

**KWES-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2019 - March 31, 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
Multiskilled Journalist	1-10, 12-14, 16, 18-62	37
Multiskilled Journalist - 006948	1-9, 12-14, 18-24, 26-28, 30, 32-34, 36-51, 53-63	37
Multiskilled Journalist - 006948	1-9, 12-14, 18-24, 26-28, 30, 32-34, 36-51, 53-63	37
Sports Journalist - 006531	1-9, 12-14, 18-24, 26-28, 30, 32-34, 36-51, 53-63	37
Account Executive - 006524	1-9, 11-14, 18-24, 26-28, 30, 32-34, 36-51, 53-63	11
Account Executive - 006524	1-9, 11-14, 18-24, 26-28, 30, 32-34, 36-51, 53-63	11
Account Executive - 006524	1-9, 11-14, 18-24, 26-28, 30, 32-34, 36-51, 53-63	37
News Operations Manager - 007068	1-9, 12-14, 18-24, 26-28, 30, 32-34, 36-63	37
Anchor - 007107	1-9, 12-14, 18-24, 26-28, 30, 32-34, 36-51, 53-63	37
Broadcast Maintenance Engineer - 007289	1-9, 12-14, 18-24, 26-28, 30, 32-34, 36-51, 53-63	37
Production Assistant - 007350	1-9, 12-24, 26-28, 30, 32-34, 36-51, 53-63	15
Production Assistant - 007350	1-9, 12-24, 26-28, 30, 32-34, 36-51, 53-63	37
Production Assistant - 007350	1-9, 12-24, 26-28, 30, 32-34, 36-51, 53-63	37
MSJ/ Anchor	1-9, 12-14, 19-24, 26-28, 30, 32-34, 36-51, 53-63	37
Production Assistant	1-9, 12-14, 18-20, 22-24, 26-28, 30, 32-34, 36-51, 53-63	37
Sales Asst	9, 14, 37, 41	37
Senior Broadcast Director #8797	1-9, 12-14, 18-20, 22-24, 26-28, 30, 32-34, 36-51, 53-63	37
Digital Content Producer	1-9, 12-14, 18-20, 22-24, 26-28, 30, 32-34, 36-51, 53-63	37

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	1St Staffing 650 S. JBS Parkway Odessa , Tennessee 79761 Phone : 432-550-4059 Email : joeb@staffitusa.com Joe Borrego	Y	0
2	Abilene Christian University 1600 Campus Ct Abilene, Texas 79601 Url : <a href="http://handshake.com">http://handshake.com</a> Job Posting Manual Posting	N	0
3	Alabama State University 915 S Jackson St Montgomery, Alabama Phone : 334-229-4156 Email : etucker@alasu.edu Ella Tucker	N	0
4	Amarillo College 2201 S. Washington St. Amarillo, Texas 79109 Phone : 806-371-5298 Email : ddabel@actx.edu Don Abek	N	0
5	American Broadcasting School 712 W. Watson Rd. Arlinton, Texas 76011 Phone : 817-685-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
6	Angelo State University ASU Station #11026 San Angelo, Texas 76909 Phone : 325-942-2255 Email : career.development@angelo.edu Julie Ruthenbeck	N	0
7	Arizona State University 522 N. Central Ave. #251 Phoenix, Arizona 85004 Phone : 480-965-2350 Url : <a href="http://handshake.com">http://handshake.com</a> Lexy Townsend Manual Posting	N	0

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8	Baylor University One Bear Place #97036 Waco, Texas 76798 Phone : 254-710-8666 Url : <a href="http://handshake.com">http://handshake.com</a> Michelle Mcohenour Manual Posting	N	0
9	Career Builder 200 N. LaSalle Dr. Suite 1100 Chicago, Illinois 60601 Url : <a href="http://careerbuilder.com">http://careerbuilder.com</a> Career Site Manual Posting	N	4
10	Corporate Office	N	3
11	Corporate Recruiter	N	4
12	Eastern New Mexico University ENMU Station # 34 Portales, Texas 88130 Phone : 505-562-1011 Email : <a href="mailto:careerandcounseling.intern@enmu.edu">careerandcounseling.intern@enmu.edu</a> Susan Larson	N	0
13	Illinois Center for Broadcasting 455 Eisenhower Ln. S # 200 Lombard, Illinois 60148 Phone : 630-916-1700 Email : <a href="mailto:cjackson@beonair.com">cjackson@beonair.com</a> Carl Jackson	N	0
14	Indeed 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Url : <a href="http://indeed.com">http://indeed.com</a> Career Site Manual Posting	N	0
15	Indeed.com	N	1
16	Indeed.com - Not Directly Contacted by SEU	N	4
17	Internal Candidate	N	1

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18	Laredo Community College West End Washington Street Laredo, Texas 78040 Phone : 956-721-5135 Email : gloria.perez@laredo.edu Gloria Perez	N	0
19	LinkedIn 1000 W. Maude Sunnyvale, California 94085 Url : <a href="http://linkedin.com">http://linkedin.com</a> Career Site Manual Posting	N	0
20	Louisiana State University 156 Thomas Boyd Hall Louisiana State University Baton Rouge, Louisiana 70803 Phone : 225-578-8863 Url : <a href="http://handshake.com">http://handshake.com</a> Job Posting Manual Posting	N	0
21	Lubbock Christian University 5601 19th St. Lubbock, Texas 79423 Phone : 806-720-7215 Email : sheila.dye@lcu.edu Sheila Dye	N	0
22	Medaille College 18 Agassiz Cir Bufafalo, New York 14214 Url : <a href="http://handshake.com">http://handshake.com</a> Job Posting Manual Posting	N	0
23	Midland Chamber of CommerceEconomic Development 109 N Main Midland, Texas 79701 Phone : 432-686-3571 Email : amber@midlandhcc.com Amber NA	N	0
24	Midland College 3600 N Garfield Midland, Texas 79705 Phone : 432-685-4716 Email : ldaniels@midland.edu Lupe Daniels	N	0

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25	Midland Workforce 3510 N. A St Bldg A Midland, Texas 79705 Phone : 432-685-8336 Email : graciela.sanmiguelcheauma@twc.sta.te.tx.us Graciela Cheauma	N	0
26	Midwestern State University 3410 Taft Wichita Falls, Texas 79701 Phone : 940-397-4407 Url : <a href="http://handshake.com">http://handshake.com</a> Sara Ward Manual Posting	N	0
27	MyJobHelper 33 Irving Place New York, New York 10003 Url : <a href="https://myjobhelper.com/">https://myjobhelper.com/</a> Career Site Manual Posting	N	0
28	New Mexico Institute of Minine and Technology 801 Leroy Pl, Socorro, New Mexico 87801 Url : <a href="http://handshake.com">http://handshake.com</a> Tristine Hayward Manual Posting	N	0
29	Odessa College 201 W University Odessa, Texas 79764 Phone : 432-335-6853 Email : pmartinez@odessa.edu Chip Carlson	N	0
30	Oklahoma State University 3600 Student Union Stillwater, Oklahoma 74078 Phone : 405-744-2242 Email : careers@okstate.edu Career Service	N	0
31	Other Source	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Our Lady of the Lake University 411 SW 24th St San Antonio, Texas 78207 Url : <a href="http://handshake.com">http://handshake.com</a> Online Posting Manual Posting	N	0
33	Rawls College of Business- Texas Tech University 703 Flint Ave. Lubbock, Texas 79409 Url : <a href="http://handshake.com">http://handshake.com</a> Hailey Walker Manual Posting	N	0
34	San Antonio College 1300 San Pedro Ave San Antonio, Texas 78212 Phone : 210-785-6021 Email : <a href="mailto:belauss1@alamo.edu">belauss1@alamo.edu</a> Brittany Clauss	N	0
35	Self Referral	N	1
36	Southerwestern University PO Box 770 Georgetown, Texas 79627 Phone : 512-863-6511 Email : <a href="mailto:career.services@southwestern.edu">career.services@southwestern.edu</a> Roger Young	N	0
37	Station Website	N	30
38	Stephen F. Austin University 1936 North St. Nacogdoches, Texas 75962 Url : <a href="http://handshake.com">http://handshake.com</a> Online Posting Manual Posting	N	0
39	Sul Ross University UC 211C Box C-171 Alpine, Texas 79832 Phone : 432-837-8178 Email : <a href="mailto:jrueb@sulross.edu">jrueb@sulross.edu</a> J Rueb	N	0

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40	Tarleton State University Box T550 Stephenville, Texas 76402 Phone : 254-968-9078 Url : <a href="http://handshake.com">http://handshake.com</a> Shannon M Manual Posting	N	0
41	TEGNA Careers Site 8350 Broad St. Tysons, Virginia 22102 Url : <a href="http://www.tegna.com/job-listings/">http://www.tegna.com/job-listings/</a> Tegna Site Manual Posting	N	5
42	Texas A&M University PO Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Email : <a href="mailto:tina.boitnott@tamuc.edu">tina.boitnott@tamuc.edu</a> Tina Boitnott	N	0
43	Texas A&M University- Corpus Chrisiti 6300 Ocean Dr. Corpus Christi, Texas 78412 Url : <a href="http://handshake.com">http://handshake.com</a> Nancy Salinas Manual Posting	N	0
44	Texas Association of Broadcasters 502 E. 11th St. Ste. 200 Austin, Texas 79701 Email : <a href="mailto:anna.romero@tab.org">anna.romero@tab.org</a> Rebecca Landsberry	N	0
45	Texas State University 601 University Dr San Marcos, Texas 78666 Url : <a href="http://handshake.com">http://handshake.com</a> Ron Bowden Manual Posting	N	0
46	Texas Tech University Box 43082 Lubbock, Texas 78666 Phone : 806-742-6500 Email : <a href="mailto:ac.perez@ttu.edu">ac.perez@ttu.edu</a> Amanda Perez	N	0

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47	Texas Womans's University 304 Administration Drive P.O. Box 425589 Denton, Texas 76204 Url : <a href="http://handshake.com">http://handshake.com</a> Julie Way Manual Posting	N	0
48	The University of Oklahoma 660 Parrinton Oval Norman, Oklahoma 73019 Url : <a href="http://handshake.com">http://handshake.com</a> Kim Sherbon Manual Posting	N	0
49	TSTC Abilene 650 E. HW 80 Abilene, Texas 79602 Email : <a href="mailto:julia.humphrey@tstc.edu">julia.humphrey@tstc.edu</a> Anna Romero	N	0
50	TV Jobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 325-734-3612 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Julia Humphrey Manual Posting	N	0
51	TVB.org 120 Wall Street 15th Floor New York, New York Phone : 212-486-1111 Url : <a href="http://www.tvb.org">http://www.tvb.org</a> Mark Holloway Manual Posting	N	0
52	United Methodist Church 4910 Cobbs Dr. Waco, Texas 76710 Phone : 254-754-1822 Email : <a href="mailto:wesleyumc2007@sbcglobal.net">wesleyumc2007@sbcglobal.net</a> Robin Combs	N	0
53	University of Arizona Th university of Arizona Tucson, Arizona 85721 Url : <a href="http://handshake.com">http://handshake.com</a> Sara Rosenburg Manual Posting	N	0

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54	University of Central Oklahoma 100 N University Dr. Box 128 Edmond, Oklahoma 73034 Phone : 405-974-3346 Email : careers@uco.edu Beth Waddleow	N	0
55	University of New Mexico MSC11 6325 1 University of New Mexico Albuquerque, New Mexico 87131 Url : <a href="http://handshake.com">http://handshake.com</a> Lindsay Lopex Manual Posting	N	0
56	University of North Texas 1155 Union Cir. Denton, Texas 76203 Url : <a href="http://handshake.com">http://handshake.com</a> Daisy Gillam Manual Posting	N	0
57	University of Texas at Arlington 701 W Nedderman Dr. Arlington, Texas 76019 Url : <a href="http://handshake.com">http://handshake.com</a> Katie Block Manual Posting	N	0
58	University of Texas Austin 1 University Station Austin, Texas 78712 Phone : 512-417-9421 Christina Worle Manual Posting	N	0
59	University of Texas El Paso 500 W. University El Paso, Texas 79902 Phone : 915-747-5640 Email : careers@utep.edu George Barton	N	0
60	University of Texas of San Antonio 1 TUSA Circle San Antonio, Texas 78249 Url : <a href="http://handshake.com">http://handshake.com</a> Laura Escobar Manual Posting	N	0

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61	University of Texas Permian Basin 4901 E. University Blvd. Odessa, Texas 79762 Phone : 432-552-3634 Tony Love Manual Posting	N	0
62	West Texas A&M University 2501 4th Ave Canyon, Texas 79016 Url : <a href="http://handshake.com">http://handshake.com</a> Kim Muller Manual Posting	N	0
63	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>56</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
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.	3	News Director Assistant News Director Marketing 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."	58	Marketing Director Traffic Coordinator Local Sales Manager Production Assistant
3	7/16/2019	Participation in events sponsored by community groups	Big Spring Rotary Club invited station meteorologist as guest speaker. In addition to talking about his career path and opportunities in broadcasting, meteorologist showed a presentation about how active of a severe weather season was experienced that year. Meteorologist explained why it happened, with pictures of the strongest storm activity in 2019.	1	Chief Meteorologist

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4	9/12/2019	Sponsorship of events in the community designed to increase public awareness	Family Science Night was sponsored by SEU at the Petroleum Museum to allow children to experience hands-on weather experiments and role play as meteorologists. Live shots were aired during three newscasts.	1	Chief Meteorologist
5	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	Anchor
6	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.	58	General Manager News Director Account Executive Director of Technology
7	2/27/2020	Establishment of training programs for station personnel	Disinformation Training was conducted for all newsroom staff on techniques of how to identify false information and how best to stop the spread of that information, especially on social platforms.	24	Anchor News Director Meteorologist Executive Producer