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## II. Master Recruitment Source List Utilized During Reporting Period

Code #	Recruitment Source	Address	Contact	Phone	Requested Notification (Y/N)	Number of Interviewees Referred
1	Direct Employers (Distributed to list #1 below)		Online CBS System		YES	
2	Asian Resources	5709 Stockton Blvd., Sacramento, CA 95824	Career Services	916-454-1892	YES	
3	Cal State University, Sacramento	600 J Street Sacramento, CA 95819	Career Center	916-278-7207	NO	
4	California Broadcasters Association Job Bank	915 L. Street, Suite 1150 Sacramento, Ca 95814	Joe Berry - VP Director of Special Projects	916-444-2237	YES	
5	California State University, Chico	400 West First Street Chico, CA 95929	Placement Office	530-898-5253	NO	
6	CBS Applicant Tracking System	SuccessFactors	SuccessFactors			5
7	Chinese Community Services Center	915 T. Street Sacramento, CA 95814	Kevin Thai - Job Developer	916-442-2523	NO	
8	Employee Referral	CBS Television Stations				
9	Hispanic Chamber of Commerce	1451 River Park Dr #220 Sacramento, Ca 95815	Career Services	916-486-7700	NO	
10	Internal Candidate	CBS Corporation				1
11	Linked In	Online posting	Online website posting			
12	National Assoc. of Hispanic Journalist	1193 National Press Blvd. Washington, DC 20025	Career Services	202-662-7145	NO	
13	Outside Talent Agency	Outreach				
14	Sacramento Black Chamber of Commerce	2655 Del Monte Street W. Sacramento, CA 95691	L Buchanan	916-374-9355	YES	
15	Sacramento County Affirmative Action Coord.	609 9th Street Sacramento, CA 95814	Department of Personal Management	916-874-7148	NO	
16	Sacramento Job Corp Center	3100 Meadowview Rd. Sacramento, CA 95832	Joe Pearson - Career Transition Services	916-394-0770	YES	

17	Sacramento Society for the Blind	1238 S Street Sacramento, CA 95811	FRONT DESK	916-452-8271	YES	
18	Sacramento Urban League	3725 Marysville Blvd. Sacramento, CA 95838	Kevin Daniel	916-561-0856	NO	
19	Self-Referral					
20	SETA	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	J. Woods	916-263-4100	NO	
21	SETA Hillsdale Career Center	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	Betty Conley	916-263-4100	YES	
22	El Concillo	445 N San Joaquin St. Stockton, CA 95202	J. Rod	209-644-2600	YES	
23	MediaTalent.com	PO Box 51909 Pacific Grove, CA 93905	Rick & Vicki		YES	
24	MTI Business School	5221 Madison Ave Sacramento, CA 95841	Career Services	916-339-1500	NO	
25	La Familia	5523 34 <sup>th</sup> St Sacramento, CA 95820	Career Services	916-452-3601	NO	
26	TradesWomen Inc	337 17 <sup>th</sup> St. Oakland, CA 94612	Career Services	510-891-1243	YES	
27	Vererans Employment & Training	200 Constitution Way Washington, DC 20210	Career Services	866-487-2365	YES	
28	Women in Non Traditional Employment	4741 E Cesar E Chavez East Los Angeles, CA 90022	Career Services	213-749-3970	YES	
29	Workforce Investment Board	320 Campus Lane Fairfield, CA 94534	Career Services	707-863-3543	YES	

**Total Interviewees for the 12-Month Period: 6**

**Career Developers Network Partners (List 1):**

University of Michigan-Dearborn (Detroit)
Triangle Tech (Pittsburgh)
La Raza Community Resource Center (San Francisco)
Alpha Capital Management (Detroit)
National Academy of Television Artists and Sciences Mid-Atlantic (Pittsburgh)
Renewal, Inc. (Pittsburgh)
St Petersburg Branch NAACP (Tampa)

Japanese Cultural/Community Center (San Francisco)
Michigan Rehabilitation Services (Detroit)
State of MI Dept. Of Career Development (Detroit)
National Black MBA's (Pittsburgh)
Denver Indian Center (Denver)
University of South Florida - Tampa (Tampa)
PA Careerlink Pittsburgh (Pittsburgh)
Dr. Nelda Nix-McCray- Community College of Baltimore County @ Essex (Baltimore)
The Art Institute of Colorado (Denver)
Saint Vincent College (Pittsburgh)
North Park College (Chicago)
CA. Chicano News Media Association (San Francisco)
Florida Memorial University (Tampa)
Chinese Community Services Center (Sacramento)
California Broadcasters Association (San Francisco)
Waynesburg University (Pittsburgh)
Washington State Assoc Broadcasters (Seattle)
Disabled Veterans Outreach Program State of California/EDD (San Francisco)
Columbia College Chicago (Chicago)
Collective Talent (Miami)
Hispanic Association of Colleges and Universities (Chicago)
Graeme Newell 602 Communications (Pittsburgh)
Pinellas County Urban League (Tampa)
St Petersburg Vo Tech (Tampa)
On My Own Michigan (Detroit)
AAEDE - Asian American Economic Development Enterprises (San Francisco)
Mexican American Opportunity Foundation (Los Angeles)
Hispanic Chamber of Commerce (Sacramento)
Lee Hecht Harrison (Pittsburgh)
Regis University (Denver)
Michigan Works (Detroit)
National Association of Hispanic Journalists (Sacramento)
Sacramento Society for the Blind (attached distribution list) (Sacramento)
Bethune-Cookman College (Tampa)
Chatham University (Pittsburgh)
Sacramento Job Corp Center (Sacramento)
Hollywood Work-Source Center (Los Angeles)
Workforce Investment Board (attached distribution list) (Sacramento)
University Of Miami (Miami)
Metro State University (Minneapolis)
CA. Chicano News Media Association (Los Angeles)
Dorsey Schools (Detroit)
El Proyecto Work-source Center - Sun Valley (Los Angeles)

Marin Employment Connection (Los Angeles)
Spots-n-Dots (Atlanta)
Federation of Hispanic Organ.-Baltimore Chapter (Baltimore)
Federation of Hispanic Organ.-Baltimore Chapter (Baltimore)
Center for Women's Employment and Ed. (Denver)
Atlanta Association of Black Journalists (Atlanta)
Asian Resources (Sacramento)
Japanese Cultural/Community Center (Los Angeles)
Veterans Employment and Training Service (Sacramento)
Media Association of Pittsburgh (Pittsburgh)
Wayne County Community College (Detroit)
Hillsborough Community College (Tampa)
TEGNA (San Francisco)
California State University, Chico (Sacramento)
Asian American Journalists Association (Atlanta)
Goodwill Industries of Colorado (Denver)
Asian American Journalists Association (Los Angeles)
East County Job and Career Center (Los Angeles)
Dept.Of Veterans Affairs (Pittsburgh)
Travis Air Force Base (San Francisco)
Recruit Military (Baltimore)
Full Sail University (Tampa)
Community College of Denver (Denver)
Black Business Association (San Francisco)
University of Tampa (Tampa)
National Association of Hispanic Journalist (Denver)
Albion College (Detroit)
South Bay One Stop Business and Career Center, Inglewood (Los Angeles)
New York Association of Black Journalists (New York)
Asian American Press (Minneapolis)
Women's Economic Agenda Project (San Francisco)
Point Park University (Pittsburgh)
Ava Maria University (Tampa)
Carlow College (Pittsburgh)
Carlow College (Pittsburgh)
University of Detroit Mercy (Detroit)
Focus Hope (Detroit)
Sacramento County Affirmative Action Coord. (Sacramento)
Illinois State (Chicago)
Bethune Cookman College (Miami)
Career Transition Centers (Los Angeles)
Statewide Hispanic Chamber of Commerce of New Jersey (New York)
NATAS - National TV Academy (Denver)
Burbank Work-Force Connection (Los Angeles)

Hubbard-Richard Community Council (Detroit)
City of Torrance (Los Angeles)
UMass Boston (Boston)
Metro North Work-Source Center (Los Angeles)
Grove City College (Pittsburgh)
Build One Stop (Los Angeles)
MiCasa Women's Resource Center (Denver)
Dept. of Labor and IndustryOffice of Vocational Rehabilitation (Pittsburgh)
Boston recruit mission (Boston)
Boston recruit mission (Boston)
Seattle YMCA Worksource (Seattle)
NAACP Greensburg/Jeanette (Pittsburgh)
Work-Source Center Women at Work (San Francisco)
Society of Broadcast Engineers (Atlanta)
Art Institute of Atlanta (Atlanta)
TV Jobs (San Francisco)
SETA (Sacramento)
The Leadership Institute (Pittsburgh)
Eastern Michigan University (Detroit)
University of Southern California - Annenberg School for Comm/Journ. (Los Angeles)
Harper College (Chicago)
Life's Work, Career Connections (Pittsburgh)
Detroit Urban League (Detroit)
Career Transition Centers (San Francisco)
Urban League of Shanago Valley (Pittsburgh)
The Baptist College of Florida (Tampa)
Council of Three Rivers American Indian Center (Pittsburgh)
TEGNA (Los Angeles)
Monrovia Adult School One Stop Career Center (Los Angeles)
California Broadcasters Association Job Bank (Sacramento)
Tampa Bay Workforce Alliance (Tampa)
Robert Morris College (Chicago)
Job Path (New York)
California State University Fullerton (Los Angeles)
Fresno County Economic Opportunity (Los Angeles)
Madonna University (Detroit)
AAEDE - Asian American Economic Development Enterprises (Los Angeles)
La Familia (Sacramento)
Sacramento Black Chamber of Commerce (Sacramento)
Society of Broadcast Engineers, Inc. (SBE) National (Los Angeles)
TV Jobs (Pittsburgh)
Tampa Bay Association of Black Journalists (Miami)
Imagen Foundation (Los Angeles)

Asian Chamber of Commerce (Denver)
Art Institute of Tampa (Tampa)
Media Line (Pittsburgh)
Concordia College (Chicago)
Clark Atlanta University (Atlanta)
Emma L Bowen Foundation (Tampa)
SAE Institute of technology-Miami (Miami)
Latin American Association (Atlanta)
LARASA (Denver)
LaRouche College (Pittsburgh)
Chinatown Community Development Center (San Francisco)
Community College of Allegheny County (Pittsburgh)
National Association of Hispanic Journalists (Atlanta)
San Diego City College Radio and TV Program (Los Angeles)
Howard University (Miami)
Bidwell Training Center, Inc. (Pittsburgh)
Metropolitan State University of Denver (Denver)
National Lesbian and Gay Journalists Association (Los Angeles)
Mexican American Opportunity Foundation (San Francisco)
NAACP Pittsburgh Branch (Pittsburgh)
Disabled Veterans Outreach Program State of California/EDD (Los Angeles)
Bates Technical College (Seattle)
Wayne State University (Detroit)
SETA Hillsdale Career Center (Sacramento)
Webster College (Tampa)
St Thomas Job Postings (Minneapolis)
Pinellas Opportunity Council (Tampa)
TradesWomen, Inc (Sacramento)
California Broadcasters Association (Los Angeles)
American Adult Education Center (Miami)
Women in Non Traditional Employment Roles (Sacramento)
Canoga Park - West Hill Work-Source Center (Los Angeles)
MD/DC/Delaware Broadcasters Association (Baltimore)
MD/DC/Delaware Broadcasters Association (Baltimore)
Central Michigan University (Detroit)
Adrian College (Detroit)
Lee Hecht Harrison (Tampa)
Colorado Media School (Denver)
Jewish Vocational Services (Detroit)
American Women in Radio and Television (Los Angeles)
National Lesbian and Gay Journalists Association (San Francisco)
Savannah College of Art and Design (Atlanta)
Life Path (Pittsburgh)
America's Job Center of CA-LA (Los Angeles)

Goodwill of Southwestern Pennsylvania (Pittsburgh)
MN Indian Women's Resource Center (Minneapolis)
National Association of Black Journalists (Denver)
Duquesne University Career Services (Pittsburgh)
Marin Employment Connection (San Francisco)
Collective Talent.com (Los Angeles)
The Bridge to Independence and Career Opportunity (New York)
Mission Language and Vocational School (San Francisco)
University of South Florida -St. Petersburg (Tampa)
N.E.E.D. (Pittsburgh)
Indeed (San Francisco)
Bradford School (Pittsburgh)
Bradford School (Pittsburgh)
JVS West Hollywood Work-source Center (Los Angeles)
Hmong Television (NEWS ONLY) (Minneapolis)
Back of the Yards Neighborhood Council (Chicago)
Servicios De La Raza (Denver)
Pittsburgh Black Media Federation (Pittsburgh)
Southern Illinois University (Chicago)
Imagen Foundation (San Francisco)
El Concilio (Sacramento)
Colorado Womens Chamber of Commerce (Denver)
The Harlem Business Alliance (New York)
National Council of La Raza (Tampa)
Denver Hispanic Chamber of Commerce (Denver)
Georgia Association of Broadcasters (Atlanta)
Saint Leo University (Tampa)
Miami Media School 2 (Miami)
Indeed (Los Angeles)
Auraria Higher Education Ctr-CCD (Denver)
Sacramento Urban League (Sacramento)
Beacon College (Tampa)
Asian American Journalists Federation-New York (New York)
Chinese Service Center of San Diego (Los Angeles)
California State University, Sacramento (Sacramento)
The New York Urban League (New York)
CareerSource South Florida (Miami)
National Association of Black Journalists (San Francisco)
EDD West Los Angeles Job Service (Los Angeles)
Career Services Center South East (Los Angeles)
Black Business Association (Los Angeles)
National Association for the Advancement of Colored People (Los Angeles)
SASSFA Work-source Center (Los Angeles)
Travis Air Force Base (Los Angeles)



National Lesbian and Gay Journalist Association (New York)
Elmhurst College (Chicago)
Collective Talent (San Francisco)
Media Alliance (San Francisco)
National Association for the Advancement of Colored People (San Francisco)
Work-Source Center Women at Work (Los Angeles)
Broward College (Tampa)
National Association of Black Journalists (Los Angeles)
California State University Long Beach (Los Angeles)
Career Source Pinellas (Tampa)
University of Chicago (Chicago)
Employment and Training Department Urban League of Pittsburgh (Pittsburgh)
Goodwill Industries of Central Florida (Tampa)
American Women in Radio and Television (San Francisco)
TV Jobs.com (Miami)
Sharing Our Smiles (Miami)
St Petersburg College (Tampa)
Action for Boston Community Development (Boston)
Japanese American Society (Chicago)
Chapman University (Los Angeles)
Operation Able of Michigan (Detroit)
Benedictine University (Chicago)
Media Talent (Sacramento)
PTEC (Tampa)
American Sportscasters Association Inc. (Denver)
Michael Billie Collective Talent (Pittsburgh)
Pittsburgh Career Institute (Pittsburgh)
Ai Miami International University of Art and Design (Miami)
Minnesota Broadcasters Association (Minneapolis)
California Chicano News Media Association (Chicago)
The Workforce Coalition (Miami)
Pinellas Tech College (Tampa)
Adams County Workforce and Business Ct (Denver)
Specs Howard School of Media Arts (Detroit)
NAACP - Detroit (Detroit)
CSB School of Broadcasting (Miami)
Pasco-Hernando State College (Tampa)
Society of Broadcast Engineers, Inc. (SBE) National (San Francisco)
Edinboro State University (Pittsburgh)
West Valley, Chatsworth (Los Angeles)
Bethune Cookman College 3 (Miami)
LDS Employment (Detroit)
Asian American Journalists Association (San Francisco)

Career Services Center South East (San Francisco)
MTI Business Schools (Sacramento)
Robert Morris University (Pittsburgh)
Career Center, Lake Worth Campus Palm Beach Comm. College (Miami)
Argosy University (Tampa)
Bronxnet (New York)
California State University Northridge (Los Angeles)
Southern California Broadcasters Association (Los Angeles)
Solutions by Chandra, LLC (Chicago)
Paul's Place Outreach, Inc.- Barbara Craig (Baltimore)

### III. Supplemental Recruitment Measures

#### a) Job Fairs

Description of Recruitment Measure:	Date:	Personnel Involved (Name & Position):
<p>1. <del>RWe</del> regularly participate in the Greater Sacramento Urban League Diversity Job Fair in March, but due to COVID-19, the job fair has been postponed.</p>	<p>N/A Postponed due to <u>the Pandemic COVID</u></p>	

#### b) Internship

Description of Recruitment Measure:	Date:	Personnel Involved (Name & Position):
<p>1. <b>Station Internship Program</b> KMAX-31 and KOVR-13 continue to collaborate with various colleges, universities and technical schools to offer a widespread internship program that allows students to gain first-hand experience in the broadcasting field-includes news, graphic arts, production and promotions.</p>	<p>Postponed due to <u>the Pandemic COVID</u></p>	

c) Participation in Events

Description of Recruitment Measure:	Date:	Personnel Involved (Name & Position):
<p><b>1. NP3 Middle School Tour</b> Our News Photographer gave a tour and anchors discussed their jobs and shared with them the education and training required.</p>	10/28/20	<ul style="list-style-type: none"> <li>• Courtney Dempsey, Anchor</li> <li>• Dave Grashof, Photographer</li> </ul>
<p><b>2. College Broadcasters Inc. Panel Discussion “Covering Breaking News during the Pandemic.”</b> COVID-19 brought a lot of things to a halt this year, but the news simply wasn’t one of them. Laura spoke of her career in TV and how their teams kept up, and kept covering, breaking news while staying safe to an audience of college students.</p>	11/30/20	<ul style="list-style-type: none"> <li>• Laura Haefeli, Reporter, CBS13 Sacramento</li> </ul>
<p><b>3. Virtual tour and Open Discussion with the Black Student Union at Early College High School (in Fairfield)</b></p>	11/2/20	<ul style="list-style-type: none"> <li>• Courtney Dempsey, Anchor</li> <li>• Jonathan Meris</li> <li>• Morgan Stuart</li> </ul>
<p><b>4. SCUSD Special Needs Class</b> Class was given a virtual tour of the station, followed by Dina discussing her career in broadcasting and a student Q&amp;A session.</p>	11/18/20	<ul style="list-style-type: none"> <li>• Dina Kupfer, Anchor</li> </ul>
<p><b>5. Silverado Middle School Advanced Video Class Tours</b> Courtney gave a station tour to two different class periods virtually and also discussed her career in broadcasting and with student Q&amp;A after.</p>	12/14/20	<ul style="list-style-type: none"> <li>• Courtney Dempsey, Anchor</li> </ul>
<p><b>6. ViacomCBS’ Organization &amp; People Development Virtual Training series “Essentials of Management”.</b> This 6-part career development series focused on building the foundational skills for driving team engagement, inclusion, and performance and was held over the course of 3 weeks.</p>	Various Dates November-December 2020	<ul style="list-style-type: none"> <li>• Stephanie Covey, Director of Sales</li> <li>• Allyson Maiman, Sales Manager</li> </ul>

<p>7. <b>Broadcast 1 Source &amp; California Broadcaster's Association FCC EEO Training</b></p>	<p>3/2/21</p>	<ul style="list-style-type: none"> <li>• Ken Calderhead, Director of Planning &amp; Operations</li> </ul>
<p>8.6. <b>Speaker at the Ethel Phillips Elementary School Career Day</b> Tina discussed her career in broadcasting and answered student's questions.</p>	<p>3/15/21</p>	<ul style="list-style-type: none"> <li>• Tina Macuha, Anchor</li> </ul>
<p>9.7. <b>2021 Breathe California Sacramento Region Youth Media Awards</b> Courtney and Jordan spoke to the audience virtually to congratulate this year's winners, praising them for taking a stand against tobacco and supported their use of media and communications to make a positive change in their community. Courtney and Jordan also discussed their Visual Media Communications experience when younger and the importance of messaging and to use their voices.</p>	<p>3/25/21</p>	<ul style="list-style-type: none"> <li>• Courtney Dempsey, Anchor</li> <li>• Jordan Segundo, Anchor</li> </ul>
<p>10.8. <b>The Advanced Video Students of Central Valley High School Student Zoom Q&amp;A</b> Courtney discussed her broadcasting career during the pandemic followed by a Q&amp;A with students.</p>	<p>4/14/21</p>	<ul style="list-style-type: none"> <li>• Courtney Dempsey, Anchor</li> </ul>
<p>11.9. <b>Speaker at the Gold River Women's Group</b> Dave discussed his career in media broadcasting and weather.</p>	<p>7/28/21</p>	<ul style="list-style-type: none"> <li>• Dave Bender, Weather Anchor</li> </ul>

**d) Training Management Personnel**

Description of Recruitment Measure:	Date:	Personnel Involved (Name & Position):
1. Sexual Harassment/EEO Training	All staff	Training, including signed certification that all materials were read and understood.
2. Global Business Practices Certification	All employees including Managers and Human Resources Employees	An on-line training program reviewing Company policies, the law and what the Company expects of employees.
3. Discussion of stations affirmative action goals and opportunities for improvement.	Quarterly	Discussion by DPO to all department managers
4. <a href="#">NeuroLeadership</a> Unconscious Bias	Ongoing corporate training	Online training program reviewing Unconscious Bias to give staff an understanding of what it is, how to recognize it, and expectations
5. <a href="#">ViacomCBS Organization &amp; People Development Virtual Training Series "Essentials of management"</a> . This six-part career development series focused on <a href="#">building the foundational skills for driving team engagement, inclusion, and performance.</a>	<a href="#">November-December 2020</a>	<a href="#">Stephanie Covey – Director of Sales</a> <a href="#">Allyson Maiman – Sales Manager</a>
6. <a href="#">Broadcast 1 Source &amp; California Broadcasters Association FCC EEO Training</a>	<a href="#">3/2/2021</a>	<a href="#">Ken Calderhead – Director of Planning &amp; Operations</a>