

**KFMB-TV**  
**EEO PUBLIC FILE REPORT**  
**July 21, 2021 - July 20, 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>
Broadcast Maintenance Engineer - 9884	1-11, 14, 16-18, 23-28, 31-42, 44	39
Account Executive	8, 18, 20-22, 39	22
Account Manager - 10415	1-11, 14, 16-18, 22-28, 31-33, 35-42, 44	39
Digital Marketing Manager - 10680	1-11, 14, 16-18, 23-28, 31-33, 35-40, 42, 44	39
MSJ/Reporter (2) - 10690	2, 4-12, 14, 16-18, 23-28, 30-33, 37-40, 42-44	30
Sports MSJ/Anchor - 10954	1-11, 14-18, 23-28, 31-33, 35-42, 44	18
Sales Associate - 11011	1-11, 14, 16-18, 22-28, 31-33, 35-42, 44	22
Inventory Specialist - 11014	1-11, 14, 16-18, 23-28, 31-33, 35-42, 44	39
Supervising Producer- 11279	2, 4-6, 8-11, 14, 16-18, 23-28, 30-33, 37, 39-40, 42-44	30
Photojournalist/Editor-11438	2, 4-6, 8-11, 14, 16-18, 22-28, 31-33, 37, 39-40, 42, 44	39
Marketing Producer-11542	2, 4-6, 8-11, 14, 16-19, 23-26, 28, 31- 33, 37, 39-40, 42, 44	19
Marketing Producer-11788	2, 4-6, 8-11, 14, 16-18, 22-26, 28, 31- 33, 37, 39-40, 42, 44	39
Account Manager=11848	2, 4-6, 8-11, 14, 16-18, 22-26, 28, 31- 33, 37, 39-40, 42, 44	39
Producer-11849	2, 4-6, 8-11, 14, 16-18, 23-26, 28, 31- 33, 37, 39-40, 42, 44	39
Producer-11849	2, 4-6, 8-11, 14, 16-18, 23-26, 28, 31- 33, 37, 39-40, 42, 44	39
Producer-11849	2, 4-6, 8-11, 14, 16-18, 23-26, 28, 31- 33, 37, 39-40, 42, 44	39
Producer-11849	2, 4-6, 8-11, 14, 16-18, 23-26, 28, 31- 33, 37, 39-40, 42, 44	39
MSJ/Reporter-11863	2, 4-6, 8-11, 14, 16-18, 22-26, 28-29, 31-33, 37, 39-40, 42, 44	39
MSJ/Reporter-11863	2, 4-6, 8-11, 14, 16-18, 22-26, 28-29, 31-33, 37, 39-40, 42, 44	22
Account Executive	1-11, 13-14, 16-18, 21, 23-26, 28, 31- 33, 35-37, 39-42, 44	13
Photojournalist -12180	2, 4-6, 8-11, 13-14, 16-19, 22-26, 28, 31-33, 37, 39-40, 42, 44	39

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Photojournalist -12180	2, 4-6, 8-11, 13-14, 16-19, 22-26, 28, 31-33, 37, 39-40, 42, 44	39
Photojournalist -12180	2, 4-6, 8-11, 13-14, 16-19, 22-26, 28, 31-33, 37, 39-40, 42, 44	39
Inventory Specialist - 012286	2, 4-6, 8-11, 14, 16-18, 22-26, 28, 31-33, 37, 39-40, 42, 44	39
Account Manager - 012515	2, 4-6, 8-11, 14, 16-18, 23-26, 28, 31-33, 37, 39-40, 42, 44	39
Multi-Platform Producer-12560	2, 5-6, 8-11, 14, 16-18, 22-26, 28, 31-33, 37, 39-40, 42, 44	22
Multi-Platform Producer-12560	2, 5-6, 8-11, 14, 16-18, 22-26, 28, 31-33, 37, 39-40, 42, 44	39
Design Director-12640	2, 4-6, 8-11, 14, 16-17, 19, 23-26, 28, 30-33, 37, 39-40, 42, 44	30
Multi-Platform Producer-12825	2, 4-6, 8-11, 14, 16-17, 23-26, 28, 31-33, 37, 39-40, 42, 44	39
Digital Account Manager-12957	2, 4-6, 8-11, 14, 16-17, 23-26, 28, 31-33, 37, 39-40, 42, 44	39
Digital Sales Specialist-12956	2, 4-6, 8-11, 14, 16-17, 23-26, 28, 31-33, 37, 39-40, 42, 44	39
Journalist-12970	2, 4-6, 8-11, 14, 16-17, 22-26, 28, 31-33, 37, 39-40, 42-44	22

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

<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	AllAccess.com 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : <a href="http://www.allaccess.com">http://www.allaccess.com</a> Job Board Manual Posting	N	0
2	American Sportscasters Association 225 Broadway Suite 2030 New York, New York 10007 Phone : 212-227-8080 Email : LSchwa8918@aol.com Lou Schwartz	N	0
3	AMFMJobs.com P.O. Box 4116 Oceanside, California 92053 Phone : 760-754-8177 x112 Url : <a href="http://www.amfmjobs.com">http://www.amfmjobs.com</a> Mark Holloway Manual Posting	N	0
4	Black Business Association 3550 Wilshire Blvd 5th Floor Los Angeles, California 90032 Phone : 323-291-9334 Url : <a href="http://www.bbala.org">http://www.bbala.org</a> Email : <a href="mailto:mail@bbala.org">mail@bbala.org</a> Earl Cooper	N	0
5	CA. Chicano News Media Association 725 Arizona Ave Suite 404 Santa Monica, California 90401 Phone : 424-229-9482 Url : <a href="http://www.ccnma.org">http://www.ccnma.org</a> Email : <a href="mailto:ccnmainfo@ccnma.org">ccnmainfo@ccnma.org</a> Julio Moran	N	0
6	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : <a href="http://www.yourcba.com">http://www.yourcba.com</a> Joe Berry Manual Posting	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>
7	California Broadcasters Association 915 "L" Street Suite 1150 Sacramento, California 5814 Phone : 916-444-2237 Url : <a href="http://www.yourcba.com">http://www.yourcba.com</a> Joe Berry Manual Posting	N	0
8	Career Builder 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Online Job Listings Manual Posting	N	0
9	Center for Employment Training 3295 Market Street San Diego, California 92102 Phone : 619-233-6829 Url : <a href="http://www.cetweb.org">http://www.cetweb.org</a> Email : <a href="mailto:danm@cet2000.org">danm@cet2000.org</a> Daniel Morales	N	0
10	Chinese Service Center of San Diego 5075 Ruffin Road Suite A San Diego, California 92123 Phone : 858-505-9906 Url : <a href="http://www.cscsandiego.org">http://www.cscsandiego.org</a> Email : <a href="mailto:chineseschoolsd@yahoo.com">chineseschoolsd@yahoo.com</a> Sally Wong Avery	N	0
11	Collective Talent.com , California 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> Bille Michael	N	0
12	Current Employee - Transfer/Promotion	N	1
13	Current Employee/Internal Promotion	N	2
14	Cuyamaca College 900 Rancho San Diego Parkway El Cajon, California 92019 Phone : 619-660-4436 Email : <a href="mailto:fleure_fraser@gcccd.edu">fleure_fraser@gcccd.edu</a> Fleure Fraser	N	0
15	Employee Referral	N	1

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16	Employment Development Department 4389 Imperial Avenue San Diego, California 92113 Phone : 619-266-4220 Url : <a href="http://www.caljobs.ca.gov">http://www.caljobs.ca.gov</a> Email : <a href="mailto:andrew.weatherspoon@edd.ca.gov">andrew.weatherspoon@edd.ca.gov</a> Andrew Weatherspoon	N	0
17	Grossmont College 8800 Grossmont College Drive El Cajon, California 92020 Phone : 619-644-7611 Email : <a href="mailto:nancy.davis@gcccd.edu">nancy.davis@gcccd.edu</a> Pamela Abuka	N	0
18	Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, Texas 78731 Phone : 650-282-8066 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Sunday Bejide Manual Posting	N	1
19	Indeed.com	N	3
20	Job Board	N	1
21	Job posting on internet	N	11
22	Linked In	N	18
23	Miramar College 10440 Black Mountain Road San Diego, California 92126 Phone : 619-338-7379 Email : <a href="mailto:jhankins@sdccd.edu">jhankins@sdccd.edu</a> Joseph Hankinson	N	0
24	National Association for the Advancement of Colored People P.O. Box 152086 San Diego, California 92195 Phone : 619-263-7823 Email : <a href="mailto:dodenesq@ogtlaw.com">dodenesq@ogtlaw.com</a> Doug Oden	N	0

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25	National Association of Black Journalists 1100 Knight Hall, College Park, Maryland 20742 Suite 3100 College Park, Maryland 20742 Phone : 301- 405-0248 Url : <a href="http://www.nabj.org">http://www.nabj.org</a> Email : <a href="mailto:taylor.nabj@gmail.com">taylor.nabj@gmail.com</a> Taylor Osborn-Smith	N	0
26	National Lesbian & Gay Journalists Association 1420 K Street, NW Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 x10 Email : <a href="mailto:lorona@nlgja.org">lorona@nlgja.org</a> Lorena Corona	N	0
27	National University 9393 Lightwave Ave Spectrum Library, #233A San Diego, California 92123 Phone : 800-628-8648 Email : <a href="mailto:careerservices@nu.edu">careerservices@nu.edu</a> Nancy Faulkner	N	0
28	North County Career Centers 1949 Avenida del Oro Ste. 106 Oceanside, California 92056 Phone : 760-414-3536 Email : <a href="mailto:HollyChilds@workforce.org">HollyChilds@workforce.org</a> Holly Childs	N	0
29	Other Source	N	1
30	Re-hire	N	3
31	San Diego City College - Radio & TV Program 1313 Park Blvd A-122A San Diego, California 92101 Phone : 619-388-3043 Email : <a href="mailto:lcastane@sdccd.edu">lcastane@sdccd.edu</a> Laura Castaneda	N	0
32	San Diego State University (SDSU) - Career Services 5500 Campanile Drive San Diego, California 92182 Phone : 619-594-4379 Email : <a href="mailto:pnieves@mail.sdsu.edu">pnieves@mail.sdsu.edu</a> Preston Chipps	N	0

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33	San Diego State University (SDSU) - Department of Journalism 5500 Campanile Drive Dept of Journalism San Diego, California 92182 Phone : 619-594-5450 Email : jmsdesk@mail.sdsu.edu Diane Borden	N	0
34	SDX 3579 5th Ave #100 San Diego, California 92103 Phone : 619-255-2281 Url : <a href="http://www.sandiegox.org">http://www.sandiegox.org</a> Email : Laurie@sandiegox.org Laurie Ganz	N	0
35	Society of Broadcast Engineers, Inc. [SBE] National 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Url : <a href="http://www.sbe.org">http://www.sbe.org</a> Scott Jones Manual Posting	N	0
36	Southern California Broadcasters Association 5670 Wilshire Blvd Suite 300 Los Angeles, California 90036 Phone : (323) 930-5597 Url : <a href="http://www.scba.com">http://www.scba.com</a> Thom Callahan Manual Posting	N	0
37	Southwestern Community College 900 Otay Lakes Rd Chula Vista, California 91910 Phone : 619- 482-6356 x5715 Url : <a href="http://www.swccd.edu">http://www.swccd.edu</a> Email : jswanson@swccd.edu Julie Swanson	N	0
38	Student Television Network 2768 Loker Avenue West Carlsbad, California 92010 Phone : 760-692-2299 Url : <a href="http://studenttelevision.com">http://studenttelevision.com</a> Email : nancy@studenttelevision.com Nancy Loucas	N	0

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39	TEGNA 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 7548546000 Url : <a href="http://www.TEGNA.com">www.TEGNA.com</a> Job Boards Manual Posting	N	69
40	The National Academy of Television Arts & Sciences P.O. Box 80255 San Diego, California 92138 Phone : 602-888-3669 Url : <a href="http://www.nataspw.org">http://www.nataspw.org</a> Email : <a href="mailto:admin@nataspw.org">admin@nataspw.org</a> Ena Newell	N	0
41	TVJobs.com P.O. Box 4116 Oceanside, California 92053 Phone : 760-754-8177 x112 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Mark Holloway Manual Posting	N	0
42	University of Southern California-Annenberg School for Communication & Journalism 3502 Watt Way Los Angeles, California 90089 Phone : 213-740-6180 Url : <a href="http://annenberg.usc.edu">http://annenberg.usc.edu</a> Email : <a href="mailto:suzannea@usc.edu">suzannea@usc.edu</a> Suzanne Alcantara	N	0
43	Walk In/Self-Referral	N	3
44	<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>114</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	8/4/2021	Participation in other activities designed by the station employment unit	Let's Talk dialogue sessions provides a safe space for employees to elevate concerns and share experiences. The dialogues invite discovery. This was a starting place to work together to improve race relations and motivate people to work towards change. Grady Tripp, Vice President and Chief Diversity Officer, and his team have created and implemented a great path, strategic plans for TEGNA's Diversity, Equity, and Inclusion initiatives.	18	Anchor/MSJ Anchor/Reporter Programming Specialist Executive Assistant
2	8/18/2021	Establishment of training programs for station personnel	KFMB's Sales team participated in TMS and Inside Out Sales training. The training focused on TEGNA Marketing Services and Inside Out Sales videos.  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.	15	Director, Sales Manager, TV & Digital Marketing Account Executive Account Executive
3	8/27/2021	Provision of training to management	Inclusive Hiring Training. Sales Managers participated in training on hiring great talent and how to be inclusive in the hiring process.  TEGNA's Diversity and Inclusion HR Business Partner held a training for the Executive team on inclusive hiring practices. Topics covered included learning about diversity, equity, and inclusion; the benefits of diverse teams, leveraging colleges, universities, and local organizations; measuring diversity; looking for transferrable skills; combatting unconscious bias; and best practices. Digital webinar- Leveraging Transparency to Build Equity.	3	Director, Sales Manager, TV & Digital Marketing Manager, Digital Sales
4	9/15/2021	Establishment of training programs for station personnel	WideOrbit Market Place Training. Training on new WideOrbit Market Place programmatic platform. Learned how to process, accept, manage orders through this new platform.	2	National Sales Manager Director, Sales

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5	10/5/2021	Establishment of training programs for station personnel	Managers Master's Class Inside Out Training. Reinforce the Inside Out Sales training. Learned coaching techniques and role play.	2	Manager, TV & Digital Marketing Manager, Digital Sales
6	10/8/2021	Participation in events or programs sponsored by educational institutions	Morning News Anchor spoke to this class at Stone Ranch Elementary about the journalism profession. He explained how to create compelling stories. He explained the interviewing, logging, writing and editing process. He showed examples of his work as part of the discussion. He also had a question and answer session. This visit was via zoom.	1	Anchor
7	10/18/2021	Establishment of training programs for station personnel	TEGNA launched their Secure TEGNA Cybersecurity campaign to increase our awareness of cybersecurity threats that can compromise our data and networks. TEGNA launched their first of our Secure TEGNA quarterly training modules focused on phishing and email safety. This training includes real-life examples of how phishing works, how it's different from spam, and what you can do to defend against all forms of attacks—whether you are using your TEGNA email or your own personal email account.	144	HRBP Head of Technology and Operations President/GM Executive Assistant
8	10/22/2021	Establishment of training programs for station personnel	Digital Analytics: Understanding the data. Internal training with representatives from sales, content, marketing to discuss the different tools that were available to measure digital analytics. Discussed and went over Google Analytics, Data Studio, and Tableau reports and what information is tied to internal KPIs and what data can be shared externally.	3	Director, Digital Content Director, Content - News Research Director
9	11/13/2021	Participation in events or programs sponsored by educational institutions	CBS8 Director of Content was a guest speaker on Saturday, November 13th, sitting on a panel put on by the San Diego Association of Black Journalists. She talked with students about our business.	1	Director, Content - News

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10	12/5/2021	Participation in events or programs sponsored by educational institutions	Guest Speaker for Young Black & N' Business. Held at Sycuan Casino, KFMB's Chief Meteorologist discussed her role in the SD community as the first Black woman to be Chief Meteorologist for KFMB. Our Chief Meteorologist was also awarded the Stellar Media Award for her role in the San Diego Community as the first Black woman to be the Chief Meteorologist for KFMB, contributions in educating our community's youth about meteorology and STEM education and coverage on CBS 8 to showcase events within the Black community.	1	Chief Meteorologist
11	12/9/2021	Establishment of training programs for station personnel	Matrix Monarch Training. This training Included three sessions. One focused on Manager training and two focused on Sellers training. Sales Leadership Team for the Manager session and entire Sales team for All Seller training.	15	Director, Sales Manager, TV & Digital Marketing Manager, National Sales Manager Digital Sales
12	1/7/2022	Establishment of training programs for station personnel	Storytelling Training with TEGNA's National Storytelling Coach, Boyd Huppert. Though Boyd's Storytelling training typically runs for 10 weeks; on January 7, 2022 he did a condensed version of the 10 topics he typically covers, spending time off the top on "Finding Focus", then transitioning to strong opens and introducing characters. Boyd also discussed layering and other techniques for keeping viewers engaged in stories start to finish. This training was also recorded for those employees who were not able to attend the LIVE session.	45	Photographer Photographer Executive Producer, Digital Content Managing Editor

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13	Ongoing Event	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. After a nation-wide search, TEGNA Inc. selects the PIR's, completes their initial training and then assigns each PIR to one of 15 stations participating in the PIR Program. The selected PIRs fulfill a 2-Year contract as a full-time employee with full compensation and benefits. The 2-year position provides the PIR on-the-job training, education, experience and resources that will become invaluable in this industry. The PIR will receive regular feedback on performance, consistent corporate training and checking on progress. At the end of a successful two-year Program the contract period ends and the PIR has 2-years of on-the-job experience. 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.	2	Producer In Residence Producer In Residence
14	1/13/2022	Participation in events or programs sponsored by educational institutions	News Reporter was a guest speaker for the Youth Program at La Jolla/Riford Branch Library. The topic was entitled, "So You Want to be a Newscaster?" The Reporter discussed how to become a newscaster; described a typical day on the job; and, talked about some of her favorite stories she had done. She also showed a news reel and shared a few fun news stories, then opened it up to Q&A.	1	Reporter

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15	1/20/2022	Establishment of training programs for station personnel	2022 All TEGNA sales Pep Rally featuring guest speakers. Learned how to organize and start fast.	15	Account Executive Account Executive Account Executive Account Executive
16	2/2/2022	Establishment of training programs for station personnel	KFMB's Sales team participated in training on Seamless AI sales intel. The training focused on business development. Learned how to use new software.	15	Director, Sales Manager, TV & Digital Marketing Manager, National Sales Account Executive
17	2/4/2022	Establishment of training programs for station personnel	<p>TEGNA companywide Ethics Training - To maintain the highest standards of integrity and ethical behavior in every aspect of our work and interaction, all employees must complete TEGNA's Annual Ethics Survey and Code of Ethics training.</p> <p>This mandatory on-line training is a tool and resource emphasizing that ethical conduct is important because it not only involves doing what is right and proper, but it's also good for business. Ethical conduct is the basis for long-term success in any organization.</p> <p>To be a force of positive change and to fulfill our purpose to serve the greater good of the communities, each of us has a responsibility to maintain the highest standards of integrity and ethical behavior in every aspect of our work and interactions.</p> <p>Workplace ethics are standards of acceptable behavior on the job. Ethics are a set of rules by which to judge decisions and conduct in the workplace. Ethical conduct on the job involves knowing what is right and wrong according to the established standards and consistently doing what the organization's ethics policy requires.</p>	144	HRBP President/GM Executive Assistant Programming Specialist
18	2/16/2022	Participation in events or programs sponsored by educational institutions	News Editor/Media Manager gave a lecture to a Journalism class at San Diego State University on how editing for the newscasts works.	1	Editor Supervisor

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19	3/1/2022	Participation in events or programs sponsored by educational institutions	Chief Meteorologist participated in a Zoom Q&A with students from Carmel Mountain Preschool. They were studying weather and wanted to know more about her job as a Chief Meteorologist at CBS 8. She explained her daily workflow at the station, answered any questions they had regarding severe weather, CBS 8 and our local weather.	1	Chief Meteorologist
20	3/7/2022	Provision of training to management	Leadership Development Program (LDP)® is a 5-day, research-based immersive training for mid-level leaders, available both online or in person. A deeply personal, feedback-intense, transformative learning experience, this world-class professional development for leaders helps give you clear perspective on who you are and how to thrive, both personally and professionally. It also equips you to forge a clear path forward in your career — with support for whatever the future may hold.	1	President/GM
21	3/23/2022	Participation in events or programs sponsored by educational institutions	Chief Meteorologist participated in a Zoom Q&A with students from Arizona State University. Talked to Cronkite journalism students about working at CBS 8, her career history, answered their questions, and gave advice about how to get started in television broadcast news.	1	Chief Meteorologist
22	3/28/2022	Participation in events or programs sponsored by educational institutions	KFMB's Morning News Anchor spoke to a class at Westview High School about the journalism profession. He explained how to create compelling stories. He explained the interviewing, logging, writing and editing process. He showed examples of his work as part of the discussion. He also had a question and answer session. This visit was in person.	1	Anchor

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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>
23	4/12/2022	Establishment of training programs for station personnel	TEGNA Sr. VP News, Ellen Crooke, and VP Digital Content, Joanie Vasiliadis, came to KFMB to conduct PRODUCER TRAINING sessions here at the station for all producers. Producers learned to “turn up the energy” by learning some basic writing practices that help create urgency, such as Time stamping, finding the timely angle, and explaining the process of how we gathered the news.	20	Supervising Producer Evening Producer Executive Producer, Senior Producer
24	4/26/2022	Participation in events sponsored by organizations representing the community	Sports Anchor/MSJ spoke at Point Loma Optimists club at Bay Club Hotel and Marina. He spoke on current trends in the TV News industry and trending Sports topics in our market and then also spent time fielding questions on the same topics.	1	Sports Anchor/MSJ
25	4/26/2022	Participation in events or programs sponsored by educational institutions	Morning News Anchor spoke to this class at Stone Ranch Elementary about the journalism profession. He explained how to create compelling stories. He explained the interviewing, logging, writing and editing process. He showed examples of his work as part of the discussion. He also had a question and answer session. This visit was in person.	1	Anchor
26	4/27/2022	Participation in events or programs sponsored by educational institutions	Chief Meteorologist visited Discovery Charter Elementary in Chula Vista to speak with three classes, an hour each, about meteorology. She talked about local weather, her job as Chief Meteorologist at CBS 8 and answered student questions. She also presented an interactive power point presentation and conducted two weather experiments, a cloud in a bottle and tornado in a bottle.	1	Chief Meteorologist
27	5/5/2022	Participation in events or programs sponsored by educational institutions	Chief Meteorologist visited Discovery Charter Elementary in Chula Vista again to speak with three more classes, an hour each, about meteorology. We talked about local weather, her job as Chief Meteorologist at CBS 8 and answered student questions. She also presented an interactive power point presentation and conducted 2 weather experiments, a cloud in a bottle and tornado in a bottle.	1	Chief Meteorologist

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28	5/10/2022	Participation in events or programs sponsored by educational institutions	Chief Meteorologist attended a luncheon at the Elementary Institute of Science. She toured the school, talked about her role at CBS 8 as Chief Meteorologist and met with others in STEM and diversity initiative leaders in our community. She also participated in an advisory council, which a potential partnership was mentioned with the school for our Innovate8 initiative to promote STEM education to minority students in underprivileged areas of San Diego. She connected our Community Affairs Director with the Director of the Institute, Jim Stone, for a potential media partnership.	1	Chief Meteorologist
29	5/19/2022	Participation in events or programs sponsored by educational institutions	Chief Meteorologist visited St. Patrick School in North Park. She met with students to discuss her workflow as the Chief Meteorologist at CBS 8. She also discussed her educational background, career path, local weather, and climate change with a couple Earth 8 packages.	1	Chief Meteorologist
30	5/20/2022	Participation in events or programs sponsored by educational institutions	Chief Meteorologist visited Los Altos Elementary in the Chula Vista Elementary School District. She spoke with two classes, an hour each, about meteorology. They talked about local weather, her job as Chief Meteorologist at CBS 8 and answered student questions. She also presented an interactive power point presentation and conducted two weather experiments, a cloud in a bottle and tornado in a bottle. She also showed and provided the tools for students to make their own tornado in a cup using water, a spoon and food coloring.	1	Chief Meteorologist
31	5/24/2022	Participation in events or programs sponsored by educational institutions	Weather Anchor/Reporter visited San Marcos Elementary School and presented to 5 of their third grade classes -- about 100 students in total. The sessions involved our Weather Anchor/Reporter detailing how he puts a forecast together, letting students try to give their own forecast using a camera and microphone, and a Q & A.	1	Weather Anchor/Reporter



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32	5/25/2022	Participation in events or programs sponsored by educational institutions	Chief Meteorologist returned to Los Altos Elementary in the Chula Vista Elementary School District. She spoke with three more classes, an hour each, about meteorology. They talked about local weather, her job as Chief Meteorologist at CBS 8, and answered student questions. She presented an interactive power point presentation and conducted two weather experiments, a cloud in a bottle and tornado in a bottle. She also showed and provided the tools for students to make their own tornado in a cup using water, a spoon and food coloring.	1	Chief Meteorologist
33	Ongoing Event	Establishment of training programs for station personnel	Storyteller Seminars. TEGNA's National Storytelling Coach trained Journalists on how to tell stories on humanity with the subjects and help to relate to the humanity with themselves. He trains Journalists on how to tell stories of the heart and how to bring emotion and humanity to our news content. This is a virtual ten part session which takes place every Friday from June 24 through September 9, 2022.	2	Reporter Sports Anchor/MSJ