

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period April 01, 2014 to March 31, 2015.

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@cbs3.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
Weather Production Coordinator	1 – 79	78
Executive Producer	79	79 Internal Promotion
Subchannel Producer	79	79 Internal Promotion
Senior Promo Producer –News And Social Media	1 – 79	78
Line Producer	1 – 79	78
Digital Sales Manager	79	79 Internal Promotion
Account Executive New Business	1 – 79	78
TV Studio Broadcast Engineer	1-79	78
Traffic Coordinator	79	79 Internal Promotion
Sales Assistant	1-79	78
Sales Assistant	1-79	78
Photographer	1-79	79 Internal Promotion
Assignment Manager	1-79	78
Reporter	1-79	78
Reporter	1-79	78
Account Executive New Business	78	79 Internal Promotion
Assignment Editor	1-79	79 Internal Promotion
Line Producer	1-79	78
Assignment Editor	1-79	78
Digital Sales Specialist	1-79	79 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 Chester County	Coatesville PA 19320	dkochel@pa.gov	610-384-9393	N	
2	Community Women's Education Project	Philadelphia PA 19134	amartinez@cwep.org	215-426-2200	N	
3	PA CareerLink Philadelphia Northeast	Philadelphia PA 19114	cathemille@pa.gov	215-281-1038	N	
4	Mercer County One Stop Career Center	Trenton NJ 08625	thomas.thorn@dol.state.nj.us	609-989-6824	N	
5	New Jersey Dept of Rehabilitation - Central	Trenton NJ 08625	alice.hunnicut@dol.state.nj.us	609-292-5987	N	
6	Homeless to Independence - Pennsylvania	Pennsylvania	ann@homelesstoindpendence.org	N/A	N	
7	PA CareerLink Philadelphia North	Philadelphia PA 19123	joabell@pa.gov	215-560-5465	N	
8	Goodwill of Southern NJ Philadelphia	Maple Shade NJ 08052	cburr@goodwillnj.org	856-439-0200	N	
9	PA CareerLink Chester County	Coatesville PA 19320	doacker@pa.gov	610-384-9393	N	
10	Jersey City College	Jersey City NJ	dcarroll@njcu.edu	201-200-2335	N	
11	Homeless to Independence - Pennsylvania	Pennsylvania	pennhti42@homelesstoindpendence.org	N/A	N	
12	Jersey City College	Jersey City NJ 07305	jjones@njcu.edu	201-200-2335	N	
13	Philadelphia Urban League Workforce Development	Philadelphia PA 19107	cbaptiste@urbanleaguephila.org	215-985-3220	N	
14	PA CareerLink Philadelphia North	Philadelphia PA 19123	kamcfadden@pa.gov	215-560-5465	N	
15	PA CareerLink Northwest	Philadelphia PA 19144	chshull@pa.gov	267-339-0333	N	
16	Mercer County One Stop Career Center	Trenton NJ 08625	donald.alexander@dol.state.nj.us	609-989-6824	N	
17	Philadelphia Veterans Multi-Service and	Philadelphia PA 19106	linda.kahlert@pvmsec.org	215-923-8387	N	

	Education Center					
18	PA CareerLink Lehigh Valley	Allentown PA 18109	jprusak@pa.go	610-437-5627	N	
19	MARTIN LUTHER KING CENTER	Erie PA	bmikcenter@aol.com	8144592761	N	
20	Three Rivers American Indian Employment Center	Norristown PA 19401	breckard@cotraic.org	610-292-3034	N	
21	PENNSYLVANIA CAREERLINK	Erie PA	saaaron@state.pa.us	N/A	N	
22	Vocational Rehabilitation Philadelphia	Philadelphia PA 19123	kfogel@pa.gov	215-560-1900	N	
23	PA CareerLink Northwest	Philadelphia PA 19144	cathemille@pa.gov	267-339-0333	N	1
24	PA CareerLink Philadelphia Northeast	Philadelphia PA 19114	chshull@pa.gov	215-281-1038	N	
25	Homeless to Independence - Pennsylvania	PA	newyork@homelesstoindependence.org	N/A	N	
26	PA CareerLink Philadelphia North	Philadelphia PA 19123	niwoods@pa.gov	215-560-5465	N	
27	Suburban Station PA CareerLink	Philadelphia PA 19103	rbates@pa.gov	215-557-2592	N	
28	Mercer County One Stop Career Center	Trenton NJ 08625	lester.shelley@dol.state.nj.us	609-989-6824	N	
29	PA CareerLink Lehigh Valley	Allentown PA 18109	samjones@pa.gov	610-437-5627	N	
30	Bridges From School to Work	Philadelphia PA 19102	allen.brown@marriott.com	215-772-1290	N	
31	PA Office of Vocational Rehabilitation	Harrisburg PA 17102	rhodapp@pa.gov	814-451-5421	N	
32	ASPIRA	Alfredo Calderon	4322 North 5 th Street, 3 rd Floor Philadelphia, PA 19140	(215) 455-1300	Y	
33	Community Women's Education Project	Dawn Williams	2801 Frankford Avenue Philadelphia, PA 19134	(215) 426-2200	Y	
34	Congreso	Brenda Brewington	216 W. Somerset St. Philadelphia, PA 19123	(215) 763-8870	Y	
35	Concillio	Patricia Soria	705-09 North Franklin Street Philadelphia, PA 19123	(215) 627-3100	Y	
36	Delaware City Office of Employment & Training	Mike Caputo	9 South 69 th Street, 3 rd Floor Upper Darby, PA 19082	(610) 713-2200	Y	
37	Greater Phila Urban Affairs Coalition	Jerry Mitchell	1207 Chestnut Street, 4 th Floor Philadelphia, PA 19107	(215) 851-0110	Y	
38	Mayor's Commission on Aging	Pat West	100 South Broad Street, 4 th Floor Philadelphia, PA 19110	(215) 686-8450	Y	
39	Mayor's Commission on Latin Affairs	Tom Carter	City Hall, Room 110 Philadelphia, PA 19107	(215) 686-2171	Y	
40	N.A.A.C.P.	Rhonda Williams	1619 West Cecil B. Moore Avenue Philadelphia, PA 19121	(215) 978-7500	Y	
41	Northwest Career Link (formerly PA	Mr. Joe West	235 West Chelton Avenue Philadelphia, PA 19144	(267) 339-0312	Y	

	Job Center)					
42	Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4 th Floor Philadelphia, PA 19122	(215) 236-7700 x312	Y	
43	Philadelphia Foundation	Phil Arko	1234 Market Street, Suite 1800 Philadelphia, PA 19107-3794	(215) 563-6417	Y	
44	Philadelphia Workforce Development Corp.		1617 JFK Boulevard Philadelphia, PA 19103	(215) 963-2118	Y	
45	Reemployment Transition Center	Danielle Veltri	42 South 15 th Street, Suite 1612 Philadelphia, PA 19102	(215) 568-8316	Y	
46	South Philadelphia Career Link	Anielle LeBlanc	930 Washington Avenue Philadelphia, PA 19147-3898	(215) 952-1143	Y	
47	The Team Career Link	Donna Tuteck	701 Crosby Street, Suite B Chester, PA 19013-6096	(610) 447-1493	Y	
48	Urban League	Michael Walker	1818 Market Street, 20 th Floor Philadelphia, PA 19103-1600	(215) 985-3220	Y	
49	Women In Transition	Human Resources	21 South 12 th Street, 6 th Floor Philadelphia, PA 19107	(215) 564-5301	Y	
50	Councilwoman Jannie L. Blackwell		City Hall, Room 408 Philadelphia, PA 19107-3290	(215) 686-3418 (215) 686-3419	Y	
51	The Association for Women in Communications		3337 Duke Street Alexandria, VA 22314	(703) 370-7436	Y	
52	Asian American Journalists Association		1182 Market Street, Suite 320 San Francisco, CA 94102	(415) 346-2051	Y	
53	American Women In Radio and Television National Headquarters		1760 Old Meadow Road Suite 500 McLean, VA 22102	(703) 506-3290	Y	
54	National Sales Network NY/NJ Metro Chapter		1402 Teaneck Road PMB #138 Teaneck, NJ 07666	(212) 591-0164	Y	
55	National Sales Network Philadelphia Chapter		P.O. Box 8254 Philadelphia, PA 19101	(215) 604-4327	Y	
56	National Sales Network Washington DC/ Baltimore Chapter		2117 L. Street NW Suite # 317 Washington, DC 20037	(202) 331-4407	Y	
57	Bryn Mawr College	Sharon Powers	101 N. Merion Ave, Bryn Mawr, PA 19010	(610) 526-5174	Y	
58	York Country Career Link	Steven Wantz	841 Vogelsong Road York, PA 17404-1397	(717) 767-5709	Y	
59	Cheyney University Career Services	Milt Colston	Cheyney & Creek Roads Cheyney, PA 19319-0200	(610) 399-2033	Y	
60	Connecticut School of Broadcasting	Hope Willis	One Cherry Hill Suite 203 Cherry Hill, NJ 08002	(856) 755-1200	Y	
61	Delaware County Comm. College	Jane Lang	901 South Media Line Road, Media, PA 19063	(610) 359-5331	Y	
62	LaSalle University Career Planning & Development	Lou LaMorte	1900 West Olney Ave Philadelphia, PA 19141	(215) 951-1075	Y	

63	MSC 186 Lincoln Univ. Career Center	Brenda Neal	PO Box 179 Lincoln University, PA 19352		Y	
64	Metropolitan Career Center	Employment Services	162 West Chelton Ave Philadelphia, PA 19144	(215) 843-6615	Y	
65	Montgomery County Community College	Eileen Dogherty	PO Box 400, 34 Dekalb Pike, Blue Bell, PA 19422-0796	(215) 641-6567	Y	
66	Montgomery City Comm. College/New Choices	Nancy Gazan	340 DeKalb Pike Blue Bell, PA 19422	(215) 619-7406	Y	
67	Drexel University Steinbright Career Development Center	Jennifer Rubin	3201 Arch Street, Suite 250, Philadelphia, PA 19104	(215) 895-1020	Y	
68	Harcum Junior College Career Center	Director's Office	Montgomery & Morris Avenues Bryn Mawr, PA 19010	(610) 526-6032	Y	
69	Pennco Tech Placement Department	Eric Maister	99 Erial Road, Blackwood, NJ 08012	(215) 223-2610	Y	
70	Philadelphia Community College Job Placement	Tarsha Scovens	1700 Spring Garden Street Philadelphia, PA 19130	(215) 751-8494	Y	
71	Rutgers University Career Placement	Carol Young	326 Penn Street Camden, NJ 08102	(856) 225-6046	Y	
72	St. Joseph's University Career Center	Terry Barth	5600 City Avenue Philadelphia, PA 19131-1395	(610) 660-3021	Y	1
73	Pierce College Placement Office	Sabrina Smith	1420 Pine Street Philadelphia, PA 19102	(215) 670-9278	Y	
74	Temple University Career Dev. Services	Tracy Flemming	1913 N. Broad Street Mitten Hall 2 nd Fl. Philadelphia, PA 19122-6092	(215) 204-4461	Y	2
75	University of Pennsylvania Career Services	Pat Rose	3718 Locust Walk Suite 20 McNeil Bldg. Philadelphia, PA 19104-6209	(215) 898-4827	Y	
76	Villanova University Career Services	B.J. Cornell	800 Lancaster Ave Corr Hall Villanova, PA 19085-1699	(610) 519-4065	Y	
77	West Chester University Career Dev.	Darlene Kimber	Lawrence Bldg. Room 106 West Chester, PA 19383	(610) 436-2501	Y	
78	CBS Career Site		Cbsphilly.com/tvjobs		N/A	156
79	CBS Internal Career Site		Internal posting		N/A	19

TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD

179

III. Hiree Recruitment Source Summary. List the Recruitment Source that referred the Hiree for each full-time vacancy during the proceeding year.

<u>Name of Hiree</u>	<u>Name of Recruitment Source</u>
(1)	CBS Career Site
(2)	CBS Internal Promotion
(3)	CBS Internal Promotion
(4)	CBS Career Site
(5)	CBS Career Site
(6)	CBS Internal Promotion
(7)	CBS Career Site
(8)	CBS Career Site
(9)	CBS Internal Promotion
(10)	CBS Career Site
(11)	CBS Career Site
(12)	CBS Internal Promotion
(13)	CBS Career Site
(14)	CBS Career Site
(15)	CBS Career Site
(16)	CBS Internal Promotion
(17)	CBS Internal Promotion
(18)	CBS Career Site
(19)	CBS Career Site
(20)	CBS Internal Promotion

IV. Total # of Interviewees Referred by Each Source: For the period from April 1, 2014 to March 31, 2015, this Employment Unit interviewed One Hundred Seventy Nine (179) interviewees for full time and part time job vacancies.

<u>Recruitment Source</u>	<u>Number of Interviewees Referred</u>
(1) CBS Career Site	156
(2) Internal Candidate	19
(3) Temple University	2
(4) St. Joseph's University Career Center	1
(5) State Job Bank	1

V. Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Spring 2015 Career / Internship Fairs at Villanova University. Communication, Marketing & Media Fair	Feb 3, 2015 10:00 am - 1:00 pm Communication, Marketing & Media Fair	Frank Tomaszewski – Operations Mgr Sara Visomirski – Creative Director Megan Reader – Sales Coordinator
2. Professional & Technology DIVERSITY CAREER FAIR Special Veterans Initiative PHILADELPHIA October 15, 2014 Embassy Suites Philadelphia Airport 10:00 AM – 3:00 PM	October 15, 2014	Paul Marrero: Human Resources Lisa Morton: Radio Human Resources

(b) Internship

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Notices of KYW-TV / WPSG-TV Paid Internship Program are mailed to Colleges, Universities and trade schools in Pennsylvania and New Jersey quarterly. In addition, details about our Summer and Fall Internship Programs are also listed on our website cbsphilly.com/tvjobs . Primarily, participants major in Communications, Broadcasting or Journalism. The program is also open to those who major in English, History, Political Science fine Art, Marketing and related areas. Interns can join the News, Creative Services, Sales, Art, Research, Communications and Business departments for a semester of fun and learning.	May 19, 2014 September 05, 2014,	Paul Marrero: Human Resource Manager All Department Heads and sub managers
2. NEWS APPRENTICESHIP PROGRAM: CBS The Program exposes candidates to the various disciplines of broadcast journalism from the assignment desk to newscast writing and producing, promotion writing, news editing to special projects. Apprentices work side by side with News Department professionals, learning their craft and gaining valuable experience and knowledge. This is truly a unique opportunity for a recent college graduate who has a serious interest in pursuing a career in TV News. We seek individuals who are looking to develop strong newsroom leadership skills and have an ultimate goal to be part of a Newsroom management team.	Applications were accepted at the beginning of June 2014.	Susan Schiller: VP & News Director
3. Emma L. Bowen Foundation. The Emma L. Bowen Foundation was created in 1989 to prepare minority youth for careers in the media industry. The Foundation's program is unlike traditional intern programs in that students work for partner companies during summers and school breaks from the summer following their junior year in high school until they graduate from college. During the five-year program, students have an opportunity to learn many aspects of corporate operations and develop company-specific skills. Corporations have an opportunity to train and mentor students with the option of fulltime employment upon completion of their college degrees	June 13, 2014 – August 09, 2014	Susan Schiller: VP & New Director Paul Marrero: Human Resource Manager
4. WorkReady Summer Internship: The Philadelphia Youth Network's vision is that all of our city's young people take their rightful places as full and contributing members of a world-class workforce for the region. We're pursuing this vision by making connections between individuals, organizations and systems to provide the preparation needed for our city's youth to thrive in a regional and global economy. Students are placed in various departments based on needs that match the student's strength and skill set.	07/05/2014 – 08/12/2014	Paul Marrero: Human Resource Manager

(c) Participation in Events.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1. St. Aloysius Academy for Boys Career Day Friday, April 11, 2014 Speak to students about profession Two sessions; students K-4 & students 5-8 Beasley Reece</p>	Friday, April 11, 2014	Beasley Reece- Sports Anchor
<p>2. "The Business of Media" class Temple University Main Campus Guest speaker Syma Chowdhry</p>	Oct 10, 2014	Syma Chowdhry- Reporter
<p>3. Hispanic Choice Awards Saturday October 11, 2014 -- Patricia Boshuizen and CBS 3's Todd Quinones presented Ronaldo Tello-Marzol with the Trailblazer Award at the 2014 Philadelphia Hispanic Choice Awards. Tello-Marzol earned the "Business Person of the Year" title by creating the award-winning <i>Delaware Hispano Magazine</i> in 2013, launching a local magazine that serves Latinos in Chester County, and appearing on his Hispanic-focused TV show which airs on Comcast three times a week.</p>	Oct 11, 2014	Todd Quinones- Reporter
<p>4. Philadelphia Association of Black Journalists Saturday October 18, 2014 – The Philadelphia Association of Black Journalists honored CBS 3's Editing Supervisor, Charlene Horne, with the Impact Award at the 2014 PABJ Awards Gala. Horne won the award for her work on CBS 3 blog casts which includes ensuring positive and balanced images of the African American community. PABJ's Awards Dinner took place on Independence Mall and honored journalists whose outstanding work has impacted diversity in news coverage and newsrooms in the Philadelphia area, Delaware Valley and Lehigh Valley.</p>	Oct 18, 2014	Charlene Horne – Editing Supervisor
<p>5. Book Day A.S. Jenks Elementary School Read favorite children's book to class Jessica Dean November 26, 2014</p>	November 26, 2014	Jessica Dean- Anchor
<p>6. Educational presentation on weather and forecasting Raub Middle School auditorium Allentown School District - Raub M.S. Katie Fehlinger guest speaker 2-25-2015</p>	February 25, 2015	Katie Fehlinger – Weather Anchor

(d) Training Management Personnel.

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
<p>1.CBS Corporation is committed to safeguarding the personal information we hold about individuals, including customers, employees and suppliers.</p> <p>To help employees better understand their privacy and data protection obligations, we have created the <i>CBS Privacy by Design</i> online training course. After completing this course, you will be familiar with CBS Privacy by Design Best Practices as well as the steps they can take to protect personal information held by the Company.</p>	<p>All Full-Time Employees June, 10, 2014</p>	<p>Web based question and answer training.</p>
<p>2. Business Conduct Statement. BCS reflects new laws and regulations and to reaffirm our commitment to the highest standards of business ethics and workplace behavior. Each full time employee is asked to review the updated 2012 BCS and complete the Employee and Director Certification (“Certification”) online through the <i>CBS Eye on Ethics</i> website.</p>	<p>All Full-Time Employees Oct, 15, 2014</p>	<p>Web based question and answer training</p>