

WATN-TV, WLMT-TV
EEO PUBLIC FILE REPORT
March 21, 2021 - March 20, 2022

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multi-Skilled Sports Journalist-9269	2-5, 7-8, 14-27, 29-30, 32-42	23
Meteorologist/Multi-Skilled Journalist - 9823	2-5, 7-8, 14-24, 26-27, 29-30, 32-42	23
Meteorologist/Multi-Skilled Journalist - 9823	2-5, 7-8, 14-24, 26-27, 29-30, 32-42	23
Multi-Skilled Journalist - 9825	2-5, 7, 11, 14-24, 26-27, 29-30, 32-42	11
Account Executive- 9839	2-5, 7, 14-24, 26-27, 29-30, 32-42	23
Account Executive- 9839	2-5, 7, 14-24, 26-27, 29-30, 32-42	23
Account Executive- 9839	2-5, 7, 14-24, 26-27, 29-30, 32-42	23
Director/Technical Director - 9937	2-5, 7, 14-24, 26-27, 29-30, 32-42	23
Account Manager - 10052	2-5, 7, 14-24, 26-27, 29-30, 32-42	23
Copy Coordinator - 10145	23	23
Visual Storyteller- 10158	2-7, 12-24, 26-30, 32-42	23
Visual Storyteller- 10158	2-7, 12-24, 26-30, 32-42	23
Visual Storyteller- 10158	2-7, 12-24, 26-30, 32-42	23
Research Manager - 10174	2-7, 12, 14-24, 26-30, 32-42	23
Commercial Producer -10198	2-7, 12, 14-24, 26-30, 32-42	23
Editor - 10391	2-5, 7, 12, 14-18, 21-23, 26, 28, 32-33, 35-36	23
Digital Content Producer - 10699	1-5, 7, 12, 14-18, 21-24, 26, 28, 30, 32- 33, 35-37	1
Digital Content Producer - 10699	1-5, 7, 12, 14-18, 21-24, 26, 28, 30, 32- 33, 35-37	23
Senior Producer-10884	2-5, 7, 12, 14-18, 21-24, 26-30, 32-33, 35-36	4
Senior Producer-10884	2-5, 7, 12, 14-18, 21-24, 26-30, 32-33, 35-36	23
Meteorologist/ Multi-Skilled Journalist-10935	2-7, 12, 14-24, 26-30, 32-42	36
Talent/ Multi-Skilled Journalist-11021	2-5, 7, 12, 14-18, 21-23, 26, 28, 30-33, 35-36	23
News Content Producer-11056	2-5, 9, 12, 14-18, 21-23, 26, 28, 30, 32- 33, 35-36	23
News Content Producer-11056	2-5, 9, 12, 14-18, 21-23, 26, 28, 30, 32- 33, 35-36	23
Multi-Skilled Journalist-11083	2-5, 12-18, 21-23, 26, 28, 30, 32-33, 35 -36	13

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Marketing Producer-11103	2-5, 7, 12, 14-18, 21-23, 26, 28, 30, 32-33, 35-36	23
Marketing Producer-11103	2-5, 7, 12, 14-18, 21-23, 26, 28, 30, 32-33, 35-36	23
Production Assistant- 11267	2-5, 12, 14-18, 21-23, 26, 28, 30, 32-33, 35-36	4
Production Assistant- 11267	2-5, 12, 14-18, 21-23, 26, 28, 30, 32-33, 35-36	4
Digital Content Producer-11527	2-5, 7-8, 14-18, 21-24, 26, 28, 30, 32-33, 35-36	23
Executive Producer-011566	2-4, 7, 10, 14-18, 21-23, 26, 28, 30, 32-33, 35-36	4
Newscast Director-11799	2-5, 8, 14-18, 21-23, 26, 28, 30, 32-33, 35-36	23
Multi-Platform Video Editor-011888	2-5, 13-18, 21-23, 26, 28, 30, 32-33	23
Head of Technology and Operations-011914	2-5, 13-18, 21-23, 26, 28, 30, 32-33	13
Head of Technology and Operations-011914	2-5, 13-18, 21-23, 26, 28, 30, 32-33	13
Account Manager - 012292	2-5, 14-18, 21-23, 26, 28, 30, 32-33, 35-36	23

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	1
2	AR State University 2105 Aggie Rd Jonesboro, Arkansas 72401 Phone : 870-972-3025 Url : https://astate-csm.symplicity.com/employers Email : tjohnson@astate.edu Tiffany Johnson	N	0
3	Arkansas Workforce Center 2003 W Broadway West Memphis, Arkansas 72301 Phone : 870-733-3519 Email : sandra.atwater@arkansas.gov Sandra Atwater	Y	0
4	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	7
5	Christian Brothers College 650 E Parkway S Memphis, Tennessee 38104 Phone : 901-321-3330 Email : crogers@cbu.edu Curt Rogers	N	0
6	Fogelman College of Business & Economics 3675 Central Ave, FCBE 274 Professional Development Center Memphis, Tennessee 38152 Phone : 901-678-3147 Alison Goodwin Manual Posting	N	0
7	Glassdoor 100 Shoreline Highway Building A Mill Valley, California 94941-3645 Phone : 415-508-3003 Job Board Manual Posting	N	0
8	Indeed.com	N	4
9	Indeed.com - Not Directly Contacted by SEU	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Internal Candidate	N	1
11	Job Board	N	1
12	LeMoyne Owen College 807 Walker Ave Memphis, Tennessee 38126 Phone : 901-435-1215 Email : robert_williams@loc.edu Robert Williams	N	0
13	Linked In	N	5
14	Memphis Urban League 413 N Crosstown Memphis, Tennessee 38104 Phone : 901-272-2491 ext. 112 Url : www.memul.org Email : bjackson@memul.org Barry Jackson	Y	0
15	MS Dept of Employment Security 1235 Echelon Pkwy Jackson, Mississippi 39213 Phone : 601-855-3214 Url : https://www.mdes.ms.gov Email : hstagg@mdes.ms.gov Howard Stagg	Y	0
16	MS State University 75 B. S. Hood Dr MS State University, Mississippi 39762 Phone : 662-325-3344 Url : https://msstate-csm.symplicity.com/employers/ Email : mjones@career.msstate.edu Martha Jones	N	0
17	NAACP 588 Vance Ave Memphis, Tennessee 38126 Phone : 901-521-1343 Url : naacpmemphis.org Email : vickie@naacpmemphis.org Vickie Terry	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
19	Rhodes College 2000 N Parkway Memphis, Tennessee 38112 Phone : 901-843-3800 Url : www.rhodes.edu Amy Moen Manual Posting	N	0
20	Rust College 150 Rust Ave Holly Springs, Mississippi 38635 Phone : 662-252-4553 Dr. Debayo Moyo Manual Posting	N	0
21	Southwest TN Community College 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-333-4264 Email : wcoopwood@southwest.tn.edu Wanda Coopwood	N	0
22	SRVS 3971 Knight Arnold Rd Memphis, Tennessee 38118 Phone : 901-312-9594 Url : https://www.srvs.org Email : troy.allen@srvs.org Troy Allen	Y	0
23	TEGNA.com 8350 Broad St. McLean , Virginia HR HR Manual Posting	N	77

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	TN Association of Broadcasters 2 International Plaza Suite 902 Nashville, Tennessee 37217 Phone : 615-365-1840 Url : http://www.tabtn.org Brenda Heidt Manual Posting	N	0
25	TN Dept Labor & Workforce Development 4240 Hickory Hill Rd. Memphis, Tennessee 38141 Phone : 901-578-4280 Url : https://www.jobs4tn.gov/vosnet/default.aspx Email : joseph.r.maness@tn.gov Joseph Maness	Y	0
26	TVJobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : jobs@tvjobs.com Mark C Holloway	N	0
27	U of M Dept Career & Development 400 Wilder Tower Memphis, Tennessee 38152 Phone : 901-678-5571 Eli Hatcher Manual Posting	N	0
28	U of M Dept of Communications Art 3745 Central Ave Memphis, Tennessee Phone : 901-678-2239 Email : cortez.washington@memphis.edu Cortez Washington	N	0
29	University of MS P.O. Box 1848 University, Mississippi 38677 Phone : 662-915-7174 Christy Wright Manual Posting	N	0

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30	University of MS Student Media Center 201 Bishop University, Mississippi 38677 Phone : 662-915-5503 Email : pthomps1@olemiss.edu Patricia Thompson	N	0
31	Unknown Referral Source	N	1
32	WATN Website 1725 N Shelby Oaks Dr Suite 101 Memphis, Tennessee 38134 Phone : 901-323-2430 Freddie Milton Manual Posting	N	0
33	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
34	X - DirectEmployers Association 7602 Woodland Dr. Suite 200 Indianapolis, Indiana 46278 Phone : 866-268-6206 Job Board Manual Posting	N	0
35	X - Indeed.com 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 650-528-2047 Url : http://www.indeed.com Bridget Boss Manual Posting	N	0
36	X - LinkedIn 1000 W. Maude Ave Sunnyvale, California 94085 Phone : 855-655-5653 Url : www.linkedin.com LinkedIn LinkedIn Manual Posting	N	2

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37	X - Monster.com 133 Boston Post Rd Weston, Massachusetts 02493 Phone : 800-666-7837 Job Board Manual Posting	N	0
38	X - Recruit.net 1234 Fifth Unknown, Tennessee Phone : 555-5551234 Job Board Manual Posting	N	0
39	XX - Broadcast On-Air 1725 N Shelby Oaks Dr Suite 101 Memphis, Tennessee 38134 Phone : 9013232430 Url : www.localmemphis.com Freddie Milton Manual Posting	N	0
40	Y - Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com/ Michael Bille Manual Posting	N	0
41	Z - 3TVNewsCheck 24 West Lancaster Ave Suite 205 Ardmore, Pennsylvania 19003 Phone : 610-420-6003 Patty Hersh Manual Posting	N	0
42	Z - 602communications.com 458 S Reid Dr. Lakeland, Florida 37283 Phone : 919-217-4438 Sandy Lizik Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			100

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/24/2021	Participation in events or programs sponsored by educational institutions	The Annenberg Honors Program is a program at Howard University's School of Communication. Attended virtually to train and advise the Annenberg senior class theses and to discuss career opportunities.	1	MSJ
2	3/24/2021	Participation in events sponsored by organizations representing the community	Participated in a webinar presented by law firm Wilkinson Barker Knauer "Staying on Top of Your Broadcast FCC EEO Obligations" to maintain compliance with FCC expectations during Covid.	1	General Manager
3	5/19/2021	Establishment of training programs for station personnel	Hosted Senior Vice President who gave a talk on implicit bias, racism, and how to address bias and discrimination in the media	34	General Manager News Director Anchor Anchor
4	6/21/2021	Establishment of training programs for station personnel	Employees participated in virtual 90 minutes training sessions on Diversity Equity and Inclusion moderated by the National Center for Civil and Human Rights. Sessions focused on DEI and Implicit Bias.	82	News Director Anchor Anchor Assistant News Director
5	7/7/2021	Provision of training to management	Executive Team offsite strategic planning meeting, which included training for leaders on diversity, equity and inclusion in the workplace.	8	General Manager News Director Director of Sales Marketing Director
6	7/12/2021	Establishment of training programs for station personnel	Employees participated in virtual 90 minutes training sessions on Diversity Equity and Inclusion moderated by the National Center for Civil and Human Rights. Sessions focused on DEI and Implicit Bias.	82	Director of Local Programming and Special Projects Receptionist Anchor Brand Manager
7	7/16/2021	Participation in events sponsored by organizations representing the community	Assistant News Director attended the NAHJ virtual conference interviewing and speaking with numerous job candidates.	1	Assistant News Director
8	8/2/2021	Participation in Job Fairs	Participated in the TAB Virtual Job Fair engaging with numerous job candidates.	1	News Director
9	8/18/2021	Participation in events sponsored by organizations representing the community	News Director participated in NABJ creating a positive and collaborative newsroom culture, understanding how your role affects the bottom line and leadership qualities of a news director.	1	News Director

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10	9/23/2021	Provision of training to management	TEGNA's Diversity and Inclusion HR Business Partner held a training for the Executive team on inclusive hiring practices. Topics covered included learning about diversity, equity, and inclusion; the benefits of diverse teams, leveraging colleges, universities, and local organizations; measuring diversity; looking for transferrable skills; combatting unconscious bias; and best practices. Digital webinar- Leveraging Transparency to Build Equity.	8	General Manager News Director Marketing Director Production Manager
11	10/21/2021	Participation in Job Fairs	Participated in the 2021 Rhodes College Fall Virtual Career Fair engaging with numerous job candidates.	2	Local Sales Manager President/GM
12	10/28/2021	Participation in events or programs sponsored by educational institutions	Met with Chimney Rock Elementary on a Virtual Visit. Spoke with students about the field of journalism and gave training for creating their own newscast.	1	MSJ
13	11/3/2021	Participation in Job Fairs	Participated and spoke with candidates about opportunities in journalism during the Fall 2021 Southern Illinois University - Carbondale, IL Media, Arts and Design Job and Internship Fair.	3	Asst. News Director General Manager Director of Digital Content
14	12/14/2021	Participation in events or programs sponsored by educational institutions	Spoke to Chimney Rock Elementary about leadership and her path to becoming a reporter.	1	MSJ
15	2/1/2022	Establishment of training programs for station personnel	Annual Byte Back Security Awareness Campaign to help employees understand TEGNA's IT standards and procedures, the employee's role in keeping our company safe from attacks, and how to incorporate security practices into our employee's daily work routine. The challenge will help employees increase their cybersecurity awareness on a variety of topics including social media accounts, email security, safe browsing and sensitive data protection. Every employee is required to take the Byte Back Challenge to test their knowledge on how employees can prevent cyberattacks. The challenge is an eight-question online simulation based on the topics featured throughout the campaign.	91	General Manager Producer Anchor Meteorologist