

KHOU-TV, KTBU
EEO PUBLIC FILE REPORT
March 21, 2022 - March 20, 2023

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
Sr. Assignment Editor - 012431	2-5, 10-11, 13-17, 22-23, 25, 29, 31-32, 34-35, 38, 43-44, 48, 50, 52-53, 58, 60-61, 75-76, 79-83, 85-88	75
Director of Local Sales	2-7, 9-18, 22-27, 29-32, 34-38, 41-43, 45-55, 57, 59-76, 78-88	18
Reporter/MSJ-12652	2-5, 10-11, 13-17, 22-23, 25, 29, 31-32, 34-35, 43, 48, 50, 52-53, 58, 60-61, 75, 79-83, 85-88	58
Marketing Strategist-12745	2-5, 10-11, 13-17, 22-23, 25, 29, 31-32, 34-35, 43-44, 48, 50, 52-53, 60-61, 75, 79-83, 85-88	75
Multimedia Marketing Producer-12815	2-5, 10-11, 13-17, 22-23, 25, 29, 31-32, 34-35, 39, 43, 48, 50, 52-53, 58, 60-61, 75, 79-83, 85-88	75
Multimedia Marketing Producer-12815	2-5, 10-11, 13-17, 22-23, 25, 29, 31-32, 34-35, 39, 43, 48, 50, 52-53, 58, 60-61, 75, 79-83, 85-88	58
Producer-12855	2-5, 10-11, 13-17, 22-23, 25, 28-29, 31-32, 34-35, 43-44, 48, 50, 52-53, 60-61, 75-76, 79-83, 85-88	44
Account Manager-13144	2-5, 10-11, 13-17, 22-23, 25, 28-29, 31-32, 34-35, 43-44, 48, 50, 52-53, 56, 60-61, 75-76, 79-83, 85-88	44
Marketing Producer/Designer-13303	2-5, 10-11, 13-17, 22-23, 25, 28-29, 31-35, 38, 40, 43-44, 48, 50, 52-53, 60-61, 75, 79-83, 85-88	40
Broadcast Director-13513	2-17, 19, 21, 20, 22-39, 41, 43, 45-55, 57-75, 77-88	75
Broadcast Director-13513	2-17, 19, 21, 20, 22-39, 41, 43, 45-55, 57-75, 77-88	39
Weekend Anchor/Reporter - 13555	1-5, 10-11, 13-17, 22-23, 25, 28-29, 31-32, 34-35, 40, 43, 48, 50, 52-53, 60, 75, 79-83, 85-88	40
Weekend Anchor/Reporter - 13555	1-5, 10-11, 13-17, 22-23, 25, 28-29, 31-32, 34-35, 40, 43, 48, 50, 52-53, 60, 75, 79-83, 85-88	40

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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	Agency Referral	N	1
2	Alvin Community College 3110 Mustang Rd Alvin, Texas 75111 Phone : 281-756-3531 Url : http://www.alvincollege.edu Email : dstiles@alvincollege.edu D. Stiles	N	0
3	American Intercontinental University 9999 Richmond Ave Houston, Texas 77042 Phone : 832-201-6879 Url : http://www.aiuonline.edu Email : Houstoncareerservices@aiuniv.edu Brian Candido	N	0
4	Asian American Chamber of Commerce 6833 W. Sam Houston Pkwy STE 206 Houston, Texas 77072 Phone : 713-782-7222 Url : http://www.asianchamber-hou.org Email : bgallo@asianchamber-hou.org Job Posting	N	0
5	B-roll.net 243 17th St. SE Washington, District of Columbia 20003 Phone : 202-486-8842 Url : http://www.b-roll.net Email : info@b-roll.net Kevin Johnson	N	0
6	Broadcast Cable Financial Management Association 550 Frontage Rd STE 3600 Northfield, Illinois 60093 Phone : 847-716-7000 Url : http://www.bcfm.com Jamie Smith 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
7	Broadcasting & Cable Magazine 360 Park Ave South 14th Floor New York, New York 10010 Phone : 646-746-6949 Url : http://www.broadcastingcable.com Job Posting Manual Posting	N	0
8	Brown Chapel AME 3208 Washington Ave. Houston, Texas 77007 Phone : 713-862-8718 Karen Small Manual Posting	N	0
9	Burnett Staffing 1415 Louisiana STE 3525 Houston, Texas 77002 Phone : 713-759-9943 Url : http://www.burnettstaffing.com Susan Stone Manual Posting	N	0
10	Career & Recovery Resources, Inc. 2525 San Jacinto Houston, Texas Phone : 713-754-7000 Url : http://careerandrecovery.org Email : cathryn.martinez@careerandrecovery.org Cathryn Martinez	N	0
11	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	1
12	Cars.com 175 W Jackson Blvd 8th Floor Chicago, Illinois 60604 Url : http://www.cars.com Job Posting 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
13	Cheryl Garcia & Associates 5120 Woodway Dr. STE 9015 Houston, Texas 77056 Phone : 281-833-3040 Url : http://www.cherylgarciaco.com Email : cgarcia@cherylgarciaco.com Cheryl Garcia	N	0
14	Church of Jesus Christ of Latter Day Saints - Employment Center 201 Wilcrest Dr. #1434 Houston, Texas 77042 Email : escobar.cr@gmail.com C. Ramirez	N	0
15	Coat of Many Color Ministries, Inc. PO Box 914 Montgomery, Texas 77356 Phone : 936-672-7808 Email : drhayles@gmail.com Dr. Michael Hayles	N	0
16	Collins College 1140 S. Priest Dr. Tempe, Arizona 85281 Phone : 972-548-6747 Url : http://www.collinscollege.edu Email : jobpostings@collin.edu Job Posting	N	0
17	CSB School of Broadcasting 1455 W. Loop South STE 630 Houston, Texas 77027 Url : http://www.gocsb.com Email : csbhouston@gocsb.com Carley Buck	N	0
18	Current Employee	N	1
19	Current Employee - Transfer/Promotion	N	1
20	Employee Referral	N	1
21	Employee Referral 5718 Westheimer Rd. Suite 350 Houston, Texas Olga Piskor 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
22	Epiphany of the Lord Catholic Community 1530 Norwalk Dr. Houston, Texas 77450 Phone : 281-578-0707 Email : schottsie@epiphanycatholic.org S. Hill	N	0
23	First Hope Baptist Church 7401 Katy Freeway Houston, Texas 77024 Email : hope@hfbc.org F. Suiter	N	0
24	Frank N. Magid Associates Inc. One Research Center Marion, Iowa 52302 Phone : 329-377-7345 Url : http://www.magid.com Barbara Frye Manual Posting	N	0
25	Gulf Coast Community Services Association 5000 Gulf Freeway Houston, Texas 77023 Phone : 713-393-4770 Email : garcias@gccsa.org Sue Garcia	N	0
26	Harris County Community Supervisions & Corrections Dept. 49 San Jacinto St. Houston, Texas 77002 Phone : 713-755-2000 Tina Franklin Manual Posting	N	0
27	Health & Human Services 6411 Fannin St. JB 200.5 Houston, Texas 77030 Phone : 713-704-5323 Karen Mayfield Manual Posting	N	0

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28	Hispanic Chamber of Commerce 1801 W. Main St. Houston, Texas 77002 Phone : 713-644-7070 Url : http://www.houstonhispanicchamber.com Email : jsierra@houstonhispanicchamber.com Jennifer Sierra	N	0
29	Hispanic Women in Leadership PO Box 701065 Houston, Texas Phone : 713-807-1115 Email : mhcavazos@aol.com Helen Cavazos	N	0
30	Houston Advertising Federation (HAF) PO Box 27592 Houston, Texas 77227 Job Posting Manual Posting	N	0
31	Houston Area Urban League 1301 Texas St. Houston, Texas 77002 Phone : 713-393-8700 Email : cwalker@haul.org Carmela Walker	N	0
32	Houston Association of Black Journalists PO Box 565 Houston, Texas Phone : 713-249-0443 Email : maryrbenton@gmail.com Mary Benton	N	0
33	Houston Community College 3100 Main MC 1120 Houston, Texas 77002 Phone : 713-718-8560 Email : james.corona@hccs.edu James Corona	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
34	Houston Community College - Katrina Job Readiness Program 9600 S. Gessner Blvd F Houston, Texas 77071 Phone : 832-476-9067 Email : lnellum315@yahoo.com L. Lewis-Nellum	N	0
35	Howard University - Internships 2400 Sixth St. NW Washington, District of Columbia 20059 Phone : 202-806-7513 Email : hucareersandinternships@gmail.com Carley Trotman	N	0
36	HR Houston PO Box 4240 Houston, Texas 77210 Phone : 713-426-2646 Url : http://www.hrhouston.org Nikki Taylor Manual Posting	N	0
37	Immanuel Missionary Church PO Box 17166 Sugar Land, Texas 77496 Phone : 281-961-7804 Valerie Iglehart Manual Posting	N	0
38	Indeed 470 West Ave STE 2002 Stamford, Connecticut Url : http://www.indeed.com Job Posting Manual Posting	N	1
39	Indeed.com	N	2
40	Internal Transfer/Promotion	N	3
41	Investigative Reporters & Editors (IRE) 138 Neff Annex Columbia, Missouri 65211 Phone : 573-882-2042 B. Houston 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
42	Job posting on internet	N	2
43	KHOU.com 5718 Westheimer Rd Ste 311 Houston, Texas 77057 Phone : 713-521-4305 Url : http://www.khou.com Email : OPiskor@tegna.com Olga Piskor	N	0
44	Linked In	N	8
45	Media Alliance PO Box 980908 Houston, Texas 77098 Phone : 713-663-4613 Url : https://www.mediaalliancehouston.org/ Job Posting Manual Posting	N	0
46	Media Bistro 475 Park Avenue South 4th Floor New York, New York 10016 Job Posting Manual Posting	N	0
47	Media Line PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Mark Shilstone Manual Posting	N	0
48	Media Recruiters - Magid 20456 E. Orchard Place Centennial, Colorado 80016 Phone : 303-400-5150 Email : art@mediarecruiter.com Art Scott	N	0
49	Mounting Horizons 18062 FM 529 #151 Cypress, Texas 77433 Phone : 713-510-8755 Curtistein White Manual Posting	N	0

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50	NID Housing Counseling Agency 10101 Fondren STE 260 Houston, Texas 77096 Phone : 713-931-3344 Email : nidhousingcounselor@gmail.com Job Posting	N	0
51	Poynter Online 801 Third Street South St. Petersburg, Florida 33701 Url : http://www.poynter.org Job Posting Manual Posting	N	0
52	Prairie View A&M University Alumni Association PO Box 2875 Prairie View, Texas 77446 Phone : 936-857-5817 Email : alumni@pvamu.edu Job Posting	N	0
53	Production Hub 1806 Hammerlin Ave Winter Park, Florida 32789 Phone : 877-629-4122 Email : jobs@productionhub.com Fax : 1-407-629-8884 Job Posting	N	0
54	Radio Television News Director Association (RTNDA) 1600 K St. NW STE 700 Washington, District of Columbia 20006 Phone : 202-659-6510 Deborah Potter Manual Posting	N	0
55	Rick Gevers PO Box 577 Zionsville, Indiana Phone : 317-769-7900 Rick Givers Manual Posting	N	0

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56	San Jacinto College North 5800 Uvalde Rd Houston, Texas 77049 Phone : 281-459-7159 Email : mary.smith@sjcd.edu Mary Smith	N	0
57	Search Project 2505 Fannin St. Houston, Texas 77002 Phone : 713-802-3167 Tanna Brown Manual Posting	N	0
58	Self Referral	N	6
59	SND Publishing LLC 600 W. Peachtree St. NW Atlanta, Georgia 30308 Url : http://www.spotsndots.com/ Job Posting Manual Posting	N	0
60	St. John Vianney Catholic Church 625 Nottingham Oaks Trail Houston, Texas 77079 Phone : 281-497-1500 Email : velinton@stjohnvianney.org Vivian Clinton	N	0
61	Talent Agency - 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
62	Talent Agent - Evolution Media Group 155 Woodbury Rd Woodbury, New York 11797 Phone : 516-367-2600 Job Posting Manual Posting	N	0

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63	Talent Agent - Headline Media TV 888 Seventh Ave. STE 503 New York, New York 10106 Phone : 212-728-2010 Job Posting Manual Posting	N	0
64	Talent Agent - IF Management 152 West 57th St. 14th Floor New York, New York 10019 Carol Perry Manual Posting	N	0
65	Talent Agent - Joel Weisman Weisman Media 1901 Raymond Drive Northbrook, Illinois 60062 Phone : 847-400-5900 Joel Weisman Manual Posting	N	0
66	Talent Agent - Ken Linder Agency 2029 Century Park STE 100 Los Angeles, California 90067 Phone : 310-277-9223 Job Posting Manual Posting	N	0
67	Talent Agent - N.H. Bienstock Company 250 West 57th Street Suite 333 New York, New York 10107 Phone : 212-765-3040 Peter Goldberg Manual Posting	N	0
68	Talent Agent - Napoli Management Group 8844 W. Olympic Blvd. STE 100 Beverly Hills, California 90211 Phone : 310-385-8222 Liz Sherwin Manual Posting	N	0
69	Talent Agent - Robert Miggins, Recruiter 6414 Senford Ave Los Angeles, California 90056 Phone : 310-641-4292 Robert Miggins Manual Posting	N	0

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70	Talent Agent - TV NewsCheck PO Box 565 Chatham, New Jersey Phone : 215-901-9495 Job Posting Manual Posting	N	0
71	Talent Agent - Willinger Talent Agent 875 Avenue of the Americas New York, New York 10001 Phone : 212-695-1950 Gregg Willinger Manual Posting	N	0
72	Talent Agents 3 N. Court St. Frederick, Maryland 21701 Phone : 301-668-1511 T. Dolan Manual Posting	N	0
73	Talent Dynamics 8828 Stemmons STE 510 Dallas, Texas 75247 Job Posting Manual Posting	N	0
74	Talent Zoo 1736 Defoor Place NW Atlanta, Georgia 30318 Phone : 404-607-1955 Url : http://www.talentzoo.com Job Posting Manual Posting	N	0
75	Tegna 8350 Broad Street Ste 2000 Tysons, Virginia 22102 Career Page Manual Posting	N	31
76	Texas Association of Broadcasters (TAB) 502 E. 11th St. STE 200 Austin, Texas 78701 Phone : 512-322-9944 Url : http://www.tab.org Email : jobs@tab.com Ana Romero	N	0

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77	Texas Department of Assistive & Rehabilitative Services 1919 North Loop West STE 330 Houston, Texas 77008 Phone : 713-802-3167 Randy Lewis Manual Posting	N	0
78	Texas Southern University 3100 Cleburne Ave. Houston, Texas 77004 Phone : 713-313-1852 T. Russell Manual Posting	N	0
79	Texas Workforce Commission - Houston 600 Jefferson Houston, Texas 77002 Phone : 713-590-2665 Email : houstonjobs@twc.state.tx.us D. Garcia	N	0
80	Texas Workforce Commission - Waller Office 40644 Highway 290 Business Waller, Texas 77484 Phone : 936-931-3987 Email : lashan.arceneaux@gmail.com LaShan Arceneaux	N	0
81	The Art Institute 4140 Southwest Freeway Houston, Texas 77027 Phone : 713-623-2040 Url : http://www.artinstitutes.edu/houston Email : mkrobinson@aai.edu Mary Kate Robinson	N	0
82	TV Jobs PO Box 4116 Oceanside, California 92502 Phone : 800-374-0119 Email : jobs@tvjobs.com Job Posting	N	0

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83	University of Houston 4800 Calhoun Houston, Texas 77004 Phone : 713-743-2255 Email : uhucs@central.uh.edu Job Posting	N	0
84	William Morris Agency 1325 Avenue of the Americas New York, New York 10019 Phone : 212-903-1100 Job Posting Manual Posting	N	0
85	Windsor Village United Methodist Church 6011 W. Orem Dr. Houston, Texas 77085 Phone : 713-723-8187 Url : http://www.kingdombuilders.com Email : jwhite@wvumc.com Kirbijon Caldwell	N	0
86	Women in Film & Television PO Box 981104 Houston, Texas 77098 Phone : 713-788-8075 Email : cynthia.neely7@gmail.com Cynthia Neely	N	0
87	Workforce Solutions - Downtown 600 Jefferson Houston, Texas 77002 Email : tammlyn.alexander@wrksolutions.com Tammlyn Alexander	N	0
88	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:			58

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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	4/12/2022	Provision of training to management	TEGNA's Leadership in Action Program focuses on leading from the middle, giving and practicing strategies to effectively manage direct reports, other managers and managing up. The program schedule consists of in-person and virtual sessions, which start 4/12/2022 and end 9/22/2022. Participants are in class for a total of 11 days and are expected to complete homework assignments.	1	Assistant News Director
2	4/20/2022	Participation in events or programs sponsored by educational institutions	On 4/20/2022 Sports Anchor and Reporter participated in Heritage Rose Elementary Career Day. Presenter spoke to students about the duties, responsibilities and skills required for an Anchor and Reporter. 150 students attended and had an opportunity for a Q&A.	1	Sports Anchor & Reporter
3	5/10/2022	Establishment of training programs for station personnel	From 5/10/2022 - 8/15/2022 Transforming Crime Reporting Into Public Safety Journalism Seminar was offered by Poynter's Center for Ethics and Leadership. This online seminar consisted of seven sessions, focusing on how to change reporting from sensational crime to resources on public safety journalism.	4	Digital Executive Producer Reporter Executive Producer Digital Executive Producer
4	5/20/2022	Participation in events or programs sponsored by educational institutions	On 5/20/2022 Meteorologist participated in Career Day at Baker Ripley Charter School. Students from PreK to 6th grade visited different companies at booths, which displayed pictures and objects pertaining to different professions. Approximately 390 students attended and spoke with industry representatives about career opportunities.	1	Meteorologist
5	5/20/2022	Participation in events or programs sponsored by educational institutions	On 5/20/2022 KHOU Meteorologist attended Northpointe Intermediate School Career Day. Meteorologist spoke to about 60 students about her job, including the responsibilities and skills required for that job.	1	Meteorologist

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6	5/23/2022	Participation in events or programs sponsored by educational institutions	On 5/23/2022 KHOU Reporter addressed about 24 students at Sugar Mill Elementary School Career Day about being a reporter at a news station and the required education and skills for this profession in broadcasting.	1	Reporter
7	6/2/2022	Establishment of training programs for station personnel	On 6/2/2022 members of digital teams across TEGNA participated in a virtual Writing Best Practices Training. This TEGNA-led session covered techniques of writing great headlines and good leads for stories to interest readers on social media platforms.	1	Digital Director
8	6/19/2022	Establishment of training programs for station personnel	On June 19 - 24, 2022 the National Press Photographers Association sponsored a News Video Workshop. This workshop teaches photojournalists from the basics to advanced techniques required to be better photojournalists. The photojournalists participate in assignments and have their work critiqued by leaders in video photojournalism. The result of the training has a direct impact on the quality of the stories shared with viewers.	3	Photojournalist Photojournalist Photojournalist
9	6/21/2022	Establishment of training programs for station personnel	On 6/21/2022 online training for how to cover tropical weather on all platforms was offered to the news team. Participants heard from digital directors, news directors and TEGNA Corporate about best practices in covering hurricanes.	2	Digital Director Assistant News Director
10	6/23/2022	Establishment of training programs for station personnel	Investigative Reporter and Editors (IRE) Conference was sponsored from June 23 - 26, 2022. IRE, a grass-roots nonprofit, is dedicated to providing training on techniques, tips and best practices for investigative journalists. Each participant attended multiple workshops focused on investigative reporting.	1	Investigative Reporter

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11	6/24/2022	Establishment of training programs for station personnel	On 6/24/2022 TEGNA launched a mandatory, company-wide Q2 cybersecurity training for all employees. The training focuses on social engineering, demonstrating manipulative practices used by cybercriminals to convince users to surrender confidential information or fall victim to phishing attacks. Participants learn that human awareness and action are the best ways to prevent cybercrimes.	173	All Employees
12	7/12/2022	Establishment of training programs for station personnel	7/12 - 7/14/2022 - New Account Executives attend Inside Out Training, TEGNA's onboarding training for all new sales professionals. Over the course of three days, topics covered include product intelligence and awareness, prospecting, presentations, building and closing the deal. Participants role play real scenarios for maximum learning.	1	Digital Account Manager
13	Ongoing Event	Establishment of training programs for station personnel	8/11/2022- 3/23/2023 - TEGNA News Leadership Forum is a virtual training which allows newroom participants the opportunity to meet and network with new and veteran leaders from around the company. Topics discussed include the "how to's " of being an effective leader; handling crucial conversations and ethical issues in the workplace; and being innovative. This forum continues in 2023.	1	Digital Executive Producer
14	9/8/2022	Provision of training to management	9/8 - 10/23/2022 - Frontline Leader Impact is a 6-week on-line leadership skills development course that balances learning with application. The course teaches self-awareness, learning agility, political savvy, motivating others, influencing outcomes and communication. The purpose is to make the participant a better leader to their direct reports and their organization.	1	Chief Photojournalist

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15	9/12/2022	Provision of training to management	Sept 12 - Nov 14, 22 The Center for Sales Strategy offered a session that covered topics including lead training for best practices in recruiting, developing, and growing employees. It was a mix of a simulation group activity and different training topics. This was a two hour weekly training session.	1	Digital Sales Manager
16	9/22/2022	Participation in events or programs sponsored by educational institutions	Alvin Community College offers a speaker series, which covers different topics including radio and TV broadcasting. The aim of the speaker series is to amp up the takeaway from students' college experience. The entire campus community is invited to attend. KHOU Anchor spoke about her educational background and career track in broadcast journalism. Presentation was followed by a Q&A.	1	Anchor
17	9/23/2022	Establishment of training programs for station personnel	On 9/23/2022 TEGNA launched a mandatory Q3 cybersecurity training across all stations. This Internet Security and You segment is intended to not only increase employee awareness of cybersecurity threats that can compromise the Company's data and networks, but how to safeguard against them as well.	173	All Employees
18	10/2/2022	Establishment of training programs for station personnel	10/2 - 10/7 National Press Photographers Advanced Storytelling Workshop was conducted to teach photojournalists and reporters to improve their presentations to viewers. This is a hands-on conference wherein participants get instant feedback on crafting video stories. Participants also interact with others in their field to exchange ideas, techniques and best practices.	2	Photojournalist Reporter
19	10/7/2022	Establishment of training programs for station personnel	Leaders at TEGNA stations participated in Election Coverage Best Practices Training and shared ideas. This training covers digital metrics on audience impact during election coverage.	1	Digital Director

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20	10/11/2022	Establishment of training programs for station personnel	Haymarket training was offered at KHOU to the digital team in anticipation of the election season. This training was to prepare stations for best digital practices for showcasing results and ancillary content across platforms. Heymarket is a tool used by newsrooms to allow users to text information to the station. Heymarket was a new vendor for the station group. The training covered how to set up keywords that people would text in, plus how to receive and assign different text messages from users.	2	Digital Director Digital Exec Producer
21	11/16/2022	Participation in events sponsored by organizations representing the community	Generation Texas Week is five days in November (14th - 18th) and focuses on empowering and educating students across Texas about career readiness, higher education, military and trade school opportunities. It creates an awareness for the future members of society about the wide range of jobs in our community. KHOU is recognized as the Education Station in Houston. Digital Anchor spoke to students about careers in broadcast media.	1	Digital Anchor
22	11/18/2022	Participation in events or programs sponsored by educational institutions	On 11/18/2022 professionals from different fields participated in the David Crocket Middle School Career Day. Speakers informed an audience of 500 students about relevant high school courses, activities, and/or volunteer efforts that would be applicable to their chosen field of study or career. KHOU Traffic Anchor spoke about her career path as a journalist in broadcast media.	1	Traffic Anchor
23	12/16/2022	Establishment of training programs for station personnel	Cybersecurity Training - All employees completed Q4 Secure TEGNA Cybersecurity Training online. This interactive course focused on how to prevent cybercrime by recognizing the difference between legitimate and fraudulent communications.	173	All Employees

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
24	1/21/2023	Establishment of training programs for station personnel	TEGNA launched a mandatory, company-wide Ethics Training program to increase employees' understanding of company policies around professional ethics and whistleblower legal protection. Training session also covered fair dealings and open competition, offering guidance on how to navigate complex situations.	173	All Employees
25	2/7/2023	Participation in events sponsored by organizations representing the community	On 2/7/2023 Traffic Anchor addressed 250 students at the Golfcrest Elementary School Career Day regarding job opportunities in media. Speaker talked about the responsibilities and skills required to be successful in broadcast journalism.	1	Traffic Anchor
26	2/13/2023	Participation in events sponsored by organizations representing the community	On 2/13/2023 African American professionals from across Houston spoke to 130 students about their careers at the Kipp Connect Primary Black Excellence Career Day. KHOU Senior Producer participated and talked about her position and different job professions in broadcasting.	1	Senior Producer
27	2/15/2023	Participation in events or programs sponsored by educational institutions	On 2/15/2023 Morning Meteorologist conducted a Weather/Climate presentation at Palmer Elementary for 125 students, who have been learning about weather tools, patterns, and conditions in their science classes. Meteorologist covered weather and climate change and how it relates to forecasting. Q&A session was held, addressing careers in meteorology and broadcasting.	1	Meteorologist
28	3/3/2023	Participation in events or programs sponsored by educational institutions	On 3/3/2023 KHOU Reporter addressed an audience of 24 students at Sugar Mill Elementary School Career Day. Reporter spoke about what it's like to be a reporter and what education and skills you need to become a journalist in broadcasting.	1	Reporter