

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period January 31, 2022 to January 21, 2023

1) Employment Unit: CBS Broadcasting Inc.

2) Unit Members (Stations and Communities of License): WCBS-TV/WLNY-TV, New York, NY

3) EEO Contact Information for Unit Member:

Mailing Address:

WCBS-TV / WLNY-TV
Human Resources Dept
524 West 57th Street
New York, NY 10019

Telephone Number:

212-846-5695

Contact Person:

Courtney Nicotra
HR Director

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

Job Title	Recruitment Source Notified of Job Vacancy	Recruitment Source of Hire
Associate Digital Line Producer	1-20	Indeed
Executive Producer, Impacting Communities	1-15; 19 + 20	Employee Referral
Producer	1-15; 19 + 20	Employee Referral
Executive Producer	1-15; 19 + 20	Employee Referral
Producer 1	1-15; 19 + 20	Employee Referral
Administrative Assistant, Broadcast Operations	1-20	Indeed
Newswriter/Producer	1-15; 19 + 20	Paramount Careers Site
Producer	1-15; 19 + 20	Internal Job Posting Board

Producer	1-15; 19 + 20	Internal Job Posting Board
Graphic Artist	1-15; 19 + 20	Employee Referral
Administrative Assistant	1-15; 19 + 20	Indeed
Maintenance Technician 403(g)	1-15; 19 + 20	Internal Job Posting Board
Director of Streaming & Digital	1-15; 19 + 20	Internal Job Posting Board
Multi-Skilled Journalist 1	1-15; 19-21	LinkedIn
Executive Producer - Streaming	1-15; 19 + 20	LinkedIn
Multi-Skilled Journalist	1-15; 19-21	Employee Referral
Reporter	1-15; 19 + 20	Paramount Careers Site
Writer/Producer	1-15; 19 + 20	LinkedIn
Desk Assistant	1-20	Employee Referral
Desk Assistant	1-20	School / Campus Visit
Newswriter/Producer	1-15; 19 + 20	Internal Job Posting Board
Newswriter/Producer	1-15; 19 + 20	Contacted by a Paramount Recruiter
Assignment Editor	1-15; 19 + 20	Employee Referral
Reporter	1-15; 19 + 20	Internal Job Posting Board
Newswriter/Producer	1-15; 19 + 20	Contacted by a Paramount Recruiter
Newswriter/Producer	1-15; 19 + 20	Employee Referral
Producer, WCBS	1-15; 19 + 20	Employee Referral
Associate Producer	1-15; 19 + 20	Applicant did not indicate source

II. Recruitment Sources

A) MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD

Code #	Recruitment Source	Address	Contact	Phone	Requested Notification (Y/N)	Number of Interviewees Referred
1	LinkedIn		Website posting via Paramount Applicant Tracking System		No	7
2	Indeed.com		Website posting via Paramount Applicant Tracking System		No	9
3	Ziprecruiter.com		Website posting via Paramount Applicant Tracking System		No	
4	Direct Employers Association		See list below	866.268.6206	No	
5	Glassdoor.com		Website posting via Paramount Applicant Tracking System		No	
6	National Association of Black Journalists - NY Chapter	1100 Knight Hall Suite 3101 College Park, Maryland 20742	NABJCareers.org	(301) 405-0248	No	
7	National Association of Hispanic Journalists	NAHJ Career Center PO BOX 117 Windsor, CA 95492	NAHJCareers.org / info@nahjcareers.org	626-792 3846	No	

8	Asian American Journalists Association - NY Chapter	AAJA Career Center PO BOX 117 Windsor, CA 95492	info@aajacareers.org	(202) 729-8383	No	
9	National Lesbian and Gay Journalist Association	2120 L St NW Ste 850, Washington, District of Columbia, 20037	info@nlgja.org	+1 (202) 588-9888	No	
10	The New York Urban League	675 3rd Avenue, Suite 2221-30 New York, NY 10017		2129268 000	No	
11	Statewide Hispanic Chamber of Commerce of New Jersey	1280 Wall St W, Lyndhurst, NJ 07071	info@shccnj.org	(201) 935-0035.	No	
12	The Bridge to Independence and Career Opportunity	6 Finance Dr, Danbury, CT 06810	info@tbicoworks.org	203-743-6695	No	
13	Harlem Business Alliance	275 Malcolm X Blvd # 2, New York, NY 10027		212-665-7010	No	
14	BronxNet	250 Bedford Park Blvd. W.	info@bronxnet.org	718-960-1180	No	
15	Job Path	256 W 38th St #2, New York, NY 10018	info@jobpathnyc.org	212-944-0564	No	

16	Long Island University	1 University Plaza Brooklyn, New York 11201	Alex Schimel (Director of Employer and Alumni Engagement) - Alex.Schimel@li u.edu	(718) 780-6102	No	
17	Medgar Evers - CUNY	1650 Bedford Avenue, Brooklyn, NY 11225	Dr. Robert Waterman (Career Services Manager) - rwaterman@mec. cuny.edu	914-715- 2202	No	
18	Newhouse School of Public Communication s	215 University Pl, Syracuse, NY 13210	Bridget Lichtinger (belichti@syr.edu)	315-664- 3110	No	
19	Paramount Career Site	524 West 57th Street New York, NY 10019	Corporate Website (SuccessFactors)	Varies by Posting	N/A	
20	Internal Job Posting Board	524 West 57th Street New York, NY 10019	Corporate Website (SuccessFactors)	Varies by Posting	N/A	
21	Talent Dynamics		Talentedynamics.c om		No	1

Additional Sources of Interviewees

Recruitment Source	Address	Contact	Phone	Request Notification	# Of Interviewees Interviewed
Employee Referral				No	22
School Campus Visit				No	1
Direct Contact from Paramount Recruiter				No	7
Internal Career Site/Employee				No	13
Paramount Career Site				No	9
Undisclosed Professional Organization				No	2
Other (employee did not specify)				No	2

TOTAL INTERVIEWEES FROM REFERRAL SOURCES IN 12-MONTH PERIOD: 73

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.mscn.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.mscn.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

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.hirehawaii.com/vosnet/Default.aspx
State of Idaho	https://idahoworks.gov/

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)

DC.JobSite.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.

Description of Recruitment Measure:	Date:	Personnel Involved (Name & Position):
<p>NABJ HBCYou Training Day Company Participant</p> <p>The NABJ HBCYou Training Day is the first major project of the NABJ HBCU Initiative, which asks alumni of HBCUs to give back by establishing or reinvigorating chapters of NABJ at HBCUs across the country. The NABJ HBCYou Training Day further expands on this goal by offering a daylong, virtual event, where students will connect with media professionals to get training in journalism and communications. Followed by this event, there was a virtual job fair to close out the event, interviews with our leaders, and the ability to virtually click on our job postings to apply for our open roles via a slideshow.</p>	2/26/2022	HR Director; Assistant News Director; VP News Director; VP Creative Service; Director, Multiplatform News Promotion; Design Director
<p>Newhouse School of Public Communications, Syracuse University Career Fair CBS NEW YORK (WCBS/WLNY) SPONSORED EVENT</p> <p>CBS New York (WCBS/WLNY) 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 by our own reporter, Jessi Mitchell, 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 next-generation storytelling, Jessi Mitchell elaborated on what it's like to be a multi-skilled journalist and a demonstration, and during the career fair, members of the WCBS team met with many students, collected resumes, and chatted with them about a future at WCBS.</p>	4/8/2022	GM, President of WCBS; HR Director; VP Creative Services; Assistant News Director; Director, Programming; Reporter

<p>NABJ-NAHJ Convention & Career Fair</p> <p>THE NABJ-NAHJ Convention & Career Fair is the premier conference for journalism education, career development, networking, and industry innovation, attracting leaders and influencers in journalism, media, technology, business, health, arts, and entertainment. The nation's top journalists, media executives, journalism educators, public relations professionals, and students will gather.</p>	<p>08/3/2022 – 08/07/2022</p>	<p>GM, President of WCBS; News Director; Anchor; Assistant News Director; Reporter</p>
---	-----------------------------------	--

Internships

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>CBS New York Rotational Internship Program:</p> <p>CBS New York's internship program consisted of 10 interns over the course of an 8-week program. Each intern had a schedule that was individual to them that included a rotation throughout 4 different departments to include: Newsroom, Creative Services, Sales and Engineering. Interns participated in all facets of CBS New York's daily operations, in addition to in the field operations. The interns received mentoring from department heads and leaders throughout the company, in addition to a hands-on experience to news creation, production, and operations.</p>	June 6, 2022 – August 4, 2022.	HR Director; VP Creative Services; Assistant News Director

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

Description of Recruitment Measure:	Date:	Personnel Involved (Name & Position):
Indiana University Spent two days at his alma matter, Indiana University at the request of instructor Anne Ryder. Tony helped a diverse group of students with story structure, writing for broadcast, on-camera performance, safety in the field as a "one man band" and recent trends in the industry.	10/27/22 - 10/28/22	Reporter
Lincoln Elementary School Spoke with the entire communications dept and school television station about the ins and outs of the business. Journalism as a career and what paths to take to realize their goals. I also appeared in the High Schools final day of school tv news program and anchored their last day school announcements.	6/17/2022	Anchor
Syracuse WCBS Career I conducted a multi-skilled journalist workshop for students and spoke with students at a WCBS team career fair.	4/8/2022	Reporter
Syracuse Virtual Reel Review Session I was invited back by the NABJ students to review resumes and reels, as well as answer questions about the industry	4/29/2022	Reporter
St. Mary's Academy Speaker Series A girls' private school in Los Angeles invited me to speak virtually to students in the media arts department about my career.	5/17/2022	Reporter
Fordham University Law School Spent the late morning/afternoon at Fordham University Law School where the Journalists Association of New York held its 2022 conference on journalism. She was a panelist on how to get your first shot in journalism. Afterwards she took questions and stayed to speak one-on-one with students and others in attendance. She took resumes and emails to help guide people looking for jobs.	08/3/22 - 08/6/22	Reporter

Ohio University Mentoring a current student at her alma mater, Ohio University, throughout the 2022-2023 school year. So far, they've done a resume revamp, covered advice for interviews, internships and extracurriculars.	10/29/2021	Reporter
Career Day at Robert Moses Middle School Spent the day at Robert Moses Middle School, on Long Island, for its career day. She spoke with students about the news industry, showed a video featuring her colleagues and their roles and engaged in a Q&A about the business.	9/26/2022	Executive Producer, Streaming
Speak at Cherry Hill East African American Culture Club Virtual presentation to high school students on journalism and reporting.	5/13/2022	Reporter
Trevor Day School Visited Trevor Day School to conduct an after-school weather and video production presentation to the students.	5/13/2022	Reporter
P.S. 175 in Queens Visited P.S. 175 to teach the kids on weather and video production	11/12/2022	Weather Anchor
P.S. 110 and Francis of Paola Early Learning Center Visited P.S. 110 and Francis of Paola Early Learning Center to teach the kids on weather and video production.	10/8/2022	Weather Anchor
Orangetown Day Camp Visited Orangetown Day Camp to teach the kids on weather production within broadcasting news.	8/14/2022	Weather Anchor
Cooke School & Institute in East Harlem Visited Cooke School & Institute in East Harlem to conduct an after-school weather and video production presentation to the students.	7/28/2022	Weather Anchor
I.S. 230 Visited middle school I.S. 230 to teach weather from a broadcasting perspective.	7/13/2022	Weather Anchor
Elmsford Visited Elmsford to give the kids a presentation on how weather broadcasting works.	6/16/2022	Weather Anchor

Washington Irving School Visited Washington Irving School to conduct an after-school weather and video production presentation to the students.	6/14/2022	Weather Anchor
Tinc Road Elementary School Taught students about all kinds of weather, including tornadoes, and even showed them the Mobile Weather Lab.	6/10/2022	Weather Anchor
Greens Farms Elementary School Visited Greens Farms Elementary School to teach the kids different kinds of weather, video production and weather broadcasting within news.	6/7/2022	Weather Anchor
I WILL GRADUATE DAY/ BARCLAYS CENTER Company Participant I WILL GRADUATE is a youth development program dedicated to empowering and servicing students, families, and the community by communicating the importance of educational Excellence. CBS New York partnered with “I WILL GRADUATE” as their #1 Media Sponsor for their October 24th event at the Barclay’s Center in Brooklyn. Expected participation- 15K High School and Middle School students. CBS New York started coverage of I will Graduate Day- starting in September with “Pledge Day”. We ran PSAs, covered in Live News, streamed their hour Documentary, and attended I WILL GRADUATE Day at the Barclays Center with live reports, our CBS New York Street team and swag giveaways for the kids. At the CBS New York table- kids were asking us to participate in their career days, asking what it’s like to work in television, and wanted to pose with our “Better Together” Step and repeat.	5/26/2022	Executive Producer, Impacting Communities; Director, Multiplatform News Promotion; Writer/Producer

(c) **Training Management Personnel**

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Date:	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 2022	Varies depending on new hire start date	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.	Offered to all employees throughout the course of the year, varies depending on new hire start date and anniversary dates.	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	Varies depending on new hire start date.	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.
4. How We Work Together and Why it Matters Diversity, Equity, and Inclusion Workshop/Training virtually performed by Vallott Karp	All Newsroom-based Full-Time Staff Employees all Freelancers were required to participate in this training	5 workshops: 3/9/22, 3/15/22, 3/16/22, 3/18/22, 3/25/22	Vallott Karp consulting virtually performed a diversity, equity, and inclusion workshop for our Newsroom employees and freelancers. The employees were showed a series of videos, provided story-telling themes and Vallott Karp opened a series of conversational questions to have employees open up about DEI issues they may personally face. Employees were placed in breakout rooms to participate in conversation with their peers, and the Vallott Karp consulting team provided a training on how to handle certain situations that involve DEI, in addition to providing DEI awareness to our employees.
5. Dr. Grant Listening/Training Sessions	All WCBS/WLNY employees (not including department heads).	March 11, 2022	Dr. Grant provides solutions during his sessions with our newsmen and a transparent discussion to openly address the realities of following news coverage. Some of the areas discussed during his listening sessions are: stress, anxiety, discrimination, trauma, and burnout. Dr Grant offered tools to help team members deal with all the above.

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 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.