

EEO PUBLIC FILE REPORT

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

1) Employment Unit: CBS Broadcasting, Inc./Philadelphia Television Station, Inc.

2) Unit Members (Stations and Communities of License): WJZ-TV, Baltimore

3) EEO Contact Information for Unit Member:

Mailing Address: 3725 Malden Avenue Baltimore, Maryland 21211	Telephone Number: (215) 977-5571
	Contact Person: Paul Marrero: SR. Human Resource Manager
	E-mail Address: Marrero@cbs3.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	Digital Producer	1 – 17	Employee Referral
2	Meteorologist	1 – 18	Indeed.com
3	Producer	1 – 17	Paramount Careers Recruiter
4	Anchor/Reporter	1 – 18	Paramount Careers Recruiter
5	Promotion Producer	1 – 17	Paramount Careers Site
6	Producer	1 – 17	Employee Referral
7	Reporter - MMJ	1 – 18	Paramount Careers Site
8	Producer/Editor	1 – 17	Internal Job Posting Board
9	Digital Producer	1 – 17	Paramount Careers Site
10	Digital Producer	1 – 17	Paramount Careers Site
11	Meteorologist	1 – 18	Paramount Careers Site
12	Weekend Anchor/MSJ	1 – 18	Paramount Careers Site
13	Producer/Editor	1 – 17	Employee Referral
14	Reporter	1 – 18	Paramount Careers Recruiter
15	Producer	1 – 17	Employee Referral
16	Reporter	1 – 18	Employee Referral
17	Director Multiplatform News Promotions	1 – 17	Employee Referral
18	Reporter	1 – 18	Talent Dynamics
19	Reporter Multi-Skilled Journalist	1 – 18	Employee Referral
20	Digital Producer	1 – 17	Employee Referral
21	Digital Producer	1 – 17	Paramount Careers Site
22	Digital Producer	1 – 17	Paramount Careers Recruiter
23	Producer/Editor	1 – 17	Employee Referral
24	Manager Digital Content	1 – 17	Internal Job Posting Board
25	Producer	1 – 17	Paramount Careers Recruiter
26	Director Broadcast Operations & Engineering	1 – 17	Internal Job Posting Board
27	Weekend Meteorologist	1 – 18	Indeed.com
28	Producer/Editor	1 – 17	Employee Referral
29	Data Journalist	1 – 18	LinkedIn

II. MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD

COD E #	RECRUITMENT SOURCE	ADDRESS	CONTACT	PHONE	REQUESTED NOTIFICATION (Y/N)	NUMBER OF INTERVIEWEES REFERRED
1.	Dr. Nelda Nix-McCray-Community College of Baltimore County @ Essex		NNIX@ccbcmd.edu		Y	
2.	Federation of Hispanic Organ.- Baltimore Chapter		marcoap1@verizon.net		Y	
3.	MD/DC/Delaware Broadcasters Association		info@mdcdbroadcasters.com		Y	
4.	Morgan State University		william.carson@morgan.edu		Y	
5.	Paul's Place Outreach, Inc.- Barbara Craig		bcraig37@gmail.com		Y	
6.	Recruit Military		rick@recruitmilitary.com		Y	
7.	Stevenson University- Sabira Vohra		ascholl-fiedler@stevenson.edu		Y	
8.	The Leadership Institute in Virginia (Aynsley Harrison)		Aharrison@leadershipinstitute.org		Y	
9.	Veterans Administration		everette.addington@va.gov		Y	
10.	LinkedIn		Website posting via Paramount Applicant Tracking System		N	20
11.	Indeed.com		Website posting via Paramount Applicant Tracking System		N	9
12.	Ziprecruiter.com		Website posting via Paramount Applicant Tracking System		N	1
13.	Direct Employers Association		See list below		N	3
14.	Glassdoor.com		Website posting via Paramount Applicant Tracking System		N	
15.	Lgbtjobsite.com		http://www.lgbtjobsite.com/		N	
16.	Paramount Career Site		Corporate Website (SuccessFactors)		N/A	
17.	Internal Job Posting Paramount Career Site		Corporate Website (SuccessFactors)		N/A	
18.	Talent Dynamics		Talentedynamics.com		N/A	

Additional Recruitment Source

Number of Interviewees Referred

(1)	Paramount Career Site	24
(2)	Paramount Career Site - Internal	4
(3)	Employee Referral	18
(4)	Direct Contact from Paramount Recruiter	10
(5)	School/Campus Visit	1
(6)	Professional Organization	2

TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD

92

DirectEmployers Association Job Syndication Alliances

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/
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.</p> <p>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
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/
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)
CBS News and Stations talent strategy recruiters took part in NABJ's Emerging Journalists Summit & Career Fair at the Newmark School of Journalism, CUNY. This event includes networking, panels, and a career fair in NYC. Correspondent Skylar Henry moderated the panel Midterm Debrief: Young Black Women on the Campaign Trail, Bonita Sostre and Senior Vice President, CBS News Streaming Anthony Galloway, will join the panel Cross-platform reporting & producing. Anchor and National Correspondent Errol Barnett will be the keynote speaker. The theme of the Summit is Bouncing Back & Elevating Forward. Stations Talent Strategy Recruiting for 2023 Summer internship candidates for WJZ-TV Philadelphia.	03/18/2023	Stations Talent Strategy Recruiter. Other CBS News Group personnel
WJZ-TV participated in Towson University Northeastern Maryland. Career Week event where communication students were provided with the opportunity to meet employers for Q&A and build on their professional skills.	3/27/2023	Director Creative Services
Morgan State University Virtual Spring Career Fair Participation in a virtual session from 10a-11a on April 12, 2023 with an offering of "office hours" where journalism students could pop in and get career advice via Teams. <ul style="list-style-type: none"> • How to break into your first job. • Coursework to take as an aspiring journalist. • The importance of internships. • The anti-media sentiment and why journalism is still a calling. 	4/12/2022	WJZ-TV President & General Manager

(b) Internship

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
WJZ-TV Paid Internship Program in Baltimore is designed to provide meaningful educational and field experience for students pursuing careers in television broadcasting and related fields. Our internships expose interns to industry professionals and promote both personal and career development. Internships are approximately 10 weeks in duration and 20 hours per week. Interns are accepted for the summer 2023 semesters and are paid an hourly rate. Interns can join the News departments for a semester of fun and learning.	Two (2) Summer Interns selected for June 2022, through August 2022	Human Resource Manager, Director of Community Impact, and news managers
WJZ-TV Partnered with Baltimore Mayor's YouthWorks Summer Jobs Launch Careers program. Young adults are employed for a five-week summer session, whereby each youth works a minimum of 20 hours per week designed to provide meaningful educational and field experience in television broadcasting and related fields.	Two (2) Summer Interns selected for July 2022, through August 2022	Director of Community Impact, and news managers

(c) Participation in Events.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>St. Paul's School for Girls Journalism shadow day Sophomore Shadow Day is a key component of SPSPG's co-curricular and career exploration program. It provides students an opportunity to align personal interests and passions with prospective professional paths and helps inform future decisions related to senior projects, college majors, internships, and more.</p> <ul style="list-style-type: none"> • Student follow mentor and colleagues throughout the visit • Provide an overview of the company/organization and role and responsibilities • Share career path and educational experience 	5/02/2022	WJZ-TV Director of Community Impact
<p>BALTIMORE – The SEED School of Maryland (SEED MD), Maryland's first and only public, college-preparatory boarding school for underestimated students, officially opened its 2,500 square foot Cyber Lab during a ribbon cutting ceremony on Thursday, May 5, 2022, at 8:30 am. The ceremony began with a master class conducted by SEED TV with real-life experience feedback from WJZ anchor Rick Ritter and Executive Producer Miranda Villei-Stepp. The master class wrapped up with a live broadcast from the Cyber Lab which featured SEED cheerleaders and students.</p>	5/05/2022	Anchor Executive Producer
<p>Alex Glaze, WJZ reporter participated in BEA Morgan State Day, on November 3rd, 2022. Joined by panel of local broadcast professionals to talk about their jobs- and even more specifically, what students need to do to get hired, especially in creating resumes and reels, start careers and internships in broadcasting.</p>	11/03/2022	Reporter

(a) Training Management Personnel.

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
1. Paramount Business Practices Statement (BPS), which 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.	Distributed to all new hires in the year of 2022-2023	Virtual written material, which requires employees to affirm their individual commitment to the highest standards of business ethics and workplace behavior as set forth in the Paramount Business Practices Statement. Training must be completed by employees bi-annually or any new hires that have begun in 2022.
2. Paramount Web-Based Training Modules distributed to all Full-Time and New Hire Employees covering various state and federally mandated courses, to include: "Preventing Sexual Harassment in the Workplace"; "Anti-Harassment/Discrimination Courses"; "Information Security"; "The American with Disabilities Act", etc.	All Full-Time Staff Employees and Full Time New Hire Employees are required to complete these online training modules annually and upon hire.	A series of online training courses for the purpose of reviewing the company's policies, which include ensuring that our conduct is lawful and ethical and that our workplace is free of unlawful discrimination and harassment and conducive to the work we need to accomplish. Training also outlines steps employees should take if they believe unlawful practices occur in the workplace. These policies are also outlined in the Paramount Human Resources Policy Guide which is accessible to all Paramount Employees on the Total Rewards employee portal.
3. New Hire Orientation Meetings Company and EEO Policy Dissemination and Review	Manager, People Development; Sr. Coordinator, People Development	This training is ongoing and provided to all new full-time staff employees; this training is currently conducted virtually. The company's benefits program, offerings, history and background, in addition to company policies and procedures surrounding EEO, Anti-Harassment/Discrimination, Business Conduct, and Sexual Harassment are all also reviewed with employees.
6. Propel – Learning at Paramount (Ongoing)	Available to All Full Time Staff Employee	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 growth and professional development
7. LinkedIn Learning (Ongoing)	Available to All Full Time Staff Employees	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.
8. Goal setting and Performance Feedback (Ongoing)	Available to All Full Time Staff Employees	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.