

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period **March 23, 2023 to March 22, 2024**.

Employment Unit: **KTVT (CBS Stations Group of Texas LLC); KTXA (Television Station KTXA Inc.)**

Unit Members (Stations and Communities of License): **KTVT CBS11/KTXA21**

### EEO Contact Information for Unit Member:

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### 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	Date of Hire
1	Director	1-4; 8-74	Employee Referral	4/19/23
2	Executive Producer	1-5; 8-74	Paramount Careers Site	5/1/23
3	Special Projects Producer	1-5; 8-74	Paramount Careers Site	5/1/23
4	VP/News Director	1-7; 8-74	Employee Referral	6/5/23
5	Account Executive	1-5; 8-74	Indeed	6/5/23
6	Digital Content Producer	1-5; 8-74	Contacted by a Paramount Recruiter	6/12/23
7	Digital Content Producer	1-5; 8-74	Employee Referral	6/26/23
8	AM Assistant News Director	1-5; 8-74	Paramount Careers Site	7/3/23
9	Multi Skilled Journalist	1-4, 6-7; 8-74	Recruiting Agency	7/24/23
10	Producer	1-5; 8-74	Paramount Careers Site	7/24/23
11	Executive Producer, Special Projects	1-4; 8-74	Employee Referral	8/7/23
12	Sr. Streaming Content Producer	1-4; 8-74	LinkedIn	9/11/23
13	Associate Producer	1-4; 8-74	Contacted by a Paramount Recruiter	9/11/23
14	Producer	1-7; 8-74	LinkedIn	8/14/23
15	Associate Producer	1-4; 8-74	Paramount Careers Site	8/28/23
16	Sports Producer	1-4; 8-74	Employee Referral	10/30/23
17	Reporter	1-7; 8-74	Employee Referral	12/4/2023
18	Associate Producer	1-4; 8-74	Indeed	12/11/23
19	Photographer	1-5; 8-74	Employee Referral	12/18/23
20	Multi Skilled Journalist	1-4; 8-74	Employee Referral	2/12/24
21	Digital Content Producer	1-4; 8-74	LinkedIn	2/12/24
22	AM Assistant News Director	1-4; 8-74	Contacted by a Paramount Recruiter	3/18/24
23	Producer	1-4; 8-74	LinkedIn	4/29/24
24	Producer	1-4; 8-74	Google	4/8/24
25	Multi Skilled Journalist	1-4; 8-74	Paramount Careers Site	3/25/24
26	Anchor	1-4; 8-74	Employee Referral	4/22/24

27	Account Manager, Local Ad Sales	1-5; 8-74	Paramount Careers Site	12/18/23
28	Assignment Editor	1-4; 8-74	Paramount Careers Site	4/1/24
29	Investigative Multi-Skilled Producer	1-5; 8-74	Employee Referral	9/11/23
30	Coordinating Data Journalist	1-5; 8-74	Professional Organization	6/12/23
31	National Multiskilled Correspondent	1-4; 8-74	Paramount Careers Site	10/30/23
32	VP, Data Journalism	1-5; 8-74	Employee Referral	11/13/23
33	Investigative Photographer/Editor & Producer	1-5; 8-74	Employee Referral	3/25/24
34	Investigative Data Journalist	1-5; 8-74	Employee Referral	2/19/24
35	Sr. Visual Data Journalist and Data Team Coordinator	1-5; 8-74	Employee Referral	2/19/24
36	Visual Data Journalist	1-5; 8-74	LinkedIn	2/19/24
37	Sr. Investigative Data Journalist	1-5; 8-74	Employee Referral	2/12/24
38	Investigative Data Journalist	1-5; 8-74	LinkedIn	2/19/24
39	Account Manager	1-4; 8-74	LinkedIn	4/10/2023

## II. MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD

CODE	RECRUITMENT SOURCE	ADDRESS	REQUESTED NOTIFICATION (Y/N)	NUMBER OF INTERVIEWEES REFERRED
1	LinkedIn	<a href="http://www.linkedin.com">www.linkedin.com</a>	N	61
2	Glassdoor	<a href="http://www.glassdoor.com">www.glassdoor.com</a>	N	
3	Indeed.com	<a href="http://www.indeed.com">www.indeed.com</a>	N	17
4	Talent Dynamics	<a href="http://www.talentedynamics.com">www.talentedynamics.com</a>	N	5
5	Facebook	<a href="http://www.facebook.com">www.facebook.com</a>	N	
6	National Association of Black Journalists	<a href="http://www.NABJCareers.org">www.NABJCareers.org</a>	N	
7	National Association of Hispanic Journalists	<a href="http://www.NAHJCareers.org">www.NAHJCareers.org</a>	N	
<b>Postings Via Direct Employer- Sourcing via Applicant Tracking Software:</b>				
8	ONET Online	<a href="https://www.onetonline.org">https://www.onetonline.org</a>	N	
9	African American	<a href="https://africanamerican.dejobs.org/">https://africanamerican.dejobs.org/</a>	N	
10	AfricanAmericanJobsite.com	<a href="http://www.africanamericanjobsite.com/">http://www.africanamericanjobsite.com/</a>	N	
11	AsianAmericanJobsite.com	<a href="http://www.asianamericanjobsite.com/">http://www.asianamericanjobsite.com/</a>	N	
12	Asian American	<a href="https://asianamerican.dejobs.org/">https://asianamerican.dejobs.org/</a>	N	
13	The Black Perspective	<a href="https://blackperspective.com/career-search-engine/">https://blackperspective.com/career-search-engine/</a>	N	
14	Campus Pride	<a href="http://campuspride.jobs">http://campuspride.jobs</a>	N	
15	Direct Employers Diversity	<a href="https://diversity.dejobs.org">https://diversity.dejobs.org</a>	N	
16	Diversityworkers.com	<a href="http://www.diversityworkers.com">http://www.diversityworkers.com</a>	N	
17	Hispanic American	<a href="https://hispanicamerican.dejobs.org/">https://hispanicamerican.dejobs.org/</a>	N	
18	HispanicJobsite.com	<a href="http://www.hispanicjobsite.com">http://www.hispanicjobsite.com</a>	N	
19	Hispanic Today	<a href="https://hispanic-today.com/career-search-engine/">https://hispanic-today.com/career-search-engine/</a>	N	
20	Jobs4Women.net	<a href="http://www.jobs4women.net">http://www.jobs4women.net</a>	N	
21	Latino American	<a href="https://latinoamerican.dejobs.org">https://latinoamerican.dejobs.org</a>	N	
22	Lgbtjobsite.com	<a href="http://www.lgbtjobsite.com">http://www.lgbtjobsite.com</a>	N	
23	LGBTQ	<a href="https://lgbtq.dejobs.org/">https://lgbtq.dejobs.org/</a>	N	
24	Minority	<a href="https://minority.dejobs.org/">https://minority.dejobs.org/</a>	N	
25	Native American	<a href="https://nativeamerican.dejobs.org">https://nativeamerican.dejobs.org</a>	N	
26	RetiredStars.com	<a href="http://www.retiredstars.com">http://www.retiredstars.com</a>	N	
27	SeniorJobsNetwork.com	<a href="http://www.seniorjobsnetwork.com">http://www.seniorjobsnetwork.com</a>	N	

28	Way Finders Careers	<a href="http://wayfinderscareers.com">http://wayfinderscareers.com</a>	N	
29	Women	<a href="https://women.dejobs.org">https://women.dejobs.org</a>	N	
30	Women For Hire	<a href="http://jobs.womenforhire.com">http://jobs.womenforhire.com</a>	N	
31	Women in Business and Industry.com	<a href="https://wib-i.com">https://wib-i.com</a>	N	
32	Jobs4Women.net	<a href="http://www.jobs4women.net">http://www.jobs4women.net</a>	N	
33	Allsup Employment Services	<a href="https://disability.dejobs.org/allsup-disability-partner/">https://disability.dejobs.org/allsup-disability-partner/</a>	N	
34	Direct Employers Disability	<a href="https://disability.dejobs.org">https://disability.dejobs.org</a>	N	
35	DisabilityJobSite.org	<a href="http://www.disabilityjobsite.com/">http://www.disabilityjobsite.com/</a>	N	
36	Disabled Veterans	<a href="https://disabledveterans.dejobs.org/">https://disabledveterans.dejobs.org/</a>	N	
37	Easter Seals	<a href="https://easterseals.dejobs.org">https://easterseals.dejobs.org</a>	N	
38	Enable America	<a href="https://enableamerica.dejobs.org">https://enableamerica.dejobs.org</a>	N	
39	Land A Job	<a href="http://jobs.landajob.org/">http://jobs.landajob.org/</a>	N	
40	National Multiple Sclerosis Society	<a href="https://nationalmssociety.dejobs.org">https://nationalmssociety.dejobs.org</a>	N	
41	The Career Index Plus	<a href="http://thecareerindex.com">http://thecareerindex.com</a>	N	
42	Armed ServicesJobs.com	<a href="http://www.armedservicesjobs.com/">http://www.armedservicesjobs.com/</a>	N	
43	CASY/National Guard Employment Program	<a href="https://jobs.mscn.org/usa/jobs/">https://jobs.mscn.org/usa/jobs/</a>	N	
44	Direct Employers Veterans	<a href="https://veterans.dejobs.org">https://veterans.dejobs.org</a>	N	
45	Military Spouse	<a href="https://militaryspouse.dejobs.org/">https://militaryspouse.dejobs.org/</a>	N	
46	Military Spouse Corporate Career Network (MSCCN)	<a href="https://jobs.mscn.org/usa/jobs/">https://jobs.mscn.org/usa/jobs/</a>	N	
47	Military Spouse Connections	<a href="https://militaryspouseconnection.dejobs.org/">https://militaryspouseconnection.dejobs.org/</a>	N	
48	Student Veterans Of America	<a href="http://studentveteransofamerica.jobs">http://studentveteransofamerica.jobs</a>	N	
49	The HER Foundation Inc.	<a href="https://honorher.works/">https://honorher.works/</a>	N	
50	USA Cares	<a href="https://careers.usacares.org/">https://careers.usacares.org/</a>	N	
51	US Military Pipeline	<a href="https://usmilitarypipeline.com/">https://usmilitarypipeline.com/</a>	N	
52	Veteran's Enterprise	<a href="https://veteransenterprise.com/career-search-engine/">https://veteransenterprise.com/career-search-engine/</a>	N	
53	Veterans Job Bank	<a href="https://www.vets.gov/employment/job-seekers/search-jobs">https://www.vets.gov/employment/job-seekers/search-jobs</a>	N	
54	VeteranJobSite.com	<a href="http://www.veteranjobsite.com/">http://www.veteranjobsite.com/</a>	N	
55	Vet jobs	<a href="https://jobs.vetjobs.org/">https://jobs.vetjobs.org/</a>	N	
56	American Job Center (USDOL)	<a href="https://www.careeronestop.org/JobSearch/job-search.aspx">https://www.careeronestop.org/JobSearch/job-search.aspx</a>	N	
57	CareerOneStop (USDOL/ETA)	<a href="https://www.careeronestop.org/JobSearch/job-search.aspx">https://www.careeronestop.org/JobSearch/job-search.aspx</a>	N	
58	My Skills My Future (USDOL/ETA)	<a href="http://www.myskillsmyfuture.org/">http://www.myskillsmyfuture.org/</a>	N	
59	The National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)	<a href="https://usnlx.com/">https://usnlx.com/</a>	N	
60	State of Texas	<a href="https://www.workintexas.com/vosnet/Default.aspx">https://www.workintexas.com/vosnet/Default.aspx</a>	N	
61	VetCentral/ Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives	<a href="http://www.veterans.usnlx.com">www.veterans.usnlx.com</a>	N	
62	Dallas Jobs Site	<a href="http://www.dallasjobssite.com">www.dallasjobssite.com</a>	N	
63	Juju	<a href="http://www.job-search-engine.com/">http://www.job-search-engine.com/</a>	N	
64	The Ladders	<a href="http://TheLadders.com/">http://TheLadders.com/</a>	N	
65	Zippia.com	<a href="https://www.zippia.com">https://www.zippia.com</a>	N	
66	Ziprecruiter.com	<a href="https://www.ziprecruiter.com/">https://www.ziprecruiter.com/</a>	N	
67	South Texas College of Law Houston		N	
68	Texas A&M University, Bush School of Government & Public Service		N	
69	Texas A&M University, College Station		N	
70	Texas Wesleyan University		N	
71	University of North Texas at Dallas, College of Law		N	

72	University of Texas at Austin, School of Information		N	
73	My Next Move (USDOL/ETA)	<a href="http://www.mynextmove.org">http://www.mynextmove.org</a>	N	
74	My Next Move for Veterans (USDOL/ETA)	<a href="http://www.mynextmove.org/vets/find/brows_e?c=0">http://www.mynextmove.org/vets/find/brows_e?c=0</a>	N	

**Additional Sources of Interviewees:**

<b>Recruitment Source</b>	<b>No. of Interviewees Referred</b>
Contacted by a Paramount Recruiter	11
School/Campus Visit	1
Paramount Careers Site	55
Employee Referral	45
Other (interviewee did not specify)	15
Google	5
Job Board	2
NICAR 2023	1
Rick Gevers Agency	2

**TOTAL INTERVIEWEES FOR THE 12-MONTH PERIOD**

**221**

**III. Supplemental Recruitment Measures.**

**(a) Job Fairs and Recruiting.**

Description of Recruitment Measure:	Date:	Personnel Involved:
<b>University of North Texas Professional Networking Series</b> - Participated - Recruiting before and after the event.	3/23/23	President & General Manager, Human Resources Manager
<b>NAHJ Convention &amp; Career Fair</b> – Participated - The NAHJ Convention & Career Fair is the premier conference for journalism education, career development, networking, and industry innovation, attracting leaders and influencers in journalism, media, technology, business, health, arts, and entertainment. The nation’s top journalists, media executives, journalism educators, public relations professionals, and students will gather.	7/12-7/15/23	President & General Manager, Talent Development, Anchors, Reporters, News Managers
<b>NAHJ Reception and Award Banquet</b> (Local chapter) - Participated – networked and recruited before, during and after event.	10/14/23	President & General Manager, News Managers, and Sales
<b>NABJ Convention &amp; Career Fair</b> - Participated - THE NABJ Convention & Career Fair is the premier conference for journalism education, career development, networking, and industry innovation, attracting leaders and influencers in journalism, media, technology, business, health, arts, and entertainment. The nation’s top journalists, media executives, journalism educators, public relations professionals, and students will gather.	8/2-8/6/23	Talent Development, Anchors, News Managers
<b>University of Texas at Arlington</b> - Participated - Communications Day- Recruiting Event	10/17/23	Sr. Manager, Human Resources and VP/Director of News
<b>University of North Texas</b> - Participated - Media Arts Career Kickstarter event. Recruiting during and after event.	3/22/24	Sr. Manager, Human Resources and Executive Producer
<b>NABJ Weather &amp; Climate Task Force</b> - Participated - Ask the Recruiter workshop	1/16/24	Meteorologist

<b>Clafin University</b> - Participated – Discussion about careers in Meteorology and Journalism	2/20/24	Meteorologist
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**(b) Internship**

Description of Recruitment Measure:	Date:	Personnel Involved:
<p><b>Station Internship Program</b>            KTVT- TV continues to offer an internship program that is designed to assist college students to acquire skills needed for Broadcast employment. The program provides meaningful, hands-on work experience in the areas of Engineering, Sports, Creative Services and News. Interns were exposed to multiple areas in marketing, news gathering, business, engineering, and commercial production. Interns worked with various staff members.</p>	Spring – 1/25/23-5/26/23  Fall – 8/14/23-12/22/23  Spring – 1/08/24-5/24/24	News Managers, Producers, Reporters, Engineering Project Manager, Promotions Manager
<p><b>Shadowing Journalists</b>            Students interested in careers that involve being a Reporter get to use a portion of their time as an intern to shadow various Reporters to witness what a day/week in the life of a Reporter looks like. They are exposed to the differences between Investigative, General Assignment, Political, Sports and Community based reporting.</p>	Ongoing	Various Reporters

**(c) Participation in Events Sponsored by Educational Institutions Related to Careers in Broadcasting**

Description of Measure:	Date:	Personnel Involved:
<p><b>Career Days &amp; Meteorology Visits</b>            Speak to students to educate them about the importance of education and what their journey was like getting into broadcast. Each explained what role they play in the Industry and encouraged the students to learn and discover what they want to do when they grow up.</p>		Meteorologists Anchors Multi-Skilled Journalists Director of Special Content
<p><b>Uplift Infinity Preparatory</b></p>	3/28/2023	
<p><b>Rangers Weather Day</b></p>	4/6/2023	
<p><b>Stonegate Christian Academy</b></p>	4/11/2023	
<p><b>All Saints Episcopal School</b></p>	4/18/2023	
<p><b>Mound Elementary</b></p>	5/9/2023	
<p><b>Carroll Elementary School</b></p>	9/6/2023	
<p><b>Waxahachie Preparedness Fair</b></p>	9/9/2023	
<p><b>Miller Grove Elementary</b></p>	9/26/2023	
<p><b>Norwood Science Academy</b></p>	10/3/2023	
<p><b>West Elementary</b></p>	10/10/2023	
<p><b>Smithfield Elementary</b></p>	10/17/2023	
<p><b>Sycamore Elementary</b></p>	10/24/2023	
<p><b>Ann Brock Elementary</b></p>	11/14/2023	
<p><b>Porter Elementary</b></p>	11/28/2023	
<p><b>Martha Reid Leadership Academy</b></p>	1/9/2024	
<p><b>Butler Elementary</b></p>	1/23/2024	
<p><b>Memorial Elementary</b></p>	1/30/2024	
<p><b>Sunset Elementary</b></p>	2/6/2024	
<p><b>Hajek Elementary</b></p>	2/13/2024	
<p><b>Rockbook Elementary School</b></p>	2/27/2024	
<p><b>John T White Elementary</b></p>	3/5/2024	
<p><b>Carroll Elementary School</b></p>	3/5/2024	
<p><b>Spicer Elementary</b></p>	3/19/2024	
<p><b>DP Morris Elementary School</b></p>	4/11/23	

<b>Hampton University Newman International Academy at Pioneer (Arlington)</b>	5/2/23 5/23/23	
<b>University of North Texas-</b> Panelist for Careers in Media conference hosted by the School of Communication	4/23/2023	President & General Manager
<b>Southlake Foundation</b> – organizing a career fair where different industries speak to High School students at Carrol ISD to talk career paths into that industry.	4/23/24	Investigative Producer
<b>Weather Day</b> at Rangers Stadium - student education/free game tickets	4/5/23	Chief Meteorologist
<b>University of North Texas-</b> Adjunct Professor, teaches class on Creative Services and Marketing for Broadcast.	Spring Semester 2023	VP of Creative Services
<b>University of North Texas-</b> Media Career Kickstarter Event Spoke on a panel about the future of our industry. It is an opportunity to find potential employees and interns.	3/24/2023	VP of Creative Services
<b>Empowering Kings</b> – Virtual meeting with Success Team to discuss career readiness, college prep for predominantly African American High School Students	3/27/23 & 4/10/23	Meteorologist
<b>NABJ Weather &amp; Climate Task Force</b> – General Body Meeting – recruitment/networking during, before and after event.	4/27/23, 7/27/23 & 3/16/24	Meteorologist
<b>Franklin-Southampton Alumni Chapter</b> – Kappa League High School student career advancement and competition in the field of Weather and Broadcasting	1/7/24	Meteorologist
<b>Media Student Interviews - Wakeland High School and Virginia Tech</b> – media students conducted an interview where they asked questions about weather preparedness in TX winters and career prep.	1/29/24 & 2/6/24	Meteorologist
<b>NABJ Weather &amp; Climate Task Force</b> – Ask the Recruiter workshop	1/16/24	Meteorologist
<b>Clafin University</b> – Discussion about careers in Meteorology and Journalism	2/20/24	Meteorologist

**(d) Training for Management Personnel On Methods of Ensuring Equal Employment Opportunities and Preventing Discrimination:**

Description of Measure:	Date:	Personnel Involved:	Describe Training:
<b>Train Hiring Managers in the recruitment process.</b>	Ongoing, kickoff recruitment meetings	Sr. Manager, Human Resources, Talent Acquisition, Department Heads, and all Hiring Managers	Train management level personnel as to methods for ensuring equal employment opportunity and preventing discrimination.
<b>New Hire Orientation Meetings - Company EEO and Anti-Harassment Policy Dissemination and Review</b>	Ongoing as each person is hired	Sr. Manager, Human Resources	Present and review information with all staff employees about our commitment to equal employment opportunities and preventing harassment in the workplace.
<b>Paramount Business Practices Statement, which summarizes the most important policies and rules that apply to Paramount and its employees. It's a statement/training module of</b>	Ongoing as each person is hired	Distributed to all new hires	Virtual written material, which requires employees to affirm their individual commitment to the highest standards of business ethics and workplace behavior as set forth in the Paramount Business Practices Statement. Training must be

the Company's rules, ethics and values.			completed by employees bi-annually or any new hires.
<b>Paramount Web-Based Training Modules distributed to all Full-Time and New Hire Employees covering various state and federally mandated courses, to include: "Preventing Sexual Harassment in the Workplace", "Anti-Harassment/Discrimination Courses", "Information Security", "The American with Disabilities Act", etc.</b>	Offered to all employees throughout the course of the year, varies depending on new hire start date and anniversary dates.	All Full-Time Staff Employees and Full Time New Hire Employees are required to complete these online training modules annually and upon hire.	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 Paramount Human Resources Policy Guide which is accessible to all Paramount Employees on the Total Rewards employee portal

**(e) Training – For Personnel Designed to Enable Personnel to Acquire Skills for Higher Level Positions:**

Description of Measure:	Date:	Personnel Involved:	Describe Training:
<b>Mindful Training Solutions</b> – Series of Cultural Empathy and Inclusion trainings hosted by Dr. Donald Grant	11/29/23, 12/7/23, 1/24/24, 2/1/24, 2/2/24, 2/14/24, 2/26/24, 2/27/24, 3/18/24, 3/19/24, 3/20/24	General Manager and Sr. Manager, Human Resources; All KTVT Full/Part Time Staff and Per Diem Employees.	A series of trainings for Building Cultural Empathy and Inclusive Language. Managers were also provided with a dedicated Toolbox Workshop where they were provided with tools to bring forward an inclusive environment for all staff. All employees were also provided with a resource guide to use for ongoing development and engagement.
<b>LinkedIn Learning and Propel</b>	Ongoing	Available to All Full Time Employees	Training programs available to all Full Time Staff Employees designed to enable station personnel to acquire skills that could qualify them for higher level positions.
<b>Mentoring+</b>	Ongoing	Available to All Full Time Employees	Program to build a lasting relationship while working on a development goal of choice. Mentoring+ provides new insight & fresh perspectives for both mentees & mentors equipping employees with skills and learning that prepare them for career advancement.
<b>Goal Setting and Performance Feedback</b>	Goals in by End of Q1, check-in by June, Final check in by end of Q1 following year	Available to All Full Time Employees	Performance Development Program for Employees to drive meaningful and ongoing conversations about impact and growth. Employees establish goals that are clear, high-impact and aligned to priorities and receive feedback from Managers to proactively assist them in their career development.
<b>Succession Training</b>	Ongoing, also coupled with Goal Setting in Q1	Available to All Full Time Employees	Identify up and coming skilled employees to build pipeline of internal talent to help our employees grow as our operations expand. Additional training is provided on an as-needed

			basis to grow skillset to lead to higher level positions
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