

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period March 23, 2023 to March 22, 2024.

1) Employment Unit: CBS Broadcasting, Inc./Philadelphia Television Station, Inc.

2) Unit Members (Stations and Communities of License): KYW-TV; WPSG-TV

3) EEO Contact Information for Unit Member:

Mailing Address: 1555 Hamilton Street Philadelphia, PA 19130	Telephone Number: (215) 977-5571
	Contact Person: Paul Marrero: Human Resource Manager
	E-mail Address: Marrero@cbs3.com

I. FULL TIME VACANCIES DURING REPORTING PERIOD – Jobs Filled (See Master Recruitment Source List for recruitment source data)

	Job Title	Hire Date	Recruitment Source Notified of Job Vacancy	Recruitment Source of Hiree
1	Digital Content Producer	4/2/2023	1 – 19	Internal Paramount Career Site
2	Director, Financial Planning & Operations	04/25/2023	1 – 19	Paramount Careers Recruiter
3	Meteorologist	5/1/2023	1 – 20	Paramount Careers Site
	Multi-Media Journalist Reporter	5/1/2023	1 – 20	Paramount Careers Site
4	Assignment Editor	5/9/2023	1 – 19	Employee Referral
	Multi-Media Journalist Reporter	5/15/2023	1 – 20	Paramount Careers Site
5	Account Executive	5/17/2023	1 – 19	LinkedIn
6	Integrated Content Host and Producer	5/29/2023	1 – 20	Employee Referral
7	Executive Producer - Investigative	6/5/2023	1 – 19	Employee Referral
8	Associate Digital Producer	6/28/2023	1 – 19	Employee Referral
9	Broadcast Maintenance Technician	7/11/2023	1 – 19	Employee Referral
10	Producer	7/11/2023	1 – 19	Employee Referral
11	Producer	9/5/2023	1 – 19	Paramount Careers Site
12	Reporter / Multi-skilled Journalist	9/12/2023	1 – 12	Employee Referral
13	Digital Content Producer	10/10/2023	1 – 19	ONA job board (Online News Association)
14	Digital Content Producer	10/17/2023	1 – 19	Employee Referral
15	All Platform Content Manager	11/07/2023	1 – 19	Employee Referral
16	News Operations Manager	11/22/2023	1 – 19	Employee Referral
17	Newscast Director	11/29/2023	1 – 19	Employee Referral
18	Assignment Editor	12/06/2023	1 – 19	Paramount Careers Recruiter
19	Assignment Editor	12/12/2023	1 – 19	Paramount Careers Site
20	Multi-skilled Journalist/Reporter	12/14/2023	1 – 12	Employee Referral
21	Newscast Director	12/20/2023	1 – 19	Paramount Careers Site
22	Producer	1/29/2024	1 – 19	Paramount Careers Site
23	Photographer	3/4/2024	1 – 19	Paramount Careers Site
24	Newscast Director	3/11/2024	1 – 19	Paramount Careers Site

II. MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD

COD E #	RECRUITMEN T SOURCE	ADDRESS	CONTACT	PHON E	REQUESTED NOTIFICATIO N (Y/N)	NUMBER OF INTERVIEWEE S REFERRED
1.	LinkedIn		Website posting via Paramount Applicant Tracking System		N	22
2.	Indeed.com		Website posting via Paramount Applicant Tracking System		N	15
3.	Ziprecruiter.com		Website posting via Paramount Applicant Tracking System		N	

4.	Direct Employers Association		See list below		N	
5.	Glassdoor.com		Website posting via Paramount Applicant Tracking System		N	2
6.	National Association of Black Journalists		NABJCareers.org		N	
7.	National Association of Hispanic Journalists		NAHJCareers.org / info@nahjcareers.org		N	
8.	Asian American Journalists Association		info@ajacareers.org		N	
9.	Lgbtjobsite.com		http://www.lgbtjobsite.com/		N	
10.	TV Jobs		info@tvjobs.com		N	
11.	Urban League of Philadelphia		rpreston@urbanleaguephila.org		N	
12.	NAACP Philadelphia Branch		info@naacpphillybranch.org		N	
13.	ASPIRA Association		info@aspira.org		N	
14.	Mayor's Office of Public Engagement		public.engagement@phila.gov		N	
15.	Congreso de Latinos Unidos		info@congreso.net		N	
16.	JobPath for Veterans		yourjobpath.com/employers		N	
17.	PHILADELPHIA ASSOCIATION OF BLACK JOURNALISTS		Charlene Horne <char.pabj@gmail.com>		N	
18.	Paramount Career Site		Corporate Website (SuccessFactors)		N/A	36
19.	Internal Job Posting Paramount Career Site		Corporate Website (SuccessFactors)		N/A	5
20.	Talent Dynamics		Talentedynamics.com		N/A	

Additional Recruitment Source

Number of Interviewees Referred

(1)	Employee Referral	23
(2)	Direct Contact from Paramount Recruiter	11
(3)	ONA job board (Online News Association)	4

TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD

118

DirectEmployers Association Job Syndication Alliances

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/
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

The National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)	https://usnlx.com
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 http://veterans.usnlx.com
State & US Territory Workforce Agency Job Distribution	All DE member jobs are delivered to over 2500+ appropriate State Workforce Agencies (ESDS), Local Veterans Employment Representatives (LVER's) or Disabled Veterans Outreach Program Representatives (DVOP's) and through the appropriate Wagner-Peyser funded Career One Stop Centers to assure VEVRAA compliance. Members access your VEVRAA Compliance Reporting through the 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.
State of Alabama	https://alabamaworks.alabama.gov/vosnet/Default.aspx
State of Alaska	http://www.jobs.state.ak.us/jobseeker.htm
State of Arizona	https://www.azjobconnection.gov/ada/r/
State of Arkansas	https://www.arjoblink.arkansas.gov/ada/
State of California	https://www.caljobs.ca.gov/vosnet/Default.aspx
State of Colorado	http://www.connectingcolorado.com/
State of Connecticut	https://www.cthires.com/vosnet/Default.aspx
State of Delaware	https://joblink.delaware.gov/ada/
District of Columbia	https://www.dcnetworks.org/vosnet/Default.aspx
State of Florida	https://www.employflorida.com/vosnet/Default.aspx
State of Georgia	http://employgeorgia.com/
Guam Job Bank	https://www.hireguam.com/vosnet/Default.aspx
State of Hawaii	https://www.hirenethawaii.com/vosnet/Default.aspx
State of Idaho	https://idahoworks.gov/

State of Illinois	https://illinoisjoblink.illinois.gov
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://networks.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/
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.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Newhouse School of Public Communications, Syracuse University Career Fair CBS STATION GROUP SPONSORED EVENT CBS Television Stations sponsored and hosted a 3-part event career fair at Syracuse University's Newhouse School of Public Communications. This event included an information session, a next-generation story-telling segment 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 and KYW-TV/WPSG-TV.	3/30/2023	KYW-TV/WPSG-TV CBS Television Station Group Programming Director participated. Talent Acquisition Director

(b) Internship

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
KYW-TV / WPSG-TV Paid Internship Program in Philadelphia is designed to provide meaningful educational and field experience for students pursuing careers in television broadcasting and related fields. Our internships expose interns to industry professionals and promote both your personal and career development. Internships are approximately 10 weeks in duration and 16 hours per week. Interns are accepted for the summer 2023 semesters and are paid an hourly rate. Interns can join the News, and Creative Services departments for a semester of fun and learning.	Ten (9) Summer Interns selected for June 05, 2023, through August 11, 2023,	Human Resource Manager All Department Heads and sub managers

(c) Participation in Events.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Kenan Thompson's Young Stars 360 Experience in Philadelphia – A station Anchor spoke for approx. 5 minutes about the media industry and her experience in the industry. Offering "Tips & Tricks," Motivational / Inspirational words for the younger demographic.	4/8/2023	Anchor
National Bring A Kid to Work Day - CBS Philadelphia recognized <i>National Bring A Kid to Work Day</i> , and invited employees to help inspire today's youth to seek opportunities in the field of journalism. We encouraged the CBS Philadelphia community to share their career journey and allow the kids to shadow a typical workday.	4/27/2023	Station management and employee participation
Station Tours: New Foundations Charter School – An educational experience for a middle school journalism class. They were able to meet with industry professionals including a station Anchor and discuss the many facets of news development.	4/28/2023	Anchor

Universal Institute Charter School – a station Anchor was a guest presenter during the school's <i>Career Day</i> event. This appearance took place over Zoom.	5/5/2023	Anchor
Station Tours: Hammonton High School - CBS Philadelphia hosted students from Hammonton High School. They toured the studio and learned from industry professionals (including a station Anchor and Meteorologist) about the various career opportunities in media and journalism.	5/10/2023	Anchor/Meteorologist
Mary McLeod Bethune School – a station Anchor was a guest presenter during the school's in-person <i>Career Day</i> event.	5/19/2023	Anchor
KB Foundation Presents: Nebinger Life Skills – The primary class exercise was <i>Media's Influence on Me</i> with a station Anchor and Sports Reporter leading the discussion for KB Foundation, a nonprofit organization committed to mentoring and servicing Philadelphia youth.	5/23/2023	Anchor
MaST Byberry's K-8 Career Fair! – a station Meteorologist spoke to students about his career as a Meteorologist during <i>MaST Career Day Fair</i> .	5/31/2023	Meteorologist
Allen M. Stearne Elementary School – a station Reporter was the guest presenter during Allen M. Stearne Elementary School's <i>Career Day</i> .	6/8/2023	Reporter
Station Tours: Temple University's Pre-College Program - Temple U. sent a group of students to CBS Philadelphia for a station tour and the ability to meet with industry professionals (including station Anchors and a Meteorologist).	7/26/2023	Anchors/Meteorologist
Evoluer House Commencement Ceremony – a station Reporter gave a 15–20-minute keynote address at the Evoluer House, a nonprofit empowerment program for girls.	8/25/2023	Reporter
In the beginning of September, 30 CBS News and Stations employees headed to Philadelphia to attend The Association of LGBTQ+ Journalists (NLGJA) National Convention. A highlight of this conference were two panels produced by CBS News and Stations. ENTERING THRU MENTORING: Your Journey to Success in the Newsroom and Media, moderated by President and GM, KYW CBS Philadelphia, with panelists Tom Hanson, Alicia Hastey, Tylan Jennings and Patrick Lee. NEWS YOU CAN USE - The LGBTQ GAME SHOW, moderated by Tom Hanson. With panelists Kelly Frank, Lee Grossman, Norman Oliver, Kris Van Cleave	9/5/2023	President General Manager
Station Tours: Gateway High School - CBS Philadelphia hosted students from Gateway High School. They toured the studio and learned from industry professionals (including a station Anchor) about the various career opportunities in media and journalism.	10/24/2023	Anchor
KB Foundation at Reach Climbing and Fitness – CBS Philadelphia's Sports Reporters along with a few Station Producers helped inspire dozens of kids during a day of fun and education. An hour or so was dedicated to learning about KB and doing some indoor rock climbing.	11/27/2023	Sports Reporters and Producers

Temple University – an Assistant News Director spoke to a class at Temple University about the media industry careers.	2/12/2024	Assistant News Director
Station Tours: Penn State University – CBS Philadelphia managers hosted guests from Penn State University as part of our streaming partnership. They were able to tour the studios, newsroom, and control room.	2/21/2024	News Managers
Drexel University – a Sports Reporter spoke to a communications class at Drexel with Ari Bluestein about careers in television broadcasting.	2/28/2024	Sports Reporter
Police Athletic League of Philadelphia (PAL) – a Reporter was selected to be the Keynote Speaker at the <i>3rd Annual PAL Dinner With a Diva</i> , an evening of dinner and discussion focused on helping to empower young minority ladies in the communities in which PAL serves.	3/21/2024	Reporter

(d) Training Management Personnel On Methods of Ensuring Equal Employment Opportunities and Preventing Discrimination:

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
1. Paramount Business Practices Statement (BPS), 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.	Distributed to all new hires in the year of 2023	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 Practices Statement. Training must be completed by employees bi-annually or any new hires that have begun in 2022.
2. Paramount Web-Based Training Modules 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", "Information Security", "The American with Disabilities Act", etc.	All Full-Time Staff Employees and Full Time New Hire Employees are required to complete these online training modules annually and upon hire.	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.
3. New Hire Orientation Meetings Company and EEO Policy Dissemination and Review	Manager, People Development; Sr. Coordinator, People Development	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.

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

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
6. Propel – Learning at Paramount (Ongoing)	Available to All Full Time Staff Employee	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. LinkedIn Learning (Ongoing)	Available to All Full Time Staff Employees	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.
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.