

KARE
EEO PUBLIC FILE REPORT
November 21, 2021 - November 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
Account Executive	1-2, 4, 6-13, 15-16, 18-19, 22, 24, 26-29, 31, 33-36, 39-44, 48-51, 53-60, 62-63, 66-67	54
Account Executive	1-2, 4, 6-13, 15-16, 18-19, 22, 24, 26-29, 31, 33-36, 39-44, 48-51, 53-60, 62-63, 66-67	54
Maintenance Technician - 10840	1-2, 4, 6-13, 15, 18-19, 21, 24, 27-28, 31-36, 39-40, 42-43, 48-51, 53-60, 62-63, 66-67	54
Visual Storyteller - 11085	1-2, 4, 6-13, 15, 18-19, 21, 24, 26-28, 31, 33-34, 36, 39-40, 42-43, 48-51, 53-60, 62-63, 66-67	54
Visual Storyteller-11236	1-2, 4, 6-13, 15, 18-19, 24, 31-34, 36, 39-40, 42-43, 48-49, 51, 53-60, 62-63, 66-67	54
Digital Account Manager-11536	1-2, 4, 6-13, 15, 18-19, 23-24, 27, 31-34, 36, 39-40, 42-43, 48-49, 51, 53-59, 62-63, 66-67	54
Morning News Producer-11554	1, 4, 6-8, 10-13, 15, 18-19, 24, 31, 33-34, 36, 39-40, 42, 45, 49, 51, 53-59, 62-63, 66-67	45
Weekend News Producer-11550	1-2, 4, 6-7, 9-13, 15, 18-19, 24, 31-34, 36, 39-40, 42-43, 48-49, 51, 53-59, 62-63, 66-67	54
Digital Content Producer-11638	1-2, 4, 6-13, 15, 18-19, 24, 26-27, 31-34, 36, 39-40, 42-43, 48-49, 51, 53-59, 62-63, 66-67	54
Marketing Director - 1777	1-2, 4, 6-16, 18-19, 24, 26-28, 31-34, 36, 39-40, 42-43, 48-49, 51, 53-59, 62-63, 66-67	54
Producer-011931	1-2, 4, 6-13, 15, 18-19, 24, 27-28, 31-34, 36, 38-40, 42-43, 48-49, 51, 53-59, 62-63, 66-68	54
Commercial Marketing Producer-011955	1-2, 4, 6-13, 15, 18-19, 24, 27-28, 31-34, 36, 38-40, 42-43, 48-49, 51, 53-59, 62-63, 66-67	54
Regional Digital Account Manager	1-2, 4, 6-13, 15, 18-19, 23-24, 26-28, 31-34, 36, 39-40, 42-43, 48-49, 51, 53-59, 62-63, 66-67	54
Regional Digital Account Manager	1-2, 4, 6-13, 15, 18-19, 23-24, 26-28, 31-34, 36, 39-40, 42-43, 48-49, 51, 53-59, 62-63, 66-67	54

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Executive Assistant - 012156	1-2, 4, 6-8, 10-13, 15, 18-19, 21, 24, 27, 29, 32-34, 36, 39-40, 42-43, 48-49, 51, 53-54, 56-59, 62-63, 66-67	54
Account Executive	1-2, 4, 6-8, 10-13, 15, 18-19, 24, 26-29, 33-34, 36, 39-40, 42-43, 48-49, 51, 53-59, 61-63, 66-67	54
Account Manager - 12021	1-2, 4, 6-8, 10-13, 15, 18-19, 24, 27-28, 30-31, 33-34, 36, 39-40, 42-43, 48-49, 51, 53-59, 61-63, 66-67	61
Account Manager - 12021	1-2, 4, 6-8, 10-13, 15, 18-19, 24, 27-28, 30-31, 33-34, 36, 39-40, 42-43, 48-49, 51, 53-59, 61-63, 66-67	54
Sales Coordinator - 012345	1-2, 4, 6-8, 10-13, 15, 18-19, 21, 24, 27-28, 31, 33-34, 36, 39-40, 42-43, 48-49, 51, 53-59, 62-63, 66-67	54
Sales Coordinator - 012345	1-2, 4, 6-8, 10-13, 15, 18-19, 21, 24, 27-28, 31, 33-34, 36, 39-40, 42-43, 48-49, 51, 53-59, 62-63, 66-67	54
Visual Storyteller - 012503	1-2, 4, 6-8, 10-13, 15, 18-19, 21, 24, 27-28, 33-34, 36, 39-40, 42-43, 48-49, 51, 53-59, 62, 66-67	54
Weekend Anchor-12561	1-2, 4, 6-8, 10-13, 15, 18-19, 21, 24, 27-28, 33-34, 36, 39-40, 42-43, 45, 48-49, 51, 53-59, 62, 66-67	45
Technology Specialist-12632	1-2, 4, 6-8, 10-13, 15, 18-19, 21, 24, 27, 30, 33-34, 36, 39-40, 42-43, 48-49, 51, 53-59, 62, 66-67	54
Account Executive-12653	1-2, 4, 6-8, 10-13, 15, 18-19, 21-22, 24, 27-29, 33-34, 36, 39-40, 42-43, 48-49, 51, 53-59, 62, 66-67	22
Account Executive-12653	1-2, 4, 6-8, 10-13, 15, 18-19, 21-22, 24, 27-29, 33-34, 36, 39-40, 42-43, 48-49, 51, 53-59, 62, 66-67	54
Sports MSJ/Producer-12871	1-13, 15, 18-21, 24-25, 27-28, 32-34, 36-37, 39-40, 42-43, 47-49, 51-59, 62-64, 66-68	54
Multimedia Designer-12878	1-15, 18-21, 24-25, 27-29, 32-34, 36-37, 39-40, 42-43, 47-49, 51-59, 62-64, 66-68	29
MSJ/Weekend Anchor - Sports-12997	1-13, 15, 17-21, 24-25, 27-28, 32-34, 36-37, 39-40, 42-43, 45, 47-49, 51-59, 62-68	45

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Multi-Skilled Journalist - 13137	1, 3-13, 15, 17-21, 24-27, 32-34, 36-37, 39-40, 42-43, 46-49, 51-59, 62-68	46
Digital Content Producer-13274	1, 3-13, 15, 17-22, 24-25, 27, 32-34, 36 -37, 39-40, 42-43, 47-49, 51-59, 62-68	54
Visual Storyteller-13286	1, 3-13, 15, 17-21, 24-25, 27, 32-34, 36 -37, 39-40, 42-43, 47-49, 51-59, 62-68	6
Marketing Producer - 13531	1-13, 15, 17-22, 24-25, 32-34, 36-37, 39-40, 42-43, 47-49, 51-59, 62-68	54

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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 Indian LRC/UofM 106 Pleasant St. SE 125 Minneapolis, Minnesota 55407 Email : aminstud@umn.edu Career Services	N	0
2	American Indian OIC, Inc 1845 East Franklin Ave Minneapolis, Minnesota 55404 Phone : 612-341-3358 Url : www.aioic.org Email : donc@aioic.org Fax : 1-612-341-3766 Don Clark	N	0
3	Anoka Technical College 1354 West Hwy 10 Anoka, Minnesota 55303 Phone : 763-576-7780 Email : jobs@anokatech.edu Career Services	N	0
4	Asian American Journalists Minnesota 425 Portland Ave. S. Minneapolis, Minnesota 55488 Email : aajamn@gmail.com Career Services	N	0
5	Augsburg College 2211 Riverside Ave. S. Minneapolis, Minnesota 55454 Phone : 612-330-1148 Email : careers@augsborg.edu Career Services	N	0
6	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Carver County Workforce Center 602 East Fourth Street Chaska, Minnesota 55318 Phone : 952-361-1711 Email : mrudloff@co.carver.mn.us Fax : 1-952-361-1636 Mary Rudloff	N	0
8	Cedar Valley Services 2111 4th Street NW Austin, Minnesota 55912 Phone : 507-433-2303 Url : www.cedarvalleyservices.org Fax : 1-507-433-8880 Jim Mueller	N	0
9	Central MN Jobs & Training Services 106 Pine Street Monticello, Minnesota 55362 Phone : (612) 325-7791 Url : www.mnworkforcecenter.org Email : tzipoy@cmjts.org Fax : 1-877-595-7228 Tim Zipoy	N	0
10	Centro Cultural Chicano 1915 Chicago Avenue Minneapolis, Minnesota 55404 Email : infocenter@centromn.org --	N	0
11	Chicanos Latinos University 220 South Robert Street #103 St. Paul , Minnesota 55101 Email : armij001@umn.edu Cindy -	N	0
12	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com 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	Council on Black Minnesotans 2233 University Ave. #426 St. Paul, Minnesota 55114 Email : cobm@state.mn.us Career Services	N	0
14	Current Employee/Internal Promotion	N	3
15	Dakota County Technical College 1300 145th St. E Rosemount, Minnesota 55068 Email : cel@dctc.edu Career Services	N	0
16	Employee Referral	N	2
17	eQuality - Pathways to Potential 5535 Lake Sarah Heights Drive Loretto, Minnesota 55357 Phone : 612-703-3337 Url : Coming Soon Email : mona@equalityonline.org Mona Patterson	N	0
18	Hamline University 1536 Hewitt Ave. MS-B1802 St. Paul, Minnesota 55104 Email : tmiddendorf@hamline.edu Career Services	N	0
19	Hennepin Technical College 9200 Flying Cloud Drive Eden Prairie, Minnesota 55347 Email : jobs@hennepintech.edu Career Services	N	0
20	HIRED 1200 Plymouth Ave N Minneapolis, Minnesota 55411 Phone : 612.529.3342 Email : information@HIRED.org Fax : 1-612-529-7131 Amanda Buol	N	0

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21	Hmong Television Email Only Mpls, Minnesota Phone : (651)442-7698 Email : MITCHLEE@HBCTV.NET Mitch Lee	N	0
22	Indeed.com	N	4
23	Indeed.com - Not Directly Contacted by SEU	N	2
24	Inroads Minneapolis/St. Paul 1600 University Ave West St. Paul, Minnesota 55104-3839 Phone : 951-644-4406 Email : info@inroads.org Collin Melvin	N	0
25	Jewish Vocational Services/Jewish Family and Children's Service of Minneapolis 13100 Wayzata Blvd. St. 300 Hopkins, Minnesota 55305 Phone : 952-546-0616 Email : dmaclennan@jfcsmpls.org Diane Maclennan	N	0
26	JuJu.com juju.com New York, New York juju.com Job Search Engine Manual Posting	N	0
27	KARE 11 Internal Candidates , Minnesota Career Service Manual Posting	N	0
28	Life-Work Planning Center 201 North Broad Street, Suite 100 Union Square Business Center Mankato, Minnesota 56001 Phone : 507-345-1577 Url : www.lwpc.org Email : Info@LWPC.org Fax : 1-507-345-1469 Susan McNamara	N	0
29	Linked In	N	8

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	Linked In - Not Directly Contacted by SEU	N	2
31	Media Line P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
32	Minneapolis Urban League 2100 Plymouth Ave Minneapolis, Minnesota Phone : 612-302-3157 Email : info@ulcmn.org Roosevelt Pargo	N	0
33	Minnesota Broadcasters Association 3033 Excelsior Blvd #301 Mpls, Minnesota 55416 Phone : 612-926-8123 Url : www.minnesotabroadcasters.com/careers Email : llasere@minnesotabroadcasters.com Fax : 1-612-926-9761 Linda Lasere	N	0
34	Minnesota WorkForce Center 205 2nd Ave NW, Suite B Roseau, Minnesota 56751 Phone : 218-463-2233 Email : Bonny.Stechmann@state.mn.us Fax : 1-218-463-1316 Bonny Stechman	N	0
35	Minnesota Workforce Center 1606 W. Third St. Red Wing, Minnesota 55066 Phone : 651-385-6480 Url : www.mnwfc.org Email : Vicky.Koehn@state.mn.us Fax : 1-651-385-6484 Vicky Koehn	N	0

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36	Minnesota Works 300 11th Ave. NW Rochester, Minnesota 66901 Phone : 507-285-7318 Url : www.minnesotaworks.net Email : victoria.tiff@state.mn.us Victoria Tiff	N	0
37	MN Indian Resource Center 2300 15th Ave. S. Minneapolis, Minnesota 55404 Phone : (612) 728-2000 Email : hr@miwrc.org Fax : 1-612-728-2039 Career Services	N	0
38	NAACP Sabathani Community Center 310 E 38th Street, Room 138 Minneapolis, Minnesota 55409 Email : naacp@apollo3.com Roger Clark	N	0
39	National Association Of Black College Broadcasters (NABCB) P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0
40	National Hispanic Media Coalition 55 S. Grand Ave. Pasadena, California 91105 Email : info@nhmc.org Career Services	N	0
41	Non-Employee Referral	N	1
42	Normandale Community College 9700 France Ave. South Bloomington, Minnesota 55431 Email : nccjoblist@normandale.edu Career Services	N	0

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43	Occupational Development Center, Inc. Highway 32 South Box 730 Thief River Falls, Minnesota 56701 Phone : 218-681-4949 Email : plavalier@odcmn.com Fax : 1-218-681-7635 Peter Lavalier	N	0
44	Other Source	N	2
45	Re-hire	N	3
46	Self Referral	N	1
47	Society of Professional Journalists 3909 N. Meridian St. Indianapolis, Indiana 46208 Phone : 317-927-8000 Email : jroyer@hq.spj.org Jennifer Royer	N	0
48	Southwest MN Workforce Center 129 W. Nicols Montevideo, Minnesota 56265 Phone : 320-269-5561 Url : www.mnwfc.org Fax : 1-320-269-5696 Juanita Lauritsen	N	0
49	St. Cloud Technical College 1500 Cooper Ave. S. St. Cloud, Minnesota 56303 Email : jbauer@sctcc.edu Career Services	N	0
50	St. John's University Career Services Mary Hall #10 Collegeville, Minnesota 56321 Phone : 320-363-3236 Email : jclarkson@csbsju.edu Heidi Harlander	N	0
51	St. Olaf 1520 St. Olaf Ave. Northfield, Minnesota 55057 Email : cahoon@stolaf.edu Career Services	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
52	State Services for the Blind 2200 University Ave. W. #240 St. Paul, Minnesota 55114 Phone : 651-539-2351 Url : http://www.mnssb.org Email : David.G.Smith@state.mn.us Fax : 1-651-649-5927 David Smith	N	0
53	Summit Academy OIC 935 Olson Memorial Highway Minneapolis, Minnesota 55405 Email : info@saoic.org Career Services	N	0
54	TEGNA.com 7590 Jones Branch Drive McLean, Virginia HR HR Manual Posting	N	84
55	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
56	University of Minnesota 200 Donhowe Buliding 319 15th Ave. SE Minneapolis, Minnesota 55455 Email : mlkdesk@umn.edu Career Services	N	0
57	University of Minnesota Department of Chicano & Latino Studies 19 Scott Hall 72 Pleasant Street SE Minneapolis, Minnesota 55455 Email : chicstud@umn.edu Career Services	N	0

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58	University of Minnesota, School of Journalism 111 Murphy Hall, 206 Church St SE Mpls, Minnesota 55455-0418 Phone : 612-625-0120 Email : sjmcugs@umn.edu Career Service	N	0
59	University of St. Thomas 2115 Summit Ave St. Paul, Minnesota 55105 Email : webmaster@stthomas.edu Career Services	N	0
60	University of St. Thomas, Counseling & Career Services 2115 Summit Avenue #5020 St Paul, Minnesota 55105-1096 Phone : 651-962-6767 Email : pnlee@stthomas.edu Pa Nhia Lee	N	0
61	Walk In/Self-Referral	N	2
62	Wayne State University - Journalism Institute for Media Diversity 42 W. Warren Ave. Detroit, Michigan 48202 Email : anails@wayne.edu Career Services	N	0
63	Women Venture 2324 University Ave. W. St. Paul, Minnesota 55114 Phone : 612.224.9562 Email : info@womenventure.org Rebecca Joy Raboy	N	0
64	Women's Advocates, Inc. 588 Grand Ave St. Paul, Minnesota 55102 Phone : 651.726.5209 Email : hr@wadvocates.org JoAnn Hawkins	N	0

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65	WoMN ACT (Formerly Minnesota Women's Consortium) 165 Western Ave. N, Suite 8 St. Paul, Minnesota 55102 Phone : - Email : welcome@womnact.org Career Services	N	0
66	www.kare11.com , Minnesota Url : www.kare11.com Career Service Manual Posting	N	0
67	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
68	YWCA 1130 Nicollet Mall Minneapolis, Minnesota 55403 Phone : 612-332-0501 Email : YWCA@ywcamppls.org Fax : 1-612-332-0500 Career Services	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			118

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	11/23/2021	Participation in events or programs sponsored by educational institutions	General Manager spoke to a class of 200 students at the University of Minnesota, Hubbard School of Journalism about television, digital and social media journalism. Also discussed how to find jobs in the industry upon graduation.	1	General Manager
2	1/10/2022	Establishment of training programs for station personnel	Annual Ethics Training. Training reviews our long-standing ethical business practices and decision-making, including speaking up and raising concerns.	170	All Station Employees
3	2/1/2022	Establishment of training programs for station personnel	Director of Digital Content participated in Leadership in Action Program which is one of TEGNA's premier Leadership Development Program offerings designed to prepare our current and future Directors to be successful leaders. Session 1: Understanding Yourself as a Leader included training on emotional intelligence, Tools for Engagement, The Accountable TEGNA Leader, and Influencing Change.	1	Digital Content Director
4	2/8/2022	Establishment of training programs for station personnel	Department heads attended a TEGNA manager training session that addressed Giving and Receiving Feedback. Designed to provide them with hands on practice giving and receiving feedback to a variety of audiences. Completed by the VP of Finance.	1	VP of Finance
5	2/22/2022	Participation in events or programs sponsored by educational institutions	Digital Content Director spoke to an introductory-level media class at the University of Minnesota about digital media and how it's used in newsrooms. Also discussed his career track in media and how to find jobs after graduation.	1	Digital Content Director

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6	2/25/2022	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.	170	All Station Employees
7	Ongoing Event	Participation in events or programs sponsored by educational institutions	KARE multiskilled journalist is a faculty teacher at St. Olaf College. She mentors and teaches students on the broadcast industry and media studies. Also assists students on how to get their first broadcast industry job post graduation.	1	Multiskilled Journalist
8	3/7/2022	Establishment of a mentoring program	KARE 11 Community Partnerships Coordinator shadowed the Community Director at sister TEGNA station, WKYC, in Cleveland. Provided mentoring and career guidance.	1	Cause Marketing and Community Partnerships Coordinator
9	3/9/2022	Establishment of training programs for station personnel	Director of Digital Content participated in Leadership in Action Program which is one of TEGNA's premier Leadership Development Program offerings designed to prepare our current and future Directors to be successful leaders. Session 2: Characteristics of Style Preferences, Review of INSIGHT Results, Style Strengths, and Flexing Your Style.	1	Digital Director
10	4/7/2022	Establishment of training programs for station personnel	VP of Finance completed a TEGNA online training for performance and career development. This training's focus was How to Have a Career Conversation with Your Employees.	1	VP of Finance
11	4/7/2022	Participation in events sponsored by organizations representing the community	Multiskilled journalist attended Local journalists workshop with the Council on Foreign Relations in NYC. Learned new strategies in storytelling and shared best practices.	1	Multiskilled Journalist

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12	4/12/2022	Establishment of training programs for station personnel	Director of Digital Content participated in Leadership in Action Program which is one of TEGNA's premier Leadership Development Program offerings designed to prepare our current and future Directors to be successful leaders. Session 3: Leading Individuals and Teams included training on Leading for High Performance, Building for Individual Performance, Addressing Performance Problems, Motivating Employees through Recognition, and Building Team Performance.	1	Digital Content Director
13	4/14/2022	Participation in events or programs sponsored by educational institutions	Multiskilled Journalist spoke to a journalism class at the U of M about her work. Also discussed her career track into the broadcast industry and how to find jobs upon graduation.	1	Multiskilled Journalist
14	4/25/2022	Participation in events sponsored by organizations representing the community	Photojournalist attended 2-day convention for National Association of Broadcasters. Attended workshops on photography trends, best practices, and more. Discussed opportunities within the broadcast industry.	1	Photographer
15	5/4/2022	Establishment of training programs for station personnel	Director of Digital Content participated in Leadership in Action Program which is one of TEGNA's premier Leadership Development Program offerings designed to prepare our current and future Directors to be successful leaders. Session 4: Impact of Conflict, Sources of Conflict, Positions Versus Interests, The Conflict Continuum, Conflict Management Styles, Review of Conflict Styles, Using Conflict Styles Effectively, Analysis of Conflict, and Addressing Team Conflict.	1	Digital Content Director
16	5/10/2022	Establishment of training programs for station personnel	VP of Marketing for TEGNA's marketing shared service met with news employees about 'TANK Advanced'. Corporate seminar on the TEGNA Design TANK. This session specifically addressed advanced projects, and ways the TANK can improve storytelling day-to-day as well as in content like Extras and I-team stories.	20	All News Employees

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17	Ongoing Event	Establishment of a mentoring program	This station is participating in TEGNA Inc.'s Sales-In-Residence ("SIR") Program. TEGNA established this SIR Program to train and provide experience to college graduates interested in a career in sales. The SIR Program affords each selected SIR the opportunity to gain real-life experience in an active television station sales environment.	2	Account Executive Trainee Account Executive Trainee
18	6/6/2022	Establishment of a mentoring program	This station participated in TEGNA's corporate sponsored internship program. For three months, leaders hosted a news intern and a digital intern. Provided hands on experience in an active newsroom environment.	2	News Intern Digial Intern
19	6/8/2022	Establishment of training programs for station personnel	Department Heads and select frontline leaders attended an offsite strategic planning meeting where goals, training, employee engagement, and other initiatives were prioritized and planned.	17	Department Heads Frontline Leaders
20	6/9/2022	Establishment of training programs for station personnel	The DEI Task Force attended training/meeting held by corporate visitors from TEGNA's DEI corporate champions.	14	DEI Members
21	6/21/2022	Establishment of training programs for station personnel	Director of Digital Content participated in Leadership in Action Program which is one of TEGNA's premier Leadership Development Program offerings designed to prepare our current and future Directors to be successful leaders. Session 5: Personal Influence, Influencing Key Relationships and Building Alliances, Managing Up, and Leading Change.	1	Digital Content Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
22	6/24/2022	Establishment of training programs for station personnel	In June of 2022, second quarter Secure TEGNA cybersecurity training was launched. Employees across the company are required to complete this 15-minute online class designed to help ensure the security of our data and networks. The training provides information on social engineering, a series of manipulative practices cyber criminals adopt to convince users to surrender confidential information or fall victim to phishing attacks. Human awareness and action are the best ways to prevent cybercrimes. Please do your part to safeguard yourself and our company.	166	All Station Employees

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23	7/11/2022	Establishment of a mentoring program	This station is participating in TEGNA Inc.'s Producer-In-Residence ("PIR") Program. TEGNA Inc. 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.	4	Producer in Residence Producer in Residence Producer in Residence Producer in Residence
24	7/30/2022	Participation in events sponsored by organizations representing the community	Director of Photography attended conference and presented in a workshop on breaking down shots/technique used in a story. Also shared his career development track within the broadcast industry.	1	Director of Photography
25	8/3/2022	Establishment of training programs for station personnel	2-day station leadership team engagement training led by TEGNA's Director of Organization Development. This training targeted team dynamics and building a cohesive team.	11	Department Heads

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26	8/19/2022	Participation in other activities designed by the station employment unit	Multiskilled journalist was interviewed by three local teen filmmakers interested in learning more about the news gathering business. They also discussed career opportunities within the broadcast industry.	1	Multiskilled Journalist
27	9/8/2022	Participation in events sponsored by organizations representing the community	Assistant News Director attended a Poynter training workshop: A Journalist's Guide to Covering Jails: Minneapolis. This intensive two-day workshop at the U of M focused on understanding the causes and consequences of local jail incarceration and explore ways that communities are addressing the issue.	1	Assistant News Director
28	Ongoing Event	Establishment of training programs for station personnel	Monthly internal Confidence Builder Workshop for sales employees. The focus was on confidence and team building.	14	All Sales Employees
29	9/22/2022	Participation in other activities designed by the station employment unit	Assistant News Director led station tour for State Department Sponsored International Journalists. Provided insight into the inner workings of a television station. Also discussed his career track into a leadership position within the broadcast industry.	1	Assistant News Director
30	9/22/2022	Participation in events or programs sponsored by educational institutions	Multiskilled journalist spoke to a journalism class at St. Olaf about her work. Also discussed her background and how she got into the broadcast industry.	1	Multiskilled Journalist
31	9/29/2022	Participation in events or programs sponsored by educational institutions	KARE photographer spoke to St. Olaf College class about his work in photojournalism and editing. Also discussed his career track inside the broadcast industry.	1	Photographer
32	9/30/2022	Participation in events or programs sponsored by educational institutions	Meteorologist gave a weather presentation to a group of second graders at Lake Harriet School. The kids learned how certain weather forms by watching and participating in weather experiments. Also discusses how he became a meteorologist.	1	Meteorologist

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33	10/2/2022	Participation in events sponsored by organizations representing the community	Reporter and Director of Photography presented at a storytelling workshop on reporter/photographer communication, audio and how to use it, and breaking down shots/ technique used in a story. Shared information on their career track within the broadcast industry.	2	Director of Photography Reporter
34	10/4/2022	Participation in events or programs sponsored by educational institutions	General Manager spoke to 25 students from the University of Florida about the broadcast industry, journalism and job opportunities.	1	General Manager
35	10/11/2022	Participation in events sponsored by organizations representing the community	Digital Sales Manager and Director of Digital Content attended meeting for all broadcasters in Minnesota to gather and talk about industry and headwinds in Minnesota. Participated on a Digital Sales panel for the convention. Also discussed careers within the broadcast industry.	2	Digital Sales Manager Director of Digital Content
36	Ongoing Event	Participation in events sponsored by organizations representing the community	KARE listening sessions hosted by Multiskilled Journalist. Different community members are invited to share their thoughts and ideas and have an honest discussion on how to better represent others in our community. Discussed broadcast industry careers, challenges, and more.	17	Cause Marketing and Community Partnerships Multiskilled Journalist Other Newsroom Employees
37	10/20/2022	Participation in events or programs sponsored by educational institutions	Director of Digital Content spoke to a journalism class at the U of Minnesota. Among other things, discussed opportunities in the broadcast industry.	1	Director of Digital Content
38	10/26/2022	Establishment of training programs for station personnel	Two-day Leadership Development Program to support the ongoing growth and development of our leaders across all leadership levels. Corporate provided a learning series designed to help enhance one's leadership skills.	2	Director of Sales Director of Marketing
39	11/3/2022	Participation in events or programs sponsored by educational institutions	Sales AE spoke at Orono High School while they were celebrating Hispanic Heritage Month. He was asked to come in and speak about being a member of the Hispanic community in Orono, his education after high school, and work at Univision Minnesota and KARE 11.	1	Sales Account Executive