

**WKYC**  
**EEO PUBLIC FILE REPORT**  
**May 23, 2019 - May 22, 2020**

**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>
Producer in Residence	1, 3-9, 11-15, 17-18, 21, 23, 25, 27-30, 32-34, 36, 40, 39, 42-43, 45-46, 48	39
Producer in Residence	1, 3-9, 11-15, 17-18, 21, 23, 25, 27-30, 32-34, 36, 40, 39, 42-43, 45-46, 48	40
Multi-Media Marketing Producer	1, 3-9, 11-12, 15, 17-19, 21-23, 25, 27-30, 32, 36, 39, 42-43, 45-46, 48	39
Account Executive	1, 3-8, 11-12, 15, 17-18, 21, 23, 25, 27-30, 32, 36, 39, 42-43, 45-46, 48	39
Multiskilled Journalist - 007395	3-8, 11-12, 15-18, 20-21, 23, 25, 27-30, 32, 35-36, 40, 39, 42-43, 45-48	40
Editor - 007396	3-8, 11-12, 15-19, 21, 23, 25, 27-30, 32, 35-37, 42-43, 45-46, 48	37
Editor - 007396	3-8, 11-12, 15-19, 21, 23, 25, 27-30, 32, 35-37, 42-43, 45-46, 48	16
Multiskilled Journalist - 007395	3-8, 11-12, 15-18, 20-21, 23, 25, 27-30, 32, 35-36, 40, 39, 42-43, 45-48	39
Multiskilled Journalist - 007395	3-8, 11-12, 15-18, 20-21, 23, 25, 27-30, 32, 35-36, 40, 39, 42-43, 45-48	16
Multiskilled Journalist - 007395	3-8, 11-12, 15-18, 20-21, 23, 25, 27-30, 32, 35-36, 40, 39, 42-43, 45-48	47
Multiskilled Journalist - 007395	3-8, 11-12, 15-18, 20-21, 23, 25, 27-30, 32, 35-36, 40, 39, 42-43, 45-48	16
Visual Storyteller	3-8, 11-12, 15-18, 21, 23, 25, 27-30, 32, 36, 39, 42-43, 45-46, 48	45
Visual Storyteller	3-8, 11-12, 15-18, 21, 23, 25, 27-30, 32, 36, 39, 42-43, 45-46, 48	39
Motion Graphics Editor	3-8, 11-12, 15, 17-19, 21-23, 25, 27-30, 32, 36, 40, 39, 42-43, 45-46, 48	40
Research Manager	3-8, 11-12, 15, 17-18, 21, 23, 25, 27-30, 32, 36-37, 39, 42-43, 45-46, 48	39
Account Manager	3-8, 11-12, 15, 17-18, 21, 23, 25, 27-30, 32, 36, 39, 38, 42-43, 45-46, 48	38
Anchor	39, 44-45	39
Anchor	39, 44-45	39
Producer- 007881	3-7, 11-12, 15, 17-18, 21, 23, 25, 27-30, 32, 36, 39, 42-43, 45-46, 48	39
Sales Assistant - WKYC	2-8, 10-12, 15, 17-18, 21, 23-32, 36, 39, 38, 41-43, 45-46, 48	39
News Producer - 008314	3-8, 11-12, 15, 18, 21, 23, 25, 27-30, 32, 36, 39, 42-43, 45-46, 48	39

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Photojournalist - 008468	3-8, 11-12, 15-16, 18, 21, 23, 25, 27-30, 32, 36, 40, 42-46, 48	44
Editor - 008447	3-8, 11-12, 15, 18-19, 21, 23, 25, 27-30, 32, 34, 36, 40, 39, 42-43, 45-46, 48	40
Editor - 008447	3-8, 11-12, 15, 18-19, 21, 23, 25, 27-30, 32, 34, 36, 40, 39, 42-43, 45-46, 48	40
Meteorologist - 8733	3-8, 11-12, 15, 18, 20-21, 23, 25, 27-30, 32, 34, 36, 42-43, 45-46, 48	34
Account Manager - 8705	3-8, 11-12, 15, 18, 21, 23, 25, 27-30, 32, 36, 40, 42-43, 45-46, 48	40

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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	Baldwin Wallace College 275 Eastlake Road Berea, Ohio 44017 Phone : 440-826-2101 Email : career@bw.edu Career Center	N	0
2	Bluffton University 1 University Drive Bluffton, Ohio 45817 Phone : 419-358-3247 Url : www.bluffton.edu Email : eagerbeaver@bluffton.edu Fax : 1-419-358-3399 Katherine Dickson	N	0
3	Bryant & Stratton College 12955 Snow Road Parma, Ohio 44130 Phone : 800-787-5216 Email : Lmlauciello@bryantstratton.edu Fax : 1-216-265-2362 Lisa Etipio-lauciello	N	0
4	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Service Manual Posting	N	8
5	Career Center/Jewish Family 24075 Commerce Park #105 Beachwood, Ohio 44122 Phone : 216-378-3427 Email : ajohnson@JFSA-Cleveland.org Andrea Johnson	N	0
6	Case Western Reserve University 10900 Euclid Ave Cleveland, Ohio 44106 Phone : 216 368 4446 Url : http://www.cwru.edu/ Email : employers@case.edu Tasha Fryfogle	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	Central State University PO Box 1004 Wilberforce, Ohio 45384 Phone : 216 431 3423 Url : <a href="http://www.centralstate.edu/index.php">http://www.centralstate.edu/index.php</a> Email : <a href="mailto:careerservices@centralstate.edu">careerservices@centralstate.edu</a> Career Services	N	0
8	Central State University-Central Career Services PO Box 1004 Wilberforce, Ohio 45384-1004 Phone : 937-376-6383 Email : <a href="mailto:Kharper@centralstate.edu">Kharper@centralstate.edu</a> Fax : 1-937-376-6638 Karla Harper	N	0
9	Cleveland Jobs NE Ohio Communications Job Bank Cleveland, Ohio Email : <a href="mailto:ClevelandJobBank@yahoogroups.com">ClevelandJobBank@yahoogroups.com</a> Kelly Blazek	N	0
10	Cleveland Marketing Job Bank 407 St. Andrews Lane Broadview Heights, Ohio Phone : (440) 877-9736 Email : <a href="mailto:kblazek@nls.net">kblazek@nls.net</a> Kelly Blazek	N	0
11	Cleveland State University 2121 Euclid Avenue Cleveland, Ohio Phone : (216) 687-5534 Url : <a href="http://csucareerline.erecruiting.com">http://csucareerline.erecruiting.com</a> Email : <a href="mailto:a.rufyoung@csuohio.edu">a.rufyoung@csuohio.edu</a> Anita Ruf-Young	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
13	Corporate Recruiter	N	1
14	Current Employee	N	2

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15	Cuyahoga Community College 700 Carnegie Avenue Cleveland, Ohio 44115 Phone : 800-954-8742 Email : customerservice@tri-c.edu Customer Service	N	0
16	Employee Referral	N	7
17	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : www.vault.com. Email : slizik@602communications.com Career Services	N	0
18	Hiram College P.O. Box 67 Hiram, Ohio 44234 Phone : 330-569-5131 Email : careercenter@hiram.edu Career Center	N	0
19	Indeed.com	N	4
20	Internal Candidate	N	3
21	International College of Broadcasting 6 South Smithville Rd Dayton Dayton, Ohio 45431 Phone : 1-937-258-8251 Email : zenaicb@aol.com Fax : 1-937-258-8714 Gail Basine	N	0
22	Linked In	N	2
23	Lorain County Community College 1005 N. Abbe Road Elyria, Ohio 44035 Phone : 800-995-LCCC Email : careers@lorainccc.edu College Recruiter	N	0
24	Malone University 2600 Cleveland Ave. NW Canton, Ohio 44709 Phone : 330-471-8321 Email : careerdevelopment@malone.edu Colleen Winney	N	0

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25	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
26	NAACP – Cleveland 2131 Stokes Blvd Cleveland, Ohio Phone : (216) 231-6260 Email : dwilliams@clevelandnaacp.org Fax : 1-216-231-5659 Marlene Ball	N	0
27	National Association of Television Arts & Sciences 3487 Center Road, Suite 6C Brunswick, Ohio Phone : (330) 273-5756 Url : www.natatsgl.org Email : administrator@natatsgl.org Fax : 1-440-546-1903 Dennis Thatcher	N	0
28	Office of Equal Opportunity 604 Lakeside Avenue, #204 Cleveland, Ohio 44114 Phone : (216) 664-2491 Email : kharden@city.cleveland.oh.us Fax : 1-216-664-3489 Kim Harden	N	0
29	Office of Workforce Development 26301 Curtiss Wright Parkway Richmond Heights, Ohio 44143 Phone : 216-732-2823 Email : sheonkei.Givner@jfs.ohio.gov Fax : 1-216-732-2906 Mone' Givner	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>
30	Ohio Association of Broadcasters (OAB) 17 S High St Ste 1010 Columbus, Ohio 43215 Phone : (614) 228-4052 Url : www.oab.org Email : cmerritt@oab.org Fax : 1-614-228-8133 C. Merritt	N	0
31	Ohio Center for Broadcasting 9885 Rockside Road Suite 160 Cleveland, Ohio 44125 Phone : (216)503-5900 ext 1104 Url : http://www.funjobsonair.com/ Email : gary@beonair.com Gary James	N	0
32	Ohio State School of Journalism 3016 Derby Hall 154 Oval Mall Columbus, Ohio 43210 Phone : 614 292 7055 Email : asccareer@osu.edu Career Services	N	0
33	On-Air Announcement (One or More SEU Stations)	N	1
34	Other Source	N	4
35	Self Referral	N	2
36	Spanish American Committee 4407 Lorain Avenue Cleveland, Ohio Phone : (216) 961-2100 Fax : 1-216-961-3305 Jeff Rivera	N	0
37	Station Website	N	3
38	TEGNA.com 7950 Jones Branch Drive McLean, Virginia 22107 Phone : 216-344-3362 Url : Tegna.com Anna Avelar	N	2

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39	TEGNA.com 7950 Jones Branch D McLean, Virginia 22107 Phone : 216-344-3362 Url : TEGNA.com Anna Avelar Manual Posting	N	18
40	TEGNA.com 7950 Jones Branch Drive McLean, Virginia 22107 Phone : 216-344-3362 Url : Tegna.com Anna Avelar	N	10
41	The Art Institute of Pittsburgh 420 Boulevard of the Allies Pittsburgh, Pennsylvania Phone : (412) 291-6531 Url : <a href="http://www.aionline.edu/">http://www.aionline.edu/</a> Email : cflood@aai.edu Cynthia Flood	N	0
42	The Ohio Media School Cleveland Campus 9885 Rockside Road Suite 160 Valley View, Ohio 44125 Phone : 216-539-7897 Email : jhardy@beonair.com Janice Hannah-Hardy	N	0
43	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">www.tvjobs.com</a> Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0
44	Walk In/Self-Referral	N	2
45	wkyc.com/opportunities Ohio Url : <a href="http://www.wkyc.com/opportunities">www.wkyc.com/opportunities</a> Career Service Manual Posting	N	5



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46	Wooster College Career Services Wooster, Ohio 44691 Phone : 330-263-2496 Email : lkastor@wooster.edu Lisa Kasto	N	0
47	Word of Mouth Referral	N	1
48	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>75</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	5/25/2019	Participation in events or programs sponsored by educational institutions	Talent mentored a student from Bedford High School. The student job shadowed and was a part of the daily news operation. The student received real-life experience and learned about what a day in the life of an Anchor is like.	1	Anchor
2	5/25/2019	Participation in events or programs sponsored by educational institutions	Meteorologist mentored a high school student for their senior project. The student job shadowed and was a part of the daily news operation. The student received real-life experience and learned about what a day in the life of a Meteorologist is like.	1	Meteorologist
3	5/28/2019	Establishment of an intern program designed to assist members of the community	WKYC Summer 2019 Internship Program offers college students the ability to actively participate in a professional broadcast organization and develop business skills that will ultimately help obtain employment. Internships are available primarily in the News and Production departments. Interns are selected based on the application, relevant coursework, work experience, and references.	3	Intern Intern Intern
4	6/5/2019	Participation in events or programs sponsored by educational institutions	Meteorologist visited with the students at The Goddard School on two separate days. School visits included information about the importance of science, weather, and information about a career in Meteorology.	1	Meteorologist
5	6/18/2019	Establishment of training programs for station personnel	News, Digital, Marketing Directors and General Managers attended the TEGNA HQ Content Summit. Over the course of four days, leaders focused on new ways to examine and transform content, shared transformation journeys and best practices across all platforms, trained on ethics and social media policies, and capitalized on networking and recruitment opportunities.	5	President & General Manager Assistant News Director Marketing Director News Director

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6	6/25/2019	Establishment of training programs for station personnel	Talent attended a two-day training seminar sponsored by Poynter and the MacArthur Foundation. The seminar titled, " A Journalist Guide to Covering Jails", was held in Detroit, MI. The workshop focused on understanding the causes and consequences of local jail incarceration and explore ways that communities address the issue.	1	Reporter/ Anchor
7	7/1/2019	Participation in other activities designed by the station employment unit	The station hosted members of the Youth Opportunity Unlimited organization for a station tour. Young professionals visited with each department and learned about the different functions and careers available within the broadcast industry.	1	Dir/Advocacy & Comm Initiative
8	7/15/2019	Establishment of training programs for station personnel	<p>Integrity is a core value at TEGNA. 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.</p> <p>Knowing, understanding, and abiding by our TEGNA Ethics Policy is fundamental to our ability to serve our communities with the highest of standards.</p> <p>Because it is critical that we hold ourselves to the highest levels of ethics and professionalism, we require all employees to complete "Conflicts of Interest: Protecting Company Interests" training as well as a brief survey on ethics.</p>	170	All Station Employees
9	7/26/2019	Participation in other activities designed by the station employment unit	The station hosted community members from the Church of the Savior Summer Camp. Students visited with each department and learned about the different functions and careers available within the broadcast industry.	1	Dir/Advocacy & Comm Initiative

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10	8/1/2019	Establishment of an intern program designed to assist members of the community	WKYC Fall 2019 Internship Program offers college students the ability to actively participate in a professional broadcast organization and develop business skills that will ultimately help obtain employment. Internships are available primarily in the News and Production departments. Interns are selected based on the application, relevant coursework, work experience, and references.	4	Intern Intern Intern Intern
11	8/13/2019	Establishment of training programs for station personnel	Innovation summit where employees from across the country came to brainstorm new content ideas for shows, segment pilots, and discuss how to have better working newsrooms. Discussed options for greater audience involvement, how to get our talent noticed, how to gain audience trust, and how to report hard issues without being too negative. Many pilot projects that are in full swing (i.e., The Loop) came from ideas generated at the Innovation Summit.	1	Supervising Producer
12	8/17/2019	Participation in events sponsored by community groups	WKYC and the Great Lake Science Center partner for a community event, "Weather Weekend with WKYC". Students from all over Northeast Ohio had the opportunity to learn about science, view science demos, and learn from the Meteorology team the importance of weather.	3	Chief Meteorologist Meteorologist Meteorologist
13	9/19/2019	Participation in events sponsored by community groups	Guest Speaker at the Temple Tifereth-Isreal. Spoke to the Temple's Women Association about the transformation of journalism in the digital age as we battle "fake news" accusations and the search for the truth.	1	News Director

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14	10/1/2019	Participation in events or programs sponsored by educational institutions	In the month of October, WKYC Meteorologist conducted school visits on the following dates. Students learned about the importance of science and weather, students also learned about careers within broadcast. School Visit Dates: 10-4-2019, University School 10-30-2019 - Rock Creek Elementary	1	Meteorologist
15	10/16/2019	Participation in other activities designed by the station employment unit	The station hosted students from Cuyahoga Falls High School. Students visited with each department and learned about the different functions and careers available within the broadcast industry.	1	Dir/Advocacy & Comm Initiative
16	10/29/2019	Participation in other activities designed by the station employment unit	The station hosted students from Orange High school enrolled in the Multi-Media Journalism class. Students visited with each department of the organization and learned about the different functions and careers available within the broadcast industry.	1	News Director
17	11/1/2019	Participation in events or programs sponsored by educational institutions	In the month of November members from the WKYC's weather team visited schools throughout Northeast Ohio. Students learned about the importance of science and weather along with a small experiment, the student also learned about careers within the broadcast industry. 11/7/2019 11/14/2019 11/19/2019 11/20/2020 11/26/2019	2	Meteorologist Meteorologist
18	11/12/2019	Establishment of training programs for station personnel	Sales Inside Out Training - New Account Executives attend Inside Out training. This training is a part of TEGNA on-boarding training for all new sales professionals. 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.	2	Account Executive Account Executive

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19	12/1/2019	Participation in events or programs sponsored by educational institutions	In the month of December, WKYC Meteorologist conducted school visits on the following dates. Students learned about the importance of science and weather, students also learned about different careers within broadcast. 12/9/2019- St. Adalbert School 12/13/2019 -Wade Park School 12/17/2019 -Willow Elementary School 12/19/2019 -Harding Middle School Science	1	Meteorologist
20	12/11/2019	Establishment of training programs for station personnel	Innovation summit where employees from across the country came to brainstorm new content ideas for shows, segment pilots, and discuss how to have better working newsrooms. Discussed options for greater audience involvement, how to get our talent noticed, how to gain audience trust, and how to report hard issues without being too negative. Many pilot projects that are in full swing (i.e., The Loop) came from ideas generated at the Innovation Summit.	1	Investigative Reporter
21	1/1/2020	Participation in events or programs sponsored by educational institutions	In the month of January, WKYC Meteorologist conducted school visits on the following dates. Students learned about the importance of science and weather, students also learned about different careers within broadcast. 1/8/2020 -Chardon Hills Magnet School 1/15/2020 -Lincoln Elementary School 1/29/2020-Pleasant Valley Elementary	1	Meteorologist
22	1/2/2020	Establishment of an intern program designed to assist members of the community	WKYC Spring 2020 Internship Program offers college students the ability to actively participate in a professional broadcast organization and develop business skills that will ultimately help obtain employment. Internships are available primarily in the News and Production departments. Interns are selected based on the application, relevant coursework, work experience, and references.	3	Intern Intern Intern

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23	1/9/2020	Participation in job banks, internet programs and other programs designed to promote outreach	Participated in the job and internship 1 HR Business Partner fair hosted by College Now. This event is designed to connect employers to gifted and diverse talent pipeline of interns and employees.	1	HR Business Partner
24	1/15/2020	Establishment of training programs for station personnel	A representative from the station attended Disinformation Training held at our corporate office in Virginia. Agenda included information /pieces of training from staff members of First Draft. During this two-day seminar tips on how to spot disinformation were given. as well as tips on how to better research sources.	1	Executive Director
25	1/16/2020	Establishment of training programs for station personnel	When it comes to cybersecurity, TEGNA, like other companies, works around the clock to prevent IT security breaches and ensure the confidentiality and integrity of our business systems. All of us must be vigilant and savvy when it comes to identifying attempts to gain access to our network or confidential information. To help, TEGNA launched in annual Byte Back Security Awareness Campaign in January to help them understand TEGNA's IT standards and procedures, employee's role in keeping us safe from attacks, and how to incorporate security practices into their daily work routine. Every employee was required to take the Byte Back Challenge to test their knowledge on how they can prevent cyberattacks. The challenge is a seven-question online simulation based on the topics featured throughout the campaign.	170	All Station Employees
26	1/24/2020	Participation in events or programs sponsored by educational institutions	Talent was invited as a guest speaker at Former East High School in Cleveland, Ohio. Spoke on the importance of Journalism in a democracy and delivered a message of inspiration to the high school students.	1	Anchor

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27	1/29/2020	Participation in events or programs sponsored by educational institutions	Investigative Reporter is invited as a guest speaker to Hathaway Brown. The reporter discussed personal career track and education as well as talked about other careers available within the broadcast industry.	1	Investigative Reporter
28	1/30/2020	Participation in events or programs sponsored by educational institutions	Talent participated in a Career Day for students of St. Mary Byzantine School in Cleveland, Ohio. Students learned about careers available within the broadcast industry.	1	Reporter/ Anchor
29	2/1/2020	Participation in events or programs sponsored by educational institutions	In the month of January, WKYC Meteorologist conducted school visits on the following dates. Students learned about the importance of science and weather, students also learned about different careers within broadcast. 2/5/2020-Ridge-Brook Elementary 2/12/2020-Roosevelt Elementary	1	Meteorologist
30	2/13/2020	Participation in other activities designed by the station employment unit	Station host student from North Ridgeville Highschool enrolled in the Broadcast Journalist class for a station tour. The Tour included a visit with each dept to discuss the roles and responsibilities and career opportunities within each dept and the broadcast industry.	1	Producer/ Director
31	2/18/2020	Participation in events sponsored by community groups	Talent participated in a panel discussion hosted by Cleveland City Hall. The topic of discussion was regarding the role of the Media. Audience of about 200.	1	Anchor
32	2/21/2020	Participation in other activities designed by the station employment unit	The station hosted students from Cleveland Heights for a station tour. Students visited with each department and learned about the different functions and careers available within the broadcast industry.	1	Dir/Advocacy & Comm Initiative
33	3/5/2020	Participation in other activities designed by the station employment unit	The station hosted students from Perry Middle School for a station tour. Students visited with each department and learned about the different functions and careers available within the broadcast industry.	1	Dir/Advocacy & Comm Initiative



**WKYC**  
**EEO PUBLIC FILE REPORT**  
**May 23, 2019 - May 22, 2020**

**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>
34	5/11/2020	Establishment of training programs for station personnel	A representative of the station participated in a webinar hosted by Olgetree Deakins. Webinar provided guidelines for employers to follow as the state reopens the economy and employees return to their workspace.	1	HR Business Partner
35	5/11/2020	Establishment of training programs for station personnel	Station employees were invited to participate in a webinar hosted by TEGNA on Managing Stress and Social Isolation in Times of Crisis. This training provided employees with the tools to identify stress and provided coping mechanisms as well as resources available through TEGNAs benefit plans.	170	All Employees
36	5/14/2020	Establishment of a mentoring program	A representative from the station attended a webinar hosted by From Day One on Keeping Diversity at the Forefront During Crisis Times. Training included tips on how to progress with D&I efforts when the bottom line is under pressure.	1	HR Business Partner
37	5/20/2020	Establishment of training programs for station personnel	Station representative attended a webinar hosted by LifeWorks, Building Resilience in Uncertain Times. This training covered topics to help employees become more resilient during challenging times.	1	HR Business Partner
38	5/21/2020	Establishment of a mentoring program	A representative from the station attended a webinar hosted by From Day One on Recruitment in the New Normal. This training provided tools and techniques for hiring during a crisis from digital interviews to onboarding platforms.	1	HR Business Partner