

KIII
EEO PUBLIC FILE REPORT
March 22, 2020 - March 21, 2021

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
Multiplatform Content Producer - 008869	1-10, 12-28	21
Multiplatform Content Producer - 008869	1-10, 12-28	18
Local Sales Manager - 7382	10-11, 18, 21, 26	11

KIII
EEO PUBLIC FILE REPORT
March 22, 2020 - March 21, 2021

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

KIII
EEO PUBLIC FILE REPORT
March 22, 2020 - March 21, 2021

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
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	Hispanic Chamber of Commerce PO Box 5523 Corpus Christi, Texas 78405 Phone : 361-887-7408 Fax : 1-361-888-9473 Jessica Davila-Burnett	N	0
10	Indeed.com 470 West Ave Ste 2002 Stamford, Connecticut Phone : 203-564-2418 Job Listings Manual Posting	N	1
11	Indeed.com	N	1
12	JuJu.com 151 First Ave #19 New York, New York 10003 Phone : 212-537-3898 Job Listings Manual Posting	N	0
13	KIII On-Air Promos 5002 S Padre Island Dr Corpus Christi, Texas 78411 Phone : 409-833-8300 Job Listings Manual Posting	N	0
14	KIII Website 5002 S Padre Island Dr Corpus Christi, Texas 78411 Phone : 409-833-8300 Job Listings Manual Posting	N	0
15	LULAC 400 Mann St Ste 513 Corpus Christi, Texas 78401 Phone : 361-883-5134 Sergio Ramirez Manual Posting	N	0

KIII
EEO PUBLIC FILE REPORT
March 22, 2020 - March 21, 2021

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
16	Media Recruiter 9457 S University Blvd #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Email : art@mediarecruiter.com Art Scott	N	0
17	Multi-Cultural Center 1581 N Chaparral St Corpus Christi, Texas 78401 Phone : 361-883-0639 Christi Pena Manual Posting	N	0
18	Other Source	N	2
19	SimplyHired.com 370 San Aleso Ave #200 Sunnyvale, California 94085 Phone : 408-747-0012 Job Listings Manual Posting	N	0
20	Society of Broadcast Engineers 9012 N Meridian St Ste 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Job Listings Manual Posting	N	0
21	TEGNA Careers 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 703-854-6089 Job Listings Manual Posting	N	3
22	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
23	Texas A&M-Kingsville Campus Box 106 Kingsville, Texas 78363 Phone : 361-593-2111 Email : lori.urbanovsky@tamuk.edu Lori Urbanovsky	N	0

KIII
EEO PUBLIC FILE REPORT
March 22, 2020 - March 21, 2021

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
24	Texas Association of Broadcasters 502 E 11 St Ste 200 Austin, Texas 78701 Phone : 512-322-9944 Craig Bean Manual Posting	N	0
25	Texas Workforce Commission - Coastal Bend 520 N Staples St Corpus Christi, Texas 78401 Phone : 361-882-7491 Url : www.workintexas.com Email : wit.coastalbend@twc.state.tx.us Job Listings	N	0
26	TVjobs P. O. Box 4116 Oceanside, California Url : www.tvjobs.com Debra Pakebusch Manual Posting	N	0
27	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
28	YWCA Women's Resource Office 4601 Corona Dr Corpus Christi, Texas 78411 Phone : 361-857-5661 Job Listings Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			7

KIII
EEO PUBLIC FILE REPORT
March 22, 2020 - March 21, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of training programs for station personnel	Jay Donovan from Local.com holds biweekly sessions to discuss owned and operated digital training. Topics have included: transitioning our digital and client offerings to TEGNA from Tribune. TEGNA Targeted Email, TEGNA Search Marketing, TEGNA's Digital products for Social Ad and PREMION are discussed.	11	Director of Sales Account Executive Account Executive Account Executive
2	4/10/2020	Participation in events or programs sponsored by educational institutions	On April 10, 2020, our Evening Anchor did a virtual read aloud to the Odem ISD elementary school. She visited with the students regarding her career in broadcasting at KIITV. Leslie was invited by Tiffani Jurach, and employees of Odem ISD.	1	Evening Anchor
3	5/27/2020	Participation in events or programs sponsored by educational institutions	On May 27th, 2020, our Morning Anchor did a Virtual Kinder Farewell with the Sam Houston Elementary children in Corpus Christi, Texas. She talked to them about her career in broadcasting and answered their questions regarding her career. Melissa Guerra from Sam Houston Elementary invited her to speak.	1	Morning Anchor
4	6/18/2020	Establishment of training programs for station personnel	TEGNA's Vice President of Digital content provided a digital writing course on important and simple things that digital employees can do to strengthen web articles.	1	Director of Digital Content
5	8/26/2020	Establishment of training programs for station personnel	Election Training: "How to Combat Disinformation" -TEGNA partnered with First Draft to provide TEGNA journalists training focused on covering and combating election misinformation. An "Election Crisis Simulation" placed journalists in the heart of a disinformation campaign and challenged them to make editorial decisions and how to report in real-time.	30	News Director Digital Director Sr. Producer Journalist

KIIT
EEO PUBLIC FILE REPORT
March 22, 2020 - March 21, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	9/17/2020	Establishment of training programs for station personnel	<p>All TEGNA employees completed the Respect & Integrity Employee Training. As part of a culture of professionalism and integrity, each of us has a personal responsibility to treat our colleagues with respect and uphold our high ethical standards.</p> <p>This responsibility includes completing annual training on these very important topics:</p> <ul style="list-style-type: none"> • “Sexual Harassment: A Matter of Respect” training that reviews our long-standing policies and values surrounding harassment and discrimination. • “Responsible Use of Social Media” training that covers using social media respectfully and protecting sensitive or private company information. <p>In addition, all employees must complete a brief annual Conflicts of Interest survey to disclose any issues that may conflict with TEGNA’s interests.</p>	68	All Employees
7	9/30/2020	Participation in events or programs sponsored by educational institutions	On September 30, 2020, our Evening Anchor did a virtual read aloud to the Odem ISD elementary school. She visited with the students regarding her career in broadcasting at KIITV. She was invited by Tiffani Jurach, and employees of Odem ISD.	1	Evening Anchor
8	10/30/2020	Participation in events or programs sponsored by educational institutions	On October 30, 2020, our Evening Anchor did a virtual read aloud to the Taft ISD elementary school. She visited with the students after regarding her career at KIITV. She answered questions regarding her career as anchor in broadcasting. She was invited by Andriana Lunoff, an employee of Taft ISD.	1	Evening Anchor

KIII
EEO PUBLIC FILE REPORT
March 22, 2020 - March 21, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	11/13/2020	Participation in events or programs sponsored by educational institutions	On November 13th, 2020, our Morning Meteorologist did a Zoom weather talk with 80 third graders from area San Antonio schools. His talk included in depth information about weather and climate change and how it relates to weather forecasting. He answered questions regarding his career in broadcasting.	1	Meteorologist
10	2/5/2021	Participation in events or programs sponsored by educational institutions	On February 5th, 2021, our Morning Meteorologist did a virtual weather talk with 20 high school students from West Oso High School. His talk included in depth information about weather and climate change and how it relates to weather forecasting. He answered questions regarding his career in broadcasting.	1	Meteorologist
11	2/11/2021	Establishment of training programs for station personnel	Annual Byte Back Challenge was required to be completed by all TEGNA stations by 2/28/2021. When it comes cybersecurity, TEGNA, like other companies, works around the clock to prevent IT security breaches and ensures that confidentiality and integrity of our business systems are maintained. All employees must be vigilant and savvy in identifying attempts to gain access to our network or confidential information. To accomplish this, TENGGA launched an annual Byte Back Security Awareness Campaign in January to help employees understand TEGNA's IT standards and procedures and their role in keeping the organization safe from attacks. Employees learned how to incorporate security practices into daily work routines. All TEGNA employees were required to take the Byte Back Challenge to test their knowledge of preventing cyberattacks. The Challenge is a seven question online simulation based on the topics featured throughout the campaign.	68	All Employees

KIII
EEO PUBLIC FILE REPORT
March 22, 2020 - March 21, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
12	2/26/2021	Participation in events or programs sponsored by educational institutions	On February 26, 2021, our Morning Anchor did a Zoom speech with several community college students from Del Mar College in Corpus Christi, Texas. Her talk focused on careers in journalism and broadcasting. She answered questions regarding her career in broadcasting.	1	Morning Anchor
13	3/5/2021	Participation in events or programs sponsored by educational institutions	On March 5, 2021, our Morning Anchor hosted a virtual speech to the students of Oak Park Elementary (CCISD) in Corpus Christi, Texas. She talked to them about her career in broadcasting and answered their questions regarding her career. Joanee Karbowski of Oak Park Elementary invited her to speak.	1	Morning Anchor
14	3/10/2021	Establishment of training programs for station personnel	TEGNA Webinar: PREMION 2021 Sales Summit -TEGNA sales staff discussed the latest key factors when choosing an OTT partner for your business. This was a two day training (3/10 & 3/11).	11	Director of Sales Account Executive Account Executive Account Executive