

EXHIBIT E

- 1) Recruitment Initiatives 2020-2021**
- 2) Recruitment Initiatives 2021-2022**

Recruitment Initiatives 2020-2021

Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>NABJ / NAHJ 2020 Virtual Convention. As proud Platinum Sponsors, the CBS presence is strong with valuable panels, workshops, Career Fair, and our Virtual Photo Booth.</p> <p>CBS News will have 3 virtual booths this year, including Off-Air Talent, On-Air Talent and Hair, Makeup & Wardrobe Consultations. Attendees will have the opportunity to meet hiring managers, executive producers, senior producers, and recruiters to discuss job opportunities, career goals and reel critiques.</p>	August 05-07, 2020	John Wilson, VP/News Director

(b) Internship

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
CBS stations group internship programs were canceled for 2020 per corporate coronavirus pandemic guidance	N/A	N/A

(c) Participation in Events.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
CBS stations events were canceled for 2020 per corporate coronavirus pandemic guidance	N/A	N/A

Training Management Personnel

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
ViacomCBS' e-training course for our Global Business Practices Statement ("BPS").	All Full-Time Employees January 2020	ViacomCBS' BPS is our code of conduct and reflects our commitment to strong ethical behavior and rigorous standards of business conduct. Across all of our brands, channels and regions, our BPS imparts the standards expected of everyone working for or on behalf of ViacomCBS. It outlines our overall ethical approach, explains our individual behavioral/legal responsibilities, and underscores our commitment to conducting business in a responsible and respectful manner.
Great Feedback Training – designed for managers.	February 25, 2021	Providing training to enable station personnel to acquire skills that could qualify them for higher level positions. Managers learn the feedback fundamentals and how to incorporate them with their teams. Explored how to start, participate, and finish a feedback conversations to create a positive feedback climate.

Recruitment Initiatives 2021-2022

Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>NABJ 2021 Virtual Convention & Career Fair. As proud Partner Diamond Sponsor, the CBS presence is strong with sessions featuring CBS News journalists and executives.</p> <p>Attendees will have the opportunity to meet and connect with CBS News representatives, recruiters, and journalists during the convention.</p>	<p>August 18-20, 2021 3-day Career Fair</p>	<p>John Wilson, VP/News Director Other CBS News Group personnel</p>

(b) Participation in Events.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>MaST Community Charter School (Virtual Career Week): The station sent a video of Pat Gallen discussing his career in the media.</p>	<p>5/3/2021</p>	<p>Pat Gallen: Sports Anchor</p>
<p>Rowan University - Alumni Success Interview: Tom Gardiner spoke on his journey to CBS3 in a recruiting/marketing video for his alma mater.</p>	<p>10/28/2021</p>	<p>Thomas Gardiner: News Photographer</p>

Thomas Jefferson University - Professor Evan Laine's Pre-Law Class (In-Person Lecture): Jim Donovan engaged in a Q&A about media and broadcasting with 25 attendees	12/2/2021	Jim Donovan: Anchor
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Training Management Personnel.

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
ViacomCBS' e-training course for our Global Business Practices Statement ("BPS").	All Full-Time Employees December 2021 - January 2022	ViacomCBS' BPS is our code of conduct and reflects our commitment to strong ethical behavior and rigorous standards of business conduct. Across all of our brands, channels and regions, our BPS imparts the standards expected of everyone working for or on behalf of ViacomCBS. It outlines our overall ethical approach, explains our individual behavioral/legal responsibilities, and underscores our commitment to conducting business in a responsible and respectful manner.
Mind Gym - Virtual workout, Building bridges We have all experienced—or witnessed—an act of exclusion. We may have wondered if we should respond, how to respond or whether it was bad enough to warrant a response at all.	All department heads and 2 nd level managers April 15, 2021	In this session managers learn to recognize both the overt and subtle forms of exclusion, before exploring ways to overcome the common psychological blockers that convince us to stay silent. Overcoming these will allow us to decide when and how we're going to speak up in a way that builds bridges and creates more inclusion.
Mind Gym Virtual workout, Your impact on others What is Your impact on others all about? Imagine this: you behave in exactly the same way with two different people. One sees you as honest, the other as ruthless. Why does this happen? We've each got different ways of looking at the world. And if we understand how others look at things (and us), then we can adapt the way we behave. Explore how to spot the things that make different people tick, and learn how to flex your behavior to have the greatest impact on others.	All department heads and 2 nd level managers August 12, 2021	In this session managers learn to: •Spot when we're letting our own motivations influence how we interpret others' behavior. •Appreciate how your behavior affects those around you. •Recognize your strengths and weaknesses, so you can manage your impact on others in different situations.

<p>Preventing Sexual Harassment</p>	<p>All Full-Time Employees January 04, 2022</p>	<p>Everyone has the right to work in a safe and respectful work environment that is free from sexual harassment. Whether part-time, full-time, temporary, or engaged as a contractor or intern, we must remember that the workplace is a shared environment and we are each responsible for our own actions.</p> <p>In this course employees learn about the various aspects of sexual harassment, including who's protected against it, how and where it can happen, and the actions you can take to prevent it.</p>
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From: [Wilson, John M](#)
To: [Marrero, Paul](#)
Subject: FW: #NABJ21 Virtual Convention & Career Fair Registration Confirmation (Partner)
Date: Tuesday, February 1, 2022 4:52:18 PM

College students and young professionals...

JOHN WILSON
VICE PRESIDENT / NEWS DIRECTOR | CBS3 EYEWITNESS NEWS
215.977.5420 | john.wilson@cbs3.com



From: john.wilson@nabj.org <john.wilson@nabj.org>
Sent: Thursday, July 22, 2021 5:48 PM
To: Wilson, John M <john.wilson@kyw.com>
Cc: john.wilson@cbsnews.com
Subject: #NABJ21 Virtual Convention & Career Fair Registration Confirmation (Partner)

External Email

John Wilson
CBS News
524 W. 57th St.
New York, NY - 10019

Dear John:

We are pleased to confirm your registration for the #NABJ21 Convention & Career Fair on Aug. 18-21, 2021. Click the link below to view your registration receipt.

You're registered for:

Sales Date	Description	Unit Price	Qty	Gross Amount
07/22/21	Full Registration Partner Comp	\$0.00	1	\$0.00
Balance Due				\$0.00

Listed below is your Attendee Service Center (ASC) link and login information to update

your registration information and make payments. NOTE: All balances must be paid in full on or before July 31, 2021.

Attendee Service Center

ASC URL: https://s4.goeshow.com/nabj/annual/2021/asc_login.cfm

ASC Password: 716038

For your convenience, we have listed below our convention cancellation policies. Please read them carefully and note any deadlines and fees.

Cancellations and Refunds

Registration refund requests must be submitted HERE, on our internal portal, by July 31, 2021. Refunds will not be issued for cancellations made after this date regardless of registration date or no-shows. Refunds will be issued within 6 weeks after the conference, and a processing fee will be deducted. Registrations processed prior to July 31, 2021, will be eligible for a refund, less a \$50 administration fee for Partners.

Career Fair

Get a head start as you prepare for the #NABJ21 Career Fair! Upload your resume and links to your reel or portfolio for recruiters to preview before the conference at www.nabjcareers.org. Attendees will be able to request appointments in the vFairs exhibit hall starting at 8 a.m. EDT on Aug. 4-20. Appointments are based on the recruiters' availability.

We recommend you submit your resume/reel as early as possible and no later than the end of day Aug. 1! Recruiters may choose to reach out to you in advance.

Don't forget to post/reupload your resume/portfolio/reel and be sure to select that you will be attending the "NABJ 2021 Virtual Career Fair/Convention" so recruiters can easily find you in our convention database.

Convention Access

To sign in to the convention on Wednesday, Aug. 18 beginning at 7 a.m. EDT, please go to nabj21.vfairs.com. (This site will also be updated with event information leading up to the conference). Bookmark or save this link and use it every day during the convention.

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You will be prompted to log in.

-
-

Your login ID is the email you registered for convention with, which is **wilson@kyw.com**.

-
-

Your password is numeric and exclusive to you. It is **716038**.

-
-

Please keep this info available at all times, as you will need it a few times throughout the day. When promoted, always enter your full name.

Additional Conference Information

Stay tuned to nabj21.vfairs.com for all your conference needs – including program, speakers, and exhibitor information.

Questions

Contact our registrar at membership@nabj.org between the hours of 9:00 a.m. and 5:00 p.m. EDT, Monday – Friday.

This confirmation letter serves as your written receipt. Please keep it for your records. Thank you for your attendance and continued support of NABJ!

We look forward to seeing you virtually!

Sincerely,
#NABJ21

Notifications and Disclaimers: As a media-centric organization, all NABJ events are subject to being photographed, video/audio-recorded or live-streamed. Attendees, exhibitors, special guests, presenters, and partners of events may be captured via these formats. Full sessions and activities are subject to live-streaming and all such content is the sole property of NABJ to be used in any way NABJ determines to be appropriate.

In order to provide listed services and event access, NABJ may export your basic registration information to a secure convention vendor or partner (this includes name and email address but not financial or private information).

Please Note: Underage drinking is not permitted at NABJ events. In addition, all convention attendees are subject to the rules of the NABJ Code of Conduct.

Important Notice: Entry to each event is on a first-come, first-serve basis based on capacity. At the discretion of NABJ, some sessions may be available for limited playback.

From: [Hampton, Alicia C](#)
To: [Marrero, Paul](#)
Cc: [Wilson, John M](#)
Subject: Fw: Thomas Jefferson University - Donovan Appearance - 12/2/21
Date: Wednesday, May 4, 2022 12:22:50 PM
Attachments: [Donovan 12-2 Jefferson Univ Speaker \(Philly\).pdf](#)
[image.png](#)

Good afternoon,

Below is Jim Donovan's event confirmation for his Thomas Jefferson University visit.

Thank you,

ALICIA HAMPTON
NEWS ASSOCIATE | CBS3 & THE CW PHILLY
P 215.977.5422 | [\[REDACTED\]@cbs3.com](#)



From: Hampton, Alicia C
Sent: Tuesday, November 30, 2021 4:01 PM
To: @KYW-TV AssignmentDesk <[\[REDACTED\]@cbs3.com](#)>; Fitton, Steven <[\[REDACTED\]@viacomcbs.com](#)>
Cc: Visomirski, Sara <[\[REDACTED\]@viacomcbs.com](#)>; Stewart, Brandin <[\[REDACTED\]@viacbs.com](#)>; Wilson, John M <[\[REDACTED\]@viacomcbs.com](#)>; Fabian, Jonelle <[\[REDACTED\]@viacomcbs.com](#)>; Smith, Manny <[\[REDACTED\]@viacomcbs.com](#)>; Donovan, Jim G <[\[REDACTED\]@viacomcbs.com](#)>
Subject: Thomas Jefferson University - Donovan Appearance - 12/2/21

Hello All,

Jim Donovan will be the guest speaker for Professor Evan Laine's Class at **Thomas Jefferson University's East Falls Campus** on **Thursday, December 2, 2021**. This appearance goes from **11:00 AM to 12:00 PM**.

Contact: Professor Evan Laine

Phone: (215) [\[REDACTED\]](#)

Public Appearance Confirmation Sheet Attached

Kind Regards,

Alicia Hampton
News Associate
215.977.5422 | [\[REDACTED\]@cbs3.com](#)

| |

Accepted ✓



Public Appearance Confirmation Sheet

CBS 3 Anchor/Reporter and Role Jim Donovan - Guest Speaker

Date Thur 12/2/21 Time start/end 11 AM - Noon

Number of Attendees 25

Name of Event Professor Evan Laine's Class at Thomas Jefferson University

Location East Falls Campus

4201 Henry Ave, Philadelphia, PA 19144

Description of event Pre-law class. Q/A about media and broadcasting

Contact name Professor Evan Laine

Organization Thomas Jefferson University

Contact Email [redacted]@Jefferson.edu

Phone # 215-[redacted] Cell phone # _____

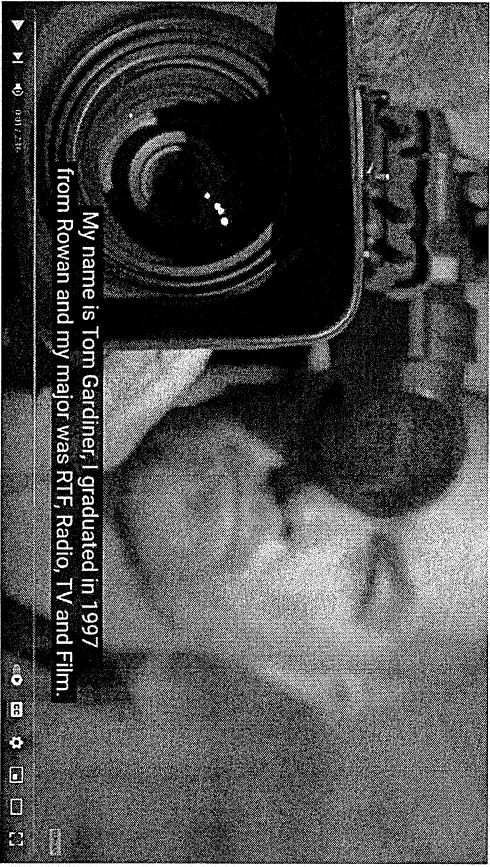
Organization agrees to conform to the following guidelines:

- CBS 3's name and the name, title and photo of the personality booked must appear in all promotional material printed for the event. **This copy must be approved by the station prior to printing.** (FAX to 215-977-5659 or email: nick@cbs3.com for same day approval)
- The station logo must appear on all printed materials and must be no smaller than other event sponsor logos. Any publicity or social media done to promote the event should include the Anchor/Reporter and CBS 3's social info.

CBS 3 Contact: Dani Nick (215) 977-5422

CC: Organization (with Bio/Photo)
 Brien Kennedy
 John Wilson
 Lauren Sullivan
 Reminder (To Talent)

Assignment Desk
 Shemeka Moore
 Samuel Gardner
 Stephen McKenzie



Alumni Success: Tom Gardiner '97 Captures I.A.I.V.
 180 Views · Nov 4, 2021

Rowan University
 302k subscribers

Tom Gardiner a Radio/TV/Film alum works as a news photographer and has captured thousands of stories over the past 20 years. He's covered many Philadelphia stories from local news to the Eagles Super Bowl win. "I'd like to think of myself as a successful person, and I owe it to Rowan."

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- Campus Profile - Wesleyan University**
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 University of Arizona
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- DINE ON CAMPUS!**
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 605 Views · 1 year ago
- Top 10 Moments That Made Us Love Tom Hiddleston**
 Malibu
 336k Views · 8 months ago
- CAD Spring Commencement**
 Rowan University
 911 Views · Streamed 1 day ago
- Pretty Woman! Cast Reunites 25 Years Later!**
 TODAY
 726k Views · 7 years ago
- My College Apartment Tour Pt. 2**
 Rowan University
 141 Views · 3 months ago
- How To (or Should You?) Prune Hydrangeas in Early Spring**
 590k Views · 1 year ago
- Johnny Depp bombshell testimony: Amber Heard's line...**
 UNINFORM from FOX
 3.1M Views · 8 days ago

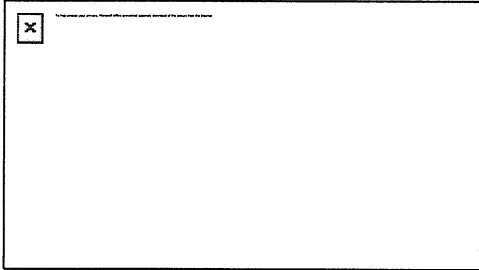
Sproul, Gayle C

From: Hampton, Alicia C
Sent: Wednesday, May 4, 2022 12:31 PM
To: Marrero, Paul
Cc: Wilson, John M
Subject: Fw: Interview request

Hi Paul,

Below is the video interview link. It is titled "Alumni Success: Tom Gardiner '97 Captures It All".

<https://www.youtube.com/watch?v=anZ0d9bb1e0>



Alumni Success: Tom Gardiner '97
Captures It All 📺

Tom Gardiner a Radio/TV/Film alum works as a news photographer and has captured thousands of stories over the past 20 years. He's covered many Philadelphia S...

www.youtube.com

Thank you,

ALICIA HAMPTON
NEWS ASSOCIATE | CBS3 & THE CW PHILLY
P 215.977.5422 | hampton@cbs3.com

CBS PHILLY

From: Wilson, John M <wilson@viacomcbs.com>
Sent: Thursday, October 28, 2021 3:09 PM
To: Gardiner, Thomas <gardiner@viacomcbs.com>; Visomirski, Sara <visomirski@viacomcbs.com>; Hampton, Alicia C <hampton@cbs3.com>
Subject: RE: Interview request

Hi -

This is fine with me Tom. Adding in Sara Visomirski and Alicia Hampton so they're aware. I know you will do us (and Rowan) proud!

John

JOHN WILSON

VICE PRESIDENT / NEWS DIRECTOR | CBS3 EYEWITNESS NEWS
215.977.5420 | [REDACTED]@cbs3.com

-----Original Message-----

From: Gardiner, Thomas [REDACTED]@kyw.com>

Sent: Thursday, October 28, 2021 11:56 AM

To: Wilson, John M <[REDACTED]@kyw.com>

Subject: Interview request

Hey John,

I wanted to see if it's OK if I granted an interview with my alma mater Rowan University? They want to do some recruiting/marketing with alumni and different walks of life in terms of careers. And they will slightly focus on my employment here at CBS three. Just wanted to make sure that was OK to do it.

Regards,

Tom Gardiner

P.s. I will forward you the links when they have been completed

Sent from my iPhone