

**KIII**  
**EEO PUBLIC FILE REPORT**  
**March 22, 2018 - March 21, 2019**

**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
Account Executive	1-7, 10-14, 17-19, 21-23, 26-27, 29-36	5
Account Executive	1-7, 10-14, 17-19, 21-23, 26-27, 29-36	5
Anchor	1-8, 10-13, 17-19, 21-23, 26-27, 29-36	19
Broadcast Director	1-4, 6-7, 11-13, 16-19, 21-23, 26-27, 29-36	16
Producer	1-4, 6-7, 10-13, 17-19, 21-23, 26-27, 29-36	10
Custodian	1-4, 6-7, 11-13, 17-19, 21-23, 26-27, 29-36	11
Local Sales Manager	1-4, 6-7, 10-13, 15, 17-23, 25-27, 29-36	20
Weekend Meteorologist/Forecaster	1-4, 6-7, 11-13, 17-19, 21-23, 26-27, 29-36	19
Producer - Marketing & Community Relations	1-4, 6-7, 11-13, 17-19, 21-23, 26-27, 29-36	29
Producer	1-4, 6-7, 11-13, 17-19, 21-23, 26-27, 29-36	29
Production Assistant	1-4, 6-7, 9, 11-13, 17-19, 21-24, 26-36	13
Producer	1-4, 6-7, 11-13, 17-19, 21-23, 26-27, 29-36	29

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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Broadbean 610 Newport Center Dr Ste 1400 Newport Beach, California 92660 Phone : 949-706-8560 Job Listings Manual Posting	N	0
2	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Jobs Editor Manual Posting	N	0
3	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Career Service Manual Posting	N	0
4	Coastal Bend College 3800 Charco Rd Beeville, Texas 78102 Phone : 361-358-2838 Email : <a href="mailto:twilaj@coastalbend.edu">twilaj@coastalbend.edu</a> Twila Johnson	N	0
5	Corporate Recruiter	N	15
6	Corpus Christi Chamber of Commerce 1201 N Shoreline Blvd Corpus Christi, Texas 78401 Phone : 361-881-1800 Job Listings Manual Posting	N	0
7	Del Mar College East 101 Baldwin Blvd Corpus Christi, Texas 78404 Phone : 361-698-1200 Joe Hayden Manual Posting	N	0
8	Did not indicate (Source Unknown)	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
9	Division for Rehabilitation Services 4410 Dillon Ln Ste 44 Corpus Christi, Texas 78415 Phone : 361-854-1475 Email : jennifer.valerio@dars.state.tx.us Jennifer Valerio	Y	0
10	Employee Referral	N	5
11	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94965 Phone : 800-918-3229 Job Listings Manual Posting	N	1
12	Goodwill Industries 2961 S Port Ave Corpus Christi, Texas 78405 Phone : 361-884-4068 Fax : 1-361-884-4090 Velma Vega	N	0
13	Indeed.com 470 West Ave Ste 2002 Stamford, Connecticut Phone : 203-564-2418 Job Listings Manual Posting	N	4
14	Indeed.com	N	1
15	Internal Candidate	N	2
16	Internal Hire	N	1
17	JuJu.com 151 First Ave #19 New York, New York 10003 Phone : 212-537-3898 Job Listings Manual Posting	N	0
18	KIII On-Air Promos 5002 S Padre Island Dr Corpus Christi, Texas 78411 Phone : 409-833-8300 Job Listings Manual Posting	N	0

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19	KIII Website 5002 S Padre Island Dr Corpus Christi, Texas 78411 Phone : 409-833-8300 Job Listings Manual Posting	N	6
20	Linked In	N	1
21	LULAC 400 Mann St Ste 513 Corpus Christi, Texas 78401 Phone : 361-883-5134 Sergio Ramirez Manual Posting	N	0
22	Media Recruiter 9457 S University Blvd #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Email : art@mediarecruiter.com Art Scott	N	0
23	Multi-Cultural Center 1581 N Chaparral St Corpus Christi, Texas 78401 Phone : 361-883-0639 Christi Pena Manual Posting	N	0
24	News Check Media 24 W Lancaster Ave Ardmore, Oklahoma 19003 Phone : 610-420-6003 Email : phersh@newscheckmediacom Patty Hersh	N	0
25	Non-Employee Referral	N	1
26	SimplyHired.com 370 San Aleso Ave #200 Sunnyvale, California 94085 Phone : 408-747-0012 Job Listings Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Society of Broadcast Engineers 9012 N Meridian St Ste 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Job Listings Manual Posting	N	0
28	Spots N Dots 1635 Old Hwy 41 NW Ste 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Email : ads@sposndots.com Gene McKay	N	0
29	TEGNA Careers 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 703-854-6089 Job Listings Manual Posting	N	11
30	Texas A&M-Corpus Christi 6300 Ocean Dr Corpus Christi, Texas 78412 Phone : 361-825-2628 Email : patricia.chastain@tamucc.edu Patricia Chastain	N	0
31	Texas A&M-Kingsville Campus Box 106 Kingsville, Texas 78363 Phone : 361-593-2111 Email : lori.urbanovsky@tamuk.edu Lori Urbanovsky	N	0
32	Texas Association of Broadcasters 502 E 11 St Ste 200 Austin, Texas 78701 Phone : 512-322-9944 Craig Bean Manual Posting	N	0
33	Texas Workforce Commission - Coastal Bend 520 N Staples St Corpus Christi, Texas 78401 Phone : 361-882-7491 Job Listings Manual Posting	Y	0

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34	TVjobs P. O. Box 4116 Oceanside, California Url : www.tvjobs.com Debra Pakebusch Manual Posting	N	0
35	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
36	YWCA Women's Resource Office 4601 Corona Dr Corpus Christi, Texas 78411 Phone : 361-857-5661 Job Listings Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>49</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	4/23/2018	Establishment of training programs for station personnel	TEGNA Labor Relations Training – Labor Relations provides 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	5/8/2018	Provision of training to management	May 8-10, 2018 TEGNA Sales Summit - Annual Sales summit revolved around the topic of leadership and the belief that is it the foundation for winning. Over the course of 3 days, attendees had the chance to hold discussion and participate in sessions that addressed leadership coaching and cultural changes.	2	GM Director of Sales
3	5/15/2018	Provision of training to management	Manager Inside Out Training (May 15 - 16) Local Sales Manager attended Inside Out Training, which is part of TEGNA's on-boarding 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. Local Sales Manager returned and shared this knowledge with his sales team.	1	Local Sales Manager
4	5/16/2018	Participation in events sponsored by community groups	On May 16th, 2018, our Morning News Anchor spoke to students at the Coastal Bend Blood Center High School Awards Banquet. Her talk included information about reporting the news, video and digital options and careers in television broadcasting.	1	Morning News Anchor

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5	6/18/2018	Establishment of training programs for station personnel	Content Summit (June 18 -21) News, Digital and Marketing Directors and General Managers attended the TEGNA HQ Content Summit. Over the course of four 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.	3	General Manager News Director Promotions Manager
6	8/13/2018	Establishment of training programs for station personnel	August 13-31, 2018 Journalism Ethics & Social Media Training - TEGNA updated the Principles of Ethical Journalism and Social Media policies to match the Company's guiding principles including truth, independence, public interest, fair play and integrity. This new training was developed and targeted to all staff that contribute in any way to a TV or digital news or entertainment product.	30	All Content Staff
7	8/30/2018	Participation in events or programs sponsored by educational institutions	Our certified Chief Meteorologist taught a meteorology class at Texas A&M University - Corpus Christi in Corpus Christi, TX during the fall semester from August 30, 2018 through December 11, 2018. He is enthusiastic and encouraging to students who are interested in a career in broadcast meteorology.	1	Chief Meteorologist
8	10/11/2018	Establishment of training programs for station personnel	Ethics and Conflict of Interest training. TEGNA will always follow the law, behave ethically and avoid conflicts of interest. Correct ethical and legal conduct is particularly at the heart of the operation of a company engaged in communications with and on behalf of the public. This is especially important as TEGNA pursues a mission of providing trusted news and information and actively supporting the people and businesses in the communities we serve.	73	All Staff

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9	10/11/2018	Establishment of training programs for station personnel	From September 27, 2018 until October 11, 2018, all KIII employees completed a Conflicts of Interest training course. The course covered the most common workplace conflict-of-interest situations and the circumstances in which they arise. It is intended to train employees of all types of organizations to recognize and avoid conflicts of interest, particularly with regard to personal, financial and family interests, dealing with customers and suppliers, and handling offers of gifts and entertainment.	84	All Employees
10	2/21/2019	Sponsorship of events in the community designed to increase public awareness	On February 21, 2019 our SEU hosted students from Corpus Christi College Prep. (High School, grades 9-12) in Corpus Christi, TX. Our promotions department took the students on a tour of our facilities. They toured the news room and production department and were informed about the different career choices in broadcasting. They met reporters, producers and production employees and got a firsthand view of some aspects of producing a news show.	1	Promotions Assistant
11	2/22/2019	Participation in events sponsored by community groups	On February 22, 2019, our Morning Anchors spoke to students at the Metro E School of Design (a CCISD campus). Their talk included information about reporting the news, video and digital options and careers in television broadcasting.	2	Morning Anchor Morning Anchor
12	2/25/2019	Provision of training to management	February 25-28, 2019 TEGNA Sales Summit - Annual Sales Summit revolved around the topic of leadership and the belief that is it the foundation for winning. Over the course of 3 days, attendees had the chance to hold discussion and participate in sessions that addressed leadership coaching and cultural changes.	2	GM Director of Sales

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13	3/7/2019	Participation in events sponsored by community groups	On March 7, 2019, our Chief Meteorologist spoke to students at Driscoll Middle School (Driscoll, Texas ISD) during their Career Day event. His talk included information about weather video and careers in weather forecasting.	1	Chief Meteorologist