

KHOU-TV, KTBV
EEO PUBLIC FILE REPORT
March 21, 2021 - March 22, 2022

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 - 10139	2, 5-8, 10-13, 16, 20-23, 25-30, 32-34, 36, 39, 41, 43-46, 49, 51, 53-55, 57-59, 61-75, 78-82, 84-88	57
Producer - 10139	2, 5-8, 10-13, 16, 20-23, 25-30, 32-34, 36, 39, 41, 43-46, 49, 51, 53-55, 57-59, 61-75, 78-82, 84-88	75
Producer - 10139	2, 5-8, 10-13, 16, 20-23, 25-30, 32-34, 36, 39, 41, 43-46, 49, 51, 53-55, 57-59, 61-75, 78-82, 84-88	57
Producer - 10139	2, 5-8, 10-13, 16, 20-23, 25-30, 32-34, 36, 39, 41, 43-46, 49, 51, 53-55, 57-59, 61-75, 78-82, 84-88	75
Great Day Houston Producer - 10155	2-16, 20-23, 25-30, 32-34, 36, 39, 41, 43-49, 51-59, 61-76, 78-88	57
Great Day Houston Producer - 10155	2-16, 20-23, 25-30, 32-34, 36, 39, 41, 43-49, 51-59, 61-76, 78-88	75
Reporter/MSJ - 10168	2, 5-8, 10-13, 16, 20-23, 25-30, 32-34, 36, 39, 41, 43-46, 49, 51, 53-55, 57-75, 78-82, 84-88	75
Reporter/MSJ - 10168	2, 5-8, 10-13, 16, 20-23, 25-30, 32-34, 36, 39, 41, 43-46, 49, 51, 53-55, 57-75, 78-82, 84-88	10
Reporter/MSJ - 10168	2, 5-8, 10-13, 16, 20-23, 25-30, 32-34, 36, 39, 41, 43-46, 49, 51, 53-55, 57-75, 78-82, 84-88	57
Broadcast Director - 10165	2, 5-8, 10-13, 16, 20-23, 25-30, 32-34, 36, 39, 41, 43-46, 49, 51, 53-55, 57-59, 61-75, 78-82, 84-88	75
Broadcast Director - 10165	2, 5-8, 10-13, 16, 20-23, 25-30, 32-34, 36, 39, 41, 43-46, 49, 51, 53-55, 57-59, 61-75, 78-82, 84-88	75
Meteorologist - 10291	2, 5, 10, 12-13, 16, 20-21, 23, 25-27, 29-30, 32-33, 36, 41, 46, 49, 53, 57, 59, 61, 75, 79-80, 82, 85-88	75
Social Marketing Specialist - 10402	2, 5, 10, 12-13, 16, 20-21, 23, 25-27, 29-33, 36-37, 41-42, 46, 49, 53, 57, 59, 61, 75, 79-82, 85-88	36
Sr Producer - 10407	2, 5, 10, 12-13, 16, 20-21, 23, 25-27, 29-33, 36, 41, 46, 49, 53, 59, 61, 75, 79-82, 85-88	75

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National Sales Manager	2, 5, 10, 12-13, 16-17, 20-23, 25-27, 29 -30, 32-33, 36, 40-41, 46, 49, 53, 59, 61, 75, 79-82, 85-88	40
Anchor/MSJ - 10573	2, 5, 10, 12-13, 16, 19-21, 23, 25-27, 29 -30, 32-33, 36, 41, 46, 49, 53, 59, 61, 75, 79-82, 85-88	75
Anchor/MSJ - 10573	2, 5, 10, 12-13, 16, 19-21, 23, 25-27, 29 -30, 32-33, 36, 41, 46, 49, 53, 59, 61, 75, 79-82, 85-88	75
Anchor/MSJ - 10573	2, 5, 10, 12-13, 16, 19-21, 23, 25-27, 29 -30, 32-33, 36, 41, 46, 49, 53, 59, 61, 75, 79-82, 85-88	75
Account Executive	17, 40	40
Brand Manager - 10721	2, 5, 10, 12-13, 16, 20-21, 23, 25-27, 29 -33, 36, 41, 46, 49, 53, 56-57, 59, 61, 75, 77, 79-82, 85-88	75
Assistant Digital Director	2, 4-16, 20-36, 38-39, 41, 43-47, 49, 51 -56, 58-59, 61-76, 78-88	75
Digital Account Manager - 10974	2, 5, 10, 12-13, 16, 20-21, 23, 25-27, 29 -30, 32-33, 36, 41-42, 46, 49, 53, 56, 59, 61, 75, 79-82, 85-88	42
Digital Account Manager - 10974	2, 5, 10, 12-13, 16, 20-21, 23, 25-27, 29 -30, 32-33, 36, 41-42, 46, 49, 53, 56, 59, 61, 75, 79-82, 85-88	10
Marketing Coordinator - 11067	2, 5, 10, 12-13, 16, 20-21, 23, 25-27, 29 -33, 36-37, 41-42, 46, 49, 53, 56, 59, 61, 75, 77, 79-82, 85-88	42
Marketing Strategist-11215	2, 5, 10, 12-13, 16, 20-21, 23, 25-27, 29 -33, 36, 40-42, 46, 49, 53, 56, 59, 61, 75, 79-82, 85-88	40
Content Discovery/Assignment Editor-11335	2-5, 9-10, 12-16, 20-21, 23, 25-27, 29- 33, 36, 41, 46-47, 49, 52-53, 56, 59, 61, 75, 79-83, 85-88	10
Content Discovery/Assignment Editor-11335	2-5, 9-10, 12-16, 20-21, 23, 25-27, 29- 33, 36, 41, 46-47, 49, 52-53, 56, 59, 61, 75, 79-83, 85-88	75
Photojournalist-11459	2-5, 9-10, 12-16, 20-21, 23, 25-27, 29- 33, 36, 41, 46-47, 49, 52-53, 56, 59, 61, 75, 79-83, 85-88	75

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Photojournalist-11459	2-5, 9-10, 12-16, 20-21, 23, 25-27, 29-33, 36, 41, 46-47, 49, 52-53, 56, 59, 61, 75, 79-83, 85-88	75
Executive Producer-Great Day Houston-11489	2-5, 9-10, 12-16, 20-21, 23, 25-27, 29-33, 36, 41, 46-47, 49-50, 52-53, 56, 59, 61, 75, 79-83, 85-88	75
Marketing Producer-11495	1-5, 9-10, 12-16, 20-21, 23, 25-27, 29-33, 36, 41, 46, 49, 52-53, 56, 59, 61, 75-77, 79-83, 85-88	75
Marketing Producer-11495	1-5, 9-10, 12-16, 20-21, 23, 25-27, 29-33, 36, 41, 46, 49, 52-53, 56, 59, 61, 75-77, 79-83, 85-88	75
Great Day Houston Account Executive	2-16, 19-30, 32-36, 39, 41, 43-47, 49, 51-56, 58-59, 61-75, 78-88	19
Meteorologist-11855	2, 4-5, 9-10, 12-16, 20-21, 23, 25-27, 29-30, 32-33, 36, 41, 46, 49, 52-53, 56, 59, 61, 75-76, 79-83, 85-88	75
Broadcast Director	2-5, 9-10, 12-16, 20-21, 23, 25-27, 29-33, 36, 41, 46, 49, 52-53, 56-57, 59, 61, 75, 79-83, 85-88	57
Digital Content Producer	2, 4-12, 14-18, 20-36, 39, 41, 43-49, 51-56, 58-59, 61-76, 78-88	41
Account Manager-11934	2, 4-5, 9-10, 12-16, 20-21, 23, 25-27, 29-33, 36, 41, 46, 49, 52-53, 56, 59, 61, 75-76, 79-83, 85-88	75
Account Executive - 12000	2, 4-5, 9-10, 13-17, 20-21, 23, 25-27, 29-33, 36, 40-41, 46, 49, 52-53, 59, 61, 75-76, 79-83, 85-88	40
Multi-Platform Video Editor - 11874	2-5, 9-10, 12-16, 20-21, 23, 25-27, 29-30, 32-33, 41, 46, 49, 52-53, 59, 61, 75, 79-83, 85-88	75
Multi-Platform Video Editor - 11874	2-5, 9-10, 12-16, 20-21, 23, 25-27, 29-30, 32-33, 41, 46, 49, 52-53, 59, 61, 75, 79-83, 85-88	75
Multi-Platform Video Editor - 11874	2-5, 9-10, 12-16, 20-21, 23, 25-27, 29-30, 32-33, 41, 46, 49, 52-53, 59, 61, 75, 79-83, 85-88	75
Great Day Houston Producer - 12050	2-5, 9-10, 12-16, 20-21, 23, 25-27, 29-30, 32-33, 36, 41, 46, 49, 52-53, 59, 61, 75, 79-83, 85-88	75

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Photojournalist - 012144	2-5, 9-10, 12-16, 20-21, 23, 26-27, 29-30, 32-33, 36-37, 41, 46, 49, 52-53, 59, 61, 75, 79-83, 85-88	75

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	1
2	Alvin Community College 3110 Mustang Rd Alvin, Texas 75111 Phone : 281-756-3531 Url : http://www.alvincollege.edu Email : dstiles@alvincollege.edu D. Stiles	N	0
3	American Intercontinental University 9999 Richmond Ave Houston, Texas 77042 Phone : 832-201-6879 Url : http://www.aiuonline.edu Email : Houstoncareerservices@aiuniv.edu Brian Candido	N	0
4	Asian American Chamber of Commerce 6833 W. Sam Houston Pkwy STE 206 Houston, Texas 77072 Phone : 713-782-7222 Url : http://www.asianchamber-hou.org Email : bgallo@asianchamber-hou.org Job Posting	N	0
5	B-roll.net 243 17th St. SE Washington, District of Columbia 20003 Phone : 202-486-8842 Url : http://www.b-roll.net Email : info@b-roll.net Kevin Johnson	N	0
6	Broadcast Cable Financial Management Association 550 Frontage Rd STE 3600 Northfield, Illinois 60093 Phone : 847-716-7000 Url : http://www.bcfm.com Jamie Smith Manual Posting	N	0
7	Broadcasting & Cable Magazine 360 Park Ave South 14th Floor New York, New York 10010 Phone : 646-746-6949 Url : http://www.broadcastingcable.com Job Posting Manual Posting	N	0

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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	Burnett Staffing 1415 Louisiana STE 3525 Houston, Texas 77002 Phone : 713-759-9943 Url : http://www.burnettstaffing.com Susan Stone Manual Posting	N	0
9	Career & Recovery Resources, Inc. 2525 San Jacinto Houston, Texas Phone : 713-754-7000 Url : http://careerandrecovery.org Email : cathryn.martinez@careerandrecovery.org Cathryn Martinez	N	0
10	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	4
11	Cars.com 175 W Jackson Blvd 8th Floor Chicago, Illinois 60604 Url : http://www.cars.com Job Posting Manual Posting	N	0
12	Cheryl Garcia & Associates 5120 Woodway Dr. STE 9015 Houston, Texas 77056 Phone : 281-833-3040 Url : http://www.cherylgarciaco.com Email : cgarcia@cherylgarciaco.com Cheryl Garcia	N	0
13	Church of Jesus Christ of Latter Day Saints - Employment Center 201 Wilcrest Dr. #1434 Houston, Texas 77042 Email : escobar.cr@gmail.com C. Ramirez	N	0

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14	Coat of Many Color Ministries, Inc. PO Box 914 Montgomery, Texas 77356 Phone : 936-672-7808 Email : drhayles@gmail.com Dr. Michael Hayles	N	0
15	Collins College 1140 S. Priest Dr. Tempe, Arizona 85281 Phone : 972-548-6747 Url : http://www.collinscollege.edu Email : jobpostings@collin.edu Job Posting	N	0
16	CSB School of Broadcasting 1455 W. Loop South STE 630 Houston, Texas 77027 Url : http://www.gocsb.com Email : csbhouston@gocsb.com Carley Buck	N	0
17	Current Employee	N	4
18	Current Employee - Transfer/Promotion	N	1
19	Employee Referral	N	9
20	Epiphany of the Lord Catholic Community 1530 Norwalk Dr. Houston, Texas 77450 Phone : 281-578-0707 Email : schottsie@epiphanycatholic.org S. Hill	N	0
21	First Hope Baptist Church 7401 Katy Freeway Houston, Texas 77024 Email : hope@hfbc.org F. Suiter	N	0
22	Frank N. Magid Associates Inc. One Research Center Marion, Iowa 52302 Phone : 329-377-7345 Url : http://www.magid.com Barbara Frye Manual Posting	N	0

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23	Gulf Coast Community Services Association 5000 Gulf Freeway Houston, Texas 77023 Phone : 713-393-4770 Email : garcias@gccsa.org Sue Garcia	N	0
24	Harris County Community Supervisions & Corrections Dept. 49 San Jacinto St. Houston, Texas 77002 Phone : 713-755-2000 Tina Franklin Manual Posting	N	0
25	Health & Human Services 6411 Fannin St. JB 200.5 Houston, Texas 77030 Phone : 713-704-5323 Karen Mayfield Manual Posting	N	0
26	Hispanic Chamber of Commerce 1801 W. Main St. Houston, Texas 77002 Phone : 713-644-7070 Url : http://www.houstonhispanicchamber.com Email : mvelasquez@houstonhispanicchamber.com Maria Velasquez	N	0
27	Hispanic Women in Leadership PO Box 701065 Houston, Texas Phone : 713-807-1115 Email : mhcaavazos@aol.com Helen Cavazos	N	0
28	Houston Advertising Federation (HAF) PO Box 27592 Houston, Texas 77227 Job Posting Manual Posting	N	0
29	Houston Area Urban League 1301 Texas St. Houston, Texas 77002 Phone : 713-393-8700 Email : cwalker@haul.org Carmela Walker	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	Houston Association of Black Journalists PO Box 565 Houston, Texas Phone : 713-249-0443 Email : maryrbenton@gmail.com Mary Benton	N	0
31	Houston Community College 3100 Main MC 1120 Houston, Texas 77002 Phone : 713-718-8560 Email : james.corona@hccs.edu James Corona	N	0
32	Houston Community College - Katrina Job Readiness Program 9600 S. Gessner Blvd F Houston, Texas 77071 Phone : 832-476-9067 Email : lnellum315@yahoo.com L. Lewis-Nellum	N	0
33	Howard University - Internships 2400 Sixth St. NW Washington, District of Columbia 20059 Phone : 202-806-7513 Email : hucareersandinternships@gmail.com Carley Trotman	N	0
34	HR Houston PO Box 4240 Houston, Texas 77210 Phone : 713-426-2646 Url : http://www.hrhouston.org Nikki Taylor Manual Posting	N	0
35	Immanuel Missionary Church PO Box 17166 Sugar Land, Texas 77496 Phone : 281-961-7804 Valerie Iglehart Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	Indeed 470 West Ave STE 2002 Stamford, Connecticut Url : http://www.indeed.com Job Posting Manual Posting	N	8
37	Indeed.com	N	3
38	Internal Candidate	N	2
39	Investigative Reporters & Editors (IRE) 138 Neff Annex Columbia, Missouri 65211 Phone : 573-882-2042 B. Houston Manual Posting	N	0
40	Job posting on internet	N	13
41	KHOU.com 1945 Allen Parkway Houston, Texas 77019 Phone : 713-521-4305 Url : http://www.khou.com Email : shunter@khou.com Shannon Hunter	N	1
42	Linked In	N	6
43	Media Alliance PO Box 980908 Houston, Texas 77098 Phone : 713-663-4613 Url : https://www.mediaalliancehouston.org/ Job Posting Manual Posting	N	0
44	Media Bistro 475 Park Avenue South 4th Floor New York, New York 10016 Job Posting Manual Posting	N	0

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45	Media Line PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Mark Shilstone Manual Posting	N	0
46	Media Recruiters - Magid 20456 E. Orchard Place Centennial, Colorado 80016 Phone : 303-400-5150 Email : art@mediarecruiter.com Art Scott	N	0
47	Mounting Horizons 18062 FM 529 #151 Cypress, Texas 77433 Phone : 713-510-8755 Curtistein White Manual Posting	N	0
48	National Association of Hispanic Journalists 1000 National Press Building Washington, District of Columbia 20045 Phone : 626-792-3846 Eric Ware Manual Posting	N	1
49	NID Housing Counseling Agency 10101 Fondren STE 260 Houston, Texas 77096 Phone : 713-931-3344 Email : nidhousingcounselor@gmail.com Job Posting	N	0
50	Other Source	N	1
51	Poynter Online 801 Third Street South St. Petersburg, Florida 33701 Url : http://www.poynter.org Job Posting Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
52	Prairie View A&M University Alumni Association PO Box 2875 Prairie View, Texas 77446 Phone : 936-857-5817 Email : alumni@pvamu.edu Job Posting	N	0
53	Production Hub 1806 Hammerlin Ave Winter Park, Florida 32789 Phone : 877-629-4122 Email : jobs@productionhub.com Fax : 1-407-629-8884 Job Posting	N	0
54	Radio Television News Director Association (RTNDA) 1600 K St. NW STE 700 Washington, District of Columbia 20006 Phone : 202-659-6510 Deborah Potter Manual Posting	N	0
55	Rick Gevers PO Box 577 Zionsville, Indiana Phone : 317-769-7900 Rick Givers Manual Posting	N	0
56	Search Project 2505 Fannin St. Houston, Texas 77002 Phone : 713-802-3167 Email : tbrown@searchproject.org Tanna Brown	N	0
57	Self Referral	N	12
58	SND Publishing LLC 600 W. Peachtree St. NW Atlanta, Georgia 30308 Url : http://www.spotsndots.com/ Job Posting Manual Posting	N	0

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59	St. John Vianney Catholic Church 625 Nottingham Oaks Trail Houston, Texas 77079 Phone : 281-497-1500 Email : vclinton@stjohnvianney.org Vivian Clinton	N	0
60	Station Website	N	2
61	Talent Agency - 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
62	Talent Agent - Evolution Media Group 155 Woodbury Rd Woodbury, New York 11797 Phone : 516-367-2600 Job Posting Manual Posting	N	0
63	Talent Agent - Headline Media TV 888 Seventh Ave. STE 503 New York, New York 10106 Phone : 212-728-2010 Job Posting Manual Posting	N	0
64	Talent Agent - IF Management 152 West 57th St. 14th Floor New York, New York 10019 Carol Perry Manual Posting	N	0
65	Talent Agent - Joel Weisman Weisman Media 1901 Raymond Drive Northbrook, Illinois 60062 Phone : 847-400-5900 Joel Weisman Manual Posting	N	0
66	Talent Agent - Ken Linder Agency 2029 Century Park STE 100 Los Angeles, California 90067 Phone : 310-277-9223 Job Posting Manual Posting	N	0

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67	Talent Agent - N.H. Bienstock Company 250 West 57th Street Suite 333 New York, New York 10107 Phone : 212-765-3040 Peter Goldberg Manual Posting	N	0
68	Talent Agent - Napoli Management Group 8844 W. Olympic Blvd. STE 100 Beverly Hills, California 90211 Phone : 310-385-8222 Liz Sherwin Manual Posting	N	0
69	Talent Agent - Robert Miggins, Recruiter 6414 Senford Ave Los Angeles, California 90056 Phone : 310-641-4292 Robert Miggins Manual Posting	N	0
70	Talent Agent - TV NewsCheck PO Box 565 Chatham, New Jersey Phone : 215-901-9495 Job Posting Manual Posting	N	0
71	Talent Agent - Willinger Talent Agent 875 Avenue of the Americas New York, New York 10001 Phone : 212-695-1950 Gregg Willinger Manual Posting	N	0
72	Talent Agents 3 N. Court St. Frederick, Maryland 21701 Phone : 301-668-1511 T. Dolan Manual Posting	N	0
73	Talent Dynamics 8828 Stemmons STE 510 Dallas, Texas 75247 Job Posting Manual Posting	N	0

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74	Talent Zoo 1736 Defoor Place NW Atlanta, Georgia 30318 Phone : 404-607-1955 Url : http://www.talentzoo.com Job Posting Manual Posting	N	0
75	Tegna 8350 Broad Street Ste 2000 Tysons, Virginia 22102 Career Page Manual Posting	N	84
76	Texas Association of Broadcasters (TAB) 502 E. 11th St. STE 200 Austin, Texas 78701 Phone : 512-322-9944 Url : http://www.tab.org Email : jobs@tab.com Ana Romero	N	0
77	Texas Department of Assistive & Rehabilitative Services 1919 North Loop West STE 330 Houston, Texas 77008 Phone : 713-802-3167 Email : randy.lewis@dars.state.tx.us Randy Lewis	N	0
78	Texas Southern University 3100 Cleburne Ave. Houston, Texas 77004 Phone : 713-313-1852 T. Russell Manual Posting	N	0
79	Texas Workforce Commission - Houston 600 Jefferson Houston, Texas 77002 Phone : 713-590-2665 Email : houstonjobs@twc.state.tx.us D. Garcia	N	0
80	Texas Workforce Commission - Waller Office 40644 Highway 290 Business Waller, Texas 77484 Phone : 936-931-3987 Email : lashan.arceneaux@gmail.com LaShan Arceneaux	N	0

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81	The Art Institute 4140 Southwest Freeway Houston, Texas 77027 Phone : 713-623-2040 Url : http://www.artinstitutes.edu/houston Email : mkrobinson@aii.edu Mary Kate Robinson	N	0
82	TV Jobs PO Box 4116 Oceanside, California 92502 Phone : 800-374-0119 Email : jobs@tvjobs.com Job Posting	N	0
83	University of Houston 4800 Calhoun Houston, Texas 77004 Phone : 713-743-2255 Email : uhucs@central.uh.edu Job Posting	N	0
84	William Morris Agency 1325 Avenue of the Americas New York, New York 10019 Phone : 212-903-1100 Job Posting Manual Posting	N	0
85	Windsor Village United Methodist Church 6011 W. Orem Dr. Houston, Texas 77085 Phone : 713-723-8187 Url : http://www.kingdombuilders.com Email : jwhite@wvumc.com Kirbijon Caldwell	N	0
86	Women in Film & Television PO Box 981104 Houston, Texas 77098 Phone : 713-788-8075 Email : cynthia.neely7@gmail.com Cynthia Neely	N	0
87	Workforce Solutions - Downtown 600 Jefferson Houston, Texas 77002 Email : tammlyn.alexander@wrksolutions.com Tammlyn Alexander	N	0

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88	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:			152

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/1/2021	Provision of training to management	Digital Directors across TEGNA stations participated in a "Watch Page Training" conducted by TEGNA. During this session they were shown how to navigate around the newly designed page for video online and Over The Top (OTT). 50 leaders in the digital space across TEGNA attended.	1	Regional Digital Director
2	5/20/2021	Establishment of training programs for station personnel	Marketing Director worked with digital producers in the newsroom on headlines and teases for digital and social platforms for better reporting to their audience.	7	Digital Director Digital Exec Producer Digital Managing Editor Digital Content Producer
3	5/26/2021	Establishment of training programs for station personnel	Corporate Digital conducted training for all digital newsroom teams on real time analytics tools, upon switching to Taboola Newsroom from Chartbeat. Taboola is a newsroom analytic tool used to measure website visits by viewers across all digital platforms.	4	Digital Director Digital Exec Producer Digital Managing Editor Digital Producer
4	6/2/2021	Establishment of training programs for station personnel	TEGNA Corporate conducted Microsoft Teams Training across all stations, as the Company moved from Slack to Teams for internal communications, which is especially important in the newsroom.	4	Regional Digital Director Digital Producer Digital Managing Editor Digital Producer

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	6/8/2021	Establishment of an intern program designed to assist members of the community	This station is participating in TEGNA's Producer-In-Residence ("PIR") Program. TEGNA established this PIR Program to train and provide experience to college graduates interested in a career in broadcasting/producing. The PIR Program affords each selected PIR the opportunity to gain real-life experience as a Producer. Each PIR attends an initial one-week training boot camp followed by a two-year placement as a Producer in one of TEGNA's stations. The 2-year position provides the PIR on-the-job training, education, experience and resources that will become invaluable in this industry. The PIR receives regular feedback on performance, consistent corporate training and check-in on progress. While there is no guarantee of continued employment for the PIRs, at the end of the contract period the PIR may be offered an opportunity for retention and promotion to a Producer.	1	Producer In Residence Participant
6	7/7/2021	Participation in events sponsored by organizations representing the community	As part of KHOU's "Listen, Learn and Lead" sessions, a guest speaker from the Houston Chamber of Commerce covered voter education, coalition building and advocacy on behalf of the LGBTQ community. Session was open to all station employees across KHOU. 26 attendees came from different departments.	26	General Manager News Director Digital Sales Manager Anchor
7	7/27/2021	Establishment of training programs for station personnel	Team was instructed on how to use tools from new vendor for downloading CNN video and on the social news desk. Training included how to use the social posting tool and auto-pilot.	20	Digital Director Digital Exec Producer Digital Managing Editor Digital Producer
8	10/7/2021	Participation in events sponsored by organizations representing the community	As part of KHOU's "Listen, Learn and Lead" sessions, a marketing consultant covered media trends in the Hispanic and Latin communities, topics relevant to content and sales. Training was open to all station employees. 28 attendees came from different departments across the station.	28	Digital Account Manager Local Sales Manager Photojournalist Producer

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9	10/17/2021	Participation in events sponsored by organizations representing the community	National Press Photographers Advanced Storytelling Workshop is designed to help journalists and photojournalists improve their visual storytelling skills in news broadcasts.	3	MSJ/Reporter Photojournalist MSJ/Reporter
10	11/19/2021	Establishment of training programs for station personnel	Local Sales Manager participated in a webinar led by the Center for Sales Strategy on the topic, "Improving Sales Performance." Session focused on the role of people, process, planning and performance and what makes a sales team successful.	1	Local Sales Manager
11	1/12/2022	Participation in events sponsored by organizations representing the community	Chief Meteorologist conducted an information session on weather evolution and hurricane preparedness to Spring Branch Retired Teachers, a group of 25 attendees. Speaker also shared his career journey in broadcast meteorology. Session was followed by Q&A about the media industry.	1	Chief Meteorologist
12	1/18/2022	Participation in events sponsored by organizations representing the community	Sales leadership hosted a lunch and learn session at the Media Alliance of Houston, whose aim is to provide young media professionals information and insight into various roles and departments within the Houston Media community. The organization educates new media team members by providing insight into the various companies that make up the organization including radio outlets, broadcast television stations, agencies, and digital companies.	2	Local Sales Manager Local Sales Manager
13	1/24/2022	Establishment of training programs for station personnel	Employees were selected to participate in a leadership training program offered by the Center for Creative Leadership. The Program is focused on the development of communication, delegation, problem-solving, motivation and coaching skills that could qualify them for higher level positions.	2	Executive Producer Digital Sales Manager

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14	2/5/2022	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.	178	All employees
15	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 at the company or personally.	178	All employees
16	3/4/2022	Participation in events or programs sponsored by educational institutions	Photojournalist spoke to 200 students at Warner Elementary for Career Day. Speaker discussed elements of breaking news and the role of a photographer in the field.	1	Photojournalist
17	3/8/2022	Establishment of training programs for station personnel	Magid Weather Institute conducted a two-day online training, 3/8 and 3/9, for meteorologists, managers, and producers. The sessions offer the curriculum, guidance and insight to help stations grow their weather product to be the number one go-to weather source across all weather platforms.	2	Director of Innovation Marketing Director
18	3/9/2022	Participation in events or programs sponsored by educational institutions	Meteorologist addressed 100 students at Shirley Dill Brothers Elementary School during weather week. In addition to covering the basic elements of weather such as temperature, humidity, precipitation, air pressure, wind, and cloud cover, presenter spoke about newscasts and her career in media.	1	Meteorologist
19	3/11/2022	Participation in events or programs sponsored by educational institutions	Multiskilled Journalist spoke to 50 students at Rita Drawbeck Elementary on Career Day about her role as a reporter and careers in journalism and the media industry.	1	Multiskilled Journalist

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20	3/17/2022	Provision of training to management	Group HR Director conducted a session for managers on best practices for completing and delivering performance reviews. Discussion included setting and measuring goals for career growth and development and the coaching of team members. A Q&A followed the presentation.	24	News Director Executive Producer Chief Photographer Assignment Desk Manager