

WTSP-TV
EEO PUBLIC FILE REPORT
September 21, 2022 - September 20, 2023

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
Weekend Morning Producer-13335	1-6, 8, 11, 13, 16-18, 20, 22	16
Producer-13485	1-6, 8, 10-18, 20-22	16
Producer-13485	1-6, 8, 10-18, 20-22	16
Marketing Producer-13499	1-6, 8, 11-14, 16-18, 20-22	16
Photographer - 13600	1-6, 8, 11, 13-18, 20-22	3
Morning Producer - 13758	1-6, 8-14, 16-18, 20-22	9
Broadcast Director - 14055	1-8, 10-14, 16-18, 20-22	16
Photographer/Editor - 14247	1-6, 8, 10-18, 20-22	12
Meteorologist - 14248	1-8, 10-11, 13-14, 16-18, 20-22	16
Digital Desk Editor (Assignment Editor) - 14252	1-8, 10-11, 13-14, 16-22	16
Photographer - 14251	1-6, 8, 10-11, 13-18, 20-22	16
Multiskilled Journalist (3) - 14434	1-6, 8, 10-11, 13-22	16
Digital Producer - 14435	1-6, 8, 10-14, 16-19, 21-22	12
Multiskilled Journalist (3) - 14434	1-6, 8, 10-11, 13-22	15
Associate Producer - 14625	1-3, 5-6, 8, 10-11, 13-14, 16-18, 21-22	16

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	African-American Chamber of Commerce: Central Florida 315 East Robinson Street Ste. 100 Orlando, Florida 32801 Phone : 407.420.4870 Email : info@blackcommerce.org Pamela Martin	N	0
2	ASU – Dept of Communication P.O. Box 271 Montgomery, Alabama Phone : 334-229-4140 Email : etucker@alasu.edu Ella Tucker	N	0
3	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	1
4	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
5	Florida Southern College Career Center 111 Lake Hollingsworth Drive Lakeland, Florida Phone : 863-680-5180 Email : kfaulkner@flsouthern.edu Kristie Faulkner	N	0
6	Hillsborough Community College Career Planning and Placement P.O. Box 30030 Tampa, Florida Phone : 813-253-7275 Url : www.collegecentral.com/hilsborough Email : lragdale@hccfl.edu Fax : 1-813-259-6047 Laurie Ragsdale	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	Indeed.com	N	3
8	James A. Haley Veterans' Hospital 10770 North 46th Street Suite A-400 Tampa, Florida 33617 Phone : 813.316.3223 Email : tampanursingcareers@va.gov Gino Gibbons	N	0
9	Job Board	N	1
10	Langston University, Tulsa 914 N Greenwood Ave Tulsa, Oklahoma Phone : (405) 466-2231 Mautra Jones Manual Posting	N	0
11	Lincoln University 820 Chesnut Street Jefferson City, Missouri Phone : 573-681-5163 Email : ccsjobs@lincolnu.edu Fax : 1-573-681-5165 Career Counselor	N	0
12	Linked In	N	13
13	National Urban League Black Executive Exchange Program 120 Wall Street, 8th floor New York, New York Phone : 212-558-5403 Email : dwest@nul.org Fax : 1-212-558-5497 Dale West	N	0
14	Pinellas County Personnel Department 400 S. Ft. Harrison Avenue, County Annex Bldg., Rm 121 Clearwater, Florida Phone : 727-464-3367 Email : jowens@pinellascounty.org Fax : 1-727-453-3638 James Owens	N	0
15	Self Referral	N	6

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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	TEGNA.com 8350 Broad Street Suite 2000 Tysons, Virginia 22102 Phone : 7038736600 Corporate Talent Development Manual Posting	N	46
17	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
18	Worknet Pinellas 2312 Gulf to Bay Blvd Clearwater, Florida Phone : 727-608-2419 Email : pperkins@worknetpinellas.org Fax : 1-727-791-5891 Pam Perkins	N	0
19	Worknet Pinellas 624 1st Avenue, South St Petersburg, Florida Phone : 727-608-2527 Url : www.worknetpinellas.org Email : hloeun@worknetpinellas.org Fax : 1-727-329-1497 Haley Loeun	N	0
20	WTSP-TV Website , Florida Url : tampabays10.com Career Service Manual Posting	N	0
21	WUSF-TV 4202 E. Fowler Avenue, TZB100 Tampa, Florida Phone : 813-974-8700 Url : www.wusf.usf.edu Email : wusfinfo@wusf.org Fax : 1-813-974-5016 Director - TBA -	N	0

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22	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			70

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	11/28/2022	Establishment of training programs for station personnel	This interactive exercise, spot the phish, demonstrates the subtle differences between legitimate online communications and scams. This training will help you recognize risks and increase your understanding of the ever-changing threat landscape.	120	All Station Staff
2	Ongoing Event	Establishment of a mentoring program	Account Executive continues to mentor with American Corporate Partners, meeting with 5 proteges for 1 hour every month throughout their mentorships and helped with a variety of professional goals.	1	Account Executive
3	1/4/2023	Provision of training to management	The WTSP Department Head team participated in an Alignment Leadership Training to further their knowledge to be effective leaders at the station.	7	Station Management
4	1/4/2023	Establishment of training programs for station personnel	Account Executive training by sales managers and director of sales. The goal of this training is to help individuals improve performance at work. Development is the acquisition of knowledge, skill, or attitude that prepares people for new directions or responsibilities.	10	Account Executives
5	1/5/2023	Participation in events or programs sponsored by educational institutions	WTSP meteorologist visited Bexley Elementary to talk to 2nd graders about Meteorology and Television.	1	Meteorologist

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6	1/9/2023	Establishment of training programs for station personnel	<p>This station is participating in TEGNA Inc.'s Producer-In-Residence ("PIR") Program. TEGNA Inc. established this PIR Program to train and provide experience to college graduates interested in a career in broadcasting/producing. The PIR Program affords each selected PIR the opportunity to gain real-life experience as a Producer. Each PIR attends an initial one-week training boot camp followed by a two-year placement as a Producer in one of TEGNA's stations. After a nation-wide search, TEGNA Inc. selects the PIR's, completes their initial training and then assigns each PIR to one of 15 stations participating in the PIR Program. The selected PIRs fulfill a 2-Year contract as a full-time employee with full compensation and benefits. The 2-year position provides the PIR on -the-job training, education, experience and resources that will become invaluable in this industry. The PIR will receive regular feedback on performance, consistent corporate training and check-in on progress. At the end of a successful two-year Program the contract period ends, and the PIR has 2-years of on-the-job experience. While there is no guarantee of continued employment for the PIRs, at the end of the contract period the PIR may be offered an opportunity for retention and promotion to a Producer.</p>	2	Producer in residence Producer In Residence
7	1/9/2023	Establishment of training programs for station personnel	<p>The annual ethics training was rolled out to all staff. This important training includes real-life examples of how social engineering works using online and offline manipulation and deception to convince users to succumb to phishing attacks or surrender confidential data. In addition, this training outlines TEGNA's code of ethics and our shared responsibility in handling all company data and communications.</p>	120	All Station Staff

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8	Ongoing Event	Establishment of training programs for station personnel	Business Development training for Account Executives led by sales managers and director of sales. The goal of this training is to help individuals improve performance at work. Development is the acquisition of knowledge, skill, or attitude that prepares people for new directions or responsibilities.	10	Account Executives
9	Ongoing Event	Participation in events sponsored by organizations representing the community	The Local Sales Manager attended the Leadership Tampa Alumni Cabinet Meeting. They are a board member for Leadership Tampa Alumni, chair of the marketing committee, and responsible for all communications about events, email newsletters & social media posts. Serve with 20 business leaders on the board and the organization has 500 active members. Participating in this organization connects with local business leaders in Tampa Bay.	1	Local Sales Manager
10	1/18/2023	Establishment of training programs for station personnel	Account Executive training conducted by TEGNA's Director of Enterprise. The goal of this training is to help individuals improve performance at work. Development is the acquisition of knowledge, skill, or attitude that prepares people for new directions or responsibilities. This particular training focused on categories & cold calling.	10	Account Executives
11	1/24/2023	Establishment of training programs for station personnel	The WTSP Community Engagement-Multicultural Committee hosted a meeting to develop our community engagement plans around cultural events and celebrations in 2023. Station employees provide ideas & suggestions on how we can best expand the opportunities for inclusion within our station, in our content and marketing, and within our entire community.	25	News Staff Operations Staff Sales Staff Marketing Staff
12	2/1/2023	Establishment of training programs for station personnel	WTSP Investigative producer attended a Will Work for Impact training and development session through Poynter. This training consisted of a virtual group from all over the country that met over several weeks about how to develop stories for investigations.	1	Investigative Producer

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13	2/1/2023	Establishment of training programs for station personnel	WTSP Investigative producer attended an IRE Spread sheeting mini boot camp. This was a Mini boot camp with several people from all over the country to learn how to use google sheets for data while researching and putting together news stories and investigative pieces.	1	Investigative Producer
14	2/7/2023	Participation in events sponsored by organizations representing the community	WTSP station employees participated on a panel discussion during Black History month. This roundtable discussion took place at Woodson Theater.	5	Multi Skilled Journalist Anchor Multiskilled Journalist Producer
15	2/7/2023	Establishment of training programs for station personnel	The goal of this training is to help individuals improve performance at work. Development is the acquisition of knowledge, skill, or attitude that prepares people for new directions or responsibilities. The Automotive Confidence Builder TMS training for all sales managers, AE's & Marketing Strategists that are designed to give them confidence in TEGNA marketing solutions especially around a specific category.	25	Sales Managers Account Executives
16	2/8/2023	Establishment of training programs for station personnel	TMS Deep Dive trainings for all Sales Managers, AE's and marketing Strategists. The goal of this training is to help individuals improve performance at work. Development is the acquisition of knowledge, skill, or attitude that prepares people for new directions or responsibilities. TMS Deep Dive trainings for all Sales Managers, AE's & Marketing Strategists that are designed to make sure they know what resources are available to Sales teams.	25	Sales Managers Account Executives
17	2/21/2023	Participation in events or programs sponsored by educational institutions	WTSP Anchor and TEGNA recruiter gave presentations at University of Florida regarding Investigative Journalism and Breaking News for TEGNA recruiting.	2	Anchor Corporate Recruiter

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18	2/22/2023	Participation in events sponsored by organizations representing the community	WTSP hosted a panel for community discussion for Black History Month Special at American Stage. WTSP news staff were participants on the panel that was involved in a community discussion after a special showing of the WTSP Black History Month Special at American Stage.	5	News Staff
19	2/27/2023	Establishment of training programs for station personnel	Two account executives from WTSP participated in corporate training involving Premion. They attended a Premion workshop to expand their knowledge and help them be more equipped when selling Premion and other digital products to clients and agencies.	2	Account Executive Account Executive
20	3/5/2023	Participation in events sponsored by organizations representing the community	One of WTSPs main anchors hosted St John's Episcopal Youth Group at station to share what we do here at 10 Tampa Bay. She discussed the broadcast television industry with 15 students and several adults.	1	Anchor
21	3/6/2023	Establishment of training programs for station personnel	Station staff participated in Q1 TEGNA phishing training. The module for 2023 was titled Spot the Phish. This interactive exercise demonstrates the subtle differences between legitimate online communications and scams. This training will help staff recognize risks and increase their understanding of the ever-changing security threats to our landscape. Keeping our systems safe requires constant vigilance.	119	All Station Staff
22	Ongoing Event	Establishment of training programs for station personnel	WTSP News department hosts 10University Training and Development sessions for newsroom staff. Several multiskilled journalists, producers and managers train and inform the news staff on different aspects and elements of their job.	50	All News Staff

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23	3/7/2023	Establishment of training programs for station personnel	Sales Managers, account executives and marketing strategists participated in Confidence Builder TMS training revolving around Healthcare and Legal. These trainings are designed to give them confidence in TEGNA marketing solutions especially around a specific category.	25	Sales Managers Account Executives
24	3/9/2023	Participation in other activities designed by the station employment unit	WTSP General Manager, News Director, and news staff participated in a Florida Bill 991 Training/Discussion with TEGNA's Associate General Counsel and TEGNA's SR VP News. This training focused on provisions that would make it easier to sue those who accuse others of being transphobic or racist: https://truthout.org/articles/social-media-users-could-be-sued-for-defamation-under-floridas-anti-press-bill/ . The training also focused on how this could open up social media users to liability for libel in Florida.	15	General Manager Director of News News Managers Multiskilled Journalists
25	3/15/2023	Establishment of training programs for station personnel	Training with Feature Storyteller/Reporter & TEGNA National Storyteller Coach during WTSP's 10U Training and Development sessions for the newsroom.	30	All News Staff
26	3/15/2023	Establishment of a mentoring program	WTSP meteorologist hosted a student from University of Florida. This student shadowed the meteorologist while doing her forecast, producing her weathercast, and working on a few behind-the-scenes tasks.	1	Meteorologist
27	3/15/2023	Participation in job banks, internet programs and other programs designed to promote outreach	A WTSP photojournalist participated in the National Press Photographers Association WORKSHOP in Norman, Oklahoma, representing TEGNA. The photojournalist helped run the workshop and helped recruit for TEGNA. The photojournalist participated in the training of 120 video storytellers.	1	Photojournalist
28	3/16/2023	Establishment of training programs for station personnel	Training with Feature Storyteller/Reporter & TEGNA National Storyteller Coach during WTSP's 10U Training and Development sessions for the newsroom.	25	All News Staff

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29	3/31/2023	Participation in events or programs sponsored by educational institutions	WTSP Assistant News Director and WTSP Associate Producer traveled to the University of South Florida to speak to a journalism class about working in the broadcasting industry.	2	Assistant News Director Associate Producer
30	4/2/2023	Establishment of training programs for station personnel	WTSP Assistant News Director participated in the Center for Leadership Excellence & Career Consultants training and development assessment.	1	Assistant News Director
31	4/16/2023	Establishment of training programs for station personnel	The News Director for WTSP participated in TEGNA's Leadership session called, Leading for Engagement, Performance, Collaboration, & Change. As part of TEGNA's leadership development strategy, TEGNA has made significant investments to provide leaders an opportunity to grow and develop. All leaders will be attending one of these required leadership development sessions. Session Overview: The session Leading for Engagement, Performance, Collaboration, & Change is based on TEGNA's Critical Leadership Skills and is specifically designed for TEGNA's Department Head/Functional-level leader audience.	1	News Director
32	4/18/2023	Provision of training to management	TEGNA's Manager Development Program is an incremental learning series consisting of both virtual and classroom sessions, each series provides targeted content appropriate for the relevant leadership audience. All content is directly aligned to provide development for each of TEGNA's Critical Leadership Skills.	2	Director of Digital News News Director
33	4/25/2023	Establishment of training programs for station personnel	WTSP hosted a Diversity Roundtable training and discussion for station staff that was presented by TEGNA Corporate.	40	All Station Staff

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34	6/5/2023	Establishment of training programs for station personnel	This station is participating in TEGNA Inc.'s Sales in Residence Program ("SIR") designed to train high-potential talent and develop the skills needed to be successful in sales roles (e.g., Account Executive, Account Manager, etc.). The selected SIRs fulfill a 2-Year contract as a full-time employee with full compensation and benefits. The 2-year position provides the SIR on-the-job training, education, experience and resources that will become invaluable in this industry. The SIR will receive regular feedback on performance, consistent corporate training and check-in on progress. At the end of a successful two-year program the contract period ends, and the SIR has 2-years of on-the-job experience. While there is no guarantee of continued employment for the SIRs, at the end of the contract period the SIR may be offered an opportunity for retention and promotion to Account Executive.	1	Sales in Residence
35	6/5/2023	Establishment of an intern program designed to assist members of the community	Internships - WTSP-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 cannot 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, WTSP hired and trained 1 intern(s) for three-month assignments.	1	Intern

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36	6/13/2023	Establishment of training programs for station personnel	The Leadership In Action (LIA) Program is designed to prepare either current or potential Department Head/Functional Leaders to be successful in a larger leadership role in the future. Leadership in Action is a leadership development program that is based on TEGNA's Critical Leadership Skills. This is a six-month leadership development program that is organized around four main leadership themes, including: Leadership Self Awareness, Leading Individuals for High Performance, Leading Teams for Results, and Leading Strategically for Innovation and Change. The TEGNA Critical Leadership Skills cut across these four areas and will be reinforced throughout the program. LIA is a combination of in-person and virtual instruction.	1	Director of Technology
37	6/21/2023	Provision of training to management	This station's Leadership Team participated in an Inclusive Hiring Training session that was established and presented by TEGNA corporate.	25	Department Heads Sales Managers News Managers Operations Managers
38	7/5/2023	Establishment of training programs for station personnel	The secure TEGNA quarterly training module for Q2 was titled Identify, Isolate, Report. The need to exercise caution while opening email, responding to texts, and working online is ever present, and vigilance makes a difference. This new training course will help identify and isolate a breach if it occurs and reminds everyone to immediately report an incident to the local head of technology and manager, leader or general manager.	115	All Station Staff
39	7/12/2023	Participation in events sponsored by organizations representing the community	Employees from WTSP attended the National Association of Hispanic Journalists (NAHJ), the 2023 Miami International Training Conference and Career Fair. This convention is filled with innovative programs, remarkable presenters and fantastic networking opportunities for NAHJ members.	3	Multi Skilled Journalist Anchor Producer

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40	8/2/2023	Establishment of training programs for station personnel	WTSP's sales in residence employee attended the Connectopia Workshop. This workshop focused on mastering the Prospect and Connect stages of TEGNA Inside Out sales process. This training was conducted with Corporate Sales team.	1	Sales In Residence
41	8/2/2023	Participation in events sponsored by organizations representing the community	Employees from WTSP attended The National Association of Black Journalists (NABJ) Convention and Career Fair in Alabama. This convention is filled with innovative programs, remarkable presenters, and fantastic networking opportunities for NABJ members.	3	News Director Talent Host Multiskilled Journalist
42	8/15/2023	Establishment of training programs for station personnel	WTSP department heads and managers participated in a leadership offsite workshop at Poynter Institute. The management team discussed communication skills, setting clear expectations for employees and team how to have critical conversations with team members. This training workshop included various team-building exercises.	25	Department Heads Sales Managers News Managers Operations Managers
43	8/23/2023	Establishment of training programs for station personnel	The Brightside team participated in a teambuilding workshop at the station. The entire team discussed communication skills, setting clear expectations for employees, and how to have critical conversations with team members. This workshop Included various team-building exercises.	30	News Staff Operations Staff