

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2019 to July 31, 2020.

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
1.	Account Executive	1 – 67; 72
2.	Account Executive	1 – 67; 72
3.	Director Research	1 – 67;
4.	Account Executive	1 – 67; 72

II. MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD

	Name of Organization Notified of Job Vacancy:	Contact Person	Address:			Submit Via:	Did Recruitment request Notification Y or N
1	JVS West Hollywood Worksource Center	Website	Lancaster	CA	93535	jtyler@jvsla.org	No
2	El Proyecto Worksource Center- Sun Valley	Website	Sun Valley	CA	91352	smoncada@wscalnetwork.org	No
3	US VETS Initiative	Website	Long Beach	CA	90810	kcaravello@usvetsinc.org	No
4	City of LA Dept of Disability	Website	Los Angeles	CA	90012	ralph.acuna@lacity.org	No
5	Career Transition Centers	Website	Long Beach	CA	90807	carmen.odom@edd.ca.gov	No
6	Irvine Career Center	Website	Irvine	CA	92618	ismael.diaz@edd.ca.gov	No
7	Career Services Center South East	Website	Los Angeles	CA	90015	leonard.cruz@edd.ca.gov	No
8	Housing Authority of the City of Los Angeles	Website	Los Angeles	CA	90059	blanca.cuevas@hacla.org	No
9	Career Partners WorkSource Center	Website	Rosemead	CA	91770	manuel.almeida@edd.ca.gov	No
10	Van Nuys - North Sherman Oaks WorkSource Center	Website	Van Nuys	CA	91406	aletterson@edd.ca.gov	No
11	Southeast LA - Crenshaw WorkSource Center	Website	Los Angeles	CA	90037	Connie.Thomas@edd.ca.gov	No
12	Foothill Employment & Training Connection	Website	Pasadena	CA	91106	jordan.tonthat@edd.ca.gov	No
13	SELACO WIB Norwalk EDD Career Center	Website	Norwalk	CA	90650	linda.tarver@edd.ca.gov	No
14	Housing Authority City of Los Angeles Imperial Courts	Website	Los Angeles	CA	90057	pamela.paige@hacla.org	No
15	Arc of South East Los Angeles County	Website	Downey	CA	90242	jeffreystephensj@gmail.com	No
16	East Los Angeles WorkSource Center	Website	Los Angeles	CA	90022	manuelcons@arboret.com	No
17	Veterans First	Website	Santa Ana	CA	92705	russell@veteransfirstoc.org	No
18	East County Job and Career Center	Website	Simi Valley	CA	93065	loan.nguyen@ventura.org	No
19	Canoga Park - West Hill WorkSource Center	Website	Canoga Park	CA	91303	espatz@edd.ca.gov	No
20	Los Angeles Urban League Worksource Center - West	Website	Los Angeles	CA	90016	Connie.Thomas@edd.ca.gov	No
21	Southeast LA - Watts Worksource Center	Website	Los Angeles	CA	90059	kwashington@wlcac.org	No
22	City of Compton Career Link Center	Website	Compton	CA	90221	hsmith@comptoncity.org	No
23	Northeast San Fernando Valley Work Source Center	Website	Pacoima	CA	91331	leandro.macias@edd.ca.gov	No
24	Wilshire - Metro WorkSource Center	Website	Los Angeles	CA	90010	mlewis@communitycareer.org	No
25	Glendale Career Center	Website	Glendale	CA	91204	michael.christopherson@edd.ca.gov	No
26	Downtown WorkSource Center	Website	Los Angeles	CA	90015	adrian.lazaro@edd.ca.gov	No
27	Build WorkSource Center	Website	Chatsworth	CA	91311	bthomas@buildonestop.com	No
28	Verdugo Jobs Center	Website	Glendale	CA	91204	mgalicia@ci.glendale.ca.us	No
29	CA Job Service	Website	Los Angeles	CA	90043	cprentic@edd.ca.gov	No
30	Burbank WorkForce Connection	Website	Burbank	CA	91502	burbankworkforceconnection@ci.burbank.ca.us	No
31	Marina del Rey-Mar Vista WorkSource Center	Website	Marina del Rey	CA	90292	ttenorio@edd.ca.gov	No
32	US Veterans Initiative	Website	Inglewood	CA	90301	kgibbs@usvetsinc.org	No
33	Foothill Employment & Training Connection-	Website	Pasadena	CA	91107	ceccareercenter@pasadena.edu	No
34	Gardena One-Stop	Website	Gardena	CA	90247	mpalmer@ci.gardena.ca.us	No
35	Urban League Workforce Development	Website	Avalon CA	CA	90061	keith.sweet@laur.org	No
36	Disabled Veterans Outreach Program	Website	Huntington Park	CA	90255	richard.rocha@edd.ca.gov	No

37	Carson Career Center	Website	Carson CA	CA	90745	earanda@edd.ca.gov	No
38	Florence-Firestone Employment Resource Center	Website	Los Angeles	CA	90001	elisabethgutierrez@rescare.com	No
39	Hollywood Workforce Center	Website	Los Angeles	CA	90029	erren.lee@edd.ca.gov	No
40	CCD/Compton WorkSource Center	Website	Compton CA	CA	90221	cvasquez@communitycareer.org	No
41	SER-Jobs For Progress, Inc.	Website	Ocean Side	CA	92057	felix.ramirez48@yahoo.com	No
42	PCC Community Education Center	Website	Pasadena CA	CA	91107	ceccareercenter@pasadena.edu	No
43	Braille Institute	Website	Los Angeles	CA	90029	krepchian@brailleinstitute.org	No
44	LA Works One-Stop Career Center	Website	Irwindale C	CA	91706	fabian.garcia@laworks.org	No
45	Women at Work	Website	Pasadena CA	CA	91107	info@womenatwork.org	No
46	Employment Development Dept. West LA Job Service	Website	Los Angeles	CA	90292	ted.tenorio@edd.ca.gov	No
47	Monrovia Adult School One Stop Career Center	Website	Monrovia CA	CA	91016	kchick@monroviaschools.net	No
48	Foothill Vocation Opportunities	Website	Pasadena CA	CA	91103	sonia@foothillvoc.org	No
49	South Bay One-Stop Business & Career Center	Website	Inglewood	CA	90301	ronald.warren@edd.ca.gov	No
50	California Department of Rehabilitation	Website	Los Angeles	CA	90022	gburque@dor.ca.gov	No
51	Homeless to Independence -California	Website		CA		ann@homelesstoindependence.org	No
52	SASSFA Worksource Center	Website	Santa Fe Springs	CA	90670	gamos@sassfa.org	No
53	Metro North WorkSource Center	Website	Los Angeles	CA	90031	veterans@goodwillsocal.org	No
54	Westlake Work Source Center	Website	Los Angeles	CA	90017	esoofoo@westlake-worksource.org	No
55	South LA WorkSource Center	Website	Los Angeles	CA	90044	info@communitycenters.org	No
56	Chinatown Service Center	Website	Los Angeles	CA	90012	jleung@csla.org	No
57	City of Torrance	Website	Torrance	CA	90501	danny.wilson@edd.ca.gov	No
58	Asian Rehabilitation Services	Website	Los Angeles	CA	90021	koko@asianrehab.org	No
59	Hollywood WorkSource Center	Website	Los Angeles	CA	90029	rmarkaryan@mcscareergroup.com	No
60	Goodwill Industries	Website	Santa Ana	CA	92703	nancy@ocgoodwill.org	No
61	Santa Clarita WorkSource	Website	Santa Clarita	CA	91355	shannon.mccall@canyons.edu	No
62	West Hollywood Worksource JVS	Website	Los Angeles	CA	90036	jsantiago@jvsla.org	No
63	California Dept. of Rehabilitation	Website	Sacramento	CA	95814	Sylvia.Hoggatt@dor.ca.gov	No
64	West San Gabriel Valley WorkSource Center	Website	Monterey Park	CA	91754	abuchanan@mcscareergroup.com	No
65	Bridges From School to Work	Website	Los Angeles	CA	90017	john.nave@marriott.com	No
66	Ventura Workforce	Website	Simi Valley	CA	93065	veronica.ramirez@ventura.org	No
67	www.cbcorporation.com	Website	n/a				No
68	IBEW Union	Rebecca Lehmann	Los Angeles	CA		rlehmann@ibew45.org	Yes
69	WGA Union	Patrick Cannon	Los Angeles	CA	90048	pcannon@wga.org	Yes
70	AFTRA Union	Tamaki Wallace	Los Angeles	CA	90036	Patricia.morgan@sagaftra.org	Yes
71	Imagen Foundation	Website	Los Angeles	CA		info@imagen.org	Yes
72	Spots N Dots	April Causey	Atlanta	GA	30308	ads@spotsndots.com	No
73	IATSE	Job Desk	Los Angeles	CA	91602	alex@artdirectors.org	Yes
74	DGA Union	Job Board	Los Angeles	CA	90046	Lisal@dga.org	Yes

Recruitment Source Summary:

Name of Recruitment Source

1. Employee Referral
2. Employee Referral
3. Other (Indeed)
4. Website

Total # of Interviewees Referred by Each Source: For the period from August 1, 2019 to July 31, 2020 this Employment Unit interviewed **23** Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

Recruitment Source	Number of Interviewees Referred
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- | | |
|--|---|
| 1. Website Posting - www.cbcorporation.com | 7 |
| 2. Employee Referral | 7 |
| 3. Other | 9 |

Supplemental Recruitment Measures**Job Fairs:**

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Who's Hiring – On-Air Segments News Segments - Airs Tuesdays & Thursdays Over 28 Employers	April 14 th – July 21 st , 2020	KCBS 2 /KCAL 9 Sponsorship
Job fair Sponsor LAFC and Banc of California Stadium Over 1000 registered across a variety of positions available. Industry and Career Conference	January 24 & 25 th , 2020	KCBS 2 /KCAL 9 Sponsorship
Job Fair Sponsor Fall Classic Hiring Spree LA - Senator Maria Elena Durazo, Council Member Mitch O'Farrell Over 1000 registered and 50 employers across a variety of industries attended. Industry and Career Conference	November 7, 2019	KCBS 2 /KCAL 9 Sponsorship
National Association of Black Journalists (NABJ). 2019 NABJ LA Media Summit & Career Fair, panel participant & career mentor	October 26, 2019	Pat Harvey, Anchor KCBS 2 /KCAL 9

Educational Station Tours:

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>Student/Teacher of the Month Initiative in partnership with LAUSD & LA Rams</p> <p>Hamilton High School Alfred B. Noble Charter Middle School Eagle Rock Jr./Sr. School LAUSD - Opener</p>	<p>February 25, 2020 January 29, 2020 December 19, 2019 September 15, 2019 August 15, 2019</p>	<p>Jay Howell, President, GM Tara Finestone, VP, News Director Jennifer Pierce, Assist, News Director Jim Hill, Anchor DeMarco Morgan, Anchor/Reporter Lesley Marin, Reporter Larisa Estrada, Assignment Desk Manager Amy Johnson, Reporter Lisa Farmer Lane, Promotion Manager Irene Mejia, Administrative Assistant</p> <p>KCBS 2 / KCAL 9</p>
<p>Chapman University Journalism Student –</p> <p>Virtual Interview with the VP News Director on Journalism</p>	<p>July 20, 2020</p>	<p>Tara Finestone, VP, News Director KCBS 2 / KCAL 9</p>
<p>USC Annenberg School of Journalism –</p> <p>Career Mentor and Anchor coaching for Journalism students</p>	<p>March 6, 2020</p>	<p>Pat Harvey, Anchor KCBS 2 / KCAL 9</p>
<p>Temple of Israel of Hollywood Briskin Elementary School –</p> <p>Career Day Speaker and Weather presentation</p>	<p>February 26, 2020</p>	<p>Evelyn Taft, Weather Anchor KCBS 2 / KCAL 9</p>
<p>Cal State LA Journalism</p> <p>Newsroom Tour & Career Mentoring.</p>	<p>December 4, 2019</p>	<p>Paul Button, Managing Editor KCBS 2 / KCAL 9</p>
<p>Valley View Middle School, Simi Valley –</p> <p>Career Mentoring event for 6th to 8th Grade students</p>	<p>November 25, 2019</p>	<p>Stu Mundel, Reporter KCBS 2 / KCAL 9</p>
<p>Children’s Community School in Van Nuys –</p> <p>4th & 5th grade newsroom tour, Career Mentoring, and weather report demonstration</p>	<p>October 21, 2019</p>	<p>Amber Lee, Reporter Hermela Aregawi, Reporter Pat Givans, Dir. News Operations Dan Fitzgerald, Producer Rodney Foster, Assignment Editor Fernando Burruss, TOC Supervisor Sandra Mitchell, Director Daniel McElroy, Lighting Director Charles Stewart, Executive Producer KCBS 2 / KCAL 9</p>
<p>USC Journalism Class –</p> <p>Newsroom Tour and Career Mentoring for Journalism students</p>	<p>September 18, 2019</p>	<p>Jay Howell, President, GM Suzie Suh, Reporter Jeff Vaughn, Anchor/Reporter Evelyn Taft, Meteorologist Rick Brown, Executive Producer KCBS 2 / KCAL 9</p>

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 2019 – March 2020 Fall/Spring</p>	<p>Larisa Montelindo Assignment Manager KCBS2/KCAL9</p> <p>Armen Keuilian Executive Producer, Sports KCBS 2 /KCAL 9</p> <p>David Goldstein Investigative News Reporter KCBS 2 /KCAL 9</p> <p>Stacia Burke Sales Marketing Manager KCBS 2 /KCAL 9</p> <p>Otto Petersen Creative Services Director KCBS 2 /KCAL 9</p>

Training Management Personnel:

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
CBS Corporation Compliance Training <i>“The 4 Essential Roles of Leadership” Part 1 & Part 2</i>	Ongoing Managers	An assessment that gathers feedback from you, your Direct Manager, and “Others.” It will help create an action plan to implement the 4 Essential Roles of Leadership and become a more effective leader.
CBS Corporation Compliance Training <i>“Managing Up”</i>	Ongoing Managers	The workshop will cover the ability to recognize, understand and manage emotions, yours and others’, in a positive and constructive way. It is a greater predictor of success than IQ, education or experience.
CBS Corporation Compliance Training <i>“CBS Information Security Awareness”</i>	February 28, 2020 All Employees	Examining the importance of general security awareness, threats, risks and best practices. The importance of security as it relates to workplace information systems, mobile devices, and electronic communications.
CBS Corporation Compliance Training <i>“Maintaining a Respectful Work Environment”</i>	October 31, 2019 All Employees	Important effort and your commitment to ensuring that our Company is free from discrimination, harassment, and retaliation of any kind.
CBS Corporation Compliance Training <i>“Privacy Essentials”</i>	October 4, 2019 All Employees	The purpose of the Privacy Essentials online course is to help you better understand your privacy and data protection responsibilities.
CBS Corporation Compliance Training <i>“Influence Inside”</i>	October 1 st & 2nd, 2019 All Employees	A workshop for Managers and Directors and it explores the 4 C’s to be an effective influencer: Credibility, Common Ground, Compelling Positions & Evidence, and Connecting Emotionally.
CBS Corporation Compliance Training <i>“Understanding and Addressing Unconscious Bias.”</i>	September 10, 2019 Ongoing All Employees	Diversity is part of what makes us strong and competitive; our success is also dependent on our ability to provide employees with a respectful and secure work environment. Employees come from numerous backgrounds and bring a wide range of experiences and points of view to the workplace.
CBS Corporation Compliance Training <i>“6 Critical Practices of Leading a Team”</i>	August 19 ,2019 Managers	The workshop equips new people managers with the essential skills and tools to get work done with and through other people.

Participation in Events:

Description of Community Measure:	Date:	Personnel Involved: (Name and Position)
<p>Mayor of Newport Beach – 39th Annual Speak Up</p> <p>Dinner and High School Scholarship Awards and Community Forum. Introduction of the students who have received the current years college scholarships. Michele hosts the event as a longtime journalist, encourages the “Speak Up” idea in broadcast media.</p>	<p>February 4, 2020</p>	<p>Michele Gile, Reporter KCBS 2 / KCAL 9</p>
<p>John M. Langston Bar Association Foundation -</p> <p>44th Annual Langston fundraiser for scholarships, for deserving African American Law students. DeMarco hosted the event and spoke about his background as a student and his Journalism career.</p>	<p>February 4, 2020</p>	<p>DeMarco Morgan, Anchor KCBS 2 / KCAL 9</p> <p>Catrice Monson, CBS SVP of Diversity and Inclusion</p>
<p>Kappa Alpha Psi Fraternity –</p> <p>Annual Black and White Ball Fund for educational scholarships for African American youth. DeMarco as an alumnus hosted the event and spoke about his background and his Journalism career.</p>	<p>November 23, 2019</p>	<p>DeMarco Morgan, Anchor KCBS 2 / KCAL 9</p>
<p>Asian American Journalist Association -</p> <p>Annual Fundraising Trivia Bowl for scholarships for journalism students. The staff speaks to their contribution to newscasts. AAJA provides monthly V3 digital journalism seminars. Internships candidates and support student journalists at the National Convention.</p>	<p>October 18, 2019</p>	<p>Paul Button, Managing Editor Amber Lee, Reporter Mark Liu, Assignment Manager Marvin Stone, Photographer Catherine Gelera, Researcher Denise Poon, Producer Geoff Heminway, Newswriter KCBS 2 / KCAL</p>
<p>CBS Veterans Network –</p> <p>Corporate Leaders Breakfast Panel on Local Media. Veterans’ career mingle and network</p>	<p>August 23, 2019</p>	<p>Gayle King, Anchor DeMarco Morgan, Anchor Suzanne Marques, Reporter KCBS 2 / KCAL 9</p>
<p>National Hispanic Media Coalition (NHMC) – Local Impact Diversity Awards/Luncheon</p> <p>Excellence in Broadcast Journalism. The staff speaks on their individual contributions to newscasts and community.</p>	<p>August 22, 2019</p>	<p>Jay Howell, President, GM Pat Harvey, Anchor Tara Finestone, VP News Director Lizzy Tyler Bultema, Executive Producer Suzanne Marques, Reporter Juan Fernandez, Reporter Crystal Cruz, Anchor/Reporter Jeff Michael, Anchor/Reporter Suzie Suh, Reporter Lesley Marin, Reporter KCBS 2 / KCAL 9</p>