

EEO Narrative
Mid-South Public Communications Foundation

Mid-South Public Communications Foundation, licensee of WKNO-TV, WKNO-FM, and WKNP(FM), achieves broad and inclusive outreach by recruiting widely for vacancies and by engaging in a variety of outreach and recruitment activities. Among the recruitment sources Mid-South uses for recruitment to fill vacancies are: local colleges and universities including Christian Brothers University, Rhodes College, University of Memphis, and Southwest Tennessee Community College; the WKNO website; and the Corporation for Public Broadcasting Jobline. The stations list upper-level openings with the Tennessee Association of Broadcasters, a media trade group whose membership includes substantial participation of women and minorities.

Mid-South stations host an ongoing internship program that provides opportunities for high school and college students. Interns assist with a broad range of research and school enrichment activities and functions of television broadcasting, including writing scripts and running camera. Past interns have worked in the stations' Accounting Department and on radio journalism and television production. The stations' interns have also participated in election primary reporting, voiced newscasts, and produced award-winning radio news features on college life during a pandemic.

Mid-South personnel participate in numerous in-person and virtual job fairs hosted by local colleges and universities and the Tennessee Association of Broadcasters. At the fairs, station staff and leadership speak with students majoring in education, journalism, communications, information technology, engineering, business, and accounting about career and internship opportunities and about public broadcasting generally. Station personnel also regularly give studio tours to student groups and youth organizations and host students for studio activities and exercises using the studio equipment and monitoring systems.

All of Mid-South Public Communications Foundation's employees participate in regular harassment prevention training, as provided by the Corporation for Public Broadcasting's online training program.