

KIDY, KXVA
EEO PUBLIC FILE REPORT
March 22, 2017 - March 21, 2018

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
Account Executive	2-4, 11, 15, 20, 22, 31	15
Account Executive	2-5, 7, 9-12, 14-15, 17-18, 20-23, 25-42, 44	4
Multi-Skilled Journalist	2-5, 7, 9-12, 14-15, 17-18, 20-23, 25-42, 44	31
Broadcast Engineer	1-5, 7-11, 14-15, 17-18, 20-23, 25-42, 44	4
Multi-Platform Producer	1-5, 7-12, 14-15, 17-18, 20-23, 25-42, 44	31
Sales Assistant/ Receptionist	1-5, 7-12, 14-18, 20-23, 25-42, 44	15
Master Control Operator	1-5, 7-12, 14-15, 17-18, 20-23, 25-42, 44	15
Sports Director	1-5, 7-11, 14-15, 17-18, 20-23, 25-42, 44	31
Multi-Skilled Journalist	2-5, 7, 9-12, 14-15, 17-18, 20-23, 25-42, 44	31
Multi-Skilled Journalist	2-5, 7, 9-12, 14-15, 17-18, 20-23, 25-42, 44	31
Master Control Operator	2-4, 6, 8, 11, 15, 19-22, 24, 29, 31, 34, 38-39, 44	22
Multi-Platform Producer	2-4, 6, 8, 11, 13, 15, 19-22, 24, 29, 31, 34, 38-39, 44	15
Multi-Skilled Journalist	2-6, 8, 11, 13-15, 19-22, 24-25, 27, 29, 31, 33-34, 38-39, 43-44	15
Account Executive	2-4, 6, 8, 11, 13, 15, 19-22, 24, 27, 29-31, 33-34, 36, 38-39, 41, 44	31
Digital Content Producer	2-4, 6, 8, 10-11, 13, 15, 19-22, 24, 27, 29-31, 33-34, 38-39, 44	31
Anchor/ MSJ	2-4, 6, 8, 11, 13-15, 19-24, 27-29, 31, 33-34, 38-39, 44	31
Production Assistant	1-6, 8-11, 13-15, 17, 19-42, 44	15
Multi-Skilled Journalist	4, 11, 15, 21-22, 31, 34, 38	31
Receptionist/Sales Assistant	11, 15, 21-22, 31, 38	31
Receptionist SA	4, 8, 11, 15, 20-22, 31, 34, 44	15
Multi-Platform Producer	4, 11, 15, 20-22, 31, 34	15
Digital Content Producer	4, 11, 15, 20-22, 31	31

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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	1
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	4
5	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0
6	Concho Valley Home For Girls 412 Preusser St San Angelo , Texas Phone : 325-655-3821 Email : Kassie@conchokids.org Kassie Coffey	N	0

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7	Concordia University 3400 IH 35 North Austin, Texas 78705 Phone : 512-486-1199 Url : www.concordia.edu Email : Leslie.Brunson@concordia.edu Leslie Brunson	N	0
8	Conexion Hispania 315 W. Ave D San Angelo, Texas 76903 Phone : 325-655-6371 Email : info@cxnsa.com Job Listings	N	0
9	Dallas Black Chamber of Commerce 2838 MLK Jr. Blvd. Dallas, Texas 75215 Phone : 214-421-5200 Fax : 1-214-421-5510 Reginal Gates	N	0
10	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 817-625-1405 Rosa Navejar	N	0
11	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94965 Phone : 800-918-3229 Job Listings Manual Posting	N	0
12	Hispanic Link News Service, Inc. 1420 N. St., N W Washington, District of Columbia 20005 Phone : (202) 234-0280 Email : editor@hispaniclink.org Fax : (202) 234-4090 EEO Officer	N	0

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13	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
14	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
15	Indeed.com 470 West Ave Ste 2002 Stamford, Connecticut Phone : 203-564-2418 Job Listings Manual Posting	N	13
16	Internet Ad-not directly contacted by SEU	N	1
17	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671	N	0
18	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0
19	Jobs4Rams 2601 W Ave. N San Angelo, Texas 76909 Phone : 3259422255 Url : http://www.angelo.edu/ Adra Enos Manual Posting	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
20	JuJu.com 151 First Ave #19 New York, New York 10003 Phone : 212-537-3898 Job Listings Manual Posting	N	0
21	KIDY/KXVA On-Air Promos 5 S. Chadbourne St San Angelo, Texas 76903 Phone : 325-655-6006 Job Listings Manual Posting	N	0
22	KIDY/KXVA Website 5 S. Chadbourne St San Angelo, Texas 76903 Phone : 325-655-6006 Job Listings Manual Posting	N	2
23	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
24	McMurry University 1400 Sayles Blvd Abilene, Texas 79605 Phone : 325-793-3800 Url : myinterfase.com Sandy Lane Manual Posting	N	0
25	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
26	National Association of Black Accountants 7249-A Hanover Parkway Greenbelt, Maryland 20770 Phone : (301) 474-6222 Fax : (301) 474-3114 EEO Officer	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
27	National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : bsalkin@nljja.org Brian Salkin	N	0
28	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume	N	0
29	Society of Broadcast Engineers 9012 N. Meridian St Ste 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Job Listings Manual Posting	N	0
30	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Fax : 210-431-2231 Roger Young	N	0
31	TEGNA Careers 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 703-854-6089 Job Listings Manual Posting	N	15
32	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
33	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : jobs@tab.org Job Listings	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
34	Texas Association of Broadcasters 502 E. 11 St Ste 200 Austin, Texas 78701 Phone : 512-322-9944 Craig Bean Manual Posting	N	0
35	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
36	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
37	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
38	Texas Workforce Commission - Abilene 400 Oak St Abilene, Texas 79602 Phone : 325-795-4247 Evelyn Evelyn Manual Posting	N	0
39	Texas Workforce Commission - San Angelo 202 Henry O. Flipper St San Angelo, Texas 76903 Phone : 325-653-2321 Erin Vaught Manual Posting	N	0
40	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Fax : 512-476-6417 Claudia Olivares	N	0

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41	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Fax : 915-747-5730 Briane Carter	N	0
42	Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone : 512-478-7176 Fax : 512-478-1239 Herman Lessard	N	0
43	Walk In	N	1
44	West Central Texas Career Consortium P.O. Box 6348 Abilene, Texas 79608 Phone : 325-793-4882 James Greer Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			37

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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	3/22/2017	Establishment of training programs for station personnel	VP Labor Relations conducted 1 hour training sessions Workplace Violence Prevention and Situational Awareness training for all station employees and leaders. There were three date options as follows. • Monday, March 20 at 1:00 PM (CT) • Tuesday, March 21 at 5:00 PM (CT) • Thursday, March 30 at 9:00 AM (CT) Those that could not make the live training options were provided a link to watch a recorded version.	39	All Employees
2	3/22/2017	Establishment of training programs for station personnel	All TEGNA employees play a part in ensuring that our workplace is free of discrimination and harassment. Indeed, TEGNA is committed to providing all employees with the necessary tools and information for maintaining a workplace that is harassment free. Therefore all employees were required to participate in an on-line training course. Please allow approximately 30 to 45 minutes to complete the course. Everyone was given 60 days from January 19, 2017 to complete the course requirement.	39	All Employees
3	4/20/2017	Establishment of training programs for station personnel	TEGNA Labor Relations provides a series of monthly webinar training sessions for HR Business Partners to stay informed of current and changing employment laws. Best practices are discussed and HR Business Partners then share this topical information with their Executive Teams.	1	Beverly Sharp
4	6/27/2017	Establishment of training programs for station personnel	The Human Resources Director attended the HR Summit in McLean, VA for two days with a focus on transformation. The summit was full of interactive sessions, breakout groups, entertaining presentations and more. A good amount of time was spent with HR peers working through various aspects of our transformation.	1	Beverly Sharp

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5	9/6/2017	Participation in Job Fairs	On September 6, 2017, the SEU participated in the Angelo State University job fair in San Angelo, TX. Applicants were told about the station, job opportunities currently available, and the application procedures. Station participants included our President/General Manager, Production/Promotion Manager, and Sales/HR assistant.	3	President/General Manager Production/Promo Manager Sales/HR assistant
6	10/26/2017	Participation in events sponsored by community groups	On October 18, 2017, the SEU's News Director guided a senior class of 8 around the station explaining the challenges and opportunities of careers in broadcasting. The session followed by a question and answer period along with allowing the students to experience how everyday work life would be while in front of the camera.	3	News Director Chief Meteorologist Commercial Production and Editor
7	11/9/2017	Participation in Job Fairs	On November 9, 2017, the SEU participated in the Red, White, and You hiring fair. Applicants were told about the station, job opportunities, and application procedures.	4	Director of Technology Director of News HR/Admin Production Manager
8	11/15/2017	Participation in events sponsored by community groups	On November 15, 2017, the SEU participated in the 2017 WOW Youth Expo in Abilene, TX. The students were educated on the challenges and opportunities of a career in broadcasting. Sessions were followed by a question and answer period.	4	Director of Sales Commercial Prod. & Editor News Account Executive
9	11/20/2017	Participation in events or programs sponsored by educational institutions	On November 20, 2017, the SEU's Commercial Producer and Editor spoke to approximately 40-60 students whose age range is 13-14 at Lee Middle School for their First Annual Career Day, explaining different job duties, working hours, and benefits. Along with discussing the education needed in order to pursue a career in broadcast. The session was followed by a question and answer period.	1	Commercial Producer and Editor

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10	12/19/2017	Sponsorship of events in the community designed to increase public awareness	On December 19, 2017, our SEU hosted a group of middle school aged kids from Miles ISD. Our Director of News and our Chief Meteorologist gave the group a tour during which news and production staff members talked about careers in broadcasting and what kind of education and experience qualify candidates for those jobs. There was a question and answer period during and following the tour.	2	Director of News Chief Meteorologist
11	1/26/2018	Establishment of training programs for station personnel	TEGNA rolled out the Byte Back Challenge training curriculum to educate all employees on the proper handling of sensitive data. Among other things, the training reminded employees that information that is private to you or to the company should never be stored on your computer or mobile phone and should not be shared through email. The training was rolled out electronically on January 26, 2018 with an expected completion date of February 2, 2018.	39	All Employees
12	1/30/2018	Sponsorship of events in the community designed to increase public awareness	On January 30, 2018, the SEU's Meteorologist participated in the explanation of the lunar eclipse to a Brownwood Middle School science class.	1	Meteorologist