

KSDK
EEO PUBLIC FILE REPORT
September 21, 2015 - September 20, 2016

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 |
|--|---|-----------------------|
| Digital Sales Manager - KSDK | 2, 4, 7, 10-11, 15, 18, 21, 24, 26, 29-30, 36-38, 41-42, 44-48, 50, 53-54, 56, 59-60, 62-63, 66, 69-71, 73, 76 | 10 |
| Marketing Topical Producer - KSDK | 2, 4, 7, 11-12, 15, 18, 21, 24, 26, 29-30, 36-38, 41-42, 44-50, 53-54, 56, 59-60, 62-63, 66, 70-71, 73, 75-76 | 49 |
| Director / Technical Director - KSDK | 2, 4, 7, 11, 15, 18, 21, 24, 29-30, 36-38, 41-42, 44-48, 50, 53-54, 56, 59-60, 62-63, 66, 70-71, 73, 76 | 76 |
| Multi Media Journalist | 1-2, 4, 7, 11, 15, 19, 21, 24, 29-31, 36-38, 41-42, 44-48, 50, 52-54, 56, 59-63, 66, 69-71, 73, 76 | 4 |
| Multi Media Journalist | 1-2, 4, 7, 11, 15, 19, 21, 24, 29-31, 36-38, 41-42, 44-48, 50, 52-54, 56, 59-63, 66, 69-71, 73, 76 | 1 |
| Producer | 2, 4, 7, 11, 15-16, 19, 21, 24, 29-31, 36-38, 41-42, 44-48, 50, 52-54, 56-57, 59-63, 66, 69-71, 73, 76 | 16 |
| Producer | 2, 4, 7, 11, 15-16, 19, 21, 24, 29-31, 36-38, 41-42, 44-48, 50, 52-54, 56-57, 59-63, 66, 69-71, 73, 76 | 4 |
| Meteorologist | 1-11, 14-17, 19-25, 29-34, 36-48, 50, 52-56, 58-61, 63-74, 76 | 67 |
| Information Technology Manager | 2, 4, 7, 11, 15, 19, 21, 24, 27, 29-31, 35-38, 41-42, 44-48, 50, 52-54, 56, 59, 61-63, 69-71, 73, 76 | 27 |
| Marketing Director | 4, 7, 11, 15, 19, 21, 24, 28-31, 36-38, 41-42, 44-48, 50-54, 56, 59, 61-63, 66, 69-71, 73, 76 | 51 |
| Business Development Account Executive | 2, 4, 7, 10-11, 13, 15-16, 19, 21, 24, 29-31, 36-38, 41-42, 44-48, 50, 52-54, 56-57, 59, 61-63, 66, 69-71, 73, 76 | 10 |
| Key Account Executive | 2, 4, 7, 11, 13, 15-16, 19, 21, 24, 29-31, 36-38, 41-42, 44-48, 50, 52-54, 56, 59, 61-63, 66, 69-71, 73, 76 | 16 |

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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 | Agency Referral | N | 5 |
| 2 | American Federation of Television and Radio Artists 1310 Papin #103 St Louis, Missouri Fax : 1-314-231-8412 Career Service | N | 0 |
| 3 | American Indian Council 310 Armour Rd, Ste 205 N. Kansas City, Missouri 64116 Phone : 816-471-4898 Email : cmolle@indiancouncil.net Fax : 1-816-471-8543 Christine Molle | N | 0 |
| 4 | 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 |
| 5 | Central Methodist College CMC; 411 Central Methodist Square Fayette, Missouri 65248 Phone : 660-248-3391 Url : NONE Email : mba@mbaweb.org Fax : 1-660-248-3469 Mark Kelty | N | 0 |
| 6 | Central Missouri State Univ. Wood 11; CMSU Corner of College & Clark Warrensburg, Missouri 64093 Phone : 660-543-4155 Email : mba@mbaweb.org Fax : 1-660-543-4668 Theresa Alewel | N | 0 |
| 7 | 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 |

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|-----------|---|---|--|
| 8 | College of the Ozarks PO Box 17 Point Lookout, Missouri 65726 Phone : 417-334-6411 Email : mba@mbaweb.org Fax : 1-417-690-3246 Ron Martin | N | 0 |
| 9 | Columbia College 1001 Rogers Street Columbia , Missouri 65216 Phone : 573-875-7260 Fax : 1-573-875-7209 Bruce Strickland | N | 0 |
| 10 | Corporate Recruiter | N | 9 |
| 11 | Culver- Stockton College One Chicago Hill Canton, Missouri 63435 Phone : 573-288-6000 Url : www.culver.edu Email : advancement@culver.edu Career Placement | N | 0 |
| 12 | Current Employee | N | 1 |
| 13 | Did not indicate (Source Unknown) | N | 6 |
| 14 | Division of Workforce Development 1716 Four Seasons Drive Jefferson City, Missouri 65101 Phone : 573-526-8115 Email : Dylan.minor@ded.mo.gov Fax : 1-573-526-3494 Dylan Minor | N | 0 |
| 15 | 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 : ebfoundation@cbs.com Fax : 1-212-975-5884 Sandra Rice | N | 0 |
| 16 | Employee Referral | N | 8 |

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|-----------|---|---|--|
| 17 | Fontbonne College 6800 Wydown Blvd. St. Louis, Missouri 63105 Phone : 314-889-1434 Fax : 1-314-889-1451 Jennifer Self | N | 0 |
| 18 | Gannett 7950 Jones Branch Drive McLean, Virginia 22107 Phone : 703-854-6089 N/A N/A Manual Posting | N | 0 |
| 19 | Glassdoor.com 100 Shoreline Highway Mill Valley , California Alison Markenson Manual Posting | N | 0 |
| 20 | Goodwill Industries 1727 Locust St. Louis, Missouri 63103 Phone : 314-241-3464 Fax : 1-314-241-2346 Rodney Watts | N | 0 |
| 21 | 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 |
| 22 | Guadalupe Center 2641 Belleview Kansas City, Missouri 64108 Phone : (816) 561-6885 Url : www.tornadic.com/gci/ Fax : (816) 561-7009 Frances Wallace | N | 0 |
| 23 | Hannibal-Lagrange College 2800 Palmyer Road Hannibal, Missouri 63401 Phone : 573-221-3675 Email : mba@mbaweb.org Fax : 1-573-221-6594 Dr. Karry Richardson | N | 0 |

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|-----------|---|---|--|
| 24 | Harris-Stowe State University 3026 Laclede Ave St Louis, Missouri Phone : 314-340-3366 Url : www.hssu.edu, www.erecruitingnetwork.com Email : careerservices@hssu.edu Wanda McNeil | N | 0 |
| 25 | Heart of America Indian Center 600 West 39th St. Kansas City, Missouri 64111 Phone : (816) 931-5229 Url : members.aol.com/indianbrav/haic.html Fax : (816) 421-6493 Director of Placement | N | 0 |
| 26 | Hispanic Link News Service 1420 N. St. N.W. Washington, District of Columbia Phone : (202) 234-0280 Email : charlie@hispaniclink.org Carlos Ericksen-Mendoza | N | 0 |
| 27 | Indeed.com - Not Directly Contacted by SEU | N | 1 |
| 28 | Internal Candidate | N | 2 |
| 29 | International Brotherhood of Electrical Workers Local 4 1610 S. Kingshighway St Louis, Missouri Email : broadcast@ibewlocal4.com Elaine IBEW Local 4 | N | 0 |
| 30 | Jefferson College 1000 Viking Drive Hillsboro, Missouri 63050 Phone : 636-789-3951 Email : bgross@jeffco.edu Bob Gross | N | 0 |
| 31 | juju.com New York New York , New York Alison Markenson Manual Posting | N | 0 |

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|-----------|--|---|--|
| 32 | Kansas City Indian Center 600 W. 39th St. Kansas City, Missouri 64111 Phone : 816-421-7608 Email : information@kcindiancenter.org Fax : 1-816-421-6493 Gaylene Crouser | N | 0 |
| 33 | KRCG-TV Job Link 13 P.O. Box 659 Jefferson City, Missouri 65102 Phone : (573) 443-1300 Fax : 1-573-896-5193 Jeff Jones | N | 0 |
| 34 | Lincoln University 820 Chestnut Street Jefferson City, Missouri 65102 Phone : 573-681-5167 Fax : 1-573-681-5165 Ronald Nelson | N | 0 |
| 35 | Linked In | N | 2 |
| 36 | LinkedIn Missouri N/A N/A Manual Posting | N | 0 |
| 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 | Media-Match 714 North La Brea Los Angeles, California Phone : 323-284-5589 Url : www.media-match.com Email : info@media-match.com Tammy Romaniuk | 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 |
|-----------|---|---|--|
| 39 | Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : http://www.mbaweb.org Email : tharper@mbaweb.org Fax : 1-573-634-8258 Terry Harper | N | 0 |
| 40 | Missouri Career Center 1514 S. Glenstone Springfield, Missouri 65804 Phone : 417-887-4343 Fax : 1-417-888-4076 Veronica Lowe | N | 0 |
| 41 | Missouri School of Journalism in Columbia 76 Gannett Hall Columbia, Missouri Phone : 573-882-0373 Email : mujourcareerservices@missouri.edu Career Services | N | 0 |
| 42 | Missouri State University 901 S. National Avenue Springfield, Missouri 65804 Phone : 417-836-6861 Url : http://careercenter.missouristate.edu Email : careercenter@missouristate.edu Fax : 1-417-836-5656 Chalanda Johnson | N | 0 |
| 43 | Missouri Valley College 500 East College Marhall, Missouri 65340 Phone : 660-831-4080 Email : mba@mbaweb.org Brie Dittmer | N | 0 |
| 44 | N.E. Missouri State University Business Placement Center Violette Hall 112 Kirksville, Missouri 63501 Phone : 660-785-4353 Url : truman.edu Fax : 1-660-785-4366 Jonna Miller | N | 0 |

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|-----------|--|---|--|
| 45 | National Association Of Black College Broadcasters (NABCB) P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks | N | 0 |
| 46 | 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 |
| 47 | 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 |
| 48 | National Television Academy, Mid-America Chapter 1001 Highlands Plaza Dr. W #320 St Louis, Missouri Phone : 314-647-3669 Url : www.emmymid-america.org Email : Maggie@emmymid-america.org Fax : 1-314-512-9653 Maggie Eubanks | N | 0 |
| 49 | Non-Employee Referral | N | 1 |
| 50 | Northwest Missouri State University no listing Maryville, Missouri 64468 Phone : 816-562-1212 Email : career@nwmissouri.edu Northwest Missouri State University Northwest Missouri State University | N | 0 |
| 51 | Recruiter | N | 4 |

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|-----------|--|---|--|
| 52 | Simply Hired 525 Almanor Ave #100 Sunnyvale, California 94085 Alison Markenson Manual Posting | N | 0 |
| 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 | St Louis Community College Meramec 11333 Big Bend Blvde. Kirkwood, Missouri 63122 Phone : 314-539-5000 Email : cdismuke@stlcc.edu C. Dismuke | N | 0 |
| 55 | St. Louis University 221 North Grand Blvd. St. Louis, Missouri 63130 Phone : 314-977-2828 Email : mba@mbaweb.org Fax : 1-314-977-3486 Scott Plowman | N | 0 |
| 56 | St. Louis University 3840 Lindell Blvd #110 St Louis, Missouri Phone : 314-997-2828 Url : http://careers.slu.edu/employers.html Email : careers@slu.edu Career Service | N | 0 |
| 57 | Station Website | N | 5 |
| 58 | The Urban League 3701 Grandel Square St. Louis, Missouri 63156 Phone : 314-615-3624 Email : styler@urbanleague.stl.org Fax : 1-314-531-7462 Sidney Tyler | N | 0 |

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|-----------|---|---|--|
| 59 | Truman State University Career Center Kirksville, Missouri 63501 Phone : 660-785-4353 Email : careers@truman.edu Polly Matteson | N | 0 |
| 60 | 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 |
| 61 | TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holoway | N | 0 |
| 62 | University of Missouri 100 Corporate Lake Dr. Columbia, Missouri 65211 Phone : 573-882-6898 Url : missouri.edu Email : recruiting@missouri.edu Fax : 1-573-884-1198 Sonda Rippetto | N | 0 |
| 63 | University of Missouri - St Louis 278 Millennium Student Center One University Blvd St Louis, Missouri 63121 Phone : 314-516-5111 Email : careerservices@umsl.edu Fax : 1-314-516-6535 Erica Shepperd | N | 0 |
| 64 | University of Missouri- Rolla no listing Rolla, Missouri 65401 Phone : 573-341-4114 Fax : 1-573-341-6306 University of Missouri- Rolla University of Missouri- Rolla | N | 0 |

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|-----------|---|---|--|
| 65 | University of Missouri-Kansas City 5100 Rockhill Road Kansas City, Missouri 64110 Phone : 816-235-1228 Fax : 1-816-235-5515 Kelly Limpic | N | 0 |
| 66 | University of Missouri-Rolla 1870 Miner Circle/303 Norwood Hall Rolla, Missouri 65409 Phone : 573-341-4254 Email : mba@mbaweb.org Fax : 1-573-341-4253 LeAnn Morton | N | 0 |
| 67 | Unsolicited | N | 1 |
| 68 | Washington University 1 Brooking Drive St. Louis, Missouri 63130 Phone : 314-935-5930 Email : mba@mbaweb.org Fax : 1-314-935-5905 Mark Smith | N | 0 |
| 69 | Washington University 1 Brooking Drive St. Louis, Missouri 63130 Phone : 314-935-4671 Email : careers@wustl.edu Fax : 1-314-935-5905 Sarah Jennings | N | 0 |
| 70 | Webster University 470 East Lockwood Webster Groves, Missouri 63119 Phone : 314-968-7143 Email : gorlokjobs@webster.edu Rebecca Spear | N | 0 |
| 71 | Westminster College 501 Westminster Ave. Fulton, Missouri 65251 Phone : 573-592-5381 Email : careersrv@westminster-mo.edu Fax : 1-573-592-5383 Christy Chitwood | N | 0 |

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|--|---|--|---|
| 72 | William Jewel College 500 College Hill Liberty, Missouri 64068 Phone : 816-415-5938 Email : mba@mbaweb.org Fax : 1-816-415-5027 Judy Rychlewski | N | 0 |
| 73 | William Jewel College 500 College Hill Liberty, Missouri 64068 Phone : 816-415-5938 Email : careerdevelopment@william.jewell.edu Fax : 1-816-415-5027 Judy Rychlewski | N | 0 |
| 74 | William Woods University no listing Fulton , Missouri 65251 Phone : 573-642-2251 Fax : 1-573-592-1146 William Woods University William Woods University | N | 0 |
| 75 | Word of Mouth Referral | N | 1 |
| 76 | www.ksdk.com Missouri Career Service Manual Posting | N | 10 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 58 |

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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 | 9/30/2015 | Sponsorship of events in the community designed to increase public awareness | <p>TEGNA sponsored Investigative Film Festival in Washington DC from September 30th- October 2nd. The purpose of the first annual symposium was to create a dialog between journalists and filmmakers to foster discussion around such topics as censorship, and to highlight candid, innovative investigative journalism to shape public opinion about challenging issues.</p> <p>http://www.washingtonpost.com/goingoutguide/new-film-festival-debuts-centering-on-investigative-journalism/2015/09/24/fdbb7174-60aa-11e5-9757-e49273f05f65_story.html</p> <p>Outreach and career development - a very different event that could inspire and also help recruit new people to TEGNA. A great way to say thank you and to inspire the investigators that work so hard.</p> | 1 | Anchor/Reporter |
| 2 | 10/12/2015 | Provision of training to management | Two Managers attended Center for Sales Strategy Talent Focused Management Workshop. From CSS website: Talent Focused Management (TFM) is our foundation management workshop—built around the Nature-Nurture Growth Formula. This formula helps managers to focus on what they can control on the Nature side (Talent and Fit) and on the Nurture side (Investi | 2 | Bus Dev Sales Manager Key Account Sales Manager |
| 3 | 12/2/2015 | Participation in events or programs sponsored by educational institutions | Hosted 15 students from Ursuline Academy, a local girls Catholic High School. Students toured, watched a broadcast and obtained general information about journalism careers. Students are part of a broadcast journalism program. | 5 | Anchor/Reporter Anchor/Reporter Meteorologist Producer |

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|---|-------------|---|---|-------------------------------------|--|
| 4 | 12/7/2015 | Participation in events or programs sponsored by educational institutions | 8 students from College of the Ozarks spent the day at KSDK with the General Manager (Marv Danielski) and News Department (Karin Movesian, Director) to learn about opportunities as Photographers, Producers and Anchors. | 9 | GM Dir of Marketing Photographer News Director |
| 5 | 12/9/2015 | Participation in events or programs sponsored by educational institutions | School: Granite City High School Details: The school contacted me about a job shadowing opportunity with the three students. It took place at KSDK on 12/9 from 6 a.m. to 1 p.m. The students watched several newscasts and met with several employees to learn about different jobs in the building and about their interests. Students: Brian Ames-Junior Clair Ames- Junior Matilynn Barron- Senior | 1 | Anchor/Reporter |
| 6 | 1/1/2016 | Establishment of training programs for station personnel | Participation in TEGNA Master class - ongoing 2016 | 2 | Engineering Tech - Marketing and Creative Photographer/Editor |
| 7 | 1/26/2016 | Establishment of training programs for station personnel | TEGNA Digital Learning and Development Training - Outcome: Participants will a) present strong, detailed, business evaluations for integrated media plans, b) be able to explain how each digital product produces specific client outcomes within required timeframes, and c) create and explain custom integrated media mix calendars with clients. Products: SEO, Social Media Management, Landing Pages, Email, Social Ads Audience: Account Executives in the middle 60% of digital sales generation and the DSM from each station. | 2 | Digital Sales Manager Account Executive |
| 8 | 1/27/2016 | Establishment of training programs for station personnel | Social Media training for all employees | 60 | |

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|----|-------------|---|---|-------------------------------------|--------------------------|
| 9 | 2/2/2016 | Participation in events or programs sponsored by educational institutions | Mike Roberts gave a talk at St. Clare school in O'Fallon, IL as part of Catholic Schools week - discussed the broadcast journalism and meteorology fields of employment | 1 | Meteorologist |
| 10 | 2/16/2016 | Establishment of training programs for station personnel | <p>Casey Nolen, KSDK MSJ, provides MSJ training (including technical) internally and for TEGNA stations across the US.</p> <p>Training dates include: 2/17 - KSDK (Michelle London, Marianne Martinez, Christina Coleman, Art Holliday) 3/16 - Casey trained Pat McGonigle & separate session with Christina Coleman 3/17 - Casey trained Mike Rush 3/17 - Casey had advanced training with Jennifer Meckles 3/23/16- 3/24/16- 3/25/16 Casey visited TEGNA station for training in Greensboro, South Carolina, WFMY-TV. 3/26/16 Casey and Christina training for an entire shift, for session that includes everything from basics to more advanced techniques, as time permits. 4/4/16-4/6/16 - Casey trained at WTSP Tampa. 4/13/16 - Casey did two training sessions. One at 8AM for morning show personnel. One at 1:15 PM for late show personnel. June 2/3 -Norfolk – casey Nolen July 5/6 -Buffalo – Casey Nolan, Boua Xiong October 6/7 -Louisville – Casey Nolan, Boua Xiong October 11/12 -Knoxville – casey Nolen, Beau Zimmer</p> | 20 | Multi-Skilled Journalist |

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|----|-------------|---|---|-------------------------------------|---|
| 11 | 2/18/2016 | Participation in events or programs sponsored by educational institutions | six Loyola Academy students and three adult volunteers toured the station to learn about broadcast, journalism and business management. | 6 | Anchor/Reporter Anchor/Reporter Anchor Assignment Desk Editor |
| 12 | 3/2/2016 | Participation in events or programs sponsored by educational institutions | Hosted a tour for Hillsboro High School Radio and TV class. 19 students attended. | 8 | GM Producer Anchor MMJ |
| 13 | 3/4/2016 | Participation in events or programs sponsored by educational institutions | Career exploration/mentoring: Gateway HS (St. Louis) and Ladue HS (STL County) - Teach brief "creative" class, set up 4 groups of students to create and present PSA. Emphasizes exploration of the field, team work, creativity, problem solving. Winner produces 30 second PSA aligned to KSDK Alive and Well Initiative. | 5 | GM Creative Services Director Anchor Photographer |
| 14 | 3/4/2016 | Participation in events sponsored by community groups | Host to a group of young people from the YMCA Youth In Government program. Approximately 12 young people will be at the station from 9:15 until 12 observing the morning meeting, part of "Show Me St. Louis" and seeing how we operate. They are all interested in being in the business. In the afternoon they will be shooting stories for a newscast they are working on. | 1 | Executive Content Producer |
| 15 | 3/18/2016 | Participation in events or programs sponsored by educational institutions | Marquette Catholic High School, Alton, Illinois Broadcasting Class. 10 students, 1 teacher (SUPERVISOR: Beth DeCoursey (teacher)); High School Juniors The students are all taking a class related to broadcasting this semester -- and have an interest in journalism. They watched the noon broadcast, and had a Q&A opportunity. | 4 | Reporter/Anchor Anchor/Reporter Director Producer |

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| 16 | 3/20/2016 | Participation in events or programs sponsored by educational institutions | Maplewood/Richmond Heights Boyscout Troop: 12 scouts, 4 adult chaperones), SUPERVISOR: Mark Langson (scout leader) STUDENT AGES: middle school (6th-7th grade), and three high schoolers (juniors) Scouts get a badge for tours involving learning about new careers. Q&A and tour focused on learning about journalism and television production. | 3 | Reporter/Anchor Anchor Assignment Editor |
| 17 | 3/30/2016 | Participation in events or programs sponsored by educational institutions | Valley Park High School tour - 30 media students will meet with Show Me St. Louis staff. Students are in grades 10 -12. | 9 | GM Sr Producer Associate Producer Reporter |
| 18 | 4/14/2016 | Participation in events sponsored by community groups | The Cardinals and KSDK Newschannel 5 First Alert present Weather Bash at Busch on Thursday, April 14, 2016. Weather Bash is an educational program geared toward elementary and middle school students (ages 6 to 12). Through the program, students learn how to analyze the cause of weather in an interactive format; examining how high, low, cold & warm fronts, along with the jet stream, deliver weather right to our doorsteps! • Junior high and high school students are also welcome to attend but the program is primarily geared towards younger students. | 4 | Chief Meteorologist Meteorologist Meteorologist Meteorologist |
| 19 | 4/15/2016 | Participation in events or programs sponsored by educational institutions | Ava Ehrlich went to University of MO in Columbia to recruit, do 1:1 sessions with students to educate them about the field of broadcast and did a presentation for the KOMU News Team | 2 | Executive Content Producer VP of Recruiting |
| 20 | 4/26/2016 | Provision of training to management | Sales Leadership Summit/presented on behalf of G/O Digital: leadership training on ownership, new products for digital, Google keynote on micro moments, Facebook advertising and the shift to social. | 3 | Digital Sales Manager Business Development Manager Key Account Sales Manager |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|----|-----------|--|---|------------------------------|---|
| 21 | 6/9/2016 | Participation in events or programs sponsored by educational institutions | Scott Connell (Meteorologist) conducted a weather merit badge for the Boy Scouts at the STEM on CAMPus event this year at UMSL. That was June 9th, 2016 on the UMSL campus. | 1 | Meteorologist |
| 22 | 6/12/2016 | Establishment of an intern program designed to assist members of the community | Hosted 2 2016 Summer Interns (Angela Luna from Northwest Missouri State) and Corey Miller from University of Missouri, Columbia). Provided overall news training for 2 months. Multiple News Managers, Producers, MSJs involved in hands on training. | 3 | Assistant News Director MSJ Producer |
| 23 | 6/30/2016 | Establishment of training programs for station personnel | Provided tuition assistance for Darra Cunningham, Marketing and Promotions Coordinator, to take a graduate level marketing class. | 1 | Marketing and Promo Coordinator |
| 24 | 7/5/2016 | Participation in events or programs sponsored by educational institutions | The DUKE Talent Program identifies academically gifted middle school students, inviting them to study various courses on different college campuses all over the country. Washington University is hosting a program that includes kids studying crisis coverage in news (tornadoes, floods, etc) That's what we will concentrate on Tuesday. Up to 15 kids. Touring, meeting anchors, reporters, producers, managers, watching noon news | 5 | Executive Content Producer News Director Producer Anchor |
| 25 | 7/12/2016 | Establishment of training programs for station personnel | Social Media Training: creating social listening, uncovering good content, marketing content | 85 | News Teams Digital Teams |
| 26 | 8/24/2016 | Participation in events or programs sponsored by educational institutions | Sheila Rice, Producer, spoke to an undergrad/graduate class of 11 at Lindenwood University to educate students about career options in broadcasting (specifically Producing). | 1 | Producer |
| 27 | 9/15/2016 | Establishment of training programs for station personnel | Jessica Quick, Meteorologist received a TEGNA grant to attend the ONA (Online News Association) Conference 9/15-9/17 in Denver. The grant was awarded to fully fund 6 rising multiplatform content creators on behalf of TEGNA. | 1 | Meteorologist |