

KIII
EEO PUBLIC FILE REPORT
March 22, 2017 - March 21, 2018

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	3-4, 6, 8-10, 13-15, 18-19, 21, 27-31, 35	10
Account Executive	3-4, 6, 8-10, 13-15, 18-19, 21, 27-31, 35	15
Reporter/Multiskilled Journalist	1-4, 6, 8-9, 12-19, 21, 23-24, 27-32	32
Anchor/MSJ	1-3, 6, 8-9, 12, 15-19, 21-24, 27, 30-33, 35	15
Newscast Producer/Web Producer	1-3, 6, 8-12, 15-19, 21, 23-24, 27, 30- 32	10
Newscast Producer/Web Producer	1-3, 6, 8-12, 15-19, 21, 23-24, 27, 30- 32	11
Newscast Producer/Web Producer	1-3, 6, 8-12, 15-19, 21, 23-24, 27, 30- 32	15
Newscast Producer/Web Producer	1-3, 6, 8-12, 15-19, 21, 23-24, 27, 30- 32	15
Reporter/Multiskilled Journalist	1-3, 6, 9, 12, 15-19, 21-24, 27, 30-33, 35	15
Account Manaager	1-3, 6-9, 12, 15-19, 21, 23-24, 27, 30- 32, 35	15
Account Manaager	1-3, 6-9, 12, 15-19, 21, 23-24, 27, 30- 32, 35	15
Account Manaager	1-3, 6-9, 12, 15-19, 21, 23-24, 27, 30- 32, 35	15
Digital Content Producer	1-3, 6, 8-9, 12, 15-24, 26-27, 30-32, 35	15
Receptionist	1-3, 6, 8, 12, 15-19, 21, 23-24, 27, 30- 32, 35	15
Video Editor/Photographer	1-4, 6, 8, 10, 12-13, 15-21, 23-24, 26- 32, 34-35	15
Digital Content Coordinator	1-6, 8, 12-13, 15-21, 23-24, 27-32, 34- 35	5
Multi-Skilled Journalist	1-4, 6, 8, 12-13, 15-21, 23-25, 27-32, 34-35	12

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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	Broadbean 610 Newport Center Dr Ste 1400 Newport Beach, California 92660 Phone : 949-706-8560 Job Listings Manual Posting	N	0
2	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Jobs Editor Manual Posting	N	0
3	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	0
4	Coastal Bend College 3800 Charco Rd Beeville, Texas 78102 Phone : 361-358-2838 Email : twilaj@coastalbend.edu Twila Johnson	N	0
5	Corporate Office	N	2
6	Corpus Christi Chamber of Commerce 1201 N Shoreline Blvd Corpus Christi, Texas 78401 Phone : 361-881-1800 Job Listings Manual Posting	N	0
7	Current Employee	N	1
8	Del Mar College East 101 Baldwin Blvd Corpus Christi, Texas 78404 Phone : 361-698-1200 Joe Hayden 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
9	Division for Rehabilitation Services 4410 Dillon Ln Ste 44 Corpus Christi, Texas 78415 Phone : 361-854-1475 Email : jennifer.valerio@dars.state.tx.us Jennifer Valerio	Y	0
10	Employee Referral	N	7
11	Former Employee	N	1
12	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94965 Phone : 800-918-3229 Job Listings Manual Posting	N	1
13	Goodwill Industries 2961 S Port Ave Corpus Christi, Texas 78405 Phone : 361-884-4068 Fax : 1-361-884-4090 Velma Vega	N	0
14	Hispanic Chamber of Commerce PO Box 5523 Corpus Christi, Texas 78405 Phone : 361-887-7408 Fax : 1-361-888-9473 Jessica Davila-Burnett	N	0
15	Indeed.com 470 West Ave Ste 2002 Stamford, Connecticut Phone : 203-564-2418 Job Listings Manual Posting	N	17
16	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
17	KIII On-Air Promos 5002 S Padre Island Dr Corpus Christi, Texas 78411 Phone : 409-833-8300 Job Listings Manual Posting	N	0
18	KIII Website 5002 S Padre Island Dr Corpus Christi, Texas 78411 Phone : 409-833-8300 Job Listings Manual Posting	N	0
19	LULAC 400 Mann St Ste 513 Corpus Christi, Texas 78401 Phone : 361-883-5134 Sergio Ramirez Manual Posting	N	0
20	Media Recruiter 9457 S University Blvd #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Email : art@mediarecruiter.com Art Scott	N	0
21	Multi-Cultural Center 1581 N Chaparral St Corpus Christi, Texas 78401 Phone : 361-883-0639 Christi Pena Manual Posting	N	0
22	News Check Media 24 W Lancaster Ave Ardmore, Oklahoma 19003 Phone : 610-420-6003 Email : phersh@newscheckmediacom Patty Hersh	N	0
23	SimplyHired.com 370 San Aleso Ave #200 Sunnyvale, California 94085 Phone : 408-747-0012 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
24	Society of Broadcast Engineers 9012 N Meridian St Ste 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Job Listings Manual Posting	N	0
25	Spots N Dots 1635 Old Hwy 41 NW Ste 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Email : ads@sposndots.com Gene McKay	N	0
26	Station Website	N	2
27	TEGNA Careers 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 703-854-6089 Job Listings Manual Posting	N	1
28	Texas A&M-Corpus Christi 6300 Ocean Dr Corpus Christi, Texas 78412 Phone : 361-825-2628 Email : patricia.chastain@tamucc.edu Patricia Chastain	N	0
29	Texas A&M-Kingsville Campus Box 106 Kingsville, Texas 78363 Phone : 361-593-2111 Email : lori.urbanovsky@tamuk.edu Lori Urbanovsky	N	0
30	Texas Association of Broadcasters 502 E 11 St Ste 200 Austin, Texas 78701 Phone : 512-322-9944 Craig Bean 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
31	Texas Workforce Commission - Coastal Bend 520 N Staples St Corpus Christi, Texas 78401 Phone : 361-882-7491 Job Listings Manual Posting	Y	0
32	TVjobs P. O. Box 4116 Oceanside, California Url : www.tvjobs.com Debra Pakebusch Manual Posting	N	1
33	Victoria Advocate 311 E. Constitution Victoria , Texas 77901 Phone : 361-986-8300 Url : www.victoriaadvocate.com Debra Pakebusch Manual Posting	N	0
34	www.mediagignow.com 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
35	YWCA Women's Resource Office 4601 Corona Dr Corpus Christi, Texas 78411 Phone : 361-857-5661 Job Listings Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			33

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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	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.	1	HR Director
2	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.	88	All Employees
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.	88	All Employees
4	4/25/2017	Co Sponsoring Job Fair	One April 25th, 2017, our SEU hosted a job fair at the station. The station planned and implemented this event and solicited participation from local employers. Fifteen community businesses were represented and over 935 job candidates attended the job fair. Our SEU also participated in the job fair distributing information about our station, current job opportunities and application procedures. Station participants included our Sales Manager and Production Manager.	3	Sales Manager Production Manager Chief Engineer

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5	4/27/2017	Participation in events or programs sponsored by educational institutions	On April 27th, 2017, our morning anchor spoke to students at the School of Science and Technology. Her talk included information about reporting the news, video and digital options and careers in television broadcasting.	1	Morning Anchor
6	4/30/2017	Participation in events or programs sponsored by educational institutions	On April 30th and 31st, 2017, our SEU hosted the Black Chamber of Commerce Corpus Christi Leadership Conference. The focus of the conference is an audience that consists of business and professional women, young and aspiring entrepreneurs, college and university students-and even a few daring men. Our motto-'Soaring To New Heights' plays a large part in our selection of a keynote speaker. The Speaker's presentation covers their professional 'struggles to triumphs' and they share their expertise on building self confidence, self esteem, and business careers, especially focusing on the young entrepreneurs and college and university students. The public is invited	1	Morning News Anchor
7	5/18/2017	Participation in events or programs sponsored by educational institutions	On May 18th, 2017, our SEU hosted students from Adkins Middle School (8th grade) in Corpus Christi, TX. Our promotions department took the students on a tour of our facilities. They toured the news room and production department and were informed about the different career choices in broadcasting. They met reporters, producers and production employees and got a firsthand view of some aspects of producing a news show	1	Promotions Asst.
8	6/27/2017	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	Human Resources Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	9/21/2017	Participation in events or programs sponsored by educational institutions	On September 21st, 2017, our evening meteorologist spoke with Veterans Memorial High Schools students sharing in depth information about weather and climate change and how it relates to weather forecasting.	1	Meteorologist
10	11/16/2017	Participation in events or programs sponsored by educational institutions	On November 16th, 2017, our SEU hosted students from London ISD (High School, grades 10-12) in Corpus Christi, TX. Our promotions department took the students on a tour of our facilities. They toured the news room and production department and were informed about the different career choices in broadcasting. They met reporters, producers and production employees and got a firsthand view of some aspects of producing a news show	1	Promotions Assistant
11	12/12/2017	Participation in events or programs sponsored by educational institutions	Our certified meteorologist taught a meteorology class at Texas A&M University - Corpus Christi in Corpus Christi, TX during the fall semester from September 5, 2017 through December 12, 2017. He is enthusiastic and encouraging to students who are interested in a career in broadcast meteorology.	1	Meteorologist
12	1/26/2018	Establishment of training programs for station personnel	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