

KIDY-TV, KXVA-TV
EEO PUBLIC FILE REPORT
March 22, 2022 - March 21, 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
Meteorologist - 10258	1-9, 11-14, 16-23	18
MSJ-11412	1, 3-8, 11, 13-18, 20-23	18
Producer - 012332	1, 3-6, 8-9, 11, 13-14, 16-18, 20-23	18
Digital Storyteller - 012333	1, 3-6, 8-11, 13-18, 20-23	15
Producer - 012455	1, 3-6, 8-11, 13-14, 16-18, 20-23	18
Marketing Administrative Coordinator-12910	3-6, 8, 11, 13-14, 16-18, 20-23	18
News Photographer-12999	3-6, 8-9, 11, 13-18, 20-23	9
Sports/News MSJ-13399	3-6, 8, 11, 13-14, 16-18, 20-23	18

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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	American Classifieds 2027 Sherwood Way San Angelo, Texas 76901 Phone : 325-944-7653 Email : cheri.amclass@gmail.com Cheri Jackson	N	0
2	Broadbean Network 610 Newport Center Dr Ste 1400 Newport Beach, California 92660 Phone : 949-706-8560 Job Listing Manual Posting	N	0
3	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
4	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	0
5	Concho Valley Home For Girls 412 Preusser St San Angelo , Texas Phone : 325-655-3821 Email : Kassie@conchokids.org Kassie Coffey	N	0
6	Conexion Hispania 315 W. Ave D San Angelo, Texas 76903 Phone : 325-655-6371 Email : info@cxnsa.com Job Listings	N	0

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7	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94965 Phone : 800-918-3229 Job Listings Manual Posting	N	0
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 470 West Ave Ste 2002 Stamford, Connecticut Phone : 203-564-2418 Job Listings Manual Posting	N	4
10	Indeed.com	N	2
11	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
12	JuJu.com 151 First Ave #19 New York, New York 10003 Phone : 212-537-3898 Job Listings Manual Posting	N	0
13	KIDY/KXVA On-Air Promos 5 S. Chadbourne St San Angelo, Texas 76903 Phone : 325-655-6006 Job Listings Manual Posting	N	0

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14	KIDY/KXVA Website 5 S. Chadbourne St San Angelo, Texas 76903 Phone : 325-655-6006 Job Listings Manual Posting	N	0
15	Linked In	N	4
16	McMurry University 1400 Sayles Blvd Abilene, Texas 79605 Phone : 325-793-4880 Url : myinterfase.com Email : slane@mcm.edu Sandy Lane	N	0
17	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
18	TEGNA Careers 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 703-854-6089 Job Listings Manual Posting	N	34
19	Texas Association of Broadcasters 502 E. 11 St Ste 200 Austin, Texas 78701 Phone : 512-322-9944 Craig Bean Manual Posting	N	0
20	Texas Workforce Commission - Abilene 400 Oak St Abilene, Texas 79602 Phone : 325-795-4247 Fax : 1-325-795-4380 Evelyn Evelyn	N	0

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21	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
22	West Central Texas Career Consortium P.O. Box 6348 Abilene, Texas 79608 Phone : 325-793-4882 Email : jgreer@mcm.edu James Greer	N	0
23	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:			44

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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	4/12/2022	Provision of training to management	TEGNA's Leadership in Action Program focuses on leading from the middle, giving and practicing strategies to effectively manage direct reports, other managers and managing up. The program schedule consists of in-person and virtual sessions, which start 4/12/2022 and end 9/22/2022. Participants are in class for a total of 11 days and are expected to complete homework assignments.	1	News Director
2	6/24/2022	Establishment of training programs for station personnel	TEGNA launched a mandatory, companywide Q2 cybersecurity training for all employees. The training focuses on social engineering, demonstrating manipulative practices used by cybercriminals to convince users to surrender confidential information or fall victim to phishing attacks. Participants learn that human awareness and action are the best ways to prevent cybercrimes.	35	All employees
3	7/14/2022	Establishment of training programs for station personnel	"Who's Getting Your Advertisers' Digital Dollars" webinar was presented to the sales team. The session addressed supporting client's digital marketing dollars and best ways to put digital budgets on station properties, while protecting broadcast revenue.	2	Account Executive Account Executive
4	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.	35	All employees
5	9/27/2022	Participation in Job Fairs	Members of the sales and news teams represented KIDY/KXVA 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	Director of Sales Administrative Coordinator News/ MSJ News Director

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6	10/11/2022	Establishment of training programs for station personnel	Online virtual training session was offered to the entire sales team on the topic of conducting initial meetings with clients and presenting sales pitches.	5	Director of Sales Account Executive Account Executive Account Executive
7	12/16/2022	Establishment of training programs for station personnel	Cybersecurity Training - All employees completed Q4 Secure TEGNA Cybersecurity Training online. This interactive course focused on how to prevent cybercrime by recognizing the difference between legitimate and fraudulent communications.	35	All employees
8	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.	35	All employees
9	1/23/2023	Participation in Job Fairs	Abilene sales team represented the station at the Hardin-Simmons University Career Fair. Team spoke to over 25 students about career opportunities in sales, targeting potential Sales Account Executive candidates. Representatives shared their experience and career path in media sales.	3	Director of Sales Marketing Admin Coordinator Account Executive