

**KDKA-TV AND WPKD-TV  
ANNUAL EEO PUBLIC FILE REPORT**

**This Report covers the period March 23, 2023 to March 22, 2024**

**Employment Unit: CBS Broadcasting Inc.**

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

**I) FULLTIME VACANCIES DURING REPORTING PERIOD – Jobs Filled  
(See Master Recruitment Source List For Recruitment Source Data)**

<b>Job Title</b>	<b>Hire Date</b>	<b>Recruitment Source Notified of Job Vacancy</b>	<b>Recruitment Source of Hiree</b>
Commercial Videographer	7/10/2023	1-33	Paramount Career Site
Producer	7/24/23	1-33	Paramount Recruiter Contact / Career Site
National Sales Manager	8/14/2023	1-33	Paramount Career site - Internal Promotion
Assignment Editor	9/18/2023	1-33	Paramount Career Site/Recruiter Contact
Multi-Skilled Journalist	9/18/2023	1-33;35	Paramount Career Site
Digital Line Producer	9/25/2023	1-33	Internal Move / Paramount Career Site
Technician	10/9/2023	1-33; 34	Internal Promotion
Producer	10/9/2023	1-33	LinkedIn
Producer	10/16/2023	1-33	Indeed
Creative Producer	10/16/2023	1-33	Indeed
Writer/Editor	10/30/2023	1-33	Internal Promotion
Account Manager – Sales	10/30/23	1-33	Employee Referral
Producer	11/6/2023	1-33	Paramount Career Site/Recruiter Contact
Multi-Skilled Journalist	11/6/2023	1-33;35	LinkedIn
Creative Producer	11/13/2023	1-33	LinkedIn
Executive Producer – News	12/4/2023	1-33	Employee Referral
Anchor/Multi-Skilled Journalist	12/18/2023	1-33;35	Paramount Careers site
VP Sales	1/16/2024	1-33	Employee Referral
Photojournalist	1/16/2024	1-33	Indeed
Producer	2/20/2024	1-33	Indeed
Photojournalist	3/18/2024	1-33	LinkedIn
Multi-Skilled Journalist	3/18/2024	1-33;35	Paramount Careers site

## II) Recruitment Sources Notified of Full Time Vacancies During Reporting Period

Recruitment Source	Contact Person	Address:	Phone Number:	Requested Notice (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 Deroa	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 Shauago 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 I 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 <sup>th</sup> Avenue 20 <sup>th</sup> 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

<u>Recruitment Source</u>	<u>Number of Interviewees Referred</u>
(1) Paramount Career Portal	39
(2) Paramount Recruiter Contact	22
(3) Internal Promotion	2
(4) Current Per-Diem to Full Time (Internal)	2
(5) Current Employee Referral	23
(6) Indeed	16
(7) LinkedIn	14
(8) Google	3
<b>TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD</b>	<b>121</b>

**DirectEmployers Association Job Syndication Alliances (List 1):**

DIVERSITY SITES	
African American	<a href="http://africanamericantalent.us/">http://africanamericantalent.us/</a>
AfricanAmericanJobsite.com	<a href="http://www.africanamericanjobsite.com/">http://www.africanamericanjobsite.com/</a> (DE Member Jobs Only)
AsianAmericanJobsite.com	<a href="http://www.asianamericanjobsite.com/">http://www.asianamericanjobsite.com/</a> (DE Member Jobs Only)
Asian American	<a href="http://asianamericanjobs.com/">http://asianamericanjobs.com/</a>
The Black Perspective	<a href="https://blackperspective.com/career-search-engine/">https://blackperspective.com/career-search-engine/</a>
Campus Pride	<a href="http://campuspride.jobs/">http://campuspride.jobs/</a>
Career Diversity	<a href="https://careerdiversity.com/">https://careerdiversity.com/</a>
DirectEmployers Diversity	<a href="https://diversity.dejobs.org">https://diversity.dejobs.org</a>
Diversityworkers.com	<a href="http://www.diversityworkers.com/">http://www.diversityworkers.com/</a> (DE Member Jobs Only)
Father and Families Center	<a href="https://fatherresource.dejobs.org/">https://fatherresource.dejobs.org/</a>
Hispanic American	<a href="https://hispanicamerican.dejobs.org/">https://hispanicamerican.dejobs.org/</a>
HispanicJobsite.com	<a href="http://www.hispanicjobsite.com/">http://www.hispanicjobsite.com/</a> (DE Member Jobs Only)
Hispanic Today	<a href="https://hispanic-today.com/career-search-engine/">https://hispanic-today.com/career-search-engine/</a>
Jobs4Women.net	<a href="http://www.jobs4women.net/">http://www.jobs4women.net/</a> (DE Member Jobs Only)
Latino American	<a href="http://hispanicamericanjobs.com/">http://hispanicamericanjobs.com/</a>
Lgbtjobsite.com	<a href="http://www.lgbtjobsite.com">http://www.lgbtjobsite.com</a> (DE Member Jobs Only)
LGBTQ	<a href="http://lgbtqhire.com/">http://lgbtqhire.com/</a>
Minority	<a href="http://diversejobseeker.com/">http://diversejobseeker.com/</a>

Native American	<a href="http://nativeamericantalent.us/">http://nativeamericantalent.us/</a>
RetiredStars.com	<a href="http://www.retiredstars.com/">http://www.retiredstars.com/</a> (DE Member Jobs Only)
SeniorJobsNetwork.com	<a href="http://www.seniorjobsnetwork.com/">http://www.seniorjobsnetwork.com/</a> (DE Member Jobs Only)
Way Finders Careers	<a href="http://wayfinderscareers.com/">http://wayfinderscareers.com/</a>
Women	<a href="http://talentedwomenjobs.com/">http://talentedwomenjobs.com/</a>
Women For Hire	<a href="http://jobs.womenforhire.com/">http://jobs.womenforhire.com/</a>
Women in Business and Industry	<a href="https://wib-i.com/career-search-engine/">https://wib-i.com/career-search-engine/</a>
Women in CDL	<a href="https://www.womenincdl.com/">https://www.womenincdl.com/</a>

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

## MILITARY/VETERAN NETWORK SITES

ArmedServicesJobs.com	<a href="http://www.armedservicesjobs.com/">http://www.armedservicesjobs.com/</a> (DE Member Jobs Only)
CASY/National Guard Employment Program	<a href="https://jobs.msccn.org/usa/jobs/">https://jobs.msccn.org/usa/jobs/</a>
DirectEmployers Veterans	<a href="http://americanveteranjobs.com/">http://americanveteranjobs.com/</a>
Military Spouse Employment Program (MSEP)	<a href="https://myseco.militaryonesource.mil/portal/msep/jobsearch">https://myseco.militaryonesource.mil/portal/msep/jobsearch</a> (Only jobs from companies that have membership with BOTH MSEP and DirectEmployers Association are posted here.)
Military Spouse	<a href="https://militaryspouse.dejobs.org/">https://militaryspouse.dejobs.org/</a>
Military Spouse Connections	<a href="https://militaryspouseconnection.dejobs.org/">https://militaryspouseconnection.dejobs.org/</a>
Military Spouse Corporate Career Network (MSCCN)	<a href="https://jobs.msccn.org/usa/jobs/">https://jobs.msccn.org/usa/jobs/</a>
My Next Move for Veterans – U.S. DOL/ETA	<a href="http://www.mynextmove.org/vets/find/browse?c=0">http://www.mynextmove.org/vets/find/browse?c=0</a> Choose an Industry; Access 'Job Outlook' at bottom of page Choose 'Find Jobs'
Recruit Military Spouses	<a href="http://recruitmilitaryspouses.com/">http://recruitmilitaryspouses.com/</a>
Student Veterans Of America	<a href="http://studentveteransofamerica.jobs">http://studentveteransofamerica.jobs</a>
The HER Foundation Inc.	<a href="https://honorher.works/">https://honorher.works/</a>
US Military Pipeline	<a href="https://usmilitarypipeline.com/">https://usmilitarypipeline.com/</a>
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 <a href="https://de.works">DE.works</a> Jobs also appear on <a href="https://veterans.usnlx.com">https://veterans.usnlx.com</a>
VeteranJobSite.com	<a href="http://www.veteranjobsite.com/">http://www.veteranjobsite.com/</a> (DE Member Jobs Only)
Veterans in CDL	<a href="https://www.veteransincdl.com/">https://www.veteransincdl.com/</a>
Veterans Job Bank	<a href="https://www.dol.gov/agencies/vets/veterans/findajob">https://www.dol.gov/agencies/vets/veterans/findajob</a>
Veteran's Enterprise	<a href="https://veteransenterprise.com/career-search-engine/">https://veteransenterprise.com/career-search-engine/</a>
VetJobs	<a href="https://jobs.vetjobs.org/">https://jobs.vetjobs.org/</a>

## FEDERAL GOVERNMENT SITES

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

## STATE GOVERNMENT SITES

The National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)	<a href="https://usnlx.com">https://usnlx.com</a>
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 <a href="#">DE.works</a> Jobs also appear on VetCentral <a href="http://veterans.usnlx.com">http://veterans.usnlx.com</a>
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 <a href="#">DE.works</a> 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	<a href="https://alabamaworks.alabama.gov/vosnet/Default.aspx">https://alabamaworks.alabama.gov/vosnet/Default.aspx</a>
State of Alaska	<a href="http://www.jobs.state.ak.us/jobseeker.htm">http://www.jobs.state.ak.us/jobseeker.htm</a>
State of Arizona	<a href="https://www.azjobconnection.gov/ada/r/">https://www.azjobconnection.gov/ada/r/</a>
State of Arkansas	<a href="https://www.arjoblink.arkansas.gov/ada/">https://www.arjoblink.arkansas.gov/ada/</a>
State of California	<a href="https://www.caljobs.ca.gov/vosnet/Default.aspx">https://www.caljobs.ca.gov/vosnet/Default.aspx</a>

State of Colorado	<a href="http://www.connectingcolorado.com/">http://www.connectingcolorado.com/</a>
State of Connecticut	<a href="https://www.cthires.com/vosnet/Default.aspx">https://www.cthires.com/vosnet/Default.aspx</a>
State of Delaware	<a href="https://joblink.delaware.gov/ada/">https://joblink.delaware.gov/ada/</a>
District of Columbia	<a href="https://www.dcnetworks.org/vosnet/Default.aspx">https://www.dcnetworks.org/vosnet/Default.aspx</a>
State of Florida	<a href="https://www.employflorida.com/vosnet/Default.aspx">https://www.employflorida.com/vosnet/Default.aspx</a>
State of Georgia	<a href="http://employgeorgia.com/">http://employgeorgia.com/</a>
Guam Job Bank	<a href="https://www.hireguam.com/vosnet/Default.aspx">https://www.hireguam.com/vosnet/Default.aspx</a>
State of Hawaii	<a href="https://www.hirenethawaii.com/vosnet/Default.aspx">https://www.hirenethawaii.com/vosnet/Default.aspx</a>
State of Idaho	<a href="https://idahoworks.gov/">https://idahoworks.gov/</a>
State of Illinois	<a href="https://illinoisjoblink.illinois.gov">https://illinoisjoblink.illinois.gov</a>
State of Indiana	<a href="https://www.indianacareerconnect.com/">https://www.indianacareerconnect.com/</a>
State of Iowa	<a href="https://www.iowaworks.gov/vosnet/Default.aspx">https://www.iowaworks.gov/vosnet/Default.aspx</a>
State of Kansas	<a href="https://www.kansasworks.com/ada/r/">https://www.kansasworks.com/ada/r/</a>
State of Kentucky	<a href="https://kentucky.usnlx.com">https://kentucky.usnlx.com</a>
State of Louisiana	<a href="https://www.louisianaworks.net/hire/vosnet/Default.aspx/">https://www.louisianaworks.net/hire/vosnet/Default.aspx/</a>
State of Maine	<a href="https://joblink.maine.gov/ada/r/">https://joblink.maine.gov/ada/r/</a>
State of Maryland	<a href="https://mwejobs.maryland.gov/vosnet/Default.aspx">https://mwejobs.maryland.gov/vosnet/Default.aspx</a>
State of Massachusetts	<a href="https://jobquest.dcs.eol.mass.gov/jobquest/">https://jobquest.dcs.eol.mass.gov/jobquest/</a>
State of Michigan	<a href="http://www.mitalent.org/">http://www.mitalent.org/</a>
State of Minnesota	<a href="https://www.minnesotaworks.net/">https://www.minnesotaworks.net/</a>
State Of Mississippi	<a href="https://wings.mdes.ms.gov/wings/welcome.jsp">https://wings.mdes.ms.gov/wings/welcome.jsp</a>
State of Missouri	<a href="http://jobs.mo.gov/">http://jobs.mo.gov/</a>
State of Montana	<a href="https://montanaworks.gov/">https://montanaworks.gov/</a>
State of Nebraska	<a href="https://networks.nebraska.gov/vosnet/Default.aspx">https://networks.nebraska.gov/vosnet/Default.aspx</a>
State of Nevada	<a href="https://www.employnv.gov/vosnet/Default.aspx">https://www.employnv.gov/vosnet/Default.aspx</a>
State of New Hampshire	<a href="https://nhworksjobmatch.nhes.nh.gov/">https://nhworksjobmatch.nhes.nh.gov/</a>
State of New Jersey	<a href="https://newjersey.usnlx.com/">https://newjersey.usnlx.com/</a>
State of New Mexico	<a href="https://www.jobs.state.nm.us/vosnet/Default.aspx">https://www.jobs.state.nm.us/vosnet/Default.aspx</a>
State of New York	<a href="https://newyork.usnlx.com/">https://newyork.usnlx.com/</a>
State of North Carolina	<a href="https://www.ncworks.gov/vosnet/Default.aspx">https://www.ncworks.gov/vosnet/Default.aspx</a>
State of North Dakota	<a href="http://www.jobsnd.com/">http://www.jobsnd.com/</a>
State of Ohio	<a href="https://jobseeker.ohiomeansjobs.monster.com/">https://jobseeker.ohiomeansjobs.monster.com/</a>
State of Oklahoma	<a href="https://okjobmatch.com/ada/">https://okjobmatch.com/ada/</a>

State of Oregon	<a href="http://www.oregon.gov/employ/pages/default.aspx">http://www.oregon.gov/employ/pages/default.aspx</a>
State of Pennsylvania	<a href="https://www.cwds.pa.gov/">https://www.cwds.pa.gov/</a>
Puerto Rico Job Bank	<a href="https://puertorico.usnlx.com/">https://puertorico.usnlx.com/</a>
State of Rhode Island	<a href="https://www.employri.org/vosnet/Default.aspx">https://www.employri.org/vosnet/Default.aspx</a>
State of South Carolina	<a href="https://jobs.scworks.org/vosnet/Default.aspx">https://jobs.scworks.org/vosnet/Default.aspx</a>
State of South Dakota	<a href="https://dlr.sd.gov/">https://dlr.sd.gov/</a>
State of Tennessee	<a href="https://www.jobs4tn.gov/vosnet/Default.aspx">https://www.jobs4tn.gov/vosnet/Default.aspx</a>
State of Texas	<a href="https://www.workintexas.com/vosnet/Default.aspx">https://www.workintexas.com/vosnet/Default.aspx</a>
State of Utah	<a href="https://jobs.utah.gov/">https://jobs.utah.gov/</a>
State of Vermont	<a href="https://www.vermontjoblink.com/ada/">https://www.vermontjoblink.com/ada/</a>
State of Virginia	<a href="https://www.vawc.virginia.gov/vosnet/Default.aspx?plang=E">https://www.vawc.virginia.gov/vosnet/Default.aspx?plang=E</a>
State of Washington	<a href="https://www.worksourcewa.com/">https://www.worksourcewa.com/</a>
State of West Virginia	<a href="https://workforcewv.org/">https://workforcewv.org/</a>
State of Wisconsin	<a href="http://www.wisconsinjobcenter.org/">http://www.wisconsinjobcenter.org/</a>
State of Wyoming	<a href="https://www.wyomingatwork.com/vosnet/Default.aspx">https://www.wyomingatwork.com/vosnet/Default.aspx</a>

OTHER SITES	
Adzuna	<a href="https://www.adzuna.com/">https://www.adzuna.com/</a>
AtlantaCareerPath.com	<a href="https://www.atlantacareerpath.com/">https://www.atlantacareerpath.com/</a> (DE Member Jobs Only)
AustinJobSite.com	<a href="https://austinjobsite.com/">https://austinjobsite.com/</a> (DE Member Jobs Only)
BaltimoreJobSite.com	<a href="https://www.baltimorejobsite.com/">https://www.baltimorejobsite.com/</a> (DE Member Jobs Only)
BeyondCharlotte.com	<a href="https://www.beyondcharlotte.com/">https://www.beyondcharlotte.com/</a> (DE Member Jobs Only)
BeyondLosAngeles.com	<a href="https://www.beyondlosangeles.com/">https://www.beyondlosangeles.com/</a> (DE Member Jobs Only)
BeyondSanDiego.com	<a href="https://www.beyondsandiego.com/">https://www.beyondsandiego.com/</a> (DE Member Jobs Only)
BostonJobSite.com	<a href="https://www.bostonjobsite.com/">https://www.bostonjobsite.com/</a> (DE Member Jobs Only)
ChicagoCareerSite.com	<a href="https://www.chicagocareersite.com/">https://www.chicagocareersite.com/</a> (DE Member Jobs Only)
ColumbusJobSite.com	<a href="https://www.columbusjobsite.com/">https://www.columbusjobsite.com/</a> (DE Member Jobs Only)
DallasJobSite.com	<a href="https://www.dallasjobsite.com/">https://www.dallasjobsite.com/</a> (DE Member Jobs Only)
DCJobSite.com	<a href="https://www.dcjobsite.com/">https://www.dcjobsite.com/</a> (DE Member Jobs Only)
DenverJobSite.com	<a href="https://www.denverjobsite.com/">https://www.denverjobsite.com/</a> (DE Member Jobs Only)
DetroitJobSite.com	<a href="https://www.detroitjobsite.com/">https://www.detroitjobsite.com/</a> (DE Member Jobs Only)



Flexjobs	<a href="https://www.flexjobs.com">https://www.flexjobs.com</a> (only remote positions)
HiredAllied.com	<a href="https://hiredallied.com/">https://hiredallied.com/</a>
HiredatHome.com	<a href="https://www.hiredathome.com/">https://www.hiredathome.com/</a>
HiredCDL.com	<a href="https://hiredcdl.com/">https://hiredcdl.com/</a>
HiredCustomerService.com	<a href="https://hiredcustomerservice.com/">https://hiredcustomerservice.com/</a>
HiredNurses.com	<a href="https://www.hirednurses.com/">https://www.hirednurses.com/</a>
HiringLogistics.com	<a href="https://hiringlogistics.com/">https://hiringlogistics.com/</a>
HiringManufacturing.com	<a href="https://hiringmanufacturing.com/">https://hiringmanufacturing.com/</a>
HiringRestaurant.com	<a href="https://hiringrestaurant.com/">https://hiringrestaurant.com/</a>
HiringRetail.com	<a href="https://hiringretail.com/">https://hiringretail.com/</a>
HiringTechnology.com	<a href="https://hiringtechnology.com/">https://hiringtechnology.com/</a>
HoustonJobSite.com	<a href="https://www.houstonjobsite.com/">https://www.houstonjobsite.com/</a> (DE Member Jobs Only)
IndianapolisGigs.com	<a href="https://www.indianapolisgigs.com/">https://www.indianapolisgigs.com/</a> (DE Member Jobs Only)
Internships	<a href="https://internships.dejobs.org/">https://internships.dejobs.org/</a>
Juju	<a href="http://www.job-search-engine.com/">http://www.job-search-engine.com/</a>
LasVegasJobSite.com	<a href="https://www.lasvegasjobsite.com/">https://www.lasvegasjobsite.com/</a> (DE Member Jobs Only)
LinkedIn	<a href="https://www.linkedin.com/">https://www.linkedin.com/</a>
LouisvilleGigs.net	<a href="https://www.louisvillegigs.net/">https://www.louisvillegigs.net/</a> (DE Member Jobs Only)
ManhattanJobs.com	<a href="https://www.manhattanjobs.com/">https://www.manhattanjobs.com/</a> (DE Member Jobs Only)
MemphisJobForce.com	<a href="https://www.memphisjobforce.com/">https://www.memphisjobforce.com/</a> (DE Member Jobs Only)
MiamiGigs.com	<a href="https://www.miamigigs.com/">https://www.miamigigs.com/</a> (DE Member Jobs Only)
MinneapolisCareerSite.com	<a href="https://www.minneapoliscareersite.com/">https://www.minneapoliscareersite.com/</a> (DE Member Jobs Only)
MyJobHelper.com	<a href="https://www.myjobhelper.com/">https://www.myjobhelper.com/</a>
NashvilleJobSite.com	<a href="https://www.nashvillejobsite.com/">https://www.nashvillejobsite.com/</a> (DE Member Jobs Only)
Nevada Career Explorer	<a href="https://nv.headed2.com/">https://nv.headed2.com/</a> (Nevada located jobs only)
Nexxt	<a href="http://www.nexxt.com/">http://www.nexxt.com/</a> (DE Member Jobs Only)
OklahomaCityJobSite.com	<a href="https://www.oklahomacityjobsite.com/">https://www.oklahomacityjobsite.com/</a> (DE Member Jobs Only)
PhillyJobs.com	<a href="https://www.phillyjobs.com/">https://www.phillyjobs.com/</a> (DE Member Jobs Only)
PhoenixJobs.com	<a href="https://www.phoenixjobs.com/">https://www.phoenixjobs.com/</a> (DE Member Jobs Only)
PortlandJobSite.com	<a href="https://www.portlandjobsite.com/">https://www.portlandjobsite.com/</a> (DE Member Jobs Only)
SalesHiring.com	<a href="https://saleshiring.com/">https://saleshiring.com/</a>
SanFranciscoGigs.com	<a href="https://www.sanfranciscogigs.com/">https://www.sanfranciscogigs.com/</a> (DE Member Jobs Only)
SanJoseJobSite.com	<a href="https://www.sanjosejobsite.com/">https://www.sanjosejobsite.com/</a> (DE Member Jobs Only)

SeattleJobs.com	<a href="https://www.seattlejobs.com/">https://www.seattlejobs.com/</a> (DE Member Jobs Only)
Zippia.com	<a href="https://www.zippia.com">https://www.zippia.com</a>
Ziprecruiter.com	<a href="https://www.ziprecruiter.com/">https://www.ziprecruiter.com/</a>

### III) Supplemental Recruitment Measures.

#### (a) Job Fairs

Description of Recruitment Measure:	Date:	Title(s) of Participating Personnel:
<p>Participant at Pittsburgh Promise Career Launch Event Scholar Job Fair Nova Place, Northshore, PA</p> <p>Platform for Promise scholars and job seekers to connect with companies and establish a valuable bridge between employers and perspective employees. Provides a unique chance to establish meaningful connections and explore broadcasting career opportunities.</p>	8/8/2023	Marketing Manager
<p>Participant at Point Park University Career Opportunity Expo Professional Career Readiness Center - Pittsburgh, PA</p> <p>Engaging students who are actively seeking internships and job opportunities.</p>	10/12/2023	Marketing Manager
<p>Participant at Klein College of Media and Communication Internship and Career Fair Temple University, Philadelphia, PA</p> <p>Platform for students to connect with media and communication employers on the path to successful careers.</p>	10/20/2023	Executive Producer Impact Community
<p>Participant at Junior Achievement of Western Pennsylvania Inspires Career Fair Immersive virtual reality</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>	1/10/2024	Anchor; Reporter/Anchor; Producer, Multi Media Journalist, Meteorologist

## (b) Internships

Description of Recruitment Measure:	Date:	Title(s) of Participating Personnel:
KDKA TV and WPKD 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.	5/15/2023 – 10/11/2023	Creative Services Director; Marketing Manager; News Director

## (c) Participation in Events

Description of Recruitment Measure:	Date:	Title(s) of Participating Personnel:
University of Pittsburgh KDKA-TV station Provided students with Communication, Film and Media Studies majors insight into newsroom and studio operations along with behind and in front of the camera careers in television broadcasting	3/24/2023	Lifestyle Reporter, Marketing Manager, Photographer, Reporter, Digital Producer
University of Pittsburgh The Front Bench broadcasting class What it is like to produce, direct and TD at a television news station	3/30/2023	Director Broadcast Engineering, General Manager
Shaler Area High School KDKA-TV station Hosted students from broadcasting class for introduction to studio and behind the scenes of a lifestyle show aired live. Studio crew spoke to students about technical careers in television	3/31/2023	Host, Morning studio crew
Grier High School, Tyrone PA KDKA-TV station A V Club students interacted with staff about careers in journalism and women in television	4/22/2023	Marketing Manager, Weekend studio crew, Meteorologist, Reporter/Anchor, Assignment Desk
Take Your Child to Work Day KDKA-TV station Education and activities relating to careers in journalism and broadcasting	4/27/2023	Tech Specialist; Meteorologist; Host, Local Sales Manager, Account Executive, Operations Manager, Producer
Boys and Girls Club of Western PA KDKA-TV station Pittsburgh Today Live crew hosted youth from the Boys and Girls Club with focus on providing girls and young women with opportunities in STEM and STEAM careers including the Science and Art of Meteorology	6/20/2023	Host, Reporter, Meteorologist

Duquesne University Members of the college chapter of the Society of Professional Journalists were able to learn about the roles of producers, photographers, reporters, assignment desk editors, video editors, digital streaming producing, sports, anchors and lifestyle show hosts	9/15/2023	Executive Producer Community Impact
University of Pittsburgh Business of Broadcast class Topics included: has the line blurred in news and the media, is under-age crime treated differently than other stories, ethical judgements regarding what is too graphic to show and how the determination is made	9/18/2023	News Director
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	10/9/2023	Meteorologist
Washington Elementary School Mt Lebanon, PA Introduced the basics of being a meteorologist, weather forecasting and the water cycle	10/11/2023	Meteorologist
Women Shaping Our Region Regional Learning Alliance, Cranberry PA Panel discussion on shaping our region thru media and empowering women making an impact	10/12/2023	Anchor
George Washington Elementary School Bethel Park, PA Explained what a career in meteorology is and demonstrated experiments on how clouds and tornadoes are formed	10/12/2023	Meteorologist
Baggaley Elementary School Latrobe, PA Described a day in the life of a broadcast reporter	10/17/2023	Reporter
State Street Elementary School Baden, PA Educational session on weather signs, seasons, pressure, types of clouds and meteorology reporting	10/31/2023	Meteorologist
Ben Franklin Elementary School Bethel Park, PA Topics included: how weather works, what it's like to be a meteorologist, how clouds are formed and the importance of reporting on weather events like tornadoes	11/8/2023	Meteorologist
Richard J Hyde Elementary School Moon Township, PA Explained how a meteorologist forecasts the weather, how clouds are formed and news careers	11/9/2023	Meteorologist
Carnegie Mellon University News Writing class Discussed logistics of a how a news broadcast comes together; how traditional broadcast news can evolve in age of streaming	11/14/2023	News Director
Point Park University Spoke to public affairs class about how news media holds local government and officials accountable	11/15/2023	Reporter

Tenth Street Elementary School Oakmont, PA Taught students about being a meteorologist and how weather is forecasted and clouds are formed	11/30/2023	Meteorologist
Commonwealth Charter Academy Cyber Charter School Explained television operations in the studio to produce a weathercast and a career in meteorology	1/18/2024	Meteorologist
Point Park University Rowland School of Business project with PAB Pennsylvania Association of Broadcasters Topic: Business of Broadcast Station visit with students interested in the business side of broadcasting and careers behind the camera, emphasis on sales and promotions	2/9/2024	Local Sales Manager, Creative Services Director, Account Executive, Marketing Manager
Central Elementary School Beaver Falls, PA Informed students about high pressure and low pressure, the water cycle and breaking down videos of meteorologists doing weather forecasts	2/13/2024	Meteorologists
Yough High School, Herminie, PA KDKA TV station Participating students from their newly built studio and control room came to observe control room operations for practical experience for their local productions	2/21/2024	Director Broadcast and Engineering
South Fayette Elementary School McDonald, PA Spoke to the fifth grade class about journalism and what a television journalist does	2/23/2024	Political Reporter
Pittsburgh Film Office Pre-event interviews and hosting to celebrate the film and television industry in Pittsburgh	3/9/2024	Reporter

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

Description of Training and Date:	Title(s) of Participating Personnel:	Date:
<p><b>Paramount Business Practices Statement (BPS)</b> summarizes the most important policies and rules that apply to Paramount and its employees.</p> <p>Training module that 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 completed by new hires and continuing employees bi-annually.</p>	Required of all new hires and bi-annually for fulltime employees	Ongoing
<p><b>Paramount Web-Based Compliance Training Modules</b> distributed to all Full-Time and New Hire Employees covering various state and federally mandated courses, such as: "Preventing Sexual Harassment in the Workplace", "Anti-Harassment/Discrimination Courses", "The American with Disabilities Act", etc.</p> <p>A series of online training courses for the purpose of reviewing the company's policies, which include ensuring that each employee's conduct is lawful and ethical, 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.</p>	Available to all full time employees	Ongoing
<p><b>Anti-Harassment and Discrimination Training</b> Interactive, virtual training provided to employees and people managers for education to create a respectful and inclusive environment.</p>	Managers	October 2023

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

Description of Training and Date:	Title(s) of Participating Personnel:	Date:
<p><b>Propel – Learning at Paramount</b></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.</p> <p>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 growth and professional development.</p>	Available to all full time employees	Ongoing

<b>LearnLab (LinkedIn Learning, getAbstract, Brainstorm)</b> A library of on-demand learning courses and opportunities available to all fulltime staff employees that are designed to enable station personnel to acquire skills that could qualify them for higher level positions within the company.	Available to all fulltime staff employees	Ongoing
<b>Goal setting and Performance Feedback</b> 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.	Available to all fulltime employees	Ongoing
<b>Paramount's Pop-Up Mentoring</b> Pop-Up Mentoring is a place to connect with a mentor for a one-time meeting at any time. Allows employees to provide and share experiences with peers and colleagues across Paramount.	Available to all fulltime employees	Ongoing
<b>Anti-Harassment and Discrimination Training</b> Interactive, virtual training provided to employees and people managers for education to create a respectful and inclusive environment.	Available to all fulltime employees	October 2023