

WTLV/WJXX
EEO PUBLIC FILE REPORT
September 21, 2016 - September 20, 2017

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 |
|-----------------------------|--|-----------------------|
| Creative Marketing Producer | 1-10, 15, 18-24, 26-30, 32, 34, 38-42, 44, 46-47, 49, 51-52, 54-59, 62 | 39 |
| National Sales Assistant | 1-10, 15-16, 18-24, 26-29, 33-34, 36, 38, 40-46, 49, 51-59, 62 | 36 |
| Multi Skilled Journalist | 1-3, 5-10, 15-24, 26-29, 33-34, 38, 40, 42-46, 49, 51-54, 57-59, 62 | 17 |
| Regional Accountant | 1-4, 6, 8-10, 15-16, 18, 20-24, 26-29, 31, 33-34, 38, 40, 42-46, 49, 51-59, 62 | 6 |
| Director of Marketing | 1-10, 15-16, 18-24, 26-29, 32-34, 38-40, 42-46, 49, 51-59, 62 | 56 |
| Senior Account Executive | 1-4, 6-10, 15-16, 18, 20-29, 34, 38-40, 42-46, 49, 51-55, 57-59, 62 | 39 |
| Sales Account Executive | 1-4, 6-10, 15-18, 20-24, 26-29, 34, 36, 38, 40, 42-46, 49, 51-59, 62 | 56 |
| Content Creator | 1-4, 6-10, 15-18, 20-24, 26-29, 34, 38, 40, 42-46, 49, 51-55, 57-59, 62 | 17 |
| Digital Account Executive | 1-10, 15-24, 26-29, 34, 37-40, 42-46, 49, 51-59, 62 | 17 |
| Meteorologist | 1-11, 15-24, 26-30, 34, 38, 40-46, 49, 51-59, 62 | 11 |
| Multi Skilled Journalist | 1-8, 10, 15, 18-24, 26-29, 34, 38, 40, 44, 46, 49, 51-52, 54-55, 57-59, 61-62 | 61 |
| Multi Media Photojournalist | 1-10, 15, 18-24, 26-30, 34, 38, 40-42, 44, 46, 49, 51-52, 54-55, 57-60, 62 | 6 |
| Multi Media Photojournalist | 1-10, 15, 18-24, 26-30, 34-35, 38, 40-42, 44, 46, 49, 51-52, 54-55, 57-59, 62 | 35 |
| Multi Media Photojournalist | 1-10, 15, 18-24, 26-30, 34, 38, 40-42, 44, 46, 49, 51-52, 54-60, 62 | 56 |
| Multi Media Photojournalist | 1-8, 10, 15, 17-24, 26-29, 34, 38, 40-42, 44, 46, 49, 51-52, 54-59, 62 | 17 |
| Anchor/MSJ | 1-8, 10, 14-15, 18-24, 26-29, 34, 38, 40-42, 44, 46, 49, 51-52, 54-59, 62 | 56 |
| Multi Skilled Journalist | 1-4, 6-10, 15-18, 20-24, 26-29, 34, 38, 40, 42-46, 49, 51-55, 57-59, 62 | 17 |
| Content Creator/Editor | 31, 56 | 56 |
| Producer | 1-10, 15-24, 26-30, 34, 38, 40-46, 49, 51-59, 62 | 5 |
| Producer | 1-10, 15, 18-24, 26-30, 34, 38, 40-42, 44, 46, 49, 51-52, 54-55, 57-59, 61-62 | 61 |
| Producer | 1-10, 15, 17-24, 26-30, 34, 38, 40-42, 44, 46, 49, 51-52, 54-55, 57-59, 62 | 17 |

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|-------------------------------|---|-----------------------|
| Executive Producer | 1-10, 13, 15, 18-24, 26-30, 34, 36, 38, 40-42, 44, 46, 49-52, 54-59, 62 | 50 |
| Director | 1-8, 10, 12, 15, 18-24, 26-31, 34, 38, 40, 42, 44, 46, 49, 51-52, 54-59, 62 | 56 |
| Account Executive | 1-8, 10, 13, 15, 17-23, 26-30, 34, 38- 42, 44, 46, 49, 51-52, 55-56, 58-59, 62 | 39 |
| Account Executive | 1-8, 10, 15, 17-24, 26-31, 34, 38, 40- 42, 44, 46, 49, 51-52, 54-55, 57-59, 62 | 17 |
| Local Sales Manager-WTLV/WJXX | 1-8, 10, 12-13, 15, 17-24, 26-31, 34, 36, 38-42, 44, 46, 48-49, 51-52, 54-55, 57-59, 62 | 39 |
| Sales Assistant | 2-8, 10, 13, 15, 17-24, 26-31, 34, 38, 40 -42, 44, 46, 48-49, 51-52, 55-59, 62 | 17 |
| Sales Assistant | 2-8, 10, 13, 15, 17-24, 26-31, 34, 38, 40 -42, 44, 46, 48-49, 51-52, 55-59, 62 | 31 |
| Director | 1-8, 10, 13, 15, 18-24, 26-30, 34, 36, 38, 40-42, 44, 46, 48-49, 51-52, 55, 57- 59, 62 | 36 |

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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 | Bay Area Media Network P.O. Box 20261 Tampa, Florida 33622 Phone : 813-555-1212 Url : bayareamedianetwork.org Email : contact@bayareamedianetwork.org Fax : 1-813-740-3228 Job Postings | N | 0 |
| 3 | Bethune Cookman College, Career Dev. Office 640 Dr Bethune Blvd Daytona Beach, Florida Phone : 386-481-2143 Email : bonnerd@cookman.edu Fax : 1-386-481-2139 Davita Bonner | N | 0 |
| 4 | Broadcast Meteorology Program at Mississippi State Florida Fax : 1-662-325-2657 Career Service | N | 0 |
| 5 | Call-In/Walk-In/Mail-In Florida Career Service Manual Posting | N | 1 |
| 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 | 4 |

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|-----------|--|---|--|
| 7 | Central Florida Assoc. of Black Journalist P.O.Box 745 Orlando, Florida Phone : 407/872-0656 Url : http://cfabj.wordpress.com Email : Chetglover@cfl.rr.com Fax : 1-407-872-5763 Chester Glover | N | 0 |
| 8 | 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 |
| 9 | Community Connections of Jacksonville, Admin. Office 327 East Duval Jacksonville, Florida Phone : 904-727-6460 Email : nbryant@communityconnectionsjax.org Fax : 1-904-350-9775 Nicole Bryant | N | 0 |
| 10 | Connecticut School of Broadcasting 3901 Coconut Palm Drive, Ste. 105 Tampa, Florida 33619 Phone : 813-443-5037 Email : slance@gocsb.com Shayna Lance | N | 0 |
| 11 | Corporate Recruiter | N | 1 |
| 12 | Current Employee | N | 2 |
| 13 | Daytona State College 1200 W. International Speedway Blvd. Room 205, Bldg 100 Daytona Beach, Florida 32120 Phone : 386/506-3687 Url : http://www.daytonastate.edu Email : ManninD@daytonastate.edu Fax : 1-386-506-3150 Debra Manning | N | 0 |
| 14 | E-mail Inquiry | N | 1 |

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|-----------|---|---|--|
| 15 | Eastern Florida State College 3865 N Wickham Road Melbourne, Florida 32935 Phone : 321-632-1111 Email : deangelisl@easternflorida.edu Linda DeAngelis | N | 0 |
| 16 | Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com/ Email : Sandra.Rice@nbcuni.com Fax : 1-212-975-5884 Sandra Rice | N | 0 |
| 17 | Employee Referral | N | 19 |
| 18 | FAMU-Florida A&M University 100 Student Union Plaza Tallahassee, Florida 32307 Phone : (850) 599-3700 Fax : 1-850-599-3353 Career Center Career Center | N | 0 |
| 19 | First Coast News 1070 E Adams St Jacksonville , Florida 33202 Url : https://career4.successfactors.com/career?company= Yauna Williams Manual Posting | N | 0 |
| 20 | FL Association of Broadcasters 201 South Monroe Street Ste. 201 Tallahassee, Florida 32301 Phone : 850-681-6444 Email : intern@fab.org Lindsay Varn | N | 0 |
| 21 | Flagler College 74 King Street St Augustine , Florida 32084 Phone : (904) 819-6341 Url : http://flagler.edu/ Email : jfurlong@flagler.edu Jess Furlong | N | 0 |

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|------------------|---|--|---|
| 22 | Florida A & M University 100 Student Union Plaza Tallahassee, Florida 32307 Phone : 850-599-8808 Url : http://www.famu.edu Email : cecile.washington@famu.edu Cecile Washington | N | 0 |
| 23 | Florida Association of Broadcasters 201 South Monroe Street Suite 201 Tallahassee, Florida 32301 Phone : 850/681-6444 Url : http://www.fab.org Email : Lvarn@fab.org Fax : 1-850-222-3957 Lindsay Varn | N | 0 |
| 24 | Florida State University A-4100 University Center Tallahassee, Florida Phone : 850/644-4023 Url : http://www.fsu.edu Debbie Crowder | N | 0 |
| 25 | Former Employee | N | 1 |
| 26 | Full Sail University 3300 University Blvd Winter Park, Florida Phone : 866.807.3140 Url : http://www.fullsail.com/ Email : ktrudeau@fullsail.com Fax : 1-407-671-2240 Karen Trudeau | N | 0 |
| 27 | Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : www.vault.com Email : slizik@602communications.com Career Services | N | 0 |

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|-----------|--|---|--|
| 28 | Hillsborough Community College Career Planning and Placement P.O. Box 30030 Tampa, Florida Phone : 813-253-7275 Url : www.collegecentral.com/hilsborough Email : lcanalejo@hccfl.edu Fax : 1-813-259-6047 Lorraine Canalejo | N | 0 |
| 29 | Hispanic Chamber of Commerce of Metro Orlando 315 E. Robinson St. Ste. 465 Orlando, Florida 32801 Phone : 407.428.5870 Email : CPena@HispanicChamber.net Christine Pena | N | 0 |
| 30 | Hispanic Link News Service 1420 N. St. N.W. Washington, District of Columbia Phone : (202) 234-0280 Email : charlie@hispaniclink.org Charlie Ericksen-Mendoza | N | 0 |
| 31 | Indeed.com | N | 10 |
| 32 | Internal Candidate | N | 3 |
| 33 | ITT Technical Institute 7011 A.C. Skinner Pkwy #140 Jacksonville, Florida Phone : 904-674-2871 Url : www.itt-tech.edu Email : trizzo@it-tch.edu Fax : 1-904-573-0512 Tracy Rizzo | N | 0 |
| 34 | Jacksonville University 2800 University Blvd N Jacksonville, Florida 332211 Phone : 904-256-7000 Url : http://www.collegecentral.com Email : careerservices@ju.edu Employer Relations Coordinator | N | 0 |
| 35 | Job Board | N | 1 |
| 36 | Job posting on internet | N | 8 |
| 37 | Jobing.com - not directly contacted by SEU | N | 1 |

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|-----------|---|---|--|
| 38 | Jones College, Career Development 5353 Arlington Expressway Jacksonville, Florida Phone : (904)743-1122 x143 Email : cd@jones.edu Fax : 1-904-371-1138 Rick Smith, CWDP, GCDF | N | 0 |
| 39 | Linked In | N | 14 |
| 40 | Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone | N | 0 |
| 41 | Metropolitan Orlando Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407-841-7643 x331 Email : sminnis@cful.org Shelly Minnis | N | 0 |
| 42 | Nat. Assn. of TV Arts & Sciences P. O. Box 840738 Pembroke Pines, Florida 33024 Phone : 954-322-3171 Email : emmysuncst@aol.com Karla MacDonald | N | 0 |
| 43 | National Association Of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks | N | 0 |
| 44 | National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, District of Columbia Phone : 202-737-0120 Url : www.ncnw.org Email : membership@ncnw.org Cassandra Wint | N | 0 |

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|-----------|--|---|--|
| 45 | National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlaja.org Email : info@nlaja.org Career Service | N | 0 |
| 46 | NATPE (National Association of Television Program Executives) 5757 Wilshire Boulevard, Penthouse 10 Los Angeles, California Phone : 310-453-4440 Url : http://www.natpe.org Fax : 1-310-453-5258 Career Service | N | 0 |
| 47 | Non-Employee Referral | N | 1 |
| 48 | Other Source | N | 3 |
| 49 | Pace Center for Girls 2916 University Blvd. W. Jacksonville, Florida Phone : (904) 421-8585 Url : www.pacecenter.org Fax : 1-904-421-8599 Career Service | N | 0 |
| 50 | Recruiter | N | 1 |
| 51 | Rollins College Crummer Graduate School 1000 Holt Avenue Camp Box 2722 Winter Park, Florida Phone : 407/646-2335 Url : http://www.rollins.edu/careerservices Email : careerdevelopment@Rollins.edu Fax : 1-407-646-2311 Erin Pianko | N | 0 |
| 52 | Seminole State College 100 Weldon Blvd Sanford, Florida 32773 Phone : 407-708-2033x2649 Url : seminolestate.edu.careers Email : careerdev@seminolestate.edu David Telleria | N | 0 |

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|-----------|--|---|--|
| 53 | South Asian Journalists Association 2950 Broadway New York, New York Phone : (212) 854-5979 Url : www.saja.org Email : saja@columbia.edu Career Service | N | 0 |
| 54 | Southeastern University 1000 Longfellow Blvd. Box 2055 Lakeland, Florida 33801 Phone : 863.667.5121 Url : www.seuniversity.edu Email : hr@seu.edu Steven E. Dendrinis | N | 0 |
| 55 | Southern Tech College 1485 Florida Mall Avenue Orlando, Florida 32809 Phone : 407-323-4141 Email : speak@southerntech.edu Stacy Peek | N | 0 |
| 56 | Station Website | N | 32 |
| 57 | The University Of Tampa - Office of Career Placement 401 W. Kennedy Blvd Box K, RIVC 116 Tampa, Florida 33606-1490 Phone : 813-253-6236 Url : http://ut.experience.com/emp/sblogin Email : hireut@ut.edu Fax : 1-813-258-7271 Alyssa Duet | N | 0 |
| 58 | 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 |

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|--|--|---|--|
| 59 | University of Florida College of Journalism & Communications PO Box 118400 Gainesville, Florida Phone : 352-392-0466 Url : http://www.jou.ufl.edu/ Email : knd-grad@jou.ufl.edu Fax : 1-352-846-2484 Charles Harris | N | 0 |
| 60 | Unknown Referral Source | N | 2 |
| 61 | Walk In/Self-Referral | N | 2 |
| 62 | Worksource 215 North Market Street Jacksonville, Florida Phone : (904) 798-9229 x2204 Url : www.employflorida.com Email : jbox@worksourcefl.com Fax : 1-904-359-6756 Jerry Box | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 107 |

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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 | 9/30/2016 | Participation in other activities designed by the station employment unit | Events designed to promote the field of journalism as well as build our brand in the community. Events to promote the study of broadcasting and journalism. Buddy Check in it's 25th year. Tim Deegan, one of the most recognized, on-air talent. Tours and events, designed to mentor and build relationships to promote the industry. | 7 | Anchor Anchor Anchor Anchor |
| 2 | 10/26/2016 | Establishment of training programs for station personnel | Trained approximately 70 station employee in news and digital on social media best practices as well as using tools like Chartbeat and Crowd Tangle. | 70 | various |
| 3 | 10/26/2016 | Participation in Job Fairs | Jody Gerwe and Emily Wieger attended a career Fair at UF. 10 students were interviewed. | 2 | HR Bus Partner Consumer Insights |
| 4 | 10/28/2016 | Participation in other activities designed by the station employment unit | Oct 1 Lewis Turner Celebrity Judge for Jax Food Truck Cook Off Oct 11 Jeannie Blaylock Speak to Nocatee Women's Club Oct 14 Heather Crawford Emcee Uplift with ASSIST Event Oct 24 Lewis Turner Spoke to Jacksonville Rotary Club Oct 26 Heather Crawford Volunteer at liberty Pines Academy Oct 28 Heather Crawford Emcee Gala in St. Johns Co. to benefit homeless students | 3 | Anchor Anchor Anchor |

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|---|-------------|---|---|-------------------------------------|---|
| 5 | 10/31/2016 | Provision of training to management | <p>Stations people managers attended a Workplace Violence Training that was focused on treating people with respect as well as treating people fairly and equitably in the workplace.</p> <p>Workplace Violence Prevention and Situational Awareness Training for Managers</p> <p>AGENDA: Background and Context, Warning Signs and Prevention, Situational Awareness, Responding to Potentially, Threatening Employees, The Active Shooter</p> <p>OBJECTIVES</p> <ul style="list-style-type: none"> • How to recognize the signs of potential violence in the workplace • What you can do to help prevent or diffuse potential risk • If a violent event does occur either inside the workplace or in the field, the actions you can take to minimize the risk to your safety | 11 | Station Manager Digital Director Sales Director Programming Director |
| 6 | 1/9/2017 | Participation in other activities designed by the station employment unit | Hosted a station tour for the North Florida School of Special Education that included a teacher and approx. 5 students to help them better understand the types of jobs at a news station. | 1 | Operations Manager |

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|----|-----------|--|--|------------------------------|--------------------------------------|
| 7 | 1/18/2017 | Establishment of training programs for station personnel | Harassment Prevention Training: We are undertaking a companywide harassment training initiative. This initiative has two major components: 1) an online video-based training course that is mandatory for all non-manager/supervisor employees which was rolled out Jan. 18th and must be completed by March 19th, 2) face-to-face training conducted by Labor Relations that will be mandatory for all supervisors/managers/executives. Many of you are aware of this training as Carrie, Tim and/or Bill already have visited your market to conduct harassment prevention training for your leadership teams. | 120 | various |
| 8 | 1/27/2017 | Establishment of training programs for station personnel | Meagan Harris attended Training for News Directors in Tampa. | 1 | Harris |
| 9 | 2/6/2017 | Establishment of training programs for station personnel | Job Coach Barry Nash came to spend time coaching our talent. Coaching provides development for on-air talent to make them more successful in their current roles as well as prepare them for new roles. | 9 | Anchor Anchor Anchor Anchor |
| 10 | 3/21/2017 | Establishment of training programs for station personnel | <ul style="list-style-type: none"> VP Labor Relations conducted 1 hour training sessions Workplace Violence Prevention and Situational Awareness training for all station employees and leaders. There were three date options as follows. <ul style="list-style-type: none"> Monday, March 20 at 1:00 PM (CT) Tuesday, March 21 at 5:00 PM (CT) Thursday, March 30 at 9:00 AM (CT) Those that could not make the live training options were provided a link to watch a recorded version. | 100 | various |

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| 11 | 3/22/2017 | Provision of training to management | Harassment Prevention Training in the Workplace-- face-to-face training conducted by Labor Relations that will be mandatory for all supervisors/managers/executives; All TEGNA employees play a part in ensuring that our workplace is free of discrimination and harassment. Indeed, TEGNA is committed to providing you with the necessary tools and information to maintaining a workplace that is harassment free. | 22 | Leadership/Management |
| 12 | 3/23/2017 | Provision of training to management | Performance Management Training -- Employment law provided hands on training for 2 hours to 22 station managers on how to provide effective coaching and feedback as well as manage performance/behavior concerns in a productive, fair and consistent way. | 22 | Leadership/Management |
| 13 | 3/29/2017 | Participation in Job Fairs | Attend UF Career Fair | 2 | HRBP Dir of Digital |
| 14 | 4/13/2017 | Participation in events or programs sponsored by educational institutions | Neal Bennett spent the afternoon with a broadcast journalism class at UNF to critique their work. | 1 | Director of Digital |
| 15 | 5/15/2017 | Establishment of training programs for station personnel | Ethics training: As you know, every TEGNA employee is responsible for maintaining the highest ethical and professional standards in conducting the company's business. In order to ensure that these obligations are being fulfilled, each year certain TEGNA employees are required to complete the company's ethics compliance program. | 120 | various |
| 16 | 6/22/2017 | Establishment of training programs for station personnel | Julia Jenae, a conference for investigative journalists. | 1 | Invest MSJ |
| 17 | 6/28/2017 | Participation in events sponsored by community groups | Lindsey Boetsch led a weather discussion at the Weather Scientist Jr. Summer Camp. | 1 | Anchor |
| 18 | 8/6/2017 | Establishment of training programs for station personnel | Sales Managers and Account Executives attend training to enhance their current Skill Levels as well as support future development. | 20 | DOS LSM LSM NSM |

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| 19 | 8/9/2017 | Establishment of training programs for station personnel | Chris Porter, Chief Sports MSJ, attended NABJ. | 1 | Anchor |
| 20 | 9/14/2017 | Participation in events sponsored by community groups | Station talent participates in a variety of community events, career development opportunities, tours and appearances to promote awareness of the industry and <ul style="list-style-type: none"> • Careers in journalism/broadcasting, • Sharing information about the industry and your career with students, • Shadowing/mentoring, • Speaking at conferences or to classes about what you do, etc. | 10 | Station Talent |