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**Subject:** CBS Stations Investigation



CBS Stations Colleagues – I am writing to let you know that the external investigation into allegations of misconduct by leadership at the Stations group has concluded.

I want to thank every employee who spoke with the investigators to share their experiences. Your candor and perspective were invaluable, and I appreciate the courage it took for you to come forward. We were committed from the outset to ensuring every voice would be heard, without fear of retribution, no matter how long the process took.

This has been a difficult period for everyone in the group. The investigation cited painful revelations about experiences that we cannot tolerate today or in the future.

While the investigation largely looked at events in the past, and the issues revealed were more pronounced in certain areas and at specific stations than others, there are clear themes that we need to address moving forward: **our diversity, equity and inclusion standards need to be a top priority for leadership in every corner of our Stations business; our workplace culture needs to measurably improve; and, your trust needs to be restored with your CBS leaders.**

Several steps have already been taken in this direction:

- We have established new leadership at the Stations group and have already made important changes in the top three markets.

- Johnny Green is now our dedicated general manager at WCBS/ New York, separate from the Stations' central team.
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- We have refocused our local priorities on content, culture and community connections, with special attention being paid to reflecting and representing our local audiences. This approach includes weaving the CBS News' Race and Culture Unit into our community coverage.

In addition, your HR colleagues will be reaching out to you in the coming weeks and months on how we'll continue this dialogue and crucial work together.

This is just a start – our first steps. The development of an operational culture focused on success, and steeped in values of inclusion, fairness and respect, will be a continuing journey on which we will all be accountable – from leadership to our newest colleague.

Wendy, Neeraj and I are committed to earning your trust – working with all of you and your local leaders to build on the steps we've taken and achieve these important goals together.

We are both a business and a division in transition. Change is as constant for us as it is in the world your news teams cover. At the same time, I'm very optimistic about our future. The integration of our News, Stations and Digital teams under your new dynamic leaders has the promise to drive growth and point us toward a brighter future together. I'm confident we can all meet the challenge of aligning these business objectives with our new cultural imperatives.

Thank you as always for caring for your colleagues and for your passion and dedication in everything you do at CBS.

George