

II. MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD

CODE #	RECRUITMENT SOURCE	ADDRESS	CONTACT	PHONE	REQUESTED NOTIFICATION (Y/N)	NUMBER OF INTERVIEWEES REFERRED
1	Bethune-Cookman College	640 Mary McLeod Bethune Blvd Daytona Beach FL 32114	Lola Casellas Young Career Counselor	386-481-2167	N	0
2	Pinellas Co Urban League	333 31 st St N St Petersburg FL 33713	Marshae Scott	727-327-2081	N	0
3	St Petersburg College	2465 Drew St Clearwater FL 33765	Mae Knotek Job Placement	727-791-2680	N	0
4	St Petersburg Branch NAACP	PO Box 12402 St Petersburg FL 33733	Norman Brown	727-898-3310	N	0
5	University of Tampa	401 W Kennedy Blvd Tampa FL 33606-1490	Julia Ruddock Director	813-253-3378	N	0
6	University of South Florida	4202 Fowler Ave Tampa FL 33620-7100	Kathleen Rochee	813-974-2591	N	0
7	University of South Florida	140 7 th Ave S St Petersburg FL 33701-5016	Career Center	727-553-1129	N	0
8	Hillsborough Community College	PO Box 31127 Tampa FL 33631	Alisa Keaton	813-253-7008	N	0
9	St Petersburg Vo Tech	901 34 th St S St Petersburg FL 33711	Dolores Stabile, Career Services	727-893-2500 ext.1085	N	0
10	Tampa Bay Workforce Alliance	9215 N Florida Ave. Tampa FL 33612	Jim Wells	813-397-2021	N	0
11	Webster College	11201 Corporate Circle N St Petersburg FL 33716	Career Services	727-570-9300	N	0
12	Art Institute of Tampa	4401 N Himes Tampa FL 33614	Bruce Mc Cain	888-599-5816	N	0
13	Full Sail	3300 University Blvd Winter Park, FL 32792	Dan Severson	844-706-0689	N	0
14	St Petersburg College	6605 5 th Ave N St Petersburg FL 33710	Kellie Ziemark	727-341-4772	N	0
15	Connecticut School of Broadcasting	3901 Coconut Palm Dr. Ste. 105 Tampa FL 33619	Career Services	813-740-0990	N	0
16	Emma L Bowen Foundation	30 Rockefeller Plaza, New York, NY 10112	Sandra Rice, Director	212-664-3486	N	0
17	National Council of La Raza	Raul Yzsaguirre Bldg.1126 16 th St NW Ste. 500 Washington DC 20036-4826	Newsletter Editor	202-785-1670	N	0
18	Career Source Pinellas	2312 Gulf to Bay Blvd. Clearwater FL 33765	Career Resources	727-524-4344	N	0
19	Pasco-Hernando State College	10230 Ridge Rd New Pt Richey FL 34654-5112	Career Resources	727-847-2727	N	0
20	Argosy University	1403 N Howard Ave Tampa FL 33607	Career Services	813-393-5290	N	0
21	Pinellas Tech College	6100 154 th Ave N Clearwater FL 33760	Regina Canton	727-538-7167	N	0
22	Lee Hecht Harrison	2701 N Rocky Point Dr. Ste. 980 Tampa FL 33607	Lillie Espinosa	813-872-7700	N	0
23	Goodwill Industries of Central Florida	3911 E Colonial Dr. Orlando FL 32803	Job Connection Center	407-872-0770	N	0
24	Pinellas Opportunity Council	501 1 st Ave N St Petersburg FL 33701	Carolyn King	727-823-4101	N	0
25	Florida Memorial University	15800 NW 42 nd Ave Miami Gardens FL 33054	Career Services	305-626-3600	N	0
26	Ava Maria University	5050 Ava Maria Blvd Ava Maria FL 34142	Career Services	239-280-2500	N	0
27	The Baptist College of Florida	5400 College Dr. Graceville FL 32440	Career Services	800-328-2660	N	0
28	Beacon College	105 E Main St Leesburg FL 34748	Career Services	855-220-5376	N	0
29	Broward College	111 East Las Olas Blvd Ft	Career Services	954-201-7350	N	0

		Lauderdale FL 33301				
30	PTEC	6100 154 th Ave N Clearwater FL 33760	Regina Canton	727-538-7167	N	0
31	Career Builders	Online Job Bank	Website posting via CBS applicant tracking system Avature		N/A	0
32	Indeed.com	Online Job Bank	Website posting via CBS applicant tracking system Avature		N/A	0
33	Paramount Career site	careers.viacomechs.com	Paramount Career Site		N/A	0
34	Internal Employee	CBS Television Stations	Email		N/A	
35	Linkedin	Online Job Bank			N/A	0
36	Direct Employers – Job Alliances	Website	All – attached*	Nat'l https://de.nlx.org/pdfs/JobAlliancesList.pdf	NO	

TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD

0

Career Direct Employers Association (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.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/
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

<p>The National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)</p>	<p>https://usnlx.com</p>
<p>VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's) (State)</p>	<p>Jobs are emailed by geographic location; create VEVRAA Job Listing Reports in DE.works Jobs also appear on VetCentral http://veterans.usnlx.com</p>
<p>State & US Territory Workforce Agency Job Distribution</p>	<p>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.</p>
<p>State of Alabama</p>	<p>https://alabamaworks.alabama.gov/vosnet/Default.aspx</p>
<p>State of Alaska</p>	<p>http://www.jobs.state.ak.us/jobseeker.htm</p>
<p>State of Arizona</p>	<p>https://www.azjobconnection.gov/ada/r/</p>
<p>State of Arkansas</p>	<p>https://www.arjoblink.arkansas.gov/ada/</p>
<p>State of California</p>	<p>https://www.caljobs.ca.gov/vosnet/Default.aspx</p>
<p>State of Colorado</p>	<p>http://www.connectingcolorado.com/</p>
<p>State of Connecticut</p>	<p>https://www.cthires.com/vosnet/Default.aspx</p>
<p>State of Delaware</p>	<p>https://joblink.delaware.gov/ada/</p>
<p>District of Columbia</p>	<p>https://www.dcnetworks.org/vosnet/Default.aspx</p>
<p>State of Florida</p>	<p>https://www.employflorida.com/vosnet/Default.aspx</p>
<p>State of Georgia</p>	<p>http://employgeorgia.com/</p>
<p>Guam Job Bank</p>	<p>https://www.hireguam.com/vosnet/Default.aspx</p>
<p>State of Hawaii</p>	<p>https://www.hirenethawaii.com/vosnet/Default.aspx</p>
<p>State of Idaho</p>	<p>https://idahoworks.gov/</p>

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://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/
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) Participation in Events Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting. (Each employment unit must participate in at least four events relating to career opportunities in broadcasting sponsored by educational institutions).

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Served as the Advisory Chairman for Pinellas Technical Education College and attended this meeting to discuss curriculum. A review from was available on the computer for, TV production and Digital Video. Discussed if the curriculum piece is: appropriate for what the student needs to learn. Evaluate is it being taught in full or too much. Does the school have the right equipment? Most importantly, does it meet the Benchmarks.	3/30/23	Creative Services Director
Served as Advisory board chair for Pinellas Technical College and met with school administrator Bruce Copland and his class to discuss working in the TV business when they graduate. Also met with students to see if the latest equipment purchased from the school met broadcasting needs at the station.	6/22/23	Creative Services Director

(B) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved:(Name and Position)
Participated in the Tampa job fair at the Holiday Inn Tampa Westshore Airport. Met over 600 attendees to discuss Paramount opening across the corporate and fall internships.	<i>July 6, 2023</i>	Creative Services Director Business Coordinator
NAHJ Convention. As proud Platinum Sponsors, the Paramount Global presence is strong with valuable participation in panels, workshops, Career Fair. Attendees had the opportunity to meet hiring managers to discuss job opportunities.	July 12-July 15, 2023	Corporate Representative
NABJ Convention. As proud Platinum Sponsors, the Paramount Global presence is strong with valuable participation in panels, workshops, Career Fair. Attendees had the opportunity to meet hiring managers to discuss job opportunities.	August 2-6, 2023	Corporate Representative

(C) Training – For Management On Methods of Ensuring Equal Employment Opportunities and Preventing Discrimination.

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
Train Hiring Executives in the recruitment process for openings within their departments- (ongoing)	VP/General Manager Director of Sales CS Director Director of Broadcast Operations & Engineering	In partnership with Talent Acquisition, General Manager reviews recruitment process and practices with hiring managers at the time of each position opening to ensure a thorough slate of qualified candidates are interviewed prior to the hiring decision. Department heads are reminded that discrimination is not tolerated, and all employees and candidates are to be treated fairly and equally with regard to consideration of hiring, promotions and in cases of termination when necessary. Station is committed to providing equal employment opportunities to all applicants.
CBS Corporation Web-Based training modules open to all supervisors and managers.	VP/General Manager Director of Sales CS Director Director of Broadcast Operations & Engineering	In August 2022, a mandatory training module “Code of Conduct, The Business Practices Statement and several of its major topics”, was launched for all Paramount Global employees. It’s a statement of our rules, ethics and values. This mandatory training included a question Knowledge Check and a Certification including a Conflicts of Interest Questionnaire.
Paramount Global Inclusive Training	June 2022 All Managers	Paramount Global Senior Leadership Team collaborated to define what effective leadership means to us as we aspire to build a more inclusive culture. CBS Leaders to serve as “upstanders” during their daily interactions. Upstanders take action to advocate for others. Create an open environment where employees’ voices are valued and opposing ideas are welcome. This is a highly engaging, action and results oriented training.
Paramount Global Training	October 2022 All Managers	A mandatory training module ‘Preventing Sexual Harassment. This mandatory training includes a question Knowledge Check and a Certification.

(D) Internship (Each employment unit must establish an internship program.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Paid News/Creative Services/Web/Social Media Internships where candidates also receive college credits for their time as interns. Candidates were from the University of Southern Florida	August 2022 – December 2022	Design Director

(E) Training – For Personnel Designed to Enable Personnel to Acquire Skills For Higher Level Positions

Propel Learning at Paramount	<u>All Full Time Staff Employees</u>	<i>Learning at Paramount (Ongoing) Available to All Full Time Staff Employees. Propel is Paramount’s Learning and Developmental 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 course as well as curated playlist with eLearning from LinkedIn and getAbstract.</i>
Paramount Goal setting and Performance Feedback	All Full Time Staff	<i>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.</i>