

KWES-TV
EEO PUBLIC FILE REPORT
March 21, 2023 - March 20, 2024

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 - 14005	1-7, 10-12, 15, 17-52	33
Digital Content Producer - 014179	1, 3-5, 7, 10-11, 13, 15-18, 20-22, 24-25, 28-29, 31, 33-34, 36, 38, 45-47, 49-50, 52	33
President and General Manager - 14214	1, 3-5, 7, 10-11, 14-18, 20-22, 24-25, 28-29, 31, 33-34, 36, 38, 45-47, 49-50, 52	33
Production Assistant - 14372	1, 3-5, 7-8, 10-11, 13, 15, 17-18, 20-22, 24-25, 28-29, 31, 33-34, 36, 38, 45-47, 49-50, 52	8
Production Assistant - 14521	1, 3-5, 7, 10-11, 13, 15, 17-18, 20-22, 24-25, 28-29, 31, 33-34, 36, 38, 45-47, 49-50, 52	33
Producer - 14736	1, 3-5, 7, 10-11, 13, 15, 17-18, 20-22, 24-25, 28-29, 31, 33-34, 36, 38, 45-47, 49-50, 52	33
Multiskilled Journalist - 014797	1, 3-5, 7, 10-12, 15-18, 20-22, 24-25, 28-29, 31, 33-34, 36, 38, 41, 45-47, 49-50, 52	33
Production Assistant - 014799	1, 3-5, 7, 10-13, 15-18, 20-22, 24-25, 28-29, 31, 33-34, 36, 38, 41, 45-47, 49-50, 52	13
Marketing Producer - 14936	1, 3-5, 7, 10-11, 13, 15, 17-18, 20-22, 24-25, 28-29, 31, 33-34, 36, 38, 41, 45-47, 49-50, 52	13
Marketing Director - 15020	1, 3-5, 7, 10-12, 15, 17-18, 20-22, 24-25, 28-29, 31, 33-34, 36, 38, 41, 45-47, 49-50, 52	33
Dig Content Producer - 15283	1, 3-5, 7, 10-11, 13, 15, 17-18, 20-22, 24-25, 28-29, 31, 33-34, 36, 38, 41, 45-47, 49-50, 52	13
Dig Content Producer - 15283	1, 3-5, 7, 10-11, 13, 15, 17-18, 20-22, 24-25, 28-29, 31, 33-34, 36, 38, 41, 45-47, 49-50, 52	33
Production Assistant 15293	1, 3-5, 7, 10-12, 15-18, 20-22, 24-25, 28-29, 31, 33-34, 36, 38, 41, 45-47, 49-50, 52	33
Marketing MSJ/Producer - 15520	1, 3-5, 7, 9-11, 15-18, 20-22, 24-25, 28-29, 31, 33-34, 36, 38, 41, 46-47, 49-50, 52	9

KWES-TV
EEO PUBLIC FILE REPORT
March 21, 2023 - March 20, 2024

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 , Texas 79761 Phone : (432) 550-4059 Email : clewallen@staffITUSA.com Recruiters N/A	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	Angelo State University ASU Station #11026 San Angelo, Texas 76909 Phone : 325-942-2255 Email : career.development@angelo.edu Julie Ruthenbeck	N	0
6	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

KWES-TV
EEO PUBLIC FILE REPORT
March 21, 2023 - March 20, 2024

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	Career Builder 200 N. LaSalle Dr. Suite 1100 Chicago, Illinois 60601 Url : http://careerbuilder.com Career Site Manual Posting	N	1
8	Current Employee - Transfer/Promotion	N	1
9	Current Employee/Internal Promotion	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	Indeed.com	N	14
14	Internal Candidate	N	1
15	Laredo Community College West End Washington Street Laredo, Texas 78040 Phone : 956-721-5135 Email : gabriela.banda@laredo.edu Gabriela Banda	N	0
16	Linked In	N	6

KWES-TV
EEO PUBLIC FILE REPORT
March 21, 2023 - March 20, 2024

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
17	LinkedIn 1000 W. Maude Sunnyvale, California 94085 Url : http://linkedin.com Career Site Manual Posting	N	0
18	Lubbock Christian University 5601 19th St. Lubbock, Texas 79423 Phone : 806-720-7215 Email : humanresources@LCU.edu College Recruiters	N	0
19	Medaille College 18 Agassiz Cir Bufafalo, New York 14214 Url : http://handshake.com Job Posting Manual Posting	N	0
20	Midland Chamber of CommerceEconomic Development 109 N Main Midland, Texas 79701 Phone : 432-686-3571 Email : info@midlandtxchamber.com Recruiters NA	N	0
21	Midland Workforce 3600 N Garfield Technology Building #138 Midland, Texas 79705 Phone : 432-685-8336 Email : vivian.giddings@twc.texas.gov Recruiters N/A	N	0
22	Midwestern State University 3410 Taft Wichita Falls, Texas 79701 Phone : 940-397-4407 Email : Courtney.grimes@msutexas.edu Courtney Grimes	N	0
23	New Mexico Institute of Mining and Technology 801 Leroy Pl, Socorro, New Mexico 87801 Url : http://handshake.com Tristine Hayward Manual Posting	N	0

KWES-TV
EEO PUBLIC FILE REPORT
March 21, 2023 - March 20, 2024

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
24	Odessa College 201 W University Odessa, Texas 79764 Phone : 432-335-6853 Email : dgutierrez@odessa.edu College Recruiters	N	0
25	Oklahoma State University 3600 Student Union Stillwater, Oklahoma 74078 Phone : 405-744-2242 Email : careers@okstate.edu Career Service	N	0
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
28	San Antonio College 1300 San Pedro Ave San Antonio, Texas 78212 Phone : 210-785-6021 Email : bclauss1@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

KWES-TV
EEO PUBLIC FILE REPORT
March 21, 2023 - March 20, 2024

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
31	Sul Ross University UC 211C Box C-171 Alpine, Texas 79832 Phone : 432-837-8178 Email : kdevoll@sulross.edu K. Devoll	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	35
34	Texas A&M University PO Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Email : tina.boitnott@tamuc.edu Tina Boitnott	N	0
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 Anna Romero	N	0
37	Texas State University 601 University Dr San Marcos, Texas 78666 Url : http://handshake.com Ron Bowden Manual Posting	N	0

KWES-TV
EEO PUBLIC FILE REPORT
March 21, 2023 - March 20, 2024

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
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 Phone : 325.738.3335 Email : erin.wilhite@tstc.edu Erin Wilhite	N	0
42	University of Arizona The University of Arizona Tucson, Arizona 85721 Url : http://handshake.com Sara Rosenburg Manual Posting	N	0
43	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
44	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
March 21, 2023 - March 20, 2024

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
45	University of Texas at Arlington 701 W Nedderman Dr. Arlington, Texas 76019 Url : http://handshake.com Email : stillery@uta.edu S. Tillery	N	0
46	University of Texas Austin 1 University Station Austin, Texas 78712 Phone : 512-417-9421 Email : hireutexas@austin.utexas.edu College Recruiters	N	0
47	University of Texas El Paso 500 W. University El Paso, Texas 79902 Phone : 915-747-5640 Email : osegueda@utep.edu Ashley Thomas	N	0
48	University of Texas of San Antonio 1 TUSA Circle San Antonio, Texas 78249 Url : http://handshake.com Laura Escobar Manual Posting	N	0
49	University of Texas Permian Basin 4901 E. University Blvd. Odessa, Texas 79762 Phone : 432-552-3634 Email : Briggs_k@utpb.edu K. Briggs	N	0
50	University of the Incarnate Word 4301 Broadway San Antonio, Texas 78209 Email : benne@uiwtx.edu Kristine Benne	N	0
51	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
March 21, 2023 - March 20, 2024

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
52	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			59

KWES-TV
EEO PUBLIC FILE REPORT
March 21, 2023 - March 20, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/23/2023	Establishment of training programs for station personnel	The production team received training on the latest version of vMix, a live video streaming software used to produce shows.	16	Production Producers DCPs
2	4/1/2023	Participation in events sponsored by organizations representing the community	Anchor attended the Great American Cleanup event and spoke to attendees about a career in journalism.	1	Anchor
3	4/3/2023	Establishment of training programs for station personnel	On-Air Talent attended training on TEGNA's Verify to learn the how the franchise works to provide trustworthy and transparent information at the local level.	8	MSJs Anchors
4	4/6/2023	Establishment of training programs for station personnel	The news team received training, titled Review of Production Elements, as a refresher on the elements needed to produce a high-quality show.	12	All KWES Producers All KWES Producers All KWES Anchors
5	4/11/2023	Establishment of training programs for station personnel	The Assistant News Director and Digital Content Producer attended training to learn how best to use Flourish, a data visualization and storytelling tool.	5	Assistant News Director Digital Content Producer
6	4/15/2023	Participation in events sponsored by organizations representing the community	Select news employees visited the Permian Basin Rehabilitation Center Telethon to help raise funds and spoke to attendees about a career in journalism.	8	Anchor Producers Assistant News Director Chief Met
7	4/26/2023	Establishment of training programs for station personnel	The Production team attended broadcasting training, titled Near Me for Broadcasting, to improve the quality of the show.	35	All News Producers Digital Content Producer All News Producers
8	5/24/2023	Establishment of training programs for station personnel	The Assistant News Director attended training aimed at making data-informed content decisions.	1	Assistant News Director
9	7/11/2023	Establishment of training programs for station personnel	All station employees took TEGNA's quarterly cyber security training, titled Reporting Security Incidents, to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on reporting suspicious emails, texts and phone calls.	50	All News West 9 Employees

KWES-TV
EEO PUBLIC FILE REPORT
March 21, 2023 - March 20, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	7/11/2023	Establishment of training programs for station personnel	All station employees took TEGNA's quarterly cyber security training, titled Find the Phish, to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on phishing and email safety.	50	All News West 9 Employees
11	7/18/2023	Establishment of training programs for station personnel	The news team attended an annual safety training provided by TEGNA and the Head of Safety & Security.	10	All KWES News
12	8/4/2023	Establishment of training programs for station personnel	The newsroom attended an Ethical Journalism training to increase awareness of ethics in journalism and enhance storytelling skills.	25	Entire NewsRoom
13	8/8/2023	Provision of training to management	News and Sales leadership received training on Leading for Engagement, Performance, Collaboration, & Change. The training is based on TEGNA's Critical Leadership Skills and is specifically designed for TEGNA's Department Heads.	2	News Director DOS
14	9/10/2023	Participation in events sponsored by organizations representing the community	Anchor attended the Merry Marketplace Lunch and Auction and spoke to attendees about a career in journalism.	1	Anchor
15	9/10/2023	Participation in events sponsored by organizations representing the community	Anchor attended the Trio of Gardens, participating in the Tour of Gardens fundraiser event and spoke to attendees about a career in journalism.	1	Anchor
16	9/27/2023	Establishment of training programs for station personnel	All station employees took TEGNA's quarterly cyber security training, titled, The 4 P's of Vishing, to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on recognizing and addressing security attacks via phone calls or voice messages purporting to be from reputable companies to obtain personal information.	50	All News West 9 Employees

KWES-TV
EEO PUBLIC FILE REPORT
March 21, 2023 - March 20, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
17	10/2/2023	Provision of training to management	Head of Technology attended Leading for Engagement, Performance, Collaboration and Change, a four-day TEGNA onsite training where leaders practice and improve upon leadership strategies. Strategies include increasing employee engagement and performance; building collaboration; and leading through change.	1	Head of Technology
18	11/13/2023	Establishment of training programs for station personnel	Production and Broadcast directors received training on Chyron products to learn how to add text and improve the quality of the show.	2	Broadcast Director Production Manager
19	12/5/2023	Establishment of training programs for station personnel	The production team received Look Up and Live ENG Safety training to increase safety knowledge of engineering and prevent injuries.	6	Broadcast Director PA Production Manager
20	12/14/2023	Establishment of training programs for station personnel	All station employees took TEGNA's quarterly cyber security training, titled Let's Have a Cyber Safe Holiday, to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on phishing and online shopping safety.	50	All News West 9 Employees
21	12/21/2023	Establishment of training programs for station personnel	The Technology Department received OSHA Lockout/ Tagout training to update their knowledge of safety techniques and criteria per OSHA guidelines.	4	HOT All KWES Tech