

KIDY-TV, KXVA-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
Anchor-13932	1-5, 7-22	9
Meteorologist - 13957	1-5, 7-13, 15-22	17
Broadcast Director - 14735	2-5, 8, 10, 15-17, 19-22	17
MSJ - 14986	2-5, 8, 10, 13-17, 19-22	17
Assignment Desk Asst - 15115	2-5, 8, 10, 13, 15-17, 19-22	17
News Director - 15156	2-5, 8, 10, 13-17, 19-22	14
Dig Content Producer - 15424	2-5, 8, 10, 13-17, 19-22	17
Account Manager	1-8, 10-13, 15-22	6

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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	Broadbean Network 610 Newport Center Dr Ste 1400 Newport Beach, California 92660 Phone : 949-706-8560 Job Listing Manual Posting	N	0
2	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : info@tvjobs.com Fax : 1-760-754-2115 Jobs Editor	N	0
3	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	1
4	Concho Valley Home For Girls 412 Preusser St San Angelo , Texas Phone : 325-655-3821 Email : Kassie@conchokids.org Kassie Coffey	N	0
5	Conexion Hispania 315 W. Ave D San Angelo, Texas 76903 Phone : 325-655-6371 Email : info@cxnsa.com Job Listings	N	0
6	Current Employee - Transfer/Promotion	N	1
7	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94965 Phone : 800-918-3229 Job Listings Manual Posting	N	0

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8	Howard College Career Services 3501 N. US Highway 67 San Angelo, Texas 76905 Phone : 325-481-3800 Email : tnix@howardcollege.edu Terri Nix	N	0
9	Indeed.com	N	4
10	Jobs4Rams 2601 W Ave. N San Angelo, Texas 76909 Phone : 3259422255 Url : http://www.angelo.edu/ Email : adra.enos@angelo.edu Adra Enos	N	0
11	JuJu.com 151 First Ave #19 New York, New York 10003 Phone : 212-537-3898 Job Listings Manual Posting	N	0
12	KIDY/KXVA On-Air Promos 5 S. Chadbourne St San Angelo, Texas 76903 Phone : 325-655-6006 Job Listings Manual Posting	N	0
13	KIDY/KXVA Website 5 S. Chadbourne St San Angelo, Texas 76903 Phone : 325-655-6006 Job Listings Manual Posting	N	0
14	Linked In	N	4
15	McMurry University 1400 Sayles Blvd Abilene, Texas 79605 Phone : 325-793-4880 Url : myinterfase.com Email : lee.lexie@mcm.edu Lexie Lee	N	0

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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	Society of Broadcast Engineers 9012 N. Meridian St Ste 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Email : kjones@sbe.org Job Listings	N	0
17	TEGNA Careers 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 703-854-6089 Job Listings Manual Posting	N	21
18	Texas Association of Broadcasters 502 E. 11 St Ste 200 Austin, Texas 78701 Phone : 512-322-9944 Craig Bean Manual Posting	N	0
19	Texas Workforce Commission - Abilene 400 Oak St Abilene, Texas 79602 Phone : 325-795-4247 Fax : 1-325-795-4380 Evelyn Evelyn	N	0
20	Texas Workforce Commission - San Angelo 202 Henry O. Flipper St San Angelo, Texas 76903 Phone : 325-653-2321 Fax : 1-325-655-4649 Erin Vaught	N	0
21	West Central Texas Career Consortium P.O. Box 6348 Abilene, Texas 79608 Phone : 325-793-4882 Email : jgreer@mcm.edu James Greer	N	0

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22	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:			31

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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	3/21/2023	Establishment of training programs for station personnel	The Director of Sales and Account Executives attended a training on how to stay motivated during the sales process.	5	Director of Sales Account Executives
2	3/22/2023	Establishment of training programs for station personnel	Account Executives attended a TEGNA training on acquiring market intelligence within the station's designated market area.	4	Account Executives
3	3/24/2023	Establishment of training programs for station personnel	All station employees received 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.	20	Various
4	4/11/2023	Establishment of training programs for station personnel	Account Executives attended a training to better understand how to use ChatGPT	4	Account Executives
5	4/12/2023	Establishment of training programs for station personnel	Account Executives attended a Television Broadcast Webinar on selling within the auto market.	4	Account Executives
6	4/25/2023	Establishment of training programs for station personnel	The Director of Sales and Account Executives received training on turning sales leads into clients.	5	Director of Sales Account Executives

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7	5/9/2023	Establishment of training programs for station personnel	Account Executives attended a Texas Association of Broadcasters Webinar to understand how AI is a threat to broadcast sellers and ad creators.	4	Account Executives
8	5/25/2023	Establishment of training programs for station personnel	The Director of Sales and Account Executives attended the Television Broadcasters Webinar, titled Marketing that Works: Strategies from an AE Turned Business Owner.	5	Director of Sales Account Executives
9	6/6/2023	Establishment of training programs for station personnel	Account Executives attended a TEGNA Webinar on TEGNA's guide to GHOSTING to learn ideas and tips on how to accelerate the sales process	4	Account Executives
10	6/13/2023	Establishment of training programs for station personnel	The Director of Sales and Account Executives attended a Texas Association of Broadcasters webinar on the Top 10 Tips on How to be a Broadcast Sales Superstar.	5	Director of Sales Account Executives
11	7/11/2023	Establishment of training programs for station personnel	The Director of Sales and Account Executives attended Local Broadcast Sales online virtual training on Setting Appointments Successfully and Knowing Your Client's Margins.	5	Director of Sales Account Executives

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12	7/14/2023	Establishment of training programs for station personnel	All station employees received 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.	20	Various
13	8/7/2023	Establishment of training programs for station personnel	The Head of Technology and Digital Director attended a four-day TEGNA onsite training where leaders practice and improve upon leadership strategies. Strategies include: increasing employee engagement, performance, building collaboration and leading through change.	2	Head of Technology Digital Director
14	8/11/2023	Establishment of training programs for station personnel	The Director of Sales and Account Executives attended a training on targeting new business and updating yearly goals.	5	Director of Sales Account Executives
15	9/12/2023	Establishment of training programs for station personnel	The Director of Sales and Account Executives attended a training on how to put the fun back into business.	5	Director of Sales Account Executives
16	9/13/2023	Participation in Job Fairs	The News, Production, and Sales team attended the Angelo State Career Fair to share information about the station and recruit future graduates for broadcasting.	5	News Director Anchor Account Executive Producer
17	9/29/2023	Establishment of training programs for station personnel	All station employees received 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.	20	Various

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18	10/23/2023	Provision of training to management	The Head of Technology attended GatesAir Introduction to Broadcast Transmitter Technology training, hosted by GatesAir. The training was an introduction to transmitter technology and specific GatesAir products.	1	Head of Technology
19	11/4/2023	Establishment of training programs for station personnel	The news staff received visual storytelling training, hosted by the Digital Director, on camera angles, shooting, and telling stories through video.	5	News Staff Digital Director
20	11/4/2023	Establishment of training programs for station personnel	The Production team attended a Visual Storytelling Workshop, hosted by KENS5 Chief Photographer. The focus of the workshop was camera angles, shooting, and telling a story through video.	5	Digital Content Producer Exec. Producer Broadcast Director/ Commercial Producer Digital Director
21	12/6/2023	Participation in events sponsored by organizations representing the community	Select news team members attended the San Angelo READS Literacy Program event where they read to children and spoke about a career in journalism.	3	Meteorologist Anchor Digital
22	12/7/2023	Participation in events sponsored by organizations representing the community	Station employees attended the San Angelo READS pop-up event, promoting literacy and spoke with attendees about a career in journalism.	20	Various
23	12/15/2023	Establishment of training programs for station personnel	All station employees received TEGNA's 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.	20	Various
24	12/16/2023	Participation in events sponsored by organizations representing the community	The news team attended Operation Blue Santa with the San Angelo Police Officers Coalition. This opportunity allowed the news team to speak with attendees about a career in journalism.	10	Various
25	1/17/2024	Establishment of training programs for station personnel	All station employees received ethics training, titled Conflicts of Interest, to avoid situations where a person's private interest may interfere with the interests of TEGNA.	20	Various