

EEO PUBLIC FILE REPORT

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

1) Employment Unit: CBS Broadcasting Inc.; The CW Television Stations Inc.

2) Unit Members (Stations and Communities of License): KSTW-TV, Seattle, WA

3) EEO Contact Information for Unit Member:

Mailing Address: KSTW-TV 1715 E. Madison St. Seattle, WA 98122	Telephone Number: 323-365-1155
	Contact Person: Enrique Carvajal
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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
Producer	1 - 50	42
Multi-Skilled Journalist	1 - 50	42
***It was discovered that the two hires above were inadvertently not included on the station’s 2021-2022 Annual EEO Public File Report filed last year. They are being included on this year’s report for accuracy and completeness.		

II. MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD

Code #	DIVERSITY SITES	Requested Notification (Y/N)	Number of interviewees referred
1	African American https://africanamerican.dejobs.org/	No	
2	Asian American https://asianamerican.dejobs.org/	No	
3	The Black Perspective https://blackperspective.com/career-search-engine/	No	
4	Campus Pride http://campuspride.jobs/	No	
5	Hispanic American https://hispanicamerican.dejobs.org/	No	
6	Hispanic Today https://hispanic-today.com/career-search-engine/	No	
7	Latino American https://latinoamerican.dejobs.org/	No	
8	LGBTQ https://lgbtq.dejobs.org/	No	
9	Minority https://minority.dejobs.org/	No	

10	Native American	https://nativeamerican.dejobs.org/	No	
11	Way Finders Careers	http://wayfinderscareers.com/	No	
12	Women	https://women.dejobs.org/	No	
13	Women For Hire	http://jobs.womenforhire.com/	No	
14	Women in Business and Industry	https://wib-i.com/career-search-engine/	No	

Code #	DISABILITY SITES		Requested Notification (Y/N)	Number of interviewees referred
15	Allsup Employment Services	https://disability.dejobs.org/allsup-disability-partner/	No	
16	Direct Employers Disability	https://disability.dejobs.org	No	
17	Disabled Veterans	https://disabledveterans.dejobs.org/	No	
18	Easter Seals	https://easterseals.dejobs.org	No	
19	Enable America	https://enableamerica.dejobs.org	No	
20	Land A Job	https://jobs.landajob.org/	No	
21	The Career Index Plus	https://thecareerindex.com/dsp_intro.cfm	No	

Code #	MILITARY/VETERAN NETWORK SITES		Requested Notification (Y/N)	Number of interviewees referred
22	CASY/National Guard Employment Program	https://jobs.msccn.org/usa/jobs/	No	
23	Direct Employers Veterans	https://veterans.dejobs.org	No	
24	Military Spouse	https://militaryspouse.dejobs.org/	No	
25	Military Spouse Connections	https://militaryspouseconnection.dejobs.org/	No	
26	Military Spouse Corporate Career Network (MSCCN)	https://jobs.msccn.org/usa/jobs/	No	
27	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’	No	
28	Student Veterans of America	http://studentveteransofamerica.jobs	No	
29	The HER Foundation Inc.	https://honorher.works/	No	
30	USA Cares	https://careers.usacares.org/	No	
31	US Military Pipeline	https://usmilitarypipeline.com/	No	
32	Vet Central /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	No	
33	Veteran’s Enterprise	https://veteransenterprise.com/career-search-engine/	No	
34	Veterans Job Bank	https://www.dol.gov/agencies/vets/veterans/findajob	No	
35	VetJobs	https://jobs.vetjobs.org/	No	

Code #	FEDERAL GOVERNMENT SITES		Requested Notification (Y/N)	Number of interviewees referred
36	American Job Center (USDOL)	https://www.careeronestop.org/JobSearch/job-search.aspx	No	
37	Career One Stop (USDOL/ETA)	https://www.careeronestop.org/JobSearch/job-search.aspx	No	
38	My Skills My Future (USDOL/ETA)	http://www.myskillsmyfuture.org	No	

Code #	STATE SITE		Requested Notification (Y/N)	Number of interviewees referred
39	State of Washington	https://www.worksourcewa.com/	No	
Code #	OTHER SITES		Requested Notification (Y/N)	Number of interviewees referred
40	Glassdoor	https://www.glassdoor.com/	No	
41	Indeed	https://www.indeed.com/	No	
42	LinkedIn	https://www.linkedin.com/	No	2
43	Ziprecruiter.com	https://www.ziprecruiter.com/	No	
44	Talent Dynamics	http://www.talentedynamics.com/ (On-Air, Producer jobs only)	No	
45	Paramount Internal Posting	All jobs	No	
46	Paramount Career Site	All jobs	No	1
47	Employee Referral	All jobs	N/A	
48	CBS Recruiter	All jobs	No	
49	In-station Job Board	All jobs	N/A	
Code #	ADDITIONAL INTERVIEWEE REFERRAL SOURCES		Requested Notification (Y/N)	Number of interviewees referred
50	Internet search		No	2

TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD

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III. Supplemental Recruitment Measures.

(a) Job Fairs

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Investigative Reporters and Editor's Annual Investigative Journalism Conference and Networking Fair - Participants	June 22-25, 2023	Paramount VP Talent Acquisition and CBS News and Stations Recruiting Director
The Asian American Journalists Association National Convention - Participants	July 19-23, 2023	CBS News and Stations Recruiters and Recruiting Coordinator
Annual National Association of Black Journalists (NABJ) Career Fair - Participants	August 2-6, 2023	CBS News and Stations Recruiting Director and Recruiters
Annual National Association of Hispanic Journalist Career Fair (NAHJ) - Participants	July 12-15, 2023	CBS News and Stations Recruiting Director and Recruiters
The Association of LGBTQ Journalists - Participants	September 7-10, 2023	CBS News and Stations Recruiter
Online News Association - Participants	August 23-26, 2023	CBS News and Stations Recruiter and Recruiting Coordinator

Supplemental Recruitment Measures.

(b) Participation in Events Related to Careers In broadcasting Sponsored by Educational Institutions

Description of Event:	Date:	Personnel Involved: (Position)
Station tour to student interested in a production career.	November 22, 2022	Creative Services Director

(c) Training - For Management on Methods of Ensuring Equal Employment Opportunities and Preventing Discrimination

Description of Training Measure:	Personnel Involved: (Position)	Describe Training:
Paramount - Training “Preventing Sexual Harassment”	September/October 2022 Managers	Manager training to ensure the workplace is a safe and professional work environment that is free from harassment and discrimination. In this course you'll learn the essential aspects of workplace harassment, including who's protected against it, how and where it can happen, and the actions you can take to help prevent it and handle when it occurs.
Paramount Inclusion Week	October 24 th – 28 th , 2022 Managers	Training of management designed in part to ensure equal employment opportunities and prevent discrimination.
Paramount – Learning and Development "The Empathetic Leader" “Fearless Feedback” “Cracking the Coaching Code” “Build a High Performing Team by Understanding and Addressing Employee Needs” “Thoughtfully Communicate a Performance Rating & Have a Meaningful Check-In Conversation” “Team Wellbeing Bootcamp: Flourishing at Work and Beyond” “Your Team’s Next Superpower: Psychological Safety” “Building Team Trust” “Workplace Integrity”	On-going New Managers, Promotions, People Leader Learning Opportunities	The training content we are suggesting includes modules on our values, the essentials of management, and tips on clarifying objectives. If you choose to familiarize yourself with the materials you will see that it’s a combination of on-line classroom, on-line self-paced, brief articles from HBR, and executive book summaries. There are many more topics available to them and we hope that by directing them to this training in their early days as a manager, we will set the right tone with our commitment to their development.

(d) Training – For Personnel Designed to Enable Personnel to Acquire Skills for Higher Level Positions

Description of Training Measure:	Personnel Involved: (Position)	Describe Training:
Paramount - Training “Preventing Sexual Harassment”	September/October 2022 All Employees	Every workplace should provide a safe and professional work environment that is free from harassment and discrimination. In this course you'll learn the essential aspects of workplace harassment, including who's protected against it, how and where it can happen, and the actions you can take to help prevent it.
Paramount Inclusion Week	October 24 th – 28th, 2022 All Employees	Listening/Interactive sessions across Paramount (in-person and virtual) talks, panels, workshops, and special in-office experiences
Propel Learning	Ongoing All Employees	Learning at Paramount - Available to All Full Time Staff Employees Propel is Paramount’s Learning and Development portal, which contains learning options, approaches and programs to help employees and managers develop new skills and grow their careers at Paramount. Propel learning opportunities are organized by level (early-career, mid-career and experienced) and topic (communications, working with others, and personal effectiveness). Includes live courses as well as curated playlists with eLearning from LinkedIn and get Abstract.
Goal-Setting and Performance Feedback	Ongoing All Employees	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.

(e) Other

Description of Measure:	Date:	Personnel Involved: (Position)
Bright Future Scholarship Committee	July 7th, 2023 General Manager	We actively participate in the Bright Future Scholarship program. As part of this participation, we not only promote the scholarship program on air, but the station’s General Manager reviews applicant essays and participates in the selection of winning high school students.