

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period November 21, 2022 to November 20, 2023

- 1) Employment Unit: CBS Television Licenses LLC
- 2) Unit Members (Stations and Communities of License): WBZ-TV/WSBK-TV38, Boston, MA
- 3) EEO Contact Information for Unit Member:

**Mailing Address:**

WBZ-TV / WSBK-TV38  
Human Resources Department  
1170 Soldiers Field Road  
Boston, MA. 02134

**Telephone Number:**  
212-846-5695

**Contact Person:**

Courtney Nicotra  
HR Director

**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 Hire
Anchor/Reporter	1 – 14	Internal Promotion
Assignment Editor	1 – 14	Paramount Career Site
Digital Producer	1 – 14	Google
Director, Broadcasting Operations & Engineering	1 – 14	Undisclosed Professional Organization
Maintenance Technician	1 – 14	Internal Promotion
Maintenance Technician	1 – 14	LinkedIn
Maintenance Technician	1 – 14	Employee Referral
Meteorologist	1 – 14	Undisclosed Professional Organization
Multi-Skilled Journalist	1 – 14	Internal Promotion
Multi Skilled Journalist	1 – 14	LinkedIn
Multi-Skilled Photographer	1 – 14	Employee Referral
Producer	1 – 14	Internal Promotion
Producer	1 – 14	Undisclosed Social Media
Sports/News Multi-Skilled Journalist	1 – 14	Internal Promotion

## II. Recruitment Sources

### A) 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	Umass Boston	www.umb.edu	Yes	
3	Boston Recruit Mission	tsmith@brm.org	No	
4	Action for Boston Community Development	Bostonabcd.org	No	
5	Salem State University	Lisa.morency@salemstate.edu	Yes	
6	LinkedIn	<a href="http://www.linkedin.com">www.linkedin.com</a>	No	57
7	Google	www.google.com	No	8
8	Indeed	www.indeed.com	No	25
9	TV jobs	www.TVjobs.com	No	
10	Glassdoor	www.glassdoor.com	No	2
11	Talent Dynamics	<a href="http://www.talentedynamics.com">www.talentedynamics.com</a>	No	
12	Facebook		No	1
13	Instagram		No	1
14	Twitter		No	

### ADDITIONAL INTERVIEW REFERRAL SOURCES:

#### Additional Sources of Interviewees

Recruitment Source	Address	Contact	Phone	Request Notification	# Of Interviewees Interviewed
Employee Referral				No	24
School Campus Visit/Job Fair				No	3
Direct Contact from Paramount Recruiter				No	9
Internal Career Site/Employee				No	5

Paramount Career Site				No	92
Professional Organization				No	7
Job Board				No	4
Recruiting Agency				No	7
Social Media				No	1
Other (employee did not specify)				No	11

**TOTAL INTERVIEWEES FROM REFERRAL SOURCES IN 12-MONTH PERIOD: 257**

**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="https://de.works">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="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.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'
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="https://de.works">DE.works</a> Jobs also appear on <a href="https://veterans.usnlx.com">https://veterans.usnlx.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

<p>The National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)</p>	<p><a href="https://usnlx.com">https://usnlx.com</a></p>
<p>VetCentral /Local Veteran Employment Representatives &amp; Disabled Veteran Outreach Program Representatives (LVERS &amp; DVOP's) (State)</p>	<p>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></p>
<p>State &amp; 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 <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.</p>
<p>State of Alabama</p>	<p><a href="https://alabamaworks.alabama.gov/vosnet/Default.aspx">https://alabamaworks.alabama.gov/vosnet/Default.aspx</a></p>
<p>State of Alaska</p>	<p><a href="http://www.jobs.state.ak.us/jobseeker.htm">http://www.jobs.state.ak.us/jobseeker.htm</a></p>
<p>State of Arizona</p>	<p><a href="https://www.azjobconnection.gov/ada/r/">https://www.azjobconnection.gov/ada/r/</a></p>
<p>State of Arkansas</p>	<p><a href="https://www.arjoblink.arkansas.gov/ada/">https://www.arjoblink.arkansas.gov/ada/</a></p>
<p>State of California</p>	<p><a href="https://www.caljobs.ca.gov/vosnet/Default.aspx">https://www.caljobs.ca.gov/vosnet/Default.aspx</a></p>
<p>State of Colorado</p>	<p><a href="http://www.connectingcolorado.com/">http://www.connectingcolorado.com/</a></p>
<p>State of Connecticut</p>	<p><a href="https://www.cthires.com/vosnet/Default.aspx">https://www.cthires.com/vosnet/Default.aspx</a></p>
<p>State of Delaware</p>	<p><a href="https://joblink.delaware.gov/ada/">https://joblink.delaware.gov/ada/</a></p>
<p>District of Columbia</p>	<p><a href="https://www.dcnetworks.org/vosnet/Default.aspx">https://www.dcnetworks.org/vosnet/Default.aspx</a></p>
<p>State of Florida</p>	<p><a href="https://www.employflorida.com/vosnet/Default.aspx">https://www.employflorida.com/vosnet/Default.aspx</a></p>
<p>State of Georgia</p>	<p><a href="http://employgeorgia.com/">http://employgeorgia.com/</a></p>
<p>Guam Job Bank</p>	<p><a href="https://www.hireguam.com/vosnet/Default.aspx">https://www.hireguam.com/vosnet/Default.aspx</a></p>
<p>State of Hawaii</p>	<p><a href="https://www.hirenethawaii.com/vosnet/Default.aspx">https://www.hirenethawaii.com/vosnet/Default.aspx</a></p>
<p>State of Idaho</p>	<p><a href="https://idahoworks.gov/">https://idahoworks.gov/</a></p>

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://focuscareer.ky.gov/careerexplorer/home">https://focuscareer.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)
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.**

<p><b>1. National Association of Hispanic Journalists (NAHJ) 2023</b></p> <p>The NAHJ Convention &amp; Career Fair is the premier conference for journalism education, career development, networking, and industry innovation, attracting leaders and influencers in journalism, media, technology, business, health, arts, and entertainment. The nation's top journalists, media executives, journalism educators, public relations professionals, and students will gather. This convention is to represent the Hispanic community in Journalism.</p>	<p>07/09/23 - 07/13/23</p>	<p>Producer</p>
<p><b>2. Asian American Journalists Association (AAJA) 2023 Convention</b></p> <p>The AAJA Convention &amp; Career Fair is the premier conference for journalism education, career development, networking, and industry innovation, attracting leaders and influencers in journalism, media, technology, business, health, arts, and entertainment. The nation's top journalists, media executives, journalism educators, public relations professionals, and students will gather. This convention is to represent the Asian American community in Journalism.</p>	<p>07/19/23 - 07/23/23</p>	<p>Anchor/Reporter</p>
<p><b>3. National Association of Black Journalists (NABJ) 2023 Convention</b></p> <p>The NABJ Convention &amp; Career Fair is the premier conference for journalism education, career development, networking, and industry innovation, attracting leaders and influencers in journalism, media, technology, business, health, arts, and entertainment. The nation's top journalists, media executives, journalism educators, public relations professionals, and students will gather. This convention is to represent the Black community in Journalism.</p>	<p>08/2/23 - 08/6/23</p>	<p>Talent Acquisition Director, Recruiter, Anchor/Reporter</p>

<p><b>4. NLGJA 2023 (The Association of LGBTQ+ Journalists)</b></p> <p>The NLGJA Convention &amp; Career Fair is the premier conference for journalism education, career development, networking, and industry innovation, attracting leaders and influencers in journalism, media, technology, business, health, arts, and entertainment. The nation’s top journalists, media executives, journalism educators, public relations professionals, and students will gather. This convention is to represent the LGBTQ+ community in Journalism.</p>	<p>09/07/23 - 09/10/23</p>	<p>Talent Acquisition Director, Anchor/Reporter</p>
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(b) **Internships**

Description of Recruitment Measure:	Date	Personnel Involved: (Position)
<p><b>1. CBS Boston Summer Internship Program:</b></p> <p>CBS Boston’s internship program consisted of 7 interns over the course of summer 2023. Interns participated in all facets of CBS Boston’s daily operations in their respective departments, in addition to in the field operations. The interns received mentoring from department heads and leaders throughout the company, in addition to a hands-on experience of news creation, production, and operations.</p>	<p>Summer 2023</p>	<p>Human Resources</p>

**(c) Participation in Events Sponsored by Educational Institutions Related to Careers in Broadcasting**

<b>Description of Supplemental Recruitment Measure:</b>	<b>Date:</b>	<b>Personnel Involved: (Position)</b>
<p><b>1. 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</p>	<p>12/13/22, 1/11/23, 1/12/23, 1/17/23, 1/24/23, 1/25/23, 1/31/23 (2), 2/2/23, 2/8/23, 2/9/23, 3/1/23(2), 3/2/23(2), 3/6/23, 3/7/23 (2), 3/8/23, 3/9/23, 3/15/23, 3/30/23, 4/6/23, 4/12/23, 4/25/23, 4/27/23, 5/1/23,5/3/23 5/8/23, 5/16/23 5/18/23, 5/20/23, 5/25/23 (2)</p>	<p>Meteorologists</p>
<p><b>2. 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.</p>	<p>September 21, 2023</p>	<p>Anchor</p>
<p><b>3. Doyle Pre-School Class in Wakefield-</b> Reporter spoke to the class about her career in journalism and being a community helper in Reporting in Media.</p>	<p>Dec 8, 2022</p>	<p>Reporter</p>
<p><b>4. Augustine School Career Day-</b> Andover, MA-Nightside Reporter spoke to the 1<sup>st</sup> grade class about becoming a professional Journalist</p>	<p>May, 20 2023</p>	<p>Reporter</p>
<p><b>5. Boston College Career Night-</b> Reporter spoke to the college students on her experience on becoming an On-Air Reporter</p>	<p>March 22, 2023</p>	<p>Reporter</p>
<p><b>6. Cape Cod League Baseball teams</b> – Sports Anchor/Reporter spoke with two summer Baseball teams summer interns with a Q and A</p>	<p>July 15, 2023</p>	<p>Sports Anchor/Reporter</p>

<p><b>7. Andover and North Andover HS/Community College</b></p> <p>Andover and North Andover HS Football, Band and Cheerleader Seniors at Andover CC about sports anchoring/reporting and host a Q + A.</p>	<p>November 17, 2023</p>	<p>Sports Anchor/Reporter</p>
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**(c) Training - Management Personnel: Ensuring Equal Employment Opportunity and Preventing Discrimination**

<b>Description of Recruitment Measure:</b>	<b>Personnel Involved</b>	<b>Date:</b>	<b>Describe Training:</b>
<p>1. <b>Paramount Business Conduct Statement (BCS)</b>, 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.</p>	<p>Distributed to all new hires in the year of 2023</p>	<p>Varies depending on new hire start date</p>	<p>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 Conduct Statement. Training must be completed by employees bi-annually or any new hires that have begun in 2023.</p>

<p><b>2. Paramount Web-Based Training Modules</b> 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”, “The American with Disabilities Act”, etc.</p>	<p>All Full-Time Staff Employees and Full Time New Hire Employees are required to complete these online training modules annually and upon hire.</p>	<p>Offered to all employees throughout the course of the year, varies depending on new hire start date and anniversary dates.</p>	<p>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.</p>
<p><b>3. New Hire Orientation Meetings</b>  Company and EEO Policy Dissemination and Review</p>	<p>Manager, People Development; Sr. Coordinator, People Development</p>	<p>Varies depending on new hire start date.</p>	<p>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.</p>

**(d) Training – Personnel: Programs to Enable Station Personnel to Acquire Skills for Higher Positions**

Description of Recruitment Measure	Personnel Involved	Describe Training	
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<p><b>1. Propel – Learning at Paramount</b>  (Ongoing)</p>	<p>Available to All Full Time Staff Employees</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. 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>	
<p><b>2. LearnLab (LinkedIn Learning, getAbstract, Brainstorm)</b>  (Ongoing)</p>	<p>Available to All Full Time Staff Employees</p>	<p>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.</p>	
<p><b>3. Goal setting and Performance Feedback</b> (Ongoing)</p>	<p>Available to All Full Time Staff Employees</p>	<p>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.</p>	



<p><b>4. Paramount 2023 Mentoring+ Program (ongoing)</b></p>		<p>Mentoring+ is a 6-month internal mentoring program that connects Paramount employees across all brands and functions to establish 1:1 mentor/mentee partnerships. This provides our employees with the ability to gain new perspectives, expand their network or develop new strengths. Mentoring+ provides mentees and mentors the opportunity to build a lasting connection over six months. As a mentee, you get focused support with development goals of your choice. As a mentor, you get the opportunity to expand your network, learn more about the business and give back to your Paramount colleagues. Everyone benefits from meeting new people in the organization.</p>	
<p><b>5. Paramount's Pop-Up Mentoring</b></p>		<p>Pop-Up Mentoring is the place to connect with a mentor for a one-time meeting, whenever you need it, all year round. Get (or give!) advice and share your experiences with peers and colleagues across Paramount.</p>	