

Federal Communications Commission Washington, D.C. 20554	Approved by OMB 3060-0113 (March 2003)	FOR FCC USE ONLY
FCC 396		
BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT (To be filed with broadcast license renewal application)		FOR COMMISSION USE ONLY FILE NO. - 20130801AGI
Read INSTRUCTIONS Before Filling Out Form		

Section I

Legal Name of the Licensee CBS BROADCASTING INC.		
Mailing Address 1800 K STREET NW SUITE 920		
City WASHINGTON	State or Country (if foreign address) DC	Zip Code 20006 -
Telephone Number (include area code) 2024574602		E-Mail Address (if available) ELNASS@CBS.COM
Facility ID Number 9617		Call Sign WBBM-TV

TYPE OF BROADCAST STATION: (if applicable)	Commercial Broadcast Station <input type="radio"/> Radio <input checked="" type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV
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Application Purpose

- New Program Report
- Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

CONTACT PERSON IF OTHER THAN LICENSEE

Name EDWIN L. NASS		Street Address 1800 K STREET NW SUITE 920	
City WASHINGTON	State DC	Zip Code 20006-	Telephone Number 2024574602

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)? Yes No

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees? Yes No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

CERTIFICATION.

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent HOWARD F JAECKEL
Title ASSISTANT SECRETARY	Telephone No. (include area code) 2129754099
Date 8/1/2013	

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: MARTY WILKIE	Title: PRESIDENT & GENERAL MANAGER
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation,

selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

<p>I. EEO PUBLIC FILE REPORT Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.</p>	<p>[Exhibit 2]</p>
<p>II. NARRATIVE STATEMENT Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.</p>	<p>[Exhibit 3]</p>

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Attachment 1

Description
<p>Exhibit 1</p>

Attachment 2

Description
<p>Exhibit 2 -- EEO Public File Report 2012-13</p>
<p>Exhibit 2 -- EEO Public File Report 2011-12</p>
<p>Exhibit 2 -- EEO Public File Report 2010-11</p>

Attachment 3

Description
<p>Exhibit 3</p>

**WBBM-TV
Chicago, Illinois
FCC Form 396
Exhibit 1**

DISCRIMINATION COMPLAINTS

The following are the pending or resolved complaints filed during the license term, before any body having jurisdiction under federal, state or local law, which allege unlawful discrimination in the employment practices of the station.

DeShong Perry, a former News Producer at WBBM-TV, filed an EEOC Charge (Charge No. 440-2013-03345) of race discrimination on May 6, 2013. Ms. Perry was hired on June 18, 2012 and terminated on November 2, 2012, after four and a half months. She was terminated by the Station's News Director due to repeated errors in her work, sloppy writing of air copy and inadequate work performance due to a general lack of accuracy. The EEOC has not started an investigation to date.

Nathan Delack filed complaints on February 2, 2010 and January 26, 2010, respectively, with the EEOC (Charge No. 440-2010-01994) and the Illinois Department of Human Rights (IDHR Charge No. 100219-039) alleging that WBBM-TV violated the Americans with Disabilities Act by terminating his employment in August 2009. In fact, Delack was terminated for dishonesty and violating the CBS Business Conduct Statement (BCS) after the Station learned that Delack was marketing himself as a wedding videographer while on medical leave. Additionally, Delack neglected to report his outside business interests as required by the BCS and lied to management about updating his certification. The EEOC closed the case on July 21, 2011, on the ground that no evidence had been presented establishing a violation of the Americans with Disabilities Act. The Station has no record of the IDHR's disposition of the complaint.

Don Johnson, a former Technician at WBBM-TV, filed several complaints alleging unlawful discrimination against the station.

- On May 11, 2007, Johnson filed a complaint with the EEOC (Charge No. 440-2007-05064) alleging unlawful retaliation for his having testified against CBS in a lawsuit brought by another Technician. After the EEOC closed the charge and issued a right to sue letter on June 14, 2007, Johnson brought suit against CBS in U.S. District Court for the Northern District of Illinois (Case No. 1:07-cv-03515) on June 22, 2007. The matter was settled in September 2007.
- On February 11, 2009, Johnson filed a complaint with the EEOC (Charge No. 440-2009-02683) alleging that he had been terminated on account of his age and in retaliation for protected activity. The EEOC closed the charge and issued a right to sue letter on February 26, 2009. On March 18, 2009, Johnson filed his second lawsuit against CBS in the United States District Court for the Northern

District of Illinois (Case No. 1:09-cv-01679). This action alleged that Mr. Johnson was terminated in retaliation for testifying and for having filed the first lawsuit against CBS. This was resolved in a confidential mediation on July 15, 2009, which resulted in the subsequent withdrawal of the lawsuit.

- On August 20, 2009, Mr. Johnson reasserted his claims that he was terminated in retaliation for the above activities in a complaint filed with the Illinois Department of Human Rights (IDHR Charge No. 2009 CN 4514). The charge was withdrawn and the matter closed on March 15, 2010.

**WBBM-TV
Chicago, Illinois
FCC Form 396
Exhibit 2**

**EEO Public File Reports, 2010-11, 2011-12, 2012-13
SEE EEO SECTION OF PUBLIC FILE**

**WBBM-TV
Chicago, Illinois
FCC Form 396
Exhibit 3**

NARRATIVE STATEMENT

To achieve inclusive outreach in recruitment and hiring across its entire community, WBBM-TV (“Station”) utilizes the following procedures.

1. Recruitment sources. In filling full time job openings (other than by internal promotion), the Station utilizes a variety of referral sources including:
 - a. specific national, regional, and local organizations and sources that reach minorities and/or women;
 - b. local newspapers of both general circulation and those with a particular target readership;
 - c. career placement offices of colleges and universities;
 - d. trade publications and organizations;
 - e. Internet job sites; and
 - f. state employment services/job services resources;

Recruitment sources utilized by the Station over the past two years include Anxier Center; Argosy University, Chicago Campus; Asian American Journalists Association; Asian-American Institute; Asian Human Services; American Women in Radio & TV, Chicago Chapter; City of Chicago, Mayor’s Office for People with Disabilities; Northwestern University Medill School of Journalism; Bethel New Life; Chicago Association of Black Journalists; Columbia College; Concordia College; Entertainment Employment Journal; Harold Washington College; Illinois Employment and Training Network; John H. Johnson School of Communications (Howard University); Latino Council on Media; Malcolm X College; Medialine.com; Loyola University; Truman College; Community Renewal Society; California Chicano News Media Association; Governors State University; Japanese American Society; Spanish Coalition for Jobs; National Association of Black Journalists; National Association of Hispanic Journalists; National Association of Broadcasters; National Organization for Women; Purdue University; Southern Illinois University; University of Chicago; University of Illinois/Chicago; Roosevelt University; United Neighborhood Organization of Chicago; Rainbow/PUSH Coalition; *The Chicago Tribune*; Thurgood Marshall Scholarship Fund; and the CBS 2 Chicago Website.

2. Time Period Between Recruitment and Hire. The Station generally endeavors to allow a reasonable period of time (e.g., ten business days) between the sending out of a job vacancy announcement and the hiring of a person to fill that position.

3. Supplemental Recruitment Efforts. In addition to the above, Station has sought to expand its outreach to potential job candidates in its community by means of the following initiatives over the last year.

- a. Job Fairs. The Station participated in job fairs, including a Veterans Job Fair, hosted by the Illinois Department of Employment Security for Veterans; the Elgin Community College Job Fair 2013; and the Spring Community Job Fair (co-sponsored by Senator Dan Kotowski). In addition, at an event sponsored by the Illinois Department of Employment Security, representatives of WBBM-TV discussed open positions and internships with approximately 59 unemployed individuals.
- b. Internships. The Station has established an internship program that affords students at area colleges an opportunity to acquire skills needed for broadcast employment and to learn about potential opportunities in the industry, while earning college credit. Although the highest participation in the program occurs during summer, it is available on a year round basis. All station departments are open for participation in the program.
- c. Participation in Events. Station personnel regularly participate in events sponsored by educational institutions and community organizations that relate to career opportunities. During the past year, these have included, among others, a career talk given in Spanish by producer Abel Sanchez to students at York High School; a talk about being a photojournalist given by photographer Mark Losiniecki to eighth grade students at Hammond Academy of Science and Technology; and a talk at the Annual Career Day of the Chicago Chapter of the National Academy of Television Arts and Sciences by WBBM-TV Anchor Kris Gutierrez
- d. On-line Training. All new hires complete on-line training designed to counter discrimination and sexual harassment.

4. Annual Self-Assessment. Station conducts an annual review of its EEO program to assess whether information about job vacancies at the station is reaching all segments of its community, including minorities and women, and, if necessary, to modify its recruitment lists to ensure effective dissemination of job information.

As part of this analysis, the station reviews the measures it has taken to:

- a. Disseminate its EEO policy to job applicants and employees;
- b. Ensure that seniority practices are nondiscriminatory;
- c. Examine pay rates and fringe benefits of employees having the same duties, and eliminate any inequities based upon race, national origin, color, religion, or sex discrimination;

- d. Utilize media for recruitment purposes in a manner that will contain no indication, either explicit or implicit, of a preference for one race, national origin, color, religion, or sex over another;
- e. Ensure that promotions to positions of greater responsibility are made in a non-discriminatory manner;
- f. Avoid the use of selection techniques or tests that have the effect of discriminating against any person based on race, national origin, color, religion, or sex.