

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period **October 1, 2020** to **September 30, 2021**.

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 1715 E. Madison St. Seattle, WA 98122	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
N/A	N/A	N/A

II. MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD

TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD **0**

III. Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Career Fair UW Seattle Virtual 2021 Spring Job & Internship Fair Met with several attendees over zoom regarding career opportunities in television.	April 22, 2021	Ayna Cataquis, Assistant Controller

(b) Training Management Personnel.

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
1. ViacomCBS Compliance Training Stuff We Gotta Know As Part of the ViacomCBS Community: “Rules, Expectations and Resources”	December 2020 All Employees	The course familiarizes participants with ViacomCBS’ Code of Conduct, The Business Practices Statement (BPS), and several of its major topics. The statement addresses rules, ethics, and values.
2. ViacomCBS Compliance Training “Preventing Sexual Harassment”	December 2020 Managers & Employees	Each of us is responsible for making our ViacomCBS community a safe and inclusive place. As part of this commitment, we are required to complete annual mandatory training program focused on sexual harassment prevention and response.
3. ViacomCBS Compliance Training “The Neuroscience of Better Hiring”	June 2021 Joseph Freni, Director of Sales Dean Poor, Director Creative Services	ViacomCBS has partnered with the NeuroLeadership Institute to deliver this 4-part training that focuses in on the biases that appear throughout the hiring process – from resume review through to the final selection of a candidate – and practical ways to build your skills in mitigating those biases.
4. Integrate Autism Employment Advisors / ViacomCBS Fall’s Employer Connect Day Workshop	Cataquis, Ayna-Assistant Controller completed December 9, 2020	A virtual career panel workshop featuring a roundtable, mock interviews, and small group networking sessions with Integrate Autism Employment Advisors which help organizations identify, recruit, and retain professionals on the autism spectrum.