

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period April 01, 2021 to March 31, 2022.

1) Employment Unit: CBS Broadcasting, Inc./Philadelphia Television Station, Inc.

2) Unit Members (Stations and Communities of License): KYW-TV; WPSG-TV

3) EEO Contact Information for Unit Member:

Mailing Address: 1555 Hamilton Street Philadelphia, PA 19130	Telephone Number: (215) 977-5571
	Contact Person: Paul Marrero: Human Resource Manager
	E-mail Address: Marrero@viacomcbs.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
1	Digital Line Producer	1 – 63	Internal Promotion
2	Account Executive	1 – 63	ViacomCBS Career Site
3	Account Executive	1 – 63	ViacomCBS Career Site
4	VP Sales	1 – 63	ViacomCBS Career Site
5	Digital Line Producer	1 – 63	Internal Promotion
6	Assistant News Director	1 – 63	Internal Promotion
7	Broadcast Engineer	1 – 63	ViacomCBS Career Site
8	Broadcast Operations Manager	1 – 63	Internal Promotion
9	Associate Digital Line Producer	1 – 63	Internal Promotion
10	Executive Producer	1 – 63	Internal Promotion
11	Associate Digital Line Producer	1 – 63	Internal Promotion
12	Producer	1 – 63	ViacomCBS Career Site
13	Assignment Manager	1 – 63	Internal Promotion
14	Anchor/Reporter	1 – 63	ViacomCBS Career Site
15	Sales & Marketing Assistant	1 – 63	ViacomCBS Career Site
16	Traffic Reporter	1 – 63	ViacomCBS Career Site
17	Reporter	1 – 63	ViacomCBS Career Site
18	Meteorologist	1 – 63	Internal Promotion
19	Reporter	1 – 63	ViacomCBS Career Site
20	Sales Manager	1 – 63	ViacomCBS Career Site
21	Account Executive	1 – 63	ViacomCBS Career Site
22	Account Executive	1 – 63	ViacomCBS Career Site
23	Assignment Editor	1 – 63	ViacomCBS Career Site
24	Managing Editor Web	1 – 63	Internal Promotion
25	Reporter	1 – 63	ViacomCBS Career Site
26	Executive Producer, Impacting Communities	1 – 63	ViacomCBS Career Site
27	Digital Content Producer	1 – 63	Internal Promotion

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

CODE #	RECRUITMENT SOURCE	ADDRESS	CONTACT	PHONE	REQUESTED NOTIFICATION (Y/N)	NUMBER OF INTERVIEWEES REFERRED
1.	PA CareerLink Philadelphia North	Philadelphia, PA 19123	joabell@pa.gov	EMAIL	N	
2.	Burlington County One-Stop Career Center	795 Woodlane Road, Westampton NJ	henry.bass@dol.state.nj.us	609-518-3905	N	
3.	Camden County One-Stop Career Center 03	2600 Mount Ephraim Avenue Suite 102, Camden NJ 08104	geoffrey.taylor@dol.state.nj.us	856-614-3156	NN	
4.	Delaware County Community College CareerLink	901 S. Media Line Road, Media, PA 19063	maryfergus@pa.gov	610-723-6007	N	
5.	Fox Valley One Stop Career Center	4425 N MARKET ST, WILMINGTON DE 19802	allen.jones@state.de.us	302-761-6634	N	
6.	Gloucester County One-Stop Career Center	215 Crown Point Road, Thorofare NJ 08086	edwin.morgan@dol.nj.gov	856-384-3779	N	
7.	PA CareerLink Philadelphia Northeast	3210 Red Lion Road, Philadelphia PA 19114	cathemille@pa.gov	215-632-6053	N	
8.	PA CareerLink Bucks County - Bristol	1260 Veterans Highway, Bristol PA 19007	rbates@pa.gov	215-781-1086	N	
9.	PA CareerLink Delaware County	701 Crosby Street Suite B, Chester PA 19013	maryfergus@pa.gov	610-447-3173	N	
10	PA CareerLink Montgomery County	1855 New Hope St, Norristown PA 19401-	roberclar@pa.gov	610-270-3428	N	
11	PA CareerLink Northwest	235 West Cheltenham Avenue, Philadelphia PA	hchandra@pa.gov	267-339-0334	N	
12	American Job Center (USDOL)	n/a	<a href="https://www.careeronestop.org/JobSearch/job-search.aspx">https://www.careeronestop.org/JobSearch/job-search.aspx</a>	n/a	N	4
13	DirectEmployers Veterans	n/a	<a href="https://veterans.dejobs.org">https://veterans.dejobs.org</a>	n/a	N	
14	DirectEmployers Disability	n/a	<a href="https://disability.dejobs.org">https://disability.dejobs.org</a>	n/a	N	
15	DirectEmployers Diversity	n/a	<a href="https://diversity.dejobs.org">https://diversity.dejobs.org</a>	n/a	N	1
16	ASPIRA	Alfredo Calderon	4322 North 5 <sup>th</sup> Street, 3 <sup>rd</sup> Floor Philadelphia, PA 19140	(215) 455-1300	Y	
17	Community Women's Education Project	Dawn Williams	2801 Frankford Avenue Philadelphia, PA 19134	(215) 426-2200	Y	

18	Congreso	Brenda Brewington	216 W. Somerset St. Philadelphia, PA 19123	(215) 763-8870	Y	
19	Concillio	Patricia Soria	705-09 North Franklin Street Philadelphia, PA 19123	(215) 627-3100	Y	
20	Delaware City Office of Employment & Training	Mike Caputo	9 South 69 <sup>th</sup> Street, 3 <sup>rd</sup> Floor Upper Darby, PA 19082	(610) 713-2200	Y	
21	Greater Phila Urban Affairs Coalition	Jerry Mitchell	1207 Chestnut Street, 4 <sup>th</sup> Floor Philadelphia, PA 19107	(215) 851-0110	Y	
22	Mayor's Commission on Aging	Pat West	100 South Broad Street, 4 <sup>th</sup> Floor Philadelphia, PA 19110	(215) 686-8450	Y	
23	Mayor's Commission on Latin Affairs	Tom Carter	City Hall, Room 110 Philadelphia, PA 19107	(215) 686-2171	Y	
24	N.A.A.C.P.	Rhonda Williams	1619 West Cecil B. Moore Avenue Philadelphia, PA 19121	(215) 978-7500	Y	
25	Northwest Career Link (formerly PA Job Center)	Mr. Joe West	235 West Chelton Avenue Philadelphia, PA 19144	(267) 339-0312	Y	
26	Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4 <sup>th</sup> Floor Philadelphia, PA 19122	(215) 236-7700 x312	Y	
27	Philadelphia Foundation	Phil Arko	1234 Market Street, Suite 1800 Philadelphia, PA 19107-3794	(215) 563-6417	Y	
28	Philadelphia Workforce Development Corp.		1617 JFK Boulevard Philadelphia, PA 19103	(215) 963-2118	Y	
29	Reemployment Transition Center	Danielle Veltri	42 South 15 <sup>th</sup> Street, Suite 1612 Philadelphia, PA 19102	(215) 568-8316	Y	
30	South Philadelphia Career Link	Anielle LeBlanc	930 Washington Avenue Philadelphia, PA 19147-3898	(215) 952-1143	Y	
31	The Team Career Link	Donna Tuteck	701 Crosby Street, Suite B Chester, PA 19013-6096	(610) 447-1493	Y	
32	Urban League	Michael Walker	1818 Market Street, 20 <sup>th</sup> Floor Philadelphia, PA 19103-1600	(215) 985-3220	Y	
33	Women In Transition	Human Resources	21 South 12 <sup>th</sup> Street, 6 <sup>th</sup> Floor Philadelphia, PA 19107	(215) 564-5301	Y	
34	Councilwoman Jannie L. Blackwell		City Hall, Room 408 Philadelphia, PA 19107-3290	(215) 686-3418 (215) 686-3419	Y	
35	The Association for Women in Communications		3337 Duke Street Alexandria, VA 22314	(703) 370-7436	Y	
36	Asian American Journalists Association		1182 Market Street, Suite 320 San Francisco, CA 94102	(415) 346-2051	Y	
37	American Women In Radio and Television National Headquarters		1760 Old Meadow Road Suite 500 McLean, VA 22102	(703) 506-3290	Y	
38	National Sales Network NY/NJ Metro Chapter		1402 Teaneck Road PMB #138 Teaneck, NJ 07666	(212) 591-0164	Y	
39	National Sales Network		P.O. Box 8254 Philadelphia, PA 19101	(215) 604-4327	Y	

	Philadelphia Chapter					
40	National Sales Network Washington DC/ Baltimore Chapter		2117 L. Street NW Suite # 317 Washington, DC 20037	(202) 331-4407	Y	
41	Bryn Mawr College	Sharon Powers	101 N. Merion Ave, Bryn Mawr, PA 19010	(610) 526-5174	Y	
42	York County Career Link	Steven Wantz	841 Vogelsong Road York, PA 17404-1397	(717) 767-5709	Y	
43	Cheyney University Career Services	Milt Colston	Cheyney & Creek Roads Cheyney, PA 19319-0200	(610) 399-2033	Y	
44	Connecticut School of Broadcasting	Hope Willis	One Cherry Hill Suite 203 Cherry Hill, NJ 08002	(856) 755-1200	Y	
45	Delaware County Comm. College	Jane Lang	901 South Media Line Road, Media, PA 19063	(610) 359-5331	Y	
46	LaSalle University Career Planning & Development	Lou LaMorte	1900 West Olney Ave Philadelphia, PA 19141	(215) 951-1075	Y	
47	MSC 186 Lincoln Univ. Career Center	Brenda Neal	PO Box 179 Lincoln University, PA 19352		Y	
48	Metropolitan Career Center	Employment Services	162 West Chelton Ave Philadelphia, PA 19144	(215) 843-6615	Y	
49	Montgomery County Community College	Eileen Dogherty	PO Box 400, 34 Dekalb Pike, Blue Bell, PA 19422-0796	(215) 641-6567	Y	
50	Montgomery City Comm. College/New Choices	Nancy Gazan	340 DeKalb Pike Blue Bell, PA 19422	(215) 619-7406	Y	
51	Drexel University Steinbright Career Development Center	Jennifer Rubin	3201 Arch Street, Suite 250, Philadelphia, PA 19104	(215) 895-1020	Y	
52	Harcum Junior College Career Center	Director's Office	Montgomery & Morris Avenues Bryn Mawr, PA 19010	(610) 526-6032	Y	
53	Pennco Tech Placement Department	Eric Maister	99 Erial Road, Blackwood, NJ 08012	(215) 223-2610	Y	
54	Philadelphia Community College Job Placement	Tarsha Scovens	1700 Spring Garden Street Philadelphia, PA 19130	(215) 751-8494	Y	
55	Rutgers University Career Placement	Carol Young	326 Penn Street Camden, NJ 08102	(856) 225-6046	Y	
56	St. Joseph's University Career Center	Terry Barth	5600 City Avenue Philadelphia, PA 19131-1395	(610) 660-3021	Y	
57	Pierce College Placement Office	Sabrina Smith	1420 Pine Street Philadelphia, PA 19102	(215) 670-9278	Y	
58	Temple University Career Dev. Services	Tracy Flemming	1913 N. Broad Street Mitten Hall 2 <sup>nd</sup> Fl. Philadelphia, PA 19122-6092	(215) 204-4461	Y	4
59	University of Pennsylvania Career Services	Pat Rose	3718 Locust Walk Suite 20 McNeil Bldg. Philadelphia, PA 19104-6209	(215) 898-4827	Y	

60	Villanova University Career Services	B.J. Cornell	800 Lancaster Ave Corr Hall Villanova, PA 19085-1699	(610) 519-4065	Y	
61	West Chester University Career Dev.	Darlene Kimber	Lawrence Bldg. Room 106 West Chester, PA 19383	(610) 436-2501	Y	
62	ViacomCBS Career Site		Careers@viacomcbs.com		N/A	117
63	ViacomCBS Internal Career Site		Internal posting		N/A	48
64	LinkedIn		LinkedIn.com		N/A	8

**TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD**

**182**

**III. Total # of Interviewees Referred by Each Source:** For the period from April 1, 2021, to March 31, 2022, this Employment Unit interviewed one hundred eighty two (182) interviewees for full time and part time job vacancies.

	<u>Recruitment Source</u>	<u>Number of Interviewees Referred</u>
(1)	ViacomCBS Career Site	117
(2)	ViacomCBS Career Site - Internal	48
(3)	Direct Employers – Diversity	1
(4)	Temple University Career Dev. Services	4
(5)	LinkedIn	8
(6)	American Job Center (USDOL)	4

**IV. Supplemental Recruitment Measures.**

**(a) Job Fairs.**

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
NABJ 2021 Virtual Convention & Career Fair. As proud Partner Diamond Sponsor, the CBS presence is strong with sessions featuring CBS News journalists and executives. Attendees will have the opportunity to meet and connect with CBS News representatives, recruiters, and journalists during the convention.	August 18-20, 2021 3-day Career Fair	John Wilson, VP/News Director Other CBS News Group personnel

**(b) Participation in Events.**

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
MaST Community Charter School (Virtual Career Week): The station sent a video of Pat Gallen discussing his career in the media.	5/3/2021	Pat Gallen: Sports Anchor
Rowan University - Alumni Success Interview: Tom Gardiner spoke on his journey to CBS3 in a recruiting/marketing video for his alma mater.	10/28/2021	Thomas Gardiner: News Photographer
Thomas Jefferson University - Professor Evan Laine's Pre-Law Class (In-Person Lecture): Jim Donovan engaged in a Q&A about media and broadcasting with 25 attendees	12/2/2021	Jim Donovan: Anchor

**Training Management Personnel.**

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
-------------------------------------	--	--------------------

<p><b>ViacomCBS' e-training course for our Global Business Practices Statement (“BPS”).</b></p>	<p>All Full-Time Employees December 2021 - January 2022</p>	<p>ViacomCBS' BPS is our code of conduct and reflects our commitment to strong ethical behavior and rigorous standards of business conduct. Across all of our brands, channels and regions, our BPS imparts the standards expected of everyone working for or on behalf of ViacomCBS. It outlines our overall ethical approach, explains our individual behavioral/legal responsibilities, and underscores our commitment to conducting business in a responsible and respectful manner.</p>
<p><b>Mind Gym - Virtual workout, Building bridges</b></p> <p>We have all experienced—or witnessed—an act of exclusion. We may have wondered if we should respond, how to respond or whether it was bad enough to warrant a response at all.</p>	<p>All department heads and 2<sup>nd</sup> level managers April 15, 2021</p>	<p>In this session managers learn to recognize both the overt and subtle forms of exclusion, before exploring ways to overcome the common psychological blockers that convince us to stay silent. Overcoming these will allow us to decide when and how we're going to speak up in a way that builds bridges and creates more inclusion.</p>
<p><b>Mind Gym Virtual workout, Your impact on others</b></p> <p>What is Your impact on others all about?</p> <p>Imagine this: you behave in exactly the same way with two different people. One sees you as honest, the other as ruthless. Why does this happen?</p> <p>We've each got different ways of looking at the world. And if we understand how others look at things (and us), then we can adapt the way we behave. Explore how to spot the things that make different people tick, and learn how to flex your behavior to have the greatest impact on others.</p>	<p>All department heads and 2<sup>nd</sup> level managers August 12, 2021</p>	<p>In this session managers learn to:</p> <ul style="list-style-type: none"> <li>•Spot when we're letting our own motivations influence how we interpret others' behavior.</li> <li>•Appreciate how your behavior affects those around you.</li> <li>•Recognize your strengths and weaknesses, so you can manage your impact on others in different situations.</li> </ul>
<p><b>Preventing Sexual Harassment</b></p>	<p>All Full-Time Employees January 04, 2022</p>	<p>Everyone has the right to work in a safe and respectful work environment that is free from sexual harassment. Whether part-time, full-time, temporary, or engaged as a contractor or intern, we must remember that the workplace is a shared environment and we are each responsible for our own actions.</p> <p>In this course employees learn about the various aspects of sexual harassment, including who's protected against it, how and where it can happen, and the actions you can take to prevent it.</p>