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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
Investigative Reporter	2, 5-8, 10-11, 17-18, 21-25, 28, 30, 32-35, 37-55	25
Cultural Reporter/MSJ	2, 5-8, 10-11, 17-18, 21-24, 28, 30, 32-35, 37-55	38
Photographer/Visual Storyteller	2-3, 5-11, 13, 17-18, 21-24, 28, 30, 32-35, 37-55	38
Reporter/MSJ	2, 5-8, 10-11, 15, 17-18, 21-24, 27-28, 30, 32-35, 37-55	38
Producer - 6809	2, 5-8, 10-11, 13, 17-18, 21-25, 27-28, 30-35, 37-55	25
Producer - 6809	2, 5-8, 10-11, 13, 17-18, 21-25, 27-28, 30-35, 37-55	25
Executive Assistant/Programming Coordinator	2, 5-8, 10-12, 16-18, 20-24, 28, 30, 32-55	20
Executive Assistant/Programming Coordinator	2, 5-8, 10-12, 16-18, 20-24, 28, 30, 32-55	38
Sports Anchor/Reporter/MSJ	1-2, 4-8, 10-11, 17-18, 21-26, 28, 30, 32-35, 37-55	25
Sports Anchor/Reporter/MSJ	1-2, 4-8, 10-11, 17-18, 21-26, 28, 30, 32-35, 37-55	38
Sports Anchor/Reporter/MSJ	1-2, 4-8, 10-11, 17-18, 21-26, 28, 30, 32-35, 37-55	4
News Video Editor (7001)	2, 5-8, 10-11, 17-18, 21-25, 28, 30, 32-35, 37-55	25
Digital Sales Manager	2, 5-8, 10-11, 17-18, 21-25, 28, 30, 32-35, 37-55	25
Digital Assignment Desk Editor	2, 5-8, 10-11, 17-18, 21-25, 28, 30, 32-35, 37-43, 45-55	25
Reporter/MSJ	1-2, 5-8, 10-11, 17-18, 21-25, 28, 30-35, 37-43, 45-55	25
Reporter/MSJ	1-2, 5-8, 10-11, 17-18, 21-25, 28, 30-35, 37-43, 45-55	38
Reporter/MSJ	1-2, 5-8, 10-11, 17-18, 21-25, 28, 30-35, 37-43, 45-55	25
Executive Producer (News)	2, 5-8, 10-11, 13, 17-19, 21-24, 28, 30, 32-35, 37-43, 45-55	19
Weekend Anchor/Reporter MSJ	2, 5-8, 10-11, 13, 17-18, 21-25, 28, 30, 32-35, 37-43, 45-55	25
Integrated Account Manager	2, 5-8, 10-11, 14, 17-18, 21-24, 28, 30, 32-35, 37-43, 45-55	38

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Executive Assistant	2, 5-8, 10-11, 17-19, 21-24, 28, 30, 32-35, 37-43, 45-55	19
News Director	2, 5-8, 10-11, 17-18, 21-24, 28-35, 37-55	38

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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	Agency Referral	N	2
2	Alliance For Women in Media P.O. Box 2684 Austin, Texas 78768 Phone : 703-506-3290 Url : http://www.awmaustin.org/careers Job Listing Manual Posting	N	0
3	Application already on file	N	3
4	Broadcast 1 Source Website	N	1
5	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	19
6	Cars.com 175 W. Jackson Blvd 8th Floor Chicago,, Illinois 60604 Phone : 312.601.5000 Url : www.cars.com Michael Kraut Manual Posting	N	0
7	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
8	Employee Referral 3201 Steck Avenue Austin, Texas 78757 Phone : 214.977.6474 Url : www.kvue.com Deidre Davis Manual Posting	N	1
9	Employee Referral	N	1

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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
10	Huston-Tillostson College 900 Chicon Street Austin, Texas 78702 Phone : 512-505-3015 Url : http://htu.edu Joy King Manual Posting	N	0
11	Indeed.com 7501 N. Capital of Texas Hwy, Building B Austin, Texas 78731 Url : www.indeed.com Indeed Sales Manual Posting	N	0
12	Indeed.com	N	1
13	Internal Candidate	N	8
14	Internal Transfer/Promotion	N	1
15	Internet Ad	N	1
16	Job Board	N	2
17	Kvue Human Resources 3201 Steck Avenue Austin, Texas 78757 Phone : 214.748.9631 Email : ddavis@wfaa.com Fax : 1-214-977-6393 Deidre Davis	N	0
18	Kvue.com 3201 Steck Avuenue Austin, Texas 78757 Url : kvue.com Deidre Davis Manual Posting	N	0
19	Linked In	N	2
20	LinkedIn / Word of Mouth	N	1
21	Media Line.com P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	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
22	Monster.com 622 Third Avenue 39th Floor New York, New York 10017 Phone : 212-351-7000 Url : http://www.monster.com Job Listing Manual Posting	N	0
23	News Blues 8895 NW 187th Lane Reddick, Florida 32686 Url : http://www.newsblues.com Job Listing Manual Posting	N	0
24	Non-employee Referral Other Austin, Texas 78757 Url : www.kvue.com Deidre Davis Manual Posting	N	0
25	Other Source	N	10
26	Previous Applicant	N	1
27	Re-hire	N	2
28	Sam Houston State University 1921 Avenue J, Suite 210 SHSU Box 2238 Huntsville, Texas 77341-2238 Phone : 936-294-3732 Url : http://www.shsu.edu Fax : 1-936-294-3616 Patsy Grona	N	0
29	Sam Huston State University P.O Box 2207 Huntsville, Texas 77341 Phone : 936-2941341 Fax : 1-936-294-1888 MaryJo Cochran,PHD.	N	0
30	San Angelo State Univesity 2601 W. Avenue N San Angelo, Texas 76909 Phone : 352-942-2255 Url : http://www.angelo.edu/services/career Job Listing 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
31	San Antonio Colleges & Universities (SACUPA) One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Url : www.myinterphase.com/stmary/employer Email : lsandoval12@st.marytx.edu Lauren Sandoval	N	0
32	Southern Methodist University P.O. Box 750256 Dallas, Texas 75201 Phone : 214-768-2266 Url : http://www.myinterfase.com/smu/employer Latrice White Manual Posting	N	0
33	Southwestern University 1001 E. Univesity Avenue Georgetown, Texas 78626 Phone : 512-863-1346 Url : http://www.southwestern.edu/careers Email : lunad@southwestern.edu Dana Luna	N	0
34	Spots and Dots 167 Oakdale Road Johnson City, New York 13790 Phone : 888.884.2630 Url : www.spotsndots.com Patrick Kelley Manual Posting	N	0
35	StatesmanJobs P.O. Box 670 Austin, Texas 78767 Phone : 512-445-4039 Url : http://www.statesman.com/s/jobs Job Listing Manual Posting	N	0
36	Station Website	N	1
37	Stephen F. Austin State University 1936 North Street Nacogdoches, Texas 75961 Phone : 936-468-3305 Url : http://www.jobs4jacks.sfasu.edu Ralph Busby 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
38	TEGNA 7950 Jones Branch Drive McLean, Virginia 22107-0150 Phone : 7038736600 Url : www.tegna.com Corporate Talent Development Manual Posting	N	16
39	Texas A&M Univesity-Corpus Christi 6300 Ocean Drive Corpus Christi, Texas 78412 Phone : 979-845-5139 Url : http://www.career.services@tamucc.edu Email : Sharon.herrera@tamucc.edu Sharon Herrera	N	0
40	Texas Association of Broadcasters 502 E. 11th Street Austin, Texas 78701 Phone : 512-322-9944 Url : http://www.tab.org Craig Bean Manual Posting	N	0
41	Texas Christian University TCU Box 298200 Ft. Worth, Texas 76129 Phone : 817-257-7790 Url : http://www.careers.tcu.edu/employers Joanne Fralia Manual Posting	N	0
42	Texas Lutheran University 1000 W. Court Street Seguin, Texas 78115 Phone : 830-372-8017 Url : http://www.tlu.edu LaVerne Roskydal Manual Posting	N	0
43	Texas State University 601 Univesity Drive San Marcos, Texas 78666 Phone : 512-245-2645 Url : http://www.careerservicestxstate.edu Karen Julian Manual Posting	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
44	Texas Tech University Wiggins Complex Box 45006 Lubbock, Texas Phone : 806-742-2210 Url : http://www.ttu.edu Fax : 1-806-742-2474 Job Listing	N	0
45	Texas Workforce Career Center 6505 airport Blvd, Suite 101 Texas Internship Challenge Austin, Texas 78778 Phone : 512.454.9675 Url : https://www.txinternshipchallenge.com/vosnet/Conta Workforce Solutions Career Center Manual Posting	N	0
46	The Austin Chronicle P.O. Box 49066 austin, Texas 78765 Phone : 512-302-2706 Brian Carr Manual Posting	N	0
47	The David Crane Agency 124 Ammons Drive Raleigh, North Carolina 27615 Phone : 919.870.9120 Url : http://dcatalent.com Steve Swienckowski Manual Posting	N	0
48	TVJobs.com P.O. Box 4116 Oceanside, California 92050 Phone : 800-374-0119 Url : http://tvjobs.com Mark Holloway Manual Posting	N	0
49	University of Florida PO Box 118507 Gainesville, Florida 32611 Phone : 352-273-2300 Url : http://www.ufl.eduhttp:// Fax : 1-352-392-3810 Phyllis Pena	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
50	University of Houston 4800 Calhoun Road Houston, Texas 77004 Phone : 713-743-5703 Url : http://www.uh.edu Connie Kemp Manual Posting	N	0
51	University of Mary Hardin-Baylor 900 College Street Belton, Texas 76513 Phone : 254-295-4691 Don Owens Manual Posting	N	0
52	University of Missouri 201 Student Success Center MU Career Center, 201 Student Success Center Columbia,, Missouri Phone : 578-882-6801 Url : http://www.hiremizzoutigers.com Stacey Woelfel Manual Posting	N	0
53	University of North Texas 1155 Unicon Circle 311010 Denton, Texas Phone : 940-565-2281 Url : http://www.myinterfase.com/unt/employer Dan Naegeli Manual Posting	N	0
54	University of Texas Alumni Association 2110 San Jacinto Blvd. Austin, Texas 78712 Phone : 512-471-8839 Url : http://www.texasexes.org Jennifer Duncan Manual Posting	N	0
55	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:	**73**

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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	3/29/2019	Establishment of an intern program designed to assist members of the community	Internships - KVUE-TV 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. During the reporting period, KVUE hired and trained 8 interns in News, Digital, Marketing, and Production for three to six month assignments.	4	Director of Marketing News Director Assignment Manager Marketing Producer
2	3/29/2019	Participation in events or programs sponsored by educational institutions	Meteorologist Erika Lopez traveled to Williamson County to represent KVUE at the Taylor Middle School Career Fair to encourage students to learn about a career in broadcast, meteorology, and journalism. She hosted a booth and provided additional swag items to interested students.	1	Meteorologist
3	4/2/2019	Participation in events or programs sponsored by educational institutions	On April 2, 2019, Chief Meteorologist Albert Ramon went to Doss Elementary School to talk to children about the weather. These students asked questions about a career in meteorology, journalism, and weather safety.	1	Chief Meteorologist
4	4/17/2019	Establishment of training programs for station personnel	KVUE's Marketing Director attended a one-day marketing meeting about branding and brand initiatives with a handful of other TEGNA Marketing Directors at KUSA in Denver.	1	Director of Marketing
5	5/2/2019	Participation in events or programs sponsored by educational institutions	On May 2, 2019, Chief Meteorologist Albert Ramon went to Purple Sage Elementary School to talk to children about the weather. Ramon answered questions about a career in meteorology, journalism, and weather safety.	1	Chief Meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	5/10/2019	Participation in events or programs sponsored by educational institutions	On May 10th, 2020, Chief Meteorologist Albert Ramon traveled to Spicewood Elementary and talked to a group of students interested in the weather. These students learned about a career in meteorology, journalism, and weather safety.	1	Chief Meteorologist
7	6/13/2019	Establishment of training programs for station personnel	In June 2019, from the 13th to 16th, the KVUE Defenders team sent 3 reporters to the IRE (Investigative Reporters and Editors) conference held in Houston. It was the annual meeting of American Investigative journalists, and they trained on skills pertaining to breaking sensitive news, and ethics.	3	Investigative Producer Investigative Reporter Investigative Reporter
8	6/18/2019	Establishment of training programs for station personnel	News, Digital, Marketing Directors and General Managers attended the TEGNA HQ Content Summit. Over the course of four days, leaders focused on new ways to examine and transform content, shared transformation journeys and best practices across all platforms, trained on ethics and social media policies and capitalized on networking and recruitment opportunities.	3	Director of Marketing General Manager News Director
9	6/20/2019	Establishment of training programs for station personnel	KVUE sent the Executive Producer of Content to a three day training conference in June 2019 from the 18th to the 20th. The TEGNA Leadership Program is designed to provide producers the skills and knowledge to be a leader in the workplace.	1	Executive Producer of Content

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	8/2/2019	Establishment of training programs for station personnel	Integrity is a core value at TEGNA. As a media company, we must comply with all laws and take the necessary safeguards to prevent any action or association that may adversely impact our business and the trusted information and services we provide to our communities. Knowing, understanding and abiding by our TEGNA Ethics Policy is fundamental to our ability to serve our communities with the highest of standards. Because it is critical that we hold ourselves to the highest levels of ethics and professionalism, we require all employees to complete “Conflicts of Interest: Protecting Company Interests” training as well as a brief survey on ethics.	104	All Staff
11	9/5/2019	Establishment of training programs for station personnel	EXCELLENCE IN JOURNALISM: KVUE's General Manager and News Director both attended portions of this three-day conference in San Antonio September 5-7. (EIJ is a joint exercise of the Radio and Television Digital News Association (RTDNA) the Society of Professional Journalists (SPJ) and the National Association of Hispanic Journalists (NAHJ). We spoke to job candidates and networked with other broadcasting professionals.	2	News Director General Manager

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12	9/12/2019	Establishment of training programs for station personnel	KVUE's senior Digital Producers attended the Online News Association's annual conference on September 12, 2018 - September 14, 2018. Training sessions included; Annual Tech Trends for Journalists, Alerts/Apps and Algorithms: Loyalty in a Mobile-First World, Augmented Reality is Your Next Immersive Content Experiment, Building Sources and Trust in Hard-to-Reach Communities, Setting the Record Straight by Going Wayback, Internetting While Brown/Black AND a Woman: A Collective Guide, Real News Job Market: Who, What, When, Where, Why It's Critical for Your Business and Editorial Sides to Collaborate — and How to Do It Ethically and Effectively, Breaking News without Breaking Your Team, and Mission, Ethics, Culture and Career.	1	Managing Digital Content Producer
13	11/15/2019	Establishment of training programs for station personnel	KVUE implemented a "Breaking News Training" that was held internally on Nov. 6th through 8th and the 11th in 2019. The training involved producers, directors, anchors, social and digital, all aimed at improving our response to a breaking news situation on-air and online).	20	All News Employees
14	12/9/2019	Participation in events or programs sponsored by educational institutions	In December of 2019, Chief Meteorologist Albert Ramon traveled to Double Fire Trail Elementary to talk to a group of young students about the weather on behalf of KVUE. These students learned about a career in meteorology, journalism, and weather safety.	1	Chief Meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
15	12/20/2019	Establishment of training programs for station personnel	KVUE sent the Executive Producer of Content to a three-day training conference in December 2019 from the 18th to the 20th. The TEGNA Leadership Program is designed to provide producers the skills and knowledge to be a leader in the workplace. This is the second Leadership training this employee went to in 2019, and it allowed her to learn the skills required for a new manager.	1	Executive Producer of Content
16	1/15/2020	Participation in events or programs sponsored by educational institutions	Meteorologists provided a studio tour for One Day Academy where homeschooled children interested in meteorology received a tour around KVUE where they could see weather tools and instruments, stand in front of the green screen, and learn from experts. They discussed the education track into careers in broadcast and journalism.	2	Meteorologist Meteorologist
17	1/16/2020	Establishment of training programs for station personnel	TEGNA VERIFY has made combatting disinformation a top priority. KVUE sent an investigative reporter to the Disinformation Training in Washington D.C. to learn about identifying false information online to help audiences distinguish between accurate and inaccurate information and become better informed digital news consumers. The KVUE reporter then came back and provided training sessions to the newsroom about what he learned.	1	Investigative Reporter

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
18	1/31/2020	Establishment of training programs for station personnel	When it comes to cybersecurity, TEGNA, like other companies, works around the clock to prevent IT security breaches and ensure the confidentiality and integrity of our business systems. All of us must be vigilant and savvy when it comes to identifying attempts to gain access to our network or confidential information. To help, TEGNA launched in annual Byte Back Security Awareness Campaign in January to help them understand TEGNA's IT standards and procedures, employee's role in keeping us safe from attacks, and how to incorporate security practices into their daily work routine. Every employee was required to take the Byte Back Challenge to test their knowledge on how they can prevent cyberattacks. The challenge is a seven-question online simulation based on the topics featured throughout the campaign.	104	All Staff
19	2/5/2020	Participation in events or programs sponsored by educational institutions	On February 2, 2020, Meteorologist Jason Mikell traveled to Fayette County to talk to students at Schulenburg Junior High about the weather on behalf of KVUE. These students learned about a career in meteorology, journalism, and weather safety.	1	Meteorologist
20	2/6/2020	Participation in events or programs sponsored by educational institutions	On February 6, 2020, Meteorologist Mariel Ruiz traveled to talk to students at St. Ignatius Martyr School about the weather on behalf of KVUE. These students learned about a career in meteorology, journalism, and weather safety.	1	Meteorologist
21	2/13/2020	Participation in events or programs sponsored by educational institutions	On Feb. 13, 2020, KVUE's Managing Digital Content Producer visited Robert Quigley's Digital Storytelling class at UT Austin to speak to about 100 journalism students about what she had done in her career so far. The producer also fielded questions from the students and met with a few after class to talk about internship opportunities at KVUE.	1	Managing Digital Content Producer

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22	2/13/2020	Participation in events or programs sponsored by educational institutions	On February 13, 2020, Meteorologist Mariel Ruiz traveled to talk to elementary students at KIPP Charter Schools about the weather on behalf of KVUE. These students learned about a career in meteorology, journalism, and weather safety.	1	Meteorologist
23	2/19/2020	Participation in events or programs sponsored by educational institutions	Meteorologist Jason Mikell, on February 19, 2020, talked to elementary school students from Mills Elementary in their classroom on behalf of KVUE. These students learned about a career in meteorology, journalism, and weather safety. They asked questions about being a meteorologist, and learned about the instruments and equipment they use.	1	Meteorologist
24	2/20/2020	Establishment of training programs for station personnel	Sales Inside Out Training - New Account Executives attend Inside Out training. This training is a part of TEGNA on-boarding training for all new sales professionals. Over the course of three days, topics covered include product intelligence and awareness, prospecting, presentations, building a proposal and closing the deal. Participants role play real scenarios for maximum learning.	1	Account Executive
25	2/21/2020	Participation in events or programs sponsored by educational institutions	In February of 2020, Meteorologist Mariel Ruiz traveled to Walnut Spring Elementary to talk to a group of young students about the weather on behalf of KVUE. These students learned about a career in meteorology, journalism, and weather safety.	1	Meteorologist
26	2/26/2020	Participation in events or programs sponsored by educational institutions	Hosted a station tour for a group of Westlake ISD High School seniors on the evening of February 26th who were interested in sports specifically. These students arrived to meet the nightside reporters. They received tours of the newsroom, producers booth, sat in on meetings, shadowed reporters. They stayed to watch the 5 and 6 PM show.	2	Director of Marketing Sports Reporter

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
27	2/26/2020	Participation in events or programs sponsored by educational institutions	Hosted a station tour for a different group of Westlake ISD High School seniors on the morning of February 26th. These students arrived during the dayside shift and received tours of the newsroom, producers booth, sat in on meetings, shadowed reporters.	1	Director of Marketing
28	2/27/2020	Participation in events sponsored by community groups	A delegation of 12 journalists from 9 different countries met at KVUE. The delegation is looking at "Edward R. Murrow Program for Journalists –Media Responsibility in an Age of Disinformation". The topics range from agriculture to zoning and bring in emerging leaders from government, non -profits, academia, journalism and the private sector. The program has been in existence since after WWII and famous alumni of this State Department program include Gordon Brown, Queen 'Mamohato Seeiso, Tony Blair, Anwar Sadat, Margaret Thatcher, Nicolas Sarkozy, Hamid Karzai, Indira Gandhi, Felipe Calderón and Mikheil Saakashvili just to name a few.	3	Political Reporter and Midday Anchor Investigative Reporter Managing Digital Content Producer
29	3/2/2020	Participation in Job Fairs	KVUE hosted a booth at the Palmer Events Center for the Youth Career Fest where students from Austin ISD schools (grades 8- 12) learned about the different careers in broadcast provided at KVUE. Students engaged with professionals from a variety of fields. The KVUE cultural reporter and marketing specialists were in attendance and promoted our internship program offered for news, digital reporter, marketing, sales, and production.	2	Reporter Marketing Specialist
30	3/4/2020	Participation in events or programs sponsored by educational institutions	KVUE's HR Director hosted a booth at the 2020 Spring Communication Job & Internship Fair for UT Austin Moody College of Communication students. KVUE HR Director received resumes from students, promoted internship and full-time job opportunities, gave away swag items such as pens, pencils, water bottles with KVUE's logo.	1	HR Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
31	3/6/2020	Participation in events or programs sponsored by educational institutions	A week-long program with four students from Leander ISD came to KVUE for COOL Week (Career Opportunities On Location). The program gives these students real-life experiences at a news station. These high schoolers shadowed 3 reporters, 1 meteorologist, 3 photographers, 1 assignment manager, and 3 producers.	4	reporter meteorologist photographer producer
32	3/10/2020	Participation in events or programs sponsored by educational institutions	In March of 2020, Meteorologist Mariel Ruiz traveled to The Goddard School to talk to a group of elementary students about the weather on behalf of KVUE. These students learned about a career in meteorology, journalism, and weather safety.	1	Meteorologist