

ANNUAL EEO PUBLIC FILE REPORT

This Report covers the period: September 22, 2025 to September 21, 2026

Station Employment Unit: CBS Operations Investments Inc.

Unit Members (Stations and Communities of License): WTOG-TV; St Petersburg, FL

The Station Employment Unit did not fill any full-time vacancies during the reporting period.23270411

Supplemental Recruitment Measures.

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

Description of Recruitment Measure:	Date:	Title(s) of Participating Personnel:
Great American Teach-in Day Participated in the 2025 Annual Great American Teach-in Day at Ballast Point Elementary School in Tampa. Participant volunteered as a classroom parent guest speaker. He discussed his career in Broadcast Media, with emphasis on his current role as an Art Director working for Paramount – CBS. Students asked questions about specific jobs; what is his role at WTOG, and how Art School was important to his career in Broadcasting.	11/6/2025	Director, Design

Henry Bradley Plant High School Committee Team Leader The participant serves as a committee team leader and career mentor at Henry B. Plant High School in Tampa. During the 2025-2026 school year, she partnered with the school's Television Production program to provide students with insights gained from more than 35 years of experience in the broadcasting industry. Through classroom discussions, project guidance, and mentorship opportunities, she educated junior and senior students about careers in media and communications, content creation, storytelling, and developing new ideas for digital platforms. She also guided students through the process of developing, producing, and presenting original year-end digital storytelling projects. The initiative provided students with practical exposure to broadcasting and production careers while helping them build communication, presentation, and project management skills in preparation for college and future employment opportunities.	9/29/2025, 11/10/2025, 12/11/2025, and 1/13/2026	Account Executive
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(b) Training for Management Personnel On Methods of Ensuring Equal Employment Opportunities and Preventing Discrimination:

Description of Recruitment Measure:	Date:	Title(s) of Participating Personnel:
Paramount Business Practices Statement (BPS) summarizes the most important policies and rules that apply to Paramount and its employees. Training module that 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 new hires and continuing employees bi-annually.	Ongoing	Required of all new hires and biannually for full-time employees.
Paramount Web-Based Training Modules Distributed to all Full-Time and New Hire Employees covering various state and federally mandated courses, such as: "Preventing Sexual Harassment in the Workplace", "Anti-Harassment/Discrimination Courses", "The American with Disabilities Act", etc.	Ongoing	Required of all full-time employees annually and new hire employees.

A series of online training courses for the purpose of reviewing the company's policies, which include ensuring that each employee's conduct is lawful and ethical, 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.		
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(c) Training – For Personnel Designed to Enable Personnel to Acquire Skills for Higher Level Positions:

Description of Recruitment Measure:	Date:	Title(s) of Participating Personnel:
LearnLab (LinkedIn Learning, getAbstract, Brainstorm) A library of on-demand learning courses and opportunities available to all fulltime staff employees that are designed to enable station	Ongoing	Available to all full-time employees.

personnel to acquire skills that could qualify them for higher level positions within the company. Introduction to Expenses for Employees - Chart of Accounts Overview Introduction to Expenses for Employees		Manager, Engineering Business Coordinator Station Manager
After Effects Expressions Training The participant completed training on Adobe After Effects Expressions, focusing on the use of JavaScript-based automation tools to enhance motion graphics and animation workflows. The training covered techniques for creating dynamic animations, automating repetitive tasks, and improving production efficiency through procedural animation methods. By reducing reliance on manual keyframing, participants gained skills that support more efficient content creation, consistency in visual design, and advanced motion graphics production.	8/21/2026 - 9/18/2026	Director, Design

Understanding Coding Training The participant completed training focused on the fundamentals of coding and its application within Adobe After Effects. The program introduced the principles of JavaScript syntax as it relates to Expressions, providing practical instruction on how code can be used to automate animation processes and customize visual effects. The training enhanced the participant's technical knowledge and expanded their ability to integrate coding concepts into motion graphics and digital content production workflows.	8/21/2026 - 9/18/2026	Director, Design
Code Runner 2 Training The participant completed training on Code Runner 2, a productivity extension for Adobe After Effects that streamlines creative workflows through automation and customization tools. The training demonstrated how to create and utilize custom command buttons to execute scripts, apply expressions, launch animation presets, trigger application commands, and apply custom keyframe adjustments. Through this training, the participant gained proficiency in workflow optimization techniques designed to increase efficiency, reduce production time, and improve consistency in motion graphics and post-production projects. The skills acquired support enhanced productivity and technical capabilities in broadcast and digital media production environments.	8/21/2026 - 9/18/2026	Director, Design