

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period July 23, 2022 to July 22, 2023.

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:  WBBM-TV 22 W Washington Street 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
Investigative Data Journalist	1-19	13
Web Producer	1-19	Internal Promotion
Assistant News Director	1-17; 19	Referred by Paramount/CBS Employee
Photographer 403(g)	1-17; 19	Internal Promotion
Photographer 403(g)	1-17; 19	Internal Promotion
Multi-Skilled Journalist	1-19	Contacted by Paramount/CBS Recruiter
Maintenance Technician	1-17; 19	13
Multi-Skilled Journalist	1-19	Referred by Paramount/CBS Employee
Multi-Skilled Journalist	1-19	Referred by Paramount/CBS Employee
Reporter	1-19	Internal Promotion
Reporter	1-19	Internal Promotion
News Desk Associate	1-17; 19	2
Director/Technical Director	1-17; 19	11
Director/Technical Director	1-17; 19	Referred by Paramount/CBS Employee
Newswriter/Producer	1-19	Referred by Paramount/CBS Employee
Digital Producer (Streaming)	1-19	2
Executive Producer	1-19	13
Director/Technical Director	1-17; 19	Internal Promotion

## 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 Career Site	<a href="http://www.paramount.com/careers">www.paramount.com/careers</a>		No	20
3	Back of the Yards Neighborhood Council	<a href="mailto:egarcia@bync.org">egarcia@bync.org</a>	Career Services	No	
4	Benedictine University	<a href="mailto:career@ben.edu">career@ben.edu</a>	Career Development	No	
5	California Chicano News Media Association	<a href="mailto:ccnmainfo@ccnma.org">ccnmainfo@ccnma.org</a>		No	
6	Columbia College Chicago	<a href="mailto:vrobins@colum.edu">vrobins@colum.edu</a>	Valerie Robbins	No	
7	Concordia College	<a href="mailto:career.services@CUChicago.edu">career.services@CUChicago.edu</a>	Career Services	No	
8	Elmhurst College	<a href="mailto:hollyc@elmhurst.edu">hollyc@elmhurst.edu</a>		No	
9	Harper College	<a href="mailto:msmith@harpercollege.edu">msmith@harpercollege.edu</a>	Michele Smith	No	
10	Illinois State	<a href="mailto:careercenterevents@illinoisstate.edu">careercenterevents@illinoisstate.edu</a>	Career Services	No	
11	Indeed	<a href="http://www.indeed.com">www.indeed.com</a>		No	2
12	Japanese American Society	<a href="mailto:kono@jaschicago.org">kono@jaschicago.org</a>	Satoko Ogi	No	
13	LinkedIn	<a href="http://www.linkedin.com">www.linkedin.com</a>		No	11
14	North Park University	<a href="mailto:chands@NorthPark.edu">chands@NorthPark.edu</a>		No	
15	Robert Morris College	<a href="mailto:careersdt@roosevelt.edu">careersdt@roosevelt.edu</a>	Career Services	Yes	
16	Solutions by Chandra, LLC	<a href="mailto:chandra@solutionsbychandralc.com">chandra@solutionsbychandralc.com</a>	Chandra L. Gary	Yes	
17	Southern Illinois University	<a href="mailto:postjobs@siu.edu">postjobs@siu.edu</a>	Career Services	Yes	
18	Talent Dynamics	<a href="http://www.talentedynamics.com">www.talentedynamics.com</a>		No	2
19	University of Chicago	<a href="mailto:karnika@uchicago.edu">karnika@uchicago.edu</a>	Career Services	No	

### Additional Sources of Interviewees

Internal Promotion	<a href="http://www.paramount.com/careers">www.paramount.com/careers</a>		No	6
Referred by Paramount/ CBS Employee	<a href="http://www.paramount.com/careers">www.paramount.com/careers</a>		No	14
Contacted by Paramount/CBS Recruiter	<a href="http://www.paramount.com/careers">www.paramount.com/careers</a>		No	1

**TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD** **56 (includes Hires)**

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

### DIVERSITY SITES

African American	<a href="http://africanamericantalent.us/">http://africanamericantalent.us/</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="http://asianamericanjobs.com/">http://asianamericanjobs.com/</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>
Career Diversity	<a href="https://careerdiversity.com/">https://careerdiversity.com/</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="http://hispanicamericanjobs.com/">http://hispanicamericanjobs.com/</a>
Lgbtjobsite.com	<a href="http://www.lgbtjobsite.com">http://www.lgbtjobsite.com</a> (DE Member Jobs Only)
LGBTQ	<a href="http://lgbtqhire.com/">http://lgbtqhire.com/</a>
Minority	<a href="http://diversejobseeker.com/">http://diversejobseeker.com/</a>
Native American	<a href="http://nativeamericantalent.us/">http://nativeamericantalent.us/</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="http://talentedwomenjobs.com/">http://talentedwomenjobs.com/</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>
Women in CDL	<a href="https://www.womenincdl.com/">https://www.womenincdl.com/</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="http://recruitdisabledtalent.com/">http://recruitdisabledtalent.com/</a> AND <a href="http://abletoowork.com/">http://abletoowork.com/</a>
DisabilityJobSite.com	<a href="http://www.disabilityjobsite.com/">http://www.disabilityjobsite.com/</a> (DE Member Jobs Only)
Disabled Veterans	<a href="http://disabledvetsjobs.com/">http://disabledvetsjobs.com/</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 DE.works
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="http://americanveteranjobs.com/">http://americanveteranjobs.com/</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’
Recruit Military Spouses	<a href="http://recruitmilitaryspouses.com/">http://recruitmilitaryspouses.com/</a>
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>
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 DE.works Jobs also appear on <a href="https://veterans.usnlx.com">https://veterans.usnlx.com</a>
VeteranJobSite.com	<a href="http://www.veteranjobsite.com/">http://www.veteranjobsite.com/</a> (DE Member Jobs Only)
Veterans in CDL	<a href="https://www.veteransincdl.com/">https://www.veteransincdl.com/</a>
Veterans Job Bank	<a href="https://www.dol.gov/agencies/vets/veterans/findajob">https://www.dol.gov/agencies/vets/veterans/findajob</a>
Veteran’s Enterprise	<a href="https://veteransenterprise.com/career-search-engine/">https://veteransenterprise.com/career-search-engine/</a>
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>
ONET Online	<a href="https://www.onetonline.org">https://www.onetonline.org</a>

### STATE GOVERNMENT SITES

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 DE.works 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. 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/r/">https://www.azjobconnection.gov/ada/r/</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">https://illinoisjoblink.illinois.gov</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://kentucky.usnlx.com">https://kentucky.usnlx.com</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)
HiredAllied.com	<a href="https://hiredallied.com/">https://hiredallied.com/</a>
HiredatHome.com	<a href="https://www.hiredathome.com/">https://www.hiredathome.com/</a>
HiredCDL.com	<a href="https://hiredcdl.com/">https://hiredcdl.com/</a>
HiredCustomerService.com	<a href="https://hiredcustomerservice.com/">https://hiredcustomerservice.com/</a>
HiredNurses.com	<a href="https://www.hirednurses.com/">https://www.hirednurses.com/</a>
HiringLogistics.com	<a href="https://hiringlogistics.com/">https://hiringlogistics.com/</a>
HiringManufacturing.com	<a href="https://hiringmanufacturing.com/">https://hiringmanufacturing.com/</a>
HiringRestaurant.com	<a href="https://hiringrestaurant.com/">https://hiringrestaurant.com/</a>
HiringRetail.com	<a href="https://hiringretail.com/">https://hiringretail.com/</a>
HiringTechnology.com	<a href="https://hiringtechnology.com/">https://hiringtechnology.com/</a>
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>
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)
MyJobHelper.com	<a href="https://www.myjobhelper.com/">https://www.myjobhelper.com/</a>
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)
SalesHiring.com	<a href="https://saleshiring.com/">https://saleshiring.com/</a>
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

##### Participation in Job Fairs

Description of Recruitment Measure:	Date:	Personnel Involved: (Position)
<p><b>National Association of Black Journalists and National Association of Hispanic Journalists (NABJ/NAHJ) Convention and Career Fair</b></p> <p>Participant met with conference attendees, and discussed careers, current job openings, and future opportunities at WBBM-TV.</p>	8/3/2022 – 8/7/2022	VP News Director
<p><b>Newhouse School of Public Communications Syracuse University Career Fair</b></p> <p>Participant met with students, collected resumes, and discussed job and internship opportunities in the communications field.</p>	3/30/2023	VP Programming Operations
<p><b>National Association of Hispanic Journalists (NAHJ) International Training Convention &amp; Expo</b></p> <p>Participant discussed careers, current job openings, and future opportunities at CBS Television Stations, including WBBM-TV.</p>	7/12/2023 – 7/15/2023	Senior Director, Talent Acquisition, CBS Television Stations
<p><b>Asian American Journalists Association (AAJA) National Convention and Career Fair</b></p> <p>Participant discussed careers, current job openings, and future opportunities at CBS Television Stations, including WBBM-TV.</p>	7/19/2023 – 7/23/2023	Senior Director, Talent Acquisition, CBS Television Stations

#### (b) Internships

Description of Recruitment Measure:	Date:	Personnel Involved: (Position)
<p><b>Illinois Broadcasters Association Multicultural Internship Program</b></p> <p>Partnered with the IBA as a sponsor station for a 12-week internship program, providing a meaningful learning opportunity to a student for a future career in broadcasting.</p>	5/16/2023 – Current	Assistant News Director
<p><b>Sales Department Internship Program</b></p> <p>Hosted a summer Sales internship designed to provide a meaningful educational and hands-on experience for a student pursuing a career in television broadcast sales.</p>	5/30/2023 – Current	Vice President, Sales

**(c) Participation in Events Sponsored by Educational Institutions Relating to Broadcasting Career Opportunities**

Description of Recruitment Measure:	Date:	Personnel Involved: (Position)
<p>1. <b>Rainbow PUSH Coalition – PUSH For Excellence MLK Scholarship Breakfast &amp; Career Fair</b></p> <p>Event focused on the promise of youth and the potential of education, highlighting student talent and college scholarships.</p>	1/16/2023	Multi-Skilled Journalist
<p>2. <b>Girl Scouts of America – Career and Sisterhood Day (Sherwood Troop)</b></p> <p>Participant / Career Speaker</p>	2/19/2023	Digital Multi-Skilled Journalist
<p>3. <b>Power to the Professional Etiquette Luncheon and Career Showcase</b></p> <p>Participant in event designed to instill proper etiquette, develop leadership skills, and expose girls to a variety of careers. Following a luncheon, 4th to 8th grade students participated in improv and a spoken word workshop, and 9th to 12th grade students learned about attire in the workplace and participated in a speed networking activity.</p>	3/18/2023	Anchor/Reporter
<p>4. <b>The Kindness Campaign Presents: Chicago Career Day at Park Manor Elementary School</b></p> <p>Participant in Career Day at Park Manor Elementary, which introduced students to potential career options while they are in elementary school, to help keep them focused and engaged in subjects throughout middle and high school.</p>	4/13/2023	Anchor/Reporter
<p>5. <b>STEM LAB Career Showcase (STEM Lab of Posen – Robbins – ESD 143-5)</b></p> <p>Participant / Career Speaker</p>	5/5/2023	Anchor; Producer
<p>6. <b>Phoebe Hearst Fine Arts Magnet School – 2023 Career Day</b></p> <p>Participant / Career Speaker</p>	5/19/2023	Executive Assistant/Associate Producer Community Impact
<p>7. <b>Chicago’s Common Purpose – Career Day &amp; Immersion Tour</b></p> <p>Hosted young adults, who were given a tour and exposed to the various roles in a television station.</p>	6/9/2023	President/General Manager; VP Broadcast Operations & Engineering; Executive Assistant/Associate Producer Community Impact
<p>8. <b>St. Ignatius Career Day Visit &amp; Tour</b></p> <p>Hosted students, who were given a tour and exposed to the various roles in a television station.</p>	7/25/2023	VP Broadcast Operations & Engineering; Executive Assistant/Associate Producer Community Impact



## (d) Training Personnel

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

Description of Recruitment Measure:	Personnel Involved: (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>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 Non-Discrimination and Anti-Harassment Policy Dissemination and Review</p> <p>(Ongoing)</p>	<p>All Full Time Staff Employees; Manager, People Development; Sr. Coordinator, People Development</p>	<p>This training is provided to newly hired full-time staff employees during a virtual orientation session. As part of orientation, information is presented to and reviewed 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 in 2022 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 September 2022; Business Conduct Statement training was launched in June 2022. Newly hired employees are assigned upon hire.)</p>	<p>All Full-Time Staff 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. Paramount People Leader Expectations</p> <p>(Ongoing; Launched June 2023)</p>	<p>All People Leaders</p>	<p>People Leader Expectations (PLEs) are about supporting great leadership – both providing clarity on what it means to be a great people leader at Paramount and supporting people leaders with on-demand tools to help them learn and grow. PLEs include leading culture by creating an inclusive and trusting team environment where everyone is empowered to contribute and is comfortable being themselves. To support the PLEs, people leaders received a training invitation and will identify one skill to invest in for their growth and development in leading their teams.</p>

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

Description of Recruitment Measure:	Personnel Involved: (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. 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 getAbstract.
7. 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.
8. Paramount Inclusion Week  (10/24/2022 – 10/28/2022)	Available to All Employees	A week of activities (listening/interactive sessions, panels, training sessions, performances, and workshops) across Paramount to bring employees together to amplify and actualize diversity, including and belonging.

## Establishing a Mentoring Program for Station Personnel

Description of Recruitment Measure:	Personnel Involved: (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.