

**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

Mailing Address: 420 Fort Duquesne Blvd, Ste 100 One Gateway Center Pittsburgh, PA 15222	Telephone Number: 412-575-2200
	Contact Person: J Tamburo
	E-mail Address: jtamburo@kdka.com

**4) FULLTIME 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
Research Director	1-51, 53	CBS Jobs Website
Digital Sales Specialist	1-51, 53	Current Employee
Director BO&E	1-51, 53	CBS Jobs Website
Meteorologist	1-51, 53	Current Per Diem
Payroll/HR	1-51,53	CBS Jobs Website
Program Coordinator	1-51,53	Indeed
Sales Assistant	1-51, 53	CBS Jobs Website
Photographer	1-51, 53	CBS Jobs Website
Director	1-51, 53	Current Employee
Producer	1-51, 53	CBS Jobs Website
Art Director	1-51, 53	Current Employee
Reporter	1-51, 53	Current Per Diem
Reporter	1-51, 53	Current Per Diem
Promotions Coordinator	1-51, 53	CBS Jobs Website
Tech Specialist	1-51, 53	Current Per Diem

Meteorologist	1-51, 53	Current Per Diem
Meteorologist	1-51, 53	CBS Jobs Website
VP/General Manager	1-51, 53	Current Employee
Sales Assistant	1-51, 53	CBS Jobs Website
Sports Executive Producer	1-51, 53	CBS Jobs Website
Director of Sales	1-51, 53	CBS Jobs Website
Producer	1-51, 53	CBS Jobs Website
Asst Digital Line Producer	1-51, 53	Current Per Diem
Asst Digital Line Producer	1-51, 53	Current Per Diem
Assignment Editor	1-51, 53	CBS Jobs Website
Digital Line Producer	1-51, 53	Current Per Diem
Digital Line Producer	1-51, 53	ViacomCBS Jobs Website
Photographer	1-51, 53	Current Employee
Digital Line Producer	1-51, 53	ViacomCBS Jobs Website
Commercial Producer	1-51, 53	ViacomCBS Jobs Website

() 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

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
(1) Bidwell Training Center, Inc.	Jeanne Barnes/Paul Kubrick	1815 Metropolitan Avenue Pittsburgh, PA 15233	412-323-4000	Yes
(2) Goodwill of South Western PA	Robert S. Foltz Building/Andrew Sabo	118 52nd Street Pittsburgh, PA 15201	412-632-1736	Yes
(3) NAACP Pittsburgh	Ms. M. Gayle Moss	2203 Wylie Avenue Pittsburgh, PA 15219	412-471-1024	Yes
(4) NAACP Greensburg	Rev.Dr.Jack Sullivan, Jr.	1011 Old Salem Road, Suite 207 Greensburg, PA 15601	724-838-9146	Yes
(6) National Black MBA's	Ms. Kyshira S. Moffett/Secretary	P.O. Box 3502 Pittsburgh, PA 15230	412-741-9320	Yes
(6) Renewal, Inc.	Denise Deroba	601 Grant Street Pittsburgh, PA 15219	412-690-2445	Yes
(7) Saint Vincent College	None	300 Fraser Road Latrobe, PA 15650	724-532-6600	Yes

(8) Urban League of Pittsburgh	Employment & Training Dept . Deb Wanemaker	610 Wood Street Pittsburgh, PA 15222-2222	412-227-4802	Yes
(9) Urban League of Shanago Valley	Erin Houston	601 Indiana Avenue Farrell, PA 16121	724-981-5310	Yes
(10) Life's Work, Career Connections	Mr. Ed O'Rourck	1323 Forbes Avenue Pittsburgh, PA 15219	412-471-2600	Yes
(11) Bradford School	Katherine Banaszak Director of Placement	126 West Station Square Drive Suite 129 Pittsburgh, PA 15219-2602	412-391-6710	Yes
(12) Department of Labor and Industry Office of Vocational Rehabilitation	John Miller Vocational Rehab Supervisor	531 Penn Avenue Pittsburgh, PA 15222	412-392-5490	Yes
(13) Lee Hecht Harrison	Bernie Varacalli	381 Mansfield Avenue Greentree Commons, Suite 300 Pittsburgh, PA 15220	412-733-2500	Yes
(14) University of Pittsburgh	Career Services	224 William Pitt Union Pittsburgh, PA 15260	412-648-7130	Yes
(15) University of Pittsburgh Greensburg pgintern@pitt.edu	Offices of Career Services	219 Chambers 150 Finoli Drive Greensburg, PA 15601	724-836-7575	Yes
(16) Community College of Allegheny Cty.	Robert Kmetz	800 Allegheny Avenue Pittsburgh, PA 15233	412-237-3100	Yes
(17) Life Path	Ann Marie Surovy	22 Almont Raod Sellersville, PA 18960	215-257-0471	Yes
(18) Waynesburg University	Marie Coffman	51 West College Street Waynesburg, PA 15370	724-582-3399	Yes
(19) College of Communications Penn State	Robert Martin	208D Carnegie Building University Park, PA 16802	412-648-7130	Yes
(20) Council of Three Rivers American Indian	K.Jevsevar	120 charles Street Dorseyville, PA 15328	412-782-4457	Yes
(21) Grove City College	Linda Reash	200 Campus Drive Grove City, PA 16127	724-458-3371	Yes
(22) Robert Morris	Beth Miller	6001 University Blvd Moon Twp., Pa 15108	412-262-8224	Yes
(23) LaRouche College	Pam Golubski	9000 Babcock Blvd. East Campus AB-211 Pittsburgh, PA 15237	412-367-9300	Yes
(24) Seton Hill University gcarter@setonhill.edu	None	Seton Hill Drive Greensburg, PA 15601-1599	724-552-4390	Yes
(25) Indiana University of PA	Dir. of Career Services	Pratt Hall, Room 302 900 Maple Street Indiana, PA 15701	iup.edu/sec	Yes
(26) Edinboro State University mclern@edinboro.edu	Monica Clem Center for Career Services	106 McNemey Hall Edinboro, PA 16444	814-732-2781	Yes
(27) Duquesne University	Career Services	G1 Rockwell Hall 600 Forbes Avenue Pittsburgh, PA 15282-0104	Careerservices@duq.edu	Yes
(28) Point Park University http://pointpark.erecruiting.com	None	201 Wood Street Pittsburgh, PA 15222	412-391-4100	Yes
(29) Carlow College	Erin Bridgen	3333 Fifth Avenue Pittsburgh, PA 15213	412-578-6196	Yes
(30) Chatham University	Monaca Ritter	106 Woodland Road Pittsburgh, PA 15232	412-365-1209	Yes
(31) N.E.E.D. Law & Finance Building WEBSITES/EMAILS	Dr. Marcia Sturdivant PHD	429 4 th Avenue 20 th Floor Pittsburgh, PA 15219	412-566-7397	Yes
(32) PBMF Pittsburgh Black Media Federation	Mr.Ervin Dyer	P.O. Box 22091 Pittsburgh, PA 15222-0091		Yes
(33) Media Associaton of Pittsburgh	mediaofpittsburgh@gmail.com	P.O. Box 25319 Pittsburgh, PA 15220		
(34) Dept. of Veterans Affairs Samuel.green@va.gov	Samuel Green, MS	1010Delafield Raod Building 69, 122B-A Pittsburgh, PA 15215	412-822-1248	Yes
(35) Resource Online Publication Lisa.sawich@cbsradio.com	Sarah Orris Director of Recruitment Services	651 Holiday Drive, 2nd Floor Pittsburgh, PA 15220	412-920-9400 ext. 112	NA
(36) Pittsburgh Career Institute	Ernie Junstrom	421 7 th Avenue Pittsburgh, PA 15219	412-281-2600 ext 125	Yes
(37) KDKA-RADIO www.kdkaradio.com	Marianne Hurley	651 Holiday Drive Pittsburgh, PA 15222	412-575-2501 412-575-2507	NA
(38) KDKA-TV / WPCW-TV Internal www.kdka.com www.wpcwvtv.com	J Tamburo/Geri Ewing	420 Ft.Duquesne Blvd. Suite 100 Pittsburgh, PA 15222	412-575-2501 412-575-2507	NA
(39) Broadcast Employmnt Services www.TVjobs.com	None	P.O. Box 4116 Oceanside, CA 92052	760-754-8177	Yes
(40) Media Line www.medialine.com	Mark Shilstone, Manager mark@medialine.com	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
(41) Pgh. Technical Institute	Darlene Pritt	111 McKee Road Oakdale, PA 15071	412-809-5100	Yes
(42) Nat'l Academy of TV Artists and Sciences	Tara Faccenda, 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

FOR GRAPHIC POSITIONS ONLY				
FOR SALES/MANAGEMENT POSITIONS ONLY				
(45) Spot N Dot's	None	1744 Patriots Way NW Kennesaw, GA 30152		
(46) TV Week	Chuck Ross chkross@tvweek.com	5500 Stansbury Ave Sherman Oaks, CA 91401		Yes
(47) Broadcasting & Cable	None	28 East 28 th Street 12 th Floor New York, NY 10016	212-378-0400	Yes
FOR TALENT POSITIONS ONLY				
(48) Collective Talent info@michaelsmedia.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 Perrysville Avenue Pittsburgh, PA 15214	412-359-1000 Ext. 7189	Yes
FOR MARKETING POSITIONS ONLY				
(50) Graeme Newell 602 Communications	Sandy Lizik	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) Hiree Recruitment Source Summary. List the Recruitment Source that referred the Hiree for each full-time vacancy during the proceeding year.

<u>Name of Hiree</u>	<u>Name of Recruitment Source</u>
(1) ██████████	CBS Jobs Website
(2) ██████████	Current Employee
(3) ██████████	CBS Jobs Website
(4) ██████████	Current Employee
(5) ██████████	CBS Jobs Website
(6) ██████████	Indeed
(7) ██████████	CBS Jobs Website
(8) ██████████	CBS Jobs Website
(9) ██████████	Current Employee
(10) ██████████	CBS Jobs Website
(11) ██████████	Current Employee
(12) ██████████	Current Employee
(13) ██████████	Current Employee
(14) ██████████	CBS Jobs Website
(15) ██████████	Current Employee

(16)	[REDACTED]	Current Employee
(17)	[REDACTED]	CBS Jobs Website
(18)	[REDACTED]	Current Employee
(19)	[REDACTED]	CBS Jobs Website
(20)	[REDACTED]	CBS Jobs Website
(21)	[REDACTED]	CBS Jobs Website
(22)	[REDACTED]	Current Employee
(23)	[REDACTED]	Current Employee
(24)	[REDACTED]	Current Employee
(25)	[REDACTED]	CBS Jobs Website
(26)	[REDACTED]	Current Employee
(27)	[REDACTED]	ViacomCBS Jobs Website
(28)	[REDACTED]	Current Employee
(29)	[REDACTED]	ViacomCBS Jobs Website
(30)	[REDACTED]	ViacomCBS Jobs Website

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.

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

(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

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
The Pittsburgh Promise Career Launch Wyndham, Oakland, PA Career fair to connect with prospective interns and entry-level professionals	8/6/2019	Dan Braddock, Marketing Manager
Junior Achievement: Inspires Career Fair Monroeville Convention Center, Monroeville, PA Guest Speakers – Careers in Broadcasting 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	11/26/2019	Rick Dayton, Anchor Dan Braddock, Marketing Manager Tim Long, Commercial Videographer

(b) Internship

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
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 News Apprentice Program to help candidate develop strong newsroom leadership skills in the behind the scenes editorial opportunities.	June thru December 2019	Kathy Hostetter, News Director J Tamburo, Controller/HR Director
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.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>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.</p>	<p>June 15 – June 22, 2019</p>	<p>Olga Geroge, Assignment Desk Editor</p>
<p>The Pittsburgh Promise's 2019 Career Launch Wyndham Hotel, Oakland, PA Participated in networking circle platform for college students to discuss opportunities in media broadcasting.</p>	<p>8/6/2019</p>	<p>Dan Braddock, Marketing Manager</p>
<p>STEM Fest 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.</p>	<p>10/5/2019</p>	<p>Lisa Edmonds, Local Sales Manager Dan Braddock, Marketing Manager Ron Smiley, Meteorologist Ray Petelin, Meteorologist</p>
<p>Broadcast News Writing Point Park University School of Communication Hosted students to experience and learn about the behind the scenes efforts for our lifestyle show, Pittsburgh Today Live</p>	<p>10/15/2019</p>	<p>Celina Pompeani, Traffic Anchor and Lifestyle Reporter Jill Neely, PTL Producer Heather Abraham, PTL Host</p>
<p>PA Cyber Charter School Pittsburgh, PA Hosted students with an interest in journalism and IT careers</p>	<p>10/15/2019</p>	<p>Nate Smith, Promotions Coordinator Ron Buckner, IT Kristine Sorenson, Anchor Ron Smiley, Meteorologist</p>
<p>Journalism Class, Point Park University Pittsburgh, PA Open forum Q&A session with our News Director</p>	<p>10/22/2019</p>	<p>Kathy Hostetter, News Director</p>
<p>Mellon Middle School Mt Lebanon, PA Keynote Speaker, Career Day</p>	<p>11/8/2019</p>	<p>Kristine Sorenson</p>
<p>Pittsburgh Technical College Pittsburgh, PA Speaker, Steps to Career Success</p>	<p>11/13/2019</p>	<p>Tim Long, Commercial Videographer</p>
<p>Jefferson Middle School Mt Lebanon, PA Keynote Speaker, Career Day</p>	<p>11/15/2019</p>	<p>Kristine Sorenson</p>
<p>Greater Pittsburgh Higher Education Diveristy Consortium Power Center, Duquesne University, Pittsburgh, PA Panelist for the Disaster Communication panel for the DPHEDC Professional Development Center</p>	<p>11/18/2019</p>	<p>Olga George, Assignment Editor</p>
<p>McKeesport Community Newsroom McKeesport, PA Tube City Writers Live. An initiative of the Center for Media</p>	<p>11/21/2019</p>	<p>Steve Willing, Photographer</p>

Innovation supports citizen journalism and storytelling		
Junior Achievement of Western PA – Pittsburgh, PA Guest Speaker – Careers in Broadcasting Inspiring young people for a career broadcasting	11/26/2019	Rick Dayton, Anchor
Oakland Catholic High School Oakland, PA Presenter, Career Symposium to connect High School women to role models	1/30/2020	Lisa Washington, Reporter/Anchor

(d) Training Management Personnel.

Description of Training:	Personnel Involved: (Name and position)	Describe Training:
Employee Business Conduct Statement Certification and Training Course	On-line bi-annual training program for all full-time employees; training for all new hires at the time they are hired	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.
Privacy Essentials	On-line training program for all managers.	Reviewing guidelines for understanding privacy and data protection responsibilities and steps to protect personal information held by the Company
Information Security Awareness	On-line training program for all managers and full-time employees	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.
Maintaining a Respectful Work Environment	On-line training program for supervisors.	Training provided for non-discrimination and anti-harassment policy, also known as the CBS Equal Employment Opportunity (EEO) Policy