

## EEO PUBLIC FILE REPORT

**This Report covers full-time vacancy recruitment data for the period October 1, 2019 to September 30, 2020.**

**1) Employment Unit: CBS Broadcasting Inc.; The CW Television Stations Inc.**

**2) Unit Members (Stations and Communities of License): KSTW TV, Seattle, WA**

**3) EEO Contact Information for Unit Member:**

Mailing Address:  <b>KSTW-TV</b> 1715 E. Madison St. Seattle, WA 98122	Telephone Number: 415-765-8913
	Contact Person: Sandra Indart
	E-mail Address: <a href="mailto:sindart@cbs.com">sindart@cbs.com</a>

**I. FULL TIME 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 Hire
Account Executive	1-20	CBS Career Site
Assistant Controller	1-20	CBS Career Site

**II. MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD**

CODE #	RECRUITMENT SOURCE	ADDRESS	CONTACT	PHONE	REQUESTED NOTIFICATION (Y/N)	NUMBER OF INTERVIEWEES REFERRED
1	CBS Corp recruiting website	Online Listing	Online Listing	206-441-1111	N	6
2	Direct Employers	Online Listing	Online Listing		N	
3	Indeed.com	Online Listing	Online Listing		N	
4	Kitsap Community Resources	1201 Park Avenue Bremerton, WA 98337	R Muriel	360-473-2075	N	
5	Worksource Seattle/Kling County	2024 Third Avenue, Second Floor Seattle, WA 98121	N. Kitnikone	206-436-8600	N	
6	Bates Technical College	1101 South Yakima Ave Tacoma, WA 98405	<a href="mailto:SKmiller@bates.ctc.edu">SKmiller@bates.ctc.edu</a>	253-680-7000	N	
7	Department of Vocational Rehabilitation	1660 South Columbian Way Seattle, WA 98109	Calvin Corbett	206-276-7100	N	
8	Downtown Worksource, YWCA	2024 Third Avenue, 2 <sup>nd</sup> Floor Seattle, WA 98121	<a href="mailto:Vkemp@esd.wa.gov">Vkemp@esd.wa.gov</a>	206-436-8600	N	
9	Seattle Veterans Group	Emailed	Michael <a href="mailto:Cormas@va.gov">Cormas@va.gov</a>	206-341-8548	N	
10	Clover Park Technical College	4500 Steilacoom Blvd SW Lakewood, WA 98499	Harry Vye	253-589-5800	N	
11	Edmonds Community College	20000 68 <sup>th</sup> Ave W Lynnwood, WA 98036	Bonnie Lewman	425-640-1400	N	
12	Washington State Association of Broadcasters	Online Listing	Online Listing	<a href="mailto:wsabjobbank@earthlink.net">wsabjobbank@earthlink.net</a>	N	
13	Simplyhired.com	Online Listing	Online Listing		N	

CODE #	RECRUITMENT SOURCE	ADDRESS	CONTACT	PHONE	REQUESTED NOTIFICATION (Y/N)	NUMBER OF INTERVIEWEES REFERRED
14	Eastside Employment Services VADIS	16000 Christensen Road, Suite 240 Tukwila, WA 98188	Caitlin Withers	425-453-0676	N	
15	Craigslist	Online Listing	Online Listing		N	
16	Washington Vocational Services	111 SE Everett Mall Way, Bldg. C Everett, WA 98208	Kate Mallahan	425-774-3338	N	
17	Internal Posting					
18	LinkedIn	Online Listing	Online Listing		N	
19	Employee Referral					
20	Society of Broadcast Engineers	Online Listing	Online Listing		N	

**TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD**

**6**

### III. Supplemental Recruitment Measures.

#### Training Management Personnel.

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
1. Business Conduct online training course and certification	Cataquis, Ayna-Assistant Controller completed 12/13/19.  Witt, Heidi-Account Executive completed 4/22/20.  Sigmar, Eric-Account Executive completed 4/21/20.	Review of Business conduct policy with applications to discrimination in hiring, promotion and on the job.
2. Addressing Sexual Harassment in Today's Workplace	Cataquis, Ayna-Assistant Controller completed 12/19/19.	On-line interactive video training course examining various methods of reporting and non-retaliation laws and policies
3. Preventing Sexual Harassment in Today's Workplace	All Active Employees	On-line interactive video training course examining different forms of harassment and methods of prevention.
4. CBS Information Security Awareness	Cataquis, Ayna-Assistant Controller completed 1/28/20.  Witt, Heidi-Account Executive completed 3/26/20.  Sigmar, Eric-Account Executive completed 7/9//20.	An on-line training program reviewing Company policies, the law and what the Company expects of employees.

<p><b>5. Anti-Corruption</b></p>	<p>Sigmar, Eric-Account Executive completed 4/21/20.</p> <p>Witt, Heidi-Account Executive completed 4/30/20.</p> <p>Cataquis, Ayna-Assistant Controller completed 12/19/20.</p>	<p>An on-line training program reviewing Company policies, the law and what the Company expects of employees.</p>
<p><b>6. Unconscious Bias</b></p>	<p>Cataquis, Ayna-Assistant Controller completed 12/19//20.</p> <p>Sigmar, Eric-Account Executive completed 4/21/20.</p>	<p>An on-line training program to help you recognize and acknowledge your own biases so that you can identify them when making decisions, and prevent yourself from making calls based on a biased viewpoint</p>