

WLTX
EEO PUBLIC FILE REPORT
July 21, 2019 - July 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
National Sales Assistant	1, 3, 7	3
Sports MMJ/Wknd Sports Anchor-7676	1, 4, 7	7
Account Executive - 7772	1-3, 5, 7-8	7
Multiplatform Director - 008412	1, 3, 6-7	7
Multiplatform Director - 008412	1, 3, 6-7	7

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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	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	Employee Referral	N	1
3	Indeed.com www.indeed.com Columbia, South Carolina Phone : 1-800-462-5842 Career Services Manual Posting	N	3
4	Internal Candidate	N	1
5	Linked In	N	1
6	Other Source	N	2
7	TEGNA.com 7590 Jones Branch Drive McLean, Virginia HR HR Manual Posting	N	9
8	www.wltx.com South Carolina Url : www.wltx.com Career Service Manual Posting	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			18

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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	8/7/2019	Establishment of an intern program designed to assist members of the community	A student from the University of SC shadowed Senior Journalist. We discussed opportunities in journalism and she was able to observe daily operations.	1	Senior Journalist
2	9/13/2019	Participation in events or programs sponsored by educational institutions	Traveled to USC and met with the Knowledge Management class to discuss our business and possible employment opportunities in our field.	1	General Manager
3	9/17/2019	Participation in events or programs sponsored by educational institutions	Traveled to Burton-Pack Elementary to meet with students to discuss weather and how it is tracked. Also discussed opportunities available as a meteorologist.	1	Chief Meteorologist
4	9/26/2019	Participation in events or programs sponsored by educational institutions	Traveled to USC and met with a Public Relations writing class to discuss our business and possible employment opportunities in our field.	1	Senior Journalist
5	10/1/2019	Participation in events or programs sponsored by educational institutions	Traveled to Winthrop University to serve as a guest speaker for their mass communication week. Talked about a career in broadcast journalism and open positions in the company. Promoted our internship programs.	1	News Anchor
6	10/2/2019	Participation in scholarship programs	As a member of the Education Foundation board of the South Carolina Broadcasters Association, the General Manager chaired the Scholarship Committee as scholarships were awarded to students majoring in journalism at South Carolina colleges	1	General Manager
7	10/16/2019	Participation in events or programs sponsored by educational institutions	Traveled to USC to be a guest speaker regarding Women and Minorities in media. Discussed opportunities at WLTX and spoke about pursuing a career in broadcasting and journalism.	1	Senior Journalist
8	10/17/2019	Participation in events or programs sponsored by educational institutions	Traveled to Saint Matthews Elementary to speak with the 4th grade about meteorology, broadcasting, and opportunities in meteorology for their Hispanic heritage month.	1	Chief Meteorologist

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9	10/23/2019	Participation in events or programs sponsored by educational institutions	Traveled to University of GA to represent TEGNA at a recruiting conference. TEGNA day at UGA was spent with the journalism students. The day was centered around educating students on our company values and recruiting young journalists into TEGNA. We also offered critique and feedback to students while recommending them as possible candidates for the TEGNA stations around the country that had open positions.	1	News Director
10	10/24/2019	Participation in events sponsored by community groups	Traveled to the Governor's mansion to emcee American Cancer Society's annual event remembering breast and cervical cancer survivors and caregivers. Senior Journalist discussed her journey to broadcasting and journalism bringing hope and light to survivors and caregivers.	1	Senior Journalist
11	10/29/2019	Participation in events or programs sponsored by educational institutions	Hosted a station tour for South Carolina State students and discussed employment opportunities.	1	General Manager
12	11/1/2019	Participation in events or programs sponsored by educational institutions	Traveled to USC to be a keynote speaker for the USC Black Alumni Council breakfast. Discussed journey in becoming a senior journalist and opportunities in journalism.	1	Senior Journalist
13	11/8/2019	Participation in other activities designed by the station employment unit	Hosted a station tour for veterans of the VA Dorn hospital. WLTX hosted to increase public awareness as to employment opportunities in broadcasting.	1	General Manager
14	11/19/2019	Participation in events or programs sponsored by educational institutions	Traveled to Calhoun Academy to talk with second graders about the weather and opportunities in meteorology	1	Meteorologist
15	11/20/2019	Participation in events or programs sponsored by educational institutions	Traveled to Lugoff-Elgin Middle School to speak about meteorology, broadcasting and opportunities in meteorology.	1	Chief Meteorologist

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16	12/6/2019	Participation in events or programs sponsored by educational institutions	Traveled to Brennan Elementary School to serve as a judge for the science fair. As judge of the science fair, the Senior Journalist talked about the importance of continuing school and continuing to be curious about learning. She talked about staying in school and how much school it takes to become a journalist.	1	Senior Journalist
17	12/7/2019	Participation in events sponsored by community groups	Traveled to Bethesda Presbyterian Church to serve as a keynote speaker for their annual Making a Difference in YOU Caregiver Gala. Discussed opportunities at WLTX and spoke about pursuing a career in broadcasting and journalism.	1	Senior Journalist
18	12/13/2019	Participation in events or programs sponsored by educational institutions	Traveled to Summit Parkway to speak with the entire 6th grade about meteorology, broadcasting, and how to pursue a career in the field	1	Meteorologist
19	1/15/2020	Participation in events sponsored by community groups	Traveled to Busby street complex to emcee the Mayor's round table luncheon celebrating businesses and people who invest in our communities. Discussed activity in the newsroom. Several businesses were interested in the process of getting on air.	1	Senior Journalist
20	1/23/2020	Participation in events or programs sponsored by educational institutions	Presented to the after school program of students between kindergarten and 5th grade about what a broadcast meteorologist does and how you can become one	1	Meteorologist
21	1/31/2020	Participation in other activities designed by the station employment unit	Hosted a station tour for Alice Drive Middle School students interested in learning about broadcasting and journalism.	1	General Manager
22	2/11/2020	Participation in other activities designed by the station employment unit	Hosted a station tour for Oak Pointe Elementary students interested in leaning about broadcasting and journalism.	1	General Manager

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23	2/12/2020	Establishment of training programs for station personnel	Byte Back Challenge - When it comes to cybersecurity, TEGNA, like other companies, works around the clock to prevent IT security breaches and ensure the confidentiality and integrity of our business systems. All of us must be vigilant and savvy when it comes to identifying attempts to gain access to our network or confidential information. TEGNA launched an annual Byte Back Security Awareness Campaign in January to help them understand TEGNA's IT standards and procedures, employee's role in keeping us safe from attacks, and how to incorporate security practices into the daily work routine.	74	All Staff
24	2/28/2020	Participation in events or programs sponsored by educational institutions	Anchor traveled to Pontiac Elementary to be a guest reader for their "African American Read-In." He read stories to the children, but also talked about the importance of journalism and his career. They discussed his role in the newsroom and the importance of diversity in the workplace.	1	Anchor
25	2/28/2020	Participation in events or programs sponsored by educational institutions	Hosted a station tour for a Girl Scout Troop. Discussed opportunities in broadcasting and journalism.	1	General Manager
26	3/13/2020	Participation in events or programs sponsored by educational institutions	Traveled to Green Charter School to speak to their 6th graders about weather, broadcasting and opportunities available as a meteorologist.	1	Meteorologist
27	6/27/2020	Participation in events sponsored by community groups	Served as a moderator for a virtual discussion surrounding Race, Prejudice and Inequalities at Wesley United Methodist Church. Talked about my role as a black journalist and my career path.	1	News Anchor