

KENS-TV
EEO PUBLIC FILE REPORT
March 22, 2018 - March 21, 2019

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
Video Journalist/Photojournalist	1-4, 6, 8, 10, 14, 16-17, 19-21, 25-26, 28-31, 37, 41-42, 44, 48-49, 51-53, 55-56, 59, 61	25
Video Journalist/Photojournalist	1-4, 6, 8, 10, 14, 16-17, 19-21, 25-26, 28-31, 37, 41-42, 44, 48-49, 51-53, 55-56, 59, 61	6
Utility Player/Camera Operator	1-4, 6, 8, 10, 14, 16, 18-21, 25-26, 28-31, 37, 41-42, 44, 48-49, 51-53, 55-56, 59, 61	18
Reporter/Multi-skilled Journalist	1-6, 8, 10-11, 13-14, 16, 19-21, 25-26, 28-31, 37-38, 41-42, 44, 46, 48-53, 55-61	13
Account Executive	1-4, 6, 8, 10, 14, 16-21, 25-26, 28-31, 37-38, 41-42, 44, 46, 48-53, 55-61	17
Account Executive	1-4, 6, 8, 10, 14, 16-21, 25-26, 28-31, 37-38, 41-42, 44, 46, 48-53, 55-61	17
Account Executive	1-4, 6, 8, 10, 14, 16-21, 25-26, 28-31, 37-38, 41-42, 44, 46, 48-53, 55-61	18
Major Account Sales Executive	1-4, 6, 8, 10, 12, 14, 16-17, 19-21, 24-31, 37-38, 41-42, 44, 46, 48-53, 55-61	12
Account Manager	1-4, 6, 8, 10, 14, 16-17, 19-21, 23, 25-31, 37-38, 41-42, 44, 46, 48-53, 55-61	25
Local Sales Manager (5523)	2-4, 6, 8, 10-11, 14, 16, 19-21, 25, 29-30, 37-38, 41-42, 46, 48-49, 51, 56, 60-61	11
Art Director	1-4, 6, 8, 10-11, 14, 16-17, 19, 21, 25, 28-31, 34, 37-38, 41-42, 44, 46, 48-50, 52-53, 55-61	17
Digital Content Producer	1-4, 6, 8-10, 14, 16-17, 19-21, 25, 28-31, 37-38, 41-42, 44, 46-50, 52-53, 55-61	17
Account Executive (5945)	1-4, 6, 8, 10, 14, 16, 19-21, 25, 28, 30-31, 36-37, 44, 52-53, 55-56, 59, 61	36
Account Executive (5945)	1-4, 6, 8, 10, 14, 16, 19-21, 25, 28, 30-31, 36-37, 44, 52-53, 55-56, 59, 61	25
Sales & Marketing Graphics Designer	1-4, 6, 8, 10, 14-16, 19-22, 25, 27-31, 37-38, 41-42, 44, 46, 48-50, 52-53, 55-61	22
Account Manager	1-4, 6, 8, 10, 12, 14-16, 19-21, 25, 28-31, 36-38, 41-42, 44, 46, 48-50, 52-53, 55-61	36

KENS-TV
EEO PUBLIC FILE REPORT
March 22, 2018 - March 21, 2019

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
Account Manager	1-4, 6, 8, 10, 12, 14-16, 19-21, 25, 28-31, 36-38, 41-42, 44, 46, 48-50, 52-53, 55-61	12
Video Journalist	1-4, 6, 8, 14-17, 19-21, 23, 25, 28-31, 37-38, 41-42, 44, 46-50, 52-53, 55-61	47
Digital Content Producer	1-4, 6, 8, 14-16, 19-21, 25, 28-31, 37-38, 41-42, 44, 46, 48-50, 52-53, 55-61	25
Producer	1-4, 6-8, 14-16, 19-21, 25, 28-33, 35, 37-42, 44-61	47
Director of Photography	1-4, 6, 8, 14-17, 19-22, 25, 27-31, 37-38, 41-42, 44, 46, 48-50, 52-53, 55-61	27
Editor/Utility	1-4, 6, 8, 14-17, 19-22, 25, 28-31, 37-38, 41-44, 46, 48-50, 52-53, 55-61	22
Investigative Producer	1-2, 4, 6, 8, 14-16, 19-21, 25, 28-31, 37-38, 41-42, 44, 46, 48-50, 52-53, 55-61	25

KENS-TV
EEO PUBLIC FILE REPORT
March 22, 2018 - March 21, 2019

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	Alamo Community College District 201 W. Sheridan San Antonio, Texas Phone : 210-486-5401 Url : http://www.alamo.edu Email : nlc-careers@alamo.edu Fax : 1-210-486-9209 Gilbert Palomo	N	0
2	American Broadcasting School 712 N Watson Rd STE 200 Arlington, Texas 76011 Phone : 888-677-5227 Url : http://www.radioschoolonline.com Email : abs@radioschool.com Job Posting	N	0
3	American Women in Radio & Television 5400 Fredericksburg Rd San Antonio, Texas 78229 Phone : 210-377-8732 Email : janastasio@kens5.com Jeff Anastasio	N	0
4	Avance of San Antonio 118 N. Medina 3rd Floor San Antonio, Texas Phone : 210734-7924 Url : http://www.avancesa.org Email : lrodriguez@avancesa.org Lilly Rodriguez	N	0
5	Call In	N	1
6	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	2

KENS-TV
EEO PUBLIC FILE REPORT
March 22, 2018 - March 21, 2019

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
7	Central Texas College PO Box 1800 Killeen, Texas Phone : 254-526-1106 Url : http://www.collegecentral.com Email : coretta.richardson@cpsd.edu Coretta Richardson	N	0
8	Christian Assistance Ministry 110 McCullough San Antonio, Texas 78215 Phone : 210-223-1497 Url : http://www.christianassistanceministry.org Email : dwhite@cam-sa.org Dawn White	N	0
9	Corporate Recruiter	N	1
10	CSB School of Broadcasting 9600 Great Hills Trail STE 2003 Austin, Texas 78759 Email : jobs@gocsb.com Jason Seale	N	0
11	Current Employee	N	4
12	Current Employee/Internal Promotion	N	2
13	E-mail Inquiry	N	2
14	Easter Seal Rehabilitation Center 2203 Babcock Rd San Antonio, Texas 78229 Phone : 210-532-5158 Email : carlosjmedina@hotmail.com Carlos Medina	N	0
15	Eastern New Mexico University 1200 W University Portales, New Mexico 88130 Phone : 505-562-2147 Email : career.services@enmu.edu Oscar Robinson	N	0
16	Ella Austin Community Center 1023 North Pine St San Antonio, Texas 78202 Phone : 210-224-2351 Email : devans@ellaaustin.org Denise Evans	N	0

KENS-TV
EEO PUBLIC FILE REPORT
March 22, 2018 - March 21, 2019

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
17	Employee Referral	N	12
18	Former Employee	N	2
19	Goodwill Industries 406 W Commerce San Antonio, Texas 78207 Phone : 210-924-8581 Email : bbalencia@goodwillsa.org Becky Balencia	N	0
20	Guadalupe Community Center 1801 Ceasar Chavez San Antonio, Texas 78207 Phone : 210-222-1294 Url : www.ccaosa.org Email : pvela@ccaosa.org Patty Vela	N	0
21	Halfway House/Crosspoint, Inc. 225 E Locust St San Antonio, Texas Phone : 210-225-0864 Url : www.crosspoint.inc Email : kevin.downey@crosspointinc.us Kevin Downey	N	0
22	Indeed.com	N	4
23	Internal Candidate	N	2
24	Job Board	N	1
25	KENS 5 5400 Fredericksburg Rd San Antonio, Texas 78229 Phone : 210-366-5000 Url : http://www.kens5.com Shannon Hunter Manual Posting	N	13
26	League of United Latin American Citizens 11514 Jones-Maltsberger San Antonio, Texas 78240 Phone : 210-403-9001 Url : www.reyfeoscholarship.com Email : raul@reyfeoscholarship.com Human Resources	N	0
27	Linked In	N	5

KENS-TV
EEO PUBLIC FILE REPORT
March 22, 2018 - March 21, 2019

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
28	Louisiana State University 1502 Ceba Baton Rouge, Louisiana 70803 Phone : 225-578-2162 Url : www.lsu.edu/careercenter Email : amyc@lsu.edu Amy Caillouet	N	0
29	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Customer Service Manual Posting	N	0
30	Mexican-American Legal Defense & Educational Fund 110 Broadway STE 300 San Antonio, Texas 78205 Phone : 210-224-5476 Email : jobs@maldef.org Career Services	N	0
31	Mississippi State University PO Box P Mississippi State, Mississippi 39762 Phone : 662-325-3344 Url : www.career.msstate.edu Email : msuinfo@ur.msstate.edu Career Service Center	N	0
32	National Association of Hispanic Journalist National Press Bldg STE 1193 Washington, District of Columbia 20045 Phone : 202-662-7144 Email : jobbank@nahj.org Joseph Torres	N	0
33	Northwest Vista College 3535 North Ellison Dr San Antonio, Texas 78251 Phone : 210-348-2020 Email : dabrams3@mail.accd.edu Doreen Abrams	N	0
34	Other Source	N	1

KENS-TV
EEO PUBLIC FILE REPORT
March 22, 2018 - March 21, 2019

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
35	Palo Alto Community College 1400 Villaret San Antonio, Texas 78224 Phone : 210-921-5000 Email : nesparza@mail.accd.edu N. Esparza	N	0
36	Re-hire	N	2
37	RTNDA 4121 Plank Rd #512 Fredericksburg, Virginia 22407 Phone : 202-467-5203 Email : jobs@rtnda.org Director Membership & Marketing	N	0
38	San Antonio College 1300 San Pedro San Antonio, Texas 78212 Phone : 210-486-1500 Cassandra Segura Manual Posting	N	0
39	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
40	San Antonio Hispanic Chamber of Commerce 318 W Houston St Suite 300 San Antonio, Texas 78205 Phone : 210-225-0462 Url : http://www.sahcc.org Email : annetteg@sahcc.org Annette G	N	0
41	SER, Jobs for Progress, Inc. of SA 1499 Hillcrest Dr San Antonio, Texas 78228 Phone : 210-433-7782 Nick Balderama Manual Posting	N	0

KENS-TV
EEO PUBLIC FILE REPORT
March 22, 2018 - March 21, 2019

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
42	Simply Hired 370 San Aleso Ave. #200 Sunnyvale, California 94085 Url : http://www.simplyhired.com Job Posting Manual Posting	N	0
43	Southwest Texas Junior College 2401 Garner Field Rd Uvalde, Texas 78801 Phone : 830-591-7281 Email : ronnie.garza@swtjc.cc.tx.us Ronnie Garza	N	0
44	Southwestern University PO Box 770 Georgetown, Texas 78627 Phone : 512-863-1344 Email : career.services@southwestern.edu Sharon Hehmen	N	0
45	St. Mary's University 100 Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Email : career@stmarytx.edu Lauren McLeaird	N	0
46	St. Phillips College 1801 Martin Luther King Dr San Antonio, Texas 78203 Phone : 210-531-3200 Job Posting Manual Posting	N	0
47	Station Website	N	3
48	Television Bureau of Advertising 120 Wall Street 15th Floor New York, New York Url : http://www.tvb.org Job Posting Manual Posting	N	0

KENS-TV
EEO PUBLIC FILE REPORT
March 22, 2018 - March 21, 2019

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
49	Television Week Magazine PO Box 64000 Detroit, Michigan 48264 Phone : 323-370-2415 Marc Abrams Manual Posting	N	0
50	Texas A&M University 2471 TAMU College Station, Texas 77843 Phone : 979-845-5139 Url : http://HireAggies.com Placement Director Manual Posting	N	0
51	Texas Association of Broadcasters 502 East 11th St STE 200 Austin, Texas 78701 Phone : 512-322-9944 Email : craig@tab.com Craig Bean	N	0
52	Texas Lutheran University 1000 West Court St Seguin, Texas 78155 Phone : 830-372-8178 Email : careers@tlu.edu Bonita Vinson	N	0
53	Texas State University 601 University Drive San Marcos, Texas 78666 Phone : 512-245-2645 Url : www.careerservices.txstate.edu Email : careerservices@txstate.edu Norma Guerra	N	0
54	Texas/Alamo Workforce Commission 4535 E Houston St San Antonio, Texas 78220 Phone : 210-581-0190 Email : spring.mercadel@serjobssa.org Spring Mercadel	N	0

KENS-TV
EEO PUBLIC FILE REPORT
March 22, 2018 - March 21, 2019

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
55	Trinity University 715 Stadium Dr #78 San Antonio, Texas 78212 Phone : 210-999-7011 Email : careerservices@trinity.edu Career Services	N	0
56	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Broadcast Employment Services	N	0
57	University of Incarnate Word 4301 Broadway San Antonio, Texas 78209 Phone : 210-829-6005 Url : http://www.uiw.edu/ Placement Officer Manual Posting	N	0
58	University of Texas @ San Antonio 5723 University Heights Blvd San Antonio, Texas 78249 Phone : 210-458-4593 Url : http://www.utsa.edu/ Bennett Grey Manual Posting	N	0
59	University of Texas at Austin 1 University Station D7000 Austin, Texas 78712 Phone : 512-471-9421 Email : ccsrecruit@austin.utexas.edu Jennifer Hinojosa	N	0
60	Vista Vocational Resources 1222 N Main STE 804 San Antonio, Texas 78212 Phone : 210-575-9881 Joe Cepeda Manual Posting	N	0

KENS-TV
EEO PUBLIC FILE REPORT
March 22, 2018 - March 21, 2019

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
61	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			57

KENS-TV
EEO PUBLIC FILE REPORT
March 22, 2018 - March 21, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/26/2018	Participation in events or programs sponsored by educational institutions	Year-long Mentor Program thru Communities in Schools with John Jay High School mentees (mentors meet with mentees once a month during the school year to discuss various topics including Debt, Community Service, Health & Nutrition, College/Career Exploration, setting goals and encouraging them to stay in school).	25	Newsroom Employees
2	3/27/2018	Participation in events or programs sponsored by educational institutions	Multi-skilled Journalist volunteers every Thursday at Douglas Elementary School. He works with students on positive behaviors and also shares his story on how he became a journalist. He always answers questions on career options and tracks within the broadcast journalism field.	1	MSJ
3	3/29/2018	Participation in events or programs sponsored by educational institutions	Anchor participated in Career Day at John Jay High School. She discussed what it's like to be a journalist and work in the broadcast industry. She discussed her education and development track. She answered questions presented by students.	1	Anchor
4	4/2/2018	Participation in events or programs sponsored by educational institutions	"Tuesday's with Taylor" at different elementary schools every 6-8 weeks (Glenn Elementary, Fernandez Elementary, Brauchle Elementary, Fields Elementary). Morning announcements, weather forecast, answering weather-related questions and answering career and job opportunity-related questions for students.	1	Meteorologist

KENS-TV
EEO PUBLIC FILE REPORT
March 22, 2018 - March 21, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	4/2/2018	Establishment of an intern program designed to assist members of the community	Internships - KENS-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, KENS hired and trained 6 intern(s) for three month assignments.	3	News Director Marketing Director Director of Sales
6	4/9/2018	Establishment of training programs for station personnel	TEGNA Labor Relations Training – Labor Relations provides monthly webinar training sessions for HR Business Partners to stay informed of current and changing employment laws. Best practices are discussed and HR Business Partners then share this topical information with their executive teams.	1	Group HR Director
7	4/9/2018	Establishment of training programs for station personnel	Director of Technology attended the NAB 2018 Conference to learn more about technologies that can help resolve numerous challenges that face media companies, which include more complex workflows, introduction of new services, increased user expectations for always-on connectivity and pressure on efficiency in both the space and ground segments. The goal was to understand how choosing the right technologies, operators can create increased profitability, interoperability and growth in the satellite communications market – all of which are particularly relevant when talking about delivering UHD TV.	1	Director of Technology
8	4/16/2018	Participation in events or programs sponsored by educational institutions	Anchor participated in Career Day at Hirsch Elementary. She discussed what it's like to be a journalist and work in the broadcast industry. She discussed her education and development track. She answered questions presented by students.	1	Anchor

KENS-TV
EEO PUBLIC FILE REPORT
March 22, 2018 - March 21, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	4/17/2018	Establishment of training programs for station personnel	April 17-19, 2018 TEGNA Innovation Summit –Innovation summit where employees from across the country came to brainstorm new content ideas for shows, segment pilots and discuss how to have better working news rooms. Discussed options for greater audience involvement, how to get our talent noticed, how to gain audience trust and how to report hard issues without being too negative. Many pilot projects that are in full swing (i.e., The Loop) came from ideas generated at the Innovation Summit.	2	Executive Producer Anchor/MSJ
10	5/8/2018	Provision of training to management	May 8-10, 2018 TEGNA Sales Summit - Annual Sales summit revolved around the topic of leadership and the belief that is it the foundation for winning. Over the course of 3 days, attendees had the chance to hold discussion and participate in sessions that addressed leadership coaching and cultural changes.	2	GM Director of Sales
11	5/22/2018	Participation in events or programs sponsored by educational institutions	Anchor participated in Career Day at James Masters Elementary. She discussed what it's like to be a journalist and work in the broadcast industry. She discussed her education and development track. She answered questions presented by students.	1	Anchor
12	5/23/2018	Participation in other activities designed by the station employment unit	Meteorologist led a station tour for students from the McDowell Middle School Weather Club. Gave students the opportunity to see how news and produced inside a station. Students got to experience the Green Screen, radars and other technology and see a live production. Answered questions about the education necessary to be a meteorologist and what other opportunities exist in the broadcast industry.	1	Meteorologist

KENS-TV
EEO PUBLIC FILE REPORT
March 22, 2018 - March 21, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
13	5/25/2018	Participation in events or programs sponsored by educational institutions	Multi-skilled Journalist participated in Career Day at Harmony Hills Elementary School. She shared information with students on how she decided on a career in media and what her education track was to prepare her for her career. She answered questions on what it is like to be a reporter.	1	MSJ
14	6/11/2018	Establishment of training programs for station personnel	June 11 - 14, 2018 The Director of Marketing attended the PROMAX 2018 Conference and participated in learning sessions that shed light on many important media topics to include; Get Expert tips, tools and up-to-speed insights on how to create a rewarding career, what it takes to deliver award winning work, making old media new again, stuff great leaders always do and get more ROI from your marketing dollar.	2	Director of Marketing Marketing Manager
15	6/14/2018	Establishment of training programs for station personnel	June 14-17, 2018 Investigative Reporters & Editors Conference - Attended Investigative Reporters & Editors Conference (IRE), a grassroots nonprofit dedicated to improving the quality of Investigative reporting. Each participant attended multiple workshops focused on investigative reporting. Leaders also attended several management related workshops.	1	Investigative Producer
16	6/18/2018	Establishment of training programs for station personnel	Content Summit (June 18-21) News, Digital and 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 transformational journeys and best practices across all platforms, trained on ethics and social media policies and capitalized on networking and recruitment opportunities.	1	Director of Marketing
17	7/16/2018	Establishment of training programs for station personnel	The Director of Technology attended the TEGNA Tech Summit.	1	Director of Technology

KENS-TV
EEO PUBLIC FILE REPORT
March 22, 2018 - March 21, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
18	7/16/2018	Establishment of training programs for station personnel	The Director of Technology attended the TEGNA Tech Summit. Technology leaders were brought together to discuss cyber security and IT infrastructure. Also discussed was production, sets, and lighting. An open forum was created to brainstorm ideas for the following two questions: <ul style="list-style-type: none"> • What are three ideas for 2019 to improve efficiency, workflows and ratings/revenue? • What are three improvements or changes you would make if you ran the technology organization? 	1	Dir of Technology
19	8/1/2018	Establishment of training programs for station personnel	Technology staff attended the Texas Association of Broadcasters Conference to experience new and emerging technology. The overall agenda for this year's show was squarely focused on strategies to grow on-air, digital and content revenue, as well as embracing next-generation technologies that are simultaneously driving and challenging local Radio and TV stations. The station participants focused on "all things IP" the first day, with multiple sessions the next day ranging from several aspects of ATSC 3.0 and the Spectrum Repack to AI-driven closed captioning, building FM translators, C Band registration, podcast development and emergency planning post-Hurricane Harvey.	2	Director of Technology Assistant Director of Technology

KENS-TV
EEO PUBLIC FILE REPORT
March 22, 2018 - March 21, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
20	8/8/2018	Establishment of training programs for station personnel	August 8-10, 2018 Brand Health Summit – Your brand health is the intersection of your brand mission and values with your customers voice and perceptions in each market. The Brand Health Summit brought leaders together from administration, marketing, news and promotions to better understand the impact of brand health on audience interest and loyalty, as well as employee engagement. Participants spent three days better understanding best practices during presentations and breakout groups. The final day of the summit included a real-time research project at the Mall of America, which included evaluating brand initiatives and interviewing customers and retailers.	1	News Director
21	8/13/2018	Establishment of training programs for station personnel	August 13-31, 2018 Journalism Ethics & Social Media Training - TEGNA updated the Principles of Ethical Journalism and Social Media policies to match the Company's guiding principles including truth, independence, public interest, fair play and integrity. This new training was developed and targeted to all staff that contribute in any way to a TV or digital news or entertainment product.	85	All News Staff
22	9/18/2018	Establishment of training programs for station personnel	September 18-20, 2018 Seller 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

KENS-TV
EEO PUBLIC FILE REPORT
March 22, 2018 - March 21, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
23	9/18/2018	Establishment of training programs for station personnel	September 18-20, 2018 Seller 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.	2	Account Executive Account Executive
24	9/25/2018	Establishment of training programs for station personnel	This Conflicts of Interest training course describes the most common workplace conflict-of-interest situations and the circumstances in which they arise. It is intended to train employees of all types of organizations to recognize and avoid conflicts of interest, particularly with regard to personal, financial and family interests, dealing with customers and suppliers, and handling offers of gifts and entertainment.	140	All Employees
25	10/11/2018	Establishment of training programs for station personnel	Ethics and Conflict of Interest training. TEGNA will always follow the law, behave ethically and avoid conflicts of interest. Correct ethical and legal conduct is particularly at the heart of the operation of a company engaged in communications with and on behalf of the public. This is especially important as TEGNA pursues a mission of providing trusted news and information and actively supporting the people and businesses in the communities we serve.	140	All Employees
26	10/31/2018	Participation in events or programs sponsored by educational institutions	Anchor participated in Career Day at Rahe Bulverde High School. He discussed what it's like to be a journalist and work in the broadcast industry. He discussed her education and development track. He answered questions presented by students.	1	Anchor

KENS-TV
EEO PUBLIC FILE REPORT
March 22, 2018 - March 21, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
27	11/2/2018	Participation in events or programs sponsored by educational institutions	Anchor participated in Career Day at Cable Elementary. She discussed what it's like to be a journalist and work in the broadcast industry. She discussed her education and development track. She answered questions presented by students.	1	Anchor
28	11/7/2018	Participation in events sponsored by community groups	Multi-skilled Journalist participated in Career Day at Wanke Elementary. She discussed what it's like to be a journalist and work in the broadcast industry. She discussed her education and development track. She answered questions presented by participants.	1	MSJ
29	11/9/2018	Participation in events or programs sponsored by educational institutions	Anchor participated in Career Day at West Avenue Elementary. She discussed what it's like to be a journalist and work in the broadcast industry. She discussed her education and development track. She answered questions presented by students.	1	Anchor
30	11/11/2018	Participation in events or programs sponsored by educational institutions	Multi-skilled Journalist participated in Career Day at West Avenue Elementary. She discussed what it's like to be a journalist and work in the broadcast industry. She discussed her education and development track. She answered questions presented by participants.	1	MSJ
31	12/20/2018	Participation in events or programs sponsored by educational institutions	Multi-skilled Journalist participated in Career Day at Dellview Career and College Day. He discussed what it's like to be a journalist and work in the broadcast industry. He discussed his education and development track. He answered questions presented by participants.	1	MSJ

KENS-TV
EEO PUBLIC FILE REPORT
March 22, 2018 - March 21, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
32	1/31/2019	Participation in other activities designed by the station employment unit	Meteorologist led a station tour for students from Carlos Coons Elementary. Gave students the opportunity to see how news and produced inside a station. Students got to experience the Green Screen, radars and other technology and see a live production. Answered questions about the education necessary to be a meteorologist and what other opportunities exist in the broadcast industry.	1	Meteorologist
33	2/25/2019	Provision of training to management	February 25-28, 2019 TEGNA Sales Summit - Annual Sales summit revolved around the topic of leadership and the belief that is it the foundation for winning. Over the course of 3 days, attendees had the chance to hold discussion and participate in sessions that addressed leadership coaching and cultural changes.	2	GM Director of Sales
34	3/5/2019	Provision of training to management	The Group HR Director provided training to all management on communication style preferences and how to make style adjustments when an audience has different communication needs. The goal of the training was to create an awareness of where leaders are and what blind spots they may have relative to communication and relationship management.	24	All Station Leaders