EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2016 to July 31, 2017.

Employment Unit: CBS Broadcasting, Inc. / Los Angeles Television Station KCAL LLC

Unit Members (Stations and Communities of License): KCBS / KCAL Los Angeles, California

EEO Contact Information for Unit Member:

<table>
<thead>
<tr>
<th>Mailing Address:</th>
<th>Telephone Number:</th>
</tr>
</thead>
<tbody>
<tr>
<td>KCBS / KCAL</td>
<td>818 655-2024</td>
</tr>
<tr>
<td>4200 Radford Avenue</td>
<td></td>
</tr>
<tr>
<td>Studio City, CA 91604</td>
<td></td>
</tr>
<tr>
<td>Contact Person: Maggie Serrano</td>
<td></td>
</tr>
<tr>
<td>E-mail Address: <a href="mailto:mserrano@cbs.com">mserrano@cbs.com</a></td>
<td></td>
</tr>
</tbody>
</table>

List all Full-Time Job Vacancies (identified by Job Title) Filled by Each Station in the Employment Unit. (See Master Recruitment Source List for recruitment source data)

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Source Notified of Job Vacancy</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Reporter</td>
<td>1 – 67; 70, 71</td>
</tr>
<tr>
<td>2. Account Executive</td>
<td>1 – 67; 71</td>
</tr>
<tr>
<td>3. Sales Planner</td>
<td>1 – 67; 71</td>
</tr>
<tr>
<td>4. Newswriter</td>
<td>1 – 67; 69, 71</td>
</tr>
<tr>
<td>5. IT Manager</td>
<td>1 – 67; 71</td>
</tr>
<tr>
<td>6. Staff Director/Technical Director</td>
<td>1 – 67; 68, 71, 74</td>
</tr>
<tr>
<td>7. Assignment Editor</td>
<td>1 – 67; 68, 71</td>
</tr>
<tr>
<td>8. Reporter</td>
<td>1 – 67; 70, 71</td>
</tr>
<tr>
<td>9. Account Executive</td>
<td>1 – 67; 71</td>
</tr>
<tr>
<td>10. Account Executive</td>
<td>1 – 67; 71</td>
</tr>
<tr>
<td>11. Anchor</td>
<td>No External Recruitment – Converted Part time to Full time</td>
</tr>
<tr>
<td>12. Digital Sales Manager</td>
<td>1 – 67; 71</td>
</tr>
<tr>
<td>13. Manager Credit &amp; Collections</td>
<td>1 – 67; 71</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD

<table>
<thead>
<tr>
<th>Name of Organization Notified of Job Vacancy</th>
<th>Contact Person</th>
<th>Address:</th>
<th>Submit Via:</th>
<th>Did Recruitment request Notification Y or N</th>
</tr>
</thead>
<tbody>
<tr>
<td>JVS West Hollywood Worksource Center</td>
<td>Website</td>
<td>Lancaster, CA 93535</td>
<td><a href="mailto:jefer@jvsla.org">jefer@jvsla.org</a></td>
<td>No</td>
</tr>
<tr>
<td>El Proyecto Worksource Center- Sun Valley</td>
<td>Website</td>
<td>Sun Valley, CA 91352</td>
<td><a href="mailto:smocadus@worksource.com">smocadus@worksource.com</a></td>
<td>No</td>
</tr>
<tr>
<td>US VETS Initiative</td>
<td>Website</td>
<td>Long Beach, CA 90810</td>
<td><a href="mailto:kcaravello@usvetsinc.org">kcaravello@usvetsinc.org</a></td>
<td>No</td>
</tr>
<tr>
<td>City of LA Dept of Disability</td>
<td>Website</td>
<td>Los Angeles, CA 90012</td>
<td><a href="mailto:ralph.acuna@lacity.org">ralph.acuna@lacity.org</a></td>
<td>No</td>
</tr>
<tr>
<td>Career Transition Centers</td>
<td>Website</td>
<td>Long Beach, CA 90807</td>
<td><a href="mailto:carmen.odom@edd.ca.gov">carmen.odom@edd.ca.gov</a></td>
<td>No</td>
</tr>
<tr>
<td>Irvine Career Center</td>
<td>Website</td>
<td>Irvine, CA 92618</td>
<td><a href="mailto:ismael.diaz@edd.ca.gov">ismael.diaz@edd.ca.gov</a></td>
<td>No</td>
</tr>
<tr>
<td>Career Services Center South East</td>
<td>Website</td>
<td>Los Angeles, CA 90015</td>
<td><a href="mailto:leonard.cruz@edd.ca.gov">leonard.cruz@edd.ca.gov</a></td>
<td>No</td>
</tr>
<tr>
<td>Housing Authority of the City of Los Angeles</td>
<td>Website</td>
<td>Los Angeles, CA 90059</td>
<td><a href="mailto:blanca.cuevas@hacla.org">blanca.cuevas@hacla.org</a></td>
<td>No</td>
</tr>
<tr>
<td>Career Partners WorkSource Center</td>
<td>Website</td>
<td>Rosemead, CA 91770</td>
<td><a href="mailto:manuel.almeida@edd.ca.gov">manuel.almeida@edd.ca.gov</a></td>
<td>No</td>
</tr>
<tr>
<td>Van Nuys - North Sherman Oaks WorkSource Center</td>
<td>Website</td>
<td>Van Nuys, CA 91406</td>
<td><a href="mailto:aletterson@edd.ca.gov">aletterson@edd.ca.gov</a></td>
<td>No</td>
</tr>
<tr>
<td>Southeast LA - Crenshaw WorkSource Center</td>
<td>Website</td>
<td>Los Angeles, CA 90037</td>
<td><a href="mailto:Connye.Thomas@edd.ca.gov">Connye.Thomas@edd.ca.gov</a></td>
<td>No</td>
</tr>
<tr>
<td>Foothill Employment &amp; Training Connection</td>
<td>Website</td>
<td>Pasadena, CA 91106</td>
<td><a href="mailto:jordan.tonthat@edd.ca.gov">jordan.tonthat@edd.ca.gov</a></td>
<td>No</td>
</tr>
<tr>
<td>SELACO WIB Norwalk EDD Career Center</td>
<td>Website</td>
<td>Norwalk, CA 90650</td>
<td><a href="mailto:linda.tarver@edd.ca.gov">linda.tarver@edd.ca.gov</a></td>
<td>No</td>
</tr>
<tr>
<td>Housing Authority City of Los Angeles Imperial Courts</td>
<td>Website</td>
<td>Los Angeles, CA 90059</td>
<td><a href="mailto:pamela.paige@hacla.org">pamela.paige@hacla.org</a></td>
<td>No</td>
</tr>
<tr>
<td>Arc of South East Los Angeles County</td>
<td>Website</td>
<td>Downey, CA 90242</td>
<td><a href="mailto:jeffreystephen@gmail.com">jeffreystephen@gmail.com</a></td>
<td>No</td>
</tr>
<tr>
<td>East Los Angeles WorkSource Center</td>
<td>Website</td>
<td>Los Angeles, CA 90022</td>
<td><a href="mailto:manuelcons@arboret.com">manuelcons@arboret.com</a></td>
<td>No</td>
</tr>
<tr>
<td>Veterans First</td>
<td>Website</td>
<td>Santa Ana, CA 92705</td>
<td><a href="mailto:russell@veteransfirstoc.org">russell@veteransfirstoc.org</a></td>
<td>No</td>
</tr>
<tr>
<td>East County Job and Career Center</td>
<td>Website</td>
<td>Simi Valley, CA 93065</td>
<td><a href="mailto:loan.nguyen@ventura.org">loan.nguyen@ventura.org</a></td>
<td>No</td>
</tr>
<tr>
<td>Canoga Park - West Hill WorkSource Center</td>
<td>Website</td>
<td>Canoga Park, CA 91303</td>
<td><a href="mailto:espatz@edd.ca.gov">espatz@edd.ca.gov</a></td>
<td>No</td>
</tr>
<tr>
<td>Los Angeles Urban League Worksource Center - West</td>
<td>Website</td>
<td>Los Angeles, CA 90016</td>
<td><a href="mailto:Connye.Thomas@edd.ca.gov">Connye.Thomas@edd.ca.gov</a></td>
<td>No</td>
</tr>
<tr>
<td>Southeast LA - Watts Worksource Center</td>
<td>Website</td>
<td>Los Angeles, CA 90059</td>
<td><a href="mailto:kwashington@wlac.org">kwashington@wlac.org</a></td>
<td>No</td>
</tr>
<tr>
<td>City of Compton Career Link Center</td>
<td>Website</td>
<td>Compton, CA 90221</td>
<td><a href="mailto:hsmith@comptoncity.org">hsmith@comptoncity.org</a></td>
<td>No</td>
</tr>
<tr>
<td>Northeast San Fernando Valley Work Source Center</td>
<td>Website</td>
<td>Pacoima, CA 91331</td>
<td><a href="mailto:leandro.macias@edd.ca.gov">leandro.macias@edd.ca.gov</a></td>
<td>No</td>
</tr>
<tr>
<td>Wilshire - Metro WorkSource Center</td>
<td>Website</td>
<td>Los Angeles, CA 90010</td>
<td><a href="mailto:mlewiss@communitycareer.org">mlewiss@communitycareer.org</a></td>
<td>No</td>
</tr>
<tr>
<td>Glendale Career Center</td>
<td>Website</td>
<td>Glendale, CA 91204</td>
<td><a href="mailto:michael.christopherson@edd.ca.gov">michael.christopherson@edd.ca.gov</a></td>
<td>No</td>
</tr>
<tr>
<td>Downtown WorkSource Center</td>
<td>Website</td>
<td>Los Angeles, CA 90015</td>
<td><a href="mailto:adrian.lazar@edd.ca.gov">adrian.lazar@edd.ca.gov</a></td>
<td>No</td>
</tr>
<tr>
<td>Build WorkSource Center</td>
<td>Website</td>
<td>Chatsworth, CA 91311</td>
<td><a href="mailto:bthomas@buildonestop.com">bthomas@buildonestop.com</a></td>
<td>No</td>
</tr>
<tr>
<td>Verdugo Jobs Center</td>
<td>Website</td>
<td>Glendale, CA 91204</td>
<td><a href="mailto:mgalicia@ci.glendale.ca.us">mgalicia@ci.glendale.ca.us</a></td>
<td>No</td>
</tr>
<tr>
<td>CA Job Service</td>
<td>Website</td>
<td>Los Angeles, CA 90043</td>
<td><a href="mailto:cprentic@edd.ca.gov">cprentic@edd.ca.gov</a></td>
<td>No</td>
</tr>
<tr>
<td>Burbank WorkForce Connection</td>
<td>Website</td>
<td>Burbank, CA 91502</td>
<td><a href="mailto:burbankworkforceconnection@ci.burbank.ca.us">burbankworkforceconnection@ci.burbank.ca.us</a></td>
<td>No</td>
</tr>
<tr>
<td>Marina del Rey-Mar Vista WorkSource Center</td>
<td>Website</td>
<td>Marina del Rey, CA 90292</td>
<td><a href="mailto:ttenorio@edd.ca.gov">ttenorio@edd.ca.gov</a></td>
<td>No</td>
</tr>
<tr>
<td>US Veterans Initiative</td>
<td>Website</td>
<td>Inglewood, CA 90301</td>
<td><a href="mailto:kgibbs@usvetsinc.org">kgibbs@usvetsinc.org</a></td>
<td>No</td>
</tr>
<tr>
<td>Foothill Employment &amp; Training Connection-</td>
<td>Website</td>
<td>Pasadena, CA 91107</td>
<td><a href="mailto:cecccareercenter@pasadena.edu">cecccareercenter@pasadena.edu</a></td>
<td>No</td>
</tr>
<tr>
<td>Gardena One-Stop</td>
<td>Website</td>
<td>Gardena, CA 90247</td>
<td><a href="mailto:mpalmer@ci.gardena.ca.us">mpalmer@ci.gardena.ca.us</a></td>
<td>No</td>
</tr>
<tr>
<td>Urban League Workforce Development</td>
<td>Website</td>
<td>Avalon CA 90061</td>
<td><a href="mailto:keith.sweet@laul.org">keith.sweet@laul.org</a></td>
<td>No</td>
</tr>
<tr>
<td>Disabled Veterans Outreach Program</td>
<td>Website</td>
<td>Huntington Park, CA 90255</td>
<td><a href="mailto:richard.rocha@edd.ca.gov">richard.rocha@edd.ca.gov</a></td>
<td>No</td>
</tr>
<tr>
<td>#</td>
<td>Agency Name</td>
<td>Website</td>
<td>City</td>
<td>State</td>
</tr>
<tr>
<td>----</td>
<td>------------------------------------------------------------</td>
<td>---------------------------------</td>
<td>---------------</td>
<td>-------</td>
</tr>
<tr>
<td>37</td>
<td>Carson Career Center</td>
<td></td>
<td>Carson CA</td>
<td>CA</td>
</tr>
<tr>
<td>38</td>
<td>Florence-Firestone Employment Resource Center</td>
<td></td>
<td>Los Angeles CA</td>
<td>CA</td>
</tr>
<tr>
<td>39</td>
<td>Hollywood Workforce Center</td>
<td></td>
<td>Los Angeles CA</td>
<td>CA</td>
</tr>
<tr>
<td>40</td>
<td>CCD/Compton WorkSource Center</td>
<td></td>
<td>Compton CA</td>
<td>CA</td>
</tr>
<tr>
<td>41</td>
<td>SER-Jobs For Progress, Inc.</td>
<td>Ocean Side CA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>42</td>
<td>PCC Community Education Center</td>
<td>Pasadena CA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>43</td>
<td>Braille Institute</td>
<td></td>
<td>Los Angeles CA</td>
<td>CA</td>
</tr>
<tr>
<td>44</td>
<td>LA Works One-Stop Career Center</td>
<td>Inwindale C</td>
<td></td>
<td></td>
</tr>
<tr>
<td>45</td>
<td>Women at Work</td>
<td>Pasadena CA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>46</td>
<td>Employment Development Dept. West LA Job Service</td>
<td>Los Angeles CA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>47</td>
<td>Monrovia Adult School One Stop Career Center</td>
<td>Monrovia CA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>48</td>
<td>Foothill Vocation Opportunities</td>
<td>Pasadena CA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>49</td>
<td>South Bay One-Stop Business &amp; Career Center</td>
<td>Inglewood CA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>50</td>
<td>California Department of Rehabilitation</td>
<td>Los Angeles CA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>51</td>
<td>Homeless to Independence -California</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>52</td>
<td>SASSFA Worksource Center</td>
<td>Santa Fe Springs CA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>53</td>
<td>Metro North WorkSource Center</td>
<td>Los Angeles CA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>54</td>
<td>Westlake Work Source Center</td>
<td>Los Angeles CA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>55</td>
<td>South LA WorkSource Center</td>
<td>Los Angeles CA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>56</td>
<td>Chinatown Service Center</td>
<td>Los Angeles CA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>57</td>
<td>City of Torrance</td>
<td>Torrance CA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>58</td>
<td>Asian Rehabilitation Services</td>
<td>Los Angeles CA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>59</td>
<td>Hollywood WorkSource Center</td>
<td>Los Angeles CA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>60</td>
<td>Goodwill Industries</td>
<td>Santa Ana CA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>61</td>
<td>Santa Clarita WorkSource</td>
<td>Santa Clarita CA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>62</td>
<td>West Hollywood Worksource JVS</td>
<td>Los Angeles CA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>63</td>
<td>California Dept. of Rehabilitation</td>
<td>Sacramento CA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>64</td>
<td>West San Gabriel Valley WorkSource Center</td>
<td>Monterey Park</td>
<td></td>
<td></td>
</tr>
<tr>
<td>65</td>
<td>Bridges From School to Work</td>
<td>Los Angeles CA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>66</td>
<td>Ventura Workforce</td>
<td>Simi Valley CA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>67</td>
<td><a href="http://www.cbscareers.com">www.cbscareers.com</a></td>
<td></td>
<td>n/a</td>
<td></td>
</tr>
<tr>
<td>68</td>
<td>IBEW Union</td>
<td>Los Angeles CA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>69</td>
<td>WGA Union</td>
<td>Los Angeles CA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>70</td>
<td>AFTRA Union</td>
<td>Los Angeles CA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>71</td>
<td>Imagen Foundation</td>
<td>Los Angeles CA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>72</td>
<td>Spots N Dots</td>
<td>Atlanta GA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>73</td>
<td>IATSE</td>
<td>Los Angeles CA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>74</td>
<td>DGA Union</td>
<td>Los Angeles CA</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Recruitment Source Summary:

<table>
<thead>
<tr>
<th>Name of Recruitment Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Website</td>
</tr>
<tr>
<td>2. Website</td>
</tr>
<tr>
<td>3. Interdivision</td>
</tr>
<tr>
<td>4. Website</td>
</tr>
<tr>
<td>5. Internal</td>
</tr>
<tr>
<td>6. Website</td>
</tr>
<tr>
<td>7. Internal</td>
</tr>
<tr>
<td>8. Website</td>
</tr>
<tr>
<td>9. Website</td>
</tr>
<tr>
<td>10. Employee Referral</td>
</tr>
<tr>
<td>11. Internal</td>
</tr>
<tr>
<td>12. Internal</td>
</tr>
<tr>
<td>13. Website</td>
</tr>
</tbody>
</table>

Total # of Interviewees Referred by Each Source: For the period from August 1, 2016 to July 31, 2017, this Employment Unit interviewed 83 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<table>
<thead>
<tr>
<th>Recruitment Source</th>
<th>Number of Interviewees Referred</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Website Posting - <a href="http://www.cbscareers.com">www.cbscareers.com</a></td>
<td>46</td>
</tr>
<tr>
<td>2. Internal</td>
<td>29</td>
</tr>
<tr>
<td>3. Interdivision</td>
<td>1</td>
</tr>
<tr>
<td>4. Employee Referral</td>
<td>7</td>
</tr>
</tbody>
</table>
### Supplemental Recruitment Measures

#### Job Fairs:

<table>
<thead>
<tr>
<th>Description of Recruitment Measure:</th>
<th>Date:</th>
<th>Personnel Involved: (Name and Position)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Job Fair Sponsor</strong>&lt;br&gt;Hiring Spree LA - Zev Yaroslavsky Family Support Center&lt;br&gt;Over 700 registered and 70 employers across a variety of industries attended.&lt;br&gt;Industry and Career Conference</td>
<td>June 14, 2017</td>
<td>KBBS 2 / KCAL 9</td>
</tr>
<tr>
<td><strong>California Employment Development Department</strong> – &quot;Honor a Hero-Hire a Vet&quot; Career &amp; Resource</td>
<td>October 13, 2016</td>
<td>Pat Harvey, Anchor (Speaker) KBBS 2 / KCAL 9</td>
</tr>
<tr>
<td><strong>National Association of Black Journalists (NABJ) &amp; National Association of Hispanic Journalists (NAHJ)</strong> – Joint Conventions &amp; Career Fair.</td>
<td>August 3-6, 2016</td>
<td>Pat Harvey, Anchor (Speaker) KBBS 2 / KCAL 9</td>
</tr>
</tbody>
</table>
### Educational Station Tours:

<table>
<thead>
<tr>
<th>Description of Recruitment Measure:</th>
<th>Date:</th>
<th>Personnel Involved: (Name and Position)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Historically Black Colleges – Career Mentoring, Newscast Viewing &amp; Newsroom Tour for African American college students.</td>
<td>June 28, 2017</td>
<td>Pat Harvey, Anchor Catrice Monson, SVP Diversity CBS Corporation Dan Haight, Dir Broadcast Ops &amp; Eng. KCBS 2 / KCAL 9</td>
</tr>
<tr>
<td>Nonprofit Communications and Media Network (NCM Network) - This annual event supports our Ruth Collander Endowment Fund, which provides scholarships to communications and journalism students attending Southern California colleges and universities.</td>
<td>June 21, 2017</td>
<td>Bill Dallman, VP, News Director Elaine Ledesma, News Planning Editor KCBS 2 / KCAL 9</td>
</tr>
<tr>
<td>Hawaii Elks Association – Veterans group given Newscast Viewing &amp; Newsroom Tour</td>
<td>June 9, 2017</td>
<td>Paul Button, Managing Editor Michael Charach, Director Station Relations KCBS 2 / KCAL 9</td>
</tr>
<tr>
<td>Circle of Friends – Newsroom Tour Auction, winner benefitting individuals with disabilities</td>
<td>June 2, 2017</td>
<td>Bill Dallman, VP, News Director KCBS 2 / KCAL 9</td>
</tr>
<tr>
<td>Cypress Elementary School – 4th &amp; 5th Grade Career Day Presentation</td>
<td>April 25, 2017</td>
<td>Craig Herrera, Reporter KCBS 2 / KCAL 9</td>
</tr>
<tr>
<td>University of Tennessee– Career Mentoring, Newscast Viewing &amp; Newsroom Tour</td>
<td>March 14, 2017</td>
<td>Bill Dallman, VP, News Director Rick Garcia, Anchor Pat Harvey, Anchor Olivia Campos-Bergeron, Dir. Com. Affairs Catrice Monson, SVP Diversity Dan Haight, Dir Broadcast Ops &amp; Eng. KCBS 2 / KCAL 9</td>
</tr>
<tr>
<td>Description of Recruitment Measure</td>
<td>Date:</td>
<td>Personnel Involved: (Name and Position)</td>
</tr>
<tr>
<td>-----------------------------------</td>
<td>-------------------</td>
<td>----------------------------------------</td>
</tr>
<tr>
<td>Girl Scout Troop – Newsroom Tour, Newscast Viewing &amp; Career Mentoring</td>
<td>March 2, 2017</td>
<td>Stacia Burke, Sales Marketing Manager KCBS 2 / KCAL 9</td>
</tr>
<tr>
<td>Cypress Elementary School – 4th Grade Career Day Speakers.</td>
<td>December 6, 2016</td>
<td>Laurie Perez, Reporter Crystal Cruz, Reporter KCBS 2 / KCAL 9</td>
</tr>
<tr>
<td>Girl Scouts of Greater LA – Annual ToGetHerThere Luncheon &amp; Career Mentoring Sessions</td>
<td>November 7, 2016</td>
<td>Pat Harvey, Anchor Olivia Campos-Bergeron, Dir. Com. Affairs KCBS 2 / KCAL 9</td>
</tr>
<tr>
<td>USC Journalism Students – Newsroom Tour, Newscast Viewing &amp; Career Mentoring</td>
<td>October 15, 2016</td>
<td>Rick Brown, Executive Producer KCBS 2 / KCAL 9</td>
</tr>
</tbody>
</table>
# Internship:

<table>
<thead>
<tr>
<th>Description of Recruitment Measure:</th>
<th>Date:</th>
<th>Personnel Involved: (Name and Position)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emma Bowen Foundation Program</td>
<td></td>
<td>Larisa Montelindo Assignment Manager KCBS2/KCAL9</td>
</tr>
<tr>
<td>A diverse student selected for four year paid internship.</td>
<td>On-Going – Spring/Summer/Fall</td>
<td>Paul Button Managing Editor KCBS2/KCAL9</td>
</tr>
<tr>
<td>CBS Apprenticeship program:</td>
<td></td>
<td>Louis Cook Executive Producer, Sports KCBS2/KCAL9</td>
</tr>
<tr>
<td>Interviewed applicants and chose one apprentice for the CBS newsroom program.</td>
<td></td>
<td>David Goldstein Investigative News Reporter KCBS2/KCAL9</td>
</tr>
<tr>
<td>Internships listed with University Internship Directors. Community Affairs Director, News &amp; Sports News Departments supervise approximately 10 interns per semester. Interns receive invaluable “behind” the scenes experience in a major market news television station.</td>
<td></td>
<td>Stacia Burke Sales Marketing Manager KCBS2/KCAL9</td>
</tr>
<tr>
<td>Azusa Pacific University</td>
<td></td>
<td>Otto Petersen Creative Services Director KCBS2/KCAL9</td>
</tr>
<tr>
<td>Baylor University</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Boise State University</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Boston University</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cal Lutheran</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cal State Chico</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cal State Dominguez</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cal State Fullerton</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cal State Long Beach</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cal State Northridge</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cal State Poly, Pomona</td>
<td></td>
<td></td>
</tr>
<tr>
<td>College of the Canyons</td>
<td></td>
<td></td>
</tr>
<tr>
<td>East Carolina University</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Emory University</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Glendale Community College</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ithaca College</td>
<td></td>
<td></td>
</tr>
<tr>
<td>La Salle University</td>
<td></td>
<td></td>
</tr>
<tr>
<td>LA Valley College</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Loyola Marymount</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Menlo College</td>
<td></td>
<td></td>
</tr>
<tr>
<td>New York University</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Northern Illinois University</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Northwestern University</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pierce College</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Santa Monica College</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Soka University of America</td>
<td></td>
<td></td>
</tr>
<tr>
<td>St. Bernard/UCI</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stanford University</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Syracuse University</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Texas Tech</td>
<td></td>
<td></td>
</tr>
<tr>
<td>UC Berkeley</td>
<td></td>
<td></td>
</tr>
<tr>
<td>UC Santa Barbara</td>
<td></td>
<td></td>
</tr>
<tr>
<td>UCLA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>University of the Arizona</td>
<td></td>
<td></td>
</tr>
<tr>
<td>University of the Pacific</td>
<td></td>
<td></td>
</tr>
<tr>
<td>University of Oklahoma</td>
<td></td>
<td></td>
</tr>
<tr>
<td>University of Pennsylvania</td>
<td></td>
<td></td>
</tr>
<tr>
<td>USC</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Training Management Personnel:

<table>
<thead>
<tr>
<th>Description of Recruitment Measure:</th>
<th>Personnel Involved: (Name and position)</th>
<th>Describe Training:</th>
</tr>
</thead>
<tbody>
<tr>
<td>CBS Corporation Compliance Training Program – “<em>Managing Performance and Difficult Conversations</em>”</td>
<td>March 14, &amp; 15”, 2017, Managers</td>
<td>Training sessions for Managers/Directors to increase results and develop employees through one-on-one interactions.</td>
</tr>
<tr>
<td>CBS Corporation Compliance Training Program - “<em>We’re Better When We Work Together.</em>”</td>
<td>All Employees, April 21, 2017</td>
<td>Diversity is part of what makes us strong and competitive; our success is also dependent on our ability to provide employees with a respectful and secure work environment. Employees come from numerous backgrounds and bring a wide range of experiences and points of view to the workplace.</td>
</tr>
<tr>
<td>CBS Corporation Compliance Training Program - “<em>CBS Information Security Awareness</em>”</td>
<td>All Employees, December 31, 2016</td>
<td>Examining the importance of general security awareness, threats, risks and best practices. The importance of security as it relates to workplace information systems, mobile devices, and electronic communications.</td>
</tr>
<tr>
<td>CBS Corporation Compliance Training Program - “<em>Joining Forces</em>”</td>
<td>All Employees, December 9, 2016</td>
<td>CBS employees interact with and encounter other individuals at competitor organizations. Interactions are examined to mitigate any legal risk, and to ensure that we do not run afoul of antitrust or other competition laws.</td>
</tr>
<tr>
<td>CBS Corporation Compliance Training Program – “<em>Business Conduct Statement Course and Certification</em>”</td>
<td>All Employees, October 28, 2016</td>
<td>Important responsibilities under local, state and federal law to keep harassment and discrimination out of our workplace.</td>
</tr>
</tbody>
</table>
### Participation in Events:

<table>
<thead>
<tr>
<th>Description of Community Measure:</th>
<th>Date:</th>
<th>Personnel Involved: (Name and Position)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Olivia Campos Bergeron, Dir. Com. Affairs, KCBS 2 / KCAL 9</td>
</tr>
<tr>
<td>Stephanie’s Day – Educational &amp; Resource Fair for Autism and Other Special Needs. This marks the event’s seventh year at CBS Studios. More than 50 organizations take part to spotlight some of the best therapies and intervention programs available. The subjects covered range from nutrition and sports programs to job training for teens, adults and families looking for resources.</td>
<td>June 10, 2017</td>
<td>Steve Mauldin, President/General Manager</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Pat Harvey, VP News Director                          Bill Dallman, VP News Director</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Rick Garcia, Anchor                                   Tara Finestone, VP News Director</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Amy Johnson, Anchor                                   Pat Harvey, Anchor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Andrea Fuji, Anchor                                   Rick Garcia, Anchor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Garth Kemp, Anchor                                    Amy Johnson, Anchor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Jasmine Viel, Anchor                                  Andrea Fuji, Anchor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Jeff Vaughn, Anchor                                   Garth Kemp, Anchor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Kristine Lazar, Anchor                                Jasmine Viel, Anchor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Peter Daut, Anchor                                    Jeff Vaughn, Anchor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Serene Branson, Anchor                                Kristine Lazar, Anchor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Sharon Tay, Anchor                                    Peter Daut, Anchor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Amber Lee, Reporter                                   Serene Branson, Anchor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Danielle Gersh, Reporter                              Sharon Tay, Anchor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Dave Lopez, Reporter                                  Amber Lee, Reporter</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Evelyn Taft, Reporter                                 Danielle Gersh, Reporter</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Rachel Kim, Reporter                                  Dave Lopez, Reporter</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Sandra Mitchell, Reporter                            Garth Kemp, Reporter</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Stephanie Simmons, Reporter                           Rick Garcia, Reporter</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Suzie Suh, Anchor                                    Andrea Fuji, Reporter</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Tom Wait, Reporter                                   Jasmine Viel, Anchor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>David Goldstein, Reporter                           Jeff Vaughn, Anchor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Jim Hill, Anchor                                    Kristine Lazar, Anchor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Britney Hopper, Reporter                            Peter Daut, Anchor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Pat Harvey, Anchor                                    Serene Branson, Anchor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Tara Finestone, Anchor                                Sharon Tay, Anchor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Bill Dallman, VP News Director                        Danielle Gersh, Reporter</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Rick Garcia, Anchor                                   Dave Lopez, Reporter</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Amy Johnson, Reporter                                  Evelyn Taft, Reporter</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Andrea Fuji, Anchor                                   Rachel Kim, Reporter</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Garth Kemp, Anchor                                    Sandra Mitchell, Reporter</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Jasmine Viel, Anchor                                  Stephanie Simmons, Reporter</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Jeff Vaughn, Anchor                                   Suzie Suh, Anchor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Kristine Lazar, Anchor                                Tom Wait, Reporter</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Peter Daut, Anchor                                    David Goldstein, Reporter</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Serene Branson, Anchor                                Jim Hill, Anchor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Sharon Tay, Anchor                                    Britney Hopper, Reporter</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Amber Lee, Reporter                                   Pat Harvey, Anchor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Danielle Gersh, Reporter                              Tara Finestone, Assistant News Dir.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Dave Lopez, Reporter                                  Olivia Campos Bergeron, Dir. Com. Affairs, KCBS 2 / KCAL 9</td>
</tr>
<tr>
<td>YWCA Greater Los Angeles Phenomenal Woman Awards – Bonnie Tiegel Angel Award Honoree for Journalism &amp; Advocacy</td>
<td>May 10, 2017</td>
<td>Pat Harvey, Anchor                                    Tara Finestone, Assistant News Dir.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Olivia Campos Bergeron, Dir. Com. Affairs, KCBS 2 / KCAL 9</td>
</tr>
<tr>
<td>Hispanic Lifestyle Magazine – Latina Conference The two day event has been expanded to include workshops, panel discussions and the presentation of Hispanic Lifestyle's 2017 Latinas of Influence in the media.</td>
<td>April 6, 2017</td>
<td>Olivia Campos Bergeron, Dir. Com. Affairs, KCBS 2 / KCAL 9</td>
</tr>
<tr>
<td>Description of Community Measure:</td>
<td>Date:</td>
<td>Personnel Involved: (Name and Position)</td>
</tr>
<tr>
<td>-------------------------------------------------------------------------------------------------</td>
<td>------------------------------</td>
<td>--------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Safe Passage – 17th Annual Gala Awards Luncheon allows the program to help women find various</td>
<td>February 27, 2017</td>
<td>Jim Hill, Anchor</td>
</tr>
<tr>
<td>services, such as shelter from abusers, job placement, education, makeovers, and a new place</td>
<td></td>
<td>Louis Cook, Executive Producer</td>
</tr>
<tr>
<td>to live and be part of the community.</td>
<td></td>
<td>KCBS 2 / KCAL 9</td>
</tr>
<tr>
<td>National Hispanic Media Coalition (NHMC) Impact Awards Gala for Latinos in Media</td>
<td>February 24, 2017</td>
<td>Olivia Campos Bergeron, Dir. Com. Affairs, KCBS 2 / KCAL 9</td>
</tr>
<tr>
<td>CBS Diversity Screening – Drama Doubt, Panel Moderator</td>
<td>February 10, 2017</td>
<td>Pat Harvey, Anchor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>KCBS 2 / KCAL 9</td>
</tr>
<tr>
<td>Radio &amp; Television News (RTNA) – Lifetime Achievement Award Honoree 67th Annual Golden Mike</td>
<td>January 28, 2017</td>
<td>Bill Dallman, VP News Director</td>
</tr>
<tr>
<td>Awards</td>
<td></td>
<td>Pat Harvey, Anchor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>David Goldstein, Reporter</td>
</tr>
<tr>
<td></td>
<td></td>
<td>KCBS 2 / KCAL 9</td>
</tr>
<tr>
<td>LA Trade Technical College – Student Benefit Dinner for Student Scholarships</td>
<td>October 20, 2016</td>
<td>Elsa Ramon, Anchor/Reporter</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Olivia Campos Bergeron, Dir. Com. Affairs, KCBS 2 / KCAL 9</td>
</tr>
<tr>
<td>Cal State University, Long Beach – Guest Speaker for media students at their First Amendment</td>
<td>September 21, 2016</td>
<td>Bill Dallman, VP, News Director</td>
</tr>
<tr>
<td>Day panel discussion.</td>
<td></td>
<td>KCBS 2 / KCAL 9</td>
</tr>
<tr>
<td>National Hispanic Media Coalition (NHMC) – Local Impact Diversity Awards/Luncheon</td>
<td>September 8, 2016</td>
<td>Steve Mauldin, President/General Manager</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Bill Dallman, VP, News Director</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Olivia Campos Bergeron, Dir. Com. Affairs, KCBS 2 / KCAL 9</td>
</tr>
</tbody>
</table>