

KIDY, KXVA
EEO PUBLIC FILE REPORT
March 22, 2019 - March 21, 2020

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 Executive	1-10, 12-15, 17, 19-24, 26-27	19
Account Executive	1-10, 12-15, 17, 19-24, 26-27	10
Account Executive	1-9, 11-15, 17, 20-24, 26-27	21
Morning Meteorologist	1-9, 12-15, 17-18, 20-24, 26-27	18
Newscast Director	1-9, 12-15, 17, 20-24, 26-27	21
Morning Producer (7030)	1-9, 12-15, 17-18, 20-24, 26-27	18
IT Specialist	1-9, 12-15, 17, 20-24, 26-27	4
Sports Reporter	1-9, 12-15, 17, 20-27	25
Master Control Operator	1-10, 12-15, 17, 20-24, 26-27	10
Broadcast Director	1-9, 12-15, 17-18, 20-24, 26-27	18
Multi-Skilled Journalist	1-9, 12-18, 20-24, 26-27	21
Multi-Skilled Journalist	1-9, 12-18, 20-24, 26-27	21
Multi-Skilled Journalist	1-9, 12-18, 20-24, 26-27	16
Multi-Skilled Journalist	1-9, 12-18, 20-24, 26-27	18
Broadcast Director	1-9, 12-15, 17, 20-24, 26-27	21
Social Media Coordinator	1-10, 12-15, 17, 20-24, 26-27	10
Producer	1-9, 12-15, 17, 20-24, 26-27	9
Producer	1-9, 12-15, 17, 20-24, 26-27	7

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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	American Classifieds 2027 Sherwood Way San Angelo, Texas 76901 Phone : 325-944-7653 Email : cheri.amclass@gmail.com Cheri Jackson	N	0
2	Broadbean Network 610 Newport Center Dr Ste 1400 Newport Beach, California 92660 Phone : 949-706-8560 Job Listing Manual Posting	N	0
3	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Jobs Editor Manual Posting	N	0
4	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
5	Concho Valley Home For Girls 412 Preusser St San Angelo , Texas Phone : 325-655-3821 Email : Kassie@conchokids.org Kassie Coffey	N	0
6	Conexion Hispania 315 W. Ave D San Angelo, Texas 76903 Phone : 325-655-6371 Email : info@cxnsa.com Job Listings	N	0
7	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94965 Phone : 800-918-3229 Job Listings Manual Posting	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Howard College Career Services 3501 N. US Highway 67 San Angelo, Texas 76905 Phone : 325-481-3800 Email : tnix@howardcollege.edu Terri Nix	N	0
9	Indeed.com 470 West Ave Ste 2002 Stamford, Connecticut Phone : 203-564-2418 Job Listings Manual Posting	N	2
10	Indeed.com	N	3
11	Internal Transfer/Promotion	N	1
12	Jobs4Rams 2601 W Ave. N San Angelo, Texas 76909 Phone : 3259422255 Url : http://www.angelo.edu/ Adra Enos Manual Posting	N	0
13	JuJu.com 151 First Ave #19 New York, New York 10003 Phone : 212-537-3898 Job Listings Manual Posting	N	0
14	KIDY/KXVA On-Air Promos 5 S. Chadbourne St San Angelo, Texas 76903 Phone : 325-655-6006 Job Listings Manual Posting	N	0
15	KIDY/KXVA Website 5 S. Chadbourne St San Angelo, Texas 76903 Phone : 325-655-6006 Job Listings Manual Posting	N	0
16	Linked In	N	1

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17	McMurry University 1400 Sayles Blvd Abilene, Texas 79605 Phone : 325-793-3800 Url : myinterfase.com Sandy Lane Manual Posting	N	0
18	Other Source	N	4
19	Self Referral	N	1
20	Society of Broadcast Engineers 9012 N. Meridian St Ste 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Job Listings Manual Posting	N	0
21	TEGNA Careers 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 703-854-6089 Job Listings Manual Posting	N	7
22	Texas Association of Broadcasters 502 E. 11 St Ste 200 Austin, Texas 78701 Phone : 512-322-9944 Craig Bean Manual Posting	N	0
23	Texas Workforce Commission - Abilene 400 Oak St Abilene, Texas 79602 Phone : 325-795-4247 Evelyn Evelyn Manual Posting	N	0
24	Texas Workforce Commission - San Angelo 202 Henry O. Flipper St San Angelo, Texas 76903 Phone : 325-653-2321 Erin Vaught Manual Posting	N	0
25	Walk In	N	1

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26	West Central Texas Career Consortium P.O. Box 6348 Abilene, Texas 79608 Phone : 325-793-4882 James Greer Manual Posting	N	0
27	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:			23

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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	3/26/2019	Participation in Job Fairs	On March 26, 2019, The SEU participated in the 2019 Business Expo in Abilene, TX. Potential clients and applicants were told about the station, what we could do for their business, available job opportunities in broadcast and the application process. The session was followed by a question and answer period.	4	General Manager News Director Marketing Director Administrative Assistant
2	3/27/2019	Participation in events or programs sponsored by educational institutions	On March 27, 2019, the SEU's Assistant News Director and Morning Anchor spoke at the 2019 Communication and Mass Media Broadcast Seminar at Angelo State University in San Angelo, TX, explaining the challenges and opportunities that come with a career in Media Broadcast.	2	Assistant News Director Anchor
3	6/25/2019	Establishment of training programs for station personnel	June 25-27, 2019 News, Digital, Marketing, and General Managers attended the TEGNA HQ Content Summit. Over the course of three days, leaders focused on new ways to examine and transform content, shared transformation journeys and best practices across all platforms, trained on ethics, social media policies, and capitalized on networking and recruitment opportunities.	4	General Manager News Director Marketing Director Director of Digital
4	7/15/2019	Establishment of training programs for station personnel	This TEGNA sponsored Conflicts of Interest training 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.	35	All Employees

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	10/8/2019	Participation in events sponsored by community groups	On October 8, 2019, the SEU participated in the 2019 Business Expo in San Angelo, TX. Potential clients and applicants were told about the station, what we could do for their business, available job opportunities in broadcast, and the application process. Followed by a question and answer period.	4	General Manager News Director Marketing Director Administrative Assistant
6	11/7/2019	Participation in Job Fairs	On November 7, 2019, the SEU participated in the Red, White, and You hiring fair. Applicants were told about the station, job opportunities, and the application process. Applicants has a chance to ask questions and received answers regarding a career in broadcast.	4	General Manager Marketing Director News Director Administrative Assistant
7	1/14/2020	Participation in events or programs sponsored by educational institutions	On January 14, 2020, the SEU's Meteorologist and News Staff guided a group of high school students through the station explaining the challenges and opportunities of careers in broadcasting. The session followed by a question and answer period along with allowing the students to experience how everyday work life would be while in front of the camera.	2	Meteorologist Anchor

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8	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.	35	All Employees
9	2/10/2020	Provision of training to management	On February 10-12, 2020, the SEU's Digital Sales Manager participated in the 2020 Premion Advantage Summit. Over the course of two days, focus was on leadership development, new projects for digital, and enhancing web sales including social media/brand building.	1	Digital Sales Manager
10	3/6/2020	Participation in events or programs sponsored by educational institutions	On March 6, 2020, The SEU's Anchor and Meteorologist attended Career Day at Rochelle High School, where students have the opportunity to discuss challenges and opportunities of careers in broadcasting. The session was followed by a question and answer period.	2	Anchor Meteorologist