

KIDY, KXVA
EEO PUBLIC FILE REPORT
March 22, 2020 - March 21, 2021

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
Multiskilled Journalist- 9995	1-21	16

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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	American Classifieds 2027 Sherwood Way San Angelo, Texas 76901 Phone : 325-944-7653 Email : cheri.amclass@gmail.com Cheri Jackson	N	0
2	Broadbean Network 610 Newport Center Dr Ste 1400 Newport Beach, California 92660 Phone : 949-706-8560 Job Listing Manual Posting	N	0
3	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Jobs Editor Manual Posting	N	0
4	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
5	Concho Valley Home For Girls 412 Preusser St San Angelo , Texas Phone : 325-655-3821 Email : Kassie@conchokids.org Kassie Coffey	N	0
6	Conexion Hispania 315 W. Ave D San Angelo, Texas 76903 Phone : 325-655-6371 Email : info@cxnsa.com Job Listings	N	0
7	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94965 Phone : 800-918-3229 Job Listings Manual Posting	N	0

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8	Howard College Career Services 3501 N. US Highway 67 San Angelo, Texas 76905 Phone : 325-481-3800 Email : tnix@howardcollege.edu Terri Nix	N	0
9	Indeed.com 470 West Ave Ste 2002 Stamford, Connecticut Phone : 203-564-2418 Job Listings Manual Posting	N	0
10	Jobs4Rams 2601 W Ave. N San Angelo, Texas 76909 Phone : 3259422255 Url : http://www.angelo.edu/ Adra Enos Manual Posting	N	0
11	JuJu.com 151 First Ave #19 New York, New York 10003 Phone : 212-537-3898 Job Listings Manual Posting	N	0
12	KIDY/KXVA On-Air Promos 5 S. Chadbourne St San Angelo, Texas 76903 Phone : 325-655-6006 Job Listings Manual Posting	N	0
13	KIDY/KXVA Website 5 S. Chadbourne St San Angelo, Texas 76903 Phone : 325-655-6006 Job Listings Manual Posting	N	0

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14	McMurry University 1400 Sayles Blvd Abilene, Texas 79605 Phone : 325-793-3800 Url : myinterfase.com Sandy Lane Manual Posting	N	0
15	Society of Broadcast Engineers 9012 N. Meridian St Ste 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Job Listings Manual Posting	N	0
16	TEGNA Careers 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 703-854-6089 Job Listings Manual Posting	N	2
17	Texas Association of Broadcasters 502 E. 11 St Ste 200 Austin, Texas 78701 Phone : 512-322-9944 Craig Bean Manual Posting	N	0
18	Texas Workforce Commission - Abilene 400 Oak St Abilene, Texas 79602 Phone : 325-795-4247 Evelyn Evelyn Manual Posting	N	0
19	Texas Workforce Commission - San Angelo 202 Henry O. Flipper St San Angelo, Texas 76903 Phone : 325-653-2321 Erin Vaught Manual Posting	N	0
20	West Central Texas Career Consortium P.O. Box 6348 Abilene, Texas 79608 Phone : 325-793-4882 James Greer Manual Posting	N	0

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21	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			2

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/25/2020	Participation in events sponsored by community groups	On March 25, 2020, the SEU participated in the Abilene Chamber of Commerce Business Expo. Potential clients and applicants were told about the station, what we could do for their business, available job opportunities in broadcast and the application procedures. The session was followed by a question and answer period.	4	General Manager Director of Sales Marketing Director Anchor
2	5/13/2020	Establishment of training programs for station personnel	Corporate HR presented a session titled "Managing Stress & Social Isolation in Times of Crisis." The presentation covered signs of stress, social isolation and coping mechanisms.	8	Account Executive Director of Sales Sales Assistant Digital Sales Manager
3	8/3/2020	Establishment of training programs for station personnel	P1 Training- Recordkeeping: Internal Sales Communication, Improving Memory: 01 Why Can't I Remember Anything?, Memory: 02 Tips and Tricks to Help Improve Your Memory, 6x6 Different Buyers, Different Needs	8	Account Executives Director of Sales Sales Assistant Digital Sales Manager
4	8/6/2020	Establishment of training programs for station personnel	TAB Webinar- Digital Priorities for Local Business, Sales Opportunitis in Medical & Healthcare, Driving Revenue in Today's Auto Market, Winning with Home Improvement	8	Account Executive Director of Sales Sales Assistant Digital Sales Manager
5	8/26/2020	Establishment of training programs for station personnel	Election Training: How to combat disinformation - TEGNA teamed up with First Draft and they provided training to prepare TEGNA journalists for cover and combat election misinformation. This training was just for TEGNA and included Election Crisis Simulation that placed journalists in the heart of a disinformation campaign and challenged them to make editorial decesions about how to report in real-time.	8	MSJ MSJ/Producer Digital Content Manager Executives Producer/Anchor

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6	9/17/2020	Establishment of training programs for station personnel	<p>Respect & Integrity Employee Training- All TEGNA employees completed the Respect & Integrity Employee Training. As part of a culture of professionalism and integrity, each of us has a personal responsibility to treat our colleagues with respect and uphold our high ethical standards.</p> <p>This responsibility includes completing annual training on these very important topics:</p> <ul style="list-style-type: none"> • “Sexual Harassment: A Matter of Respect” training that reviews our long-standing policies and values surrounding harassment and discrimination. • “Responsible Use of Social Media” training that covers using social media respectfully and protecting sensitive or private company information. <p>In addition, all employees must complete a brief annual Conflicts of Interest survey to disclose any issues that may conflict with TEGNA’s interests.</p>	30	ALL non-leadership team members. ALL leadership team members
7	9/22/2020	Establishment of training programs for station personnel	TAB webinar- Assisting your Clients as they Reopen in Today's Environment, Local TV Measurements: Universe Estimates, Market Ranks and Other Changes	8	Account Executive Director of Sales Sales Assistant Digital Sales Manager
8	10/1/2020	Establishment of training programs for station personnel	A full-day virtual conference was attended by sales staff members. Presentations included current practices and future trends related to sales measurement, wide orbit, matrix, political forecast, and automated TV demo/impressions.	8	Account Executives Director of Sales Sales Assistant Digital Sales Manager
9	10/8/2020	Establishment of training programs for station personnel	Navigating Social Media- Being present on social media while dealing with hateful messages. Tactics on how to handle those situations.	4	Anchor/Executive Producer Meteorologist Multi-Skilled Journalist Mulit-Skilled Journalist

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10	10/22/2020	Establishment of training programs for station personnel	Establishment of training programs for station personnel- TEGNA Webinar: Winning Digital Strategies New training on emerging Digital products to reach targeted consumers.	8	Account Executive Director of Sales Sales Assistant Digital Sales Manager
11	1/22/2021	Establishment of training programs for station personnel	Vaccine Data Template Training- covered best practices in reporting on COVID-19 cases and vaccine allocation using maps, graphs and statistics. Goal was to "break it down" for the viewing audience.	4	Producer Marketing Director Producer Executives Producer/Anchor
12	2/26/2021	Establishment of training programs for station personnel	Byte Back Challenge- Annual Byte Back Security Awareness Campaign to help employees understand TEGNA's IT standards and procedures, the employee's role in keeping our company safe from attacks, and how to incorporate security practices into our employee's daily work routine. The challenge will help employees increase their cybersecurity awareness on a variety of topics including social media accounts, email security, safe browsing and sensitive data protection. Every employee is required to take the Byte Back Challenge to test their knowledge on how employees can prevent cyberattacks. The challenge is an eight-question online simulation based on the topics featured throughout the campaign.	30	ALL non-leadership team members. ALL leadership team members
13	3/3/2021	Provision of training to management	Diversity Recruiting Training was conducted by TEGNA corporate recruiter to address best practices in recruiting strategies to build a diverse and inclusive pipeline of candidates, which includes building and maintaining university and college relationships.	6	General Manager Director of Sales Marketing Director Digital Director