

KIII
EEO PUBLIC FILE REPORT
March 21, 2019 - March 20, 2020

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Assistant News Director	3, 11, 25-26	25
News Director	1-9, 12, 15-33	18
Local Sales Manager	1-10, 12-17, 19-21, 23-33	25
Multiskilled Journalist - 007205	1-9, 11, 15-17, 19-33	25
Multiskilled Journalist - 007205	1-9, 11, 15-17, 19-33	11
Multiskilled Journalist - 007205	1-9, 11, 15-17, 19-33	11
Account Executive - 007765	1-9, 15-17, 19-21, 23-33	25
News Producer	1-9, 11, 15-17, 19-33	11
News Producer	1-9, 11, 15-17, 19-33	25

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Broadbean 610 Newport Center Dr Ste 1400 Newport Beach, California 92660 Phone : 949-706-8560 Job Listings Manual Posting	N	0
2	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Jobs Editor Manual Posting	N	0
3	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	0
4	Coastal Bend College 3800 Charco Rd Beeville, Texas 78102 Phone : 361-358-2838 Email : twilaj@coastalbend.edu Twila Johnson	N	0
5	Corpus Christi Chamber of Commerce 1201 N Shoreline Blvd Corpus Christi, Texas 78401 Phone : 361-881-1800 Job Listings Manual Posting	N	0
6	Del Mar College East 101 Baldwin Blvd Corpus Christi, Texas 78404 Phone : 361-698-1200 Joe Hayden Manual Posting	N	0
7	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94965 Phone : 800-918-3229 Job Listings Manual Posting	N	0

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8	Goodwill Industries 2961 S Port Ave Corpus Christi, Texas 78405 Phone : 361-884-4068 Fax : 1-361-884-4090 Velma Vega	N	0
9	Indeed.com 470 West Ave Ste 2002 Stamford, Connecticut Phone : 203-564-2418 Job Listings Manual Posting	N	0
10	Indeed.com	N	1
11	Indeed.com - Not Directly Contacted by SEU	N	6
12	Internal Candidate	N	3
13	Internet Ad	N	1
14	Job posting on internet	N	1
15	JuJu.com 151 First Ave #19 New York, New York 10003 Phone : 212-537-3898 Job Listings Manual Posting	N	0
16	KIII On-Air Promos 5002 S Padre Island Dr Corpus Christi, Texas 78411 Phone : 409-833-8300 Job Listings Manual Posting	N	0
17	KIII Website 5002 S Padre Island Dr Corpus Christi, Texas 78411 Phone : 409-833-8300 Job Listings Manual Posting	N	0
18	Linked In	N	1

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19	LULAC 400 Mann St Ste 513 Corpus Christi, Texas 78401 Phone : 361-883-5134 Sergio Ramirez Manual Posting	N	0
20	Media Recruiter 9457 S University Blvd #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Email : art@mediarecruiter.com Art Scott	N	0
21	Multi-Cultural Center 1581 N Chaparral St Corpus Christi, Texas 78401 Phone : 361-883-0639 Christi Pena Manual Posting	N	0
22	Self Referral	N	3
23	SimplyHired.com 370 San Aleso Ave #200 Sunnyvale, California 94085 Phone : 408-747-0012 Job Listings Manual Posting	N	0
24	Society of Broadcast Engineers 9012 N Meridian St Ste 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Job Listings Manual Posting	N	0
25	Station Website	N	18
26	TEGNA Careers 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 703-854-6089 Job Listings Manual Posting	N	0

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27	Texas A&M-Corpus Christi 6300 Ocean Dr Corpus Christi, Texas 78412 Phone : 361-825-2628 Email : patricia.chastain@tamucc.edu Patricia Chastain	N	0
28	Texas A&M-Kingsville Campus Box 106 Kingsville, Texas 78363 Phone : 361-593-2111 Email : lori.urbanovsky@tamuk.edu Lori Urbanovsky	N	0
29	Texas Association of Broadcasters 502 E 11 St Ste 200 Austin, Texas 78701 Phone : 512-322-9944 Craig Bean Manual Posting	N	0
30	Texas Workforce Commission - Coastal Bend 520 N Staples St Corpus Christi, Texas 78401 Phone : 361-882-7491 Job Listings Manual Posting	Y	0
31	TVjobs P. O. Box 4116 Oceanside, California Url : www.tvjobs.com Debra Pakebusch Manual Posting	N	0
32	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
33	YWCA Women's Resource Office 4601 Corona Dr Corpus Christi, Texas 78411 Phone : 361-857-5661 Job Listings Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWS OVER REPORTING PERIOD:			34

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/18/2019	Establishment of training programs for station personnel	Content Summit June 18 -21, 2019 Participants include News, Digital, Marketing Directors and General Managers at TEGNA HQ. Over the course of four days, leaders focused on new ways to examine and transform content, shared transformation journeys and best practices across all platforms, trained on ethics and social media policies and capitalized on networking and recruitment opportunities.	1	News Director
2	7/15/2019	Establishment of training programs for station personnel	Conflicts of Interest Survey July 15- August 2,2019 "Integrity is a core value at TEGNA. As a media company, we must comply with all laws and take the necessary safeguards to prevent any action or association that may adversely impact our business and the trusted information and services we provide to our communities. Knowing, understanding and abiding by our TEGNA Ethics Policy is fundamental to our ability to serve our communities with the highest of standards. Because it is critical that we hold ourselves to the highest levels of ethics and professionalism, we require all employees to complete "Conflicts of Interest: Protecting Company Interests" training as well as a brief survey on ethics."	79	General Manager Operations Manager Promotions Manager Continuity Coordinator
3	1/15/2020	Establishment of training programs for station personnel	Disinformation Training January 15-16,2020 Key content newsroom staff across TEGNA stations were invited to Corporate to participate in two-day, Train-The-Trainer sessions. Training addressed techniques of how to identify false information and how best to stop the spread of that information, especially on social platforms.	1	Executive Producer

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4	1/16/2020	Establishment of training programs for station personnel	Byte Back Challenge January 16-31, 2020 When it comes to cyber security, TEGNA, like other companies, works around the clock to prevent IT security breaches and ensure the confidentiality and integrity of our business systems. All of us must be vigilant and savvy when it comes to identifying attempts to gain access to our network or confidential information. To help, TEGNA launched an annual Byte Back Security Awareness Campaign in January to help them understand TEGNA's IT standards and procedures, employee's role in keeping us safe from attacks, and how to incorporate security practices into their daily work routine. Every employee was required to take the Byte Back Challenge to test their knowledge on how they can prevent cyber attacks. The challenge is a seven-question online simulation based on the topics featured throughout the campaign.	80	Receptionist Broadcast Director Account Executive Photographer
5	2/23/2020	Sponsorship of events in the community designed to increase public awareness	Anchor addressed students at Stinton High School about her career and opportunities in broadcasting.	1	Anchor
6	2/26/2020	Participation in events or programs sponsored by educational institutions	Meteorologist was Guest Speaker at Discover Your Direction Conference, which was attended by 30 students from grade 7 through 10. Topics discussed included his own career path, career opportunities in media and the role technology and digital play in broadcasting today.	1	Meteorologist
7	3/4/2020	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to middle school students at Driscoll ISD about his career path as a meteorologist and career opportunities in broadcasting.	1	Meteorologist
8	3/8/2020	Participation in events sponsored by community groups	Station Host spoke to a woman's empowerment group about careers in TV news.	1	Host