

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 4/1/11 to 3/31/12.

1) Employment Unit: KTVT (CBS Stations Group of Texas LP); KTXA (Television Station KTXA LP)

2) Unit Members (Stations and Communities of License): KTVT CBS 11 / KTXA 21

3) EEO Contact Information for Unit Member:

Mailing Address:  5233 Bridge Street Fort Worth, TX 76103	Telephone Number: (817) 451-1111
	Contact Person: Vonne Velez
	E-mail Address: <a href="mailto:Vonnev@ktvt.com">Vonnev@ktvt.com</a>

4) List all Full-Time Job Vacancies (identified by Job Title) Filled by Each Station in the Employment Unit.

1. IT Engineer
2. ENG Maintenance Technician
3. Program Coordinator
4. Reporter
5. Executive Producer
6. Producer
7. Technical Director
8. Sales Assistant
9. Account Executive
10. Account Executive
11. Account Executive
12. Account Executive
13. Account Executive
14. Graphics Operator
15. Account Executive
16. Account Executive
17. Account Executive
18. Production Manager
19. Sales Assistant
20. Account Executive

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21. Sales Assistant
  22. Account Executive
  23. Local Sales Manager (KTXA)
  24. Account Executive

5) Job Title: IT Engineer

Referral Source(s) of Hiree(s): CBS Job Search Website

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: ENG Maintenance Technician

Referral Source(s) of Hiree(s): CBS Job Search Website

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: Program Coordinator

Referral Source(s) of Hiree(s):

Business Referral

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
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Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: Reporter

Referral Source(s) of Hiree(s): Agent

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
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Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: Executive Producer

Referral Source(s) of Hiree(s):

CBS Job Search Website

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

**5) Job Title: Producer**

**Referral Source(s) of Hiree(s):**

**CBS Job Search Website**

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	



5) Job Title: Technical Director

Referral Source(s) of Hiree(s): Employee Referral

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: Sales Assistant

Referral Source(s) of Hiree(s): Employee Referral

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@qdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwfcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: Account Executive

Referral Source(s) of Hiree(s): Industry Referral

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
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Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
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Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
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Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhccoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
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TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: Account Executive

Referral Source(s) of Hiree(s): Industry Referral

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TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: Account Executive

Referral Source(s) of Hiree(s):

Industry Referral

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Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
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Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
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NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

**5) Job Title: Account Executive**

**Referral Source(s) of Hiree(s):**

**Employee Referral**

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
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American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: Account Executive

Referral Source(s) of Hiree(s): Industry Referral

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.colleqcentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: Graphics Operator

Referral Sources of Hiree(s): Employee Referral

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhccoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	



5) Job Title: Account Executive

Referral Source(s) of Hiree(s): Employee Referral

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: Account Executive

Referral Source(s) of Hiree(s): Industry Referral

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: Account Executive

Referral Source(s) of Hiree(s): Industry Referral

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Wáco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhccoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: Production Manager

Referral Source(s) of Hiree(s): CBS Job Search Website

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@qdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu

5) Job Title: Sales Assistant

Referral Source(s) of Hiree(s): Employee Referral

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	

5) Job Title: Account Executive

Referral Source(s) of Hiree(s): Industry Referral

NAME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhccoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
IRE (Investigative Reporters and Editors)	No				jobpostings@nicar.org
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu

5) Job Title: Local Sales Manager

Internal Candidate No External Postings

5) Job Title: Account Executive

Referral Source(s) of Hiree(s): Internal Candidate

AME	Did Recruitment Source Request Notification? (Yes/No)	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE
CBS Television Stations	Yes	Vonne Velez			Kenexa Brassring
All Asian American CoC	No		817.475.4783	817.485.1061	
Greater Dallas Asian American CoC	No		972.241.8250	972.241.8270	info@gdaacc
American Indian CoC	Yes	Tosawi Marshall	972.241.6450	972.241.6454	tmarshall@aicct.com
American Women in Radio and Television (AWRT)	Yes	Dot Walker			dot_walker@verizon.net
Dallas Black CoC	Yes	Carmen Humble	214.421.5200	214.421.5510	
Denton Black CoC	No		940.347.3252	940.382.9695	
Fort Worth Metropolitan Black CoC	No			817.332.6438	
Dallas Concilio	Yes	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org
Dallas County Community Colleges	Yes				www.collegecentral.com
Dallas Urban League	Yes	Monique Johnson	214.915.4682	214.915.4601	
Central Texas Hispanic CoC - Waco	No		254.754.7111	254.754.3456	
Denton Hispanic CoC	No		940.565.1919	940.565.1917	dentonhcoc@hotmail.com
Fort Worth Hispanic CoC	Yes		817.625.5411		rosa.navejar@fwhcc.org
Greater Austin Hispanic CoC	No		512.476.7502	512.476.6417	
Greater Dallas Hispanic CoC	Yes	Myra Mendoza	214.521.6007	214.520.1687	
San Antonio Hispanic CoC	No		210.225.0462	210.225.2485	
Lone Star Emmy	No				lonestaremmy@sbcglobal.net
NAACP -Dallas	Yes				secretary@naacpdallas.org
Tarrant County Colleges	Yes			817.515.6378	
Texas Association of Broadcasters	No				www.tab.org
TWC					Workintexas.com
TVJobs.com	Yes				www.tvjobs.com
UTA Career Services	No				careers@uta.edu
Women's Center of Tarrant County	Yes			817.927.0694	



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

	<u>Name of Hiree</u>	<u>Name of Recruitment Source</u>
(1)	██████████	<u>CBS Job Search Website</u>
(2)	██████████	<u>CBS Job Search Website</u>
(3)	██████████	<u>Business Referral</u>
(4)	██████████	<u>Agent</u>
(5)	██████████	<u>CBS Job Search Website</u>
(6)	██████████	<u>CBS Job Search Website</u>
(7)	██████████	<u>Employee Referral</u>
(8)	██████████	<u>Employee Referral</u>
(9)	██████████	<u>Industry Referral</u>
(10)	██████████	<u>Industry Referral</u>
(11)	██████████	<u>Industry Referral</u>
(12)	██████████	<u>Employee Referral</u>
(13)	██████████	<u>Industry Referral</u>
(14)	██████████	<u>Employee Referral</u>
(15)	██████████	<u>Employee Referral</u>
(16)	██████████	<u>Industry Referral</u>
(17)	██████████	<u>Industry Referral</u>
(18)	██████████	<u>CBS Job Search Website</u>
(19)	██████████	<u>Current Employee Referral</u>
(20)	██████████	<u>Industry Referral</u>
(21)	██████████	<u>Internal Candidate</u>
(22)	██████████	<u>Internal Candidate</u>

(  Check here if additional Hirees are listed on an attached sheet, using identical format.)

**7) Total # of Interviewees Referred by Each Source:** For the period from 4/01/11 to 3/31/12, this Employment Unit interviewed 110 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Number of Interviewees Referred</u>
(1) <u>Agent</u>	<u>6</u>
(2) <u>BCFM</u>	<u>0</u>
(3) <u>CBS (Intercompany)</u>	<u>4</u>
(4) <u>Current Employee Referral</u>	<u>21</u>
(5) <u>Former Employee</u>	<u>2</u>
(6) <u>Industry Referral</u>	<u>34</u>
(7) <u>Internal Posting</u>	<u>13</u>
(8) <u>CBS Job Search Website</u>	<u>28</u>
(9) <u>Talent Dynamics</u>	<u>2</u>
(10) <u>TVJOBS.com Website</u>	<u>0</u>
(11) <u>TWC Website</u>	<u>0</u>

(  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.** (Each employment unit must host or co-sponsor one job fair OR participate in at least four job fairs.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Video Resume Fair	February 1, 2012	Lori Conrad, Director of Communications
Mayborn Internship Fair – University of North Texas	October 12, 2011	Lara Stravitska, CBS Intern Communications Department

**(b) Internship** (Each employment unit must establish an internship program.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Eric Allen Senior Dallas Theological Seminary	January 2011 to May 2011	Denise Bunkley Community Affairs News Department
2. Lauren Ramos Senior University of Texas at Arlington	January 2011 To May 2011	Denise Bunkley Community Affairs News Department
3. Liz Rayle Senior Texas Christian University	January 2011 To May 2011	David Hershey, VP Creative Services
4. E'lyn Taylor Senior Southern Methodist University	June 2011 To August 2011	Denise Bunkley Community Affairs News Department
5. Jessica Huseman Senior Southern Methodist University	June 2011 To August 2011	Denise Bunkley Community Affairs News Department
6. Andrew Garcia Senior Southern Methodist University	June 2011 To August 2011	Denise Bunkley Community Affairs News Department
7. Alanna Quillen Senior Southern Methodist University	June 2011 To August 2011	Denise Bunkley Community Affairs News Department
8. Bridget Bennett Senior Southern Methodist University	June 2011 To August 2011	Denise Bunkley Community Affairs News Department

9. Marshaye Meyers Senior University of North Texas	June 2011 to August 2011	Denise Bunkley Community Affairs News Department
10. Chelsea Goldston Junior University of North Texas	June 2011 to August 2011	David Hershey, VP Creative Services
11. Stephen Platt Senior Texas Women's University	June 2011 to August 2011	David Hershey, VP Creative Services
12. Amber Hernandez Senior University of Texas at Arlington	September 2011 to December 2011	Denise Bunkley Community Affairs Communications Department
13. Brittany Goeke Senior University of North Texas	September 2011 To December 2011	Denise Bunkley Community Affairs News Department
14. Cathy Pham Senior University of Texas at Arlington	September 2011 To December 2011	Denise Bunkley Community Affairs News Department
15. Nicholas Cain Senior Southern Methodist University	September 2011 To December 2011	Lori Conrad Community Affairs Communications Department
16. Sammy Turpin Senior University of North Texas	September 2011 To December 2011	David Hershey, VP Creative Services
17. Courtney Gee Grad Student University of North Texas	January 2012 To May 2012	Denise Bunkley Community Affairs News Department
18. Andrew Garcia Senior Southern Methodist University	January 2012 To May 2012	Denise Bunkley Community Affairs News Department
19. Cathy Pham Senior University of Texas at Arlington	January 2012 To May 2012	Denise Bunkley Community Affairs News Department
20. Christine Nicholson Senior University of Texas at Arlington	January 2012 To May 2012	Denise Bunkley Community Affairs News Department
21. Lara Stravitska Senior University of Texas at Arlington	August 2011 To December 2011	Lori Conrad Community Affairs Communications Department

**(c) Participation in Events.** (Each employment unit must participate in at least four events relating to career opportunities in broadcasting sponsored by educational institutions.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Speaker at UNIT sports broadcasting class	4/11	Dandy Killeen, Sports Executive Producer
2. Speaker at Tarrant County College	4/11	Jonathan Hollon, Remote Engineer and Mike Kinney, Photographer
3. Speak to UNT sports broadcasting class	9/11	Dandy Killeen, Sports Executive Producer and Babe Laufenberg, Sports Anchor
4. Speak to University of North Texas RTVF Students	10/11	Bret Kelly, Photographer
5. Speak to Mesquite ISD students about directing	10/11	Jay Hammond, Technical Director
6. Speaker at Rains High School Journalism Class	11/11	Ryan Crowe, Digital Producer
8. Speaker for students members of SPJ	2/12	Kent Chapline, Digital Executive Producer
9. Speak to SMU journalism class	3/12	Adrienne Roark, VP Director of News
10. Speak to UNT RTVF Class	3/12	David Hershey, VP, Director of Creative Services
11. Speak to members SPF	3/12	Kent Chapline, Digital Executive Producer
12. Tape critique for OU broadcasting students	3/12	Jay Hammond, Technical Director

**(d) Training Management Personnel.** (Each Employment Unit must train management level personnel on methods of ensuring equal employment opportunity and preventing discrimination.)

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
1. Distribution of the 2011 version of the CBS Business Conduct Statement, which summarized the most important policies and rules that apply to CBS and its employees, including Equal Employment Opportunity and Harassment-Free Workplace Environment; ongoing	All Employees	Reading material, which required an Employee and Director Certification form to be completed and returned to Human Resources by all Full-Time employees
2. All newly hired employees receive an individual copy of the EEO Policy, as well as the Non-Discrimination and Anti-Harassment Policy (also found in the HR Policy Manual) which all employees receive at the time of their hire; Ongoing	All Employees	Reading material to provide awareness to all newly hired employees and managers of the EEO, Non-Discrimination, and Anti-Harassment policies
3. Quarterly e-mailed distribution of a CBS Compliance newsletter;	All Employees	Compliance tips and highlights to help guide daily business interactions and to keep employees informed about key compliance initiatives to assist in making ethically and legally sound choices on behalf of CBS.
4. On-line distribution of Eye on Ethics training modules: (1) Data Protection Essentials (2) Global Anti-Bribery (3) Sexual Harassment: Employee Version, (4) UK Bribery Act	All Employees	Internet driven training session with reading modules, Q&A and evaluation test. Passing grade is mandatory for continued employment.