KDKA-TV AND WPCW-TV
EEO PUBLIC FILE REPORT

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

1) Employment Unit: ViacomCBS Broadcasting Inc./Pittsburgh Television Station WPCW Inc.
2) Unit Members ( Stations and Communities of License): KDKA-TV and WPCW-TV, Pittsburgh
3) EEO Contact Information for Unit Member: J Tamburo, Controller/HR Director

<table>
<thead>
<tr>
<th>Mailing Address:</th>
<th>Telephone Number: 412-575-2200</th>
</tr>
</thead>
<tbody>
<tr>
<td>420 Fort Duquesne Blvd, Ste 100</td>
<td>Contact Person: J Tamburo</td>
</tr>
<tr>
<td>One Gateway Center</td>
<td>E-mail Address: <a href="mailto:jtmaburo@kdka.com">jtmaburo@kdka.com</a></td>
</tr>
<tr>
<td>Pittsburgh, PA 15222</td>
<td></td>
</tr>
</tbody>
</table>

4) FULLTIME VACANCIES DURING REPORTING PERIOD – Jobs Filled
(See Master Recruitment Source List For Recruitment Source Data)

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Source Notified of Job Vacancy</th>
<th>Recruitment Source of Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research Director</td>
<td>1-51, 53</td>
<td>CBS Jobs Website</td>
</tr>
<tr>
<td>Digital Sales Specialist</td>
<td>1-51, 53</td>
<td>Current Employee</td>
</tr>
<tr>
<td>Director BO&amp;E</td>
<td>1-51, 53</td>
<td>CBS Jobs Website</td>
</tr>
<tr>
<td>Meteorologist</td>
<td>1-51, 53</td>
<td>Current Per Diem</td>
</tr>
<tr>
<td>Payroll/HR</td>
<td>1-51, 53</td>
<td>CBS Jobs Website</td>
</tr>
<tr>
<td>Program Coordinator</td>
<td>1-51, 53</td>
<td>Indeed</td>
</tr>
<tr>
<td>Sales Assistant</td>
<td>1-51, 53</td>
<td>CBS Jobs Website</td>
</tr>
<tr>
<td>Photographer</td>
<td>1-51, 53</td>
<td>CBS Jobs Website</td>
</tr>
<tr>
<td>Director</td>
<td>1-51, 53</td>
<td>Current Employee</td>
</tr>
<tr>
<td>Producer</td>
<td>1-51, 53</td>
<td>CBS Jobs Website</td>
</tr>
<tr>
<td>Art Director</td>
<td>1-51, 53</td>
<td>Current Employee</td>
</tr>
<tr>
<td>Reporter</td>
<td>1-51, 53</td>
<td>Current Per Diem</td>
</tr>
<tr>
<td>Reporter</td>
<td>1-51, 53</td>
<td>Current Per Diem</td>
</tr>
<tr>
<td>Promotions Coordinator</td>
<td>1-51, 53</td>
<td>CBS Jobs Website</td>
</tr>
<tr>
<td>Tech Specialist</td>
<td>1-51, 53</td>
<td>Current Per Diem</td>
</tr>
<tr>
<td>Role</td>
<td>Code</td>
<td>Source</td>
</tr>
<tr>
<td>-------------------------------------------</td>
<td>------</td>
<td>-------------------------</td>
</tr>
<tr>
<td>Meteorologist</td>
<td>1-51, 53</td>
<td>Current Per Diem</td>
</tr>
<tr>
<td>Meteorologist</td>
<td>1-51, 53</td>
<td>CBS Jobs Website</td>
</tr>
<tr>
<td>VP/General Manager</td>
<td>1-51, 53</td>
<td>Current Employee</td>
</tr>
<tr>
<td>Sales Assistant</td>
<td>1-51, 53</td>
<td>CBS Jobs Website</td>
</tr>
<tr>
<td>Sports Executive Producer</td>
<td>1-51, 53</td>
<td>CBS Jobs Website</td>
</tr>
<tr>
<td>Director of Sales</td>
<td>1-51, 53</td>
<td>CBS Jobs Website</td>
</tr>
<tr>
<td>Producer</td>
<td>1-51, 53</td>
<td>CBS Jobs Website</td>
</tr>
<tr>
<td>Asst Digital Line Producer</td>
<td>1-51, 53</td>
<td>Current Per Diem</td>
</tr>
<tr>
<td>Asst Digital Line Producer</td>
<td>1-51, 53</td>
<td>Current Per Diem</td>
</tr>
<tr>
<td>Assignment Editor</td>
<td>1-51, 53</td>
<td>CBS Jobs Website</td>
</tr>
<tr>
<td>Digital Line Producer</td>
<td>1-51, 53</td>
<td>Current Per Diem</td>
</tr>
<tr>
<td>Digital Line Producer</td>
<td>1-51, 53</td>
<td>ViacomCBS Jobs Website</td>
</tr>
<tr>
<td>Photographer</td>
<td>1-51, 53</td>
<td>Current Employee</td>
</tr>
<tr>
<td>Digital Line Producer</td>
<td>1-51, 53</td>
<td>ViacomCBS Jobs Website</td>
</tr>
<tr>
<td>Commercial Producer</td>
<td>1-51, 53</td>
<td>ViacomCBS Jobs Website</td>
</tr>
</tbody>
</table>

( ) Check here if additional Full-Time Job Vacancies filled are listed on an attached sheet, using identical format.

5) MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD

<table>
<thead>
<tr>
<th>(0) Name of Organization Notified of Job Vacancy:</th>
<th>Contact Person</th>
<th>Address:</th>
<th>Phone Number:</th>
<th>Did Recruitment Source Request Notification? (Yes or No)</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1) Bidwell Training Center, Inc.</td>
<td>Jeanne Barnes/Paul Kubrick</td>
<td>1815 Metropolitan Avenue</td>
<td>412-323-4000</td>
<td>Yes</td>
</tr>
<tr>
<td>(2) Goodwill of South Western PA</td>
<td>Robert S. Foltz Building/Andrew Sabo</td>
<td>118 52nd Street Pittsburgh, PA 15201</td>
<td>412-632-1736</td>
<td>Yes</td>
</tr>
<tr>
<td>(3) NAACP Pittsburgh</td>
<td>Ms. M. Gayle Moss</td>
<td>2203 Wylie Avenue Pittsburgh, PA 15219</td>
<td>412-471-1024</td>
<td>Yes</td>
</tr>
<tr>
<td>(4) NAACP Greensburg</td>
<td>Rev. Dr. Jack Sullivan, Jr.</td>
<td>1011 Old Salem Road, Suite 207 Greensburg, PA 15601</td>
<td>724-838-9146</td>
<td>Yes</td>
</tr>
<tr>
<td>(6) National Black MBA’s</td>
<td>Ms. Kystal S. Moffett/Secretary</td>
<td>P.O. Box 3502 Pittsburgh, PA 15230</td>
<td>412-741-9320</td>
<td>Yes</td>
</tr>
<tr>
<td>(6) Renewal, Inc.</td>
<td>Denise Dereba</td>
<td>601 Grant Street Pittsburgh, PA 15219</td>
<td>412-690-2445</td>
<td>Yes</td>
</tr>
<tr>
<td>(7) Saint Vincent College</td>
<td>None</td>
<td>300 Fraser Road Latrobe, PA 15650</td>
<td>724-532-6600</td>
<td>Yes</td>
</tr>
<tr>
<td>(6) Urban League of Pittsburgh</td>
<td>Employment &amp; Training Dept., Deb Wannamaker</td>
<td>610 Wood Street, Pittsburgh, PA 15222-2222</td>
<td>412-227-4802</td>
<td>Yes</td>
</tr>
<tr>
<td>(9) Urban League of Shannagoe Valley</td>
<td>Erin Houston</td>
<td>601 Indiana Avenue, Farrell, PA 16121</td>
<td>724-981-5310</td>
<td>Yes</td>
</tr>
<tr>
<td>(10) Life’s Work, Career Connections</td>
<td>Mr. Ed O’Rourke</td>
<td>1323 Forbes Avenue, Pittsburgh, PA 15219</td>
<td>412-471-2600</td>
<td>Yes</td>
</tr>
<tr>
<td>(11) Bradford School</td>
<td>Katherine Banaszak, Director of Placement</td>
<td>126 West Station Square Drive Suite 129, Pittsburgh, PA 15219-2602</td>
<td>412-391-6710</td>
<td>Yes</td>
</tr>
<tr>
<td>(12) Department of Labor and Industry Office of Vocational Rehabilitation</td>
<td>John Miller, Vocational Rehab Supervisor</td>
<td>531 Penn Avenue, Pittsburgh, PA 15222</td>
<td>412-392-5490</td>
<td>Yes</td>
</tr>
<tr>
<td>(13) Lee Hecht Harrison</td>
<td>Bernie Varascali</td>
<td>381 Mansfield Avenue, GreenTree Commerce, Suite 300, Pittsburgh, PA 15220</td>
<td>412-733-2500</td>
<td>Yes</td>
</tr>
<tr>
<td>(14) University of Pittsburgh</td>
<td>Career Services</td>
<td>224 William Pitt Union, Pittsburgh, PA 15260</td>
<td>412-648-7130</td>
<td>Yes</td>
</tr>
<tr>
<td>(15) University of Pittsburgh Greensburg</td>
<td><a href="mailto:pittis@pitt.edu">pittis@pitt.edu</a></td>
<td>Offices of Career Services</td>
<td>219 Chambers 150 Finoli Drive Greensburg, PA 15601</td>
<td>724-836-7575</td>
</tr>
<tr>
<td>(16) Community College of Allegheny Cty.</td>
<td>Robert Kmetz</td>
<td>800 Allegheny Avenue, Pittsburgh, PA 15233</td>
<td>412-237-3100</td>
<td>Yes</td>
</tr>
<tr>
<td>(17) Life Path</td>
<td>Ann Marie Surovy</td>
<td>22 Almost Rd, Sellersville, PA 18960</td>
<td>215-257-0471</td>
<td>Yes</td>
</tr>
<tr>
<td>(18) Waynesburg University</td>
<td>Marie Coffman</td>
<td>51 West College Street, Waynesburg, PA 15370</td>
<td>724-582-3399</td>
<td>Yes</td>
</tr>
<tr>
<td>(19) College of Communications Penn State</td>
<td>Robert Martin</td>
<td>2000 Cameron Building, University Park, PA 16802</td>
<td>412-648-7130</td>
<td>Yes</td>
</tr>
<tr>
<td>(20) Council of Three Rivers American Indian</td>
<td>K. Jevsek</td>
<td>120 Charles Street, Derryville, PA 15328</td>
<td>412-782-4457</td>
<td>Yes</td>
</tr>
<tr>
<td>(21) Grove City College</td>
<td>Linda Reash</td>
<td>200 Campus Drive, Grove City, PA 16127</td>
<td>724-538-3371</td>
<td>Yes</td>
</tr>
<tr>
<td>(22) Robert Morris</td>
<td>Beth Miller</td>
<td>6001 University Blvd, Moon Twp., PA 15108</td>
<td>412-626-8224</td>
<td>Yes</td>
</tr>
<tr>
<td>(23) LaRoche College</td>
<td>Pam Golobski</td>
<td>9000 Babcock Blvd, East Campus 3111, Pittsburgh, PA 15237</td>
<td>412-367-9300</td>
<td>Yes</td>
</tr>
<tr>
<td>(24) Seton Hill University</td>
<td><a href="mailto:rharr@setonhill.edu">rharr@setonhill.edu</a></td>
<td>None</td>
<td>Seton Hill Drive, Greensburg, PA 15601-1599</td>
<td>724-552-4300</td>
</tr>
<tr>
<td>(25) Indiana University of PA</td>
<td>Dv, of Career Services</td>
<td>Pratt Hall, Room 502, 590 Maple Street, Indiana, PA 15701</td>
<td>Iup.edu/sec</td>
<td>Yes</td>
</tr>
<tr>
<td>(26) Edinboro State University</td>
<td><a href="mailto:natalie@edinboro.edu">natalie@edinboro.edu</a></td>
<td>Monica Clem, Center for Career Services</td>
<td>106 McNerney Hall, Edinboro, PA 16444</td>
<td>814-732-2781</td>
</tr>
<tr>
<td>(27) Duquesne University</td>
<td>Careerv Services</td>
<td>G1 Rockwell Hall, 600 Forbes Avenue, Pittsburgh, PA 15282-0104</td>
<td><a href="mailto:Careerservicess@duq.edu">Careerservicess@duq.edu</a></td>
<td>Yes</td>
</tr>
<tr>
<td>(28) Point Park University</td>
<td><a href="http://pointpark.career.com">http://pointpark.career.com</a></td>
<td>None</td>
<td>201 Wood Street, Pittsburgh, PA 15222</td>
<td>412-391-4100</td>
</tr>
<tr>
<td>(29) Carlow College</td>
<td>Erin Bridges</td>
<td>3333 Fifth Avenue, Pittsburgh, PA 15213</td>
<td>412-573-6196</td>
<td>Yes</td>
</tr>
<tr>
<td>(30) Chatham University</td>
<td>Monaca Ritter</td>
<td>106 Woodland Road, Pittsburgh, PA 15232</td>
<td>412-365-1209</td>
<td>Yes</td>
</tr>
<tr>
<td>(31) N.E.E.D. Law &amp; Finance Building</td>
<td>Dr. Marcia Sturdivant PHD</td>
<td>629 4th Avenue 20th Floor, Pittsburgh, PA 15219</td>
<td>412-560-7397</td>
<td>Yes</td>
</tr>
</tbody>
</table>

**WEBSITES/EMAILS**

<p>| (32) PBMF Pittsburgh Black Media Federation | Mr. Ervin Dyer | P.O. Box 22091, Pittsburgh, PA 15222-0091 | Yes |
| (33) Media Association of Pittsburgh | <a href="mailto:mediaofpittsburgh@gmail.com">mediaofpittsburgh@gmail.com</a> | P.O. Box 23319, Pittsburgh, PA 15220 | Yes |
| (34) Dept of Veterans Affairs | Samuel Green, MS | 10100 Delfield Road Building 69, 1228-A, Pittsburgh, PA 15215 | 412-822-1248 | Yes |
| (35) Resource Online Publication | <a href="mailto:sarahorriss@pitt.edu">sarahorriss@pitt.edu</a> | Lisa Sarvis, Director of Recruitment Services | 651 Holiday Drive, 2nd Floor, Pittsburgh, PA 15220 | 412-920-9400 ext. 112 | NA |
| (36) Pittsburgh Career Institute | Ernie Jurnow | 827 7th Avenue, Pittsburgh, PA 15219 | 412-281-2600 Ext. 125 | Yes |
| (37) KDKA-RADIO | <a href="http://www.kdkaradio.com">www.kdkaradio.com</a> | Marianne Hurley | 651 Holiday Drive, Pittsburgh, PA 15222 | 412-575-2501 | NA |
| (38) KDKA-TV | <a href="http://www.wpcwtv.com">www.wpcwtv.com</a> | J Tamburo/Geri Ewing | 420 Fl 100 Exchange Blvd., Suite 100 Pittsburgh, PA 15222 | 412-575-2501 | NA |
| (39) Broadcast Employment Services | <a href="http://www.tjjobs.com">www.tjjobs.com</a> | None | P.O. Box 4116, Owenton, KY 40505 | 760-754-8777 | Yes |
| (40) Media Line | <a href="mailto:mark@mediatime.com">mark@mediatime.com</a> | Mark Shihstone, Manager | P.O. Box 53909, Pacific Grove, CA 93950 | 800-257-8073 | Yes |
| (41) Fgh. Technical Institute | Darlene Ortiz | 111 McKee Road, Oakdale, PA 15071 | 412-809-3100 | Yes |
| (42) Nat’l Academy of TV Artists and Scientists | Tara Facenda, Executive Director | 85 Overlook Circle, Garnet Valley, PA 19060 | 610-859-8886 | Yes |
| (43) The Leadership Institute | Patricia Simpson | 1101 N Highland Street, Arlington, VA 22201 | 703-247-2001 | Yes |</p>
<table>
<thead>
<tr>
<th>FOR GRAPHIC POSITIONS ONLY</th>
<th>FOR SALES/MANAGEMENT POSITIONS ONLY</th>
<th>FOR TALENT POSITIONS ONLY</th>
<th>FOR ENGINEERING POSITIONS ONLY</th>
<th>FOR MARKETING POSITIONS ONLY</th>
<th>MISCELLANEOUS SOURCES</th>
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<tbody>
<tr>
<td>(45) Spot N Dot's</td>
<td>None</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>(46) TV Week</td>
<td>Chuck Ross</td>
<td></td>
<td></td>
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<tr>
<td>(47) Broadcasting &amp; Cable</td>
<td>None</td>
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<tr>
<td>(48) Collective Talent</td>
<td>Michael Billie</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(49) Triangle Tech</td>
<td>Brian Dayton-Career Advisor</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(50) Graeme Newell 602</td>
<td>Sandy Lenzik</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Communications</td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

FOR TALENT POSITIONS ONLY

(48) Collective Talent
info@michaelamanda.com
Michael Billie
1721 Richardson Place
Tampa, FL 33606
813-254-9695
Yes

FOR ENGINEERING POSITIONS ONLY

(49) Triangle Tech
Brian Dayton-Career Advisor
1940 Perryville Avenue
Pittsburgh, PA 15214
412-359-1000 Ext. 7189
Yes

FOR MARKETING POSITIONS ONLY

(50) Graeme Newell 602
Communications
Sandy Lenzik
1011 Lyndhurst Falls Lane
Knightdale, NC 27545
919-217-4438
Yes

MISCELLANEOUS SOURCES

(51) Employee Referral
(52) Industry Referral
(53) CBS Applicant Tracking System
Avature

6) Hriee Recruitment Source Summary. List the Recruitment Source that referred the Hiree for each full-time vacancy during the proceeding year.

<table>
<thead>
<tr>
<th>Name of Hiree</th>
<th>Name of Recruitment Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1)</td>
<td>CBS Jobs Website</td>
</tr>
<tr>
<td>(2)</td>
<td>Current Employee</td>
</tr>
<tr>
<td>(3)</td>
<td>CBS Jobs Website</td>
</tr>
<tr>
<td>(4)</td>
<td>Current Employee</td>
</tr>
<tr>
<td>(5)</td>
<td>CBS Jobs Website</td>
</tr>
<tr>
<td>(6)</td>
<td>Indeed</td>
</tr>
<tr>
<td>(7)</td>
<td>CBS Jobs Website</td>
</tr>
<tr>
<td>(8)</td>
<td>CBS Jobs Website</td>
</tr>
<tr>
<td>(9)</td>
<td>Current Employee</td>
</tr>
<tr>
<td>(10)</td>
<td>CBS Jobs Website</td>
</tr>
<tr>
<td>(11)</td>
<td>Current Employee</td>
</tr>
<tr>
<td>(12)</td>
<td>Current Employee</td>
</tr>
<tr>
<td>(13)</td>
<td>Current Employee</td>
</tr>
<tr>
<td>(14)</td>
<td>CBS Jobs Website</td>
</tr>
<tr>
<td>(15)</td>
<td>Current Employee</td>
</tr>
</tbody>
</table>
7) **Total # of Interviewees Referred by Each Source:** For the period from April 1, 2019 to March 31, 2020, this Employment Unit interviewed 159 interviewees for full time and part time job vacancies.

<table>
<thead>
<tr>
<th>Recruitment Source</th>
<th>Number of Interviewees Referred</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1) Current F.T. Employee</td>
<td>9</td>
</tr>
<tr>
<td>(2) Inside Temporary Worker</td>
<td>1</td>
</tr>
<tr>
<td>(3) CBS Jobs Website</td>
<td>121</td>
</tr>
<tr>
<td>(4) Indeed</td>
<td>4</td>
</tr>
<tr>
<td>(5) CBS Company Referral</td>
<td>0</td>
</tr>
<tr>
<td>(6) Former Consultant</td>
<td>0</td>
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<tr>
<td>(7) Company Transfer</td>
<td>0</td>
</tr>
<tr>
<td>(8) Current Per Diem</td>
<td>15</td>
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<tr>
<td>(9) Current Employee Referral</td>
<td>9</td>
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<tr>
<td>(10) Company Referral Radio</td>
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<tr>
<td>(11) Agency Referral</td>
<td>0</td>
</tr>
<tr>
<td>(12) Current Temp Agency Worker</td>
<td>0</td>
</tr>
</tbody>
</table>

(Check here if additional Recruitment Sources are listed on an attached sheet, using identical format.)
8) Supplemental Recruitment Measures. List and briefly describe the Supplemental Recruitment Measures undertaken during the proceeding twelve (12) months for the following four (4) recruitment activities.

(a) Job Fairs

<table>
<thead>
<tr>
<th>Description of Recruitment Measure;</th>
<th>Date:</th>
<th>Personnel Involved:</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Pittsburgh Promise Career Launch Wyndham, Oakland, PA</td>
<td>8/6/2019</td>
<td>Dan Braddock, Marketing Manager</td>
</tr>
<tr>
<td>Career fair to connect with prospective interns and entry-level professionals</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Junior Achievement: Inspires Career Fair Monroeville Convention Center, Monroeville, PA</td>
<td>11/26/2019</td>
<td>Rick Dayton, Anchor</td>
</tr>
<tr>
<td>Guest Speakers – Careers in Broadcasting</td>
<td></td>
<td>Dan Braddock, Marketing Manager</td>
</tr>
<tr>
<td>Junior Achievement (JA) inspires and prepares young people to succeed in a global economy. JA gives young people the knowledge and skills they need to own their economic success, plan for their future and make smart academic and economic decisions</td>
<td></td>
<td>Tim Long, Commercial Videographer</td>
</tr>
</tbody>
</table>

(b) Internship

<table>
<thead>
<tr>
<th>Description of Recruitment Measure;</th>
<th>Date:</th>
<th>Personnel Involved:</th>
</tr>
</thead>
</table>
| KDKA TV and WPCW-TV offer Internships during school semesters. The students selected are college juniors, seniors. Selected 2 interns for summer semester and 1 intern for fall semester. | Summer and Fall 2019 | J Tamburo, Controller/HR Director 
Kathy Hostetter, News Director |
| Apprentice Program | June thru December 2019 | Kathy Hostetter, News Director 
J Tamburo, Controller/HR Director |
| News Apprentice Program to help candidate develop strong newsroom leadership skills in behind the scenes editorial opportunities. | | |
| Emma L. Bowen Foundation Internship Diversity Initiative Participation where students earn an hourly salary as well as matching funds for scholarships | Summer 2019 | Kathy Hostetter, News Director 
J Tamburo, Controller/HR Director |
## (b) Participation in Events

<table>
<thead>
<tr>
<th>Description of Recruitment Measure</th>
<th>Date</th>
<th>Personnel Involved: (Name and Position)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pittsburgh Black Media Federation's Frank Bolden Urban Journalism Workshop – A highly competitive training program for minority high school students. The workshop is held in five sessions at Duquesne University. Students attend free of charge and it is designed to encourage high school youths to enter the profession of journalism. Students work with instructors who are members of the organization and individuals who are employed in local media, for rigorous training in meeting deadlines, producing and editing a paper and producing and delivering a television and radio news program. The workshop is open to 30 students from public and private high schools throughout the nation, though preference is given to Pittsburgh area students. Many businesses and community organizations donate time, money and effort to ensure the success of the workshop.</td>
<td>June 15 – June 22, 2019</td>
<td>Olga Gergen, Assignment Desk Editor</td>
</tr>
<tr>
<td>The Pittsburgh Promise's 2019 Career Launch</td>
<td>8/6/2019</td>
<td>Dan Braddock, Marketing Manager</td>
</tr>
<tr>
<td>Wynxham Hotel, Oakland, PA Participated in networking circle platform for college students to discuss opportunities in media broadcasting.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>STEM Fest</td>
<td>10/5/2019</td>
<td>Lisa Edmonds, Local Sales Manager</td>
</tr>
<tr>
<td>Mall at Robinson, Pittsburgh, PA Fostering a movement to help students understand academic disciplines of Science, Technology, Engineering and Mathematics. Emphasis on the discipline of Meteorology and the career of being a Meteorologist.</td>
<td></td>
<td>Dan Braddock, Marketing Manager</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Ron Smiley, Meteorologist</td>
</tr>
<tr>
<td>Broadcast News Writing</td>
<td>10/15/2019</td>
<td>Ray Petelin, Meteorologist</td>
</tr>
<tr>
<td>Point Park University School of Communication</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hosted students to experience and learn about the behind the scenes efforts for our lifestyle show, Pittsburgh Today Live.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PA Cyber Charter School</td>
<td>10/15/2019</td>
<td>Nate Smith, Promotions Coordinator</td>
</tr>
<tr>
<td>Pittsburgh, PA</td>
<td></td>
<td>Ron Buckner, IT</td>
</tr>
<tr>
<td>Hosted students with an interest in journalism and IT careers</td>
<td></td>
<td>Kristine Sorensen, Anchor</td>
</tr>
<tr>
<td>Journalism Class, Point Park University</td>
<td>10/22/2019</td>
<td>Ron Smiley, Meteorologist</td>
</tr>
<tr>
<td>Pittsburgh, PA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Open forum Q&amp;A session with our News Director</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mellon Middle School</td>
<td>11/8/2019</td>
<td>Kristine Sorensen</td>
</tr>
</tbody>
</table>
(d) **Training Management Personnel.**

<table>
<thead>
<tr>
<th>Description of Training</th>
<th>Personnel Involved: (Name and position)</th>
<th>Describe Training:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Business Conduct Statement Certification and Training Course</td>
<td>On-line bi-annual training program for all full-time employees; training for all new hires at the time they are hired</td>
<td>Affirmation of CBS’s commitment to the highest standards of appropriate and ethical business behavior. How to determine what is right and appropriate and how to seek help when necessary.</td>
</tr>
<tr>
<td>Privacy Essentials</td>
<td>On-line training program for all managers.</td>
<td>Reviewing guidelines for understanding privacy and data protection responsibilities and steps to protect personal information held by the Company.</td>
</tr>
<tr>
<td>Information Security Awareness</td>
<td>On-line training program for all managers and full-time employees</td>
<td>Training provided to educate on the importance of information security and data protection. Guidelines on protecting sensitive systems and information from being stolen, damaged or misused.</td>
</tr>
<tr>
<td>Maintaining a Respectful Work Environment</td>
<td>On-line training program for supervisors.</td>
<td>Training provided for non-discrimination and anti-harassment policy, also known as the CBS Equal Employment Opportunity (EEO) Policy.</td>
</tr>
</tbody>
</table>