## I. VACANCY LIST

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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hire</th>
</tr>
</thead>
<tbody>
<tr>
<td>Multi-skilled Journalist - 9684</td>
<td>1, 3, 5-10, 13-15, 17, 19-21, 23-24, 27, 30-31, 33-34, 36, 39-45, 47-54</td>
<td>1</td>
</tr>
<tr>
<td>Visual Storyteller - 9941</td>
<td>3, 5-10, 13-15, 17, 19-21, 27, 30-31, 33-34, 36, 39-45, 47-54</td>
<td>43</td>
</tr>
<tr>
<td>Visual Storyteller - 9941</td>
<td>3, 5-10, 13-15, 17, 19-21, 27, 30-31, 33-34, 36, 39-45, 47-54</td>
<td>43</td>
</tr>
<tr>
<td>Visual Storyteller - 9941</td>
<td>3, 5-10, 13-15, 17, 19-21, 27, 30-31, 33-34, 36, 39-45, 47-54</td>
<td>43</td>
</tr>
<tr>
<td>Morning Show Producer - 10080</td>
<td>3, 5-10, 13-15, 17, 19-21, 27, 30-31, 33-34, 36, 39-45, 47-54</td>
<td>43</td>
</tr>
<tr>
<td>Multi-skilled Journalist - 10111</td>
<td>3, 5-10, 13-15, 17, 19-21, 27, 30-34, 36, 39-45, 47-54</td>
<td>43</td>
</tr>
<tr>
<td>Producer - 10236</td>
<td>3, 5-10, 13-15, 17, 19-21, 27, 30-31, 33-34, 36, 39-45, 47-54</td>
<td>43</td>
</tr>
<tr>
<td>Production Specialist - 10515</td>
<td>2-7, 12-13, 18-19, 22, 28, 30-31, 36, 39, 43-45, 47, 51-52, 54</td>
<td>43</td>
</tr>
<tr>
<td>Multimedia Content Creator/ Editor-10531</td>
<td>2-7, 12-13, 18-19, 21-22, 28, 30-31, 36-37, 39, 43-45, 47, 51-52, 54</td>
<td>43</td>
</tr>
<tr>
<td>Content Editor - 10460</td>
<td>2-7, 12-13, 18-19, 26, 28, 30-31, 36, 39, 43-45, 47, 51-52, 54</td>
<td>26</td>
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<tr>
<td>Content Editor - 10460</td>
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<td>43</td>
</tr>
<tr>
<td>Digital Content Producer</td>
<td>3-10, 12-15, 17-21, 26-28, 30-31, 33-34, 36, 38-45, 47-54</td>
<td>38</td>
</tr>
<tr>
<td>Digital Content Producer</td>
<td>3-10, 12-15, 17-21, 26-28, 30-31, 33-34, 36, 38-45, 47-54</td>
<td>38</td>
</tr>
<tr>
<td>Director of Photography - 10810</td>
<td>3-7, 12-13, 18-19, 28-31, 35-36, 39, 43-45, 47, 51-52, 54</td>
<td>43</td>
</tr>
<tr>
<td>Director of Digital Content</td>
<td>3-10, 12-15, 17-21, 26-27, 30-31, 33-36, 39-45, 47-54</td>
<td>43</td>
</tr>
<tr>
<td>Broadcast Technician - 10971</td>
<td>3-7, 12-13, 18-19, 21, 29-31, 35-36, 39, 43-45, 47, 51-52, 54</td>
<td>43</td>
</tr>
<tr>
<td>Account Executive</td>
<td>3-10, 12-21, 25-27, 30-31, 33-37, 39-45, 47-54</td>
<td>26</td>
</tr>
<tr>
<td>Account Executive</td>
<td>3-10, 12-21, 25-27, 30-31, 33-37, 39-45, 47-54</td>
<td>26</td>
</tr>
<tr>
<td>Account Executive</td>
<td>3-10, 12-21, 25-27, 30-31, 33-37, 39-45, 47-54</td>
<td>26</td>
</tr>
<tr>
<td>Investigative Photojournalist-11281</td>
<td>3-7, 12-13, 18-19, 21, 23, 30-32, 35-36, 39, 43-45, 47, 51-52, 54</td>
<td>32</td>
</tr>
</tbody>
</table>
I. VACANCY LIST

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

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<tr>
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<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Good Morning Texas Producer- 11395</td>
<td>3-7, 12-13, 18-19, 21, 30-32, 35-37, 39, 43-45, 47, 51-52, 54</td>
<td>32</td>
</tr>
<tr>
<td>Assistant Director of Photography 11449</td>
<td>3-7, 12-13, 18-19, 21, 30-31, 35-36, 39, 43-45, 47, 51-52, 54</td>
<td>43</td>
</tr>
<tr>
<td>Meteorologist-11498</td>
<td>3-7, 12-13, 18-19, 21, 30-31, 35-36, 39, 43-45, 47, 51-52, 54</td>
<td>43</td>
</tr>
<tr>
<td>Digital Sales Strategist - 11166</td>
<td>3-7, 12-13, 18-19, 21, 30-31, 35-36, 39, 43-45, 47, 51-52, 54</td>
<td>43</td>
</tr>
<tr>
<td>Senior Producer - 11640</td>
<td>3-7, 12-13, 18-19, 21, 30-31, 35-37, 39, 43-47, 51-52, 54</td>
<td>43</td>
</tr>
<tr>
<td>Marketing Producer-11721</td>
<td>3-7, 12-13, 18-19, 22, 29-31, 35-37, 39, 43-47, 51-52, 54</td>
<td>29</td>
</tr>
<tr>
<td>Marketing Producer-11721</td>
<td>3-7, 12-13, 18-19, 22, 29-31, 35-37, 39, 41, 43-47, 51-52, 54</td>
<td>43</td>
</tr>
<tr>
<td>Sales Coordinator-11806</td>
<td>3-7, 11-13, 18-19, 30-32, 35-37, 39, 43-47, 51-52, 54</td>
<td>32</td>
</tr>
<tr>
<td>Content Editor - 12147</td>
<td>3-7, 11-13, 18-19, 21, 26, 30-31, 35-37, 39, 43-47, 51-52, 54</td>
<td>43</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Agency Referral</td>
<td>N</td>
<td>5</td>
</tr>
<tr>
<td>2</td>
<td>Baylor University&lt;br&gt;PO Box 97036&lt;br&gt;Waco, Texas 76798&lt;br&gt;Phone: 254-710-8668&lt;br&gt;Url: <a href="http://baylor.edu">http://baylor.edu</a>&lt;br&gt;Email: <a href="mailto:human_resources@baylor.edu">human_resources@baylor.edu</a>&lt;br&gt;Carolyn Muska</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>3</td>
<td>Career Builder&lt;br&gt;200 N. LaSalle St Suite 1100&lt;br&gt;Chicago, Illinois 60601&lt;br&gt;Phone: 773-527-3600&lt;br&gt;Url: <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a>&lt;br&gt;Career Service&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>3</td>
</tr>
<tr>
<td>4</td>
<td>Catholic Charities of Dallas, Inc.&lt;br&gt;9461 LBJ Freeway, Suite 128 Central Services Office&lt;br&gt;Dallas, Texas 75243&lt;br&gt;Phone: 214-520-6590&lt;br&gt;Url: <a href="http://www.catholiccharitiesdallas.org">http://www.catholiccharitiesdallas.org</a>&lt;br&gt;Email: <a href="mailto:careers@ccdallas.org">careers@ccdallas.org</a>&lt;br&gt;Career Placement</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>5</td>
<td>Clark Atlanta University&lt;br&gt;223 James P. Brawley Drive S.W.&lt;br&gt;Atlanta, Georgia 30314&lt;br&gt;Phone: 404-880-8000&lt;br&gt;Url: <a href="http://www.cau.edu/">http://www.cau.edu/</a>&lt;br&gt;Email: <a href="mailto:cppc@cau.edu">cppc@cau.edu</a>&lt;br&gt;Career Services</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>6</td>
<td>Concord Missionary Baptist Church&lt;br&gt;6808 Pastor Bailey Drive&lt;br&gt;Dallas, Texas 75237&lt;br&gt;Phone: 214-331-8522&lt;br&gt;Url: <a href="http://concorddallas.org">http://concorddallas.org</a>&lt;br&gt;Email: <a href="mailto:ebradshaw@concorddallas.org">ebradshaw@concorddallas.org</a>&lt;br&gt;Candy Bradshaw</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>
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<table>
<thead>
<tr>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 7         | Cynopsis Media Marketing  
10 Norden Place  
Norwalk, Connecticut 06855  
Phone: 203.218.6480  
Url: http://cynopsis.com/advertise/#online  
Email: trish@cynopsis.com  
Fax: 1-203-218-6480  
Trish Pihonak | N | 0 |
| 8         | Dallas Can Academy  
325 W. 12th Street  
Dallas, Texas 75208  
Phone: 214-944-1985  
Url: http://dallascan.org  
Tammy Stancil  
Manual Posting | N | 0 |
| 9         | Dallas Concilio  
2914 Swiss Avenue  
Dallas, Texas 75204  
Phone: 214-941-1050  
Url: http://dallasconcilio.org  
Susanna Felix-Diaz  
Manual Posting | N | 0 |
| 10        | Dallas Inter-Tribal Center  
209 E. Jefferson Blvd  
Dallas, Texas 75203  
Phone: 214-941-1050  
Url: http://www.uihi.org/urgan-indian-health-organizati  
Tracey Palmer  
Manual Posting | N | 0 |
| 11        | Dallas-Fort Worth Urban League Young Professionals  
4315 south Lancaster Road  
Dallas, Texas 75216  
Phone: 405-473-1492  
Url: http://info@dfwulyp.org  
Email: vice.president@dfwulyp.org  
Tiffany Howell | N | 0 |
| 12        | Deaf Action Center  
3115 Crestview Drive  
Dallas, Texas 75235  
Phone: 214-521-0407  
Url: http://dactexas.org  
Email: heather.hughes@dactexas.org  
Heather Hughes | N | 0 |
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<th>RS Number</th>
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</tr>
</thead>
</table>
| 13        | Department of Veteran Affairs  
4500 S. Lancaster Road  
Dallas, Texas 75216  
Phone : 2147354201  
Url : www.northexas.va.gov  
Email : rachelle.alexander@va.gov  
Rachelle Alexander | N | 0 |
| 14        | Eastfield College  
3737 Motley Drive  
Mesquite, Texas 75150  
Phone : 972-860-8310  
Url : http://www.efc.dcccd.edu  
Ron Rollinson  
Manual Posting | N | 0 |
| 15        | El Centro College Job Placement Center  
Main & Lamar  
Dallas,, Texas 75202  
Phone : 214-860-2000  
Url : http://www.elcentrocollege.edu  
Demetria Bradfield  
Manual Posting | N | 0 |
| 16        | Employee Referral | N | 1 |
| 17        | Ft. Worth Metropolitan Chamber of Commerce  
3607 Rosedale  
Ft. Worth, Texas 76105  
Phone : 817-871-6538  
Url : http://www.fwmbcc.org  
Barbara Bolden  
Manual Posting | N | 0 |
| 18        | Ft. Worth Veterans Center  
1305 W. Magnolia Street Suite B  
Ft. Worth, Texas 76104  
Phone : 817-921-9095  
Url : http://www2.va.gov  
Email : ancilla.moses@va.gov  
Ancilla Moses | N | 0 |
| 19        | Goodwill Industries of Dallas  
3020 N. Westmoreland Road  
Dallas, Texas 75212  
Phone : 214-638-2800  
Url : http://www.goodwill.org  
Email : kkannan@goodwilldallas.org  
Kamala Kannan | N | 0 |
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</thead>
<tbody>
<tr>
<td>20</td>
<td>Harmony Community Development Corp 6969 Pastor Bailey Drive Suite 110 Dallas, Texas 75237 Phone: 214-393-5151 Url: <a href="http://harmonycdc.org/">http://harmonycdc.org/</a> Candy Bradshaw Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>21</td>
<td>I Am that I Am Training Center PO Box 41614 Dallas, Texas 75241 Phone: 214-372-4272 Delores Beall Manual Posting Prong 2 Ended Date: 3/17/2022</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>22</td>
<td>Indeed.com</td>
<td>N</td>
<td>3</td>
</tr>
<tr>
<td>23</td>
<td>Internal Candidate</td>
<td>N</td>
<td>4</td>
</tr>
<tr>
<td>24</td>
<td>Internal Hire</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td>25</td>
<td>Job posting on internet</td>
<td>N</td>
<td>3</td>
</tr>
<tr>
<td>26</td>
<td>Linked In</td>
<td>N</td>
<td>20</td>
</tr>
<tr>
<td>28</td>
<td>Mt Olive Baptist Church 301 W. Sanford Street Arlington, Texas 76011 Phone: 8172743644 Url: <a href="http://mtolivebc.org">http://mtolivebc.org</a> Email: <a href="mailto:mpaul@mountolivebc.net">mpaul@mountolivebc.net</a> Mona Paul</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>29</td>
<td>Other Source</td>
<td>N</td>
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<tr>
<th>RS Number</th>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 30        | Prairie View A&M University  
P.O. Box 519  
Prairie View, Texas 77446  
Phone : 936-261-3311  
Url : http://www.pvamu.edu  
Email : glenda_jones@pvamu.edu  
Glenda Jones | N | 0 |
| 31        | Reach of Dallas  
8625 King George Drive Suite w210  
Dallas, Texas 75235  
Phone : 214-630-4796  
Url : http://reachcils.org  
Email : reachdallas@reachcils.org  
Kevin Johnson | N | 0 |
| 32        | Self Referral | N | 5 |
| 33        | SMU University  
Valerie Evans 6101 Bishop Blvd  
Dallas, Texas 75205  
Phone : 1111111111  
Valerie Evans  
Manual Posting | N | 0 |
| 34        | Society of Broadcast Engineers  
SBE Chapter 67 P.O. Box 171595  
Irving, Texas 750171595  
Phone : 317.846.9000  
Url : http://www.sbe67.info/  
Tom Schuessler  
Manual Posting | N | 0 |
| 35        | Southern Methodist University  
6425 Boaz Lane  
Dallas, Texas 75205  
Phone : 214-768-2000  
Url : http://www.smu.edu/  
Email : stu_employ@mail.smu.edu  
Career Services | N | 0 |
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<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 36        | Sports Talent Agency of America  
26101 Del Rey  
Mission Viejo, California 92691  
Phone: 949.648.7822  
Url: staatalent.com  
Email: mel@staatalent.com  
Melodie Turori | N | 0 |
| 37        | Spots N Dots  
167 Oakdale Road  
Johnson City, New York 13790  
Phone: 607-729-7295  
Url: http://spotsndots.com  
Email: ads@spotsndots.com  
Kevin Owens | N | 0 |
| 38        | Station Website | N | 2 |
| 39        | Talent Dynamics  
600 E. Las Colinas Blvd. Suite 100  
Irving, Texas 75039  
Phone: 214-640-3139  
Url: www.talentdynamics.com  
Email: connell@talentdynamics.com  
Sandra Connell | N | 0 |
| 40        | Tarleton State University  
Box T 0550  
Stephenville, Texas 76402  
Phone: 254-968-9000  
Url: http://www.tarleton.edu  
Alana Hefner  
Manual Posting | N | 0 |
| 41        | Tarrant County College-Northeast Campus  
828 Harwood Road  
Hurst, Texas 76054  
Phone: 817-515-8223  
Url: http://www.tccd.edu  
Sandra Walker  
Manual Posting | N | 0 |
| 42        | TCC-South Campus  
5301 Campus Drive  
Ft. Worth, Texas 76119  
Phone: 817-515-8223  
Url: http://www.tccd.edu  
Monica Bettle  
Manual Posting | N | 0 |
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<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 43         | Tegna  
8350 Broad Street Ste 2000  
Tysons, Virginia 22102  
Career Page  
Manual Posting | N | 63 |
| 44         | Texas Association of Broadcasters  
502 E. 11th Street Suite 200  
Austin, Texas 78701  
Phone: 512-322-9944  
Url: http://www.tab.org  
Email: jobs@tab.org  
Anna Romero | N | 0 |
| 45         | Texas Christian University  
TCU Box 297270  
Ft. Worth, Texas 76129  
Phone: 817-257-4141  
Url: http://www.tcu.edu  
Email: l.j.chaney@tcu.edu  
Laura Chaney | N | 0 |
| 46         | The Women's Center  
1723 Hemphill  
Ft. Worth, Texas 76110  
Phone: 817-927-4050  
Url: http://www.thewomenscenterc.com  
Email: Trios@womenscentertc.org  
Terri Rios | N | 0 |
| 47         | TVJobs.com,  
PO Box 4116  
Oceanside, California 92052  
Phone: 800-374-0119  
Url: http://www.tvjobs.com  
Email: info@tvjobs.com  
Career Placement | N | 0 |
| 48         | University of Dallas  
1845 E. Northgate Drive  
Irving, Texas 75062  
Phone: 972-721-5000  
Url: http://www.utd.edu  
Career Services  
Manual Posting | N | 0 |
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</tr>
</thead>
</table>
| 49        | University of Houston  
334 Melcher Hall Suite 398  
Houston, Texas 77204  
Phone: 832.334.8834  
Url: www.bauer.uh.edu/sei/  
Manon ierre-Jerome  
Manual Posting | N | 0 |
| 50        | University of North Texas  
P.O. Box 310859  
Denton, Texas 76203  
Phone: 940-565-2705  
Url: http://www.unt.edu  
Wendy Blakely  
Manual Posting | N | 0 |
| 51        | University of Texas @ Arlington  
Box 19107  
Arlington, Texas 76019  
Phone: 817-272-1246  
Url: http://www.uta.edu  
Email: amclark@uta.edu  
Dr. Andrew Clark | N | 0 |
| 52        | Urban Inter-Tribal Center of Texas  
1261 Record Crossing  
Dallas, Texas 75235  
Phone: 214-941-1050  
Email: s_villanueva03@yahoo.com  
Stephanie Villanueva  
Prong 2 Ended Date: 3/17/2022 | N | 0 |
| 53        | Women in Communication Inc  
1107 Whispering Oaks Drive  
Richardson, Texas 75081  
Phone: 703-370-7436  
Url: http://www.womcom.org  
Shannon Rust  
Manual Posting | N | 0 |
| 54        | 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 |
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<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 118
## III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Ongoing Event</td>
<td>Participation in events sponsored by organizations representing the community Texas Area Alliance of Black School Education (TAABSE) Youth Symposium - WFAA's Anchor/Reporter partnered with TAABSE in presenting at Garland's Youth Symposium on careers in the broadcast industry.</td>
<td>1</td>
<td>Anchor/Reporter</td>
</tr>
<tr>
<td>2</td>
<td>Ongoing Event</td>
<td>Establishment of training programs for station personnel VPT Enterprise Training - WFAA's sales team received training, focusing on improvement through metrics and process modification. This all day workshop included an individual assessment of each team member's EQ, learning and individual work style for better collaboration as a team.</td>
<td>25</td>
<td>Sales</td>
</tr>
<tr>
<td>3</td>
<td>Ongoing Event</td>
<td>Participation in events sponsored by organizations representing the community Latinas in Journalism Mentorship Program - WFAA's Content Editor acts as a mentor to students in areas of beat development, news, reporting and obtaining internships in the broadcast industry.</td>
<td>1</td>
<td>Content Editor</td>
</tr>
<tr>
<td>4</td>
<td>Ongoing Event</td>
<td>Establishment of training programs for station personnel WFAA Equity in the Workplace Training Sessions - Diversity, Equity, and Inclusion training for employees.</td>
<td>150</td>
<td>All Station Employees</td>
</tr>
<tr>
<td>5</td>
<td>4/21/2021</td>
<td>Establishment of training programs for station personnel WFAA, Covering Climate Now and Climate Matters in the Newsroom co-hosted a statewide training webinar for those who are relatively new to the climate story. Journalists received resources and story ideas, an intro to climate science, and an opportunity to talk shop with reporters from the area. The panel of experienced journalists shared their testimony on how they got up to speed on the climate issue, challenges faced in reporting and ideas on how to tell localized, human-centered stories that will engage audiences.</td>
<td>20</td>
<td>Sr. Journalist</td>
</tr>
<tr>
<td>6</td>
<td>Provision of training to management</td>
<td>Manager Inside Out Training – Sales Leaders attend Inside Out training. This training is a part of TEGNA onboarding training for all new sales leaders.</td>
<td>3</td>
<td>Local Sales Manager</td>
</tr>
</tbody>
</table>


### III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>Ongoing Event</td>
<td>Participation in events sponsored by organizations representing the community Asian American Journalists Association Executive Leadership Training - WFAA's Executive Producer engaged in targeted professional development, cross-cultural peer learning and received mentorship from top executives in media.</td>
<td>1</td>
<td>Executive Producer</td>
</tr>
<tr>
<td>8</td>
<td>5/21/2021</td>
<td>Participation in events sponsored by organizations representing the community East Texas Leadership Summit - WFAA's Anchor/Reporter partnered with the Hispanic Professionals Association of Tyler in establishing strategy for social transformation within the region and spoke with several community members about a career in broadcasting.</td>
<td>1</td>
<td>Anchor/Reporter</td>
</tr>
<tr>
<td>9</td>
<td>Ongoing Event</td>
<td>Establishment of an intern program designed to assist members of the community TEGNA Internship program - WFAA hosted two college students for a ten week summer internship. One college student, from the University of North Texas, interned with news, learning the daily operations within news, including production, content creation and storytelling. One college student, from Texas A&amp;M, interned with Marketing, learning brand management across linear, digital, and social platforms.</td>
<td>2</td>
<td>Director of Sports Projects, TEGNA Director of Marketing</td>
</tr>
<tr>
<td>10</td>
<td>6/10/2021</td>
<td>Establishment of training programs for station personnel TEGNA's Critical Leadership Skills - the session reviewed critical leadership skills, to include a deep dive in how these skills apply to a leadership role and ways to continue personal development in each of these areas.</td>
<td>28</td>
<td>Vice President and Station Manager President and General Manager All Managers</td>
</tr>
<tr>
<td>11</td>
<td>Ongoing Event</td>
<td>Participation in events sponsored by organizations representing the community NAHJ Conference 2021 - WFAA's Content Editor attended the annual gathering of the NAHJ for training in working towards making #MoreLatinosInNews a reality.</td>
<td>1</td>
<td>Content Editor</td>
</tr>
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<tr>
<td>7/9/2021</td>
<td>Provision of training to management</td>
<td>Diversity Training focused on Talent/Recruitment practices. Training involved learning about diversity, equity, and inclusion. Areas of focus included benefits of a diverse team; leveraging college and universities and local organizations for candidates; measuring diversity; identifying transferrable skills; combatting unconscious bias; and conscious use of mindful language.</td>
<td>1</td>
<td>Group Human Resources Director</td>
</tr>
<tr>
<td>7/30/2021</td>
<td>Participation in events sponsored by organizations representing the community</td>
<td>News Leader Association (NLA) - WFAA's Executive Producer of Innovation participated in NLA's Emerging Leaders training on fostering equity and inclusion as a leader and the skills needed to lead and drive change.</td>
<td>1</td>
<td>Executive Producer of Innovation</td>
</tr>
<tr>
<td>8/18/2021</td>
<td>Participation in events sponsored by organizations representing the community</td>
<td>NABJ convention and career fair - Participation in workshops, events and training sessions, including teaching talent how to navigate a digital world in the community.</td>
<td>2</td>
<td>Executive Producer Anchor/Reporter</td>
</tr>
</tbody>
</table>
| 8/19/2021    | Provision of training to management                                                                            | All station managers and Human Equity (HEQ) Advisors attended a three-part series on Diversity, Equity, and Inclusion facilitated by the National Center for Civil and Human Rights. The three-part, 90 min each, series focused on examining beliefs and values, systemic racism, implicit bias, microaggressions, anti-racism, and gross -generational diversity.                        | 56                          | President and General Manager  
Vice President and Station Manager  
All Station Managers  
Human Equity Advisors |
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<tr>
<td>9/9/2021</td>
<td>Participation in events sponsored by organizations representing the community</td>
<td>NLGJA: The Association of LGBTQ Journalists - WFAA's Executive Producer of Innovation produced and moderated an hour-long enrichment panel discussing employee-manager relationships in newsrooms during the pandemic.</td>
<td>1</td>
<td>Executive Producer of Innovation</td>
</tr>
<tr>
<td>9/20/2021</td>
<td>Establishment of training programs for station personnel</td>
<td>Poynter Producer Project - WFAA's Producer received training to help TV producers tell stronger stories and make tough calls on deadlines.</td>
<td>1</td>
<td>Producer</td>
</tr>
<tr>
<td>11/18/2021</td>
<td>Establishment of training programs for station personnel</td>
<td>CSS (Center for Sales Strategy) trained Local Sales Managers, National Sales Manager, and Account Executives on how to hit revenue goals in a post-pandemic world, with a focus on pre-sales and prospecting differently.</td>
<td>20</td>
<td>Local Sales Managers, National Sales Manager, and Account Executives</td>
</tr>
<tr>
<td>1/19/2022</td>
<td>Establishment of training programs for station personnel</td>
<td>WFAA Chief Photographer conducted ongoing training for photojournalists that included editing and drone training.</td>
<td>10</td>
<td>Photographers and Multimedia Journalists</td>
</tr>
<tr>
<td>Ongoing Event</td>
<td>Establishment of training programs for station personnel</td>
<td>TEGNA Leadership Forum - This leadership forum is designed to provide greater exposure to content leadership roles and responsibilities.</td>
<td>1</td>
<td>EP, Digital Content</td>
</tr>
<tr>
<td>2/10/2022</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Middle Tennessee State University (MTSU) - WFAA's Executive Producer of Innovation spoke to a news-producing class at MTSU, with Professor Dr. Keonte Coleman, about a career in journalism.</td>
<td>1</td>
<td>Executive Producer of Innovation</td>
</tr>
<tr>
<td>2/23/2022</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Frisco ISD- WFAA's Sports Multi Skilled Journalist (MSJ) served as a judge for Frisco ISD's Broadcast News competition for high school students and spoke with students about their broadcast skills and future careers.</td>
<td>1</td>
<td>Sports MSJ</td>
</tr>
<tr>
<td>3/8/2022</td>
<td>Establishment of training programs for station personnel</td>
<td>2022 Magid Weather Institute - WFAA's Weather team and News Producers received training on the accuracy in WFAA Weathercasts; creative weather storytelling; Before the Storm; preparing WFAA audience for severe weather; and pointing from digital/social to WFAA TV Weathercasts.</td>
<td>30</td>
<td>Anchor/Meteorologist News Producers Weather Team</td>
</tr>
</tbody>
</table>