B.J. Cornell   | 800 Lancaster Ave Corr Hall Villanova, PA 19085-1699 | (610) 519-4065 | Y   |     |
| 61 | West Chester University Career Dev.  | Darlene Kimber | Lawrence Bldg. Room 106 West Chester, PA 19383       | (610) 436-2501 | Y   |     |
| 62 | ViacomCBS Career Site                |                | Careers@viacomcbs.com                                |                | N/A | 117 |
| 63 | ViacomCBS Internal Career Site       |                | Internal posting                                     |                | N/A | 48  |
| 64 | LinkedIn                             |                | LinkedIn.com   |                | N/A | 8   |

**TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD**

**182**

**III. Total # of Interviewees Referred by Each Source:** For the period from April 1, 2021, to March 31, 2022, this Employment Unit interviewed one hundred eighty two (182) interviewees for full time and part time job vacancies.

|     | <u>Recruitment Source</u>              | <u>Number of Interviewees Referred</u> |
|-----|--|--|
| (1) | ViacomCBS Career Site                  | 117                                    |
| (2) | ViacomCBS Career Site - Internal       | 48                                     |
| (3) | Direct Employers – Diversity           | 1                                      |
| (4) | Temple University Career Dev. Services | 4                                      |
| (5) | LinkedIn                               | 8                                      |
| (6) | American Job Center (USDOL)            | 4                                      |

**IV. Supplemental Recruitment Measures.**

**(a) Job Fairs.**

| Description of Recruitment Measure:   | Date:                                   | Personnel Involved:<br>(Name and Position)                      |
|---|---|---|
| NABJ 2021 Virtual Convention & Career Fair. As proud Partner Diamond Sponsor, the CBS presence is strong with sessions featuring CBS News journalists and executives. Attendees will have the opportunity to meet and connect with CBS News representatives, recruiters, and journalists during the convention. | August 18-20, 2021<br>3-day Career Fair | John Wilson, VP/News Director<br>Other CBS News Group personnel |

**(b) Participation in Events.**

| Description of Recruitment Measure:   | Date:      | Personnel Involved: (Name and Position) |
|---|------------|---|
| MaST Community Charter School (Virtual Career Week): The station sent a video of Pat Gallen discussing his career in the media.                                     | 5/3/2021   | Pat Gallen: Sports Anchor               |
| Rowan University - Alumni Success Interview: Tom Gardiner spoke on his journey to CBS3 in a recruiting/marketing video for his alma mater.                          | 10/28/2021 | Thomas Gardiner: News Photographer      |
| Thomas Jefferson University - Professor Evan Laine's Pre-Law Class (In-Person Lecture): Jim Donovan engaged in a Q&A about media and broadcasting with 25 attendees | 12/2/2021  | Jim Donovan: Anchor                     |

**Training Management Personnel.**

| Description of Recruitment Measure: | Personnel Involved:<br>(Name and position) | Describe Training: |
|-------------------------------------|--|--------------------|
|-------------------------------------|--|--------------------|

|  |   |   |
|--|---|---|
| <p><b>ViacomCBS' e-training course for our Global Business Practices Statement ("BPS").</b></p>  | <p>All Full-Time Employees<br/>December 2021 - January 2022</p>                   | <p>ViacomCBS' BPS is our code of conduct and reflects our commitment to strong ethical behavior and rigorous standards of business conduct. Across all of our brands, channels and regions, our BPS imparts the standards expected of everyone working for or on behalf of ViacomCBS. It outlines our overall ethical approach, explains our individual behavioral/legal responsibilities, and underscores our commitment to conducting business in a responsible and respectful manner.</p>                          |
| <p><b>Mind Gym - Virtual workout, Building bridges</b></p> <p>We have all experienced—or witnessed—an act of exclusion. We may have wondered if we should respond, how to respond or whether it was bad enough to warrant a response at all.</p>   | <p>All department heads and 2<sup>nd</sup> level managers<br/>April 15, 2021</p>  | <p>In this session managers learn to recognize both the overt and subtle forms of exclusion, before exploring ways to overcome the common psychological blockers that convince us to stay silent. Overcoming these will allow us to decide when and how we're going to speak up in a way that builds bridges and creates more inclusion.</p>  |
| <p><b>Mind Gym Virtual workout, Your impact on others</b></p> <p>What is Your impact on others all about?</p> <p>Imagine this: you behave in exactly the same way with two different people. One sees you as honest, the other as ruthless. Why does this happen?</p> <p>We've each got different ways of looking at the world. And if we understand how others look at things (and us), then we can adapt the way we behave. Explore how to spot the things that make different people tick, and learn how to flex your behavior to have the greatest impact on others.</p> | <p>All department heads and 2<sup>nd</sup> level managers<br/>August 12, 2021</p> | <p>In this session managers learn to:</p> <ul style="list-style-type: none"> <li>•Spot when we're letting our own motivations influence how we interpret others' behavior.</li> <li>•Appreciate how your behavior affects those around you.</li> <li>•Recognize your strengths and weaknesses, so you can manage your impact on others in different situations.</li> </ul>  |
| <p><b>Preventing Sexual Harassment</b></p>   | <p>All Full-Time Employees<br/>January 04, 2022</p>                               | <p>Everyone has the right to work in a safe and respectful work environment that is free from sexual harassment. Whether part-time, full-time, temporary, or engaged as a contractor or intern, we must remember that the workplace is a shared environment and we are each responsible for our own actions.</p> <p>In this course employees learn about the various aspects of sexual harassment, including who's protected against it, how and where it can happen, and the actions you can take to prevent it.</p> |