

ANNUAL EEO PUBLIC FILE REPORT

This Report covers the period: September 22, 2024 to September 21, 2025

Station Employment Unit: CBS Operations Investments Inc.

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

I. FULL TIME VACANCIES DURING REPORTING PERIOD – Jobs Filled

(See Master Recruitment Source List for recruitment source data)

Job Title	Recruitment Sources Notified of Job Vacancy	Recruitment Source of Hire	Date of Hire
Account Executive	1-20	Employee Referral	10/21/2024

II. Recruitment Sources Notified Of Full Time Vacancies During Reporting Period

	Recruitment Source	Address	Contact Name	Phone	Requested Notice (Y/N)	No. of Interviewees Referred
1	Tampa Bay Workforce Alliance	martinb@careersourcectb.com			N	
2	PTEC	copetv@hotmail.com			N	
3	McFatter Technical College	anaisabel.hernandez@browardschools.com			N	
4	Art Institute of Tampa	therron@aii.edu			N	
5	LinkedIn	https://www.linkedin.com/			N	3
6	Direct Employers (Distributed to list #1 below)	Online Career Portal Posting	Online Career Portal Posting		N	
7	Facebook	https://www.facebook.com/			N	
8	Glassdoor	https://www.glassdoor.com/index.htm			N	
9	Google	https://www.google.com/			N	
10	Indeed	https://www.indeed.com/			N	
11	Paramount Careers Site	https://www.paramount.com/careers			N	

12	Zip Recruiter	https://www.ziprecruiter.com/			N	
13	Instagram	https://www.instagram.com/			N	
14	Mogul Job Posting Site	https://onmogul.com/			N	
15	Job Board: Adzuna	https://www.adzuna.com/			N	
16	Job Board: JobDiagnosis	https://www.jobdiagnosis.com/			N	
17	Job Board: Jooble	https://jooble.org/			N	
18	Job Board: Recruit.net	https://www.recruit.net/			N	
19	Job Board: Seek	https://www.seek.com.au/			N	
20	Job Board: Trovit	https://www.trovit.com/			N	

Additional Sources of Interviewees:

In certain instance, an interviewee reported that they learned of a vacancy through a source that was not directly contacted by the Station Employment Unit as reflected in the chart below:

Recruitment Source	No. of Interviewees Referred
Employee Referral	1

TOTAL INTERVIEWEES FROM REFERRAL SOURCES IN 12-MONTH PERIOD: 4

DirectEmployers Association Job Syndication Alliances (List 1):

DIVERSITY SITES	
African American	http://africanamericantalent.us/
AfricanAmericanJobsite.com	http://www.africanamericanjobsite.com/ (DE Member Jobs Only)
AsianAmericanJobsite.com	http://www.asianamericanjobsite.com/ (DE Member Jobs Only)
Asian American	http://asianamericanjobs.com/
The Black Perspective	https://blackperspective.com/career-search-engine/
Campus Pride	http://campuspride.jobs/
Career Diversity	https://careerdiversity.com/
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	http://hispanicamericanjobs.com/
Lgbtjobsite.com	http://www.lgbtjobsite.com (DE Member Jobs Only)
LGBTQ	http://lgbtqhire.com/
Minority	http://diversejobseeker.com/
Native American	http://nativeamericantalent.us/
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	http://talentedwomenjobs.com/
Women in Business and Industry	https://wib-i.com/career-search-engine/
Women in CDL	https://www.womenincdl.com/
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	http://recruitdisabledtalent.com/ AND http://abletoowork.com/
DisabilityJobSite.com	http://www.disabilityjobsite.com/ (DE Member Jobs Only)
Disabled Veterans	http://disabledvetsjobs.com/
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
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	http://americanveteranjobs.com/
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’
Recruit Military Spouses	http://recruitmilitaryspouses.com/
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
VeteranJobSite.com	http://www.veteranjobsite.com/ (DE Member Jobs Only)
Veterans in CDL	https://www.veteransincdl.com/
Veterans Job Bank	https://www.dol.gov/agencies/vets/veterans/findajob
Veteran’s Enterprise	https://veteransenterprise.com/career-search-engine/
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
ONET Online	https://www.onetonline.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

III. 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:
<p>Account Executive represented Paramount - CBS at the Annual Great American Teach-in Day at H.B. Plant High School in Tampa, FL.</p> <p>Volunteering as a classroom parent guest speaker, Account Executive shared insights from their 34-year career in Broadcast Media Sales, with a special focus on their current role in Broadcast TV and OTT advertising.</p> <p>Their presentation aimed to spark curiosity and inspire students considering careers in Broadcast Marketing, Journalism, and Digital Media. They fielded questions from students eager to learn more</p>	11/21/2024	Account Executive

about the media industry, including topics such as "What is marketing?" and "What kinds of jobs exist in Broadcast and OTT advertising?"		
Design Director attended The Great American Teach In at Ballast Point Elementary, taking the opportunity to discuss careers in motion graphics, animation and television broadcasting and the passions that lead to those careers.	12/6/2024	Design Director
Six Students from Pinellas County Technical College toured the station to look at how we dealt with the two Hurricanes from 2024, how we were set up to stay on the air and meet our chief engineer David Jones to discuss critical maintenance questions of how we dealt with water damage and saved electrical equipment as they enter into the industry.	2/21/2025	Station Manager
Station Manager serves as Pinellas Technical College (PTEC) Advisory Board Chairman. Station Manager was in attendance of a meeting at PTEC to discuss entry into a broadcast career post-graduation. They also graded the students' video testing for editing projects.	3/5/2025	Station Manager
WTOG hosted students from the TV Technology/Theater department at Canterbury School of Florida. Students toured the building after last year's hurricane to see how our station was able to stay on the air after meeting Engineering Manager and studio planning and oversight with Station Manager	3/21/2025	Station Manager Engineering Manger
Station Manager serves as Pinellas Technical College (PTEC) Advisory Board Chairman. In the wake of the damage sustained at WTOG during the 2024 hurricane season, they were able to offer donations directly to PTEC college to upgrade their broadcasting school assets and abilities.	6/16/2025	Station Manager

(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:
<p>Paramount Business Conduct Statement (BCS), summarizes the most important policies and rules that apply to Paramount and its employees.</p> <p>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 Conduct Statement. Training must be completed by new hires and continuing employees bi-annually.</p>	Ongoing	Required of all new hires and bi-annually for full time employees.

(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:
<p>Goal setting and Performance Feedback</p> <p>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.</p>	Ongoing	Required of all full time employees.
<p>Adobe AI: Adobe’s Ethical Approach</p> <p>Dive into the world of Adobe with our experts as they reveal the cutting-edge features in Photoshop, Illustrator, Express, Stock, and Video. Get ready to be amazed by the innovative Generative AI Firefly and its boundless creative possibilities. Plus, join our Adobe MAX Highlight sessions to uncover the creative trends set for 2025 and get the lowdown on how Adobe Express can help you achieve swift, imaginative actions.</p> <ul style="list-style-type: none"> • In-depth demonstrations of new features • Tips and tricks from Adobe experts • Live Q&A sessions 	11/20/2024	Manager, Production

Color Grading Workshop <p>This virtual workshop introduced participants to the fundamentals of color grading using Adobe Premiere. The session included preparatory materials and a setup video to ensure attendees were ready to engage with the color workspace. The training was conducted via Zoom and aimed to enhance technical skills in video editing and post-production.</p> <p>**It was discovered this training was inadvertently not included on the station's 2023- 2024 Annual EEO Public File Report filed last year. This is being included on this year's report for accuracy and completeness.</p>	5/8/2024	Manager, Production Director, Design
What's New in Adobe Photoshop and Adobe Illustrator <p>A group session led by Adobe professionals which reviews the latest updates and tricks regarding Adobe Photoshop and Illustrator.</p>	11/21/2024	Manager, Production
Waymark AI Training template collection, Basics Too: Training to utilize templates which <i>showcase photos or video clips</i> in a way that feels fresh, dynamic, and totally customized to your story. <p>Key Features: <i>Multiple intro card layouts</i> to set the tone:</p> <ul style="list-style-type: none"> • <i>Flexible text placement options</i> that give you <i>freedom to tell your story your way</i> • <i>Smooth transition styles</i> for polished storytelling <p><i>Varied end tag layouts</i> to tailor your final call-to-action</p>	2/27/2025	Manager, Production Director, Design Account Executive Account Executive