KDKA-TV AND WPCW-TV
EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period April 1, 2018 to March 31, 2019.

1) Employment Unit: CBS Broadcasting Inc./Pittsburgh Television Station WPCW Inc.

2) Unit Members (Stations and Communities of License): KDKA-TV and WPCW-TV, Pittsburgh

3) EEO Contact Information for Unit Member: J Tamburo, Controller/HR Director

Mailing Address: 420 Fort Duquesne Blvd, Ste 100 One Gateway Center Pittsburgh, PA 15222	Telephone Number: 412-575-2200 Contact Person: J Tamburo/G Ewing E-mail Address: jtamburo@kdka.com gewing@kdka.com

4) FULLTIME 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 of Hiree
Producer	1-51, 53	CBS Jobs Website
Producer	1-51, 53	CBS Jobs Website
V.P. General Manager	1-51, 53	Company Transfer
News Director	1-51, 53	CBS Jobs Website
Producer	1-51,53	CBS Jobs Website
Lifestyle Co-Host Producer	1-51,53	Current Employee
Commercial Videographer	1-51, 53	Linkedin
Lifestyle Photog.Editor	1-51, 53	Current Employee
Lifestyle Reporter	1-51, 53	Casual Employee Referral
Account Executive	1-51, 53	Employee Referral

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

5) MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
(1) Bidwell Training Center, Inc.	Jeanne Barnes/Paul Kubrick	1815 Metropolitan Avenue Pittsburgh, PA 15233	412-323-4000	Yes
(2) Goodwill of South Western PA	Robert S. Foltz Building/Andrew Sabo	118 52nd Street Pittsburgh, PA 15201	412-632-1736	Yes
(3) NAACP Pittsburgh	Ms. M. Gayle Moss	2203 Wylie Avenue Pittsburgh, PA 15219	412-471-1024	Yes
(4) NAACP Greensburg	Rev.Dr.Jack Sullivan, Jr.	1011 Old Salem Road, Suite 207 Greensburg, PA 15601	724-838-9146	Yes
(6) National Black MBA's	Ms. Kyshira S. Moffett/Secretary	P.O. Box 3502 Pittsburgh, PA 15230	412-741-9320	Yes
(6) Renewal, Inc.	Denise Deroba	601 Grant Street Pittsburgh, PA 15219	412-690-2445	Yes
(7) Saint Vincent College	None	300 Fraser Road Latrobe, PA 15650	724-532-6600	Yes
(8) Urban League of Pittsburgh	Employment & Training Dept. Deb Wanamaker	610 Wood Street Pittsburgh, PA 15222-2222	412-227-4802	Yes
(9) Urban League of Shanago Valley	Erin Houston	601 Indiana Avenue Farrell, PA 16121	724-981-5310	Yes
(10) Life's Work, Career Connections	Mr. Ed O'Rourck	1323 Forbes Avenue Pittsburgh, PA 15219	412-471-2600	Yes
(11) Bradford School	Katherine Banaszak Director of Placement	126 West Station Square Drive Suite 129 Pittsburgh, PA 15219-2602	412-391-6710	Yes
(12) Department of Labor and Industry Office of Vocational Rehabilitation	John Miller Vocational Rehab Supervisor	531 Penn Avenue Pittsburgh, PA 15222	412-392-5490	Yes
(13) Lee Hecht Harrison	Bernie Varacalli	381 Mansfield Avenue Greentree Commons, Suite 300 Pittsburgh, PA 15220	412-733-2500	Yes
(14) University of Pittsburgh	Career Services	224 William Pitt Union Pittsburgh, PA 15260	412-648-7130	Yes
(15) University of Pittsburgh Greensburg pgintern@pitt.edu	Offices of Career Services	219 Chambers 150 Finoli Drive Greensburg, PA 15601	724-836-7575	Yes
(16) Community College of Allegheny Cty.	Robert Kmetz	800 Allegheny Avenue Pittsburgh, PA 15233	412-237-3100	Yes
(17) Life Path	Ann Marie Surovy	22 Almont Raod Sellersville, PA 18960	215-257-0471	Yes
(18) Waynesburg University	Marie Coffman	51 West College Street Waynesburg, PA 15370	724-582-3399	Yes
(19) College of Communications Penn State	Robert Martin	208D Carnegie Building University Park, PA 16802	412-648-7130	Yes
(20) Council of Three Rivers American Indian	K.Jevsevar	120 charles Street Dorseyville, PA 15328	412-782-4457	Yes
(21) Grove City College	Linda Reash	200 Campus Drive Grove City, PA 16127	724-458-3371	Yes
(22) Robert Morris	Beth Miller	6001 University Blvd Moon Twp., Pa 15108	412-262-8224	Yes
(23) LaRouche College	Pam Golubski	9000 Babcock Blvd. East Campus AB-211 Pittsburgh, PA 15237	412-367-9300	Yes
(24) Seton Hill University gcarter@setonhill.edu	None	Seton Hill Drive Greensburg, PA 15601-1599	724-552-4390	Yes
(25) Indiana University of PA	Dir. of Career Services	Pratt Hall, Room 302 900 Maple Street Indiana, PA 15701	Iup.edu/sec	Yes
(26) Edinboro State University mclem@edinboro.edu	Monica Clem Center for Career Services	106 McNerney Hall Edinboro, PA 16444	814-732-2781	Yes
(27) Duquesne University	Career Services	G1 Rockwell Hall 600 Forbes Avenue Pittsburgh, PA 15282-0104	Careerservices@duq.edu	Yes
(28) Point Park University http://pointpark.erecruiting.com	None	201 Wood Street Pittsburgh, PA 15222	412-391-4100	Yes
(29) Carlow College	Erin Bridgen	3333 Fifth Avenue Pittsburgh, PA 15213	412-578-6196	Yes
(30) Chatham University	Monaca Ritter	106 Woodland Road Pittsburgh, PA 15232	412-365-1209	Yes
(31) N.E.E.D. Law & Finance Building	Dr. Marcia Sturdivant PHD	429 4th Avenue 20th Floor Pittsburgh, PA 15219	412-566-7397	Yes
WEBSITES/EMAILS				
(32) PBMF Pittsburgh Black Media Federation	Mr.Ervin Dyer	P.O. Box 22091 Pittsburgh, PA 15222-0091		Yes
(33) Media Associaton of Pittsburgh	mediaofpittsburgh@gmail.com	P.O. Box 25319 Pittsburgh, PA 15220		

(34) Dept. of Veterans Affairs Samuel.green@va.gov	Samuel Green, MS	1010Delafield Raod Building 69, 122B-A Pittsburgh, PA 15215	412-822-1248	Yes
(35) Resource Online Publication Lisa.sawich@cbsradio.com	Sarah Orris Director of Recruitment Services	651 Holiday Drive, 2nd Floor Pittsburgh, PA 15220	412-920-9400 ext. 112	NA
(36) Pittsburgh Career Institute	Ernie Junstrom	421 7th Avenue Pittsburgh, PA 15219	412-281-2600 ext 125	Yes
(37) KDKA-RADIO www.kdkaradio.com	Marianne Hurley	651 Holiday Drive Pittsburgh, PA 15222	412-575-2501 412-575-2507	NA
(38) KDKA-TV / WPCW-TV Internal www.kdka.com www.wpcwtv.com	J Tamburo/Geri Ewing	420 Ft.Duquesne Blvd. Suite 100 Pittsburgh, PA 15222	412-575-2501 412-575-2507	NA
(39) Broadcast Employemnt Services www.TVjobs.com	None	P.O. Box 4116 Oceanside, CA 92052	760-754-8177	Yes
(40) Media Line www.medialine.com	Mark Shilstone, Manager mark@medialine.com	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
(41) Pgh. Technical Institute	Darlene Pritt	111 McKee Road Oakdale, PA 15071	412-809-5100	Yes
(42) Nat'l Academy of TV Artists and Sciences	Tara Faccenda, Executive Director	85 Overlook Circle Garnet Valley, PA 19060	610-859-8886	Yes
(43) The Leadership Institute	Patricia Simpson	1101 N.Highland Street Arlington, VA 22201	703-247-2001	Yes
FOR GRAPHIC POSITIONS ONLY				
FOR SALES/MANAGEMENT POSITIONS ONLY				
(45) Spot N Dot's	None	1744 Patirots Way NW Kennesaw, GA 30152		
(46) TV Week	Chuck Ross chkross@tvweek..com	5500 Stansbury Ave Sherman Oaks, CA 91401		Yes
(47) Broadcasting & Cable	None	28 East 28th Street 12th Floor New York, NY 10016	212-378-0400	Yes
FOR TALENT POSITIONS ONLY				
(48) Collective Talent info@michaelsmedia.com	Michael Billie	1721 Richardson Place Tampa, FL 33606	813-254-9695	Yes
FOR ENGINEERING POSITIONS ONLY				
(49) Triangle Tech	Brian Dayton-Career Advisor	1940 Perrysville Avenue Pittsburgh, PA 15214	412-359-1000 Ext. 7189	Yes
FOR MARKETING POSITIONS ONLY				
(50) Graeme Newell 602 Communications	Sandy Lizik	1011 Lyndhurst Falls Lane Knightdale, NC 27545	919-217-4438	Yes
MISCELLANEOUS SOURCES				
(51) Employee Referral				
(52) Industry Referral				
(53) CBS Applicant Tracking System	Avature			

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

	Name of Hiree	Name of Recruitment Source
(1)	[redacted]	CBS Jobs Website
(2)	[redacted]	CBS Jobs Website
(3)	[redacted]	Company Transfer
(4)	[redacted]	CBS Jobs Website
(5)	[redacted]	CBS Jobs Website

(6)	[redacted]	Current Employee
(7)	[redacted]	Linkedin
(8)	[redacted]	Current Employee
(9)	[redacted]	Former Employee Referral
(10)	[redacted]	Employee Referral

7) Total # of Interviewees Referred by Each Source: For the period from April 1, 2018 to March 31, 2019, this Employment Unit interviewed 60 interviewees for full time and part time job vacancies.

	Recruitment Source	Number of Interviewees Referred
(1)	Current F.T. Employee	11
(2)	Inside Temporary Worker/Stivers Staffing	0
(3)	CBS Jobs Website	44
(4)	Linkedin	1
(5)	CBS Company Referral	0
(6)	Former Consultant	1
(7)	Company Transfer	1
(8)	Current Per Diem	1
(9)	Current Employee Referral	1
(10)	Company Referral Radio	0
(11)	Agency Referral	0
(12)	Current Temp Agency Worker	0

(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

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
The Pittsburgh Promise's 2018 Career Launch Hotel Monaco, Pittsburgh, PA Career fair to connect with prospective interns and entry-level professionals	8/2/18	Dan Braddock, Marketing Manager

Work Matters Summit Pittsbugh Office of Vocational Rehabilitation Westin Hotel Convention Center – Pittsburgh, PA Developed to recruit employees with disabilities.	11/7/18	Jorgeann Tamburo, Controller/HR Director Geri Ewing, Payroll/HR Analyst
Junior Achievement Career Fair Monroeville Convention Center, Monroeville, PA Guest Speakers – Careers in Broadcasting Junior Achievement (JA) inspires and prepares young people to succeed in a global economy. JA gives young people the knowledge and skills they need to own their economic success, plan for their future and make smart academic and economic decisions	11/28/18	Rick Dayton, Anchor Erin Massie, Apprentice Dan Braddock, Marketing Manager Adam Grant, Commercial Production
Internship and Job Fair Point Park University – Pittsburgh, PA Connecting students from the sports, news, arts and entertainment management departments to employers	2/7/19	Dan Braddock, Marketing Manager Jorgeann Tamburo, Controller/HR Director Geri Ewing, Payroll/HR Analyst
University of Pittsburgh Spring Career + Internship Fair Pittsburgh, PA Meeting with students about opportunities in news, entertainment and sports broadcasting	2/15/19	Jorgeann Tamburo, Controller/HR Director Geri Ewing, Payroll/HR Analyst

(b) Internship

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
KDKA TV and WPCW-TV offer Internships during school semesters. The students selected are college juniors, seniors. Selected 2 interns for summer semester and 2 interns for spring semester.	Spring and Summer 2018	Jorgeann Tamburo, Controller/HR Director Anne Linaberger, former News Director
Apprentice Program News Apprentice Program to help candidate develop strong newsroom leadership skills in the behind the scenes editorial opportunities.	June thru December 2018	Anne Linaberger, former News Director Jorgeann Tamburo, Controller/HR Director
Emma L. Bowen Foundation Internship Diversity Initiative Participation where students earn an hourly salary as well as matching funds for scholarships	Summer 2018	Anne Linaberger, former News Director Jorgeann Tamburo, Controller/HR Director

(b) Participation in Events.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Pittsburgh Business Show Convention Center, Pittsburgh, PA Key event sponsor that provided platform to educate businesses on advertising media: how to position and grow your business.	April 25 – 26, 2018	Lisa Edmonds, Local Sales Manager
Haine Middle School Seneca Valley CIRC Center (Creativity, Innovation and Research Center) Meteorologist spoke to students regarding career in meteorology	5/23/18	Ron Smiley, Weather Anchor
Pittsburgh Black Media Federation's Frank Bolden Urban Journalism Workshop – A highly competitive training program for minority high school students. The workshop is held in five sessions at Point Park University. Students attend free of charge and it is designed to encourage high school youths to enter the profession of journalism. Students work with instructors who are members of the organization and individuals who are employed in local media, for rigorous training in meeting deadlines, producing and editing a paper and producing and delivering a television and radio news program. The workshop is open to 30 students from public and private high schools throughout the nation, though preference is given to Pittsburgh area students. . Many businesses and community organizations donate time, money and effort to ensure the success of the workshop.	August 1 – August 8, 2018	Olga Geroge, Assignment Desk Editor
The Pittsburgh Promise's 2018 Career Launch Hotel Monaco, Pittsburgh, PA Participated in networking circle platform for college students to discuss opportunities in media broadcasting,	8/2/18	Dan Braddock, Marketing Manager
Talk Minority Action Group Salute to Minority Achievers Keynote address topic: career in broadcasting as a reporter Keynote speaker: Lynne Hayes-Freeland	9/14/18	Lynne Hayes-Freeland, Reporter and Host of LHF Show
STEM Fest Mall at Robinson, Pittsburgh, PA Fostering a movement to help students understand academic disciplines of Science, Technology, Engineering and Mathematics. Emphasis on the discipline of Meteorology and the career of being a Meteorologist.	9/22/18	Lisa Edmonds, Local Sales Manager Dan Braddock, Marketing Manager Ron Smiley, Meteorologist Kristen Emery, Meteorologist
Broadcast News Writing Point Park University School of Communication Hosted students to experience and learn about the behind the scenes efforts for our lifestyle show, Pittsburgh Today Live	9/27/18	Celina Pompeani, Traffic Anchor and Lifestyle Reporter Jill Neely, PTL Producer Heather Abraham, PTL Host
Communications Media Alumni Networking Event Indiana University of Pennsylvania Communcations Media students to participate in leanring about opportunities in the media field.	10/5/18	Joe Dimpfl, Director
Mass Communications Class, Point Park University KDKA-TV Station, Pittsburgh, PA Topic: Broadcast media as part of an overview of mass communications practices and procedures	10/9/18	Olga George, Assignment Desk

Junior Achievement of Western PA – Pittsburgh, PA Guest Speaker – Careers in Broadcasting Inspiring young people for a career in sales and broadcasting	11/28/18	Rick Dayton, Anchor Erin Massie, Apprentice Dan Braddock, Marketing Manager Adam Grant, Commercial Production
Media and Public Policy Carnegie Mellon University, Pittsburgh, PA Media and Public Policy students joined our in-studio staff with Q&A afterwards regarding our evolving media business.	11/29/18	Jon Delano, Political Reporter Jay Howell, General Manager Kathy Hostetter, News Director
Society of Professional Journalists Point Park University, Pittsburgh, PA Hosted Journalism Society students in-studio to experience career opportunities and learn about television broadcast operations.	2/13/19	Kathy Hostetter, News Director Ron Smiley, Meteorologist Kristine Sorensen, Anchor Stacy Smith, Anchor

(d) Training Management Personnel.

Description of Training:	Personnel Involved: (Name and position)	Describe Training:
Employee Business Conduct Statement Certification and Training Course	On-line bi-annual training program for all full-time employees; training for all new hires at the time they are hired	Affirmation of CBS's commitment to the highest standards of appropriate and ethical business behavior. How to determine what is right and appropriate and how to seek help when necessary.
Compliance Up Close: Managers' Minute	On-line training program for all managers.	Guidance for Managers on the hiring process
Information Security Awareness (December 2018)	On-line training program for all full-time employees.	Outlines employee's legal responsibility to safeguard the personal information we may collect and hold on individuals, customers, employees and suppliers.