

KCEN-TV, KAGS-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 Engineer-11506 | 1-6, 10, 12, 14-18, 20 | 16 |
| Multi Skilled Journalist-11917 | 1-3, 5-7, 10, 12, 14-18, 20 | 7 |
| Meteorologist - 012190 | 1-3, 5-6, 9-12, 14-18, 20 | 16 |
| Meteorologist-12539 | 1-3, 5-6, 11-18, 20 | 13 |
| Multi-Skilled Journalist-12540 | 1-3, 5-6, 9-12, 14-18, 20 | 16 |
| Multimedia Marketing Producer-12611 | 1-3, 5-6, 9-12, 14-18, 20 | 16 |
| News/Sports Multi-Skilled Journalist-12678 | 1-3, 5-7, 9-18, 20 | 16 |
| Executive Producer-12699 | 1-3, 5, 9-12, 14-17, 20 | 16 |
| Multi-Skilled Journalist-12792 | 1-3, 9-17, 20 | 16 |
| Producer-12863 | 1-5, 7, 9-17, 20 | 7 |
| Digital Producer of Content-12928 | 1-3, 5, 9-17, 20 | 16 |
| Digital Producer of Content-12928 | 1-3, 5, 9-17, 20 | 13 |
| Digital Producer of Content-13029 | 1-3, 5, 7-17, 20 | 8 |
| Editor-Digital Content Producer-13343 | 1-2, 4-5, 9-17, 20 | 13 |
| Assistant News Director - 13540 | 1-3, 5, 7, 10, 12, 14-17, 19-20 | 16 |
| Account Manager - 13570 | 1-3, 5, 10, 12-13, 15-17, 20 | 16 |
| Anchor - 13674 | 1-3, 5, 9-12, 15-17, 19-20 | 16 |
| Creative Producer - 13991 | 1-2, 5-6, 9-17, 20 | 16 |

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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 | 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 |
| 2 | Connecticut School of Broadcasting 9600 Great Hills Trl Ste 200E Austin, Texas 78759 Phone : 512-340-1420 Email : csbaustin@gocsb.com Randy Ahrens | N | 0 |
| 3 | Dallas Black Chamber of Commerce 2838 MLK Jr Blvd Dallas, Texas 75215 Phone : 214-421-5200 Email : tsolomon@dbcc.org Fax : 1-214-421-5510 Reginald Gates | N | 0 |
| 4 | Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94965 Phone : 800-918-3229 Job Listings Manual Posting | N | 2 |
| 5 | Houston NAACP 2002 Wheeler St Houston, Texas 77004 Phone : 713-526-3389 Fax : 1-713-630-2699 Job Listings | N | 0 |
| 6 | Indeed.com 470 West Ave Ste 2002 Stamford, Connecticut Phone : 203-564-2418 Job Listings Manual Posting | N | 1 |
| 7 | Indeed.com | N | 9 |
| 8 | Job Board | N | 1 |

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|---|--|---|
| 9 | KAGS On-Air Promos 2800 S Texas Ave Ste 110 Bryan, Texas 77802 Phone : 254-859-5481 Job Listings Manual Posting | N | 0 |
| 10 | KAGS Website 2800 S Texas Ave Ste 110 Bryan, Texas 77802 Phone : 254-859-5481 Job Listings Manual Posting | N | 0 |
| 11 | KCEN On-Air Promos 314 S Interstate 35 Eddy, Texas 76524 Phone : 254-859-5481 Job Listings Manual Posting | N | 0 |
| 12 | KCEN Website 314 S Interstate 35 Eddy, Texas 76524 Phone : 254-859-5481 Job Listings Manual Posting | N | 0 |
| 13 | Linked In | N | 9 |
| 14 | LinkedIn.com 2029 Stierlin Ct Mountain View, California 94043 Phone : 650-687-3555 Job Listings Manual Posting | N | 0 |
| 15 | LULAC Central Texas 102 E Central Ave Temple, Texas 76501 Phone : 254-931-0826 Email : tacomart49@yahoo.com David Martinez | N | 0 |

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|--|---|--|---|
| 16 | TEGNA Careers 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 703-854-6089 Job Listings Manual Posting | N | 54 |
| 17 | Temple NAACP P.O. Box 157 Temple, Texas 76503 Phone : 254-778-2909 Email : vleak97177@aol.com William Leak | N | 0 |
| 18 | Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo | N | 0 |
| 19 | Walk In/Self-Referral | N | 3 |
| 20 | 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: | | | 81 |

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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 | 4/27/2022 | Participation in Job Fairs | The SEU participated in the H.Y.P.E (Helping Youth Prepare for Employment) Career Expo in Bryan, TX. The event is a career exploration for high school juniors and seniors to explore a variety of local and educational opportunities that are available in some of the fastest growing career industries in the area. Station participants included the Station Manager, two Account Executives, and several News Staff who spoke to attendees about that station and careers in broadcasting. | 7 | Station Manager Account Executive (2) News Staff (4) |
| 2 | 4/30/2022 | Participation in events sponsored by organizations representing the community | The SEU participated in the Boot & Bandanas event held in Belton, TX at Schoepf's BBQ. The benefit was for the Baylor Scott & White McLane Children's Medical Center. Funds raised at past events have supported medical equipment, such as pediatric dialysis machines and a C-arm intraoperative imaging machine, as well as an additional transport ambulance. Station participants included two Evening Anchors who spoke to attendees about the station and community outreach efforts. | 2 | Anchor Anchor |
| 3 | 5/3/2022 | Establishment of training programs for station personnel | The SEU participated in Geo-Fencing training for digital media advertising provided by Simpli.fi. Information learned in the webinar will help station sellers better understand how location-based marketing and other media-buying solutions and resources can be used to better serve Tegna clients and community partners. Station participants included the Local Sales Manager, Account Executives, and Account Managers. | 9 | Local Sales Manager Account Executive (6) Account Manager (2) |

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III. RECRUITMENT INITIATIVES

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|---|-------------|--|--|-------------------------------------|---|
| 4 | 6/2/2022 | Participation in events sponsored by organizations representing the community | The SEU participated in the Youth Leadership Conference sponsored by the Un-Included Club, a Temple, TX based nonprofit organization that provides literary, urban agriculture and leadership programs for underserved youth. They spoke to participants and answered questions about leadership, the station, their career paths, and jobs in broadcasting. | 3 | Morning Anchor Morning Anchor Meteorologist |
| 5 | 6/6/2022 | Establishment of an intern program designed to assist members of the community | KCEN KAGS participated in TEGNA's Summer Intern program where an intern was placed at the station for the duration of the summer. This program is designed for rising juniors or graduating seniors to gain valuable real-world experience alongside some of the best journalists in the country. | 1 | Intern |
| 6 | 6/16/2022 | Participation in events sponsored by organizations representing the community | The SEU participated in the "Juneteenth - The Road to Freedom" event sponsored by the Central Texas Housing Consortium in Temple, TX. The Morning Anchors and Meteorologist spoke on their journey to becoming the first all-black, female anchor team in Central Texas. They also spoke to participants about the station, their career path, and job opportunities in broadcasting. | 3 | Morning Anchor Morning Anchor Meteorologist |
| 7 | 6/23/2022 | Participation in events sponsored by organizations representing the community | The SEU participated in the Baylor Scott & White Health Community Showcase in Temple, TX sponsored by the Temple Chamber of Commerce. The event welcomes the new Resident Physicians, Nurses and Senior Staff at BS&W while interacting with Chamber members, local businesses, and organizations. Station participants included The General Manager and two Anchors who spoke to attendees about the station, current community outreach, and careers in broadcasting | 3 | General Manager Anchor Sports Anchor |

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|---|-------------|--|---|-------------------------------------|---|
| 8 | 6/24/2022 | Establishment of training programs for station personnel | Second quarter Secure TEGNA cybersecurity training was launched. The training provides information on social engineering, a series of manipulative practices cyber criminals adopt to convince users to surrender confidential information or fall victim to phishing attacks. Human awareness and action are the best ways to prevent cybercrimes. | 56 | GM News Dir DOS Dir of Marketing |
| 9 | 6/27/2022 | Establishment of a mentoring program | 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 to 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 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. | 1 | Producer in Residence |

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| 10 | 7/27/2022 | Participation in events sponsored by organizations representing the community | The SEU spoke to the Salado Lions Club at the Salado Civic Center in Salado, TX. The Evening Anchor gave a presentation on his career in broadcasting, the station, and community outreach efforts. Afterwards, he spoke to participants and answered any questions about the station. | 1 | Evening Anchor |
| 11 | 8/2/2022 | Participation in events sponsored by organizations representing the community | The SEU spoke to the Northwest Optimist Club of Waco, TX. Their mission is to raise awareness of youth issues within McLennan County and to produce scholarships for youth programs. The Evening Anchor gave a presentation on his career path, the station, and jobs in broadcasting. Afterwards, he spoke to participants and answered any questions. | 1 | Evening Anchor |
| 12 | 8/5/2022 | Participation in events sponsored by organizations representing the community | The SEU participated in The Summer Sizzle event in Temple, TX sponsored by the Temple Chamber of Commerce. Station participants included the Marketing Director, and other station talent who spoke to event participants about the station, current community outreach, and careers in broadcasting. | 4 | Marketing Director Meteorologists (2) Reporter |
| 13 | 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 to our secure landscape and recognize the actions cybercriminals employ to breach our systems. In September, TEGNA 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. | 60 | GM News Dir DOS Dir of Marketing |

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|----|-------------|---|--|-------------------------------------|----------------------------|
| 14 | 10/4/2022 | Participation in events sponsored by organizations representing the community | The SEU participated in the Central Texas Bra Brunch in Belton, TX. The Central Texas Bra Brunch is a one of a kind event for Bell County's finest walk the run way to raise funds for American Cancer Society and Breast cancer awareness and research. Station participants included an Evening Anchor who spoke to participants about the station and his career in broadcasting. | 1 | Anchor |
| 15 | 10/15/2022 | Participation in events sponsored by organizations representing the community | The SEU participated in the Wienerspiel event in College Station, TX. The group aims at raising funds for non-profits who help homeless, unwanted, and neglected animals as well as organizations who support the human/animal bond and advocating in City and State governments! Participants included two MSJ's who spoke to participants about the station and their career paths in broadcasting. | 2 | MSJ MSJ |
| 16 | 10/20/2022 | Participation in events sponsored by organizations representing the community | The SEU participated in the Rio Carnival Masquerade Ball benefitting The Salvation Army of Bell County McLane Center of Hope held in Killeen, TX. Their goal is to provide support services to community members of Bell County that are experiencing food insecurity, housing, and financial insecurity. Station participants included one Morning Anchor who spoke at the event and to participants about the station and outreach activities. | 1 | Anchor |
| 17 | 10/30/2022 | Participation in events sponsored by organizations representing the community | The SEU participated in the Susan G. Komen "More than Pink Walk" held in Waco, TX. Their mission is to save lives by meeting the most critical needs of communities and investing in breakthrough research to prevent and cure breast cancer. Station participants included two Morning Anchors and one Meteorologist who spoke at the event and participants about the station and community outreach activities. | 3 | Anchor Anchor Anchor |

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| 18 | 11/12/2022 | Participation in events sponsored by organizations representing the community | The SEU participated in a museum fundraiser for Pioneer Farms in Austin, TX, a living history museum that offers themed historic areas with educational experiences for all ages to explore Texas history. The Chief Meteorologist presented "Weather patterns and current drought vs. historical" information and also did a Q&A with participants as well as spoke about the station and his weather career. | 1 | Chief Meteorologist |
| 19 | 11/28/2022 | Establishment of training programs for station personnel | The final Secure TEGNA quarterly training module for 2022 was titled Spot the Phish. This interactive exercise shows subtle differences between legitimate online communications and scams. This training will help staff recognize risks and increase their understanding of the ever-changing security threats to our landscape. Keeping our systems safe requires constant vigilance. | 66 | GM News Dir DOS Dir of Marketing |
| 20 | 12/8/2022 | Participation in events sponsored by organizations representing the community | The SEU participated in the Leader Brazos Communication event sponsored by the Bryan/College Station Chamber of Commerce in College Station, TX. The Station Manager was on a broadcasting / digital media panel that gave information regarding current business practices and how the media landscape has changed in recent years. He answered questions about the station and his career in broadcasting. | 1 | Station Manager |
| 21 | 12/16/2022 | Establishment of training programs for station personnel | The SEU conducted a class on Edius Training for Captioned Content. Station participants included a Broadcast Engineer as the presenter and all production employees in Bryan, TX attended. The training covered content captioning, video editing, and exporting final segments for TEGNA to meet the closed captioning requirements of the FCC. | 6 | Broadcast Engineer Production Staff |

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| 22 | 1/9/2023 | Establishment of training programs for station personnel | TEGNA Ethics Training: Part I: TEGNA's Annual Ethics Survey must be completed by all employees to disclose any issues that may conflict with TEGNA's interests. Part II: Code of Ethics: Our Shared Purpose, an online course that focuses on section three of the TEGNA Ethics Policy, addressing fair dealings and open competition, must be taken. It outlines the risks that remote work and online communications with competitors can present and offers guidance on how to navigate complex situations. | 59 | GM News Dir DOS Dir of Marketing |
| 23 | 2/9/2023 | Participation in events sponsored by organizations representing the community | The SEU participated in the Center for Chamber of Commerce Excellence training in College Station, TX. The Station Manager was on a broadcasting/digital media panel that gave information on education and development of future leaders and current media practices. He also answered questions regarding the station and his career in broadcasting. | 1 | Station Manager |
| 24 | 2/28/2023 | Participation in Job Fairs | The SEU participated in the H.Y.P.E (Helping Youth Prepare for Employment) Career Expo in Bryan, TX. The event is a career exploration for high school juniors and seniors to explore a variety of local and educational opportunities that are available in some of the fastest growing career industries in the area. Station participants included the Station Manager, two Account Executives, and several News Staff who spoke to attendees about that station and careers in broadcasting. | 5 | Station Manager Account Executive (2) Multi-Skilled Journalist Sports Director |