

KWES-TV
EEO PUBLIC FILE REPORT
January 2, 2019 - March 31, 2019

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
Meteorologist	25	25
Multiskilled Journalist	25	25
Multiskilled Journalist	25	25
Multiskilled Journalist	25	25
Master Control Operator	2-12, 14-24, 26-54	9
Production Assistant	1-24, 26-54	13

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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	1St Staffing 650 S. JBS Parkway Odessa , Tennessee 79761 Phone : 432-550-4059 Email : joeb@staffitusa.com Joe Borrego	Y	0
2	Abilene Christian University 1600 Campus Ct Abilene, Texas 79601 Url : http://handshake.com Job Posting Manual Posting	N	0
3	Alabama State University 915 S Jackson St Montgomery, Alabama Phone : 334-229-4156 Email : etucker@alasu.edu Ella Tucker	N	0
4	Amarillo College 2201 S. Washington St. Amarillo, Texas 79109 Phone : 806-371-5298 Email : ddabel@actx.edu Don Abek	N	0
5	American Broadcasting School 712 W. Watson Rd. Arlinton, Texas 76011 Phone : 817-685-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
6	Angelo State University ASU Station #11026 San Angelo, Texas 76909 Phone : 325-942-2255 Email : career.development@angelo.edu Julie Ruthenbeck	N	0
7	Arizona State University 522 N. Central Ave. #251 Phoenix, Arizona 85004 Phone : 480-965-2350 Url : http://handshake.com Lexy Townsend Manual Posting	N	0

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8	Baylor University One Bear Place #97036 Waco, Texas 76798 Phone : 254-710-8666 Url : http://handshake.com Michelle Mcohenour Manual Posting	N	0
9	Career Builder 200 N. LaSalle Dr. Suite 1100 Chicago, Illinois 60601 Url : http://careerbuilder.com Career Site Manual Posting	N	1
10	Eastern New Mexico University ENMU Station # 34 Portales, Texas 88130 Phone : 505-562-1011 Email : careerandcounseling.intern@enmu.edu Susan Larson	N	0
11	Illinois Center for Broadcasting 455 Eisenhower Ln. S # 200 Lombard, Illinois 60148 Phone : 630-916-1700 Email : cjackson@beonair.com Carl Jackson	N	0
12	Indeed 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Url : http://indeed.com Career Site Manual Posting	N	0
13	Internal Candidate	N	1
14	Laredo Community College West End Washington Street Laredo, Texas 78040 Phone : 956-721-5135 Email : gloria.perez@laredo.edu Gloria Perez	N	0

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15	LinkedIn 1000 W. Maude Sunnyvale, California 94085 Url : http://linkedin.com Career Site Manual Posting	N	0
16	Louisiana State University 156 Thomas Boyd Hall Louisiana State University Baton Rouge, Louisiana 70803 Phone : 225-578-8863 Url : http://handshake.com Job Posting Manual Posting	N	0
17	Lubbock Christian University 5601 19th St. Lubbock, Texas 79423 Phone : 806-720-7215 Email : sheila.dye@lcu.edu Sheila Dye	N	0
18	Medaille College 18 Agassiz Cir Bufafalo, New York 14214 Url : http://handshake.com Job Posting Manual Posting	N	0
19	Midland Chamber of CommerceEconomic Development 109 N Main Midland, Texas 79701 Phone : 432-686-3571 Email : amber@midlandhcc.com Amber NA	N	0
20	Midland College 3600 N Garfield Midland, Texas 79705 Phone : 432-685-4716 Email : ldaniels@midland.edu Lupe Daniels	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
21	Midwestern State University 3410 Taft Wichita Falls, Texas 79701 Phone : 940-397-4407 Url : http://handshake.com Sara Ward Manual Posting	N	0
22	MyJobHelper 33 Irving Place New York, New York 10003 Url : https://myjobhelper.com/ Career Site Manual Posting	N	0
23	New Mexico Institute of Minine and Technology 801 Leroy Pl, Socorro, New Mexico 87801 Url : http://handshake.com Tristine Hayward Manual Posting	N	0
24	Oklahoma State University 3600 Student Union Stillwater, Oklahoma 74078 Phone : 405-744-2242 Email : careers@okstate.edu Career Service	N	0
25	Other Source	N	4
26	Our Lady of the Lake University 411 SW 24th St San Antonio, Texas 78207 Url : http://handshake.com Online Posting Manual Posting	N	0
27	Rawls College of Business- Texas Tech University 703 Flint Ave. Lubbock, Texas 79409 Url : http://handshake.com Hailey Walker 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
28	San Antonio College 1300 San Pedro Ave San Antonio, Texas 78212 Phone : 210-785-6021 Email : belauss1@alamo.edu Brittany Clauss	N	0
29	Southernwestern University PO Box 770 Georgetown, Texas 79627 Phone : 512-863-6511 Email : career.services@southwestern.edu Roger Young	N	0
30	Stephen F. Austin University 1936 North St. Nacogdoches, Texas 75962 Url : http://handshake.com Online Posting Manual Posting	N	0
31	Sul Ross University UC 211C Box C-171 Alpine, Texas 79832 Phone : 432-837-8178 Email : jrueb@sulross.edu J Rueb	N	0
32	Tarleton State University Box T550 Stephenville, Texas 76402 Phone : 254-968-9078 Url : http://handshake.com Shannon M Manual Posting	N	0
33	TEGNA Careers Site 8350 Broad St. Tysons, Virginia 22102 Url : http://www.tegna.com/job-listings/ Tegna Site Manual Posting	N	0
34	Texas A&M University PO Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Email : tina.boitnott@tamuc.edu Tina Boitnott	N	0

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35	Texas A&M University- Corpus Chrisiti 6300 Ocean Dr. Corpus Christi, Texas 78412 Url : http://handshake.com Nancy Salinas Manual Posting	N	0
36	Texas Association of Broadcasters 502 E. 11th St. Ste. 200 Austin, Texas 79701 Email : anna.romero@tab.org Rebecca Landsberry	N	0
37	Texas State University 601 University Dr San Marcos, Texas 78666 Url : http://handshake.com Ron Bowden Manual Posting	N	0
38	Texas Tech University Box 43082 Lubbock, Texas 78666 Phone : 806-742-6500 Email : ac.perez@ttu.edu Amanda Perez	N	0
39	Texas Womans's University 304 Administration Drive P.O. Box 425589 Denton, Texas 76204 Url : http://handshake.com Julie Way Manual Posting	N	0
40	The University of Oklahoma 660 Parrinton Oval Norman, Oklahoma 73019 Url : http://handshake.com Kim Sherbon Manual Posting	N	0
41	TSTC Abilene 650 E. HW 80 Abilene, Texas 79602 Email : julia.humphrey@tstc.edu Anna Romero	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
42	TV Jobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 325-734-3612 Url : http://www.tvjobs.com Julia Humphrey Manual Posting	N	0
43	TVB.org 120 Wall Street 15th Floor New York, New York Phone : 212-486-1111 Url : http://www.tvb.org Mark Holloway Manual Posting	N	0
44	University of Arizona Th university of Arizona Tucson, Arizona 85721 Url : http://handshake.com Sara Rosenburg Manual Posting	N	0
45	University of Central Oklahoma 100 N University Dr. Box 128 Edmond, Oklahoma 73034 Phone : 405-974-3346 Email : careers@uco.edu Beth Waddleow	N	0
46	University of New Mexico MSC11 6325 1 University of New Mexico Albuquerque, New Mexico 87131 Url : http://handshake.com Lindsay Lopex Manual Posting	N	0
47	University of North Texas 1155 Union Cir. Denton, Texas 76203 Url : http://handshake.com Daisy Gillam Manual Posting	N	0

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48	University of Texas at Arlington 701 W Nedderman Dr. Arlington, Texas 76019 Url : http://handshake.com Katie Block Manual Posting	N	0
49	University of Texas Austin 1 University Station Austin, Texas 78712 Phone : 512-417-9421 Christina Worle Manual Posting	N	0
50	University of Texas El Paso 500 W. University El Paso, Texas 79902 Phone : 915-747-5640 Email : careers@utep.edu George Barton	N	0
51	University of Texas of San Antonio 1 TUSA Circle San Antonio, Texas 78249 Url : http://handshake.com Laura Escobar Manual Posting	N	0
52	University of Texas Permian Basin 4901 E. University Blvd. Odessa, Texas 79762 Phone : 432-552-3634 Email : careerservices@utpb.edu Tony Love	N	0
53	West Texas A&M University 2501 4th Ave Canyon, Texas 79016 Url : http://handshake.com Kim Muller Manual Posting	N	0
54	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

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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	1/2/2019	Establishment of training programs for station personnel	"Opening Day" marked the first day for KWES staff to be part of TEGNA. HR conducted benefits enrollment meetings and orientation for staff.	1	HR Business Partner
2	1/24/2019	Participation in events sponsored by community groups	Family Science Night at the Petroleum Museum "Powered by Science" was attended by 3 station Meteorologists, who set up experiments and talked to kids about the "science" field and their careers.	3	Meteorologist Meteorologist Meteorologist
3	2/26/2019	Establishment of training programs for station personnel	TEGNA Sales Summit (February 26 - 28, 2019) included station General Managers and Director of Sales from across 46 stations. Over the course of three days attendees had a chance to hold discussions, participate in sessions and serve on panels that addressed sales techniques and leadership topics.	2	General Manager Director of Sales
4	3/18/2019	Establishment of training programs for station personnel	TEGNA Labor Relations Training – Labor Relations provides 1 hour 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	HR Business Partner