

KXTV
EEO PUBLIC FILE REPORT
July 21, 2017 - July 20, 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/Editor	1, 5-6, 8, 10-12, 14-15, 17-22, 24, 26, 33, 35-39, 42-43, 46, 48, 51-52, 54, 56-58, 69-71, 75, 77-78, 85-86, 88, 91-92	78
Visual Journalist (photojournalist)/Storyteller	1, 5-6, 8, 10-12, 14-15, 17-19, 21-22, 24, 26, 32-33, 36-39, 42-43, 46, 48, 51-52, 54, 56-58, 69-71, 75, 77-78, 81, 85-86, 88, 91-92	32
Discovery Desk Editor	1, 5-6, 8, 10-12, 14-15, 17-19, 21-22, 24, 26, 28, 31, 33, 36-40, 42-43, 46, 48, 51-52, 54, 56-58, 69-71, 75, 77-78, 83, 85-86, 88, 91-92	40
Multi-Platform Producer	1, 5-6, 8, 10-12, 14-15, 17-19, 21-22, 24, 26, 32-33, 36-39, 42-43, 46, 48, 51-52, 54, 56-58, 69-71, 75, 77-78, 81, 85-86, 88, 91-92	78
Anchor/Multi-Skilled Journalist	1, 5-6, 8, 10-12, 14-15, 17-19, 21-22, 24, 26, 32-33, 36-39, 42-43, 46, 48, 51-52, 54, 56-58, 69-71, 75, 77-78, 85-86, 91-92	32
Multi-Platform Producer	1, 5-6, 8, 10-11, 14-15, 17-19, 21-22, 24, 26, 31, 33, 36-40, 42-43, 46, 48, 52, 54, 56-58, 69-71, 75, 77-78, 83, 85-86, 91-92	78
Managing Editor, Digital	1, 6, 8, 10-12, 14-16, 18-19, 21-22, 24, 26, 31-33, 36-39, 43, 46, 48-49, 52, 54, 56-58, 70-71, 77-78, 83, 85-86, 91-92	49
Anchor/Multi-Skilled Journalist	1-2, 6-8, 10-12, 14-15, 18-19, 21-24, 26, 28, 30-33, 36-39, 43, 46, 48, 52, 54, 56-59, 70-71, 77-78, 83, 85-86, 91-92	2
Anchor/Multi-Skilled Journalist	1-2, 6-8, 10-12, 14-15, 18-19, 21-24, 26, 28, 30-33, 36-39, 43, 46, 48, 52, 54, 56-59, 70-71, 77-78, 83, 85-86, 91-92	30
Multi-Skilled Journalist	1-2, 6, 8, 10-12, 14-16, 18-19, 21-24, 26-27, 30-31, 33, 36-39, 43, 46, 48, 52, 54, 56-58, 60, 70-71, 77-78, 83, 85-86, 91-92	2
Multi-Skilled Journalist	1-2, 6, 8, 10-12, 14-16, 18-19, 21-24, 26-27, 30-31, 33, 36-39, 43, 46, 48, 52, 54, 56-58, 60, 70-71, 77-78, 83, 85-86, 91-92	60
Chief Engineer	1, 6, 8, 10-12, 14-15, 18-19, 21-22, 24, 26-27, 33, 36-39, 43, 46, 48, 52, 54, 56-58, 70-71, 77-78, 80, 83, 85-86, 91-92	1

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Visual Journalist (photojournalist)/Storyteller	1, 6, 8, 10-12, 14-15, 18-19, 21-22, 24, 26, 32-33, 36-40, 43, 46, 48, 52, 54, 56-58, 70-71, 77-78, 83, 85-86, 91-92	78
Visual Journalist (photojournalist)/Storyteller	1, 6, 8, 10-12, 14-15, 18-19, 21-22, 24, 26, 32-33, 36-40, 43, 46, 48, 52, 54, 56-58, 70-71, 77-78, 83, 85-86, 91-92	1
Commercial Copy Coordinator	1, 6, 8, 10-12, 14-15, 18-19, 21-22, 24, 26, 33, 36-40, 43, 46, 48-49, 52, 54, 56-58, 64, 70-71, 77-78, 83, 85-86, 91-92	78
Morning Executive Producer	1, 6, 8, 10-12, 14-15, 18-19, 21-24, 26, 32-33, 36-39, 43, 46, 48-49, 52, 54, 56-58, 69-71, 77-78, 83, 85-86, 90-92	32
Sales Associate	1, 3-4, 6, 9-11, 13-15, 18, 21, 24-26, 29, 33-34, 36-38, 44-47, 49-50, 52-53, 55-63, 65-68, 70-74, 76, 78-87, 89-94	49
Desktop Support Specialist	1, 3-4, 6, 9-11, 13-15, 18, 21, 24-26, 29, 33-34, 36-38, 40, 44-47, 49-50, 52-53, 55-68, 70-74, 76, 78-87, 89-94	64
Brand Manager	1, 3-4, 6, 9-11, 13-15, 18, 21, 24-26, 29, 33-34, 36-38, 40, 44-47, 49-50, 52-53, 55-63, 65-68, 70-74, 76, 78-87, 89-94	15
Morning Blend Planning Producer	1, 3, 6, 8, 10-12, 14-15, 18-19, 21, 24, 26, 32-33, 36-39, 43, 46, 48, 52, 54, 56-60, 70-71, 77-78, 83, 85-86, 90-92	32
Multi-Platform Producer	1, 6, 8, 10-12, 14-15, 18-19, 21, 24, 26, 28, 33, 36-40, 43, 46, 48, 52, 54, 56-58, 70-71, 77-78, 83, 85-86, 90-92	40
Weekend Morning Anchor/Multi-Skilled Journalist	1-4, 6, 9-11, 13-15, 18, 21, 23-26, 29, 31, 33-34, 36-38, 44-47, 49-50, 52-53, 55-63, 65-68, 70-74, 76, 78-87, 89-94	2
Multi-Skilled Journalist	1, 3-4, 6, 9-11, 13-15, 18, 21, 24-26, 29, 31-34, 36-38, 44-47, 49-50, 52-53, 55-68, 70-74, 76, 78-87, 89-94	32
Digital Producer	1, 6, 8, 10-12, 14-15, 18-19, 21, 24, 26, 31, 33, 36-39, 43, 46, 48, 52, 54, 56-58, 70-71, 77-78, 83, 85-86, 90-92	1
Video Editor	1, 3-4, 6, 9-11, 13-15, 18, 21, 24-27, 29, 31, 33-34, 36-38, 40-41, 44-47, 49-50, 52-53, 55-63, 65-68, 70-74, 76, 78-87, 89-94	40

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Producer-in-Residence Program	1, 3-4, 6, 10-11, 13-16, 18, 21, 23-26, 29, 31-34, 36-38, 40-41, 44-47, 49-50, 52-53, 55-63, 65-68, 70-74, 76, 78-87, 89-94	16
Morning Senior Producer	1, 3-4, 6, 10-11, 13-15, 18, 21, 24-26, 29, 31, 33-34, 36-38, 41, 44-47, 49-50, 52-53, 55-63, 65-68, 70-74, 76, 78-87, 89-94	15

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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	ABC10 Website California Url : www.abc10.com Career Service Manual Posting	N	8
2	Agency Referral	N	10
3	American Asian Journalists Association 5 Third Street Suite # 1108 San Francisco, California 94103 Phone : 4153462051 Url : http://www.aaaja.org/ Career Services Manual Posting	N	0
4	American River College-Journalism Dept. 4700 College Oak Drive Sacramento, California Phone : 916-484-8535 or 916-484-8 Url : www.losrios.edu Carol Hartman Manual Posting	N	0
5	Bakersfield College Job Placement 1801 Panorama Drive Bakersfield, California 93305 Phone : 661-395-4061 Email : rugutier@bakersfieldcollege.edu Rudy Gutierrez	N	0
6	Bay Area Video Coalition (BAVC) 2727 Mariposa Street, 2nd Floor San Francisco, California Phone : 415-558-2110 Url : www.bavc.org Email : dov@bavc.org Fax : 1-866-378-0494 Dov Golodner	N	0
7	Calif. State Univeristy Fresno School of Mass Communications and Journalism 2225 E. San Ramon Ave. Fresno, California 93740 Phone : 559-287-5078 Email : donald-priest@csufresno.edu Don Priest	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
8	Calif. State Univeristy Hayward, Dept of Mass Communications 25800 Carlos Bee Blvd. Hayward, California 94542 Phone : 510-885-3292 Email : dsawka@csuhayward.edu Dana Sawka	N	0
9	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Joe Berry Manual Posting	N	0
10	California Broadcasters Association (CBA) 915 L Street, Suite 1150 Sacramento, California Phone : 916-444-2237 Url : www.cabroadcasters.org/jobbank.htm Fax : 1-916-444-2043 Stan Statham	N	0
11	California Chicano News Media Association California Phone : 000-000-0000 Url : www.kevin@ccnma.org Email : cchmainfo@ccnma.org Fax : 1-424-238-0271 Career Service	N	0
12	California Indian Manpower Consortium 4153 Northgate Blvd. Sacramento, California 95832 Phone : 916-920-0285 Fax : 1-916-564-2345 Taralyn I	N	0
13	California Job Journal California Url : www.jobjournal.com Career Service Manual Posting	N	0

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14	CalWorks - Placer County Business Services 175 Fulweiler Avenue Auburn, California Phone : 530-889-4090 Email : kkenoyer@placer.ca.gov Fax : 1-530-886-4509 Katie Kenoyer	N	0
15	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	8
16	Career Fair	N	8
17	Career Planning & Placement 9001 Stockdale Highway Bakersfield, California 93311 Phone : 661-664-3033 Email : career@csu.edu Bill Perry	N	0
18	Career Resource Center University of the Pacific 3601 Pacific Avenue Stockton, California Phone : 209-946-2017 Email : charuta@pacific.edu Fax : 1-209-946-2760 Christine Haruta	N	0
19	Center for Employment Training 6853 65th Street Sacramento, California 95828 Phone : 916-393-7401 Fax : 1-916-393-7347 Justo Gaitan	N	0
20	Chinese Community Services Center 915 T Street Sacramento, California 95831 Phone : 916-442-1089 Email : sccsc915@hotmail.com Kevin Thai	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
21	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
22	Community Resource Council 133 Church Street Roseville, California 95678-2294 Phone : 916-783-0481 Email : pancrfb@foothill.net Job Coordinator	N	0
23	Corporate Recruiter	N	7
24	Cosumnes River College Learning Resources & Communications 8401 Center Parkway Sacramento, California Phone : 916-691-7301 Url : www.losrios.edu Email : marting@crc.losrios.edu Fax : 1-916-691-7181 Gary Martin	N	0
25	Craig's List Website California Url : www.craigs-list-classifieds.com/ Career Service Manual Posting	N	0
26	Cross Roads Employment Services 9300 Tch Center Drive #160 Sacramento, California Phone : 916-457-1900 Fax : 1-916-457-4439 Donna Mckee	N	0
27	Current Employee	N	5
28	Department of Employment & Social Service 25 N. Cottonwood Woodland, California 95695 Phone : 530-661-2900 Email : valarie.stapelton@yolocounty.org Employment Center	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
29	Don Fitzpatrick & Associates Shoptalk California Url : www.jobbank.com Career Service Manual Posting	N	0
30	E-mail Inquiry	N	2
31	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com/ Email : ebfoundation@cbs.com Fax : 1-212-975-5884 Sandra Rice	N	0
32	Employee Referral	N	16
33	Employment Development Department and California jobs Resource Center 2901 50th Street Sacramento, California Phone : 916-227-0109 Url : www.caljobs.ca.gov Email : rhernan0@edd.ca.gov Fax : 1-916-227-0208 Ramona Hernandez	N	0
34	Entertainment Employment Journal P.O. Box 6863 Corpus Christi, Texas Gregorio Carbajal Manual Posting	N	0
35	Fresno County Economic Opportunity Commission 1900 Mariposa Mall #303 Fresno, California 93727 Phone : 559-263-1116 Email : frank.franco@fresnoeoc.org Frank Franco	N	0
36	Glassdoor P.O.Box 900 Sausalito, California 94966 Phone : N A Url : http://www.glassdoor.com/index.htm Career Service Manual Posting	N	0

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37	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : www.vault.com. Email : slizik@602communications.com Career Services	N	0
38	Greater Sacramento Urban League 3725 Marysville Blvd Sacramento, California Phone : 916-286-8600 Email : gocegeda@gsul.org Fax : 1-916-915-1829 Grucelda Ocegueda	N	0
39	In Alliance 6950 21st Avenue Sacramento, California 95820 Phone : 916-381-1300 Url : www.inallianceinc.com Email : info@inalliance.com Fax : 1-916-381-9026 Job Developer	N	0
40	Indeed.com - Not Directly Contacted by SEU	N	15
41	Internal Candidate , California Career Service Manual Posting	N	0
42	ITT Technical Institute 1140 Galaxie Way #400 Concord, California Phone : 952-674-8200 Email : klopez@itt-tech.edu Fax : 1-925-674-8250 Kristina Lopez	N	0
43	Japanese Cultural/Community Center 1840 Sutter Street San Francisco, California 94115 Phone : 415-567-5505 Email : mfletcher@jccenc.org Marjorie Fletcher	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
44	Journalism Jobs Berkley, California Phone : 510-653-1251 Url : www.journalismjobs.com Email : ads@journalismjobs.com Dan Rohn	N	0
45	JournalismNext.com PO BOX 30846 BethesdaUS, Maryland 20824-0846 Phone : 626 792 3846 Url : http://www.journalismnext.com/ April Kamaldinova Manual Posting	N	0
46	Juju juju.com New York, New York Phone : 000-000-0000 Url : www.juju.com Online Online Manual Posting	N	0
47	JustBroadcastJobs 520 Hanks Hollow Trail DeForest, Wisconsin 53532 Career Service Manual Posting	N	0
48	La Familia Counseling Center 5523 34th Street Sacramento, California 95820 Phone : 916-227-2584 Email : jrpeters@delpaso.seta.net Fax : 1-916-452-7628 Jennifer Peterson	N	0
49	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : (650) 687-3555 Url : www.linkedin.com Career Service Manual Posting	N	8

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50	Mashable 114 5th Ave (at E 17th St) New York, New York 10011 Phone : 888888 Url : http://jobs.mashable.com/jobs/search/results N/A N/A Manual Posting	N	0
51	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
52	Media-Match 714 North La Brea Los Angeles, California Phone : 323-284-5589 Url : www.media-match.com Email : info@media-match.com Tammy Romaniuk	N	0
53	Mediabistro 475 Park Avenue South, 4th Floor New York, New York 10016 Phone : 8888888 Url : http://www.mediabistro.com/aboutus/contactus.asp?n N/A N/A Manual Posting	N	0
54	Mexican American Opportunity Foundation 2001 28th Street Bakersfield, California 93301 Phone : 661-861-2800 Email : mlaris@co.kern.ca.us Fax : 1-661-336-6861 Mauro Laris	N	0
55	ML Search Partners 430 Park Avenue, Ste. 803 New York, New York 10022 Michael Levine Manual Posting	N	0

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56	Mutual Asst. Network of Del Paso Hghts 810 Grand Avenue Sacramento, California Phone : 916-927-7694 x217 Email : cwells@mutualassistance.org Fax : 1-916-564-8443 Charles Wells	N	0
57	Nat'l Federation of Filipino American Associations 1322 18th Street, NW Washington, District of Columbia Phone : 202-986-1153 Email : dmelegrito@gmail.com Fax : 1-202-361-0296 Mr. Jon Melegrito	N	0
58	National Academy of Television, Arts and Sciences (NATAS) - San Francisco 4317 Camden Avenue San Mateo, California Phone : 650-341-7786 Url : www.emmyonline.org Email : Darrylrcompton@gmail.com Darryl Compton	N	0
59	National Association Hispanic Journalists 801 West Adams Street Suite # 600 Chicago, Illinois 60607 Phone : 202-662-7145 Url : http://nahj.org/ Career Services Manual Posting	N	1
60	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 3014050248 Url : http://www.nabj.org/ Career Service Manual Posting	N	1
61	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : (202) 429-5498 Career Services Manual Posting	N	0

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62	National Black MBA Association Inc. 400 West Peach Street NW Ste 2013 Atlanta, Georgia 30308 Career Service Manual Posting	N	0
63	National Press Photographers Association NPPA 120 Hooper Street Athens, Georgia 30602-3018 Url : https://nppa.org/ Career Service Manual Posting	N	0
64	Non-Employee Referral	N	3
65	Outside Referrals (Vendors & Advertisers) California Career Service Manual Posting	N	0
66	Poynter 801 Third Street South St. Petersburg, Florida 33701 Phone : 7278219494 Url : http://www.poynter.org/ Career Service Manual Posting	N	0
67	Radio Television Digital News Association The National Press Building 529 14th Street, NW Suite 1240 Washington, District of Columbia 20045 Url : http://www.rtdna.org/ Career Center Manual Posting	N	0
68	Rick Gevers & Associates 355 E. Ohio Street 303 Indianapolis, Indiana 46204 Rick Gevers Manual Posting	N	0

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69	Sacramento Asian-Pacific Chamber of Commerce 2012 H Street, Suite 202 Sacramento, California Phone : 916-446-7883 Url : www.sacasiancc.org Email : msumida@sacasiancc.org Fax : 1-916-446-7098 Matt Bodourian	N	0
70	Sacramento City College Communications Studies Dept 3835 Freeport Blvd Sacramento, California Phone : 916-558-2325 Url : www.losrios.edu Email : garciaaj@scc.losrios.edu Fax : 1-916-650-2715 Albert Garcia	N	0
71	Sacramento Hispanic Chamber of Commerce 1451 River Park Drive, Suite 220 Sacramento, California 95815 Phone : 916-486-7700 Url : www.sachcc.org Email : info@sachcc.org Fax : 1-916-486-7728 Office Coordinator	N	0
72	Sacramento State University 6000 J Street Sacramento, California 95819 Mary Kober Manual Posting	N	0
73	Sierra College Career Connections 5000 Rocklin Road Rocklin, California Phone : 916-660-7481 Url : www.sierracollege.edu Fax : 1-916-630-7481 Summer Grace Manual Posting	N	0
74	SimplyHired 370 San Aleso Ave, #200 Sunnyvale, California 94085 Url : SimplyHired.com Career Service Career Service Manual Posting	N	0

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75	Solano Community College 4000 Suisun Valley Road, Building 600 Fairfield, California Phone : 707-864-7000 Url : www.solano.edu Email : jpstuden@solano.edu JP Studen	N	0
76	Spots n' Dots - Job Ads California Url : www.spotsndots.com Career Service Manual Posting	N	0
77	State of Calif. Employment Development Department 801 Turk Street San Francisco, California 94544 Phone : 415-749-7551 Email : sfjobs@edd.ca.gov Thomas Swinnerton	N	0
78	TEGNA Jobs Website 7950 Jones Branch Driver McLean, Virginia 22107 Phone : (703) 873-6231 Url : www.TEGNA.com Janae Barker Manual Posting	N	21
79	Television Week California Phone : 323-370-2412 Career Service Manual Posting	N	0
80	The Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317 846-9000 Career Service Career Service Manual Posting	N	0
81	TV News Storytellers 118 6th Avenue N #602 Seattle, Washington 98109 Phone : 000-000-0000 Matt Mronzinski Manual Posting	N	0

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82	TV Technology 1111 Bayhill Drive, Ste 125 San Bruno, California Career Service Manual Posting	N	0
83	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0
84	Twitter 1355 Market Street San Francisco, California Customer Services Manual Posting	N	0
85	United Cerebral Palsy 4265 Spyres Way #2 Modesto, California Phone : 209-577-2122 Url : www.ucpstan.org Email : smorse@ucpstan.org Fax : 1-209-577-2392 Shawna Morse	N	0
86	University of California Davis One Shield Avenue Davis, California 95616 Phone : 530-752-6659 Email : ldolsen@ucdavis.edu Job Coordinator	N	0
87	Veteran Job Listings 62 Grene Street New York, New York 10012 Career Service Manual Posting	N	0

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88	Women's Civic Improvement Club 3555 3rd Avenue Sacramento, California 95817 Phone : 916-457-8661 Email : wcicinc@sbcglobal.net Fax : 1-916-457-0109 Charles Coger	N	0
89	Work in Sports, LLC 7010 E. Chauncey Lane, Ste. 115 Phoenix, Arizona 85054 John Mellor Manual Posting	N	0
90	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
91	Yolo County Dept of Employment & Social Svcs 500-A Jefferson Blvd. West Sacramento, California Phone : 916-375-6248 Url : www.yoloworks.org Email : marc.marquez@yolocounty.org Fax : 1-916-375-6310 Marc Marquez	N	0
92	Yolo County Dept of Employment & Social Svcs. II 25 N. Cottonwood Woodland, California Phone : 530-661-2638 Email : valarie.stapleton@yolocounty.org Fax : 1-530-661-2728 Valarie Stapleton	N	0
93	YOU TUBE 901 Cherry Avenue San Bruno, California 94066 Phone : 650-253-0000 Susan Wojcicki Manual Posting	N	0

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94	Ziprecruiter 1453 3rd Street Santa Monica, California 90401 Phone : (877) 252-1062 Ian Siegel Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			113

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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	7/22/2017	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	HRBP
2	7/22/2017	Establishment of an intern program designed to assist members of the community	KXTV offers an Internship Program to help college students acquire skills necessary to obtain employment in the broadcasting industry. The program is available to qualified students who are interested and meet requirements. They are selected based on their education and an interview. Notice of the availability of the internship is distributed via our website and through college and university guidance offices and/or their websites. The students earn academic credit for their participation. We offer internships in News, Marketing, Sales and Sac & Co.	2	Director of Sales Marketing Director
3	7/22/2017	Participation in other activities designed by the station employment unit	The station hosted 8 tours during the reporting period beginning July 22, 2017 for schools, scouting groups and other community groups to educate them on the inner workings of a television station and job opportunities in broadcasting. They are exposed to the following areas: Sales, IT, Creative Services/Marketing, Newsroom and the studio/weather center.	1	Administrative Guide
4	9/7/2017	Participation in events sponsored by community groups	Represented ABC10 at the Radio Television Digital News Association (RTDNA) conference recruiting and discussing TEGNA with potential employees.	1	Director of Content
5	9/26/2017	Participation in events or programs sponsored by educational institutions	Spoke to a broadcasting class from Inderkum High School about working in television and pursuing careers in broadcasting.	1	Executive Producer
6	10/3/2017	Participation in events or programs sponsored by educational institutions	Spoke to pre-school students at Kids Company Preschool about weather and the different seasons.	1	Meteorologist

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	12/12/2017	Participation in events or programs sponsored by educational institutions	Spoke to McClatchy High School journalism students about the role of the multi-skilled journalist, showed them stories that aired and discussed a career in journalism.	1	Multi-Skilled Journalist
8	1/6/2018	Provision of training to management	TEGNA Talent Development and Corporate Functions held training for management on performance management. Training topics included preparing for a career discussion, establishing SMART goals, developing motivation goals, delivering performance evaluations and providing effective feedback.	7	Multiple Managers
9	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 personally private or private to the company should never be stored on a computer or mobile phone and should not be shared through email. The training was rolled out electronically on January 26th, 2018, with an expected completion date of February 2, 2018	130	All Employees
10	2/7/2018	Participation in events or programs sponsored by educational institutions	Spoke to Sutterville Elementary School students about weather and forecasting.	1	Meteorologist
11	2/26/2018	Establishment of training programs for station personnel	Attended the G/O Regional Digital Pre-Sales Workshop for team building, networking and information crowd-sourcing. The event allows sales executives to learn more about the digital products TEGNA offers and ways we can sell them to benefit our clients.	2	Account Executive Digital Sales Specialist
12	4/18/2018	Establishment of training programs for station personnel	Attended the TEGNA Innovation Summit where employees from across the country come to brainstorm new content ideas for shows, segment pilots and discuss how to have better working news rooms.	2	Executive Producer Multi Skilled Journalist

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
13	5/7/2018	Establishment of training programs for station personnel	The annual TEGNA Sales Summit revolved around the topic of leadership and the belief that it is the foundation for winning. Over the course of 3 days, attendees had the chance to hold discussion and participate in sessions that addressed leadership expectations, pricing strategy, leadership coaching, and cultural changes. Attendees learned about success achieved by other stations within TEGNA and had a chance to learn from other station members. Breakout sessions included a focus on structure, talent development, and culture. TEGNA's product teams also updated the group on various products and differentiators. Speakers into the themes of innovating for the future and connecting our audiences to advertisers.	1	Director of Sales
14	5/16/2018	Participation in events or programs sponsored by educational institutions	Spoke to Leonardo da Vinci School 4th grade students about Science and weather.	1	Meteorologist
15	6/14/2018	Participation in events sponsored by community groups	Attended Investigative Reporters & Editors Conference (IRE), a grassroots nonprofit dedicated to improving the quality of Investigative reporting. Each participant attended multiple workshops focused on investigative reporting. The Executive Producer also attended several management related workshops.	2	Executive Producer Multi Skilled Journalist
16	6/18/2018	Establishment of training programs for station personnel	Attended the Content Summit. Over the course of 4 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.	5	Multiple Managers
17	6/25/2018	Participation in events sponsored by community groups	Attended the Promax Station Summit, learning about marketing and promotions in the changing local TV landscape.	1	Marketing Director