

KARE
EEO PUBLIC FILE REPORT
November 21, 2018 - November 20, 2019

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
Visual Storyteller - KARE	2-6, 8-19, 21-26, 29-34, 37-50, 52, 54-69, 72-75, 77-79	61
Digital Ad Operations Specialist	2-6, 9-19, 21-26, 28-30, 32-34, 37-50, 52, 54-69, 73-75, 77-78	59
Meteorologist/Multi-Skilled Journalist	1-15, 17-19, 21-26, 29-34, 36-50, 52, 54-58, 60-67, 69-78	61
Director (Technical)	2-6, 9-15, 17-19, 21-26, 29-30, 32-34, 37-52, 54-58, 60-67, 69, 72-75, 77-78	51
Newscast Producer	2-6, 9-15, 17-19, 21-26, 29-30, 32-34, 37-52, 54-58, 60-67, 69, 72-75, 77-78	51
Account Manager	1-15, 17-19, 21-26, 29-34, 36-37, 39-50, 52-58, 60-67, 69-78	61
Digital Content Producer	2-6, 9-15, 17-19, 21-27, 29-30, 32-34, 37-50, 52, 54-58, 60-67, 69, 72-73, 75, 77-78	61
Digital Content Producer	2-6, 9-15, 17-19, 21-27, 29-30, 32-34, 37-50, 52, 54-58, 60-67, 69, 72-73, 75, 77-78	27
Cause Marketing & Partnerships Coordinator	2-6, 9-15, 17-19, 21-27, 29-30, 32-34, 37-50, 52, 54-58, 60-67, 69, 72-73, 75, 77-78	27
Account Executive	2-6, 9-15, 17-19, 21-25, 27, 29-30, 32-35, 37-50, 52, 54-58, 60-67, 69, 72-73, 75, 77-78	35
Account Executive	2-6, 9-15, 17-19, 21-25, 27, 29-30, 32-35, 37-50, 52, 54-58, 60-67, 69, 72-73, 75, 77-78	35
Account Executive	2-6, 9-15, 17-19, 21-25, 27, 29-30, 32-35, 37-50, 52, 54-58, 60-67, 69, 72-73, 75, 77-78	27
Digital Ad Operations Specialist	2-6, 9-15, 17-19, 21-25, 29-30, 32-35, 37, 39-50, 52, 54-58, 60-67, 69, 72-73, 77-79	35
Director of Sales - 006946	1-15, 17-19, 21-25, 29-33, 36-50, 52-58, 60-67, 69-73, 75-78	61
Digital Sales Manager (6959)	2-6, 9-15, 17-19, 21-25, 29-30, 32-33, 37-50, 52, 54-58, 60-67, 69, 72-73, 77-79	61
Nightside Digital Video Producer (7073)	2-6, 9-15, 17-19, 21-25, 29-30, 32-33, 37-50, 52, 54-58, 60-67, 69, 72-73, 77-78	61

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Digital Content Producer, Sunrise	2-6, 9-15, 17-19, 21-25, 29-30, 32-33, 37-50, 52, 54-58, 60-67, 69, 72-73, 77-78	61
Content Coordinator	2-6, 9-15, 17-19, 21-25, 29-30, 32-34, 37-50, 52, 54-58, 60-67, 69, 71-73, 77-78	61
Investigative Producer	2-6, 9-15, 17-19, 21-25, 29-30, 32-34, 37-50, 52, 54-58, 60-67, 69, 72-73, 77-78	9
Research Manager	2-4, 6, 9-15, 17-19, 21-25, 29-30, 32-34, 37-45, 47-50, 52, 55-58, 60-67, 69, 72-73, 77-78	61
Video Editor	2-4, 6, 9-15, 17-19, 21-25, 29-30, 32-35, 37-45, 47-50, 52, 55-58, 60-67, 69, 72-73, 77-78	35
Creative Marketing & Promotions Manager	2-4, 6, 9-15, 17-19, 21-25, 29-30, 32-34, 37-45, 47-50, 52, 54-58, 60-67, 69, 72-73, 77-78	61
Account Manager	2-4, 6, 9-15, 17-19, 21-25, 29-30, 32-34, 37-45, 47-50, 52, 54-58, 60-67, 69, 72-73, 77-78	61
Account Manager	2-4, 6, 9-15, 17-19, 21-25, 29-30, 32-34, 37-45, 47-50, 52, 54-58, 60-67, 69, 72-73, 77-78	61
Account Executive	2-4, 6, 9-15, 17-25, 29-30, 32-33, 37-45, 47-50, 52, 54-58, 60-67, 69, 72-73, 77-78	20
Multi Media Journalist	2-4, 6, 9-15, 17-19, 21, 23-25, 27, 29-30, 32-34, 37-45, 47-50, 52-57, 60-67, 69, 72-73, 77-78	27

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alliance for Women in Media 2365 Harrodsburg Road Lexington, Kentucky 40504 Email : cflaherty@moneymailer.com Career Services	N	0
2	American Indian LRC/UofM 106 Pleasant St. SE 125 Minneapolis, Minnesota 55407 Email : aminstud@umn.edu Career Services	N	0
3	American Indian OIC, Inc 1845 East Franklin Ave Minneapolis, Minnesota 55404 Phone : 612-341-3358 Url : www.aioic.org Email : donc@aioic.org Fax : 1-612-341-3766 Don Clark	N	0
4	American Women in Radio & TV A Lotz 3415 University Ave Minneapolis, Minnesota Email : alotz@awrt.org - -	N	0
5	Anoka Technical College 1354 West Hwy 10 Anoka, Minnesota 55303 Email : ahengemuhle@anokatech.edu Career Services	N	0
6	Asian American Journalists Minnesota 425 Portland Ave. S. Minneapolis, Minnesota 55488 Email : aajamn@gmail.com Career Services	N	0
7	Augsburg College 2211 Riverside Ave. S. Minneapolis, Minnesota 55454 Email : eliason@augsborg.edu Career Services	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
8	Brown Institute 1440 Northland Drive Mendota Heights, Minnesota 55120 Phone : 651-905-3440 Email : tmiller@browncollege.edu Terry Miller	N	0
9	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	1
10	Carver County Workforce Center 602 East Fourth Street Chaska, Minnesota 55318 Phone : 952-361-1711 Email : mrudloff@co.carver.mn.us Fax : 1-952-361-1636 Mary Rudloff	N	0
11	Cedar Valley Services 2111 4th Street NW Austin, Minnesota 55912 Phone : 507-433-2303 Url : www.cedarvalleyservices.org Fax : 1-507-433-8880 Jim Mueller	N	0
12	Central MN Jobs & Training Services 106 Pine Street Monticello, Minnesota 55362 Phone : 763-271-3715 Url : www.mnworkforcecenter.org Email : bhaffee@ngwmail.mn.state.us Fax : 1-763-271-3701 Barb Chaffee	N	0
13	Centro Cultural Chicano 1915 Chicago Avenue Minneapolis, Minnesota 55404 Email : infocenter@centromn.org - -	N	0

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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
14	Chicanos Latinos University 220 South Robert Street #103 St. Paul, Minnesota 55101 Email : armij001@umn.edu Cindy -	N	0
15	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
16	College of S. Benedict/St. John's University 37 College Ave. S. Career Services St. Joseph, Minnesota 56374 Email : jlmiller@csbsju.edu Career Services	N	0
17	Concordia College 275 N. Syndicate Street St. Paul, Minnesota 55404 Email : careerservices@csp.edu Career Services	N	0
18	Council on Black Minnesotans 2233 University Ave. #426 St. Paul, Minnesota 55114 Email : cobm@state.mn.us Career Services	N	0
19	Dakota County Technical College 1300 145th St. E Rosemount, Minnesota 55068 Email : cel@dctc.edu Career Services	N	0
20	Employee Referral	N	1
21	Equality - Pathways to Potential 5535 Lake Sarah Heights Drive Loretto, Minnesota 55357 Phone : 763-479-3014 Url : Coming Soon Email : greghani@juno.com Greg Hani	N	0

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22	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
23	Hamline University 1536 Hewitt Ave. MS-B1802 St. Paul, Minnesota 55104 Email : tmiddendorf@hamline.edu Career Services	N	0
24	Hennepin Technical College 9200 Flying Cloud Drive Eden Prairie, Minnesota 55347 Email : jobs@hennepintech.edu Career Services	N	0
25	HIRED 1200 Plymouth Ave N Minneapolis, Minnesota 55411 Phone : 612.529.3342 Email : job@HIRED.org Fax : 1-612-529-7131 Lori Anderson	N	0
26	Hmong Television Email Only Mpls, Minnesota Email : mitchlee@comcast.net Mitch Lee	N	0
27	Indeed.com	N	4
28	Indeed.com - Not Directly Contacted by SEU	N	1
29	Inroads Minneapolis/St. Paul 1600 University Ave West St. Paul, Minnesota 55104-3839 Phone : 951-644-4406 Email : info@inroads.org Collin Melvin	N	0
30	Inver Hills Community College 2500 Es. 80th Inver Grove Heights, Minnesota 55076 Email : infogeneral@inverhills.edu Career Postings	N	0

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31	Jewish Vocational Services 13100 Wayzata Blvd. St. 300 Hopkins, Minnesota 55305 Email : jflam@jfcsmpls.org Career Services	N	0
32	JuJu.com juju.com New York, New York juju.com Job Search Engine Manual Posting	N	0
33	KARE 11 Internal Candidates Minnesota Career Service Manual Posting	N	1
34	Life-Work Planning Center 201 North Broad Street, Suite 100 Union Square Business Center Mankato, Minnesota 56001 Phone : 507-345-1577 Url : www.lwpc.org Fax : 1-507-345-1469 Susan McNamara	N	0
35	Linked In	N	4
36	Macalester College 1600 Grand Ave. St. Paul, Minnesota 55105 Email : mereness@macalester.edu Career Services	N	0
37	Media Line P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
38	Minneapolis Urban League 2100 Plymouth Ave Minneapolis, Minnesota Phone : 612-302-3157 Email : rpargo@mul.org Fax : 1-612-521-8513 Roosevelt Pargo	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	Minnesota Broadcasters Association 3033 Excelsior Blvd #301 Mpls, Minnesota 55416 Phone : 612-926-8123 Url : www.minnesotabroadcasters.com/careers Email : llasere@minnesotabroadcasters.com Fax : 1-612-926-9761 Linda Lasere	N	0
40	Minnesota Women's Consortium 550 Rice Street St. Paul, Minnesota 55103 Email : info@mnwomen.org Career Services	N	0
41	Minnesota WorkForce Center 205 2nd Ave NW, Suite B Roseau, Minnesota 56751 Phone : 218-463-2233 Email : Bonny.Stechmann@state.mn.us Fax : 1-218-463-1316 Bonny Stechman	N	0
42	Minnesota Workforce Center 1606 W. Third St. Red Wing, Minnesota 55066 Phone : 651-385-6480 Url : www.mnwfc.org Email : Vicky.Koehn@state.mn.us Fax : 1-651-385-6484 Vicky Koehn	N	0
43	Minnesota Works 300 11th Ave. NW Rochester, Minnesota 66901 Phone : 507-285-7318 Url : www.minnesotaworks.net Email : victoria.tiff@state.mn.us Victoria Tiff	N	0
44	MN Indian Resource Center 2300 15th Ave. S. Minneapolis, Minnesota 55404 Email : skincade@miwrc.org Career Services	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
45	MN Workforce Center- St. Cloud 3333 West Division St. Midtown Square Mall, Suite 212 St. Cloud, Minnesota 56303 Phone : 320-202-6435 Email : michael.eisenstadt@state.mn.us Fax : 1-320-654-5173 Mike Eisenstadt	N	0
46	NAACP Sabathani Community Center 310 E 38th Street, Room 138 Minneapolis, Minnesota 55409 Email : naacp@apollo3.com Roger Clark	N	0
47	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
48	National Hispanic Media Coalition 55 S. Grand Ave. Pasadena, California 91105 Email : info@nhmc.org Career Services	N	0
49	Normandale Community College 9700 France Ave. South Bloomington, Minnesota 55431 Email : nccjoblist@normandale.edu Career Services	N	0
50	Occupational Development Center, Inc. Highway 32 South Box 730 Thief River Falls, Minnesota 56701 Phone : 218-681-4949 Email : plavalier@odcmn.com Fax : 1-218-681-7635 Peter Lavalier	N	0
51	Other Source	N	2

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52	Rasmussen College 3500 Federal Drive Eagan, Minnesota 55016 Email : tinat@rasmussen.edu Career Services	N	0
53	Society of Professional Journalists 3909 N. Meridian St. Indianapolis, Indiana 46208 Email : tcarlier@spj.org Career Services	N	0
54	Southwest MN Workforce Center 129 W. Nicols Montevideo, Minnesota 56265 Phone : 320-269-5561 Url : www.mnwfc.org Fax : 1-320-269-5696 Juanita Lauritsen	N	0
55	St. Cloud Technical College 1500 Cooper Ave. S. St. Cloud, Minnesota 56303 Email : jbauer@sctcc.edu Career Services	N	0
56	St. John's University Career Services Mary Hall #10 Collegeville, Minnesota 56321 Phone : 320-363-3236 Email : jclarkson@csbsju.edu Heidi Harlander	N	0
57	St. Olaf 1520 St. Olaf Ave. Northfield, Minnesota 55057 Email : cahoon@stolaf.edu Career Services	N	0
58	State Services for the Blind 2200 University Ave. W. #240 St. Paul, Minnesota 55114 Phone : 651.642.0363 Url : http://www.mnssb.org Email : pam.gowan@state.mn.us Fax : 1-651-649-5927 Pam Gowan Job Placement Specialist	N	0
59	Station Website	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
60	Summit Academy OIC 935 Olson Memorial Highway Minneapolis, Minnesota 55405 Email : info@saoic.org Career Services	N	0
61	TEGNA.com 7590 Jones Branch Drive McLean, Virginia HR HR Manual Posting	N	17
62	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
63	University of Minnesota 200 Donhowe Buliding 319 15th Ave. SE Minneapolis, Minnesota 55455 Email : mlkdesk@umn.edu Career Services	N	0
64	University of Minnesota Department of Chicano & Latino Studies 19 Scott Hall 72 Pleasant Street SE Minneapolis, Minnesota 55455 Email : chicstud@umn.edu Career Services	N	0
65	University of Minnesota, School of Journalism 111 Murphy Hall, 206 Church St SE Mpls, Minnesota 55455-0418 Phone : 612-625-0120 Email : sjmcugs@umn.edu Career Service	N	0
66	University of St. Thomas 2115 Summit Ave St. Paul, Minnesota 55105 Email : webmaster@stthomas.edu Career Services	N	0

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67	University of St. Thomas, Counseling & Career Services 2115 Summit Avenue #5020 St Paul, Minnesota 55105-1096 Phone : 651-962-6767 Email : pnlee@stthomas.edu Pa Nhia Lee	N	0
68	University of Wisconsin - Eau Claire 405 Garfield Ave. Eau Claire, Wisconsin 54702 Email : gatlinj@uwec.edu Career Services	N	0
69	University of Wisconsin - La Crosse 1725 State Street La Crosse, Wisconsin 54601 Email : kbald@uwlax.edu Career Services	N	0
70	University of Wisconsin - River Falls 410 S. 3rd St. River Falls, Wisconsin 54022 Email : careerservices@uwrf.edu Career Services	N	0
71	Upper Midwest American Indian Center 1035 W. Broadway Minneapolis, Minnesota 55411 Email : user@umaicmn.org Career Services	N	0
72	US Department of Veterans Affairs VA Regional Office BHW Federal Bldg 1 Federal Drive Fort Snelling, Minnesota 55111-4050 Phone : 612.970.5452 Fax : 1-612-970-5455 Candy Kriska	N	0
73	Wayne State University - Journalism Institute for Media Diversity 42 W. Warren Ave. Detroit, Michigan 48202 Email : anails@wayne.edu Career Services	N	0
74	Winona State P.O. Box 5838 Winona, Minnesota 55987 Email : rbanicki@winona.edu Career Services	N	0

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75	Women Venture 2324 University Ave. W. St. Paul, Minnesota 55114 Email : amays@womenventure.org A Mays	N	0
76	Women's Advocates, Inc. 588 Grand Ave St. Paul, Minnesota 55102 Email : Sheila@wadvocates.org Career Services	N	0
77	www.kare11.com Minnesota Url : www.kare11.com Career Service Manual Posting	N	0
78	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
79	YWCA 1130 Nicollet Mall Minneapolis, Minnesota 55403 Email : YWCA@ywcamppls.com Career Services	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			34

KARE**EEO PUBLIC FILE REPORT****November 21, 2018 - November 20, 2019****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/4/2018	Establishment of training programs for station personnel	TEGNA Labor Relations Training – Labor Relations provides monthly webinar training sessions for HR Business Partners to stay informed of current and changing employment laws. Best practices are discussed and HR Business Partners then share this topical information with their executive teams.	1	Group HR Director
2	1/7/2019	Participation in other activities designed by the station employment unit	KARE hosted a number of station tours throughout the year. The station hosted several different groups to include Maple Grove Adults and Recreation, Andover/Ramsey Mom's Club, St. Olaf Journalism class, Minnetonka High School (Vantage Digital Journalism) students, Girl Scouts of America, Earl Brown Elementary students, Little Falls Community High School, MN Internships Center and Jordan High School students. Tours included 1/7/19, 3/19/19, 4/9/19, 6/24/19, 8/3/19, 9/25/19, 10/15/19, 11/18/19.	1	Cause Marketing & Partnerships Coordinator
3	3/5/2019	Establishment of training programs for station personnel	Brand Health Summit – Your brand health is the intersection of your brand mission and values with your customers voice and perceptions in each market. The Brand Health Summit brought leaders together from administration, marketing, news and promotions to better understand the impact of brand health on audience interest and loyalty, as well as employee engagement. Participants spent three days better understanding best practices during presentations and breakout groups.	4	Director of Marketing Director of Content General Manager Brand Health Manager
4	3/7/2019	Establishment of training programs for station personnel	Investigative Reporters & Editors Conference - Attended Investigative Reporters & Editors Conference (IRE), a grassroots nonprofit dedicated to improving the quality of Investigative reporting. Each participant attended multiple workshops focused on investigative reporting. Leaders also attended several management related workshops	1	Photojournalist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	4/16/2019	Establishment of training programs for station personnel	TEGNA Innovation Summit - recognized creative thinkers and innovators are selected each quarter to come together in a single location to create a think tank on new and innovative ideas when it comes to news production and news content. These quarterly meetings generally produce six to ten ideas for pilots that receive corporate development funding.	2	MSJ MSJ
6	6/18/2019	Establishment of training programs for station personnel	TEGNA Content Summit focused on applying a SWOT analysis to your new product. Walked through steps on how to create a dynamic strategic plan, discussed the different between measurable vs. murky strategic plans, described how to create a situational and stakeholder snapshot, married all of these concepts with the TEGNA Corporate Strategy.	5	General Manager Director of Content News Director Director of Marketing
7	8/2/2019	Establishment of training programs for station personnel	<p>Integrity is a core value at TEGNA. As a media company, we must comply with all laws and take the necessary safeguards to prevent any action or association that may adversely impact our business and the trusted information and services we provide to our communities.</p> <p>Knowing, understanding and abiding by our TEGNA Ethics Policy is fundamental to our ability to serve our communities with the highest of standards.</p> <p>Because it is critical that we hold ourselves to the highest levels of ethics and professionalism, we require all employees to complete "Conflicts of Interest: Protecting Company Interests" training as well as a brief survey on ethics.</p>	165	All Staff

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	8/7/2019	Establishment of training programs for station personnel	The 2019 NABJ Annual Convention & Career Fair is the premier venue for journalism education, career development and networking opportunity that draws leaders in journalism, media, technology, business, arts and entertainment. Over 3,000 of the nation's top journalists, media executives, public relations professionals and students gathered in Miami, Aug. 7-11.	2	MSJ MSJ
9	8/13/2019	Establishment of training programs for station personnel	TEGNA Innovation Summit - recognized creative thinkers and innovators are selected each quarter to come together in a single location to create a think tank on new and innovative ideas when it comes to news production and news content. These quarterly meetings generally produce six to ten ideas for pilots that receive corporate development funding.	2	Digital Content Manager Marketing Promotions Producer
10	9/12/2019	Establishment of training programs for station personnel	Training conference focusing on: audience metrics and development emerging technology, leadership development, revenue, business models and entrepreneurship, innovative news storytelling, mission, ethics and work culture, product design and development, reporting and verification tools.	3	Director of Content Director of Digital Digital Content Manager
11	9/15/2019	Participation in Job Fairs	The conference program featured sessions about Indigenous media, journalism training and workshops, and a wealth of information to support and enhance knowledge and skills of conference attendees. Sessions were led by Indigenous journalists teaching in-depth skills and sharing new insights on media in Indian Country. TEGNA had a booth at the job fair associated with this conference to discuss opportunities within the company.	1	Digital Recruiter

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12	10/1/2019	Establishment of training programs for station personnel	In Talent Focused Management, sales managers learn how to focus on discerning and developing an individual's innate sales talents. By focusing on talent in the selection and hiring process, and continuing to focus on talent with coaching and development efforts, TFM-trained managers make smart hiring choices over 80% of the time, while the typical sales manager gets it right about half the time.	2	Local Sales Manager National Sales Manager
13	11/4/2019	Establishment of an intern program designed to assist members of the community	Internships - KARE-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, KARE hired and trained nine intern(s) for three-month assignments.	2	Director of Content Director of Marketing
14	11/18/2019	Establishment of training programs for station personnel	Seller Inside Out Training - New Account Executives attend Inside Out training. This training is a part of TEGNA on-boarding training for all new sales professionals. Over the course of three days, topics covered include product intelligence and awareness, prospecting, presentations, building a proposal and closing the deal. Participants role play real scenarios for maximum learning.	3	Account Executive Account Executive Account Executive