

KMPX, WFAA-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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Morning Show Producer - 13967	1-5, 9-10, 15, 20-21, 25-28, 32-36, 40-41, 43	4
Multi-Skilled Journalist - 14069	1-16, 18-43	4
Multi-Skilled Journalist - 14069	1-16, 18-43	4
Sports Content Producer/MSJ-014194	1-3, 5, 9-10, 15, 17, 20-21, 25-28, 32-36, 40-41, 43	17
Producer-014209	1-5, 9-10, 15, 17-18, 20-21, 25-28, 32-36, 40-41, 43	4
Producer-014209	1-5, 9-10, 15, 17-18, 20-21, 25-28, 32-36, 40-41, 43	32
Photographer/Editor - 14229	1-3, 5, 9-10, 15, 17, 20-21, 25-28, 32-36, 40-41, 43	32
Morning Executive Producer-014234	1-5, 9-10, 15, 20-21, 25-28, 32-36, 40-41, 43	4
Broadcast Director-014277	1-3, 5, 9-10, 15, 18, 20-21, 25-28, 32-36, 40-41, 43	32
Good Morning Texas, FT Host/MMJ-14333	1-3, 5, 9-10, 15, 18, 20-21, 25-28, 32-36, 40-41, 43	32
Content Editor-14379	1-3, 5, 9-10, 15, 18, 20-21, 25-28, 32-36, 40-41, 43	18
Sales Development Representative-14385	1-3, 5, 9-10, 15, 18, 20-21, 25-28, 32-36, 40-41, 43	32
IT Specialist-14381	1-3, 5, 9-10, 15, 17-18, 20-21, 25-28, 32-36, 40-41, 43	32
Producer-14409	1-3, 5, 9-10, 15, 20-21, 25-28, 32-36, 40-41, 43	32
Photojournalist/Storyteller-14467	1-3, 5, 9-10, 15, 18, 20-21, 25-28, 32-36, 40-41, 43	32
Multi-Skilled Journalist 14584	1-3, 5, 9-10, 15, 20-21, 25-28, 32-36, 40-41, 43	32
Sr. Marketing Producer-14696	1-3, 5, 9-10, 15, 18, 20-21, 25-28, 32-36, 40-41, 43	32
Photojournalist/Storyteller-14697	1-5, 9-10, 15, 18, 20-21, 25-28, 32-36, 40-41, 43	4
Sr. Digital Content Producer-14712	1-3, 5, 9-10, 15, 18, 20-21, 25-28, 32-36, 40-41, 43	32
Programs Producer-Community Impact-14716	1-3, 5, 9-10, 15, 18, 20-21, 25-28, 32-36, 40-41, 43	32
Digital Executive Producer-14718	1-3, 5, 9-10, 15, 18, 20-21, 25-28, 32-36, 40-41, 43	32

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Good Morning Texas Producer-14803	1-3, 5, 9-10, 15, 20-21, 25-28, 32-36, 40-41, 43	32
Content Editor-14858	1-3, 5, 9-10, 15, 18, 20-21, 25-28, 32- 36, 40-41, 43	32
Anchor/Reporter-15084	1-3, 5, 9-10, 15, 18, 20-21, 25-28, 32- 36, 40-41, 43	32
Commercial Producer-15172	1-3, 5, 9-10, 15, 17, 20-21, 25-28, 32- 36, 40-41, 43	32
Systems IT Specialist-15179	1-3, 5, 9-10, 15, 20-21, 25-28, 32-36, 40-41, 43	32
GMT Photojournalist/Editor-15194	1-3, 5, 9-10, 15, 18, 20-21, 25-28, 32- 36, 40-41, 43	18
Programming Mgr - 15348	1-5, 10, 15, 20-21, 25-28, 32-36, 40-41, 43	4
Sr. Research Analyst - 15515	1-3, 5, 10, 15, 18, 20-21, 25-28, 32-36, 40-41, 43	18

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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	8
2	Catholic Charities of Dallas, Inc. 9461 LBJ Freeway, Suite 128 Central Services Office Dallas, Texas 75243 Phone : 214-520-6590 Url : http://www.catholiccharitiesdallas.org/ Email : careers@ccdallas.org Career Placement	N	0
3	Clark Atlanta University 223 James P. Brawley Drive S.W. Atlanta, Georgia 30314 Phone : 404-880-8000 Url : http://www.cau.edu/ Email : cppc@cau.edu Career Services	N	0
4	Current Employee - Transfer/Promotion	N	7
5	Cynopsis Media Marketing 10 Norden Place Norwalk, Connecticut 06855 Phone : 203.218.6480 Url : http://cynopsis.com/advertise/#online Email : trish@cynopsis.com Fax : 1-203-218-6480 Trish Pihonak	N	0
6	Dallas Can Academy 325 W. 12th Street Dallas, Texas 75208 Phone : 214-944-1985 Url : http://dallascan.org Tammy Stancil 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	Dallas Concilio 2914 Swiss Avenue Dallas,, Texas 75204 Phone : 214-941-1050 Url : http://dallasconcilio.org Susanna Felix-Diaz Manual Posting	N	0
8	Dallas Inter-Tribal Center 209 E. Jefferson Blvd Dallas,, Texas 75203 Phone : 214-941-1050 Url : http://www.uihi.org/urgan-indian-health-organizati Tracey Palmer Manual Posting	N	0
9	Dallas-Fort Worth Urban League Young Professionals 4315 south Lancaster Road Dallas, Texas 75216 Phone : 9014917525 Url : http://info@dfwulyp.org Email : vice.president@dfwulyp.org Myi'a Sanders	N	0
10	Department of Veteran Affairs 4500 S. Lancaster Road Dallas, Texas 75216 Phone : 2147354201 Url : www.northexas.va.gov Email : rachelle.alexander@va.gov Rachelle Alexander	N	0
11	Eastfield College 3737 Motley Drive Mesquite, Texas 75150 Phone : 972-860-8310 Url : http://www.efc.dcccd.edu Ron Rollinson Manual Posting	N	0
12	El Centro College Job Placement Center Main & Lamar Dallas,, Texas 75202 Phone : 214-860-2000 Url : http://www.elcentrocollege.edu Demetria Bradfield 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	Employee Referral 606 Young St Dallas, Texas 75202 Natalie Stanford Manual Posting	N	0
14	Ft. Worth Metropolitan Chamber of Commerce 3607 Rosedale Ft. Worth, Texas 76105 Phone : 817-871-6538 Url : http://www.fwmbcc.org Barbara Bolden Manual Posting	N	0
15	Ft. Worth Veterans Center 6620 Hawks Creek Ave. Westworth Village, Texas 76114 Phone : 817-921-9095 Url : http://www2.va.gov Email : ancilla.moses@va.gov Ancilla Moses	N	0
16	Harmony Community Development Corp 6969 Pastor Bailey Drive Suite 110 Dallas,, Texas 75237 Phone : 214-393-5151 Url : http://harmonycdc.org/ Candy Bradshaw Manual Posting	N	0
17	Indeed.com	N	7
18	Linked In	N	25
19	Media Jobs Connection 77 Water Street 12th Floor New York, New York 10005 Phone : 7326596410 Url : http://www.careers.poynter.org/AdminNet/Employer/M TD Yakon 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
20	Prairie View A&M University P.O. Box 519 Prairie View, Texas 77446 Phone : 936-261-3311 Url : http://www.pvamu.edu Email : careers@pvamu.edu Carolyn Davis	N	0
21	Reach of Dallas 8625 King George Drive Suite w210 Dallas,, Texas 75235 Phone : 214-630-4796 Url : http://reachcils.org Email : reachdallas@reachcils.org Melva Henderson	N	0
22	Self Referral 606 Young St Dallas, Texas 75202 Natalie Stanford Manual Posting	N	0
23	SMU University Valerie Evans 6101 Bishop Blvd Dallas, Texas 75205 Phone : 111111111 Valerie Evans Manual Posting	N	0
24	Society of Broadcast Engineers SBE Chapter 67 P.O. Box 171595 Irving, Texas 750171595 Phone : 317.846.9000 Url : http://www.sbe67.info/ Tom Schuessler Manual Posting	N	0
25	Southern Methodist University 6425 Boaz Lane Dallas,, Texas 75205 Phone : 214-768-2000 Url : http://www.smu.edu/ Email : stu_employ@mail.smu.edu Career Services	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	Sports Talent Agency of America 26101 Del Rey Mission Viejo, California 92691 Phone : 949.648.7822 Url : staatalent.com Email : jon@staatalent.com Jon Chelesnik	N	0
27	Spots N Dots 167 Oakdale Road Johnson City, New York 13790 Phone : 607-729-7295 Url : http://spotsndots.com Email : ads@spotsndots.com Kevin Owens	N	0
28	Talent Dynamics 600 E. Las Colinas Blvd. Suite 100 Irving, Texas 75039 Phone : 214-640-3139 Url : www.talentedynamics.com Email : connell@talentedynamics.com Sandra Connell	N	0
29	Tarleton State University Box T 0550 Stephenville, Texas 76402 Phone : 254-968-9000 Url : http://www.tarleton.edu Alana Hefner Manual Posting	N	0
30	Tarrant County College-Northeast Campus 828 Harwood Road Hurst, Texas 76054 Phone : 817-515-8223 Url : http://www.tccd.edu Sandra Walker Manual Posting	N	0
31	TCC-South Campus 5301 Campus Drive Ft. Worth, Texas 76119 Phone : 817-515-8223 Url : http://www.tccd.edu Monica Bettle 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
32	Tegna 8350 Broad Street Ste 2000 Tysons, Virginia 22102 Career Page Manual Posting	N	81
33	Texas Association of Broadcasters 502 E. 11th Street Suite 200 Austin,, Texas 78701 Phone : 512-322-9944 Url : http://www.tab.org Email : jobs@tab.org Anna Romero	N	0
34	Texas Christian University TCU Box 297270 Ft. Worth, Texas 76129 Phone : 817-257-4141 Url : http://www.tcu.edu Email : l.j.chaney@tcu.edu Laura Chaney	N	0
35	The Women's Center 1723 Hemphill Ft. Worth, Texas 76110 Phone : 817-927-4050 Url : http://www.thewomenscentersc.com Email : Trios@womenscentertc.org Terri Rios	N	0
36	TVJobs.com, PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : info@tvjobs.com Career Placement	N	0
37	University of Dallas 1845 E. Northgate Drive Irving, Texas 75062 Phone : 972-721-5000 Url : http://www.utd.edu Career Services Manual Posting	N	0

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38	University of Houston 334 Melcher Hall Suite 398 Houston, Texas 77204 Phone : 832.334.8834 Url : www.bauer.uh.edu/sei/ Manon ierre-Jerome Manual Posting	N	0
39	University of North Texas P.O. Box 310859 Denton, Texas 76203 Phone : 940-565-2705 Url : http://www.unt.edu Wendy Blakely Manual Posting	N	0
40	University of Texas @ Arlington Box 19107 Arlington,, Texas 76019 Phone : 817-272-1246 Url : http://www.uta.edu Email : amclark@uta.edu Dr. Andrew Clark	N	0
41	Urban Inter-Tribal Center of Texas 1261 Record Crossing Dallas, Texas 75235 Phone : 214-941-1050 Email : s_villanueva03@yahoo.com Stephanie Villanueva	N	0
42	Women in Communication Inc 1107 Whispering Oaks Drive Richardson, Texas 75081 Phone : 703-370-7436 Url : http://www.womcom.org Shannon Rust Manual Posting	N	0
43	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWS OVER REPORTING PERIOD:			128

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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	3/29/2023	Participation in events or programs sponsored by educational institutions	WFAA offered a station tour for the Katherine Johnson Technology Magnet Academy, of DeSoto ISD. 14 students and 2 chaperones toured the station and were informed about careers in journalism.	1	Community Impact Specialist
2	4/6/2023	Participation in events or programs sponsored by educational institutions	One of WFAA's Reporters spoke to 400 students at A M Pate Elementary School in Fort Worth, TX. A career in journalism was discussed.	1	Reporter
3	4/25/2023	Participation in events or programs sponsored by educational institutions	One of WFAA's Reporters spoke to 150 students at Metro Dallas Chapter Delta Sigma Paul Quinn College regarding the Crown Act and careers in journalism.	1	Morning Ensemble Anchor/Reporter
4	4/26/2023	Participation in events or programs sponsored by educational institutions	WFAA offered a station tour to a class from University of North Texas. 15 Broadcast Journalism students and 1 instructor toured the station and were informed about careers in journalism.	1	Broadcast Manager
5	5/9/2023	Participation in events or programs sponsored by educational institutions	WFAA offered a station tour to a class of students from Minett Elementary, of Frisco ISD. 11 students and 15 adults toured the station and were informed about careers in journalism.	1	Director of Community Impact
6	5/22/2023	Participation in events or programs sponsored by educational institutions	One of WFAA's Reporters participated in a Principal for the Day program at IDEA Public School in Ft. Worth, TX. Careers in journalism were discussed.	1	Morning Ensemble Anchor/Reporter
7	6/1/2023	Participation in events or programs sponsored by educational institutions	One of WFAA's Reporters was a guest speaker at the Harmony Science Academy Dallas High School Graduation with approximately 1,000 in attendance. A career in journalism was discussed.	1	Morning Ensemble Anchor/Reporter
8	7/10/2023	Participation in events or programs sponsored by educational institutions	WFAA offered a station tour to a class from St. Phillip's Academy School and Community Center BIG 12 Media. 17 children and 6 adults toured the station and met with WFAA anchors, who spoke with the group about careers in journalism.	4	Director of Community Impact Broadcast Manager Anchor Meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	7/11/2023	Establishment of training programs for station personnel	Reporting Security Incidents training - 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.	200	Various
10	7/19/2023	Participation in Job Fairs	The Asian American Journalists Association conducts an annual conference that brings AAPI journalists together. Learning sessions, workshops, and job fairs are among all the items on the agenda. Reporter, Tiffany Liou is the co-president of the AAJA Texas Chapter this year and was responsible for TEGNA recruiting.	1	Senior Multi-Media Journalist
11	7/25/2023	Participation in events sponsored by organizations representing the community	WFAA offered a station tour to members of Sam Pack Auto Group. 7 adults toured the station and were informed about careers in journalism.	2	Director of Community Impact National Sales Manager
12	8/8/2023	Establishment of training programs for station personnel	Leading for Engagement, Performance, Collaboration and Change – TEGNA offered a four-day, onsite training where leaders practice and improve upon leadership strategies. Strategies include increasing employee engagement and performance; building collaboration; and leading through change.	3	Executive Producer Director of Photography Executive Producer
13	Ongoing Event	Establishment of training programs for station personnel	WFAA Managers attend an internal Leadership huddle hosted by the VP and Station Manager and the Group Director of HR. These are scheduled once per month and discuss topics in leadership. Topics include, giving feedback, holding others accountable, motivating employees, leading through change, and giving an effective annual performance review.	28	Managers
14	8/15/2023	Establishment of training programs for station personnel	A Morning Show Producer attended a 3-day TEGNA Innovation Summit on AI to learn more about artificial intelligence and to help define guidelines for its use within TEGNA.	1	Morning Show Producer

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15	9/24/2023	Establishment of training programs for station personnel	The National Press Photographers Association Advanced Storytelling Workshop gives journalists a fresh perspective and instills confidence and skills in visualizing their stories.	1	Senior Multi-Media Journalist
16	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.	200	Various
17	10/3/2023	Establishment of training programs for station personnel	Leading for Engagement, Performance, Collaboration and Change – TEGNA offered a four-day, onsite training where leaders practice and improve upon leadership strategies. Strategies include increasing employee engagement and performance; building collaboration; and leading through change.	9	Department Heads
18	10/5/2023	Participation in events or programs sponsored by educational institutions	WFAA offered a station tour for a class from Aubrey High School. 20 students toured the station and were informed about careers in journalism.	1	National Sales Manager
19	10/9/2023	Participation in events or programs sponsored by educational institutions	WFAA offered a station tour for a class from University of North Texas. 16 students toured the station and were informed about jobs in journalism.	2	Director of Community Impact Production Operations Manage
20	10/12/2023	Participation in events sponsored by organizations representing the community	One of WFAA's Reporter/Anchors presented to the Mesquite Police Department's Citizen's Police Academy Alumni Association about various media topics, including careers in journalism.	1	Weekend Anchor/Senior Reporter
21	10/17/2023	Participation in events or programs sponsored by educational institutions	WFAA offered a station tour to a class from Byrd Middle School. 25 students toured the station and were informed about jobs in journalism.	1	Marketing Solution Strategist • Consumer Sales and Services

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22	10/20/2023	Participation in events or programs sponsored by educational institutions	WFAA offered a station tour to the University of North Texas Journalism School. 12 students from Turkmenistan and 1 interpreter toured the station and were informed about careers in journalism.	2	Production Operations Manager • Information Technology Director of Community Impact
23	10/24/2023	Participation in events or programs sponsored by educational institutions	WFAA offered a station tour to a class from Brookhaven College. 13 students and several staff members toured the station and were informed about careers in journalism.	1	Director of Community Impact
24	10/24/2023	Participation in events or programs sponsored by educational institutions	WFAA offered a station tour to Gear Up students who toured the station and were informed about careers in journalism.	1	Director of Community Impact
25	10/25/2023	Establishment of training programs for station personnel	Sales Leadership underwent mandatory training to better understand how to leverage Premion as a sales tool.	35	Account Executives Locals Sales Managers
26	Ongoing Event	Establishment of a mentoring program	VP and Station Manager is mentoring a Local Sales Manager	2	VP and Station Manager Local Sales Manager
27	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.	200	Various
28	12/20/2023	Participation in Job Fairs	WFAA's Investigative Journalist participated in the Pioneer Technology & Arts Academy Job Fair for 200 people. Careers in journalism were discussed.	1	Investigative Journalist

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29	Ongoing Event	Establishment of an intern program designed to assist members of the community	WFAA 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 cannot be obtained in the classroom. These paid interns also earn academic credit for their participation in the program. During the reporting period, WFAA hired and trained 1 intern for a three-month assignments.	1	GMT Host