

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2013 to July 31, 2014.

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

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)

Job Title	Recruitment Source Notified of Job Vacancy
1. Newswriter-Producer	1 – 67; 69, 71
2. Photographer	1 – 67; 68, 71
3. Transmitter Technician	1 – 67; 68, 71
4. Photographer	1 – 67; 68, 71
5. Maintenance Technician	1 – 67; 68, 71
6. Assistant Managing Editor	1 – 67; 71
7. Sales Business Analyst	1 – 67; 71-72
8. Account Executive	1 – 67; 71 -72
9. Producer	1 – 67; 71
10. Director News Operations	1 – 67; 71
11. Producer	1 – 67; 69, 71
12. Producer	1 – 67; 69, 71
13. Producer	1 – 67; 69, 71
14. Anchor	1 – 67; 70 - 71
15. Account Executive	1 – 67; 71 -72
16. Newswriter-Producer	1 – 67; 69, 71
17. Sales Planner	1 – 67; 71
18. Assistant Managing Editor	1 – 67; 71
19. Reporter	1 – 67; 70 - 71
20. Maintenance Technician	1 – 67; 68, 71
21. Executive Producer	1 – 67; 71
22. Producer	1 – 67; 69, 71
23. Assignment Editor	1 – 67; 68, 71
24. Producer	1 – 67; 69, 71
25. News Graphics Manager	1 – 67; 71, 73
26. Reporter	1 – 67; 70 - 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	Connie.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	East County Job and Career Center	Website	Simi Valley	CA	93065	loan.nguyen@ventura.org	No
19	Canoga Park - West Hill WorkSource Center	Website	Canoga Park	CA	91303	espatz@edd.ca.gov	No
20	Los Angeles Urban League Worksource Center - West	Website	Los Angeles	CA	90016	Connie.Thomas@edd.ca.gov	No
21	Southeast LA - Watts Worksource Center	Website	Los Angeles	CA	90059	kwashington@wlcac.org	No
22	City of Compton Career Link Center	Website	Compton	CA	90221	hsmith@comptoncity.org	No
23	Northeast San Fernando Valley Work Source Center	Website	Pacoima	CA	91331	leandro.macias@edd.ca.gov	No
24	Wilshire - Metro WorkSource Center	Website	Los Angeles	CA	90010	mlewis@communitycareer.org	No
25	Glendale Career Center	Website	Glendale	CA	91204	michael.christopherson@edd.ca.gov	No
26	Downtown WorkSource Center	Website	Los Angeles	CA	90015	adrian.lazaro@edd.ca.gov	No
27	Build WorkSource Center	Website	Chatsworth	CA	91311	bthomas@buildonestop.com	No
28	Verdugo Jobs Center	Website	Glendale	CA	91204	mgalicia@ci.glendale.ca.us	No
29	CA Job Service	Website	Los Angeles	CA	90043	cprenic@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	Carson Career Center	Website	Carson CA	CA	90745	earanda@edd.ca.gov	No
38	Florence-Firestone Employment Resource Center	Website	Los Angeles	CA	90001	elisabethgutierrez@rescare.com	No
39	Hollywood Workforce Center	Website	Los Angeles	CA	90029	erren.lee@edd.ca.gov	No
40	CCD/Compton WorkSource Center	Website	Compton CA	CA	90221	cvasquez@communitycareer.org	No

41	SER-Jobs For Progress, Inc.	Website	Ocean Side	CA	92057	felix.ramirez48@yahoo.com	No
42	PCC Community Education Center	Website	Pasadena CA	CA	91107	ceccareercenter@pasadena.edu	No
43	Braille Institute	Website	Los Angeles	CA	90029	krepchian@brailleinstitute.org	No
44	LA Works One-Stop Career Center	Website	Inwindale 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@monroviashools.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	gburque@dor.ca.gov	No
51	Homeless to Independence -California	Website		CA		ann@homelesstoindpendence.org	No
52	SASSFA Worksource Center	Website	Santa Fe Springs	CA	90670	gamos@sassfa.org	No
53	Metro North WorkSource Center	Website	Los Angeles	CA	90031	veterans@goodwillsocal.org	No
54	Westlake Work Source Center	Website	Los Angeles	CA	90017	esoohoo@westlake-worksource.org	No
55	South LA WorkSource Center	Website	Los Angeles	CA	90044	info@communitycenters.org	No
56	Chinatown Service Center	Website	Los Angeles	CA	90012	jleung@cscsla.org	No
57	City of Torrance	Website	Torrance	CA	90501	danny.wilson@edd.ca.gov	No
58	Asian Rehabilitation Services	Website	Los Angeles	CA	90021	koko@asianrehab.org	No
59	Hollywood WorkSource Center	Website	Los Angeles	CA	90029	rmarkaryan@mcscareergroup.com	No
60	Goodwill Industries	Website	Santa Ana	CA	92703	nancy@ocgoodwill.org	No
61	Santa Clarita WorkSource	Website	Santa Clarita	CA	91355	shannon.mccall@canyons.edu	No
62	West Hollywood Worksource JVS	Website	Los Angeles	CA	90036	jsantiago@jvsla.org	No
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.cbicareers.com	Website	n/a			bthomas@buildonestop.com	No
68	IBEW Union	Elaine Ocasio	Los Angeles	CA	90028	eocasio@ibew45.org	Yes
69	WGA Union	Patrick Cannon	Los Angeles	CA	90048	pcannon@wga.org	Yes
70	AFTRA Union	Dawn Leonard	Los Angeles	CA	90036	dawn.leonard@sagafta.org	Yes
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	IATSE	Job Desk	Los Angeles	CA	91602	alex@artdirectors.org	Yes

Recruitment Source Summary:

Name of Recruitment Source

1. Website
2. Internal
3. Website
4. Internal
5. Website
6. Website
7. Employee Referral
8. Employee Referral
9. Website
10. Website
11. Internal
12. Other – Intra Division
13. Internal
14. Internal
15. Website
16. Internal
17. Internal
18. Website
19. Internal
20. Website
21. Internal
22. Internal
23. Other – Intra Division
24. Internal
25. Website
26. Agency

Total # of Interviewees Referred by Each Source: For the period from August 1, 2013 to July 31, 2014, this Employment Unit interviewed **182** 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	91
2. Other – Intra Division	2
3. Employee Referral	37
4. Internal	44
5. Agent	8

Supplemental Recruitment Measures

Job Fairs:

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Pirates Media Mixer - Industry & Career Mixer providing scholarships to Southern CA journalism students@ CBS Radford Lot	June 11, 2014	Paul Button Olivia Campos-Bergeron Elaine Ledesma KCBS 2 /KCAL 9
USC Veterans Career Event – Job Fair. Attendance of over 450 veterans registered and 46 employers across a variety of industries attended.	May 29, 2014	Maggie Serrano, Payroll/HR Manager, Hindy Navas, Payroll Coordinator KCBS 2 /KCAL 9
NHMC Media Con Expo Discussed Careers with attendees and collected resumes for various departments. Industry and Career Conference	March 27, 2014	Steve Mauldin, General Manager, Scott Diener, News Director, Olivia Campos Bergeron Community Affairs Director, KCBS 2 /KCAL 9

Educational Station Tours:

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Environment of the People Foundation	July 9, 2014	Scott Diener, News Director, KCBS 2 / KCAL 9
CSUF- Latino Communications Initiative – Newsroom Tour and Career Mentoring	June 9, 2014	Steve Mauldin, General Manager, Scott Diener, News Director, Olivia Campos Bergeron, KCBS 2 / KCAL 9
USC – Newsroom Tour and Career Mentoring	March 5, 2014	Pat Harvey, Anchor Paul Magers, Anchor Kent Shocknek, Anchor Rich Fields, Anchor Rick Brown, Executive Producer KCBS 2 / KCAL 9
CSU Northridge Scanner Club – Newsroom and Technology Tour/Demonstration	December 7, 2013	Mark Liu Assignment Manager, KCBS 2 / KCAL 9
USC – Newsroom Tour and Career Mentoring	October 23, 2013	Rick Brown, Executive Producer KCBS 2 / KCAL 9
USC – Newsroom Tour and Career Mentoring	October 18, 2013	Paul Button, Asst. News Director KCBS 2 / KCAL 9
USS Ronald Reagan Marines – Station Tour	August 15, 2013	Scott Diener, News Director, KCBS 2 / KCAL 9

Internship:

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>Emma Bowen Foundation Program A diverse student selected for four year paid internship.</p> <p>CBS Apprenticeship program: Interviewed applicants and chose one apprentice for the CBS newsroom program.</p> <p>Internships listed with University Internship Director. Community Affairs Director, News & Sports News Departments supervise approximately twenty interns per semester. Interns receive invaluable "behind" the scenes experience in a major market news television station</p> <p>Azusa Pacific University Baylor University Boise State University Boston University Cal Lutheran Cal State Chico Cal State Dominguez Cal State Fullerton Cal State Long Beach Cal State Northridge Cal State Poly, Pomona College of the Canyons East Carolina University Emory University Glendale Community College Hunter 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</p>	<p>On-Going – Spring/Summer/ Fall</p>	<p>Larisa Montelindo Estrada Assignment Manager News KCBS2/KCAL9</p> <p>Jessika Ming-Yonekawa Executive Producer News KCBS 2 /KCAL 9,</p> <p>Olivia Campos-Bergeron Community Affairs Director KCBS 2 /KCAL 9,</p> <p>Louis Cook Sr. Executive Producer, Sports KCBS 2 /KCAL 9,</p> <p>David Goldstein – Investigative News Reporter KCBS 2 /KCAL 9,</p> <p>Dan Haight Director Broadcast Operations & Engineering KCBS 2/KCAL 9</p> <p>Erica Olsen Marketing Manager KCBS 2 /KCAL 9,</p> <p>Otto Petersen Creative Services Director KCBS 2 /KCAL 9,</p>

Training Management Personnel:

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
CBS Corporation Compliance Training Program - "Ethical Moment" – Behavioral Ethics: What's Behind Your Decisions	All Employees July 25, 2014	Video vignette series designed to provide practical guidance about realistic business scenarios. Company expects you to use compliance and ethics resources to comply with Company policies and make the right decisions.
Situational Leadership Situational Leadership Refresher Leading Today's Professionals Coaching For Execution	July 8-9, 2014 July 9, 2014 June 10,11 2014 October 15, 2013 Managers	Training sessions for Managers to increase results and develop employees through one-on one interactions
Mind Gym Workshop – "Great Feedback"	June 17, 2014 Managers	The 90 minute course explores how managers can use positive and negative feedback to reinforce or change behaviors. This course covered important day-to-day dialogue between managers and staff.
Training and Development Opportunity lynda.com -	Various Employees June 24, 2014	Continuously developing the professional and technical skills of our employees, as well as an important part of career building. Online library of high quality video tutorials for learning software, creative, and business skills
Training and Development Opportunity Harvard Manage Mentor -	June 24, 2014 Managers	Online learning and performance support resource targeted towards Managers and Leaders.
CBS Corporation Compliance Training Program - Addressing Sexual Harassment in Today's Workplace	All Employees August, 2013 Managers	At CBS, we are committed to creating and maintaining an environment free from all forms of harassment and discrimination. As a CBS Manager with direct reports you are assigned and required to complete a second, related course, you play a key role in upholding that commitment.
CBS Corporation Compliance Training Program – Business Conduct Statement/Certification	All Employees October 10, 2013	Every two years, all employees, officers and directors of CBS Corporation are required to reaffirm their commitment to the highest standards of business ethics and workplace behavior as set forth in the CBS Corporation Business Conduct Statement.
CBS Corporation Compliance Training Program – Americans Disability Act	Human Resources November 13, 2013	At CBS, we are committed to creating and maintaining an environment free from all forms of harassment and discrimination.
CBS Corporation Compliance Training Program – Privacy By Design	All Employees September, 2013	"Privacy by Design" is an approach to protecting privacy by embedding it into the design of products, services, and business practices. It promotes consumer trust with each relevant user interaction.

Participation in Events:

Description of Community Measure:	Date:	Personnel Involved: (Name and Position)
Stephanie's Day – Educational & Resource Fair for Autism and Other Special Needs.	June,21,2014	Pat Harvey, Anchor Lisa Sigell, Reporter Kaj Goldberg, Anchor Sharon Tay, Anchor Suzie Suh, Anchor Andrea Fujii, Anchor Scott Diener, News Dir. Olivia Campos-Bergeron Dir. Community Affairs, Steve Mauldin, President/General Mgr. KCBS 2 / KCAL 9
V3Con Digital Media Conference & Industry Mixer – Asian American Journalists	June 20, 2014	Pat Harvey, Anchor Andrea Fujii, Anchor Scott Diener, News Dir. Paul Button, Asst. News Director Kerry Maller, Producer Denise Poon, Producer KCBS 2 / KCAL 9
Pathways - -14 th Annual Women Mean Business Update	June 13, 2014	Leyna Nguyen, Anchor Olivia Campos-Bergeron Dir. Community Affairs, KCBS 2 / KCAL 9
Susan G. Komen - Circle of Promise Ambassador Statewide Initiative Focus on African American Breast Health Disparity	June 11, 2014	Pat Harvey, Anchor Olivia Campos-Bergeron Dir. Community Affairs, KCBS 2 / KCAL 9
Vintage Magnet School – Career Day Speaker/ Mentor	May 30, 2014	Josh Rubenstein , Anchor/Weather KCBS 2 / KCAL 9
CCNMA- Latino Journalists of California - Student Scholarship and Journalism Awards Dinner	May 30, 2014	Scott Diener, News Director Paul Button, Asst. News Director Suzanne Marques, Reporter Nicolette Medina, Producer Olivia Campos-Bergeron, Dir. Com. Affairs KCBS 2 / KCAL 9
American Cancer Society – Santa Clarita - Relay for Life Education, Awareness, Fundraising & Resource Fair	May 17, 2014	Sandra Mitchell, Reporter KCBS 2 / KCAL 9
Willow Elementary School - - Weather Class Speaker /Mentor	May 1, 2014	Josh Rubenstein, Anchor/Weather KCBS 2 / KCAL 9
Santa Ana High School - Speaker/Career Mentoring	April 22, 2014	Michelle Gile, Reporter KCBS 2 / KCAL 9
Glendale Community College - Career Day Speaker /Mentor	April 21, 2014	Josh Rubenstein, Anchor/Weather KCBS 2 / KCAL 9
Hispanic Lifestyle Magazine – Panelist @Latina Conference Latinas in Entertainment Media & Mentoring Mixer	April 2, 2014	Crystal Cruz, Reporter Olivia Campos-Bergeron, Dir. Com. Affairs, KCBS 2 / KCAL 9

~Continued~ Description of Community Measure:	Date:	Personnel Involved: (Name and Position)
Freemont High School - Career Mentoring & Live Truck Demonstration	March 26, 2014	Bryan Frank, Photographer KCBS 2 / KCAL 9
USC Grad Student – Anchor Profile For School Broadcast Class	February 20, 2014	Suzie Suh, Anchor, KCBS 2 / KCAL 9
Alliance For Women in Media – Women Inspiring Women Entertainment Industry Panel	November 7, 2013	Sandra Mitchell, Reporter KCBS 2 / KCAL 9
Boys & Girls Club of San Fernando – Golden Hands Gala Promoting Leadership & Career Development	November 7, 2013	Suraya Fadel, Reporter KCBS 2 / KCAL 9
Orange Education Center’s – Communicators Club. Motivational Speaker & Career Mentoring	October 22, 2013	Leyna Nguyen, Anchor, KCBS 2 / KCAL 9
Azusa Pacific University – Speaker/Career Mentor	September 30, 2013	Suraya Fadel, Reporter KCBS 2 / KCAL 9
National Hispanic Media Coalition (NHMC) - 11th Annual Local Impact Awards Industry & Career Mixer	September 12, 2013	Rick Garcia, Anchor KCBS 2 / KCAL 9
Rotary Club of Glendale – Guest Speaker & Career Mentoring	August 29, 2013	Nicolette Medina, Producer KCBS 2 / KCAL 9
Annual Imagen Awards – Awarding Latinas in Positive TV & Film Portrayals	August 16, 2013	HOLA LA Hosts – Bel Hernandez Robert Dourisboure, Producer Olivia Campos Bergeron, Dir. Com. Affairs, KCBS 2 / KCAL 9
Making Strides Against Breast Cancer – Annual Breast Cancer Educational, Resource & Support Walk Kick-Off Breakfast	August 14, 2013	Michele Gile , Reporter KCBS 2 / KCAL 9
Upward Bound House Shelter – 4 th Annual Student Backpack & School Supply Event	August 16, 2013	Pat Harvey, Anchor, KCBS 2 / KCAL 9