

**KFMB-AM, KFMB-FM, KFMB-TV**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2019 - July 31, 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
Broadcast Engineer/Transmitter Engineer	1-11, 13, 15-25, 27-42	37
Broadcast Engineer/Transmitter Engineer	1-11, 13, 15-25, 27-42	8
News Director	1-13, 15-17, 19-25, 27-34, 36-42	37
National Sales Manager	1-11, 13-25, 27-34, 36-42	14
Digital Content Producer	1-11, 13, 15-17, 19-24, 27-30, 32-34, 36-42	8
Morning Executive Producer	1-11, 13, 15-17, 19-24, 26-34, 36-42	17
Radio Producer/Morning Show	1-11, 13, 15-17, 19-24, 27-34, 36-42	37
Account Executive	8, 17, 37	37
Account Executive	8, 17, 37	37
Account Executive	8, 17, 37	37
Sales Associate	1-11, 13, 15-24, 27-34, 36-42	18
Producer	1-11, 13, 15-17, 19-24, 27-34, 36-38, 40-42	17
Producer	1-11, 13, 15-17, 19-24, 27-34, 36-38, 40-42	37

# KFMB-AM, KFMB-FM, KFMB-TV

## EEO PUBLIC FILE REPORT

August 1, 2019 - July 31, 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	AllAccess.com 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : <a href="http://www.allaccess.com">http://www.allaccess.com</a> Job Board Manual Posting	N	0
2	American Sportscasters Association 225 Broadway Suite 2030 New York, New York 10007 Phone : 212-227-8080 Email : <a href="mailto:LSchwa8918@aol.com">LSchwa8918@aol.com</a> Lou Schwartz	N	0
3	AMFMJobs.com P.O. Box 4116 Oceanside, California 92053 Phone : 760-754-8177 x112 Url : <a href="http://www.amfmjobs.com">http://www.amfmjobs.com</a> Mark Holloway Manual Posting	N	0
4	Black Business Association 3550 Wilshire Blvd 5th Floor Los Angeles, California 90032 Phone : 323-291-9334 Url : <a href="http://www.bbala.org">http://www.bbala.org</a> Email : <a href="mailto:mail@bbala.org">mail@bbala.org</a> Earl Cooper	N	0
5	CA. Chicano News Media Association 725 Arizona Ave Suite 404 Santa Monica, California 90401 Phone : 424-229-9482 Url : <a href="http://www.ccnma.org">http://www.ccnma.org</a> Email : <a href="mailto:ccnmainfo@ccnma.org">ccnmainfo@ccnma.org</a> Julio Moran	N	0
6	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : <a href="http://www.youreba.com">http://www.youreba.com</a> Joe Berry Manual Posting	N	0

**KFMB-AM, KFMB-FM, KFMB-TV****EEO PUBLIC FILE REPORT**

August 1, 2019 - July 31, 2020

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	California Broadcasters Association 915 "L" Street Suite 1150 Sacramento, California 5814 Phone : 916-444-2237 Url : <a href="http://www.yourcba.com">http://www.yourcba.com</a> Joe Berry Manual Posting	N	0
8	Career Builder 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Online Job Listings Manual Posting	N	3
9	Center for Employment Training 3295 Market Street San Diego, California 92102 Phone : 619-233-6829 Url : <a href="http://www.cetweb.org">http://www.cetweb.org</a> Email : <a href="mailto:danm@cet2000.org">danm@cet2000.org</a> Daniel Morales	N	0
10	Chinese Service Center of San Diego 5075 Ruffin Road Suite A San Diego, California 92123 Phone : 858-505-9906 Url : <a href="http://www.cscsandiego.org">http://www.cscsandiego.org</a> Email : <a href="mailto:chineseschoolsd@yahoo.com">chineseschoolsd@yahoo.com</a> Sally Wong Avery	N	0
11	Collective Talent.com California Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Bille Michael	N	0
12	Current Employee	N	2
13	Cuyamaca College 900 Rancho San Diego Parkway El Cajon, California 92019 Phone : 619-660-4436 Email : <a href="mailto:fleure_fraser@gcccd.edu">fleure_fraser@gcccd.edu</a> Fleure Fraser	N	0
14	Employee Referral	N	2

**KFMB-AM, KFMB-FM, KFMB-TV****EEO PUBLIC FILE REPORT****August 1, 2019 - July 31, 2020****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
15	Employment Development Department 4389 Imperial Avenue San Diego, California 92113 Phone : 619-266-4220 Url : <a href="http://www.caljobs.ca.gov">http://www.caljobs.ca.gov</a> Email : <a href="mailto:andrew.weatherspoon@edd.ca.gov">andrew.weatherspoon@edd.ca.gov</a> Andrew Weatherspoon	N	0
16	Grossmont College 8800 Grossmont College Drive El Cajon, California 92020 Phone : 619-644-7611 Email : <a href="mailto:nancy.davis@gcccd.edu">nancy.davis@gcccd.edu</a> Pamela Abuka	N	0
17	Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, Texas 78731 Phone : 650-282-8066 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Sunday Bejide Manual Posting	N	5
18	Linked In	N	3
19	Miramar College 10440 Black Mountain Road San Diego, California 92126 Phone : 619-338-7379 Email : <a href="mailto:jhankins@sdccd.edu">jhankins@sdccd.edu</a> Joseph Hankinson	N	0
20	National Association for the Advancement of Colored People P.O. Box 152086 San Diego, California 92195 Phone : 619-263-7823 Email : <a href="mailto:dodenesq@ogtlaw.com">dodenesq@ogtlaw.com</a> Doug Oden	N	0
21	National Association of Black Journalists 1100 Knight Hall, College Park, Maryland 20742 Suite 3100 College Park, Maryland 20742 Phone : 301- 405-0248 Url : <a href="http://www.nabj.org">http://www.nabj.org</a> Email : <a href="mailto:taylor.nabj@gmail.com">taylor.nabj@gmail.com</a> Taylor Osborn-Smith	N	0

# KFMB-AM, KFMB-FM, KFMB-TV

## EEO PUBLIC FILE REPORT

August 1, 2019 - July 31, 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
22	National Lesbian & Gay Journalists Association 1420 K Street, NW Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 x10 Email : lcorona@nljja.org Lorena Corona	N	0
23	National University 9393 Lightwave Ave Spectrum Library, #233A San Diego, California 92123 Phone : 800-628-8648 Email : careerservices@nu.edu Nancy Faulkner	N	0
24	North County Career Centers 1949 Avenida del Oro Ste. 106 Oceanside, California 92056 Phone : 760-414-3536 Email : HollyChilds@workforce.org Holly Childs	N	0
25	North County Inland Career Centers 1935 East Valley Parkway Escondido, California 92027 Phone : 760-738-0274 Email : careercenters@workforce.org Career Center	N	0
26	Other Source	N	3
27	Palomar College / Career Center 1140 W. Mission Road San Marcos, California 92069 Phone : 760-744-1150 x2194 Email : ppierce@palomar.edu Pippa Pierce	N	0
28	San Diego City College - Radio & TV Program 1313 Park Blvd A-122A San Diego, California 92101 Phone : 619-388-3043 Email : lcastane@sdccd.edu Laura Castaneda	N	0
29	San Diego State University (SDSU) - Career Services 5500 Campanile Drive San Diego, California 92182 Phone : 619-594-4379 Email : pnieves@mail.sdsu.edu Preston Chipps	N	0

**KFMB-AM, KFMB-FM, KFMB-TV****EEO PUBLIC FILE REPORT****August 1, 2019 - July 31, 2020****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
30	San Diego State University (SDSU) - Department of Journalism 5500 Campanile Drive Dept of Journalism San Diego, California 92182 Phone : 619-594-5450 Email : jmsdesk@mail.sdsu.edu Diane Borden	N	0
31	SDX 3579 5th Ave #100 San Diego, California 92103 Phone : 619-255-2281 Url : <a href="http://www.sandiegox.org">http://www.sandiegox.org</a> Email : Laurie@sandiegox.org Laurie Ganz	N	0
32	Society of Broadcast Engineers, Inc. [SBE] National 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Url : <a href="http://www.sbe.org">http://www.sbe.org</a> Scott Jones Manual Posting	N	0
33	Southern California Broadcasters Association 5670 Wilshire Blvd Suite 300 Los Angeles, California 90036 Phone : (323) 930-5597 Url : <a href="http://www.scba.com">http://www.scba.com</a> Thom Callahan Manual Posting	N	0
34	Southwestern Community College 900 Otay Lakes Rd Chula Vista, California 91910 Phone : 619- 482-6356 x5715 Url : <a href="http://www.swccd.edu">http://www.swccd.edu</a> Email : jswanson@swccd.edu Julie Swanson	N	0
35	Station Website	N	1
36	Student Television Network 2768 Loker Avenue West Carlsbad, California 92010 Phone : 760-692-2299 Url : <a href="http://studenttelevision.com">http://studenttelevision.com</a> Email : nancy@studenttelevision.com Nancy Loucas	N	0

**KFMB-AM, KFMB-FM, KFMB-TV****EEO PUBLIC FILE REPORT****August 1, 2019 - July 31, 2020****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
37	TEGNA 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 7548546000 Url : www.TEGNA.com Job Boards Manual Posting	N	27
38	The National Academy of Television Arts & Sciences P.O. Box 80255 San Diego, California 92138 Phone : 602-888-3669 Url : http://www.nataspw.org Email : admin@nataspw.org Amy Bosler	N	0
39	Traffic Directors Guild of America 26000 Avenida Aeropuerto San Juan Capistrano, California 92675 Phone : (949) 429-7063 Url : http://www.tdga.org Email : tdga@cox.net Larry Keene	N	0
40	TVJobs.com P.O. Box 4116 Oceanside, California 92053 Phone : 760-754-8177 x112 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	0
41	University of Southern California-Annenberg School for Communication & Journalism 3502 Watt Way Los Angeles, California 90089 Phone : 213-740-6180 Url : http://annenberg.usc.edu Email : suzannea@usc.edu Suzanne Alcantara	N	0
42	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

**KFMB-AM, KFMB-FM, KFMB-TV****EEO PUBLIC FILE REPORT****August 1, 2019 - July 31, 2020****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>46</b>

**KFMB-AM, KFMB-FM, KFMB-TV**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2019 - July 31, 2020**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	8/26/2019	Establishment of training programs for station personnel	Digital posting training consisted of two sessions held on 8/28 & 8/29/2019, which was phase one training for the Assignment and Digital Desk positions related to the digital platforms. Phase one focused on the process, logistics and timing for breaking news, addressing sourcing and confirmed information. This training provided tactics on how to identify the biggest digital coverage gaps times/days, how to post a story on digital platforms and the app using TEGNA One, distribution of breaking news on social media using Social News Desk and how to confirm access to digital platforms utilizing internal resource OKTA portal.	6	Manager, Assignment Desk Assignment Editor Assignment Editor Assignment Editor
2	9/9/2019	Establishment of training programs for station personnel	Sales 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.	2	Account Executive Account Executive
3	10/2/2019	Participation in events or programs sponsored by educational institutions	News 8 sports anchor attended Steele Canyon High School career day to discuss his career and opportunities in a broadcast media company.	1	Sports Anchor/MSJ
4	11/4/2019	Participation in events or programs sponsored by educational institutions	News 8's Weather Anchor and KFMB Community Relations Director welcomed students from Carver Elementary, Grade K, Teacher Michelle Wasson, San Diego Unified School District to KFMB Stations to present Innovate 8 Heather with the Weather Classes. News 8's Weather Anchor taught weather and discussed her career as a broadcast meteorologist. Carver is identified as a Title One school.	2	Anchor (Weather) Director, Community Relations

**KFMB-AM, KFMB-FM, KFMB-TV**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2019 - July 31, 2020**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
5	11/5/2019	Establishment of training programs for station personnel	People Manager Harassment Prevention Training. This mandatory training was conducted on-site by Timothy Fair - TEGNA VP, Labor and Employment Counsel, to ensure that our managers have a working knowledge of how to deal with inappropriate behaviors and allegations of harassment.	19	President & General Manager Regional Financial Director Director Digital Content Director, Sales
6	11/6/2019	Establishment of training programs for station personnel	People Manager Harassment Prevention Training. This mandatory training was conducted on-site by Timothy Fair - TEGNA VP, Labor and Employment Counsel, to ensure that our managers have a working knowledge of how to deal with inappropriate behaviors and allegations of harassment.	10	Executive Assistant Manager, Assignment Desk Chief Photographer Managing Editor
7	11/14/2019	Provision of training to management	State of California Employment Law Symposium: Attended eight hour symposium that focused on California Employment Law: Hiring & Orientation Employee Handbooks & Policies Wage & Hour Update Impact of Employees' Off Duty Activities Harassment & Discrimination Leaves of Absence Leaves of Absence Retaliation & Whistleblowing Counseling & Discharge	1	HR Business Partner
8	11/15/2019	Participation in events or programs sponsored by educational institutions	News 8's Weather Anchor welcomed students from Fletcher Elementary, San Diego Unified School District to KFMB Stations to present Innovate 8 Heather with the Weather Classes. Weather Anchor taught weather such as the forecasting process and different types of weather. Weather Anchor also discussed her career as a broadcast meteorologist. Fletcher is identified as a Title One School.	1	Anchor (Weather)

**KFMB-AM, KFMB-FM, KFMB-TV**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2019 - July 31, 2020**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
9	11/18/2019	Participation in events or programs sponsored by educational institutions	News 8's Weather Anchor and KFMB Community Relations Director welcomed students from Carver Elementary, Grade K, Teacher - Amanda Freeman with San Diego Unified School District to KFMB Stations to present Innovate 8 Heather with the Weather Classes. News 8's Weather Anchor taught weather and discussed her career as a broadcast meteorologist. Carver is identified as a Title One school.	2	Anchor (Weather) Director, Community Relations
10	12/2/2019	Establishment of training programs for station personnel	Immersive Producer Training. Training on writing conversationally. Training also gives a lot of examples of how to take disparate content and bring it together, creative content and thinking visually, taking difficult content and using visuals to make it easy to understand. Discussions on digital and graphics. Digital is all about social storytelling and the different platforms and what works where. Also about how digital is good for tv.	21	Director, Content Marketing Producer Producer Multi Platform Producer
11	12/4/2019	Establishment of training programs for station personnel	Tanic Training - TEGNA sent in trainers from other stations as well as consultants for these training sessions. The first session was titled Conversational Writing. The focus on this session was for all producers (both on-air and online) to work on writing stories more conversationally, how people talk and trying to avoid using words and phrases that a normal person wouldn't use in their everyday conversation. The second session was titled, Writing for Digital. The focus of this session was for all the was for all producers (both on-air and online) to learn the differences in writing for TV vs writing for online and for social media.	19	Director, Content Executive Producer Director Digital Content Digital Content Producer

**KFMB-AM, KFMB-FM, KFMB-TV**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2019 - July 31, 2020**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
12	12/9/2019	Establishment of training programs for station personnel	Non-Manager Harassment prevention training provides refresher of TEGNA's Anti-Harassment Policy Know your role in reporting harassment Understand complaint process Understand our investigation process Understand our policy against retaliation This regular training sets a good foundation for a harassment-free workplace. This mandatory training was conducted on-site by Timothy Fair - TEGNA VP, Labor and Employment Counsel.	168	Photographer Photographer Account Manager Account Manager
13	1/15/2020	Establishment of training programs for station personnel	Disinformation Training - 2 day training. Goal in 2020 is to continue to make sure TEGNA journalists are the most trusted local journalists in America. We are teaming up with First Draft to provide disinformation training to all TEGNA journalists. This is a training that teaches journalists how to identify and verify disinformation. The training will include tools and techniques for responsible debunking of false information including a live simulation of a breaking news event.	1	Digital Content Producer

**KFMB-AM, KFMB-FM, KFMB-TV**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2019 - July 31, 2020**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
14	1/16/2020	Establishment of training programs for station personnel	<p><b>BYTE BACK CHALLENGE</b></p> <p>When it comes to cybersecurity, TEGNA, like other companies, works around the clock to prevent IT security breaches and ensure the confidentiality and integrity of our business systems. All of us must be vigilant and savvy when it comes to identifying attempts to gain access to our network or confidential information. To help, TEGNA launched in annual Byte Back Security Awareness Campaign in January to help them 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.</p>	202	<p>Director, Community Relations</p> <p>President &amp; General Manager</p> <p>Director, Digital Content</p> <p>HR Business Partner</p>
15	2/5/2020	Establishment of training programs for station personnel	<p>Provided TEGNA Disinformation training to the newsroom. Disinformation training teaches all newsroom personnel why it's important to verify information in the age of disinformation and misinformation which spreads easily and quickly on the internet.</p> <p>Goal in 2020 is to continue to make sure TEGNA journalists are the most trusted local journalists in America. We teamed up with First Draft to provide disinformation training to all TEGNA journalists. This is a training that teaches journalists how to identify and verify disinformation. The training included tools and techniques for responsible debunking of false information including a live simulation of a breaking news event.</p>	64	<p>Director, Content Producer</p> <p>Managing Editor</p> <p>Executive Producer</p>

**KFMB-AM, KFMB-FM, KFMB-TV**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2019 - July 31, 2020**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
16	2/6/2020	Participation in events or programs sponsored by educational institutions	News 8 Journalist emceed San Marcos High School's Senior Soiree at Escondido Center for the Arts; Journalist hosted the event and discussed his career in media.	1	Journalist
17	2/7/2020	Participation in events or programs sponsored by educational institutions	News 8 Journalist Abbie Alford attended High Tech Explorer Elementary – Shira Feifer's class to discuss her career, higher education and opportunities in broadcast media.	1	Journalist
18	2/21/2020	Establishment of training programs for station personnel	Sales 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.	2	Account Executive Account Manager
19	2/26/2020	Establishment of training programs for station personnel	Provided TEGNA Disinformation training to the newsroom. Disinformation training teaches all newsroom personnel why it's important to verify information in the age of disinformation and misinformation which spreads easily and quickly on the internet. Goal in 2020 is to continue to make sure TEGNA journalists are the most trusted local journalists in America. We are teamed up with First Draft to provide disinformation training to all TEGNA journalists. This is a training that teaches journalists how to identify and verify disinformation. The training included tools and techniques for responsible debunking of false information including a live simulation of a breaking news event.	28	Producer Producer Producer Director, Sales
20	5/13/2020	Establishment of training programs for station personnel	ZipWhip training. Learn this social media communication tool to assist News & Marketing teams.	2	Executive Assistant Front Desk Specialist

**KFMB-AM, KFMB-FM, KFMB-TV**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2019 - July 31, 2020**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
21	6/18/2020	Establishment of training programs for station personnel	Digital writing training. Write for digital platforms. Basic writing techniques. Training focused on what important and simple things you can do to strengthen web articles.	9	Digital Content Producer Digital Designer Digital Content Producer Anchor/MSJ
22	7/20/2020	Establishment of training programs for station personnel	Training on new Chyron Graphics System - Camio. Camio is an element of the current Chyron Graphics System, this application is specifically the playout portion of the Chyron Graphics System. This training will help prepare to operate on-air graphics during a newscast.	6	Manager, News Operations Broadcast Director Broadcast Director Broadcast Director