

WATN-TV, WLMT-TV
EEO PUBLIC FILE REPORT
March 21, 2020 - March 20, 2021

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
Marketing Director 9214	1-16, 18-22, 24-35	7
Lifestyle Show Host/Producer-9634	3, 17, 23-24, 28	17

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	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
2	Arkansas Workforce Center 2003 W Broadway West Memphis, Arkansas 72301 Phone : 870-733-3519 Email : sandra.atwater@arkansas.gov Sandra Atwater	Y	0
3	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	0
4	Christian Brothers College 650 E Parkway S Memphis, Tennessee 38104 Phone : 901-321-3330 Email : crogers@cbu.edu Curt Rogers	N	0
5	Current Employee - Transfer/Promotion	N	1
6	Current Employee/Internal Promotion	N	1
7	Employee Referral	N	2
8	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

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9	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
10	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
11	NAACP 588 Vance Ave Memphis, Tennessee 38126 Phone : 901-521-1343 Url : naacpmemphis.org Email : vickie@naacpmemphis.org 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	0
13	Rhodes College 2000 N Parkway Memphis, Tennessee 38112 Phone : 901-843-3800 Url : www.rhodes.edu Amy Moen Manual Posting	N	0
14	Rust College 150 Rust Ave Holly Springs, Mississippi 38635 Phone : 662-252-4553 Dr. Debayo Moyo Manual Posting	N	0

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15	Southwest TN Community College 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-333-4264 Email : wcoopwood@southwest.tn.edu Wanda Coopwood	N	0
16	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
17	TEGNA.com 8350 Broad St. McLean , Virginia HR HR Manual Posting	N	1
18	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
19	TVJobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : jobs@tvjobs.com Mark C Holloway	N	0
20	U of M Dept Career & Development 400 Wilder Tower Memphis, Tennessee 38152 Phone : 901-678-5571 Eli Hatcher Manual Posting	N	0
21	University of MS P.O. Box 1848 University, Mississippi 38677 Phone : 662-915-7174 Christy Wright Manual Posting	N	0

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22	University of MS Student Media Center 201 Bishop University, Mississippi 38677 Phone : 662-915-5503 Email : pthomps1@olemiss.edu Patricia Thompson	N	0
23	Walk In	N	1
24	WATN Website 1725 N Shelby Oaks Dr Suite 101 Memphis, Tennessee 38134 Phone : 901-323-2430 Freddie Milton Manual Posting	N	3
25	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
26	X - DirectEmployers Association 7602 Woodland Dr. Suite 200 Indianapolis, Indiana 46278 Phone : 866-268-6206 Job Board Manual Posting	N	0
27	X - Glassdoor 100 Shoreline Highway Building A Mill Valley, California 94941-3645 Phone : 415-508-3003 Job Board Manual Posting	N	0
28	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

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29	X - LinkedIn 1000 W. Maude Ave Sunnyvale, California 94085 Phone : 855-655-5653 Url : www.linkedin.com LinkedIn LinkedIn Manual Posting	N	0
30	X - Monster.com 133 Boston Post Rd Weston, Massachusetts 02493 Phone : 800-666-7837 Job Board Manual Posting	N	0
31	X - Recruit.net 1234 Fifth Unknown, Tennessee Phone : 555-5551234 Job Board Manual Posting	N	0
32	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
33	Y - Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com/ Michael Bille Manual Posting	N	0
34	Z - 3TVNewsCheck 24 West Lancaster Ave Suite 205 Ardmore, Pennsylvania 19003 Phone : 610-420-6003 Patty Hersh Manual Posting	N	0

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35	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:			9

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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	3/26/2020	Participation in events or programs sponsored by educational institutions	Anchor was a guest reader at New Hope Christian Academy for Read Across America Week. While reading to the class of 4th graders, the anchor also shared her experience as a broadcast journalist and how reading has helped her get to where she's at among other parts of her journey in broadcast media.	1	Anchor
2	4/18/2020	Participation in events or programs sponsored by educational institutions	Anchor was a guest reader at M.R. Dye Library for Author Day. While reading to all ages, the anchor also shared her experience as a broadcast journalist and how reading has helped her get to where she's at among other parts of her journey in broadcast media.	1	Anchor
3	8/26/2020	Establishment of training programs for station personnel	TEGNA teamed up with First Draft and they provided training to prepare TEGNA journalists to cover and combat election misinformation. This training was just for TEGNA and included Election Crisis Simulation that placed journalists in the heart of a disinformation campaign and challenged them to make editorial decisions about how to report in real-time.	46	Producer Producer Digital Director Editor
4	9/28/2020	Establishment of training programs for station personnel	<p>"Integrity is a core value at TEGNA. As a media company, we must comply with all laws and take the necessary safeguards to prevent any action or association that may adversely impact our business and the trusted information and services we provide to our communities.</p> <p>Knowing, understanding and abiding by our TEGNA Ethics Policy is fundamental to our ability to serve our communities with the highest of standards.</p> <p>Because it is critical that we hold ourselves to the highest levels of ethics and professionalism, we require all employees to complete "Conflicts of Interest: Protecting Company Interests" training as well as a brief survey on ethics."</p>	82	General Manager Chief Meteorologist Anchor Anchor

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5	9/30/2020	Establishment of training programs for station personnel	Every Tegna employee has a personal responsibility to treat our colleagues with respect and uphold Tegna's high ethical standards. This responsibility includes an annual training on these very important topics: Sexual Harassment: A Matter of Respect” training that reviews our long-standing policies and values surrounding harassment and discrimination.	82	General Manager Anchor Director of Local Programs Chief Photographer
6	10/6/2020	Establishment of training programs for station personnel	TEGNA updated the Principles of Ethical Journalism and Social Media policies to match the Company’s guiding principles including truth, independence, public interest, fair play and integrity. This new training was developed and targeted to all staff that contribute in any way to a TV or digital news or entertainment product.	82	General Manager Anchor Receptionist Director of Sales
7	11/13/2020	Participation in events or programs sponsored by educational institutions	Virtual College & Career Expo at Cordova Middle Optional School where an MSJ and Anchor spoke about their experience and responsibilities in their roles and how to break into the broadcast media industry.	2	Multi-Skilled Journalist Anchor/Reporter

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8	1/31/2021	Establishment of training programs for station personnel	When it comes to cybersecurity, TEGNA, like other companies, works around the clock to prevent IT security breaches and ensure the confidentiality and integrity of our business systems. All of us must be vigilant and savvy when it comes to identifying attempts to gain access to our network or confidential information. To help, TEGNA launched in annual Byte Back Security Awareness Campaign in January to help them understand TEGNA's IT standards and procedures, employee's role in keeping us safe from attacks, and how to incorporate security practices into their daily work routine. Every employee was required to take the Byte Back Challenge to test their knowledge on how they can prevent cyberattacks. The challenge is a seven-question online simulation based on the topics featured throughout the campaign.	82	General Manager News Director Brand Manager Anchor