

**EEO PUBLIC FILE REPORT**

This Report covers full-time vacancy recruitment data for the period October 1, 2021 to September 30, 2022

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

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

3) EEO Contact Information for Unit Member:

Mailing Address:  <b>KSTW-TV</b> 1715 E. Madison St. Seattle, WA 98122	Telephone Number: 415-765-8613
	Contact Person: Sandra Indart
	E-mail Address: <a href="mailto:sindart@cbs.com">sindart@cbs.com</a>

**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
Creative Services Manager	1 - 50	42
Sales Assistant	1 - 50	41
Assistant Chief Engineer	1 - 50	42
Multi-Skilled Journalist	1 - 50	46

**II. MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD**

Code #	DIVERSITY SITES		Requested Notification (Y/N)	Number of interviewees referred
1	African American	<a href="https://africanamerican.dejobs.org/">https://africanamerican.dejobs.org/</a>	No	
2	Asian American	<a href="https://asianamerican.dejobs.org/">https://asianamerican.dejobs.org/</a>	No	
3	The Black Perspective	<a href="https://blackperspective.com/career-search-engine/">https://blackperspective.com/career-search-engine/</a>	No	
4	Campus Pride	<a href="http://campuspride.jobs/">http://campuspride.jobs/</a>	No	
5	Hispanic American	<a href="https://hispanicamerican.dejobs.org/">https://hispanicamerican.dejobs.org/</a>	No	
6	Hispanic Today	<a href="https://hispanic-today.com/career-search-engine/">https://hispanic-today.com/career-search-engine/</a>	No	
7	Latino American	<a href="https://latinoamerican.dejobs.org/">https://latinoamerican.dejobs.org/</a>	No	
8	LGBTQ	<a href="https://lgbtq.dejobs.org/">https://lgbtq.dejobs.org/</a>	No	
9	Minority	<a href="https://minority.dejobs.org/">https://minority.dejobs.org/</a>	No	
10	Native American	<a href="https://nativeamerican.dejobs.org/">https://nativeamerican.dejobs.org/</a>	No	
11	Way Finders Careers	<a href="http://wayfinderscareers.com/">http://wayfinderscareers.com/</a>	No	
12	Women	<a href="https://women.dejobs.org/">https://women.dejobs.org/</a>	No	
13	Women For Hire	<a href="http://jobs.womenforhire.com/">http://jobs.womenforhire.com/</a>	No	
14	Women in Business and Industry	<a href="https://wib-i.com/career-search-engine/">https://wib-i.com/career-search-engine/</a>	No	

Code #	DISABILITY SITES		Requested Notification (Y/N)	Number of interviewees referred
15	Allsup Employment Services	<a href="https://disability.dejobs.org/allsup-disability-partner/">https://disability.dejobs.org/allsup-disability-partner/</a>	No	
16	Direct Employers Disability	<a href="https://disability.dejobs.org">https://disability.dejobs.org</a>	No	
17	Disabled Veterans	<a href="https://disabledveterans.dejobs.org/">https://disabledveterans.dejobs.org/</a>	No	
18	Easter Seals	<a href="https://easterseals.dejobs.org">https://easterseals.dejobs.org</a>	No	
19	Enable America	<a href="https://enableamerica.dejobs.org">https://enableamerica.dejobs.org</a>	No	
20	Land A Job	<a href="https://jobs.landajob.org/">https://jobs.landajob.org/</a>	No	
21	The Career Index Plus	<a href="https://thecareerindex.com/dsp_intro.cfm">https://thecareerindex.com/dsp_intro.cfm</a>	No	
Code #	MILITARY/VETERAN NETWORK SITES		Requested Notification (Y/N)	Number of interviewees referred
22	CASY/National Guard Employment Program	<a href="https://jobs.msccn.org/usa/jobs/">https://jobs.msccn.org/usa/jobs/</a>	No	
23	Direct Employers Veterans	<a href="https://veterans.dejobs.org">https://veterans.dejobs.org</a>	No	
24	Military Spouse	<a href="https://militaryspouse.dejobs.org/">https://militaryspouse.dejobs.org/</a>	No	
25	Military Spouse Connections	<a href="https://militaryspouseconnection.dejobs.org/">https://militaryspouseconnection.dejobs.org/</a>	No	
26	Military Spouse Corporate Career Network (MSCCN)	<a href="https://jobs.msccn.org/usa/jobs/">https://jobs.msccn.org/usa/jobs/</a>	No	
27	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’	No	
28	Student Veterans of America	<a href="http://studentveteransofamerica.jobs">http://studentveteransofamerica.jobs</a>	No	
29	The HER Foundation Inc.	<a href="https://honorher.works/">https://honorher.works/</a>	No	
30	USA Cares	<a href="https://careers.usacares.org/">https://careers.usacares.org/</a>	No	
31	US Military Pipeline	<a href="https://usmilitarypipeline.com/">https://usmilitarypipeline.com/</a>	No	
32	Vet Central /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP’s)	Jobs are emailed by geographic location; create VEVRAA Job Listing Reports in <a href="https://de.works">DE.works</a> Jobs also appear on <a href="https://veterans.usnlx.com">https://veterans.usnlx.com</a>	No	
33	Veteran’s Enterprise	<a href="https://veteransenterprise.com/career-search-engine/">https://veteransenterprise.com/career-search-engine/</a>	No	
34	Veterans Job Bank	<a href="https://www.dol.gov/agencies/vets/veterans/findajob">https://www.dol.gov/agencies/vets/veterans/findajob</a>	No	
35	VetJobs	<a href="https://jobs.vetjobs.org/">https://jobs.vetjobs.org/</a>	No	
Code #	FEDERAL GOVERNMENT SITES		Requested Notification (Y/N)	Number of interviewees referred
36	American Job Center (USDOL)	<a href="https://www.careeronestop.org/JobSearch/job-search.aspx">https://www.careeronestop.org/JobSearch/job-search.aspx</a>	No	
37	Career One Stop (USDOL/ETA)	<a href="https://www.careeronestop.org/JobSearch/job-search.aspx">https://www.careeronestop.org/JobSearch/job-search.aspx</a>	No	
38	My Skills My Future (USDOL/ETA)	<a href="http://www.myskillsmyfuture.org">http://www.myskillsmyfuture.org</a>	No	
Code #	STATE SITE		Requested Notification (Y/N)	Number of interviewees referred
39	State of Washington	<a href="https://www.worksourcewa.com/">https://www.worksourcewa.com/</a>	No	
Code #	OTHER SITES		Requested Notification (Y/N)	Number of interviewees referred
40	Glassdoor	<a href="https://www.glassdoor.com/">https://www.glassdoor.com/</a>	No	1
41	Indeed	<a href="https://www.indeed.com/">https://www.indeed.com/</a>	No	1
42	LinkedIn	<a href="https://www.linkedin.com/">https://www.linkedin.com/</a>	No	8

43	Ziprecruiter.com	<a href="https://www.ziprecruiter.com/">https://www.ziprecruiter.com/</a>	No	
44	Talent Dynamics	<a href="http://www.talentedynamics.com/">http://www.talentedynamics.com/</a> (On-Air, Producer jobs only)	No	
45	Paramount Internal Posting	All jobs	No	
46	Paramount Career Site	All jobs	No	3
47	Employee Referral	All jobs	N/A	1
48	CBS Recruiter	All jobs	No	2
49	Internet search	All jobs	N/A	
50	Job Board	All jobs	N/A	

**TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD**

**16**

**III. Supplemental Recruitment Measures.**

**(a) Job Fairs**

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Investigative Reporters and Editor’s Annual Investigative Journalism Conference and Networking Fair - Participants	June 23-26, 2022	Paramount VP Talent Acquisition and CBS News and Stations Recruiting Director
The Asian American Journalists Association National Convention - Participants	July 27-30, 2022	CBS News and Stations Recruiters and Recruiting Coordinator
Annual National Association of Black Journalists (NABJ) and National Association of Hispanic Journalist Career Fair - Participants	August 3-7, 2022	CBS News and Stations Recruiting Director and Recruiters
The Association of LGBTQ Journalists - Participants	September 8-11, 2022	CBS News and Stations Recruiter
Online News Association - Participants	September 21-24, 2022	CBS News and Stations Recruiter and Recruiting Coordinator

**(b) Training Programs - Management Personnel**

Description of Training Measure:	Personnel Involved: (Name and position)	Describe Training:
ViacomCBS - Training  “Preventing Sexual Harassment”	December 31, 2021  Managers	Manager training to ensure the workplace is a safe and professional work environment that is free from harassment and discrimination. In this course you'll learn the essential aspects of workplace harassment, including who's protected against it, how and where it can happen, and the actions you can take to help prevent it and handle when it occurs.
Paramount – Training  “Build A More Inclusive Culture”	May 31st, 2022  Managers	We want CBS leaders to serve as “upstanders” during their daily interactions. Upstanders take action to advocate for others. We also aspire for CBS leaders to create an open environment where employees’ voices are valued and opposing ideas are welcome.
Paramount BCS –  “Standard & Expectations”	July 29th, 2022  Managers	Management specific training stating of our rules, ethics, and values. And when we all know it and live by it, it binds us together as a community.

Paramount - Training “Essentials of Management” “Clarifying Expectations” “Feedback” “Goal-Setting” “Effective 1:1's” “Developing a Team Vision” “Inclusive Leadership” “Inspiring Trust” “Psychological Safety”	Ongoing  New Managers	The training content we are suggesting includes modules on our values, the essentials of management, and tips on clarifying objectives. If you choose to familiarize yourself with the materials you will see that it’s a combination of on-line classroom, on-line self-paced, brief articles from HBR, and executive book summaries. There are many more topics available to them and we hope that by directing them to this training in their early days as a manager, we will set the right tone with our commitment to their development.
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(c) Training Programs - Station Personnel

Description of Training Measure:	Personnel Involved: (Name and position)	Describe Training:
ViacomCBS - Training “Preventing Sexual Harassment”	December 31, 2021  All Employees	Every workplace should provide a safe and professional work environment that is free from harassment and discrimination. In this course you'll learn the essential aspects of workplace harassment, including who's protected against it, how and where it can happen, and the actions you can take to help prevent it.
ViacomCBS - Training “Responsible Records Creation”	February 28, 2022  All Employees	We are going to go over the life of a record, how to create one responsibly, and what happens to a record once it leaves your hands. In short, you will learn how to be RecordWise.
Paramount - Training “Thriving as a Fully Remote Employee”	March 18th, 2022  Inventory Coordinator	Pointers for sustaining remote work and navigating some of the most common challenges many continue to face while working in a virtual setting.
Paramount - Training “Cybersecurity & Privacy”	July 15th, 2022  All Employees	This interactive course will give you a basic overview of our company's Information Security and Privacy programs, and your responsibilities in keeping Paramount information systems and data secure.
Paramount BCS – “Standard & Expectations”	July 29th, 2022  All Employees	It's a statement of our rules, ethics, and values. And when we all know it and live by it, it binds us together as a community.
Paramount - Training “Optimism and Determination” “Inclusiveness and Collaboration” “Agility & Adaptability” “Remote/Hybrid” “Digital Literacy”	Ongoing  New Employees	One of our goals is to make CBS Stations the best place to work. As an employee you will play a critical role in helping us achieve that. We have prioritized transparency & communication, inclusion, innovation & collaboration, development, and gratitude and recognition as the pillars that will make our group the best place to work in our industry.

(d) Other

Description of Measure:	Date:	Personnel Involved: (Name and Position)
Washington State Auto Dealers Association Scholarship Committee	June 30th, 2022  General Manager	We actively participate in the Washington State Auto Dealers Association scholarship program. As part of this participation, we not only promote the scholarship program on air, but the station’s General Manager reviews applicant essays and participates in the selection of winning high school students.