

KCEN, KAGS-LD
EEO PUBLIC FILE REPORT
March 22, 2017 - March 21, 2018

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
Multi Skilled Journalist	1, 3-6, 8, 10-15, 17-18, 20-21, 23-24, 26-27	20
Sales Assistant	1, 3-6, 8, 10, 12, 14-15, 17-18, 20-21, 23-24, 26-28	5
Multi-Skilled Journalist	1, 4-6, 8, 10, 12, 14, 16-18, 20-21, 23- 24, 26-28	20
Multi-Skilled Journalist	1, 4-6, 8, 10, 12, 14, 16-18, 20-21, 23- 24, 26-28	20
Anchor/Multi-Skilled Journalist	1, 3-6, 8, 10, 12, 14-15, 17-18, 20-21, 23-24, 26-28	20
Multi-Content Editor	1, 4-6, 8, 10, 12, 14, 16-18, 20-25, 27- 28	20
Multi-Platform Producer	1, 3-6, 8, 10, 12-14, 16-24, 27-28	20
Photojournalist	1, 3-6, 8, 10, 12-14, 16-17, 19-24, 27- 28	20
Account Executive	1, 4-6, 8, 10, 13-14, 16-17, 19-21, 23- 24, 27, 29	29
Executive Producer	1-2, 4-6, 8, 10, 13-14, 16-17, 19-21, 23- 24, 27-28	16
Sales Assistant	1, 4-6, 8, 10, 13-15, 17, 19-24, 27-29	13
Receptionist	1, 5-6, 8, 10, 12-14, 16-17, 19-21, 29	29
Production Assistant	1, 4-8, 10, 12-15, 17, 19-21, 23	20
Photojournalist	1, 4-6, 8, 13-14, 16-17, 19-21, 23-25, 27-28	20
Multi-Skilled Journalist	1-2, 4-6, 8-10, 12-15, 17, 19-21, 23-24, 27-28	20
Account Manager	1-2, 4-6, 8, 10, 12-14, 16-17, 19-21, 23- 24, 27-29	29

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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 Broadcasting School 712 N Watson Rd Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
2	Baylor University One Bear Pl #97036 Waco, Texas 76798 Phone : 254-710-3771 Career Services Manual Posting	N	0
3	Broadbean Network 601 Newport Center Dr Ste 1400 Newport Beach, California 92660 Phone : 949-706-8560 Job Listings Manual Posting	N	0
4	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Jobs Editor Manual Posting	N	0
5	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
6	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
7	Current Employee	N	1

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8	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
9	Employee Referral	N	3
10	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
11	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94965 Phone : 800-918-3229 Job Listings Manual Posting	N	0
12	Houston NAACP 2002 Wheeler St Houston, Texas 77004 Phone : 713-526-3389 Fax : 1-713-630-2699 Job Listings	N	0
13	Indeed.com 470 West Ave Ste 2002 Stamford, Connecticut Phone : 203-564-2418 Job Listings Manual Posting	N	4
14	JuJu.com 151 First Ave #19 New York, New York 10003 Phone : 212-537-3898 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
15	KAGS Website 2800 S Texas Ave Ste 110 Bryan, Texas 77802 Phone : 254-859-5481 Job Listings Manual Posting	N	2
16	KCEN Website 314 S Interstate 35 Eddy, Texas 76524 Phone : 254-859-5481 Job Listings Manual Posting	N	3
17	LULAC Central Texas 102 E Central Ave Temple, Texas 76501 Phone : 254-931-0826 Email : tacomart49@yahoo.com David Martinez	N	0
18	MediaLine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7564 Job Listings Manual Posting	N	0
19	MyJobHelper.com 33 Irving Place FL3 New York, New York 10003 Job Listings Manual Posting	N	0
20	TEGNA Careers 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 703-854-6089 Job Listings Manual Posting	N	26
21	Temple NAACP P.O. Box 157 Temple, Texas 76503 Phone : 254-778-2909 Email : vleak97177@aol.com William Leak	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
22	Texas A&M University-Central Texas 1001 Leadership Pl Killeen, Texas 76549 Phone : 254-519-5400 Career Office Manual Posting	N	0
23	Texas A&M University-College Station 1233 TAMU 209 Koldus College Station, Texas 77843 Phone : 979-845-5139 Career Office Manual Posting	N	1
24	Texas Association of Broadcasters 502 E 11 St Ste 200 Austin, Texas 78701 Phone : 512-322-9944 Craig Bean Manual Posting	N	0
25	Texas State Technical College 3801 Campus Dr Waco, Texas 76705 Phone : 800-792-8784 Rob Wolaver Manual Posting	N	0
26	Texas Workforce Commission 1416 New Rd Waco, Texas 76711 Phone : 254-754-5421 Job Listings Manual Posting	N	2
27	University of Mary Hardin-Baylor 900 College St Belton, Texas 76513 Phone : 254-295-8642 Don Owens Manual Posting	N	0
28	University of Texas 1 University Station A0901 CMA3-102 Austin, Texas 78712 Phone : 512-471-9421 Christina Worle Manual Posting	N	0

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29	Word of Mouth Referral	N	5
TOTAL INTERVIEWS OVER REPORTING PERIOD:			48

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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	3/22/2017	Establishment of training programs for station personnel	VP Labor Relations conducted 1 hour training sessions Workplace Violence Prevention and Situational Awareness training for all station employees and leaders. There were three date options as follows. • Monday, March 20 at 1:00 PM (CT) • Tuesday, March 21 at 5:00 PM (CT) • Thursday, March 30 at 9:00 AM (CT) Those that could not make the live training options were provided a link to watch a recorded version.	85	All Employees
2	3/22/2017	Establishment of training programs for station personnel	TEGNA Labor Relations provides a series of 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.	2	HR Director Group HR Director
3	3/22/2017	Establishment of training programs for station personnel	All TEGNA employees play a part in ensuring that our workplace is free of discrimination and harassment. Indeed, TEGNA is committed to providing all employees with the necessary tools and information for maintaining a workplace that is harassment free. Therefore all employees were required to participate in an on-line training course. Please allow approximately 30 to 45 minutes to complete the course. Everyone was given 60 days from January 19, 2017 to complete the course requirement.	85	All Employees
4	4/7/2017	Participation in events or programs sponsored by educational institutions	On April 7, 2017, one of our Mornings Anchors spoke to students at Charles Patterson Middle School Career Day in Killeen, TX. She spoke to students about her career path and opportunities in broadcasting.	1	Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	4/12/2017	Participation in Job Fairs	On April 12, 2017, 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 our Station Manager and News Director who distributed information about the station and career opportunities in broadcasting.	7	Station Manager News Director Reports (2) Sales Staff (3)
6	4/26/2017	Participation in events or programs sponsored by educational institutions	On March 29, 2017, our News Director spoke to broadcasting students at Sam Houston State University in Huntsville, TX. She spoke about the station and careers in broadcasting. She also participated in a Q&A session with the students about story ideas, journalism, and her career path.	1	News Director
7	4/29/2017	Participation in events sponsored by community groups	On April 29, 2017, 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 who distributed information about the station, current community outreach activities, job opportunities, and careers at the station.	3	Director of Marketing Evening Anchor News Director
8	5/8/2017	Participation in events sponsored by community groups	On May 8, 2017, the SEU participated in the Ronald McDonald Golf Tournament at the Clear Creek courses on post at Fort Hood, TX. Two of our Anchors served as greeters for the event and spoke to participants about the station and career opportunities in broadcasting.	2	Morning Anchor Sports Anchor
9	6/26/2017	Establishment of training programs for station personnel	The Human Resources Director attended the HR Summit in McLean, VA for two days with a focus on transformation. The summit was full of interactive sessions, breakout groups, entertaining presentations and more. A good amount of time was spent with HR peers working through various aspects of our transformation.	1	HR Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	7/22/2017	Participation in events or programs sponsored by educational institutions	On July 22, 2017 the SEU participated in the Belfour Journalism Conference at Texas A&M University in College Station, TX. One of our Anchors spoke to a group of High School editors who are seeking a career in journalism. She spoke about the station, her career path, and job opportunities in broadcasting.	1	Anchor
11	8/11/2017	Participation in Job Fairs	On August 11, 2017, 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.	8	Director of Marketing Anchors (3) Meteorologist (3) Sports Anchor (1)
12	8/22/2017	Participation in events or programs sponsored by educational institutions	On August 22, 2017, the SEU participated in the Temple ISD Convocation held at Temple High School in Temple, TX. The News Director and one of the Anchors spoke to the entire Temple ISD Faculty and Staff about the current Social Media landscape and the challenges they face with students and the local community. They also spoke about the station, their careers paths, and community outreach activities.	2	News Director Anchor
13	9/16/2017	Participation in events sponsored by community groups	On September 16, 2017, the SEU participated in the Fort Hood Salutes concert hosted by the Fort Hood Family and MWR. The Marketing Director distributed information about the station, community outreach activities, and job opportunities at the station.	2	Director of Marketing Creative Asst.

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14	9/19/2017	Participation in events sponsored by community groups	On September 19, 2017, the SEU participated in the 33rd Annual Military Appreciation Luncheon- hosted by The Temple Chamber of Commerce. The News Director and Marketing Manager distributed information about the station, community outreach efforts, job opportunities, and careers in broadcasting.	4	News Director Dir. of Marketing Reporter Asst. News Director
15	10/31/2017	Participation in events or programs sponsored by educational institutions	On October 31, 2017, one of our Reporters spoke to the National Association of Black Journalists at Sam Houston State University in Huntsville, TX. She discussed post college job skills, interview tips, the station, her career, and different career paths in broadcasting. She also discussed navigating the ever changing broadcast and journalism industry.	1	Reporter
16	11/2/2017	Provision of training to management	On November 2, 2017, the SEU's HR Business Partner conducted training for the hiring managers entitled "The FCC's Equal Employment Opportunity Rules". The training session covered the FCC's equal employment opportunity rules, outreach activities, reporting and filing requirements.	6	General Manager Dir. of Marketing News Director Other Managers (3)
17	11/9/2017	Participation in events sponsored by community groups	On November 9, 2017 the SEU attended the Temple Rotary monthly meeting at the Hilton Garden Inn in Temple, TX. Our Director of Marketing spoke about the station and current outreach activities including those that affect the local Military community. He also distributed information about the station and his career in broadcasting	1	Director of Marketing
18	1/10/2018	Participation in events or programs sponsored by educational institutions	On January 10, 2018, one of our Anchors spoke to students at a Texas A&M University broadcasting class in College Station, TX. He spoke about his career path, opportunities in broadcasting, and was interviewed on camera by the class to practice interviewing skills and questions.	1	Anchor

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19	1/11/2018	Participation in Job Fairs	On January 11, 2018, the SEU participated in Baylor University's Marketing and Professional Selling Career Fair. Event attendees included students looking to network with business professionals. Station participants included our Director of Sales and Local Sales Manager who distributed information about the station, job opportunities, and careers in broadcasting.	2	Director of Sales Local Sales Manager
20	2/2/2018	Participation in Job Fairs	On February 2, 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 and three Evening Anchors who distributed information about the station, job opportunities, and careers in broadcasting.	4	Director of Marketing Sports Anchor Anchor Meteorologist
21	2/2/2018	Participation in other activities designed by the station employment unit	TEGNA rolled out the Byte Back Challenge training curriculum to educate all employees on the proper handling of sensitive data. Among other things, the training reminded employees that information that is private to you or to the company should never be stored on your computer or mobile phone and should not be shared through email. The training was rolled out electronically on January 26, 2018 with an expected completion date of February 2, 2018.	85	All Employees

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22	2/22/2018	Sponsorship of events in the community designed to increase public awareness	On February 22, 2018, the SEU sponsored and hosted the Temple Chamber of Commerce Business 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, Local Sales Manager, and other employees were on site to answer questions about the station, careers in broadcasting, and community outreach activities.	15	Station Manager Director of Sales Local Sales Manager