

## **EEO Program Report –**

**Station KDKA-TV; CBS Broadcasting Inc.; FCC Facility ID No. 25454; Pittsburgh, Pennsylvania**

**Station WPCW (TV); Pittsburgh Television Station WPCW Inc.; FCC Facility ID No. 69880; Jeanette, Pennsylvania**

### **Discrimination Complaints**

While the FCC's Equal Employment Opportunities rule prohibits discrimination in employment because of race, color, religion, national origin, or sex, in the interest of full disclosure, the station employment unit discloses the discrimination complaints listed below.

- A reporter filed a complaint alleging age discrimination and failure to accommodate a disability with the US. EEOC (EEOC Charge 533-2018-01543) on June 15, 2018. The EEOC issued a Notice of Right to Sue on December 4, 2019.

The reporter also filed a complaint alleging age discrimination and retaliation under federal and Pennsylvania law in the United States District Court for the Western District of Pennsylvania (No. 2:20-cv-00306) on March 2, 2020. The court granted defendant's Motion for Summary Judgment on July 29, 2022 and the matter is closed.

- A former senior account executive filed a complaint alleging religious discrimination with the US EEOC (EEOC Charge 533-2022-00984) on June 17, 2022. The EEOC issued a Determination and Notice of Right to Sue on February 16, 2023.
- A former sales manager filed a complaint alleging age and religious discrimination with the US EEOC (EEOC Charge 533-2022-09188) on October 6, 2022. The EEOC issued a Determination and Notice of Right to Sue on December 6, 2022.

### **EEO Narrative Statement**

To achieve broad and inclusive outreach in recruitment and hiring across its entire community, the station employment unit utilized the following procedures.

Recruitment Sources. In filling full time job openings (other than by internal promotion), the station employment unit utilized a variety of referral sources targeting a variety of constituent groups and broadcasting/media resources.

Time Period Between Recruitment and Hire. The station employment unit endeavored to allow a reasonable period of time between the broad distribution of a job vacancy announcement and the hiring of a person to fill that position.

Outreach and Training. The station employment unit sought to expand the outreach to potential job candidates and assist individuals to obtain and advance skills necessary for careers in broadcasting through supplemental outreach initiatives, as detailed on the attached annual EEO reports.

Annual Review. The station employment unit also conducted an annual review of its EEO program to assess whether information about job vacancies are reaching all segments of the community, including minorities and women, and, if necessary, to modify the recruitment lists to ensure effective dissemination of job information.

As part of this analysis, the station employment unit reviewed the measures it has taken to

- disseminate its EEO policy to job applicants and employees,
- ensure that seniority practices are nondiscriminatory,
- 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,
- 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,
- ensure that promotions to positions of greater responsibility are made in a non-discriminatory manner, and
- 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.