

# TEGNA

## Diversity, Equity, and Inclusion at TEGNA

Increasing diversity, equity, and inclusion (DE&I) continues to be a top priority for TEGNA across the company and at each of our 64 stations around the country. We recognize the importance of having an open and constructive dialogue on these difficult issues. While our record isn't perfect, we believe the best way to address problems is through honest conversation, engagement and, ultimately, understanding. We are committed to doing the work necessary to continue to improve in the years ahead.

Through the ongoing commitment of TEGNA's Board of Directors, management team, and station leadership, we have made significant progress and are proud of our diverse workforce and inclusive culture. Over the past few years, we have taken concerted action to build a more diverse, equitable and inclusive TEGNA. But we can and will do more.

Since becoming an independent company, TEGNA has sought to ensure that our coverage -- and the journalists and others who make that coverage possible -- reflects the diversity of the more than 50 local communities in which we operate. Over that time, TEGNA has taken significant steps, including:

- Building a diverse Board of Directors, which is now 42% female, including three women added since 2017, and 17% people of color.
- Promoting gender and racial diversity in hiring and promotion decisions at the corporate level, at individual stations, and in non-station operations.
- Ensuring professional development programs for news leadership, producers, and rising managers include diverse participants.
  - 2021 News Leadership Forum participants are 65% people of color and 77% female.
  - 2020 Producer in Residence participants were 57% people of color and 87% female.
  - 2019 Leadership Development participants were 44% people of color and 56% female.
- Partnering with organizations promoting diversity in journalism for both educational and recruitment purposes. TEGNA's longstanding partners include:
  - The Asian America Journalism Association (AAJA)
  - The Association of LGBTQ Journalists (NGLJA)
  - The National Association of Black Journalists (NABJ)
  - The National Association of Black Owned Broadcaster's Media Sales Institute (NABOB – MSI)
  - The National Association of Hispanic Journalists (NAHJ)
  - The Native American Journalists Association (NAJA)
  - The T. Howard Foundation

In 2020, we accelerated our efforts by:

- Appointing a Chief Diversity Officer to drive focus and intentional actions to ensure our inclusive values resonate across TEGNA.
- Launching a Diversity & Inclusion Working Group comprised of 17 diverse employees from across the company focused on increasing racial diversity, ensuring diverse perspectives are embraced, identifying and combating unconscious bias through education, training programs and enhanced policies, and elevating issues and opportunities for more inclusion at all levels. This group also hosts a monthly companywide learning and discussion series on diversity and inclusion.

- Conducting 33 town hall meetings at local stations in 2020 on race, diversity, and inclusion, and establishing Diversity and Inclusion teams at over half of our stations, to hear directly from employees about their experiences and perspectives working at TEGNA.
- Adding specific diversity and inclusion questions to our companywide, anonymous Employee Survey to provide feedback on employee perceptions and experiences.

TEGNA's Board of Directors plays a significant role in overseeing and maintaining accountability for our DE&I efforts and has set specific responsibilities for each Board Committee:

- The Leadership Development & Compensation Committee is responsible for monitoring TEGNA's performance in diversity, inclusion and equal employment opportunity, supporting our commitment to DE&I and the continuing enhancement of our efforts to achieve and maintain diversity among our employees and management.
- The Nominating & Governance Committee is responsible for overseeing the racial, ethnic and gender diversity of the Board.
- The Public Policy and Regulatory Committee is responsible for reviewing with management TEGNA'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 TEGNA's finance and asset management-related diversity and inclusion efforts, including our investment and purchasing involving minority-owned businesses.

We have also set aggressive quantitative goals for TEGNA's workforce. While improving diversity and inclusion across all identities is a focus, our first priority is continuing to increase the representation of Black, Indigenous and People of Color (BIPOC) at TEGNA. People of color currently comprise 25% of our overall workforce and 33% of TEGNA's Executive Leadership Team.

By year-end 2025, we aim to increase BIPOC representation:

- In station-level content teams (news, digital and marketing employees) to reflect the aggregate BIPOC diversity of the communities we serve, which is approximately 36%.
- In station-level content leadership roles by 50%.
- Across all management within the company by 50%.

We are making progress in recruiting, hiring, and promoting diverse employees:

- In 2020, we rolled out inclusive hiring training for department heads and hiring managers to help combat bias in recruiting and leveraged relationships with colleges, universities, and local chapters of diversity organizations to help build our talent pipeline. We also updated our interview process to include screening questions to assess commitment and experience in championing DE&I for key leadership positions.
- In 2020, 37.3% of new hires and 31.4% of promotions were earned by people of color.
- From January 2020 through March 2021, 12.5% of our hires and 8.5% of promotions were earned by Hispanic/Latinx employees.
- 4 of 11 news director positions filled since the beginning of 2020 are diverse hires or promotions, and more than 50 percent of news directors are female.

We have begun new training programs in 2021 for all employees and leaders to foster greater awareness and understanding on a range of topics, including unconscious and implicit bias, microaggressions, systemic racism, and social injustice.

We have also developed a first-of-its-kind program to drive inclusivity in our storytelling and coverage of the communities we serve in partnership with diverse leaders and faculty from the

Poynter Institute, a leading non-profit journalism organization. Content teams comprised of news, digital, and marketing employees at each TEGNA station are taking part in this Inclusive Journalism program to tackle unconscious bias in news reporting and content development and to address how coded language contributes to racial stereotypes. The program includes increasing diversity in experts used in reporting and empowering diverse voices and perspectives in the editorial decision-making process. A third-party research company will conduct content audits to ensure we are meeting our goals.

We have also established clear processes for promptly investigating and addressing inappropriate workplace conduct at the station level, as well as regular reporting to the Board and senior management of TEGNA to ensure robust oversight at all levels.

As part of our culture, we place a premium on engaging in an open, constructive dialogue and on being transparent in our efforts. We have shared numerous updates on our work to enhance DE&I, including our [2020 Social Responsibility Highlights](#) report, [2020 Annual Report](#), and a recent letter to [TEGNA Stakeholders](#). We invite everyone to review those materials.

We are proud of TEGNA's progress in advancing DE&I. While we have done more than many companies, that is not good enough. Much remains to be done, and we are committed to continued engagement with our employees and all TEGNA stakeholders to ensure we hear their voices and take the necessary actions to keep improving -- so that TEGNA effectively represents and serves all of our communities.