

**KVUE-TV**  
**EEO PUBLIC FILE REPORT**  
**March 22, 2021 - March 21, 2022**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Marketing Producer - 9832	2, 9, 19, 29	19
Broadcast/Digital Account Manager - 10298	2, 4, 9, 12-13, 15, 19, 21, 25, 29-30, 39, 45	29
Broadcast/Digital Account Manager - 10298	2, 4, 9, 12-13, 15, 19, 21, 25, 29-30, 39, 45	29
Digital Content Producer	1-5, 7-9, 12-18, 20-22, 24-45	20
Sports Reporter/ Anchor- MSJ - 10467	2, 4, 9, 12-15, 19, 21, 25, 29-30, 39, 45	19
Sales Account Executive - 10603	2, 4, 6, 9, 12-13, 15, 25, 29-30, 39, 45	29
Sales Account Executive - 10603	2, 4, 6, 9, 12-13, 15, 25, 29-30, 39, 45	29
Morning Executive Producer - 10899	2, 4, 9-10, 12-15, 19, 21, 23, 25, 29-30, 39, 45	29
Local Sales Manager	1-5, 7, 6, 8-18, 20-22, 24-45	29
News Photojournalist - 11367	2, 4, 6, 9, 12-13, 15, 21, 25, 29-30, 39, 44-45	29
News Photojournalist - 11367	2, 4, 6, 9, 12-13, 15, 21, 25, 29-30, 39, 44-45	6
Weekend Anchor/Reporter MSJ-11479	2, 4, 9, 12-13, 15, 21, 25, 29-30, 39, 45	29
Reporter / Multi-Skilled Journalist-11723	2, 4, 12-13, 15, 21, 25, 29-30, 39, 45	29
Production Asst - 11980	2, 4, 9, 12-13, 25, 29, 39, 45	29
Broadcast Director - 012254	2, 4, 9, 12-14, 21, 25, 29, 39, 45	29

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<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	Alliance For Women in Media P.O. Box 2684 Austin, Texas 78768 Phone : 703-506-3290 Url : <a href="http://www.awmaustin.org/careers">http://www.awmaustin.org/careers</a> Job Listing Manual Posting	N	0
2	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Career Service Manual Posting	N	3
3	Cars.com 175 W. Jackson Blvd 8th Floor Chicago,, Illinois 60604 Phone : 312.601.5000 Url : <a href="http://www.cars.com">www.cars.com</a> Michael Kraut Manual Posting	N	0
4	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
5	Current Employee	N	4
6	Employee Referral 606 Young St Dallas, Texas 75202 Url : <a href="http://www.wfaa.com">www.wfaa.com</a> Natalie Stanford Manual Posting	N	11
7	Employee Referral 3201 Steck Avenue Austin, Texas 78757 Phone : 214.977.6474 Url : <a href="http://www.kvue.com">www.kvue.com</a> Deidre Davis Manual Posting	N	0

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8	Huston-Tillotson College 900 Chicon Street Austin, Texas 78702 Phone : 512-505-3015 Url : http://htu.edu Joy King Manual Posting	N	0
9	Indeed.com 7501 N. Capital of Texas Hwy, Building B Austin, Texas 78731 Url : www.indeed.com Indeed Sales Manual Posting	N	0
10	Indeed.com	N	2
11	Job posting on internet	N	1
12	Kvue Human Resources 3201 Steck Avenue Austin, Texas 78757 Phone : 214.748.9631 Email : ddavis@wfaa.com Fax : 1-214-977-6393 Deidre Davis	N	0
13	Kvue.com 3201 Steck Avenue Austin, Texas 78757 Url : kvue.com Deidre Davis Manual Posting	N	0
14	Linked In	N	8
15	Media Line.com P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
16	Monster.com 622 Third Avenue 39th Floor New York, New York 10017 Phone : 212-351-7000 Url : http://www.monster.com Job Listing Manual Posting	N	0

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17	News Blues 8895 NW 187th Lane Reddick, Florida 32686 Url : <a href="http://www.newsblues.com">http://www.newsblues.com</a> Job Listing Manual Posting	N	0
18	Non-employee Referral Other Austin, Texas 78757 Url : <a href="http://www.kvue.com">www.kvue.com</a> Deidre Davis Manual Posting	N	0
19	Phone Inquiry	N	5
20	Recruiter	N	2
21	Sam Houston State University 1921 Avenue J, Suite 210 SHSU Box 2238 Huntsville, Texas 77341-2238 Phone : 936-294-3732 Url : <a href="http://www.shsu.edu">http://www.shsu.edu</a> Fax : 1-936-294-3616 Patsy Grona	N	0
22	San Angelo State University 2601 W. Avenue N San Angelo, Texas 76909 Phone : 352-942-2255 Url : <a href="http://www.angelo.edu/services/career">http://www.angelo.edu/services/career</a> Job Listing Manual Posting	N	0
23	Self Referral	N	1
24	Southern Methodist University P.O. Box 750256 Dallas, Texas 75201 Phone : 214-768-2266 Url : <a href="http://www.myinterfase.com/smu/employer">http://www.myinterfase.com/smu/employer</a> Latrice White Manual Posting	N	0

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25	Southwestern University 1001 E. University Avenue Georgetown, Texas 78626 Phone : 512-863-1346 Url : <a href="http://www.southwestern.edu/careers">http://www.southwestern.edu/careers</a> Email : <a href="mailto:lunad@southwestern.edu">lunad@southwestern.edu</a> Dana Luna	N	0
26	Spots and Dots 167 Oakdale Road Johnson City, New York 13790 Phone : 888.884.2630 Url : <a href="http://www.spotsndots.com">www.spotsndots.com</a> Patrick Kelley Manual Posting	N	0
27	StatesmanJobs P.O. Box 670 Austin, Texas 78767 Phone : 512-445-4039 Url : <a href="http://www.statesman.com/s/jobs">http://www.statesman.com/s/jobs</a> Job Listing Manual Posting	N	0
28	Stephen F. Austin State University 1936 North Street Nacogdoches, Texas 75961 Phone : 936-468-3305 Url : <a href="http://www.jobs4jacks.sfasu.edu">http://www.jobs4jacks.sfasu.edu</a> Ralph Busby Manual Posting	N	0
29	TEGNA 7950 Jones Branch Drive McLean, Virginia 22107-0150 Phone : 7038736600 Url : <a href="http://www.tegna.com">www.tegna.com</a> Corporate Talent Development Manual Posting	N	25
30	Texas A&M University-Corpus Christi 6300 Ocean Drive Corpus Christi, Texas 78412 Phone : 979-845-5139 Url : <a href="http://www.career.services@tamucc.edu">http://www.career.services@tamucc.edu</a> Email : <a href="mailto:Sharon.herrera@tamucc.edu">Sharon.herrera@tamucc.edu</a> Sharon Herrera	N	0

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<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>
31	Texas Association of Broadcasters 502 E. 11th Street Austin, Texas 78701 Phone : 512-322-9944 Url : <a href="http://www.tab.org">http://www.tab.org</a> Craig Bean Manual Posting	N	0
32	Texas Christian University TCU Box 298200 Ft. Worth, Texas 76129 Phone : 817-257-7790 Url : <a href="http://www.careers.tcu.edu/employers">http://www.careers.tcu.edu/employers</a> Joanne Fralia Manual Posting	N	0
33	Texas Lutheran University 1000 W. Court Street Seguin, Texas 78115 Phone : 830-372-8017 Url : <a href="http://www.tlu.edu">http://www.tlu.edu</a> LaVerne Roskydal Manual Posting	N	0
34	Texas State University 601 Univesity Drive San Marcos, Texas 78666 Phone : 512-245-2645 Url : <a href="http://www.careerservice.txstate.edu">http://www.careerservice.txstate.edu</a> Karen Julian Manual Posting	N	0
35	Texas Workforce Career Center 6505 airport Blvd, Suite 101 Texas Internship Challenge Austin, Texas 78778 Phone : 512.454.9675 Url : <a href="https://www.txinternshipchallenge.com/vosnet/Conta">https://www.txinternshipchallenge.com/vosnet/Conta</a> Workforce Solutions Career Center Manual Posting	N	0
36	The Austin Chronicle P.O. Box 49066 austin, Texas 78765 Phone : 512-302-2706 Brian Carr Manual Posting	N	0

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37	The David Crane Agency 124 Ammons Drive Raleigh, North Carolina 27615 Phone : 919.870.9120 Url : <a href="http://dcatalent.com">http://dcatalent.com</a> Steve Swienckowski Manual Posting	N	0
38	TVJobs.com P.O. Box 4116 Oceanside, California 92050 Phone : 800-374-0119 Url : <a href="http://tvjobs.com">http://tvjobs.com</a> Mark Holloway Manual Posting	N	0
39	University of Florida PO Box 118507 Gainesville, Florida 32611 Phone : 352-273-2300 Url : <a href="http://www.ufl.edu">http://www.ufl.edu</a> Fax : 1-352-392-3810 Phyllis Pena	N	0
40	University of Houston 4800 Calhoun Road Houston, Texas 77004 Phone : 713-743-5703 Url : <a href="http://www.uh.edu">http://www.uh.edu</a> Connie Kemp Manual Posting	N	0
41	University of Mary Hardin-Baylor 900 College Street Belton, Texas 76513 Phone : 254-295-4691 Don Owens Manual Posting	N	0
42	University of Missouri 201 Student Success Center MU Career Center, 201 Student Success Center Columbia,, Missouri Phone : 578-882-6801 Url : <a href="http://www.hiremizzoutigers.com">http://www.hiremizzoutigers.com</a> Stacey Woelfel Manual Posting	N	0

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43	University of North Texas 1155 Unicon Circle 311010 Denton, Texas Phone : 940-565-2281 Url : <a href="http://www.myinterfase.com/unt/employer">http://www.myinterfase.com/unt/employer</a> Dan Naegeli Manual Posting	N	0
44	University of Texas Alumni Association 2110 San Jacinto Blvd. Austin, Texas 78712 Phone : 512-471-8839 Url : <a href="http://www.texasexes.org">http://www.texasexes.org</a> Jennifer Duncan Manual Posting	N	0
45	<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>62</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	Ongoing Event	Establishment of a mentoring program	An employee provided mentorship to a student at Arizona State University. The employee and journalist/ media student got connected through Cronkite Professional Mentor Program. Mentoring sessions were held virtually and via phone.	1	MSJ
2	5/2/2021	Participation in events or programs sponsored by educational institutions	An employee served as a guest lecturer virtually to journalism students at Southern Oregon State University. During the event, the employee discussed his career in television, interview techniques, and was available to answer questions about career opportunities in broadcasting.	1	MSJ
3	5/5/2021	Participation in events sponsored by organizations representing the community	General manager attended the WIELD Texas Launch Demo Day. The event was sponsored by the University of Texas Women's Initiative for Entrepreneurship & Leadership Development. Before and after the event, the general manager discussed careers in media and journalism.	1	President/GM
4	5/12/2021	Participation in events sponsored by organizations representing the community	An employee was a panelist at San Diego Association of Black Journalists. The panel "Welcome to the Boss' Office" discussed careers in media and journalism. The employee was available to answer career questions before and after event.	1	MSJ
5	6/8/2021	Participation in events sponsored by organizations representing the community	Member of leadership participated in an event at the American Muslim Institute serving as a guest speaker. The session covered the business of media and the member of leadership was available to answer questions about broadcasting, media and career opportunities.	1	President/GM
6	8/1/2021	Participation in events or programs sponsored by educational institutions	Employee spoke as a guest lecturer to journalism students at Arizona State University. Employee discussed with students his career in television media. Students were able to ask questions about career opportunities and educational coursework that is helpful in this career path.	1	MSJ

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7	Ongoing Event	Establishment of a mentoring program	An employee mentored a Westlake High School senior. Mentoring sessions were held virtually once a week from mid-January through mid- April. Each session lasting approximately 40 minutes.	1	MSJ/ Sports Anchor
8	9/20/2021	Establishment of training programs for station personnel	All TEGNA employees completed respect and integrity training. The training covered that each employee has a personal responsibility to treat our colleagues with respect and uphold our high ethical standards. Other topics covered were sexual harassment and responsible and respectful use of social media.	115	Station employees
9	9/23/2021	Participation in events or programs sponsored by educational institutions	Employee spoke to students at University of Texas in the journalism and media program. The topic covered was the intersection of broadcast and digital efforts in the newsroom. The employee was available to answer questions about careers in broadcast media and the station.	1	Director Digital Content
10	9/28/2021	Participation in events sponsored by organizations representing the community	Employee participated in hosting the 2021 Magid Institute Producer Academy. This 2 day event offered curriculum guidance and insight to help grow/develop producers at all talent levels.	1	Executive Producer
11	Ongoing Event	Establishment of training programs for station personnel	Employee attended TEGNA leadership training. The training session topics covered transitioning to a strategic leader, legal and ethics, recruiting, writing performance reviews, growing and developing employees, research and partnering with digital/news, marketing, budgets, and understanding key performance indicators.	1	Digital Manager
12	10/7/2021	Participation in events or programs sponsored by educational institutions	General Manager recorded a video for ongoing use at the University of Texas, school of journalism. The topic "How to be an ethical leader in media". Discussion was held with students about career opportunities during the time of the shoot.	1	President/GM

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13	11/22/2021	Participation in events or programs sponsored by educational institutions	General Manger was a guest lecturer at the University of Texas school of journalism. During the Business of News class, GM spoke about careers in news media to students.	1	President/GM
14	Ongoing Event	Establishment of a mentoring program	General Manager serves as a mentor to a News Director at another TEGNA station. Ongoing mentoring sessions occur weekly.	1	President/GM
15	2/1/2022	Participation in events or programs sponsored by educational institutions	In a virtual setting, an employee provided the students and teachers of Austin Achieve Elementary School a tour of the television studio. The employee answered questions about weather and careers in broadcasting.	1	Meteorologist
16	2/15/2022	Participation in events or programs sponsored by educational institutions	In a virtual setting, an employee provided the students and teachers of Baranoff Elementary School a tour of the television studio. The employee answered questions about weather and careers in broadcasting.	1	Meteorologist
17	2/21/2022	Participation in events sponsored by organizations representing the community	Employee served as a guest speaker at the National Association of Hispanic Journalist. Event was virtual through the University of Florida. During the event the employee spoke to their experience as a Latina journalist. Employee was available to answer questions about career paths in media/broadcasting.	1	MSJ
18	2/25/2022	Establishment of training programs for station personnel	Premion team wide training for station sellers. Topics covered during the training were competitive landscape, advanced targeting opportunities, Apple/Google updates and how it will affect personalized targeting, and understanding TAG certifications.	15	Station sales employees