

KVUE-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
Broadcast/Digital Account Manager - 10298	2, 4, 7, 9-10, 12, 16, 20, 23-24, 34, 40	23
Sales Account Executive - 10603	2, 4, 7, 9-10, 12, 18, 20, 23-24, 34, 40	23
Marketing Producer-11514	2, 4, 7, 9-10, 12, 16, 20, 23-24, 34, 40	23
Reporter / Multi-Skilled Journalist - 012040	2, 4, 7-10, 12, 16, 20, 23-24, 34, 40	8
Reporter / Multi-Skilled Journalist - 012040	2, 4, 7-10, 12, 16, 20, 23-24, 34, 40	23
News Photojournalist - 012220	2, 4, 7, 9-11, 16, 20, 23, 34, 40	11
Broadcast IT Technician - 012268	2, 4, 7, 9-10, 16, 20, 23, 34, 40	23
Broadcast-Digital Account Manager-12512	2, 4, 7, 9-11, 16, 20, 23, 34, 40	23
Broadcast-Digital Account Manager-12512	2, 4, 7, 9-11, 16, 20, 23, 34, 40	2
Broadcast-Digital Account Manager-12512	2, 4, 7, 9-11, 16, 20, 23, 34, 40	23
Newscast Producer-12522	2, 4, 7-10, 16, 20, 23, 40	23
Reporter / Multi-Skilled Journalist-12857	2, 4, 9-10, 18, 20, 23, 29, 34, 40	18
Newscast Producer-12948	2, 4, 8-10, 20, 23, 29, 34, 40	23
Newscast Producer-12948	2, 4, 8-10, 20, 23, 29, 34, 40	8
Broadcast Director-12981	2, 4, 9-10, 20, 23, 29, 34, 40	23
Digital Director-13046	2, 4, 9-11, 18, 20, 23, 29, 34, 40	18
Local Sales Manager-13122	2, 4, 8-10, 18, 20, 23, 29, 34, 40	23
News Video Editor-13201	2, 4, 8-11, 20, 23, 29, 34, 40	23
Sales Account Executive	2, 10, 18, 23	23
Broadcast- Digital Account Manager-13417	2, 4, 10, 18, 20, 23, 29, 34, 40	18
Newscast Producer-13421	2, 4, 8, 10, 20, 23, 29, 34, 40	23
Reporter/Multiskilled Journalist - 13663	2, 4, 10-11, 20, 23, 29, 34, 40	23
Reporter/Multiskilled Journalist - 13663	2, 4, 10-11, 20, 23, 29, 34, 40	23
Reporter/Multiskilled Journalist - 13663	2, 4, 10-11, 20, 23, 29, 34, 40	11
News Photographer - 13699	2, 4, 7-8, 10, 18, 20, 23, 29, 34, 40	18
Weekend Meteorologist - 13754	2, 4, 7, 10-11, 20, 23, 29, 34, 40	23
Executive Producer-13861	2, 4, 16, 20, 23, 29, 34, 40	23
Video Editor-13900	1-8, 10, 13-17, 19-23, 25-40	8
Broadcast/Digital Account Manager - 13985	2, 4, 7, 10, 16, 18, 20, 23, 29, 34, 40	23

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	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
2	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
3	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
4	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
5	Employee Referral 3201 Steck Avenue Austin, Texas 78757 Phone : 214.977.6474 Url : www.kvue.com Deidre Davis Manual Posting	N	0
6	Huston-Tillotson College 900 Chicon Street Austin, Texas 78702 Phone : 512-505-3015 Url : http://htu.edu Joy King Manual Posting	N	0

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7	Indeed.com 7501 N. Capital of Texas Hwy, Building B Austin, Texas 78731 Url : www.indeed.com Indeed Sales Manual Posting	N	0
8	Indeed.com	N	11
9	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
10	Kvue.com 3201 Steck Avenue Austin, Texas 78757 Url : kvue.com Deidre Davis Manual Posting	N	0
11	Linked In	N	8
12	Media Line.com P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
13	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
14	News Blues 8895 NW 187th Lane Reddick, Florida 32686 Url : http://www.newsblues.com Job Listing Manual Posting	N	0

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15	Non-employee Referral Other Austin, Texas 78757 Url : www.kvue.com Deidre Davis Manual Posting	N	0
16	Sam Houston State University Career Success Center 1921 Avenue J Huntsville, Texas 77341-2238 Phone : 936-294-1713 Url : http://www.shsu.edu Email : careersuccesscenter@shsu.edu William Whitemire	N	0
17	San Angelo State University 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
18	Self Referral	N	13
19	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
20	Southwestern University 1001 E. University Avenue Georgetown, Texas 78626 Phone : ramirezad@southwestern.edu Url : http://www.southwestern.edu/careers Email : pirate2pro@southwestern.com Adrian Ramirez	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
21	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
22	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
23	TEGNA 7950 Jones Branch Drive McLean, Virginia 22107-0150 Phone : 7038736600 Url : www.tegna.com Corporate Talent Development Manual Posting	N	66
24	Texas A&M University-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
25	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
26	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	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
28	Texas State University 601 Univesity Drive San Marcos, Texas 78666 Phone : 512-245-2645 Url : http://www.careerservice.txstate.edu Karen Julian Manual Posting	N	0
29	Texas Tech University Wiggins Complex Box 45006 Lubbock, Texas Phone : 806-742-2210 Url : http://www.ttu.edu Email : careercenter@ttu.edu Job Listing	N	0
30	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
31	The Austin Chronicle P.O. Box 49066 austin, Texas 78765 Phone : 512-302-2706 Brian Carr Manual Posting	N	0
32	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

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33	TVJobs.com P.O. Box 4116 Oceanside, California 92050 Phone : 800-374-0119 Url : http://tvjobs.com Mark Holloway Manual Posting	N	0
34	University of Florida PO Box 118507 Gainesville, Florida 32611 Phone : 352-273-2300 Url : http://www.ufl.edu Fax : 1-352-392-3810 Phyllis Pena	N	0
35	University of Houston 4800 Calhoun Road Houston, Texas 77004 Phone : 713-743-5703 Url : http://www.uh.edu Connie Kemp Manual Posting	N	0
36	University of Mary Hardin-Baylor 900 College Street Belton, Texas 76513 Phone : 254-295-4691 Don Owens Manual Posting	N	0
37	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
38	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

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39	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
40	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:			99

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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	4/23/2022	Participation in events or programs sponsored by educational institutions	President and General Manager attended the National Association of Broadcasters (NAB) Conference. As the premier trade association for broadcasting, the conference includes speaker presentations, workshops, and networking opportunities for attendees. It offers resources, tools and information impacting local radio and television stations.	1	General Manager
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.	109	All employees
3	8/4/2022	Participation in events sponsored by organizations representing the community	Members of technology team attended the Texas Association of Broadcasters Annual Convention and Trade Show. Attendees represent radio and TV stations across the country. Trade Show features guest speakers, workshops, and exhibit halls with the latest products and services from broadcast vendors. Trade Show also provides networking opportunities for participants.	3	Director of Technology Broadcast Engineer Tech Supervisor
4	8/16/2022	Establishment of training programs for station personnel	The TEGNA Innovation Summit brings together employees from across the country to brainstorm new content ideas for shows and segment pilots, and how to have better working newsrooms. Topics discussed include options for greater audience participation, getting talent noticed, gaining audience trust, and reporting hard issues. Many pilot projects, which are in full swing (i.e., The Loop), came from ideas generated at the Innovation Summit.	1	Project Manager, Marketing

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5	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.	103	All employees
6	11/11/2022	Establishment of a mentoring program	Director of Sales was job shadowed in his position for three days. This on-the-job training allows an employee to observe and learn from a more experienced colleague.	1	Director of Sales
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.	103	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.	103	All Employees
9	2/2/2023	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to about 25 students at the Capitol School of Austin on the topic of "Science Behind the Weather in Ice Storms." Presenter also discussed the career of a meteorologist and answered questions in the Q&A.	1	Meteorologist
10	3/6/2023	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to about 50 students at the Bluebonnet Elementary Capitol School of Austin on the topic of "Science Behind the Weather." Presenter also discussed the career of a meteorologist and answered questions in the Q&A.	1	Meteorologist

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11	3/13/2023	Participation in events or programs sponsored by educational institutions	Investigative journalist attended Data, Visual Storytelling and Meme in Journalism Training, sponsored by the International Center for Journalists (ICFJ). This training brought together ideas and conversations from journalists in several different countries. The presenter covered techniques on how to present and share news information. The focus was on how to use data to create visual and viral stories.	1	Investigative Journalist