

**Digital and Print Publications - Managers and Salaried Employees**

Name	City	State	Native American	Asian	Black	Hispanic	Native Hawaiian, Pacific Islander	Salaried	Multiracial	Not Listed/Unknown	White	Total Salaried	Percentage POC
<b>Alaska</b>													
Juneau Empire/Capital City Weekly	Juneau	AK	0	0	0	0	0	0	0	0	1	1	0.00%
Daily Sitka Sentinel	Sitka	AK	0	0	0	0	0	0	0	0	14	14	0.00%
<b>Alabama</b>													
Jackson County Sentinel	Scottsboro	AL	0	0	0	0	0	0	0	0	4	4	0.00%
The TimesDaily	Florence	AL	0	0	2	0	0	0	0	0	5	7	28.57%
Montgomery Advertiser	Montgomery	AL	0	0	2	0	0	0	0	1	20	23	8.70%
<b>Arkansas</b>													
Stuttgart Daily Leader	Stuttgart	AR	0	0	2	0	0	0	0	0	1	3	66.67%
Northwest Arkansas Democrat-Gazette	Fayetteville	AR	0	0	1	2	1	0	0	0	45	49	8.16%
The Daily Citizen	Searcy	AR	0	0	1	0	0	0	0	0	4	5	20.00%
The Jonesboro Sun	Jonesboro	AR	0	0	3	0	0	0	0	0	8	11	27.27%
The Baxter Bulletin	Mountain Home	AR	0	0	1	0	0	0	0	0	4	5	20.00%
<b>Arizona</b>													
Arizona Daily Star	Tucson	AZ	0	2	1	23	0	0	0	0	53	79	32.91%
Independent Newsmedia	Sun City	AZ	0	0	2	2	0	0	0	0	15	19	21.05%
Casa Grande (Ariz.) Dispatch	Casa Grande	AZ	0	2	0	2	0	1	1	0	5	11	54.55%
InMaricopa	Maricopa	AZ	0	0	0	1	0	0	0	0	6	7	14.29%
Kingman Daily Miner	Kingman	AZ	0	0	0	0	0	0	0	0	4	4	0.00%
The Arizona Republic	Phoenix	AZ	4	5	9	32	1	0	1	11	127	190	27.37%
<b>California</b>													
Daily News	Red Bluff	CA	0	0	0	0	0	0	0	0	2	2	0.00%
Monterey Herald	Monterey	CA	0	0	0	2	0	0	0	0	2	4	50.00%
Fostering Media Connections	Los Angeles	CA	0	0	0	0	0	0	0	0	7	7	0.00%
Coachella Valley Independent	Cathedral City	CA	1	0	0	0	0	0	0	0	1	2	50.00%
The Fresno Bee	Fresno	CA	0	0	2	2	0	0	0	0	12	16	25.00%
The Modesto Bee	Modesto	CA	0	1	1	3	0	0	0	0	10	15	33.33%
Naap Valley Register	Napa, Ca.	CA	0	0	0	0	1	0	0	0	20	21	4.76%
Appeal-Democrat	Marysville	CA	0	0	0	0	0	0	0	0	1	1	0.00%
The Sacramento Bee	Sacramento	CA	0	6	4	6	0	1	0	0	43	60	28.33%
Los Angeles Times	El Segundo	CA	1	79	24	80	0	0	15	0	354	553	35.99%
Southern California News Group	Anaheim	CA	0	9	10	38	3	6	0	0	191	257	25.68%
Bay Area News Group	San Jose	CA	1	21	5	18	0	0	0	0	132	177	25.42%
Ventura	Ventura	CA	0	1	0	6	0	0	0	0	27	36	25.00%
The Desert Sun	Palm Springs	CA	0	3	3	8	0	0	3	2	26	45	37.78%
Salinas, Visalia (Gannett)	Salinas, Visalia	CA	0	1	0	5	0	0	0	0	11	17	35.29%
Record Searchlight	Redding	CA	0	1	1	1	0	0	0	0	11	14	21.43%

The Herald	Sacramento	CA	0	0	0	0	0	0	0	0	0	0	0.00%
<b>Colorado</b>													
High Country News	Paonia	CO	3	0	0	0	0	0	0	2	10	15	20.00%
Rocky Mountain PBS	Denver	CO	0	1	0	0	0	0	0	0	5	6	16.67%
Fort Collins Coloradoan	Fort Collins	CO	0	0	0	0	0	0	0	0	16	16	0.00%
The Mountain Mail	Salida	CO	0	0	0	1	0	0	0	0	11	12	8.33%
Journal-Advocate	Sterling	CO	0	0	0	0	0	0	0	0	4	4	0.00%
<b>Connecticut</b>													
New Britain Herald	New Britain	CT	0	0	0	1	0	0	0	0	25	26	3.85%
<b>Washington DC</b>													
Street Sense Media	Washington	DC	0	0	0	0	0	0	0	0	1	1	0.00%
Current	Washington, DC	DC	0	0	1	0	0	0	0	0	4	5	20.00%
The Washington Post	Washington, DC	DC	2	79	86	38	1	0	15	0	547	768	28.78%
The News Journal	Wilmington	DE	0	5	2	1	0	0	0	0	33	41	19.51%
<b>Florida</b>													
Tampa Bay Times	Saint Petersburg	FL	0	3	15	14	1	6	0	0	134	173	22.54%
Miami Herald	Doral	FL	0	2	8	44	0	0	0	0	67	121	44.63%
North Port Sun	North Port	FL	0	0	0	3	0	0	0	0	4	7	42.86%
The Villages Daily Sun	The Villages	FL	0	0	2	0	0	0	0	0	88	90	2.22%
The News-Press/news-press.com	Fort Myers	FL	0	2	3	2	0	0	0	0	32	39	17.95%
The Gainesville Sun	Gainesville	FL	0	0	2	2	0	0	0	0	20	24	16.67%
The Ocala Star-Banner	Ocala	FL	0	0	1	1	0	0	0	0	21	23	8.70%
Bradenton Herald	Bradenton	FL	0	0	1	3	0	0	0	0	11	15	26.67%
Orlando Sentinel	Orlando	FL	0	4	6	15	1	0	0	0	89	115	22.61%
The Florida Times-Union	Jacksonville	FL	0	1	3	0	0	0	0	0	34	38	10.53%
Lake Okeechobee News	Okeechobee	FL	0	0	0	0	0	0	0	0	4	4	0.00%
Sun Sentinel	Deerfield Beach	FL	1	2	10	18	0	0	1	0	77	109	29.36%
Pensacola News Journal	Pensacola	FL	0	3	0	0	0	0	0	0	5	8	37.50%
The Palm Beach Post	West Palm Beach	FL	0	0	16	11	0	0	1	2	131	161	17.39%
Naples Daily News	Naples	FL	0	4	0	2	0	2	0	0	8	16	50.00%
Northwest Florida Daily News	Fort Walton Beach	FL	0	0	0	0	0	0	0	0	26	26	0.00%
Tallahassee Democrat	Tallahassee	FL	0	1	5	0	0	1	0	0	21	28	25.00%
WJCT	Jacksonville	FL	0	0	1	0	0	0	0	0	10	11	9.09%
St. Lucie News Tribune	Port Saint Lucie	FL	1	1	2	2	0	0	2	0	20	28	28.57%
Treasure Coast	Stuart	FL	0	0	2	3	0	0	0	0	53	59	10.17%
<b>Georgia</b>													
Cordele Dispatch	Cordele	GA	0	0	0	0	0	0	0	0	7	7	0.00%
The Ledger-Enquirer	Columbus	GA	0	0	5	0	0	0	0	0	14	19	26.32%
The Augusta Chronicle	Augusta	GA	0	0	2	0	0	0	0	0	4	6	33.33%
The Atlanta Journal-Constitution	Atlanta	GA	0	0	8	0	0	0	0	0	0	10	0.00%
Thomasville Times-Enterprise	Thomasville	GA	0	0	0	0	0	0	0	0	1	1	0.00%
Your Local News	Monroe	GA	0	0	0	0	0	0	0	0	2	2	0.00%
The Telegraph (Macon)	Macon	GA	0	0	6	0	0	0	0	0	25	31	19.35%

Brevard	Melbourne	GA	0	2	2	4	0	0	0	0	27	36	25.00%
<b>Guam</b>													
Guam Pacific Daily News	Guam	Guam	0	7	0	1	10	0	3	0	10	31	67.74%
<b>Iowa</b>													
Telegraph Herald	Dubuque	IA	0	1	0	0	0	0	0	0	36	37	2.70%
Boone News-Republican	Boone	IA	0	0	0	0	0	0	0	0	8	8	0.00%
Iowa City Press-Citizen	Iowa City	IA	0	0	0	0	0	0	0	0	1	1	0.00%
Centerville Daily Iowegian	Centerville	IA	0	0	0	0	0	0	0	0	3	3	0.00%
The Hawk Eye (Gatehouse Media property)	Burlington	IA	0	0	0	0	0	0	0	0	13	13	0.00%
Knoxville Journal-Express	Knoxville	IA	0	0	0	0	0	0	0	0	2	2	0.00%
The Des Moines Register	Des Moines	IA	0	2	0	3	0	0	3	0	90	98	8.16%
<b>Idaho</b>													
Idaho Statesman	Boise	ID	0	0	0	0	0	0	0	0	26	26	0.00%
<b>Illinois</b>													
State Journal-Register	Springfield	IL	0	1	2	0	0	0	0	0	16	19	15.79%
Daily Record	Lawrenceville	IL	0	0	0	0	0	0	0	0	3	3	0.00%
Chicago Sun-Times	Chicago	IL	0	3	12	5	0	2	0	0	55	77	28.57%
Journal-Courier	Jacksonville	IL	0	0	0	0	0	0	0	0	17	17	0.00%
Chicago Tribune	Chicago	IL	1	6	17	16	0	0	1	0	159	200	20.50%
Belleville News-Democrat	Belleville	IL	0	1	2	0	0	0	1	0	16	20	20.00%
In These Times	Chicago	IL	0	0	0	0	0	0	2	0	6	8	25.00%
Sauk Valley Media	Sterling	IL	0	0	0	0	0	0	0	0	15	15	0.00%
Rockford Register Star	Rockford	IL	0	1	1	2	0	0	0	0	9	13	30.77%
Suburban Trib - 6 daily and 33 weekly newspapers	Suburban Chicago cities; one in Indiana	IL	0	0	4	1	0	0	0	0	55	60	8.33%
Tribune Design and Production Studio	Chicago	IL	0	4	6	6	0	1	0	0	50	67	25.37%
City Bureau	Chicago	IL	0	1	2	1	0	0	1	0	4	9	55.56%
<b>Indiana</b>													
The Star	Auburn	IN	0	0	0	0	0	0	0	0	5	5	0.00%
Sullivan Daily Times	Sullivan	IN	0	0	0	0	0	0	0	0	4	4	0.00%
Tribune-Star, Terre Haute IN	Terre Haute	IN	0	0	0	1	0	0	0	0	23	24	4.17%
The Republic, Columbus Indiana	Columbus	IN	0	0	0	3	0	0	0	0	11	14	0.00%
The Daily Advertiser	Lafayette	IN	1	0	2	0	0	0	0	0	23	26	11.54%
The Times/The News-Star (Gannett)	Monroe, Shreveport	IN	0	0	1	3	0	0	0	0	19	23	17.39%
Town Talk	Alexandria	IN	0	0	2	1	0	0	0	0	4	7	42.86%
The Indianapolis Star	Indianapolis	IN	0	2	10	3	0	0	1	2	90	108	14.81%
Evansville/ Henderson (Gannett)	Evansville (IN)/Henderson (KY)	IN/KY	0	0	1	0	0	0	1	0	35	37	5.41%

Central Indiana	Lafayette	IN	0	1	0	1	0	0	0	1	28	31	6.45%
<b>Kansas</b>													
Pittsburg Morning Sun	Pittsburg	KS	0	0	0	0	0	0	0	0	2	2	0.00%
Wichita Eagle	Wichita	KS	1	0	0	3	0	0	0	0	21	25	16.00%
The Chanute Tribune	Chanute	KS	0	0	4	0	0	0	0	0	10	14	28.57%
McPherson Sentinel	McPherson	KS	0	0	1	0	0	0	0	0	1	2	50.00%
<b>Kentucky</b>													
The News-Enterprise	Elizabethtown	KY	0	0	1	0	0	0	0	0	14	15	6.67%
The Courier Journal	Louisville	KY	0	0	7	0	0	0	0	0	52	59	11.86%
Kentucky Center for Investigative Reporting	Louisville	KY	0	0	0	0	0	0	0	0	4	4	0.00%
Lexington Herald-Leader	Lexington	KY	0	0	3	0	0	0	0	0	40	43	6.98%
<b>Massachusetts</b>													
New England Center for Investigative Reporting / WGBH	Boston	MA	0	0	0	0	0	0	0	0	3	3	0.00%
The Boston Globe	Boston	MA	0	16	12	7	0	0	3	0	207	245	15.51%
The Daily News of Newburyport	Newburyport	MA	0	0	0	0	0	0	0	0	9	9	0.00%
<b>Maryland</b>													
Cecil Whig newspaper	Elkton	MD	0	0	0	0	0	0	0	0	10	10	0.00%
The Baltimore Sun	Baltimore	MD	0	6	10	3	0	0	0	0	72	91	20.88%
The Daily Times	Salisbury	MD	1	1	0	2	0	0	0	0	18	22	18.18%
<b>Michigan</b>													
Detroit Free Press	Detroit	MI	0	6	18	3	1	0	2	0	84	114	26.32%
Port Huron Times Herald	Port Huron	MI	0	0	1	0	0	0	0	0	5	6	16.67%
Pioneer	Big Rapids	MI	0	0	1	0	0	0	0	0	6	7	14.29%
The Sault News (formerly The Evening News)	Sault Sainte Marie	MI	0	0	0	0	0	0	0	0	3	3	0.00%
Grand Haven Tribune	Grand Haven	MI	0	0	0	0	0	0	0	0	6	6	0.00%
The Holland Sentinel	Holland	MI	0	0	0	0	0	0	0	0	19	19	0.00%
The Monroe News	Monroe	MI	0	0	0	0	0	0	0	0	17	17	0.00%
Cadillac News	Cadillac	MI	0	2	0	0	0	0	0	0	15	17	11.76%
Ludington Daily News	Ludington	MI	0	0	0	0	0	0	0	0	5	5	0.00%
Lansing State Journal	Lansing	MI	0	2	3	0	0	0	0	0	27	32	15.63%
<b>Minnesota</b>													
Star Tribune	Minneapolis	MN	2	14	18	7	0	0	2	0	211	254	16.93%
Crookston Times	Crookston	MN	0	0	0	0	0	0	0	0	5	5	0.00%
MPR News	Saint Paul	MN	0	5	4	1	0	2	0	0	74	86	13.95%
St. Cloud Times/Times Media St. Cloud	St. Cloud	MN	0	0	1	0	0	0	0	0	19	21	9.52%
<b>Missouri</b>													
Missouri Lawyers Media	St. Louis	MO	0	0	0	0	0	0	0	0	8	8	0.00%
Richmond Daily News	Richmond	MO	0	0	0	0	0	0	0	0	6	6	0.00%
Kirkville Daily Express	Kirkville	MO	0	0	0	0	0	0	0	0	2	2	0.00%

St. Louis Post-Dispatch	St. Louis	MO	0	2	4	5	0	0	0	0	65	76	14.47%
The Kansas City Star	Kansas City	MO	1	6	5	5	0	0	0	0	43	60	28.33%
St. Louis Public Radio	St. Louis	MO	0	8	4	2	0	1	3	0	22	40	45.00%
Trenton Republican Times	Trenton	MO	0	0	0	0	0	0	0	0	4	4	0.00%
Springfield News-Leader	Springfield	MO	0	1	0	0	0	0	1	0	23	25	8.00%
<b>Mississippi</b>													
Sun Herald	Gulfport	MS	0	0	1	0	0	0	0	0	11	12	8.33%
Clarion Ledger	Jackson	MS	0	1	5	0	0	0	0	0	14	20	30.00%
Hattiesburg American	Jackson	MS	0	0	0	1	0	0	0	0	21	23	8.70%
<b>Montana</b>													
The Missoulian	Missoula	MT	0	0	0	0	0	0	0	0	22	22	0.00%
Great Falls Tribune	Great Falls	MT	0	1	0	0	0	0	1	1	14	17	11.76%
<b>North Carolina</b>													
Asheville Citizen Times	Asheville	NC	0	0	0	0	0	0	0	0	6	6	0.00%
Observer News Enterprise	Catawba	NC	0	0	0	0	0	0	0	0	1	1	0.00%
News & Record	County/Newton	NC	0	0	0	0	0	0	0	0	1	1	0.00%
The Salisbury Post	Greensboro	NC	0	0	5	1	0	1	0	0	27	34	20.59%
News-Topic	Salisbury	NC	0	0	1	0	0	0	0	0	14	15	6.67%
Mount Airy News	Lenoir	NC	0	0	0	0	0	0	0	0	5	5	0.00%
Independent Tribune	Mount Airy	NC	0	0	0	0	0	0	0	0	4	4	0.00%
Scalawag	Concord	NC	0	0	51	0	0	0	0	0	54	105	48.80%
The Charlotte Observer	Durham	NC	0	0	3	0	0	1	0	0	2	6	66.67%
The News & Observer	Charlotte	NC	0	2	8	3	0	0	0	0	45	58	22.41%
The Sanford Herald	Raleigh	NC	1	1	6	0	0	0	0	0	48	56	14.29%
	Sanford	NC	0	0	1	0	0	0	0	0	10	11	9.09%
<b>North Dakota</b>													
The Dickinson Press	Dickinson	ND	0	0	1	0	0	0	0	0	7	8	12.50%
Daily News	Wahpeton	ND	0	0	0	0	0	0	0	0	5	5	0.00%
The Jamestown Sun	Jamestown	ND	0	0	0	0	0	0	0	0	7	7	0.00%
Devils Lake Journal	Devils Lake	ND	0	0	1	0	0	0	0	0	2	3	33.33%
<b>Nebraska</b>													
Kearney Hub	Kearney	NE	0	0	0	1	0	0	0	0	18	19	5.26%
Beatrice Daily Sun	beatrice	NE	0	0	0	0	0	0	0	0	3	3	0.00%
<b>New Hampshire</b>													
Eagle Times	Claremont	NH	0	0	0	0	0	0	0	0	4	4	0.00%
The Laconia Daily Sun	Laconia	NH	0	0	0	0	0	0	0	0	7	7	0.00%
<b>New Jersey</b>													
Shelterforce	Montclair	NJ	0	0	1	1	0	0	0	0	1	3	66.67%
NJ Advance Media	Woodbridge	NJ	0	2	8	5	0	0	0	0	153	168	8.93%
Burlington County Times	Westampton	NJ	0	0	2	0	0	0	0	0	4	6	33.33%
Asbury Park Press	Asbury Park	NJ	0	0	4	2	0	0	0	0	8	14	42.86%
Daily Journal	Vineland	NJ	0	0	0	0	0	0	0	0	8	8	0.00%

	Bergen/												
Bergen/Morristown	Morristown	NJ	0	3	1	10	0	0	0	0	135	151	10.60%
The Courier Post	Cherry Hill	NJ	0	2	2	0	0	0	0	0	32	36	11.11%
<b>New Mexico</b>													
Artesia Daily Press	Artesia	NM	0	0	0	0	0	0	0	0	3	3	0.00%
Independent News, LLC	Edgewood	NM	0	0	0	2	0	0	0	0	0	2	100.00%
North New Mexico (Gannett)	Carlsbad, Farmington	NM	1	0	1	1	0	0	1	0	8	12	33.33%
South New Mexico (Gannett)	Alamogordo, Las Cruces, Ruidoso	NM	0	0	0	11	0	0	0	1	13	25	44.00%
<b>Nevada</b>													
Reno Gazette Journal	Reno	NV	0	2	0	2	1	0	0	0	7	12	41.67%
Las Vegas Review-Journal	Las Vegas	NV	0	3	0	4	0	0	0	0	45	52	13.46%
<b>New York</b>													
Newsday Opinion Department	Melville	NY	0	25	37	27	1	0	7	0	256	353	27.48%
The Highlands Current	Cold Spring	NY	0	0	0	0	0	0	0	0	5	5	0.00%
The Marshall Project	New York City	NY	0	2	3	2	0	0	4	0	14	25	44.00%
The Wall Street Journal	New York City	NY	0	80	42	45	1	0	8	0	678	854	20.61%
The Malone Telegram	Malone	NY	0	0	0	0	0	0	1	0	3	4	25.00%
New York Daily News	New York City	NY	0	14	21	20	2	0	3	0	133	193	31.09%
The Post-Star	Glens Falls	NY	0	0	0	0	0	0	0	0	12	12	0.00%
Observer-Dispatch	Utica	NY	0	0	3	0	0	0	0	0	20	23	13.04%
Adirondack Daily Enterprise	Saranac Lake	NY	0	0	0	0	0	0	0	0	11	11	0.00%
Daily Freeman	Kingston	NY	0	0	0	2	0	0	0	0	13	15	13.33%
The Stand	Syracuse	NY	0	0	0	0	0	0	3	0	0	3	100.00%
Newsday	Melville	NY	0	25	37	25	1	0	7	0	256	351	27.07%
Democrat and Chronicle	Rochester	NY	0	5	7	3	0	0	0	2	42	59	25.42%
www.westchesterhispano.net	Westchester Binghamton,	NY	0	3	1	4	0	0	0	0	60	70	14.29%
Central New York (Gannett)	Elmire, Ithaca	NY	0	0	0	0	0	0	0	0	28	28	0.00%
Poughkeepsie Journal	Poughkeepsie	NY	0	1	1	2	0	0	0	0	14	18	22.22%
<b>Ohio</b>													
Akron Beacon Journal/Ohio.com	Akron	OH	0	1	6	1	0	0	0	0	6	14	57.14%
Greene County Dailies	Xenia	OH	0	0	0	0	0	0	0	0	7	7	0.00%
The (Newark) Advocate	Newark	OH	0	0	0	0	0	0	0	0	9	9	0.00%
Plain Dealer Publishing Co	Cleveland	OH	0	3	9	1	0	0	0	0	79	92	14.13%
Daily Chief-Union	Upper Sandusky	OH	0	0	0	0	0	0	0	0	8	8	0.00%
Norwalk Reflector	Norwalk	OH	0	0	0	0	0	0	0	0	6	6	0.00%
Daily Times/Independent News, LLC	Steubenville	OH	0	0	0	0	0	0	0	0	18	18	0.00%
The News-Herald	Willoughby	OH	0	0	0	0	0	0	0	0	9	9	0.00%
Galion Inquirer, Morrow County	Galion, Mount												
Sentinel	Gilead	OH	0	0	0	0	0	0	0	0	6	6	0.00%
Cincinnati	Cincinnati	OH	0	1	8	0	0	0	0	0	88	98	10.20%

Media Network of Central Ohio	Chillicothe	OH	0	1	0	0	0	0	1	0	50	52	3.85%
<b>Oklahoma</b>													
Bartlesville Examiner-Enterprise	Bartlesville	OK	0	0	0	0	0	0	0	0	7	7	0.00%
The Oklahoman	Oklahoma City	OK	0	0	4	0	0	0	0	0	12	16	25.00%
Hugo News	Hugo	OK	1	0	0	0	0	0	0	0	1	2	50.00%
<b>Oregon</b>													
Statesman Journal   statesmanjournal.com	Salem	OR	0	0	0	3	1	0	0	0	26	30	13.33%
<b>Pennsylvania</b>													
The Morning Call	Allentown	PA	0	0	0	1	0	0	0	0	14	15	6.67%
Bedford Gazette	Bedford	PA	0	0	0	0	0	0	0	0	12	12	0.00%
Mon Valley Independent	Monessen	PA	0	0	0	1	0	0	0	0	15	16	6.25%
Centre Daily Times	State College	PA	0	0	0	0	0	0	0	0	8	8	0.00%
Next City	Philadelphia	PA	0	2	0	0	0	0	0	0	7	9	22.22%
The Times-Tribune	Scranton	PA	0	0	0	1	0	0	0	0	57	58	1.72%
Pittsburgh Post-Gazette	Pittsburgh	PA	0	2	16	1	0	0	0	0	149	168	11.31%
The Bradford Era	Bradford	PA	0	0	0	0	0	0	0	0	6	6	0.00%
Bucks County Courier Times	Langhorne	PA	0	0	4	0	0	0	0	0	12	16	25.00%
The Ellwood City Ledger	Ellwood City	PA	0	0	0	0	0	0	0	0	5	5	0.00%
The Philadelphia Inquirer, LLC	Philadelphia	PA	0	17	33	13	0	0	0	0	224	287	21.95%
The Daily Item	Sunbury	PA	0	0	0	0	0	0	0	0	14	14	0.00%
York Daily Record/York Sunday News	York	PA	0	3	3	2	0	0	0	1	49	58	13.79%
<b>South Carolina</b>													
The Island Packet/Beaufort Gazette	Bluffton	SC	0	0	0	0	0	0	0	0	16	16	0.00%
The Post and Courier	Charleston	SC	0	0	0	0	0	0	0	0	14	14	0.00%
The State	Columbia	SC	0	0	1	1	0	1	0	0	29	32	9.38%
The (Myrtle Beach) Sun News	Myrtle Beach	SC	0	0	0	0	0	0	0	0	11	11	0.00%
Greenville News/Anderson Independent-Mail	Greenville/Anderson	SC	0	3	10	2	0	0	0	0	46	61	24.59%
<b>South Dakota</b>													
Capital Journal	Pierre	SD	0	0	0	0	0	0	0	0	6	6	0.00%
Argus Leader	Sioux Falls	SD	0	1	0	1	0	0	0	0	28	30	6.67%
<b>Tennessee</b>													
The Daily Times	Maryville	TN	0	0	0	0	0	0	0	0	11	11	0.00%
The Lebanon Democrat	Sandusky	TN	0	0	0	0	0	0	0	0	5	5	0.00%
Kingsport Times News	Kingsport	TN	0	0	0	0	0	0	0	0	5	5	0.00%
Newport Plain Talk	Newport	TN	0	0	0	0	0	0	0	0	8	8	0.00%
The Leaf Chronicle	Clarksville	TN	0	0	5	2	0	0	0	1	24	32	21.88%
The Knoxville News Sentinel	Knoxville	TN	0	2	1	1	0	0	0	1	44	49	8.16%
The Commercial Appeal	Memphis	TN	0	0	13	0	0	0	1	2	39	55	25.45%
The Tennessean	Nashville	TN	0	2	5	6	0	0	3	2	94	112	14.29%
<b>Texas</b>													

San Antonio Express-News	San Antonio	TX	0	1	3	31	0	1	1	0	72	109	33.94%
Al Día Dallas	Dallas	TX	0	0	0	10	0	0	0	0	1	11	90.91%
Denton Media Company/Denton													
Record-Chronicle	Denton	TX	0	2	0	0	0	0	0	0	10	12	16.67%
The Dallas Morning News	Dallas	TX	0	7	24	27	2	0	1	10	198	269	22.68%
Victoria Advocate	Victoria	TX	0	2	0	13	0	0	0	0	17	32	46.88%
The Pampa News	Pampa	TX	0	0	0	0	0	0	0	0	4	4	0.00%
Austin American-Statesman	Austin	TX	0	2	6	25	0	0	0	0	62	95	34.74%
Fort Worth Star-Telegram	Fort Worth	TX	0	0	3	6	0	1	0	0	31	41	24.39%
Gainesville Daily Register	Gainesville	TX	0	0	0	0	0	0	0	0	3	3	0.00%
The Texas Observer	Austin	TX	0	1	0	5	0	0	1	0	8	15	46.67%
San Angelo Standard-Times	San Angelo	TX	0	1	0	3	0	2	0	0	10	16	37.50%
Longview News-Journal	Longview	TX	0	0	3	0	0	0	0	0	10	13	23.08%
Port Arthur (Texas) News	Port Arthur	TX	0	0	2	0	0	0	0	0	5	7	28.57%
El Paso Times	El Paso	TX	0	0	0	16	0	0	1	3	7	27	62.96%
Times Record News	Wichita Falls	TX	0	0	3	0	0	0	0	0	12	16	25.00%
Abilene	Abilene	TX	0	0	1	1	0	0	0	0	15	17	11.76%
Corpus Christi Caller-Times	Corpus Christi	TX	0	0	0	14	0	0	0	2	17	33	42.42%
<b>Utah</b>													
The Spectrum & Daily News	St. George	UT	0	0	0	0	0	0	0	0	2	2	0.00%
Standard-Examiner	Ogden	UT	0	0	0	1	0	0	0	0	17	18	5.56%
The Herald Journal	Logan	UT	0	0	0	1	0	0	0	0	7	8	12.50%
<b>Virginia</b>													
PBS NewsHour	Arlington	VA	0	7	7	8	2	9	0	0	70	103	32.04%
Virginia Media (The Virginian-Pilot and Daily Press)	Norfolk	VA	0	2	7	3	1	0	1	0	108	122	11.48%
The Daily News-Record	Harrisonburg	VA	0	0	0	0	0	0	0	0	6	6	0.00%
Staunton, VA	Staunton	VA	0	1	0	0	0	0	0	0	16	17	5.88%
<b>Vermont</b>													
Burlington Free Press	Burlington	VT	0	2	0	0	0	0	0	0	6	8	25.00%
<b>Washington</b>													
Walla Walla Union-Bulletin	Walla Walla	WA	0	0	1	0	0	0	0	0	23	24	4.17%
The Seattle Times	Seattle	WA	2	14	6	11	0	0	2	0	113	148	23.65%
The News Tribune	Tacoma	WA	0	1	1	0	0	0	0	0	27	29	6.90%
The Olympian	Olympia	WA	1	0	0	0	0	0	0	0	4	5	20.00%
The Bellingham Herald	Bellingham	WA	0	1	0	0	0	0	0	0	10	11	9.09%
The Herald (Everett, Washington)	Everett	WA	0	0	0	0	0	0	0	0	9	9	0.00%
Kistap Sun	Kitsap	WA	0	0	0	0	0	0	0	0	17	17	0.00%
<b>Wisconsin</b>													
The Herald Times Reporter	Manitowoc	WI	0	0	0	0	0	0	0	0	5	5	0.00%
The Post-Crescent	Appleton	WI	0	2	0	1	0	0	0	0	39	42	7.14%
The Sheboygan Press	Sheboygan	WI	0	0	1	0	0	0	0	0	5	6	16.67%
Wausau Daily Herald	Wausau	WI	0	1	0	0	0	0	0	0	9	10	10.00%



Wisconsin Rapids Daily Tribune	Wisconsin Rapids	WI	0	0	0	0	0	0	0	0	0	3	3	0.00%
Marshfield News-Herald	Marshfield	WI	0	0	0	0	0	0	0	0	0	1	1	0.00%
Stevens Point Journal	Stevens Point	WI	0	0	0	0	0	0	0	0	0	6	6	0.00%
Oshkosh Northwestern	Oshkosh	WI	0	0	0	0	0	0	0	0	0	6	6	0.00%
The Capital Times	Madison	WI	0	0	2	0	0	0	0	0	0	36	38	5.26%
The Reporter	Fond du Lac	WI	0	0	0	0	0	0	0	0	0	7	7	0.00%
The Green Bay Press-Gazette	Green Bay	WI	0	0	0	1	0	0	0	0	0	19	20	5.00%
Milwaukee Journal Sentinel	Milwaukee	WI	0	4	9	3	0	0	1	2	123	142	11.97%	
<b>West Virginia</b>														
The Intelligencer and Wheeling News-Register	Wheeling	WV	0	0	0	0	0	0	0	0	0	5	5	0.00%
<b>Wyoming</b>														
Northern Wyoming News	Worland	WY	0	0	0	0	0	0	0	0	0	4	4	0.00%

**Digital Only Publications - Managers and Salaried Employees**

Name	City	State	Native American	Asian	Black	Hispanic	Native Hawaiian, Pacific Islander	Salaried	Multiracial	Not Listed/Unknown	White	Total Salaried	Percentage POC
WhereBy.Us		N/A	0	1	0	3	0	0	0	0	4	8	50.00%
<b>Arkansas</b>													
Fayetteville Flyer	Fayetteville	AR	0	0	0	0	0	0	0	0	2	2	0.00%
<b>Arizona</b>													
TucsonSentinel.com	Tucson	AZ	0	0	0	0	0	0	0	0	2	2	0.00%
Arizona Mirror	Phoenix	AZ	0	0	0	1	0	0	0	0	5	6	16.67%
<b>California</b>													
CalCoastNews/Cal Coast Times	San Luis Obispo	CA	0	3	0	0	0	0	0	0	4	7	42.86%
The Center for Investigative Reporting	Emeryville	CA	0	7	5	5	0	0	3	0	46	66	30.30%
Edhat	Santa Barbara	CA	0	0	0	0	0	0	0	0	1	1	0.00%
BenitoLink	Hollister	CA	0	0	0	1	0	0	0	0	1	2	50.00%
inewsourc	San Diego	CA	0	0	1	1	0	0	1	0	9	12	25.00%
Mission Local	San Francisco	CA	0	0	0	2	0	0	0	0	2	4	50.00%
CALmatters	Sacramento	CA	0	3	1	3	0	0	0	0	13	20	35.00%
Voice of OC	Santa Ana	CA	0	0	0	2	0	0	1	0	5	8	37.50%
YubaNet	Nevada City	CA	0	0	0	0	0	0	0	0	3	3	0.00%
Voice	San Diego	CA	0	1	0	2	0	0	0	0	12	15	20.00%
Long Beach Post	Long Beach	CA	0	0	2	7	0	0	0	0	12	21	42.86%
Pacific Standard	Santa Barbara	CA	0	1	0	0	0	0	0	0	11	12	8.33%
<b>Colorado</b>													
The Colorado Independent	Denver	CO	0	0	0	1	0	0	0	0	3	4	25.00%
<b>Connecticut</b>													
Conn. Health I-Team	New Haven	CT	0	0	0	0	0	0	0	0	2	2	0.00%
<b>Washington DC</b>													
The Center for Public Integrity	Washington, DC	DC	0	4	2	0	0	0	2	0	20	28	28.57%
Investigative Reporting Workshop	Washington, DC	DC	0	0	0	0	0	0	0	0	4	4	0.00%
The International Consortium of Investigative Journalists	Washington, DC	DC	0	0	0	3	0	1	0	0	9	13	30.77%
<b>Florida</b>													
PolitiFact	Saint Petersburg	FL	0	0	0	0	0	0	0	0	3	3	0.00%
LkldNow.com	Lakeland	FL	0	0	0	0	0	0	0	0	1	1	0.00%
<b>Hawaii</b>													
Honolulu Civil Beat	Honolulu	HI	0	6	0	1	4	0	0	0	12	23	47.83%
<b>Kentucky</b>													
Northern Kentucky Tribune,													
Kentucky Forward, Kentucky Center	Edgewood	KY	0	0	0	0	0	0	0	0	11	11	0.00%
Daily Yonder	Whitesburg	KY	0	0	0	0	0	0	0	0	2	2	0.00%
<b>Massachusetts</b>													
Cambridge Day	Cambridge	MA	0	0	0	0	0	0	0	0	2	2	0.00%

The Berkshire Edge	Great Barrington	MA	0	0	0	0	0	0	0	0	6	6	0.00%
STAT	Boston	MA	0	0	2	2	0	0	0	0	36	40	10.00%
<b>Maine</b>													
Maine Beacon	Portland	ME	0	0	0	0	0	0	0	0	4	4	0.00%
<b>Michigan</b>													
Bridge Magazine	Ann Arbor	MI	0	0	1	0	0	0	0	0	9	10	10.00%
Flint Beat	Flint	MI	0	0	3	0	0	0	0	0	0	3	100.00%
<b>Minnisota</b>													
Ensia	Saint Paul	MN	0	0	0	0	0	0	0	0	6	6	0.00%
<b>New Jersey</b>													
gloucestercitynews.net/ clearysnotebook	Gloucester City	NJ	2	0	0	0	0	0	0	0	15	17	11.76%
Planet Princeton	Princeton	NJ	0	0	0	0	0	0	0	0	2	2	0.00%
<b>New Mexico</b>													
Searchlight New Mexico	Santa Fe	NM	0	0	0	0	0	0	0	0	7	7	0.00%
<b>New York</b>													
passblue.com	New York City	NY	0	0	0	0	0	0	0	0	2	2	0.00%
Chalkbeat	New York City	NY	0	3	5	4	0	0	0	0	20	32	37.50%
Tribeca Citizen	New York City	NY	0	0	0	0	0	0	0	0	1	1	0.00%
Type Investigations	New York City	NY	0	2	0	4	0	0	0	0	2	8	75.00%
The Trace	New York City	NY	0	0	3	0	0	0	0	0	3	6	50.00%
The Hechinger Report	New York City	NY	0	0	2	0	0	0	2	0	11	15	73.33%
ProPublica	New York City	NY	0	10	6	6	0	1	5	4	75	107	26.17%
The Intercept	New York City	NY	0	9	4	4	0	0	5	0	35	57	38.60%
<b>Ohio</b>													
Columbus Underground	Columbus	OH	0	0	1	0	0	0	0	0	7	8	12.50%
Richland Source	MANSFIELD	OH	0	0	0	0	0	0	0	0	10	10	0.00%
<b>Oklahoma</b>													
Oklahoma Watch	Oklahoma City	OK	0	0	0	0	0	0	0	0	6	6	0.00%
<b>Pennsylvania</b>													
Technically Media	Philadelphia	PA	0	0	2	1	0	0	0	0	4	7	42.86%
Chadds Ford Live	Chadds Ford	PA	0	0	0	0	0	0	0	0	8	8	0.00%
FactCheck.org	Philadelphia	PA	0	0	1	0	0	0	0	0	7	8	12.50%
The Post Publications	Pottstown	PA	0	0	0	0	0	0	0	0	1	1	0.00%
WHYY	Philadelphia	PA	0	3	4	1	0	0	4	0	60	72	16.67%
LevittownNow.com & NewtownPANow.com	Levittown	PA	0	0	0	0	0	0	0	0	4	4	0.00%
<b>Rhode Island</b>													
ecoRI News	Providence	RI	0	0	0	0	0	0	0	0	5	5	0.00%
<b>South Dakota</b>													
South Dakota News Watch, Inc.	Sioux Falls	SD	0	0	0	0	0	0	0	0	0	0	0.00%
<b>Texas</b>													
The Texas Tribune	Austin	TX	0	7	3	16	0	1	0	0	47	74	36.49%
Rio Grande Guardian	McAllen	TX	0	0	0	9	0	0	0	0	1	10	90.00%
KUT	Austin	TX	0	2	1	6	0	1	0	0	27	37	27.03%

