

(REFERENCE COPY - Not for submission)

Broadcast Equal Employment Opportunity Program Report

FRN: **0003742632** | File Number: **0000195980** | Submit Date: **07/28/2022** | Call Sign: **KBCW** | Facility ID: **69619** | City: **SAN FRANCISCO** | State: **CA**
 Service: **Full Service Television** | Purpose: **EEO Report** | Status: **Received** | Status Date: **07/28/2022** | Filing Status: **Active**

General Information

Section	Question	Response
Attachments	Are attachments (other than associated schedules) being filed with this application?	No

Licensee Information

Licensee Name, Type and Contact Information

Applicant	Address	Phone	Email	Applicant Type
SAN FRANCISCO TELEVISION STATION KBCW INC Doing Business As: SAN FRANCISCO TELEVISION STATION KBCW INC	Daniel G. Ryson 2020 M. St., NW - Licensing DEPT Washington, DC 20036 United States	+1 (202) 457-4505	dryson@cbs.com	COR

Contact Representatives

Contact Name	Address	Phone	Email	Contact Type
John Bagwell SVP and Associate General Counsel Paramount Global	John Bagwell 1515 Broadway New York, NY 10036 United States	+1 (646) 398-4112	john.bagwell@paramount.com	Legal Representative
Martha E Heller VP, Government Relations and Regulatory Paramount Global	Martha E. Heller 1275 Pennsylvania Ave NW Suite 710 Washington, DC 20004 United States	+1 (202) 785-6346	martha.heller@viacomcbs.com	Legal Representative
Daniel G. Ryson Director Spectrum Management Paramount Global	Daniel G. Ryson 2020 M. St., NW - Licensing DEPT Washington, DC 20036 United States	+1 (202) 457-4074	dryson@cbs.com	Technical Representative

Common Stations

Facility Identifier	Call Sign	City	State	Time Brokerage Agreement
25452	KPIX-TV	SAN FRANCISCO	CA	No
69619	KBCW	SAN FRANCISCO	CA	No

Program Report Questions

Section	Question	Response
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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
Full-time Employees	Does your station employment unit employ fewer than five full-time employees? Consider as "full-time" employees all those permanently working 30 or more hours a week?	No

Additional
Program Report
Questions

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	Title
Sandra Indart	Human Resources Manager

Certification

Question	Response
The undersigned certifies that he or she is (a) the party filing the report, or an officer, director, member, partner, trustee, authorized employee, or other individual or duly elected or appointed official who is authorized to sign on behalf of the party filing the report; or (b) an attorney qualified to practice before the Commission under 47 C. F.R. Section 1.23(a), who is authorized to represent the party filing the report, and who further certifies that he or she has read the document; that to the best of his or her knowledge, information,and belief there is good ground to support it; and that it is not interposed for delay	
Certified Date	07/28 /2022
Certified Title	SVP and Associate General Counsel
Authorized Party Name	John Bagwell

Attachments

File Name	Uploaded By	Attachment Type	Description	Upload Status
CBS San Francisco Discrimination Complaints - EEO Narrative Statement - KPIX and KBCW.pdf	Applicant	All Purpose	License Renewal Applications Exhibits	Done with Virus Scan and/or Conversion
KPIX_KBCW_2020-2021-Annual-EEO-Report.pdf	Applicant	EEO Public File Report	KPIX_KBCW_2020-2021 Annual EEO Report	Done with Virus Scan and/or Conversion
KPIX_KBCW_2021-2022-Annual-EEO-Report.pdf	Applicant	EEO Public File Report	KPIX_KBCW_2021-2022 Annual EEO Report	Done with Virus Scan and/or Conversion