

**KPNX-TV, KNAZ-TV**  
**EEO PUBLIC FILE REPORT**  
**May 21, 2022 - May 20, 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
Photojournalist-11650	1-4, 7-11, 13-14, 17-20, 22-25	22
Director of Marketing, Brand & Promotion - 12087	2-4, 7-11, 13, 16-20, 23-25	23
Producer- 012204	2-4, 7-11, 13, 18-21, 23-25	23
Nightside Executive Producer	2-13, 15, 17-25	22
Executive Administrative Assistant-12594	2-4, 7-11, 13, 16, 18-21, 23-25	7
Content Editor-12891	2-4, 7-8, 10-11, 13-14, 18-21, 23-25	23
Multi-Skilled Journalist-013011	2-4, 7-8, 10-11, 13, 18-25	22
Traffic Reporter/MSJ-13094	2-4, 7-8, 10-11, 13, 18-25	23
Senior Digital Sales Strategist-13111	2-4, 7-8, 10-11, 13-14, 18-21, 23-25	14
Broadcast Director-13185	2-4, 7-8, 10-11, 13, 16, 18, 20-21, 23-25	16
Marketing Producer-13265	2-8, 10-13, 15, 20-25	22
Copy Coordinator - 13511	2-4, 7-8, 10-11, 13, 16, 20-21, 23-25	16
Digital Content Creator - 13537	2-4, 7-8, 10-11, 13-14, 20-21, 23-25	23
Account Executive - 13565	1-4, 7-8, 10-11, 13, 16, 20-25	23
Account Executive - 13565	1-4, 7-8, 10-11, 13, 16, 20-25	23
Lifestyle Show Producer - 13603	1-4, 7-8, 10-11, 13, 20-21, 23-25	23
Assistant News Director - 13855	2-4, 7-8, 10-11, 13, 16, 20-25	16
Producer - 14001	2-8, 10-13, 15, 20-25	23

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Agency Referral	N	3
2	Arizona Hispanic Chamber of Commerce 255 E Osborn Road #201 Phoenix, Arizona Phone : 602-294-6086 Url : <a href="http://www.azhcc.com/contact_us.php">http://www.azhcc.com/contact_us.php</a> Email : josepho@azhcc.com Fax : 1-602-279-8900 Joseph Ortiz	N	0
3	Arizona State University POB 871312, Student Services Bldg. #329 Tempe, Arizona Phone : 480-965-5112 Url : <a href="http://career.asu.edu">http://career.asu.edu</a> Email : careerservices@asu.edu Career Services	N	0
4	Arizona State University Cronkite Alumni - Walter Cronkite School of Journalism and Mass Comm. Stauffer Hall A 231, P.O. Box 871305 Tempe, Arizona Phone : 480.965.5011 Email : mike.wong@asu.edu Mike Wong	N	0
5	Arizona's Broadcasters Association 426 N 44th St Ste 310 Phoenix, Arizona Jennifer Latko Manual Posting	N	0
6	Broadbean Network 200 N LasSalle St STE 1100 Chicago, Illinois Career Services Manual Posting	N	0
7	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Career Service Manual Posting	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	CCNMA: Latino Journalists of California ASU Walter Cronkite School of Journalism 725 Arizona Avenue, Suite 206 Santa Monica, California 90401-1734 Phone : 424-229-9482 Url : www.ccnma.org Email : ccnmainfo@ccnma.org Fax : 1-424-229-9486 Syliva Wells	N	0
9	Chicanos Por La Causa (CPLC) 1112 E. Buckeye Road Phoenix, Arizona Phone : Blanca Nunez Url : blanca.nunez@ctlc.org Email : cplc.staffing@cplc.org Pete Garcia	N	0
10	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
11	Department of Economic Security - North Phoenix Job Service 9801 North 7th Street Phoenix, Arizona Phone : 602-861-0208 Email : lberry@azdes.gov Fax : 1-602-678-1865 Shawn Berry	N	0
12	Glassdoor.com 100 Shoreline Hwy Mill Valley, California Career Services Manual Posting	N	0
13	Governor's Office of Equal Opportunity 1700 W. Washington St #156 Phoenix, Arizona Email : barry.wong@azdoa.gov Fax : 1-602-542-3712 Barry Wong	N	0

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14	Indeed.com	N	4
15	JuJu 151 First Ave Ste 19 New York, New York Career Services Manual Posting	N	0
16	Linked In	N	12
17	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
18	National Academy of TV Arts & Sciences (NATAS) 1101 E Monte Cristo Phoenix, Arizona Url : www.emmyonline.org Email : emmysuncst@aol.com Fax : 1-623-872-8308 Patti -	N	0
19	National Association for the Advancement of Colored People (NAACP) 1818 S. 16th Street Phoenix, Arizona Phone : 602-252-4064 Email : Tillmannaacp@aol.com Fax : 1-602-252-2954 Oscar Tillman	N	0
20	National Association of Broadcasters (NAB) 1771 N. Street N.W. Washington, District of Columbia 20001 Phone : 202-429-5406 Email : nab@nab.org Fax : 1-202-429-5406 Alex Hitz-Sanchez	N	0

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21	Northern Arizona University Off Campus Employment P.O. Box 5664 Flagstaff, Arizona Phone : 928-523-6046 Url : nau.edu/gatewayconnects Email : sonia.gonzalez@nau.edu Fax : 1-928-523-1117 Sonia Gonzalez	N	0
22	Self Referral	N	12
23	TEGNA Careers Page 7950 Jones Branch Dr McLean, Virginia Janae Barker Manual Posting	N	50
24	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0
25	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>84</b>

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**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	Ongoing Event	Establishment of training programs for station personnel	TEGNA Executive Leadership Program - Premier leadership development is designed to prepare more senior leaders to be successful as they grow their careers with TEGNA. Topics discussed include strategic visioning, collaborative leadership, on-the-job development, strategic problem solving and leading strategically.	1	Director of Sales
2	6/20/2022	Participation in events or programs sponsored by educational institutions	Our Director of Marketing Brand and Promotion attended the Promax, Local Broadcast Marketing and Promotion Conference, held on June 20 - 24, 2022. This conference brings together the top marketing and design teams from across the industry to explore new strategies, network, and showcase the greatest creative in entertainment marketing.	1	Director of Marketing Brand and Promotion
3	Ongoing Event	Establishment of a mentoring program	Through the ASU Cronkite School of Journalism, KPNX's President and General Manager mentors Students, allowing an immersive and real world experience for college students, where daily operations, and all aspects of broadcast media are explored. One mentee is chosen per quarter and the schedule as well as topics covered vary depending upon the season.	2	President & General Manager Mentee
4	6/24/2022	Establishment of training programs for station personnel	In June of 2022, second quarter Secure TEGNA cybersecurity training was launched. Employees across the company are required to complete this 15-minute online class designed to help ensure the security of our data and networks. The training provides information on social engineering, a series of manipulative practices cyber criminals adopt to convince users to surrender confidential information or fall victim to phishing attacks. Human awareness and action are the best ways to prevent cybercrimes.	125	All Station Employees

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5	7/12/2022	Provision of training to management	KPNX engaged with a consultant from Downstream Partners to lead an extended leadership training program focused on building leadership strategy and skill development necessary to successfully execute the station's culture and strategy initiatives.	10	President & General Manager Executive News Director Director of Marketing Local Sales Manager
6	8/25/2022	Co Sponsoring Job Fair	KPNX General Manager and Manager of Digital Content attended and co-sponsored the Native American Journalist Association NAJA Media Conference and Job Fair.	2	President & General Manager Manager Digital Content
7	9/23/2022	Establishment of training programs for station personnel	All station employees participated in Secure TEGNA Training--Internet Security and You - Ensuring the security of our data and networks requires that all of us understand the threat landscape and recognize the actions cybercriminals employ to breach our systems. TEGNA launched the third of their Secure TEGNA quarterly training modules, Internet Security and You. This important course includes real-life examples of criminal practices often used to convince employees to surrender confidential data to gain access to data and networks. Human awareness and action are the best ways to prevent cybercrimes.	125	All Station Employees

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8	10/12/2022	Participation in events sponsored by organizations representing the community	<p>Several employees, managers and anchors attended and participated as speakers and trainers at the Diversity Leadership Alliance Conference, titled "Turning Stumbling Blocks into Stepping Stones."</p> <p>The conference included empowering keynote sessions, dynamic workshop content, and cutting-edge fire-side chats that cultivated change agents ready to lead with a renewed sense of bravery, urgency, and empathy.</p> <p>Participants were invited to raise their collective voices, drown out the havoc of racism, and walk bravely on the stones of change for community.</p> <p>Diversity Leadership Alliance exists to bring a voice to marginalized communities, provide a forum for constructive dialogue, and eradicate racism through strategic professional development workshops. Together, with our business and community partners, we enhance the workplace and highlight the value of diversity as an essential part of any successful business model. We believe that organizations that understand and value diversity and inclusion can attract and retain top talent and position themselves competitively in the larger employment marketplace.</p>	5	Anchor/MSJ News Anchor/MSJ News Manager Digital Content News Sports Reporter/Anchor/Host/ MSJ News
9	10/18/2022	Provision of training to management	In partnership with outside consulting firm, Downstream Partners, the KPNX leadership team participated in "Emergenetics Leadership Training" which was a two day session focused on development and expansion of leadership skills	24	President & General Manager Director of Digital Content Supervisor Technology IT Executive News Director
10	12/8/2022	Establishment of training programs for station personnel	KPNX reporters and anchors attended Boyd Huppert's amazing storyteller sessions. Among the many pertinent topics discussed, were how to find a focus and lean into it, setting the first 30 seconds of the story, how to frame your sentences and end them.	25	Anchors Reporters



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11	12/16/2022	Establishment of training programs for station personnel	TEGNA launched their final Secure TEGNA quarterly training module for 2022, Spot the Phish. This interactive exercise demonstrates the subtle differences between legitimate online communications and scams. This training helps employees recognize risks and increase their understanding of the ever-changing threat landscape. Keeping our systems safe requires constant vigilance.	125	All Employees
12	Ongoing Event	Establishment of an intern program designed to assist members of the community	KPNX-TV actively recruits students attending ASU to serve as interns. Our program offers the student/interns active participation in a professional broadcast setting. The intern experiences the live work environment gaining real-world hands on experience that cannot be obtained in the classroom. These paid interns also earn academic credit for their participation in the program. Internships primarily support news and marketing, but can touch other departments as well. During the reporting period, KPNX hired and trained 5 interns for three month assignments.	5	Intern Intern Intern Intern
13	1/17/2023	Provision of training to management	KPNX managers participated in a two day leadership training held in Sacramento. The training was titled, "Leading for Engagement & High Performance" and it introduced participants to concepts and skills for engaging and empowering individuals and teams to achieve high performance.	5	Chief Photographer News Executive Producer News Supervisor Technology IT Executive Producer News
14	1/18/2023	Provision of training to management	KPNX managers participated in a two day leadership training held in Sacramento. The training was titled, "Leading for Engagement & High Performance" and it introduced participants to concepts and skills for engaging and empowering individuals and teams to achieve high performance.	5	Assistant News Director Executive Producer News Manager Digital Sales Supervisor Production IT

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15	Ongoing Event	Establishment of a mentoring program	Through the ASU Cronkite School of Journalism, KPNX's President and General Manager mentors Students, allowing an immersive and real world experience for college students, where daily operations, and all aspects of broadcast media are explored. One mentee is chosen per quarter and the schedule as well as topics covered vary depending upon the season.	1	President & General Manager
16	3/8/2023	Participation in events sponsored by organizations representing the community	Our KPNX Anchor moderated the 2023 Arizona Women in Leadership Symposium. This year's theme was "Rising in Resilience: Achieving Empowerment through Advancement & Adaptability." The focus of this annual event is to bring together a diverse mix of successful women leaders who, through the discussion of topics relevant to today's issues will educate, inspire and encourage women to reflect on their own goals and status as they strive to advance within their organizations.	1	Anchor/MSJ News
17	3/9/2023	Establishment of training programs for station personnel	TEGNA's Sr. Manager, Audience Development, led the training session at the station titled "Tagboard Basics." Topics of discussion and training included the foundations of Tagboard, our audience interaction system.	13	Digital Producers News Producers Senior Manager Audience Development,
18	3/15/2023	Establishment of training programs for station personnel	TEGNA's Sr. Manager, Audience Development, led the training session at the station. Topics of discussion and training included, Advanced Tagboard, Advanced features of Tagboard and our audience interaction system.	8	News Producers Sr Mgr, Audience Development
19	Ongoing Event	Participation in events or programs sponsored by educational institutions	Our Investigative Executive Producer and Digital Content Manager are participating in TEGNA's six day Inclusive Journalism Leadership Cohort, a program created in partnership with the Poynter Institute. They are meeting via Zoom with leaders from other stations in order to open conversations and share best practices around inclusive journalism.	2	Investigative Executive Producer Manager, Digital Content

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20	3/24/2023	Establishment of training programs for station personnel	TEGNA Cybersecurity Training "Find the Phish" was launched on March 6th and was the first Secure TEGNA quarterly training module for 2023. Like many of our past trainings, this interactive exercise offered an opportunity to sharpen cyber skills and reminds us of the common methods criminals use to access confidential information. This training launched on March 6, with a completion due date of March 24.	125	All Employees
21	4/1/2023	Participation in events or programs sponsored by educational institutions	KPNX Reporter and Video Producer attended the 2023 National Association of Black Journalists (NABJ) Conference held at ASU. The title of this year's conference was "We Are Rising: Changing the Climate for Black Journalists" and it covered such topics as, Diversifying newsrooms and holding news media accountable for its coverage of Black communities. Catering to Black professional and aspiring journalists, this conference is a day-long gathering focused on training and skills-building aimed at equipping attendees with the tools necessary to elevate their craft, career and network.	2	Anchor/Reporter News Video Producer/You Tube Specialist News
22	4/10/2023	Establishment of training programs for station personnel	KPNX Executive Producer, conducted an in-house training class for news producers. Training included such topics as AXIS, and how to build maps in the system. Two classes were held on April 10th and April 12th.	13	Executive Producer News Producers
23	4/20/2023	Establishment of training programs for station personnel	An Investigative Skills In-House Training Class was conducted by KPNX Investigative Executive Producer. The training focused on how to bring investigative skills into the daily newsroom. All news reporters, producers and digital producers were in attendance.	30	Investigative Executive Producer Producers Digital Producers News Reporters

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24	5/3/2023	Establishment of training programs for station personnel	Director of Digital Content conducted in-house training with the digital producers. Content of training included best practices for streaming video on the new iMix system and live streaming.	6	Digital Content Producer Digital Executive Producer Digital Content Producer Digital Content Producer
25	5/16/2023	Establishment of training programs for station personnel	TEGNA's Diversity and Inclusion Director held a training for hiring managers on inclusive recruiting and hiring. Topics covered included learning about diversity, equity and inclusion; the benefits of diverse teams, leveraging colleges, universities and local organizations; measuring diversity; looking for transferrable skills; combatting unconscious bias and best practices	17	Supervisor, Technology General Manager Supervisor, Production Executive Producer