

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period October 1, 2018 to September 30, 2019.

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 2211 Elliot Avenue, Suite 200 Seattle, WA 98121	Telephone Number: 415-765-8913
	Contact Person: Sandra Indart
	E-mail Address: sindart@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 Hire
Sales Assistant	1-20	CBS Career Site
Assistant Controller	1-20	CBS Career Site
Accounting Assistant	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	3
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	SKmiller@bates.etc.edu	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, 2 nd Floor Seattle, WA 98121	Vkemp@esd.wa.gov	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 Lakewood, WA 98499	Harry Vye	253-589-5800	N	
11	Edmonds Community College	20000 68 th Ave W Lynnwood, WA 98036	Bonnie Lewman	425-640-1400	N	
12	Washington State Association of Broadcasters	Online Listing	Online Listing	wsabjobbank@earthlink.net	N	
13	Simplyhired.com	Online Listing	Online Listing		N	

CODE #	RECRUITMENT SOURCE	ADDRESS	CONTACT	PHONE	REQUESTED NOTIFICATION (Y/N)	NUMBER OF INTERVIEWEES REFERRED
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					1
18	LinkedIn	Online Listing	Online Listing		N	2
19	Employee Referral					1
20	Society of Broadcast Engineers	Online Listing	Online Listing		N	

TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD

10

III. Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Career Fair <ol style="list-style-type: none"> 1. University of Washington 2. Highline Community College <p>Set up a table and talked with several attendees of the fair regarding career opportunities in television and current job openings, Account Executive & Creative Internship</p>	March 13, 2019 April 11, 2019	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 Kuria Pounds - Washington State University	June 2019 – Aug 2019	Dean Poor, Creative Services Director
2. Production Intern (ongoing) – Olivia Coron-University of Southern California	June 2019 – Aug 2019	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.