

EEO PUBLIC FILE REPORT

*This Report covers full-time vacancy recruitment data for the period  
December 1, 2021 to November 20, 2022.*

- 1) **Employment Unit:** CBS Television Licenses, LLC
- 2) **Unit Members (Stations and Communities of License):**  
WBZ-TV (Boston, MA)  
WSBK-TV38 (Boston, MA)

**3) EEO Contact Information for Employment Unit:**

Mailing Address:	Telephone Number: 617 787-7000
WBZ-TV / WSBK-TV38 1170 Soldiers Field Road Boston, MA. 02134	Contact Person: Jill Teichmann
	E-mail Address: jkteichmann@viacomcbs.com

**4) 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
Producer	1-11	2
Reporter	1-12	Referred by Paramount/ CBS Employee
Maintenance Technician	1-11	2
Marketing Coordinator	1-11	Internal Promotion
Executive Producer	1-11	Internal Promotion
Assignment Editor	1-11	7
Producer	1-11	Referred by Paramount/ CBS Employee
Director	1-11	Internal Promotion
Digital Line Producer	1-11	Internal Promotion
Reporter	1-12	8
Sales Assistant	1-11	7
Account Executive	1-11	Referred by Paramount/ CBS Employee
Anchor/Reporter	1-12	Napoli Management / Liz Sherwin
Reporter	1-12	Referred by Paramount/ CBS Employee

Job Title	Recruitment Source Notified of Job Vacancy	Recruitment Source Hiree
Executive Producer, Impacting the Community	1-11	2
Producer	1-11	7
Anchor	1-12	Referred by Paramount/ CBS Employee
News Director	1-11	Referred by Paramount/ CBS Employee
Reporter	1-12	Ken Fishkin & Associates
Sales Assistant	1-11	7
Producer	1-11	Internal Promotion
Producer	1-11	Contacted by Paramount /CBS Recruiter
Producer	1-11	2
Associate Digital Producer	1-11	Contacted by Paramount /CBS Recruiter
Assignment Editor	1-11	9
Creative Services Director	Internal Posting	Internal Promotion

## II. MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD

Code #	Recruitment Source	Address/Contact	Requested	Number of Interviewees Referred
1	DirectEmployers Association (Distributed to List #1 below)	Online Career Portal Posting	No	
2	Paramount (ViacomCbs)Career Site	<a href="http://www.paramount.com/careers">www.paramount.com/careers</a>	No	41
3	Umass Boston	www.umb.edu	Yes	
4	Boston Recruit Mission	tsmith@brm.org	No	
5	Action for Boston Community Development	Bostonabcd.org	No	
6	Salem State University	Lisa.morency@salemstate.edu	Yes	
7	Linked In	<a href="http://www.linkedin.com">www.linkedin.com</a>	No	37
8	Google	www.google.com	No	1
9	Indeed	www.indeed.com	No	5
10	TV jobs	www.TVjobs.com	No	1
11	Glassdoor	www.glassdoor.com	No	1
12	Talent Dynamics	<a href="http://www.talentedynamics.com">www.talentedynamics.com</a>	No	

**ADDITIONAL INTERVIEW REFERRAL SOURCES**

<b>Recruitment Source</b>	<b>Address/Contact</b>	<b>Number of Interviewees Referred</b>
Internal Promotions	<a href="http://www.totalrewards.paramount.com">www.totalrewards.paramount.com</a>	21
Referred by Paramount/ CBS Employee	<a href="http://www.paramount.com/career">www.paramount.com/career</a>	36
Contacted by Paramount /CBS Recruiter	<a href="http://www.paramount.com/career">www.paramount.com/career</a>	15
Ken Fishkin & Associates	106 Union Wharf Boston, MA 02109	1
Napoli Management	Liz Sherwin <a href="http://Tvtalent.com/liz-sherwin/">Tvtalent.com/liz-sherwin/</a>	1

TOTAL INTERVIEWS FOR THE 12 MONTH PERIOD 160 (includes New Hires)

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

DIVERSITY SITES	
African American	<a href="https://africanamerican.dejobs.org/">https://africanamerican.dejobs.org/</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="https://asianamerican.dejobs.org/">https://asianamerican.dejobs.org/</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>
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> (DE Member Jobs & Indiana Locations Only)
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="https://latinoamerican.dejobs.org/">https://latinoamerican.dejobs.org/</a>
Lgbtjobsite.com	<a href="http://www.lgbtjobsite.com">http://www.lgbtjobsite.com</a> (DE Member Jobs Only)
LGBTQ	<a href="https://lgbtq.dejobs.org/">https://lgbtq.dejobs.org/</a>
Minority	<a href="https://minority.dejobs.org/">https://minority.dejobs.org/</a>
Native American	<a href="https://nativeamerican.dejobs.org/">https://nativeamerican.dejobs.org/</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="https://women.dejobs.org/">https://women.dejobs.org/</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>

## 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="https://disability.dejobs.org">https://disability.dejobs.org</a>
DisabilityJobSite.com	<a href="http://www.disabilityjobsite.com/">http://www.disabilityjobsite.com/</a> (DE Member Jobs Only)
Disabled Veterans	<a href="https://disabledveterans.dejobs.org/">https://disabledveterans.dejobs.org/</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.msc.cn.org/usa/jobs/">https://jobs.msc.cn.org/usa/jobs/</a>
DirectEmployers Veterans	<a href="https://veterans.dejobs.org">https://veterans.dejobs.org</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.msc.cn.org/usa/jobs/">https://jobs.msc.cn.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'
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>
USA Cares	<a href="https://careers.usacares.org/">https://careers.usacares.org/</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="http://DE.works">DE.works</a> Jobs also appear on <a href="https://veterans.usnix.com">https://veterans.usnix.com</a>
Veteran's Enterprise	<a href="https://veteransenterprise.com/career-search-engine/">https://veteransenterprise.com/career-search-engine/</a>
Veterans Job Bank	<a href="https://www.dol.gov/agencies/vets/veterans/findajob">https://www.dol.gov/agencies/vets/veterans/findajob</a>
VeteranJobSite.com	<a href="http://www.veteranjobsite.com/">http://www.veteranjobsite.com/</a> (DE Member Jobs Only)
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>

## 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/t/">https://www.azjobconnection.gov/ada/t/</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/ada/r/employer">https://illinoisjoblink.illinois.gov/ada/r/employer</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://focus.career.ky.gov/careerexplorer/home">https://focus.career.ky.gov/careerexplorer/home</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)
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>
The Ladders	<a href="http://TheLadders.com/">http://TheLadders.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)
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)
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)
Zipppia.com	<a href="https://www.zipppia.com">https://www.zipppia.com</a>
Ziprecruiter.com	<a href="https://www.ziprecruiter.com/">https://www.ziprecruiter.com/</a>

6) Supplemental Recruitment Measures:

(a) Job Fairs.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. <b>Massachusetts Broadcasters Association Virtual Job Fair</b> BroadcastersVirtualJobFair.com	12/1/21-12/4/21	Human Resources
2. <b>National Association of Black Journalists (NABJ 2022 Convention) &amp; National Association of Hispanic Journalists (NAHJ)</b> As a proud platinum sponsor, the CBS is strong with valuable participation in panels, Workshops, Career fair	Aug 3-7, 2022	Assoc. Digital Producer CBS Recruiter Director
3. <b>Asian American Journalists Association National Convention (AAJA)</b> – Participant – discussed careers and future opportunities at CBS	July 27-30, 2022	Reporter
4. <b>The Association of LGBTQ Journalists (LGBTQ)</b> – Participants – discussions about careers and future opportunities at CBS/Paramount	Sept 8-11, 2022	Reporter CBS Recruiter Director

(b) Internship Program/General Outreach Efforts

Description of Recruitment Measure:	Date:	Personnel Involved: (Position)
1. <b>Station Internship program.</b> For college students only: interns receive college credit & payment. Year-round availability, seven students accepted per semester. Managed by Jill Teichmann, but interns work directly for managers of various departments.	Summer	Human Resources
2. <b>Emma Bowen Foundation Intern.</b> The Foundation is committed to creating career opportunities in the media industry for minority youth, through a program that focuses on scholastic achievement, direct work experience and professional development. Internship runs during summer months during the Emma Bowen scholars college duration. They visit and learn each area of a TV station.	Summer	Human Resources

© Participation in Events Sponsored by Educational Institutions Related to Careers in Broadcasting:

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. <b>WBZ-TV AccuWeather team</b> of meteorologists make school visits to schools across Massachusetts speaking to students in early, middle, and high school about meteorology, earth science, weather phenomena, and the environment. In-School/Virtual	1/11,1/14, 1/20,1/26, 1/27,2/3, 2/7, 2/8,2/11 2/16,2/24, 3/10,3/30, 4/1,4/8, 4/19, 4/27, 4/5, 4/5,5/18,5/23, 6/1,6/3, 10/5,10/12, 10/14,10/24,10/26, 11/1,11/2,11/3	Meteorologists:
2. <b>Emerson College</b> – Evening News Anchor teaches Electronic News Gathering: TV Reporting class in the Fall Semester. Students work in the field to research, shoot, write, and edit video news stories. They develop reporting and interviewing skills, visual acuity, writing for the eye and ear, and general TV performance abilities. Students also learn and utilize the technical aspects of video shooting and editing.	Fall	Anchor
3. <b>Medford High School Media Class-</b> Reporter spoke the class about her career in journalism and experiences in Reporting in Media.	Spring Virtual	Reporter
4. <b>Augustine School Career Day-</b> Andover, MA- Nightside Reporter spoke the 1 <sup>st</sup> grade class about becoming a professional Journalist	Spring	Reporter
5. <b>Boys and Girls Club of Lawrence-</b> Chief Meteorologist visited the Boys & Club and discussed climate changes and weather. Should them around the weather lab and discussed his passion for media. Explained his education and career path to becoming a chief meteorologist	July 20, 2022	Chief Meteorologist
6. <b>Lynn English High School Production Class-</b> Anchor/Reporter spoke to the production class on media, creating a news cast and being an Anchor.	Virtual Oct 27, 2022	Anchor / Reporter
7. <b>Cape Cod League Baseball teams –</b> Sports Anchor/Reporter spoke with two summer Baseball teams summer interns with an Q and A	July	Sports Anchor/Reporter

(d) Training Management / Personnel

Description of Supplemental Recruitment Measure:	Personnel Involved (Name and Position)	Describe Training
<p><b>1. Paramount Global <u>Business Conduct Statement (BCS)</u></b></p>	<p>Fulltime Employees</p>	<p>The BCS is the Company’s Code of Conduct, which sets out standards that define what is expected of everyone working for, on behalf of, or otherwise affiliated with Paramount, both in terms of high ethical standards and compliance with all applicable laws. Beyond detailing our company priorities and policies (including valuing diversity and inclusion, promoting a harassment-free workplace, and special responsibilities of leaders and supervisors), the BCS is a key resource to help employees navigate any number of sensitive and complex situations that may arise at work.</p>
<p><b>3. <u>Paramount Web-Based Compliance Training</u> Modules</b> Distributed to all Full-Time Employees and New Hires Courses rotate throughout the years and include Preventing Sexual Harassment and Non-Discrimination and Anti-Harassment training. (Preventing Sexual Harassment training was launched in December 2021; Business Conduct Statement training was launched in June 2022. Newly hired employees are assigned upon hire.)</p>	<p>Fulltime Employees</p>	<p>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-Harassment policy. The trainings include outlining steps employees should take if they believe unlawful practices occur in the workplace. These policies are also available in the Paramount Human Resources policy guide which is accessible to all employees on the Total Rewards portal and Internal Resource Center.</p>
<p><b>4. <u>Paramount Compliance Training- “The Neuroscience of Better Hiring”</u></b> - ViacomCBS has partnered with the NeuroLeadership Institute to deliver this 4-part training that focuses in on the biases that appear throughout the hiring process – from resume review through to the final selection of a candidate and practical ways to build your skills in mitigating those biases.</p>	<p>June 2021</p>	<p>All Station Managers</p>
<p><b>Inclusive Leadership Training (June 2022)</b></p>	<p>News &amp; Stations Leadership Team; Facilitated by Anorexics Bridewell (Director Employee Learning)</p>	<p>Inclusive Leadership Training (June 2022) News &amp; Stations Leadership Team; Facilitated by Anorexics Bridewell (Director Employee Learning) Interactive workshop with Stations’ senior leadership team, as well VP and Director level. Focused on effective leadership culture, with leaders serving as “upstanders” during daily interactions, taking action to advocate for others, and creating an open environment where employees’ voices are valued and opposing ideas are welcome.</p>

Propel – Learning at Paramount (Ongoing)	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 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.
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.

Station Employment Unit Mentor Program:

<b>Paramount Mentoring</b> – Work with another CBS Employee to help educate himself on live news settings. Developing relationships in other departments and stations. Created/ developed a plan for a future position in management	June – Nov (6 month intervals)	Director of BOE Anchor
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