

KWES-TV
EEO PUBLIC FILE REPORT
April 1, 2020 - March 31, 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
Producer 8687	1-9, 12, 14-15, 18-30, 32-34, 36-58, 60-61	39
Local Sales Manager - 008519	1-16, 19-28, 30, 32-34, 36-58, 60-61	10
Meteorologist/MSJ - 9460	2-9, 12, 14-15, 20-28, 30, 32-34, 36-58, 60-61	15
Digital Content Producer - 8949	1-9, 12, 14-15, 18-28, 30, 32-58, 60-61	39
Producer - 9530	2-9, 12, 14-15, 20-22, 25-30, 32-34, 36-61	39
Marketing Director - 9544	2-9, 12, 14-15, 20-22, 25-28, 30-34, 36-58, 60-61	39
Integrated Account Executive - 009306	2-10, 12-17, 19-22, 25-28, 30, 32-34, 36-58, 60-61	10
Multiskilled Journalist - 9678	2-9, 12, 14-16, 20-22, 25-28, 30, 32-34, 36, 38-58, 60-61	39
Digital Content Producer - 9829	2-9, 12, 14-15, 20-22, 25-28, 30, 32-34, 36, 38-58, 60-61	39

KWES-TV
EEO PUBLIC FILE REPORT

April 1, 2020 - March 31, 2021

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 : jdunlap@staffITUSA.com Janice Dunlap Prong 2 Ended Date: 3/25/2021	N	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

KWES-TV
EEO PUBLIC FILE REPORT

April 1, 2020 - March 31, 2021

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
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
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	Corporate Office	N	11
11	Current Employee	N	1
12	Eastern New Mexico University ENMU Station # 34 Portales, Texas 88130 Phone : 505-562-1011 Email : careerandcounseling.intern@enmu.edu Susan Larson	N	0
13	Employee Referral	N	3
14	Illinois Center for Broadcasting 455 Eisenhower Ln. S # 200 Lombard, Illinois 60148 Phone : 630-916-1700 Email : cjackson@beonair.com Carl Jackson	N	0
15	Indeed 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Url : http://indeed.com Career Site Manual Posting	N	3

KWES-TV
EEO PUBLIC FILE REPORT

April 1, 2020 - March 31, 2021

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
16	Indeed.com	N	4
17	Job Board	N	1
18	Laredo Community College West End Washington Street Laredo, Texas 78040 Phone : 956-721-5135 Email : gloria.perez@laredo.edu Gloria Perez	N	0
19	Linked In	N	12
20	LinkedIn 1000 W. Maude Sunnyvale, California 94085 Url : http://linkedin.com Career Site Manual Posting	N	2
21	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
22	Medaille College 18 Agassiz Cir Bufafalo, New York 14214 Url : http://handshake.com Job Posting Manual Posting	N	0
23	Midland Chamber of CommerceEconomic Development 109 N Main Midland, Texas 79701 Phone : 432-686-3571 Email : amber@midlandhcc.com Amber NA	N	0
24	Midland College 3600 N Garfield Midland, Texas 79705 Phone : 432-685-4716 Email : ldaniels@midland.edu Lupe Daniels	N	0

KWES-TV
EEO PUBLIC FILE REPORT

April 1, 2020 - March 31, 2021

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
25	Midwestern State University 3410 Taft Wichita Falls, Texas 79701 Phone : 940-397-4407 Url : http://handshake.com Sara Ward Manual Posting	N	0
26	MyJobHelper 33 Irving Place New York, New York 10003 Url : https://myjobhelper.com/ Career Site Manual Posting	N	0
27	New Mexico Institute of Minine and Technology 801 Leroy Pl, Socorro, New Mexico 87801 Url : http://handshake.com Tristine Hayward Manual Posting	N	0
28	Oklahoma State University 3600 Student Union Stillwater, Oklahoma 74078 Phone : 405-744-2242 Email : careers@okstate.edu Career Service	N	0
29	Other Source	N	2
30	Our Lady of the Lake University 411 SW 24th St San Antonio, Texas 78207 Url : http://handshake.com Online Posting Manual Posting	N	0
31	Previous Applicant	N	2
32	Rawls College of Business- Texas Tech University 703 Flint Ave. Lubbock, Texas 79409 Url : http://handshake.com Hailey Walker Manual Posting	N	0

KWES-TV
EEO PUBLIC FILE REPORT

April 1, 2020 - March 31, 2021

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
33	San Antonio College 1300 San Pedro Ave San Antonio, Texas 78212 Phone : 210-785-6021 Email : belauss1@alamo.edu Brittany Clauss	N	0
34	Southernwestern University PO Box 770 Georgetown, Texas 79627 Phone : 512-863-6511 Email : career.services@southwestern.edu Roger Young	N	0
35	Station Website	N	1
36	Stephen F. Austin University 1936 North St. Nacogdoches, Texas 75962 Url : http://handshake.com Online Posting Manual Posting	N	0
37	Sul Ross University UC 211C Box C-171 Alpine, Texas 79832 Phone : 432-837-8178 Email : jrueb@sulross.edu J Rueb	N	0
38	Tarleton State University Box T550 Stephenville, Texas 76402 Phone : 254-968-9078 Url : http://handshake.com Shannon M Manual Posting	N	0
39	TEGNA Careers Site 8350 Broad St. Tysons, Virginia 22102 Url : http://www.tegna.com/job-listings/ Tegna Site Manual Posting	N	27

KWES-TV
EEO PUBLIC FILE REPORT

April 1, 2020 - March 31, 2021

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
40	Texas A&M University PO Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Email : tina.boitnott@tamuc.edu Tina Boitnott	N	0
41	Texas A&M University- Corpus Chrisiti 6300 Ocean Dr. Corpus Christi, Texas 78412 Url : http://handshake.com Nancy Salinas Manual Posting	N	0
42	Texas Association of Broadcasters 502 E. 11th St. Ste. 200 Austin, Texas 79701 Email : anna.romero@tab.org Anna Romero	N	0
43	Texas State University 601 University Dr San Marcos, Texas 78666 Url : http://handshake.com Ron Bowden Manual Posting	N	0
44	Texas Tech University Box 43082 Lubbock, Texas 78666 Phone : 806-742-6500 Email : ac.perez@ttu.edu Amanda Perez	N	0
45	Texas Womans's University 304 Administration Drive P.O. Box 425589 Denton, Texas 76204 Url : http://handshake.com Julie Way Manual Posting	N	0
46	The University of Oklahoma 660 Parrinton Oval Norman, Oklahoma 73019 Url : http://handshake.com Kim Sherbon Manual Posting	N	0

KWES-TV
EEO PUBLIC FILE REPORT

April 1, 2020 - March 31, 2021

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
47	TSTC Abilene 650 E. HW 80 Abilene, Texas 79602 Email : julia.humphrey@tstc.edu Anna Romero	N	0
48	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
49	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
50	University of Arizona Th university of Arizona Tucson, Arizona 85721 Url : http://handshake.com Sara Rosenburg Manual Posting	N	0
51	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
52	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
53	University of North Texas 1155 Union Cir. Denton, Texas 76203 Url : http://handshake.com Daisy Gillam Manual Posting	N	0

KWES-TV
EEO PUBLIC FILE REPORT

April 1, 2020 - March 31, 2021

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
54	University of Texas at Arlington 701 W Nedderman Dr. Arlington, Texas 76019 Url : http://handshake.com Katie Block Manual Posting	N	0
55	University of Texas Austin 1 University Station Austin, Texas 78712 Phone : 512-417-9421 Christina Worle Manual Posting	N	0
56	University of Texas El Paso 500 W. University El Paso, Texas 79902 Phone : 915-747-5640 Email : adthomas3@utep.edu Ashley Thomas	N	0
57	University of Texas of San Antonio 1 TUSA Circle San Antonio, Texas 78249 Url : http://handshake.com Laura Escobar Manual Posting	N	0
58	University of Texas Permian Basin 4901 E. University Blvd. Odessa, Texas 79762 Phone : 432-552-3634 Tony Love Manual Posting	N	0
59	Walk In	N	1
60	West Texas A&M University 2501 4th Ave Canyon, Texas 79016 Url : http://handshake.com Kim Muller Manual Posting	N	0

KWES-TV
EEO PUBLIC FILE REPORT

April 1, 2020 - March 31, 2021

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
61	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:			71

KWES-TV
EEO PUBLIC FILE REPORT
April 1, 2020 - March 31, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/8/2020	Establishment of training programs for station personnel	Digital Product Training: ERN (TEGNA)- Jay Donovan from Local.com holds biweekly sessions to discuss owned and operated digital training. Topics have included: transitioning our digital clients and offering to TEGNA from Tribune, TENGGA Targeted Email, TEGNA Search Marketing, TEGNA's Digital products for Social Ad and Premion.	7	Account Executive Director of Sales Sales Support Specialist Sales Assistant
2	4/9/2020	Establishment of training programs for station personnel	Tagboard Training provides producers and storytellers with a platform on how to create authentic, engaging and interactive narratives. Participants learned how to use UGC through tagboard for broadcasts.	15	Executive Producer Anchor News Director Assistant News Director
3	4/30/2020	Establishment of training programs for station personnel	TAB webinar covered topics which demonstrated how sales personnel can have a more positive interface with their clients in making better offers, writing contracts for a post-COVID World and creating powerful proposals.	7	Account Executive Director of Sales Sales Support Specialist Sales Assistant
4	6/16/2020	Establishment of training programs for station personnel	TEGNA Digital Writing Workshop- a crash course in how to write better articles for digital. Participants analyzed "nuts and bolts" of structuring and fact-checking stories, as well as common grammar and AP style mistakes. Workshop also covered headline-writing best practices and a few tips to win more Google Search traffic.	3	Digital Content Producer Assistant News Director Digital Content Producer
5	7/13/2020	Establishment of training programs for station personnel	Newsroom content team attended "Near Me Feature" Training to become knowledgeable about a new App called 'Near Me,' which allows content submission from viewers.	15	Anchor/MSJ Executive Producer News Director Assistant News Director
6	7/22/2020	Establishment of training programs for station personnel	YouTube Best Practices training provides digital content producers tips on how the station can increase digital traffic and subscribers.	3	Assistant News Director Digital Content Producer Digital Content Producer

KWES-TV
EEO PUBLIC FILE REPORT
April 1, 2020 - March 31, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	8/26/2020	Establishment of training programs for station personnel	Election Training: "How to Combat Disinformation" -TEGNA partnered with First Draft to provide TEGNA journalists training focused on covering and combating election misinformation. An "Election Crisis Simulation" placed journalists in the heart of a disinformation campaign and challenged them to make editorial decisions and how to report in real-time.	15	Executive Producer Anchor News Director Assistant News Director
8	9/2/2020	Establishment of training programs for station personnel	DISINFORMATION VOTE FIRST DRAFT- TEGNA is teamed up with the First Draft to provide the latest training to prepare TEGNA journalists to cover and combat election misinformation.	2	Assistant News Director Anchor/Producer
9	9/30/2020	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 employee has a personal responsibility to treat colleagues with respect and uphold 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>	52	All Employees

KWES-TV
EEO PUBLIC FILE REPORT
April 1, 2020 - March 31, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	10/22/2020	Establishment of training programs for station personnel	"Winning Digital Strategies" training presented to sales team regarding emerging digital products to reach targeted consumers.	7	Account Executive Director of Sales Sales Support Specialist Sales Assistant
11	11/5/2020	Participation in Job Fairs	Leadership team from KWES participated in a virtual TTU College of Media & Communication Job & Internship Fair. Each department head presented opportunities currently available and discussed the the recruiting process. Team answered questions from attendees regarding careers in media broadcast.	7	GM Director of Sales News Director Director of Technology
12	11/18/2020	Participation in events sponsored by community groups	KWES Anchor was invited to do a "Storytime with Tatum" at UT Permian Basin to help kick off a book drive for the Odessa Education Foundation.	1	Anchor
13	2/26/2021	Establishment of training programs for station personnel	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.	52	ALL non-leadership team members. ALL leadership team members