

**Public File
EEO (Equal Employment Opportunity) Report**

Station: WREG-TV

Date: April 1, 2009

List of all full-time vacancies filled during the preceding year (this period represents April 1, 2008 thru March 31, 2009, identified by job title.

JOB TITLE	# OF PEOPLE INTERVIEWED	RECRUITMENT SOURCE THAT REFERRED THE HIREE	RECRUITMENT SOURCES USED TO FILL VACANCY
Account Executive	7	Resume	All plus affiliated stations
Reporter	7	TV Jobs.com	All plus affiliated stations
Reporter	11	WREG.com	All plus affiliated stations
Reporter	10	External Referral	All plus affiliated stations
Designer/Artist	10	Local University (University of Memphis)	All plus affiliated stations
Account Executive	7	Resume	All plus affiliated stations
Account Executive	5	Resume	All plus affiliated stations
Reporter	7	External Referral	All plus affiliated stations
Producer	8	TV Jobs.com	All plus affiliated stations

Job postings are mailed to the following sources:

Source	Address	Contact Person	Telephone#
Alpha Kappa Alpha Sorority	3516 Horn Lake Road Memphis, TN 38109	Mary Hines	(901) 789-4039
*Altus Staffing	2757 S Mendenhall Road, Memphis, TN 38115	M. Lewis mlewis@altustaffing.com	(901) 363-8006
American Association of University Women	3042 Holly Heath Drive Germantown, TN 38138	Betty Vincent	(901) 452-6137
Arkansas State University	P. O. Box 2490 State University, AR 72467	Neal Vickers Career Services Center	(870) 972-3025
Bridge Builders	314 S. Goodlett Memphis, TN 38117	Randy Brown Job Development	(901) 320-1020
C Bridges	477 North 5 th Street Memphis, TN 38105	Shirley Jones	(901) 320-7979
Christian Brothers University	650 E. Parkway, South Memphis, TN 38104	Curt Rogers Director – Career Center career@cbu.edu	(901) 321-3330
Full Sail University	3300 University Blvd. Winter Park, FL 32792	Career Development Office	407-679-6333
*ITT Technical Institute	1255 Lynnfield Rd., Ste. 192 Memphis, TN 38119	Patricia Allsbrook Director of Career Services pallsbrook@itt-tech.edu	(901) 762-0556
Jewish Family Services	6560 Poplar Memphis, TN 38138	Bob Silver	(901) 767-8511
Junior League of Memphis	3475 Central Ave. Memphis, TN 38111	Pat Pope Pat@jimemphis.org	(901) 452-2151

League of Women Voters of Memphis & Shelby County	1564 Westlawn Memphis, TN 38114	Lucy Stansbury	(901) 327-6892
*LeMoyne-Owen College	807 Walker Ave. Memphis, TN 38126	Denita Hedgeman Career Services Center Denita_hedgeman@loc.edu	(901) 942-7360
MediaLine	PO Box 51909 Pacific Grove, CA 93950	Mark Shilstone Manager Medialine@medialine.com	(800)237-8073
Memphis Advertising Federation	24 S. Cooper Memphis, TN 38104	Career Opportunities	(901) 725-6231
*Memphis Area Career Center	444 North Main Memphis, TN 38150	Maggie Lawson Margie.lawson@memphistn.gov	(901) 545-2240
Memphis Branch - NAACP	588 Vance Ave. Memphis, TN 38126	Madeleine Taylor	(901) 521-1343
Memphis Chapter of Links, Inc.	5140 Kirkcaldy Memphis, TN 38128	Katherine Kirk, President	(901) 545-4236
Memphis City Schools – Comprehensive Pupil Services	1266 Poplar Ave. Memphis, TN 38104	John White	(901) 722-4400
Memphis City Schools Bd. of Educ./Cable 19/TV Broadcast	2485 Union Ave. Memphis, TN 38112	Mark Miller	(901) 722-4444
Memphis College of Art	Overton Park-1930 Poplar Memphis, TN 38104	Amy Daniel Director of Student Life adaniel@mca.edu	(901) 726-4085
Memphis Job Corp Center	1555 McAlister Memphis, TN 38116	Bill Jones/Tyre Darrin Tyre.darrin@jobcorps.org	(901) 396-2800
Memphis Urban League	413 N. Cleveland Memphis, TN 38104	Sandra Williams Computer Training Center swilliams@mphsurbanleague.org	(901) 272-2491
Memphis Urban League	413 N. Cleveland Memphis, TN 38104	Audrea Cole Applicant Coordinator	(901) 272-2491
Memphis Works	4189 Leroy Memphis, TN 38108	David Van Isaks Job Placement Specialist	(901) 767-0922
Mid-Town Mental Health Center	427 Linden Ave Memphis, TN 38126	Human Resource Director	(901) 577-9465
MIFA (Memphis Inter-Faith Assoc.)	P. O. Box 3130 Memphis, TN 38173-0130	Tamika Hampton Job Development thampton@mifa.org	(901) 527-0208
*Mississippi State University	P. O. Box 5268 Mississippi State, MS 39762	Career Placement Officer	(662) 325-3344
Mpact Memphis	22 N Front St # 130 Memphis, TN 38103		(901) 528-8340
*Nat'l. Assoc. of Black Journalist Univ. of Maryland	8701-A Adelphi Road, Adelphi, MD 20783-1716	Career Placement Officer	(301) 445-7100
National Coalition of 100 Black Women of Memphis	P. O. Box 1703 Memphis, TN 38101	Cassandra Webster, President	(901) 345-3600
National Council of Negro Women, Inc. – Memphis Chapt.	2757 S. Mendenhall Road Memphis, TN 38115	Delores Burrow, President	(901) 794-8052
Northwest Mississippi College	51 N. Panola Senatobia, MS 38668	Larry Simpson Counseling Department	(662) 562-3200
Partners In Placement, Inc.	3485 Poplar Ave., Ste. 205 Memphis, TN 38111	Linda Malone Employment Representative	(901) 458-7094
Rust College	150 Rust Ave., Holly Springs, MS 38635.	Martha Howard, Director Counseling, Testing & Placement	(662) 252-4661 (ext 209)

*Southwest Tennessee Community College	5983 Macon Cove Memphis, TN 38134	Brenda Williams Career Services bwilliams@southwest.tn.edu	(901) 333-4180
Tennessee Department of Employment Security	1295 Poplar Ave. Memphis, TN 38104	Raymond Neal Office Manager	(901) 543-7535
*University of Memphis	400 Wilder Tower Memphis, TN 38152	Karen Hayes Placement Counselor	(901) 678-2239
*University of Memphis	300 Meeman Building Memphis, TN 38152	Kathleen Wickham Journalism Placement Coordinator	(901) 678-2158
*University of Memphis	Memphis, TN 38152	Professor Babajide Electrical Engineering	(901) 678-2171
*University of Memphis	201 Jones Hall Memphis, TN 38152	Professor Jed Jackson Department of Art Jjacksn2@memphis.edu	(901) 678-2216
*University of Memphis	CFA Building 232 Memphis, TN 38152	Dr. Richard Ranta Communications & Fine Arts rranta@memphis.edu	(901) 678-2350
*University of Memphis	143 Theatre Comm Bldg Memphis, TN 38152	Roxanna Gee Dept of Communications	(901) 678-2350
*YWCA of Greater Memphis	1044 Mississippi Blvd. Memphis, TN 38126	Samuel King Employment & Training Sam.king@memphisywca.org	(901) 942-4653

*These organizations have requested to be notified of openings.

Jobs are posted to the following websites:

Job Posting to Websites:
Tabtn.org (Tennessee Association of Broadcasters)
Careerpage.org (National Association of State Broadcasters)
TV Jobs.com

Local TV LLC Affiliate Stations

Source	Address	Contact Person	Telephone#
WREG-TV	803 Channel 3 Drive Memphis, TN 38103	Ron Walter, President & GM	(901) 543-2103
KFOR-TV	444 E. Britton Road Oklahoma City, OK 73114	Jim Boyer, General Manager Shannon Gottschalk, Controller/HR	(405) 478-6201
KFSM-TV	318 North 13 th Street Fort Smith, AR 72901	Van Comer, President & GM Patty Jewell, Controller	(479) 785-5080
WHNT-TV	200 Holmes Ave. Huntsville, AL 35801	Stan Pylant, GM Nonda Sloan, VP/Controller	(256) 536-6868
WTKR-TV	720 Boush Street Norfolk, VA 23510	Jeff Hoffman, General Manager Jennifer Crabtree Controller/HR	(757) 446-1343
WQAD-TV	3003 Park 16 th Street Moline, IL 61265	Larry Rosmilso, General Manager Cindy Parchert, Controller/HR	(309) 736-3201
WNEP-TV	16 Montage Mountain Rd. Moosic, PA 18507	Chuck Morgan, General Manager Bob Hawkins, Controller	(570) 207-2497
WHO-TV	1801 Grand Ave. Des Moines, IA 50309	Dale Woods, General Manager Rebecca Jess, VP/Controller	(515) 242-3701
Digital Operating Center	720 Boush Street Norfolk, VA 23510	Alex Clarke	(757) 446-1306
WJW-TV	5800 S. Marginal Rd. Cleveland, OH 44103	Greg Easterly, General Manager Susan Pace, Controller	216-431-8888
KDVR-TV	100 East Speer Blvd. Denver, CO 80203	Dennis Leonard, General Manager Jennifer Aquirre, Controller	305-595-3131

KTVI-TV	5915 Berthold Ave. St. Louis, MO 63110	Spencer Koch, General Manager Barbara Wobbe, Controller	314-644-7410
WDAF-TV	3030 Summit Str., Signal Hill Kansas City, MO 64108	Cheryl McDonald, General Manager Thermal Stewart, Controller	816-932-9130
WITI-TV	9001 N. Green Bay Rd. Milwaukee, WI 53209	Chuck Steinmetz, General Manager Parveen Hughes, Controller	414-586-2200
KSTU-TV	5020 West Amelia Earhart Dr. Salt Lake City, UT 84116	Tim Ermish, General Manager JoAnna Pedroza, Controller	801-532-1300
WBRC-TV	1720 Valley View Dr. Birmingham, AL	Lou Kirchen, General Manager Barry Parvin, Controller	205-322-6666
WGHP-TV	2005 Francis St. High Point, NC 27263	Karen Adams, General Manager Bob ladka, Controller	336/841-8888

WREG-TV reviews the recruitments sources on an annual basis. In addition, the following is posted on-line with job openings at www.wreg.com:

WREG-TV, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies at the station. We seek the help of local organizations in referring qualified applicants. Organizations that wish to receive our job openings should mail your contact information to: WREG-TV, Human Resources, 803 Channel 3 Dr., Memphis, TN 38103.

WREG runs promotional recruiting spots daily throughout the year, with the same information as given in the on-line statement above.

List of the total number of interviewees referred by each recruitment source:

Source	Total Number Interviewed	Total Referred by Source
WREG-TV Employee	2	-
Employee Referral	10	-
External Referral	13	2
WREG.com	9	1
Other Media	-	-
Resume (Unsolicited; walk-in/mail)	18	3
Medialine	-	-
Talent Dynamics	6	-
Local Univ/College	1	1
Community Agency	-	-
Journalismjob.com/Spots & Dots	1	-
TV Jobs.com	12	2

A brief description of recruitment initiatives implemented:

Station Outreach Initiatives

Undergraduate Internship: WREG-TV sponsors internships each semester for college students enrolled in communications, journalism and business undergraduate programs. These students work 20 to 30 hours a week, in all aspects of the station's operation, including shadowing anchors/reporters, filing reports, writing news stories, videotaping reports, operating equipment such as cameras, editing computers, character generators, audio boards, teleprompters, and other such equipment. Students also have opportunities to work in our Sales Department, Business Office and Engineering Department when career goals fit these functions. The students are evaluated at the conclusion of the program and evaluations are submitted to the college attended. Interns must be able to receive college credit upon successful completion of the internship. Listed below are the colleges and universities from which

we recruit: University of Alabama, University of Tennessee at Martin, University of Memphis, Furman College, Mississippi State University, University of Tennessee, Arkansas State University, Jackson State University, Florida A&M, Auburn University.

Participation in Job Fairs:

A Career Fair was held at WREG-TV on June 12th from 9:00 AM – Noon for the public to inquire about career in broadcasting and to submit applications for open positions. The following information was made available to participants; position descriptions, job openings, applications.

Participation in Job Banks: WREG-TV provides a listing of all job openings to the state-wide job bank of the Tennessee Department of Employment Security, Tennessee Association of Broadcasters, National Association of State Broadcasters

WREG-TV Scholarships: WREG-TV awards scholarships to high school students who compete in the News Channel 3 Knowledge Bowl. More than \$142,000 in scholarships is awarded annually to more than 190 participants; with the winning team of six students each receiving \$7,500 in scholarship awards. Competition is effective every fall through spring. Scholarship for 2008-2009 will be awarded in May 2009 at a banquet.

Management EEO Training: WREG-TV provides its hiring managers with annual training on management practices related to compliance with the station's equal opportunity employment policies and federal regulations related to this effort.