

KCEN-TV, KAGS-TV
EEO PUBLIC FILE REPORT
March 22, 2023 - March 21, 2024

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
Editor/Digital Content Producer - 13950	1-2, 7-8, 10-17, 20-21, 23	15
Meteorologist - 13980	1-2, 8, 11-17, 20-21, 23	20
Creative Producer - 13991	1-2, 8, 11-17, 20-21, 23	20
Producer (2)-14079	1-2, 6, 8, 11-17, 20-21, 23	20
Producer (2)-14079	1-2, 6, 8, 11-17, 20-21, 23	20
Director of Sales - 014263	1-3, 5-6, 8, 12, 14, 16-17, 20-23	3
Chief Meteorologist-14310	1-2, 4-6, 8-9, 11-14, 16-18, 20-23	4
Digital Content Producer - 014377	1-2, 5-6, 8, 10-14, 17, 20-23	20
Multi-Skilled Journalist - 014378	1, 11-14, 16, 18, 20, 22-23	20
Broadcast Engineer - 014565	1-2, 5-6, 8-18, 20-23	10
Account Executive - 014650	1-2, 5-6, 8-17, 20-23	20
Multiskilled Journalist - 014655	1-3, 5-6, 8-9, 11-14, 16-17, 20-23	3
Meteorologist - 014714	1-2, 5-6, 8-14, 16-23	10
Account Manager - 15203	1-2, 5-6, 8, 11-14, 16-17, 20-23	20
Account Executive - 15209	1-2, 5-6, 8, 12, 14, 16-18, 20-23	20
Exec Producer - 15516	1-2, 4-6, 8, 12, 14, 16-17, 20-23	4

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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	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
2	Connecticut School of Broadcasting 9600 Great Hills Trl Ste 200E Austin, Texas 78759 Phone : 512-340-1420 Email : csbaustin@gocsb.com Randy Ahrens	N	0
3	Current Employee - Transfer/Promotion	N	2
4	Current Employee/Internal Promotion	N	2
5	Dallas Black Chamber of Commerce 2838 MLK Jr Blvd Dallas, Texas 75215 Phone : 214-421-5200 Email : tsolomon@dbcc.org Fax : 1-214-421-5510 Reginald Gates	N	0
6	Fort Hood Army Career & Alumni Program TJ Mills Blvd & Battalion Ave Bldg 18010, Rm B308, 3rd Floor Fort Hood, Texas 76544 Phone : 254-553-9436 Email : jerry.a.hernandez2.civ@army.mil Fax : 1-254-553-9439 Jerry Hernandez	N	0
7	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94965 Phone : 800-918-3229 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
8	Houston NAACP 2002 Wheeler St Houston, Texas 77004 Phone : 713-526-3389 Url : http://www.naacphouston.org/ Email : yolanda@naacphouston.org Fax : 1-713-630-2699 Yolanda Smith	N	0
9	Indeed.com 470 West Ave Ste 2002 Stamford, Connecticut Phone : 203-564-2418 Job Listings Manual Posting	N	0
10	Indeed.com	N	6
11	KAGS On-Air Promos 2800 S Texas Ave Ste 110 Bryan, Texas 77802 Phone : 254-859-5481 Job Listings Manual Posting	N	0
12	KAGS Website 2800 S Texas Ave Ste 110 Bryan, Texas 77802 Phone : 254-859-5481 Job Listings Manual Posting	N	0
13	KCEN On-Air Promos 314 S Interstate 35 Eddy, Texas 76524 Phone : 254-859-5481 Job Listings Manual Posting	N	0
14	KCEN Website 314 S Interstate 35 Eddy, Texas 76524 Phone : 254-859-5481 Job Listings Manual Posting	N	0
15	Linked In	N	8

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	LinkedIn.com 2029 Stierlin Ct Mountain View, California 94043 Phone : 650-687-3555 Job Listings Manual Posting	N	0
17	LULAC Central Texas 102 E Central Ave Temple, Texas 76501 Phone : 254-931-0826 Email : tacomart49@yahoo.com David Martinez	N	0
18	MyJobHelper.com 33 Irving Place FL3 New York, New York 10003 Job Listings Manual Posting	N	0
19	Self Referral	N	1
20	TEGNA Careers 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 703-854-6089 Job Listings Manual Posting	N	44
21	Temple NAACP P.O. Box 157 Temple, Texas 76503 Phone : 254-778-2909 Email : vleak97177@aol.com William Leak	N	0
22	Workforce Solutions of Central Texas 201 Santa Fe Way Temple, Texas 76501 Phone : 254-742-4596 Url : https://workforcesolutionsctx.com Email : Michelle.stanfield@workforcesolutionsctx.com Michelle Stanfield	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
23	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			63

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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	3/24/2023	Establishment of training programs for station personnel	Find the Phish - Quarterly TEGNA Cyber Security Training to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on phishing and email safety.	53	All employees
2	4/22/2023	Participation in events sponsored by organizations representing the community	The Station Employment Unit participated in the Bell County Heart Ball in Temple, TX benefiting the American Heart Association. The AHA has been fighting heart disease and stroke and helping families and communities thrive. Station participants included two evening Anchors who spoke at the event and were available to answer questions about the station and community outreach efforts.	3	Marketing Director Anchor Anchor
3	4/27/2023	Participation in events sponsored by organizations representing the community	The Station Employment Unit participated in the Temple Children's Museum Fundraiser in Temple, TX. The museums goal is to spark curiosity through hand-on learning. Station participants included two evening anchors who spoke at the event about the station and current outreach activities.	2	Anchor Anchor
4	5/4/2023	Participation in events sponsored by organizations representing the community	The Station Employment Unit participated in the Governor's Small Business Summit in Temple, TX. The event honored Texas Small Businesses and Entrepreneurs and focused on topics such as Marketing, E-Commerce, Finance, Cyber Security, and Workforce Development. Station participants included an Anchor who spoke to attendees about the station, the broadcasting business, and careers in the field.	1	Anchor

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5	5/6/2023	Participation in scholarship programs	The Station Employment Unit participated in the Temple College Kentucky Derby fundraiser Race for a Cause in Temple, TX. The event benefitted the Temple College Foundation for their scholarship program. The station also established and named a "Six News Scholarship" for students who have expressed an interest in mass media. Station participants included the General Manager, the Marketing Director, and three Account Executives who spoke to participants about the station and careers in broadcasting.	5	General Manager Marketing Director Account Executives (3)
6	5/13/2023	Participation in events sponsored by organizations representing the community	The Station Employment Unit participated in the Draughon-Miller 75th Anniversary Airshow hosted by the City of Temple in Temple, TX. Station participants included a Reporter that spoke to attendees and was available to answer questions about the station, careers in broadcasting, and other outreach activities.	1	Multi-Skilled Journalist
7	6/8/2023	Establishment of training programs for station personnel	The Station Employment Unit conducted a class on Closed Captioning Quality Reporting. Station participants included The Director of Technology as the presenter and all station Production employees. The training covered how to utilize monitoring and compliance tools to review airchecks of newscasts and document quality standards reporting of closed captioning to be in compliance with TEGNA and the FCC rules.	9	Director of Technology Production Employees (9)
8	6/20/2023	Establishment of training programs for station personnel	The Station Employment Unit presented Cyber Security training to station News and Production staff on how to reimage a PC in the event of an cyber attack as per TEGNA standards. Station Engineer presented the training and topics included the reimage process, installing software, and best practices and procedures related to getting the station in working order.	14	Engineer Station Manager News Staff (8) Production Staff (4)

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9	7/14/2023	Establishment of training programs for station personnel	Reporting Security Incidents - Quarterly TEGNA Cyber Security Training to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on reporting suspicious emails, texts and phone calls.	57	All employees
10	7/15/2023	Participation in events sponsored by organizations representing the community	The Station Employment Unit participated in The Hispanic Forum Annual Scholarship Gala in Bryan, TX. The Hispanic Forum is a community-awareness and scholarship producing organization. Station participants included the Station Manager and three Account Executive who spoke to attendees about the station, community outreach, and careers in broadcasting.	4	Station Manager Account Executive Account Executive Account Executive
11	8/19/2023	Participation in events or programs sponsored by educational institutions	The Station Employment Unit participated in the Bryan Independent School District Education Foundation Hometown Reunion event that benefits Bryan ISD educators. The Bryan ISD Education Foundation is an organization that raises financial resources to elevate student achievement and support educators across the district. Station participants included an Account Executive who spoke to attendees about the station and careers in broadcasting.	1	Account Executive
12	9/11/2023	Participation in events sponsored by organizations representing the community	The Station Employment Unit participated in the Bryan/College Station Habitat for Humanity "Tees for Keys" event in Bryan, TX. This annual event served to fund their mission of building safe, decent and affordable housing in the community. The Station Manager, one Multi-Skilled Journalist, and one Meteorologist participated in the event and spoke to attendees about the station, their career path, and community outreach.	3	Station Manager MSJ Meteorologist

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13	9/29/2023	Establishment of training programs for station personnel	The 4 P's of Vishing - Quarterly TEGNA Cyber Security Training to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on recognizing and addressing security attacks via phone calls or voice messages purporting to be from reputable companies to obtain personal information.	60	All employees
14	10/24/2023	Participation in events sponsored by organizations representing the community	The Station Employment Unit participated in the Mexia Chamber of Commerce Annual Awards Banquet. Station participants included one Evening Anchor who was nominated for a Community Civic Award and spoke at the event about the station and her career in broadcasting. She also spoke to attendees about local volunteer efforts as well and community outreach.	1	Evening Anchor
15	11/6/2023	Participation in events sponsored by organizations representing the community	The Station Employment Unit participated in the Bell County Water Symposium Managing water while the area is under a constant state of drought was the theme for the 22nd annual Bell County Water Symposium. An Evening Anchor spoke at the event and also spoke to attendees about the issue affecting everyone, the station, and community outreach efforts.	1	Evening Anchor
16	11/8/2023	Establishment of training programs for station personnel	The Station Employment Unit conducted "Win the Day" and "Writing for Digital" training to News talent and staff. The training was presented by a TEGNA Regional Digital Director. Participants included the Digital Director and Assistant News Director along with other news personnel. Topics included best digital practices and how to write for digital.	11	Digital Director Asst. News Director News Staff (9)

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17	12/8/2023	Establishment of training programs for station personnel	The Station Employment Unit participated in a Social Media Snapshot training, presented by the Digital Director for the station. Station participants included News Talent. Topics discussed were how they can build their brand on social media platforms and social media do's and don'ts. Data and research of current consumer behaviors were also presented to assist in personal and TEGNA goals.	12	Digital Director News Staff (11)
18	12/9/2023	Participation in events sponsored by organizations representing the community	The Station Employment Unit participated in The Junior League of Bryan-College Station Charity Ball. The event was a fundraiser to support their local community signature projects, community grants program, and college scholarships. Station participants included the Assistant News Director who spoke to attendees about the station, careers in broadcasting, and community outreach efforts.	1	Asst. News Director
19	12/15/2023	Establishment of training programs for station personnel	All KCEN KAGS employees were required to complete TEGNA's Q4 Secure Training by December 15, 2023. Let's Have a Cyber Safe Holiday - Training to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on phishing and online shopping safety.	60	All employees
20	1/17/2024	Establishment of training programs for station personnel	2024 TEGNA Ethics Training: Conflicts of Interest, an online course that demonstrates how a person's private interest may interfere with the interests of TEGNA and how to avoid these situations.	61	All employees
21	1/25/2024	Establishment of training programs for station personnel	TEGNA Group Human Resources Director provided a training on TEGNA's Annual Review process, how to write an effective performance review and answered employee questions.	4	News Director Director of Sales Head of Technology Director of Digital

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22	2/1/2024	Participation in events or programs sponsored by educational institutions	The Station Employment Unit spoke to a Media Business class at Baylor University in Waco, TX. Station participants included an Account Manager who discussed his career and role at the station, the advertising process in today's digital landscape, who owns local stations, and how advertisers can reach people through digital advertising.	1	Account Manager
23	2/7/2024	Establishment of training programs for station personnel	On October 24, 2023 & February 7, 2024, the SEU participated in the Television Bureau of Advertising (TVB) "AE Sales Training". Two Account Executive's completed the on-line course and topics included: making effective sales presentations and other sales strategies, understanding client needs, prospecting, closing the sale, and commercial script writing.	2	Account Executive Account Executive
24	2/19/2024	Participation in events sponsored by organizations representing the community	The Station Employment Unit participated in the Center for Chamber of Commerce Excellence state conference held at Texas A&M in College Station, TX. The Station Manager spoke at the event including how Chamber public service announcements can run on television and in the digital space in today's media landscape. He also spoke to attendees and answered questions about the station, his career, and jobs in broadcasting.	1	Station Manager
25	2/27/2024	Participation in Job Fairs	The Station Employment Unit participated in the Helping Youth Prepare for Employment (HYPE) Career Expo. HYPE Expo is a career exploration event for high school juniors and seniors in the Brazos Valley Region. High school students get the opportunity to explore a variety of local and education opportunities that are available. Station participants included the Station Manager and the Assistant News Director who spoke to attendees about the station and careers in broadcasting.	2	Station Manager Asst. News Director