

**WATN, WLMT**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2022 - March 20, 2023**

**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>
Multi-Skilled Journalist-11083	1-4, 10-17, 22-24, 27, 29, 31, 33-34, 36 -37	24
Multi-Skilled Journalist-11083	1-4, 10-17, 22-24, 27, 29, 31, 33-34, 36 -37	24
Multi-Skilled Journalist-11083	1-4, 10-17, 22-24, 27, 29, 31, 33-34, 36 -37	24
Multi-Skilled Journalist-11083	1-4, 10-17, 22-24, 27, 29, 31, 33-34, 36 -37	10
Multi-Skilled Journalist-11083	1-4, 10-17, 22-24, 27, 29, 31, 33-34, 36 -37	24
Production Assistant- 11267	1-4, 11-17, 22-24, 27, 29, 31, 33-34, 36 -37	12
Visual Storyteller - 011967	1-4, 9-10, 12-17, 22-24, 27, 29, 31, 33- 34, 36-37	24
Visual Storyteller - 011967	1-4, 9-10, 12-17, 22-24, 27, 29, 31, 33- 34, 36-37	24
Visual Storyteller - 011967	1-4, 9-10, 12-17, 22-24, 27, 29, 31, 33- 34, 36-37	10
Account Manager - 012292	1-4, 13-17, 22-24, 27, 29, 31, 33-34, 36 -37	24
Account Manager - 012292	1-4, 13-17, 22-24, 27, 29, 31, 33-34, 36 -37	24
Digital Content Producer - 012285	1-4, 12-17, 22-24, 27, 29, 31, 33-34, 36 -37	12
Digital Content Producer - 012285	1-4, 12-17, 22-24, 27, 29, 31, 33-34, 36 -37	3
Broadcast IT Technician-012519	1-4, 12-17, 22-24, 27, 29, 31, 33-34, 36 -37	12
Talent/ Multi Skilled Journalist-12569	1-5, 13-17, 22-24, 27, 29, 31-34, 36-37	5
Director of Sales-12582	1-4, 12-17, 22-24, 27, 29, 31-34, 36-37	12
Account Executive - 012648	12, 24	12
Account Executive - 012648	12, 24	12
Account Executive - 012648	12, 24	24
News Content Producer-12791	1-4, 6, 10-17, 22-24, 26-27, 29, 31, 33- 34, 37	12
News Content Producer-12791	1-4, 6, 10-17, 22-24, 26-27, 29, 31, 33- 34, 37	12
News Content Producer-12791	1-4, 6, 10-17, 22-24, 26-27, 29, 31, 33- 34, 37	10

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News Content Producer-12791	1-4, 6, 10-17, 22-24, 26-27, 29, 31, 33-34, 37	10
News Content Producer-12791	1-4, 6, 10-17, 22-24, 26-27, 29, 31, 33-34, 37	12
Content Brand Manager-12939	1-4, 11-17, 21-24, 26-27, 29, 31, 33-34, 37	24
Community Engagement & Impact Manager-12945	1-4, 11-17, 22-24, 26-27, 29, 31, 33-34, 37	24
Newscast Director-12977	1-4, 11, 13-17, 22-24, 26-27, 29, 31, 33-34, 37	24
Meteorologist/Multiskilled Journalist-13441	1-4, 11, 13-17, 22-24, 26-27, 29, 32-34, 37	24
Marketing Producer-13517	1-4, 11-17, 22-24, 26-27, 29, 33-34, 37	24
Newscast Director - 13567	1-4, 7-9, 11, 13-20, 22-30, 33-43	24
Visual Storyteller - 13805	2-4, 11-17, 22-24, 26-27, 29, 33-34	24

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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> Tiffany Johnson Manual Posting	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	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Career Service Manual Posting	N	4
4	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
5	Current Employee - Transfer/Promotion	N	1
6	Employee Promotion	N	1
7	Employee Referral 1725 Shelby Oaks Dr N Memphis, Tennessee Ayo Fasheyide Manual Posting	N	0
8	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

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9	Glassdoor 100 Shoreline Highway Building A Mill Valley, California 94941-3645 Phone : 415-508-3003 Job Board Manual Posting	N	0
10	Indeed.com	N	4
11	LeMoyne Owen College 807 Walker Ave Memphis, Tennessee 38126 Phone : 901-435-1215 Email : robert_williams@loc.edu Robert Williams	N	0
12	Linked In	N	19
13	Memphis Urban League 413 N Crosstown Memphis, Tennessee 38104 Phone : 901-272-2491 Url : www.memul.org Email : ssmith@memul.org Shawn Smith  Prong 2 Ended Date: 10/18/2022	N	0
14	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  Prong 2 Ended Date: 10/19/2022	N	0
15	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

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16	NAACP 588 Vance Ave Memphis, Tennessee 38126 Phone : 901-521-1343 Url : naacpmemphis.org Email : vickie@naacpmemphis.org Vickie Terry	N	0
17	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
18	Rhodes College 2000 N Parkway Memphis, Tennessee 38112 Phone : 901-843-3800 Url : www.rhodes.edu Amy Moen Manual Posting	N	0
19	Rust College 150 Rust Ave Holly Springs, Mississippi 38635 Phone : 662-252-4553 Dr. Debayo Moyo Manual Posting	N	0
20	Self Referral 1725 Shelby Oaks Dr N Memphis, Tennessee Ayo Fasheyide Manual Posting	N	0
21	Self Referral	N	1
22	Southwest TN Community College 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-333-4264 Email : wcoopwood@southwest.tn.edu Wanda Coopwood	N	0

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<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>
23	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 : troy.allen@srvs.org Troy Allen	Y	0
24	TEGNA.com 8350 Broad St. McLean , Virginia HR HR Manual Posting	N	59
25	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
26	TN Dept Labor & Workforce Development 4240 Hickory Hill Rd. Memphis, Tennessee 38141 Phone : 901-578-4280 Url : <a href="https://www.jobs4tn.gov/vosnet/default.aspx">https://www.jobs4tn.gov/vosnet/default.aspx</a> Email : Greatermemphis.mailbox2@tn.gov Joseph Maness	Y	0
27	TVJobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : jobs@tvjobs.com Mark C Holloway	N	0
28	U of M Dept Career & Development 400 Wilder Tower Memphis, Tennessee 38152 Phone : 901-678-5571 Eli Hatcher Manual Posting	N	0

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29	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
30	University of MS P.O. Box 1848 University, Mississippi 38677 Phone : 662-915-7174 Christy Wright Manual Posting	N	0
31	University of MS Student Media Center 201 Bishop University, Mississippi 38677 Phone : 662-915-2220 Email : larz@olemiss.edu Larz Roberts	N	0
32	Walk In/Self-Referral	N	6
33	WATN Website 1725 N Shelby Oaks Dr Suite 101 Memphis, Tennessee 38134 Phone : 901-323-2430 Freddie Milton Manual Posting	N	0
34	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
35	X - DirectEmployers Association 7602 Woodland Dr. Suite 200 Indianapolis, Indiana 46278 Phone : 866-268-6206 Job Board Manual Posting	N	0

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36	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
37	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
38	X - Monster.com 133 Boston Post Rd Weston, Massachusetts 02493 Phone : 800-666-7837 Job Board Manual Posting	N	0
39	X - Recruit.net 1234 Fifth Unknown, Tennessee Phone : 555-5551234 Job Board Manual Posting	N	0
40	XX - Broadcast On-Air 1725 N Shelby Oaks Dr Suite 101 Memphis, Tennessee 38134 Phone : 9013232430 Url : <a href="http://www.localmemphis.com">www.localmemphis.com</a> Freddie Milton Manual Posting	N	0
41	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

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42	Z - 3TVNewsCheck 24 West Lancaster Ave Suite 205 Ardmore, Pennsylvania 19003 Phone : 610-420-6003 Patty Hersh Manual Posting	N	0
43	Z - 602communications.com 458 S Reid Dr. Lakeland, Florida 37283 Phone : 919-217-4438 Sandy Lizik Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>95</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	9/23/2022	Establishment of training programs for station personnel	Ensuring the security of our data and networks requires that all of us understand the threat landscape and recognize the actions cybercriminals employ to breach our systems. In September, we launched the third of our Secure TEGNA quarterly training modules, Internet Security and You. This important course includes real-life examples of criminal practices often used to convince employees to surrender confidential data to gain access to data and networks.	90	All Station Employees
2	10/19/2022	Participation in events or programs sponsored by educational institutions	This program focused on literacy and film training at ICY Arts. Spoke to the students about career as a journalist.	1	News Reporter
3	10/24/2022	Participation in events or programs sponsored by educational institutions	KIPP Memphis Elementary School career day program. Served as a panelist at this event.	1	News Reporter
4	11/9/2022	Participation in events or programs sponsored by educational institutions	Served as a panelist for University of Memphis' chapter of National Association of Black Journalist.	1	Lifestyle Host/Producer
5	11/28/2022	Establishment of training programs for station personnel	The final Secure TEGNA quarterly training module for 2022 was titled Spot the Phish. This interactive exercise demonstrates the subtle differences between legitimate online communications and scams. This training will help staff recognize risks and increase their understanding of the ever-changing security threats to our landscape. Keeping our systems safe requires constant vigilance.	92	All Station Employees
6	11/30/2022	Participation in events or programs sponsored by educational institutions	Our meteorologists presented their weather presentation to students at Atoka Elementary School,	2	Meteorologist Meteorologist

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	<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>
7	1/9/2023	Establishment of training programs for station personnel	Annual Ethics training: This important training includes real-life examples of how social engineering works using online and offline manipulation and deception to convince users to succumb to phishing attacks or surrender confidential data.	92	All Station Employees
8	1/26/2023	Participation in events or programs sponsored by educational institutions	Our meteorologists presented their weather presentation to students at Colonial Middle School.	2	Meteorologist Meteorologist
9	1/27/2023	Participation in events or programs sponsored by educational institutions	Our meteorologists presented their weather presentation to students at Scenic Hills Elementary School.	1	Meteorologist
10	2/7/2023	Participation in events or programs sponsored by educational institutions	Our meteorologists presented their weather presentation to students at Tara Oaks Elementary School.	2	Meteorologist Meteorologist
11	2/9/2023	Participation in events or programs sponsored by educational institutions	Our meteorologists presented their weather presentation to students at Oakhaven Middle School.	2	Meteorologist Meteorologist
12	3/6/2023	Establishment of training programs for station personnel	The Secure TEGNA quarterly training module for 2023 was titled Spot the Phish. This interactive exercise demonstrates the subtle differences between legitimate online communications and scams. This training will help staff recognize risks and increase their understanding of the ever-changing security threats to our landscape. Keeping our systems safe requires constant vigilance.	87	All Station Employees