

KCEN, KAGS-LD
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
Digital Sales Manager	1-12, 14-18, 20-25, 27-50, 52	32
Creative Producer	1-10, 12, 14-18, 20-25, 27-50, 52	18
Multi-Platform Producer	1-10, 12, 14-18, 20-25, 27-50, 52	32
Promotions Producer/Editor	2, 4, 6, 8, 10, 12, 15, 17-18, 20-24, 28, 30, 32, 35, 37-39, 48-49, 52	18
Photojournalist	2, 4, 6, 8, 10, 16, 18, 20-24, 28, 30, 32, 35-38, 41, 49, 52	6
Anchor/Sports Director	1-10, 12, 14-18, 20-25, 27-50, 52	6
Digital Content Producer	1-12, 14-18, 20-50, 52	26
Multi-Skilled Journalist	1-10, 12-18, 20-25, 27-50, 52	32
Multi-Skilled Journalist	1-10, 12-18, 20-25, 27-50, 52	32
Digital Managing Editor	1-12, 14-18, 20-25, 27-50, 52	27
Multi-Skilled Journalist	1-10, 12, 14-25, 27-50, 52	19
MSJ/Sports Anchor	1-10, 12, 14-18, 20-25, 27-50, 52	32
Digital Content Producer	1-10, 12, 14-18, 20-25, 27-50, 52	32
Creative Assistant	1-10, 12, 14-18, 20-25, 27-52	51
Multi-Platform Producer	1-10, 12, 14-18, 20-25, 27-50, 52	32
Producer	1-10, 12, 14-18, 20-25, 27-50, 52	32
Producer	1-10, 12, 14-18, 20-25, 27-50, 52	32
Account Executive	1-10, 12, 14-18, 20-25, 27-52	51
Account Executive	1-10, 12, 14-18, 20-25, 27-52	32

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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	Abilene Christian University ACU Box 27914 Abilene, Texas 79669 Phone : 325-674-6540 Career Office Manual Posting	N	0
2	American Broadcasting School 712 N Watson Rd Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
3	b-roll.net Television Photography 1623 D St NE Washington, District of Columbia 20002 Phone : 202-470-5396 Kevin Johnson Manual Posting	N	0
4	Baylor University One Bear Pl #97036 Waco, Texas 76798 Phone : 254-710-3771 Career Services Manual Posting	N	0
5	Broadbean Network 601 Newport Center Dr Ste 1400 Newport Beach, California 92660 Phone : 949-706-8560 Job Listings Manual Posting	N	0
6	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Jobs Editor Manual Posting	N	3
7	Broadcasting & Cable 28 E 28th St 12th Floor New York, New York 10016 Phone : 212-378-0400 Zahra Majma Manual Posting	N	0

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8	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
9	Central Texas College P.O. Box 1800 Killeen, Texas 76540 Phone : 254-526-1106 Career Services Manual Posting	N	0
10	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
11	Current Employee	N	5
12	Dallas Black Chamber of Commerce 2838 MLK Jr Blvd Dallas, Texas 75215 Phone : 214-421-5200 Fax : 1-214-421-5510 Reginald Gates	N	0
13	Drop In	N	1
14	Fort Hood Army Career & Alumni Program TJ Mills Blvd & Battalion Ave Bldg 18010, Rm B308, 3rd Floor Fort Hood, Texas 76544 Phone : 254-288-5627 Robert Schumacher Manual Posting	N	0
15	Fort Worth Hispanic Chamber of Commerce 1327 N Main St Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 1-817-625-1405 Rosa Navejar	N	0

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16	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94965 Phone : 800-918-3229 Job Listings Manual Posting	N	0
17	Houston NAACP 2002 Wheeler St Houston, Texas 77004 Phone : 713-526-3389 Fax : 1-713-630-2699 Job Listings	N	0
18	Indeed.com 470 West Ave Ste 2002 Stamford, Connecticut Phone : 203-564-2418 Job Listings Manual Posting	N	5
19	Indeed.com	N	1
20	JuJu.com 151 First Ave #19 New York, New York 10003 Phone : 212-537-3898 Job Listings Manual Posting	N	0
21	KAGS On-Air Promos 2800 S Texas Ave Ste 110 Bryan, Texas 77802 Phone : 254-859-5481 Job Listings Manual Posting	N	0
22	KAGS Website 2800 S Texas Ave Ste 110 Bryan, Texas 77802 Phone : 254-859-5481 Job Listings Manual Posting	N	0

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23	KCEN On-Air Promos 314 S Interstate 35 Eddy, Texas 76524 Phone : 254-859-5481 Job Listings Manual Posting	N	0
24	KCEN Website 314 S Interstate 35 Eddy, Texas 76524 Phone : 254-859-5481 Job Listings Manual Posting	N	3
25	Killeen Daily Herald P.O. Box 1300 Killeen, Texas 76540 Phone : 254-634-2125 Job Listings Manual Posting	N	0
26	Linked In	N	1
27	LinkedIn.com 2029 Stierlin Ct Mountain View, California 94043 Phone : 650-687-3555 Job Listings Manual Posting	N	1
28	LULAC Central Texas 102 E Central Ave Temple, Texas 76501 Phone : 254-931-0826 Email : tacomart49@yahoo.com David Martinez	N	0
29	MediaLine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7564 Job Listings Manual Posting	N	0
30	MyJobHelper.com 33 Irving Place FL3 New York, New York 10003 Job Listings Manual Posting	N	0

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31	Society of Broadcast Engineers 9012 N Meridian St Ste 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Job Listings Manual Posting	N	0
32	TEGNA Careers 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 703-854-6089 Job Listings Manual Posting	N	28
33	Temple College 2600 S 1st St Temple, Texas 76504 Phone : 254-298-8282 Career Services Manual Posting	N	0
34	Temple Daily Telegram 10 S 3rd St Temple, Texas 76501 Phone : 254-778-4444 Jane Moon Manual Posting	N	0
35	Temple NAACP P.O. Box 157 Temple, Texas 76503 Phone : 254-778-2909 Email : vleak97177@aol.com William Leak	N	0
36	Texas A&M University-Central Texas 1001 Leadership Pl Killeen, Texas 76549 Phone : 254-519-5400 Career Office Manual Posting	N	0
37	Texas A&M University-College Station 1233 TAMU 209 Koldus College Station, Texas 77843 Phone : 979-845-5139 Career Office 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	Texas Association of Broadcasters 502 E 11 St Ste 200 Austin, Texas 78701 Phone : 512-322-9944 Craig Bean Manual Posting	N	0
39	Texas Christian University P.O. Box 32930 Fort Worth, Texas 76129 Phone : 817-921-7425 Anatha Babbili Manual Posting	N	0
40	Texas State Technical College 3801 Campus Dr Waco, Texas 76705 Phone : 800-792-8784 Rob Wolaver Manual Posting	N	0
41	Texas State University 601 University Dr San Marcos, Texas 78666 Phone : 512-245-2645 Allison Birk Manual Posting	N	0
42	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
43	Texas Veterans Commission-Harker Heights 302 Millers Crossing Ste 4 Harker Heights, Texas 76548 Phone : 254-953-7102 Charles Butts Manual Posting	N	0
44	Texas Veterans Commission-Killeen 6200 W Central Texas Expy Killeen, Texas 76549 Phone : 254-200-2075 James Moore Manual Posting	N	0

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45	Texas Workforce Commission 1416 New Rd Waco, Texas 76711 Phone : 254-754-5421 Job Listings Manual Posting	N	0
46	The Bryan Eagle 1729 Briarcrest Dr Bryan, Texas 77802 Phone : 979-776-4444 Brenda Garcia Manual Posting	N	0
47	TVNewsCheck P.O. Box 565 Chatham, New Jersey Phone : 516-674-4914 Phil Kirk Manual Posting	N	0
48	University of Mary Hardin-Baylor 900 College St Belton, Texas 76513 Phone : 254-295-8642 Don Owens Manual Posting	N	0
49	University of Texas 1 University Station A0901 CMA3-102 Austin, Texas 78712 Phone : 512-471-9421 Christina Worle Manual Posting	N	0
50	Waco Tribune Herald P.O. Box 2588 Waco, Texas 76702 Phone : 254-757-5757 Grace Allen Manual Posting	N	0
51	Word of Mouth Referral	N	2

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52	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:			51

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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	4/1/2018	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	HR Business Partner
2	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.	1	News Director
3	4/18/2018	Participation in Job Fairs	On April 18, 2018, the SEU participated in the HYPE (Helping Youth Prepare for Employment) Career Expo sponsored by the Workforce Solutions Brazos Valley at the Brazos County Expo Center in Bryan, TX and held for Juniors and Seniors from local high schools. Station participants included the Station Manager who distributed information about the station and career opportunities in broadcasting.	5	Station Manager Sales Staff (3) Reporter
4	4/28/2018	Participation in events sponsored by community groups	On April 28, 2018 the SEU participated in the Bloomin' Temple Festival hosted by the City of Temple held in Downtown Temple, TX. Station participants included our Marketing Director and News Director who distributed information about the station, current community outreach activities and job opportunities at the station.	3	Director of Marketing News Director Meteorologist

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5	5/5/2018	Participation in events sponsored by community groups	On May 5, 2018 the SEU participated in the Central Texas Airshow sponsored by the Georgetown Pilots' Association and held at the Temple Airport, Temple, TX. Station participants included our Marketing Director who distributed information about the station, current community outreach activities and job opportunities at the station.	3	Director of Marketing Reporter Reporter
6	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.	1	Director of Sales
7	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	XXX
8	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.	2	News Director Marketing Director

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9	6/28/2018	Participation in events sponsored by community groups	On June 28, 2018, the SEU participated in The Baylor Scott & White Community Showcase in Temple, TX. The event was open to Temple Chamber members and new BSW residents, fellows, and senior staff. The Marketing Director and two Anchors distributed information about the station, community outreach activities, and careers in broadcasting.	3	Director of Marketing Evening Anchor Evening Anchor
10	8/10/2018	Participation in Job Fairs	On August 10, 2018, the SEU participated in Hood Howdy- A Newcomers Information and Mini Career Fair on post at Fort Hood, TX. Event attendees included soldiers, military spouses, and eligible family members. Station participants included our Marketing Director who distributed information about the station, job opportunities, and careers in broadcasting.	5	Director of Marketing Anchors (4)
11	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.	45	All News Staff
12	8/14/2018	Participation in events sponsored by community groups	On August 14, 2018, the SEU participated in the Flavors of Central Texas sponsored by the Greater Killeen Chamber of Commerce and held at the Killeen Civic and Conference Center in Killeen, TX. The Marketing Director and Weekend Anchor were on site to distribute information about the station, job opportunities at the station, and current community outreach activities.	2	Director of Marketing Weekend Anchor

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13	8/24/2018	Participation in events sponsored by community groups	On August 24, 2018, The SEU participated in the Touch a Truck event hosted by Temple Parks and Recreation in Temple, TX. Station participants included our Chief Engineer and two morning Anchors showcasing the station's Weather Warrior Live Truck. They also distributed information about the station, current community outreach, and careers in broadcasting.	3	Chief Engineer Anchor Anchor
14	9/8/2018	Participation in events sponsored by community groups	On September 8, 2018, the SEU participated in the Harker Heights Food, Wine, and Brew Festival sponsored by the Harker Heights Chamber of Commerce. Station participants included our Marketing Director and two Morning Anchors who distributed information about the station, job opportunities, and careers in broadcasting.	3	Director of Marketing Morning Anchor Morning Anchor
15	9/29/2018	Participation in events sponsored by community groups	On September 29, 2018, the SEU participated in the Waco Oktoberfest event benefiting the Muscular Dystrophy Association held in Waco, TX. The Marketing Director and several Anchors distributed information about the station, community outreach activities, and careers in broadcasting.	4	Director of Marketing Morning Anchor Evening Anchor Meteorologist
16	10/27/2018	Participation in events sponsored by community groups	On October 27, 2018, the SEU participated in the 5th Annual Fall Stand Down & City of Killeen Community Triage held at the Killeen Community Center and sponsored by Bell County, the City of Killeen, and the Central Texas Homeless Coalition. Station Participants included our Marketing and News Director and three Evening Anchors who distributed information about the station, current community outreach activities, and careers at the station.	5	Director of Marketing News Director Evening Anchors (3)

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17	11/12/2018	Participation in events or programs sponsored by educational institutions	On November 12, 2018, the News Director spoke to a Social Media class at Texas A&M University in College Station, TX. She discussed how the station uses social media in today's 24/7 news environment and how journalism has changed. She also discussed the station, her career, and different career paths in broadcasting.	1	News Director
18	11/15/2018	Participation in events sponsored by community groups	On November 15, 2018, the SEU participated in the Business After Hours event sponsored by the Temple and Belton Chamber of Commerce and held at the Bell County Expo Center in Belton, TX. The Marketing Director was present to promote the stations Camo Santa project along with other current outreach activities. He also was available to answer any questions about the station and careers in broadcasting.	1	Director of Marketing
19	12/18/2018	Participation in events sponsored by community groups	On 12/18/2018, the SEU presented donations to the Fort Hood Santa's Workshop located in Fort Hood, TX. From November 26, 2018 through December 10, 2018, the station, in conjunction with HEB grocery stores, collected games and toys for children of local military families. The General Manager and Director of Marketing were at the presentation event to discuss the project as well as other station and community initiatives.	2	General Manager Dir. of Marketing
20	2/8/2019	Participation in events or programs sponsored by educational institutions	On February 8, 2019, the SEU participated in the Lake Belton Middle School Career Day. Station participants included our Evening Anchor and Meteorologist who distributed information on their education path and opportunities in their career field as well as information about the station and careers in broadcasting.	2	Evening Anchor Meteorologist

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21	2/21/2019	Participation in Job Fairs	On February 21, 2019, the SEU participated in Hood Howdy- A Newcomers Information and Mini-Career Fair on post at Fort Hood, TX. Event attendees included soldiers, military spouses, and eligible family members. Station participants included our Marketing Director and two Evening Anchors who distributed information about the station, job opportunities, and careers in broadcasting.	3	Director of Marketing Evening Anchor Evening Anchor
22	2/28/2019	Sponsorship of events in the community designed to increase public awareness	On February 28, 2019, the SEU sponsored and hosted the Temple Chamber of Commerce After Hours event at the station facility. The event was open to Chamber members and other members of the local community. Station participants included the Station Manager, Director of Sales, and Local Sales Manager, and other employees were on site to answer questions about the station, give station tours, and discuss current and future community outreach events.	15	Station Manager Director of Sales Local Sales Manager