

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2014 to July 31, 2015.

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: Bruno Cohen
	E-mail Address: BCohen@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
Reporter	1 – 63	61
Producer	1 – 63	58
Account Executive	1 – 13, 15 – 63	61
Digital Sales Manager	1 – 13, 15 – 63	61
Sales Assistant	1 – 13, 15 – 63	61
Account Executive	1 – 13, 15 – 63	61
Sales Marketing Associate	1 – 13, 15 – 63	61
Account Executive	1 – 13, 15 – 63	61
Digital Sales Account Executive	1 – 13, 15 – 63	61
Sales Assistant	1 – 13, 15 – 63	63
Traffic Coordinator	1 – 13, 15 – 63	61
Sales Assistant	1 – 13, 15 – 63	61
Sales Service Scheduler	1 – 13, 15 – 63	58
Web Producer	1 – 13, 15 – 63	59
Controllor		Corporate recruitment
Reporter		No external recruitment – Converted Part time to Full time
Reporter		No external recruitment – Converted Part time to Full time
Reporter		No external recruitment – Converted Part time to Full time

II. MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD

CODE #	RECRUITMENT SOURCE	ADDRESS	CONTACT	PHONE	REQUESTED NOTIFICATION (Y/N)	NUMBER OF INTERVIEWEES REFERRED
1	AFTRA	Job Opportunities Bulletin 1900 Broadway, FL 5 New York, NY 10023	Human Resources	(212) 213-2022	Yes	
2	Arriba Juntos	1850 Mission Street San Francisco, CA 94103	Ximena Montes	(415) 487-3247	Yes	
3	Asian Business League of San Francisco	PO Box 191345 San Francisco, CA 94119-1345	Randy Chan		Yes	
4	Asian Women's Resource Center	940 Washington Street San Francisco, CA 94108			Yes	
5	Bay Area Star	C/o KPIX 855 Battery Street San Francisco, CA 94111 www.bayareastar.org	Nancy Bell	(415) 332-5754	Yes	
6	California Association of Broadcasters	915 L Street, Ste 1150 Sacramento, CA 95814 cbapowers@aol.com	Mr. Powers	(916) 444-2237	Yes	
7	Center for Independent Living	Employment Services 3075 Adeline St., Ste 110 Berkeley, CA 94703	Jeannie Zazzi	(510) 841-4776	Yes	
8	Chabot College	Job Placement 25555 Hesperian Boulevard Hayward, CA 94545	Terrance Thompson	(510) 723-6600	Yes	
9	Chinatown Community Development Ctr.	1525 Grant Avenue San Francisco, CA 94133	Tina Lim	(415) 984-1466	Yes	
10	Chinese for Affirmative Action	17 Walter U. Lum Place San Francisco, CA 94108	Leo Chyi	(415) 274-6760 Ext: 305	Yes	
11	City College Job Development Group	John Adams Campus 1860 Hayes Street, Room #234 San Francisco, CA 94117	Jennifer Norris	(415) 561-1947	Yes	
12	City College of San Francisco	Job Placement - 5125 50 Phelan Avenue San Francisco, CA 94112	Indiana Quadra	(415) 239-3117	Yes	
13	City College of San Francisco	Career Connection 1400 Evans Avenue San Francisco, CA 94124	Janel Hadden	(415) 550-4349	Yes	
14	Collective Talent	1721 Richardson Place Tampa, FL, 33606 bille@michaelsmedia.com	Michael Bille		Yes	
15	College of Alameda	Job Placement 555 Atlantic Avenue Alameda, CA 94501	Monique Perkins	(510) 748-2193	Yes	
16	College of San Mateo	Broadcasting Department 1700 W. Hillsdale bille@michaelsmedia.com			Yes	
17	Department of Rehabilitation	Job Club 301 Howard Street, 7 th Fl San Mateo, CA 94402		(415) 904-7100	Yes	
18	Developmental Disabilities Bd Area 5	1515 Clay Street, 3 rd floor Oakland, CA 94612 FAX – 510-286-4397	Susan Bacome	(510) 286-0439	Yes	
19	Disabled Vets Outreach Program	Employment Representative 278 North 2nd Street San Jose, CA 95112	Lever Traveler	(408) 774-5415	Yes	
20	DREDF	3075 Adeline Street, Ste 210 Berkeley, CA 94703	Susan Henderson	(510) 644-2555	Yes	
21	EDD Job Service Office	801 Turk Street San Francisco, CA 94104 FAX – 415-749-7477	Mary Archer	(415) 749-7500	Yes	
22	EDD/Career Link/Civic Center	801 Turk Street San Francisco, CA 94102	Tom Swinnerton	(415) 749-7500	Yes	
23	EDD/Eastbay Works	Job Services for Contra Costa County 4071 Port Chicago Hwy, Suite 250 Concord, CA 94520-1157	Tony Esperanza	(415) 749-7500	Yes	
24	Entertainment Employment	Human Resources P.O. Box 60163	Gregorio Carbajal	(818) 776-2800	Yes	

	Journal	Corpus Christi, TX 78466-0163				
25	Filipinos for Affirmative Action	310 8th Street #308 Oakland, CA 94607	Eduardo Valladares	(510) 465-9876	Yes	
26	Golden Gate University	Career & Counseling Services 536 Mission Street San Francisco, CA 94105			Yes	
27	Goodwill Industries	Career Services 1500 Mission Street San Francisco, CA 94103	Una Tutson	(415) 575-2100	Yes	
28	Goodwill Placement Center	1301 30th Avenue Oakland, CA 94601	Sharon Maxwell	(510) 698-7215	Yes	
29	Hispanic Chamber of Commerce	100 E. Santa Clara Street San Jose, CA 95113-2847	Rich De La Rosa	(408) 213-0320	Yes	
30	Holy Names University	Career Planning Center 3500 Mountain Boulevard Oakland, CA 94619	Peter Weston	(510) 436-1580	Yes	
31	Independent Living Resource Center	649 Mission Street – 3rd Floor San Francisco, CA 94104	Bridgett Brown	(415) 543-6222	Yes	
32	Japanese Community Youth Council	2012 Pine Street San Francisco, CA 94115	Tina Alcantara	(415) 563-8052	Yes	
33	KBWB	Human Resources 2500 Marin Street San Francisco, CA 94124	Sheeley Chew	(415) 821-2020 x1925	Yes	
34	KICU	Human Resources 2102 Commerce Drive San Jose, CA 95131	Adriene Williams	(408) 953-3636	Yes	
35	KQED	Human Resources 2601 Mariposa San Francisco, CA 94110	Anne Hahn	(415) 553-2303	Yes	
36	KRON	Human Resources P.O. Box 3412 San Francisco, CA 94119		(415) 561-8662	Yes	
37	La Raza Information Center	474 Valencia #100 San Francisco, CA 94103	Dena Als'aro	(415) 863-0221	Yes	
38	Laney College	Job Placement 900 Fallon Street Oakland, CA 94607	Cleophas Griffin	(510) 464-3126	Yes	
39	Media Alliance	814 Mission Street, Ste. 205 San Francisco, CA 94103 Jobfile@media-alliance.org	Kristina Risga	(415) 546-6334	Yes	
40	Media Line	1209 Wood Valley Rd. Augusta, GA 30909	Mark Shiilstone	(800) 237-8073	Yes	
41	Merritt College	Job Placement 12500 Campus Drive Oakland, CA 94619	Catherine Thur	(510) 436-2449	Yes	
42	Mission Language & Vocational School	2929 19th Street San Francisco, CA 94110		(415) 648-5220	Yes	
43	NAB	1771 N Street, N.W. Washington, D.C. 20036	Karen Hunter	(202) 429-5498	Yes	
44	NAHJ	c/o La Opinion Human Resources 700 S. Flower St. STE 3000 Los Angeles, CA 90017		(213) 683-1407	Yes	
45	News Media Association	USC School of Journalism 3502 Watt Way Los Angeles, CA 90089			Yes	
46	Next Step	795 Willow Road – MS116B6 Menlo Park, CA 94025	Bill Robles	(650) 617-2729	Yes	
47	Peralta College Television	900 Fallon Street Oakland, CA 94607	Cleophas Griffin	(510) 834-5740	Yes	
48	San Francisco State University	Career Center 1600 Holloway Avenue San Francisco, CA 94132	Jim Wong	(415) 338-1764	Yes	
49	Senior Employment Opportunities	Job Developer 150 Frank Ogawa Plaza – Suite 4353B Oakland, CA 94612	Dorotney Postan	(510) 238-6238	Yes	
50	Society of Professional Journalists	3909 N Meridian Street Indianapolis, IN 46208-4045	Greg Jones	(317) 927-8000	Yes	
51	Solano Community College	Work Experience Coordinator 4000 Suisun Valley Road – Bldg 1500 Suisun City, CA 94585	Ms. Debra Berrett	(707) 864-7000	Yes	
52	South of Market	288 7th Street	Sandra Agolvar	(415) 865-2105	Yes	

	Employment Center	San Francisco, CA 94103				
53	St. Mary's College	Career Development Center P.O. Box 3421 Moraga, CA 94575	Jim Weylano	(925) 631-4351	Yes	
54	tvjobs.com	Broadcast Employment Services P.O.Box 4116 Oceanside, CA 92052	Mark Holloway	(800) 374-0119	Yes	1
55	United Indians Nations, Inc.	Human Resources 1436 B Clarke Street San Leandro, CA 94577-3635	Jennifer Elk	(510) 763-3410	Yes	
56	Women's Economic Agenda Project	160 Franklin Street Oakland, CA 94607-3759			Yes	
57	Young Community Developers	1715 Yosemite Avenue San Francisco, CA 94124	Vivian Warren	(415) 822-3491	Yes	
58	Station Website	855 Battery Street San Francisco, CA 94111	Crystal Myers	(415) 765-8913	N/A	28
59	Internal Posting	855 Battery Street San Francisco, CA 94111	Crystal Myers	(415) 765-8913	N/A	3
60	Industry Referral				N/A	10
61	Employee Referral	CBS			N/A	35
62	Indeed.com	Online Job Bank	Website posting via CBS Applicant Tracking System (AJE)		N/A	2
63	Linked in		Hiring Manager's Personal Social Network		N/A	5

TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD

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III. Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Southeast Community – CareerFair, manned table, answered questions and directed applicants to the CBS Jobs website.	May 8, 2015	Edith Rivera, Human Resources/Administration, KCBS Radio
2. Ohlone College – One Stop Career Fair, manned table, answered questions and directed applicants to the CBS Jobs website	May 1, 2015	Edith Rivera, Human Resources/Administration, KCBS Radio
3. City College San Francisco – Job Fair, manned table, answered questions and directed applicants to the CBS Jobs website.	April 16, 2015	Edith Rivera, Human Resources/Administration, KCBS Radio
4. NAACP – Diversity Job Fair, manned table, answered questions and directed applicants to the CBS Jobs website.	February 17, 2015	Crystal Myer, Payroll & Benefits Administrator, KPIX/KBCW-TV
5. San Mateo County Event Center – Job Hunters Boot Camp Conference. manned table, answered questions and directed applicants to the CBS Jobs website.	November 21, 2014	Edith Rivera, Human Resources/Administration, KCBS Radio
6. Sky Line College – Veterans Job Fair, manned table, answered questions and directed applicants to the CBS Jobs website.	November 5, 2014	Edith Rivera, Human Resources/Administration, KCBS Radio
7. City College San Francisco – Job Fair, manned table, answered questions and directed applicants to the CBS Jobs website.	October 1, 2014	Edith Rivera, Human Resources/Administration, KCBS Radio

(b) Internship

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Emma Bowen Foundation	June, 2015 through August, 2015 and ongoing each year with same participant	Akilah Monifa, Director of Communications
2. News Intern Program	Ongoing through academic year	Gretchen White, Planning Editor
3. Communications	Ongoing through academic year	Akilah Monifa, Director of Communications

(c) Participation in Events.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Archbishop Mitty High School Spoke to students on careers in broadcasting and answered questions.	March 20, 2015	Julie Watts, Consumer Reporter
2. Dominican College Spoke to Journalism Class on careers in Journalism, included discussion, questions and answers.	March 16, 2015	Dennis O'Donnell, Sports Anchor
3. Academy of Art University Spoke to Journalism Class on careers in Journalism, included discussion, questions and answers.	March 6, 2015	Brian Dinsmore, Executive Producer
4. San Francisco State Panel discussion on webcast illustrating, voice over training/work, questions and answers for students attending Broadcasting Classes	December 6, 2014	Ken Bastida, Anchor, Don Ford, MMJ, Jennifer Mistrot, MMJ & Rick Villaroman, Photographer
5. Public Relations Society of America Panelist, speaking to group on diversity in PR	October 7, 2014	Joe Vazquez, Reporter
6. Morgan Hill Unified School Leadership Speaker, spoke to students.	September 22, 2014	Roberta Gonzales, Weather Anchor
7. Academy of Art University Lectured Broadcasting Class on television broadcasting.	September 5, 2014	Bruno Cohen, President/General Manager

(d) Training Management Personnel.

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
1. Business Conduct Statement Training Course	All regular employees	An on-line training program reviewing Company policies, the law and what the Company expects of employees.
2. CBS Privacy by Design	All newly hired regular employees	An on-line training program reviewing Company policies, the law and what the Company expects of employees.
3. Information Security	All newly hired regular employees	An on-line training program reviewing Company policies, the law and what the Company expects of employees.
4. Protecting Content and Preventing Piracy	All newly hired regular employees	An on-line training program reviewing Company policies, the law and what the Company expects of employees.
5. Preventing Sexual Harassment In Today's Workplace	All newly hired regular employees	An on-line training program reviewing Company policies, the law and what the Company expects of employees.
6. Addressing Sexual Harassment in Today's Workplace	All newly hire managers	An on-line training program reviewing Company policies, the law and what the Company expects of employees.