

ANNUAL EEO PUBLIC FILE REPORT

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

Station Employment Unit: The CW Television Stations Inc.

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

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	1-16	Employee Referral	8/25/2025

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	LinkedIn	https://www.linkedin.com/			N	2
2	Direct Employers (Distributed to list #1 below)	Online Career Portal Posting	Online Career Portal Posting		N	
3	Facebook	https://www.facebook.com/			N	
4	Glassdoor	https://www.glassdoor.com/index.htm			N	
5	Google	https://www.google.com/			N	
6	Indeed	https://www.indeed.com/			N	
7	Paramount Careers Site	https://www.paramount.com/careers			N	
8	Washington State Assoc Broadcasters	kshipman@wsab.org			N	
9	Bates Technical College	skmiller@batestech.edu			N	
10	Mogul Job Posting Site	https://onmogul.com/			N	
11	Job Board: Adzuna	https://www.adzuna.com/			N	

12	Job Board: JobDiagnosis	https://www.jobdiagnosis.com/			N	
13	Job Board: Jooble	https://jooble.org/			N	
14	Job Board: Recruit.net	https://www.recruit.net/			N	
15	Job Board: Seek	https://www.seek.com.au/			N	
16	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: 3

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:
South Kitsap High School Engagement KSTW employee actively participates with the broadcast department at South Kitsap High School and currently serves on their Video Communication Advisory Board. He has collaborated with students on various PSAs.	3/24/2025	Account Executive

(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	Ongoing	Required of all new hires and bi-annually for full time employees.

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.		
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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:
Goal setting and Performance Feedback 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.	Ongoing	Required of all full time employees.