

**WFAA-TV**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2017 - March 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
Producer	3, 5, 8, 13-18, 23-27, 31, 33, 36-38, 43-49, 51-52, 54-55, 57-61	8
Content Editor	3, 5, 8, 12-18, 23, 25-29, 31, 33, 36-37, 45-49, 51-52, 54-59, 61	8
Digital Content Development Specialist	3, 5, 13-15, 17-18, 23, 25-27, 30-31, 33, 36-37, 45-49, 51, 54-59, 61	30
Assistant News Director	3, 5, 13-15, 17-19, 23, 25-27, 29, 31, 33, 36-38, 44-49, 51, 54-59, 61	19
Lead Generation Specialist	3, 5, 12-18, 23, 25-27, 31, 33, 36-37, 43, 45-49, 51, 54-61	43
Assistant News Director	3, 5-7, 13-15, 17-18, 20, 23-27, 33, 36-38, 45-49, 51, 54-55, 57-61	20
Morning Executive Producer	3, 5, 9, 13-18, 23, 25-27, 29, 31, 33, 36-38, 42, 44-49, 51, 54-61	9
Producer Development Program	2-3, 5, 13-19, 23, 25-27, 29, 31, 33-34, 36-37, 45-49, 51, 53-61	19
Producer Development Program	2-3, 5, 13-19, 23, 25-27, 29, 31, 33-34, 36-37, 45-49, 51, 53-61	2
Producer Development Program	2-3, 5, 13-19, 23, 25-27, 29, 31, 33-34, 36-37, 45-49, 51, 53-61	53
National Sales Manager	3, 5, 11-12, 25, 27, 31, 33-34, 36-37, 48-49, 51, 54, 58-61	11
Digital Account Manager	3, 5, 10, 13-18, 23, 25-27, 33-34, 36-37, 45-49, 51, 54-61	10
GMT Producer	3, 5, 12-19, 23, 25-27, 29, 31, 34, 36-37, 40-42, 44-49, 51-52, 54-61	19
IT Support	3, 5, 13-18, 23, 25-27, 34, 36-37, 40-41, 43, 45-49, 51-52, 54-59, 61	43
IT Support	3, 5, 13-18, 23, 25-27, 34, 36-37, 40-41, 43, 45-49, 51-52, 54-59, 61	43
MultiPlatform Producer	1, 3, 5, 13-18, 23, 25-27, 29, 31, 34, 36-37, 40, 43-49, 51-52, 54-59, 61	43
Sports Multi-Media Journalist	3, 5, 10, 13-18, 23, 25-27, 31, 34, 36-37, 40, 42, 44-49, 51-52, 54-59, 61	10
Producer Development Program	3, 5, 8, 13-18, 23, 25-27, 36-37, 40, 43, 45-49, 51-52, 54-59, 61	43
Producer Development Program	3, 5, 8, 13-18, 23, 25-27, 36-37, 40, 43, 45-49, 51-52, 54-59, 61	43
Producer Development Program	3, 5, 8, 13-18, 23, 25-27, 36-37, 40, 43, 45-49, 51-52, 54-59, 61	8
Digital Multiskilled Journalist	3, 5, 12-19, 23, 25-27, 29, 31-32, 34, 36-37, 40-42, 44-49, 51-52, 54-62	19

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Assistant/Client Success Representative	1, 3, 5, 12-19, 23, 25-27, 29, 31-32, 34, 36-37, 40-42, 44-48, 50, 49, 51-52, 54-59, 61-62	50
Sales Assistant/Client Success Representative	1, 3, 5, 12-19, 23, 25-27, 29, 31-32, 34, 36-37, 40-42, 44-48, 50, 49, 51-52, 54-59, 61-62	19
Investigative Reporter	3, 5, 9, 11-18, 22-23, 25-27, 29, 31-32, 34-37, 40-42, 44-49, 51-52, 54-59, 61-62	3
Investigative Reporter	3, 5, 9, 11-18, 22-23, 25-27, 29, 31-32, 34-37, 40-42, 44-49, 51-52, 54-59, 61-62	11
Talk Show Producer	3, 5, 8, 12-18, 23, 25-29, 31-32, 34, 36-37, 40-42, 44-49, 51-52, 54-59, 61-62	8
Talk Show Producer	3, 5, 8, 12-18, 23, 25-29, 31-32, 34, 36-37, 40-42, 44-49, 51-52, 54-59, 61-62	8
Anchor/Reporter	3, 5, 8, 12-18, 23, 25-27, 29, 31-32, 34, 36-37, 40-49, 51-52, 54-59, 61-62	43
Integrated Account Executive	1, 3, 5, 12-18, 23, 25-27, 29-32, 34, 36-37, 40-42, 44-49, 51-52, 54-59, 61-62	30
Multi-Platform Managing Editor	3, 5, 8, 12-19, 23, 25-29, 31-32, 34, 36-37, 39-42, 44-49, 51-52, 54-59, 61-62	19
Media Strategist/Sales Marketing Specialist	3, 5, 12-19, 23, 25-27, 29, 31-32, 34, 36-37, 40-42, 44-49, 51-52, 54-59, 61-62	19
President & General Manager	21	21
News Producer	3, 5, 8, 12-18, 23, 25-27, 29, 31-32, 34, 36-37, 40-42, 44-49, 51-52, 54-59, 61-62	8
Visual Storyteller/Photographer	3, 5, 8, 12-19, 23, 25-28, 31-32, 34, 36-37, 40-42, 44-49, 51-52, 54-59, 61-62	19
Account Executive	3-5, 12-18, 21, 23, 25-27, 31-32, 34, 36-37, 40-42, 44-49, 51-52, 54-62	21

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Baylor University PO Box 97036 Waco, Texas 76798 Phone : 254-710-8668 Url : <a href="http://baylor.edu">http://baylor.edu</a> Email : <a href="mailto:hirebear@baylor.edu">hirebear@baylor.edu</a> Carolyn Muska	N	0
2	Broadcast 1 Source Website	N	1
3	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Career Service Manual Posting	N	2
4	Catholic Charities of Dallas, Inc. 9461 LBJ Freeway, Suite 128 Central Services Office Dallas, Texas 75243 Phone : 214-520-6590 Url : <a href="http://www.catholiccharitiesdallas.org/">http://www.catholiccharitiesdallas.org/</a> Email : <a href="mailto:wilma@mrs.catholiccharitiesdallas.org">wilma@mrs.catholiccharitiesdallas.org</a> Career Placement  Prong 2 Ended Date: 4/3/2017	N	0
5	Clark Atlanta University 223 James P. Brawley Drive S.W. Atlanta, Georgia 30314 Phone : 404-880-8000 Url : <a href="http://www.cau.edu/">http://www.cau.edu/</a> Email : <a href="mailto:cppc@cau.edu">cppc@cau.edu</a> Career Services  Prong 2 Ended Date: 4/3/2017	N	0
6	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	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
7	Concord Missionary Baptist Church 6808 Pastor Bailey Drive Dallas, Texas 75237 Phone : 214-331-8522 Url : <a href="http://concorddallas.org">http://concorddallas.org</a> Email : <a href="mailto:cbradshaw@concorddallas.org">cbradshaw@concorddallas.org</a> Candy Bradshaw	N	0
8	Corporate Office	N	15
9	Current Employee	N	2
10	Current Employee - Transfer/Promotion	N	2
11	Current Employee/Internal Promotion	N	2
12	Cynopsis Media Marketing 10 Norden Place Norwalk, Connecticut 06855 Phone : 203.218.6480 Url : <a href="http://cynopsis.com/advertise/#online">http://cynopsis.com/advertise/#online</a> Email : <a href="mailto:trish@cynopsis.com">trish@cynopsis.com</a> Fax : 1-203-218-6480 Trish Pihonak	N	0
13	Dallas Can Academy 325 W. 12th Street Dallas,, Texas 75208 Phone : 214-944-1985 Url : <a href="http://dallascan.org">http://dallascan.org</a> Tammy Stancil Manual Posting	N	0
14	Dallas Concilio 2914 Swiss Avenue Dallas,, Texas 75204 Phone : 214-941-1050 Url : <a href="http://dallasconcilio.org">http://dallasconcilio.org</a> Susanna Felix-Diaz Manual Posting	N	0
15	Dallas Inter-Tribal Center 209 E. Jefferson Blvd Dallas,, Texas 75203 Phone : 214-941-1050 Url : <a href="http://www.uihi.org/urgan-indian-health-organizati">http://www.uihi.org/urgan-indian-health-organizati</a> Tracey Palmer 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
16	Department of Veteran Affairs 4500 S. Lancaster Road Dallas, Texas 75216 Phone : 2147354201 Url : <a href="http://www.northexas.va.gov">www.northexas.va.gov</a> Email : <a href="mailto:rachelle.alexander@va.gov">rachelle.alexander@va.gov</a> Rachelle Alexander	N	0
17	Eastfield College 3737 Motley Drive Mesquite, Texas 75150 Phone : 972-860-8310 Url : <a href="http://www.efc.dcccd.edu">http://www.efc.dcccd.edu</a> Ron Rollinson Manual Posting	N	0
18	El Centro College Job Placement Center Main & Lamar Dallas,, Texas 75202 Phone : 214-860-2000 Url : <a href="http://www.elcentrocollege.edu">http://www.elcentrocollege.edu</a> Demetria Bradfield Manual Posting	N	0
19	Employee Referral	N	9
20	Employment Agency	N	1
21	Former Employee	N	2
22	Former Employee Referral	N	1
23	Ft. Worth Metropolitan Chamber of Commerce 3607 Rosedale Ft. Worth, Texas 76105 Phone : 817-871-6538 Url : <a href="http://www.fwmbcc.org">http://www.fwmbcc.org</a> Barbara Bolden Manual Posting	N	0
24	Ft. Worth Veterans Center 1305 W. Magnolia Street Suite B Ft. Worth, Texas 76104 Phone : 817-921-9095 Url : <a href="http://www2.va.gov">http://www2.va.gov</a> Email : <a href="mailto:priscilla.gates@va.gov">priscilla.gates@va.gov</a> Priscilla Gates  Prong 2 Ended Date: 4/3/2017	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
25	Goodwill Industries of Dallas 3020 N. Westmoreland Road Dallas, Texas 75212 Phone : 214-638-2800 Url : <a href="http://www.goodwill.org">http://www.goodwill.org</a> Email : <a href="mailto:kkannan@goodwilldallas.org">kkannan@goodwilldallas.org</a> Kamala Kannan  Prong 2 Ended Date: 4/3/2017	N	0
26	Harmony Community Development Corp 6969 Pastor Bailey Drive Suite 110 Dallas,, Texas 75237 Phone : 214-393-5151 Url : <a href="http://harmonycdc.org/">http://harmonycdc.org/</a> Candy Bradshaw Manual Posting	N	0
27	I Am that I Am Training Center PO Box 41614 Dallas,, Texas 75241 Phone : 214-372-4272 Delores Beall Manual Posting	Y	0
28	Indeed.com	N	4
29	IRE 141 Neff Annex Missouri School of Journalism Columbia, Missouri 65211 Phone : 573.882.8969 Url : <a href="http://ire.org/jobs/post-job/">http://ire.org/jobs/post-job/</a> Email : <a href="mailto:jobpostings@nicar.org">jobpostings@nicar.org</a> Sarah Hutchins	N	1
30	Linked In	N	2
31	Media Jobs Connection 77 Water Street 12th Floor New York, New York 10005 Phone : 7326596410 Url : <a href="http://www.careers.poynter.org/AdminNet/Employer/M">http://www.careers.poynter.org/AdminNet/Employer/M</a> TD Yakon Manual Posting	N	0

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32	Mississippi Media Group 201 South Congress Jackson, Mississippi 39201 Phone : 866.767.6521 Url : <a href="http://www.mississippimedia.com">http://www.mississippimedia.com</a> Email : <a href="mailto:bgant@gannett.com">bgant@gannett.com</a> Brian Gant  Prong 2 Ended Date: 9/1/2017	N	0
33	Mt Olive Baptist Church 301 W. Sanford Street Arlington,, Texas 76011 Phone : 817-262-0461 Url : <a href="http://mtolivebc.org">http://mtolivebc.org</a> Email : <a href="mailto:mobcnlr@swbell.net">mobcnlr@swbell.net</a> Charlean Watkins	N	0
34	NewsCheck Media 24 West Lancaster Avenue Suite 205 Ardmore, Pennsylvania 19003 Phone : 610-420-6003 Url : <a href="http://www.tvnewscheck.com">www.tvnewscheck.com</a> Patty Hersh Manual Posting	N	0
35	Non-Employee Referral	N	1
36	Prairie View A&M University P.O. Box 519 Prairie View, Texas 77446 Phone : 936-261-3311 Url : <a href="http://www.pvamu.edu">http://www.pvamu.edu</a> Email : <a href="mailto:glenda_jones@pvamu.edu">glenda_jones@pvamu.edu</a> Glenda Jones	N	0
37	Reach of Dallas 8625 King George Drive Suite w210 Dallas,, Texas 75235 Phone : 214-630-4796 Url : <a href="http://reachcils.org">http://reachcils.org</a> Email : <a href="mailto:reachdallas@reachcils.org">reachdallas@reachcils.org</a> Kevin Johnson	Y	0

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38	Rick Gevers & Associates 355 E. Ohio Street #303 Indianapolis, Indiana 46204 Phone : 3176357912 Url : www.rickgevers.com Email : rick@rickgevers.com Rick Gevers	N	0
39	Self Referral	N	1
40	SMU University Valerie Evans 6101 Bishop Blvd Dallas, Texas 75205 Phone : 111111111 Valerie Evans Manual Posting	N	0
41	Society of Broadcast Engineers SBE Chapter 67 P.O. Box 171595 Irving, Texas 750171595 Phone : 317.846.9000 Url : http://www.sbe67.info/ Tom Schuessler Manual Posting	N	0
42	Sports Talent Agency of America 26101 Del Rey Mission Viejo, California 92691 Phone : 949.648.7822 Url : staatalent.com Email : mel@staatalent.com Melodie Turori	N	0
43	Station Website	N	8
44	Talent Dynamics 600 E. Las Colinas Blvd. Suite 100 Irving, Texas 75039 Phone : 214-640-3139 Url : www.talentedynamics.com Email : connell@talentedynamics.com Sandra Connell	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
45	Tarleton State University Box T 0550 Stephenville, Texas 76402 Phone : 254-968-9000 Url : <a href="http://www.tarleton.edu">http://www.tarleton.edu</a> Alana Hefner Manual Posting	N	0
46	Tarrant County College-Northeast Campus 828 Harwood Road Hurst, Texas 76054 Phone : 817-515-8223 Url : <a href="http://www.tccd.edu">http://www.tccd.edu</a> Sandra Walker Manual Posting	N	0
47	TCC-South Campus 5301 Campus Drive Ft. Worth, Texas 76119 Phone : 817-515-8223 Url : <a href="http://www.tccd.edu">http://www.tccd.edu</a> Monica Bettle Manual Posting	N	0
48	TCC-Southeast Campus 2100 Southeast Parkway Arlington,, Texas 76018 Phone : 817-515-3592 Url : <a href="http://www.tccd.edu">http://www.tccd.edu</a> Email : <a href="mailto:quietera.lomax@tccd.edu">quietera.lomax@tccd.edu</a> Quietera Lomax	N	0
49	Texas Association of Broadcasters 502 E. 11th Street Suite 200 Austin,, Texas 78701 Phone : 512-322-9944 Url : <a href="http://www.tab.org">http://www.tab.org</a> Email : <a href="mailto:jobs@tab.org">jobs@tab.org</a> Craig Bean	N	0
50	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : <a href="http://www.tab.org">www.tab.org</a> Email : <a href="mailto:jobs@tab.org">jobs@tab.org</a> Job Listings	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
51	Texas Christian University TCU Box 297270 Ft. Worth, Texas 76129 Phone : 817-257-4141 Url : <a href="http://www.tcu.edu">http://www.tcu.edu</a> Email : <a href="mailto:l.j.chaney@tcu.edu">l.j.chaney@tcu.edu</a> Laura Chaney	N	0
52	The Women's Center 1723 Hemphill Ft. Worth, Texas 76110 Phone : 508-672-1222 Url : <a href="http://www.thewomenscentersc.com">http://www.thewomenscentersc.com</a> Email : <a href="mailto:fgordon@womenscenter.info">fgordon@womenscenter.info</a> Robbie Pierce	N	0
53	Trade Website	N	1
54	TVJobs.com, PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:info@tvjobs.com">info@tvjobs.com</a> Career Placement	N	0
55	University of Dallas 1845 E. Northgate Drive Irving, Texas 75062 Phone : 972-721-5000 Url : <a href="http://www.utd.edu">http://www.utd.edu</a> Career Services Manual Posting	N	0
56	University of Houston 334 Melcher Hall Suite 398 Houston, Texas 77204 Phone : 832.334.8834 Url : <a href="http://www.bauer.uh.edu/sei/">www.bauer.uh.edu/sei/</a> Manon ierre-Jerome Manual Posting	N	0

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57	University of North Texas P.O. Box 310859 Denton, Texas 76203 Phone : 940-565-2705 Url : <a href="http://www.unt.edu">http://www.unt.edu</a> Wendy Blakely Manual Posting	N	0
58	University of Texas @ Arlington Box 19107 Arlington,, Texas 76019 Phone : 817-272-1246 Url : <a href="http://www.uta.edu">http://www.uta.edu</a> Email : <a href="mailto:amclark@uta.edu">amclark@uta.edu</a> Dr. Andrew Clark	N	0
59	Urban Inter-Tribal Center of Texas 1261 Record Crossing Dallas, Texas 75235 Phone : 214-941-1050 Email : <a href="mailto:s_villanueva03@yahoo.com">s_villanueva03@yahoo.com</a> Stephanie Villanueva	Y	0
60	Urban League of Greater Dallas 4315 south Lancaster Road Dallas, Texas 75216 Phone : 214-915-4600 Url : <a href="http://ulgdnetx.org">http://ulgdnetx.org</a> Email : <a href="mailto:pwatts@ulgdnetx.com">pwatts@ulgdnetx.com</a> Community Services	Y	0
61	Women in Communication Inc 1107 Whispering Oaks Drive Richardson, Texas 75081 Phone : 703-370-7436 Url : <a href="http://www.womcom.org">http://www.womcom.org</a> Shannon Rust Manual Posting	N	0
62	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>56</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	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.	239	All Employees
2	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.	239	All Employees
3	3/30/2017	Participation in events sponsored by community groups	Participation in the PRSA Dallas Media Panel	1	Health & Wellness Reporter

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4	4/3/2017	Establishment of an intern program designed to assist members of the community	<p>WFAA Student Observer Program.</p> <p>WFAA believes that providing quality-learning experiences for students is an important component in developing the workforce of the future. WFAA's longstanding commitment to education extends through our station's education sharing within our communities and with students of all education levels. Our programs are designed to provide practical experience, training, observation and mentoring to students, schools, and community organizations with a broadcast, digital media and other communications-related programs. 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>	4	<p>Journalist</p> <p>Executive Producer</p> <p>Assist. News Director</p> <p>Special Projects</p> <p>Executive Producer</p>
5	4/3/2017	Establishment of an intern program designed to assist members of the community	<p>WFAA believes that providing quality-learning experiences for students is an important component in developing the workforce of the future. WFAA's longstanding commitment to education extends through our station's education sharing within our communities and with students of all education levels. Our programs are designed to provide practical experience, training, observation and mentoring to students, schools, and community organizations with a broadcast, digital media and other communications-related programs. 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>	4	<p>Sports Editor/Producer</p> <p>Sr. Reporter/Journalist</p> <p>Production Manager</p> <p>Sr. Reporter/Journalist</p>

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6	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
7	4/28/2017	Participation in other activities designed by the station employment unit	University of North Texas Student tour. Broadcast journalism students of the Mayborn School of Journalism.	1	Director of Human Resources
8	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
9	6/14/2017	Participation in events sponsored by community groups	America Media Roundtable	1	Anchor
10	6/27/2017	Establishment of training programs for station personnel	WFAA 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.	1	News Director
11	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
12	9/11/2017	Listing of each upper-level category opening in a job bank or newsletter	Posting of President & General Manager Position	1	Exec. Sr. VP of TEGNA

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
13	9/27/2017	Participation in Job Fairs	University of Texas at Austin Annual Communication Career and Internship Fair	1	Director of Human Resources
14	10/10/2017	Listing of each upper-level category opening in a job bank or newsletter	Open Position of WFAA Pres. & General Manager	1	Exec. Sr. VP of TEGNA
15	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.	236	Chief of Technology
16	2/28/2018	Participation in events or programs sponsored by educational institutions	participation in the Baylor University marketing and Professional Selling Center Career Fair at Baylor University.	2	Director of Human Resources Dir. of Local Integrated Sales
17	3/11/2018	Participation in events or programs sponsored by educational institutions	Stephen F. Austin University, Mass Communications Class - Skype Guest Speaker.	1	Investigative Reporter
18	3/15/2018	Establishment of training programs for station personnel	Manager Roundtable -review of station policies and procedures. Update of station objectives and strategic plans.	7	Pres. & General Manager Director of Human Resources Executive News Director Director of Sales