

KPNX, KNAZ
EEO PUBLIC FILE REPORT
May 21, 2018 - May 20, 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
Community Relations Manager	1-5, 7, 9-11, 13, 16-18, 22, 24-28, 31, 34-36	34
Director of Creative Services	1-5, 7, 9-11, 13, 16-18, 22, 24-25, 27- 28, 32, 34-37	32
Marketing Solution Specialist	1-7, 9-11, 13, 16-18, 22, 24-25, 27-28, 34-37	6
Reporter/MSJ	1-5, 7, 9-11, 13, 16-18, 22, 24-25, 27- 29, 34-37	29
Reporter/MSJ	1-5, 7, 9-11, 13, 16-18, 22, 24-25, 27- 29, 34-37	34
Producer	1-5, 7, 9-11, 13, 16-18, 22-25, 27-28, 34-37	34
Integrated Account Executive	1-5, 7, 9-11, 13, 15-18, 22, 24-28, 34- 37	15
Integrated Account Executive	1-5, 7, 9-11, 13, 15-18, 22, 24-28, 34- 37	15
Broadcast Director	1-5, 7, 9-11, 13, 16-18, 22, 24-29, 34- 35, 37	34
Broadcast Director	1-5, 7, 9-11, 13, 16-18, 22, 24-29, 34- 35, 37	29
Broadcast Director	1-5, 7, 9-11, 13, 16-18, 22, 24-29, 34- 35, 37	34
Digital Content Producer	1-5, 7, 9-11, 13, 16-18, 22-28, 34-37	23
Manager of Technology and Operations	1-5, 7, 9-11, 13, 15-18, 20, 22, 24-27, 34-37	15
Photographer	1-5, 7, 9-11, 13, 16-18, 22, 24-28, 34- 37	34
Photographer	1-5, 7, 9-11, 13, 16-18, 22, 24-28, 34- 37	34
Photographer	1-5, 7, 9-11, 13, 16-18, 22, 24-28, 34- 37	34
Video Editor/Photographer	1-5, 7, 9-11, 13, 16-18, 22, 24-28, 32, 34-37	32
Community Engagement Manager	1-5, 7, 9-11, 13, 16-18, 22, 24-28, 32, 34-37	32
Integrated Account Executive	1-5, 7, 9-11, 13, 16-18, 21-22, 24-28, 34-37	34
Broadcast IT Technician	1-5, 7, 9-11, 13, 16-18, 22, 24-28, 32, 34-37	32
Weekend Evening Anchor/Reporter/MSJ	1-5, 7, 9-11, 13-18, 22, 24-28, 34-35, 37	14

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Chief Photographer-EP of Visual Multi-Media	1-5, 7, 9-13, 15-18, 22, 24-28, 32, 34-35, 37	15
Photographer/Off-Air MSJ	1-5, 7, 9-11, 13, 15-18, 22, 24-28, 32-35, 37	32
Integrated Account Executive	1-5, 7, 9-11, 13, 16-19, 22, 24-28, 34-35, 37	19
Broadcast Director	1-5, 7, 9-11, 13, 16-18, 22, 24-28, 30, 34-35, 37	30
Broadcast Director	1-5, 7, 9-11, 13, 16-18, 22, 24-28, 30, 34-35, 37	34
Multi-Platform Assignment Editor/News Booker	1-5, 7, 9-11, 13, 16-18, 22, 24-28, 34-35, 37	34
Digital Content Producer	1-5, 7-11, 13, 15-18, 22, 24-27, 34-35, 37	34
Weekend Anchor/Reporter/Multi-Skilled Journalist -	1-5, 7, 9-11, 13, 16-18, 22, 24-28, 34-35, 37	34
News Producer - 6002	1-5, 7, 9-11, 13, 16-18, 22, 24-28, 34-35, 37	34

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Arizona Hispanic Chamber of Commerce 255 E Osborn Road #201 Phoenix, Arizona Phone : 602-294-6086 Url : http://www.azhcc.com/contact_us.php Email : josepho@azhcc.com Fax : 1-602-279-8900 Joseph Ortiz	N	0
2	Arizona State University POB 871312, Student Services Bldg. #329 Tempe, Arizona Phone : 480-965-5112 Url : http://career.asu.edu Email : careerservices@asu.edu Career Services	N	1
3	Arizona State University Cronkite Alumni - Walter Cronkite School of Journalism and Mass Comm. Stauffer Hall A 231, P.O. Box 871305 Tempe, Arizona Phone : 480.965.5011 Email : mike.wong@asu.edu Mike Wong	N	0
4	Arizona's Broadcasters Association 426 N 44th St Ste 310 Phoenix, Arizona Jennifer Latko Manual Posting	N	0
5	Broadbean Network 200 N LaSalle St STE 1100 Chicago, Illinois Career Services Manual Posting	N	0
6	Call In	N	1
7	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	4
8	Career Fair	N	1

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	CCNMA: Latino Journalists of California ASU Walter Cronkite School of Journalism 725 Arizona Avenue, Suite 206 Santa Monica, California 90401-1734 Phone : 424-229-9482 Url : www.ccnma.org Email : cnmainfo@ccnma.org Fax : 1-424-229-9486 Syliva Wells	N	0
10	Chicanos Por La Causa (CPLC) 1112 E. Buckeye Road Phoenix, Arizona Phone : Blanca Nunez Url : blanca.nunez@ctlc.org Email : cplc.staffing@cplc.org Pete Garcia	N	0
11	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
12	Current Employee	N	1
13	Department of Economic Security - North Phoenix Job Service 9801 North 7th Street Phoenix, Arizona Phone : 602-861-0208 Email : lberry@azdes.gov Fax : 1-602-678-1865 Shawn Berry	N	0
14	E-mail Inquiry	N	3
15	Employee Referral	N	10
16	Glassdoor.com 100 Shoreline Hwy Mill Valley, California Career Services Manual Posting	N	0

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17	Governor's Office of Equal Opportunity 1700 W. Washington St #156 Phoenix, Arizona Email : barry.wong@azdoa.gov Fax : 1-602-542-3712 Barry Wong	N	0
18	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : www.vault.com. Email : slizik@602communications.com Career Services	N	0
19	Indeed.com	N	1
20	Internal Candidate	N	3
21	Internal Transfer/Promotion	N	1
22	JuJu 151 First Ave Ste 19 New York, New York Career Services Manual Posting	N	0
23	Linked In	N	3
24	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
25	National Academy of TV Arts & Sciences (NATAS) 1101 E Monte Cristo Phoenix, Arizona Url : www.emmyonline.org Email : emmysuncst@aol.com Fax : 1-623-872-8308 Patti -	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
26	National Association for the Advancement of Colored People (NAACP) 1818 S. 16th Street Phoenix, Arizona Phone : 602-252-4064 Email : Tillmannaacp@aol.com Fax : 1-602-252-2954 Oscar Tillman	N	0
27	National Association of Broadcasters (NAB) 1771 N. Street N.W. Washington, District of Columbia 20001 Phone : 202-429-5406 Email : nab@nab.org Fax : 1-202-429-5406 Alex Hitz-Sanchez	N	0
28	Northern Arizona University Off Campus Employment P.O. Box 5664 Flagstaff, Arizona Phone : 928-523-6046 Url : nau.edu/gatewayconnects Email : sonia.gonzalez@nau.edu Fax : 1-928-523-1117 Sonia Gonzalez	N	0
29	Not Available	N	2
30	Other Source	N	1
31	Phoenix Indian Center, Inc. 4520 N. Central Avenue Suite #250 Phoenix, Arizona 85012 Phone : 602-264-6768 Url : www.phxindcenter.org Email : bdeweaver@phxindcenter.org Bonnie DeWeaver	N	0
32	Station Website	N	14
33	Station Website Posting (One or More SEU Stations)	N	1
34	TEGNA Careers Page 7950 Jones Branch Dr McLean, Virginia Janae Barker Manual Posting	N	29

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35	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0
36	Valle Del Sol 3807 North 7th Street Phoenix, Arizona Phone : 602-258-6797 Url : www.valledelsol.com Email : reneec@valledelsol.com Fax : 1-602-258-1134 Renee Carlini	N	0
37	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			76

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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	6/4/2018	Provision of training to personnel of unaffiliated non-profit organizations	Two Investigative Reporters attended the IRE Conference, Investigative Reporters and Editors Conference which is a grassroots nonprofit conference dedicated to improving the quality of investigative reporting.	2	Reporter Reporter
2	6/12/2018	Establishment of training programs for station personnel	Social Media and Content Summit is a TEGNA sponsored event that brings together a wide variety of executive-level employees from different market sizes to brainstorm on ways to evolve our content across all TEGNA stations.	4	President & GM News Director Marketing Director Digital Director
3	6/12/2018	Establishment of training programs for station personnel	The station sent four New Account Executives to attend Inside Out training. This training is a part of TEGNA onboarding training for all new sales professionals. Over three days, topics covered include product intelligence and awareness, prospecting, presentations, building a proposal, and closing the deal. Participants role play real scenarios for maximum learning.	4	Account Executive Account Executive Account Executive Account Executive
4	7/18/2018	Participation in events sponsored by community groups	The annual National Association of Hispanic Journalist Conference was in Miami, Fl. to recruit diverse candidates for opportunities with KPNX & TEGNA.	1	Assistant News Director
5	7/24/2018	Establishment of training programs for station personnel	EAS Compliance Training was held on site for All employees from NEWS, Digital, Marketing, Master Control, Programming, Promotional, Sales, Technical, and Ops completed annual compliance training.	80	All Staff
6	8/13/2018	Provision of training to personnel of unaffiliated non-profit organizations	TEGNA updated the Principles and Ethical Journalism & Social Media policies to match the Company's guiding principles including truth, independence, public interest, fair play, and integrity. The training was provided and targeted to all staff that contributed in any way to a TV or digital news or entertainment product.	60	All Newsroom Staff

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7	8/13/2018	Establishment of an intern program designed to assist members of the community	Internships - KPNX has actively participated in the intern program year-round. KPNX-TV actively recruits students attending accredited colleges and universities. Our program offers the student/interns active participation in a professional broadcast setting. The intern experiences the live work environment gaining real-world, hands-on experience that can't be obtained in the classroom. These paid interns also earn academic credit for their participation in the program. Internships primarily support news and marketing but can touch other departments as well. During the reporting period, we hired 3 and trained 21 intern(s) for three-month assignments.	4	Assistant News Director Executive Producer Executive Producer Editor
8	10/17/2018	Participation in scholarship programs	Through KPNX, the TEGNA Foundation, contributed \$10,000 to the Walter Cronkite School of Broadcasting and Journalism at Arizona State University Awards Luncheon which was held in the fall. Scholarships fund high achieving, under-served students at ASU's School of Journalism.	4	GM News Director Anchor Anchor
9	10/23/2018	Establishment of a mentoring program	Our Certified Drone Specialist provided training nine employees in the 2018/2019 year. Currently, we have three pilots, and seven visuals observers we taught.	9	Photog team
10	11/8/2018	Participation in events or programs sponsored by educational institutions	Through KPNX, the TEGNA Foundation, contributed \$15,000 in support of the Andy Harvey native American Broadcast Workshop. NAU continues to commit its staff and facilities to develop the next generation of Native American Journalists.	2	GM & President News Director
11	11/13/2018	Establishment of training programs for station personnel	KPNX's Extended Management team attended a Franklin Covey offsite training session designed to address the organizational culture around trust and creating a winning culture.	25	All Management Team

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12	12/12/2018	Establishment of training programs for station personnel	Seller Inside Out Training. New Account Executives attend Inside Out training. This training is a part of TEGNA on-boarding training for all new sales professionals. Over three days, topics covered include product intelligence and awareness, prospecting, presentations, building a proposal, and closing the deal. Participants role play real scenarios for maximum learning.	4	Account Executive Account Executive Account Executive Account Executive
13	2/4/2019	Establishment of a mentoring program	Station updated the KPNX studio with new robotics, and the Sony vendor trained all newsroom and operations employees on new equipment.	25	Newsroom Staff
14	2/25/2019	Establishment of training programs for station personnel	A training Summit to bring Sales Leaders together to address and share best practices and the Corporate vision and direction on achieving sales goals.	2	GM Director of Sales
15	3/16/2019	Provision of training to management	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 contributes in any way to a TV or digital news or entertainment product.	60	All Newsroom Staff
16	3/18/2019	Establishment of a mentoring program	Sales Leaders attend Inside Out training. This training is a part of TEGNA on-boarding training for all new sales leaders. Over 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.	1	Local Sales Manager
17	4/4/2019	Participation in events or programs sponsored by educational institutions	In conjunction with the ABA and Cronkite School of Journalism at ASU to offer graduating students with mock interviews, input on resumes, information on job opportunities in the field of journalism with TEGNA and insightful tips on how to transition into the world of work.	2	HRBP Assistant News Director

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18	4/4/2019	Participation in events or programs sponsored by educational institutions	HRBP, participated in a career fair for students at ASU downtown campus to answer questions and offered insight on how best to pursue opportunities in Journalism after graduation.	1	HRBP
19	4/10/2019	Provision of training to management	HRBP attends ongoing HR calls, and TEGNA Labor Relations calls provided monthly webinar training sessions for the HRBP to remain informed of current and changing employment laws. Best practices are discussed on various HR related topics with hiring managers and Executive team members.	1	HRBP