

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2021 to July 22, 2022.

1) Employment Unit: CBS Broadcasting Inc.

2) Unit Members (Stations and Communities of License): WBBM-TV Chicago, IL

3) EEO Contact Information for Unit Member:

Mailing Address: 22 W Washington Chicago, IL 60602	Telephone Number: 312-899-2041
	Contact Person: Ron Damron
	E-mail Address: rdamron@viacomcbs.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
Sports Anchor/Reporter/MMJ	1-20	Internal Promotion
President/General Manager	1-18; 20	Contacted by Paramount/CBS Recruiter
Web Producer	1-18; 20	Internal Promotion
Assignment Editor	1-18; 20	Internal Promotion
Digital Multi-Skilled Journalist	1-18; 20	Contacted by Paramount/CBS Recruiter
Anchor/Reporter Weather	1-20	Referred by Paramount/CBS Employee
Writer/Producer	1-18; 20	Contacted by Paramount/CBS Recruiter
Photographer 403(g)	1-18; 20	Internal Promotion
Photographer 403(g)	1-18; 20	Internal Promotion
Executive Producer	1-20	Referred by Paramount/CBS Employee
Multi-Skilled Journalist	1-20	Weisman Media / Talent Agency
Executive Producer Community Impact	1-18; 20	Referred by Paramount/CBS Employee
Digital Line Producer	1-18; 20	Internal Promotion
Art Director	1-18; 20	Contacted by Paramount/CBS Recruiter
Associate Digital Line Producer	1-18; 20	Internal Promotion
Multi-Platform Producer	1-20	14
Multi-Skilled Journalist	1-20	19

Job Title	Recruitment Source Notified of Job Vacancy	Recruitment Source of Hiree
Photographer 403(g)	1-18; 20	Internal Promotion
Anchor/Reporter	1-20	Contacted by Paramount/CBS Recruiter
Supervising Producer	1-20	Referred by Paramount/CBS Employee
Newswriter/Producer	1-20	Internal Promotion
Newswriter/Producer	1-20	Internal Promotion
Newswriter/Producer	1-20	Internal Promotion
Sports Producer	1-20	Referred by Paramount/CBS Employee
Anchor/Reporter	N/A	Referred by Paramount/CBS Employee
Newswriter/Producer	1-20	Referred by Paramount/CBS Employee
Creative Producer	1-18; 20	2
Associate Digital Line Producer	1-18; 20	14
Creative Producer	1-18; 20	14
Assignment Desk Assistant	1-18; 20	2
Web Producer	1-18; 20	2
Investigative Multi-Skilled Producer	1-20	Referred by Paramount/CBS Employee
Assignment Desk Assistant	1-18; 20	2
Supervising Producer	1-20	Referred by Paramount/CBS Employee
Multi-Skilled Journalist	1-20	2
Supervising Producer	1-20	Contacted by Paramount/CBS Recruiter

II. MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD

Code #	Recruitment Source	Address	Contact	Requested Notification	Number of Interviewees Referred
1	DirectEmployers Association (Distributed to List #1 below)	Online Career Portal Posting		No	
2	Paramount (ViacomCBS) Career Site	www.paramount.com/careers		No	46
3	Back of the Yards Neighborhood Council	egarcia@bync.org	Career Services	No	
4	Benedictine University	career@ben.edu	Career Development	No	
5	California Chicano News Media Association	ccnmainfo@ccnma.org	USC School of Journalism	No	
6	Columbia College Chicago	vrobins@colum.edu	Valerie Robbins	No	
7	Concordia College	career.services@CUChicago.edu	Career Services	No	
8	Elmhurst College	hollyc@elmhurst.edu		No	
9	Harper College	msmith@harpercollege.edu	Michele Smith	No	
10	Hispanic Association of Colleges & Universities	jobpost@hacu.net	Career Services	Yes	
11	Illinois State	careercenterevents@illinoisstate.edu	Career Services	No	
12	Indeed	www.indeed.com		No	19
13	Japanese American Society	kono@jaschicago.org	Satoko Ogi	No	
14	LinkedIn	www.linkedin.com		No	30
15	North Park University	chands@NorthPark.edu		No	
16	Robert Morris College	careerservices@robertmorris.edu	Career Services	Yes	
17	Solutions by Chandra, LLC	chandra@solutionsbychandralc.com	Chandra L. Gary	Yes	
18	Southern Illinois University	postjobs@siu.edu	Career Services	Yes	
19	Talent Dynamics	www.talentedynamics.com		No	2
20	University of Chicago	karnika@uchicago.edu	Kathy Anderson	No	

Additional Sources of Interviewees

Internal Promotion	www.totalrewards.paramount.com		No	19
Referred by Paramount/ CBS Employee	www.paramount.com/careers		No	27
Contacted by Paramount/CBS Recruiter	www.paramount.com/careers		No	10
Weisman Media	1901 Raymond Drive, Suite 6 Northbrook, IL 60062	Joel Weisman	No	1

TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD 154 (includes Hires)

DirectEmployers Association Job Syndication Alliances (List 1):

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/
USA Cares	https://careers.usacares.org/
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. 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/ada/r/employer
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://newworks.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/
The Ladders	http://TheLadders.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

Participation in Job Fairs

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>Virtual Convention – National Association of Hispanic Journalists Training Conference and Career Fair</p> <p>Participant – discussed careers and future opportunities at CBS.</p>	7/14/2021 – 7/15/2021	Emily Friedberg – CBS Recruiting Director
<p>Virtual Convention – National Association of Black Journalists (NABJ) and Career Fair</p> <p>Panel participant and career mentor. Discussed careers and future opportunities at WBBM/CBS.</p>	8/18/2021 – 8/21/2021	Jeff Harris – Vice President/News Director Emily Friedberg – CBS Recruiting Director
<p>Asian American Journalists Association National Virtual Convention</p> <p>Participant – discussed careers and future opportunities at CBS.</p>	8/25/2021	Emily Friedberg – CBS Recruiting Director
<p>Newhouse School of Public Communications, Syracuse University Career Fair (CBS Station Group Sponsored Event)</p> <p>CBS Television Stations participated in a 3-part event career fair at Syracuse University’s Newhouse School of Public Communications. This event included an information session, and then a career fair. During the information session, we provided an overview of who we are, what we do, and our reach. During the career fair, staff members met with many students, collected resumes, and chatted with them about a future with the CBS Television Station Group.</p>	4/8/2022	Perry Casciato – CBS Television Stations Group Programming Director participated on behalf of WBBM
<p>Virtual Chicagoland Entry to Mid-Level Job Fair</p> <p>Participated in Career Fair open to residents of Chicagoland area and beyond.</p>	6/15/2022	Maria Zarco – Payroll/Human Resources Manager

(b) Participation in Events

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1. NABJ Organization: DePaul</p> <p>Spoke with students about a career in journalism.</p>	<p>9/30/2021</p>	<p>Dorothy Tucker - Reporter</p>
<p>2. Cleveland State University Organization: Society of Professional Journalists</p> <p>Participated in zoom meeting to answer questions and discuss experiences, discuss work performed at the station, and offer career advice to students as they begin their internship and full-time job searches.</p>	<p>10/18/2021</p>	<p>Samah Assad - Investigative Producer Digital</p>
<p>3. Mentoring Program Organization: Columbia College Journalism</p> <p>Participated in zoom meeting to answer questions and discuss experiences, discuss work performed at the station, and offer career advice to students as they begin their internship and full-time job searches.</p>	<p>3/3/2022</p>	<p>Suzanne Le Mignot – Anchor/Reporter</p>
<p>4. Madison Elementary School</p> <p>Met with students who had created their own television newscast and discussed the different opportunities in the media/broadcast industry.</p>	<p>3/23/2022</p>	<p>James Williams – Anchor/Reporter</p>
<p>5. Mentoring Program Organization: University of Chicago Science Communication</p> <p>Participated in meeting to answer questions and discuss experiences, discuss work performed at the station, and offer career advice to students as they begin their internship and full-time job searches.</p>	<p>4/04/2022</p>	<p>Suzanne Le Mignot – Anchor/Reporter</p>
<p>6. Career Fair Organization: School District 95</p> <p>Met with students and parents to spotlight future careers, talk with them about roles within the organization and share education credentials.</p>	<p>4/20/2022</p>	<p>Jennifer Lyons – President/General Manager</p>
<p>7. Career Day Organization: Prairie Hills JR HS (Markham, IL)</p> <p>Participated in a career fair with middle school students regarding the TV News business.</p>	<p>5/6/2022</p>	<p>David Kenebrew - Photographer</p>
<p>8. Mentoring Program Organization: University of Chicago Science Communication</p> <p>Discussed tips for students as they navigated next steps in preparation for a summer internship or heading out into the job market.</p>	<p>5/23/2022</p>	<p>Suzanne Le Mignot – Anchor/Reporter</p>

(c) Training Personnel

Training Management Personnel re: Ensuring Equal Employment Opportunity and Preventing Discrimination

Description of Recruitment Measure:	Personnel Involved: (Name and Position)	Describe Training:
<p>1. Training Hiring Managers in the recruitment process for openings within their respective departments.</p> <p>(Ongoing; Kickoff recruitment meetings)</p>	<p>Maria Zarco (former Payroll/Human Resources Manager); Hiring Managers; Talent Acquisition Recruiters</p>	<p>Train management level personnel regarding methods for ensuring equal employment opportunity and preventing discrimination.</p>
<p>2. New Hire Onboarding / Orientation Meetings</p> <p>Company EEO and Anti-Harassment Policy Dissemination and Review (Ongoing)</p>	<p>Maria Zarco (former Payroll/Human Resources Manager); Paramount New Hire Orientation</p>	<p>Present and review information with employees related to our commitment to equal employment opportunity and preventing harassment in the workplace.</p>
<p>3. Paramount Business Conduct Statement (BCS)</p> <p>(Most recently distributed to all employees by Paramount President & CEO in December 2021 and new hires upon start date.)</p>	<p>All Full Time Staff 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>4. Paramount Web-Based Compliance Training Modules Distributed to all Full-Time Employees and New Hires</p> <p>Courses rotate throughout the years and include Preventing Sexual Harassment and Non-Discrimination and Anti-Harassment training.</p> <p>(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>All 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>5. Inclusive Leadership Training</p> <p>(June 2022)</p>	<p>News & Stations Leadership Team; Facilitated by AnaLexicis Bridewell (Director Employee Learning)</p>	<p>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>

Training Programs to Enable Station Personnel to Acquire Skills for Higher Positions

Description of Recruitment Measure:	Personnel Involved: (Name and Position)	Describe Training:
6. 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.
7. LearnLab (LinkedIn Learning, getAbstract, Brainstorm) (Ongoing)	Available to All Full Time Staff Employees	An enormous library of on-demand learning courses and opportunities available to all full-time 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.

Establishing a Mentoring Program for Station Personnel

Description of Recruitment Measure:	Personnel Involved: (Name and Position)	Describe Training:
9. Mentoring+ Program (Ongoing – Six Month Intervals)	Available to All Full Time Staff Employees	Program to build a lasting relationship while working on a development goal of choice. Mentoring+ provides new insight and fresh perspectives for both mentees and mentors, equipping employees with skills and learning that prepare them for career advancement.