

**WATN-TV, WLMT-TV**  
**EEO PUBLIC FILE REPORT**  
**September 19, 2019 - March 31, 2020**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
News Photographer	1-4, 6-12, 14-26	4
News Producer	1-4, 6-11, 13-32	13
General Assignment News Reporter/Digital Content P	1-5, 7-11, 14-26, 33	4

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	AR State University 2105 Aggie Rd Jonesboro, Arkansas 72401 Phone : 870-972-3025 Url : <a href="https://astate-csm.symplicity.com/employers">https://astate-csm.symplicity.com/employers</a> Email : <a href="mailto:tjohnson@astate.edu">tjohnson@astate.edu</a> Tiffany Johnson	N	0
2	Arkansas Workforce Center 2003 W Broadway West Memphis, Arkansas 72301 Phone : 870-733-3519 Email : <a href="mailto:sandra.atwater@arkansas.gov">sandra.atwater@arkansas.gov</a> Sandra Atwater	Y	0
3	Christian Brothers College 650 E Parkway S Memphis, Tennessee 38104 Phone : 901-321-3330 Email : <a href="mailto:crogers@cbu.edu">crogers@cbu.edu</a> Curt Rogers	N	0
4	Employee Referral	N	3
5	Indeed.com	N	1
6	Internal Promotion	N	3
7	LeMoyne Owen College 807 Walker Ave Memphis, Tennessee 38126 Phone : 901-435-1729 Email : <a href="mailto:wanda_blair-jones@loc.edu">wanda_blair-jones@loc.edu</a> Wanda Blair-Jones	N	0
8	Memphis Urban League 413 N Crosstown Memphis, Tennessee 38104 Phone : 901-272-2491 ext. 112 Url : <a href="http://www.memul.org">www.memul.org</a> Email : <a href="mailto:bjackson@memul.org">bjackson@memul.org</a> Barry Jackson	Y	0
9	MS Dept of Employment Security 1235 Echelon Pkwy Jackson, Mississippi 39213 Phone : 601-855-3214 Url : <a href="https://www.mdes.ms.gov">https://www.mdes.ms.gov</a> Email : <a href="mailto:hstagg@mdes.ms.gov">hstagg@mdes.ms.gov</a> Howard Stagg	Y	0

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10	MS State University 75 B. S. Hood Dr MS State University, Mississippi 39762 Phone : 662-325-3344 Url : <a href="https://msstate-csm.symplicity.com/employers/">https://msstate-csm.symplicity.com/employers/</a> Email : <a href="mailto:mjones@career.msstate.edu">mjones@career.msstate.edu</a> Martha Jones	N	0
11	NAACP 588 Vance Ave Memphis, Tennessee 38126 Phone : 901-521-1343 Url : <a href="http://naacpmemphis.org">naacpmemphis.org</a> Email : <a href="mailto:vickie@naacpmemphis.org">vickie@naacpmemphis.org</a> Vickie Terry	N	0
12	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	1
13	Professional/Industry Trade Organization	N	1
14	Rhodes College 2000 N Parkway Memphis, Tennessee 38112 Phone : 901-843-3800 Url : <a href="http://www.rhodes.edu">www.rhodes.edu</a> Amy Moen Manual Posting	N	0
15	Rust College 150 Rust Ave Holly Springs, Mississippi 38635 Phone : 662-252-4553 Dr. Debayo Moyo Manual Posting	N	0
16	Southwest TN Community College 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-333-4264 Email : <a href="mailto:wcoopwood@southwest.tn.edu">wcoopwood@southwest.tn.edu</a> Wanda Coopwood	N	0

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17	SRVS 3971 Knight Arnold Rd Memphis, Tennessee 38118 Phone : 901-312-9594 Url : <a href="https://www.srvs.org">https://www.srvs.org</a> Email : <a href="mailto:troy.allen@srvs.org">troy.allen@srvs.org</a> Troy Allen	Y	0
18	TN Association of Broadcasters 2 International Plaza Suite 902 Nashville, Tennessee 37217 Phone : 615-365-1840 Url : <a href="http://www.tabtn.org">http://www.tabtn.org</a> Brenda Heidt Manual Posting	N	0
19	TN Dept Labor & Workforce Development 3040 Walnut Grove Road Memphis, Tennessee 38111 Phone : 901-543-7542 Url : <a href="https://www.jobs4tn.gov/vosnet/default.aspx">https://www.jobs4tn.gov/vosnet/default.aspx</a> Email : <a href="mailto:Stanley.Burton@tn.gov">Stanley.Burton@tn.gov</a> Stan Burton	Y	0
20	TVJobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> Mark C Holloway	N	0
21	U of M Dept Career & Development 400 Wilder Tower Memphis, Tennessee 38152 Phone : 901-678-5634 Yolanda Dillard Manual Posting	N	0
22	U of M Dept of Communications Art 3745 Central Ave Memphis, Tennessee Phone : 901-678-3176 Email : <a href="mailto:mmassey@memphis.edu">mmassey@memphis.edu</a> Malvin Massey	N	0

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23	University of MS P.O. Box 1848 University, Mississippi 38677 Phone : 662-915-7174 Christy Wright Manual Posting	N	0
24	University of MS Student Media Center 201 Bishop University, Mississippi 38677 Phone : 662-915-5503 Email : pthomps1@olemiss.edu Patricia Thompson	N	0
25	WATN Website 1725 N Shelby Oaks Dr Suite 101 Memphis, Tennessee 38134 Phone : 901-323-2430 Freddie Milton Manual Posting	N	0
26	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
27	X - DirectEmployers Association 7602 Woodland Dr. Suite 200 Indianapolis, Indiana 46278 Phone : 866-268-6206 Job Board Manual Posting	N	0
28	X - Glassdoor 100 Shoreline Highway Building A Mill Valley, California 94941-3645 Phone : 415-508-3003 Job Board Manual Posting	N	0

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29	X - Indeed.com 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 650-528-2047 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Bridget Boss Manual Posting	N	0
30	X - LinkedIn 1000 W. Maude Ave Sunnyvale, California 94085 Phone : 855-655-5653 Url : <a href="http://www.linkedin.com">www.linkedin.com</a> LinkedIn LinkedIn Manual Posting	N	0
31	X - Monster.com 133 Boston Post Rd Weston, Massachusetts 02493 Phone : 800-666-7837 Job Board Manual Posting	N	0
32	X - Recruit.net 1234 Fifth Unknown, Tennessee Phone : 555-5551234 Job Board Manual Posting	N	0
33	Y - Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com/">http://www.collectivetalent.com/</a> Michael Bille Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>9</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	9/22/2019	Sponsorship of events in the community designed to increase public awareness	News anchor shared inspirational story to young men and women about perseverance and how she navigated hardships in the broadcast media industry.	1	News Anchor
2	10/13/2019	Sponsorship of events in the community designed to increase public awareness	News anchor shared how she got her breakthrough in the broadcast media industry at the Women's Day event to inspire others about the broadcast media industry.	1	News Anchor
3	10/17/2019	Sponsorship of events in the community designed to increase public awareness	News anchor was able to speak to youth at an event with the Boys and Girls Club in Memphis about overcoming obstacles and how she ascended to her position in the broadcast media field.	1	News Anchor
4	10/21/2019	Establishment of training programs for station personnel	A training put on by Tegna to teach the Memphis station personnel the Premion system with sales staff.	13	Director of Sales Accounts Executive National Sales Manager Accounts Executive
5	11/12/2019	Sponsorship of events in the community designed to increase public awareness	News anchor was able to share how she began covering civil rights journalism stories: the trial of Byron De La Beckwith, the trial of Sam Bowers killer, the opening of the Emmett Till Interpretative Center, MLK 50, etc. at an event put on by Ernest Withers.	1	News Anchor
6	11/21/2019	Establishment of training programs for station personnel	A training put on by Tegna to teach the Memphis station personnel the Premion system through Premion All Access for WATN and WLMT.	13	Director of Sales Accounts Executive Digital Sales Manager Accounts Executive
7	1/21/2020	Establishment of training programs for station personnel	A training put on by Tegna to teach the Memphis station personnel the Premion system on a Premion Dashboard Training.	13	Director of Sales Local Sales Manager Accounts Executive Accounts Executive
8	2/6/2020	Sponsorship of events in the community designed to increase public awareness	Our news anchor was asked to emcee this event by representatives from the city of Memphis and the National Civil Rights Museum. They were recognizing people that made a difference in their community. Our news anchor had the opportunity to share how being a news anchor allows her to inspire others to make a difference in the Memphis community, as well as how she got her start in the industry.	1	News Anchor

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9	2/20/2020	Establishment of training programs for station personnel	A training put on by Tegna to teach the Memphis station personnel the Premion system on a Premion Appointment Human Technology webinar.	13	Director of Sales Accounts Executive Accounts Executive Accounts Executive
10	2/25/2020	Sponsorship of events in the community designed to increase public awareness	Shelby County Court Clerk Debate-Moderator, met with organizers about format, determined questions for 3 person debate. Our News Anchor shared how career begun in broadcast media industry while moderating the debate for 100 attendees.	1	News Anchor
11	3/9/2020	Establishment of training programs for station personnel	A training put on by Tegna to teach the Memphis station personnel the Premion system on a Premion Appointment Human Technology webinar.	13	Director of Sales Sales/Integrated Digital Specialist Accounts Executive Accounts Executive