

**KWES-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2021 - March 31, 2022**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

| Job Title                                    | Recruitment Sources ("RS")<br>Used to Fill Vacancy   | RS Referring<br>Hiree |
|--|--|-----------------------|
| Production Assistant                         | 1-8, 10, 12, 14-15, 17, 19-26, 28-30, 32-35, 37-51, 53-61, 63-65   | 63                    |
| Integrated Account Executive - 009306        | 2-8, 10-16, 18, 20-22, 24, 28-30, 32-35, 37-51, 53-61, 64-65   | 11                    |
| Multiskilled Journalist - 9830               | 2-8, 10, 12, 14-15, 21-22, 24, 28-30, 32-35, 37-38, 40-51, 53-61, 64-65                                      | 15                    |
| Producer - 10277                             | 3-6, 10, 12, 14, 32, 35, 37, 41-42, 44, 46, 49, 54, 59, 65   | 41                    |
| Newscast Director - 10316                    | 3-6, 8, 10, 12, 14-15, 21-22, 28, 32, 35, 37, 41-42, 44, 46, 49, 54, 57, 59, 61, 65                          | 41                    |
| Assistant Technical Director-10540           | 1-8, 10, 12, 14-15, 19, 21, 23-25, 27-35, 37-57, 59-61, 64-65  | 41                    |
| Multi-Skilled Journalist-10541               | 1, 3-6, 8, 10, 12, 14-15, 19, 23, 25, 28, 31-32, 35, 37, 39, 41-42, 44, 46, 49, 52, 54, 57, 59, 61, 65       | 41                    |
| Producer - 10473                             | 15, 36, 41   | 41                    |
| Sport MSJ - 10780                            | 1, 3-6, 8, 10, 12, 14-15, 19, 21, 23, 25, 27-28, 31-32, 35-37, 39, 41-42, 44, 46, 49, 52, 54, 57, 59, 61, 65 | 41                    |
| Writer/Producer/Editor (Promotions) - 10408  | 10, 15, 21, 41, 65   | 41                    |
| West Texas Digital Campaign Specialist-11379 | 1, 3-6, 8, 10, 12, 14-15, 19, 21, 23, 25, 27-28, 31-32, 35, 37, 39, 41-42, 44, 46, 49, 57, 59, 61, 65        | 41                    |
| Morning Show Producer-11456                  | 1, 3-6, 8, 10, 12, 14-15, 19, 21, 23, 25, 27-28, 31-32, 35-37, 39, 41-42, 44, 46, 49, 57, 59, 61, 65         | 41                    |
| Production Assistant-11490                   | 1, 3-6, 8-10, 12, 14-16, 19, 21, 23, 25, 27-28, 31-32, 35, 37, 39, 41-42, 44, 46, 49, 57, 59, 61, 65         | 41                    |
| Production Assistant-11490                   | 1, 3-6, 8-10, 12, 14-16, 19, 21, 23, 25, 27-28, 31-32, 35, 37, 39, 41-42, 44, 46, 49, 57, 59, 61, 65         | 16                    |
| Production Assistant-11490                   | 1, 3-6, 8-10, 12, 14-16, 19, 21, 23, 25, 27-28, 31-32, 35, 37, 39, 41-42, 44, 46, 49, 57, 59, 61, 65         | 41                    |
| Account Manager-11854                        | 1, 3-6, 10, 12, 14-15, 19, 21, 23, 25, 27-28, 31-32, 35, 37, 39, 41-42, 44, 46, 49, 57, 61-62, 65            | 41                    |
| Broadcast Director-11878                     | 1, 3-6, 10, 12, 14-15, 19, 23, 25, 27-28, 31-32, 35, 37, 39, 41-42, 44, 46, 49, 57-59, 61-62, 65             | 41                    |

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|--|---|-----------------------|
| Creative Services Commercial Producer-011902 | 1, 3-6, 10, 12, 14-15, 19, 21, 23, 25, 27-28, 31-32, 35, 37, 39, 41-42, 44, 46, 49, 57, 59, 61-62, 65 | 41                    |
| Office Support Specialist - 012276           | 1, 3-6, 10, 12, 14-15, 19, 21, 23, 25, 27-28, 31-32, 35, 37, 39, 41-42, 44, 46, 49, 57, 59, 61-62, 65 | 41                    |
| Production Assistant EEO                     | 1, 3-6, 10, 12, 14-15, 19-21, 23, 25, 27-28, 31-32, 35, 37, 39, 41-42, 44, 46, 49, 57, 59, 61-62, 65  | 20                    |

**KWES-TV**  
**EEO PUBLIC FILE REPORT**

April 1, 2021 - March 31, 2022

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

**KWES-TV**  
**EEO PUBLIC FILE REPORT**

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|-----------|--|---|--|
| 8         | Baylor University<br>One Bear Place #97036<br>Waco, Texas 76798<br>Phone : 254-710-8666<br>Email : askHR@baylor.edu<br>Michelle Mcohenour  | N   | 0  |
| 9         | Call In  | N   | 2  |
| 10        | Career Builder<br>200 N. LaSalle Dr. Suite 1100<br>Chicago, Illinois 60601<br>Url : <a href="http://careerbuilder.com">http://careerbuilder.com</a><br>Career Site<br>Manual Posting | N   | 2  |
| 11        | Corporate Office   | N   | 3  |
| 12        | Eastern New Mexico University<br>ENMU Station # 34<br>Portales, Texas 88130<br>Phone : 505-562-1011<br>Email : careerandcounseling.intern@enmu.edu<br>Susan Larson                   | N   | 0  |
| 13        | Employee Referral  | N   | 1  |
| 14        | Illinois Center for Broadcasting<br>455 Eisenhower Ln. S # 200<br>Lombard, Illinois 60148<br>Phone : 630-916-1700<br>Email : cjackson@beonair.com<br>Carl Jackson                    | N   | 0  |
| 15        | Indeed<br>6433 Champion Grandview Way Building 1<br>Austin, Texas 78750<br>Url : <a href="http://indeed.com">http://indeed.com</a><br>Career Site<br>Manual Posting                  | N   | 2  |
| 16        | Indeed.com   | N   | 2  |
| 17        | Internal Candidate   | N   | 1  |
| 18        | Job Board  | N   | 1  |

**KWES-TV**  
**EEO PUBLIC FILE REPORT**

April 1, 2021 - March 31, 2022

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|-----------|---|---|--|
| 19        | Laredo Community College<br>West End Washington Street<br>Laredo, Texas 78040<br>Phone : 956-721-5135<br>Email : gabriela.banda@laredo.edu<br>Gabriela Banda                      | N   | 0  |
| 20        | Linked In   | N   | 7  |
| 21        | LinkedIn<br>1000 W. Maude<br>Sunnyvale, California 94085<br>Url : <a href="http://linkedin.com">http://linkedin.com</a><br>Career Site<br>Manual Posting                          | N   | 4  |
| 22        | Louisiana State University<br>156 Thomas Boyd Hall Louisiana State University<br>Baton Rouge, Louisiana 70803<br>Phone : 225-578-8863<br>Email : lsaunders@lsu.edu<br>Job Posting | N   | 0  |
| 23        | Lubbock Christian University<br>5601 19th St.<br>Lubbock, Texas 79423<br>Phone : 806-720-7215<br>Email : humanresources@LCU.edu<br>College Recruiters                             | N   | 0  |
| 24        | Medaille College<br>18 Agassiz Cir<br>Bufafalo, New York 14214<br>Url : <a href="http://handshake.com">http://handshake.com</a><br>Job Posting<br>Manual Posting                  | N   | 0  |
| 25        | Midland Chamber of CommerceEconomic Development<br>109 N Main<br>Midland, Texas 79701<br>Phone : 432-686-3571<br>Email : info@midlandtxchamber.com<br>Recruiters NA               | N   | 0  |
| 26        | Midland College<br>3600 N Garfield<br>Midland, Texas 79705<br>Phone : 432-685-4716<br>Email : ldaniels@midland.edu<br>Lupe Daniels  | N   | 0  |

**KWES-TV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2021 - March 31, 2022**

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|------------------|--|--|---|
| 27               | Midland Workforce<br>3600 N Garfield Technology Building #138<br>Midland, Texas 79705<br>Phone : 432-685-8336<br>Email : vivian.giddings@twc.texas.gov<br>Recruiters N/A                           | N  | 0   |
| 28               | Midwestern State University<br>3410 Taft<br>Wichita Falls, Texas 79701<br>Phone : 940-397-4407<br>Email : Courtney.grimes@msutexas.edu<br>Courtney Grimes  | N  | 0   |
| 29               | MyJobHelper<br>33 Irving Place<br>New York, New York 10003<br>Url : <a href="https://myjobhelper.com/">https://myjobhelper.com/</a><br>Career Site<br>Manual Posting                               | N  | 0   |
| 30               | New Mexico Institute of Minine and Technology<br>801 Leroy Pl,<br>Socorro, New Mexico 87801<br>Url : <a href="http://handshake.com">http://handshake.com</a><br>Tristine Hayward<br>Manual Posting | N  | 0   |
| 31               | Odessa College<br>201 W University<br>Odessa, Texas 79764<br>Phone : 432-335-6853<br>Email : dgutierrez@odessa.edu<br>College Recruiters   | N  | 0   |
| 32               | Oklahoma State University<br>3600 Student Union<br>Stillwater, Oklahoma 74078<br>Phone : 405-744-2242<br>Email : careers@okstate.edu<br>Career Service   | N  | 0   |
| 33               | Our Lady of the Lake University<br>411 SW 24th St<br>San Antonio, Texas 78207<br>Url : <a href="http://handshake.com">http://handshake.com</a><br>Online Posting<br>Manual Posting                 | N  | 0   |

**KWES-TV**  
**EEO PUBLIC FILE REPORT**

April 1, 2021 - March 31, 2022

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|-----------|--|---|--|
| 34        | Rawls College of Business- Texas Tech University<br>703 Flint Ave.<br>Lubbock, Texas 79409<br>Url : <a href="http://handshake.com">http://handshake.com</a><br>Hailey Walker<br>Manual Posting               | N   | 0  |
| 35        | San Antonio College<br>1300 San Pedro Ave<br>San Antonio, Texas 78212<br>Phone : 210-785-6021<br>Email : <a href="mailto:belauss1@alamo.edu">belauss1@alamo.edu</a><br>Brittany Clauss                       | N   | 0  |
| 36        | Self Referral  | N   | 3  |
| 37        | Southernwestern University<br>PO Box 770<br>Georgetown, Texas 79627<br>Phone : 512-863-6511<br>Email : <a href="mailto:career.services@southwestern.edu">career.services@southwestern.edu</a><br>Roger Young | N   | 0  |
| 38        | Stephen F. Austin University<br>1936 North St.<br>Nacogdoches, Texas 75962<br>Url : <a href="http://handshake.com">http://handshake.com</a><br>Online Posting<br>Manual Posting                              | N   | 0  |
| 39        | Sul Ross University<br>UC 211C Box C-171<br>Alpine, Texas 79832<br>Phone : 432-837-8178<br>Email : <a href="mailto:kdevoll@sulross.edu">kdevoll@sulross.edu</a><br>K. Devoll                                 | N   | 0  |
| 40        | Tarleton State University<br>Box T550<br>Stephenville, Texas 76402<br>Phone : 254-968-9078<br>Url : <a href="http://handshake.com">http://handshake.com</a><br>Shannon M<br>Manual Posting                   | N   | 0  |

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|------------------|--|--|---|
| 41               | TEGNA Careers Site<br>8350 Broad St.<br>Tysons, Virginia 22102<br>Url : <a href="http://www.tegna.com/job-listings/">http://www.tegna.com/job-listings/</a><br>Tegna Site<br>Manual Posting  | N  | 50  |
| 42               | Texas A&M University<br>PO Box 3011<br>Commerce, Texas 75429<br>Phone : 903-886-5014<br>Email : <a href="mailto:tina.boitnott@tamuc.edu">tina.boitnott@tamuc.edu</a><br>Tina Boitnott        | N  | 0   |
| 43               | Texas A&M University- Corpus Christiti<br>6300 Ocean Dr.<br>Corpus Christi, Texas 78412<br>Url : <a href="http://handshake.com">http://handshake.com</a><br>Nancy Salinas<br>Manual Posting  | N  | 0   |
| 44               | Texas Association of Broadcasters<br>502 E. 11th St. Ste. 200<br>Austin, Texas 79701<br>Email : <a href="mailto:anna.romero@tab.org">anna.romero@tab.org</a><br>Anna Romero                  | N  | 0   |
| 45               | Texas State University<br>601 University Dr<br>San Marcos, Texas 78666<br>Url : <a href="http://handshake.com">http://handshake.com</a><br>Ron Bowden<br>Manual Posting                      | N  | 0   |
| 46               | Texas Tech University<br>Box 43082<br>Lubbock, Texas 78666<br>Phone : 806-742-6500<br>Email : <a href="mailto:ac.perez@ttu.edu">ac.perez@ttu.edu</a><br>Amanda Perez                         | N  | 0   |
| 47               | Texas Womans's University<br>304 Administration Drive P.O. Box 425589<br>Denton, Texas 76204<br>Url : <a href="http://handshake.com">http://handshake.com</a><br>Julie Way<br>Manual Posting | N  | 0   |



**KWES-TV**  
**EEO PUBLIC FILE REPORT**

April 1, 2021 - March 31, 2022

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|-----------|---|---|--|
| 48        | The University of Oklahoma<br>660 Parrinton Oval<br>Norman, Oklahoma 73019<br>Url : <a href="http://handshake.com">http://handshake.com</a><br>Kim Sherbon<br>Manual Posting                      | N   | 0  |
| 49        | TSTC Abilene<br>650 E. HW 80<br>Abilene, Texas 79602<br>Email : <a href="mailto:julia.humphrey@tstc.edu">julia.humphrey@tstc.edu</a><br>Anna Romero   | N   | 0  |
| 50        | TV Jobs.com<br>P.O. Box 4116<br>Oceanside, California 92052<br>Phone : 325-734-3612<br>Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a><br>Julia Humphrey<br>Manual Posting        | N   | 0  |
| 51        | TVB.org<br>120 Wall Street 15th Floor<br>New York, New York<br>Phone : 212-486-1111<br>Url : <a href="http://www.tvb.org">http://www.tvb.org</a><br>Mark Holloway<br>Manual Posting               | N   | 0  |
| 52        | United Methodist Church<br>4910 Cobbs Dr.<br>Waco, Texas 76710<br>Phone : 254-754-1822<br>Email : <a href="mailto:mmoore@asburyodessa.org">mmoore@asburyodessa.org</a><br>M. Moore                | N   | 0  |
| 53        | University of Arizona<br>Th university of Arizona<br>Tucson, Arizona 85721<br>Url : <a href="http://handshake.com">http://handshake.com</a><br>Sara Rosenburg<br>Manual Posting                   | N   | 0  |
| 54        | University of Central Oklahoma<br>100 N University Dr. Box 128<br>Edmond, Oklahoma 73034<br>Phone : 405-974-3346<br>Email : <a href="mailto:careers@uco.edu">careers@uco.edu</a><br>Beth Waddleow | N   | 0  |

**KWES-TV**  
**EEO PUBLIC FILE REPORT**

April 1, 2021 - March 31, 2022

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|-----------|--|---|--|
| 55        | University of New Mexico<br>MSC11 6325 1 University of New Mexico<br>Albuquerque, New Mexico 87131<br>Url : <a href="http://handshake.com">http://handshake.com</a><br>Lindsay Lopex<br>Manual Posting                             | N   | 0  |
| 56        | University of North Texas<br>1155 Union Cir.<br>Denton, Texas 76203<br>Url : <a href="http://handshake.com">http://handshake.com</a><br>Daisy Gillam<br>Manual Posting   | N   | 0  |
| 57        | University of Texas at Arlington<br>701 W Nedderman Dr.<br>Arlington, Texas 76019<br>Url : <a href="http://handshake.com">http://handshake.com</a><br>Email : <a href="mailto:stillery@uta.edu">stillery@uta.edu</a><br>S. Tillery | N   | 0  |
| 58        | University of Texas Austin<br>1 University Station<br>Austin, Texas 78712<br>Phone : 512-417-9421<br>Email : <a href="mailto:hireutexas@austin.utexas.edu">hireutexas@austin.utexas.edu</a><br>College Recruiters                  | N   | 0  |
| 59        | University of Texas El Paso<br>500 W. University<br>El Paso, Texas 79902<br>Phone : 915-747-5640<br>Email : <a href="mailto:osegueda@utep.edu">osegueda@utep.edu</a><br>Ashley Thomas  | N   | 0  |
| 60        | University of Texas of San Antonio<br>1 TUSA Circle<br>San Antonio, Texas 78249<br>Url : <a href="http://handshake.com">http://handshake.com</a><br>Laura Escobar<br>Manual Posting  | N   | 0  |
| 61        | University of Texas Permian Basin<br>4901 E. University Blvd.<br>Odessa, Texas 79762<br>Phone : 432-552-3634<br>Email : <a href="mailto:Briggs_k@utpb.edu">Briggs_k@utpb.edu</a><br>K. Briggs                                      | N   | 0  |

**KWES-TV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2021 - March 31, 2022**

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| <b>RS<br/>Number</b>                           | <b>RS Information</b>  | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|--|--|--|---|
| 62   | University of the Incarnate Word<br>4301 Broadway<br>San Antonio, Texas 78209<br>Email : benne@uiwtx.edu<br>Kristine Benne   | N  | 0   |
| 63   | Unknown Referral Source  | N  | 3   |
| 64   | West Texas A&M University<br>2501 4th Ave<br>Canyon, Texas 79016<br>Url : <a href="http://handshake.com">http://handshake.com</a><br>Kim Muller<br>Manual Posting  | N  | 0   |
| 65   | <a href="http://www.mediagignow.com">www.mediagignow.com</a><br>300 South Riverside Plaza Suite 800<br>Chicago, Illinois 60606<br>Phone : 336-553-0620<br>Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a><br>Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a><br>MediaGigNow.com | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |  |  | <b>81</b>   |

**KWES-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2021 - March 31, 2022**

**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 | 4/9/2021    | Provision of training to management                      | Diversity Training focused on Talent/Recruitment practices. Training involved learning about diversity, equity and inclusion, benefits of a diverse team, leveraging college, universities and local organizations. Session also included best practices in measuring diversity, transferrable skills, combatting unconscious bias, and mindful language in recruitment and placement.                | 2                                   | General Manager<br>Office Manager  |
| 2 | 4/12/2021   | Establishment of training programs for station personnel | Sales Account Executives attended a webinar about Over the Top selling (OTT). This fast growing segment of media sales is defining the future of advertising. The training informs the sales team about what's available to clients on this new media front.  | 4                                   | Account Executive<br>Account Executive<br>Account Executive<br>Account Executive |
| 3 | 5/11/2021   | Establishment of training programs for station personnel | "7 Steps To A Fantastic Recovery" is a webinar hosted by a LBS Broadcast selling expert and President of Revenue Development Resources. In this session Presenter discusses overlooked details that will make sellers better prepared to build and enhance selling efforts during a time of economic recovery.  | 4                                   | Account Executive<br>Account Executive<br>Account Executive<br>Account Executive |
| 4 | 5/11/2021   | Provision of training to management                      | Manager Inside Out Training – Sales Leaders attend Inside Out Training. This training is a part of TEGNA onboarding training for all new sales leaders. Over the course of two days, topics covered include the art of teaching product intelligence and awareness, prospecting, presentations, building a proposal and closing the deal. Participants role play real scenarios for maximum learning. | 1                                   | Sales Manager  |
| 5 | 6/8/2021    | Establishment of training programs for station personnel | Sales Account Executives attended a webinar, which addresses advertising mistakes made by clients. Sales participants are exposed to scenarios which offer guidance and solutions for their clients to present to their customers.  | 4                                   | Account Executive<br>Account Executive<br>Account Executive<br>Account Executive |

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**EEO PUBLIC FILE REPORT**

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|   | <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>   |
|---|-------------|--|---|-------------------------------------|--|
| 6 | 7/5/2021    | Establishment of training programs for station personnel | Integrity is a core value at TEGNA and KWES. 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. Knowing and understanding and abiding by our TEGNA Ethics Policy is fundamental to our ability to serve our communities with the highest standards. Because it is critical that we hold ourselves to the highest levels of ethics we require all employees to complete the Conflicts Of Interest: Protecting the Company's Interests" training as well as a brief survey on ethics. | 60                                  | All employees  |
| 7 | 7/13/2021   | Establishment of training programs for station personnel | LBS digital expert discusses the fact that there has never been a more urgent time for broadcast sellers to truly comprehend marketing from a traditional, digital and events perspective. Today's TV and Radio salespeople must be more than just "adequate" multimedia consultants. Sellers must know how to champion their clients' complete marketing plans.  | 4                                   | Account Executive<br>Account Executive<br>Account Executive<br>Account Executive |
| 8 | 7/14/2021   | Establishment of training programs for station personnel | Basic training on equipment and computers for positions that are not considered traditional reporter roles was conducted. The training provided technical knowledge about camera usage, editing, writing and equipment. Participants heard from an experienced journalist who passed along expert tips.   | 2                                   | Anchor<br>Digital Content<br>Producer  |
| 9 | 8/19/2021   | Provision of training to management                      | Senior station managers attended a three part series on Diversity, Equity and Inclusion facilitated by the National Center for Civil and Human Rights. The three part series focused on examining beliefs and values, systemic racism, implicit bias, microaggressions, anti-racism and gross-generational diversity.   | 4                                   | General Manager<br>Director of Technology<br>News Director<br>Director of Sales  |

**KWES-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2021 - March 31, 2022**

**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>  |
|----|---------------|--|--|-------------------------------------|---|
| 10 | Ongoing Event | Establishment of training programs for station personnel | Storytelling Workshop for Advanced Reporting is led by one of TEGNA's veteran reporters. Sessions are conducted for a 10 week period from October through December. Participants are selected by management to attend.   | 2                                   | Anchor<br>Anchor/MSJ  |
| 11 | 10/12/2021    | Establishment of training programs for station personnel | "Building Better Relationships With Automotive Dealerships" webinar was attended by members of the sales team. The majority of broadcasters have experienced extreme declines in auto revenue during the past year. Techniques and strategies to increase dealers' spending and to maximize local ad share were addressed. | 4                                   | Account Executive<br>Account Executive<br>Account Executive<br>Account Executive          |
| 12 | 11/1/2021     | Participation in Job Fairs                               | Department Heads participated in a virtual Texas Tech Communication Career Fair. Target Audience included Multiskilled Journalists, Producers, and Account Executives for openings in News and Sales.  | 7                                   | News Director<br>Director of Sales<br>Head of Technology<br>Marketing Director            |
| 13 | 11/2/2021     | Establishment of training programs for station personnel | All KWES employees were required to go through TEGNA's Cybersecurity Training by November 3, 2021. This training helps employees understand common cybersecurity threats and how to identify warning signs and red flags that they may encounter in both their personal and professional digital lives.                    | 60                                  | All employees   |
| 14 | 11/13/2021    | Establishment of training programs for station personnel | Photography training offered by TEGNA for Multi Skilled Journalists and Producers to better understand camera placement, in order to improve their visual storytelling skills for viewers in their area.   | 6                                   | Multi Skilled<br>Journalist<br>Producer<br>Photojournalist<br>Digital Content<br>Producer |
| 15 | 2/4/2022      | Establishment of training programs for station personnel | All employees were required to complete the Mandatory TEGNA Annual Ethics Survey and Training by 2/5/2022. The training reviews our long-standing ethical business practices and decision making, including speaking up and raising concerns.  | 51                                  | All employees   |

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|----|-------------|--|--|-------------------------------------|--------------------------|
| 16 | 2/25/2022   | Establishment of training programs for station personnel | Mandatory Cybersecurity Training for all TEGNA stations. This 30-minute online course focuses on cybersecurity basics. It provides participants guidance to avoid spam emails, phishing and all forms of cybersecurity threats, which may be encountered professionally or personally. | 51                                  | All employees            |