

KCEN, KAGS-LD
EEO PUBLIC FILE REPORT
March 22, 2019 - March 21, 2020

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
MSJ/Weather Anchor	1-10, 12-17, 19-28, 30, 32-50, 52	32
MSJ/Weather Anchor	1-10, 12-17, 19-28, 30, 32-50, 52	32
Account Executive	1, 3-10, 12-17, 19-28, 30, 32-50, 52	25
Creative Content Producer	1, 3-17, 19-30, 32-50, 52	29
Account Executive	1, 3-10, 12-17, 19-28, 30, 32-50, 52	32
News/Sports Multi-Skilled Journalist	1, 3-10, 12-15, 17, 19-28, 30, 32-50, 52	32
Broadcast Producer	1, 3-10, 12-15, 17, 19-28, 30, 32-52	32
Meteorologist	1, 3-10, 12-15, 17-28, 30, 32-50, 52	17
Marketing Producer	1, 3-10, 12-15, 17, 19-28, 30, 32-50, 52	32
IT Broadcast Engineer	1, 3-10, 12-13, 15-17, 19-28, 30, 32-50, 52	32
Account Manager	1, 3-10, 12-13, 15-17, 19-28, 30, 32-50, 52	32
Multi skilled Journalist-8365	1, 3-10, 12-13, 15-17, 19-28, 30, 32-50, 52	8
Multi-Platform Producer	1, 3-10, 12-13, 15-17, 19-28, 30, 32-52	32
Creative Services Producer	1, 3-13, 15-17, 19-28, 30, 32-52	32
Producer-Marketing & Community Relations 8656	1, 3-10, 12-13, 15-17, 19-28, 30-50, 52	31
Anchor/Multi-Skilled Journalist 8853	1, 3-10, 12-13, 15-17, 19-28, 30, 32-50, 52	25

KCEN, KAGS-LD
EEO PUBLIC FILE REPORT
March 22, 2019 - March 21, 2020

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	Abilene Christian University ACU Box 27914 Abilene, Texas 79669 Phone : 325-674-6540 Career Office Manual Posting	N	0
2	American Broadcasting School 712 N Watson Rd Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
3	b-roll.net Television Photography 1623 D St NE Washington, District of Columbia 20002 Phone : 202-470-5396 Kevin Johnson Manual Posting	N	0
4	Baylor University One Bear Pl #97036 Waco, Texas 76798 Phone : 254-710-3771 Career Services Manual Posting	N	0
5	Broadbean Network 601 Newport Center Dr Ste 1400 Newport Beach, California 92660 Phone : 949-706-8560 Job Listings Manual Posting	N	0
6	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Jobs Editor Manual Posting	N	0
7	Broadcasting & Cable 28 E 28th St 12th Floor New York, New York 10016 Phone : 212-378-0400 Zahra Majma Manual Posting	N	0

KCEN, KAGS-LD
EEO PUBLIC FILE REPORT
March 22, 2019 - March 21, 2020

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
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	4
9	Central Texas College P.O. Box 1800 Killeen, Texas 76540 Phone : 254-526-1106 Career Services Manual Posting	N	0
10	Connecticut School of Broadcasting 9600 Great Hills Trl Ste 200E Austin, Texas 78759 Phone : 512-340-1420 Email : csbaustin@gocsb.com Randy Ahrens	N	0
11	Current Employee	N	2
12	Dallas Black Chamber of Commerce 2838 MLK Jr Blvd Dallas, Texas 75215 Phone : 214-421-5200 Fax : 1-214-421-5510 Reginald Gates	N	0
13	Fort Hood Army Career & Alumni Program TJ Mills Blvd & Battalion Ave Bldg 18010, Rm B308, 3rd Floor Fort Hood, Texas 76544 Phone : 254-288-5627 Robert Schumacher Manual Posting	N	0
14	Fort Worth Hispanic Chamber of Commerce 1327 N Main St Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 1-817-625-1405 Rosa Navejar	N	0

KCEN, KAGS-LD
EEO PUBLIC FILE REPORT
March 22, 2019 - March 21, 2020

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
15	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94965 Phone : 800-918-3229 Job Listings Manual Posting	N	0
16	Houston NAACP 2002 Wheeler St Houston, Texas 77004 Phone : 713-526-3389 Fax : 1-713-630-2699 Job Listings	N	0
17	Indeed.com 470 West Ave Ste 2002 Stamford, Connecticut Phone : 203-564-2418 Job Listings Manual Posting	N	3
18	Indeed.com	N	2
19	JuJu.com 151 First Ave #19 New York, New York 10003 Phone : 212-537-3898 Job Listings Manual Posting	N	0
20	KAGS On-Air Promos 2800 S Texas Ave Ste 110 Bryan, Texas 77802 Phone : 254-859-5481 Job Listings Manual Posting	N	0
21	KAGS Website 2800 S Texas Ave Ste 110 Bryan, Texas 77802 Phone : 254-859-5481 Job Listings Manual Posting	N	0
22	KCEN On-Air Promos 314 S Interstate 35 Eddy, Texas 76524 Phone : 254-859-5481 Job Listings Manual Posting	N	0

KCEN, KAGS-LD
EEO PUBLIC FILE REPORT
March 22, 2019 - March 21, 2020

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
23	KCEN Website 314 S Interstate 35 Eddy, Texas 76524 Phone : 254-859-5481 Job Listings Manual Posting	N	0
24	Killeen Daily Herald P.O. Box 1300 Killeen, Texas 76540 Phone : 254-634-2125 Job Listings Manual Posting	N	0
25	LinkedIn.com 2029 Stierlin Ct Mountain View, California 94043 Phone : 650-687-3555 Job Listings Manual Posting	N	2
26	LULAC Central Texas 102 E Central Ave Temple, Texas 76501 Phone : 254-931-0826 Email : tacomart49@yahoo.com David Martinez	N	0
27	MediaLine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7564 Job Listings Manual Posting	N	0
28	MyJobHelper.com 33 Irving Place FL3 New York, New York 10003 Job Listings Manual Posting	N	0
29	Other Source	N	1
30	Society of Broadcast Engineers 9012 N Meridian St Ste 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Job Listings Manual Posting	N	0

KCEN, KAGS-LD
EEO PUBLIC FILE REPORT
March 22, 2019 - March 21, 2020

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
31	Station Website	N	1
32	TEGNA Careers 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 703-854-6089 Job Listings Manual Posting	N	16
33	Temple College 2600 S 1st St Temple, Texas 76504 Phone : 254-298-8282 Career Services Manual Posting	N	0
34	Temple Daily Telegram 10 S 3rd St Temple, Texas 76501 Phone : 254-778-4444 Jane Moon Manual Posting	N	0
35	Temple NAACP P.O. Box 157 Temple, Texas 76503 Phone : 254-778-2909 Email : vleak97177@aol.com William Leak	N	0
36	Texas A&M University-Central Texas 1001 Leadership Pl Killeen, Texas 76549 Phone : 254-519-5400 Career Office Manual Posting	N	0
37	Texas A&M University-College Station 1233 TAMU 209 Koldus College Station, Texas 77843 Phone : 979-845-5139 Career Office Manual Posting	N	0
38	Texas Association of Broadcasters 502 E 11 St Ste 200 Austin, Texas 78701 Phone : 512-322-9944 Craig Bean Manual Posting	N	0

KCEN, KAGS-LD
EEO PUBLIC FILE REPORT
March 22, 2019 - March 21, 2020

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
39	Texas Christian University P.O. Box 32930 Fort Worth, Texas 76129 Phone : 817-921-7425 Anatha Babbili Manual Posting	N	0
40	Texas State Technical College 3801 Campus Dr Waco, Texas 76705 Phone : 800-792-8784 Rob Wolaver Manual Posting	N	0
41	Texas State University 601 University Dr San Marcos, Texas 78666 Phone : 512-245-2645 Allison Birk Manual Posting	N	0
42	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
43	Texas Veterans Commission-Harker Heights 302 Millers Crossing Ste 4 Harker Heights, Texas 76548 Phone : 254-953-7102 Charles Butts Manual Posting	N	0
44	Texas Veterans Commission-Killeen 6200 W Central Texas Expy Killeen, Texas 76549 Phone : 254-200-2075 James Moore Manual Posting	N	0
45	Texas Workforce Commission 1416 New Rd Waco, Texas 76711 Phone : 254-754-5421 Job Listings Manual Posting	N	0

KCEN, KAGS-LD
EEO PUBLIC FILE REPORT
March 22, 2019 - March 21, 2020

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
46	The Bryan Eagle 1729 Briarcrest Dr Bryan, Texas 77802 Phone : 979-776-4444 Brenda Garcia Manual Posting	N	0
47	TVNewsCheck P.O. Box 565 Chatham, New Jersey Phone : 516-674-4914 Phil Kirk Manual Posting	N	0
48	University of Mary Hardin-Baylor 900 College St Belton, Texas 76513 Phone : 254-295-8642 Don Owens Manual Posting	N	0
49	University of Texas 1 University Station A0901 CMA3-102 Austin, Texas 78712 Phone : 512-471-9421 Christina Worle Manual Posting	N	0
50	Waco Tribune Herald P.O. Box 2588 Waco, Texas 76702 Phone : 254-757-5757 Grace Allen Manual Posting	N	0
51	Word of Mouth Referral	N	5
52	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			36

KCEN, KAGS-LD
EEO PUBLIC FILE REPORT
March 22, 2019 - March 21, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/17/2019	Participation in Job Fairs	On April 17, 2019, the SEU participated in the HYPE (Helping Youth Prepare for Employment) Career Expo sponsored by the Workforce Solutions Brazos Valley at the Brazos County Expo Center in Bryan, TX and held for Juniors and Seniors from local high schools. Station participants included the Station Manager and two Anchors who distributed information about the station and career opportunities in broadcasting.	3	Station Manager Anchor Anchor
2	4/27/2019	Participation in events sponsored by community groups	On April 27, 2019, the SEU participated in the Bloomin' Temple Festival hosted by the City of Temple held in Downtown Temple, TX. Station participants included our Marketing Director and Evening Anchors who distributed information about the station, current community outreach activities and job opportunities at the station.	4	Marketing Director Anchor Anchor Meteorologist
3	5/2/2019	Participation in events sponsored by community groups	On May 2, 2019, the SEU participated in the "Feeding Friendly" community service project event held at the Bell County Expo Center in Belton, TX. The event was sponsored by Kids Against Hunger of Central Texas and Hope for the Hungry. Station participants included the General Manager, Director Sales, and Marketing Director who distributed information about the station and careers in broadcasting.	3	General Manager Director of Sales Marketing Director
4	5/4/2019	Participation in events sponsored by community groups	On May 4, 2019, the SEU participated in the Central Texas Airshow sponsored by the Georgetown Pilots Association and held at the Temple Airport in Temple, TX. Station Participants included our Marketing Director and two Meteorologists who distributed information about the station, current outreach activities, and job opportunities at the station.	3	Marketing Director Meteorologist Meteorologist

KCEN, KAGS-LD
EEO PUBLIC FILE REPORT
March 22, 2019 - March 21, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	5/11/2019	Participation in events sponsored by community groups	On May 11, 2019, the SEU sponsored and participated in the Schoepf's BBQ Boots and Bandanas event held in Belton, TX. Proceeds from the event benefit the Baylor Scott & White McLane Children's Medical Center. The event was hosted by two evening anchors and the General Manager also attended to discuss the station, current outreach activities, and job opportunities at the station.	3	General Manager Evening Anchor Evening Anchor
6	5/17/2019	Participation in events sponsored by community groups	On May 17, 2019, the SEU participated in the Operation Feeding Friends food drive held at three locations in Temple and Belton, TX. Collections from the event benefit several food pantries in Bell County, TX. The Marketing Director and several Anchors distributed information about the station, community outreach activities, and careers in broadcasting.	4	Marketing Director Meteorologist Morning Anchor Evening Anchor
7	6/18/2019	Establishment of training programs for station personnel	Content Summit (June 18-June 21) News, Digital, 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 transformation journeys and best practices across all platforms, trained on ethics and social media policies and capitalized on networking and recruitment opportunities.	3	General Manager News Director Marketing Director
8	6/24/2019	Participation in events sponsored by community groups	On June 24-28, 2019, the SEU participated in the Workforce Solution of Central Texas "Externship Program for Teachers" with the goal of giving local middle school and high school teachers an understanding of work environments so they can develop curriculum that links learning to work demands. One local teacher shadowed the News Department each day and spoke to Managers about working in television and how digital media is evolving.	4	Director of Sales Asst. News Director Senior Producer Digital Managing Editor

KCEN, KAGS-LD
EEO PUBLIC FILE REPORT
March 22, 2019 - March 21, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	8/15/2019	Participation in Job Fairs	On August 15, 2019 the SEU participated in Hood-Howdy- A Newcomers Information and Mini Career Fair on post at Fort Hood, TX. Event attendees included soldiers, military spouses, and eligible family members. Station participants included our Marketing Director and several anchors who distributed information about the station, job opportunities, and careers in broadcasting.	6	Marketing Director Morning Anchors (3) Evening Anchor Sports Anchor
10	9/7/2019	Participation in events sponsored by community groups	On September 7, 2019, the SEU participated in the 2019 Walk to End Alzheimer's held in Belton, TX. The walk is the world's largest event to raise awareness and funds for Alzheimer's care, support and research. Station participants included two Morning Anchors and our Marketing Director who hosted and participated in the event and were available to answer questions about the station and current outreach activities.	3	Marketing Director Morning Anchor Morning Anchor
11	9/14/2019	Participation in events sponsored by community groups	On September 14, 2019, the SEU participated in Harker Heights Food, Wine, and Brew Festival sponsored by the Harker Heights Chamber of Commerce. Station participants included our Marketing Director and two Anchors who distributed information about the station, current community outreach, and careers in broadcasting.	3	Marketing Director Morning Anchor Evening Anchor
12	10/5/2019	Participation in events sponsored by community groups	On October 5, 2019, The SEU participated in the Spirit of Santa Fe Wine Festival sponsored by the Temple Chamber of Commerce and City of Temple. Station participants included our Marketing Director who distributed information about the station, current community outreach activities and job opportunities at the station.	1	Director of Marketing

KCEN, KAGS-LD
EEO PUBLIC FILE REPORT
March 22, 2019 - March 21, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
13	10/26/2019	Participation in events sponsored by community groups	On October 26, 2019, the SEU participated in the 6th Annual Fall Stand Down & City of Killeen Community Triage held at the Killeen Community Center and sponsored by Bell County, the City of Killeen, and the Central Texas Homeless Coalition. Station participants included our Marketing Director and an Evening Anchor who distributed information about the station, current, community outreach activities, and careers at the station.	2	Marketing Director Evening Anchor
14	10/26/2019	Participation in events sponsored by community groups	On October 26, 2019, the SEU participated in the 2019 Susan G. Komen Waco More than Pink Walk fundraiser held in Waco, TX. Station participants included our Marketing Director and one Morning Anchor who distributed information about the station and current community outreach activities.	2	Marketing Director Morning Anchor
15	11/21/2019	Participation in events sponsored by community groups	On November 21, 2019, the SEU participated in the Business After Hours event sponsored by the Temple and Belton Chamber of Commerce and held at the Bell County Expo Center in Belton, TX. The Marketing Director was present to promote the stations Camo Santa project along with other outreach activities. He was also available to answer any questions about the station and careers in broadcasting.	1	Marketing Director
16	12/10/2019	Participation in events or programs sponsored by educational institutions	On December 10, 2019, our Meteorologist spoke to various classes at the Travis Science Academy in Temple, TX. in conjunction with their "Gear Up" program. Topics included the basics of weather and science, how to forecast weather, severe weather and safety. He also discussed his career and different career paths in broadcasting.	1	Meteorologist

KCEN, KAGS-LD
EEO PUBLIC FILE REPORT
March 22, 2019 - March 21, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
17	12/20/2019	Participation in events sponsored by community groups	On 12/20/19, the SEU presented donations to the Fort Hood Santa Workshop located in Fort Hood, TX. From November 30, 2019 through December 20, 2019, the station, in conjunction with local HEB grocery stores, collected games and toys for children of local military families. The Director of Marketing was at several "Camo Santa" events to represent the station and discuss the project as well as other station community initiatives.	1	Marketing Director
18	1/16/2020	Establishment of training programs for station personnel	On January 16-31,2020, TEGNA launched it's annual Byte Back Security Awareness Campaign to help employees understand TEGNA's IT standards and procedures, employee's role in keeping us safe from attacks, and how to incorporate security practices into their daily work routine. Every employee was required to take the Byte Back Challenge to test their knowledge on how they can prevent cyberattacks. The challenge is a seven-question online simulation based on the topics featured throughout the campaign.	80	All Employees
19	2/21/2020	Participation in Job Fairs	On February 21, 2020, the SEU participated in Hood Howdy- A Newcomers Information and Mini-Career Fair at Fort Hood, TX. Event attendees included soldiers, military spouses, and eligible family members. Station participants included our Marketing Director and six Anchors who distributed information about the station, job opportunities, and careers in broadcasting	7	Marketing Director Morning Anchors (3) Evening Anchors (3)

KCEN, KAGS-LD
EEO PUBLIC FILE REPORT
March 22, 2019 - March 21, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
20	2/28/2020	Sponsorship of events in the community designed to increase public awareness	On February 27, 2020, the SEU sponsored and hosted the Temple Chamber After Hours event at the station facility. The event was open to Chamber members and other members of the local community. Station participants included the General Manager, Director of Sales, Local Sales Manager, and other employees were on site to answer questions about the station, give station tours, and discuss current and future community outreach events.	20	General Manager Director Sales Local Sales Manager Account Exeutives (17)