

**WTLV/WJXX-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
Multiskilled Journalist - 010050	1, 3-22, 24, 27-35, 37-43	39
Local Sales Assistant-13103	1, 3-5, 7-18, 20-24, 28-33, 37-43	39
Producer-13439	1, 3-18, 20-22, 24, 26, 28-33, 37-43	39
Producer-13439	1, 3-18, 20-22, 24, 26, 28-33, 37-43	7
Producer-13439	1, 3-18, 20-22, 24, 26, 28-33, 37-43	39
Producer-13439	1, 3-18, 20-22, 24, 26, 28-33, 37-43	39
MSJ-13440	1, 3-18, 20-22, 24, 26, 28-33, 36-43	36
Photographer-13526	1, 3-5, 7-18, 20-24, 26, 28-33, 37-43	39
Photographer-13526	1, 3-5, 7-18, 20-24, 26, 28-33, 37-43	39
Account Executive (4) - 13262	1, 3-11, 13-18, 20-22, 24-26, 28-33, 36-43	39
Account Executive (4) - 13262	1, 3-11, 13-18, 20-22, 24-26, 28-33, 36-43	36
Account Executive (4) - 13262	1, 3-11, 13-18, 20-22, 24-26, 28-33, 36-43	39
Account Executive (4) - 13262	1, 3-11, 13-18, 20-22, 24-26, 28-33, 36-43	39
Digital Producer - 14045	1, 3-11, 13-18, 20-22, 24, 26, 28-33, 37-43	39
Broadcast Director - 14046	1, 3-11, 13-18, 20-22, 24, 28-33, 37-43	39
Photographer (2) - 14165	1, 3-5, 7-11, 13-14, 16-18, 20-24, 26, 28-33, 37-43	26
Broadcast Director - 14192	1-5, 7-11, 13-14, 16-18, 20-22, 24, 28-33, 37-43	39
Account Manager - 14213	1, 3-5, 7-11, 13-14, 16-18, 20-22, 24, 26, 28-33, 37-43	39
Account Manager - 14213	1, 3-5, 7-11, 13-14, 16-18, 20-22, 24, 26, 28-33, 37-43	39
Lifestyle Executive Producer - 14219	1, 3-5, 7-11, 13-14, 16-18, 20-25, 28-33, 37-43	23
Weekend Meteorologist - 14290	1, 3-5, 7-11, 13-18, 20-22, 24, 28-33, 37-43	39
Business Coordinator - 14343	1, 3-5, 7-11, 13-14, 16-18, 20-22, 24, 26, 28-33, 37-43	7
Photojournalist/Producer-14344	1, 3-5, 7-11, 13-18, 20-24, 28-33, 37-43	39
Host-14345	1, 3-5, 7-11, 13-18, 20-22, 24-25, 28-33, 36-43	25

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IT Specialist - 14433	1, 3-5, 7-8, 10-11, 13-14, 16-18, 20-24, 26, 28-33, 37-43	23
Supv, Tech & Ops - 14440	1, 3-5, 7-8, 10-11, 13-18, 20-24, 26, 28- 33, 37-43	39
Associate Producer - 14491	1, 3-5, 7-8, 10-11, 13-14, 16-18, 20-24, 26, 28-33, 37-38, 40-43	23
Account Manager - 14560	1, 3-5, 7-8, 10-11, 13-14, 16-18, 20-24, 26, 28-33, 37-43	39
Production Mgr - 14562	1, 3-5, 7-8, 10-11, 13-14, 16-18, 20-24, 26, 28-33, 36-43	36
Local Sales Assistant - 14623	1, 3-5, 7-8, 10-11, 13-14, 16-18, 20-24, 28-33, 37-43	23

## WTLV/WJXX-TV

## EEO PUBLIC FILE REPORT

September 21, 2022 - September 20, 2023

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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	1
3	Alpha Kappa Alpha Sorority Jacksonville Jacksonville, Florida Email : gropresidentwilliams@gmail.com Joan Williams	N	0
4	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
5	Broadcast Meteorology Program at Mississippi State 75 B. S. Hood Rd. Mississippi State, Mississippi 39762 Fax : 1-662-325-7975 Career Service	N	0
6	Call-In/Walk-In/Mail-In , Florida Career Service Manual Posting	N	0
7	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

## WTLV/WJXX-TV

## EEO PUBLIC FILE REPORT

September 21, 2022 - September 20, 2023

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Central Florida Assoc. of Black Journalist P.O.Box 745 Orlando, Florida 32802 Phone : 727-434-0532 Url : <a href="https://cfabj.org/">https://cfabj.org/</a> Email : cfabj1983@gmail.com Tammie Fields	N	0
9	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 : bille@michaelsmedia.com Michael Bille	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	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 : ManninD@daytonastate.edu Fax : 1-386-506-3150 Debra Manning	N	0
12	Eastern Florida State College 3865 N Wickham Road Melbourne, Florida 32935 Phone : 321-632-1111 Email : deangelisl@easternflorida.edu Linda DeAngelis	N	0
13	Edward Waters University 1658 Kings Road Jacksonville, Florida 32209 Phone : 904-470-8007 Url : <a href="https://www.ewc.edu/">https://www.ewc.edu/</a> Email : t.graham@ewc.edu Tymon Graham	N	0

## WTLV/WJXX-TV

## EEO PUBLIC FILE REPORT

September 21, 2022 - September 20, 2023

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	FAMU-Florida A&M University 100 Student Union Plaza Tallahassee, Florida 32307 Phone : (850) 599-3700 Email : kenneth.jones@famuedu.edu Fax : 1-850-599-3353 Career Center Career Center	N	0
15	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
16	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
17	Florida A & M University 100 Student Union Plaza Tallahassee, Florida 32307 Phone : 850-599-8808 Url : <a href="http://www.famuedu.edu">http://www.famuedu.edu</a> Email : cecile.washington@famuedu.edu Cecile Washington	N	0
18	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 : Lvarn@fab.org Fax : 1-850-222-3957 Lindsay Varn	N	0
19	Florida Southern College Career Center 111 Lake Hollingsworth Drive Lakeland, Florida Phone : 863-680-4390 Xuchitl Coso Manual Posting	N	0

## WTLV/WJXX-TV

## EEO PUBLIC FILE REPORT

September 21, 2022 - September 20, 2023

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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	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
21	Hillsborough Community College Career Planning and Placement P.O. Box 31127 Tampa, Florida 33631 Phone : 813-253-7275 Url : <a href="http://www.collegecentral.com/hillsborough">www.collegecentral.com/hillsborough</a> Email : <a href="mailto:employ@hccfl.edu">employ@hccfl.edu</a> Fax : 1-813-253-7168 J Dedonato	N	0
22	Hispanic Chamber of Commerce of Metro Orlando 3201 E. Colonial Dr. Suite A20 Orlando, Florida 32803 Phone : 407.761.5373 Url : <a href="http://www.HispanicChamberOrlando.com">www.HispanicChamberOrlando.com</a> Email : <a href="mailto:aescobar@HispanicChamber.net">aescobar@HispanicChamber.net</a> Alejandra Escobar	N	0
23	Indeed.com	N	17
24	Jacksonville Urban League 903 W. Union Street Jacksonville, Florida Phone : 904-356-8336 Url : <a href="http://www.jaxul.org">www.jaxul.org</a> Email : <a href="mailto:jh.wilson@jaxul.org">jh.wilson@jaxul.org</a> Fax : 1-904-356-8336 Career Service	N	0
25	Job Board	N	3
26	Linked In	N	23

## WTLV/WJXX-TV

## EEO PUBLIC FILE REPORT

September 21, 2022 - September 20, 2023

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27	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
28	Nat. Assn. of TV Arts & Sciences P. O. Box 840738 Pembroke Pines, Florida 33024 Phone : 954-322-3171 Email : emmysuncoast@gmail.com Karla MacDonald	N	0
29	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
30	National Press Photographers Association/NPPA - Region 6 3200 Croasdaile Drive #306 Durham, North Carolina Phone : 919-383-7246 Url : nppa.org and http://metalab.unc.edu/nppa/jib/html Email : info@nppa.org Career Service	N	0
31	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
32	Omega Psi Phi Fraternity Jacksonville Jacksonville, Florida Email : Ronnie.King@gmail.com Ronnie King	N	0

## WTLV/WJXX-TV

## EEO PUBLIC FILE REPORT

September 21, 2022 - September 20, 2023

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Operation New Uniform 8825 Perimeter Park Blvd. Suite 503 Jacksonville, Florida 32216 Phone : 904-328-1600 Url : <a href="https://onuvets.org/">https://onuvets.org/</a> Email : <a href="mailto:sean@onuvets.org">sean@onuvets.org</a> Sean Stull	N	0
34	Other Source	N	1
35	Pace Center for Girls 2916 University Blvd. W. Jacksonville, Florida Phone : (904) 421-8585 Url : <a href="http://www.pacecenter.org">www.pacecenter.org</a> Fax : 1-904-421-8599 Career Service	N	0
36	Self Referral	N	7
37	Seminole State College 100 Weldon Blvd Sanford, Florida 32773 Phone : 407-708-2033x2649 Url : <a href="http://seminolestate.edu/careers">seminolestate.edu/careers</a> Email : <a href="mailto:careerdev@seminolestate.edu">careerdev@seminolestate.edu</a> David Telleria	N	0
38	Southern Tech College 1485 Florida Mall Avenue Orlando, Florida 32809 Phone : 407-323-4141 Email : <a href="mailto:speek@southernmtech.edu">speek@southernmtech.edu</a> Stacy Peek	N	0
39	Tegna, Inc. 8350 Broad Street Suite 2000 Tysons, Virginia 22102 Phone : 7038736764 HR HR	N	79



## WTLV/WJXX-TV

## EEO PUBLIC FILE REPORT

September 21, 2022 - September 20, 2023

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40	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
41	University of Florida College of Journalism & Communications PO Box 118400 Gainesville, Florida Phone : 352.294.0809 Url : http://www.jou.ufl.edu/ Email : pwilkerson@jou.ufl.edu Alexandria Wilkerson	N	0
42	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
43	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>136</b>

## WTLV/WJXX-TV

## EEO PUBLIC FILE REPORT

September 21, 2022 - September 20, 2023

## III. RECRUITMENT INITIATIVES

	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	Corporate IT created the final Secure TEGNA quarterly training module for 2022, Spot the Phish. This interactive exercise 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.  Keeping our systems safe requires constant vigilance. This is mandatory training for all employees.	120	All Station Staff
2	Ongoing Event	Establishment of training programs for station personnel	Tuesday 8:30am Weekly Sales Training Meetings. These involve sales strategies, techniques and results analysis.	24	All Sales Staff
3	1/4/2023	Establishment of training programs for station personnel	Training for Newsroom Personnel on the reporting of domestic violence and how to go beyond just giving out the hotline number. Training was lead by the head of Hubbard House, a domestic violence shelter and organization here in town.	60	All Newsroom Staff
4	1/9/2023	Establishment of training programs for station personnel	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.	102	All Station Staff
5	1/17/2023	Establishment of training programs for station personnel	Refuel Polk Automotive Training- Training features sales strategies for automotive dealerships and support businesses.	12	Sales Managers Account Executives
6	1/24/2023	Participation in events or programs sponsored by educational institutions	Anchor went to Henry F. Kite to be a celebrity reader and talk about television broadcasting.	1	Anchor

## WTLV/WJXX-TV

## EEO PUBLIC FILE REPORT

September 21, 2022 - September 20, 2023

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7	2/1/2023	Establishment of training programs for station personnel	Stowell Research Training-For all sales personnel to understand, learn about and use Stowell Research in Sales Presentations.	24	All Sales Staff
8	2/22/2023	Participation in events or programs sponsored by educational institutions	Anchor talked to over 300 students at Timberline Creek Elementary about public speaking and how it relates to their job.	1	Anchor/Meteorologist
9	3/2/2023	Participation in events or programs sponsored by educational institutions	Meteorologist went to Providence School of Jacksonville to talk Meteorology and Television with 95 second graders	1	Meteorologist
10	3/4/2023	Participation in events sponsored by organizations representing the community	Anchor participated in a forum at the Home and Patio Show to answer questions and help viewers in the Ask Anthony format.	1	Anchor
11	3/6/2023	Establishment of training programs for station personnel	The Secure TEGNA IT quarterly training module for 2023. 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.	102	All Station Staff
12	3/9/2023	Participation in events or programs sponsored by educational institutions	Meteorologist went to Chaffee Trail Elementary for Science Day. She discussed the science of meteorology and the importance of television broadcast meteorologists during a major weather event	1	Meteorologist
13	Ongoing Event	Establishment of training programs for station personnel	Tuesday 12pm Video Operations Training-To familiarize and train Account Managers for Video Operations forms and procedures.	6	Account Managers
14	Ongoing Event	Establishment of training programs for station personnel	Wednesday 12pm Video Strategy training-Weekly training sessions with Account Executives by Sales Managers on Sales Strategies and Implementation	12	Sales Managers Account Executives
15	4/14/2023	Participation in events or programs sponsored by educational institutions	Anchor and Meteorologist participated in Career Day at Tiger Academy. They discussed careers in broadcast television, meteorology and journalism and the importance of local television.	2	Anchor Meteorologist/Host

## WTLV/WJXX-TV

## EEO PUBLIC FILE REPORT

September 21, 2022 - September 20, 2023

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16	4/17/2023	Participation in events or programs sponsored by educational institutions	Our anchor was the guest speaker for the University of North Texas journalism students over Zoom. He discussed the television journalism business and what he does on a daily basis. He also touched on different aspects of the TV business, including news, sports, marketing, the emergence and importance of digital as well as production.	1	Anchor
17	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.	1	Assistant News Director
18	4/19/2023	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to 200+ kids at Wards Creek Elementary about weather and the importance and responsibilities of Television Meteorologists.	1	Meteorologist
19	4/24/2023	Participation in events sponsored by organizations representing the community	Meteorologist went to St. Mary's Kiwanis Club to discuss Hurricane Preparedness and the importance of local television in major weather events	1	Meteorologist
20	4/27/2023	Participation in events or programs sponsored by educational institutions	2 News Anchors went to Bridge to Success Academy for Career Day. They discussed the News Business with the students.	2	Anchor Anchor
21	5/4/2023	Participation in events or programs sponsored by educational institutions	Meteorologist did a virtual school visit about meteorology and the importance of broadcasting weather information, especially regarding major weather events.	1	Meteorologist
22	5/10/2023	Participation in events or programs sponsored by educational institutions	Anchor participated in Hugs Across the Country at Murray Middle School. She was asked by the students to participate and tell her story of where she came from and how she got to be a news anchor on television.	1	Anchor

## WTLV/WJXX-TV

## EEO PUBLIC FILE REPORT

September 21, 2022 - September 20, 2023

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23	5/12/2023	Participation in events or programs sponsored by educational institutions	Anchor participated in Career Day at Picolata Elementary School. Presented information on careers in television broadcast and journalism to elementary students.	1	Anchor
24	5/31/2023	Provision of training to management	A training to ensure no bias in the hiring process. Build on practices that support diverse representation and foster an inclusive environment where everyone feels a sense of belonging.	7	General Manager News Director Director of Sales Head of Technology
25	6/5/2023	Establishment of an intern program designed to assist members of the community	Internships - WTLV/WJXX-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, WTLV/WJXX hired and trained two intern(s) for three-month assignments.	2	Intern Intern

## WTLV/WJXX-TV

## EEO PUBLIC FILE REPORT

September 21, 2022 - September 20, 2023

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26	6/26/2023	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>	1	Producer in residence
27	6/27/2023	Establishment of training programs for station personnel	<p>Two sessions of Ethics Training were held in the News Conference Room. All Newsroom Personnel took part. The training was put on by TEGNA personnel.</p>	60	All Newsroom Staff

## WTLV/WJXX-TV

## EEO PUBLIC FILE REPORT

September 21, 2022 - September 20, 2023

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28	6/30/2023	Participation in other activities designed by the station employment unit	We did a one-on-one tour with a young man who loves satellite dishes and wants to be an engineer. We took him on a tour of the station with special emphasis on Engineering. Then one of our engineers took him to the "Dish Farm" and told him all about what the different kinds of satellite dishes do. He even took our guest out to the satellite truck, explained what it did and let him press the button that moved the dish up and down.	2	Program/Operations Manager Maintenance Engineer
29	7/14/2023	Establishment of training programs for station personnel	The secure TEGNA quarterly training module for Q2 of 2023 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 any incident to your local head of technology and manager, leader or general manager.	102	All Station Staff
30	7/19/2023	Establishment of training programs for station personnel	Training of newsroom staff with station attorneys on libel and legal training. The emphasis was on libel, what it is and how to avoid it. There were two sessions.	60	All Newsroom Staff
31	8/1/2023	Participation in other activities designed by the station employment unit	A young man who is interested in becoming a meteorologist came in for a tour and one-on-one interaction with one of our meteorologists. He learned all about weather forecasting, television weather and what it takes to be a meteorologist.	2	Program/Operations Manager Meteorologist
32	8/2/2023	Establishment of training programs for station personnel	Representatives of the Jacksonville Area Sexual Minority Youth Network (JASMYN) came in to present 2 sessions of training with newsroom personnel. They discussed covering issues involving the LGBTQ+ community in a thoughtful and inclusive way.	60	All Newsroom Staff