

KIDY, KXVA
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 Executive	1-7, 9-24, 26-27	20
Account Executive	1-7, 9-24, 26-27	17
Account Executive	1-7, 9-24, 26-27	9
Account Executive	1-7, 9-24, 26-27	7
Account Executive	1-7, 9-24, 26-27	12
Production Assistant	1-6, 9-11, 13-16, 18-19, 21-24, 26-27	4
Multi-Platform Producer	1-6, 9-11, 13-16, 18-19, 21-24, 26-27	21
Master Control Operator	1-6, 9-11, 13-16, 18-19, 21-24, 26-27	11
Master Control Operator	1-6, 9-11, 13-16, 18-19, 21-24, 26-27	11
Commercial Producer/Editor	1-6, 8-11, 13-16, 18-19, 21-24, 26-27	11
Special Projects Producer	1-6, 9-11, 13-16, 18-19, 21-24, 26-27	11
Social Media Coordinator	1-6, 9-11, 13-16, 18-19, 21-24, 26-27	11
Multi-Skilled Journalist	1-6, 9-11, 13-16, 18-19, 21-24, 26-27	11
Producer (Morning Show)	1-6, 9-11, 13-16, 18-19, 21-24, 26-27	11
Master Control Operator	1-6, 9-16, 18-27	12
Social Media Coordinator	1-6, 9-11, 13-16, 18-24, 26-27	20
Anchor/Reporter	1-6, 9-11, 13-16, 18-24, 26-27	20

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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	3
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	Corporate Recruiter	N	11
8	Drop In	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
9	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94965 Phone : 800-918-3229 Job Listings Manual Posting	N	1
10	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
11	Indeed.com 470 West Ave Ste 2002 Stamford, Connecticut Phone : 203-564-2418 Job Listings Manual Posting	N	15
12	Indeed.com	N	3
13	Jobs4Rams 2601 W Ave. N San Angelo, Texas 76909 Phone : 3259422255 Url : http://www.angelo.edu/ Adra Enos Manual Posting	N	0
14	JuJu.com 151 First Ave #19 New York, New York 10003 Phone : 212-537-3898 Job Listings Manual Posting	N	0
15	KIDY/KXVA On-Air Promos 5 S. Chadbourne St San Angelo, Texas 76903 Phone : 325-655-6006 Job Listings 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
16	KIDY/KXVA Website 5 S. Chadbourne St San Angelo, Texas 76903 Phone : 325-655-6006 Job Listings Manual Posting	N	0
17	Linked In	N	3
18	McMurry University 1400 Sayles Blvd Abilene, Texas 79605 Phone : 325-793-3800 Url : myinterfase.com Sandy Lane Manual Posting	N	0
19	Society of Broadcast Engineers 9012 N. Meridian St Ste 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Job Listings Manual Posting	N	0
20	Station Website	N	4
21	TEGNA Careers 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 703-854-6089 Job Listings Manual Posting	N	2
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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	2
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 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:			46

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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	3/27/2018	Participation in Job Fairs	On March 27, 2018, the SEU participated in the Howard College Community Job Fair in San Angelo, TX. Applicants were told about the station, open job opportunities, career opportunities in broadcast, and application procedures. Station participants included the Director of I.T. and Operations, Broadcast Engineer, and News Director.	3	Director of IT and Operations Broadcast Engineer News Director
2	3/28/2018	Participation in Job Fairs	On March 28, 2018, the SEU participated in the 2018 Business EXPO in Abilene, TX. Applicants were told about the station, job opportunities currently available, and application procedures. Station participants included our Director of Sales, Account Executives, News reporters, and Anchors.	8	Director of Sales Assistant News Director Anchor MSJ
3	4/6/2018	Participation in events or programs sponsored by educational institutions	On April 6, 2018, the SEU's News Director and commercial producer spoke at the 2018 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	News Director Commercial Prod. & Editor
4	4/23/2018	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
5	5/8/2018	Establishment of training programs for station personnel	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

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6	6/12/2018	Establishment of training programs for station personnel	June 12-14, 2018 or June 19-21, 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
7	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	News Director
8	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.	25	All News Staff
9	9/12/2018	Participation in events sponsored by community groups	On September 12, 2018, the SEU participated in the 2018 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 procedures. Followed by a question and answer period.	6	General Manager News Director Marketing Director Assist. News Director

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10	9/27/2018	Establishment of training programs for station personnel	This 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.	39	All Employees
11	10/4/2018	Participation in events sponsored by community groups	On October 4, 2018, the SEU's News Director guided a group of Air Force Base students around the station explaining the challenges and opportunities of careers in broadcasting after their training. 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.	1	News Director
12	11/8/2018	Participation in Job Fairs	On November 8, 2018 the SEU participated in the Red, White, and You hiring fair. Applicants were told about the station, job opportunities, and the application process. Applicants had a chance to ask questions and receive answers regarding a career in broadcast.	4	General Manager Production/Marketing Manager News Director Executive Administrator
13	11/14/2018	Participation in events or programs sponsored by educational institutions	On November 14, 2018, the SEU's Abilene reporter participated in the annual Hardin Simmons University Student Etiquette dinner and was placed at a table with students interested in a career in broadcast. During the dinner, they were educated on the challenges and opportunities of a career in broadcast as well as, proper business etiquette for the industry.	1	Multi-Skilled Journalist
14	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

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
15	3/4/2019	Participation in Job Fairs	On March 4, 2019, the SEU participated in the Howard Community College Job Fair in San Angelo, TX. Potential applicants were told about the station, job opportunities currently available, and the application procedures.	4	News Director Marketing Director Executive Admin. Assistant Assist. News Director
16	3/6/2019	Participation in events sponsored by community groups	On March 6, 2019, the SEU participated in the 2019 "Careers Ya'll Youth Career Expo in San Angelo, TX. The students were educated on the challenges and opportunities of a career in broadcasting. Sessions were followed by a question and answer period.	4	News Director Assist. News Director Marketing Director MSJ