

**WTLV/WJXX**  
**EEO PUBLIC FILE REPORT**  
**September 21, 2017 - September 20, 2018**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Multi Skilled Journalist	1-8, 10-12, 15, 18, 20-27, 29-32, 34-35, 37-41, 43, 45-54	45
Multi Skilled Journalist	1-8, 10-12, 15, 18, 20-27, 29-32, 34-35, 37-41, 43, 45-54	2
Multi Skilled Journalist	1-8, 10-12, 15, 18, 20-27, 29-32, 34-35, 37-41, 43, 45-54	45
Account Executive	1, 4-8, 10-12, 15, 18-27, 29-32, 34-41, 43, 46-54	19
Promotions Manager	1, 4-8, 10-12, 14-15, 18, 20-22, 24-25, 27, 29-31, 34-41, 43, 46-47, 49, 52-55	36
Producer	1, 4-8, 10-12, 15, 18, 20-25, 27, 29-32, 34-35, 37-41, 43, 45-47, 49, 51-54	45
Solutions Strategist	1, 4-8, 10-12, 15, 18-25, 27-32, 34-35, 37-43, 46-47, 49-50, 52-55	42
Director	1, 4-8, 10-12, 15, 18, 20-25, 27, 29-32, 34-35, 37-41, 43, 46-47, 49-50, 52-54	50
Creative Marketing Producer	1, 4-8, 10-12, 15, 18, 20-25, 27, 29-32, 34-35, 37-41, 43, 46-47, 49-50, 52-55	50
Creative Marketing Producer	1, 4-8, 10-12, 15, 18, 20-22, 24-25, 27, 29-35, 37-41, 43, 46-47, 49-50, 52-55	33
Multi Skilled Journalist	1, 4-5, 7-8, 10-12, 15-16, 18, 20-22, 24- 25, 27, 29-32, 34-35, 37-41, 43, 45-47, 49-50, 52-55	16
Multi Skilled Journalist	1, 4-5, 7-8, 10-12, 15-16, 18, 20-22, 24- 25, 27, 29-32, 34-35, 37-41, 43, 45-47, 49-50, 52-55	45
Executive Producer	1, 4-8, 10-12, 15, 18, 20-22, 24-25, 27, 29-32, 34-35, 37-41, 43, 45-47, 49-50, 52-55	50
Account Manager	1, 4-8, 10-12, 15, 18-22, 24-25, 27, 29- 32, 34-35, 37-41, 43, 46-47, 49-50, 52- 55	19
Digital Sales Account Coordinator	1, 4-8, 10-12, 15, 18, 20-22, 24-25, 27, 29-31, 33-35, 37-41, 43, 46-47, 49-50, 52-55	33
Digital Content Producer	1, 4-12, 15, 18-22, 24-25, 27, 29-31, 34 -35, 37-41, 43, 46-47, 49-50, 52-55	50
Sports Multi-Skilled Journalist	1-2, 4-8, 10-12, 15, 17-22, 24-25, 27- 31, 34-35, 37-41, 43-44, 46-47, 49-50, 52-55	44
Sports Multi-Skilled Journalist	1-2, 4-8, 10-12, 15, 17-22, 24-25, 27- 31, 34-35, 37-41, 43-44, 46-47, 49-50, 52-55	2

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Associate Producer	1, 4-8, 10-13, 15, 18, 20-22, 24-25, 27, 29-31, 34-35, 37-41, 43, 46-47, 49-50, 52-55	50
MMP/MSP Multi-skilled /Multimedia Photojournalist	1, 4-8, 10-12, 14-15, 18-22, 24-25, 27, 29-31, 34-35, 37-41, 43, 46-47, 49-50, 52-55	19
Transactional Account Executive	1, 4-8, 10-13, 15, 18-19, 21-22, 24-25, 27, 29-31, 33-35, 37-41, 43, 46-47, 49- 50, 52-55	13
Senior Broadcast Director	1, 4-8, 10-12, 14-15, 18, 21-22, 24-25, 27, 29-31, 34-35, 37-41, 43, 46-47, 49- 50, 52-55	50

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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	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	Agency Referral	N	3
3	Application already on file	N	1
4	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
5	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
6	Broadcast Meteorology Program at Mississippi State Florida Fax : 1-662-325-2657 Career Service	N	0
7	Call-In/Walk-In/Mail-In Florida Career Service Manual Posting	N	0
8	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	2
9	Career Fair	N	1

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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
10	Central Florida Assoc. of Black Journalist P.O.Box 745 Orlando, Florida Phone : 407/872-0656 Url : <a href="http://cfabj.wordpress.com">http://cfabj.wordpress.com</a> Email : <a href="mailto:Chetglover@cfl.rr.com">Chetglover@cfl.rr.com</a> Fax : 1-407-872-5763 Chester Glover	N	0
11	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
12	Connecticut School of Broadcasting 3901 Coconut Palm Drive, Ste. 105 Tampa, Florida 33619 Phone : 813-443-5037 Email : <a href="mailto:slance@gocsb.com">slance@gocsb.com</a> Shayna Lance	N	0
13	Corporate Recruiter	N	5
14	Current Employee	N	4
15	Daytona State College 1200 W. International Speedway Blvd. Room 205, Bldg 100 Daytona Beach, Florida 32120 Phone : 386/506-3687 Url : <a href="http://www.daytonastate.edu">http://www.daytonastate.edu</a> Email : <a href="mailto:ManninD@daytonastate.edu">ManninD@daytonastate.edu</a> Fax : 1-386-506-3150 Debra Manning	N	0
16	Drop In	N	1
17	E-mail Inquiry	N	1
18	Eastern Florida State College 3865 N Wickham Road Melbourne, Florida 32935 Phone : 321-632-1111 Email : <a href="mailto:deangelisl@easternflorida.edu">deangelisl@easternflorida.edu</a> Linda DeAngelis	N	0
19	Employee Referral	N	8

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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	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
21	First Coast News 1070 E Adams St Jacksonville , Florida 33202 Url : <a href="https://career4.successfactors.com/career?company=Yauna%20Williams">https://career4.successfactors.com/career?company=Yauna Williams</a> Manual Posting	N	0
22	FL Association of Broadcasters 201 South Monroe Street Ste. 201 Tallahassee, Florida 32301 Phone : 850-681-6444 Email : <a href="mailto:intern@fab.org">intern@fab.org</a> Lindsay Varn	N	0
23	Flagler College 74 King Street St Augustine , Florida 32084 Phone : (904) 819-6341 Url : <a href="http://flagler.edu/">http://flagler.edu/</a> Email : <a href="mailto:jfurlong@flagler.edu">jfurlong@flagler.edu</a> Jess Furlong	N	0
24	Florida A & M University 100 Student Union Plaza Tallahassee, Florida 32307 Phone : 850-599-8808 Url : <a href="http://www.famu.edu">http://www.famu.edu</a> Email : <a href="mailto:cecile.washington@famu.edu">cecile.washington@famu.edu</a> Cecile Washington	N	0
25	Florida Association of Broadcasters 201 South Monroe Street Suite 201 Tallahassee, Florida 32301 Phone : 850/681-6444 Url : <a href="http://www.fab.org">http://www.fab.org</a> Email : <a href="mailto:Lvarn@fab.org">Lvarn@fab.org</a> Fax : 1-850-222-3957 Lindsay Varn	N	0

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26	Florida State University A-4100 University Center Tallahassee, Florida Phone : 850/644-4023 Url : <a href="http://www.fsu.edu">http://www.fsu.edu</a> Debbie Crowder	N	0
27	Full Sail University 3300 University Blvd Winter Park, Florida Phone : 866.807.3140 Url : <a href="http://www.fullsail.com/">http://www.fullsail.com/</a> Email : <a href="mailto:ktrudeau@fullsail.com">ktrudeau@fullsail.com</a> Fax : 1-407-671-2240 Karen Trudeau	N	0
28	Goodwill Industries-Self-Sufficiency Job Center 515 W. Central Blvd. Orlando, Florida 32801 Phone : 407/872-0770 Url : <a href="http://www.goodwillcfl.org">http://www.goodwillcfl.org</a> Email : <a href="mailto:ossc@goodwillcfl.org">ossc@goodwillcfl.org</a> Fax : 1-407-872-0256 Daisy Gonzalez	N	0
29	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : <a href="http://www.vault.com">www.vault.com</a> . Email : <a href="mailto:slizik@602communications.com">slizik@602communications.com</a> Career Services	N	0
30	Hillsborough Community College Career Planning and Placement P.O. Box 30030 Tampa, Florida Phone : 813-253-7275 Url : <a href="http://www.collegecentral.com/hilsborough">www.collegecentral.com/hilsborough</a> Email : <a href="mailto:lcanalejo@hccfl.edu">lcanalejo@hccfl.edu</a> Fax : 1-813-259-6047 Lorraine Canalejo	N	0
31	Hispanic Chamber of Commerce of Metro Orlando 315 E. Robinson St. Ste. 465 Orlando, Florida 32801 Phone : 407.428.5870 Email : <a href="mailto:CPena@HispanicChamber.net">CPena@HispanicChamber.net</a> Christine Pena	N	0

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32	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
33	Indeed.com	N	4
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	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
36	Linked In	N	5
37	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
38	Metropolitan Orlando Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407-841-7643 x331 Email : sminnis@cful.org Shelly Minnis	N	0
39	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	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
41	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
42	Other Source	N	1
43	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
44	Previous Employee	N	1
45	Recruiter	N	10
46	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
47	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	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
49	Southern Tech College 1485 Florida Mall Avenue Orlando, Florida 32809 Phone : 407-323-4141 Email : speak@southernmtech.edu Stacy Peek	N	0
50	Station Website	N	35
51	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 : hireout@ut.edu Fax : 1-813-258-7271 Alyssa Duet	N	0
52	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
53	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

**WTLV/WJXX****EEO PUBLIC FILE REPORT****September 21, 2017 - September 20, 2018****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
54	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
55	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>82</b>

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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	10/2/2017	Establishment of training programs for station personnel	Quarterly Training for Stations Sales Team 10/04/17 Q4 Targeted Email Incentive 10/05/17 G/O Unbranded Product Slides 10/6/17 Emailed NEW Premion Deck 10/12/17 Retargeting Guidelines 10/10/17 TVB - Drive Away With More Auto Dollars 10/16/17 Updated Visto Users Guide 10/19/17 G/O Digital Live! Financial Services Seminar 10/27/17 Digital Product Mix Roadmap 11/1/17 Key Performance Indicators 11/3/17 Key Performance Indicators 11/8/17 Premion 2.0 11/16/17 G/O Digital Live! Legal Services Seminar 11/21/17 Local OTT Viewer Profile Top 80 Markets 12/1/17 ESA Auto 3.0 Live Webinar 12/5/17 Digital ExSELLence 2.0 12/6/17 Digital ExSELLence 2.0 12/6/17 G/O Targeted Email Calculators 12/12/17 Google's SEO Starter Guide 12/29/17 Update YTD FCN Traffic Numbers	15	DOS LSM LSM Business Develop MGR
2	10/4/2017	Participation in other activities designed by the station employment unit	Principles of Broadcasting Classroom Guest in our classroom on October 4, 2017 to speak on the following topics:  -social media broadcasting -influences of social media in broadcasting -digital teams in a newsroom -digital broadcasting	1	Director of Digital

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3	10/5/2017	Establishment of training programs for station personnel	The Online News Association's 2017 Conference brings together some of the most innovative minds in digital media, including journalists, media executives, developers, entrepreneurs, students and educators.  You'll have the chance to network with our diverse and creative community, which range from experienced veterans at international news outlets to representatives from major tech companies to those just getting started in their media careers.	2	Director of Digital Dig Producer
4	10/12/2017	Participation in other activities designed by the station employment unit	Advanced Storytelling Class taught by Professor Dave Deeley. Director of Digital spoke to them about storytelling in the digital era and how to get jobs in the business.	1	Director of Digital
5	11/8/2017	Establishment of training programs for station personnel	LSM attended 2 days of Inside Out Training with Tegna.	2	LSM LSM
6	12/4/2017	Establishment of training programs for station personnel	Social Training 2.0 7:30 a.m.: Morning storytelling team three-screen training (All AM producers, MSJ's, anchors, producers, and weather) 8:30 AM: Morning team one on ones 9 AM: Dayside reporter/anchor/Digital/Producer three screen training (For those not involved in Corrine Brown coverage) 10 AM: One on Ones 11 AM: One on Ones, Break for trainers Noon: News Management team lunch 1:15 PM: Investigative team three screen training 2 PM: Nightside reporter/anchor/digital/producer team three screen training (and makeup for daysiders involved in Corrine) 3 PM: Sports Team Three Screen Training 4 PM: One on Ones, evening team	40	Director of Digital News Director Assistant News Director News Staff

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7	12/6/2017	Establishment of training programs for station personnel	AE attended two days of Inside Out training for AE's with Tegna.	1	AE
8	12/13/2017	Establishment of training programs for station personnel	Director of Technology attended an engineering conference. Society of Motion Picture Television Engineers. Florida chapter.	1	Director of Technology
9	1/26/2018	Establishment of training programs for station personnel	TEGNA rolled out the Byte Back 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.	120	All Employees
10	2/1/2018	Participation in other activities designed by the station employment unit	Talent Recruiter speaking to the Advanced Storytelling class at the University of North Florida today at 3 PM. Bennett talking about trends in the business, finding jobs, and best ways to tell stories.	1	Recruiter
11	2/4/2018	Establishment of an intern program designed to assist members of the community	Olympic intern for digital production. Spent six weeks on winter Olympic coverage on our digital platforms.	1	Digital Producer
12	2/6/2018	Participation in Job Fairs	Talent Recruiter attended FSU job fair.	1	Recruiter
13	3/21/2018	Participation in Job Fairs	Talent Recruiter and HRBP attended a job fair at the University of Florida College of Journalism.	2	Digital Recruiter HRBP

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14	4/2/2018	Establishment of training programs for station personnel	<p>Quarterly Sales Training WTLV/WJXX Jacksonville 2Q 2018 Sales &amp; Digital Training</p> <p>Date Training Topic 4-Apr CSS - Stephanie Downs Enterprise 5-Apr CSS - Stephanie Downs Growing Business 18-Apr Audience Estimates - 25-Apr PREMION OTT - 25-Apr Political Advertising - TVB 2-May Google Analytics - 9-May Brand Builder - 14-May NBC Upfront Presentation 15-May ABC Upfront Presentation 22-May Stowell - Qualitative Research Study 23-May Stowell - Qualitative Research Study 1-Jun Targeted E-mail - 5-Jun ESA - Jake Winchell 6-Jun ESA - Jake Winchell 21-Jun T3 Training - 28-Jun T3 Training - June T3 Essentials Online Training Requirement Apr-Jun Weekly Sales Meetings</p>	20	DOS LSM LSM AE
15	4/9/2018	Establishment of training programs for station personnel	<p>Director of Technology attended: Convention/Meeting – i.e. ProMax, NAB, Virginia Association of Broadcasters, NPPA, IRE, HRADA in Las Vegas April 9-11. This is National Associate of Broadcasters Convention.</p>	1	Director of Technology

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16	4/17/2018	Establishment of training programs for station personnel	April 17-19, 2018 TEGNA Innovation Summit –Innovation summit where employees from across the country came to brainstorm new content ideas for shows, segment pilots and discuss how to have better working news rooms. Discussed options for greater audience involvement, how to get our talent noticed, how to gain audience trust and how to report hard issues without being too negative. Many pilot projects that are in full swing (i.e., The Loop) came from ideas generated at the Innovation Summit.	1	Anchor
17	5/8/2018	Establishment of training programs for station personnel	May 8-10, 2018 TEGNA Sales Summit - Annual Sales summit revolved around the topic of leadership and the belief that is it the foundation for winning. Over the course of 3 days, attendees had the chance to hold discussion and participate in sessions that addressed leadership coaching and cultural changes.	1	DOS
18	5/30/2018	Participation in other activities designed by the station employment unit	Job shadowing MSJ/Anchor on assignment in the field.	1	Anchor/MSJ
19	6/14/2018	Establishment of training programs for station personnel	Investigative Reporters and Editors Conference in Orlando. Three day conference to network with other investigative journalist and improve reporting across all platforms.	4	News Director MSJ MSJ Digital Producer
20	6/27/2018	Participation in other activities designed by the station employment unit	UNF Student job shadowing at the station in area of Producing.	1	Asst News Director
21	6/28/2018	Participation in other activities designed by the station employment unit	Student participating in 3 week job shadowing in Marketing in the production area.(Spent one day per week for three weeks.)	1	Marketing Director

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22	7/12/2018	Establishment of training programs for station personnel	RTDNA News Anchor Leadership Summit attended by Evening Anchors. Intended to provide networks in the industry to share best practices as well as provide leadership training in the News Room.	2	Anchor Anchor
23	7/16/2018	Establishment of training programs for station personnel	Corporate graphics training for one week.	10	Chief Photog Production Manager Promotions Manager MSJ
24	7/18/2018	Establishment of training programs for station personnel	News, Digital and Marketing Directors and General Managers attended the TEGNA HQ Content Summit. Over the course of four days, leaders focused on new ways to examine and transform content, shared transformational journeys and best practices across all platforms, trained on ethics and social media policies and capitalized on networking and recruitment opportunities.	4	General Manager News Director Dir of Digital Dir of Marketing
25	7/18/2018	Establishment of training programs for station personnel	<p>Presentations from the TEGNA Cyber Security, our new CTO, VP News and VP Marketing gave a great content presentation on where we are heading with our News product followed by VP of Design Strategy giving an update on the Tank. Went on to hear for the IT Infrastructure team on patching systems, from there heard from COO on the state of the company then transitioned into Disaster Recovery. Breakout brainstorming sessions to generate some new ideas which we all presented our group's ideas. At dinner we heard from CEO on his spin on the state of the state.</p> <p>Day 2 An update on Huston, the Master Control Hubs, Compliance, ATSC 3.0 and repack. After lunch got a Digital presentation followed by a discussion on Capital with a recap Q&amp;A.</p>	1	Dir of Technology



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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
26	8/13/2018	Establishment of training programs for station personnel	August 13-31, 2018 Journalism Ethics & Social Media Training - TEGNA updated the Principles of Ethical Journalism and Social Media policies to match the Company's guiding principles including truth, independence, public interest, fair play and integrity. This new training was developed and targeted to all staff that contribute in any way to a TV or digital news or entertainment product.	120	All Employees