

Equal Employment Opportunity

TEGNA is committed to equal opportunity for all. We are committed to building a company whose people reflect the true diversity of our community.

TEGNA employees are hired, promoted and rewarded on the basis of talent, performance and dedication. We cannot afford to deprive the company of capable people and will not allow harassment or discrimination based on 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.

To ensure that we accomplish these goals, we have diversity programs in place in all our operations. The chief executive of each operating unit is responsible for leading these programs. TEGNA management, as part of its management-by-objectives program, is pledged to accomplish equal opportunity progress.

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, sexes, races and ideas, TEGNA improves results. Workplace diversity is strength and it makes sense. It broadens our reach and it puts our company in a strong position for the competitive years ahead.

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.