



**2023**

**IMPACT REPORT**



**TEGNA**



# TABLE OF CONTENTS

Cynthia Izaguirre hosts WFAA's *Wednesday's Child*. The weekly segment has been a WFAA staple for more than 40 years and features children in foster care who need permanent, loving homes.

## Serving the Greater Good



- Investigations That Change Lives and Laws ..... 4
- Sustainability..... 7
- Strengthening Communities .. 10

## Investing in Our People



- Equity and Inclusion..... 23
- Employee Growth and Development Programs ..... 28
- Investing in Employee Well-being ..... 34

## Our Standards



- Board Oversight of Corporate Responsibility ..... 38
- Board Oversight of Equity and Inclusion..... 39
- Company Policies ..... 39
- Data Privacy ..... 40



WXIA teamed up with the TEGNA Foundation to celebrate community partners and nonprofit organizations for Georgia Gives Day on GivingTuesday.

## ABOUT TEGNA

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 64 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

This report includes data and information from January 1, 2023, through December 31, 2023, unless stated otherwise.

## ROOTED IN COMMUNITIES, FOCUSED ON THE FUTURE

At TEGNA, our enduring mission to serve the greater good of our communities centers on integrating purpose-driven commitments into our overall strategy.

In this report, we highlight the progress we are making across three distinct areas:

- Supporting the communities where we live and work
- Investing in our people, their development and well-being
- Acting responsibly with high standards

We have much to be proud of and much to look forward to in the years ahead. Together with our approximately 6,200 colleagues, we pledge to continue our progress, backed by TEGNA's mission and purpose to make a difference in our work, our company, and our communities.

Howard D. Elias  
Chairman, TEGNA Inc.

Dave Lougee  
President and CEO, TEGNA Inc.



# SERVING THE GREATER GOOD



WCNC volunteers made a difference by installing floor joists of a new home constructed by Habitat for Humanity in Charlotte, N.C.



KARE's A.J. Lagoe, left, conducts an interview for *The Gap: Failure to Treat, Failure to Protect*. The investigation won a Peabody Award in 2023.

## INVESTIGATIONS THAT CHANGE LIVES AND LAWS

Each year, TEGNA's stations generate exceptional, award-winning investigative journalism that changes lives and laws in the local communities they serve.

- **10 National Edward R. Murrow Awards Highlight Excellence in Broadcast Journalism** – TEGNA stations received 10 2023 National Edward R. Murrow Awards for excellence in broadcast journalism, more than any other station group. WFAA in Dallas was recognized for Overall Excellence, marking the second consecutive year a TEGNA station received this honor.
- **84 Regional Edward R. Murrow Awards Including for Overall Excellence** – TEGNA stations received 84 2023 Regional Edward R. Murrow Awards, with KARE in Minneapolis, KGW in Portland and WFAA in Dallas being recognized for overall excellence, the highest achievement awarded. Six stations received excellence in diversity, equity, and inclusion, more than any other station group. KARE received 12 individual awards, the most given in 2023 and the most in its history.
- **National Association of Black Journalists Salute Excellence** – WXIA in Atlanta, WGRZ in Buffalo and WUSA in Washington, D.C., were honored with five Salute to Excellence Awards presented by the National Association of Black Journalists.
- **KING Wins Brooks Jackson Prize for Fact-Checking** – KING in Seattle and journalist Chris Ingalls received The Brooks Jackson Prize for Fact-Checking, awarded by the Annenberg Public Policy Center in partnership with USC Annenberg's Cronkite Awards, for *The Fraud Crusade*, an investigative series on a misinformation campaign that sought to undermine public trust in Washington state's elections.



Chris Ingalls and KING's *The Fraud Crusade* investigated misinformation campaigns in state elections.

- **Stations Honored with 23 First Place NPPA Awards** – TEGNA stations received numerous awards from the National Press Photographers Association, including Large Market Station of the Year for KARE in Minneapolis, Ernie Crisp Photojournalist of the Year for Brandon Mowry at WFAA in Dallas, Editor of the Year for Chris Hansen at KUSA in Denver, NPPA Award for Reporting for Jobin Panicker at WFAA and Sony Best of Show Video Photojournalism for Anne Herbst at KUSA.



WKYC's Danielle Wiggins received the On-Air Talent award from the Alliance for Women in Media Foundation.



Clockwise from left: KUSA's Chris Hansen, Brandon Mowry and Anne Herbst.

- **KARE and WXIA Receive 2023 Alfred I. duPont-Columbia University Awards** – Honoring excellence in broadcast, online and documentary journalism, KARE in Minneapolis was honored for *KARE 11 Investigates – The Gap: Failure to Treat, Failure to Protect*, which exposed systemic and often fatal failures to treat people with mental illness and protect the public. WXIA in Atlanta was honored for *The Reveal: #Keeping*, an investigative series on the disturbing flaw in Georgia's social safety net.

- **Three Gracie Awards Spotlight Women in Media** – WKYC in Cleveland and WXIA in Atlanta won three 2023 Alliance for Women in Media Foundation Gracie Awards, which spotlight women in media who have made inspirational contributions to the industry. WKYC Studios' journalist and weekday morning anchor Danielle Wiggins received the On-Air Talent award. WKYC Studios' Sunday GO! received an award for News Magazine. WXIA received a Documentary award for *A Different Cry*, a three-part investigation into the rising suicide rates among Black youth in America.

### TEGNA Named Multiplatform Broadcaster of the Year by Broadcasting & Cable –

TEGNA was named Multiplatform Broadcaster of the Year in Broadcasting & Cable's 2023 Station Awards. WFAA's Pete Delkus was named top meteorologist.



## KARE Receives 2023 Peabody Award for Series That Led to State Law Change

KARE in Minneapolis won an esteemed 2023 Peabody Award for its investigative series, *The Gap: Failure to Treat, Failure to Protect*. The six-part series revealed systemic failures in the Minnesota legal system.



It documented that criminal suspects deemed mentally incompetent to stand trial are often released without adequate treatment or supervision, leading to tragic consequences.



KARE 11's award-winning investigation, *The Gap: Failure to Treat, Failure to Protect*, sparked sweeping reforms in Minnesota's mental health and criminal justice systems.

The Peabody Awards celebrate excellence in storytelling that reflects social issues, and KARE was the only local TV news station to be selected among the 35 winners. KARE's findings led to a change in Minnesota law regarding competency and treatment. Reporters A.J. Lagoe and Brandon Stahl, along with investigative producer Steve Eckert and photojournalists Gary Knox, David Peterlinz and Ronald Stover, were honored with the award.

In 2022, KARE also won an Alfred I. duPont-Columbia Award for *Cruel & Unusual*, an investigation into patterns of negligence inside Minnesota jail facilities that revealed that Minnesota's largest jail healthcare provider was at the nucleus of wrongful death lawsuits. That award also honored A.J., Brandon, Steve and Gary along with photojournalists Jason Steussy, Lee Wall and Craig Norkus.



WWL's investigation led to changes in the laws that govern how nursing homes' evacuation plans are filed with the Louisiana Department of Health.

## WWL Receives Award from NATAS for Outstanding Regional News Story: Investigative Report

Anchor and investigative reporter Katie Moore of New Orleans' WWL received the 2023 award from The National Academy of Television Arts & Sciences (NATAS) for her series, *The Man Behind the Warehouse*. Her three-part



investigation disclosed how more than 840 residents from Southeast Louisiana nursing homes lived in deplorable conditions at a warehouse complex approved by the state's health department after they were evacuated as Hurricane Ida approached.

Her series featured what New Orleans photographer Michael Terranova endured at the warehouse after being evacuated from a nursing home. It also related the emotional story of another nursing home resident who died of health problems blamed on the squalid warehouse conditions.

In 2022, the series attained a Suncoast Regional Emmy Award, which opened the door for the national competition; Katie won the award over four other finalists.

## KXTV Wins Prestigious National Edward R. Murrow Investigative Reporting Award

KXTV in Sacramento won the 2023 National Edward R. Murrow Investigative Reporting Award in the large market TV category for *Fire – Power – Money: Who's Behind the PG&E Bailout?* series.

The award honored KXTV's continuing investigation into the most destructive wildfire in U.S. history, caused by PG&E, the nation's biggest utility. PG&E has over 90 felony convictions related to the disaster that killed 142 people and displaced over 70,000.

The Murrow Award honored KXTV's reporting on how Gov. Gavin Newsom's administration and state leaders protected PG&E despite its repeated convictions, including having the law firm that had represented the utility write the governor's PG&E bailout law.

The series, created five years ago by KXTV's investigative reporter Brandon Rittiman and executive producer Gonzalo Magaña, also won a 2022 Alfred I. duPont-Columbia University Award. The KXTV series has centered on PG&E's criminal acts and is expected to become a KXTV feature-length documentary in mid-2024.



ABC 10's investigation revealed Gov. Gavin Newsom and state leaders protected PG&E by steering their bankruptcy plan to favor the corporation at the expense of fire victims.



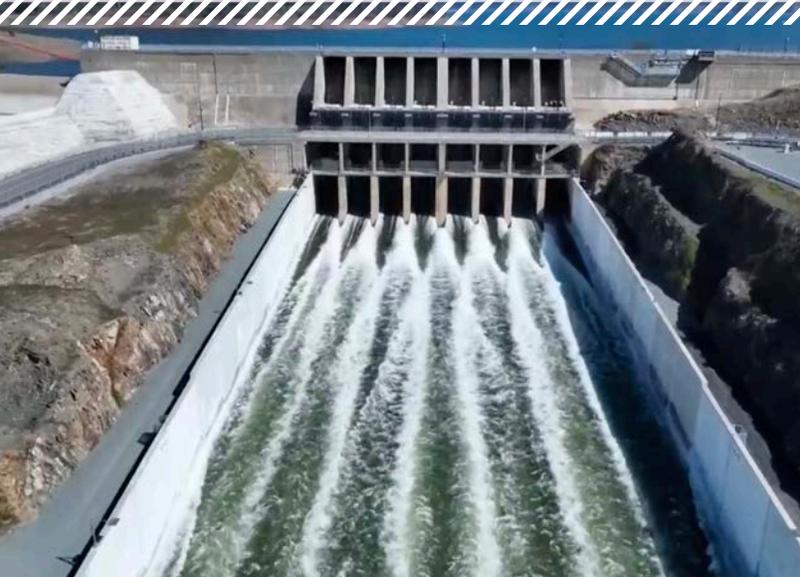
## SUSTAINABILITY

Our stations continue to bring focus on environmental and sustainability issues across the country and the globe. They regularly report on environmental and climate issues that impact their communities and, increasingly, they are generating stories about the solutions to address those effects.

- NEWS CENTER Maine continued its commitment to raising awareness, fostering understanding, and catalyzing action in the face of climate change. By bringing stories to viewers each week, the station aims to empower its community to be stewards of Maine's natural beauty and architects of a sustainable future.
- WWL in New Orleans investigated saltwater intrusion and its impact and risk to the community. As saltwater comes up the Mississippi River it impacts local water supplies; the station educates the community about what specific water supplies



NEWS CENTER Maine's *Changing Climate* series investigates challenges and solutions faced by communities and industries in the state.



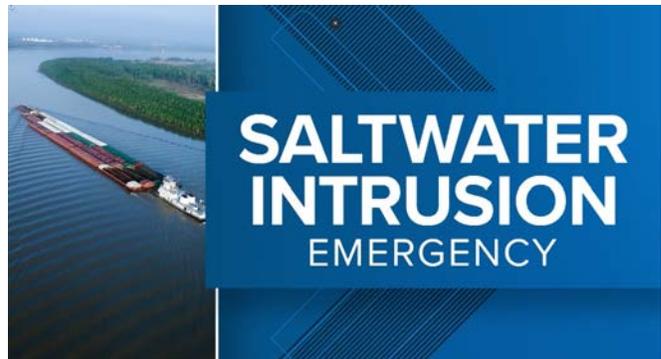
KXTV's four-part series, *Water Wasted*, asks what happened to all the water from California's historic winter.



KUSA sued for the release of text messages from Red Rocks Amphitheater employees' personal phones from the night a hailstorm injured more than 100 people.

are impacted, and when residents need to make the switch to bottled water for safety reasons. WWL also outlines what the Army Corps of Engineers is doing to mitigate risk and improve water safety and reliability, including shifting project timelines.

- KXTV in Sacramento continued coverage on the California drought and its impact in the community, including welcome news in the spring on how the winter brought an unexpected deluge to the state, improving the short-term drought outlook.
- KUSA in Denver pursued in court the release of text messages from employees' personal phones from the night a hailstorm injured more than 100 people at Red Rocks Amphitheater in June. A judge ruled from the bench that the texts were indeed public records and ordered their release, setting a precedent. The text messages proved that improvements are necessary to the steps taken to warn fans about severe weather threats.
- WUSA in Washington, D.C., continued its #EnvironmentMatters Initiative through community service projects, education-focused events, and environmental storytelling. The station held four Recycle Days covering all locations in the greater Washington area, collecting items ranging from electronics to youth sports equipment. Four area middle



Top: WWL kept viewers informed as saltwater from the Gulf of Mexico moved up the Mississippi River, threatening supplies of fresh water.

Bottom: WUSA's #EnvironmentMatters initiative includes an Eco Challenge aimed at area middle schools.

schools submitted environmental projects to the station and received educational support and materials from The Smithsonian Science and Education Center; each school was also awarded \$5,000 from corporate sponsor Washington Gas to develop their projects. In addition, the WUSA meteorology team visited local elementary and

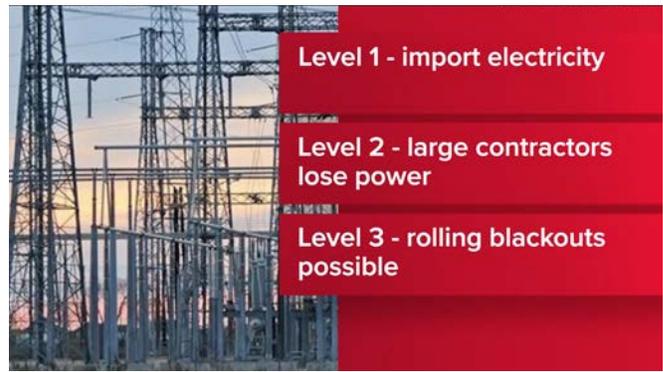
middle schools and produced at least two stories per week on environmental issues.

- Three TEGNA stations in Texas (WFAA in Dallas, KVUE in Austin, and KHOU in Houston) covered the Electric Reliability Council of Texas's (ERCOT) work to ensure a stable power grid for Texans, including informing viewers on specific times when ERCOT is requesting energy conservation efforts from residents. The stations investigated concerns that winter could once again strain Texas's power grid, and what ERCOT's plan is for power reserves.

TEGNA stations support environmental and sustainability issues through the TEGNA Foundation's Community Grants program. WXIA in Atlanta provided support to the Greening Youth Foundation for job training for careers in sustainability, conservation and the environment. WKYC in Cleveland supported educational programs for middle school students at the Great Lakes Museum of Science. KTHV in Little Rock supported an AmeriCorps program, Full Circle FarmCorps, focused on community gardening.

### Sustainability Practices

TEGNA continued to focus on reducing business travel by using video conferencing technology across the company. We continue to apply thoughtful energy efficiency strategies, including updating stations' studio lighting to LEDs, replacing inefficient HVAC systems and replacing roofs with energy efficient materials. To operate in an environmentally friendly way, our environmental policies include practices for recycling and responsible disposal of technology products and equipment such as batteries and reducing the waste we generate at corporate offices and in production processes. We regard environmental responsiveness and resource conservation as an integral part of business management, and we



*Top:* TEGNA Texas stations team up to provide viewers with updates on the state's power grid.

*Center:* WKYC and TEGNA Foundation support educational programs at the Great Lakes Museum of Science.

*Bottom:* TEGNA's energy efficiency strategy includes upgrading studio lighting to LEDs.

support finding sound solutions to environmental problems that may arise. Each employee is expected to work toward these goals and is encouraged to advise their supervisor promptly of any situation that may be in conflict with our environmental policy.



KXTV partnered with Women Build to make a difference by building affordable housing with Habitat for Humanity of Greater Sacramento.

## STRENGTHENING COMMUNITIES

Our mission to serve the greater good of our communities goes beyond keeping our audience informed and safe. TEGNA and our stations take an active role in helping make our communities better places to live and work. Through the TEGNA Foundation, we work to improve lives in the communities we serve by contributing to a variety of local charitable causes through Community Grants. Through its other programs, the Foundation invests in the future of the media industry through Media Grants, supports employee giving and volunteerism, and contributes to a variety of charitable causes.

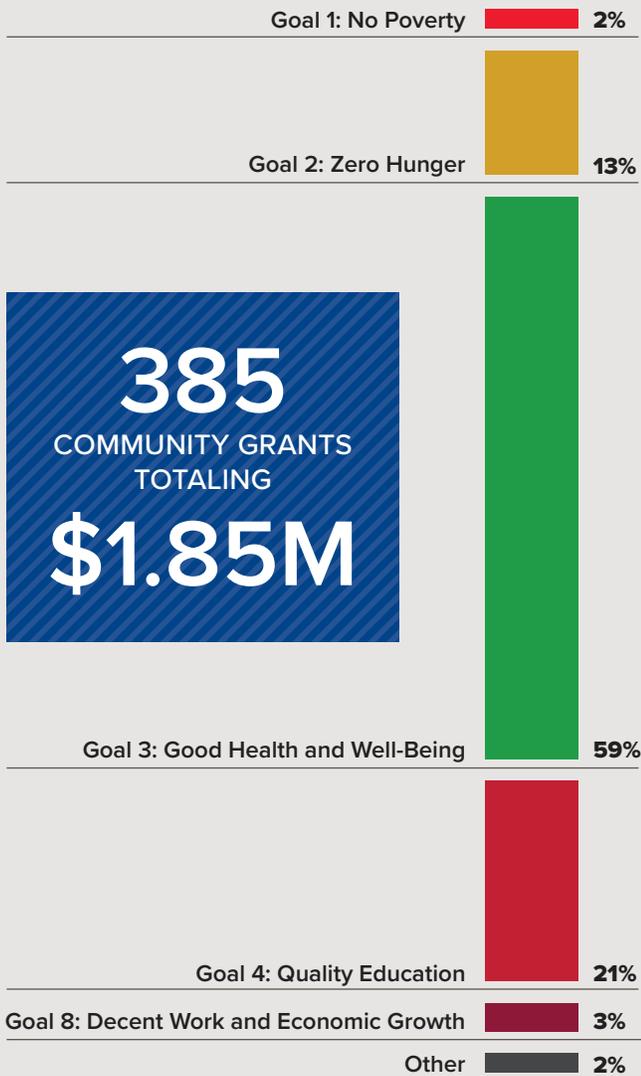


In 2023, TEGNA was recognized by The Civic 50 for a fourth consecutive year as one of the 50 most community-minded companies in the United States and the Telecommunications Sector Leader.



WCNC and TEGNA Foundation presented Charlotte-Mecklenburg Animal Care & Control with a \$3,000 grant during Clear The Shelters Adoption Day while WCNC volunteers assisted 53 furry friends find their forever homes.

## TEGNA Foundation Community Grants



The TEGNA Foundation’s local Community Grants program is the main vehicle for distributing charitable donations within our communities. Each year, TEGNA stations identify pressing needs in their communities and partner with local nonprofit organizations to help address these issues. Grants are distributed within the United Nations Sustainable Development Goal framework, with the majority of 2023 grants supporting three major categories: Good Health and Well-Being (59%); Quality Education (21%); and Zero Hunger (13%).

TEGNA stations amplify the impact of charitable donations through on-air and digital awareness campaigns to raise the profile of important issues and causes and through employee volunteerism. In 2023, through the TEGNA Foundation Community Grants program, stations made 385 grants totaling \$1.85M.

## SUSTAINABLE DEVELOPMENT GOALS



TEGNA stations partner with local nonprofit organizations to identify needs in their communities and provide TEGNA Foundation Community Grants. In 2023, TEGNA Foundation awarded 385 Community Grants, including grants to Placer Food Bank in Sacramento and Loaves and Fishes in Charlotte.

## WXIA Focuses Its Atlanta Community Grants on Equity and Inclusion-Related Assistance

TEGNA stations have considerable latitude in awarding Community Grants from the TEGNA Foundation to address critical needs and initiatives. In 2023, WXIA in Atlanta focused on granting awards to nonprofits with diversity, equity and inclusion missions.

Four of WXIA's grant recipients sought to address social and racial justice. These grantees were Asian Americans Advancing Justice, Hands On Atlanta for MLK Days of Service, the United Negro College Fund, and Women in Technology. In weighing its decision to center on diversity, equity and inclusion, WXIA recognized that Atlanta consistently ranks worst in the nation for income inequality.

Its grant to Asian Americans Advancing Justice, for instance, acknowledges the nonprofit's focus on promoting a fair and equitable society for Asian Americans through education, litigation and public policy. The United Negro College Fund supports historically black colleges and universities as well as college education for minorities, and Atlanta is home to four HBCUs.

With 20,000 members in Georgia, Atlanta's Women in Technology empowers girls and women to excel in science, technology, engineering, the arts and math from the classroom to the boardroom. It seeks to rank Georgia No. 1 for the highest percentage of women in the so-called STEAM workforce. And the Hands on Atlanta grant supports the organization's days of service for Martin Luther King Day and a weekend Sunday Supper event, both in January.



WXIA is an active participant in Hands On Atlanta's Martin Luther King Day of Service.



WXIA awards grants to organizations that address critical needs in the Atlanta community.

## “Education Station” WKYC Wins Community Service Emmy for Its Learning Initiatives

Since late 2021 when it adopted its Education Station tagline, WKYC in Cleveland has undertaken so many significant education-related initiatives that its advocacy and community director received the 2023 Central Great Lakes Emmy for community service.

Margaret Bernstein, herself the author of storybooks for fathers to read with their children, has overseen programs aimed at lifting children’s reading performance, mentoring college students, establishing a media and TV lab in a middle school, and donating and filling 250 backpacks with school supplies, among other pursuits.

Since the station first partnered with College Now Greater Cleveland six years ago to promote its e-mentoring program, hundreds of volunteers have signed up to mentor scholarship students and help them navigate to graduation. WKYC has also “adopted” two Cleveland schools, as part of its commitment to education. At Dickens School, a station-driven literacy tutoring program helped lift participants’ reading scores by one grade level and spelling scores by 1.5 levels, in just five months.

In 2023, the station distributed 13 TEGNA Foundation Community Grants relating to education. A grant to the Cleveland Reads campaign helped it reach the Cleveland Public Library Foundation’s goal of Clevelanders reading a million books during the year, and a grant to MedWish International aided job training for people with disabilities. With its grant, the Rock & Roll Hall of Fame funded a toddler rock program where a music therapist helped preschoolers learn the alphabet through music. Another grant helped augment career training scholarships awarded by Cuyahoga Community College to all age groups.

*Top:* The Kaulig Media Lab at the I Promise School in Akron gives local students on-the-job-experience producing interviews that air on WKYC’s 3 Questions segment.

*Center:* A Dickens Reads volunteer gives a gift book to a young reader.

*Bottom:* Dickens Reads after-school tutoring program sees improvements in children’s literacy.



## Supporting Local Causes

In addition to the Community Grants program, TEGNA stations help to raise more than \$100 million each year to support diverse local causes that address specific needs in our communities.



TEGNA stations amplify the impact of viewer donations through on-air and digital promotions.



**2,000** COATS AND TOYS DONATED

For more than four decades, NEWS CENTER Maine has run the Coats and Toys for Kids Campaign between Thanksgiving and New Year's Eve. Each year, the station requests that viewers drop off new or gently used coats and new unwrapped toys at two local grocery store chains throughout the state. NEWS CENTER Maine partners with a local dry cleaner to clean all coats, and the Salvation Army then distributes the coats throughout the state to those in need. In 2023, on Coats and Toys for Kids Day, the station collected more than 2,000 coats and toys, in addition to cash donations.

KXTV in Sacramento continued its Stand Against Hunger campaign for the fourth year in a row, raising more than \$1 million for seven area food banks serving its community. The station launches its yearly campaign through stories highlighting each food bank participating, including details about how food insecurity is impacting the local community, and interviews with local leaders. KXTV partners with other local businesses to maximize their impact and increase local fundraising, while also making a TEGNA Foundation Community Grant to each food bank. The station also creates staff and community volunteer engagement events at each food bank.



RAISED MORE THAN **\$1M** FOR SEVEN FOOD BANKS

WFAA in Dallas aligned their TEGNA Foundation grantmaking with Communities Foundation of Texas's North Texas Giving Day, the largest community-wide giving event in the nation, which raises funds and brings awareness to local nonprofit organizations. WFAA focused the second round of their 2023 grantmaking on grassroots nonprofit organizations that are making a big local impact, choosing 16 grant recipients with the majority having budgets under \$3 million. WFAA's grantees and other local nonprofit organizations joined WFAA's morning show "Daybreak" live for a North Texas Giving Day pep rally to kick off the day-long giving event, which raised \$63.9 million in 18 hours.



**\$63.9M** RAISED IN 18 HOURS



FOOD PROVIDED FOR MORE THAN  
**770** HOUSEHOLDS

KFMB's community of San Diego has been greatly impacted by food insecurity. The nonprofit organization Feeding San Diego reported that first-time visits to their food bank have increased greatly over the past year. The station made a general operating support grant to Feeding San Diego to provide life-saving nourishment to community members in need. In addition to the grant, the KFMB team partnered with the organization to sort, clean and package food for more than 770 local households in need of fresh, quality nutrition at food distribution sites throughout San Diego County.

## KHOU–Houston Food Bank Partnership Raises Weekend Meals for 11,000 Kids

For more than 30 years, KHOU has helped the Houston Food Bank, the nation’s largest food bank, with its annual drive to provide area families with nutritious meals. In 2023, for the second consecutive year, the station partnered with the food bank specifically to ensure school children don’t go hungry on weekends.

With an estimated one-in-five southeast Texas children unable to get access to nutritious food consistently, the food bank’s Backpack Buddy program provides weekend meals for 11,000 area kids. In 2023, KHOU, four other community sponsors and the food bank set a goal of reaching \$40,000 in donations before school began.

During the three-week drive, KHOU held a virtual telethon to raise funds, and with the TEGNA Foundation matching up to \$11,000 in donations, the Backpack Buddy campaign elicited \$62,000, more than 50% above the goal.

KHOU volunteers helped package six prepackaged meals in thousands of bags for the Houston area and surrounding counties. The child-friendly meals are delivered to schools across a dozen or so school districts and distributed discreetly to students on Fridays at the end of the school day.



The food bank says the Backpack Buddy program generates poignant stories, with a middle-school student from a struggling family pleased she can provide meals for a younger sister and a new teenage mom who looks online for creative ways to fix meals for her and her child.



KHOU volunteers support Houston Food Bank’s Backpack Buddy program, which provides meals to food-insecure school children on weekends.

## Employee Giving & Giving Time

TEGNA employees also give back to their local communities by volunteering for and donating to the causes that matter most to them. In 2023, TEGNA Foundation matched employee donations to the nonprofits most meaningful to them. As a result, the Foundation approved 2,400 employee matching gifts. Over 1,000 unique nonprofits were reached through TEGNA employees' giving. Their donations combined with TEGNA Foundation matches totaled more than \$1.5 million. TEGNA supports employee participation in charitable

TEGNA FOUNDATION APPROVED NEARLY  
**2,400** EMPLOYEE  
MATCHING GIFTS,  
REACHING MORE THAN 1,000 UNIQUE  
NONPROFITS, TOTALING MORE THAN  
**\$1.5M**

causes, providing 10 hours of paid time off annually for volunteer work in addition to our employee matching gift program.

## Michelle Ellis of Atlanta's WXIA Exemplifies TEGNA Employees' Volunteer Spirit

TEGNA employees help their local stations address communities' needs by volunteering for their favorite causes, often during National Volunteer Month in April. Michelle Ellis, the multimedia account executive at Atlanta's WXIA/WATL, exemplifies this volunteer spirit.

Since 2016, Michelle has spotlighted and recognized outstanding young people ages 10–22 through her YOU Awards International nonprofit program. A serial volunteer herself, Michelle founded the organization to celebrate seven young honorees annually who make exceptional contributions in the fields of academics, sports, community service, technology, entertainment, fine arts and business/entrepreneur.

The honorees, who receive monetary scholarships from local granting organizations, are selected by the community, teachers, coaches and parents. They are celebrated at an annual gala that features well-known entertainers, presenters, guest speakers and show hosts.

Recipients have included a young Atlanta man who started an online toy business that became so successful his parents quit their jobs to assist; a young woman who played a young Oprah Winfrey in a movie; a singer who performed on *The Voice*; and a teenage author who became an ordained minister at age 5.



WXIA's Michelle Ellis, center, with the 2023 YOU Award winners.

## WBNS, Sportscaster Receive NABLF Award for Years-Long Effort to Combat Distracted Driving

After his 21-year-old daughter Maria died in an automobile crash 10 years ago, veteran Columbus, Ohio, sportscaster Dom Tiberi and station WBNS began a mission to teach young drivers about the dangers of distracted driving. Their Maria's Message program won WBNS the National Association of Broadcasters Leadership Foundation 2023 Service to America Award for major TV markets, which Dom accepted.

Through the program, Dom has presented a distracted driving presentation to more than 150 central Ohio high schools and provided free defensive driving summer classes to teenagers. The Maria Tiberi Foundation has furnished three schools with driving simulator labs where students simulate various distractions while driving.

While a cause for Maria's crash was never determined, police believe a distraction caused it.

Driver distraction has surged since 2020, often caused by smartphone use. School officials say the Maria's Message program has helped in recent years because many public schools, including those in the Columbus area, no longer offer drivers' training.

In early 2023, Ohio passed a distracted driving law that went into effect in April that lets police stop drivers for holding or using a cell phone. Dom, who is on the governor's Safe Driving Committee, testified in support of the law.



*I pledge to:  
keep my hands on the wheel,  
keep my eyes on the road,  
keep my mind on my driving.  
If I keep my hands, eyes, and mind where they should be,  
I can keep myself safe and keep Maria's Message alive.*



Dom Tiberi's Maria's Message teaches young drivers the dangers of distracted driving.

## Supporting Our Industry Through Media Grants

The TEGNA Foundation in 2023 awarded 11 annual Media Grants, totaling \$135,000, to support training for the next generation of diverse journalists; education and development opportunities for journalists and other professionals in the media field; and protection of First Amendment freedoms.

IN 2023 TEGNA FOUNDATION AWARDED

**11** ANNUAL MEDIA  
GRANTS TOTALING  
**\$135,000**

## 2023 Media Grant Recipients

- **American Bar Association Fund for Justice and Education:** Support the First Amendment and Media Law Diversity Moot Court Competition.
- **Asian American Journalists Association:** Support the JCamp and Voices student programs.
- **The Carole Kneeland Project for Responsible Journalism:** Support boot camps, training, and online continuing education in honor of the organization’s 25th anniversary.
- **Investigative Reporters and Editors Inc.:** Support two FOIA sessions and the Media Journalist Brown Bag lunch session at the 2023 annual conference.
- **National Association of Black Journalists:** Support a professional development session at the 2023 annual conference and the 2023 Black Male Media Project.
- **National Association of Hispanic Journalists:** Support student scholarships at the annual conference and the 2023 NAHJ Emerging Journalists Puerto Rico Summit.
- **The Association of LGBTQ+ Journalists:** Support the 2023 CONNECT: Student Journalism Training Project.
- **Indigenous Journalists Association:** Support student programming at the 2023 annual conference.
- **Online News Association:** Support scholarships for students and new professionals to attend the 2023 annual conference.
- **Poynter Institute for Media Studies Inc.:** Support the 2023 Leadership Academy for Diversity in Media.
- **RTDNA Foundation:** Support student scholarships and the student luncheon at the 2023 annual conference.



Employees nominated by their station’s general manager received TEGNA grants to attend the 2023 AAJA conference. *From left, Shern-Min Chow, KHOU, Silas Tsang, WTOL, Vinay Simlot, WBIR, and Jessica Cha, WMAZ.*

## NABJ Conducts Producer Workshop Panel with TEGNA Foundation Media Grant

With a TEGNA Foundation Media Grant, the National Association of Black Journalists held a panel titled Win Every Day! A Producer Workshop. The panel included TEGNA team members Kristen Reed (Moderator), TEGNA, Sheena Autin, WFAA in Dallas, Joanie Vasiliadis, TEGNA, and Tiaira Shoultz, WVEC in Norfolk. The panel was a workshop-panel mashup, where leading TV and digital producers in local news shared their insights on how to win every day. Participants learned producing techniques to engage audiences and showcase content across platforms, including essential skills for today's producers in broadcast and digital.

TEGNA furthered investment in NABJ by providing grants for staff to attend the conference. Reporter and co-anchor Channing Curtis of KREM in Spokane was one such grant recipient. Channing noted that attending the conference provided valuable networking and educational opportunities.



Reporter and co-anchor Channing Curtis, center, from KREM also served on a three-member panel, *One of the Few: How to Navigate Newsrooms and Communities That Lack Diversity*, at NABJ.

## Equity and Inclusion Grantmaking

2023 marked the second year of TEGNA Foundation's formalized Diversity, Equity and Inclusion Grantmaking program, an employee-led grants program recommending grants that provide critical support and resources to underserved groups or communities. The program particularly favors making grants to organizations that are led by a diverse staff and serving the communities where TEGNA does business.

In 2023, this grant committee recommended 39 grants to support local efforts in environmental justice, disability pride awareness, the LGBTQ+ youth and senior communities, and the Hispanic and Asian American communities.



In 2023, WFAA facilitated a \$2,000 grant through TEGNA Foundation's DE&I Grantmaking Committee to the National Juneteenth Museum in Fort Worth, Texas.

## TEGNA Foundation Awards Community Equity and Inclusion Grants Focused on Environmental Justice

With environmental issues impacting more disadvantaged communities, TEGNA Foundation’s Diversity, Equity and Inclusion Grant Committee added grants to communities in its markets confronting environmental justice and other environment-related issues that impact health and safety.

The DE&I Grant Committee recommended nine such grants ranging from \$2,500 to \$5,000 in 2023. They included the Cleveland Lead Advocates for Safe Housing (WKYC) to help families identify lead hazards in older homes; Missouri Coalition for the Environment (KSDK) to engage students about radioactive waste and other environmental issues; the Western Reserve Land Conservancy (WKYC) to help plant trees in underserved neighborhoods; and SEEED in Knoxville (WBIR) to help educate about environmental health risks and weatherization.

Other awardees were American River Parkway Foundation in Sacramento (KXTV), Beaver Watershed Alliance in Fayetteville, Ark. (KFSM), Binghampton Development Corp. in Memphis (WATN), Coastal Bend Bays & Estuaries Program in Corpus Christi, Texas (KIII), and Friends of the Conservatory in Seattle (KING).



*Top:* The Beaver Watershed Alliance works to proactively protect, enhance and sustain the high-water quality of Beaver Lake and its tributaries.

*Bottom:* Coastal Bend Bays & Estuaries protects over 11,000 acres of wetland habitats of the Texas Coastal Bend and offers engaging field experiences for students, teachers and the community.



### Special Grantmaking

The Foundation also made several special grants, including:

- Continued support for the mission of Reporters Committee for Freedom of the Press, to protect the right to gather and distribute news.
- Support for Freedom of the Press Foundation’s cybersecurity trainings for journalists.
- Support for broadcasters in need, through the Broadcasters Foundation of America.
- Support for The Media Institute in its nonpartisan efforts to promote freedom of speech and encourage a competitive media environment and communications industry.
- Support for T. Howard Foundation’s programs seeking to increase diversity in the media industry.

- Support for International Radio & Television Society Foundation’s mission to build future leaders and increase diversity in the media industry.

### Public Service Announcements

TEGNA serves and supports our communities by offering free airtime for nonprofits and charitable organizations to broadcast public service announcements (PSAs) that serve the public interest. In 2023, TEGNA stations provided \$20 million in free airtime for PSAs.

# \$20M

IN FREE AIR TIME PROVIDED FOR PSAs

# INVESTING IN OUR PEOPLE



ABC10 is a proud sponsor of Sacramento's Pride events.



KSDK's *Race: Listen. Learn. Live.* focuses on issues dealing with race, diversity and equity in the St. Louis community.

Our people play an important role in our success in today's rapidly evolving media landscape. Our key human capital management objectives are to attract, retain and develop the highest caliber talent in our industry. Our human resources programs are designed to support these objectives by offering competitive pay, industry-leading benefits and development and growth opportunities. We strive to foster diversity, inclusion and innovation in our culture through our human resources, sales and journalism programs and policies. As of December 31, 2023, we employed approximately 6,200 full-time and part-time people, all of whom were located in the United States.

## EQUITY AND INCLUSION

We are committed to building a more diverse, equitable and inclusive culture. Our Board and management team early in 2021 undertook several initiatives to drive meaningful and sustainable progress toward becoming more inclusive and racially diverse, including setting quantifiable five-year Diversity, Equity and Inclusion goals. We established these goals with the belief that a deliberate approach and focus on improving Black, Indigenous and People of Color (BIPOC) representation on content teams, content leadership and company leadership roles will enable us to make the biggest impact to our inclusive culture and for our communities. Ensuring our content teams and editorial decision-making are inclusive is good business as it enables us to authentically represent the perspectives and experiences of all our audiences, fostering trust while better serving the diverse needs of our communities.

To support our goals, we are actively seeking diverse talent through recruiting and professional development, investing in a multiyear Inclusive Journalism program, gathering regular input from our employees and providing training and learning opportunities.

In 2023, TEGNA continued to make progress toward achieving our DE&I goals. We know there is much more work to do, and progress takes a daily commitment. With the support of our Board of Directors, management team, station management, input from our local Diversity & Inclusion (D&I) working groups, and our employees, we are proud of the gains we have made in diversifying our workforce, creating a more inclusive culture, and ensuring our storytelling reflects the communities we serve.

## 2025 Diversity and Inclusion Goals and 2023 Progress

**Content Teams:** Increase the diversity of our content teams (news, digital and marketing employees) to reflect the aggregate BIPOC\* diversity of the communities we serve, which is ~36%.

**Content Leadership:** Increase BIPOC representation in content leadership roles by **50%**.

**Company Leadership:** Increase BIPOC representation across all management roles within the organization by **50%**.

	CONTENT TEAMS	CONTENT LEADERSHIP	COMPANY LEADERSHIP	ALL EMPLOYEES
<b>2025 BIPOC Goals</b>	Reflect markets at ~36%	Increase by 50%	Increase by 50%	
	On track	On track	On track	
<b>2023 BIPOC Progress</b>	1/1/21 – 27% 12/31/21 – 30% 12/31/22 – 32% <b>12/31/23 – 33.1%</b>	1/1/21 – 17% 12/31/21 – 20% 12/31/22 – 23% <b>12/31/23 – 24.3%</b>	1/1/21 – 16% 12/31/21 – 18% 12/31/22 – 20% <b>12/31/23 – 21%</b>	1/1/21 – 25% 12/31/21 – 27% 12/31/22 – 29% <b>12/31/23 – 29.7%</b>

\* BIPOC = Black, Indigenous, and People of Color

<b>2023 Female Representation</b>	1/1/21 – 46% 12/31/21 – 46% 12/31/22 – 45% 12/31/23 – 44%	1/1/21 – 45% 12/31/21 – 44% 12/31/22 – 44% 12/31/23 – 43%	1/1/21 – 41% 12/31/21 – 42% 12/31/22 – 42% 12/31/23 – 41%	1/1/21 – 47% 12/31/21 – 47% 12/31/22 – 47% 12/31/23 – 46%
-----------------------------------	--	--	--	--

	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	WHITE	OTHER	N/A*
<b>2023 All Employee Representation</b>	3.2%	12.8%	11.0%	67.9%	2.7%	2.4%

\* N/A = not available or not disclosed



KXTV's Kandace Redd hosts an event honoring the life and legacy of Martin Luther King, Jr.



Employees nominated by their station's general manager received TEGNA grants to attend the 2023 NABJ conference. *From left:* Eugene Daniel, WVEC, Channing Curtis, KREM, Ebbie Kendrick, KTHV, Jonathan McCall, KPNX, Claydra Rhodes, KBMT, and Jamol Simon, KUSA. *Not pictured:* Lauren Coleman, WFMY.

The following are the five pillars that support achieving our DE&I goals and notable progress we have made in 2023:

## 1 TALENT PIPELINE AND BENCH STRENGTH

Increase partnerships with diverse professional organizations, historically black colleges and universities (HBCUs), Hispanic-serving institutions, and universities. Continue building on our existing internship, Producer-in-Residence, and other programs.

► **Progress:** In 2023, to grow our talent and offer opportunities for networking and professional development, we provided grants to 30 employees to attend six journalism conferences, including the Asian Americans Journalist Association (AAJA), the National Association of Black Journalists (NABJ), the National Association of Hispanic Journalists (NAHJ), and NLGJA: The Association of LGBTQ+ Journalists (NLGJA). During NABJ, TEGNA sponsored a panel for producers on best practices led by leaders in our local newsrooms. As part of our presence at all conferences, we invite employees to network and share ideas with each other, across markets. Looking at our internal Growth & Development programs, women and people of color comprised a majority of participants in both our company internship program and Producer-in-Residence programs. Additionally, more than half of participants in our News Leadership Forum program, which is tailored training for emerging content leaders, were employees of color and more than half were women.

## 2 LEADERSHIP COMPENSATION TIED TO DIVERSITY AND INCLUSION GOALS

Enhance our diversity and inclusion goals for key leaders in the organization.

► **Progress:** We delivered on our commitment to ensure that D&I goals are embedded meaningfully into both our annual performance management and our bonus processes for 2023. We also finalized our 2024 measures for key leaders.

### 3 MULTI-YEAR INCLUSIVE JOURNALISM PROGRAM

Development and launch of customized, multi-year Inclusive Journalism program with expert external partners.

► **Progress:** Begun in 2020, TEGNA's Inclusive Journalism Program continues to bring meaningful change to our 49 newsrooms and their coverage. The customized program, developed in partnership with the Poynter Institute, strives to deliver storytelling that reflects the communities TEGNA serves while enhancing our stations' racial diversity and inclusion. In 2023, Inclusive Journalism Program training for all new content employees continued, and the second leadership program for middle managers – an initiative started in 2022 – was held in an effort to increase diversity in content and other leadership positions. The third round of diversity and inclusion audits by Horowitz Research began at stations and includes broadcast, digital and marketing content. These audits foster fresh ways for newsrooms to engage and better represent their communities, including creation of Race and Culture positions and units, community days so journalists can develop relationships with underrepresented communities, and community Equity and Inclusion committees. As a result of this program, several stations have begun programs that cover traditionally underrepresented communities and topics, including KARE's *Lifting Voices initiative* in Minneapolis-St. Paul, KSDK's *RACE: Listen. Learn. Live.*, and WXIA in Atlanta's *Voices for Equality*.



Top: KREM's Let's Talk diversity group includes a representative from every department at the station.

Bottom: WQAD's DE&I team invites community leaders to speak at quarterly luncheons.

### 4 LEVERAGE INSIGHTS FROM EMPLOYEE FEEDBACK

Employ employee input to improve our action planning and accountability.

► **Progress:** In 2023, we conducted a companywide Employee Survey that showed significant improvement in employees' belief that we are committed to the hiring and promotion of BIPOC individuals. This is also reflected in our diverse workforce. Additionally, our local D&I teams at stations continued to partner with local leaders to apply ideas that enhance inclusion at our stations. Input from these groups led to several actions, including development of an inclusive leadership interview matrix, as well as establishment of local diverse interview panels, local mentoring networks, and inclusive hiring training for managers, among others.

## 5 EMPLOYEE TRAINING

Provide employees with ongoing resources and platforms to increase learning and discussion on D&I topics to support a culture of belonging.

► **Progress:** In 2022, we launched a comprehensive resource for all employees related to all D&I related information, including our companywide *Diversity in Action* newsletter, D&I Roundtable series, and stories from our Race and Culture teams across TEGNA. Recently, a new section has been added to allow local station D&I committees to share local updates. In February, we launched a monthly series to highlight employees' unique cultural perspectives called "Share Your Culture." Launched in 2022, the Diversity in Action newsletter provides regular D&I updates for all employees and was distributed on a bi-monthly basis throughout 2023. The newsletter also included highlights from stations' reporting focused on diverse communities and topics, best practices shared by local D&I committees, and D&I resources for continued learning. Inclusive Hiring training, developed in partnership with TEGNA's recruiters, was offered to hiring managers for a third year. Training is also available to human resources business partners and general managers. The Office of Diversity and Inclusion also offers training to prevent and address microaggressions. TEGNA has continued its partnership first developed in 2021 with the National Center for Civil and Human Rights (NCCHR). NCCHR has provided training on topics such as defining DEI, implicit bias and microaggressions, with new training modules scheduled to be available in 2024.

### Supplier Diversity

TEGNA wants to ensure our supply chain represents the diverse communities we serve. Consequently, we are striving to expand our spending and relationships with diverse vendors and partners in a thoughtful and sustainable manner. Our procurement team requires a diverse vendor to be included in each request for proposal, and the team engages internal stakeholders to explore alternative, diverse options when renewing agreements.

Based on an analysis of our top 200 vendors, including small businesses of 1,500 employees or less, 21% of TEGNA's spending on outside products and services went to diverse suppliers; this is up



from 16% in 2021. We currently transact with 267 certified diverse vendors and have increased certified diverse vendor spend 26% compared to 2021, when we first engaged a third party to help track certified, diverse spending.



Employees from across TEGNA gather for Innovation Summits, where creative ideas are shaped and shared and give rise to new pilots and projects.

## EMPLOYEE GROWTH AND DEVELOPMENT PROGRAMS

TEGNA provides a range of learning and development opportunities for employees and leaders to help expand their skills and prepare them to step into larger roles in the future and grow their careers.

We are investing in and growing our talent pipeline through specialized programs for managers and leaders, content and sales employees, and high-potential early career talent, including:

- Manager Training:** We invest in the learning and development of our managers as we believe they are critical to the company's long-term success. Our manager training is based on TEGNA's critical leadership skills and provides a targeted and progressive curriculum. The curriculum delivers tailored content for managers depending on their leadership level. This program includes content on foundational policies and procedures, how to lead effectively, how managers can foster a high-performing team and how to lead strategically through change and collaboration.



TEGNA's Leadership in Action program offers hands-on exercises that prepare attendees for career advancement.

In 2022 and 2023, we trained 175 manager and director-level employees for a total of 3,500 hours of dedicated leadership training.

### TEGNA's Critical Leadership Skills

INTENTIONAL  
DECISION  
MAKER

ADAPTIVE  
STRATEGIC  
THINKER

CHANGE  
LEADER

TALENT  
DEVELOPER

RESULTS  
ACHIEVER

## Inclusive Journalism Program Propels Change in Newsrooms, Coverage

Begun in 2020, TEGNA's Inclusive Journalism Program continues to bring meaningful change to our 49 newsrooms and their coverage. The customized program, developed in partnership with the Poynter Institute, strives to deliver storytelling that reflects the communities TEGNA serves while enhancing our stations' racial diversity and inclusion.

In 2023, Inclusive Journalism Program training for all new content employees continued, and the second leadership program for middle managers – an initiative started in 2022 – was held in an effort to increase diversity in content and other leadership positions. The third round of diversity and inclusion audits by Horowitz Research began at stations and includes broadcast, digital and marketing content.

These audits foster fresh ways for newsrooms to engage and better represent their communities, including creation of Race and Culture positions and units, community days so journalists can develop relationships with underrepresented communities, and external/community Equity and Inclusion committees.

Several stations have held community listening sessions, including KGW in Portland, Ore., KXTV in Sacramento, and KARE in Minneapolis. KGW has focused on LGBTQ+, People of Color, Native Americans, Jewish and Palestinian communities, with such outreach continuing in 2024. KGW also issued an Equity and Inclusion onboarding guide for new employees with questions to consider when approaching stories.

KSDK in St. Louis developed a guide to help its journalists improve how they cover the transgender community, and KREM in Spokane developed policies around homeless coverage. It is using the term “unhoused” over “homeless,” only films unhoused people from the waist down unless given permission to use their faces, and stopped giving



KSDK's Diversity, Equity, and Inclusion task force.

elected officials and unhoused advocates an open platform to talk about the issue without solutions.

Cross-station collaboration has led stations to change how they handle language translations to prioritize viewers hearing people speak in their preferred language instead of audio translations. KTHV in Little Rock, for instance, uses on-screen subtitles in English and articles on its website that follow are in Spanish and English.

Journalists also shared guidance to help cover stories with equity and sensitivity. These included how to cover and talk internally about the Israel-Hamas war and covering the wildfire in Hawaii.

To develop journalists of color, professional development opportunities include TEGNA's News Leadership Forum, Leadership in Action, Poynter Inclusive Journalism Leadership Cohorts, and grants that sent 30 employees to six diversity conferences.

Several stations have begun programs that cover traditionally underrepresented communities and topics, including KARE's *Lifting Voices* initiative in Minneapolis-St. Paul, KSDK's *RACE: Listen. Learn. Live.*, and WXIA in Atlanta's *Voices for Equality*. After a high-profile celebrity suicide, WFAA in Dallas began exploring mental health issues with Black men.

- Leadership Development Programs:** Based on our critical leadership skills, we enhanced our formal leadership development programs, including Leadership in Action and Executive Leadership Development, to ensure our current and future director-level and VP-level talent have the necessary development and training to prepare them to step into larger leadership roles in the future. In 2023, our Leadership in Action group was comprised of 26 leaders, with 35% of participants represented by people of color and 50% identifying as female. Since each program's inception, we've graduated close to 100 leaders. As an outcome of our Executive Leadership Program, 43% of participants have been promoted into general manager or larger leadership roles in the organization. Twenty-six percent of participants in our Leadership in Action Program have been promoted into director-level roles, with the last group graduating at the end of 2023.
- News Leadership Forum:** The News Leadership Forum is an eight-month, all-virtual training program to prepare future news and digital leaders in our company. The goal of the program is to prepare our content leaders for day-to-day operational newsroom responsibilities, including leadership. In 2023, we completed one class comprised of 51 participants with 51% of participants represented by journalists of color and 57% identifying as female. News Leadership Forum participants completed more than 35 hours of training during this program between 2022 and 2023.
- Content Training:** We offer ongoing learning and development opportunities for our content teams to improve their storytelling and production skills, help them to create more innovative content, improve on digital and social training, share best practices and more. Content leaders in our newsrooms were offered more than 600 hours of training opportunities in 2023.



*Top:* TEGNA's disinformation training equips newsrooms to identify and alert viewers to false information and images.

*Bottom:* Through our customized training programs, TEGNA ensures our sales professionals are equipped to deliver superior outcomes for our clients.

- Sales Training:** We provide our sales teams with training opportunities to increase their skills and knowledge. In 2023, we held seven workshops to develop better understanding of our Premion product and over-the-top (OTT) advertising among our salesforces. We also offered a Confidence Builder Series, providing resources and insights to our sales teams focused on multiple aspects around sales, including client success stories, prospecting and connecting tips, and client thought leadership. In addition to the Premion workshops offered in 2023, our sales and digital sales teams were offered hundreds of hours of ongoing opportunities for virtual training and best practices sharing, in addition to in-person trainings during station visits.

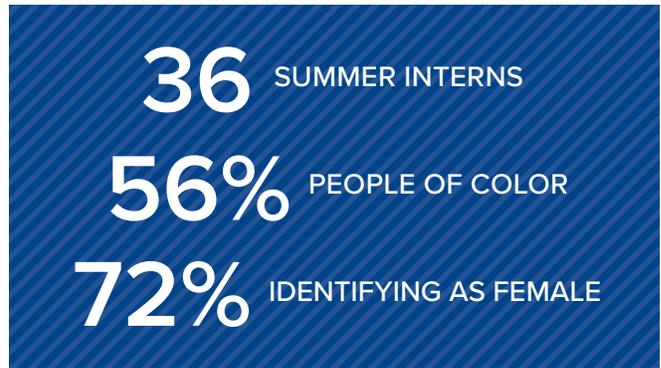
We have also developed and implemented a variety of training courses to help foster our high-performing and accountable culture. Courses offered in 2023 included:

- How to create a S.M.A.R.T. (specific, measurable, attainable, relevant, and time-based) performance goal.
- How to give and receive feedback.

To support professional development across the company, training is provided for employees and managers on how to write effective performance reviews, how to create performance and development goals, and how to have career coaching conversations.

To grow and develop new talent, TEGNA offers the following early career programs:

- **Producer-in-Residence Program:** TEGNA's Producer-in-Residence (PIR) program has grown to one of the largest entry-level producer development programs in the industry. We search for PIR participants at major journalism schools as well as regional universities and colleges, including several historically Black institutions, with more than 61% of participants in the program being journalists of color since its launch in 2018. The program includes a producer boot camp followed by two years of early career training as a producer at one of our local stations. In the last six years, we have promoted 83% of the 180 graduates hired into a regular producer position at a TEGNA station before the end of two years. In 2023, we hired 50 program graduates, with 64% represented by journalists of color and 60% identifying as female.
- **Summer Intern Program:** TEGNA's Summer Intern program provides rising college seniors with meaningful work assignments, connections to the communities we serve, and career development opportunities. We offer a variety of intern tracks, including producer, advertising/sales and marketing. The program has improved our intern-to-employee conversion rate and has notably increased diversity in our early career roles. In 2023, TEGNA employed 36 interns, with 56% of participants represented by people of color and 72% identifying as female.



*Top:* The Producer-in-Residence program includes two years of hands-on training at one of TEGNA's 64 stations.

*Bottom:* Thirty-six interns participated in TEGNA's 2023 summer training program.

### Performance Reviews

Our annual performance review process offers employees the opportunity to have meaningful conversations with their managers about their performance, growth and career development. Across TEGNA, employees receive an annual performance review and take part in a forward-looking goal-setting exercise for the upcoming year.

## TEGNA Strengthens Its Ethical Journalism Training to Uphold and Enhance Viewer Trust

With its mission to “seek the truth and stop the spread of disinformation,” TEGNA updated and expanded its training in ethics and ethical journalism to underscore the vital importance of local viewers’ trust in its 49 newsrooms.

Research by the Radio Television Digital News Association (RTDNA) served as a roadmap for multiple TEGNA trainings in 2022 and 2023 about protecting and building audience trust in local news. Trainings reemphasized the importance of transparency and credibility of coverage, of continuing to illuminate misinformation and disinformation, and of quizzing candidates about viewers’ most important issues.

Training leaders Chris Moeser, TEGNA’s chief ethics officer, and TEGNA’s news SVP Ellen Crooke introduced 16 scenarios based on ethics-related situations that TEGNA stations have faced. Training was done both virtually and in each newsroom, often led by newsroom leaders.

Participants were asked what they would do in each instance. Some scenarios dealt with police-related issues, and one dealt with the tendency to often cover a criminal incident too quickly.

Because of ethical journalism instruction, trainers are seeing fewer complaints in emails or on social media from viewers about appearances of impropriety on air. TEGNA began awareness training for journalists in the field and their crews a few years ago, and in every quarter new employees receive that training.



TEGNA is committed to building and protecting viewer trust.

In late 2023, TEGNA developed guidelines on artificial intelligence after holding an AI summit and discussing journalistic ethics around AI. The guidelines, which were distributed to stations by year-end, allow stations to utilize AI tools when appropriate – for story ideas and gathering research, for instance – but cannot turn to it for content, and journalists must verify any AI information is true. The guidelines likely will change and be updated as AI tools improve and newsrooms get more comfortable with them.

## Producer-In-Residence Program Trains Future Newsroom Leaders

TEGNA's Producer-in-Residence (PIR) program has made such a difference since its launch as a pilot in 2018 that by 2026, 40% of its stations' (estimated) 700 producers are expected to be current and promoted PIRs. And PIR program co-director Noah Cooper anticipates that PIRs soon will become news managers.

**40%**  
OF TEGNA'S 700 PRODUCERS ARE EXPECTED TO BE CURRENT AND PROMOTED PIRs BY 2026

The two-year entry-level training program for graduating college seniors is the industry's largest for training full-time producers, for TEGNA's newsrooms. Beginning with just six trainees in three newsrooms, the number of trainees grew to 59 in 2022 and 50 in 2023, with another 50 – the new maximum number – accepted for 2024.

The program's initial six-month-long cross-platform training program, including a seven-day virtual boot camp, and subsequent quarterly trainings serve to

acquaint recruits quickly to a PIR's duties. The program shifts based on stations' needs and resources, especially around social media tracking.

Roughly two-thirds of PIR participants are diverse – including diversity of race and sexual orientation – and they help shape inclusivity in their newsrooms and station coverage. For instance, Fatma Abid, a Muslim who wore her hijab as a news anchor on Arizona State University's TV station, is a PIR in the KIII newsroom in Corpus Christi. And Francesca Maxine Vista at KREM in Spokane created a diverse list of public information officers to ensure enhanced diversity of community groups in station coverage.

Program co-directors Noah and Adam are visiting colleges and universities to recruit, including Morgan State University in Baltimore, the University of Houston, and Metropolitan State University of Denver. Besides emphasizing how TEGNA coaches and develops talent, they address journalism classes on broadcasting topics focused on storytelling and developing their demo reel. These classes often lead to journalism instructors recommending top students as potential PIRs.



Diversity in TEGNA's Producer-in-Residence program shapes inclusivity coverage at TEGNA stations.



KREM's Help 2 Northwest telethon for Spokane County wildfire victims raised more than \$300,000 for the local Red Cross chapter to help those impacted by the Medical Lake and Elk fires.

## INVESTING IN EMPLOYEE WELL-BEING

Maintaining the health and well-being of our employees and their families is a top priority for our company. We provide a host of industry-leading benefits to help our employees live healthier, more fulfilled and happier lives at work and beyond. We regularly review and update the benefits we offer to respond to our employees' changing needs.

### Benefits

- **Plan Choice.** TEGNA offers two medical plans, a



Consumer Choice Health Plan (CCHP) and a Preferred Provider Organization (PPO) plan. Both plans offer access to the same network of providers, preventive care options and affordable prescription medication. Our plans are designed to support the various life stages of our employees and their families.

- **Free Dental Coverage for Children.** Employees



can elect dental coverage from Delta Dental of Virginia without a TEGNA medical plan. Delta Dental's Right

Start 4 Kids program offers 100% coverage for diagnostic, preventive, basic, and major services for dependent children up to age 13.

- **Enhanced Prescription Drug Care.** TEGNA has



partnered with PrudentRx to cover certain specialty medications at 100%. Our prescription drug partner, CVS

Caremark, has launched Caremark® Cost Saver™ to provide automatic access to GoodRx's

prescription pricing, ensuring employees always pay the lower price for generic medications.

- **Virtual Telehealth.** In today's mobile world, having



access to healthcare on-the-go is important. Through Teladoc®, employees have 24/7 access to on-demand U.S. board-certified doctors and clinicians for non-emergency or general medical care who are available through video, phone or mobile app. TEGNA covers up to nine visits per family annually.

### Mental Well-being

TEGNA provides employees a wide variety of mental health related benefits:

- **Spring Health** provides convenient,



comprehensive and confidential wellness services, available 24/7. The program covers 12 therapy sessions annually for employees and each of their family members – even if the employee is not enrolled in TEGNA's medical plans. Employees are paired with a Care Navigator, a licensed mental health

professional, for hands-on guidance and care coordination. They can also recommend other in-network providers.

- **BlueCross BlueShield of Texas.** For employees on TEGNA's benefits plan, BlueCross BlueShield of Texas offers telehealth benefits that deliver live video or phone consultations with a provider, including mental health providers.



- **Mental Health Webinars.** Throughout 2023, we hosted mental health webinars focusing on winning the battle against burnout, mindfulness to improve sleep and journaling, as well as special webinars focused on current events that may impact employee well-being.



## Life and Family

TEGNA also provides a number of benefits to support our employees in their personal and family life, including:

- **TEGNA 401(k) Savings Plan.** TEGNA's 401(k) Savings Plan helps employees save now so they can experience financial security in the future. All employees, including part-time and temporary employees, can participate in the program. Contributions made up to the first four percent of pay are eligible for a 100 percent match from the company. Employees are immediately 100 percent vested in all contributions, including the company match.
- **Fertility Benefits.** Fertility Benefits are covered at no additional cost to employees enrolled in TEGNA's medical plans. The plan connects employees to the highest quality fertility specialists across the U.S. who use the latest advancements in science and technology to increase the chances of a healthy and successful pregnancy.



- **Parental Leave.** All new parents receive at least six weeks of parental leave to focus on their growing family. Women who give birth can take a minimum of 12 weeks maternity leave paid at 100 percent.



- **Adoption or Surrogacy Assistance.** Adoption and surrogacy assistance helps to pay for expenses incurred in building a family. The plan will reimburse 100 percent of eligible expenses to a maximum of \$10,000.



- **Family First Caregiving Assistance.** Employees have access to Family First, which provides care plans, ongoing support, and help managing legal, emotional and financial issues related to caring for aging parents or chronically ill family members.



- **Care@Work.** A partnership with Care@Work by Care.com helps employees manage family care needs while balancing work, including child, elder or pet care. Through the premium membership, employees have unlimited access to find local caregivers 24/7 and the ability to message caregivers and review background check options.



- **Volunteerism and Matching Gifts.** Through the TEGNA Foundation, employees receive 10 hours of PTO annually for volunteer work and receive a Matching Gift for donations to the causes and nonprofits important to them.



- **Time away** from the office is an important benefit that enables employees to relax and refresh mentally and physically. TEGNA's paid time off program gives employees the flexibility to take time off by combining vacation, sick and floating holidays. Company holidays are observed throughout the year, including Juneteenth.



## Building a Culture of Journalist Safety

Increasing physical attacks against journalists and other safety concerns have compelled TEGNA to become extra-vigilant in protecting our colleagues. Ellen Crooke, senior vice president of news, emphasizes our safety mantra: “There is no story, there is no shot, there is no video, no picture, no interview that is more important than the health and safety of our journalists.”

Marcus Snipe, head of security and safety, coordinated safety training as part of a robust investment in protection protocols. He joined TEGNA in November 2020 from the National Basketball Association, where he headed facilities security and international events, and he partners with general managers, station heads of technology, and others at TEGNA sites on physical security guidelines, policies and procedures.

## Workplace Practices and Policies

TEGNA’s culture is built on treating everyone with respect, and this focus shapes how our employees interact with each other, our viewers, users and clients.

## Equal Employment Opportunity

TEGNA is a proud equal opportunity employer. We are a drug-free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status, or genetic information. TEGNA complies with all applicable laws related to accommodations.

## Harassment and Discrimination

We commit to our employees that the TEGNA work environment will be free from all forms of discrimination. This includes harassment on the basis of race, color, religion, national origin, sex,



*Top:* TEGNA has guidelines in place to ensure journalists’ safety.

*Bottom:* TEGNA is an equal opportunity employer committed to a diverse workforce.

age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. We do not tolerate harassment or discrimination of our employees, nor do we tolerate workplace violence of any type. Employees who feel they have been subjected to sexual harassment, or harassment on any other basis, should immediately report the incident to their supervisor, department head or a human resources representative. An option for anonymous reporting is also available. Retaliation against anyone for complaining about harassment or discrimination, or for participating in the investigation of a complaint of harassment or discrimination, is against TEGNA policy and will not be tolerated.

# OUR STANDARDS





## BOARD OVERSIGHT OF CORPORATE RESPONSIBILITY

Our Board’s Governance, Public Policy and Corporate Responsibility Committee monitors, in coordination with the Board and other Board committees regarding matters within their purview, the company’s policies and programs relating to corporate responsibility matters, including:

- TEGNA’s strategy and initiatives to serve the greater good of our local communities while strengthening our business and protecting and enhancing TEGNA’s long-term value to our employees, shareholders and communities
- TEGNA’s policies and commitment to managing our environmental impact responsibly and sustainably and educating the public on these issues through our journalism
- Publishing updates to provide information on our corporate social responsibility initiatives to stakeholders
- Providing Equity and Inclusion updates to further enhance discussion of diversity and leadership initiatives and the progress made ahead of schedule on each of our 2025 DE&I goals
- Providing an overview of our sustainability efforts to describe how TEGNA is intensifying our focus on being responsible stewards of our resources
- Aligning our reporting with the Sustainability Accounting Standards Board (SASB) guidelines for the Media & Entertainment industry in response to investor feedback

As a result of the Board’s ongoing oversight of TEGNA’s corporate responsibility and outreach to our shareholders, over the past few years we have made several enhancements to our disclosures, including:

## BOARD OVERSIGHT OF EQUITY AND INCLUSION

To strengthen accountability with regard to diversity in the company's governance, the Board has adopted specific areas of oversight for each Board committee regarding how TEGNA approaches diversity:

- The Leadership Development and Compensation Committee is responsible for monitoring the company's performance in diversity, inclusion and equal employment opportunity, supporting our commitment to these principles and the continuation of our efforts to gain and maintain diversity among our employees and management.
- The Governance, Public Policy and Corporate Responsibility Committee is responsible for monitoring the racial, ethnic and gender diversity of the Board. The committee also reviews with management the company's approach to, and initiatives and support for, promoting racial and ethnic diversity in our news and other content through inclusive journalism and racial and ethnic diversity in our editorial decision-making and leadership.
- The Audit Committee is responsible for monitoring the company's finance and asset management-related diversity and inclusion efforts, including our investments and purchasing involving minority-owned businesses.

## COMPANY POLICIES

- **Ethics Policies:** TEGNA's Ethics Policies ensure all directors, officers and employees are held to the highest professional standards. As a company that produces and distributes the highest-quality news and information content, journalistic integrity is critical to ensure our stations are the most trusted news sources in their communities. Our Principles of Ethical Journalism define the behavior with which all employees who gather, report, produce and distribute news and information on any platform must abide. Our principles of Trust, Independence, Public Interest, Fair Play, and Integrity form the foundation for all news content produced by our stations.
  - **Codes of Conduct:** Applying to all directors, officers, employees and vendors, our codes of conduct reflect our values and expectations on a number of issues. They include, among other things, policies designed to ensure that we maintain a discrimination-free work environment, efficiently use our assets, engage in professional business conduct, achieve supplier diversity and pay fair compensation. Employees may seek advice or report alleged violations by contacting TEGNA's dedicated ethics hotline. The TEGNA Code of Vendor Conduct provides our expectation of human rights, privacy and data security, anti-bribery and anti-corruption protections, and compliance and misconduct reporting.
  - **Whistleblower Protection and Ethics Violations Reporting Policy:** Employees and others are encouraged to raise concerns internally so that TEGNA can timely assess, address and, if necessary, correct inappropriate conduct. TEGNA has a telephone hotline staffed by an independent third party for employees and others to submit their concerns regarding violations or suspected violations of the company's Ethics Policy, other company policies, or violations of law and for reporting any concerns regarding accounting or auditing matters on a confidential, anonymous basis.
- The company policies described above are available for review at [www.investors.tegna.com](http://www.investors.tegna.com).

## DATA PRIVACY

We are committed to maintaining the most stringent protections to ensure sensitive or private information and data about our business, employees, customers and consumers is not compromised. Our Board of Directors, through its Governance, Public Policy and Corporate Responsibility Committee, oversees TEGNA's compliance with data privacy laws and regulations. Our legal department works closely with our technology and other business units to address privacy issues when they arise. The Governance, Public Policy and Corporate Responsibility Committee reviews TEGNA's privacy policy on an annual basis to ensure our standards reflect applicable legal requirements and our current data practices. Management also provides regular privacy updates to this Board committee.

- **Employee Data** – Our employee data, including human resources and payroll data, is generally maintained by outside vendors under long-term contracts. Our vendors' data security programs are thoroughly vetted by our IT department, and contracts include strict protection requirements, including assurances that data is encrypted while at rest. We also require access to annual SOC-1 and/or SOC-2 compliance reports whenever available.
- **Consumer Data** – Given the nature of our business, we do not collect sensitive personal information from our viewers, but we do collect basic personal information such as names and email addresses when individuals participate in services like receiving email newsletters or entering contests. All our digital properties have a privacy policy that clearly discloses how we collect, maintain and use consumer information and describes in clear language the ways in which our audience can limit and/or opt out of our collection and use of their data. We have taken measures to ensure we are compliant with the various state consumer privacy laws that have been enacted to date (including, among others, laws in California, Virginia, Colorado and Connecticut), most notably by integrating the OneTrust preference center into our television station websites to facilitate users' ability to opt-out of the sale of personal information in connection with ad targeting.
- **Customer Data** – We are compliant with the Payment Card Industry Data Security Standards (PCI DSS) and complete an annual PCI attestation. To help ensure that we remain compliant, we use a third-party vendor to process all credit card transactions with our advertising customers. As a result, we do not intentionally collect or otherwise have access to our customers' payment card data, allowing us to significantly limit the risk of exposing such data in the event of a security incident.

# TEGNA INC. 2023 SASB DISCLOSURE



SASB’s mission is to establish and maintain disclosure standards on sustainability matters that facilitate communication by companies to investors of decision-useful information. We support SASB (the Sustainability Accounting Standards Board) because its work contributes directly to generating comparable and consistent data. The table below provides information for the SASB Media & Entertainment industry standard.

MEDIA & ENTERTAINMENT			
	SASB Code(s)	SASB Requested Metric(s)	TEGNA Response
Media Pluralism	SV-ME-260a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) professionals, and (3) all other employees	<p>For an overview of our Diversity, Equity and Inclusion (DE&amp;I) initiatives, how we are fostering equitable representation and progress on our 2025 DE&amp;I goals, please see page 24 of TEGNA’s 2023 Impact Report.</p> <p>To support our efforts, we actively seek diverse talent through recruiting and professional development, invest in our multiyear Inclusive Journalism program, gather regular input from our employees in the areas of inclusion, content and engagement and provide training and learning opportunities for all employees.</p>
	SV-ME-260a.2	Description of policies and procedures for ensuring pluralism in news media content	<p>In 2023, we continued our partnerships with The Poynter Institute and Horowitz Research as we further evolve our multiyear Inclusive Journalism Program, which includes training on unconscious bias, inclusive reporting, and leadership coaching in all 49 of our newsrooms. With Poynter, we created a training framework to ensure new hires receive the same foundation as our employees who matriculated through the 2021 training portion of the program. We also continued a mid-level manager Inclusive Leadership Program with Poynter launched in 2022. Additionally, we remained focused on measuring outcomes of our program through content audits led by Horowitz Research. All our stations received (or will receive in early 2024) audit reports on broadcast, digital, and marketing content, which has led to greater awareness and intentional actions to ensure our storytelling, imagery, and language resonates and reflects the communities we serve.</p> <p>We are fostering new ways for our newsrooms to engage and represent communities better. These include creation of Race and Culture positions and units, community days so journalists can develop relationships with underrepresented communities and external/community DE&amp;I committees.</p> <p>TEGNA’s ethics policies also reflect our commitment to practicing inclusive journalism. Our <a href="#">Principles of Ethical Journalism</a> emphasize inclusivity and making editorial decisions with input from a variety of voices. TEGNA journalists are ethically bound to seek multiple perspectives from sources of different backgrounds and cover all communities with respect and balance. Our journalists are trained to seek various perspectives within communities. The Principles require our journalists to produce content that is representative of the diverse viewpoints and perspectives of the communities we serve. In addition, the Principles require journalists to identify race evenly and only when it is critical to understanding the story.</p> <p>TEGNA is committed to editorial independence. Our newsrooms are managed independently and separately from sales, and the Principles prohibit sponsors or advertisers from influencing editorial content. TEGNA closely observes and operates in substantial compliance with the FCC’s sponsorship disclosure requirements and conducts annual training on our own Sponsorship Identification Disclosure Guidelines.</p> <p>TEGNA journalists report the news accurately, thoroughly, and free from the appearance of conflicts of interest. To that end, TEGNA journalists are prohibited from making political contributions or publicly sharing political views. TEGNA’s <a href="#">Social Media Policy</a> guides online interactions for all employees, and TEGNA regularly conducts social media training for journalists. In addition, TEGNA does not pay sources for information or news. For more information on TEGNA’s conflict of interest policies, please see SV-ME-270a.3.</p> <p>TEGNA defends the First Amendment and is a member of the Media Law Resource Center, which was founded by leading American publishers and broadcasters to assist in defending and protecting free press rights under the First Amendment. TEGNA also supports the Reporters Committee for Freedom of the Press (“RCFP”) and frequently signs onto RCFP amicus briefs supporting First Amendment issues, including freedom of expression, access to public records and public proceedings, protection of journalists, and protection of reporter-source communications. TEGNA is also a proud supporter of The Media Institute, a nonprofit, nonpartisan organization dedicated to promoting freedom of speech and encouraging a competitive media environment.</p> <p>TEGNA stations take legal action to protect First Amendment values. TEGNA intervenes in civil and criminal court cases to uphold the public’s First Amendment right of access to proceedings. TEGNA supports camera coverage of courtroom proceedings and petitions courts to permit camera coverage of newsworthy criminal and civil trials. Similarly, TEGNA files actions to enforce the public’s right to know under state public records laws and the federal Freedom of Information Act. TEGNA acts in the public interest by joining First Amendment organizations around the country to protect and strengthen public records statutes.</p>
Journalistic Integrity & Sponsorship Identification	SV-ME-270a.1	Total amount of monetary losses as a result of legal proceedings associated with libel or slander	During 2023, we incurred no monetary losses as a result of legal proceedings associated with libel.
	SV-ME-270a.2	Revenue from embedded advertising	We recorded \$19,022,000 of embedded advertising in 2023.

Journalistic Integrity & Sponsorship Identification (continued)	SV-ME-270a.3	Description of approach for ensuring journalistic integrity of news programming related to (1) truthfulness, accuracy, objectivity, fairness, and accountability, (2) independence of content and/or transparency of potential bias, and (3) protection of privacy and limitation of harm	<p>TEGNA's <a href="#">Principles of Ethical Journalism</a> spell out our guiding principles of truth, independence, public interest, fair play and integrity. All employees who gather, report, produce and distribute news and information on any platform review our code of conduct and attend training sessions on ethical journalism covering ethics, social media, conflicts of interest and fairness issues. New hires must review our Principles of Ethical Journalism as part of their onboarding and are required to pass mandatory evaluations. In 2023, all content employees participated in live, interactive ethics training, which presented real-life scenarios, and participants were asked to make decisions based on elements of our Principles of Ethical Journalism. Our chief ethics officer also conducts libel, privacy and fairness training for all journalists.</p> <p>TEGNA's policies require journalists to respect copyright and transparently attribute material obtained from third-party sources. TEGNA frequently conducts training on copyright and fair use, including the use and sharing of content on social media. Plagiarism is not tolerated.</p> <p>TEGNA maintains a vigorous compliance program that encourages reporting of alleged misconduct. We have an ethics hotline that allows employees and members of the public to anonymously report concerns. We investigate all complaints received by the hotline. TEGNA's Whistleblower Protection and Ethics Violations Reporting Policy ensures employees will not be disciplined or suffer retribution for reporting violations or suspected violations in good faith.</p> <p>As part of annual ethics training, all TEGNA employees complete a conflicts of interest survey. All surveys are reviewed by the chief ethics officer. The Principles of Ethical Journalism require journalists to be free of outside interests, investments, business or personal relationships that could compromise the credibility of our news coverage. Journalists are counseled to avoid conflicts of interest and potential conflicts of interest, and are required to disclose conflicts when they arise. TEGNA journalists are prohibited from accepting gifts or anything of value from sources or organizations we cover.</p> <p>In 2023, news, digital and marketing employees completed training on producing trustworthy journalism, which outlined best practices regarding accuracy, objectivity and transparency. Corporate news leaders regularly provide counsel and guidance to news leaders at stations regarding applying TEGNA's Principles of Ethical Journalism in their daily newsgathering and reporting.</p> <p>TEGNA journalists are committed to fair play and treating people with dignity, respect and compassion. The Principles of Ethical Journalism include a commitment to minimizing harm and recognizing that editorial decisions can have lasting consequences for sources and story subjects. In 2021, TEGNA revised the Principles to limit the use of mugshots in coverage of criminal accusations, and we adopted removal guidelines for content on station websites, including past coverage of arrests and convictions for minor crimes and offenses. TEGNA journalists recognize that we take special care when covering those unaccustomed to dealing with journalists, including children.</p> <p>TEGNA frequently moves to quash subpoenas served by prosecutors, defense attorneys and civil litigants that seek to compel disclosure of source information and raw, unpublished newsgathering materials. TEGNA opposes all efforts to interfere with newsgathering and the free flow of information.</p> <p>TEGNA also defends the public's right to know. In 2023, TEGNA stations filed or joined numerous actions to secure access to public records and proceedings and fought to allow camera coverage of high-profile proceedings.</p>
Intellectual Property Protection & Media Piracy	SV-ME-520a.1	Description of approach to ensuring intellectual property (IP) protection	<p>TEGNA employees create much of the intellectual property used by the Company. In order to best meet our business needs, we incorporate a variety of approaches in order to protect this intellectual property, including:</p> <ul style="list-style-type: none"> <li>• Working with outside legal counsel to manage our federal and state trademark registrations.</li> <li>• Analyzing potential new trademarks with respect to protectability against infringers as well as with respect to potential infringement of existing marks.</li> <li>• Maintaining a portfolio of material copyright registrations.</li> <li>• Incorporating a digital rights management system into our companywide content management system in order to prevent the unauthorized redistribution of our digital media.</li> <li>• Including provisions in our content distribution agreements that require distributors to abide by applicable intellectual property laws and prohibit the unauthorized use of our content.</li> <li>• Contracting with a third party to administer rights claim management on a digital platform.</li> <li>• Working directly with social media platforms to remove content that infringes our intellectual property rights.</li> </ul> <p>In addition, per our <a href="#">Code of Vendor Conduct</a>, we require our suppliers to abide by all relevant laws and our <a href="#">Ethics Policy</a>, which includes requirements to protect Company assets and confidential information. We also include work-for-hire language in our standard independent contractor agreements, ensuring that we retain ownership of content created under such agreements.</p>
Activity Metrics	SV-ME-000.A	(1) Total recipients of media and the number of (2) households reached by broadcast TV, (3) subscribers to cable networks, and (4) circulation for magazines and newspapers	<p>(1) Not applicable  (2) Households reached in 2023 by broadcast TV: 49,119,210  (3) Not applicable  (4) Not applicable</p>
	SV-ME-000.B	Total number of media productions and publications produced	<p>Scheduled TV hours produced in 2023: 98,930 hours<sup>1</sup>  Radio hours produced in 2023: 4,905 hours<sup>2</sup></p>

<sup>1</sup> From September 1, 2022, to August 31, 2023, which corresponds with a standard television season. Management has elected to report scheduled hours produced instead of number of programs produced since management believes it is a superior measure for indicating the level of activity over a period of time.

<sup>2</sup> Management has elected to report hours produced instead of number of programs produced. Refer to footnote 1 for explanation.

For more on TEGNA's ESG initiatives, visit [TEGNA.com/social-responsibility](https://www.tegna.com/social-responsibility).

# TEGNA

TEGNA Inc. | 8350 Broad St., Suite 2000 | Tysons, VA 22102 | [www.TEGNA.com](http://www.TEGNA.com)