



[As updated through June 2025]

Equal Opportunity Employer

TEGNA is committed to equal opportunity for all employees and applicants. We are committed to building and maintaining a company whose people reflect a wide range of backgrounds, perspectives, experiences, qualifications, and skillsets. We recruit, hire, train, promote, pay, and administer all personnel actions without regard to federally protected categories, including, but not limited to, race, color, religion, sex (including pregnancy among others) national origin, disability, genetic information, and age (over 40). We also recruit, hire, train, promote, pay, and administer all personnel actions without regard to protected categories pursuant to applicable state and/or local laws.

This policy applies to all areas of employment, including recruitment, testing, screening, hiring, selection for training, upgrading, transfer, demotion, layoff, discipline, termination, compensation, benefits, and all other privileges, terms, and conditions of employment. This policy and the law prohibit employment discrimination against any employee or applicant on the basis of any legally protected status. The Company ensures that employment decisions are based only on valid job requirements.

TEGNA also makes reasonable accommodations for qualified applicants and employees with disabilities, pregnancy, and religious reasons, unless doing so creates an undue hardship, in accordance with all legal requirements. Any applicant or employee who requires an accommodation to perform the essential functions of the job should contact Human Resources to request that accommodation. We will work with that individual to attempt to identify a reasonable accommodation that will not impose an undue hardship on the Company.

All employees must follow this policy. Any employee who violates this policy will be subject to disciplinary action, up to and including termination of employment.

We are committed to the practice of equal employment opportunity and will not tolerate intimidation or retaliation against employees or applicants because they have engaged in or may engage in filing a complaint of discrimination or retaliation; assisting or participating in an investigation; opposing any act or practice made unlawful by any local, state, or federal law; or for exercising any other legally protected right.

If you have questions or feel that you have been discriminated against because of your protected status, have been improperly denied a reasonable accommodation, have experienced retaliation, or have witnessed or been subjected to conduct that is otherwise inconsistent with this policy, then you must follow the reporting procedures outlined in the Company's Anti-Harassment Policy.

All reports describing conduct inconsistent with this policy will be investigated promptly and effectively, and resolved, in accordance with the procedure outlined in the Company's Anti-Harassment Policy.

A company in the news and information business cannot continue to be successful if it ignores or neglects any segment of its audience. By encouraging and expecting a mix of opinions, backgrounds, and ideas, TEGNA improves results.

For TEGNA, equal opportunity is not just the right thing to do -- it is the smart thing to do if we are to be as successful in the future as we have been in the past.