

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1, 2022 to May 21, 2023.

1) Employment Unit: CBS Broadcasting Inc.; Detroit Television Station WKBD Inc.

2) Unit Members (Stations and Communities of License): WWJ TV CBS 62/WKBD TV Detroit CW50

3) EEO Contact Information for Unit Member:

Mailing Address:	Telephone Number:
26905 West Eleven Mile Rd. Southfield, MI 48033	248-355-7036
	Contact Person:
	Julia Burt – Human Resources
	E-mail Address:
	jaburt@cbs.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 Hiree
1	Assignment Editor	1-5; 10-37	Paramount Recruiter Contact
2	Multi-Skilled Anchor	1-6; 10-37	Paramount Career Site
3	Anchor/Reporter Weather	1-6; 10-37	Paramount Recruiter Contact
4	Multi-Skilled Anchor	1-6; 10-37	Recruiting Agency – Talent Dynamics
5	Multi-Skilled Journalist	1-6; 10-37	Recruiting Agency – Talent Dynamics
6	Assignment Editor	1-5; 10-37	Paramount Career Site
7	Assignment Editor	1-5; 10-37	CBS Detroit Jobs Page
8	Multi-Skilled Reporter	1-6; 10-37	Paramount Career Site
9	Assignment Editor	1-5; 10-37	LinkedIn
10	Multi-Skilled Producer	1-5; 7-37	Professional Organization – NAHJ
11	Multi-Skilled Journalist	1-6; 10-37	Paramount Career Site
12	Director Broadcast Operations & Engineering	1-4; 10-37	Internal - Promotion
13	Multi-Skilled Producer	1-5; 7-37	Instagram Post
14	Multi-Skilled Producer	1-5; 7-37	Employee Referral
15	Multi-Skilled Journalist	1-6; 10-31	LinkedIn
16	Engineering Maintenance Supervisor	1-4; 10-37	Internal - Promotion
17	Multi-Skilled Producer	1-5; 7-37	LinkedIn

18	Sports Anchor	1-6; 10-37	Indeed.com
19	Multi-Skilled Producer	1-5; 7-37	Employee Referral
20	Executive Producer Impacting Communities	1-5; 10-37	Google
21	Multi-Skilled Producer	1-5; 7-37	LinkedIn
22	Multi-Skilled Producer	1-5; 7-37	Internal Employee - Transfer
23	Multi-Skilled Journalist	1-6; 10-37	Paramount Career Site
24	Engineering Technician	1-5; 8; 10-37	Paramount Career Site
25	Engineering Technician	1-5; 8; 10-37	Indeed.com
26	Maintenance Technician	1-5; 8; 10-37	Employee Referral
27	Engineering Technician	1-5; 8; 10-37	Indeed.com
28	Multi-Skilled Producer	1-5; 7-37	Employee Referral
29	Multi-Skilled Anchor	1-6; 10-37	Paramount Recruiter Contact
30	Engineering Technician	1-5; 8; 10-37	Indeed.com
31	Engineering Technician	1-5; 8; 10-37	Google
32	Multi-Skilled Journalist	1-6; 10-37	Paramount Recruiter Contact
33	Engineering Technician	1-5; 8; 10-37	LinkedIn
34	Multi-Skilled Producer	1-5; 7-37	Professional Organization
35	Multi-Skilled Journalist	1-6; 10-37	Paramount Recruiter Contact
36	Multi-Skilled Producer	1-5; 7-37	LinkedIn
37	Photographer/Editor	1-5; 10-37	Internal Employee - Transfer
38	Executive Producer	1-5; 10-37	Employee Referral
39	Manager Digital Content	1-5; 10-37	LinkedIn
40	Engineering Technician	1-5; 8; 10-37	Paramount Career Site
41	Engineering Technician	1-5; 8; 10-37	Paramount Career site
42	Engineering Technician	1-5; 8; 10-37	Internal Posting - Promotion
43	IT Specialist	1-5; 7; 10-37	Indeed
44	Multi-Skilled Producer	1-5; 7-37	Paramount Recruiter Contact
45	Assignment Editor	1-5; 10-37	Paramount Career Site
46	Transmitter Supervisor	1-5; 10-37	Employee Referral
47	Operations Manager	1-5; 10-37	Internal Posting - Transfer
48	Multi-Skilled Producer	1-5; 7-37	Paramount Recruiter Contact

49	Multi-Skilled Journalist	1-6; 10-37	Employee Referral
50	Multi-Skilled Journalist	1-6; 10-37	Recruiting Agency – Law Offices of Joel Weisman (Agent)
51	Assignment Editor	1-5; 10-37	Paramount Career Site
52	Multi-Skilled Producer	1-5; 7-37	Employee Referral
53	Multi-Skilled Producer	1-5; 7-37	Employee Referral
54	Multi-Skilled Producer	1-5; 7-37	Employee Referral
55	Multi-Skilled Journalist	1-6; 10-37	Talent Dynamics
56	Multi-Skilled Journalist	1-6; 10-37	Employee Referral
57	Multi-Skilled Anchor	1-6; 10-37	Recruiting Agency – Willinger Talent Agency, Inc.
58	Multi-Skilled Anchor	1-6; 10-37	Paramount Recruiter Contact
59	Multi-Skilled Journalist	1-6; 10-37	Paramount Career Site
60	Multi-Skilled Producer	1-5; 7-37	Internal Posting - Promotion
61	Managing Editor	1-5; 10-37	Paramount Career Site
62	Multi-Skilled Producer	1-5; 7-37	LinkedIn
63	Multi-Skilled Anchor	1-6; 10-37	Employee Referral
64	Engineering Technician	1-5; 8; 10-37	Indeed.com
65	Engineering Technician	1-5; 8; 10-37	Paramount Career Site
66	Engineering Technician	1-5; 8; 10-37	Paramount Career Site
67	Multi-Skilled Journalist	1-6; 10-37	Paramount Career Site
68	Engineering Technician	1-5; 8; 10-37	Employee Referral
69	Production Assistant	1-5; 10-37	Paramount Recruiter Contact

II. MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD

CODE	RECRUITMENT SOURCE	ADDRESS	REQUESTED NOTIFICATION (Y/N)	NUMBER OF INTERVIEWEES REFERRED
1	Internal Job Board Staff/Promotions/Transfers	https://Murray.paramount.com/murray?page=careers	NA	4
2	Paramount Career Site	www.careers.paramount.com (Corporate Career Site)	NA	19
3	Contacted by Paramount Talent Acquisition Team Recruiter	www.viacomcbs.com/careers	N	13
4	Paramount/ViacomCBS Employee Referrals	www.viacomcbs.com/careers	N	29
5	CBS Detroit Jobs Page	https://detroit.cbslocal.com/jobs	N	
6	Talent Dynamics	Talentedynamics.com (On-Air positions only)	N	8
7	Pure Michigan Talent Connect	https://Jobs.mitalent.org	N	
8	Michigan Association of Broadcasters	www.michmab.org	N	
9	TV Jobs	www://tvjobs.com	N	
Postings Via Paramount Applicant Tracking Software				
10	Adrian College	110 S. Madison St., Adrian MI 49221	N	
11	Albion College	4900 Kellogg Center, Albion, MI 49224	N	
12	Alpha Capital Management	3011 W. Grand Blvd. Fisher Bldg. Ste. 1516 Detroit MI	N	
13	Central Michigan University	340 Moore Hall, Mt. Pleasant, MI 48859	Yes	
14	Detroit Urban League	15770 James Couzens, Detroit, MI 48238	N	
15	Eastern Michigan University	Bonnie.wethington@emich.edu	N	
16	Grand Valley State University	1 Campus Drive, Allendale, MI 49401	N	
17	Henry Ford Community College	5101 Evergreen Road, Dearborn, MI 48128	N	
18	Jewish Vocational Human Services	29699 Southfield Rd., Southfield, MI 48076	Yes	
19	LDS Employment	37634 Enterprise Court, Farmington, MI 48331	Yes	
20	Michigan Association of Broadcasters	820 N Capitol Ave., Lansing, MI 48906	N	
21	Michigan Rehab Services	Livonia Michigan Works Office	Yes	
22	Michigan Works	Troy Career Center, 550 Stephenson Hwy., Ste. 400, Troy, MI 48083	Yes	

23	Michigan Works	Troy Career Center, 550 Stephenson Hwy., Ste. 400, Troy, MI 48083	Yes	
24	NAACP – Detroit Branch	8220 Second Ave., Detroit, MI 48202	N	
25	On My Own Michigan	2145 Crooks Road, Ste. 103, Troy, MI 48084	N	
26	Operation Able	4750 Woodward, Ste. 201, Detroit, MI 48201	Yes	
27	University of Detroit Mercy	Career Education Ctr. (Reno Hall Rm 143) 4001 W. McNichols Rd., Detroit, MI 48202	N	
28	University of Michigan Dearborn	4091 Evergreen, Dearborn, MI 48128	N	
29	Wayne County Community College	9551 Greenfield, Detroit, MI 48228	N	
30	Wayne State University	656 Reuther Mall, Detroit, MI 48202	N	
31	Job Syndication Alliances (See Below)	Direct Employers (DE) via Paramount ViacomCBS Applicant Tracking System	N/A	
32	Indeed.com	Website posting via Paramount Applicant Tracking System	N	24
33	LinkedIn	Website Posting via Paramount Applicant Tracking System and/or Local Station postings	N	14
34	Undisclosed Professional Organization		N/A	3
35	Other (Employee did not specify)		N/A	11
36	Instagram		N	1
37	Google		N	4

TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD

130

DirectEmployers Association Job Syndication Alliances (List 1):

DIVERSITY SITES	
African American	https://africanamerican.dejobs.org/
AfricanAmericanJobsite.com	http://www.africanamericanjobsite.com/ (DE Member Jobs Only)
AsianAmericanJobsite.com	http://www.asianamericanjobsite.com/ (DE Member Jobs Only)
Asian American	https://asianamerican.dejobs.org/
The Black Perspective	https://blackperspective.com/career-search-engine/
Campus Pride	http://campuspride.jobs/
DirectEmployers Diversity	https://diversity.dejobs.org
Diversityworkers.com	http://www.diversityworkers.com/ (DE Member Jobs Only)
Father and Families Center	https://fatherresource.dejobs.org/ (DE Member Jobs & Indiana Locations Only)
Hispanic American	https://hispanicamerican.dejobs.org/
HispanicJobsite.com	http://www.hispanicjobsite.com/ (DE Member Jobs Only)
Hispanic Today	https://hispanic-today.com/career-search-engine/
Jobs4Women.net	http://www.jobs4women.net/ (DE Member Jobs Only)
Latino American	https://latinoamerican.dejobs.org/
Lgbtjobsite.com	http://www.lgbtjobsite.com (DE Member Jobs Only)
LGBTQ	https://lgbtq.dejobs.org/
Minority	https://minority.dejobs.org/
Native American	https://nativeamerican.dejobs.org/
RetiredStars.com	http://www.refiredstars.com/ (DE Member Jobs Only)
SeniorJobsNetwork.com	http://www.seniorjobsnetwork.com/ (DE Member Jobs Only)
Way Finders Careers	http://wayfinderscareers.com/
Women	https://women.dejobs.org/
Women For Hire	http://jobs.womenforhire.com/
Women in Business and Industry	https://wib-i.com/career-search-engine/

DISABILITY SITES

Allsup Employment Services	https://disability.dejobs.org/allsup-disability-partner/
Blind Inc.	https://blindinc.works/ (Minnesota Located Jobs Only)
Bosma Enterprises	https://bosma.dejobs.org (Indiana Located Jobs Only)
DirectEmployers Disability	https://disability.dejobs.org
DisabilityJobSite.com	http://www.disabilityjobsite.com/ (DE Member Jobs Only)
Disabled Veterans	https://disabledveterans.dejobs.org/
Easter Seals	https://easterseals.dejobs.org
Enable America	https://enableamerica.dejobs.org
Land A Job	https://jobs.landajob.org/
Maryland Works, Inc	https://mdworks.dejobs.org (Maryland Located Jobs Only)
National Multiple Sclerosis Society	https://nationalmssociety.dejobs.org (DE Member Jobs Only)
Options Unlimited Inc.	https://optionsunlimitedinc.dejobs.org/ (Louisville, KY Located Jobs Only)
Quest	https://questinc.dejobs.org/ (Entry Level & Orlando, FL Located Jobs Only)
The Career Index Plus	https://thecareerindex.com/dsp_intro.cfm
VetCentral – Disabled Veteran Outreach Program Representatives (DVOPs)	Jobs are emailed by geographic location; create VEVRAA Job Listing Reports in DE.works
Work In Iowa Disability (Iowa State Workforce)	http://workiniowa-disability.jobs/ (Iowa Located Jobs Only)

MILITARY/VETERAN NETWORK SITES	
ArmedServicesJobs.com	http://www.armedservicesjobs.com/ (DE Member Jobs Only)
CASY/National Guard Employment Program	https://jobs.mscn.org/usa/jobs/
DirectEmployers Veterans	https://veterans.dejobs.org
Military Spouse Employment Program (MSEP)	https://myseco.militaryonesource.mil/portal/msep/jobsearch (Only jobs from companies that have membership with BOTH MSEP and DirectEmployers Association are posted here.)
Military Spouse	https://militaryspouse.dejobs.org/
Military Spouse Connections	https://militaryspouseconnection.dejobs.org/
Military Spouse Corporate Career Network (MSCCN)	https://jobs.mscn.org/usa/jobs/
My Next Move for Veterans – U.S. DOL/ETA	http://www.mynextmove.org/vets/find/browse?c=0 Choose an Industry; Access 'Job Outlook' at bottom of page Choose 'Find Jobs'
Student Veterans Of America	http://studentveteransofamerica.jobs
The HER Foundation Inc.	https://honorher.works/
USA Cares	https://careers.usacares.org/
US Military Pipeline	https://usmilitarypipeline.com/
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's)	Jobs are emailed by geographic location; create VEVRAA Job Listing Reports in DE.works Jobs also appear on https://veterans.usnlx.com
Veteran's Enterprise	https://veteransenterprise.com/career-search-engine/
Veterans Job Bank	https://www.dol.gov/agencies/vets/veterans/findajob
VeteranJobSite.com	http://www.veteranjobsite.com/ (DE Member Jobs Only)
VetJobs	https://jobs.vetjobs.org/

FEDERAL GOVERNMENT SITES	
American Job Center (USDOL)	https://www.careeronestop.org/JobSearch/job-search.aspx
CareerOneStop (USDOL/ETA)	https://www.careeronestop.org/JobSearch/job-search.aspx
My Next Move (USDOL/ETA)	http://www.mynextmove.org Access 'Job Outlook' at bottom of the page Choose 'Find Jobs'
My Next Move for Veterans (USDOL/ETA)	http://www.mynextmove.org/vets/find/browse?c=0 Access 'Job Outlook' and 'Find Jobs'
My Skills My Future (USDOL/ETA)	http://www.myskillsmyfuture.org

STATE GOVERNMENT SITES

The National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)	https://usnlx.com
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's) (State)	Jobs are emailed by geographic location; create VEVRAA Job Listing Reports in DE.works Jobs also appear on VetCentral http://veterans.usnlx.com
State & US Territory Workforce Agency Job Distribution	All DE member jobs are delivered to over 2500+ appropriate State Workforce Agencies (ESDS), Local Veterans Employment Representatives (LVER's) or Disabled Veterans Outreach Program Representatives (DVOP's) and through the appropriate Wagner-Peyser funded Career One Stop Centers to assure VEVRAA compliance. Members access your VEVRAA Compliance Reporting through the DE.works for confirmation of job listing delivery. All 50 States, DC, Puerto Rico and Guam have signed data sharing agreements with DirectEmployers Association. Electronic exchange of job data varies by State Workforce Agencies' technical capabilities.
State of Alabama	https://alabamaworks.alabama.gov/vosnet/Default.aspx
State of Alaska	http://www.jobs.state.ak.us/jobseeker.htm
State of Arizona	https://www.azjobconnection.gov/ada/tr/
State of Arkansas	https://www.arjoblink.arkansas.gov/ada/
State of California	https://www.caljobs.ca.gov/vosnet/Default.aspx
State of Colorado	http://www.connectingcolorado.com/
State of Connecticut	https://www.cthires.com/vosnet/Default.aspx
State of Delaware	https://joblink.delaware.gov/ada/
District of Columbia	https://www.dcnetworks.org/vosnet/Default.aspx
State of Florida	https://www.employflorida.com/vosnet/Default.aspx
State of Georgia	http://employgeorgia.com/
Guam Job Bank	https://www.hireguam.com/vosnet/Default.aspx
State of Hawaii	https://www.hirehawaii.com/vosnet/Default.aspx
State of Idaho	https://idahoworks.gov/

State of Illinois	https://illinoisjoblink.illinois.gov/ada/tr/employer
State of Indiana	https://www.indianacareerconnect.com/
State of Iowa	https://www.iowaworks.gov/vosnet/Default.aspx
State of Kansas	https://www.kansasworks.com/ada/tr/
State of Kentucky	https://focuscareer.ky.gov/careerexplorer/home
State of Louisiana	https://www.louisianaworks.net/hire/vosnet/Default.aspx/
State of Maine	https://joblink.maine.gov/ada/tr/
State of Maryland	https://mwejobs.maryland.gov/vosnet/Default.aspx
State of Massachusetts	https://jobquest.dcs.eol.mass.gov/jobquest/
State of Michigan	http://www.mitalent.org/
State of Minnesota	https://www.minnesotaworks.net/
State Of Mississippi	https://wings.mdes.ms.gov/wings/welcome.jsp
State of Missouri	http://jobs.mo.gov/
State of Montana	https://montanaworks.gov/
State of Nebraska	https://newworks.nebraska.gov/vosnet/Default.aspx
State of Nevada	https://www.employnv.gov/vosnet/Default.aspx
State of New Hampshire	https://nhworksjobmatch.nhes.nh.gov/
State of New Jersey	https://newjersey.usnlx.com/
State of New Mexico	https://www.jobs.state.nm.us/vosnet/Default.aspx
State of New York	https://newyork.usnlx.com/
State of North Carolina	https://www.ncworks.gov/vosnet/Default.aspx
State of North Dakota	http://www.jobsnd.com/
State of Ohio	https://jobseeker.ohiomeansjobs.monster.com/
State of Oklahoma	https://okjobmatch.com/ada/
State of Oregon	http://www.oregon.gov/employ/pages/default.aspx
State of Pennsylvania	https://www.cwds.pa.gov/
Puerto Rico Job Bank	https://puertorico.usnlx.com/

State of Rhode Island	https://www.employri.org/vosnet/Default.aspx
State of South Carolina	https://jobs.scworks.org/vosnet/Default.aspx
State of South Dakota	https://dlr.sd.gov/
State of Tennessee	https://www.jobs4tn.gov/vosnet/Default.aspx
State of Texas	https://www.workintexas.com/vosnet/Default.aspx
State of Utah	https://jobs.utah.gov/
State of Vermont	https://www.vermontjoblink.com/ada/
State of Virginia	https://www.vawc.virginia.gov/vosnet/Default.aspx?plang=E
State of Washington	https://www.worksourcewa.com/
State of West Virginia	https://workforcewv.org/
State of Wisconsin	http://www.wisconsinjobcenter.org/
State of Wyoming	https://www.wyomingatwork.com/vosnet/Default.aspx

OTHER SITES	
Adzuna	https://www.adzuna.com/
AtlantaCareerPath.com	https://www.atlantacareerpath.com/ (DE Member Jobs Only)
AustinJobSite.com	https://austinjobsite.com/ (DE Member Jobs Only)
BaltimoreJobSite.com	https://www.baltimorejobsite.com/ (DE Member Jobs Only)
BeyondCharlotte.com	https://www.beyondcharlotte.com/ (DE Member Jobs Only)
BeyondLosAngeles.com	https://www.beyondlosangeles.com/ (DE Member Jobs Only)
BeyondSanDiego.com	https://www.beyondsandiego.com/ (DE Member Jobs Only)
BostonJobSite.com	https://www.bostonjobsite.com/ (DE Member Jobs Only)
ChicagoCareerSite.com	https://www.chicagocareersite.com/ (DE Member Jobs Only)
ColumbusJobSite.com	https://www.columbusjobsite.com/ (DE Member Jobs Only)
DallasJobSite.com	https://www.dallasjobsite.com/ (DE Member Jobs Only)

DCJobSite.com	https://www.dcjobsite.com/ (DE Member Jobs Only)
DenverJobSite.com	https://www.denverjobsite.com/ (DE Member Jobs Only)
DetroitJobSite.com	https://www.detroitjobsite.com/ (DE Member Jobs Only)
Flexjobs	https://www.flexjobs.com (only remote positions)
HoustonJobSite.com	https://www.houstonjobsite.com/ (DE Member Jobs Only)
IndianapolisGigs.com	https://www.indianapolisgigs.com/ (DE Member Jobs Only)
Internships	https://internships.dejobs.org/
Juju	http://www.job-search-engine.com/
The Ladders	http://TheLadders.com/
LasVegasJobSite.com	https://www.lasvegasjobsite.com/ (DE Member Jobs Only)
LinkedIn	https://www.linkedin.com/
LouisvilleGigs.net	https://www.louisvillegigs.net/ (DE Member Jobs Only)
ManhattanJobs.com	https://www.manhattanjobs.com/ (DE Member Jobs Only)
MemphisJobForce.com	https://www.memphisjobforce.com/ (DE Member Jobs Only)
MiamiGigs.com	https://www.miamigigs.com/ (DE Member Jobs Only)
MinneapolisCareerSite.com	https://www.minneapoliscareersite.com/ (DE Member Jobs Only)
NashvilleJobSite.com	https://www.nashvillejobsite.com/ (DE Member Jobs Only)
Nevada Career Explorer	https://nv.headed2.com/ (Nevada located jobs only)
Nexxt	http://www.nexxt.com/ (DE Member Jobs Only)
OklahomaCityJobSite.com	https://www.oklahomacityjobsite.com/ (DE Member Jobs Only)
PhillyJobs.com	https://www.phillyjobs.com/ (DE Member Jobs Only)
PhoenixJobs.com	https://www.phoenixjobs.com/ (DE Member Jobs Only)
PortlandJobSite.com	https://www.portlandjobsite.com/ (DE Member Jobs Only)
SanFranciscoGigs.com	https://www.sanfranciscogigs.com/ (DE Member Jobs Only)
SanJoseJobSite.com	https://www.sanjosejobsite.com/ (DE Member Jobs Only)
SeattleJobs.com	https://www.seattlejobs.com/ (DE Member Jobs Only)
Zippia.com	https://www.zippia.com
Ziprecruiter.com	https://www.ziprecruiter.com/

III. Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>2022 Diversity Works! Career Expo (Company Participants) Met and spoke with job seekers about career and opportunities with our WWJ-TV / WKBD-TV stations.</p>	6/23/2022	Human Resources Manager Executive News Producer
<p>Michigan State University Sales Leadership Career & Networking Fair (Company Participants) Representatives of the station met with students and business minded professionals and spoke about career and internship opportunities. The event was widely disseminated and marketed to students as Michigan State University, and more than 300 students and alumni attended the event.</p>	9/15/2022	Local Sales Manager Account Executive
<p>Michigan Association of Broadcasters Foundation Media Career Fair at Ford Field Football Arena in Detroit (Company Participants) Representatives of the station met with students and business-minded professionals and spoke about careers in broadcasting and opportunities available at our stations.</p>	12/7/2022	Executive Producer Impacting Communities Executive News Producer Sports Anchor/Producer
<p>Michigan Association of Broadcasters Foundation Media Career at the Great Lakes Media Show in Lansing, MI (Company Participants) This event was attended by over 250 students and business-minded professionals interested in the broadcast industry. We met with many students and professionals and discussed career opportunities within the broadcast industry well as opportunities available at our Detroit Stations and provided information for how to apply.</p>	3/15/2023	Human Resources Manager Executive Producer Impacting Communities
<p>Lawrence Technological University (Company Participant) This career was attended by current students and alumni who were looking for jobs, co-ops, and internships for the Summer, 2023. We participated in the event and recruited for internships and highlighted available Technical positions that alumni may have found interesting as well as other full time positions.</p>	4/13/2023	Executive Producer Impacting Communities

(b) **Internship**

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>Summer Internship Program CBS Detroit News Department personnel worked with two students over the summer to provide them with real-world on the job experience and education in the business of News. This unique opportunity also included being part of our buildout of News from the ground up as we prepared for the launch of a brand-new newscast in the Detroit Market. Students were able to go out on News stories, participated in News Meetings, and also put together a presentation based on what they had the opportunity to learn and be part of over the course of the Summer.</p>	June, 2022 – August, 2022	Two Student Interns participated

(c) Participation in Events.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>Giant Step Teen Conference at Wayne State University Executive Producer Impacting Communities (EPIC) was the "Welcome Speaker" at this event, which was attended by over 100 teens. The EPIC discussed current issues and fostering a safe environment for speaking and learning about cultural differences, as well as talked about various careers within the broadcast industry.</p>	10/25/2022	Executive Producer Impacting Communities
<p>Farmington STEAM Academy Meteorologist was invited to speak with students about the how they do their jobs at a TV station, and the science of weather. They also talked about the instruments used to predict weather, different types of weather systems, and how to stay safe during a storm.</p>	11/29/2022	Meteorologist
<p>Stevenson Elementary School – Career Day Event CBS News Detroit Producers participated in this event to help educate 5th and 6th grade students about how a Newsroom operates, what it's like to work in news, how the decisions are made regarding what stories to air, etc. This event was also featured in the newscast.</p>	11/18/22	News Producers
<p>Stevenson Elementary School – Southfield, MI One of our Meteorologists was invited to speak with 4th and 5th grade students about the science of weather, education needed to be a meteorologist, and conducted an experiment showing instant clouds. Approximately 90 students were in attendance.</p>	12/5/2022	Meteorologist
<p>Pattengill Elementary School – Ann Arbor, MI CBS Detroit Meteorologist was invited to speak with 3rd grade students about the science of weather, education needed to be a meteorologist, and conducted an experiment showing instant clouds. Approximately 50 students were in attendance.</p>	12/5/2022	Meteorologist
<p>Detroit Prep Charter School Meteorologist visited the school and spoke with approximately 45 first graders about the science of weather and answered questions from the students after giving the presentation.</p>	2/7/2023	Meteorologist
<p>29th Annual Utica Community Schools Career Focus Event Representatives of the station participated in this 2 day event, which is Michigan's 2nd largest school district. Over 2000 6th grad students made presentations over the 2 day event. Students had the opportunity to meet with Career Professionals and made presentations about their careers they are interested in, and were able to ask questions about careers in broadcasting, and the educational path needed to pursue jobs in this industry.</p>	5/9/23 – 5/10/23	Director Planning and Operations Engineering Technician
<p>Thurston High School in Redford, Michigan visit to the station Station Management hosted students from Thurston High School, where they have a growing broadcast program. The purpose of the visit was to give students a better understanding of the broadcast industry and types of jobs available. An overview presentation was made by Station Management followed by a tour of the stations where different members of each department presented their areas of expertise, and answered student questions.</p>	5/12/2023	Various Station Management and personnel
<p>Hugger Elementary School, Rochester, MI Weather Anchor/Reporter gave a presentation to two groups of students during assemblies, where he spoke about weather, how to become a meteorologist, types of weather, he gave a demo of low pressure including a levitating a basketball using a leaf-blower and showcased the NEXT Weather Tracker vehicle.</p>	5/15/23	Meteorologist

(d) Training Management Personnel

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
<p>1. Train Hiring Executives in the recruitment process for openings within their respective departments. (Ongoing)</p>	<p>Human Resources Manager, Department Heads, and all Hiring Managers</p>	<p>Train management level personnel regarding methods for ensuring equal employment opportunity and preventing discrimination.</p>
<p>2. New Hire Orientation Meetings - Company EEO and Anti-Harassment Policy Dissemination and Review (Ongoing)</p>	<p>Human Resources Manager</p>	<p>Present and review with all employees of WWJ-TV / WKBD-TV information related to our commitment to equal employment opportunity and preventing harassment in the workplace.</p>
<p>3. Paramount Global Business Conduct Statement (BCS) The BCS summarizes the most important policies and rules that apply to Paramount and its employees. It's a statement/training module of the Company's rules, ethics, and values.</p>	<p>Distributed to all current employees and all New Hires at the time of hire.</p>	<p>Course which requires employees to affirm their individual commitment to the highest standards of business ethics and workplace behavior as set forth in the Paramount Global 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.</p>
<p>4. Paramount Web-Based Training Modules distributed to all Full-Time and New Hire Employees covering the Company's "important policies and rules that apply to all Paramount employees, and the members of its Board of Directors, to help us maintain a lawful, honest, and ethical environment in our Company." Courses rotate throughout the years and include "Preventing Sexual Harassment in the Workplace", "Anti-Harassment/Discrimination Courses", "Information Security", "the American with Disabilities Act", etc.</p>	<p>All Full Time Staff Employees are required to complete online training modules within a specified timeframe. Upon course completion, employees can print a "Certificate of Completion". These courses are presented to employees on a bi-annual basis as a refresher, as well as to New Hires at the time of hire.</p>	<p>Training courses are provided 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 available in the ViacomCBS Human Resources Policy Guide which is accessible to all employees on the ViacomCBS Total Rewards internal website portal.</p>
<p>5. WorkPlace Integrity provided by Freedom Forum This workshop was geared specifically for Media employees with the goal of certification at the end of the workshop. There were 4 tenants for the curriculum: Critical Thinking; Courageous Conversations; Do you qualify as an Ally?; and Culture of Respect & Trust</p>	<p>2/27/23 and 2/28/23</p>	<p>Assistant Controller participated in this workshop and upon completion, received certification and is now able to act as a Trainer for other Paramount Stations and/or Divisions of the Company.</p>

Training Programs to Enable Station Personnel to Acquire Skills for Higher Positions

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
<p>6. Propel Learning at Paramount (Ongoing)</p>	<p>Available to all Full Time Staff Employees</p>	<p>Propel is Paramount’s Learning and Development portal, which contains learning options, approaches and programs to help employees and managers develop new skills and grow their careers at Paramount. It includes weekly “lightning” courses on focused skills to enable our people managers to be even better leaders, and expanded monthly courses for all employees on diverse topics such as emotional intelligence and courageous conversation – all aimed at supporting personal development.</p>
<p>7. LearnLab (LinkedIn Learning, get Abstract, Brainstorm) (Ongoing)</p>	<p>Available to all Full Time Staff Employees</p>	<p>An enormous library of on-demand learning courses and opportunities available to all fulltime staff employees. Designed to enable station personnel to acquire skills that could qualify them for higher level positions within the company.</p>
<p>8. Goal setting and Performance Feedback (Ongoing)</p>	<p>Available to all Full time Staff Employees</p>	<p>Performance Development program for employees and managers 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.</p>