

WXIA/WATL
EEO PUBLIC FILE REPORT
November 22, 2021 - November 21, 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
Photojournalist - 10892	1, 3, 5-6, 8-15, 17, 19-21, 24-26, 28-29, 31, 34-39, 42-46, 48, 50-51, 53-56	36
Photojournalist - 10892	1, 3, 5-6, 8-15, 17, 19-21, 24-26, 28-29, 31, 34-39, 42-46, 48, 50-51, 53-56	48
Photojournalist - 10892	1, 3, 5-6, 8-15, 17, 19-21, 24-26, 28-29, 31, 34-39, 42-46, 48, 50-51, 53-56	48
Photojournalist - 10892	1, 3, 5-6, 8-15, 17, 19-21, 24-26, 28-29, 31, 34-39, 42-46, 48, 50-51, 53-56	48
Photojournalist - 10892	1, 3, 5-6, 8-15, 17, 19-21, 24-26, 28-29, 31, 34-39, 42-46, 48, 50-51, 53-56	48
Creative Director - 10929	1, 3, 5-6, 8-9, 11-15, 17, 20-21, 24-27, 29, 31, 33, 35-39, 42-44, 46, 48, 50-51, 53-56	48
Research Director - 11104	1, 4-6, 9-15, 17, 19-21, 24-28, 31, 33-39, 42-46, 48, 50-51, 53-56	36
News Editor/Motion Graphic Artist - 11173	1, 5-6, 9, 11-15, 17, 20-21, 24-27, 30-31, 33, 35, 37-39, 42-44, 46, 48, 50-51, 53-56	48
Meteorologist-11246	1, 3, 5-6, 8-9, 11-15, 17, 21, 24-26, 28-29, 31, 33, 35, 37-39, 42-44, 46-48, 50, 53-56	47
Digital Sales Specialist- 11365	1, 3-6, 8-9, 11-15, 17, 19, 21, 24-26, 28-29, 31, 33, 35-39, 42-44, 46, 50-51, 53-56	36
Sports Producer-11377	1, 3, 5-6, 8-9, 11-15, 17, 19, 21, 24-26, 28-29, 31, 33, 35-39, 42-44, 46, 48, 50-51, 53-56	48
Multiplatform Producer assignment desk-11463	1, 3, 5-6, 8-9, 11-15, 19-21, 25, 28-29, 31-33, 35, 37-39, 42-44, 46-48, 50-51, 53-56	32
Multiplatform Producer assignment desk-11463	1, 3, 5-6, 8-9, 11-15, 19-21, 25, 28-29, 31-33, 35, 37-39, 42-44, 46-48, 50-51, 53-56	48
Multiplatform Producer assignment desk-11463	1, 3, 5-6, 8-9, 11-15, 19-21, 25, 28-29, 31-33, 35, 37-39, 42-44, 46-48, 50-51, 53-56	48
Multiplatform Producer assignment desk-11463	1, 3, 5-6, 8-9, 11-15, 19-21, 25, 28-29, 31-33, 35, 37-39, 42-44, 46-48, 50-51, 53-56	48

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Multiplatform Producer assignment desk-11463	1, 3, 5-6, 8-9, 11-15, 19-21, 25, 28-29, 31-33, 35, 37-39, 42-44, 46-48, 50-51, 53-56	47
Associate One Content Producer-11569	1, 3, 5-6, 8-9, 11-15, 17, 19-21, 24-26, 29, 31, 33, 35, 37-39, 42-44, 46-48, 50-51, 53-56	48
Anchor/Multi Skilled Reporter-11662	1-2, 4-6, 9, 11-15, 17, 20-21, 24-26, 31, 33, 35, 37-39, 42-44, 46-48, 50-51, 53-56	48
Morning Producer-11686	1, 4-6, 9, 11-15, 17, 20-21, 24-26, 30-31, 33, 35, 37-39, 42-44, 46-48, 50-51, 53-56	47
Morning Producer-11686	1, 4-6, 9, 11-15, 17, 20-21, 24-26, 30-31, 33, 35, 37-39, 42-44, 46-48, 50-51, 53-56	30
Editor-011947	1, 3, 5-7, 9, 11-17, 20-26, 28-29, 31, 33, 35, 37-39, 41-44, 46, 48-56	48
Editor-011947	1, 3, 5-7, 9, 11-17, 20-26, 28-29, 31, 33, 35, 37-39, 41-44, 46, 48-56	48
Broadcast Director-011977	1, 5-7, 9, 11-17, 20-26, 31-33, 35-39, 41-44, 46, 48-56	48
Broadcast Director-011977	1, 5-7, 9, 11-17, 20-26, 31-33, 35-39, 41-44, 46, 48-56	48
Broadcast Director-011977	1, 5-7, 9, 11-17, 20-26, 31-33, 35-39, 41-44, 46, 48-56	48
Broadcast Director-011977	1, 5-7, 9, 11-17, 20-26, 31-33, 35-39, 41-44, 46, 48-56	48
Producer - 011998	1, 5-7, 9, 11-13, 15-17, 20-22, 24-26, 28, 30-31, 33, 35, 37-39, 41-44, 46-48, 50-56	48
Digital & Social Marketing Producer - 012166	1, 3, 5-7, 9, 11-17, 19-26, 29, 31, 33, 35, 38-39, 41-44, 46, 48-56	48
Multiskilled Journalist - 012188	1-2, 5-7, 9, 11-17, 19-26, 30-31, 33, 35, 38-39, 41-44, 46-56	2
Studio Camera Operator - 012287	1, 3, 5-6, 9, 11-17, 20-26, 29, 31-33, 35, 38-39, 41-44, 46-54, 56	48
Receptionist & Administrative Assistant - 012379	1, 3, 5-7, 9, 11-26, 29, 31, 33, 35-39, 41-44, 46, 48-56	11
Camera Operator - 012421	1, 3, 5-7, 9, 11-26, 29-31, 33, 35, 37-39, 41-44, 46, 48-56	30

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Photojournalist/ Master Editor - 012447	1, 3, 5-7, 9, 11-26, 29, 31, 33, 35, 38-39, 41-44, 46, 48-56	48
Sales Copy Coordinator-12673	1, 3, 5-7, 9, 11-17, 19-20, 22-26, 29, 31, 33, 35, 38-39, 41-44, 46, 48-56	48
Local Sales Coordinator-12675	1, 3, 5-7, 9, 11-13, 15-17, 19-26, 29, 31, 33, 35-36, 38-44, 46, 48-56	48
Local Sales Coordinator-12675	1, 3, 5-7, 9, 11-13, 15-17, 19-26, 29, 31, 33, 35-36, 38-44, 46, 48-56	48
Dayside Producer-12713	1, 3, 5-7, 9, 11-13, 15-17, 19-26, 29, 31, 33, 35, 38-44, 46, 48-56	48
Digital Content Producer-12797	1, 3, 5-7, 9, 11-17, 19-26, 29-30, 33, 35, 38-44, 46-56	48
Digital Content Producer-12797	1, 3, 5-7, 9, 11-17, 19-26, 29-30, 33, 35, 38-44, 46-56	30
Digital Content Producer-12797	1, 3, 5-7, 9, 11-17, 19-26, 29-30, 33, 35, 38-44, 46-56	48
Reporter-12962	1-3, 5-7, 9, 11-19, 21-26, 29, 31, 33, 35, 38-44, 46-56	48
Reporter-12962	1-3, 5-7, 9, 11-19, 21-26, 29, 31, 33, 35, 38-44, 46-56	48
Executive Producer - Atticus	1-3, 5-7, 9, 11-26, 29, 31, 33, 35-36, 38-44, 46-56	48
Local Sales Manager-13271	1, 5-6, 9, 11-26, 29, 31, 33, 35-36, 39-44, 46-56	48
Managing Editor of Newsgathering-13279	1, 5-6, 9, 11-26, 29, 31, 33, 35-36, 39-44, 46-56	47
Special Projects Photojournalist-13367	1, 5-6, 9, 11-26, 31, 33, 35, 39-44, 46-56	48
News Editor-13475	1, 5-6, 9, 11-18, 20-26, 29, 31, 33, 35-36, 39-44, 46, 48-56	48
Senior Marketing Producer- 13498	1, 5-6, 9, 11-13, 15-17, 20-26, 29, 31-33, 35, 39-44, 46, 48-56	48
Multiplatform Producer - Assignment Desk-13523	1, 5-6, 9, 11-24, 26, 29-31, 33, 35-36, 39-44, 46-56	47
Digital Investigative Reporter-13532	1, 5-6, 9, 11-26, 29-31, 33, 35-36, 39-44, 46, 48-56	48

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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	2nd African Baptist Church 123 Houston St Savannah, Georgia 31404 Phone : 233-6163 Email : jholmes3166@hotmail.com Fax : 1-912-233-2949 CMegill Brown	N	0
2	Agency Referral	N	5
3	Albany State University 504 College Drive Albany, Georgia 3175 Phone : 229-430-4654 Email : careers@asurams.edu Fax : 1-229-878-3098 Dr. Ernest Brown	N	0
4	Armstrong Atlantic State University 11935 Abercorn St. Savannah, Georgia 31419 Phone : 912- 927-5267 Email : myersbar@mail.armstrong.edu Fax : 1-912-344-3475 Barbara Myers	N	0
5	Army Career Alumni Program Building 253 Suite 2056 Fort Stewart, Georgia 31314 Phone : 912-767-2611 Fax : 1-912-767-8689 Transition Services	N	0
6	Art Institute of Atlanta 6600 Peachtree Dunwoody Road 100 Embassy Row Atlanta, Georgia 30328 Phone : 770-689-4808 Email : aiacareersvc@aai.edu Fax : 1-770-394-9798 N/A N/A	N	0
7	Atlanta University Campus Consortium 156 Mildred St SW Atlanta, Georgia 30314 Phone : (404) 523-5157 Fax : 1-404-525-7377 Douglas A. Cooper	N	0

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8	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706.771.4146 Email : dwendt@augustatech.edu Donna Wendt	N	0
9	Brenau University Career Services 1 Centennial Circle Gainesville, Georgia 30501 Phone : 800.252.5119 Email : gbagel@brenau.edu Fax : 1-770-534-6236 George Bagel	N	0
10	Broadbean Network 200 N LasSalle St Ste 1100 Chicago, Illinois Career Services Manual Posting	N	0
11	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Service Manual Posting	N	5
12	Clark Atlanta University 223 James P. Brawley Drive Atlanta, Georgia 30314 Phone : 404-880-6701 Email : cppc@cau.edu Andre' McKinney	N	0
13	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

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14	COLUMBUS TECHNICAL COLLEGE 382 MANCHESTER EXPRESSWAY COLUMBUS, Georgia 31904 Phone : 706 649 7512 Email : echerster@columbustech.edu Fax : 1-706-649-1054 Elaine Chester	N	0
15	Connecticut School of Broadcasting 1117 Perimeter Center West STE 301 Atlanta, Georgia 30338 Phone : 678 205 2210 Email : mhessing@gocsb.com Michael Hessing	N	0
16	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 917-626-7488 Url : http://www.emmabowenfoundation.com/ Email : michael.barham@nbcuni.com Michael Barham	N	0
17	GA Dept of Labor -Brunswick 2517 Tara Lane Brunswick, Georgia 31520-2758 Phone : 912-264-7244 Email : Ronnie.Bivins@dol.state.ga.us Fax : 1-912-262-3334 Ronnie Bivins	N	0
18	GA Dept of Labor-Hinesville 740 General Stewart Way Suite 202 Hinesville, Georgia 31313-3217 Phone : 912-370-2595 Email : Gary.Varner@dol.state.ga.us Fax : 1-912-370-2598 Gary Varner	N	0
19	GA Dept of Labor-Savannah 5520 White Bluff Road Savannah, Georgia 31405-6908 Phone : 912-356-2773 Email : Kimberly.Brown@dol.state.ga.us Fax : 1-912-351-3800 Kimberly Brown	N	0

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20	GA Dept of Labor-Statesboro 62 Packinghouse Rd Statesboro, Georgia 30458-4116 Phone : 912-681-5156 Email : Monty.Craft@dol.state.ga.us Fax : 1-912-681-5228 Monty Craft	N	0
21	Ga. Dept of Labor-Valdosta office P.O. Box 1008 221 S. Ahsley Street Valdosta, Georgia 31603 Phone : (229) 333-5211 Email : richard.ramsey@dol.state.ga.us Fax : 1-229-333-5301 Richard Ramsey	N	0
22	Georgia Association of Broadcasters 6 West Druid Hills Dr NE Suite 330 Atlanta, Georgia 30329 Phone : 770.395.7200 Url : http://www.gab.org Email : gchapman@gab.org Garrett Chapman	N	0
23	Georgia College & State University Campus Box 42 Milledgeville, Georgia 31061 Phone : 478 445-5384 Email : sara.schanck@gcsu.edu Fax : 1-478-445-5818 Sara Schanck	N	0
24	Georgia Department of Labor 2943 North Druid Hills Road Atlanta, Georgia Phone : (404) 679-5200 Fax : 1-404-679-1713 Career Service	N	0
25	Georgia Department of Labor Carter Center, Suite 16 Vidalia, Georgia 30474 Phone : 538-3231 Email : bruce.medderse@dol.state.ga.us Fax : 1-912-538-3238 Bruce Medders	N	0

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26	Georgia Dept. of Labor Placement Office 601 Greene Street Augusta, Georgia 30901 Phone : 706.721.2165 Email : gregory.criste@dol.state.ga.us Fax : 1-706-721-7680 Gregory Criste	N	0
27	Georgia State University Campus Career Services 33 Gilmer Street Atlanta, Georgia 30303 Phone : (404) 413-1835 Email : kgaw@gsu.edu Fax : 1-404-413-1825 Kevin Gaw	N	0
28	Glassdoor.com 100 Shoreline Hwy Mill Valley, California Career Services Manual Posting	N	0
29	Gwinnett Technical College 5150 Sugar Loaf Parkway Lawrenceville, Georgia 30043 Phone : 770-962-7580 X 6252 Email : drichards@gwinnettech.edu Delvalyn Richards	N	0
30	Indeed.com	N	13
31	Interdenominational Ministerial Alliance P.O. Box 2083 Savannah, Georgia 31402 Phone : 912-659-9573 Email : holyspirit622@comcast.net Fax : 1-912-233-9694 James Nelson	N	0
32	Job Board	N	4
33	Job Shop 218 Oak Street Suite F Martinez, Georgia 30907 Phone : 706.860.4820 Email : jobpros@jobshopstaffing.com Fax : 1-706-860-4871 Rob Eichner	N	0

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34	JuJu 151 First Ave Ste 19 New York, New York Career Services Manual Posting	N	0
35	LAGRANGE COLLEGE 601 BROAD ST. LAGRANGE, Georgia 30240 Phone : 706-880-8177 Email : CareerCenter@lagrange.edu Career Development Center	N	0
36	Linked In	N	20
37	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0
38	National Academy of TV Arts & Sciences P.O. Box 225159 Atlanta, Georgia Phone : 770-414-8777 Email : emmysuncst@aol.com Career Service	N	0
39	National Association Of Black College Broadcasters (NABCB) P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : lojelks@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0

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40	National Association of Black Journalists 8701-A Adelphi Road Adelphi, Maryland 20783 Phone : (301) 445-7100 Url : http://nabj.jobcontrolcenter.com/ Email : nabj@nabj.org Fax : 1-301-455-7101 Lisa Goodnight	N	0
41	National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, District of Columbia Phone : 202-737-0120 Url : www.ncnw.org Email : mholder@ncnw.org M Holder	N	0
42	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlgja.org Email : info@nlgja.org Matthew Rose	N	0
43	Paine College 1235 15th Street Augusta, Georgia 30901 Phone : 706.821.8307 Email : aewing@paine.edu Fax : 1-706-774-1564 April Ewing	N	0
44	Project Welcome Home 12511 Largo Drive Savannah, Georgia 31419 Phone : 912-920-9411 Email : Mamasky07@aol.com Gale Sky Edeawo	N	0
45	Radio & Television News Director Assoc. Job Bank 1600 K Street NW, Suite 700 Washington , District of Columbia Phone : 202-725-8318 Url : http://www.rtnda.org Katie Switchenko Manual Posting	N	0

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46	Savannah State University-Student Affairs King-Frazier Complex, Ste 247 P.O. Box 20521 Savannah, Georgia 31404 Phone : 912-358-3118 Email : saffairs@savannahstate.edu Fax : 1-912-358-3159 Dr. Irvin Clark	N	0
47	Self Referral	N	22
48	TEGNA, Inc. 8350 Broad Street Suite 200 Tysons, Virginia 22102 Career Page Manual Posting	N	100
49	Turner Job Corp 2000 Schilling Avenue Albany, Georgia 31705-1524 Phone : 229-405-7326 Email : robinson.timothy@jobcorps.gov Timothy Robinson	N	0
50	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.tvjobs.com Email : info@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0
51	University Of Georgia UGA Career Center 2nd floor, Clark Howell Hall Athens, Georgia 30602-3332 Phone : 706-542-2006 Email : cecilb@uga.edu Fax : 1-706-542-8431 Cecil Bentley	N	0
52	Urban League of Greater Atlanta Workforce Development 229 Peachtree St NE Atlanta, Georgia 30303 Phone : 404-840-6295 Email : lpulliam@ulgatl.org Leah Pulliam	N	0

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53	Valdosta State University 1500 N. Patterson St. Valdosta, Georgia 31698 Phone : 229-333-7099 Email : dbogart@valdosta.edu Fax : 1-229-249-2602 Dr. Denise Bogart	N	0
54	WATL/WXIA-TV Website One Monroe Place Atlanta, Georgia 30324 Phone : (404) 892-1611 Url : http://www.11Alive.com Career Service Manual Posting	N	0
55	WTOC TV P O BOX 8086 Savannah, Georgia 31412 Phone : 912-234-1111 Email : charney@wtoc.com Fax : 1-912-232-4945 Craig Harney	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:			169

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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	12/7/2021	Establishment of training programs for station personnel	Corporate Talent Team led a Tegna Critical Leadership Skills training for all managers. This is training on Critical Leadership Skills to build manager capabilities that will lead TEGNA into the future. The training included an introduction to these skills as well as brain storming on how they are identified, demonstrated, and developed.	7	GM ND DOS Dir of Mar
2	1/10/2022	Provision of training to management	Annual Ethics Training. Training reviews our long-standing ethical business practices and decision-making, including speaking up and raising concerns. Training includes scenarios and testing of knowledge and understanding and must be completed by all employees every year.	172	GM ND Dir of Mar DOS
3	1/18/2022	Establishment of training programs for station personnel	Corporate led Leadership Development Program that is focused on training individuals identified as potential candidates for director-level or EP roles. Program is designed to provide the skills and training on areas like strategic planning, budgets, etc to be successful in these higher level roles.	1	EP
4	2/7/2022	Establishment of training programs for station personnel	Phishing Training - quarterly training modules focused on phishing and email safety. This training includes real-life examples of how phishing works, how it's different from spam, and what you can do to defend against all forms of attacks—whether you are using your TEGNA email or your own personal email account. Training must be completed by all employees.	172	GM ND Dir of Mar DOS
5	2/8/2022	Participation in events or programs sponsored by educational institutions	Participated in a career fair at Grady College at the University of Georgia. The event allowed station personnel to recruit talent for open positions and share information about the industry with students graduating in the future.	2	Reporter Integrated Project Manager

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6	3/7/2022	Participation in events or programs sponsored by educational institutions	Participated in a career fair at Full Sail University in Orlando Florida. The event allowed station personnel to recruit talent for open positions and share information about the industry with students graduating in the future.	1	Director of Engineering and Technology
7	4/20/2022	Participation in events sponsored by organizations representing the community	Director of Community Relations attended a full day community meeting on community impact, collaborations and recruitment at the Metropolitan Atlanta College Campus.	1	Director of Community Relations
8	6/6/2022	Establishment of an intern program designed to assist members of the community	WXIA actively recruits students attending accredited colleges and universities. 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.	20	General Manager News Director Director of Sales Local Sales Manager
9	6/19/2022	Establishment of training programs for station personnel	NPPA (National Press Photographers Association) News Video Workshop. Training attended by an MSJ on how to take journalism to the next level through shooting and editing.	1	Reporter
10	6/22/2022	Participation in events sponsored by organizations representing the community	GSM attended NABOB and the Media Sales Institute event where upcoming training program was launched with the AUC. Graduates of the program were in attendance, creating an opportunity for employment and job opportunity discussions.	1	Director of Sales

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11	6/24/2022	Establishment of training programs for station personnel	TEGNA Social Engineering Training- This important training includes real-life examples of how social engineering works using online and offline manipulation and deception to convince users to succumb to phishing attacks or surrender confidential data. Required training for all employees to increase awareness of a variety of social engineering methods as well as how to avoid attacks. Training must be completed by all employees.	172	Director of Sales Integrated Project Manager Administrative Supervisor Reporter

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12	6/27/2022	Establishment of training programs for station personnel	This station is participating in TEGNA Inc.'s Producer-In-Residence ("PIR") Program. TEGNA Inc. 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. After a nation-wide search, TEGNA Inc. selects the PIR's, completes their initial training and then assigns each PIR to one of 15 stations participating in the PIR Program. The selected PIRs fulfill a 2-Year contract as a full-time employee with full compensation and benefits. The 2-year position provides the PIR on-the-job training, education, experience and resources that will become invaluable in this industry. The PIR will receive regular feedback on performance, consistent corporate training and check-in on progress. At the end of a successful two-year Program the contract period ends and the PIR has 2-years of on-the-job experience. 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.	2	PIR PIR
13	7/18/2022	Participation in events or programs sponsored by educational institutions	Fulton County School System meeting Sheryl Gripper & Samantha Moxie. Back to School School Supply Drive Campaign. This allowed the station an opportunity to support the community and provided station personnel an opportunity to speak with children about TV Broadcasts.	1	Director of Community Relations

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
14	8/18/2022	Participation in events sponsored by organizations representing the community	NABJ (National Association of Black Journalists) Conference. Interviewing and speaking with numerous job candidates.	4	Director of Digital Content Anchor Reporter Reporter
15	9/21/2022	Establishment of training programs for station personnel	Online News Association Conference 2022. Our Digital Content Executive Producer completed the Women's Leadership Accelerator program.	1	Digital Content Executive Producer
16	9/23/2022	Establishment of training programs for station personnel	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. In September, we launched the third of our 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.	184	GM DOS ND HOT
17	10/19/2022	Establishment of training programs for station personnel	11Alive teamed up with the National Center for Civil and Human Rights for their Diveristy Equity and Inclusion and developed training for new employees at 11Alive.	30	Community Relations Manager Production Manager Reporter Managing Editor