

Exhibit 4

Section 8 of the EEO Public File Reports dated February 1, 2005 – January 31, 2006 and February 1, 2006 - January 31, 2007 listing all supplemental recruitment measures done by WCBS.

February 1, 2005 – January 31, 2006

8) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1. WCBS-TV was represented on an HR panel for Q&A from students. Acted as an exhibitor, accepted resumes and provided one on one-resume evaluations at the <u>International Radio & Television Society Foundation, Inc.</u> "<u>Minority Career Workshop.</u>"</p>	<p>April 14-15, 2005</p>	<p><u>Jean Hodge</u>, Director, Station Services & Community Affairs, <u>Cecilia Quintero</u>, HR Mgr., <u>Vanessa Kenon-Hunt</u>, Coordinator, P.R. & Community Affairs</p>
<p>2. WCBS-TV recruited for interns & full time entry level positions at the <u>Central New York Consortium held at Syracuse University</u> every year with other local area colleges for their prospective 2005 graduates.</p>	<p>April 18-19, 2005</p>	<p><u>Cecilia Quintero</u>, HR Mgr. for CBS Radio & WCBS-TV,</p>
<p>3. WCBS-TV was recruiting at the <u>New York State Dept. of Labor's Hispanic Job & Career Fair</u>. Employment Opportunities in the local NYC market were shared with job seekers.</p>	<p>September 30, 2005</p>	<p><u>Cecilia Quintero</u>, HR Manager was the exhibitor at this event.</p>
<p>WCBS-TV served as a co-sponsor of <u>National Association of Hispanic Journalists Convention</u> in Forth Worth, Texas. Employment opportunities in CBS' top ten national markets were discussed, video tapes were reviewed and attendees were advised of the 2005 Apprenticeship Training Program which was being started by CBS.</p>	<p>June 15- 18, 2005</p>	<p><u>Cecilia Quintero</u>, HR Manager, <u>Bob Butler</u>, Director of Diversity for CBS among other representatives from CBS Network were actively recruiting at this event.</p>
<p>WCBS-TV was represented at the <u>National Association of Black Journalists Convention</u> in Atlanta, Georgia. . Employment opportunities in CBS' top ten national markets were discussed, video tapes were reviewed and attendees were advised of the 2005 Apprenticeship Training Program which was being started by CBS</p>	<p>August 3-7, 2005</p>	<p><u>Dianne Doctor</u>, News Director of WCBS-TV, <u>Byron Harmon</u>, Executive Producer of Morning News Show (local) were critiquing tapes and giving career advice. <u>Cecilia Quintero</u> & <u>Bob Butler</u> were also present at this event to speak to attendees.</p>

(b) Internship

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. The <u>WCBS-TV internship program</u> offers students from area colleges and universities a broad knowledge of the inner workings of the television station. Students are assigned to every department within the station. A minimum of 15 students participates in the program each semester. The program takes place in spring, summer and fall.	During the Academic year and Summer season.	Jean Hodge , Director, Station Services & Community Affairs coordinated Spring '05. , <u>Vanessa Kenon-Hunt</u> , Coordinator, Public Relations & Community Affairs handled the rest of the program for the remainder of the year.
WCBS-TV exhibited and participated in the <u>Academic Internship Fair at St. John's University</u> . Collected resumes and advised students about careers in media.	September 21, 2005	<u>Vanessa Kenon-Hunt</u> , Coordinator, P.R. & Community Affairs

(c) Participation in Events.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. WCBS-TV participated the <u>PENCIL "Principal For A Day"</u> program that allows professionals & leaders from a wide variety of industries and backgrounds to spend a day serving as principals at their host public schools and sharing their experiences with other guest principals. Maurice DuBois was featured host of a Town Hall meeting at the conclusion of the day long event.	April 6, 2005 & October 20, 2005	<u>Lew Leone</u> , President & General Manager, <u>Dianne Doctor</u> , Senior Vice President & News Director, <u>Cindy Hsu</u> , Anchor/Reporter, <u>Maurice DuBois</u> , Anchor, <u>Magee Hickey</u> , Reporter, <u>John Bolaris</u> , Meteorologist, <u>Duke Castiglione</u> , Sports Anchor, <u>Audrey Puente</u> , Meteorologist, <u>Shon Gables</u> , Anchor/ Reporter, <u>Jeff Berardelli</u> , Meteorologist, <u>Kerri Lyons</u> , Reporter , <u>Brett Larson</u> , Technology Editor, <u>Tamsen Fadal</u> , Reporter & <u>Jennifer Jordan</u> , Reporter.
2. WCBS-TV served as a sponsor of <u>The Long Island Coalition for Fair Broadcasting's" Connection Day,</u> an annual event that focuses on every aspect of media through a wide variety of workshops. Audrey Pass spoke on a panel regarding the PR industry. Dianne Doctor spoke about News journalism. Dave Price was the special keynote speaker who shared personal insights about his life and career.	October 27, 2005	<u>Dianne Doctor</u> , Senior Vice President & News Director, <u>Audrey Pass</u> , Director of Communications, <u>Phillip O'Brien</u> , Assistant News Director, <u>Vanessa Kenon-Hunt</u> , Coordinator P.R. &Community Affairs, <u>Joanna Brahim</u> , Manager, Station Services, & <u>Dave Price</u> , Meterologist
3. WCBS-TV provided information on careers and opportunities in media at our station at the <u>City University of New York Media Fair.</u>	November 18, 2005	<u>Vanessa Kenon-Hunt</u> , Coordinator, P.R. & Community Affairs

<p>4. WCBS-TV attended the <u>New York Institute of Technology's Career Fair</u>. Vanessa Kenon-Hunt was the featured keynote speaker on the topic: The importance of internships in today's competitive market.</p>	<p>November 4, 2005</p>	<p><u>Vanessa Kenon-Hunt</u>, Coordinator, P.R. & Community Affairs</p>

(d) Training Management Personnel.

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
1. Online Sexual Harassment training /Video	All Station Personnel	Station personnel received legal and company policy information on what constitutes sexual harassment and how to report violations when they are hired. In addition, Non-Discrimination and Anti-Harassment policies are issued annually to all employees by Executive order of Corporate office.

February 1, 2006 – January 31, 2007

8) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p><u>International Radio & Television Society Foundation, Inc. "Minority Career Workshop."</u></p> <p>WCBS-TV recruited for interns & full time entry level positions at the <u>Central New York Consortium held at Syracuse University</u> every year with other local area colleges for their prospective 2006 graduates.</p>	<p>April 7, 2006</p> <p>April 11-13, 2006</p>	<p><u>Cecilia Quintero</u>, HR Mgr., <u>Vanessa Kenon-Hunt</u>, Coordinator, P.R. & Community Affairs</p> <p><u>Cecilia Quintero</u>, HR Mgr. for CBS Radio & WCBS-TV,</p>
<p>WCBS-TV was recruiting at the <u>NAACP-Executive Diversity Job Fair Penn Plaza Pavilion, NY, NY</u></p>	<p>May 16, 2006</p>	<p><u>Cecilia Quintero</u>, HR Manager was the exhibitor at this event.</p>
<p>WCBS-TV served as an exhibitor at <u>National Association of Hispanic Journalists Convention</u> in Fort Lauderdale, FL. Employment opportunities in CBS' top ten national markets were discussed, video tapes were reviewed and attendees were advised of the 2006 Apprenticeship Training Program which was being started by CBS.</p> <p>WCBS-TV was represented at the <u>National Association of Black Journalists Convention</u> in Atlanta, Georgia. Employment opportunities in CBS' top ten national markets were discussed, video tapes were reviewed and attendees were advised of the 2006 Apprenticeship Training Program which was being started by CBS</p>	<p>June 14- 16, 2006</p> <p>August 16-20, 2006</p>	<p><u>Cecilia Quintero</u>, HR Manager, <u>Bob Butler</u>, Director of Diversity for CBS, <u>Byron Harmon</u>, Executive Producer CBS 2 Morning News among other representatives from CBS Network were actively recruiting at this event.</p> <p><u>Kimberly Godwin</u>, Assistant News Director of WCBS-TV, critiqued tapes and gave career advice. <u>Cecilia Quintero & Bob Butler</u> were also present at this event to speak to attendees.</p>

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p><u>City University of New York (CUNY)</u> <u>Media Fair</u> Acted as an exhibitor accepted resumes and provided information on careers and internships at WCBS-TV as well as one-on-one resume evaluations. CUNY Graduate Center, New York, New York Approx. 200 attendees</p>	<p>October 27, 2006</p>	<p>WCBS-TV Representatives: Cecilia Quintero, HR Manager and Vanessa Kenon-Hunt, Coordinator, PR & Community Affairs</p>
<p>New York State Broadcasters Career Fair .com Site generated over 200 responses to posted jobs</p>	<p>Sept. 25- Oct.1, 2006</p>	<p>N/A</p>
<p><u>School of Visual Arts Internship Fair</u> Provided information on internships at WCBS-TV School of Visual Arts, New York, New York Approx. 35 attendees</p>	<p>October 12, 2006</p>	<p>WCBS-TV Representative: Bruce Brauer, Director of Creative Services and Jon Paul LoMonaco, Design Director.</p>

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p><u>Andrew Cooper Young Journalism in Training Program Lecture Series, "The Power of Internships"</u> Discussed the importance of internships within media, reviewed, discussed and accepted resumes for WCBS-TV internship program. St. Francis College, Brooklyn, New York Approx. 100 attendees</p>	<p>April 27, 2006</p>	<p>WCBS-TV Representative: Vanessa Kenon-Hunt, Coordinator, PR & Community Affairs (Panelist)</p>
<p><u>Fashion Institute of Technology (F.I.T.) Career and Internship Fair</u> Provided information on internships at WCBS-TV F.I.T Campus, New York, New York Approx. 30 attendees</p>	<p>October 15, 2006</p>	<p>WCBS-TV Representative: Vanessa Kenon-Hunt, Coordinator, PR & Community Affairs</p>

(b) Internship

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>The <u>WCBS-TV internship program</u> offers students from area colleges and universities a broad knowledge of the inner workings of the television station. Students are assigned to every department within the station. A minimum of 10 students participates in the program each semester. The program takes place in spring, summer and fall.</p>	<p>During the Academic year and summer season.</p>	<p><u>Vanessa Kenon-Hunt</u>, Coordinator, Public Relations & Community Affairs</p>
<p><u>Andrew Cooper Young Journalism in Training Program Lecture Series</u> Provided in class lecture on careers in media and the internship application process. St. Francis College, Brooklyn, New York Approx. 10 attendees</p>	<p>October 18, 2006</p>	<p>WCBS-TV Representative: Vanessa Kenon-Hunt, Coordinator, PR & Community Affairs</p>

(c) Participation in Events.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p><u>PENCIL- Principal For A Day</u> Program allows professionals and leaders from a wide variety of industries and backgrounds to spend a day serving as principals at their hosts' public schools and sharing their experiences with other guest principals.</p>	<p>October 19, 2006</p>	<p>WCBS-TV Representatives: Maurice DuBois, Anchor (Renaissance Military and Leadership Academy) Harlem, N.Y., Brett Larson, Reporter (P.S. 36) Bronx, N.Y., Cindy Hsu, Anchor (P.S. 213) Bayside, N.Y.</p>
<p><u>Long Island Fair Media Council- "Connection Day"</u> An annual event that focuses on every aspect of media through a wide variety of workshops. WCBS-TV workshop panelists: Vanessa Kenon-Hunt, Coordinator, PR & Community Affairs (<i>Image Enhancement Through Community Relations</i>), Rich Bamberger, Assignment Manager (<i>How to Beat the Competition for News Coverage</i>), Mike Brook, Bureau Chief (<i>High-Speed Pitching</i>), Reid Lamberty, Anchor (<i>How To Pitch Television News Reporters</i>) and Dan Shelly, Executive Editor, WCBSTV.com (<i>How Multimedia Is Changing News Coverage</i>) Huntington Marriot, Long Island, NY Approx. 200 attendees</p>	<p>October 12, 2006</p>	<p>WCBS-TV Representatives: Peter Dunn, President and General Manager; Joel Goldberg, Sr. Vice President, Station Operations; David Friend, Vice President and News Director, Joanna Brahim, Manager, PR & Community Affairs; Jennifer McLogan, Reporter.</p>
<p><u>Coalition for Asian American Children and Families (C.A.C.F) Funders Recognition Breakfast</u> Discussed WCBS-TV community outreach components- internship program, PSA's and station tours. Dewey Ballantine LLP, New York, New York Approx. 35 attendees</p>	<p>May 23, 2006</p>	<p>WCBS-TV Representative: Vanessa Kenon-Hunt, Coordinator, PR & Community Affairs and Joanna Brahim, Manager, PR & Community Affairs</p>

Exhibit 5

WCBS-TV Pending and resolved Employment Related Complaints

Discrimination claims filed since June 1, 1999 or active and closed since that point in time:

Gary Dodson v. WCBS-TV: This charge of discrimination based on age, sex and retaliation (EEOC Case No. 160A10497), was filed on 11/18/00. Dodson was a per diem technician who claimed he was not given a staff position on account of his gender and age, and because he had complained that certain female technicians received favorable treatment. On 5/14/02 the EEOC issued a Probable Cause finding. On 6/3/02 CBS requested reconsideration. 8/02 the EEOC upheld Probable Cause finding and a Right to Sue was issued. This closed the administrative proceeding, and Dodson subsequently sued in federal district court. A CBS motion for summary judgment was denied, and the matter is expected to go to trial later this year (Bongiorno has the details on the litigation).

Janice Putney v. WCBS-TV, charge of age discrimination (EEOC Case No. 340A11669), filed 12/31/00. This charge alleged age discrimination as a result of the charging party's removal from the CBS defined benefit pension plan and transfer to the newly established CBS cash balance pension plan. This case was dismissed by the EEOC in May 2006.

John Carrature v. WCBS-TV, charge of age discrimination (EEOC Case No. 340A11702), filed 02/28/01. This charge alleged age discrimination as a result of the charging party's removal from the CBS defined benefit pension plan and transfer to the newly established CBS cash balance pension plan. This case was dismissed by the EEOC in May 2006.

Ricardo Sanchez v. WCBS-TV, charge of age discrimination (EEOC Case No. 340A2356), filed 8/02/00. This charge alleged age discrimination as a result of the charging party's removal from the CBS defined benefit pension plan and transfer to the newly established CBS cash balance pension plan. This case was dismissed by the EEOC in May 2006.

Glen Randall v. WCBS-TV, charge of age discrimination (EEOC Case No. 340A0774), filed 7/27/00. This charge alleged age discrimination as a result of the charging party's removal from the CBS defined benefit pension plan and transfer to the newly established CBS cash balance pension plan. This case was dismissed by the EEOC in May 2006.

Joyce Simonelli v. WCBS-TV, charge of discrimination based on sex (NYSDHR Case No. 9S-E-S-98-7941378-E), filed 02/09/98. NYSDHR dismissed 8/29/01. Closed. (No detail available)

Note: There was also a matter involving WCBS-TV technician Linda Karpal that had been filed with the EEOC, closed and included in the Beckmann litigation prior to the commencement of the license period. The Beckmann case was a class action involving techs from 6 different stations filed in the District Court of Minnesota. The matter was settled in 2000, and the consent decree expired in January 2005.

Exhibit 6

March 1, 2005, February 1, 2006 and January 31, 2007 Department Head memos; CBS Business Conduct Statement, page 11.

Important Reminder!

To: WCBS-TV-Channel 2
Department Heads

Cc: Lew Leone
Robin Bona

From: Cecilia Quintero & Audrey Pass

Date: 3/1/2005

Re: Required Supporting Documentation for Compliance with FCC EEO Rules

As we are just ending February which is the beginning of next year's reporting period for the annual FCC EEO public file all department heads are reminded to please retain copies of the attached CBS forms and refer to them as needed as you undertake recruitment efforts during the year to fill open positions in your departments. This is particularly important for every full time placement we make with regard to our FCC obligations. Our EEO Public File Report is placed in our local public file and is also posted on our website annually. This report is not routinely filed with the FCC, but is part of the mid-term review and license renewal process. Every full time position for which we hire someone must be posted on our website, all appropriate community/industry organizations and other recruitment sources whom we have contacted must be noted, all classified advertising in print or on other websites should be documented as well. We are also required to report how many candidates responded from each of our recruitment sources as well as disclose the number of applicants we have interviewed and their referral sources. This is an official record of all of our good faith efforts in adhering to our company policies and legally mandated requirements.

Please make sure that for every position you have open and for which you will begin recruiting that the following steps have been taken and that the attached documents are in order. If you adhere to this list this will make the reporting process much smoother and we can more easily demonstrate our station's compliance. Forms that appear in bolded font are attached to this memo.

Important Reminder!

To: WCBS-TV-Channel 2
Department Heads & Management Staff

Cc: Peter Dunn
Robin Bona

From: Cecilia Quintero, Audrey Pass & Pam Teran

Date: 2/1/2006

RE: Required Supporting Documentation for Compliance with FCC EEO Rules

As we are just beginning February which is the beginning of next year's reporting period for the annual FCC EEO public file, all department heads/managers are reminded to please retain copies of the attached CBS forms and refer to them as needed as you undertake recruitment efforts during the year to fill open full time positions in your departments. Please make sure to provide copies of the applicant logs to anyone on your staff who also may recruit or interview candidates for your department. This is particularly important for every full time placement we make with regard to our FCC obligations. Our EEO Public File Report is placed in our local public file and is also posted on our website annually. This report is not routinely filed with the FCC, but is part of the mid-term review and license renewal process. Bear in mind this year is especially critical as WCBS-TV files for their FCC license renewal in 2007. Every full time position for which we hire someone must be posted on our website, all appropriate community/industry organizations and other recruitment sources whom we have contacted must be noted, all classified advertising in print, employment agencies or any other websites we have used should be documented as well. We are also required to report how many candidates responded from each of our recruitment sources as well as disclose the number of applicants we have interviewed and their referral sources. This is an official record of all of our good faith efforts in adhering to our company policies and legally mandated requirements.

Please make sure that for every position you have open and for which you will begin recruiting that the following steps have been taken and that the attached documents are in order. If you adhere to this list this will make the reporting process much smoother and we can more easily demonstrate our station's compliance. Forms that appear in bolded font are attached to this memo.

Important Annual Reminder!

To: WCBS-TV-Channel 2
Department Heads

Cc: Peter Dunn
Robin Bona

From: Cecilia Quintero ✕

Date: 1/31/2007

Re: Required Supporting Documentation for Compliance with FCC EEO Rules

As we are just about to start February, which is the beginning of next year's reporting period for the annual FCC EEO public file, all department heads are reminded to please retain copies of the attached CBS forms and refer to them as needed as you undertake recruitment efforts during the year to fill open positions in your departments. This is particularly important for every full time placement we make with regard to our FCC obligations. Our EEO Public File Report is placed in our local public file and is also posted on our website annually. This report is not routinely filed with the FCC, but is part of the mid-term review and license renewal process. Every full time position for which we hire someone must be posted on our website, all appropriate community/industry organizations and other recruitment sources whom we have contacted must be noted, all classified advertising in print or on other websites should be documented as well. We are also required to report how many candidates responded from each of our recruitment sources as well as disclose the number of applicants we have interviewed and their referral sources. This is an official record of all of our good faith efforts in adhering to our company policies and legally mandated requirements.

Please make sure that for every position you have open and for which you will begin recruiting that the following steps have been taken and that the attached documents are in order. Also, please advise your direct reports who may handle some of your recruitment searches that I will need them to log their applicants on the attached forms as well. If everyone adheres to this list this will make the reporting process much smoother and we can more easily demonstrate our station's compliance. Forms that appear in bolded font are attached to this memo.

- fraud in the recording and maintaining of financial records of CBS (for example, intentionally recording sales or expenses in the wrong period, capitalizing items that should be expensed or recording personal expenses as business expenses);
- noncompliance with CBS's internal accounting controls (for example, not obtaining required approvals);
- misrepresentation to a senior officer or CBS's internal or external auditors or accountants regarding a matter contained in the financial records, financial reports or audit reports of CBS;
- deviation from full and fair reporting of CBS's results of operations, financial condition or cash flows; or
- improperly influencing, coercing, manipulating or misleading any independent public or certified accountant engaged in the performance of an audit of CBS's financial statements.

We expect you to refrain from any misleading or deceptive financial practice, whether or not it is listed here, and to report any such practices if you become aware of them. Please refer to the Employee and Director Reporting Procedures described in the section entitled "Implementation of the CBS Business Conduct Statement" for procedures to report improper financial practices or financial misconduct matters that have come to your attention.

Improper Influence of Auditors

You may not take any action (whether or not listed as an example below), directly or indirectly, to coerce, manipulate, mislead or influence any of our auditors, when you know, should know or intend that your actions may render our financial statements misleading. For example, you may not influence an auditor to (i) issue a report on CBS's financial statements that is not warranted in the circumstances, (ii) refrain from performing audit, review or other procedures, (iii) refrain from issuing a report or withdrawing an issued report, or (iv) refrain from communicating matters to CBS Corporation's Audit Committee.

As additional examples of prohibited conduct, you may not (i) offer money or gifts, financial incentives or future employment or contracts for non-audit services, (ii) provide inaccurate or misleading legal analysis or other information, (iii) threaten to cancel an auditor's existing engagements, (iv) seek to have an audit partner removed from the engagement, (v) engage in blackmail, or (vi) make physical threats.

EQUAL EMPLOYMENT OPPORTUNITY

CBS places a high value on providing equal employment opportunity and maintaining a diverse workforce. We work hard to comply with all applicable laws prohibiting discrimination and we strive to make our workforce reflect the rich diversity of our society and our customers. CBS recruits and hires without regard to race, color, sex, religion, national origin, ethnicity, age, marital status, sexual orientation, gender identity, gender expression, disability, veteran status or any other basis prohibited by law. We strive to administer all personnel actions such as hiring, compensation, promotions, benefits, transfers, layoffs, company-sponsored training, education, tuition assistance, terminations and social and recreational programs in a consistent manner.

We expect all managers, directors and supervisory personnel to make a personal commitment to practice and enforce the principles of our equal employment opportunity policy.

HARASSMENT-FREE WORKPLACE ENVIRONMENT

CBS has a "zero tolerance" policy for sexual harassment or harassment based on race, color, sex, religion, national origin, ethnicity, age, marital status, sexual orientation, gender identity, gender expression, disability, veteran status or any other basis proscribed by applicable law. Discriminatory treatment, including sexual harassment and harassment based on a person's race, age or other protected status, is strictly prohibited.