

**KXTV**  
**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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Media Sales Executive	59	59
Community Relations Manager	1-14, 18-22, 24-28, 30-44, 46, 48, 50-52, 54-67, 69-74	59
Political MSJ/Field Anchor	1-14, 18-22, 24-28, 30-44, 46, 48, 50-52, 54-67, 69-74	59
Broadcast Engineer	1-5, 7-14, 17-22, 24-28, 30-44, 46, 48, 50-52, 54-67, 69-74	59
Digital Content Producer	1-14, 16-22, 24-46, 48, 50-52, 54-66, 69-72, 74	45
Digital Content Producer	1-14, 16-22, 24-46, 48, 50-52, 54-66, 69-72, 74	59
Digital Content Producer	1-14, 16-22, 24-46, 48, 50-52, 54-66, 69-72, 74	59
Digital Content Producer	1-14, 16-22, 24-46, 48, 50-52, 54-66, 69-72, 74	59
Digital Content Producer	1-14, 16-22, 24-46, 48, 50-52, 54-66, 69-72, 74	59
Producer - 10725	1-28, 30-44, 46, 48, 50-52, 54-67, 69-74	30
Producer - 10725	1-28, 30-44, 46, 48, 50-52, 54-67, 69-74	59
Producer - 10725	1-28, 30-44, 46, 48, 50-52, 54-67, 69-74	23
Producer - 10725	1-28, 30-44, 46, 48, 50-52, 54-67, 69-74	59
Visual Storyteller - 10735	1, 4-14, 17, 19, 21-22, 30, 32, 35-41, 46, 50-52, 56-57, 59, 64, 66, 70-72, 74	59
Multi-Skilled Journalist (MSJ) - 10893	1, 4-7, 9-14, 17, 19, 22, 32-33, 35-37, 49-51, 56-57, 59, 64, 66, 70-72	59
Assignment Editor - 11113	1, 4-7, 9-13, 17, 19, 22-23, 32, 35-37, 49-51, 56-57, 59, 64, 66, 68, 70-72	59
Anchor/MSJ - 11111	1, 4-7, 9-13, 17, 22, 32, 35-37, 50-51, 56-57, 59, 64, 66, 70-72	59
Special projects Photojournalist/Producer-11252	1, 4-7, 9-13, 17, 19, 21-22, 30, 32, 35-37, 50-51, 56-57, 59, 64, 70-72	59
Creative Producer -11251	1, 4-7, 9-13, 17, 19, 21-22, 29-30, 32, 35-37, 50-51, 56-57, 59, 64, 66, 68, 70-72	29
Executive Producer-11366	1, 4-7, 9-13, 17, 19, 21-22, 30, 32, 35-37, 50-51, 56-57, 59, 64, 70-72	59

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Supervisor of Technology and Operations-11656	1, 4-7, 9-13, 17, 19, 22, 30, 32, 35-37, 50-51, 54, 56-57, 59, 64, 66, 70-72	59
MSJ-11683	59	59
Assignment Editor-11668	1, 4-7, 9-13, 17, 19, 22, 30, 32, 35-37, 50-51, 56-57, 59, 64, 66, 70-72	59
Visual Storyteller- 11678	1-14, 17-28, 30-44, 46, 48, 50-52, 54- 67, 69-74	23
Digital Media Strategist-11706	1, 4-14, 17-22, 24-44, 46, 48, 50-52, 54 -67, 69-74	29
Production Producer-11817	1, 4-7, 9-13, 17, 19, 22, 30, 32, 35-37, 50-51, 56-57, 59, 64, 66, 70-72	59
Account Manager-11842	1, 4-7, 9-13, 17, 19, 22, 30, 32, 35-37, 47, 50-51, 56-57, 59, 64, 66, 70-72	47
Creative Producer - 012114	1, 4-7, 9-13, 17, 19, 22, 30, 32, 35-37, 50-51, 56-57, 59, 64, 66, 68, 70-72	59
Digital Content Producer - 012231	1, 4-7, 9-13, 17, 19, 22, 30, 32, 35-37, 50-51, 56-57, 59, 64, 66, 70-72	10
Business Development Manager	1-14, 17-22, 24-28, 30-44, 46, 48, 50- 52, 54-65, 67, 69-74	59
Anchor/Reporter - 012487	1, 4-7, 9-13, 17, 19, 22, 30, 32, 35-37, 50-51, 53, 56-57, 59, 64, 70-72	53
Anchor/Reporter - 012487	1, 4-7, 9-13, 17, 19, 22, 30, 32, 35-37, 50-51, 53, 56-57, 59, 64, 70-72	53
Traffic/MSJ-12751	1, 4-7, 9-13, 17, 19, 22, 24-28, 30-44, 46, 48, 50-52, 54-65, 67, 69-74	59
News Video Editor-12823	1, 4-7, 9-13, 17, 19, 22-23, 30, 32, 35- 37, 50-51, 56-57, 59, 64, 70-72	30

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	ABC10 Website , California Url : www.abc10.com Career Service Manual Posting	N	0
2	American Asian Journalists Association 5 Third Street Suite # 1108 San Francisco, California 94103 Phone : 4153462051 Url : http://www.aaaja.org/ Career Services Manual Posting	N	0
3	American River College-Journalism Dept. 4700 College Oak Drive Sacramento, California Phone : 916-484-8535 or 916-484-8 Url : www.losrios.edu Carol Hartman Manual Posting	N	0
4	Bay Area Video Coalition (BAVC) 2727 Mariposa Street, 2nd Floor San Francisco, California Phone : 415-558-2110 Url : www.bavc.org Email : dov@bavc.org Fax : 1-866-378-0494 Dov Golodner	N	0
5	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Joe Berry Manual Posting	N	0
6	California Broadcasters Association (CBA) 915 L Street, Suite 1150 Sacramento, California Phone : 916-444-2237 Url : www.cabroadcasters.org/jobbank.htm Fax : 1-916-444-2043 Stan Statham	N	0

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7	California Chicano News Media Association , California Phone : 000-000-0000 Url : <a href="http://www.kevin@ccnma.org">www.kevin@ccnma.org</a> Email : <a href="mailto:cchmainfo@ccnma.org">cchmainfo@ccnma.org</a> Fax : 1-424-238-0271 Career Service	N	0
8	California Job Journal , California Url : <a href="http://www.jobjournal.com">www.jobjournal.com</a> Career Service Manual Posting	N	0
9	CalWorks - Placer County Business Services 175 Fulweiler Avenue Auburn, California Phone : 530-889-4090 Email : <a href="mailto:kkenoyer@placer.ca.gov">kkenoyer@placer.ca.gov</a> Fax : 1-530-886-4509 Katie Kenoyer	N	0
10	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	4
11	Career Resource Center University of the Pacific 3601 Pacific Avenue Stockton, California Phone : 209-946-2017 Email : <a href="mailto:charuta@pacific.edu">charuta@pacific.edu</a> Fax : 1-209-946-2760 Christine Haruta	N	0
12	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Cosumnes River College Learning Resources & Communications 8401 Center Parkway Sacramento, California Phone : 916-691-7301 Url : www.losrios.edu Email : marting@crc.losrios.edu Fax : 1-916-691-7181 Gary Martin	N	0
14	Craig's List Website , California Url : www.craigs-list-classifieds.com/ Career Service Manual Posting	N	0
15	Current Employee - Transfer/Promotion	N	2
16	Current Employee/Internal Promotion	N	2
17	Diversity Jobs 3980 North Broadway Suite 103-147 Boulder, Colorado 80304 Phone : 954-727-3844 Url : www.diversityjobs.com Fax : 1-954-333-3609 Martha Galindo	N	0
18	Don Fitzpatrick & Associates Shoptalk , California Url : www.jobbank.com Career Service Manual Posting	N	0
19	Employment Development Department and California jobs Resource Center 2901 50th Street Sacramento, California Phone : 916-227-0109 Url : www.caljobs.ca.gov Email : rhernan0@edd.ca.gov Fax : 1-916-227-0208 Ramona Hernandez	N	0
20	Entertainment Employment Journal P.O. Box 6863 Corpus Christi, Texas Gregorio Carbajal 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>
21	Glassdoor P.O.Box 900 Sausalito, California 94966 Phone : N A Url : <a href="http://www.glassdoor.com/index.htm">http://www.glassdoor.com/index.htm</a> Career Service Manual Posting	N	0
22	Greater Sacramento Urban League 3725 Marysville Blvd Sacramento, California Phone : 916-286-8600 Email : <a href="mailto:gocegeda@gsul.org">gocegeda@gsul.org</a> Fax : 1-916-915-1829 Grucelda Ocegueda	N	0
23	Indeed.com	N	4
24	Internal Candidate ., California Career Service Manual Posting	N	0
25	Journalism Jobs Berkley, California Phone : 510-653-1251 Url : <a href="http://www.journalismjobs.com">www.journalismjobs.com</a> Email : <a href="mailto:ads@journalismjobs.com">ads@journalismjobs.com</a> Dan Rohn	N	0
26	JournalismNext.com PO BOX 30846 BethesdaUS, Maryland 20824-0846 Phone : 626 792 3846 Url : <a href="http://www.journalismnext.com/">http://www.journalismnext.com/</a> April Kamaldinova Manual Posting	N	0
27	Juju <a href="http://juju.com">juju.com</a> New York, New York Phone : 000-000-0000 Url : <a href="http://www.juju.com">www.juju.com</a> Online Online Manual Posting	N	0

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28	JustBroadcastJobs 520 Hanks Hollow Trail DeForest, Wisconsin 53532 Career Service Manual Posting	N	0
29	Linked In	N	4
30	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : (650) 687-3555 Url : www.linkedin.com Career Service Manual Posting	N	4
31	Mashable 114 5th Ave (at E 17th St) New York, New York 10011 Phone : 888888 Url : <a href="http://jobs.mashable.com/jobs/search/results">http://jobs.mashable.com/jobs/search/results</a> N/A N/A Manual Posting	N	0
32	Media-Match 714 North La Brea Los Angeles, California Phone : 323-284-5589 Url : www.media-match.com Email : info@media-match.com Tammy Romaniuk	N	0
33	Mediabistro 475 Park Avenue South, 4th Floor New York, New York 10016 Phone : 8888888 Url : <a href="http://www.mediabistro.com/aboutus/contactus.asp?n">http://www.mediabistro.com/aboutus/contactus.asp?n</a> N/A N/A Manual Posting	N	0
34	ML Search Partners 430 Park Avenue, Ste. 803 New York, New York 10022 Michael Levine Manual Posting	N	0

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35	Mutual Asst. Network of Del Paso Hghts 810 Grand Avenue Sacramento, California Phone : 916-927-7694 x217 Email : cwells@mutualassistance.org Fax : 1-916-564-8443 Charles Wells	N	0
36	Nat'l Federation of Filipino American Associations 1322 18th Street, NW Washington, District of Columbia Phone : 202-986-1153 Email : dmelegrito@gmail.com Fax : 1-202-361-0296 Mr. Jon Melegrito	N	0
37	National Academy of Television, Arts and Sciences (NATAS) - San Francisco 4317 Camden Avenue San Mateo, California Phone : 650-341-7786 Url : www.emmyonline.org Email : Darrylrcompton@gmail.com Darryl Compton	N	0
38	National Association Hispanic Journalists 801 West Adams Street Suite # 600 Chicago, Illinois 60607 Phone : 202-662-7145 Url : http://nahj.org/ Career Services Manual Posting	N	0
39	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 3014050248 Url : http://www.nabj.org/ Career Service Manual Posting	N	0
40	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : (202) 429-5498 Career Services Manual Posting	N	0

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41	National Black MBA Association Inc. 400 West Peach Street NW Ste 2013 Atlanta, Georgia 30308 Career Service Manual Posting	N	0
42	National Press Photographers Association   NPPA 120 Hooper Street Athens, Georgia 30602-3018 Url : <a href="https://nppa.org/">https://nppa.org/</a> Career Service Manual Posting	N	0
43	Outside Referrals (Vendors & Advertisers) , California Career Service Manual Posting	N	0
44	Poynter 801 Third Street South St. Petersburg, Florida 33701 Phone : 7278219494 Url : <a href="http://www.poynter.org/">http://www.poynter.org/</a> Career Service Manual Posting	N	0
45	Previous Applicant	N	1
46	Radio Television Digital News Association The National Press Building 529 14th Street, NW Suite 1240 Washington, District of Columbia 20045 Url : <a href="http://www.rtdna.org/">http://www.rtdna.org/</a> Career Center Manual Posting	N	0
47	Re-hire	N	1
48	Rick Gevers & Associates 355 E. Ohio Street 303 Indianapolis, Indiana 46204 Rick Gevers Manual Posting	N	0

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49	Sacramento Asian-Pacific Chamber of Commerce 2012 H Street, Suite 202 Sacramento, California Phone : 916-446-7883 Url : www.sacasiancc.org Email : msumida@sacasiancc.org Fax : 1-916-446-7098 Matt Bodourian	N	0
50	Sacramento City College Communications Studies Dept 3835 Freeport Blvd Sacramento, California Phone : 916-558-2325 Url : www.losrios.edu Email : garciaaj@scc.losrios.edu Fax : 1-916-650-2715 Albert Garcia	N	0
51	Sacramento Hispanic Chamber of Commerce 1451 River Park Drive, Suite 220 Sacramento, California 95815 Phone : 916-486-7700 Url : www.sachcc.org Email : info@sachcc.org Fax : 1-916-486-7728 Office Coordinator	N	0
52	Sacramento State University 6000 J Street Sacramento, California 95819 Mary Kober Manual Posting	N	0
53	Self Referral	N	2
54	Sierra College Career Connections 5000 Rocklin Road Rocklin, California Phone : 916-660-7481 Url : www.sierracollege.edu Fax : 1-916-630-7481 Summer Grace Manual Posting	N	0

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55	SimplyHired 370 San Aleso Ave, #200 Sunnyvale, California 94085 Url : SimplyHired.com Career Service Career Service Manual Posting	N	0
56	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Url : www.sbe.org Email : cazevedo@abc10.com Wayne Pecena	N	0
57	Solano Community College 4000 Suisun Valley Road, Building 600 Fairfield, California Phone : 707-864-7000 Url : www.solano.edu Email : jpstuden@solano.edu JP Studen	N	0
58	Spots n' Dots - Job Ads , California Url : www.spotsndots.com Career Service Manual Posting	N	0
59	TEGNA Jobs Website 7950 Jones Branch Dr McLean, Virginia 22107 Phone : (703) 873-6231 Url : www.TEGNA.com Janae Barker Manual Posting	N	75
60	Television Week , California Phone : 323-370-2412 Career Service Manual Posting	N	0
61	The Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317 846-9000 Career Service Career Service Manual Posting	N	0

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62	TV News Storytellers 118 6th Avenue N #602 Seattle, Washington 98109 Phone : 000-000-0000 Matt Mronzinski Manual Posting	N	0
63	TV Technology 1111 Bayhill Drive, Ste 125 San Bruno, California Career Service Manual Posting	N	0
64	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0
65	Twitter 1355 Market Street San Francisco, California Customer Services Manual Posting	N	0
66	University of California Davis One Shield Avenue Davis, California 95616 Phone : 530-752-6659 Email : ldolsen@ucdavis.edu Job Coordinator	N	0
67	Veteran Job Listings 62 Grene Street New York, New York 10012 Career Service Manual Posting	N	0
68	Walk In/Self-Referral	N	3
69	Work in Sports, LLC 7010 E. Chauncey Lane, Ste. 115 Phoenix, Arizona 85054 John Mellor Manual Posting	N	0

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70	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
71	Yolo County Dept of Employment & Social Svcs 500-A Jefferson Blvd. West Sacramento, California Phone : 916-375-6248 Url : www.yoloworks.org Email : marc.marquez@yolocounty.org Fax : 1-916-375-6310 Marc Marquez	N	0
72	Yolo County Dept of Employment & Social Svcs. II 25 N. Cottonwood Woodland, California Phone : 530-661-2638 Email : valarie.stapleton@yolocounty.org Fax : 1-530-661-2728 Valarie Stapleton	N	0
73	YOU TUBE 901 Cherry Avenue San Bruno, California 94066 Phone : 650-253-0000 Susan Wojcicki Manual Posting	N	0
74	Ziprecruiter 1453 3rd Street Santa Monica, California 90401 Phone : (877) 252-1062 Ian Siegel Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>102</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 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 check-in 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

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2	11/1/2021	Establishment of training programs for station personnel	Late last year, 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.	126	Producer In Residence Sr. Digital Producer Digital Content Producer Manager, Community Relations
3	11/17/2021	Provision of training to management	California State Employment Law Symposium: HRBP attended 8 hour symposium that focused on California Employment Law: COVID-19 state mandates for employers Wage & Hour Update Leaves of Absence Hiring & Orientation Employee Handbook & Policies	1	HR Business Partner
4	1/21/2022	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 21, 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.	78	HR Business Partner Director, Content Director, Digital Content Executive Producer

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5	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 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>	126	HR Business Partner Account Executive Director, Content Account Executive
6	2/9/2022	Establishment of training programs for station personnel	Our Community and Relations manager hosted two Town Halls where the guest speaker talked about a specific topic under the umbrella of diversity and inclusion. For the month of February we hosted former Chief Police of Sacramento. He spoke to a number of issues including racism, discrimination in the community, media and workplace.	126	Community and Relations Manager Executive Producer MSJ/Anchor Assignment Desk Editor

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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>
7	2/21/2022	Establishment of training programs for station personnel	Late last year, 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.	126	President & General Manager Director, Sales Director, Marketing Executive Assistant
8	3/1/2022	Establishment of training programs for station personnel	BlackMagic Design organization provides a self-directed online course to become certified in Color Grading in DaVinci Resolve.  With curriculum designed for new users and established professionals alike, Blackmagic Design certified training teaches you the skills you need to be more creative, work faster, and get the job done! Our rapidly growing network of over 250 certified trainers and over 100 training centers, along with books and dozens of online resources can help you become a DaVinci Resolve certified editor, colorist or sound editor in no time.	1	Marketing Producer
9	3/9/2022	Establishment of training programs for station personnel	Our Community Relations Manager, hosted two Town Halls where the guest speaker talked about a specific topic under the umbrella of diversity and inclusion. For the month of March, we hosted Cecily Nelson-Alford. She spoke to a number of issues including racism, discrimination in the community, media and workplace.	126	Race & Culture Reporter Director, Digital Content Director, Sales Local Sales Manager

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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>
10	3/16/2022	Establishment of training programs for station personnel	<p>Our Race and Culture completed the DE&amp;I Certification Program provided by Cornell University.</p> <p>The training provided insight on how an organization can develop a more supportive and engaging place to work by understanding the perceptual, institutional, and psychological processes that impact the ways people interact with each other. Starting with a look at employee engagement, then identifying interventions surrounding unconscious bias and specific diversity and inclusion strategies, this program is appropriate for anyone committed to going beyond mere compliance to build a truly aware and inclusive work culture.</p>	1	Race & Culture Reporter
11	3/25/2022	Participation in events or programs sponsored by educational institutions	Participated on a panel for the Sacramento Hispanic Chamber of Commerce to discuss the influence of media in influencing the economic prosperity for Hispanics, and other minorities in our region.	1	President & General Manager
12	3/31/2022	Participation in events or programs sponsored by educational institutions	Online News Association Career Day. Geoff Dietrich spoke to college journalists and journalists looking to make a move at the Online News Association's Career Day event. The conversations were 1:1 on Zoom or in the ONA platform. He was part of a Tegna recruiting group.	1	Director, Digital Content
13	4/1/2022	Establishment of training programs for station personnel	As part of the strategic framework for this station, we outlined for the coming year, we engaged Downstream Partners to work with us on leadership strategy and skills development. The Downstream Partners team, led by GG Johnston, is a trusted TEGNA partner who has extensive experience in supporting organizations through leadership transformation and skill building.	23	President & General Manager Director, Content Executive Producer Local Sales Manager

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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>
14	4/2/2022	Participation in events or programs sponsored by educational institutions	UC Berkeley Media Mayhem  Director of Digital Content spoke to more than a dozen students at UC Berkeley about careers in journalism and what ABC10 and Tegna has to offer	1	Director, Digital Content
15	5/22/2022	Establishment of training programs for station personnel	The Digital Marketing Strategies conference was for the automotive industry to share best practices for marketing.	2	Director, Sales Account Executive
16	7/5/2022	Establishment of training programs for station personnel	CHYRON Training - Station had four days of training (7/5 - 7/8) to learn the new CYRON system. The training consisted of six classes: Camio Overview - Introduction to Camio - IT, Engineering, Graphics Artists & "Techy" Directors/Managers	69	Supervisor of Technology Head of Technology Creative Director Executive Producer