

**WZZM**  
**EEO PUBLIC FILE REPORT**  
**May 21, 2019 - May 20, 2020**

**I. VACANCY LIST**

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

| Job Title                        | Recruitment Sources ("RS")<br>Used to Fill Vacancy | RS Referring<br>Hiree |
|----------------------------------|----------------------------------------------------|-----------------------|
| Account Executive                | 1-11, 14-18, 20, 22-25, 30-34, 36, 38              | 20                    |
| Multi-Skilled Producer           | 1-6, 8-11, 14-17, 22-25, 31-34, 36-38              | 11                    |
| Multi-Skilled Producer           | 1-6, 8-11, 14-17, 22-25, 31-34, 36-38              | 38                    |
| Multi-Skilled Journalist /Anchor | 1-6, 8-10, 14-19, 22-27, 29-34, 36-38              | 29                    |
| Multi-Skilled Journalist /Anchor | 1-6, 8-10, 14-19, 22-27, 29-34, 36-38              | 29                    |
| Multi-Skilled Journalist /Anchor | 1-6, 8-10, 14-19, 22-27, 29-34, 36-38              | 31                    |
| Morning Content Manager          | 1-6, 8-10, 14-17, 22-25, 27, 30-34, 36-38          | 31                    |
| Marketing Producer - 008380      | 1, 3-6, 8-10, 13-17, 21-25, 28, 30-38              | 30                    |
| Multiplatform Producer - 008503  | 1, 3-6, 8-11, 14-17, 19, 22-25, 31-34, 36-38       | 31                    |
| Digital Content Producer         | 3-6, 8-10, 14-18, 22-26, 31-34, 36-38              | 26                    |
| Anchor                           | 12                                                 | 12                    |

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| <b>RS Number</b> | <b>RS Information</b>                                                                                                                                                                                                          | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 1                | Asian American Journalist Association<br>5 Third Street Suite 1108<br>San Francisco, California 94103<br>Phone : 415-346-2051<br>Url : www.aaja.org<br>Email : national@aaja.org<br>Fax : 1-415-346-6343<br>Kathy Chow         | N                                                        | 0                                                               |
| 2                | Baker College of Muskegon<br>1903 Marquette Ave.<br>Muskegon, Michigan 49442<br>Phone : 231-777-6500<br>Url : www.Baker.edu<br>Fax : 1-231-777-6501<br>Margie Broton                                                           | N                                                        | 0                                                               |
| 3                | Calvin College<br>3201 Burton St. SE<br>Grand Rapids, Michigan<br>Phone : (616) 526-8744<br>Url : www.Calvin.edu<br>Email : laurie@calvin.edu<br>Fax : 1-616-957-8551<br>Laurie Lemmen                                         | N                                                        | 0                                                               |
| 4                | Career Builder<br>200 N. LaSalle St Suite 1100<br>Chicago, Illinois 60601<br>Phone : 773-527-3600<br>Url : http://www.careerbuilder.com<br>Career Service<br>Manual Posting                                                    | N                                                        | 0                                                               |
| 5                | Central Michigan University<br>Rm. 215 Bovee University Center<br>Mt Pleasant, Michigan<br>Phone : 989-774-3068<br>Url : http://www.careers.cmich.edu/<br>Email : careers@cmich.edu<br>Fax : 1-989-774-6608<br>Career Services | 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 |
|-----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 6         | Collective Talent<br>1721 Richardson Place<br>Tampa, Florida 33606<br>Phone : 813-254-9695<br>Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a><br>Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a><br>Michael Bille                                                                                   | N                                                 | 0                                                        |
| 7         | Corporate Recruiter                                                                                                                                                                                                                                                                                                                                                  | N                                                 | 12                                                       |
| 8         | Davenport College<br>415 E. Fulton<br>Grand Rapids, Michigan<br>Phone : (616)732-1150<br>Url : <a href="http://www.davenport.edu/career-services">http://www.davenport.edu/career-services</a><br>Email : <a href="mailto:grandrapids.cs@davenport.edu">grandrapids.cs@davenport.edu</a><br>Director of Placement                                                    | N                                                 | 0                                                        |
| 9         | Eastern Michigan University<br>311 King Hall<br>Ypsilanti, Michigan<br>Phone : 734-487-0400<br>Url : <a href="http://career.emich.edu/">http://career.emich.edu/</a><br>Email : <a href="mailto:Sharon.Hughes@emich.edu">Sharon.Hughes@emich.edu</a><br>Fax : 1-734-487-0940<br>Sharon Hughes                                                                        | N                                                 | 0                                                        |
| 10        | Emma Bowen Foundation for Minority Interests in Media<br>524 W. 57th Street<br>New York, New York<br>Phone : 212-975-2545<br>Url : <a href="http://www.emmabowenfoundation.com/">http://www.emmabowenfoundation.com/</a><br>Email : <a href="mailto:Sandra.Rice@nbcuni.com">Sandra.Rice@nbcuni.com</a><br>Fax : 1-212-975-5884<br>Sandra Rice                        | N                                                 | 0                                                        |
| 11        | Employee Referral                                                                                                                                                                                                                                                                                                                                                    | N                                                 | 3                                                        |
| 12        | Exigent Circumstances                                                                                                                                                                                                                                                                                                                                                | N                                                 | 1                                                        |
| 13        | Ferris State University<br>805 Campus Drive, Rankin Center 108<br>Big Rapids, Michigan<br>Phone : 231-591-2685<br>Url : <a href="http://ferris.recruiting.com">http://ferris.recruiting.com</a> , <a href="http://www.experience.com">www.experience.com</a><br>Email : <a href="mailto:careerservices@ferris.edu">careerservices@ferris.edu</a><br>Barbara S. Renne | 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 |
|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 14        | Glassdoor.com<br>Glassdoor.com<br>Sausalito, California<br>Glassdoor.com URL<br>Manual Posting                                                                                                                              | N                                                 | 1                                                        |
| 15        | Graeme Newell's MarketingIdeaNet Jobs<br>602 Communications – TV Training & Consulting<br>New York, New York<br>Url : www.vault.com.<br>Email : slizik@602communications.com<br>Career Services                             | N                                                 | 0                                                        |
| 16        | Grand Valley State University<br>206 STU, 1 Campus Drive<br>Allendale, Michigan<br>Phone : 616-331-3311<br>Url : http://www.gvsu.edu/careerresources/<br>Email : career@gvsu.edu<br>Fax : 1-616-331-2070<br>Career Services | N                                                 | 0                                                        |
| 17        | Hope College<br>100 E. 8th Street Suite 210<br>Holland, Michigan 49423<br>Phone : 616-395-7811<br>Email : davis@hope.edu<br>Fax : 1-616-395-7169<br>Carla Davis                                                             | N                                                 | 0                                                        |
| 18        | Indeed.com                                                                                                                                                                                                                  | N                                                 | 4                                                        |
| 19        | Internal Candidate                                                                                                                                                                                                          | N                                                 | 2                                                        |
| 20        | Job posting on internet                                                                                                                                                                                                     | N                                                 | 1                                                        |
| 21        | Linked In                                                                                                                                                                                                                   | N                                                 | 4                                                        |
| 22        | Media Line<br>P.O. Box 51909<br>Pacific Grove, California<br>Phone : 408-648-5200<br>Url : www.medialine.com<br>Email : medialine@medialine.com<br>Mark Shilstone                                                           | 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 |
|-----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 23        | MI Works Association<br>2500 Kerry St., Suite 210<br>Lansing , Michigan<br>Phone : 517-371-1100, 1-800-285-W<br>Url : www.michworks.org<br>Fax : 1-517-371-1140<br>Career Service                           | N                                                 | 0                                                        |
| 24        | Michigan Association of Broadcasters<br>819 N. Washington Ave<br>Lansing , Michigan<br>Phone : 517-484-7444<br>Url : www.michmab.com<br>Email : jobbank@michmab.com<br>Career Service                       | N                                                 | 0                                                        |
| 25        | Michigan Dept. of Career Dev., MDCD/Project MOVE<br>201 N. Washington Square 5th Floor<br>Lansing , Michigan<br>Phone : 517-241-1189<br>Email : mckayr1@michigan.gov<br>Fax : 1-517-241-8217<br>Ralph McKay | N                                                 | 0                                                        |
| 26        | On-Air Announcement (One or More SEU Stations)                                                                                                                                                              | N                                                 | 2                                                        |
| 27        | Other Source                                                                                                                                                                                                | N                                                 | 6                                                        |
| 28        | Promax BDA<br>5700 Wilshire Blvd, Suite 275<br>Los Angeles, California<br>Phone : 310-788-7600<br>Url : www.promax.tv.com<br>Email : carla@promaxbda.org<br>Fax : 1-310-788-7616<br>Carla Calavitta         | N                                                 | 0                                                        |
| 29        | Self Referral                                                                                                                                                                                               | N                                                 | 2                                                        |
| 30        | Station Website                                                                                                                                                                                             | N                                                 | 10                                                       |
| 31        | TEGNA.com<br>Jones Branch Drive<br>McLean, Virginia<br>Janae Barker<br>Manual Posting                                                                                                                       | N                                                 | 24                                                       |

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|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 32               | Tvjobs.com<br>Broadcast Employment Services, P.O. Box 4116<br>Oceanside, California<br>Phone : 800-374-0119<br>Url : www.tvjobs.com<br>Email : jobs@tvjobs.com<br>Fax : 1-760-754-2115<br>Mark C. Holloway       | N                                                        | 0                                                               |
| 33               | University of Michigan<br>515 East Jefferson St., 3200 SAB<br>Ann Arbor , Michigan<br>Phone : 734-764-7460<br>Url : www.careercenter.umich.edu<br>Email : tll@umich.edu<br>Fax : 1-734-763-9268<br>Terri LaMarco | N                                                        | 0                                                               |
| 34               | Vet Center Readjustment Counseling<br>2050 Breton Road SE<br>Grand Rapids, Michigan<br>Phone : (616) 285-5795<br>Fax : 1-616-285-5898<br>Career Service                                                          | N                                                        | 0                                                               |
| 35               | Walk In/Self-Referral                                                                                                                                                                                            | N                                                        | 1                                                               |
| 36               | Women's Resource Center<br>678 Front Ave. NW #180<br>Grand Rapids, Michigan<br>Phone : 458-5443<br>Url : http://www.grwrc.org/<br>Email : info@grwrc.org<br>Fax : 1-616-458-9933<br>Dantzler Brunswick           | N                                                        | 0                                                               |
| 37               | www.mediagignow.com<br>300 South Riverside Plaza Suite 800<br>Chicago, Illinois 60606<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com  | N                                                        | 0                                                               |

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| RS<br>Number                                   | RS Information                                                                                                          | Source Entitled<br>to Vacancy<br>Notification?<br>(Yes/No) | No. of Interviewees<br>Referred by RS<br>Over<br>Reporting Period |
|------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|-------------------------------------------------------------------|
| 38                                             | WZZM13.com<br>645 – 3 Mile Rd. NW<br>Grand Rapids, Michigan<br>Url : www.WZZM13.com<br>Career Service<br>Manual Posting | N                                                          | 1                                                                 |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |                                                                                                                         |                                                            | <b>74</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 | 5/22/2019   | Establishment of a mentoring program                     | Mentored a student attending Cornerstone University studying journalist. The student learned about the news operation and received a job preview of what a day in the life of a news director looks like.                                                                                                                                                                                              | 1                                   | News Director                                                                               |
| 2 | 6/11/2019   | Establishment of training programs for station personnel | Sales Inside Out Training - New Account Executives attend Inside Out training. This training is a part of TEGNA on-boarding training for all new sales professionals. Over the course of three days, topics covered include product intelligence and awareness, prospecting, presentations, building a proposal, and closing the deal. Participants role-play real scenarios for maximum learning.     | 1                                   | Account Executive                                                                           |
| 3 | 6/14/2019   | Establishment of training programs for station personnel | Manager Inside Out Training – Sales Leaders attend Inside Out training. This training is a part of TEGNA onboarding training for all new sales leaders. Over the course of two days, topics covered include the art of teaching product intelligence and awareness, prospecting, presentations, building a proposal, and closing the deal. Participants role-play real scenarios for maximum learning. | 1                                   | Regional Sales Manager                                                                      |
| 4 | 6/18/2019   | Establishment of training programs for station personnel | News, Digital, Marketing Directors and General Managers attended the TEGNA HQ Content Summit. 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.                            | 4                                   | President & General Manager<br>News Director<br>Marketing Director<br>Digital News Director |

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|   | <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> |
|---|-------------|---------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|--------------------------|
| 5 | 7/15/2019   | Establishment of training programs for station personnel                  | <p>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.</p> <p>Knowing, understanding, and abiding by our TEGNA Ethics Policy is fundamental to our ability to serve our communities with the highest of standards.</p> <p>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.</p> | 102                                 | All Employees            |
| 6 | 8/2/2019    | Participation in other activities designed by the station employment unit | Hosted community members from the Pilgrim Manor for a station tour. Members visited with every department to learn about the operation and about the careers that are available within the broadcasting industry.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 1                                   | Meteorologist            |
| 7 | 8/7/2019    | Participation in other activities designed by the station employment unit | Hosted community members from Rainbow Childcare for a station tour. Members visited with every department to learn about the operation and about the careers that are available within the broadcasting industry.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 1                                   | Receptionist             |
| 8 | 8/28/2019   | Participation in other activities designed by the station employment unit | Hosted community members from the Hope Network for a station tour. Members visited with every department to learn about the operation and about the careers that are available within the broadcasting industry.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 1                                   | Receptionist             |
| 9 | 9/1/2019    | Establishment of training programs for station personnel                  | Station representative traveled to our sister station in Cleveland for training hosted by TEGNA. the TEGNA Producer Academy covered topics to include conversational writing, teases, and tips on how to showcase big stories.                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1                                   | News Director            |

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|----|-------------|--------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------------------|
| 10 | 9/2/2019    | Establishment of an intern program designed to assist members of the community | WZZM Fall 2019 Internship Program offers college students the ability to actively participate in a professional broadcast organization and developed business skills that will ultimately help obtain employment. Internships are available primarily in the news and production departments. Interns are selected based on the application, relevant course work, work experience, and references. | 1                                   | Intern                                          |
| 11 | 9/10/2019   | Establishment of training programs for station personnel                       | Sales Inside Out Training - New Account Executives attend Inside Out training. This training is a part of TEGNA on-boarding training for all new sales professionals. Over the course of three days, topics covered include product intelligence and awareness, prospecting, presentations, building a proposal, and closing the deal. Participants role-play real scenarios for maximum learning.  | 2                                   | Digital Sales Manager<br>Sr. Digital Strategist |
| 12 | 9/11/2019   | Participation in other activities designed by the station employment unit      | Hosted community members from the Hope Network for a station tour. Members visited with every department to learn about the operation and about the careers that are available within the broadcasting industry.                                                                                                                                                                                    | 1                                   | Receptionist                                    |
| 13 | 11/7/2019   | Participation in events or programs sponsored by educational institutions      | Participated in Career Day at Grandville Middle School. Presented to students on the day to day activities of a new room, discussed different careers available within the broadcast industry and the qualifications needed.                                                                                                                                                                        | 1                                   | Digital News Director                           |
| 14 | 11/8/2019   | Participation in events sponsored by community groups                          | Guest speaker to an event hosted by the Michigan Association of Broadcasters, the event was geared for high school and college students. Career advice was given as well as thought students how to approach content marketing                                                                                                                                                                      | 1                                   | Marketing Director                              |

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|----|-------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|------------------------------------------------------|
| 15 | 1/2/2020    | Establishment of training programs for station personnel                  | News Director visited another TEGNA station to learn more about operating a newsroom and best practices. The two-day training was spent observing the operation, attend editorial meetings, and view the news production. These concepts were then brought back to the station with an effort to implement a more efficient newsroom.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 1                                   | News Director                                        |
| 16 | 1/13/2020   | Participation in events or programs sponsored by educational institutions | Anchor invited as a guest speaker at Muskegon Heights Academy. Visited high school students and discussed available career paths within the broadcasting industry and qualifications needed.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 1                                   | Anchor                                               |
| 17 | 1/14/2020   | Participation in events or programs sponsored by educational institutions | Content Producers invited as guest speakers at Muskegon Heights Academy. Visited high school students and discussed available career paths within the broadcasting industry and qualifications needed.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 2                                   | Digital Content Producer<br>Digital Content Producer |
| 18 | 1/16/2020   | Establishment of training programs for station personnel                  | When it comes to cybersecurity, 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 in 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 cyberattacks. The challenge is a seven-question online simulation based on the topics featured throughout the campaign. | 102                                 | All Employees                                        |

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|----|-------------|--------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------------------------------------------------------------------|
| 19 | 1/20/2020   | Establishment of an intern program designed to assist members of the community | WZZM Spring 2020 Internship Program offers college students the ability to actively participate in a professional broadcast organization and developed business skills that will ultimately help obtain employment. Internships are available primarily in the news and production departments. Interns are selected based on the application, relevant course work, work experience, and references. | 2                                   | Intern<br>Intern                                                                                |
| 20 | 1/22/2020   | Participation in other activities designed by the station employment unit      | Hosted community members from the Zeeland Church Group for a station tour. Tour was given by the weather dept. the community members learned about the station operation and about careers available within the broadcasting industry.                                                                                                                                                                | 1                                   | Receptionist                                                                                    |
| 21 | 1/22/2020   | Participation in events or programs sponsored by educational institutions      | Station representatives were invited as guest speakers at Muskegon Heights Academy. Visited high school students and discussed available career paths within the broadcasting industry and qualifications needed.                                                                                                                                                                                     | 4                                   | President & General Manager<br>Account Executive<br>Managing Editor<br>Multi-skilled Journalist |
| 22 | 3/5/2020    | Establishment of training programs for station personnel                       | Attended the annual Great Lakes Media Show hosted by the Michigan Association of Broadcasters. This two-day seminar included information on best practices, guest speakers, and interactive breakout groups. Equipping news leaders with new tools and concepts needed to run a modern-day news operation.                                                                                            | 1                                   | News Director                                                                                   |
| 23 | 3/11/2020   | Participation in other activities designed by the station employment unit      | Hosted students from Muskegon Community College for a Station tour. Tour was given by the weather dept. Students learned about the station operation and about careers available within the broadcasting industry.                                                                                                                                                                                    | 1                                   | Multiskilled Journalist                                                                         |
| 24 | 5/9/2020    | Participation in events or programs sponsored by educational institutions      | Station representatives were invited as guest speakers at Muskegon Heights Academy. Visited high school students and discussed available career paths within the broadcasting industry and qualifications needed.                                                                                                                                                                                     | 2                                   | Broadcast Manager<br>Digital Sales Manager                                                      |

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|----|-------------|----------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|--------------------------|
| 25 | 5/14/2020   | Establishment of training programs for station personnel | A representative from the station attended a webinar hosted by From Day One on Keeping Diversity at the Forefront During Crisis Times. Training included tips on how to progress with D&I efforts when the bottom line is under pressure. | 1                                   | HR Business Partner      |
| 26 | 5/20/2020   | Establishment of training programs for station personnel | Station representative attended a webinar hosted by LifeWorks, Building Resilience in Uncertain Times. This training covered topics to help employees become more resilient during challenging times.                                     | 1                                   | HR Business Partner      |