

KWES-TV
EEO PUBLIC FILE REPORT
April 1, 2022 - March 31, 2023

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
Integrated Account Executive	1-17, 19-29, 31-49, 51-56	16
Director of Sales	1-7, 9-12, 15-17, 19-43, 45, 47-56	35
Local Sales Manager	1-7, 9-12, 14-17, 19-29, 31-43, 45, 47-49, 51-56	16
Production Assistant - 012146	1, 3-6, 9-12, 15-17, 19, 21-23, 25-26, 29, 31, 33, 35-36, 38, 40, 43, 49, 51, 53-54, 56	35
Multiskilled Journalist - 012179	1, 3-6, 9-12, 15, 17-19, 21-23, 25-26, 29, 31, 33, 35-36, 38, 40, 43, 49, 53-54, 56	35
News Reporter/ Multi Skilled Journalist - 012311	1, 3-4, 6, 9-12, 15, 17, 19, 21-22, 25-26, 29, 31, 33, 35-36, 38, 40, 43, 49, 53-54, 56	35
West Texas Digital Campaign Specialist	35	35
Meteorologist - 012478	1, 3-6, 9-12, 15, 17, 19, 21-23, 25-26, 29, 31, 33, 35-36, 38, 40, 43, 49, 51, 53-54, 56	35
Broadcast Engineer-12535	1, 3-6, 9-12, 15, 17, 19, 21-23, 25-26, 29, 31, 33, 35-36, 38, 40, 43, 49, 51, 53-54, 56	35
Producer-12548	1, 3-6, 9-12, 15, 17, 19, 21-23, 25-26, 29, 31, 33, 35-36, 38, 40, 43, 49, 51, 53-54, 56	35
Creative Services Writer/Producer/Editor-12650	1, 3-4, 6, 9-11, 15-17, 19, 21-23, 25-26, 29, 31, 33, 35-36, 38, 40, 43, 49-51, 53-54, 56	16
Anchor-12660	1, 3-4, 6, 9-11, 15-17, 19, 21-23, 25-26, 29, 31, 33, 35-36, 38, 40, 43, 49-51, 53-54, 56	35
Producer-12748	1, 3-4, 6, 9-11, 15, 17, 19, 21-23, 25-26, 29, 31, 33, 35-36, 38, 40, 43, 49-51, 53-54, 56	35
Producer-12789	1, 3-4, 6, 9-12, 15-17, 19, 21-23, 25-26, 29, 31, 33, 35-36, 38, 40, 43, 49-51, 53-54, 56	12
Sport Anchor/MSJ-12805	1, 3-4, 6, 9-11, 15-17, 19, 21-23, 25-26, 29, 31, 33, 35-36, 38, 40, 43, 49-51, 53-54, 56	17

KWES-TV
EEO PUBLIC FILE REPORT
April 1, 2022 - March 31, 2023

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
Production Assistant-12803	1, 3-4, 6, 9-11, 15-17, 19, 21-23, 25-26, 29, 31, 33, 35-36, 38, 40, 43, 49-51, 53-54, 56	16
Digital Content Producer Reporter - 011758	1, 3-4, 6, 9-12, 15, 17, 19, 21-23, 25-26, 29, 31, 33, 35-36, 38, 40, 43, 49-51, 53-54, 56	35
Digital MSJ-12992	1, 3-4, 6, 9-11, 15, 17, 19, 21-23, 25-26, 29, 31, 33, 35-36, 38, 40, 43, 49-51, 53-54, 56	35
Weekday Morning Meteorologist-13010	1, 3-4, 6, 9-11, 13, 15, 17, 19, 21-23, 25-26, 29, 31, 33, 35-36, 38, 40, 43, 49-51, 53-54, 56	35
Sports Anchor/MSJ-13065	1, 3-4, 6, 9-11, 15-17, 19, 21-23, 25-26, 29, 31, 33, 35-36, 38, 40, 43, 49-51, 53-54, 56	35
Anchor/Producer-13087	1, 3-4, 6, 9-11, 15-17, 19, 21-23, 25-26, 29, 31, 33, 35-36, 38, 40, 43, 49-51, 53-54, 56	35
Reporter-13116	1, 3-4, 6, 9-11, 15, 17, 19, 21-23, 25-26, 29, 31, 33, 35-36, 38, 40, 43, 49-51, 53-54, 56	35
Producer-13312	1, 3-4, 6, 9-11, 15-17, 19, 21-23, 25-26, 29, 31, 33, 35-36, 38, 40, 43, 49-51, 53-54, 56	16
Production Assistant-13354	1, 3-4, 6, 9-11, 15-17, 19, 21-23, 25-26, 29, 31, 33, 35-36, 38, 40, 43, 49-51, 53-54, 56	16
Producer-13507	1, 3-4, 6, 9-11, 15-17, 19, 21-23, 25-26, 29, 31, 33, 35-36, 38, 40, 43, 49-51, 53-54, 56	35
Production Assistant - 13983	1, 3-4, 6, 9-13, 15, 17, 19, 21-23, 25-26, 29, 31, 33, 35-36, 38, 40, 43, 49-51, 53-54, 56	35
Account Executive - 14005	1-4, 6-7, 9-12, 15, 17, 19-29, 31-43, 45, 47-56	35

KWES-TV
EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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	American Broadcasting School 712 W. Watson Rd. Arlinton, Texas 76011 Phone : 817-685-2474 Email : stevie@radioschool.com Stevie Morgan	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, 2022 - March 31, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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 Email : askHR@baylor.edu Michelle Mcohenour	N	0
9	Career Builder 200 N. LaSalle Dr. Suite 1100 Chicago, Illinois 60601 Url : http://careerbuilder.com Career Site Manual Posting	N	0
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	2
13	Indeed.com	N	3
14	Job posting on internet	N	6

KWES-TV
EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	24
17	LinkedIn 1000 W. Maude Sunnyvale, California 94085 Url : http://linkedin.com Career Site Manual Posting	N	7
18	LinkedIn / Word of Mouth	N	1
19	Lubbock Christian University 5601 19th St. Lubbock, Texas 79423 Phone : 806-720-7215 Email : humanresources@LCU.edu College Recruiters	N	0
20	Medaille College 18 Agassiz Cir Bufafalo, New York 14214 Url : http://handshake.com Job Posting Manual Posting	N	0
21	Midland Chamber of CommerceEconomic Development 109 N Main Midland, Texas 79701 Phone : 432-686-3571 Email : info@midlandtxchamber.com Recruiters NA	N	0
22	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

KWES-TV
EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Midwestern State University 3410 Taft Wichita Falls, Texas 79701 Phone : 940-397-4407 Email : Courtney.grimes@msutexas.edu Courtney Grimes	N	0
24	New Mexico Institute of Mining and Technology 801 Leroy Pl, Socorro, New Mexico 87801 Url : http://handshake.com Tristine Hayward Manual Posting	N	0
25	Odessa College 201 W University Odessa, Texas 79764 Phone : 432-335-6853 Email : dgutierrez@odessa.edu College Recruiters	N	0
26	Oklahoma State University 3600 Student Union Stillwater, Oklahoma 74078 Phone : 405-744-2242 Email : careers@okstate.edu Career Service	N	0
27	Our Lady of the Lake University 411 SW 24th St San Antonio, Texas 78207 Url : http://handshake.com Online Posting Manual Posting	N	0
28	Rawls College of Business- Texas Tech University 703 Flint Ave. Lubbock, Texas 79409 Url : http://handshake.com Hailey Walker Manual Posting	N	0
29	San Antonio College 1300 San Pedro Ave San Antonio, Texas 78212 Phone : 210-785-6021 Email : belauss1@alamo.edu Brittany Clauss	N	0

KWES-TV
EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	Self Referral	N	2
31	Southernwestern University PO Box 770 Georgetown, Texas 79627 Phone : 512-863-6511 Email : career.services@southwestern.edu Roger Young	N	0
32	Stephen F. Austin University 1936 North St. Nacogdoches, Texas 75962 Url : http://handshake.com Online Posting Manual Posting	N	0
33	Sul Ross University UC 211C Box C-171 Alpine, Texas 79832 Phone : 432-837-8178 Email : kdevoll@sulross.edu K. Devoll	N	0
34	Tarleton State University Box T550 Stephenville, Texas 76402 Phone : 254-968-9078 Url : http://handshake.com Shannon M Manual Posting	N	0
35	TEGNA Careers Site 8350 Broad St. Tysons, Virginia 22102 Url : http://www.tegna.com/job-listings/ Tegna Site Manual Posting	N	83
36	Texas A&M University PO Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Email : tina.boitnott@tamuc.edu Tina Boitnott	N	0

KWES-TV
EEO PUBLIC FILE REPORT
April 1, 2022 - March 31, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	Texas A&M University- Corpus Christi 6300 Ocean Dr. Corpus Christi, Texas 78412 Url : http://handshake.com Nancy Salinas Manual Posting	N	0
38	Texas Association of Broadcasters 502 E. 11th St. Ste. 200 Austin, Texas 79701 Email : anna.romero@tab.org Anna Romero	N	0
39	Texas State University 601 University Dr San Marcos, Texas 78666 Url : http://handshake.com Ron Bowden Manual Posting	N	0
40	Texas Tech University Box 43082 Lubbock, Texas 79666 Phone : 806-742-6500 Email : ac.perez@ttu.edu Amanda Perez	N	0
41	Texas Woman's University 304 Administration Drive P.O. Box 425589 Denton, Texas 76204 Url : http://handshake.com Julie Way Manual Posting	N	0
42	The University of Oklahoma 660 Parrington Oval Norman, Oklahoma 73019 Url : http://handshake.com Kim Sherbon Manual Posting	N	0
43	TSTC Abilene 650 E. HW 80 Abilene, Texas 79602 Email : julia.humphrey@tstc.edu Anna Romero	N	0

KWES-TV
EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
44	United Methodist Church 4910 Cobbs Dr. Waco, Texas 76710 Phone : 254-754-1822 Email : mmoore@asburyodessa.org M. Moore	N	0
45	University of Arizona Th university of Arizona Tucson, Arizona 85721 Url : http://handshake.com Sara Rosenburg Manual Posting	N	0
46	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
47	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
48	University of North Texas 1155 Union Cir. Denton, Texas 76203 Url : http://handshake.com Daisy Gillam Manual Posting	N	0
49	University of Texas at Arlington 701 W Nedderman Dr. Arlington, Texas 76019 Url : http://handshake.com Email : stillery@uta.edu S. Tillery	N	0
50	University of Texas Austin 1 University Station Austin, Texas 78712 Phone : 512-417-9421 Email : hireutexas@austin.utexas.edu College Recruiters	N	0

KWES-TV
EEO PUBLIC FILE REPORT
April 1, 2022 - March 31, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
51	University of Texas El Paso 500 W. University El Paso, Texas 79902 Phone : 915-747-5640 Email : osegueda@utep.edu Ashley Thomas	N	0
52	University of Texas of San Antonio 1 TUSA Circle San Antonio, Texas 78249 Url : http://handshake.com Laura Escobar Manual Posting	N	0
53	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
54	University of the Incarnate Word 4301 Broadway San Antonio, Texas 78209 Email : benne@uiwtx.edu Kristine Benne	N	0
55	West Texas A&M University 2501 4th Ave Canyon, Texas 79016 Url : http://handshake.com Kim Muller Manual Posting	N	0
56	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:			128

KWES-TV
EEO PUBLIC FILE REPORT
April 1, 2022 - March 31, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Provision of training to management	Training for New Managers was launched in Q2 of 2022. It is designed to offer guidance to recently promoted and/or newly hired managers. This two-week training introduces participants to the culture of the station and departments. Modules include onboarding, tips for manager success, diversity and inclusion, employee recruiting, retention and career development.	2	Assistant News Director Operations Manager
2	Ongoing Event	Establishment of training programs for station personnel	Advanced Reporter Training conducted by TEGNA includes weekly training sessions, which focus on writing, editing and best practices to approaching a story. On-air talent is invited to attend.	1	News Anchor
3	Ongoing Event	Establishment of training programs for station personnel	TEGNA Sales July Confidence Builder session focused on success stories in business development with banks, mortgage companies and financial advisors. Members of the KWES sales team participated and worked through case studies.	8	Account Executive Account Manager Local Sales Manager Digital Specialist
4	8/16/2022	Provision of training to management	TEGNA hosted an Innovation Summit for select employees in content from across the country. The session allowed participants to brainstorm new content ideas for shows, segment pilots and to discuss how to have better working newsrooms. Topics covered also included: greater audience involvement; how to get station talent noticed; how to gain audience trust; and how to report hard issues without being too negative. Many pilot projects that are in full swing (i.e., The Loop) came from ideas generated at the Innovation Summit.	1	Assistant News Director

KWES-TV
EEO PUBLIC FILE REPORT
April 1, 2022 - March 31, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	8/30/2022	Establishment of training programs for station personnel	Station News Director conducted a Story Pitch Workshop for the entire newsroom staff. The session addressed best practices in digital storytelling, using timelines, audio and videos to connect with audiences.	20	Assistant News Director Anchor Digital Content Producer Producer
6	9/13/2022	Provision of training to management	The Radio Television Digital News Association (RTDNA) Conference provides media participants training to encourage promoting and maintaining ethical standards, newsroom leadership, and industry innovation exclusively in broadcast and digital journalism.	1	News Director
7	9/23/2022	Establishment of training programs for station personnel	TEGNA launched a mandatory Q3 cybersecurity training across all stations. This Internet Security and You segment is intended to not only increase employee awareness of cybersecurity threats that can compromise the Company's data and networks, but how to safeguard against them as well.	56	All Employees
8	9/27/2022	Participation in Job Fairs	Members of the sales and news teams represented KWES at the Texas Tech Career Fair. Team spoke to juniors and seniors about career opportunities in TV media and provided information on how candidates can apply for position openings on company's career website.	6	Administrative Assistant Business Manager Marketing Coordinator Assistant News Director
9	10/11/2022	Establishment of training programs for station personnel	Hey Market technical training was conducted virtually to demonstrate the use of certain equipment to create "user generated content." Participants included digital content producers responsible for reporting across a variety of social media platforms.	3	Digital Content Producer Digital Content Producer Digital Content Producer
10	12/16/2022	Establishment of training programs for station personnel	All TEGNA employees were required to complete mandatory Q4 cybersecurity training. This interactive session demonstrates the differences between legitimate online communications and scams, enabling participants to recognize risks and threats to the everchanging landscape of technology.	56	All Employees

KWES-TV
EEO PUBLIC FILE REPORT
April 1, 2022 - March 31, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
11	1/21/2023	Establishment of training programs for station personnel	TEGNA launched a mandatory, company-wide Ethics Training program to increase employees' understanding of company policies around professional ethics and whistleblower legal protection. Training session also covered fair dealings and open competition, offering guidance on how to navigate complex situations.	56	All Employees