

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2020 to July 31, 2021.

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	Recruitment Source of Hiree
1. Account Executive	1 – 42	Employee Referral
2. Account Executive	1 – 42	Other (The Muse)
3. Helicopter Reporter	1 – 42; 45 - Internal Posting	45, Internal Promotion/Internal Posting
4. Director News Operations	1 – 42	40, www.cbcorporation.com
5. VP News Director	1 – 42 - Internal Posting	42, Internal Promotion/Internal Posting

II. MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD

	Name of Organization Notified of Job Vacancy:	Contact Person	Market:		Submit Via:	Did Recruitment request Notification? Y or N
1	AAEDE - Asian American Economic Development Enterprises	Website	Los Angeles	CA	aaedeinfo@gmail.com	No
2	Asian American Journalists Association	Website	Los Angeles	CA	post@aaja.org	No
3	Black Business Association	Website	Los Angeles	CA	mail@bbala.com	No
4	Burbank Work-Force Connection	Website	Los Angeles	CA	burbankworkforceconnection@ci.burbank.ca.us	No
5	California Broadcasters Association	Website	Los Angeles	CA	mark@ingramtalent.com	No
6	California State University Fullerton	Website	Los Angeles	CA	careercenter@fullerton.edu	No
7	California State University Long Beach	Website	Los Angeles	CA	if@careers.csulb.edu	No
8	California State University Northridge	Website	Los Angeles	CA	ann.morey@csun.edu	No
9	Canoga Park - West Hill Work-Source Center	Website	Los Angeles	CA	gary.lee@edd.ca.gov	No
10	Career Services Center Southeast	Website	Los Angeles	CA	estrella.sistual@edd.ca.gov	No
11	Career Transition Centers	Website	Los Angeles	CA	deedra.decoaster@edd.ca.gov	No
12	CA. Chicano News Media Association	Website	Los Angeles	CA	ccnmainfo@ccnma.org	No
13	Chapman University	Website	Los Angeles	CA	careers@lmu.edu	No
14	Chinese Service Center of San Diego	Website	Los Angeles	CA	chineseschoolsd@yahoo.com	No
15	City of Torrance	Website	Los Angeles	CA	rian.watts@edd.ca.gov	No
16	Collective Talent.com	Website	Los Angeles	CA	bille@michaelsmedia.com	No
17	Disabled Veterans Outreach Program State of California/EDD	Website	Los Angeles	CA	richard.rocha@edd.ca.gov	No
18	East County Job and Career Center	Website	Los Angeles	CA	john.jackson@ventura.org	No
19	EDD West Los Angeles Job Service	Website	Los Angeles	CA	yanju.desalu@jvs-social.org	No
20	El Proyecto Work-source Center - Sun Valley	Website	Los Angeles	CA	nsifuentes@wscalnetwork.org ; mduran@elproyecto.us	No
21	Fresno County Economic Opportunity	Website	Los Angeles	CA	simran.jhutti@fresnoeoc.org	No
22	Hollywood Work-Source Center	Website	Los Angeles	CA	mthomas@mcsccareergroup.com ; tmiller@mcsccareergroup.com	No
23	Indeed	Website	Los Angeles	CA	mark@ingramtalent.com	No
24	Imagen Foundation	Website	Los Angeles	CA	jobs@imagen.org	No
25	Japanese Cultural/Community Center	Website	Los Angeles	CA	mfletcher@jccnc.org	No
26	JVS West Hollywood Work-source Center	Website	Los Angeles	CA	asacher@jvs-social.org	No
27	Metro North Work-Source Center	Website	Los Angeles	CA	cbustamante@goodwillsocial.org	No
28	Mexican American Opportunity Foundation	Website	Los Angeles	CA	crufino@maof.org	No
29	Monrovia Adult School One Stop Career Center	Website	Los Angeles	CA	kchick@monrovia.k12.ca.us	No
30	National Association for the Advancement of Colored People	Website	Los Angeles	CA	dodenesq@ogtlaw.com	No
31	National Association of Black Journalists	Website	Los Angeles	CA	taylor.nabi@gmail.com	No
32	National Lesbian & Gay Journalists Association	Website	Los Angeles	CA	lcorona@nlqja.org	No
33	San Diego City College Radio & TV Program	Website	Los Angeles	CA	lcastane@sdccd.edu	No
34	SASSFA Work-source Center	Website	Los Angeles	CA	mark.ingram@viacomcontractor.com	No
35	Society of Broadcast Engineers, Inc. (SBE) National	Website	Los Angeles	CA	mark@ingramtalent.com	No
36	Southern California Broadcasters Association	Website	Los Angeles	CA	mark@ingramtalent.com	No

37	TEGNA	Website	Los Angeles	CA	mark@ingramtalent.com	No
38	University of Southern California - Annenberg School for Comm/Journalism.	Website	Los Angeles	CA	suzannea@usc.edu	No
39	Work-Source Center Women at Work	Website	Los Angeles	CA	info@womenatwork.org	No
40	www.cbcorporation.com	Website	n/a	CA	Internal Posting	No
41	www.cbsla.com	Website	Los Angeles	CA	Internal Posting	No
42	www.viacomcbs.com	Website	n/a	CA	Internal Posting	No
43	IBEW Union	Rebecca Lehmann	Los Angeles	CA	rlehmann@ibew45.org	Yes
44	WGA Union	Patrick Cannon	Los Angeles	CA	pcannon@wga.org	Yes
45	SAG-AFTRA Union	Patricia Morgan	Los Angeles	CA	Patricia.morgan@sagaftra.org	Yes
46	Imagen Foundation	Website	Los Angeles	CA	info@imagen.org	Yes
47	Spots N Dots	April Causey	Atlanta	GA	ads@spotsndots.com	No
48	IATSE	Job Desk	Los Angeles	CA	alex@artdirectors.org	Yes
49	DGA Union	Job Board	Los Angeles	CA	Lisal@dga.org	Yes

Recruitment Source Summary:

Name of Recruitment Source

1. Employee Referral
2. Other (The Muse)
3. Internal Promotion/Internal Posting
4. Website - www.cbcorporation.com
5. Internal Promotion/Internal Posting

Total # of Interviewees Referred by Each Source: For the period from August 1, 2020, to July 31, 2021, this Employment Unit interviewed **211** Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

Recruitment Source

Number of Interviewees Referred

- | | |
|--|-----------|
| 1. Employee Referral | 1 |
| 2. Other (The Muse) | 1 |
| 3. Internal Promotion/Internal Posting | 4 |
| 4. Website - www.cbcorporation.com | 38 |
| 5. CBS Career Site | 75 |
| 6. Other (LinkedIn) | 59 |
| 7. Glassdoor | 1 |
| 8. Indeed | 32 |

Supplemental Recruitment Measures

Job Fairs:

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
National Association of Hispanic Journalists (NAHJ) 2021 Virtual International Training Conference and Career Fair	July 15 th - 16 th , 2021	Larisa Montelindo Estrada, Assignment Manager KCBS 2 / KCAL 9
National Association of Black Journalists (NABJ) of Greater LA Virtual Panel "Know your Value, Negotiate Your Worth" for Journalist Career Advancement	July 10 th , 2021	Pat Harvey, Anchor KCBS 2 /KCAL 9
Job Fair Sponsor Virtual Latino College Expo produced by National College Resources Foundation (NCRF) Helping students connect to college, careers & beyond! The event is produced by National College Resources Foundation (NCRF), a 501c3 nonprofit organization.	September 25 th , 2020	KCBS 2 /KCAL 9 - On-Air Sponsorship and Website www.cbsla.com
Who's Hiring – On-Air Segments News Segments - Airs Tuesdays & Thursdays Over 28 Employers	August 4 th – November 5 th , 2020	KCBS 2 /KCAL 9/ Sponsorship and Website www.cbsla.com
National Association of Black Journalists (NABJ) & National Association of Hispanic Journalists (NAHJ) Virtual Convention - Annual NABJ/NAHJ and Career Fair - Panel participant & Career Mentor	August 5 th – 8 th , 2020	Tara Finestone, News Director Jennifer Pierce, Assistant News Director KCBS 2 /KCAL 9 Sponsorship

Participation in Events:

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
The Carol Kimmelman Athletic & Academic Campus – Virtual National Day of Learning Event. Pat hosted the event for students grades 5-12 nationwide that included virtual panels and speaker spotlights.	May 14 th , 2021	Pat Harvey, Anchor KCBS 2 / KCAL 9
Jackson State University – Historically Black colleges and universities Virtual Inaugural Black Leadership Talk Series Career Mentor and Anchor coaching for Journalism students	April 9, 2021	DeMarco Morgan, Anchor KCBS 2 / KCAL 9

**Continued -
Participation in Events:**

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Panorama High School – Panorama Virtual Career Fair Speaker for 9 th -12 th grade students.	March 25, 2021	Larisa Montelindo Estrada, Assignment Manager KCBS 2 / KCAL 9
Poynter Institute - Florida Virtual Poynter Producer Project and Learning seminar for News producers	March 23, 2021	Andrea Parquet Taylor, VP, News Director KCBS 2 / KCAL 9
Oakwood Elementary School – North Hollywood Virtual Career Day Speaker – Science/Weather Presentation to 3 rd grade students	January 21, 2021	Evelyn Taft, Meteorologist KCBS 2 / KCAL 9
EmpowHer Girls Academy – Career Mentoring program for middle school girls.	October 8, 2020	Suzanne Marques, Reporter KCBS 2 / KCAL 9
USC Media Class – Virtual Newsroom Tour and Career Mentoring session for Journalism students.	September 26, 2020	Jay Howell, President, GM Pat Harvey, Anchor Jeff Vaughn, Anchor/Reporter Evelyn Taft, Meteorologist Rick Brown, Executive Producer KCBS 2 / KCAL 9

Internship Program:

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 Veteran Network – Intern selected to receive invaluable “Hands on” experience in a major market news television station.</p> <p>Paid Internships listed with University Internship Directors. News, Sports, Marketing, Graphics Departments supervise approximately 10 interns per semester. Interns receive invaluable “Hands-on” experience in a major market news television station.</p> <p>Arizona State University Cal State Chico Cal State Channel Islands Cal State Dominguez Cal State Fullerton Cal State Long Beach Cal State Northridge Cal State Poly, Pomona Chapman University Columbia University Concordia University Dartmouth College Fullerton College Ithaca College LA Valley College Loyola Marymount Moorpark College New York University Northeastern University Pepperdine University Pierce College Robert Morris University Rowan University Rutgers University Santa Monica College School of the Art, Institute of Chicago Stony Brook University UC Berkeley UCLA University of Arizona University of Bridgeport University of Delhi University of La Verne USC</p>	<p>August 2020 – July 2021 Fall/Spring</p> <p>N/A due to the Pandemic</p>	

Training Management Personnel:

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
<p>ViacomCBS Learning and Development – Learn Series July</p> <p>“Behaviors of Inclusion”, “People Reading”</p> <p>“Leading Change”, “Dynamic Delegation”, “Coach”</p>	<p>July 13th – 29th, 2021</p> <p>Employees</p> <p>Managers</p>	<p>Learn about the psychology of unconscious bias and its impact at work, as well as tactics to interrupt it in the moment. - Learn how to read micro-expressions to increase connection and influence with your colleagues and customers (based on the training provided to the CIA & FBI).</p> <p>Help people accept change with less resistance and more resilience, flexibility, and enthusiasm for new opportunities. - Learn tactics for successful (and motivational) delegation at work. - This item is about helping team members grow. In this course, you will learn four key coaching behaviors that will equip you to provide coaching and support to your team.</p>
<p>ViacomCBS Learning and Development – Learn Series July</p> <p>“Essentials Of Management”</p>	<p>Ongoing</p> <p>Managers/Director Level</p>	<p>The Essentials of Management Virtual Program is a 6-part series for People Managers at the Manager/Director level, focused on building the foundational skills for driving team engagement, inclusion, and high performance.</p>
<p>ViacomCBS Learning and Development – Learn Series in June</p> <p>“Negotiation Skills”</p> <p>“Delivery Skills”</p> <p>“Held to Account”</p> <p>“Direct”</p> <p>“Fearless Feedback”</p>	<p>June 2nd, 2021</p> <p>All Employees</p> <p>Managers</p>	<p>Learn the essential skills and secrets to become an effective negotiator. - Capture an audience’s attention, help people remember your message, and come across as both high in credibility and likability (even under pressure).</p> <p>- Uncover a framework that will help you as a manager understand your role in enabling your team to hold themselves and each other accountable. - Show your team where they are heading, why you are taking them there, and what matters along the way. - Learn how to structure conversations to recognize great performance, and to also help people course-correct and produce stronger results.</p>
<p>ViacomCBS Learning and Development – Learn Series in May</p> <p>“Minus the Bias”</p>	<p>May 3rd – 29th, 2021</p> <p>All Employees</p>	<p>Understand that bias is a form of natural mental shortcut we have evolved over time. Explore how bias can show up in day-to-day decision-making at work. Discover the conscious techniques you can use to remove bias from your decisions.</p>
<p>CBA EEO Webinar</p> <p>EEO Regulations for Broadcasters – “A Primer on Current FCC Requirements”</p>	<p>March 2nd, 2021</p> <p>HR Manager</p>	<p>Virtual Management-level Training personnel on compliance with Federal Communications Commission (FCC) requirements. Conducted by our FCC general counsel Gregg Skall, and Telecommunications Law Professionals.</p>

<p>ViacomCBS Compliance Training</p> <p><i>Stuff We Gotta Know As Part of the ViacomCBS Community: “Rules, Expectations and Resources”</i></p>	<p>January 17th, 2021</p> <p>All Employees</p>	<p>The course familiarizes participants with ViacomCBS' Code of Conduct, The Business Practices Statement (BPS), and several of its major topics. The statement addresses rules, ethics, and values.</p>
<p>ViacomCBS Compliance Training</p> <p><i>“Preventing Sexual Harassment”</i></p>	<p>November 10, 2020</p> <p>Managers & Employees</p>	<p>Each of us is responsible for making our ViacomCBS community a safe and inclusive place. As part of this commitment, we are required to complete annual mandatory training program focused on sexual harassment prevention and response.</p>

Participation in Events:

Description of Community Measure:	Date:	Personnel Involved: (Name and Position)
<p>Southern California Chinese Lawyers Association -</p> <p>Virtual 45th Annual Installation to raise funds for Scholarships/Fellowships for Law Students. Amber hosted and spoke about her background as a student and Journalism career.</p>	<p>May 13th, 2021</p>	<p>Amber Lee, Reporter KCBS 2 / KCAL 9</p>
<p>EmpowHer Institute--</p> <p>Virtual Rising Stars Panel at the Teen Summit "Our Voice Our Time"</p>	<p>April 30th, 2021</p>	<p>Suzanne Marques, Reporter KCBS 2 / KCAL 9</p>
<p>Press Photographer's Association of Greater Los Angeles</p> <p>Annual Virtual event honoring Photographers and Journalist Students in LA & Southern California</p>	<p>April 24th, 2021</p>	<p>Suzie Suh, Reporter KCBS 2 / KCAL</p>
<p>CBS Veterans Network --</p> <p>Virtual Coffee with Vets and Corporate Leaders Breakfast Panel on VME (Veterans in Media and Entertainment) and career mingle and network</p>	<p>November 30th, 2020</p>	<p>Mike Maas, Promotions Manager KCBS 2 / KCAL 9</p>
<p>ViacomCBS</p> <p>Virtual Panel Moderator for Inclusion Week Mental Health Session -- "The Stigma: It's OK Not to be OK"</p>	<p>October 1st, 2020</p>	<p>Pat Harvey, Anchor KCBS 2 / KCAL 9</p>
<p>Black Business Association --</p> <p>Virtual Salute to Black Women Empowerment Summit and Panel.</p>	<p>August 26, 2020</p>	<p>Pat Harvey, Anchor KCBS 2 / KCAL 9</p>