

**KVUE-TV**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2023 - March 20, 2024**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
News Director - 13886	2, 4, 11-12, 16, 19, 22, 27, 32, 39	22
Director - 014178	2-5, 9, 11-12, 16-17, 22, 27, 32, 38-39	5
Account Manager - 14195	2, 4, 11, 16, 22, 27, 32, 39	22
Account Executive - 14325	2, 4, 12, 16, 19, 22, 27, 32, 39	22
Account Executive - 14325	2, 4, 12, 16, 19, 22, 27, 32, 39	22
Producer - 14508	2, 5, 16, 19, 22, 27, 32, 39	5
Multiskilled Journalist - 14522	1-3, 5, 7-9, 11, 13-37, 39	5
Producer - 14576	2, 5-6, 10, 16, 19, 22, 27, 32, 39	5
Producer - 14576	2, 5-6, 10, 16, 19, 22, 27, 32, 39	6
Photojournalist-14663	2, 11-12, 16, 19, 22, 27, 32, 39	12
Account Manager - 14717	2, 12, 16, 19, 22, 27, 32, 39	22
Broadcast Dir Supv - 14710	2, 6, 16-17, 19, 22, 27, 32, 39	6
Editor - 14709	2, 12, 16, 19, 22, 27, 32, 39	22
Broadcast Director - 014805	2, 6, 9, 11-12, 16, 19, 22, 27, 32, 39	2
Broadcast Director - 014805	2, 6, 9, 11-12, 16, 19, 22, 27, 32, 39	6
Broadcast Director - 014805	2, 6, 9, 11-12, 16, 19, 22, 27, 32, 39	22
Marketing Producer - 14938	2, 6, 12, 16, 19, 22, 27, 32, 39	2
Marketing Producer - 14938	2, 6, 12, 16, 19, 22, 27, 32, 39	6
Editor - 15056	2, 9, 11-12, 16, 19, 22, 27, 32, 39	22
Producer - 15132	2, 9, 11-12, 16, 19, 22, 27, 32, 39	12
Photojournalist-15221	2, 11-12, 16, 19, 22, 27, 32, 39	12
Director of Sales - 15422	2, 6, 11-12, 16, 19, 22, 27, 32, 39	6

**KVUE-TV**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2023 - March 20, 2024**

**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	Alliance For Women in Media P.O. Box 2684 Austin, Texas 78768 Phone : 703-506-3290 Url : <a href="http://www.awmaustin.org/careers">http://www.awmaustin.org/careers</a> Job Listing Manual Posting	N	0
2	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	3
3	Cars.com 175 W. Jackson Blvd 8th Floor Chicago,, Illinois 60604 Phone : 312.601.5000 Url : <a href="http://www.cars.com">www.cars.com</a> Michael Kraut Manual Posting	N	0
4	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
5	Current Employee - Transfer/Promotion	N	4
6	Current Employee/Internal Promotion	N	5
7	Employee Referral 3201 Steck Avenue Austin, Texas 78757 Phone : 214.977.6474 Url : <a href="http://www.kvue.com">www.kvue.com</a> Deidre Davis Manual Posting	N	0

**KVUE-TV**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2023 - March 20, 2024**

**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
8	Huston-Tillotson College 900 Chicon Street Austin, Texas 78702 Phone : 512-505-3015 Url : <a href="http://htu.edu">http://htu.edu</a> Joy King Manual Posting	N	0
9	Indeed.com 7501 N. Capital of Texas Hwy, Building B Austin, Texas 78731 Url : <a href="http://www.indeed.com">www.indeed.com</a> Indeed Sales Manual Posting	N	2
10	Indeed.com	N	2
11	Kvue.com 3201 Steck Avenue Austin, Texas 78757 Phone : 5124592001 Url : <a href="http://kvue.com">kvue.com</a> Julie Fisher Manual Posting	N	0
12	Linked In	N	19
13	Monster.com 622 Third Avenue 39th Floor New York, New York 10017 Phone : 212-351-7000 Url : <a href="http://www.monster.com">http://www.monster.com</a> Job Listing Manual Posting	N	0
14	News Blues 8895 NW 187th Lane Reddick, Florida 32686 Url : <a href="http://www.newsblues.com">http://www.newsblues.com</a> Job Listing Manual Posting	N	0
15	Non-employee Referral Other Austin, Texas 78757 Url : <a href="http://www.kvue.com">www.kvue.com</a> Deidre Davis Manual Posting	N	0

**KVUE-TV**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2023 - March 20, 2024**

**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
16	Sam Houston State University Career Success Center 1921 Avenue J Huntsville, Texas 77341-2238 Phone : 936-294-1713 Url : <a href="http://www.shsu.edu">http://www.shsu.edu</a> Email : <a href="mailto:careersuccesscenter@shsu.edu">careersuccesscenter@shsu.edu</a> William Whitemire	N	0
17	San Angelo State University 2601 W. Avenue N San Angelo, Texas 76909 Phone : 352-942-2255 Url : <a href="http://www.angelo.edu/services/career">http://www.angelo.edu/services/career</a> Job Listing Manual Posting	N	0
18	Southern Methodist University P.O. Box 750256 Dallas, Texas 75201 Phone : 214-768-2266 Url : <a href="http://www.myinterfase.com/smu/employer">http://www.myinterfase.com/smu/employer</a> Latrice White Manual Posting	N	0
19	Southwestern University 1001 E. Univesity Avenue Georgetown, Texas 78626 Phone : <a href="mailto:ramirezad@southwestern.edu">ramirezad@southwestern.edu</a> Url : <a href="http://www.southwestern.edu/careers">http://www.southwestern.edu/careers</a> Email : <a href="mailto:pirate2pro@southwestern.edu">pirate2pro@southwestern.edu</a> Adrian Ramirez	N	0
20	Spots and Dots 167 Oakdale Road Johnson City, New York 13790 Phone : 888.884.2630 Url : <a href="http://www.spotsndots.com">www.spotsndots.com</a> Patrick Kelley Manual Posting	N	0
21	Stephen F. Austin State University 1936 North Street Nacogdoches, Texas 75961 Phone : 936-468-3305 Url : <a href="http://www.jobs4jacks.sfasu.edu">http://www.jobs4jacks.sfasu.edu</a> Ralph Busby Manual Posting	N	0

**KVUE-TV**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2023 - March 20, 2024**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
22	TEGNA 7950 Jones Branch Drive McLean, Virginia 22107-0150 Phone : 7038736600 Url : www.tegna.com Corporate Talent Development Manual Posting	N	63
23	Texas Association of Broadcasters 502 E. 11th Street Austin, Texas 78701 Phone : 512-322-9944 Url : http://www.tab.org Craig Bean Manual Posting	N	0
24	Texas Christian University TCU Box 298200 Ft. Worth, Texas 76129 Phone : 817-257-7790 Url : http://www.careers.tcu.edu/employers Joanne Fralia Manual Posting	N	0
25	Texas Lutheran University 1000 W. Court Street Seguin, Texas 78115 Phone : 830-372-8017 Url : http://www.tlu.edu LaVerne Roskydal Manual Posting	N	0
26	Texas State University 601 Univesity Drive San Marcos, Texas 78666 Phone : 512-245-2645 Url : http://www.careerservicestxstate.edu Karen Julian Manual Posting	N	0
27	Texas Tech University Wiggins Complex Box 45006 Lubbock, Texas Phone : 806-742-2210 Url : http://www.ttu.edu Email : careercenter@ttu.edu Job Listing	N	0

**KVUE-TV**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2023 - March 20, 2024**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
28	Texas Workforce Career Center 6505 airport Blvd, Suite 101 Texas Internship Challenge Austin, Texas 78778 Phone : 512.454.9675 Url : <a href="https://www.txinternshipchallenge.com/vosnet/Conta">https://www.txinternshipchallenge.com/vosnet/Conta</a> Workforce Solutions Career Center Manual Posting	N	0
29	The Austin Chronicle P.O. Box 49066 austin, Texas 78765 Phone : 512-302-2706 Brian Carr Manual Posting	N	0
30	The David Crane Agency 124 Ammons Drive Raleigh, North Carolina 27615 Phone : 919.870.9120 Url : <a href="http://dcatalent.com">http://dcatalent.com</a> Steve Swienckowski Manual Posting	N	0
31	TVJobs.com P.O. Box 4116 Oceanside, California 92050 Phone : 800-374-0119 Url : <a href="http://tvjobs.com">http://tvjobs.com</a> Mark Holloway Manual Posting	N	0
32	University of Florida PO Box 118507 Gainesville, Florida 32611 Phone : 352-273-2300 Url : <a href="http://www.ufl.edu">http://www.ufl.edu</a> <a href="http://">http://</a> Fax : 1-352-392-3810 Phyllis Pena	N	0
33	University of Houston 4800 Calhoun Road Houston, Texas 77004 Phone : 713-743-5703 Url : <a href="http://www.uh.edu">http://www.uh.edu</a> Connie Kemp Manual Posting	N	0

**KVUE-TV**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2023 - March 20, 2024**

**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
34	University of Mary Hardin-Baylor 900 College Street Belton, Texas 76513 Phone : 254-295-4691 Don Owens Manual Posting	N	0
35	University of Missouri 201 Student Success Center MU Career Center, 201 Student Success Center Columbia,, Missouri Phone : 578-882-6801 Url : <a href="http://www.hiremizzoutigers.com">http://www.hiremizzoutigers.com</a> Stacey Woelfel Manual Posting	N	0
36	University of North Texas 1155 Unicon Circle 311010 Denton, Texas Phone : 940-565-2281 Url : <a href="http://www.myinterfase.com/unt/employer">http://www.myinterfase.com/unt/employer</a> Dan Naegeli Manual Posting	N	0
37	University of Texas Alumni Association 2110 San Jacinto Blvd. Austin, Texas 78712 Phone : 512-471-8839 Url : <a href="http://www.texasexes.org">http://www.texasexes.org</a> Jennifer Duncan Manual Posting	N	0
38	Walk In/Self-Referral	N	1
39	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>99</b>

**KVUE-TV**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2023 - March 20, 2024**

**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	3/22/2023	Participation in events or programs sponsored by educational institutions	Anchor/MSJ attended Career Day at Kikker Elementary School, set up mock studio/mic for students and discussed careers in broadcast journalism.	1	Anchor/MSJ
2	3/23/2023	Participation in events or programs sponsored by educational institutions	Chief Meteorologist attended World Meteorological Day at Goddard School Steiner Ranch. shared weather stories and talked about careers in journalism.	1	Anchor
3	3/24/2023	Participation in Job Fairs	Local Sales Manager, Director of Sales and Account Manager attended St. Edwards University's Austin Impact Intern Program Career Fair to discuss opportunities in media sales.	3	Local Sales Manager GM & President Account Manager
4	3/29/2023	Participation in events or programs sponsored by educational institutions	MSJ attended Cedar's International School Career Day to discuss careers in broadcast journalism.	1	MSJ
5	4/25/2023	Establishment of training programs for station personnel	Account Executives attended Level Up Premion Training to improve OTT knowledge and presentation skills for PREMION sales.	3	Account Executive Account Executive Account Executive
6	5/16/2023	Participation in events or programs sponsored by educational institutions	Anchor/MSJ attended Career Day at Fuentes Elementary School, and spoke to 4th grade classes about jobs in broadcast journalism. Guest speakers spent the morning alternating between classes, approximately 200 children were in attendance.	1	Anchor/MSJ
7	5/23/2023	Participation in events or programs sponsored by educational institutions	Meteorologist attended Forest North Elementary and participated in the Weather Talk Program by offering a presentation on weather and spoke about a career in media.	1	Anchor/MSJ
8	7/11/2023	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 was focused on reporting suspicious emails, texts and phone calls.	115	Various
9	7/25/2023	Participation in events or programs sponsored by educational institutions	Director of Technology, Director of Marketing and Chief Meteorologist hosted Kids R Kids Summer Camp, station media tour for kids interested in television and learning more about broadcast journalism.	3	Director of Technology Director of Marketing Chief Meteorologist



**KVUE-TV**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2023 - March 20, 2024**

**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>
10	8/2/2023	Participation in events sponsored by organizations representing the community	Engineering & Technology team members attended the Texas Association of Broadcasters, Convention & Trade Show. Attendees receive 1.5 days of networking & training/education geared towards broadcast owners, managers, salespeople, and engineers.	4	Director of Technology Supervisor of Technology Broadcast Supervisor Broadcast Engineer
11	8/8/2023	Establishment of training programs for station personnel	Station department heads attended Leading for Engagement, Performance, Collaboration and Change, a four-day TEGNA onsite training where leaders practice and improve upon leadership strategies	4	GM & President Director of Technology Director of Marketing News Director
12	8/8/2023	Participation in events sponsored by organizations representing the community	Director of Marketing hosted Girl Scouts of Central Texas. Gave the Girl Scouts a station tour to learn about broadcast journalism and fulfill requirements to earn their News Reporting Badge.	1	Director of Marketing
13	8/17/2023	Establishment of training programs for station personnel	Director of Sales was a panelist for Ad Fed: How to Win Local Advertising and discussed the importance of local advertising and how to win sales.	1	GM & President
14	8/21/2023	Participation in events sponsored by organizations representing the community	Anchor/MSJ spoke at Society of Government Meeting Professionals, Texas Lone Star Capital Chapter, to encourage attendees to get more involved in charitable work, shared personal volunteering journey, and explained how broadcast journalism has benefited local charities.	1	MSJ
15	8/28/2023	Establishment of training programs for station personnel	Local sales manager attended week long TEGNA Leadership Training in DC.	1	Local Sales Manager
16	9/22/2023	Participation in events or programs sponsored by educational institutions	MSJ talked to multi-media students at Four Points Middle School about video editing, cutting, transitions, effects and graphic overlays.	1	MSJ

**KVUE-TV**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2023 - March 20, 2024**

**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>
17	9/27/2023	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.	115	Various
18	10/11/2023	Participation in events or programs sponsored by educational institutions	Anchor attended Cedar Park High School and participated in the schools Hispanic Heritage Month as a panelist and spoke about the challenges faced as a Latina in the broadcast industry.	1	Anchor/MSJ
19	11/20/2023	Participation in events or programs sponsored by educational institutions	The Assistant News Director offered a station tour for Liberty Hill ISD Broadcast Program students and discussed careers in broadcast journalism and production.	1	Assistant News Director
20	12/14/2023	Establishment of training programs for station personnel	Let's Have a Cyber Safe Holiday - Quarterly TEGNA Cyber Security Training to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on phishing and online shopping safety.	115	Various
21	1/16/2024	Establishment of training programs for station personnel	Leaders attended a training to learn how to effectively conduct performance reviews. They gained skills in goal setting, feedback, coaching, and addressing performance issues.	16	GM & President Director of Marketing Director of Technology Local Sales Manager
22	1/16/2024	Establishment of training programs for station personnel	The News Director and Director of Human Resources hosted a New Leader Assimilation meeting with the purpose of building a strong, cohesive news team. Topics included understanding other's work styles, needs and values.	73	Various
23	2/13/2024	Provision of training to management	The Producer and Executive Producer attended TEGNA's Disinformation training to better ensure the newsroom is well equipped with the ability to identify and alert our audiences to false information and images.	2	Executive Producer Producer

**KVUE-TV**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2023 - March 20, 2024**

**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>
24	3/12/2024	Provision of training to management	The Chief Meteorologist attended SciLine Eclipse Training to understand how to cover science and story ideas relevant to the April 2024 eclipse.	1	Chief Meteorologist