EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2017 to July 31, 2018.

Employment Unit: CBS Broadcasting, Inc. / Los Angeles Television Station KCAL LLC

Unit Members (Stations and Communities of License): KCBS / KCAL Los Angeles, California

EEO Contact Information for Unit Member:

Mailing Address:	Telephone Number:
	818 655-2024
KCBS / KCAL	
	Contact Person:
4200 Radford Avenue	
Studio City, CA 91604	Maggie Serrano
	E-mail Address:
	mserrano@cbs.com

<u>List all Full-Time Job Vacancies (identified by Job Title) Filled by Each Station in the Employment Unit. (See Master Recruitment Source List for recruitment source data)</u>

	Job Title	Recruitment Source Notified of Job Vacancy
1.	Newswriter-Producer	1 – 67; 69, 71
2.	Inventory Specialist	1 – 67; 71
3.	Inventory Specialist	1 – 67; 71
4.	VP News Director	67
5.	VP, Director of Sales	1 – 67; 71

II. MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD

	Name of Organization Notified of Job Vacancy:	Contact Person	Address:			Submit Via:	Did Recruitment request Notification Y or N
1	JVS West Hollywood Worksource Center	Website	Lancaster	CA	93535	jtyler@jvsla.org	No
2	El Proyecto Worksource Center- Sun Valley	Website	Sun Valley	CA	91352	smoncada@wscalnetwork.org	No
3	US VETS Initiative	Website	Long Beach	CA	90810	kcaravello@usvetsinc.org	No
4	City of LA Dept of Disability	Website	Los Angeles	CA	90012	ralph.acuna@lacity.org	No
5	Career Transition Centers	Website	Long Beach	CA	90807	carmen.odom@edd.ca.gov	No
6	Irvine Career Center	Website	Irvine	CA	92618	ismael.diaz@edd.ca.gov	No
7	Career Services Center South East	Website	Los Angeles	CA	90015	leonard.cruz@edd.ca.gov	No
8	Housing Authority of the City of Los Angeles	Website	Los Angeles	CA	90059	blanca.cuevas@hacla.org	No
9	Career Partners WorkSource Center	Website	Rosemead	CA	91770	manuel.almeida@edd.ca.gov	No
10	Van Nuys - North Sherman Oaks WorkSource Center	Website	Van Nuys	CA	91406	aletterson@edd.ca.gov	No
11	Southeast LA - Crenshaw WorkSource Center	Website	Los Angeles	CA	90037	Connye.Thomas@edd.ca.gov	No
12	Foothill Employment & Training Connection	Website	Pasadena	CA	91106	jordan.tonthat@edd.ca.gov	No
13	SELACO WIB Norwalk EDD Career Center	Website	Norwalk	CA	90650	linda.tarver@edd.ca.gov	No
14	Housing Authority City of Los Angeles Imperial Courts	Website	Los Angeles	CA	90057	pamela.paige@hacla.org	No
15	Arc of South East Los Angeles County	Website	Downey	CA	90242	jeffreystephensj@gmail.com	No
16	East Los Angeles WorkSource Center	Website	Los Angeles	CA	90022	manuelcons@arboret.com	No
17	Veterans First	Website	Santa Ana	CA	92705	russell@veteransfirstoc.org	No
18							No
19	East County Job and Career Center	Website	Simi Valley	CA	93065	loan.nguyen@ventura.org	No
20	Canoga Park - West Hill WorkSource Center Los Angeles Urban League Worksource Center -	Website	Canoga Park	CA	91303	espatz@edd.ca.gov	No
21	West	Website	Los Angeles	CA	90016	Connye.Thomas@edd.ca.gov	No
22	Southeast LA - Watts Worksource Center	Website	Los Angeles	CA	90059	kwashington@wlcac.org	No
23	City of Compton Career Link Center Northeast San Fernando Valley Work Source	Website	Compton	CA	90221	hsmith@comptoncity.org	No
24	Center	Website	Pacoima	CA	91331	leandro.macias@edd.ca.gov	No
25	Wilshire - Metro WorkSource Center	Website	Los Angeles	CA	90010	mlewis@communitycareer.org	No
26	Glendale Career Center	Website	Glendale	CA	91204	michael.christopherson@edd.ca.gov	No
27	Downtown WorkSource Center	Website	Los Angeles	CA	90015	adrian.lazaro@edd.ca.gov	No
	Build WorkSource Center	Website	Chatsworth	CA	91311	bthomas@buildonestop.com	
28	Verdugo Jobs Center	Website	Glendale	CA	91204	mgalicia@ci.glendale.ca.us	No
29	CA Job Service	Website	Los Angeles	CA	90043	cprentic@edd.ca.gov	No
30	Burbank WorkForce Connection	Website	Burbank	CA	91502	burbankworkforceconnection@ci.burbank.ca.us	No
31	Marina del Rey-Mar Vista WorkSource Center	Website	Marina del Rey	CA	90292	ttenorio@edd.ca.gov	No
32	US Veterans Initiative	Website	Inglewood	CA	90301	kgibbs@usvetsinc.org	No
33	Foothill Employment & Training Connection-	Website	Pasadena	CA	91107	ceccareercenter@pasadena.edu	No
34	Gardena One-Stop	Website	Gardena	CA	90247	mpalmer@ci.gardena.ca.us	No
35	Urban League Workforce Development	Website	Avalon CA	CA	90061	keith.sweet@laul.org	No
36	Disabled Veterans Outreach Program	Website	Huntington Park	CA	90255	richard.rocha@edd.ca.gov	No

37							No
38	Carson Career Center	Website	Carson CA	CA	90745	earanda@edd.ca.gov	No
39	Florence-Firestone Employment Resource Center	Website	Los Angeles	CA	90001	elisabethgutierrez@rescare.com	No
40	Hollywood Workforce Center	Website	Los Angeles	CA	90029	erren.lee@edd.ca.gov	No
41	CCD/Compton WorkSource Center	Website	Compton CA	CA	90221	cvasquez@communitycareer.org	No
42	SER-Jobs For Progress, Inc.	Website	Ocean Side	CA	92057	felix.ramirez48@yahoo.com	No
	PCC Community Education Center	Website	Pasadena CA	CA	91107	ceccareercenter@pasadena.edu	
43	Braille Institute	Website	Los Angeles	CA	90029	krepchian@brailleinstitute.org	No
44	LA Works One-Stop Career Center	Website	Irwindale C	CA	91706	fabian.garcia@laworks.org	No
45	Women at Work	Website	Pasadena CA	CA	91107	info@womenatwork.org	No
46	Employment Development Dept. West LA Job Service	Website	Los Angeles	CA	90292	ted.tenorio@edd.ca.gov	No
47	Monrovia Adult School One Stop Career Center	Website	Monrovia CA	CA	91016	kchick@monroviaschools.net	No
48	Foothill Vocation Opportunities	Website	Pasadena CA	CA	91103	sonia@foothillvoc.org	No
49	South Bay One-Stop Business &Career Center	Website	Inglewood	CA	90301	ronald.warren@edd.ca.gov	No
50	California Department of Rehabilitation	Website	Los Angeles	CA	90022	gburgue@dor.ca.gov	No
51	Homeless to Independence -California	Website		CA	30022	ann@homelesstoindependence.org	No
52	SASSFA Worksource Center		Santa En Saringo	CA	90670		No
53		Website	Santa Fe Springs			gamos@sassfa.org	No
54	Metro North WorkSource Center	Website	Los Angeles	CA	90031	veterans@goodwillsocal.org	No
55	Westlake Work Source Center	Website	Los Angeles	CA	90017	esoohoo@westlake-worksource.org	No
56	South LA WorkSource Center	Website	Los Angeles	CA	90044	info@communitycenters.org	No
57	Chinatown Service Center	Website	Los Angeles	CA	90012	jleung@cscla.org	No
58	City of Torrance	Website	Torrance	CA	90501	danny.wilson@edd.ca.gov	No
59	Asian Rehabilitation Services	Website	Los Angeles	CA	90021	koko@asianrehab.org	No
60	Hollywood WorkSource Center	Website	Los Angeles	CA	90029	rmarkaryan@mcscareergroup.com	No
61	Goodwill Industries	Website	Santa Ana	CA	92703	nancy@ocgoodwill.org	No
62	Santa Clarita WorkSource	Website	Santa Clarita	CA	91355	shannon.mccall@canyons.edu	No
	West Hollywood Worksource JVS	Website	Los Angeles	CA	90036	jsantiago@jvsla.org	-
63	California Dept. of Rehabilitation	Website	Sacramento	CA	95814	Sylvia.Hoggatt@dor.ca.gov	No
64	West San Gabriel Valley WorkSource Center	Website	Monterey Park	CA	91754	abuchanan@mcscareergroup.com	No
65	Bridges From School to Work	Website	Los Angeles	CA	90017	john.nave@marriott.com	No
66	Ventura Workforce	Website	Simi Valley	CA	93065	veronica.ramirez@ventura.org	No
67	www.cbscareers.com	Website	n/a			http://de.nlx.org/pdfs/JobAlliancesList.pdf	No
68	IBEW Union	Rebecca Lehmann	Los Angeles	CA		rlehrmann@ibew45.org	Yes
69	WGA Union	Patrick Cannon	Los Angeles	CA	90048	pcannon@wga.org	Yes
70	WOA UIIUII		LUS ANGERES	CA	90040	Tamaki.Wallace@sagaftra.org	Yes
	AFTRA Union	Tamaki Wallace	Los Angeles	CA	90036		
71	Imagen Foundation	Website	Los Angeles	CA		info@imagen.org	Yes
72	Spots N Dots	April Causey	Atlanta	GA	30308	ads@spotsndots.com	No
73	•						Yes
74	IATSE	Job Desk Job	Los Angeles	CA	91602	alex@artdirectors.org	Yes
	DGA Union	Board	Los Angeles	CA	90046	Lisal@dga.org	

Recruitment Source Summary:

Name of Recruitment Source

- 1. Internal
- 2. Employee Referral
- 3. Other
- 4. Internal
- 5. Interdivision

Total # of Interviewees Referred by Each Source: For the period from August 1, 2017 to July 31, 2018, this Employment Unit intervieweed **26** Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

	Recruitment Source	Number of Interviewees Referred
1.	Website Posting - www.cbscareers.com	13
2.	Internal	8
3.	Interdivision	1
4.	Employee Referral	1
5.	Other – Former Employee	3

Supplemental Recruitment Measures Job Fairs:

Date:	Personnel Involved: (Name and Position)
May 22, 2018	KCBS 2 /KCAL 9 On-Air Sponsorship
November 9, 2017	Maggie Serrano, HR Manager KCBS 2 /KCAL 9
October 25, 2017	KCBS 2 /KCAL 9 On-Air Sponsorship
	May 22, 2018 November 9, 2017

Educational Station Tours:

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Student/Teacher of the Month Initiative in partnership with LAUSD & LA Rams Arleta High School 96 th Street Elementary School Cowan Avenue Elementary School Chester Nimitz Middle School Los Angeles High School Union Avenue Elementary Griffith Middle School	May 30, 2018 May 17, 2018 April 25, 2018 April 20, 2018 March 23, 2018 March 7, 2018 February 21, 2018	Steve Mauldin, President, GM Tara Finestone, VP, News Director Amy Johnson, Reporter Larisa Montelindo, Assignment Desk Manager Jim Hill, Sports Anchor Danielle Gersh, Meteorologist Juan Fernandez, Anchor KCBS 2 / KCAL 9
Multnomah Elementary School – Career Day Speaker, Career Mentoring	June 1, 2018	Crystal Cruz, Reporter KCBS 2 / KCAL 9
LAUSD 2 nd Annual Local District West – Guest Speaker, Career Mentoring, Career Day Signing at Venice High School	May 14, 2018	Jim Hill, Sports Anchor KCBS 2 / KCAL 9
EmpowHer Institute – Career Mentoring for Minority Girls in Journalism. Skirball Cultural Center Summit for teen girl mentees that included workshops, roundtable discussions, and keynote speech by 1st Lady of Los Angeles, Amy Wakeland	April 25, 2018	Velonne Atkins, News Business Manager KCBS 2 / KCAL 9
Pilgrim Middle School – Career Day Speaker	April 20, 2018	Amber Lee, Meteorologist KCBS 2 / KCAL 9
Foundry Class 009 USO Naval Officers in S.D – Career Mentoring, Leadership Seminar Speaker	April 18, 2018	Leyna Nguyen, Anchor KCBS 2 / KCAL 9
University of Southern California – Career Mentoring, Newscast viewing & Newsroom & Studio Lot Tour	April 12, 2018	Tara Finestone, Assistant News Dir. Tina Patel, Reporter Mark Liu, Assignment Desk Manager KCBS 2 / KCAL 9
Liggett Elementary Career Day – Career Day Presenter	April 10, 2018	Annette Zapata, Executive Producer KCBS 2 / KCAL 9
University of San Diego – Career Mentoring, Newscast viewing & Newsroom & Studio Lot Tour	April 6, 2018	David Goldstein, Investigative Reporter KCBS 2 / KCAL 9
Columbia College – Career Mentoring, Newscast viewing & Newsroom Tour	March 29, 2018	Dave Bryan, Reporter Rick Brown, Executive Producer KCBS 2 / KCAL 9

~Continued~ Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Andrew Carnegie Middle School – Career Day Speaker /Student Mentor	March 16, 2018	Crystal Cruz, Reporter KCBS 2 / KCAL 9
San Pedro High School – Career Day Speaker /Student Mentor	March 6, 2018	Nicolette Medina, News Producer KCBS 2 / KCAL 9
St. Apostle School – Career Mentoring, Newscast viewing & Newsroom Tour	February 16, 2018	Paul Button, Managing Editor KCBS 2 / KCAL 9
Flight Path Museum - Guest Speaker, Career Resource Event	February 10, 2018	Stu Mundel, Helicopter/Reporter KCBS 2 / KCAL 9
Girls & Boy Scouts of Greater LA – Career Mentoring, Newscast viewing & Newsroom Tour	February 3, 2018	Tara Finestone, Assistant News Dir. Andrea Fujii, Anchor Irene Mejia, Administrative Assistant KCBS 2 / KCAL 9
USC Journalism Class – Career Mentoring, Newscast viewing & Newsroom Tour	September 30, 2017	Rick Brown, Executive Producer KCBS 2 / KCAL 9
Temple University – Panel Moderator, Research Study on Concussions	September 24, 2017	Sandra Mitchell , Reporter KCBS 2 / KCAL 9

Internship:

Description of Recruitment Measure:	Date:	Personnel Involved:
Francisco Francisco B	0 . 0	(Name and Position)
Emma Bowen Foundation Program	On-Going –	Larisa Montelindo
A diverse student selected for four year	Spring/Summer/	Assignment Manager
paid internship.	Fall	KCBS2/KCAL9
CBS Apprenticeship program:		Paul Button
Interviewed applicants and chose one		Managing Editor
apprentice for the CBS newsroom program.		KCBS 2 /KCAL 9
Internships listed with University Internship		Louis Cook
Directors. Community Affairs Director,		Executive Producer, Sports
News & Sports News Departments		KCBS 2 /KCAL 9
supervise approximately 10 interns per		NODO 2/NOAL 9
		David Caldatain
semester. Interns receive invaluable		David Goldstein
"behind" the scenes experience in a major		Investigative News Reporter
market news television station.		KCBS 2 /KCAL 9
Azusa Pacific University		0
		Stacia Burke
Baylor University		Sales Marketing Manager
Boise State University		KCBS 2 /KCAL 9
Boston University		
Cal Lutheran		Otto Petersen
Cal State Chico		Creative Services Director
Cal State Dominguez Cal State Fullerton		KCBS 2 /KCAL 9
Cal State Long Beach		ROBO 2 /ROAL 3
Cal State Northridge		
Cal State Poly, Pomona		
College of the Canyons		
East Carolina University		
Emory University		
Glendale Community College		
Ithaca College		
La Salle University		
LA Valley College		
Loyola Marymount		
Menlo College		
New York University		
Northern Illinois University		
Northwestern University		
Pierce College		
Santa Monica College		
Soka University of America		
St. Bernard/UCI		
Stanford University		
Syracuse University		
Texas Tech UC Berkeley		
UC Santa Barbara		
UCLA		
University of the Arizona		
University of the Pacific		
University of Oklahoma		
University of Pennsylvania		
USC		

Training Management Personnel:

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
CBS Corporation Compliance Training Program – "Presentation Advantage" "5 Choices to Extraordinary Productivity" "Situational Leadership"	July 12, 2018 June 27, 2018 June 20 & 21, 2018 Employees/Managers	Ongoing training sessions for Managers/Employees to increase results and develop employees through one-on-one interactions. Designed to help develop skills, abilities and knowledge as a contributor, team member or leader.
CBS Corporation Compliance Training Program - "Diversity and Inclusion Training: Unconscious Bias."	All Employees March 2, 2018	Diversity is part of what makes us strong and competitive; our success is also dependent on our ability to provide employees with a respectful and secure work environment. Employees come from numerous backgrounds and bring a wide range of experiences and points of view to the workplace.
CBS Corporation Compliance Training Program - "CBS Information Security Awareness"	All Employees December 31, 2017	Examining the importance of general security awareness, threats, risks and best practices. The importance of security as it relates to workplace information systems, mobile devices, and electronic communications.
CBS Corporation Compliance Training Program – "Business Conduct Statement Course and Certification"	All Employees October 10, 2017	Important responsibilities under local, state and federal law to keep harassment and discrimination out of our workplace.
CBS Corporation Compliance Training Program – "Sexual Harassment: Leading a Respectful Workplace"	Managers September 6, 2017	As CBS managers and supervisors, you have additional responsibilities to ensure that all employees have a work environment that is free from all forms of unlawful discrimination, including sexual harassment
CBS Corporation Compliance Training Program – "Sexual Harassment: Maintaining a Respectful Workplace"	All Employees September 6, 2017	Maintaining a workplace that is free of discrimination and harassment. The maintenance of a harassment and discrimination-free work environment is part of every employee's job description, and CBS is committed to providing employees with the resources needed to accomplish this essential function.

Participation in Events:

Description of Community Measure:	Date:	Personnel Involved: (Name and Position)
National Association of Women Business Owners (N.A.W.B.O). Leadership and Legacy Luncheon honoree Pat Harvey.	May 18, 2018	Pat Harvey, Anchor KCBS 2 / KCAL 9
Los Angeles Urban League – Annual Whitney M. Young Awards for Excellence in Journalism	May 11, 2018	Pat Harvey, Anchor KCBS 2 / KCAL 9
Radio & Television News (RTNA) – Lifetime Achievement Award Honoree 68 th Annual Golden Mike Honoree Dave Lopez	January 27, 2018	David Lopez, Reporter KCBS 2 / KCAL 9
Asian American Journalist Association - Trivia Bowl XXII for scholarships and diversity fellowships.	October 19, 2017	Paul Button, Managing Editor Denise Poon, Producer KCBS 2 / KCAL
National Hispanic Media Coalition (NHMC) – Local Impact Diversity Awards/Luncheon Honored Elsa Ramon. Emceed by Rick Garcia.	September 7, 2017	Steve Mauldin, President/General Manager Bill Dallman, VP, News Director Olivia Campos Bergeron, Dir. Com. Affairs, Rick Garcia, Anchor Elsa Ramon, Anchor/Reporter KCBS 2 / KCAL 9
Veteran Intern Day – CBS Veteran Interns met with CBS employees throughout the day who hold leadership positions in various departments within the company. The group was given a tour of the Broadcast Center, and a Q&A period.	August 15, 2017	Catrice Monson, SVP Diversity Sandy Hernandez, Intern Josh Brackett, VP Financial Ops & Bus. Eleanor Vega, Bureau Chief Sherri Sylvester, Producer Otto Petersen, Director, Creative Services Kevin Oldis, SVP Human Resources Harry Isaacs, EVP Labor Relations Donna Osiri, VP Strategic Sourcing Bryon Stopfer, Dir. Strategic Sourcing