

## EEO PUBLIC FILE REPORT

**This Report covers full-time vacancy recruitment data for the period October 1, 2017 to September 30, 2018.**

**1) Employment Unit: CBS Broadcasting Inc.; The CW Television Stations Inc.**

**2) Unit Members (Stations and Communities of License): KSTW TV, Seattle, WA**

**3) EEO Contact Information for Unit Member:**

Mailing Address:  KSTW-TV 1000 Dexter Avenue North Suite 205 Seattle, WA 98109	Telephone Number: 206-861-8852
	Contact Person: Colleen Carver
	E-mail Address: cmcarver@kstwtv.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 Hire
Sales Assistant	Referral-Employee	CBS Career Site
Sales Assistant	Referral-Employee	CBS Career Site
Programming Coordinator	Referral-Employee	CBSCorporation.jobs
Assistant Chief Engineer	1-19	CBS Career Site
Chief Engineer	Internal	CBS job site
Director of Sales	Internal	CBS job site

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

CODE #	RECRUITMENT SOURCE	ADDRESS	CONTACT	PHONE	REQUESTED NOTIFICATION (Y/N)	NUMBER OF INTERVIEWEES REFERRED
1	CBS Corp recruiting website	Online Listing	Online Listing	206-441-1111	N	1
2	Direct Employers	Online Listing	Online Listing		N	
3	Indeed.com	Online Listing	Online Listing		N	3
4	Kitsap Community Resources	1201 Park Avenue Bremerton, WA 98337	R Muriel	360-473-2075	N	
5	Worksource Seattle/Kling County	2024 Third Avenue, Second Floor Seattle, WA 98121	N. Kitnikone	206-436-8600	N	
6	Bates Technical College	1101 South Yakima Ave Tacoma, WA 98405	<a href="mailto:SKmiller@bates.ctc.edu">SKmiller@bates.ctc.edu</a>	253-680-7000	N	
7	Department of Vocational Rehabilitation	1660 South Columbian Way Seattle, WA 98109	Calvin Corbett	206-276-7100	N	
8	Downtown Worksource, YWCA	2024 Third Avenue, Second Floor Seattle, WA 98121	<a href="mailto:Vkemp@esd.wa.gov">Vkemp@esd.wa.gov</a>	206-436-8600	N	
9	Seattle Veterans Group	4735 East Marginal Way S #2401, Seattle, WA 98134	Nels Cone	206-553-2706	N	
10	Clover Park Technical College	4500 Steilacoom Blvd SW	Harry Vye	253-589-5800	N	

		Lakewood, WA 98499				
11	Edmonds Community College	20000 68 <sup>th</sup> Ave W Lynnwood, WA 98036	Bonnie Lewman	425-640-1400	N	
12	Washington State Association of Broadcasters	Online Listing	Online Listing	<a href="mailto:wsajobbank@earthlink.net">wsajobbank@earthlink.net</a>	N	
13	Simplyhired.com	Online Listing	Online Listing		N	
14	Eastside Employment Services VADIS	16000 Christensen Road, Suite 240 Tukwila, WA 98188	Caitlin Withers	425-453-0676	N	
15	Craigslist	Online Listing	Online Listing		N	
16	Washington Vocational Services	111 SE Everett Mall Way, Bldg C Everett, WA 98208	Kate Mallahan	425-774-3338	N	
17	Internal Posting					2
18	LinkedIn	Online Listing	Online Listing		N	2
19	Employee Referral					3
20	Society of Broadcast Engineers	Online Listing	Online Listing		N	1

**TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD**

**12**

**III. Supplemental Recruitment Measures.**

**(a) Job Fairs.**

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p><b>1. Co-Sponsor of University of Washington Career Fair.</b> Set up a table and talked with several attendees of the fair regarding career opportunities in television and current job openings, Account Executive &amp; Creative Internship</p>	April 26, 2018	Colleen Carver, Assistant Controller

**(b) Internship**

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Emma Bowen Foundation – minority candidate paid internship plus matching scholarship money for college expenses. Current participant is Bryan Nakata-University of Washington	June 2018 – Aug 2018	Colleen Carver, Assist. Controller
2. Production Intern (ongoing) – Natalie Rawson-Chapman University	June 2018 – Aug 2018	Dean Poor, Creative Services Director

**Participation in Events.**

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)

**Training Management Personnel.**

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
1. Business Conduct online training course and certification	All Active Employees	Review of Business conduct policy with applications to discrimination in hiring, promotion and on the job.
2. Addressing Sexual Harassment in Today's Workplace	All Active Employees	On-line interactive video training course examining various methods of reporting and non-retaliation laws and policies
3. Preventing Sexual Harassment in Today's Workplace	All Active Employees	On-line interactive video training course examining different forms of harassment and methods of prevention.