

KMSB
EEO PUBLIC FILE REPORT
May 21, 2017 - May 20, 2018

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
Account Executive	1-13, 15-18, 21-25	11
Account Executive	1-13, 15-18, 21-25	6
Digital Account Manager	1-18, 21-25	11
Digital Account Manager	1-18, 21-25	6
Sales Assistant	1-8, 10-13, 15-18, 20-25	11
Sales Assistant	1-8, 10-13, 15-18, 20-25	20
Local Sales Manager	1-8, 10-13, 15-18, 21-25	11
Sales Assistant	1-8, 10, 12-13, 15-19, 21-26	19

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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	Arizona Broadcasters Association 426 N 44th St Ste 310 Phoenix, Arizona 85008 Phone : 602-252-4833 Url : http://www.azbroadcasters.org Jennifer Latko Manual Posting	N	0
2	Arizona Hispanic Chamber of Commerce 255 E Osborn Rd #201 Phoenix, Arizona 85012 Phone : 602-294-6086 Email : josepho@azhcc.com Fax : 1-602-279-8900 Joseph Ortiz	N	0
3	Arizona State University POB 871312, Student Svc Bldg #329 Tempe, Arizona 85287 Phone : 480-965-5112 Email : careerservices@asu.edu Career Services	N	0
4	Arizona State University of Cronkite Alumni-Walter Cronkite School of Jour. & Mass Comm. Stauffer Hall A 231 PO Box 871305 Tempe, Arizona 85287 Phone : 480-965-5011 Email : mike.wong@asu.edu Fax : 1-480-965-7041 Mike Wong	N	0
5	Arizona@Work 2797 E Ajo Way Tucson, Arizona 85713 Phone : 520-243-6700 Rosemary Cora-Cruz Manual Posting	N	0
6	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	5

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7	Chicanos Por La Causa 200 N Stone Ave Tucson, Arizona 85701 Phone : 520-882-0018 Email : gracie.fierro@cplc.org Lola Benitez	N	0
8	Collective Talent 1721 Richardson Pl Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
9	Cronkite Sch of JRN/TEL P.O. Box 871305 Tempe Tempe, Arizona Phone : 480- 965-4539 Email : candice.anderson@asu.edu Fax : 1-480-965-7041 Candace Anderson	N	0
10	Emma Bowen Foundation for Minority Interests in Media 524 W 57th St New York, New York 10019 Phone : 212-975-2545 Email : sandra.rice@nbcuni.com Sandra Rice	N	0
11	Employee Referral	N	5
12	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94941 Phone : 415-339-9105 Url : https://www.glassdoor.com/index.htm Career Services Manual Posting	N	1
13	Goodwill Industries of S. Arizona 1940 E Silverlake Tucson, Arizona 85713 Phone : 520-623-5174 Email : llarivee@goodwill-tucson.org Lisa Larivee	N	0
14	Indeed.com	N	2

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15	JuJu 151 First Ave Ste 19 New York, New York 10003 Phone : 212-537-3898 Url : https://www.juju.com/ Career Services Manual Posting	N	0
16	Media Recruiter 9457 S University Blvd #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Email : art@mediarecruiter.com Fax : 1-303-400-5063 Art Scott	N	0
17	NAACP Tucson 2160 N 6th Ave Tucson, Arizona 85705 Phone : 520-622-8277 Email : clarence540@aol.com Clarence Boykins	N	0
18	National Association of Hispanic Journalists 1000 National Press Blvd 529 14st MW Washington, District of Columbia 20045 Phone : 202-662-7168 Email : jobbank@nahj.org Fax : 1-202-662-7144 NAHJ Job Bank	N	0
19	Other Source	N	1
20	Self Referral	N	1
21	TEGNA Careers Page 7950 Jones Branch Dr McLean, Virginia 22107 Phone : 602-444-1124 Url : http://www.jobs.net/jobs/tegna/en-us/content/tegna Teresa Marzolph Manual Posting	N	1

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22	Tucson Indian Center 705 N Main Ave Tucson, Arizona 85705 Phone : 520-884-7131 Email : benmcabe@hotmail.com Fax : 1-520-884-0240 Benny McCabe	N	0
23	Tucson Urban League 2305 S Park Ave Tucson, Arizona 85712 Phone : 520-791-9522 Email : dbakerx@csd.pima.gov Fax : 1-520-623-9364 Donna Baker	N	0
24	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	0
25	University of Arizona 1303 E University Blvd Ste 411 Tucson, Arizona 85721 Phone : 520-621-2588 Eileen McGarry Manual Posting	N	0
26	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			16

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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	5/22/2017	Participation in Job Fairs	Local Sales Manager attended the U of A College Career Immersion Day in an effort to recruit sales support and sales professions for KMSB.	1	Local Sales Manager
2	5/22/2017	Participation in Job Fairs	Local Sales Manager attended the Eller College Marketing Student Competition in an effort to recruit sales support and sales professions for KMSB.	1	Local Sales Manager
3	5/25/2017	Provision of training to management	Annual Sales Summit held in Phoenix, Arizona for Sales Leadership throughout the company. The summit focused on leadership development, talent recruiting, and how to be successfully transform and lead our group sales efforts.	1	Station Manager
4	5/28/2017	Establishment of training programs for station personnel	TEGNA Labor Relations provides a 2 series of monthly webinar training sessions for HR Business Partners to stay informed of current and changing employment laws. Best practices are discussed and HR Business Partners then share this topical information with their Executive Teams.	1	HRBP
5	8/21/2017	Provision of training to management	Inside Out sales training for managers. Local Sales Manager attended.	1	Local Sales Manager
6	2/6/2018	Establishment of training programs for station personnel	TEGNA rolled out the Byte Back 202 All Station Employees Challenge training curriculum to educate all employees on the proper handling of sensitive data. Among other things, the training reminded employees that information that is private to you or to the company should never be stored on your computer or mobile phone and should not be shared through email. The training was rolled out electronically on January 26, 2018 with an expected completion date of February 2, 2018.	13	All Staff
7	2/20/2018	Participation in other activities designed by the station employment unit	Attended (2) Career Fair Days at U of A in Tucson to share job opportunities available at KMSB.	2	Station Manager Local Sales Management

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8	3/13/2018	Provision of training to management	VP of Labor Relations conducted 1 hour training session on discipline and performance improvement plans. Prevention and action actions for all managers,	4	Station Manager Local Sales Manager National Sales Manager Media Stagedist
9	3/13/2018	Provision of training to management	As part of a company-wide training initiative, all managers/supervisors were provided with face to face Harassment Prevention Training conducted in-person by TEGNA Labor Relations.	4	Station Manager NSM Regional A/E LSM