

KIII
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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Director	2-8, 12-14, 17-19, 21-23, 25-33, 35-36	25
Broadcast Director - Assistant - 9975	2, 4-5, 7-8, 11-14, 17-19, 21-23, 26-33, 35-36	11
Multi Skilled Journalist - 10138	2, 4-5, 7-8, 12, 14-15, 17-19, 21-23, 25- 36	28
Photojournalist - 10136	2, 4-5, 7-8, 12-14, 16-19, 21-23, 26-33, 35-36	28
Producer - 10140	2, 4-5, 7-8, 12-14, 17-19, 21-23, 26-33, 35-36	28
Account Executive - 10314	5, 13-15, 18-19, 22, 27-30, 32, 35	28
Producer-10556	1, 5, 12-14, 19, 22, 24, 28-30, 32, 35	28
Commercial Producer-11500	5, 9, 12-14, 19-20, 22, 28-29, 32, 35	28
Meteorologist-11534	5, 9-10, 12-14, 18-19, 22, 28-29, 32, 35	28
Meteorologist-11534	5, 9-10, 12-14, 18-19, 22, 28-29, 32, 35	28
Account Manager - 012356	5, 13-14, 18-19, 22, 28-29, 32, 35	28

KIII
EEO PUBLIC FILE REPORT
March 22, 2021 - March 21, 2022

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	Agency Referral	N	1
2	Broadbean 610 Newport Center Dr Ste 1400 Newport Beach, California 92660 Phone : 949-706-8560 Job Listings Manual Posting	N	0
3	Broadcast 1 Source Website	N	1
4	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Jobs Editor Manual Posting	N	0
5	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
6	Coastal Bend College 3800 Charco Rd Beeville, Texas 78102 Phone : 361-358-2838 Email : twilaj@coastalbend.edu Twila Johnson	N	0
7	Corpus Christi Chamber of Commerce 1201 N Shoreline Blvd Corpus Christi, Texas 78401 Phone : 361-881-1800 Job Listings Manual Posting	N	0
8	Del Mar College East 101 Baldwin Blvd Corpus Christi, Texas 78404 Phone : 361-698-1200 Joe Hayden Manual Posting	N	0

KIII
EEO PUBLIC FILE REPORT
March 22, 2021 - March 21, 2022

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
9	Division for Rehabilitation Services 4410 Dillon Ln Ste 44 Corpus Christi, Texas 78415 Phone : 361-854-1475 Email : jennifer.valerio@dars.state.tx.us Jennifer Valerio	N	0
10	E-mail Inquiry	N	5
11	Former Employee	N	1
12	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94965 Phone : 800-918-3229 Job Listings Manual Posting	N	0
13	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
14	Indeed.com 470 West Ave Ste 2002 Stamford, Connecticut Phone : 203-564-2418 Job Listings Manual Posting	N	1
15	Indeed.com	N	2
16	Internal Hire	N	1
17	JuJu.com 151 First Ave #19 New York, New York 10003 Phone : 212-537-3898 Job Listings Manual Posting	N	0
18	KIII On-Air Promos 5002 S Padre Island Dr Corpus Christi, Texas 78411 Phone : 409-833-8300 Job Listings Manual Posting	N	0

KIII
EEO PUBLIC FILE REPORT
March 22, 2021 - March 21, 2022

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
19	KIII Website 5002 S Padre Island Dr Corpus Christi, Texas 78411 Phone : 409-833-8300 Job Listings Manual Posting	N	0
20	Linked In	N	1
21	LULAC 400 Mann St Ste 513 Corpus Christi, Texas 78401 Phone : 361-883-5134 Sergio Ramirez Manual Posting	N	0
22	Media Recruiter 9457 S University Blvd #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Email : art@mediarecruiter.com Art Scott	N	0
23	Multi-Cultural Center 1581 N Chaparral St Corpus Christi, Texas 78401 Phone : 361-883-0639 Christi Pena Manual Posting	N	0
24	Recruiter	N	1
25	Self Referral	N	4
26	SimplyHired.com 370 San Aleso Ave #200 Sunnyvale, California 94085 Phone : 408-747-0012 Job Listings Manual Posting	N	0
27	Society of Broadcast Engineers 9012 N Meridian St Ste 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Job Listings Manual Posting	N	1

KIII
EEO PUBLIC FILE REPORT
March 22, 2021 - March 21, 2022

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
28	TEGNA Careers 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 703-854-6089 Job Listings Manual Posting	N	28
29	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
30	Texas A&M-Kingsville Campus Box 106 Kingsville, Texas 78363 Phone : 361-593-2111 Email : lori.urbanovsky@tamuk.edu Lori Urbanovsky	N	0
31	Texas Association of Broadcasters 502 E 11 St Ste 200 Austin, Texas 78701 Phone : 512-322-9944 Craig Bean Manual Posting	N	0
32	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
33	TVjobs P. O. Box 4116 Oceanside, California Url : www.tvjobs.com Debra Pakebusch Manual Posting	N	0
34	Unsolicited	N	2

KIII
EEO PUBLIC FILE REPORT
March 22, 2021 - March 21, 2022

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
35	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
36	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:			49

KIII
EEO PUBLIC FILE REPORT
March 22, 2021 - March 21, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	5/12/2021	Participation in events or programs sponsored by educational institutions	Meteorologist/Anchor, hosted a zoom presentation for 35 staff participants at the Adult Education Service Center. Speaker covered the hazards of the tropical season on the Coastal Bend. In addition to discussing climate change and weather forecasting, meteorologist shared his career journey in broadcast meteorology.	1	Meteorologist
2	6/10/2021	Participation in events or programs sponsored by educational institutions	Meteorologist /Anchor addressed 25 students at the Science of Technology and Engineering High School about his career in meteorology and broadcast journalism. A Q &A session followed.	1	Meteorologist
3	6/28/2021	Establishment of an intern program designed to assist members of the community	This station is participating in TEGNA's Producer-In-Residence ("PIR") Program. TEGNA established this PIR Program to train and provide experience to college graduates interested in a career in broadcasting/producing. The PIR Program affords each selected PIR the opportunity to gain real-life experience as a Producer. Each PIR attends an initial one-week training boot camp followed by a two-year placement as a Producer in one of TEGNA's stations. The 2-year position provides the PIR on-the-job training, education, experience and resources that will become invaluable in this industry. The PIR receives regular feedback on performance, consistent corporate training and check-in on progress. While there is no guarantee of continued employment for the PIRs, at the end of the contract period the PIR may be offered an opportunity for retention and promotion to a Producer.	1	Producer In Residence Participant

KIII
EEO PUBLIC FILE REPORT
March 22, 2021 - March 21, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	7/5/2021	Establishment of training programs for station personnel	Integrity is a core value at TEGNA and KIII. 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 and understanding and abiding by our TEGNA Ethics Policy is fundamental to our ability to serve our communities with the highest standards. Because it is critical that we hold ourselves to the highest levels of ethics we require all employees to complete the Conflicts Of Interest: Protecting the Company's Interests" training as well as a brief survey on ethics.	73	All Employees
5	8/3/2021	Establishment of training programs for station personnel	TEGNA in partnership with Poynter Institute held a company-wide inclusive training consisting of 4 separate trainings for the News and Marketing staff throughout July and August of 2021. Staff members were led through a series of exercises and topics to help recognize ways to to be more inclusive and sensitive to our diverse community audience when reporting the news.	38	All news staff All marketing staff
6	9/29/2021	Participation in events or programs sponsored by educational institutions	Multiskilled Journalist spoke to 5th graders at Crockett Elementary School on Career Day about opportunities in the broadcast industry. Speaker highlighted her journey as a reporter and answered questions about career choices in the media business.	1	Multi Skilled Journalist
7	9/30/2021	Participation in events or programs sponsored by educational institutions	Multiskilled Journalist spoke to 5th graders at Allen Elementary School on Career Day about opportunities in the broadcast industry. Speaker highlighted her journey as a reporter and answered questions about career choices in the media business.	1	Multi Skilled Journalist

KIII
EEO PUBLIC FILE REPORT
March 22, 2021 - March 21, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	11/3/2021	Establishment of training programs for station personnel	All KIII employees were required to go through TEGNA's Cybersecurity Training by November 3, 2021. This training helps employees understand common cybersecurity threats and how to identify warning signs and red flags that may be encountered in both their personal and professional digital lives.	73	All employees
9	11/8/2021	Participation in events or programs sponsored by educational institutions	Meteorologist/Anchor was invited to speak to the junior student body at Incarnate Word Academy about Broadcast Meteorology. Speaker talked about his role in putting together broadcasts and reporting as an Anchor. A Q&A followed with a discussion of opportunities in the media industry.	1	Meteorologist
10	11/19/2021	Participation in events or programs sponsored by educational institutions	Morning News Anchor spoke to the students at A&M University in Corpus Christi about her career in the media business and opportunities in broadcasting.	1	Morning Anchor
11	12/15/2021	Establishment of training programs for station personnel	Nielsen Knowledge Impression-Based Training is designed for local, regional, and national sellers to know how to pull and interpret impressions based on data/research for television campaigns and their application. This training allows the sales team to utilize data research when meeting with clients.	8	Local Sales Manager Regional Sales Manager Account Executive Account Executive
12	1/26/2022	Establishment of training programs for station personnel	Sales Managers attended "Advertising Legal Refresher," a webinar training led by an industry expert. This training provides sales information regarding updates in local, state and federal political advertising rules.	3	Director of Sales Local Sales Manager Regional Sales Manager
13	2/5/2022	Establishment of training programs for station personnel	All employees were required to complete the Mandatory TEGNA Annual Ethics Survey and Training by 2/5/2022. The training reviews our long-standing ethical business practices and decision making, including speaking up and raising concerns.	73	All employees

KIII
EEO PUBLIC FILE REPORT
March 22, 2021 - March 21, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
14	2/25/2022	Establishment of training programs for station personnel	Mandatory Cybersecurity Training for all TEGNA stations. This 30-minute online course focuses on cybersecurity basics. It provides participants guidance to avoid spam emails, phishing and all forms of cybersecurity threats, which may be encountered at the company or personally.	73	All employees
15	2/27/2022	Participation in events or programs sponsored by educational institutions	Morning Anchor judged the Hamlin Middle School Spelling Bee. After the contest, Anchor visited with the students regarding careers in broadcast media and her role at Channel 3.	1	Morning Anchor
16	3/8/2022	Establishment of training programs for station personnel	Magid Weather Institute conducted a two-day online training, 3/8 and 3/9, for meteorologists, managers, and producers. The sessions offer the curriculum, guidance and insight to help stations grow their weather product to be the number one go-to weather source across all weather platforms.	6	Meteorologists Producers Managers Assistant News Director