EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period February 1, 2017 to January 31, 2018.

1) Employment Unit: CBS Broadcasting Inc.

2) Unit Members (Stations and Communities of License): WCBS-TV/WLNY-TV, New York, NY

3) EEO Contact Information for Unit Member:

<table>
<thead>
<tr>
<th>Mailing Address:</th>
<th>Telephone Number:</th>
</tr>
</thead>
<tbody>
<tr>
<td>WCBS-TV / WLNY-TV Finance Dept. – 3rd Floor 524 West 57th Street New York, NY 10019</td>
<td>212-975-2200</td>
</tr>
<tr>
<td>Contact Person:</td>
<td>E-mail Address:</td>
</tr>
<tr>
<td>Lisa Hakim</td>
<td><a href="mailto:Lhakim@cbs.com">Lhakim@cbs.com</a></td>
</tr>
</tbody>
</table>

I. FULL TIME VACANCIES DURING REPORTING PERIOD – Jobs Filled
(See Master Recruitment Source List for recruitment source data)

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Source Notified of Job Vacancy</th>
<th>Recruitment Source of Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Account Executive</td>
<td>1-29; 33-41</td>
<td>Former Employee</td>
</tr>
<tr>
<td>Creative Services Writer/Producer</td>
<td>2</td>
<td>Internal Employee</td>
</tr>
<tr>
<td>Graphic Designer/Chyron Specialist</td>
<td>1-29; 33-41</td>
<td>State Unemployment Office</td>
</tr>
<tr>
<td>Associate Producer/Coordinator</td>
<td>1-29; 33-41</td>
<td>Per Diem to Staff</td>
</tr>
<tr>
<td>Producer/Writer</td>
<td>1-29; 33-41</td>
<td>Internal Employee</td>
</tr>
<tr>
<td>Design Director</td>
<td>1-29; 33-41</td>
<td>Direct Contact</td>
</tr>
<tr>
<td>Associate Producer/Coordinator</td>
<td>2</td>
<td>Internal Employee</td>
</tr>
<tr>
<td>Sales Assistant</td>
<td>1-29; 33-41</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>Executive Producer</td>
<td>1-29; 33-41</td>
<td>Former Employee</td>
</tr>
<tr>
<td>Reporter</td>
<td>2</td>
<td>Per Diem to Staff</td>
</tr>
<tr>
<td>Producer/Writer</td>
<td>1-29; 33-41</td>
<td>Per Diem to Staff</td>
</tr>
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</table>
### II. MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD

<table>
<thead>
<tr>
<th>CODE #</th>
<th>RECRUITMENT SOURCE</th>
<th>ADDRESS</th>
<th>CONTACT</th>
<th>PHONE</th>
<th>REQUESTED NOTIFICATION (Y/N)</th>
<th>NUMBER OF INTERVIEWEES REFERRED</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>CBS Corporation.com</td>
<td>524 West 57th Street, New York, NY 10019</td>
<td>Website posting via corporate website (CBS Applicant Tracking System via Avature)</td>
<td>Varies by posting</td>
<td>No</td>
<td>13</td>
</tr>
<tr>
<td>2</td>
<td>CBS &amp; You Internal Job Posting</td>
<td>524 West 57th Street, New York, NY 10019</td>
<td>Website posting for current employees only via CBS intranet site</td>
<td></td>
<td>No</td>
<td>2</td>
</tr>
<tr>
<td>3</td>
<td>The Bridge to Independence &amp; Career Opportunity (TBICO)</td>
<td>22 Eagle Road, Danbury, CT 06810</td>
<td>Carole DeRoberts</td>
<td><a href="mailto:Tbico1@aol.com">Tbico1@aol.com</a></td>
<td>203-743-6695</td>
<td>Yes</td>
</tr>
<tr>
<td>4</td>
<td>Black United Fund of New Jersey</td>
<td>132 South Harrison St., East Orange, NJ 07018</td>
<td>Sondra Clark</td>
<td><a href="mailto:sclark@aafnj.org">sclark@aafnj.org</a></td>
<td>973-676-5283</td>
<td>Yes</td>
</tr>
<tr>
<td>5</td>
<td>Community Resource Database of Long Island</td>
<td>101 Eastwood Blvd., Centereach, NY 11720-2745</td>
<td>Loretta Piscatella</td>
<td><a href="mailto:crdli@mcpl.lib.ny.us">crdli@mcpl.lib.ny.us</a></td>
<td>631-585-9393</td>
<td>Yes</td>
</tr>
<tr>
<td>6</td>
<td>The New York Urban League</td>
<td>204 West 136th Street, New York, NY 10030</td>
<td>Diana Coleman</td>
<td><a href="mailto:dcoleman@nyul.org">dcoleman@nyul.org</a></td>
<td>212-926-8000</td>
<td>Yes</td>
</tr>
<tr>
<td>7</td>
<td>One Hundred Black Men of New York</td>
<td>299 Park Avenue, New York, NY 10171</td>
<td>Steven Board</td>
<td>Ohbm.org</td>
<td>212-777-7070</td>
<td>Yes</td>
</tr>
<tr>
<td>8</td>
<td>One Hundred Black Men of New Jersey, Inc.</td>
<td>P.O. Box 1206, Newark, NJ 07101</td>
<td>Jerrod Douglas</td>
<td>100bmnj.org</td>
<td>732-735-0412</td>
<td>Yes</td>
</tr>
<tr>
<td>9</td>
<td>Statewide Hispanic Chamber of Commerce of NJ</td>
<td>One Gateway Center, Suite 903, Newark, NJ 07102</td>
<td>Erica Horton</td>
<td><a href="mailto:chamber@shccnj.org">chamber@shccnj.org</a></td>
<td>973-900-5886</td>
<td>Yes</td>
</tr>
<tr>
<td>10</td>
<td>New York Association of Black Journalists-NY Chapter</td>
<td>P.O. Box 234, 2214 Frederick Douglass Blvd., New York, NY 10026</td>
<td>Michael Fenney</td>
<td><a href="mailto:nyabj@yahoo.com">nyabj@yahoo.com</a></td>
<td>212-252-5332</td>
<td>Yes</td>
</tr>
<tr>
<td>11</td>
<td>National Association of Hispanic Journalists-NY Chapter</td>
<td></td>
<td>Geraldine Cols-Azocar</td>
<td><a href="mailto:gerymca@gmail.com">gerymca@gmail.com</a></td>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>12</td>
<td>Asian American Journalists Federation-NY Chapter</td>
<td></td>
<td></td>
<td><a href="mailto:aajanyjobs@googlegroups.com">aajanyjobs@googlegroups.com</a></td>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>13</td>
<td>National Lesbian &amp; Gay Journalist Association</td>
<td></td>
<td></td>
<td><a href="mailto:info@nlgia.org">info@nlgia.org</a></td>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>14</td>
<td>The Harlem Business Alliance</td>
<td>275 Lenox Avenue, New York, NY 10027</td>
<td>Regina Smith</td>
<td><a href="mailto:rsmith@hbany.org">rsmith@hbany.org</a></td>
<td>212-665-7010</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td>Job Path</td>
<td>22 West 38th St. #11</td>
<td>New York, NY 10018</td>
<td>Aimee Althoff</td>
<td><a href="mailto:aalthoff@jobpathnyc.org">aalthoff@jobpathnyc.org</a></td>
<td>212-944-0564</td>
</tr>
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<tr>
<td>16</td>
<td>Native American Journalists Association</td>
<td>395 W. Lindsey St. Norman, OK 73019-4201</td>
<td></td>
<td>Marisa White</td>
<td><a href="mailto:Marisa@bronxnet.org">Marisa@bronxnet.org</a></td>
<td>718-960-8769</td>
</tr>
<tr>
<td>17</td>
<td>Bronxnet</td>
<td>250 Bedford Park Blvd. West Bronx, NY 10468</td>
<td></td>
<td>Marisa White</td>
<td><a href="mailto:Marisa@bronxnet.org">Marisa@bronxnet.org</a></td>
<td>718-960-8769</td>
</tr>
<tr>
<td>18</td>
<td>Community Association of Progressive Dominicans</td>
<td>3940 Broadway 2nd Floor New York, NY 10032</td>
<td></td>
<td>Acdnp.org</td>
<td></td>
<td>212-781-5500</td>
</tr>
<tr>
<td>19</td>
<td>Long Island University-CW Post</td>
<td>720 Northern Blvd. Brookville, NY 11548</td>
<td></td>
<td>Jason Cascone</td>
<td><a href="mailto:Jason.cascone@liu.edu">Jason.cascone@liu.edu</a></td>
<td>516-299-2259</td>
</tr>
<tr>
<td>20</td>
<td>Borough of Manhattan Community College</td>
<td>199 Chambers St. New York, NY 10007</td>
<td></td>
<td>Valeria Diaz</td>
<td><a href="mailto:vdiaz@bmcc.cuny.edu">vdiaz@bmcc.cuny.edu</a></td>
<td>212-220-8170</td>
</tr>
<tr>
<td>21</td>
<td>State University of New Jersey-Rutgers</td>
<td>100 Somerset St. New Brunswick, NJ 08901</td>
<td></td>
<td>Career Services</td>
<td>Careers.rutgers.edu</td>
<td>848-932-7997</td>
</tr>
<tr>
<td>22</td>
<td>Columbia University School of Journalism</td>
<td>116th Street &amp; Broadway New York, NY</td>
<td></td>
<td>Career Services</td>
<td>Jrn.columbia.edu</td>
<td>212-854-9198</td>
</tr>
<tr>
<td>23</td>
<td>St. John’s University</td>
<td>8000 Utopia Parkway Jamaica, NY 11439</td>
<td></td>
<td>Michael Rizzo</td>
<td><a href="mailto:rizzom@stjohns.edu">rizzom@stjohns.edu</a></td>
<td>718-990-7390</td>
</tr>
<tr>
<td>24</td>
<td>Lehman College</td>
<td>250 Bedford Park Blvd. West Bronx, NY 10468</td>
<td></td>
<td>Career Services</td>
<td>Bascillia Toussaint <a href="mailto:Bascillia.Toussaint@lehman.cuny.edu">Bascillia.Toussaint@lehman.cuny.edu</a></td>
<td>718-960-8557</td>
</tr>
<tr>
<td>25</td>
<td>New York University</td>
<td>133 East 13th St. 2nd Floor New York, NY 10003</td>
<td></td>
<td>Career Development</td>
<td><a href="mailto:career.development@nyu.edu">career.development@nyu.edu</a></td>
<td>212-998-4730</td>
</tr>
<tr>
<td>26</td>
<td>New York Institute of Technology</td>
<td>1855 Broadway New York, NY 10023</td>
<td></td>
<td>Career Services</td>
<td><a href="mailto:osa@nyit.edu">osa@nyit.edu</a></td>
<td>212-261-1537</td>
</tr>
<tr>
<td>27</td>
<td>School of Visual Arts</td>
<td>136 West 21 St. New York, NY 10010</td>
<td></td>
<td>Career Development</td>
<td><a href="mailto:cd@sva.edu">cd@sva.edu</a></td>
<td>212-592-2370</td>
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<tr>
<td>28</td>
<td>Hofstra University</td>
<td>1000 Fulton Ave. Hempstead, NY 11550</td>
<td></td>
<td>Career Center</td>
<td><a href="https://hofstra-csm.symplicity.com/employers/">https://hofstra-csm.symplicity.com/employers/</a></td>
<td>516-463-6600</td>
</tr>
<tr>
<td>29</td>
<td>Berkeley College</td>
<td>44 Rifle Camp Rd Woodland Park, NJ 07424</td>
<td></td>
<td>Career Services</td>
<td><a href="mailto:jib@BerkeleyCollege.edu">jib@BerkeleyCollege.edu</a></td>
<td>866-433-1086</td>
</tr>
<tr>
<td>#</td>
<td>Organization</td>
<td>Address</td>
<td>Contact Info</td>
<td>Phone</td>
<td>Internal</td>
<td>Outdoor</td>
</tr>
<tr>
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<tr>
<td>30</td>
<td>Ken Lindner &amp; Associates, Inc.</td>
<td>2029 Century Park East Suite 1000 Los Angeles, CA 90067</td>
<td>n/a</td>
<td>310-277-9223</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>31</td>
<td>IF Management</td>
<td>152 West 57th St. #14 New York, NY 10019</td>
<td><a href="mailto:contact@ifmanagement.com">contact@ifmanagement.com</a></td>
<td>212-265-7711</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>32</td>
<td>United Talent Agency (N.S. Bienstock)</td>
<td>250 West 57th St. Suite 333 New York, NY 10107</td>
<td><a href="mailto:shinm@unitedtalent.com">shinm@unitedtalent.com</a></td>
<td>212-765-3040</td>
<td>No</td>
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<tr>
<td>33</td>
<td>Direct Employers Association</td>
<td></td>
<td>Website posting via CBS Applicant Tracking System</td>
<td>N/A</td>
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<tr>
<td>34</td>
<td>Indeed.com</td>
<td></td>
<td>Website posting via CBS Applicant Tracking System</td>
<td>N/A</td>
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<td>35</td>
<td>Glassdoor.com</td>
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<td>Website posting via CBS Applicant Tracking System</td>
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<tr>
<td>36</td>
<td>Internal Staff Promotions/Transfers</td>
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<td>N/A</td>
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<td>37</td>
<td>Former Employee</td>
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<td>N/A</td>
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<td>38</td>
<td>Per Diem to Staff Promotions/Transfers</td>
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<td>N/A</td>
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<td>39</td>
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<td>Industry Referral</td>
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<td>41</td>
<td>Direct Contact</td>
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<td></td>
<td>N/A</td>
<td>3</td>
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</tbody>
</table>

**TOTAL INTERVIEWEES FOR THE 12-MONTH PERIOD**: 32
### III. Supplemental Recruitment Measures.

(a) Job Fairs.

<table>
<thead>
<tr>
<th>Description of Recruitment Measure:</th>
<th>Date:</th>
<th>Personnel Involved: (Name and Position)</th>
</tr>
</thead>
</table>
| **1. Penn State “Success in the City” Career Fair**  
This career/internship fair was attended by over 200 Penn State students seeking internships or full-time employment after graduation. | 4/7/2017 | Kathleen Kelly (HR Director, CBS 2/WLNY-TV); Shawntrice Jackson (HR Director, CBS Corporation) |
| **2. National Association of Hispanic Journalists Job Fair (NY Chapter)**  
Various CBS employees met and spoke with 100+ candidates seeking broadcasting employment opportunities at CBS 2 / WLNY-TV and CBS News. | 5/5/2017 | Kathleen Kelly (HR Manager, CBS 2/WLNY-TV) |
| **3. Emma Bowen Foundation Career Fair**  
The Foundation prepares minority students for careers in the media industry. This career fair provides networking opportunities for the students with the various companies that support the foundation and its initiatives. | 6/29/2017 | Rich Monastersky (VP, Talent Acquisition, CBS Corporation); Shawntrice Jackson (Talent Acquisition Director, CBS Corporation); Prudence Sihlangu (Talent Acquisition Director, CBS Corporation); Linda Bucca (Talent Acquisition Director, CBS Corporation); Casey Winkler (Sr. Recruiter, Talent Acquisition, CBS Corporation); Justine Flax (Talent Acquisition Manager, CBS Corporation) |
| **4. St. John’s University Career Fair**  
Students and Alumni from various academic disciplines from St. John’s attend this career fair to discuss internships and potential full-time staff openings. | 9/28/2017 | Kathleen Kelly (HR Manager, CBS 2/WLNY-TV) |
### (b) 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><strong>1. Station Internship Program</strong> Interns are exposed to all areas of the CBS 2/WLNY Newsroom. They assist on the Assignment Desk; work with Producers/Writers to research story ideas; observe reporters/photographers in the field; observe/make suggestions to editors on packages; collaborate on station promos and public service announcements; create graphics for the newscasts and promos; assist with station tours; research potential clients with the sales team and put together sales presentations, both for traditional TV sales and digital sales. The interns are also tasked with putting together a final project, which is a newscast that they write, produce and report.</td>
<td>Summer program (June-August 2017)</td>
<td>Kathleen Kelly (HR Director, CBS 2/WLNY-TV)</td>
</tr>
<tr>
<td><strong>2. Emma Bowen Foundation Internship</strong> The Emma Bowen Foundation is committed to creating career opportunities in the media industry for minority youth through a program that focuses on scholastic achievement, direct work experience and professional development. Foundation staff coordinates student recruitment and screening and once selected, the Foundation monitors students’ academic and work performance throughout their time in the program and tracks graduates’ career progress. The students rotate from department to department each summer of the internship to learn the inner workings of a television station.</td>
<td>Summer Program (late May – late August). One student is selected and that student returns each summer from the summer after high school graduation until the summer after his/her junior year of college.</td>
<td>Kathleen Kelly (HR Director, CBS 2/WLNY-TV)</td>
</tr>
<tr>
<td><strong>3. News Apprentice Program</strong> CBS 2/WLNY-TV provide an apprentice program to hire 1 person for a 6-12 month period and train that individual on the workings of a newsroom, with the potential outcome being that the person is hired into a full-time position at the end of the training period.</td>
<td>June/July of current year and continues for up to 12 months from start date of the apprentice.</td>
<td>Kathleen Kelly (HR Director, CBS 2/WLNY-TV) David Friend (SVP, News/News Director, CBS 2/WLNY-TV)</td>
</tr>
<tr>
<td><strong>4. Veteran Internship Program</strong> CBS 2/WLNY is committed to recruiting and hiring 1 summer intern who is a US veteran. The stations exposed the intern to all areas of our Newsroom, providing the intern the opportunity to research story ideas and write scripts, observe reporters in the field, observe/make suggestions to editors on packages, etc. In the summer of 2017, we brought 2 veterans in our internship program.</td>
<td>Summer program (June – August 2017)</td>
<td>Kathleen Kelly (HR Director, CBS 2/WLNY-TV)</td>
</tr>
</tbody>
</table>
### Participation in Events

<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>1. Daniel Hale Williams School (PS 307)</strong>&lt;br&gt;CBS Anchor Cindy Hsu was asked to be a guest reader at the school. PS 307 is a Magnet school for STEM studies with classes that range from Pre-K to Grade 5. Cindy spoke to the students about her career and she read several books to the group.</td>
<td>2/28/2017</td>
<td>Cindy Hsu – Anchor/Reporter, CBS 2 / WLNY-TV</td>
</tr>
<tr>
<td><strong>2. Television Station Tours</strong>&lt;br&gt;Throughout the year, CBS 2 / WLNY-TV hosted tour groups for recipients that obtained tour certificates from various community organizations’ charitable events. The tours included minors at least 16 years of age. The tours consisted of our Newsroom and Control Room. After each tour, the guests would sit in on a broadcast and then speak with the on-air talent about the broadcast industry.</td>
<td>Various</td>
<td>Varioustalents from CBS 2 / WLNY-TV; Mary Calvi – Anchor/Reporter, CBS 2 / WLNY-TV; Chris Wragge – Anchor/Reporter, CBS 2 / WLNY-TV; Alex Denis – Reporter, CBS 2 / WLNY-TV</td>
</tr>
<tr>
<td><strong>3. Brooklyn Public Library’s Annual Summer Reading Program</strong>&lt;br&gt;CBS 2 / WLNY-TV serves as a media partner throughout the summer to encourage students to continue reading while school is out of session. The CBS 2 mobile weather lab was on display, during the kick-off, for Vanessa to provide children with information about her career and answer questions about the weather.</td>
<td>6/8/2017</td>
<td>Vanessa Murdock – Weather Anchor/Reporter, CBS 2 / WLNY-TV</td>
</tr>
<tr>
<td><strong>4. Ed Bradley Painting Event</strong>&lt;br&gt;This event was held at the CBS Broadcast Center; CBS 2 / WLNY-TV’s Communications and Public Relations Department assisted with hosting 60 people from Philadelphia including 30 middle and high school students from three schools. The day started with a tour of the CBS Broadcast Center and conversations related to the various career paths in broadcasting. During the lunch break, CBS 2 Anchor, Dana Tyler, talked to the group. The highlight of the day was painting a portion of the Bradley Mural with the students and the staff of 60 Minutes.</td>
<td>6/20/2017</td>
<td>Rachel Ferguson – Director, Public Affairs, CBS 2 / WLNY-TV; Kelly Hannan – Public Affairs Coordinator, CBS 2 / WLNY-TV; Dana Tyler – Anchor/Reporter, CBS 2 / WLNY-TV</td>
</tr>
</tbody>
</table>
### 1. 2016 version of the CBS Corporation Business Conduct Statement (BCS)
- **Description of Recruitment Measure:** The 2016 version of the CBS Corporation Business Conduct Statement (BCS), which summarizes the most important policies and rules that apply to CBS and its employees, including Equal Employment Opportunity and Harassment-Free Workplace Environment; September/October 2016.
- **Personnel Involved:** Distributed to all current employees every other year and new hires upon start.
- **Describe Training:** Reading material, which requires employees to affirm their individual commitment to the highest standards of business ethics and workplace behavior as set forth in the CBS Corporation Business Conduct Statement. Must be completed by all Full-Time employees on a bi-annual basis and at the time of hire for new employees.

### 2. CBS Corporation Web-Based Training Modules distributed to all Full-Time and New Hire Employees
- **Description of Recruitment Measure:** CBS Corporation Web-Based Training Modules distributed to all Full-Time and New Hire Employees covering the “CBS Business Conduct Statement”, which trains employees on the CBS Television Stations “important policies and rules that apply to CBS Corporation, its employees, and the members of its Board of Directors and to help us maintain a lawful, honest, and ethical environment in our Company.” Courses included “Addressing Sexual Harassment in the Workplace”, “Anti-Harassment/Discrimination Courses”, “Information Security”, “The American with Disabilities Act”, etc.
- **Personnel Involved:** All Full Time Staff Employees and Full Time New Hire Employees are required to complete these online training modules and print out the “Certificate of Completion”. This training is mandatory every other year for current employees to complete as a refresher.
- **Describe Training:** A series of online training courses for the purpose of reviewing the company’s policies which include ensuring that our conduct is lawful and ethical and that our workplace is free of unlawful discrimination and harassment and conducive to the work we need to accomplish. Training also outlines steps employees should take if they believe unlawful practices occur in the workplace. These policies are also outlined in the CBS Human Resources Policy Guide which is accessible to all CBS Employees on the CBS & You website portal. The CBS Business Conduct Statement is also accessible to all CBS employees via the online CBS and You website portal as well.

### 3. New Hire Orientation Meetings
- **Description of Recruitment Measure:** New Hire Orientation Meetings Company and EEO Policy Dissemination and Review
- **Personnel Involved:** Kathleen Kelly (Director, HR, CBS Corporation); Francesca Rossi (HR Coordinator, CBS Corporation); Jessica Bravo (HR Coordinator, CBS TV Network); Yahayra Gonzalez (Sr. Benefits Analyst, CBS Corporation); Oriana Acevedo (Sr. Benefits Analyst, CBS Corporation); Andrew Fiederlein (Retirement Plans Manager, CBS Corporation)
- **Describe Training:** This training is ongoing and provided to all new full-time staff employees; this training is held at our corporate offices. The Company’s EEO Policies, which include “Addressing Sexual Harassment in the Workplace” and “Anti-Harassment/Discrimination” policies are reviewed with all new employees.