

WZDX
EEO PUBLIC FILE REPORT
November 21, 2019 - November 20, 2020

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
Director of Sales	1-10, 12, 14-18, 20-27	10
Local Sales Manager	1-10, 12, 14-18, 20-27	10
Multiskilled Journalist - 008363	1-4, 6-9, 11-27	13
Multiskilled Journalist - 009420	1-9, 12, 14-27	19

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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	Alabama A&M University 4900 Meridian Street North Normal, Alabama 35762 Phone : 256-372-5690 Url : http://www.aamu.edu Email : angel.lee@aamu.edu Angel Lee	N	0
2	Alabama Broadcasters Association 2180 Parkway Lake Drive Hoover, Alabama 35244 Phone : 205-982-5001 Url : http://www.al-ba.com Email : lrice@al-ba.com Les Rice	N	0
3	Alabama Career Center 2535 Sparkman Drive NW Huntsville, Alabama 35810 Phone : 256-851-0537 Url : http://www.joblink.alabama.gov Email : jaquata.stovall@alcc.alabama.gov Jaquata Stovall	Y	0
4	Alabama State University 915 South Jackson St Kilby Hall, Room 2 Montgomery, Alabama 36101 Phone : 334-229-4156 Url : http://www.alasu.edu Jeremy Hodge Manual Posting	N	0
5	Athens State University 300 North Beaty Street Athens, Alabama 35611 Phone : 256-233-8146 Url : http://www.athens.edu Email : saralyn.mitchell@athens.edu Saralyn Mitchell	N	0
6	Birmingham Southern University 900 Arkadelphia Road Box 549010 900 Birmingham, Alabama 35254 Phone : 205-226-4719 Url : http://www.bsc.edu Email : mlebeau@bsc.edu Michael Lebeau	N	0

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7	Broadcast Employment Services PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	0
8	Calhoun Community College PO Box 2216 Decatur, Alabama 35609 Phone : 256-306-2602 Url : http://www.calhoun.edu Kelli Morris Manual Posting	N	0
9	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	0
10	Corporate Recruiter	N	4
11	Current Employee	N	1
12	Huntingdon College 1500 East Fairview Avenue Montgomery, Alabama 36106 Phone : 334-833-4562 Url : http://www.huntingdon.edu Email : ccv@hawks.huntingdon.edu Sherry Lacey	N	0
13	Indeed.com	N	2
14	Jacksonville State University 207 Merrill Hall 700 Pelham Road N. Jacksonville, Alabama 36265 Phone : 256-782-5482 Url : http://www.jsu.edu Email : careerservices@jsu.edu Rebecca Turner	N	0

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15	JF Drake Technical College 3421 Meridian Street N. Huntsville, Alabama 35811 Phone : 256-551-3116 Url : http://www.dstc.cc.al.us Email : donyale.jones@drakestate.edu Donyale Jones	N	0
16	Medialine 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Url : http://www.medialine.com Rich Everitt Manual Posting	N	0
17	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
18	Samford University 800 Lakeshore Drive University Center Room 205 Birmingham, Alabama 35229 Phone : 205-726-2578 Url : http://www.samford.edu Email : career@samford.edu Heather Averett	N	0
19	Station Website	N	3
20	Still Serving Veterans 626 Clinton Avenue West Suite 200 Huntsville, Alabama 35801 Phone : 256-883-7035 Url : https://ssv.org Email : wkoch@stillservingveterans.org William Koch	Y	0
21	University of Alabama 3400 Ferguson Student Center BOX 870301 Tuscaloosa, Alabama Phone : 205-348-2128 Url : www.ua.edu Linda Carden Manual Posting	N	0

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22	University of Alabama Huntsville 301 Sparkman Drive Huntsville, Alabama 35899 Phone : 256-824-5275 Url : http://www.uah.edu Email : chargerjobs@uah.edu Laura Taylor	N	0
23	University of Montevallo Station 6625 Montevallo, Alabama 35115 Phone : 205-665-6262 Url : http://www.montevallo.edu Angie Kelly Manual Posting	N	0
24	University of North Alabama 202 Guillot University Center UNA Box 5066 Florence, Alabama 35632 Phone : 256-765-4276 Url : http://www.una.edu Kay Wammack Manual Posting	N	0
25	Virginia College 2021 Drake Avenue Huntsville, Alabama 35805 Phone : 256-424-4276 Url : http://www.vc.edu Email : jason.williams@vc.edu Jason Williams	N	0
26	Wallace State Community College 801 Main Street NW Hanceville, Alabama 35077 Phone : 256-352-8178 Url : http://www.wallacestate.edu Email : jamie.blackmon@wallacestate.edu Jamie Blackmon	N	0
27	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:			10

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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	12/2/2019	Establishment of training programs for station personnel	Sales Fast Track training for all new sales leaders following the integration of the newly acquired stations. Topics during this training included the DOS Leadership Guide (Purpose, People, Pricing, Process, Plan), Recruiting, Technology, and Legal. As well, the sales leaders were able to meet their mentors and buddies whom also attended the training.	1	DOS
2	12/11/2019	Establishment of training programs for station personnel	Innovation summit where employees from across the country came to brainstorm new content ideas for shows, segment pilots and discuss how to have better working news rooms. Discussed options for greater audience involvement, how to get our talent noticed, how to gain audience trust and how to report hard issues without being too negative. Many pilot projects that are in full swing (i.e., The Loop) came from ideas generated at the Innovation Summit.	2	Dig Prod MSJ
3	1/16/2020	Establishment of training programs for station personnel	When it comes to cybersecurity, TEGNA, like other companies, works around the clock to prevent IT security breaches and ensure the confidentiality and integrity of our business systems. All of us must be vigilant and savvy when it comes to identifying attempts to gain access to our network or confidential information. To help, TENGNA launched in the annual Byte Back Security Awareness Campaign in January to help them understand TEGNA's IT standards and procedures, employee's role in keeping us safe from attacks, and how to incorporate security practices into their daily work routine. Every employee was required to take the Byte Back Challenge to test their knowledge on how they can prevent cyberattacks. The challenge is a seven-question online simulation based on the topics featured throughout the campaign.	40	All Employees

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	3/3/2020	Establishment of training programs for station personnel	RK was in Quincy, IL at GatesAir for ULXTE Transmitter Training 3/3-3/5	1	Engineer
5	5/3/2020	Establishment of a mentoring program	CY mentoring with KJ for leadership mentoring weekly.	1	DOS
6	9/17/2020	Establishment of training programs for station personnel	<p>As part of a culture of professionalism and integrity, each of us has a personal responsibility to treat our colleagues with respect and uphold our high ethical standards.</p> <p>This responsibility includes completing annual training on these very important topics:</p> <ul style="list-style-type: none"> • “Sexual Harassment: A Matter of Respect” training that reviews our long-standing policies and values surrounding harassment and discrimination. • “Responsible Use of Social Media” training that covers using social media respectfully and protecting sensitive or private company information. <p>In addition, all employees must complete a brief annual Conflicts of Interest survey to disclose any issues that may conflict with TEGNA’s interests.</p>	40	Dos ND MD Head of Tech