## I. VACANCY LIST

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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Production Assistant</td>
<td>1-8, 10, 12, 14-15, 17, 19-26, 28-30, 32-35, 37-51, 53-61, 63-65</td>
<td>63</td>
</tr>
<tr>
<td>Integrated Account Executive - 009306</td>
<td>2-8, 10-16, 18, 20-22, 24, 28-30, 32-35, 37-51, 53-61, 64-65</td>
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<tr>
<td>Multiskilled Journalist - 9830</td>
<td>2-8, 10, 12, 14-15, 21-22, 24, 28-30, 32-35, 37-38, 40-51, 53-61, 64-65</td>
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<tr>
<td>Producer - 10277</td>
<td>3-6, 10, 12, 14, 32, 35, 37, 41-42, 44, 46, 49, 54, 59, 65</td>
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<tr>
<td>Newscast Director - 10316</td>
<td>3-6, 8, 10, 12, 14-15, 21-22, 28, 32, 35, 37, 41-42, 44, 46, 49, 54, 57, 59, 61, 65</td>
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<tr>
<td>Assistant Technical Director-10540</td>
<td>1-8, 10, 12, 14-15, 19, 21, 23-25, 27-35, 37-57, 59-61, 64-65</td>
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<tr>
<td>Multi-Skilled Journalist-10541</td>
<td>1, 3-6, 8, 10, 12, 14-15, 19, 23, 25, 28, 31-32, 35, 37, 39, 41-42, 44, 46, 49, 52, 54, 57, 59, 61, 65</td>
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<tr>
<td>Producer - 10473</td>
<td>15, 36, 41</td>
<td>41</td>
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<tr>
<td>Sport MSJ - 10780</td>
<td>1, 3-6, 8, 10, 12, 14-15, 19, 21, 23, 25, 27-28, 31-32, 35-37, 39, 41-42, 44, 46, 49, 52, 54, 57, 59, 61, 65</td>
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<tr>
<td>Writer/Producer/Editor (Promotions) - 10408</td>
<td>10, 15, 21, 41, 65</td>
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<tr>
<td>West Texas Digital Campaign Specialist-11379</td>
<td>1, 3-6, 8, 10, 12, 14-15, 19, 21, 23, 25, 27-28, 31-32, 35, 37, 39, 41-42, 44, 46, 49, 57, 59, 61, 65</td>
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<tr>
<td>Morning Show Producer-11456</td>
<td>1, 3-6, 8, 10, 12, 14-15, 19, 21, 23, 25, 27-28, 31-32, 35-37, 39, 41-42, 44, 46, 49, 57, 59, 61, 65</td>
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<tr>
<td>Production Assistant-11490</td>
<td>1, 3-6, 8-10, 12, 14-16, 19, 21, 23, 25, 27-28, 31-32, 35, 37, 39, 41-42, 44, 46, 49, 57, 59, 61, 65</td>
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<tr>
<td>Production Assistant-11490</td>
<td>1, 3-6, 8-10, 12, 14-16, 19, 21, 23, 25, 27-28, 31-32, 35, 37, 39, 41-42, 44, 46, 49, 57, 59, 61, 65</td>
<td>41</td>
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<tr>
<td>Production Assistant-11490</td>
<td>1, 3-6, 8-10, 12, 14-16, 19, 21, 23, 25, 27-28, 31-32, 35, 37, 39, 41-42, 44, 46, 49, 57, 59, 61, 65</td>
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<tr>
<td>Production Assistant-11490</td>
<td>1, 3-6, 8-10, 12, 14-16, 19, 21, 23, 25, 27-28, 31-32, 35, 37, 39, 41-42, 44, 46, 49, 57, 59, 61, 65</td>
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<td>Account Manager-11854</td>
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<tr>
<td>Broadcast Director-11878</td>
<td>1, 3-6, 10, 12, 14-15, 19, 23, 25, 27-28, 31-32, 35, 37, 39, 41-42, 44, 46, 49, 57-59, 61-62, 65</td>
<td>41</td>
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</table>
KWES-TV
EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 2022

I. VACANCY LIST

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<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
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<tbody>
<tr>
<td>Creative Services Commercial Producer-011902</td>
<td>1, 3-6, 10, 12, 14-15, 19, 21, 23, 25, 27-28, 31-32, 35, 37, 39, 41-42, 44, 46, 49, 57, 59, 61-62, 65</td>
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<tr>
<td>Office Support Specialist - 012276</td>
<td>1, 3-6, 10, 12, 14-15, 19, 21, 23, 25, 27-28, 31-32, 35, 37, 39, 41-42, 44, 46, 49, 57, 59, 61-62, 65</td>
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</tr>
<tr>
<td>Production Assistant EEO</td>
<td>1, 3-6, 10, 12, 14-15, 19-21, 23, 25, 27-28, 31-32, 35, 37, 39, 41-42, 44, 46, 49, 57, 59, 61-62, 65</td>
<td>20</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 1         | 1St Staffing  
650 S. JBS Parkway  
Odessa, Texas 79761  
Phone: (432) 550-4059  
Email: clewallen@staffITUSA.com  
Recruiters N/A | N | 0 |
| 2         | Abilene Christian University  
1600 Campus Ct  
Abilene, Texas 79601  
Url: http://handshake.com  
Job Posting  
Manual Posting | N | 0 |
| 3         | Alabama State University  
915 S Jackson St  
Montgomery, Alabama  
Phone: 334-229-4156  
Email: etucker@alasu.edu  
Ella Tucker | N | 0 |
| 4         | Amarillo College  
2201 S. Washington St.  
Amarillo, Texas 79109  
Phone: 806-371-5298  
Email: ddabel@actx.edu  
Don Abek | N | 0 |
| 5         | American Broadcasting School  
712 W. Watson Rd.  
Arlington, Texas 76011  
Phone: 817-685-2474  
Email: michelle@radioschool.com  
Michelle McConnell | N | 0 |
| 6         | Angelo State University  
ASU Station #11026  
San Angelo, Texas 76909  
Phone: 325-942-2255  
Email: career.development@angelo.edu  
Julie Ruthenbeck | N | 0 |
| 7         | Arizona State University  
522 N. Central Ave. #251  
Phoenix, Arizona 85004  
Phone: 480-965-2350  
Url: http://handshake.com  
Lexy Townsend  
Manual Posting | N | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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</thead>
</table>
| 8         | Baylor University  
One Bear Place #97036  
Waco, Texas 76798  
Phone: 254-710-8666  
Email: askHR@baylor.edu  
Michelle Mcenhour | N                          | 0                                       |
| 9         | Call In                                                                       | N                          | 2                                       |
| 10        | Career Builder  
200 N. LaSalle Dr. Suite 1100  
Chicago, Illinois 60601  
Url: http://careerbuilder.com  
Career Site  
Manual Posting | N                          | 2                                       |
| 11        | Corporate Office                                                               | N                          | 3                                       |
| 12        | Eastern New Mexico University  
ENMU Station # 34  
Portales, Texas 88130  
Phone: 505-562-1011  
Email: careerandcounseling.intern@enmu.edu  
Susan Larson | N                          | 0                                       |
| 13        | Employee Referral                                                              | N                          | 1                                       |
| 14        | Illinois Center for Broadcasting  
455 Eisenhower Ln. S # 200  
Lombard, Illinois 60148  
Phone: 630-916-1700  
Email: cjackson@beonair.com  
Carl Jackson | N                          | 0                                       |
| 15        | Indeed  
6433 Champion Grandview Way Building 1  
Austin, Texas 78750  
Url: http://indeed.com  
Career Site  
Manual Posting | N                          | 2                                       |
| 16        | Indeed.com                                                                     | N                          | 2                                       |
| 17        | Internal Candidate                                                             | N                          | 1                                       |
| 18        | Job Board                                                                      | N                          | 1                                       |
**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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</tr>
</thead>
</table>
| 19        | Laredo Community College  
West End Washington Street  
Laredo, Texas 78040  
Phone: 956-721-5135  
Email: gabriela.banda@laredo.edu  
Gabriela Banda | N | 0 |
| 20        | LinkedIn  
1000 W. Maude  
Sunnyvale, California 94085  
Url: http://linkedin.com  
Career Site  
Manual Posting | N | 7 |
| 21        | Louisianna State University  
156 Thomas Boyd Hall  
Louisiana State University  
Baton Rouge, Louisiana 70803  
Phone: 225-578-8863  
Email: lsaunder@lsu.edu  
Job Posting | N | 4 |
| 22        | Lubbock Christian University  
5601 19th St.  
Lubbock, Texas 79423  
Phone: 806-720-7215  
Email: humanresources@LCU.edu  
College Recruiters | N | 0 |
| 23        | Medaille College  
18 Agassiz Cir  
Buffalo, New York 14214  
Url: http://handshake.com  
Job Posting  
Manual Posting | N | 0 |
| 24        | Midland Chamber of Commerce Economic Development  
109 N Main  
Midland, Texas 79701  
Phone: 432-686-3571  
Email: info@midlandtxchamber.com  
Recruiters NA | N | 0 |
| 25        | Midland College  
3600 N Garfield  
Midland, Texas 79705  
Phone: 432-685-4716  
Email: ldaniels@midland.edu  
Lupe Daniels | N | 0 |
II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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</tr>
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</table>
| 27        | Midland Workforce  
3600 N Garfield Technology Building #138  
Midland, Texas 79705  
Phone: 432-685-8336  
Email: vivian.giddings@twc.texas.gov  
Recruiters N/A | N | 0 |
| 28        | Midwestern State University  
3410 Taft  
Wichita Falls, Texas 79701  
Phone: 940-397-4407  
Email: Courtney.grimes@msutexas.edu  
Courtney Grimes | N | 0 |
| 29        | MyJobHelper  
33 Irving Place  
New York, New York 10003  
Url: https://myjobhelper.com/  
Career Site  
Manual Posting | N | 0 |
| 30        | New Mexico Institute of Mining and Technology  
801 Leroy Pl,  
Socorro, New Mexico 87801  
Url: http://handshake.com  
Tristine Hayward  
Manual Posting | N | 0 |
| 31        | Odessa College  
201 W University  
Odessa, Texas 79764  
Phone: 432-335-6853  
Email: dgutierrez@odessa.edu  
College Recruiters | N | 0 |
| 32        | Oklahoma State University  
3600 Student Union  
Stillwater, Oklahoma 74078  
Phone: 405-744-2242  
Email: careers@okstate.edu  
Career Service | N | 0 |
| 33        | Our Lady of the Lake University  
411 SW 24th St  
San Antonio, Texas 78207  
Url: http://handshake.com  
Online Posting  
Manual Posting | N | 0 |
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<tbody>
<tr>
<td>34</td>
<td>Rawls College of Business- Texas Tech University</td>
<td>N</td>
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<td></td>
<td>703 Flint Ave.</td>
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<td></td>
<td>Lubbock, Texas 79409</td>
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<td></td>
<td>Hailey Walker</td>
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<td>35</td>
<td>San Antonio College</td>
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<td></td>
<td>1300 San Pedro Ave</td>
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<td></td>
<td>San Antonio, Texas 78212</td>
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<tr>
<td></td>
<td>Phone : 210-785-6021</td>
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<tr>
<td></td>
<td>Email : <a href="mailto:bclauss1@alamo.edu">bclauss1@alamo.edu</a></td>
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<tr>
<td></td>
<td>Brittany Clauss</td>
<td></td>
<td></td>
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<tr>
<td>36</td>
<td>Self Referral</td>
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<td>37</td>
<td>Southerwestern University</td>
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<tr>
<td></td>
<td>PO Box 770</td>
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<td></td>
<td>Georgetown, Texas 79627</td>
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<td></td>
<td>Phone : 512-863-6511</td>
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<tr>
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<td>Email : <a href="mailto:career.services@southwestern.edu">career.services@southwestern.edu</a></td>
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<td>Roger Young</td>
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<tr>
<td>38</td>
<td>Stephen F. Austin University</td>
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<td></td>
<td>1936 North St.</td>
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<td>Nacogdoches, Texas 75962</td>
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<td>Sul Ross University</td>
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<td>UC 211C Box C-171</td>
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<td></td>
<td>Alpine, Texas 79832</td>
<td></td>
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<tr>
<td></td>
<td>Phone : 432-837-8178</td>
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<td></td>
<td>Email : <a href="mailto:kdevoll@sulross.edu">kdevoll@sulross.edu</a></td>
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<td>K. Devoll</td>
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<td>40</td>
<td>Tarleton State University</td>
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<td></td>
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<td>Stephenville, Texas 76402</td>
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<td></td>
<td>Phone : 254-968-9078</td>
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<td></td>
<td>Shannon M</td>
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<tr>
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<td>Manual Posting</td>
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</tr>
</thead>
</table>
| 41        | TEGNA Careers Site  
8350 Broad St.  
Tysons, Virginia 22102  
Url: http://www.tegna.com/job-listings/  
Tegna Site  
Manual Posting | N | 50 |
| 42        | Texas A&M University  
PO Box 3011  
Commerce, Texas 75429  
Phone: 903-886-5014  
Email: tina.boitnott@tamuc.edu  
Tina Boitnott | N | 0 |
| 43        | Texas A&M University- Corpus Christi  
6300 Ocean Dr.  
Corpus Christi, Texas 78412  
Url: http://handshake.com  
Nancy Salinas  
Manual Posting | N | 0 |
| 44        | Texas Association of Broadcasters  
502 E. 11th St. Ste. 200  
Austin, Texas 79701  
Email: anna.romero@tab.org  
Anna Romero | N | 0 |
| 45        | Texas State University  
601 University Dr  
San Marcos, Texas 78666  
Url: http://handshake.com  
Ron Bowden  
Manual Posting | N | 0 |
| 46        | Texas Tech University  
Box 43082  
Lubbock, Texas 78666  
Phone: 806-742-6500  
Email: ac.perez@ttu.edu  
Amanda Perez | N | 0 |
| 47        | Texas Woman's University  
304 Administration Drive P.O. Box 425589  
Denton, Texas 76204  
Url: http://handshake.com  
Julie Way  
Manual Posting | N | 0 |
<table>
<thead>
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</tr>
</thead>
</table>
| 48        | The University of Oklahoma  
660 Parrinton Oval  
Norman, Oklahoma 73019  
Url: http://handshake.com  
Kim Sherbon  
Manual Posting | N | 0 |
| 49        | TSTC Abilene  
650 E. HW 80  
Abilene, Texas 79602  
Email: julia.humphrey@tstc.edu  
Anna Romero | N | 0 |
| 50        | TV Jobs.com  
P.O. Box 4116  
Oceanside, California 92052  
Phone: 325-734-3612  
Url: http://www.tvjobs.com  
Julia Humphrey  
Manual Posting | N | 0 |
| 51        | TVB.org  
120 Wall Street 15th Floor  
New York, New York  
Phone: 212-486-1111  
Url: http://www.tvb.org  
Mark Holloway  
Manual Posting | N | 0 |
| 52        | United Methodist Church  
4910 Cobbs Dr.  
Waco, Texas 76710  
Phone: 254-754-1822  
Email: mmoore@asburyodessa.org  
M. Moore | N | 0 |
| 53        | University of Arizona  
Th university of Arizona  
Tucson, Arizona 85721  
Url: http://handshake.com  
Sara Rosenberg  
Manual Posting | N | 0 |
| 54        | University of Central Oklahoma  
100 N University Dr. Box 128  
Edmond, Oklahoma 73034  
Phone: 405-974-3346  
Email: careers@uco.edu  
Beth Waddleow | N | 0 |
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<tbody>
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<td>55</td>
<td>University of New Mexico</td>
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<tr>
<td>56</td>
<td>University of North Texas</td>
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<td>University of Texas at Arlington</td>
<td>N</td>
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<td>58</td>
<td>University of Texas Austin</td>
<td>N</td>
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<td>59</td>
<td>University of Texas El Paso</td>
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<tr>
<td>60</td>
<td>University of Texas of San Antonio</td>
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<tr>
<td>61</td>
<td>University of Texas Permian Basin</td>
<td>N</td>
<td>0</td>
</tr>
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</thead>
</table>
| 62        | University of the Incarnate Word  
301 Broadway  
San Antonio, Texas 78209  
Email: benne@uiwtx.edu  
Kristine Benne          | N                                                  | 0                                                      |
| 63        | Unknown Referral Source                              | N                                                  | 3                                                      |
| 64        | West Texas A&M University  
2501 4th Ave  
Canyon, Texas 79016  
Url: http://handshake.com  
Kim Muller  
Manual Posting | N                                                  | 0                                                      |
| 65        | www.mediagignow.com  
300 South Riverside Plaza Suite 800  
Chicago, Illinois 60606  
Phone: 336-553-0620  
Url: http://www.mediagignow.com  
Email: customerservice@mediagignow.com  
MediaGigNow.com | N                                                  | 0                                                      |

TOTAL INTERVIEWS OVER REPORTING PERIOD: 81
## III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>4/9/2021</td>
<td>Provision of training to management</td>
<td>Diversity Training focused on Talent/Recruitment practices. Training involved learning about diversity, equity and inclusion, benefits of a diverse team, leveraging college, universities and local organizations. Session also included best practices in measuring diversity, transferrable skills, combatting unconscious bias, and mindful language in recruitment and placement.</td>
<td>2</td>
<td>General Manager Office Manager</td>
</tr>
<tr>
<td>4/12/2021</td>
<td>Establishment of training programs for station personnel</td>
<td>Sales Account Executives attended a webinar about Over the Top selling (OTT). This fast growing segment of media sales is defining the future of advertising. The training informs the sales team about what’s available to clients on this new media front.</td>
<td>4</td>
<td>Account Executive Account Executive Account Executive Account Executive Account Executive</td>
</tr>
<tr>
<td>5/11/2021</td>
<td>Establishment of training programs for station personnel</td>
<td>&quot;7 Steps To A Fantastic Recovery&quot; is a webinar hosted by a LBS Broadcast selling expert and President of Revenue Development Resources. In this session Presenter discusses overlooked details that will make sellers better prepared to build and enhance selling efforts during a time of economic recovery.</td>
<td>4</td>
<td>Account Executive Account Executive Account Executive Account Executive</td>
</tr>
<tr>
<td>5/11/2021</td>
<td>Provision of training to management</td>
<td>Manager Inside Out Training – Sales Leaders attend Inside Out Training. This training is a part of TEGNA onboarding training for all new sales leaders. Over the course of two days, topics covered include the art of teaching product intelligence and awareness, prospecting, presentations, building a proposal and closing the deal. Participants role play real scenarios for maximum learning.</td>
<td>1</td>
<td>Sales Manager</td>
</tr>
<tr>
<td>6/8/2021</td>
<td>Establishment of training programs for station personnel</td>
<td>Sales Account Executives attended a webinar, which addresses advertising mistakes made by clients. Sales participants are exposed to scenarios which offer guidance and solutions for their clients to present to their customers.</td>
<td>4</td>
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<tr>
<td>6/7/2021</td>
<td>Establishment of training programs for station personnel</td>
<td>Integrity is a core value at TEGNA and KWES. As a media company, we must comply with all laws and take the necessary safeguards to prevent any action or association that may adversely impact our business and the trusted information and services we provide to our communities. Knowing and understanding and abiding by our TEGNA Ethics Policy is fundamental to our ability to serve our communities with the highest standards. Because it is critical that we hold ourselves to the highest levels of ethics we require all employees to complete the Conflicts Of Interest: Protecting the Company's Interests&quot; training as well as a brief survey on ethics.</td>
<td>60</td>
<td>All employees</td>
</tr>
<tr>
<td>7/13/2021</td>
<td>Establishment of training programs for station personnel</td>
<td>LBS digital expert discusses the fact that there has never been a more urgent time for broadcast sellers to truly comprehend marketing from a traditional, digital and events perspective. Today’s TV and Radio salespeople must be more than just “adequate” multimedia consultants. Sellers must know how to champion their clients’ complete marketing plans.</td>
<td>4</td>
<td>Account Executive Account Executive Account Executive Account Executive</td>
</tr>
<tr>
<td>7/14/2021</td>
<td>Establishment of training programs for station personnel</td>
<td>Basic training on equipment and computers for positions that are not considered traditional reporter roles was conducted. The training provided technical knowledge about camera usage, editing, writing and equipment. Participants heard from an experienced journalist who passed along expert tips.</td>
<td>2</td>
<td>Anchor Digital Content Producer</td>
</tr>
<tr>
<td>8/19/2021</td>
<td>Provision of training to management</td>
<td>Senior station managers attended a three part series on Diversity, Equity and Inclusion facilitated by the National Center for Civil and Human Rights. The three part series focused on examining beliefs and values, systemic racism, implicit bias, microaggressions, anti-racism and gross-generational diversity.</td>
<td>4</td>
<td>General Manager Director of Technology News Director Director of Sales</td>
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<td>10 Ongoing Event</td>
<td>Establishment of training programs for station personnel</td>
<td>Storytelling Workshop for Advanced Reporting is led by one of TEGNA's veteran reporters. Sessions are conducted for a 10 week period from October through December. Participants are selected by management to attend.</td>
<td>2</td>
<td>Anchor Anchor/MSJ</td>
</tr>
<tr>
<td>11 10/12/2021</td>
<td>Establishment of training programs for station personnel</td>
<td>&quot;Building Better Relationships With Automotive Dealerships&quot; webinar was attended by members of the sales team. The majority of broadcasters have experienced extreme declines in auto revenue during the past year. Techniques and strategies to increase dealers' spending and to maximize local ad share were addressed.</td>
<td>4</td>
<td>Account Executive Account Executive Account Executive Account Executive</td>
</tr>
<tr>
<td>12 11/1/2021</td>
<td>Participation in Job Fairs</td>
<td>Department Heads participated in a virtual Texas Tech Communication Career Fair. Target Audience included Multiskilled Journalists, Producers, and Account Executives for openings in News and Sales.</td>
<td>7</td>
<td>News Director Director of Sales Head of Technology Marketing Director</td>
</tr>
<tr>
<td>13 11/2/2021</td>
<td>Establishment of training programs for station personnel</td>
<td>All KWES employees were required to go through TEGNA's Cybersecurity Training by November 3, 2021. This training helps employees understand common cybersecurity threats and how to identify warning signs and red flags that they may encounter in both their personal and professional digital lives.</td>
<td>60</td>
<td>All employees</td>
</tr>
<tr>
<td>14 11/13/2021</td>
<td>Establishment of training programs for station personnel</td>
<td>Photography training offered by TEGNA for Multi Skilled Journalists and Producers to better understand camera placement, in order to improve their visual storytelling skills for viewers in their area.</td>
<td>6</td>
<td>Multi Skilled Journalist Producer Photojournalist Digital Content Producer</td>
</tr>
<tr>
<td>15 2/4/2022</td>
<td>Establishment of training programs for station personnel</td>
<td>All employees were required to complete the Mandatory TEGNA Annual Ethics Survey and Training by 2/5/2022. The training reviews our long-standing ethical business practices and decision making, including speaking up and raising concerns.</td>
<td>51</td>
<td>All employees</td>
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<tr>
<td>2/25/2022</td>
<td>Establishment of training programs for station personnel</td>
<td>Mandatory Cybersecurity Training for all TEGNA stations. This 30-minute online course focuses on cybersecurity basics. It provides participants guidance to avoid spam emails, phishing and all forms of cybersecurity threats, which may be encountered professionally or personally.</td>
<td>51</td>
<td>All employees</td>
</tr>
</tbody>
</table>