

## EEO PUBLIC FILE REPORT

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

1) Employment Unit: CBS Broadcasting Inc.; San Francisco Television Station KBCW Inc.

2) Unit Members (Stations and Communities of License): KPIX TV/KBCW TV: San Francisco/Oakland/San Jose, CA

3) EEO Contact Information for Unit Member:

Mailing Address:  KPIX/KBCW 855 Battery Street San Francisco, CA 94111	Telephone Number: 415-765-8628
	Contact Person: Kevin Walsh
	E-mail Address: KPWalsh@cbs.com

### 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 Hiree
Maintenance Technician	1-50	47
Newswriter	45 – Internal Posting	Internal Promotion/Internal Posting
Account Executive	1-50	29
IT Support	1-50	29
Assignment Editor	1-50	Internal Promotion/Internal Posting
Producer	45 – Internal Posting	Internal Promotion/Internal Posting
Sales Assistant	1-50	47
Reporter	1-50	26
Reporter	1-50	23

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

CODE #	Company	Contact	Submit via:	Requested Notification (Y/N)	NUMBER OF INTERVIEWEES REFERRED
1	AAEDE - Asian American Economic Development Enterprises	Website	<a href="mailto:aaedeinfo@gmail.com">aaedeinfo@gmail.com</a>	No	
2	AFTRA	Mailing address	1900 Broadway, FL 5 New York, NY 10023	No	
3	American Women in Radio & Television	Website	<a href="mailto:info@awrt.org">info@awrt.org</a>	No	
4	Arriba Juntos	Mailing address	1850 Mission Street San Francisco, CA 94103	No	
5	Asian American Journalists Association	Website	<a href="mailto:post@aaaja.org">post@aaaja.org</a>	No	
6	Asian Business League of San Francisco	Mailing address	<a href="mailto:info@ablsf.org">info@ablsf.org</a>	No	
7	Asian Women's Resource Center	Mailing address	940 Washington Street San Francisco, CA 94108	No	
8	Assets Program - Work for Seniors	Website	<a href="mailto:hmazariego@oaklandca.gov">hmazariego@oaklandca.gov</a>	No	
9	Black Business Association	Website	<a href="mailto:mail@bbala.com">mail@bbala.com</a>	No	
10	CA. Chicano News Media Association	Website	<a href="mailto:ccnmainfo@ccnma.org">ccnmainfo@ccnma.org</a>	No	
11	California Broadcasters Association	Website	<a href="http://www.yourccba.com">www.yourccba.com</a>	No	

<b>CODE #</b>	<b>Company</b>	<b>Contact</b>	<b>Submit via:</b>	<b>Requested Notification (Y/N)</b>	<b>NUMBER OF INTERVIEWEES REFERRED</b>
12	Career Services Center South East	Website	<a href="mailto:carolina.aldaco@edd.ca.gov">carolina.aldaco@edd.ca.gov</a>	No	
13	Career Transition Centers	Website	<a href="mailto:deedra.decoaster@edd.ca.gov">deedra.decoaster@edd.ca.gov</a>	No	
14	Center for Independent Living	Mailing address	3075 Adeline St., Ste 110 Berkeley, CA 94703	No	
15	Chinatown Community Development Center	Website	<a href="mailto:info@chinatowncdc.org">info@chinatowncdc.org</a>	No	
16	Chinatown Community Development Ctr.	Mailing address	1525 Grant Avenue San Francisco, CA 94133	No	
17	Chinese for Affirmative Action	Mailing address	17 Walter U. Lum Place San Francisco, CA 94108	No	
18	City College of San Francisco	Mailing address	50 Phelan Avenue San Francisco, CA 94112	No	
19	Collective Talent	Website	<a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a>	No	
20	College of San Mateo - Broadcast & Electronic Media	Website	<a href="mailto:brownm@smccd.edu">brownm@smccd.edu</a>		
21	Disabled Veterans Outreach Program State of California/EDD	Website	<a href="mailto:richard.rocha@edd.ca.gov">richard.rocha@edd.ca.gov</a>	No	
22	Disability Rights Education & Defense Fund	Mailing address	3075 Adeline Street, Ste 210 Berkeley, CA 94703	No	
23	Employee Referral	Website	N/A	No	3
24	Imagen Foundation	Website	<a href="mailto:jobs@imagen.org">jobs@imagen.org</a>	No	
25	Indeed	Website	<a href="http://www.indeed.com">www.indeed.com</a>	No	
26	Industry Referral	Website	<a href="http://www.talentedynamics.com">www.talentedynamics.com</a>	No	3
27	Japanese Cultural/Community Center	Website	<a href="mailto:mfletcher@jccnc.org">mfletcher@jccnc.org</a>	No	
28	La Raza Community Resource Center	Website	<a href="mailto:info@larazacrc.org">info@larazacrc.org</a>	No	
29	LinkedIn Job	Website	<a href="http://www.linkedin.com/jobs">www.linkedin.com/jobs</a>	No	12
30	Marin Employment Connection	Website	<a href="mailto:CalJOBS@ca.gov">CalJOBS@ca.gov</a>	No	
31	Media Alliance	Website	<a href="mailto:jobfile@media-alliance.org">jobfile@media-alliance.org</a>	No	
32	Mexican American Opportunity Foundation	Website	<a href="mailto:crufino@maof.org">crufino@maof.org</a>	No	
33	Mission Language & Vocational School	Website	<a href="mailto:info@mlvs.org">info@mlvs.org</a>	No	
34	National Association for the Advancement of Colored People	Website	<a href="mailto:dodenesq@ogtlaw.com">dodenesq@ogtlaw.com</a>	No	
35	National Association of Black Journalists	Website	<a href="mailto:taylor.nabj@gmail.com">taylor.nabj@gmail.com</a>	No	
36	National Lesbian & Gay Journalists Association	Website	<a href="mailto:licorona@nlga.org">licorona@nlga.org</a>	No	
37	Office of Economic & Workforce Development	Website	<a href="http://workforcelinksf.org">workforcelinksf.org</a>	No	
38	San Francisco State University	Mailing address	1600 Holloway Avenue San Francisco, CA 94132	No	3
39	Society of Broadcast Engineers, Inc. (SBE) National	Website	<a href="http://www.sbe.org">www.sbe.org</a>	No	
40	Solano Community College	Mailing address	4000 Suisun Valley Road – Bldg 1500 Suisun City, CA 94585	No	
41	TEGNA	Website	<a href="mailto:mark@ingramtalent.com">mark@ingramtalent.com</a>	No	
42	Travis Air Force Base	Website	<a href="mailto:travisafbjobposts@gmail.com">travisafbjobposts@gmail.com</a>	No	
43	TV Jobs	Website	<a href="mailto:info@tvjobs.com">info@tvjobs.com</a>	No	
44	United Indian Nations	Mailing address	1122 Davis Street San Leandro, CA 94577	No	

CODE #	Company	Contact	Submit via:	Requested Notification (Y/N)	NUMBER OF INTERVIEWEES REFERRED
45	ViacomCBS Internal Posting	Website	<a href="https://careers.viacomcbs.com/">https://careers.viacomcbs.com/</a>	No	14
46	ViacomCBS Recruiter	Website	N/A	No	8
47	ViacomCBS Website	Website	<a href="http://www.viacomcbs.com">www.viacomcbs.com</a>	No	9
48	Women's Economic Agenda Project	Website	<a href="mailto:weap@weap.org">weap@weap.org</a>	No	
49	Work-Source Center Women at Work	Website	<a href="mailto:info@womenatwork.org">info@womenatwork.org</a>	No	
50	Young Community Developers	Website	<a href="mailto:learn@ycdjobs.org">learn@ycdjobs.org</a>	No	

**TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD**

**52**

**III. Supplemental Recruitment Measures.**

**(a) Job Fairs.**

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
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 <sup>th</sup> – 8 <sup>th</sup> , 2020	Mark Neerman, News Director

**(b) Internship**

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Emma Bowen Foundation The Emma Bowen Foundation is committed to creating career opportunities in the media industry for minority youth through a program that focuses on scholastic achievement, direct work experience and professional development. Once selected, the Foundation monitors students' academic and work performance throughout their time in the program.	<u>N/A</u> due to the pandemic.	
2. News Intern Program Interns were mentored by various news staff members. Assisted with production of our on-air newscast.	<u>N/A</u> due to the pandemic.	

**(c) Participation in Events.**

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>For 16 years, CBS Bay Area has collaborated with local businesses, non-profits and community leaders for after-work receptions at our studios in San Francisco that celebrate the diversity of the Bay Area. These gatherings bring together groups of influencers who are able to meet the CBS staff and on-air talent. Productive and lasting relationships have developed from these quarterly receptions. We typically have 250 people in attendance at each event. We meet people in our community, hear their stories, and give them a window of who we are and how to reach out to our news department. Also discuss careers in broadcasting.</p> <ol style="list-style-type: none"> <li>1. <b>Black History Month PSA</b></li> <li>2. <b>Asian Pacific American PSA and Stop Asian Hate a special report on the rise of racial discrimination and violence against the AAPI community.</b></li> <li>3. <b>Pride Month sponsor of “Pride Movie Night at Oracle Park”</b></li> <li>4. <b>Hispanic Heritage Month PSA</b></li> </ol>	<p>February 2021</p> <p>May 2021 &amp; March 21, 2021</p> <p>June 12-13, 2021</p> <p>September 15-October 15, 2020</p>	<p>Belva Davis, Ben Williams and Vern Glenn (former and current talent)</p> <p>Kenny Choi, Reporter and Elizabeth Cook, Anchor</p>
<p><b>Career Outreach</b> Hayward Unified School District</p>	<p>October 31, 2020</p>	<p>Sharon Chin</p>
<p><b>Diversity, Education</b> Academy of Art University (Broadcast Performance Instructor)</p>	<p>February 8-May 29, 2021</p>	<p>Sharon Chin</p>

**(d) Training Management Personnel.**

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
1. ViacomCBS Compliance Training  Stuff We Gotta Know As Part of the ViacomCBS Community: “Rules, Expectations and Resources”	December 2020  All Employees	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.
2. ViacomCBS Compliance Training  “Preventing Sexual Harassment”	December 2020  Managers & Employees	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.
3. ViacomCBS Compliance Training  “The Neuroscience of Better Hiring”	June 2021  All Managers	ViacomCBS has partnered with the NeuroLeadership Institute to deliver this 4-part training that focuses in on the biases that appear throughout the hiring process – from resume review through to the final selection of a candidate – and practical ways to build your skills in mitigating those biases.
4. Viacom Compliance Training  “OFCCP Training for Recruiters”	July 14, 2021  Sandra Indart, Payroll & Benefits Administrator	ViacomCBS compliance procedures set forth by the OFCCP (Office of Federal Contract Compliance Programs, a part of the US Department of Labor), to ensure recruiting processes, promote diversity, do not discriminate on the basis of race, color, sex, sexual orientation, gender identity, religion, national origin, disability, or status as a protected vet, and a lot more.