

KVUE-TV
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
Digital Content Producer	2-3, 6, 13, 12, 16-17, 19, 25, 28, 31, 35-36, 41-46, 48, 50, 52, 54-55, 57, 59-62, 64-70	12
Research Director	2-3, 5-6, 13, 16-17, 19, 25, 28, 31, 35-36, 39, 41-46, 48, 50, 52, 54-55, 57, 59-62, 64, 66-70	25
Digital Sales Account Executive	2-3, 5, 13, 12, 16-17, 19, 25, 28, 35-36, 39, 41-46, 48, 50, 52, 54-55, 57, 59-62, 64-70	12
Digital Sales Account Executive	2-3, 5, 13, 12, 16-17, 19, 25, 28, 35-36, 39, 41-46, 48, 50, 52, 54-55, 57, 59-62, 64-70	12
Digital Sales Account Executive	2-3, 5, 13, 12, 16-17, 19, 25, 28, 35-36, 39, 41-46, 48, 50, 52, 54-55, 57, 59-62, 64-70	39
Meteorologist	2-3, 5-6, 13, 16-17, 19, 21, 25, 28, 31, 35-36, 41-46, 48, 50, 52, 54-55, 57, 59-62, 64-70, 72	72
Traffic Anchor/Multimedia Journalist	2-3, 6, 13, 16-17, 25, 28, 35-37, 41-45, 48-50, 52, 54-55, 57, 59-62, 64-70	37
Director of Marketing	2-3, 6, 13, 16-17, 19, 25, 28, 35-36, 41-46, 48, 50, 52, 54-55, 57, 59-61, 64-70	16
Newscast Producer	2-3, 6, 13, 12, 16-17, 19, 25, 28, 35-36, 41-45, 48, 50, 52, 54-55, 57, 59-62, 64-70	25
Newscast Producer	2-3, 6, 13, 12, 16-17, 19, 25, 28, 35-36, 41-45, 48, 50, 52, 54-55, 57, 59-62, 64-70	12
Newscast Producer	2-3, 6, 13, 12, 16-17, 19, 25, 28, 35-36, 41-45, 48, 50, 52, 54-55, 57, 59-62, 64-70	12
Associate Producer	2-3, 6, 13, 16-17, 19, 25, 28, 35-36, 41-45, 48, 50, 52, 54-55, 57, 59-62, 64-70	25
Video Editor	2-3, 13, 12, 16-17, 19, 25, 35-36, 41-45, 48, 50, 52, 54-55, 57, 59-61, 64-70	12
Video Editor	2-3, 13, 12, 16-17, 19, 25, 35-36, 41-45, 48, 50, 52, 54-55, 57, 59-61, 64-70	12
Video Editor	2-3, 13, 12, 16-17, 19, 25, 35-36, 41-45, 48, 50, 52, 54-55, 57, 59-61, 64-70	12
Major Account Sales Manager	2-3, 5, 13, 16-17, 19, 25, 28, 35-36, 39, 41-46, 48-50, 52, 54-55, 57, 59-61, 64-70	39

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Major Account Sales Manager	2-3, 5, 13, 16-17, 19, 25, 28, 35-36, 39, 41-46, 48-50, 52, 54-55, 57, 59-61, 64-70	49
Meteorologist	2-3, 6, 13, 16-17, 19, 24-25, 28, 31, 35-36, 41-46, 48, 50, 52, 54-55, 57, 59-62, 64-70	64
Director of Marketing	2-3, 5-6, 8, 13, 16-17, 19, 24-25, 28-29, 31, 35-36, 38-39, 41-46, 48, 50, 52, 54-55, 57, 59-62, 64-70, 74	39
Reporter/MSJ	1-3, 6, 13, 16-17, 19, 24-25, 28, 35-36, 41-46, 48, 50, 52, 54-55, 57, 59-62, 64-70	1
Reporter/MSJ	1-3, 6, 13, 16-17, 19, 24-25, 28, 35-36, 41-46, 48, 50, 52, 54-55, 57, 59-62, 64-70	16
Reporter/MSJ	1-3, 6, 13, 16-17, 19, 24-25, 28, 35-36, 41-46, 48, 50, 52, 54-55, 57, 59-62, 64-70	25
Reporter/MSJ	1-3, 6, 13, 16-17, 19, 24-25, 28, 35-36, 41-46, 48, 50, 52, 54-55, 57, 59-62, 64-70	1
Video Editor	2-3, 11, 13, 16-17, 19, 24-25, 35-36, 41-45, 48, 50, 52, 54-55, 57, 59-61, 64-70	19
Producer	2-3, 5-6, 8, 13, 16-17, 19, 24-25, 28-29, 31, 35-36, 41-46, 48, 50, 52, 54-55, 57, 59-62, 64-70, 74	3
Account Executive (4349)	2-3, 5-6, 13, 16-17, 19-20, 24-25, 28-29, 31, 35-36, 41-46, 48, 50, 52, 54-55, 57, 59-62, 64-70, 74	20
Broadcast/Digital Major Accounts Coordinator	2-6, 9-10, 13, 15-20, 22-36, 40-48, 50-71, 73-74	20
Digital Content Producer	2-3, 5-6, 13, 16-17, 19, 24-25, 28-29, 31, 35-36, 41-46, 48, 50, 52, 54-55, 57, 59-62, 64-70, 74	16
Video Editor	2-3, 5-8, 13, 12, 14, 16-17, 19-20, 24-25, 28-29, 31, 35-36, 41-46, 48, 50, 52, 54-55, 57, 59-62, 64-70, 74	8

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	2
2	Alliance For Women in Media P.O. Box 2684 Austin, Texas 78768 Phone : 703-506-3290 Url : http://www.awmaustin.org/careers Job Listing 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	7
4	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0
5	Cars.com 175 W. Jackson Blvd 8th Floor Chicago,, Illinois 60604 Phone : 312.601.5000 Url : www.cars.com Michael Kraut Manual Posting	N	0
6	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
7	Corporate Office	N	1
8	Current Employee	N	4

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9	Cynopsis 10 Norden Place Norwalk, Connecticut 06855 Url : http://www.cynopsis.com Trish Pihonak Manual Posting	N	0
10	Dallas Black Chamber of Commerce 2838 MLK Jr. Blvd. Dallas, Texas 75215 Phone : 214-421-5200 Fax : 1-214-421-5510 Reginal Gates	N	0
11	Did not indicate (Source Unknown)	N	1
12	Employee Referral	N	11
13	Employee Referral 3201 Steck Avenue Austin, Texas 78757 Phone : 214.977.6474 Url : www.kvue.com Deidre Davis Manual Posting	N	0
14	Employment Outreach Project 901 E. Street, N W Washington, District of Columbia Phone : (202) 879-9789 Fax : (202) 783-1019 EEO Officer	N	1
15	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 817-625-1405 Rosa Navejar	N	0
16	Gannett/TEGNA 7950 Jones Branch Drive McLean, Virginia 22107-0150 Url : www.tegna.com Corporate Talent Development Manual Posting	N	3

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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	Huston-Tillotson College 900 Chicon Street Austin, Texas 78702 Phone : 512-505-3015 Url : http://htu.edu Joy King Manual Posting	N	0
18	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
19	Indeed.com 7501 N. Capital of Texas Hwy, Building B Austin, Texas 78731 Url : www.indeed.com Indeed Sales Manual Posting	N	1
20	Indeed.com	N	3
21	Indeed.com - Not Directly Contacted by SEU	N	1
22	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671	N	0
23	Job posting on internet	N	1
24	Kvue Human Resources 3201 Steck Avenue Austin, Texas 78757 Phone : 214.748.9631 Email : ddavis@wfaa.com Fax : 1-214-977-6393 Deidre Davis	N	0
25	Kvue.com 3201 Steck Avuenue Austin, Texas 78757 Url : kvue.com Deidre Davis Manual Posting	N	4

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26	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
27	Linked In	N	1
28	Media Line.com P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
29	Mississippi Media Group 201 South Congress Jackson, Mississippi 39201 Phone : 866.767.6521 Url : http://www.mississippimedia.com Email : bgant@gannett.com Brian Gant Prong 2 Ended Date: 9/1/2017	N	0
30	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
31	Monster.com 622 Third Avenue 39th Floor New York, New York 10017 Phone : 212-351-7000 Url : http://www.monster.com Job Listing Manual Posting	N	0
32	National Association of Black Accountants 7249-A Hanover Parkway Greenbelt, Maryland 20770 Phone : (301) 474-6222 Fax : (301) 474-3114 EEO Officer	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
33	National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : bsalkin@nljja.org Brian Salkin	N	0
34	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume	N	0
35	News Blues 8895 NW 187th Lane Reddick, Florida 32686 Url : http://www.newsblues.com Job Listing Manual Posting	N	0
36	Non-employee Referral Other Austin, Texas 78757 Url : www.kvue.com Deidre Davis Manual Posting	N	0
37	Non-Employee Referral	N	1
38	None indicated (Source Unknown)	N	1
39	Other Source	N	4
40	Real Match 77 Water Street 12th Floor New York, New York 10005 Phone : 7326596410 Url : http://www.careers.poynter.org/AdminNet/Employer/M TD Yakon Manual Posting	N	0
41	Sam Houston State University 1921 Avenue J, Suite 210 SHSU Box 2238 Huntsville, Texas 77341-2238 Phone : 936-294-3732 Url : http://www.shsu.edu Fax : 1-936-294-3616 Patsy Grona	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
42	Sam Huston State University P.O Box 2207 Huntsville, Texas 77341 Phone : 936-2941341 Fax : 1-936-294-1888 MaryJo Cochran,PHD.	N	0
43	San Angelo State University 2601 W. Avenue N San Angelo, Texas 76909 Phone : 352-942-2255 Url : http://www.angelo.edu/services/career Job Listing Manual Posting	N	0
44	Southern Methodist University P.O. Box 750256 Dallas, Texas 75201 Phone : 214-768-2266 Url : http://www.myinterfase.com/smu/employer Latrice White Manual Posting	N	0
45	Southwestern University 1001 E. Univesity Avenue Georgetown, Texas 78626 Phone : 512-863-1346 Url : http://www.southwestern.edu/careers Email : lunad@southwestern.edu Dana Luna	N	0
46	Spots and Dots 167 Oakdale Road Johnson City, New York 13790 Phone : 888.884.2630 Url : www.spotsndots.com Patrick Kelley Manual Posting	N	0
47	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Fax : 210-431-2231 Roger Young	N	0

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48	StatesmanJobs P.O. Box 670 Austin, Texas 78767 Phone : 512-445-4039 Url : http://www.statesman.com/s/jobs Job Listing Manual Posting	N	0
49	Station Website	N	2
50	Stephen F. Austin State University 1936 North Street Nacogdoches, Texas 75961 Phone : 936-468-3305 Url : http://www.jobs4jacks.sfasu.edu Ralph Busby Manual Posting	N	0
51	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
52	Texas A&M Univesity-Corpus Christi 6300 Ocean Drive Corpus Christi, Texas 78412 Phone : 979-845-5139 Url : http://www.career.services@tamucc.edu Email : Sharon.herrera@tamucc.edu Sharon Herrera	N	0
53	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : jobs@tab.org Job Listings	N	0
54	Texas Association of Broadcasters 502 E. 11th Street Austin, Texas 78701 Phone : 512-322-9944 Url : http://www.tab.org Craig Bean Manual Posting	N	0

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55	Texas Christian University TCU Box 298200 Ft. Worth, Texas 76129 Phone : 817-257-7790 Url : http://www.careers.tcu.edu/employers Joanne Fralia Manual Posting	N	0
56	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
57	Texas Lutheran University 1000 W. Court Street Seguin, Texas 78115 Phone : 830-372-8017 Url : http://www.tlu.edu LaVerne Roskydal Manual Posting	N	0
58	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
59	Texas State University 601 Univesity Drive San Marcos, Texas 78666 Phone : 512-245-2645 Url : http://www.careerservicestxstate.edu Karen Julian Manual Posting	N	0
60	Texas Tech University Wiggins Complex Box 45006 Lubbock, Texas Phone : 806-742-2210 Url : http://www.ttu.edu Fax : 1-806-742-2474 Job Listing	N	0

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61	The Austin Chronicle P.O. Box 49066 austin, Texas 78765 Phone : 512-302-2706 Brian Carr Manual Posting	N	0
62	The David Crane Agency 124 Ammons Drive Raleigh, North Carolina 27615 Phone : 919.870.9120 Url : http://dcatalent.com Steve Swienckowski Manual Posting	N	0
63	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Fax : 512-476-6417 Claudia Olivares	N	0
64	TVJobs.com P.O. Box 4116 Oceanside, California 92050 Phone : 800-374-0119 Url : http://tvjobs.com Mark Holloway Manual Posting	N	1
65	University of Florida PO Box 118507 Gainesville, Florida 32611 Phone : 352-273-2300 Url : http://www.ufl.edu Fax : 1-352-392-3810 Phyllis Pena	N	0
66	University of Houston 4800 Calhoun Road Houston, Texas 77004 Phone : 713-743-5703 Url : http://www.uh.edu Connie Kemp Manual Posting	N	0

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67	University of Mary Hardin-Baylor 900 College Street Belton, Texas 76513 Phone : 254-295-4691 Don Owens Manual Posting	N	0
68	University of Missouri 201 Student Success Center MU Career Center, 201 Student Success Center Columbia,, Missouri Phone : 578-882-6801 Url : http://www.hiremizzoutigers.com Stacey Woelfel Manual Posting	N	0
69	University of North Texas 1155 Unicon Circle 311010 Denton, Texas Phone : 940-565-2281 Url : http://www.myinterfase.com/unt/employer Dan Naegeli Manual Posting	N	0
70	University of Texas Alumni Association 2110 San Jacinto Blvd. Austin, Texas 78712 Phone : 512-471-8839 Url : http://www.texasexes.org Jennifer Duncan Manual Posting	N	0
71	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Fax : 915-747-5730 Briane Carter	N	0
72	Unknown Referral Source	N	1
73	Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone : 512-478-7176 Fax : 512-478-1239 Herman Lessard	N	0

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74	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
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	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.	129	All Employees
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.	129	All Employees
3	4/4/2017	Participation in events or programs sponsored by educational institutions	KVUE Assistant News Director Jennifer Wiggins served as guest lecturer for University of Texas Broadcast Journalism Course. Approximately 100 students in attendance.	1	Asst. News Director
4	4/20/2017	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

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5	5/8/2017	Establishment of an intern program designed to assist members of the community	<p>KVUE believes that providing quality-learning experiences for college students is an important component in developing the workforce of the future. KVUE's internship program is designed to provide practical experience and training, observation and mentoring to those entering broadcast, digital media and other communications-related fields. It is our goal to expose students to "real world" environments and provide the best possible experience to help them meet the requirements for their course work.</p> <p>These opportunities allow us to touch potential employees, support local colleges and universities and provide positive community exposure for KVUE.</p> <p>Internships are paid and offered exclusively to college juniors and seniors earning academic credit. A letter of verification from the student's institutional adviser is required for acceptance into the program.</p>	3	Asst. News Director News Director Assignment Editor
6	5/10/2017	Establishment of an intern program designed to assist members of the community	Summer Intern Program, hosted by the station.	4	News Director Asst. News Director Operations Manager Executive Producer
7	5/25/2017	Establishment of training programs for station personnel	Annual Sales Summit held in Phoenix, Arizona for Director of Sales and Sales Leadership throughout the company. The summit focused on leadership development, talent recruiting, and how to be transformation and successfully lead our group sales efforts.	1	Director of Sales
8	6/27/2017	Establishment of training programs for station personnel	KVUE sent the News Director to TEGNA's Content Summit in McLean, VA designed to give our management team new ways to examine content issues and get noticed, enhance the station brand, increase audience on all platforms and hire a diverse staff that is representative of the communities in which we serve.	129	News Director

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9	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	HR Director
10	8/1/2017	Establishment of an intern program designed to assist members of the community	Student Observer Program allowing students age 14 through college, freshman and sophomores an opportunity to shadow a professional in the area of interest. Students will shadow the professional for not more than two weeks for a total of 25 hours.	4	Reporter MSJ Executive Producer Assistant News Director
11	9/27/2017	Participation in events or programs sponsored by educational institutions	University of Texas at Austin Annual Fall Career and Internship Fair.	1	Director of Human Resources
12	1/11/2018	Participation in events or programs sponsored by educational institutions	KVUE, News Director, Tim Ryan served as guest speaker for Austin Community College Staff & other Professionals. Mr. Ryan discuss the Austin Community College Curriculum and provided career guidance. This information was shared with approximately 15 staff members.	1	News Director
13	1/25/2018	Participation in events or programs sponsored by educational institutions	Met with Dustin Sowder, Concordia University student, business class. The student was asked to speak with an HR Manager or HR Executive regarding trends in human resources and Kvue's approach to addressing these trends.	1	Director of Human Resources
14	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.	110	TEGNA Chief of Technology

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15	2/5/2018	Participation in events or programs sponsored by educational institutions	Career Opportunities on Location - Leander ISD College & Career Pathways Program aimed at graduating seniors providing students with business experience in their chosen career before starting college.	7	Asst. News Director News Director Executive Producer Operations Manager
16	2/5/2018	Participation in events or programs sponsored by educational institutions	Leander ISD Cool Week - Career Opportunities on Location and is the crown jewel of the Leander ISD college & Career Pathways Program. Leander offers a robust Broadcast Journalism program on several of our high school campuses.	4	Assistant News Director Reporter Photojournalist Reporter
17	2/8/2018	Participation in events or programs sponsored by educational institutions	Guest Lecturer @ University of Texas - Austin, Documentary Course.	1	Photojournalist
18	2/8/2018	Participation in events or programs sponsored by educational institutions	Student(s) mentoring/shadowing, middle school student on site.	1	Sports Reporter/Anchor
19	3/3/2018	Participation in events sponsored by community groups	Hosting monthly meeting of local NAHJ Association and station tour.	2	Pres. & General Manager News
20	3/18/2018	Co Sponsoring Job Fair	Participation in the Baylor University Marketing and Professional Selling Center Career Fair.	1	Director of Human Resources