

**KDKA-TV AND WPCW-TV
EEO PUBLIC FILE REPORT**

This Report covers full-time vacancy recruitment data for the period April 1, 2022 to March 22, 2023

1) Employment Unit: CBS Broadcasting Inc.

2) Unit Members (Stations and Communities of License): KDKA-TV and WPCW-TV, Pittsburgh, PA

3) EEO Contact Information for Unit Member:

Mailing Address: 420 Fort Duquesne Blvd, Ste 100 One Gateway Center Pittsburgh, PA 15222	Telephone Number: 412-575-2200
	Contact Person: J Tamburo
	E-mail Address: jtamburo@kdka.com

**4) FULLTIME 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
Producer	1-33	Internal Promotion
News Director	1-33	Employee Referral
Tech Specialist	1-33;34	Paramount Careers Site
Producer	1-33	Paramount Careers site
Digital Line Producer	1-33	Internal Promotion
Web Producer	1-33	Former per-diem
Technician	1-33;34	Former per-diem
Producer	1-33	Employee Referral
Multi Skilled Journalist	1-33;35	Former per-diem
Account Executive	1-33	Paramount Careers Site
Assistant News Director	1-33	Internal Promotion
Multi Skilled Journalist	1-33;35	Former per-diem
Director Streaming & Digital	1-33	LinkedIn
Creative Producer	1-33	Paramount Careers site
Multi Skilled Journalist	1-33;35	Paramount Careers site
Producer Sports	1-33	Former per-diem
Multi Skilled Journalist	1-33;35	Paramount Careers site
Producer	1-33	Paramount Careers site
Director Creative Services	1-33	Former per-diem
Digital Line Producer	1-33	Former per-diem
Producer	1-33	Paramount Careers Site
Associate Producer	1-33	Paramount Careers site
Multi Skilled Journalist	1-33;35	Paramount Careers site
Assoc Digital Line Producer	1-33	Paramount Careers site
Multi Skilled Journalist	1-33;35	Former per-diem
Producer	1-33	Internal Promotion
Producer	1-33	Employee Referral
Producer	1-33	Paramount Careers site
Assignment Desk Editor	1-33	Paramount Careers site

() Check here if additional Full-Time Job Vacancies filled are listed on an attached sheet, using identical format.

5) MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
(1) Bidwell Training Center, Inc.	Career Services	1815 Metropolitan Avenue Pittsburgh, PA 15233	412-323-4000	No
(2) Goodwill of South Western PA	Robert S. Foltz Building	118 52nd Street Pittsburgh, PA 15201	412-481-9005	No
(3) NAACP Pittsburgh		2203 Wylie Avenue Pittsburgh, PA 15219	412-471-1024	No
(4) NAACP Greensburg/Jeanette		1011 Old Salem Road, Suite 207 Greensburg, PA 15601	724-838-9146	No
(5) National Black MBA's		P.O. Box 71213 Pittsburgh, PA 15213		No
(6) Renewal, Inc.	Employment Facilitator Denise Deroba	601 Grant Street Pittsburgh, PA 15219	412-690-2445	No
(7) Saint Vincent College		300 Fraser Road Latrobe, PA 15650	724-532-6600	No
(8) Urban League of Pittsburgh	Employment & Training Dept	332 Fifth Ave, Fl 4 Pittsburgh, PA 15222-2222	412-227-4802	No
(9) Urban League of Shanago Valley	Erin Houston	601 Indiana Avenue Farrell, PA 16121	724-981-5310	No
(10) Life's Work	Career Connections	2403 Sidney Street, Ste 500 Pittsburgh, PA 15203	412-471-2600	No
(11) DirectEmployers Association	Distributed to List 1 below	Online Career Portal Posting	866-268-6206	No
(12) Department of Labor and Industry Office of Vocational Rehabilitation	Vocational Rehab Supervisor John Miller	531 Penn Avenue Pittsburgh, PA 15222	412-392-4950	No
(13) Lee Hecht Harrison		3651 Holiday Drive Pittsburgh, PA 15220	412-733-2500	No
(14) PA Career Link	Elizabeth Suter	304 Wood Street Pittsburgh, PA 15222	412-552-7100	No
(15) TV Jobs	Broadcast Employment Services	PO Box 4116 Oceanside, CA 92052		No
(16) Community College of Allegheny County	R Metz	800 Allegheny Avenue Pittsburgh, PA 15233	412-237-3100	No
(17) Life Path	Ann Marie Surovy	2 Life Mark Drive Sellersville, PA 18960	215-257-0471	No
(18) Waynesburg University	Career Services	51 West College Street Waynesburg, PA 15370	724-627-8191	No
(19) Council of Three Rivers American Indian	Kerry Jevsevar	120 Charles Street Dorseyville, PA 15328	412-782-4457	No
(20) Grove City College		100 Campus Drive Grove City, PA 16127	724-458-2000	No
(21) Robert Morris		6001 University Blvd Moon Twp., Pa 15108	412-397-3000	No
(22) LaRoche University	Rebecca Rosswog	9000 Babcock Blvd Pittsburgh, PA 15237	412-367-9300	No
(23) Edinboro State University	Monica Clem Center for Career Services	219 Meadville Street Edinboro, PA 16444	814-732-2000	No
(24) Duquesne University	Career Services	600 Forbes Avenue Pittsburgh, PA 15282-0104	412-396-6632	No
(25) Point Park University		201 Wood Street Pittsburgh, PA 15222	412-391-4100	No
(26) Carlow College		3333 Fifth Avenue Pittsburgh, PA 15213	412-578-6000	No
(27) Chatham University		106 Woodland Road Pittsburgh, PA 15232	412-365-1100	No
(28) N.E.E.D.	Dr. Marcia Sturdivant PHD	429 4 th Avenue 20 th Floor Pittsburgh, PA 15219	412-566-2760	No
(29) PBMF Pittsburgh Black Media Federation		P.O. Box 292 Pittsburgh, PA 15230	412-339-0730	No
(30) Media Associaton of Pittsburgh		P.O. Box 25391 Pittsburgh, PA 15220		No

(31) Dept. of Veterans Affairs		1010 Delafield Raod Pittsburgh, PA 15215	412-822-2222	No
(32) Nat'l Academy of TV Artists and Sciences	Tara Faccenda, Executive Director	85 Overlook Circle Garnet Valley, PA 19060	610-859-8886	No
(33) Paramount Careers Portal		www.paramount.com/careers		N/A
(34) Triangle Tech	Career Advisor	1940 Perrysville Avenue Pittsburgh, PA 15214	412-359-1000	No
(35) Talent Dynamics		www.talentedynamics.com		No

6) Total # of Interviewees Referred by Each Source: For the period from April 1, 2022 to March 22, 2023, this Employment Unit interviewed 131 interviewees for full time vacancies.

<u>Recruitment Source</u>	<u>Number of Interviewees Referred</u>
(1) Current Fulltime Employee	11
(2) Paramount Career Portal	98
(3) Current Per-Diem	12
(4) Current Employee Referral	6
(5) Job Board Linked In	4

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.retiredstars.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.msccn.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.msccn.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

<p>The National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)</p>	<p>https://usnlx.com</p>
<p>VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's) (State)</p>	<p>Jobs are emailed by geographic location; create VEVRAA Job Listing Reports in DE.works Jobs also appear on VetCentral http://veterans.usnlx.com</p>
<p>State & US Territory Workforce Agency Job Distribution</p>	<p>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.</p>
<p>State of Alabama</p>	<p>https://alabamaworks.alabama.gov/vosnet/Default.aspx</p>
<p>State of Alaska</p>	<p>http://www.jobs.state.ak.us/jobseeker.htm</p>
<p>State of Arizona</p>	<p>https://www.azjobconnection.gov/ada/r/</p>
<p>State of Arkansas</p>	<p>https://www.arjoblink.arkansas.gov/ada/</p>
<p>State of California</p>	<p>https://www.caljobs.ca.gov/vosnet/Default.aspx</p>
<p>State of Colorado</p>	<p>http://www.connectingcolorado.com/</p>
<p>State of Connecticut</p>	<p>https://www.cthires.com/vosnet/Default.aspx</p>
<p>State of Delaware</p>	<p>https://joblink.delaware.gov/ada/</p>
<p>District of Columbia</p>	<p>https://www.dcnetworks.org/vosnet/Default.aspx</p>
<p>State of Florida</p>	<p>https://www.employflorida.com/vosnet/Default.aspx</p>
<p>State of Georgia</p>	<p>http://employgeorgia.com/</p>
<p>Guam Job Bank</p>	<p>https://www.hireguam.com/vosnet/Default.aspx</p>
<p>State of Hawaii</p>	<p>https://www.hirenethawaii.com/vosnet/Default.aspx</p>
<p>State of Idaho</p>	<p>https://idahoworks.gov/</p>

State of Illinois	https://illinoisjoblink.illinois.gov/ada/r/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/r/
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/r/
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://networks.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/

7) Supplemental Recruitment Measures. List and briefly describe the Supplemental Recruitment Measures undertaken during the preceding twelve (12) months for the following four (4) recruitment activities.

(a) Job Fairs

Description of Recruitment Measure:	Date:	Personnel Involved:
<p>National Association of Black Journalists NABJ-NAHJ Convention and Career Fair</p> <p>Premier conference for journalism education, career development, networking and industry innovation. Attracting leaders and influencers in journalism, media, technology, business and entertainment. The nation’s top journalists, media executives, journalism educators, public relations professionals and students will gather. Focus on connecting minority candidates with broadcasting.</p>	8/3/2022 – 8/7/2022	Assignment Desk Editor
<p>Fall Job Fair presented by St Barnabas Mall at Robinson</p> <p>Linking university, college and technical students to job opportunities and networking atmosphere.</p>	10/20/2022	Marketing Manager; Creative Services Intern
<p>Junior Achievement of Western Pennsylvania Inspires Career Fair Virtual participation</p> <p>Junior Achievement (JA) inspires and prepares young people to succeed in a global economy. JA gives young people the knowledge and skills they need to own their economic success, plan for their future and make smart academic and economic decisions</p>	1/13/2023	Anchor; Reporter/Anchor; Reporter; Meteorologist
<p>Point Park University Career Rediness Pittsburgh, PA</p> <p>Engaging students who are actively seeking internships and job opportunities.</p>	3/22/2023	Marketing Manager

Internships

Description of Recruitment Measure:	Date:	Personnel Involved:
<p>KDKA TV and WPCW TV offer internships during school semesters. The students selected are college juniors and seniors for in the field operations. Interns receive mentoring from department heads and leaders throughout the company, in addition to hands-on experience.</p>	8/22/2022 – 12/9/2022	Creative Services Director; Marketing Manager

(b) Participation in Events

Description of Recruitment Measure:	Date:	Personnel Involved:
<p>Beaver Falls Elementary School Beaver Falls, PA Teaching students about meteorology and explaining the importance of including climate change in weather casts</p>	<p>4/8/2022</p>	<p>Meteorologist</p>
<p>Learning Enrichment Activity Day LEAD Bethel Park High School, PA Engaged students in learning effective communication and story-telling skills</p>	<p>4/12/2022</p>	<p>Reporter</p>
<p>What does a meteorologist do! Hance Elementary School, virtual learning Explanation of meteorologists' role and virtual tour of the weather center, studio and control room</p>	<p>4/26/2022</p>	<p>Meteorologist</p>
<p>Take Your Child to Work Day KDKA-TV station Education and activities relating to careers in journalism and broadcasting</p>	<p>4/28/2022</p>	<p>Tech Specialist; Meteorologist; Anchor; Engineering Technician; Account Executive; Weather Anchor; Assignment Desk Editor</p>
<p>Bradford Woods Elementary School Understanding the weather and a meteorologist career</p>	<p>5/23/2022</p>	<p>Meteorologist</p>
<p>Beaver Falls Library Introduced weather broadcasting, storm preparation and how to become a meteorologist</p>	<p>8/30/2022</p>	<p>Meteorologist</p>
<p>Penn State University College of Communications Society of Professional Journalists SPJ chapter students on-site for KDKA-TV studio tour and discussion with newsroom and studio crew about careers in front and behind the camera</p>	<p>9/28/2022</p>	<p>News Director; General Manager; Technician; Reporter</p>
<p>Indiana University of Pennsylvania Journalism students on site to conduct an interview about an alumni Reporter's career and why journalism is important</p>	<p>10/4/2022</p>	<p>Reporter</p>
<p>STEAM Fest Pittsburgh Zoo and Aquarium Fostering a movement to help students understand academic disciplines of Science, Technology, Art, Engineering and Mathematics. Emphasis on the discipline of Meteorology and the career of being a Meteorologist</p>	<p>10/10/2022</p>	<p>Meteorologist</p>

State Street Elementary School Ambridge, PA Introduced the basics of being a meteorologist	10/21/2022	Meteorologist
Canonsburg Middle School Presentation to students about the broadcast business and meteorology	10/21/2022	Meteorologist
Pittsburgh Technical College Steps to Career Success Event to discuss transitioning from college to first job in broadcast industry	11/11/2022	Commercial Videographer
Fund for Advancement of Minorities through Education FAME KDKA-TV Tour for scholars who have a direct interest in television news. Studio crew spoke to students about careers in broadcast television	11/12/2022	Assignment Editor; Technician
Diversity Equity Inclusion and Belonging (DEIB) with the American Press Institute August Wilson Center How newsrooms include diversity and improving inclusion in Pittsburgh's newsrooms. How to broaden our reach and attract more diverse applicants	1/24/2023	Assignment News Editor
New Castle Christian Academy Presentation to students K-8 about meteorology and the importance of reporting on weather events like tornadoes	2/16/2023	Meteorologist
Pittsburgh Elevated and Emerging Leaders PEEL The importance of talk shows and special segments to the community on local television	3/7/2023	Reporter/Anchor

c) Training Management Personnel.

Description of Training:	Personnel Involved:	Describe Training:
Paramount Business Practices Statement (BPS)	All Full Time Staff employees and distributed to new hires upon start date	This is the Company's code of conduct which sets out standards that define what is expected both in terms of high ethical standards and compliance with all applicable laws. Key resource to help employees navigate any number of sensitive and complex situations that may arise.
New Hire Onboarding / Orientation Meetings	All new hires; Manager	Company EEO and Anti-Harrassment Policy dissemination and review. Present and review information with employees related to our commitment to equal employment opportunity and preventing harassment in the workplace.
Propel – Learning at Paramount	Available to all full time staff employees	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 enables our people managers to be even better leaders and courses for all employees on diverse topics such as emotional intelligence and courageous conversation to support personal growth and professional development.

Paramount Web-Based Compliance Training Modules	All employees ongoing	Paramount employees complete required e-training courses for the purposes of reiterating adherence to standards outlined in the Business Conduct Statement, as well as the company's Non-Discrimination and Anti-Harrasment policy. The trainings include outlining steps employees should take if the believe unlawful practices occur in the workplace. These polices are also available in the Paramount policy guide which is accessible to all employees on the portal and internal resource center.
LearnLab (LinkedIn Learning, Brainstorm)	Available to all fulltime staff employees ongoing	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.
Goal setting and Performance Feedback	Available to all fulltime staff employees ongoing	Performance Development program for employees and managers to drive meaningful and ongoing conversations about impact and growth. Employees establish gaols that are clear, high-impact and aligned to priorities and receive feedback from managers to proactively assist them in their career development.
Inclusive Leadership Training September 2022	News management	Master Class for Media Managers. Interactive workshop with news management team focused on effective leadership culture.