

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period October 1, 2014 to September 30, 2015.

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 1000 Dexter Avenue North Suite 205 Seattle, WA 98109	Telephone Number: 206-861-8821
	Contact Person Daryle Charlesworth
	E-mail Address Daryle.charlesworth@kstwvtv.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
National Sales Manager	1 – 12	18
Business Development Manager	1 – 13	3
Account Executive	1 - 12	18
New Business Account Executive	1 - 12	5
New Business Account Executive	1 – 12; 14;16	18
New Business Account Executive	1 – 2; 4 – 12; 14 - 16	1
Traffic Coordinator	1 – 2; 4 – 12; 14 - 16	3
Sales/Marketing Manager	1 – 2; 4 – 12; 14 - 16	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	CBS Corp recruiting website	Online Listing	Online Listing	206-441-1111	N	8
2	America's Job Exchange	Online Listing	Online Listing		N	
3	Indeed.com	Online Listing	Online Listing		N	9
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	3
6	Bates Technical College	1101 South Yakima Ave Tacoma, WA 98405	SKmiller@bates.ctc.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, Second 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	3
14	Eastside Employment Services VADIS	16000 Christensen Road, Suite 240 Tukwila, WA 98188	Carlin 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					3
18	Employee Referral					4
19	Other					5

TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD

35

III. Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1. Co-Sponsor of University of Washington Career Fair. Set up a table and talked with several attendees of the fair regarding career opportunities in television and current job openings.</p>	April 16, 2015	Colleen Carver, Assistant Controller
<p>2. Sponsor of Western Washington University Career Fair. KSTW set up a table and talked with several attendees of the fair regarding career opportunities in television and current job openings.</p>	April 23, 2015	Daryle Charlesworth, Controller
<p>3. Co-Sponsor of Green River Community College Career Fair. KSTW set up a table and talked with several attendees of the fair regarding career opportunities in television and current job openings.</p>	May 14, 2015	Ron Diotte, Engineering Manager

(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 Thomas Nguyen.	June 2015 – Aug 2015	Daryle Charlesworth, Controller
2. Production Intern (ongoing) – Shaun Bush – Washington State University	June 2015 – Aug 2015	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.