

**KPNX, KNAZ**  
**EEO PUBLIC FILE REPORT**  
**May 21, 2019 - May 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
Digital Video Producer	3-5, 8, 10-11, 14, 19-20, 29, 34, 36-37	34
Photographer	2-6, 8, 10-12, 14-15, 18-20, 22, 24-27, 29, 34-37	34
Creative Services Senior Producer	2-6, 8, 10-12, 14, 18-20, 22, 24-27, 29- 30, 34-37	30
Photographer/Off-Air MSJ	2-8, 10-12, 14, 16, 18-22, 24-27, 29, 32 -35, 37	34
Integrated Account Executive	2-6, 8, 10-14, 16, 18-22, 24-29, 34-35, 37	16
Integrated Account Executive	2-6, 8, 10-14, 16, 18-22, 24-29, 34-35, 37	28
Integrated Account Executive	2-6, 8, 10-14, 16, 18-22, 24-29, 34-35, 37	28
Integrated Account Executive	2-6, 8, 10-14, 16, 18-22, 24-29, 34-35, 37	16
Weekend Anchor/Reporter/MSJ	2-6, 8, 10-12, 14-16, 18-20, 22, 24-27, 29, 31, 34-35, 37	31
Digital Content Producer	2-6, 8-12, 14, 16, 18-20, 22, 24-27, 34- 35, 37	34
Producer	8, 15, 34	34
Account Manager	2-6, 8, 10-12, 14, 16, 18-20, 22, 24-27, 34-35, 37	16
Creative Services Manager	2-6, 8, 10-12, 14, 18-20, 22, 24-27, 34- 35, 37	34
Director of Digital Content	2-6, 8, 10-12, 14, 18-20, 22-27, 29-30, 34-35, 37	34
Reporter/MSJ	1-6, 8, 10-12, 14-16, 18-20, 22, 24-27, 29, 31-32, 34-35, 37	31
Reporter/MSJ	1-6, 8, 10-12, 14-16, 18-20, 22, 24-27, 29, 31-32, 34-35, 37	31
Major Accounts/Regional AE-KPNX - 7472	2-6, 8, 10-12, 14, 16, 18-20, 22, 24-27, 29, 34-35, 37	16
Producer	2-6, 8, 10-12, 14-16, 18-20, 22-27, 29, 34-35, 37	15
Producer	2-6, 8, 10-12, 14-16, 18-20, 22-27, 29, 34-35, 37	23
Broadcast Director	2-6, 8, 10-12, 14, 18-22, 24-27, 29, 34- 35, 37	21
Broadcast /IT Engineer	2-6, 8, 10-12, 14, 18-20, 22-27, 29, 34- 35, 37	23

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Assignment Editor	2-6, 8, 10-12, 14-20, 22, 24-27, 29, 34-35, 37	16
Marketing Solution Specialist - 007764	2-6, 8, 10-12, 14, 16, 18-20, 22, 24-27, 29, 34-35, 37	16
Marketing Producer	8, 34	34
Weekend Meteorologist/Reporter/Multi-Skilled Journ	1-6, 8, 10-12, 14, 16, 18-20, 22, 25-27, 29, 34-35, 37	1
Photojournalist	1-6, 8, 10-12, 14-16, 18-20, 22-27, 29, 34-37	16
Integrated Account Executive	2-6, 8, 10-12, 14, 18-19, 22, 24-29, 31, 34-35, 37	31
Senior Social Content Producer	2-6, 8, 10-12, 14, 16, 18-19, 21-22, 24-27, 29, 31, 34-35, 37	21
Senior Social Content Producer	2-6, 8, 10-12, 14, 16, 18-19, 21-22, 24-27, 29, 31, 34-35, 37	31
Sports Anchor	2-6, 8, 10-12, 14-15, 18-19, 22, 24-27, 29, 31, 34-35, 37	31

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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	Agency Referral	N	6
2	Arizona Hispanic Chamber of Commerce 255 E Osborn Road #201 Phoenix, Arizona Phone : 602-294-6086 Url : <a href="http://www.azhcc.com/contact_us.php">http://www.azhcc.com/contact_us.php</a> Email : josepho@azhcc.com Fax : 1-602-279-8900 Joseph Ortiz	N	0
3	Arizona State University POB 871312, Student Services Bldg. #329 Tempe, Arizona Phone : 480-965-5112 Url : <a href="http://career.asu.edu">http://career.asu.edu</a> Email : careerservices@asu.edu Career Services	N	0
4	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
5	Arizona's Broadcasters Association 426 N 44th St Ste 310 Phoenix, Arizona Jennifer Latko Manual Posting	N	0
6	Broadbean Network 200 N LasSalle St STE 1100 Chicago, Illinois Career Services Manual Posting	N	0
7	Call In	N	1
8	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	17
9	Career Fair	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
10	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 : ccnmainfo@ccnma.org Fax : 1-424-229-9486 Syliva Wells	N	0
11	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
12	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
13	Consultant Referral	N	1
14	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
15	E-mail Inquiry	N	16
16	Employee Referral	N	36
17	Former Employee	N	1
18	Glassdoor.com 100 Shoreline Hwy Mill Valley, California Career Services Manual Posting	N	0

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19	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
20	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
21	Indeed.com	N	4
22	JuJu 151 First Ave Ste 19 New York, New York Career Services Manual Posting	N	0
23	Linked In	N	8
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
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

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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	Non-Employee Referral	N	6
29	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
30	Other Source	N	2
31	Re-hire	N	6
32	Station Website	N	5
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	36
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

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37	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>147</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	6/10/2019	Sponsorship of events in the community designed to increase public awareness	KPNX partnered with the ASU Walter Cronkite School of Journalism, and the International Students and Scholars Center (ISSC) on event designed explicitly for international sponsored students exploring careers in journalism.  KPNX hosted a Station tour for the Cronkite International Students, including a Q & A session.	1	Assistant News Director
2	6/10/2019	Participation in events sponsored by community groups	KPNX, in partnership with the ASU Cronkite School of Journalism, hosted a station tour and Q&A session for 10 ASU- Cronkite Humphrey Fellows.	1	Assistant News Director
3	6/18/2019	Establishment of training programs for station personnel	News, Digital, Marketing Directors and General Managers attended the TEGNA HQ Content Summit. Over four days, leaders focused on new ways to examine and transform content, shared transformation journeys and best practices across all platforms, trained on ethics and social media policies, and capitalized on networking and recruitment opportunities.	3	News Director GM & President Director of Technology
4	6/25/2019	Participation in other activities designed by the station employment unit	KPNX Meteorologist facilitated a station tour with a community agency and discussed what it's like to work the field of broadcast and media.	1	Meteorologist
5	8/12/2019	Establishment of an intern program designed to assist members of the community	KPNX actively participated in the year-round intern program recruiting students attending accredited colleges and universities. Our program offered 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 are paid interns that also earn academic credit for their participation in the program. Internships primarily support news, sports, and marketing and are exposed to other departments too.	4	Executive Producer Assistant News Director Director of Content Executive Producer



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6	11/4/2019	Participation in other activities designed by the station employment unit	In partnership with ASU - Walter Cronkite School of Journalism, KPNX was a co-sponsor of this annual event honoring students and leaders in the field of journalism. NBC's: Lester Holt was the keynote speaker.  The station provided a studio tour, and Lester spoke to the KPNX employees, offered encouragement, and he shared thoughts on trends and changes happening in the field of journalism.	25	Anchor Anchor President & GM MSJ
7	11/12/2019	Establishment of training programs for station personnel	Sales Inside Out Training - New Account Executives attended Inside Out training. This training is a part of TEGNA's on-boarding 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
8	11/18/2019	Participation in other activities designed by the station employment unit	KPNX and the ASU School of Journalism, hosted 15 aspiring journalism students for a studio tour, meet and greet, and a Q&A session on working in the field of journalism.	5	Anchor Assignment Manager Reporter Executive Producer
9	11/22/2019	Establishment of training programs for station personnel	Leadership Development Program (LDP). LDP is for our high-performing leaders with the aspiration and ability to become a Director in TEGNA. The program was six months in duration and involved a combination of virtual and in-person sessions in preparation for promotional opportunities within TEGNA.	2	Local Sales Manager Digital Manager
10	12/2/2019	Establishment of an intern program designed to assist members of the community	KPNX Anchor was the host for a studio station tour with local businesses and facilitated a Q&A session on working in the field of broadcast and media.	2	Anchor Executive Producer
11	1/9/2020	Establishment of training programs for station personnel	KPNX, in partnership with Franklin Covey, held a workshop on "Creating A Winning Culture." This workshop was focused on self-awareness, building trust levels with yourself, your team, and others in the organization.	15	Extended Leadership Members

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12	3/2/2020	Participation in events or programs sponsored by educational institutions	Representatives from KPNX participated in a reading Across America event with the 3rd and 4th graders at Eagle Prep Elementary school. Students asked questions and learned about working in television.	1	Meteorologist
13	3/10/2020	Establishment of training programs for station personnel	KPNX Sports Anchor participated as an instructor for a day at a local university and discussed industry trends and career opportunities with a group of aspiring journalist students.	2	Sports Anchor Executive Producer
14	4/20/2020	Establishment of training programs for station personnel	Integrity is a core value at TEGNA. All newsroom employees completed Conflicts of Interest and Protecting Company Interest training.	50	All Newsroom Staff
15	5/4/2020	Establishment of training programs for station personnel	KPNX, in partnership with Franklin Covey, hosted a Leading through Change, Transferring Fear into Engagement webinar training session for the leadership team.	30	GM & President Director One Content Director of Sales Director of Marketing and Brand