

ANNUAL EEO PUBLIC FILE REPORT

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

Station Employment Unit: The CW Television Stations Inc.

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

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

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:
South Kitsap High School (SKHS) Visit and Tour A student from SKHS, who is an active member of the school's Broadcasting Club, participated in a station tower visit and facility tour. The visit provided the student with firsthand exposure to the broadcasting industry and an opportunity to observe broadcast communications in a professional work environment. The experience helped enhance the student's understanding of career opportunities in broadcasting and provided valuable insight prior to beginning college.	8/7/2026	Manager, Engineering and Writer/Producer/Editor

South Kitsap High School Video Communication/Broadcast Advisory Board A station representative continued their involvement with the school's broadcasting program advisory board, which focuses on budgeting, equipment needs, WTV (Wolves TV) programming, and educational opportunities for students, including potential field trips. Through discussions with the station representative, the student learned of a strong interest in careers as multimedia journalists (MMJs). In response, the program invested in equipment and resources to help students develop the skills necessary for multimedia news production. The broadcasting class currently produces a daily 5 to 7-minute news update that is written, produced, and presented by students, providing hands-on experience in broadcast journalism and content creation. To further support the program and expose students to broadcasting-related careers, KSTW donated a green screen for use in student productions, enhancing training opportunities in video production and multimedia storytelling.	5/19/2026, 3/13/2026, and 10/8/2025	Account Executive
Washington State University Visit and Tour Station representatives hosted a tour of the station's tower facility in Seattle for a Washington State University student interested in pursuing a career in the broadcasting industry. The visit provided the student with a firsthand look at broadcast operations and infrastructure, as well as an opportunity to learn about career paths within the industry. Through discussions with station personnel and observation of facility operations, the student gained valuable insight into the technical and professional aspects of broadcasting.	3/17/2026	Manager, Engineering and Writer/Producer/Editor

University of Washington – Chi Omega Alumni Mentoring Program Station personnel participated in the University of Washington's Chi Omega Alumni Mentoring Program, an ongoing initiative designed to connect students with experienced professionals for career guidance and development. Through webinars, mentoring discussions, and one-on-one interactions, participants provided advice, coaching, and industry insights to students as they prepare for future career opportunities. The program offers students valuable exposure to professional career paths, including opportunities within the broadcasting and media industries, while fostering networking, leadership, and career-readiness skills.	1/26/2026 (via web) 3/14/2026 and 4/12/2026 (in-person)	Account Executive
SAIEF - Bowling, Billiards & Brew Fundraising Tournament SEATTLE11 sponsored SAIEF's Bowling, Billiards & Brew Fundraising Tournament. SAIEF (Seattle Advertising Industry Emergency Fund) is a volunteer organization of Seattle ad-community members supporting colleagues through life crises, funded by donations from advertising professionals and companies in the Greater Seattle area. We hold these events in the local Seattle Community to raise money and educate the public of opportunities in the broadcast industry.	3/10/26	Manager Local Partnerships & Production Producer Account Executive Account Executive Account Executive VP Sales & Station Manager
SAIEF - 2026 "Summer Mediafest" Fundraiser SEATTLE11 sponsored SAIEF's 2026 "Summer Mediafest" fundraiser. SAIEF (Seattle Advertising Industry Emergency Fund) is a volunteer organization of Seattle ad-community members supporting colleagues through life crises, funded by donations from advertising professionals and companies in the Greater Seattle area. We hold these events in the local Seattle Community to raise money and educate the public of opportunities in the broadcast industry.	8/11/26	Manager Local Partnerships & Production Producer Account Executive Account Executive Account Executive VP Sales & 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:
Paramount Business Conduct Statement (BCS), 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 Conduct 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”, “AntiHarassment/Discrimination Courses”, “The American with Disabilities Act”, etc. 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.	12/7/25 1/7/26	VP, Station Manager Manager, Partnerships & Advertising Production

(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 personnel to acquire skills that could qualify them for higher level positions within the company. How to Use Claude AI Station-established program providing training sessions regarding Leadership Coaching and training on Sales Strategies to Station Manager	Ongoing	Available to all full-time employees. Business Coordinator VP, Station Manager
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