



3300 Broad Street, Chattanooga, TN 37408

May 6, 2024

Via Upload to WDEF Online Public File

Elizabeth E. Goldin
Assistant Chief, Investigations & Hearings Division
Enforcement Bureau
Federal Communications Commission
45 L Street NE
Washington, DC 20554

Dear Ms. Goldin:

This letter and included Exhibits are to serve as the response by Morris Network, Inc. [d.b.a. WDEF-TV] (the "Licensee"), of WDEF-TV, Chattanooga, Tennessee ("WDEF" or the "Station"), to the Enforcement Bureau's March 22, 2024 request for audit data relating to the station employment unit's EEO program. WDEF operates in the Chattanooga Nielsen Designated Market Area.

The requested audit data is below along with the required documentation and is available via upload to the WDEF Online Public File.

Audit Data Request 2 (b) If the Unit employs five or more full-time employees, provide the following information:

Response to Audit Data Request 2 (b)

- WDEF employs five or more full-time employees, therefore the following information is being provided.

Audit Data Request 2 (b) (i) – 2 (b) (iv) (i) Copies of the Unit's two most recent EEO Public File Reports, described in section 73.2080(c)(6). (ii) For each station in the Unit that maintains a website, the website address. If the Unit's most recent EEO Public File Report is not posted on each website as required by section 73.2080(c)(6), identify that website and explain why the report is not so posted. If the Unit does not maintain a website, but its corporate site contains a link to a site pertaining to the Unit, identify the

corporate website address where the Unit's most recent EEO Public File Report is linked pursuant to section 73.2080(c)(6). (iii) For each of the Unit's full-time positions filled during the period covered by the EEO Public File Reports noted above, or since acquisition of the Unit (if during that period), the date of hire as required by section 73.2080(c)(5)(vi) as well as dated copies of all advertisements, bulletins, letters, faxes, e-mails or other communications announcing the position, as described in section 73.2080(c)(5)(iii). However, to reduce the burden of responding to this audit, if a job notice was sent to multiple sources, the Unit may include in its response: (1) documentation showing one such notice was sent, (2) a list of the additional sources to which the notice was distributed, and (3) a statement confirming notices to all additional sources used to announce the vacancy were retained, as required by section 73.2080(c)(5)(iii). 2 Include, however, copies of all job announcements sent to any organization (identified separately from other recruitment sources) that has notified the Unit that it wants to be notified of the Unit's job openings, as described in section 73.2080(c)(1)(ii). (iv) As required by section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all the Unit's full-time vacancies filled during the period covered by the above-noted EEO Public File Reports.

Response to Audit Data Request 2 (b) (i) – 2 (b) (iv)

Exhibit A (for EEO Public Reporting Year 2023 – 2024)

- WDEF-TV's 2023 – 2024 EEO Public File Report
- WDEF-TV's 2023 – 2024 EEO Public File Report (Revised Recruitment Source listing per audit review)
- Screenshot of the Station's website, www.wdef.com providing a link directly to WDEF's current EEO public file report.
- Screenshot showing the EEO section of the WDEF-TV online public file, which lists the upload date for 2023 – 2024 WDEF-TV EEO Report as March 29, 2024.
- For each of the full-time positions filled during the 2023 – 2024 EEO filing period as shown on WDEF-TV's 2023 – 2024 EEO Public File Report, included are the dates of hire, a dated sample of communications sent to one of our recruitments sources announcing the open position as described on 73.2080(c)(5)(iii).
- As stated in the March 22, 2024 Audit Dated Request in an effort to "reduce the burden of responding to this audit", in lieu of providing copies of each notification obtained in each full-time position hiring file, a detailed listing of all recruitment sources are included for each full-time position. A posted date is listed for the recruitment sources used that confirms notification.

Exhibit B (for EEO Public Reporting Year 2022-2023)

- WDEF-TV's 2022 – 2023 EEO Public File Report
- Screenshot of the Station's website, www.wdef.com providing a link directly to WDEF's current EEO public file report.
- Screenshot showing the EEO section of the WDEF-TV online public file, which lists the upload date for 2022 – 2023 WDEF-TV EEO Report as March 31, 2023.
- For each of the full-time positions filled during the 2022 – 2023 EEO filing period as shown on WDEF-TV's 2022 – 2023 EEO Public File Report, included are the dates of hire, a dated sample of

communications sent to one of our recruitments sources announcing the open position as described on 73.2080(c)(5)(iii).

- As stated in the March 22, 2024 Audit Dated Request in an effort to “reduce the burden of responding to this audit”, in lieu of providing copies of each notification obtained in each full-time position hiring file, a detailed listing of all recruitment sources is included for each full-time position. A posted date is listed for the recruitment sources used that confirms notification.
- For each full-time position, a listing of interviewees by referral source as well as the total number of interviewees for the position is included.

Audit Data Request 2 (b) (v)Dated documentation demonstrating performance of the Unit’s recruitment initiatives described in section 73.2080(c)(2) during the period covered by the above-noted EEO Public File Reports, such as participation in job fairs, events with educational institutions, and mentoring or training programs for staff. Specify the Unit personnel involved in each recruitment initiative. In addition, provide the Unit’s total number of full-time employees and state whether the population of the market in which any of the Unit’s stations operates is 250,000 or more. Based upon these two factors, and as required by section 73.2080(c)(2) and (e)(3) of the Commission’s rules, state whether the Unit is required to perform two or four points worth of initiative activities within a two-year period (measured from the date the stations in the Unit file their renewal applications and the second, fourth, sixth and eighth anniversaries of that date). If the Unit performed more than the required number of initiative activities, it may provide documentation for only the required amount in its response, i.e., two or four points worth. If any documentation provided appears inadequate, e.g., it is not dated or does not clearly prove the Unit’s participation, the Commission may ask for additional verification.

Response to Audit Data Request 2 (b) (v):

Exhibit C

- Dated documentation demonstrating performance of the Stations recruitment initiatives as shown in WDEF-TV’s 2023-2024 EEO Public File Report and WDEF-TV’s 2022-2023 EEO Public File Report including participation in job fairs, internships provided as part of the education program for students, training programs for staff members as well as personnel involved in each recruitment initiative.

WDEF-TV’s average number of full time employees for WDEF-TV’s 2022-2023 and 2023-2024 Public File Reporting period is 49. The population of the Chattanooga Metropolitan Statistical Area is in excess of 250,000. Accordingly, four outreach initiatives are required to be performed over a two-year period.

Audit Data Request 2 (b) (vi) Any pending or resolved complaints involving the Unit filed during the Unit's current license term(s) before anybody having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or gender. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that the Unit must report all complaints, regardless of their status or disposition

Response to Audit Data Request 2 (b) (vi):

- Pending EEO Charge of Discrimination filed with the Tennessee Human Rights Commission and EEOC December 4, 2023 by former employee Sara Lindsey Jenkins alleging unlawful discrimination on the basis of her pregnancy in violation of Title VII of the Civil Rights Act, the Pregnancy Discrimination Act, and the Tennessee Human Right Act.

Audit Data Request 2 (b) (vii)In accordance with section 73.2080(b), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), a description of the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and how the Unit has informed employees and job applicants of its EEO policies and program

Response to Audit Data Request 2 (b) (vii):

- General Manager is responsible for overseeing and reviewing all EEO and station operations.
- Business Manager reviews all annual reports and ensures that reporting is posted to FCC Public File and WDEF's website in a timely manner.
- Human Resources Coordinator oversees day to day job postings, reviews resumes and determines which recruitment sources will yield the best responses and manages the receptionist who posts to the recruitment sources.
- The public, station employees and applicants are notified of our employment policies via on air advertising and all job postings. All job postings contain the following EEO statement:
 - EEO M/F/D/V. Must pass pre-employment background and drug screening. Please send resume to Human Resources: WDEF-TV 3300 Broad St, Chattanooga, TN 37408 or email to hr@wdef.com or fax to: 423/785-1217. No phone calls please.

Audit Data Request 2 (b) (viii) In accordance with section 73.2080(c)(3), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), a description of the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.

Response to Audit Data Request 2 (b) (viii):

- EEO Recruitment Sources are audited on a quarterly basis by our receptionist, who handles job postings. Any changes recommended in the audit process are reviewed and approved by management to ensure the most effective outreach to the public.

Exhibit D

- Recruitment Source Audit forms

Audit Data Request 2 (b) (ix) As required by section 73.2080(c)(4), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), a description of the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.

Response to Audit Data Request 2 (b) (ix)

- The Unit's compensation levels are typically reviewed annually during our fiscal budgeting year running from October through September. Pay changes are based on performance and merit evaluations. Also, cost of living considerations are factored in for both salary and hourly wage workers with the goal in mind of providing equal opportunities to all staff at all levels as new positions are created and old ones become vacant or hybrid positions that are needed develop due to ever changing technologies associated with our industry.
- Benefits are determined by the corporate management team. All full time employees are entitled to the same benefits package. Benefits are reviewed annually and as needed.
- The Managers do conduct annual performance appraisals for staff and in many cases where work areas overlap, consultation from other supervising managers input is sought to provide the employee with a comprehensive understanding of how their performance on the job fits into the set expectations. The Managers seek to promote from within whenever possible to encourage growth and internal morale towards building a work environment that celebrates this growth and achievement.
- The Unit has no Union Agreements in place.

Response to Audit Data Request 2 (b) (x)

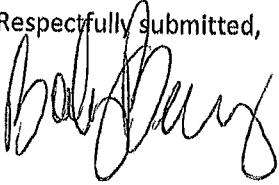
- The Unit is not a religious broadcaster.

3. Time Brokerage--Licensee of brokered station(s) receives audit letter. N/A

4. Time Brokerage—Broker receives audit letter. N/A

If you have any questions regarding this response or need any additional information, please email our attorney Anne Goodwin Crump at 703-812-0400 or crump@fhhlaw.com.

Respectfully submitted,



Bobby Berry
Chief Operating Office
Morris Network, Inc.
Licensee of WDEF-TV (DT)

EXHIBIT B

TV STATION PROFILE

WDEF-TV CHATTANOOGA, TN
Virtual Channel 12 Frequency 180.0 RF Channel 8 Facility ID 54385

Equal Employment Opportunity Records

- Rule § 73.3526(e)(7), 73.3527(e)(6)
- Retention Until final action taken on the station's next license renewal application**
- What's in here?** The Commission requires stations employing five or more full-time employees to file the following forms and reports on their EEO activities and put them in their public file: (1) FCC Form 396 EEO program report that is filed with the license renewal application, Form 397 EEO mid-term report filed at the mid-point of a license term, and for buyers of a station or new licensees - a Form 396-A Model EEO Program Report; (2) The EEO public file annual report; and (3) Copies of all correspondence pertaining to an FCC investigation such as a random EEO audit (including entire audit responses with all attachments), and (4) all other material that the Commission or any of its components may require a station to keep in its public file. The Form 396, 396-A, and 397 folder is pre-populated through CDBS. All other folders are uploaded by the station individually.

EEO Forms Additional Documents

Additional Documents

Licensees should upload any additional material that relates to an application filed with the Commission in the folder below that corresponds to the type application at issue.

Notes: You are uploading documents into an official FCC system. All information submitted will be publicly available via the web. Filers may want to redact confidential or proprietary data before uploading, including customer bank account information.

Q: Why are my files still "pending"?

Upload Documents | New Folder | This Folder ZIP Archive

Browse → Equal Employment Opportunity Records → Additional Documents → EEO Public File Reports

Name	Size	Date Uploaded	Status	Actions
WDEF-TV 2022-2023 EEO Report	285.12 KB	09/21/2023 11:20 AM	Converted	
2022 WDEF EEO Annual Report	59.22 KB	03/31/2022 9:31 AM	Converted	
2021 WDEF EEO Annual Report	256.69 KB	04/01/2021 6:50 AM	Converted	
2020 WDEF EEO Annual Report	246.76 KB	04/01/2020 2:05 PM	Converted	

Showing 1 to 4 of 4 entries

For help or assistance please contact us at 1-877-480-3201 or 1-717-338-2824 (TTY) or you may submit requests online via [eSupport](#).

Newberry, Michael J.

From: Mayer, James W.
Sent: Thursday, March 30, 2023 3:08 PM
To: Newberry, Michael J.
Cc: Cox, Phil; Murphy, Lisa D
Subject: RE: Annual EEO Report to post to WDEF.com website
Attachments: WDEF-EEO-Report-2023-Link.jpg; WDEF-EEO-Report-2023-View.jpg

File uploaded. Screenshots attached.

Jimmy Mayer
Marketing & Creative Services Manager
jmayer@wdef.com
423-785-1281



WDEF-TV • 3300 Broad St. • Chattanooga, TN 37408

From: Newberry, Michael J. <MNewberry@wdef.com>
Sent: Thursday, March 30, 2023 10:58 AM
To: Mayer, James W. <JMayer@wdef.com>
Cc: Cox, Phil <PCox@wdef.com>; Murphy, Lisa D <LMurphy@wdef.com>; Newberry, Michael J. <MNewberry@wdef.com>
Subject: Annual EEO Report to post to WDEF.com website

Jimmy,

Attached is the annual report for 2022-2023 to be posted the WDEF's website replacing the prior year report and needs posted by 3/31/2023.

Please send a screenshot confirmation when completed.

Thank you so much for your help.

Mike Newberry

Phone: 423-785-1293

Cell: 423-667-0379



WDEF-TV • 3300 Broad St. • Chattanooga, TN 37408

FCC CONTACTS

The following station representatives can assist any person who has disabilities with issues related to the content of the public files. Business hours: Monday-Friday 8:30am to 5:00pm

Rick McClain
Chief Engineer
Phone: 423-785-1202
Email: rmccain@wdef.com

Mike Newberry
Business Manager
Phone: 423-785-1293
Email: mnewberry@wdef.com

FCC DOCUMENTS

View WDEF's online public inspection file.

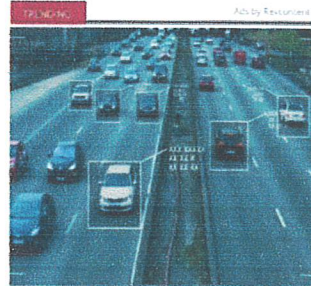
[FCC Online Public File](#)

As a licensee in the public interest of the FCC, WDEF is committed to airing programming that serves the educational and informational needs of children in our area.

[FCC Children's Programming Report](#)

The EEO Public File Report complies with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This report has been prepared and placed in the WDEF-TV public inspection file and is posted here.

[View 2023-24 EEO Public File Report](#)



Who Has the Cheapest Car Insurance in Tennessee?

Orin Quotes



Who Normally Has the Cheapest Car Insurance?

Orin Quotes



uploaded per attached
email dated 3/30/2023
wjm 3/30/23

EEO Public File Report

Station: WDEF-TV, Inc.

Renewal Filing Deadline: 4/1/21

Anniversary of Renewal Application Filing Deadline: 4/1/29

Year: 4/1/22 - 3/31/23

This report is a complete listing of all full-time jobs filed by station's employment unit during previous year, identified by title

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill vacancy (including organizations entitled to notification)	Number Hired	Recruitment Source for Hire
✓ 1	Chief Meteorologist	5/4/2022	6/28/2022	Recruitment Source List (see attached)	1	jazzhr.com / linkedin
✓ 2	Marketing Creative Services Producer	6/8/2022	7/6/2022	Recruitment Source List (see attached)	1	Indeed
✓ 3	Multi Media Journalist	6/28/2022	9/6/2022	Recruitment Source List (see attached)	1	jazzhr.com
✓ 4	AE (New Business Development Specialist)	03/24/22 07/15/22	7/27/2022	Recruitment Source List (see attached)	1	wdef.com
✓ 5	Marketing Creative Services Producer	7/29/2022	8/29/2022	Recruitment Source List (see attached)	1	jazzhr.com / linkedin
✓ 6	Multi Media Journalist	10/3/2022	12/12/2022 01/04/2023 01/16/2023	Recruitment Source List (see attached)	3	jazzhr.com jazzhr.com wdef.com
✓ 7	Sales Assistant	10/11/2022	12/13/2022	Recruitment Source List (see attached)	1	jazzhr.com
✓ 8	Weekend Anchor Reporter	10/20/2022	2/9/2023	Recruitment Source List (see attached)	1	TVJobs.com

EEO Public File Report

Station: WDEF-TV, Inc.

Renewal Filing Deadline: 4/1/21

Anniversary of Renewal Application Filing Deadline: 4/1/29

Year: 4/1/22 - 3/31/23

This report is a complete listing of all full-time jobs filled by station's employment unit during previous year, identified by title

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill vacancy (including organizations entitled to notification)*	Number Hired	Recruitment Source for Hire
✓ 9	Marketing Creative Services Producer	12/21/2022	1/23/2023	Recruitment Source List (see attached)	1	jazzhr.com
✓ 10	Weekend Meteorologist	3/23/2022 8/26/22 01/13/23	3/21/2023	Recruitment Source List (see attached)	1	jazzhr.com
✓ 11	Multi Media Journalist	3/6/2023	3/28/2023	Recruitment Source List (see attached)	1	wdef.com
✓ 12	Media Sales Representative	10/14/22 2/7/2023	3/28/2023	Recruitment Source List (see attached)	1	jazzhr.com
Total Hires					14	

Recruitment Source Analysis

This form is to be placed in the public file annually

Station: WDEF-TV, Inc.

Year: _____

4/1/22 - 3/31/23

Total No. of Persons
Interviewed for full-time
vacancies

59

Recruitment Source Information		Contact Person	Telephone No.	Total Interviewed by Source	Entitled to Notification
Benedict College	1600 Harden St., Columbia, SC 29204	David Swinton	803-253-5201		N
Bethune-Cookman College	640 Dr. Mary McLeod Bethune Blvd, Daytona Beach, FL 32114-3099	Claudine McKee	904-252-8667		N
Chatt. EEOC Office	City Hall Annex E. 11th St., Chatt., TN 37402	Wade Hinton	423-209-6144		N
Chatt. St. Tech. Comm. Coll.	4501 Amnicola Hwy., Chatt., TN 37406	Fredia Jennings	423-697-4400		N
"	chris.willis@chattanoogaastate.edu	Dr. Chris Willis			N
Chatt. Times Free Press	117 E. 10th St, Chatt., TN 37402	Classified Dept.	423-756-6208		N
Clark Atlanta University	James P. Brawley Dr. @ Fair St., Atlanta, GA 30314	Diedre McDonald	404-880-8500		N
Cleveland St. Comm. Coll.	www.collegecentral.com/clevelandstatecc	Job Placement	423-478-6221		N
"	arabum@clevelandstate.com	Ashley Raburn	423-478-6221		N
"	smirza@clevelandstate.com	Sal Mirza	423-478-6221		N
"	burns@clevelandstate.com	Larry Burns	423-478-6221		N
Community Services	101 E. 11th Street, Chattanooga, Tn	Rayburn Traugber	423-757-5133		N
Dalton State College	https://www.myinterfase.com/daltonstate/employer/	ACE Center	706-272-4429		N
Facebook	www.facebook.com	Online Help	Online Help		N
"	jlittlefield@daltonstate.edu	J Littlefield	706-272-4436		N
GA Dept. of Labor	#1 Sousa & Williams St., Rossville, GA 30741	Al Abernathy	706-861-1990		N
Good Neighbors	735 E. 10th St., Chatt., TN 37403	Edward Fletcher	423-266-1772		N
Hamilton County EEOC Office	317 Clark Street, Chattanooga Tn	Kenneth Jordan	423-209-6144		N
HR On Air Advertisements	hr@wdef.com	Lisa Murphy	423-785-1200		N
In - House Interview/Internal Referrals	WDEF TV, 3300 Broad St., Chatt., TN 37408	Lisa Murphy	423-785-1200	1	N
Internship Program	WDEF TV, 3300 Broad St., Chatt., TN 37408	Lisa Murphy	423-785-1201		N
JazzHr	jazzhr.com (LinkedIn, Indeed, ZipRecruiter, Monster, Exchange, Salesforce)	Online Help	888-885-5299	36	N
Johnson C. Smith Univ.	100 Beatties Ford Rd., Charlotte, NC 28216	Barbara Wilks	706-378-1007		N
Lee University	1120 N. Ocoee St., Cleveland, TN 37311	Dr. Debbie White	423-614-8162	1	N
"	dthompson@leeuniversity.edu	D. Thompson	423-614-8162		N

Recruitment Source Analysis

This form is to be placed in the public file annually

Station: **WDEF-TV, Inc.**

Year: **4/1/22 - 3/31/23**

Total No. of Persons
Interviewed for full-time
vacancies **59**

Recruitment Source	Address	Contact Person	Telephone No.	Total Interviewed by Source	Entitled to Notification
LeMayne-Owen College	807 Walker Ave., Memphis, TN 38126	Michael Washington	901-942-7360		N
Middle TN St. Univ.	https://mtsu-csm.symplicity.com/employers/index	Robert Jasso	615-898-2500		N
Morris College	MrRobert.Jasso@mtsu.edu	Robert Jasso	615-898-2500		N
Morris Network, Inc.	100 W. College St., Sumter, SC 29150-3599	Dr. Gloria Wright	803-775-9371		N
MTSU	301 Poplar Street, Macon, GA 31201	Station GM's	912-233-1281	2	N
NAACP	www.mtsu.com	Mar garet Bailey	615-898-2500		N
NW Tech. Institute	601 Martin Luther King Blvd., Chatt., TN 37403	Valorie Armstrong	423-267-5637		N
Paine College	P.O. Box 569, Rock Springs, GA 30739	Diane Guinn	706-764-3550		N
Penn State	1235 15th St., Augusta, GA 30901	Willie Mae Allen	706-821-8230		N
Shaw University	www.psu-csm.symplicity.com	Online Help	814-865-4700		N
Southern Adventist Univ.	118 E. S. St., Raleigh, NC 27601	Paul Vandergrift, III	919-546-8280		N
St. Paul's College	P.O. Box 370, Collegedale, TN 37315	Jeremy Moore	423-238-3159		N
TAB	115 College Dr., Lawrenceville, VA 23868-9988	Tammy Jolley	804-848-4917		N
TN Career Center	www.tab.com	Online Help	615-365-1840		N
TN Human Rights Comm.	1105 E. 10th Street, Chattanooga, TN	Andrea Witt	423-894-5354		N
Tuskegee University	540 McCallie Ave., Chatt., TN 37402	Susannah Berry	800-251-3589		N
TV Jobs	Carnegie Hall, 3rd Fl., Tuskegee, AL 36088	Sarah Stringer	334-727-8294		N
Univ. of TN at Chatt.	www.tvjobs.com	Mark Holloway	760-754-8177	3	N
University of TN @ Knoxville	651 Vine St., Chatt., TN 37403	Ms. Jean Dake	423-755-4184		N
Urban League	betsy-alderman@utc.edu	Betsy Alderman	423-425-4111		N
Walker Co. Chamber	sanswan@utk.com	Sam Swan	865-974-1000		N
WDEF Web Page	P.O. Box 11106, Chattanooga, TN 37401	Julie Andrews	423-756-1762		N
Western KY University	WDEF TV, 3300 Broad St., Chatt., TN 37408	Lisa Murphy	423-785-1201		N
	www.chamberforjoh.com	Stephante Snodgrass	706-375-7702		N
	www.wdef.com	Lisa Murphy	423-785-1201	16	N
	dick.taylor@wku.edu	Dick Taylor	270-745-0111		N
* additional contacts - same Recruitment Source					
Total				59	

Supplemental Outreach Initiatives

This form is to be placed in the Public File Annually

Station: **WDEF-TV, Inc.**

Year: **4/1/22 - 3/31/23**

Initiative	Description	Date	Personnel Involved by Title	Scope of Station Participation
Internet Job Banks	Job postings of open positions for employment on WDEF.com, TVjobs.com, JazzHR, MTSU, Chatt. State, Cleveland State, CCSTS, Dalton State, Lee University, University of TN at Chattanooga, University of TN at Knoxville, Walker County Chamber of Commerce and Tennessee Association of Broadcasters websites	On-going	Assistant Business Manager/HR Manager	All open positions are posted on internet web sites specifically to reach and recruit a broad spectrum of qualified broadcasting and digital applicants. Any recruitment efforts (i.e. job/career fairs) by station personnel encourage the public to apply in person at the station or online at www.wdef.com .
Human Resources Job Opportunities TV and Online Advertisement	WDEF-TV uses its broadcast signal and website to advertise employment opportunities that invite viewers to interact with and respond to our human resource departments. These announcements will appear in the form of :15 second TV spot ads produced promoting viewers to go to our website for employment opportunities.	On-going	Business Manager, Assistant Business Manager/HR Manager, HR Manager, Marketing/Creative Services Manager	WDEF-TV provides and produces entertainment and community programming, public service announcements and advertising messages for the local market audience on air at WDEF.com and on mobile devices. Our mission is to build bridges that serve the community through a variety of programming outlets and content areas. Advertising WDEF-TV's current openings on air provides employment notification to the viewing audience and equal opportunities throughout the communities we serve as well as making viewers aware of the different types of jobs that may be available not only at WDEF but also at other broadcast stations.
Intern and Job Shadow Programs	Introduce eligible high school and college students to the broadcasting environment	On-going	News Director, Anchor, Chief Meteorologist, Anchor/Reporter, Anchor	College and high school students in Mass Communication or Journalism or Meteorology programs work one-on-one with news department staff. Two students participated in this program. One from Chattanooga State College, one from University of Alabama.

Supplemental Outreach Initiatives

This form is to be placed in the Public File Annually

Station: WDEF-TV, Inc.

Year: 4/1/22 - 3/31/23

Initiative	Description	Date	Personnel Involved by Title	Scope of Station Participation
<p>Training Programs</p>	<p>Training employees to expand working knowledge and enhance skills</p>	<p>On-going plus new equipment and technologies</p>	<p>VP/GM, News Director, Operations Manager, Business Manager, Chief Engineer, Marketing Director, Assistant Business Manager/HR Manager, Staff member in all departments.</p>	<p>GENERAL All station -Employees in all departments are continuously trained and cross trained to develop skills which enable them to obtain internal promotions or transfers to larger markets. Weekly meetings in and between departments across the station provide information and collaboration for employees. General staff training includes new hire orientation, safety, and as adopted by corporate management we have manager and staff training provided by Kantola Productions which include; anti-harassment, ethics, social media etiquette, drug free workplace and several managerial topics. All staff are encouraged to attend job related seminars for personal skills improvement. Operational and technological advances, industry trends and broadcasters issues information from TN Assoc. Broadcasters, weekly Morris Station Group GM calls and Morris Network meetings are shared appropriately with staff and local management.</p> <p>ACCOUNTING - This dept. is responsible for Financials, Budgets, Payroll & Benefits, EEO hiring & Recruitment, A/R, AP processing, filing of numerous Quarterly and Annual FCC reports, Safety, Drivers Safety, Internet Security Training & Kantola Training, as well as bi-annual MVR and vehicle insurance checks and other Human Resources functions on a daily basis. UKG payroll system training and problem resolution continued throughout the past year and currently. Assistant Business Manager manages and supervises responsibilities for Receptionist employees. Receptionists mails billing invoices/statements, FCC Quarterly reporting, EEO record keeping, all outside job postings and other Business office functions as appropriate. Receptionists are kept up to date on latest information on FCC/EEO reporting functions. We continually train/cross train Business Manager and Assistant Business Manager on Business Office responsibilities.</p>

Supplemental Outreach Initiatives

This form is to be placed in the Public File Annually

Station: WDEF-TV, Inc.
 Year: 4/1/22 - 3/31/23

Initiative	Description	Date	Personnel Involved by Title	Scope of Station Participation
Training Programs (cont.)	Training employees to expand working knowledge and enhance skills	On-going plus new equipment and technologies	News Director, Marketing Director, Chief Engineer, Operations Manager	<p>NEWS -The news department continually trains employees to improve skills at their current job and to advance their skills into other areas. Our chief photographer reviews in house stories to critique production skills including camera use, audio levels, and digital editing. The News Director holds writing sessions and storytelling sessions with reporters, anchors, and producers at least once per quarter or generally on a daily basis. During sessions staff are coached on better writing and story telling skills in one-on-one and group sessions. We train all staff on social media skills, and use of cellular live equipment. All staff receive training on website posting, writing, and some technical knowledge of web-operations. Also, News & Mktg. completed a series of web promotional writing sessions by noted promotional consultant.</p> <p>MARKETING - Skill developing training continues encompassing several different areas of Marketing, Creative Services & Digital Media with video improved production skills using online tutorials via YouTube. New staff and new technologies create added training opportunities.</p> <p>TECHNICAL - Staff is trained to improve current skills and to advance skills for constantly changing technology including very important safety training. New equipment training this year included MCR NVerzion automation, UTAH MCR Switcher. Ongoing include Tech IT Training, Chyron Operator Live WEB Sessions MOS/Luci and DBI training. Also, continue staff cross training for better support of Marketing on Web issues and Technical Dept. general equipment repair and maintenance functions.</p> <p>OPERATIONS - Training Initiatives within the Operations Department are mandated by technological advancements that require new skill acquisition in order to remain competitive in the industry, MCR & Director training, prepare staff for promotions as well as keeping FCC compliant. New equipment training this year included MCR NVerzion automation, UTAH MCR Switcher. New skill acquisition in Operations focuses primarily on the implementation of techniques required to use and convert HD and SD video files, graphics, and feeds for use in the newscast and master control operations via video servers, FTP and graphics servers.</p>

4b)

Supplemental Outreach Initiatives

This form is to be placed in the Public File Annually

Station: WDEF-TV, Inc.

Year: 4/1/22 - 3/31/23

Initiative	Description	Date	Personnel Involved by Title	Scope of Station Participation
4c) Training Programs (cont.)	Training employees to expand working knowledge and enhance skills	On-going plus new equipment and technologies	General Sales Manager, and staff in the respective departments.	SALES -The sales staff has weekly meetings which cover general business and selling techniques. Most meetings have training components. These consist of subjects such as: traits needed to be successful in sales, negotiation strategies, closing techniques, addressing client objections, presentation methods, CharLocal Internet sales products and strategies, Mobile App applications, order entry procedures, competitive information, WDEF program changes and sales promotions, and weekly Sales training videos. Separate weekly individual AE meetings, take place between the GSM, LSM and individual Sales AEs to provide direction in individual areas of need. These meetings also serve as targeted account strategy planning sessions. Our training initiative for new hire AEs is a series of sessions with our LSM, Jess Raby designed to educate Account Executives about the advertising industry, TV and Digital advertising, along with the basics of several industries with which we do a considerable amount of business. These include Restaurant, Auto, Furniture, Real Estate, Healthcare, etc. Morris Network conducts annual offsite conference for training/educational sessions for sales and digital managers.
5) Career Fair	TAB Virtual Job Fair	9/26/2022	Asst. BM/HR Manager	WDEF News 12 Participated with other broadcast stations in the TAB virtual career fair. Discussed careers via online chat sessions and directed participants to complete online job applications at WDEF.com. Spoke with 14 participants.
6) Career Fair	"Meet the Firms" Career Fair Southern Adventist University	10/6/2022	News Director	WDEF News 12 Interviewed perspective employees and interns. Outlined educational and other training needed for future employment at WDEF or other television stations.
7) Training	FCC EEO Training	11/16/2022	Business Manager and Asst. BM/HR Manager	FCC EEO Training consisted of all EEO requirements for television and radio stations. Recruitment Sources were discussed along with the required reporting sources. Job posting requirements as well as Outreach Program were also discussed. We also reviewed Internship and Job Shadow Programs.

This form is to be placed in the Public File annually

Station: WDEF-TV
Job Title: Chief Meteorologist
Date Open: 5/4/2022
Date Filled: 6/28/2022
Applicant Hired:

Applicant Name	Recruitment Source # from Referral Source Sheet	Other Source	Solicited		Unsolicited		Interviewed	
			Y or N	Y or N	Y or N	Y or N	Y or N	Y or N
		Jazzhr.com/LinkedIn	Y	N	N	Y	Y	Y
		Jazzhr.com/LinkedIn	Y	N	N	Y	Y	Y
		WDEF.com	Y	N	N	Y	Y	Y
		Jazzhr.com/LinkedIn	Y	N	N	Y	Y	Y
		WDEF.com	Y	N	N	Y	Y	Y
		Morris Network	Y	N	N	Y	Y	Y

Totals 6 0 6

Recruitment Source 19: **LeMoyné-Owen College**
Date Posted: 5-4-2022
Contact Person: Dr. Robert Williams
Address: 807 Walker Avenue
Telephone: 901-435-1677

Recruitment Source 20: **Benedict College**
Date Posted: 5-4-2022
Contact Person: Dr. Roslyn Artis
Address: 1600 Harden St.
Telephone: 803-253-5201

Recruitment Source 21: **Shaw Univ.**
Date Posted: 5-4-2022
Contact Person:
Address: 118 E. South St. Raleigh
Telephone: 919-546-8280

Recruitment Source 22: **Bethune-Cookman College**
Date Posted: 5-4-2022
Contact Person: Ms. Davita Bonner
Address: 640 Dr. Mary McLeod Bethune Blvd
Telephone: 386-481-2000

Recruitment Source 23: **Johnson C. Smith Univ.**
Date Posted: 5-4-2022
Contact Person: Mr. Takeem Dean
Address: 100 Beatties Ford Rd.
Telephone: 704-378-1007

Recruitment Source 24: **MTSU**
Date Posted: 5-4-2022
Contact Person: Greg Pitts
Address: 615-898-5171
Email: greg.pitts@mtsu.edu

Recruitment Source 25: **Chatt. Times/Free Press**
Date Posted: 0
Contact Person: Classified Dept.
Address: www.timesfreepress.com
Telephone: 423-756-6900

Recruitment Source 26: **Dalton State College**
Date Posted: 5-4-2022
Contact Person:
Address: www.purplebriefcase.com/pb/account/login?s=Daltonstate
Telephone: 706-272-4429

Recruitment Source 27: **TV Jobs**
Date Posted: 5-4-2022
Contact Person:
Address: www.tvjobs.com
Telephone: 760-754-8177

Recruitment Source 28: **Chattanooga State College**
Date Posted: 5-4-2022
Contact Person:
Address: <https://app.purplebriefcase.com/pbe/myjobs/edit/new>
Telephone: 423-697-4400

Recruitment Source 29: **American Job Center**
Date Posted: 5-4-2022
Contact Person: James Mattingly
Address: 5600 Baine Rd. Suite A5 Chattanooga TN 37411
Telephone: 423-894-5354

Recruitment Source 30: **Walk-ins**
Date Posted: 0
Contact Person: Lisa Murphy
Address: 423-785-1294
Email: lmurphy@wdef.com

Recruitment Source 31: **University of TN @ Knoxville**
Date Posted: 5-4-2022
Contact Person: Sam Swan
Address: samswan@ufk.edu
Telephone: 865-974-1000

Recruitment Source 32: **Clark Atlanta Univ.**
Date Posted: 5-4-2022
Contact Person: Dr. Cynthia Clem
Address: 223 James P. Brawley Dr.
Telephone: 404-880-8500

Recruitment Source 33: **Walker Co. Chamber**
Date Posted: 5-4-2022
Contact Person: Kayla Sullivan
Address: contact@walkercochamber.com
Telephone:

Recruitment Source 34: **Bryan College**
Date Posted: 5-4-2022
Contact Person: Emilie Newport
Address: ebelisle6524@bryan.edu
Telephone:

Recruitment Source 35: **Dalton State College**
Date Posted: 5-4-2022
Contact Person: J Littlefield
Address: jlittlefield@daltonstate.edu
Telephone:

Recruitment Source 36: **Career Page**
Date Posted: 5-4-2022
Contact Person: Suzan Strong
Address: www.careerpage.org
Telephone:

Recruitment Source 37: Cleveland State
Date Posted: 5-4-2022
Contact Person: Ashley Raburn
Email: araburn@clevelandstatecc.edu
Telephone: 423-478-6221

Recruitment Source 40 UTC
Date Posted: 5-4-2022
Contact Person: Felicia-Hitt
Email: Felicia-Hitt@utc.edu
Telephone:

Recruitment Source 43 Morris Network
Date Posted: 5-4-2022
Contact Person: Atrin: GM's
Email: dkginstagram@wxxv25.com; cmerritt@wwaytv3.com; russellh@wrcbi.com; vcocckrell@wtvq.com; fbuccelli@4fnbc.com

Recruitment Source 46 MorrisMultimedia
Date Posted: 5-4-2022
Contact Person: Lisa Murphy
www.morrismultimedia.com/employment/
Telephone:

Recruitment Source 38: Cleveland State
Date Posted: 5-4-2022
Contact Person: Sandy Kirby
Email: skirby03@clevelandstatecc.edu
Telephone: 423-478-6221

Recruitment Source 41: UTC
Date Posted: 5-4-2022
Contact Person: Michael Andrews
Email: michael-andrews@utc.edu
Telephone:

Recruitment Source 44 Economic & Community Dev.
Date Posted: 5-4-2022
Contact Person: Anthony Sammons
Email: asammons@chattanooga.gov
Telephone: 423-543-7300

Recruitment Source 39: HR TV Spot
Date Posted: 5-4-2022
Contact Person: Lisa Murphy
Email: hr@wdef.com
Telephone: 423-7851200

Recruitment Source 42: UTC
Date Posted: 5-4-2022
Contact Person: John Zibluck
Email: john-b-zibluck@utc.edu
Telephone:

Recruitment Source 45 WDEF Emails
Date Posted: 5-4-2022
Contact Person: Lisa Murphy
Email: wdefstaffDL@wdef.com
Telephone:



Broadcast Employment Services

WDEF (CBS) Chattanooga, Tennessee

Position Meteorologist
Station Ownership Morris Network, Inc.
Station Slogan "To the Point"
Reference # TVJ#34397485
Type Television
Full / Part Full Time - Regular
Experience 2+ to 3+ Years Plus Degree
Posted 5/4/2022
Closes 6/4/2022
Time Left 0 Days
DMA #84
Found In News / Talent - Meteorologist
 News / Talent - Meteorologist (AMS Seal)



Meteorologist

Human Resources Manager
 WDEF 3300 Broad Street
 Chattanooga TN 37408

WDEF-TV, Inc. seeks an on-air Meteorologist. This person will produce and present on-air and on-line weather forecasts for multiple newscasts. Candidates must have a meteorology degree or military meteorologist specialty training. Video demo reel required. Other duties include live reports for newscasts, school visits and other public appearances. EEO M/F/D/V. Pre-employment background and drug screening.

Send demo reel, cover letter, and resume to: Human Resources Manager, WDEF, 3300 Broad Street, Chattanooga, TN 37408 or email hr@wdef.com.

When responding to this job ad, please mention you saw it listed at TVJobs.com

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Supplemental Information

Salary Type
Salary Range
Starting Salary / Year
Starting Salary / Hour
Job Type Full Time - Regular
Hours
Workweek
Scheduled on Holidays
Start Date
Probation Period
Benefits
Benefit Premium
401K Plan
Vacation
Paid Sick Leave
Phone Calls
Agent Phone Calls
Résumé
Cover Letter
References
Salary History
Tape / Reel
Tape Format
Tape Return
Director's Track
FAX Résumé No
TVJobs.com E-Résumé Yes
Degree Required
Contract Required
Contract Length

This form is to be placed in the Public File annually

Station: WDEF-TV
Job Title: Marketing Creative Services Producer
Date Open: 6/8/2022
Date Filled: 7/6/2022
Applicant Hired:

Applicant Name	Recruitment Source # from Referral Source Sheet	Other Source	Solicited Y or N	Unsolicited Y or N	Interviewed Y or N
		Indeed.com	Y	N	Y
		WDEF.com	Y	N	Y

Totals	2	0	2	0	2
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Recruitment Sources with 110" in Posting date were not notified

Recruitment Sources

Station: WDEF-TV
Job Title: Marketing Creative Services Producer
Date Open: 6/8/2022

ADD EMAIL DISTRIBUTION LIST

Updated 3-1-2022

Recruitment Source 1: Date Posted: 6-8-2022 Contact Person: Anne Pierre Address: P. O. Box 3226, Chatt TN 37404 Telephone: 423-267-5637	Recruitment Source 2: Date Posted: 6-8-2022 Contact Person: Edward Fletcher Address: 737 E. 10th St. Telephone: 423-266-1772	Good Neighbors 6-8-2022 Edward Fletcher 737 E. 10th St. 423-266-1772	Recruitment Source 3: Date Posted: 6-8-2022 Contact Person: Cliff Shaluta Email: cliff.shaluta@wku.edu Telephone:	Western KY Univ. 6-8-2022 Cliff Shaluta
Recruitment Source 4: Date Posted: 6-8-2022 Contact Person: Vickye Bone Address: vbone@ulchatt.net Telephone: 423-756-1762	Recruitment Source 5: Date Posted: 6-8-2022 Contact Person: Susannah Berry Address: 100 W, MLK Blvd, Suite 503 Telephone: 1-800-251-3689	TN Human Rights Co. 6-8-2022 Susannah Berry 100 W, MLK Blvd, Suite 503 1-800-251-3689	Recruitment Source 6: Date Posted: 6-8-2022 Contact Person: Vicki G. Hardin Telephone:	Univ. of West GA 6-8-2022 Vicki G. Hardin
Recruitment Source 7: Date Posted: 6-8-2022 Contact Person: Jo Ann Putnam www.doi.state.ga.us/em/recruit_new_employees.htm Telephone: 706-272-2301	Recruitment Source 8 Date Posted: 0 Contact Person: www.jazhr.com Telephone:	Jazzhr/Indeed/LinkedIn.com 0	Recruitment Source 9: Date Posted: 6-8-2022 Contact Person: http://fabrn.org Telephone:	TAB 6-8-2022
Recruitment Source 10: Date Posted: 6-8-2022 Contact Person: Lisa Murphy www.facebook.com Telephone: 803-934-3191	Recruitment Source 11: Date Posted: 6-8-2022 Contact Person: Ms. Donna Cooper Address: 651 Vine St. Telephone: 755-4184	UTC 6-8-2022 Ms. Donna Cooper 651 Vine St. 755-4184	Recruitment Source 12: Date Posted: 6-8-2022 Contact Person: Diane Guinn Address: 265 Bicentennial Trail Telephone: 706-764-3550	NW Tech. Instit. 6-8-2022 Diane Guinn 265 Bicentennial Trail 706-764-3550
Recruitment Source 13: Date Posted: 6-8-2022 Contact Person: Lisa Murphy Email: lmurphy@wdef.com Telephone: 423-786-1200	Recruitment Source 14: Date Posted: 6-8-2022 Contact Person: https://app.purplebricbase.com/jobs/myjobs/edit/new Telephone:	Lee University 6-8-2022	Recruitment Source 15: Date Posted: 6-8-2022 Contact Person: Address: P.O. Box 370 Telephone: 423-238-3159	Southern Adv. Univ. 6-8-2022
Recruitment Source 16: Date Posted: 6-8-2022 Contact Person: www.collegecentral.com Telephone: 423-478-6221	Recruitment Source 17: Date Posted: 6-8-2022 Contact Person: Dr. Gloria Wright Address: 100 W. College St. Telephone: 803-778-1620	Morris College 6-8-2022 Dr. Gloria Wright 100 W. College St. 803-778-1620	Recruitment Source 18: Date Posted: 6-8-2022 Contact Person: Walter Cooper Email: wcooper1@tuskegee.edu Telephone: 334-727-8294	Tuskegee Univ. 6-8-2022 Walter Cooper

Recruitment Source 19: LeMoyné-Owen College
Date Posted: 6-8-2022
Contact Person: Dr. Robert Williams
Address: 807 Walker Avenue
Telephone: 901-435-1677

Recruitment Source 20: Benedict College
Date Posted: 6-8-2022
Contact Person: Dr. Roslyn Artis
Address: 1600 Harden St.
Telephone: 803-253-5201

Recruitment Source 21: Shaw Univ.
Date Posted: 6-8-2022
Contact Person:
Address: 118 E. South St. Raleigh
Telephone: 919-546-8280

Recruitment Source 22: Bethune-Cookman College
Date Posted: 6-8-2022
Contact Person: Ms. Davita Bonner
Address: 640 Dr. Mary McLeod Bethune Blvd
Telephone: 386-481-2000

Recruitment Source 23: Johnson C. Smith Univ.
Date Posted: 6-8-2022
Contact Person: Mr. Takeem Dean
Address: 100 Beatties Ford Rd.
Telephone: 704-378-1007

Recruitment Source 24: MTSU
Date Posted: 6-8-2022
Contact Person: Greg Plitts
Address: 615-898-5171
Email: greg.plitts@mtsu.edu

Recruitment Source 25: Chatt. Times/Free Press
Date Posted: 0
Contact Person: Classified Dept.
Address: www.timesfreepress.com
Telephone: 423-756-6900

Recruitment Source 26: Dalton State College
Date Posted: 6-8-2022
Contact Person:
Address: www.purplebriefcase.com/job/account/login?s=Daltonstate
Telephone: 706-272-4429

Recruitment Source 27: TV Jobs
Date Posted: 6-8-2022
Contact Person:
Address: www.tvjobs.com
Telephone: 760-754-8177

Recruitment Source 28: Chattanooga State College
Date Posted: 6-8-2022
Contact Person:
Address: <https://app.purplebriefcase.com/job/myjobs/edit/new>
Telephone: 423-697-4400

Recruitment Source 29: American Job Center
Date Posted: 6-8-2022
Contact Person: James Mattingly
Address: 5600 Bainsford Rd, Suite A5, Chattanooga, TN 37411
Telephone: 423-894-5354

Recruitment Source 30: Walk-ins
Date Posted: 0
Contact Person: Lisa Murphy
Address: lmurphy@wdef.com
Telephone: 423-785-1294

Recruitment Source 31: University of TN @ Knoxville
Date Posted: 6-8-2022
Contact Person: Sam Swan
Address: samswan@utk.edu
Telephone: 865-974-1000

Recruitment Source 32: Clark Atlanta Univ.
Date Posted: 6-8-2022
Contact Person: Dr. Cynthia Cleim
Address: 223 James P. Brawley Dr.
Telephone: 404-880-8500

Recruitment Source 33: Walker Co. Chamber
Date Posted: 6-8-2022
Contact Person: Kayla Sullivan
Address: contact@walkercochamber.com
Telephone:

Recruitment Source 34: Bryan College
Date Posted: 6-8-2022
Contact Person: Emilie Newport
Address: ebellis6824@bryan.edu
Telephone:

Recruitment Source 35: Dalton State College
Date Posted: 6-8-2022
Contact Person: J Littlefield
Address: jlittlefield@daltonstate.edu
Telephone:

Recruitment Source 36: Career Page
Date Posted: 6-8-2022
Contact Person: Suzan Strong
Address: www.careerpage.org
Telephone:

Recruitment Source 37: Cleveland State
Date Posted: 6-8-2022
Contact Person: Ashley Raburn
Email: araburn@clevelandstatecc.edu
Telephone: 423-478-6221

Recruitment Source 40: UTC
Date Posted: 6-8-2022
Contact Person: Felicia-Hilt
Email: Felicia-Hilt@utc.edu
Telephone:

Recruitment Source 43: Morris Network
Date Posted: 6-8-2022
Contact Person: Atrn: GM's
Email: dkjngram@wxxv25.com; cmerritt@wwaytv3.com; russellh@wcbi.com; vcockrell@wtvq.com; fbuccelli@41nbc.com

Recruitment Source 46: MorrisMultimedia
Date Posted: 6-8-2022
Contact Person: Lisa Murphy
www.morrismultimedia.com/employment/
Telephone:

Recruitment Source 38: Cleveland State
Date Posted: 6-8-2022
Contact Person: Sandy Kirby
Email: skirby03@clevelandstatecc.edu
Telephone: 423-478-6221

Recruitment Source 41: UTC
Date Posted: 6-8-2022
Contact Person: Michael Andrews
Email: michael-andrews@utc.edu
Telephone:

Recruitment Source 44: Economic & Community Dev.
Date Posted: 6-8-2022
Contact Person: Anthony Sammons
Email: asammons@chattanooga.gov
Telephone: 423-643-7300

Recruitment Source 39: HR TV Spot
Date Posted: 6-8-2022
Contact Person: Lisa Murphy
Email: hr@wdef.com
Telephone: 423-7851200

Recruitment Source 42: UTC
Date Posted: 6-8-2022
Contact Person: John Zibluck
Email: john-b-zibluck@utc.edu
Telephone:

Recruitment Source 45: WDEF Emails
Date Posted: 6-8-2022
Contact Person: Lisa Murphy
Email: wdefstaffDL@wdef.com
Telephone:



Broadcast Employment Services

WDEF (CBS) Chattanooga, Tennessee

Position Marketing Creative Services
Producer
Station Ownership Morris Network, Inc.
Station Slogan "To the Point"
Reference # TVJ#34398953
Type Television
Full / Part Full Time - Regular
Experience 0
Posted 6/8/2022
Closes 7/8/2022
Time Left 0 Days
DMA #84
Found In Creative Services Producer
 Marketing Producer



**Marketing Creative Services
 Producer**

**MARKETING CREATIVE SERVICES
 PRODUCER**

WDEF seeks qualified candidates for a Marketing Creative Services Producer. This position will work extensively on web and social content for both the station and marketing clients, video production of commercial and promotional messaging, and assist in staging and execution of station events and promotions. Knowledge of Photoshop and other Adobe products helpful. Demonstrable video shooting and editing skills preferred. EEO M/F/D/V. Pre-employment background and drug screening. Please send resume to Human Resources, WDEF-TV, 3300 Broad Street, Chattanooga, TN 37408 or email to hr@wdef.com , or fax to 423-785-1271. No phone calls please.

When responding to this job ad, please mention you saw it listed at TVJobs.com

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i Supplemental Information

Salary Type
Salary Range
Starting Salary / Year
Starting Salary / Hour
Job Type Full Time - Regular
Hours
Workweek
Scheduled on Holidays
Start Date
Probation Period
Benefits Yes
Benefit Premium
401K Plan Available
Vacation Yes
Paid Sick Leave Yes
Phone Calls
Agent Phone Calls
Résumé
Cover Letter
References
Salary History
Tape / Reel
Tape Format
Tape Return
Director's Track
FAX Résumé No
TVJobs.com E-Résumé Yes
Degree Required
Contract Required
Contract Length

This form is to be placed in the Public File annually

Station: WDEF-TV
Job Title: AE (New Business Development Specialist)
Date Open: 3-24-2022 - Reposted 7-15-2022
Date Filled: 7/27/2022
Applicant Hired:

Applicant Name	Recruitment Source		Other Source	Solicited Y or N	Unsolicited Y or N	Interviewed Y or N
	# from Referral	Source Sheet				
		13	wdef.com	Y	N	Y
	8		jazzhr.com	Y	N	Y
	14		Lee University	Y	N	Y
	13		wdef.com	Y	N	Y
	13		wdef.com	Y	N	Y
Totals		5		0	5	5

Recruitment Sources with "0" in Posting date were not Notified.

Recruitment Sources

Station: WDEF-TV
 Job Title: Account Executive (New Business Development Specialist)
 Date Open: 3-24-2022 & Reposted 7-15-2022

Recruitment Source 1:	NAACP	Recruitment Source 2:	Good Neighbors	Recruitment Source 3:	Western KY Univ.
Date Posted: 03/24/22	03/24/22	Date Posted: 03/24/22	03/24/22	Date Posted: 03/24/22	03/24/22
Contact Person: Anne Pierre	Anne Pierre	Contact Person: Joan Campbell	Joan Campbell	Contact Person: Cliff Shaluta	Cliff Shaluta
Address: naacpchatt@gmail.com	423-267-5637	Address: goodneighbors@epbfi.com		Address: cliff.shaluta@wku.edu	
Email: naacpchatt@gmail.com		Email: goodneighbors@epbfi.com		Email: cliff.shaluta@wku.edu	
Recruitment Source 4:	Urban League	Recruitment Source 5:	TN Human Rights Co.	Recruitment Source 6:	Univ. of West GA
Date Posted: 03/24/22	03/24/22	Date Posted: 3-30-2022	3-30-2022	Date Posted: 3-30-2022	3-30-2022
Contact Person: Estephannie Acheson	Estephannie Acheson	Contact Person: Feleasha Page Johnson	Feleasha Page Johnson	Contact Person: Vicki G. Hardin	Vicki G. Hardin
Address: eacheson@ulchatt.net		Address: Feleasha.Johnson@tn.gov		Address: https://app.joinhandshake.com	
Telephone: 423-756-1762 ext.10		Email: Feleasha.Johnson@tn.gov		Telephone: https://app.joinhandshake.com	
Recruitment Source 7:	GA Dept. of Labor	Recruitment Source 8	Jazzhr/Indeed/LinkedIn.com	Recruitment Source 9:	TAB
Date Posted: 03/24/22	03/24/22	Date Posted: 3-30-2022	3-30-2022	Date Posted: 3-30-2022	3-30-2022
Contact Person: Jo Ann Putnam	Jo Ann Putnam	Contact Person: www.jazzhr.com		Contact Person: Online: http://tabtn.org	
Online: www.recruit-new-employees		Online: www.jazzhr.com		Online: http://tabtn.org	
Telephone: 706-272-2301		Telephone: www.jazzhr.com		Telephone: http://tabtn.org	
Recruitment Source 10:	Facebook	Recruitment Source 11:	UTC	Recruitment Source 12:	Georgia NW Tech College
Date Posted: 3-30-2022	3-30-2022	Date Posted: 3-30-2022	3-30-2022	Date Posted: 3-30-2022	3-30-2022
Contact Person: www.facebook.com		Contact Person: Address: https://app.joinhandshake.com		Contact Person: Address: https://app.joinhandshake.com	
Telephone: 803-934-3191		Online: https://app.joinhandshake.com		Address: https://app.joinhandshake.com	
Recruitment Source 13:	WDEF.com	Recruitment Source 14:	Lee University	Recruitment Source 15:	Southern Adv. Univ.
Date Posted: 03/24/22	03/24/22	Date Posted: 3-30-2022	3-30-2022	Date Posted: 3-30-2022	3-30-2022
Contact Person: Lisa Murphy	Lisa Murphy	Contact Person: https://app.joinhandshake.com		Contact Person: Online: https://app.joinhandshake.com	
Email: lmurphy@wdef.com		https://app.joinhandshake.com		Online: https://app.joinhandshake.com	
Recruitment Source 16:	Cleveland State	Recruitment Source 17:	Economic & Community Dev.	Recruitment Source 18:	Tuskegee Univ.
Date Posted: 3-30-2022	3-30-2022	Date Posted: 3-30-2022	3-30-2022	Date Posted: 3-30-2022	3-30-2022
Contact Person: www.collegecentral.com		Contact Person: Anthony Sammons	Anthony Sammons	Contact Person: Email: wcooper1@tuskegee.edu	Walter Cooper
Telephone: 423-478-6221		Email: asammons@chattanooga.gov	asammons@chattanooga.gov	Email: wcooper1@tuskegee.edu	
		Telephone: 423-643-7300	423-643-7300	Telephone: 334-727-8011	

Recruitment Source 19: LeMoyné-Owen College
Date Posted: 3-30-2022
Contact Person:
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 20: Benedict College
Date Posted: 3-30-2022
Contact Person: Dr. Roslyn Artis
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 21: Shaw Univ.
Date Posted: 3-30-2022
Contact Person:
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 22: WDEF Emails
Date Posted: 0
Contact Person: Lisa Murphy
Email: wdefstaffDL@wdef.com
Online:

Recruitment Source 23: Johnson C. Smith Univ.
Date Posted: 3-30-2022
Contact Person:
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 24: MTSU
Date Posted: 3-30-2022
Contact Person: Greg Pitts
615-898-5171
Email: greg.pitts@mtsu.edu

Recruitment Source 25: Chatt. Times/Free Press
Date Posted: 0
Contact Person: Classified Dept.
www.timesfreepress.com
Telephone: 423-756-6900

Recruitment Source 26: Dalton State College
Date Posted: 3-30-2022
Address:
Telephone: 706-272-4429

Recruitment Source 27: TV Jobs
Date Posted: 0
Contact Person:
Online: www.tvjobs.com
Telephone: 760-754-8177

Recruitment Source 28: Chattanooga State College
Date Posted: 3-30-2022
Contact Person:
<https://app.purplebriefcase.com/pbe/myJobs/edit/new>
Telephone: 423-697-4400

Recruitment Source 29: American Job Center
Date Posted: 3-30-2022
Contact Person: James Mattingly
Address
Email: James.Mattingly@tn.gov

Recruitment Source 30: Walk-Ins
Date Posted: 0
Contact Person: Lisa Murphy
Email: lmurphy@wdef.com
Telephone: 423-785-1294

Recruitment Source 31: University of TN @ Knoxville
Date Posted: 3-30-2022
Contact Person: Mike Martinez
Email: mmarti82@utk.edu
Telephone:

Recruitment Source 32: Clark Atlanta Univ.
Date Posted: 3-30-2022
Contact Person:
Online: <https://app.joinhandshake.com>
Telephone: 404-880-8500

Recruitment Source 33: Walker Co. Chamber
Date Posted: 3-30-2022
Contact Person: Bobby Daniels
Email: contact@walkercochamber.com
Telephone:

Recruitment Source 34: Bryan College
Date Posted: 3-30-2022
Contact Person:
Online: <http://app.joinhandshake.com>
Telephone:

Recruitment Source 35: Dalton State College
Date Posted: 3-30-2022
Contact Person: J Littlefield
Email: jlittlefield@daltonstate.edu
Telephone:

Recruitment Source 36: Career Page
Date Posted: 3-30-2022
Contact Person: Suzan Strong
Online: www.careerpage.org
Telephone:

Recruitment Source 37: Cleveland State
Date Posted: 3-30-2022
Contact Person: Ashley Raburn
Email: araburn@clevelandstatecc.edu
Telephone: 423-478-6221

Recruitment Source 38: Cleveland State
Date Posted: 3-30-2022
Contact Person: Sandy Kirby
Email: skirby03@clevelandstatecc.edu
Telephone: 423-478-6221

Recruitment Source 39: HR TV Spot
Date Posted: 03/24/22
Contact Person: Lisa Murphy
Email: hr@wdef.com
Telephone: 423-7851200

Recruitment Source 40: UTC
Date Posted: 3-30-2022
Contact Person: Felicia-Hitt
Email: Felicia-Hitt@utc.edu
Telephone:

Recruitment Source 41: UTC
Date Posted: 3-30-2022
Contact Person: Michael Andrews
Email: michael-andrews@utc.edu
Telephone:

Recruitment Source 42: UTC
Date Posted: 3-30-2022
Contact Person: John Zibluck
Email: john-b-zibluck@utc.edu
Telephone:

Recruitment Source 43: Morris Network
Date Posted: 03/24/22
Contact Person: Attn: GM's
Email: dkingram@wxxv25.com; cmerritt@wwavv3.com; russelln@wcbi.com; vcocckrell@wfvq.com; tbuccelli@41nbc.com

Recruitment Source 44: MorrisMultimedia
Date Posted: 3-30-2022
Contact Person: Lisa Murphy
Online: morrismultimedia.com/employment/
Telephone:

Updated 8-11-2022 to Online & Emails

 **Flood Warning (Severe) - Alabama: Jackson, AL, Madison, AL, Marshall, AL**

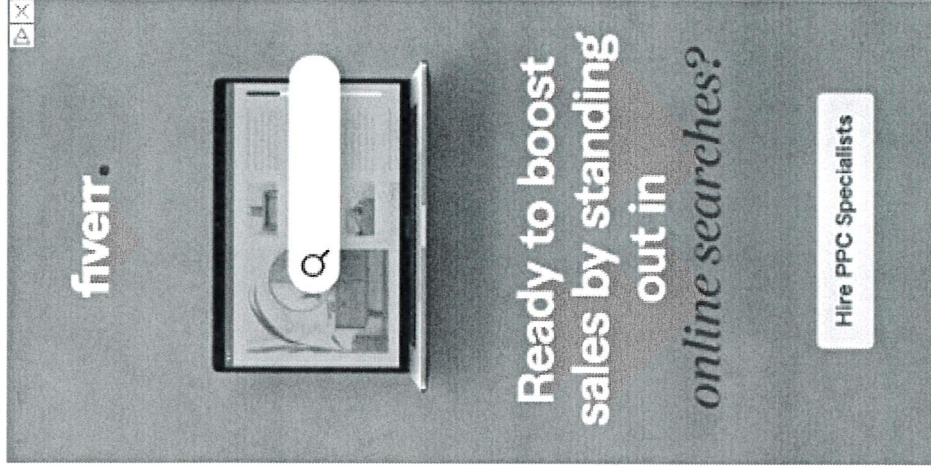
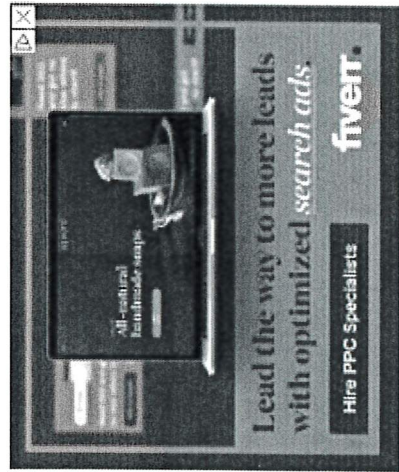
Account Executive (New Business Specialist)

March 24, 2022 by WIDEAdmin

WDEF-TV, Inc. in Chattanooga, TN, is seeking an Account Executive (AE) who can take us to the next level. The AE will develop new business by recommending marketing solutions that produce measurable results, with both television and digital marketing. The candidate will have full access to a suite of the most effective and efficient Broadcast Television advertising and Digital Marketing products and services.

Television Advertising & Production solutions include:

- Commercial Spot Advertising Campaigns
- Paid Programming & Infomercials
- Local & National News Sponsorships
- Sponsored Content & Segments
- PSA/Cause Marketing Partnerships
- Video Production – commercial & long form



LATEST VIDEO



Job Details

Job Details

Position:
 Exempt date to display this job order on the system: 05-15-22

Last date this job order will be displayed on the system: 10-15-22

Type of job: Regular

Full-Time or Part-Time: Full Time (30 Hours or More)

Remote Work / Work at Home: Not Specified

Anticipated job duration: Over 150 Days

Does this job fall within any of the following special categories:

Maximum number of applicants you would like to consider at this time: 25

[Edit Job Details]

Job Description

Job Description

Job Description

The AE will develop new business by recommending marketing solutions that produce measurable results, with both television and digital marketing. The candidate will have full access to a suite of the most effective and efficient Broadcast Television advertising and Digital Marketing products and services.

The candidate must demonstrate experience developing and cultivating new and existing leads through cold calls, telephone prospecting, request for proposals, etc. The AE candidate must have qualitative evidence of sales success as well as digital marketing knowledge. Earning the many digital marketing products and how they work together to create a strategy is paramount to the candidate's success.

[Edit Job Description]

Skills

Skills

Listed below are the skills that are associated with this occupation.

1. consult with managerial or supervisory personnel
2. analyze data to determine trends
3. analyze market participation or changes in organization emphasis
4. coordinate social service activities with resource providers
5. maintain relationships with agency personnel or community organizations
6. conduct training for personnel
7. train instructors in training techniques
8. understand artistic crafts production methods
9. prepare contract documents
10. analyze financial data
11. develop or maintain budgeting databases
12. learn trends in world trade
13. prepare budget reports

Current Technology skills that are associated with this job

Current Tools that are associated with this job

This form is to be placed in the Public File annually

Station: WDEF-TV
Job Title: Multi Media Journalist
Date Open: 6/28/2022
Date Filled: 9/6/2022
Applicant Hired:

Applicant Name	Recruitment Source # from Referral Source Sheet	Other Source	Solicited		Unsolicited		Interviewed	
			Y or N	Y or N	Y or N	Y or N		
	8	jazzhr.com	Y	N	N	Y	Y	
	8	jazzhr.com	Y	N	N	Y	Y	
	8	jazzhr.com	Y	N	N	Y	Y	
	8	jazzhr.com	Y	N	N	Y	Y	
		Internal	Y	N	N	Y	Y	

Totals			5	5	0	0	5
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Recruitment Sources with "0" in Posting date were Not Notified.

Recruitment Sources

ADD EMAIL DISTRIBUTION LIST

Updated 8-11-2022

WDEF-TV
Multi Media Journalist
6/28/2022

Recruitment Source 1: Date Posted: Contact Person: Address: Email: naacpchatt@gmail.com	NAACP 6-28-2022 Anne Pierre 423-267-5637	Good Neighbors 6-28-2022 Joan Campbell goodneighbors@epbf.com	Recruitment Source 2: Date Posted: Contact Person: Address: Email: goodneighbors@epbf.com	Western KY Univ. 6-28-2022 Cliff Shaluta cliff.shaluta@wku.edu
Recruitment Source 4: Date Posted: Contact Person: Address: Telephone:	Urban League 6-28-2022 Vicky Bone vbone@ulchatt.net 423-756-1762	TN Human Rights Co. 6-28-2022 Feleesha Page Johnson Feleesha.Johnson@tn.gov	Recruitment Source 5: Date Posted: Contact Person: Address: Email: Feleesha.Johnson@tn.gov	Univ. of West GA 6-28-2022 Vicki G. Hardin https://app.joinhandshake.com
Recruitment Source 7: Date Posted: Contact Person: Online: www.https://dol.georgia.gov/recruit-new-employees Telephone:	GA Dept. of Labor 6-28-2022 Jo Ann Putnam 706-272-2301	Jazzhr/Indeed/LinkedIn.com 6-28-2022 www.jazzhr.com	Recruitment Source 8 Date Posted: Contact Person: Online: www.jazzhr.com Telephone:	TAB 6-28-2022 http://tabtn.org
Recruitment Source 10: Date Posted: Contact Person: www.facebook.com Telephone:	Facebook 6-28-2022 Lisa Murphy 803-934-3191	UTC 6-28-2022 https://app.joinhandshake.com	Recruitment Source 12: Date Posted: Contact Person: Address: https://app.joinhandshake.com	Georgia NW Tech College 6-28-2022
Recruitment Source 13: Date Posted: Contact Person: Email: lmurphy@wdef.com	WDEF.com 6-28-2022 Lisa Murphy	Lee University 6-28-2022 https://app.joinhandshake.com	Recruitment Source 15: Date Posted: Contact Person: Online: https://app.joinhandshake.com	Southern Adv. Univ. 6-28-2022
Recruitment Source 16: Date Posted: Contact Person: www.collegescentral.com Telephone:	Cleveland State 6-28-2022 423-478-6221	Economic & Community Dev. 6-28-2022 Anthony Sammons asammons@chattanooga.gov 423-643-7300	Recruitment Source 18: Date Posted: Contact Person: Email: wcooper1@tuskegee.edu Telephone:	Tuskegee Univ. 6-28-2022 Walter Cooper 334-727-8011

Recruitment Source 19: LeMoyné-Owen College
Date Posted: 6-28-2022
Contact Person:
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 22: WDEF Emails
Date Posted: 0
Contact Person: Lisa Murphy
Email: wdefstaffDL@wdef.com
Online:

Recruitment Source 25: Chatt. Times/Free Press
Date Posted: 0
Contact Person: Classified Dept.
www.timesfreepress.com
Telephone: 423-756-6900

Recruitment Source 28: Chattanooga State College
Date Posted: 0
Contact Person:
<https://app.purplebriefcase.com/bbe/myJobs/edit/new>
Telephone: 423-697-4400

Recruitment Source 31: University of TN @ Knoxville
Date Posted: 6-28-2022
Contact Person: Mike Martinez
Email: mhmart182@utk.edu
Telephone:

Recruitment Source 34: Bryan College
Date Posted: 6-28-2022
Contact Person:
Online: <http://app.joinhandshake.com>
Telephone:

Recruitment Source 20: Benedict College
Date Posted: 6-28-2022
Contact Person: Dr. Roslyn Artis
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 23: Johnson C. Smith Univ.
Date Posted: 6-28-2022
Contact Person:
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 26: Dalton State College
Date Posted: 6-28-2022
<https://app.joinhandshake.com>
Address:
Telephone: 706-272-4429

Recruitment Source 29: American Job Center
Date Posted: 6-28-2022
Contact Person: James Mattingly
Address
Email: James.Mattingly@tn.gov

Recruitment Source 32: Clark Atlanta Univ.
Date Posted: 6-28-2022
Contact Person:
Online: <https://app.joinhandshake.com>
Telephone: 404-880-8500

Recruitment Source 35: Dalton State College
Date Posted: 6-28-2022
Contact Person: J Littlefield
Email: jlittlefield@daltonstate.edu
Telephone:

Recruitment Source 21: Shaw Univ.
Date Posted: 6-28-2022
Contact Person:
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 24: MTSU
Date Posted: 6-28-2022
Contact Person: Greg Pitts
615-898-5171
Email: greg.pitts@mtsu.edu

Recruitment Source 27: TV Jobs
Date Posted: 6-28-2022
Contact Person:
Online: www.tvjobs.com
Telephone: 760-754-8177

Recruitment Source 30: Walk-Ins
Date Posted: 6-28-2022
Contact Person: Lisa Murphy
Email: lmurphy@wdef.com
Telephone: 423-785-1294

Recruitment Source 33: Walker Co. Chamber
Date Posted: 6-28-2022
Contact Person: Bobby Daniels
Email: contact@walkercochamber.com
Telephone:

Recruitment Source 36: Career Page
Date Posted: 6-28-2022
Contact Person: Suzan Strong
Online: www.careerpage.org
Telephone:

Recruitment Source 37: Cleveland State
Date Posted: 6-28-2022
Contact Person: Ashley Raburn
Email: araburn@clevelandstatecc.edu
Telephone: 423-478-6221

Recruitment Source 40: UTC
Date Posted: 6-28-2022
Contact Person: Felicia-Hilt
Email: Felicia-Hilt@utc.edu
Telephone:

Recruitment Source 43: Morris Network
Date Posted: 6-28-2022
Contact Person: Attn: GM's
Email: dkingram@wxxv25.com; cmerritt@wwaytv3.com; russelln@wcbi.com; vcookrell@wtvq.com; tbuccelli@41nbc.com

Recruitment Source 38: Cleveland State
Date Posted: 6-28-2022
Contact Person: Sandy Kirby
Email: skirby03@clevelandstatecc.edu
Telephone: 423-478-6221

Recruitment Source 41: UTC
Date Posted: 6-28-2022
Contact Person: Michael Andrews
Email: michael-andrews@utc.edu
Telephone:

Recruitment Source 44: MorrisMultimedia
Date Posted: 6-28-2022
Contact Person: Lisa Murphy
www.morrismultimedia.com/employment/
Telephone:

Recruitment Source 39: HR TV Spot
Date Posted: 6-28-2022
Contact Person: Lisa Murphy
Email: hr@wdef.com
Telephone: 423-7851200

Recruitment Source 42: UTC
Date Posted: 6-28-2022
Contact Person: John Zibituck
Email: john-b-zibituck@utc.edu
Telephone:

Updated 8-11-2022 to Online & Emails



WDEF (CBS) Chattanooga, Tennessee

Position Multi Media Journalist
Station Ownership Morris Network, Inc.
Station Slogan "To the Point!"
Reference # TVJ#34400216
Type Television
Full / Part Full Time - Regular
Experience 2+ Years Preferred
Posted 6/28/2022
Closes 7/28/2022
Time Left 0 Days
DMA #84
Found In News / Talent - Multi-Media Journalist



Multi Media Journalist

Human Resources Manager
 WDEF
 3300 Broad Street
 Chattanooga TN 37408

Multi Media Journalist - WDEF-TV, is looking for a Multi Media Journalist. Individual must gather, investigate, log and write news stories for WDEF newscasts and web-based platforms. Must be a self starter who understands how to get at a story, how to follow through on story development, and how to report in a concise, accurate manner. Must be able to shoot and edit video. 1-3 years experience preferred. Duties for this position include some newscast producing. Send cover letter and references with resume to Human Resources: WDEF-TV 3300 Broad St, Chattanooga, TN 37408 or email hr@wdef.com or fax: 423/785-1271. No phone calls please. EEO M/F/D/V. Must pass pre-employment background and drug screening.

When responding to this job ad, please mention you saw it listed at TVJobs.com

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Annual E-Resumé subscription required.

[[View other WDEF job listings](#)]

Supplemental Information

Salary Type	Negotiable
Salary Range	
Starting Salary / Year	
Starting Salary / Hour	
Job Type	Full Time - Regular
Hours	
Workweek	
Scheduled on Holidays	
Start Date	
Probation Period	
Benefits	Yes
Benefit Premium	
401K Plan	Available
Vacation	Yes
Paid Sick Leave	Yes - Full Time Only
Phone Calls	No Phone Calls Please
Agent Phone Calls	
Résumé	Required
Cover Letter	Required
References	Required
Salary History	
Tape / Reel	
Tape Format	
Tape Return	
Director's Track	
FAX Résumé	No
TVJobs.com E-Résumé	Yes
Degree Required	
Contract Required	
Contract Length	
Special Requirements	
Driver's License	Required
Insurance	
Good Driving Record	Required
Heavy Lifting	
Previous Applicants	
Local Apartment Rental	
Moving Expenses	
Union Position	
Union Contract Expires	
Confirmation Letter	
Rejection Letter	
Feedback	
Drug Screen	Yes
Proof of Eligibility to work in U.S. Required	Yes
Equal Opportunity Employment	Yes
EOE Data Form	Yes

This form is to be placed in the Public File annually

Station: WDEF-TV
Job Title: Marketing Creative Services Producer
Date Open: 7/29/2022
Date Filled: 8/29/2022
Applicant Hired:

Applicant Name	Recruitment Source # from Referral Source Sheet	Other Source	Solicited		Unsolicited		Interviewed	
			Y or N	Y or N	Y or N	Y or N	Y or N	Y or N
		jazzhr.com/LinkedIn	Y		N			Y
		jazzhr.com/LinkedIn	Y		N			Y

Totals			2		2			0	2
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Recruitment Sources with "0" in Posting date were Not Notified.

Recruitment Sources

Station: WDEF-TV
Job Title: Marketing Creative Services Producer
Date Open: 7/29/2022

ADD EMAIL DISTRIBUTION LIST
 Updated 8-11-2022

Recruitment Source 1: Date Posted: 7-29-2022 Contact Person: Anne Pierre Address: 423-267-5637 Email: naacpchatt@gmail.com	Recruitment Source 2: Date Posted: 7-29-2022 Contact Person: Joan Campbell Address: goodneighbors@epbf.com Email: goodneighbors@epbf.com	Recruitment Source 3: Date Posted: 7-29-2022 Contact Person: Cliff Shaluta Address: cliff.shaluta@wku.edu	Western KY Univ. 7-29-2022
Recruitment Source 4: Date Posted: 7-29-2022 Contact Person: Vickye Bone Address: vborne@ulchatt.net Telephone: 423-756-1762	Recruitment Source 5: Date Posted: 7-29-2022 Contact Person: Feleesha Page Johnson Address: Feleesha.Johnson@tn.gov	Recruitment Source 6: Date Posted: 7-29-2022 Contact Person: Vicki G. Hardin Address: https://app.joinhandshake.com Telephone:	Univ. of West GA 7-29-2022
Recruitment Source 7: Date Posted: 7-29-2022 Contact Person: Jo Ann Putnam Online: www.dol.georgia.gov/recruit-new-employees Telephone: 706-272-2301	Recruitment Source 8: Date Posted: 7-29-2022 Contact Person: Online: www.jazzhr.com Telephone:	Recruitment Source 9: Date Posted: 7-29-2022 Contact Person: Online: http://tabtn.org Telephone:	TAB 7-29-2022
Recruitment Source 10: Date Posted: 7-29-2022 Contact Person: www.facebook.com Telephone: 803-934-3191	Recruitment Source 11: Date Posted: 7-29-2022 Contact Person: Address: Online: https://app.joinhandshake.com	Recruitment Source 12: Date Posted: 7-29-2022 Contact Person: Address: https://app.joinhandshake.com	Georgia NW Tech College 7-29-2022
Recruitment Source 13: Date Posted: 7-29-2022 Contact Person: Lisa Murphy Email: lmurphy@wdef.com	Recruitment Source 14: Date Posted: 7-29-2022 Contact Person: https://app.joinhandshake.com	Recruitment Source 15: Date Posted: 7-29-2022 Contact Person: Online: https://app.joinhandshake.com	Southern Adv. Univ. 7-29-2022
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Recruitment Source 19: LeMoyne-Owen College
Date Posted: 7-29-2022
Contact Person:
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 22: Bethune-Cookman College
Date Posted: 7-29-2022
Contact Person: Ms. Davita Bonner
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 25: Chatt. Times/Free Press
Date Posted: 0
Contact Person: Classified Dept.
www.timesfreepress.com
Telephone: 423-756-6900

Recruitment Source 28: Chattanooga State College
Date Posted: 7-29-2022
Contact Person:
<https://app.purplebriefcase.com/bbe/my.jobs/ctcf/new>
Telephone: 423-697-4400

Recruitment Source 31: University of TN @ Knoxville
Date Posted: 7-29-2022
Contact Person: Mike Martinez
Email: mmart82@utk.edu
Telephone:

Recruitment Source 34: Bryan College
Date Posted: 7-29-2022
Contact Person:
Online: <http://app.joinhandshake.com>
Telephone:

Recruitment Source 20: Benedict College
Date Posted: 7-29-2022
Contact Person: Dr. Roslyn/Arts
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 23: Johnson C. Smith Univ.
Date Posted: 7-29-2022
Contact Person:
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 26: Dalton State College
Date Posted: 0
Address: <https://app.joinhandshake.com>
Telephone: 706-272-4429

Recruitment Source 29: American Job Center
Date Posted: 7-29-2022
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Address
Email: James.Mattingly@tm.gov

Recruitment Source 32: Clark Atlanta Univ.
Date Posted: 7-29-2022
Contact Person:
Online: <https://app.joinhandshake.com>
Telephone: 404-880-8500

Recruitment Source 35: Dalton State College
Date Posted: 7-29-2022
Contact Person:
Email: jittiefield@daltonstate.edu
Telephone:

Recruitment Source 21: Shaw Univ.
Date Posted: 7-29-2022
Contact Person:
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 24: MTSU
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Date Posted: 0
Contact Person:
Online: www.tvjobs.com
Telephone: 760-754-8177

Recruitment Source 30: Walk-Ins
Date Posted: 7-29-2022
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Email: lmurphy@wdef.com
Telephone: 423-786-1294

Recruitment Source 33: Walker Co. Chamber
Date Posted: 7-29-2022
Contact Person: Bobby Daniels
Email: contact@walkercochamber.com
Telephone:

Recruitment Source 36: Career Page
Date Posted: 7-29-2022
Contact Person: Suzan Strong
Online: www.careerpage.org
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Recruitment Source 37: Cleveland State
Date Posted: 7-29-2022
Contact Person: Ashley Raburn
Email: araburn@clevelandstatecc.edu
Telephone: 423-478-6221

Recruitment Source 40: UTC
Date Posted: 7-29-2022
Contact Person: Felicia-Hilt
Email: Felicia-Hilt@utc.edu
Telephone:

Recruitment Source 43: Morris Network
Date Posted: 7-29-2022
Contact Person: Atrn: GM's
Email: dklingram@wxxv25.com; omeritt@wwavt3.com; russellin@wcbi.com; vcookrell@wtvq.com; tbuccelli@41nbc.com

Recruitment Source 38: Cleveland State
Date Posted: 7-29-2022
Contact Person: Sandy Kirby
Email: skirby03@clevelandstatecc.edu
Telephone: 423-478-6221

Recruitment Source 41: UTC
Date Posted: 7-29-2022
Contact Person: Michael Andrews
Email: michael-andrews@utc.edu
Telephone:

Recruitment Source 44: MorrisMultimedia
Date Posted: 7-29-2022
Contact Person: Lisa Murphy
www.morrismultimedia.com/employment/
Telephone:

Recruitment Source 39: HR TV Spot
Date Posted: 7-29-2022
Contact Person: Lisa Murphy
Email: hr@wdef.com
Telephone: 423-7851200

Recruitment Source 42: UTC
Date Posted: 7-29-2022
Contact Person: John Zibiluck
Email: john-b-zibiluck@utc.edu
Telephone:

Recruitment Source 45: WDEF Emails
Date Posted: 0
Contact Person: Lisa Murphy
Email: wdefstaffDL@wdef.com
Telephone:

Updated 8-11-2022 to Online & Emails

Letters were sent out on this job posting



Broadcast Employment Services

WDEF (CBS) Chattanooga, Tennessee

Marketing Creative Services Producer

Idorhis Network Inc

"To the Point"

TV#34398953

Television

Full Time - Regular

0

7-28-2022

8-29-2022

0 Days

#64

Creative Services Producer

Marketing Producer

Position

Station Ownership

Station Slogan

Reference #

Type

Full / Part

Experience

Posted

Closes

Time Left

DMA

Found In



Marketing Creative Services Producer

MARKETING CREATIVE SERVICES PRODUCER

WDEF seeks qualified candidates for a Marketing Creative Services Producer. This position will work extensively on web and social content for both the station and marketing clients. Video production of commercial and promotional messaging and assist in staging and execution of station events and promotions. Knowledge of Photoshop and other Adobe products helpful. Demonstrable video shooting and editing skills preferred. EEO M/F/D/V. Pre-employment background and drug screening. Please send resume to Human Resources WDEF-TV 3300 Broad Street Chattanooga TN 37408 or email to hr@wdef.com or fax to 423-765-1271. No phone calls please.

When responding to this job ad please mention you saw it listed at TVJobs.com

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Atlanta, GA 30303

View other WDEF job listings

Salary Type	
Salary Range	
Starting Salary / Year	
Starting Salary / Hour	
Job Type	
Hours	
Workweek	
Scheduled on Holidays	
Start Date	
Probation Period	
Benefits	
Benefit Premium	
401K Plan	
Vacation	
Paid Sick Leave	
Phone Calls	
Agent Phone Calls	
Résumé	
Cover Letter	
References	
Salary History	
Tape / Reel	
Tape Format	
Tape Return	
Director's Track	
FAX Résumé	
TVJobs.com E-Résumé	
Degree Required	
Contract Required	
Contract Length	

This form is to be placed in the Public File annually

Station: WDEF-TV
Job Title: Multi Media Journalist
Date Open: 10/3/2022
Date Filled:
Applicant Hired:

Applicant Name	Recruitment Source # from Referral	Source Sheet	Other Source	Solicited		Unsolicited		Interviewed	
				Y or N	Y or N	Y or N	Y or N	Y or N	Y or N
	8		jazzhr.com	Y		N		Y	
	8		jazzhr.com	Y		N		Y	
	13		wdef.com	Y		N		Y	
	8		jazzhr.com	Y		N		Y	
	8		jazzhr.com	Y		N		Y	
	8		jazzhr.com	Y		N		Y	
	8		jazzhr.com	Y		N		Y	

Totals 7 0 7

Recruitment Sources with '10' in Posting date were Not Added.

ADD EMAIL DISTRIBUTION LIST
 Updated 8-11-2022

Recruitment Sources

Station: WDEF-TV
Job Title: Multi Media Journalist
Date Open: 10/3/2022

Recruitment Source 1:
Date Posted: 10-3-2022
Contact Person: Anne Pierre
Address:
Email: natcpchatt@gmail.com

Recruitment Source 2:
Date Posted: 10-3-2022
Contact Person: Joan Campbell
Address:
Email: goodneighbors@epbfri.com

Recruitment Source 3:
Date Posted: 10-3-2022
Contact Person: Cliff Shaluta
Address:
Email: cliff.shaluta@wku.edu

Recruitment Source 4:
Date Posted: 10-3-2022
Contact Person: Estephanie Acheson
Address: [Email: eacheson@ulchatt.net](mailto:eacheson@ulchatt.net)
Telephone: 423-756-1762 ext. 10

Recruitment Source 5:
Date Posted: 10-3-2022
Contact Person: Feleesha Page Johnson
Address:
Email: Feleesha.Johnson@in.gov

Recruitment Source 6:
Date Posted: 10-3-2022
Contact Person: Vicki G. Hardin
Address: <https://app.joinhandshake.com>
Telephone:

Recruitment Source 7:
Date Posted: 0
Contact Person: Jo Ann Putnam
Online: [www.https://dol.georgia.gov/recruit-new-employees](https://dol.georgia.gov/recruit-new-employees)
Telephone: 706-272-2301

Recruitment Source 8
Date Posted: 10-3-2022
Contact Person:
Online: www.jazzhr.com
Telephone:

Recruitment Source 9:
Date Posted: 10-3-2022
Contact Person:
Online: <http://tabtn.org>
Telephone:

Recruitment Source 10:
Date Posted: 10-3-2022
Contact Person:
www.facebook.com
Telephone: 803-934-3191

Recruitment Source 11:
Date Posted: 10-3-2022
Contact Person:
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 12:
Date Posted: 10-3-2022
Contact Person:
Address:
https://app.joinhandshake.com

Recruitment Source 13:
Date Posted: 10-3-2022
Contact Person: Lisa Murphy
Email: lmurphy@wdef.com

Recruitment Source 14:
Date Posted: 10-3-2022
Contact Person:
https://app.joinhandshake.com

Recruitment Source 15:
Date Posted: 10-3-2022
Contact Person:
Online: <https://app.joinhandshake.com>

Recruitment Source 16:
Date Posted: 10-3-2022
Contact Person:
www.collegecentral.com
Telephone: 423-478-6221

Recruitment Source 17:
Date Posted: 10-3-2022
Contact Person: Anthony Sammons
Email: asammons@chattanooga.gov
Telephone: [423-643-7300](tel:423-643-7300)

Recruitment Source 18:
Date Posted: 10-3-2022
Contact Person: Walter Cooper
Email: wcooper1@tuskegee.edu
Telephone: 334-727-8011

Recruitment Source 19:
Date Posted: 10-3-2022
Contact Person:
www.collegecentral.com
Telephone: 423-478-6221

Recruitment Source 20:
Date Posted: 10-3-2022
Contact Person: Anthony Sammons
Email: asammons@chattanooga.gov
Telephone: [423-643-7300](tel:423-643-7300)

Recruitment Source 21:
Date Posted: 10-3-2022
Contact Person: Walter Cooper
Email: wcooper1@tuskegee.edu
Telephone: 334-727-8011

Recruitment Source 22:
Date Posted: 10-3-2022
Contact Person:
www.collegecentral.com
Telephone: 423-478-6221

Recruitment Source 23:
Date Posted: 10-3-2022
Contact Person: Anthony Sammons
Email: asammons@chattanooga.gov
Telephone: [423-643-7300](tel:423-643-7300)

Recruitment Source 24:
Date Posted: 10-3-2022
Contact Person: Walter Cooper
Email: wcooper1@tuskegee.edu
Telephone: 334-727-8011

Recruitment Source 25:
Date Posted: 10-3-2022
Contact Person:
www.collegecentral.com
Telephone: 423-478-6221

Recruitment Source 26:
Date Posted: 10-3-2022
Contact Person: Anthony Sammons
Email: asammons@chattanooga.gov
Telephone: [423-643-7300](tel:423-643-7300)

Recruitment Source 27:
Date Posted: 10-3-2022
Contact Person: Walter Cooper
Email: wcooper1@tuskegee.edu
Telephone: 334-727-8011

Recruitment Source 37: Cleveland State
Date Posted: 10-3-2022
Contact Person: Ashley Raburn
Email: araburn@clevelandstatecc.edu
Telephone: 423-478-6221

Recruitment Source 40: UTC
Date Posted: 10-3-2022
Contact Person: Felicia-Hilt
Email: Felicia-Hilt@utc.edu
Telephone:

Recruitment Source 43: Morris Network
Date Posted: 10-3-2022
Contact Person: Atrn: GM's
Email: dkgingram@wxxv25.com; cmerritt@wwaytv3.com; russellin@wcbi.com; vcookrell@wvq.com; tbuccelli@41nbc.com

Recruitment Source 38: Cleveland State
Date Posted: 10-3-2022
Contact Person: Sandy Kirby
Email: skirby08@clevelandstatecc.edu
Telephone: 423-478-6221

Recruitment Source 41: UTC
Date Posted: 10-3-2022
Contact Person: Michael Andrews
Email: michael-andrews@utc.edu
Telephone:

Recruitment Source 44: MorrisMultimedia
Date Posted: 10-3-2022
Contact Person: Lisa Murphy
Online: morrismultimedia.com/employment/
Telephone:

Recruitment Source 39: HR TV Spot
Date Posted: 10-3-2022
Contact Person: Lisa Murphy
Email: hr@wdef.com
Telephone: 423-7851200

Recruitment Source 42: UTC
Date Posted: 10-3-2022
Contact Person: John Zibluck
Email: john-b-zibluck@utc.edu
Telephone:

Recruitment Source 45: Plainview Billboard
Date Posted: 0
Contact Person: Lisa Murphy
Email: lmurphy@wdef.com
Telephone:

Updated 8-11-2022 to Online & Emails



WDEF (CBS) Chattanooga, Tennessee

Position Multi Media Journalist
Station Ownership Morris Network, Inc.
Station Slogan "To the Point"
Reference # TVJ#34404364
Type Television
Full / Part Full Time - Regular
Experience 2 Years Preferred
Posted 10/4/2022
Closes 12/4/2022
Time Left 0 Days
DMA #84
Found In News / Talent - Multi-Media Journalist



Multi Media Journalist

Human Resources Manager
 WDEF
 3300 Broad Street
 Chattanooga TN 37408

Multi Media Journalist - WDEF-TV, is looking for a Multi Media Journalist. Individual must gather, investigate, log and write news stories for WDEF newscasts and web-based platforms. Must be a self starter who understands how to get at a story, how to follow through on story development, and how to report in a concise, accurate manner. Must be able to shoot and edit video. 1-3 years experience preferred. Duties for this position include some newscast producing. Send cover letter and references with resume to Human Resources: WDEF-TV 3300 Broad St, Chattanooga, TN 37408 or email hr@wdef.com or fax: 423/785-1271. No phone calls please. EEO M/F/D/V. Must pass pre-employment background and drug screening.

When responding to this job ad, please mention you saw it listed at TVJobs.com

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Annual E-Resume subscription required.

[[View other WDEF job listings](#)]

Supplemental Information

Salary Type	Negotiable
Salary Range	
Starting Salary / Year	
Starting Salary / Hour	
Job Type	Full Time - Regular
Hours	
Workweek	
Scheduled on Holidays	
Start Date	
Probation Period	
Benefits	Yes
Benefit Premium	
401K Plan	Available
Vacation	Yes
Paid Sick Leave	Yes - Full Time Only
Phone Calls	No Phone Calls Please
Agent Phone Calls	Yes
Résumé	Required
Cover Letter	Required
References	Required
Salary History	
Tape / Reel	
Tape Format	
Tape Return	
Director's Track	
FAX Résumé	No
TVJobs.com E-Résumé	Yes
Degree Required	
Contract Required	
Contract Length	
Special Requirements	
Driver's License	Required
Insurance	
Good Driving Record	Required
Heavy Lifting	
Previous Applicants	
Local Apartment Rental	
Moving Expenses	
Union Position	
Union Contract Expires	
Confirmation Letter	
Rejection Letter	
Feedback	
Drug Screen	Yes
Proof of Eligibility to work in U.S. Required	Yes
Equal Opportunity Employment	Yes
EOE Data Form	Yes

This form is to be placed in the Public File annually

Station: WDEF-TV
Job Title: Sales Assistant
Date Open: 10/11/2022
Date Filled: 12/13/2022
Applicant Hired:

Applicant Name	Recruitment Source # from Referral Source Sheet	Other Source	Solicited Y or N	Unsolicited Y or N	Interviewed Y or N
	8	jazzhr.com	Y	N	Y
	13	wdef.com	Y	N	Y
	8	jazzhr.com	Y	N	Y
	8	jazzhr.com	Y	N	Y
	8	jazzhr.com	Y	N	Y

Totals			5	0	5
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Recruitment Source 19: LeMoyne-Owen College
Date Posted: 10-11-2022
Contact Person:
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 20: Benedict College
Date Posted: 10-11-2022
Contact Person: Dr. Roslyn Artis
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 21: Shaw Univ.
Date Posted: 10-11-2022
Contact Person:
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 22: WDEF Emails
Date Posted: 10-11-2022
Contact Person: Lisa Murphy
Email: wdefstaffDL@wdef.com
Online:

Recruitment Source 23: Johnson C. Smith Univ.
Date Posted: 10-11-2022
Contact Person:
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 24: MTSU
Date Posted: 10-11-2022
Contact Person: Greg Pitts
615-898-5171
Email: greg.pitts@mtsu.edu

Recruitment Source 25: Chatt. Times/Free Press
Date Posted: 0
Contact Person: Classified Dept.
www.timesfreepress.com
Telephone: 423-756-6900

Recruitment Source 26: Dalton State College
Date Posted: 10-11-2022
<https://app.joinhandshake.com>
Address:
Telephone: 706-272-4429

Recruitment Source 27: TV Jobs
Date Posted: 0
Contact Person:
Online: www.tvjobs.com
Telephone: 760-754-8177

Recruitment Source 28: Chattanooga State College
Date Posted: 10-11-2022
Contact Person:
<https://app.burplebriefcase.com/pbe/mvJobs/edit/new>
423-697-4400
Telephone:

Recruitment Source 29: American Job Center
Date Posted: 10-11-2022
Contact Person: Peter Brown
Address:
<https://www.jobs4tn.gov/vosnet/Default.aspx>

Recruitment Source 30: Walk-Ins
Date Posted: 0
Contact Person: Lisa Murphy
Email: lmurphy@wdef.com
Telephone: 423-785-1294

Recruitment Source 31: University of TN @ Knoxville
Date Posted: 10-11-2022
Contact Person: Mike Martinez
Email: mmarti82@utk.edu
Telephone:

Recruitment Source 32: Clark Atlanta Univ.
Date Posted: 10-11-2022
Contact Person:
Online: <https://app.joinhandshake.com>
Telephone: 404-880-8500

Recruitment Source 33: Walker Co. Chamber
Date Posted: 10-11-2022
Contact Person: Bobby Daniels
Email: contact@walkercochamber.com
Telephone:

Recruitment Source 34: Bryan College
Date Posted: 10-11-2022
Contact Person:
Online: <http://app.joinhandshake.com>
Telephone:

Recruitment Source 35: Dalton State College
Date Posted: 10-11-2022
Contact Person: J Littlefield
Email: jlittlefield@daltonstate.edu
Telephone:

Recruitment Source 36: Career Page
Date Posted: 10-11-2022
Contact Person: Suzan Strong
Online: www.careerpage.org
Telephone:

Recruitment Source 37: Cleveland State
Date Posted: 10-11-2022
Contact Person: Ashley Rabum
Email: arabum@clevelandstatecc.edu
Telephone: 423-478-6221

Recruitment Source 38: Cleveland State
Date Posted: 10-11-2022
Contact Person: Sandy Kirby
Email: skirby03@clevelandstatecc.edu
Telephone: 423-478-6221

Recruitment Source 39: HR TV Spot
Date Posted: 10-11-2022
Contact Person: Lisa Murphy
Email: hr@wdef.com
Telephone: 423-7851200

Recruitment Source 40: UTC
Date Posted: 10-11-2022
Contact Person: Felicia-Hilt
Email: Felicia-Hilt@utc.edu
Telephone:

Recruitment Source 41: UTC
Date Posted: 10-11-2022
Contact Person: Michael Andrews
Email: michael-andrews@utc.edu
Telephone:

Recruitment Source 42: UTC
Date Posted: 10-11-2022
Contact Person: John Zibluck
Email: john-b-zibluck@utc.edu
Telephone:

Recruitment Source 43: Morris Network
Date Posted: 10-11-2022
Contact Person: Atrn: GM's
Email: dkingram@wxxv25.com; cmerritt@wwaytv3.com; russelln@wcbi.com; vcockrell@wtvq.com; fbuccelli@41nbc.com

Recruitment Source 44: MorrisMultimedia
Date Posted: 10-11-2022
Contact Person: Lisa Murphy
Online: morrismultimedia.com/employment/
Telephone:

Recruitment Source 45: Plainview Billboard
Date Posted: 10-11-2022
Contact Person: Lisa Murphy
Email: lmurphy@wdef.com
Telephone:

Updated 8-11-2022 to Online & Emails

Cleveland State Community College

WDEF-TV

Job Detail Information

This job has been viewed 0 times by job seekers.

Job Information

Job ID	6872897
Job Title	Sales Assistant
Job Description	Sales Assistant - WDEF-TV, Inc. has an immediate opening for a Sales Assistant. This is a detailed-oriented clerical position requiring strong communication skills. General experience and understanding of Windows-based PC software is required. Experience in broadcast sales support is a plus. Send resume to: Human Resource Dept., 3300 Broad St., Chattanooga, TN 37408, or email to HR@WDEF.Com, or fax to 423-785-1271, NO PHONE CALLS PLEASE, EOE, M/F/D/V, Background Screen.
Type of Job	Full Time
Job Location	Chattanooga, Tennessee 37408
Posting Date	10/12/2022
Expiration Date	11/11/2022

Job Requirements

Degrees Wanted	Associates
Majors Wanted	Any Major
Job Targets Wanted	Any Job Target
Special Skills Wanted	
Other Job Requirements	

Company Information

Company Name	WDEF-TV
Employer Web Site	http://www.wdef.com
Company Description	Broadcasting
Equal Opportunity Employer	Yes

Contact Information

Contact	Name: Lisa Murphy Address: 3300 Broad Street, Chattanooga, TN 37408 Phone: 4237851294 Email: hr@wdef.com
---------	--

[Go Back](#)

This form is to be placed in the Public File annually

Station: WDEF-TV
Job Title: Weekend Anchor/Reporter
Date Open: 10/20/2022
Date Filled: 2/9/2023
Applicant Hired:

Applicant Name	Recruitment Source # from Referral	Source Sheet	Other Source	Solicited Y or N	Unsolicited Y or N	Interviewed Y or N
	27		Tvjobs.com	Y	N	Y
	13		wdef.com	Y	N	Y
	27		Tvjobs.com	Y	N	Y
	27		Tvjobs.com	Y	N	Y

Totals	4	0	4
---------------	---	---	---

Recruitment Sources with 10" in Posting date were Not Notified.

ADD EMAIL DISTRIBUTION LIST

Updated 8-11-2022

Recruitment Sources

Station: WDEF-TV
Job Title: Weekend Anchor Reporter
Date Open: 10/20/2022

Recruitment Source 1:
Date Posted: 10-20-2022
Contact Person: Anne Pierre
Address:
Email: naacpchatt@gmail.com

NAACP
 10-20-2022
 Anne Pierre
 423-267-5637

Recruitment Source 2:
Date Posted: 10-20-2022
Contact Person: Joan Campbell
Address:
Email: goodneighbors@epbf.com

Good Neighbors
 10-20-2022
 Joan Campbell

Recruitment Source 3:
Date Posted: 10-20-2022
Contact Person: Cliff Shaluta
Address:
Email: cliff.shaluta@wku.edu

Western KY Univ.
 10-20-2022
 Cliff Shaluta

Recruitment Source 4:
Date Posted: 10-20-2022
Contact Person: Estephania Acheson
Address:
Telephone:

Urban League
 10-20-2022
 Estephania Acheson
 Email: eacheson@tulchatt.net
 423-756-1762 ext. 10

Recruitment Source 5:
Date Posted: 10-20-2022
Contact Person: Feleesha Page Johnson
Address:
Email: Feleesha.Johnson@tn.gov

TN Human Rights Co.
 10-20-2022
 Feleesha Page Johnson

Recruitment Source 6:
Date Posted: 10-20-2022
Contact Person: Vicki G. Hardin
Telephone:

Univ. of West GA
 10-20-2022
 Vicki G. Hardin

Recruitment Source 7:
Date Posted: 0
Contact Person: Jo Ann Putnam
Online: [www.http://dol.georgia.gov/recruit-new-employees](http://dol.georgia.gov/recruit-new-employees)
Telephone:

GA Dept. of Labor
 0
 Jo Ann Putnam
 706-272-2301

Recruitment Source 8
Date Posted: 0
Contact Person:
Online: www.jazzhr.com
Telephone:

Jazzhr/Indeed/LinkedIn.com
 0

Recruitment Source 9:
Date Posted: 10-20-2022
Contact Person:
Online: <http://tabtn.org>
Telephone:

TAB
 10-20-2022

Recruitment Source 10:
Date Posted: 10-20-2022
Contact Person:
www.facebook.com
Telephone:

Facebook
 10-20-2022
 Lisa Murphy
 803-934-3191

Recruitment Source 11:
Date Posted: 10-20-2022
Contact Person:
Address:
Online: <https://app.joinhandshake.com>

UTC
 10-20-2022

Recruitment Source 12:
Date Posted: 10-20-2022
Contact Person:
Address:
https://app.joinhandshake.com

Georgia NW Tech College
 10-20-2022

Recruitment Source 13:
Date Posted: 10-20-2022
Contact Person: Lisa Murphy
Email: lmurphy@wdef.com

WDEF.com
 10-20-2022
 Lisa Murphy

Recruitment Source 14:
Date Posted:
Contact Person:
https://app.joinhandshake.com

Lee University
 10-20-2022

Recruitment Source 15:
Date Posted: 10-20-2022
Contact Person:
Online: <https://app.joinhandshake.com>

Southern Adv. Univ.
 10-20-2022

Recruitment Source 16:
Date Posted: 10-20-2022
Contact Person:
www.collegecentral.com
Telephone:

Cleveland State
 10-20-2022
 423-478-6221

Recruitment Source 17:
Date Posted: 10-20-2022
Contact Person: Anthony Sammons
Email: asammons@chattanooga.gov
Telephone: [423-643-7300](tel:423-643-7300)

Economic & Community Dev.
 10-20-2022
 Anthony Sammons

Recruitment Source 18:
Date Posted: 10-20-2022
Contact Person: Walter Cooper
Email: wcooper1@tuskegee.edu
Telephone: 334-727-8011

Tuskegee Univ.
 10-20-2022
 Walter Cooper

Recruitment Source 19: LeMoyne-Owen College
Date Posted: 10-20-2022
Contact Person:
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 22: WDEF Emails
Date Posted: 10-20-2022
Contact Person: Lisa Murphy
Email: wdefstaffDL@wdef.com
Online:

Recruitment Source 25: Chatt. Times/Free Press
Date Posted: 0
Contact Person: Classified Dept.
www.timesfreepress.com
Telephone: 423-756-6900

Recruitment Source 28: Chattanooga State College
Date Posted: 10-20-2022
Contact Person:
<https://app.purplebriefcase.com/pbe/myjobs/edit/new>
Telephone: 423-697-4400

Recruitment Source 31: University of TN @ Knoxville
Date Posted: 10-20-2022
Contact Person: Mike Martinez
Email: mmart82@utk.edu
Telephone:

Recruitment Source 34: Bryan College
Date Posted: 10-20-2022
Contact Person:
Online: <http://app.joinhandshake.com>
Telephone:

Recruitment Source 20: Benedict College
Date Posted: 10-20-2022
Contact Person: Dr. Roslyn Artis
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 23: Johnson C. Smith Univ.
Date Posted: 10-20-2022
Contact Person:
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 26: Dalton State College
Date Posted: 10-20-2022
<https://app.joinhandshake.com>
Address:
Telephone: 706-272-4429

Recruitment Source 29: American Job Center
Date Posted: 10-20-2022
Contact Person: Peter Brown
Address
<https://www.jobs4tn.gov/vosnet/Default.aspx>

Recruitment Source 32: Clark Atlanta Univ.
Date Posted: 10-20-2022
Contact Person:
Online: <https://app.joinhandshake.com>
Telephone: 404-880-8500

Recruitment Source 35: Dalton State College
Date Posted: 10-20-2022
Contact Person:
Email: jittiefield@daltonstate.edu
Telephone:

Recruitment Source 21: Shaw Univ.
Date Posted: 10-20-2022
Contact Person:
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 24: MTSU
Date Posted: 10-20-2022
Contact Person: Greg Pitts
615-898-5171
Email: greg.pitts@mtsu.edu

Recruitment Source 27: TV Jobs
Date Posted: 10-20-2022
Contact Person:
Online: www.tvjobs.com
Telephone: 760-754-8177

Recruitment Source 30: Walk-Ins
Date Posted: 0
Contact Person: Lisa Murphy
Email: lmurphy@wdef.com
Telephone: 423-785-1294

Recruitment Source 33: Walker Co. Chamber
Date Posted: 10-20-2022
Contact Person: Bobby Daniels
Email: contact@walkercochamber.com
Telephone:

Recruitment Source 36: Career Page
Date Posted: 10-20-2022
Contact Person: Suzan Strong
Online: www.careerpage.org
Telephone:

Recruitment Source 37: Cleveland State
Date Posted: 10-20-2022
Contact Person: Ashley Raburn
Email: araburn@clevelandstatecc.edu
Telephone: 423-478-6221

Recruitment Source 38: Cleveland State
Date Posted: 10-20-2022
Contact Person: Sandy Kirby
Email: skirby03@clevelandstatecc.edu
Telephone: 423-478-6221

Recruitment Source 39: HR TV Spot
Date Posted: 10-20-2022
Contact Person: Lisa Murphy
Email: hr@wdef.com
Telephone: 423-7851200

Recruitment Source 40: UTC
Date Posted: 10-20-2022
Contact Person: Felicia-Hilt
Email: Felicia-Hilt@utc.edu
Telephone:

Recruitment Source 41: UTC
Date Posted: 10-20-2022
Contact Person: Michael Andrews
Email: michael-andrews@utc.edu
Telephone:

Recruitment Source 42: UTC
Date Posted: 10-20-2022
Contact Person: John Zibluck
Email: john-b-zibluck@utc.edu
Telephone:

Recruitment Source 43: Morris Network
Date Posted: 10-20-2022
Contact Person: Atr: GM's
Email: dkqinaram@wxxv25.com; cmerritt@wwaytv3.com; russelln@wcbi.com; vcockrell@wtvq.com; fbuccelli@41nbc.com

Recruitment Source 44: MorrisMultimedia
Date Posted: 10-20-2022
Contact Person: Lisa Murphy
Online: morrismultimedia.com/employment/
Telephone:

Recruitment Source 45: Plainview Billboard
Date Posted: 0
Contact Person: Lisa Murphy
Email: lmurphy@wdef.com
Telephone:



WDEF (CBS) Chattanooga, Tennessee

Position Anchor/Reporter
Station Ownership Morris Network, Inc.
Station Slogan "To the Point"
Reference # TVJ#34404980
Type Television
Full / Part Full Time - Regular
Experience 2 Years
Posted 10/20/2022
Closes 11/30/2022
Time Left 0 Days
DMA #84
Found In News / Talent - Anchor - Reporter



Anchor/Reporter

Anchor/Reporter - WDEF TV, CBS affiliate in Chattanooga seeks applicants for Anchor/Reporter position. Candidates' resume tapes should demonstrate anchoring as well as storytelling skills. Successful candidate will demonstrate ability to engage the community in multiple ways, by enterprise reporting of news stories and contributing to station's public image. Include cover letter and salary history. Send to: HR, 3300 Broad St., Chattanooga, TN 37408. No phone calls please. EOE, M/F/D/V, Background check.

When responding to this job ad, please mention you saw it listed at TVJobs.com

© Broadcast Employment Services 1004-2024

[Send Resume](#)

Annual E-Resume subscription required.

[\[View other WDEF Job listings \]](#)

Supplemental Information

Salary Type
Salary Range
Starting Salary / Year
Starting Salary / Hour
Job Type Full Time - Regular
Hours
Workweek
Scheduled on Holidays
Start Date
Probation Period

Benefits Yes
Benefit Premium
401K Plan Available
Vacation Yes
Paid Sick Leave

Phone Calls
Agent Phone Calls

Résumé Required
Cover Letter Required
References
Salary History Required
Tape / Reel Required
Tape Format
Tape Return
Director's Track

FAX Résumé No
TVJobs.com E-Résumé Yes

Degree Required
Contract Required
Contract Length
Special Requirements
Driver's License
Insurance
Good Driving Record
Heavy Lifting

Previous Applicants
Local Apartment Rental
Moving Expenses

Union Position
Union Contract Expires

Confirmation Letter
Rejection Letter
Feedback
Drug Screen
Proof of Eligibility to work in U.S. Required
Equal Opportunity Employment Yes
EOE Data Form Yes

This form is to be placed in the Public File annually

Station: WDEF-TV
Job Title: Marketing Creative Services Producer
Date Open: 12/21/2022
Date Filled: 1/23/2023
Applicant Hired:

Applicant Name	Recruitment Source		Other Source	Solicited Y or N	Unsolicited Y or N	Interviewed Y or N
	# from Referral	Source Sheet				
	8		jazzhr.com	Y	N	Y
	8		jazzhr.com	Y	N	Y

Totals				2	0	2
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Recruitment Sources with 110" in Posting Date were not notified

ADD EMAIL DISTRIBUTION LIST
Updated 8-11-2022

Recruitment Sources
Station: WDEF-TV
Job Title: Marketing Creative Services Producer
Date Open: 12/21/2022

Recruitment Source 1:	NAACP	Recruitment Source 2:	Good Neighbors	Recruitment Source 3:	Western KY Univ.
Date Posted:	12-21-2022	Date Posted:	12-21-2022	Date Posted:	12-21-2022
Contact Person:	Anne Pierre	Contact Person:	Joan Campbell	Contact Person:	Cliff Shaluta
Address:		Address:		Address:	
Email:	naacpchatt@gmail.com	Email:	goodneighbors@epbfri.com	Email:	cliff.shaluta@wku.edu
Recruitment Source 4:	Urban League	Recruitment Source 5:	TN Human Rights Co.	Recruitment Source 6:	Univ. of West GA
Date Posted:	12-21-2022	Date Posted:	12-21-2022	Date Posted:	12-21-2022
Contact Person:	Estephania Acheson	Contact Person:	Feleesha Page Johnson	Contact Person:	Vicki G. Hardin
Address:		Address:			
Telephone:	Email: eacheson@tulchatt.net 423-756-1762 ext. 10	Email:	Feleesha.Johnson@tn.gov		https://app.joinhandshake.com Telephone:
Recruitment Source 7:	GA Dept. of Labor	Recruitment Source 8	Jazzhr/Indeed/LinkedIn.com	Recruitment Source 9:	TAB
Date Posted:	12-21-2022	Date Posted:	12-21-2022	Date Posted:	12-21-2022
Contact Person:	Jo Ann Putnam	Contact Person:		Contact Person:	
Online:	www.dol.georgia.gov/recruit-new-employees	Online:	www.jazzhr.com	Online:	http://tabtn.org
Telephone:	706-272-2301	Telephone:		Telephone:	
Recruitment Source 10:	Facebook	Recruitment Source 11:	UTC	Recruitment Source 12:	Georgia NW Tech College
Date Posted:	12-21-2022	Date Posted:	12-21-2022	Date Posted:	12-21-2022
Contact Person:		Contact Person:		Contact Person:	
www.facebook.com		Address:		Address:	
Telephone:	803-934-3191	Online:	https://app.joinhandshake.com	https://app.joinhandshake.com	
Recruitment Source 13:	WDEF.com	Recruitment Source 14:	Lee University	Recruitment Source 15:	Southern Adv. Univ.
Date Posted:	12-21-2022	Date Posted:	12-21-2022	Date Posted:	12-21-2022
Contact Person:	Lisa Murphy	Contact Person:		Contact Person:	
Email:	lmurphy@wdef.com	Online:	https://app.joinhandshake.com	Online:	https://app.joinhandshake.com
Recruitment Source 16:	Cleveland State	Recruitment Source 17:	Economic & Community Dev.	Recruitment Source 18:	Tuskegee Univ.
Date Posted:	12-21-2022	Date Posted:	12-21-2022	Date Posted:	12-21-2022
Contact Person:		Contact Person:	Anthony Sammons	Contact Person:	Walter Cooper
www.collegecentral.com		Email:	asammons@chattanooga.gov	Email:	wcooper1@tuskegee.edu
Telephone:	423-478-6221	Telephone:	423-643-7300	Telephone:	334-727-8011

Recruitment Source 19: LeMoyn-Owen College
Date Posted: 12-21-2022
Contact Person:
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 20: Benedict College
Date Posted: 12-21-2022
Contact Person: Dr. Roslym Artis
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 21: Shaw Univ.
Date Posted: 12-21-2022
Contact Person:
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 22: WDEF Emails
Date Posted: 12-21-2022
Contact Person: Lisa Murphy
Email: wdefstaffDL@wdef.com
Online:

Recruitment Source 23: Johnson C. Smith Univ.
Date Posted: 12-21-2022
Contact Person:
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 24: MTSU
Date Posted: 12-21-2022
Contact Person: Greg Pitts
615-898-5171
Email: greg.pitts@mtsu.edu

Recruitment Source 25: Chatt. Times/Free Press
Date Posted: 0
Contact Person: Classified Dept.
www.timesfreepress.com
Telephone: 423-756-6900

Recruitment Source 26: Dalton State College
Date Posted: 12-21-2022
<https://app.joinhandshake.com>
Address:
Telephone: 706-272-4429

Recruitment Source 27: TV Jobs
Date Posted: 12-21-2022
Contact Person:
Online: www.tvjobs.com
Telephone: 760-754-8177

Recruitment Source 28: Chattanooga State College
Date Posted: 12-21-2022
Contact Person:
<https://app.burplebriefcase.com/pba/myjobs/edit/new>
Telephone: 423-697-4400

Recruitment Source 29: American Job Center
Date Posted: 12-21-2022
Contact Person: Peter Brown
Address
<https://www.jobs4tn.gov/vosnet/Default.aspx>

Recruitment Source 30: Walk-ins
Date Posted: 0
Contact Person: Lisa Murphy
Email: lmurphy@wdef.com
Telephone: 423-785-1294

Recruitment Source 31: University of TN @ Knoxville
Date Posted: 12-21-2022
Contact Person: Mike Martinez
Email: mmart82@utk.edu
Telephone:

Recruitment Source 32: Clark Atlanta Univ.
Date Posted: 12-21-2022
Contact Person:
Online: <https://app.joinhandshake.com>
Telephone: 404-880-8500

Recruitment Source 33: Walker Co. Chamber
Date Posted: 12-21-2022
Contact Person: Bobby Daniels
Email: contact@walkercochamber.com
Telephone:

Recruitment Source 34: Bryan College
Date Posted: 12-21-2022
Contact Person:
Online: <http://app.joinhandshake.com>
Telephone:

Recruitment Source 35: Dalton State College
Date Posted: 12-21-2022
Contact Person: J Littlefield
Email: jlittlefield@daltonstate.edu
Telephone:

Recruitment Source 36: Career Page
Date Posted: 12-21-2022
Contact Person: Suzan Strong
Online: www.careerpage.org
Telephone:

Recruitment Source 37: Cleveland State
Date Posted: 12-21-2022
Contact Person: Ashley Raburn
Email: araburn@clevelandstatecc.edu
Telephone: 423-478-6221

Recruitment Source 40: UTC
Date Posted: 12-21-2022
Contact Person: Felicia-Hilt
Email: Felicia-Hilt@utc.edu
Telephone:

Recruitment Source 43: Morris Network
Date Posted: 12-21-2022
Contact Person: Atin: GM's
Email: dkgindaram@wxxv25.com; cmerritt@wwaytv3.com; russellh@wcbi.com; vcookrell@wtvq.com; fbuccelli@41nbc.com

Recruitment Source 38: Cleveland State
Date Posted: 12-21-2022
Contact Person: Sandy Kirby
Email: skirby03@clevelandstatecc.edu
Telephone: 423-478-6221

Recruitment Source 41: UTC
Date Posted: 12-21-2022
Contact Person: Michael Andrews
Email: michael-andrews@utc.edu
Telephone:

Recruitment Source 44: MorrisMultimedia
Date Posted: 12-21-2022
Contact Person: Lisa Murphy
Online: morrismultimedia.com/employment/
Telephone:

Recruitment Source 39: HR TV Spot
Date Posted: 12-21-2022
Contact Person: Lisa Murphy
Email: hr@wdef.com
Telephone: 423-7851200

Recruitment Source 42: UTC
Date Posted: 12-21-2022
Contact Person: John Zibluck
Email: john-b-zibluck@utc.edu
Telephone:

Recruitment Source 45: Plainview Billboard
Date Posted: 0
Contact Person: Lisa Murphy
Email: lmurphy@wdef.com
Telephone:

Updated 8-11-2022 to Online & Emails

Job Listing Preview



WDEF (CBS) Chattanooga, TN

Position: ~~Marketing Creative Services~~
Producer

Station Ownership: Morris Network, Inc.

Station Slogan: "To the Point"

Reference #: Will be assigned when submission is completed ...

Type: Television

Full Time: ~~Full Time - Regular~~

Experience: 2 Years

Posted: 12/22/2022

Closes: 1/22/2023

Time Left: 31 Days

DMA: #88

Found In: Marketing Producer



Marketing Creative Services Producer

WDEF seeks qualified candidates for a ~~Marketing Creative Services Producer~~. This position will work extensively on web and social content for both the station and marketing clients; video production of commercial and promotional messaging, and assist in staging and execution of station events and promotions. Knowledge of Photoshop and other Adobe products helpful. EEO M/F/D/V. Pre-employment background and drug ~~screening~~. Please send resume to Human Resources, WDEF-TV, 3500 Broad Street, Chattanooga, TN 37408 or email to hr@wdef.com, or fax to 423-785-1271. No phone calls please.

When responding to this job ad, please mention you saw it listed at TVJobs.com

© Broadcast Employment Services 1994-2022

[Send Resume](#)

Annual E-Resume subscription required.



Supplemental Information

Salary Type:

Salary Range:

Starting Salary / Year:

Starting Salary / Hour:

Job Type: Full Time - Regular

Hours:

Workweek:

Scheduled on Holidays:

Start Date:

Production Percent:

Benefits: Yes

Benefit Premium:

401K Plan: Available

Vacation: Yes

Paid Sick Leave: Yes

Phone Calls:

Agent Phone Calls:

Resume: Required

Cover Letter:

References:

Salary History:

Tape / Reel:

Tape Format:

Tape Return:

Director's Track:

FAX Resume: No

TVJobs.com E-Resume: Yes

Degree Required:

Contract Required:

Contract Length:

This form is to be placed in the Public File annually

Station: WDEF-TV
Job Title: Media Sales Representative
Date Open: 10/14/2022/Reposted 2-7-2023
Date Filled: 3/28/2023
Applicant Hired:

Applicant Name	Recruitment Source # from Referral Source Sheet	Other Source	Solicited		Unsolicited		Interviewed	
			Y or N	Y or N	Y or N	Y or N	Y or N	Y or N
	8	jazzhr.com	Y	Y	N	N	Y	Y
	13	wdef.com	Y	Y	N	N	Y	Y
	13	wdef.com	Y	Y	N	N	Y	Y
	8	jazzhr.com	Y	Y	N	N	Y	Y
	8	jazzhr.com	Y	Y	N	N	Y	Y
	13	wdef.com	Y	Y	N	N	Y	Y
	8	jazzhr.com	Y	Y	N	N	Y	Y

Totals			7	7	0	0	7	7
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Recruitment Sources with 11 04 in Posting date were not Notified.

Recruitment Sources

ADD EMAIL DISTRIBUTION LIST
 Updated 8-11-2022

Station: WDEF-TV
Job Title: Media Sales Representative
Date Open: 10/14/2022

- Recruitment Source 1:**
 Date Posted: 10-14-2022
 Contact Person: Anne Pierre
 Address: 423-267-5637
 Email: naacpchatt@gmail.com
- Recruitment Source 2:**
 Date Posted: 10-14-2022
 Contact Person: Joan Campbell
 Address: goodneighbors@epbfri.com
 Email: goodneighbors@epbfri.com
- Recruitment Source 3:**
 Date Posted: 10-14-2022
 Contact Person: Cliff Shaluta
 Address: cliff.shaluta@wku.edu
- Recruitment Source 4:**
 Date Posted: 10-14-2022
 Contact Person: Estephanie Acheson
 Address: eatcheson@tulchatt.net
 Telephone: 423-756-1762 ext. 10
- Recruitment Source 5:**
 Date Posted: 10-14-2022
 Contact Person: Feleesha Page Johnson
 Address: Feleesha.Johnson@tn.gov
- Recruitment Source 6:**
 Date Posted: 10-14-2022
 Contact Person: Vicki G. Hardin
 Address: <https://app.joinhandshake.com>
 Telephone:
- Recruitment Source 7:**
 Date Posted: 10-14-2022
 Contact Person: Jo Ann Putnam
 Online: <https://dol.georgia.gov/recruit-new-employees>
 Telephone: 706-272-2301
- Recruitment Source 8:**
 Date Posted: 10-14-2022
 Contact Person: www.jazzhr.com
 Telephone: Jazzhr/Indeed/LinkedIn.com
- Recruitment Source 9:**
 Date Posted: 10-14-2022
 Contact Person: <http://tabtn.org>
 Telephone:
- Recruitment Source 10:**
 Date Posted: 10-14-2022
 Contact Person: www.facebook.com
 Telephone: 803-934-3191
- Recruitment Source 11:**
 Date Posted: 10-14-2022
 Contact Person: <https://app.joinhandshake.com>
 Address: UTC
 Online: <https://app.joinhandshake.com>
- Recruitment Source 12:**
 Date Posted: 10-14-2022
 Contact Person: <https://app.joinhandshake.com>
 Address: Georgia NW Tech College
 Telephone: 10-14-2022
- Recruitment Source 13:**
 Date Posted: 10-14-2022
 Contact Person: Lisa Murphy
 Email: lmurphy@wdef.com
- Recruitment Source 14:**
 Date Posted: 10-14-2022
 Contact Person: <https://app.joinhandshake.com>
 Address: Lee University
- Recruitment Source 15:**
 Date Posted: 10-14-2022
 Contact Person: <https://app.joinhandshake.com>
 Address: Southern Adv. Univ.
- Recruitment Source 16:**
 Date Posted: 10-14-2022
 Contact Person: www.collegecentral.com
 Telephone: 423-478-6221
- Recruitment Source 17:**
 Date Posted: 10-14-2022
 Contact Person: Anthony Sammons
 Email: asammons@chattanooga.gov
 Telephone: 423-643-7300
- Recruitment Source 18:**
 Date Posted: 10-14-2022
 Contact Person: wcooper1@tuskegee.edu
 Telephone: 334-727-8011
- Recruitment Source 19:**
 Date Posted: 10-14-2022
 Contact Person: <https://app.joinhandshake.com>
 Address: Tuskegee Univ.

Recruitment Source 20:
 Date Posted: 10-14-2022
 Contact Person: Walter Cooper
 Email: wcooper1@tuskegee.edu
 Telephone: 334-727-8011

Recruitment Source 37: Cleveland State
Date Posted: 10-14-2022
Contact Person: Ashley Raburn
Email: araburn@clevelandstatecc.edu
Telephone: 423-478-6221

Recruitment Source 40: UTC
Date Posted: 10-14-2022
Contact Person: Felicia-Hitt
Email: Felicia-Hitt@utc.edu
Telephone:

Recruitment Source 43: Morris Network
Date Posted: 10-14-2022
Contact Person: Atrn: GM's
Email: dkdingram@wxxv25.com; cmerritt@wwaytv3.com; russelln@wcbi.com; vcoockrell@wtvq.com; tbuccelli@41nbc.com

Updated 8-11-2022 to Online & Emails

Recruitment Source 38: Cleveland State
Date Posted: 10-14-2022
Contact Person: Sandy Kirby
Email: skirby03@clevelandstatecc.edu
Telephone: 423-478-6221

Recruitment Source 41: UTC
Date Posted: 10-14-2022
Contact Person: Michael Andrews
Email: michael-andrews@utc.edu
Telephone:

Recruitment Source 44: MorrisMultimedia
Date Posted: 10-14-2022
Contact Person: Lisa Murphy
Online: morrismultimedia.com/employment/
Telephone:

Recruitment Source 39: HR TV Spot
Date Posted: 10-14-2022
Contact Person: Lisa Murphy
Email: hr@wdef.com
Telephone: 423-7851200

Recruitment Source 42: UTC
Date Posted: 10-14-2022
Contact Person: John Zibluck
Email: john-b-zibluck@utc.edu
Telephone:

Cleveland State Community College

WDEF-TV

Job Detail Information

This job has been viewed 0 times by job seekers.

Job Information

Job ID	6874884
Job Title	Media Sales Representative
Job Description	<p>Position: Media Sales Representative</p> <p>Department: Sales</p> <p>Reports to: WDEF Sales Management</p> <p>WDEF-TV In Chattanooga, TN, a subsidiary of Morris Network is seeking a Media Sales Representative who can take us to the next level. The Media Sales Representative will develop new business by recommending marketing solutions that produce measurable results, with both television and digital marketing. The candidate will have full access to a suite of the most effective and efficient Broadcast Television advertising and Digital Marketing products and services.</p> <p>Television Advertising & Production solutions include:</p> <ul style="list-style-type: none"> • Commercial Spot Advertising Campaigns • Paid Programming & Infomercials • Local & National News Sponsorships • Sponsored Content & Segments • PSA/Cause Marketing Partnerships • Video Production – commercial & long form <p>Digital Agency Marketing Services include:</p> <ul style="list-style-type: none"> • Website Services: Design, Hosting, Domain, Security, Updates & Maintenance • Content Services: Social Media Management, Database Management, Blogging, SEO • Advertising Services: SEM, Targeted Display, YouTube, Social Media Ads • Software Services: Contesting, Directories and Reputation Management, Conversion Tracking <p>Television Station Digital Assets include:</p> <ul style="list-style-type: none"> • News Website: Display Ads, Video Pre/Post Roll, Deals, Content Sponsorships, Native Advertising • News Mobile App: Display Ads, Video Pre/Post Roll, Content Sponsorships, Native Advertising • Non-Traditional: Event Marketing, Outside Media Partnerships, etc <p>The candidate must demonstrate experience developing and cultivating new and existing leads through cold calls, telephone prospecting, request for proposals, etc. The Media Sales Representative candidate must have quantitative evidence of sales success as well as digital marketing knowledge. Knowing the many digital marketing products and how they work together to create a strategy is paramount to the candidate's success.</p> <p>If this describes you and you're looking for a position that will allow you to leverage your talent and make an impact on business and your own career, the role of Media Sales Representative is the opportunity you've been waiting for.</p> <p>To Apply: Valid driver's license and auto insurance required. Please provide references with resume. EEO M/F/D/V. Pre-employment background and drug screening. Send resume to Human Resources: WDEF-TV, 3300 Broad Street, Chattanooga, TN 37408 or email hr@wdef.com or fax to 423/785-1271 No phone calls please.</p> <p>*No cover-letter necessary*</p>
Type of Job	Full Time
Job Location	Chattanooga, Tennessee 37408
Posting Date	10/14/2022 ✓
Expiration Date	11/19/2022

Job Requirements

Degrees Wanted	Associates
Majors Wanted	Business
Job Targets Wanted	Business
Special Skills Wanted	
Other Job Requirements	

Company Information

Company Name	WDEF-TV
Employer Web Site	http://www.wdef.com
Company Description	Broadcasting
Equal Opportunity Employer	Yes

Contact Information

Contact	Name: Lisa Murphy
	Address: 3300 Broad Street, Chattanooga, TN 37408
	Phone: 4237851294
	Email: hr@wdef.com

[Go Back](#)

Cleveland State Community College

WDEF-TV

Job Detail Information

This job has been viewed 0 times by job seekers.

Job Information

Job ID	6949253
Job Title	Media Sales Representative
Job Description	<p>WDEF-TV in Chattanooga, TN, a subsidiary of Morris Network is seeking a Media Sales Representative who can take us to the next level. The Media Sales Representative will develop new business by recommending marketing solutions that produce measurable results, with both television and digital marketing. The candidate will have full access to a suite of the most effective and efficient Broadcast Television advertising and Digital Marketing products and services.</p> <p>The candidate must demonstrate experience developing and cultivating new and existing leads through cold calls, telephone prospecting, request for proposals, etc. The Media Sales Representative candidate must have quantitative evidence of sales success as well as digital marketing knowledge. Knowing the many digital marketing products and how they work together to create a strategy is paramount to the candidate's success.</p> <p>To Apply: Valid driver's license and auto insurance required. Please provide references with resume. EEO M/F/D/V. Pre-employment background and drug screening. Send resume to Human Resources: WDEF-TV, 3300 Broad Street, Chattanooga, TN 37408 or email hr@wdef.com or fax to 423/785-1271 No phone calls please.</p> <p><i>*No cover letter necessary*</i></p>
Type of Job	Full Time
Job Location	Chattanooga, Tennessee 37408
Posting Date	02/07/2023
Expiration Date	03/09/2023

Job Requirements

Degrees Wanted	Associates
Majors Wanted	Any Major
Job Targets Wanted	Sales
Special Skills Wanted	
Other Job Requirements	

Company Information

Company Name	WDEF-TV
Employer Web Site	http://www.wdef.com
Company Description	Broadcasting
Equal Opportunity Employer	Yes

Contact Information

Contact	<p>Name: Lisa Murphy</p> <p>Address: 3300 Broad Street, Chattanooga, TN 37408</p> <p>Phone: 4237851294</p> <p>Email: hr@wdef.com</p>
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Go Back

This form is to be placed in the Public File annually

Station: WDEF-TV
Job Title: Multi Media Journalist
Date Open: 3/6/2023
Date Filled: 3/27/2023
Applicant Hired:

Applicant Name	Recruitment Source # from Referral Source Sheet	Other Source		Solicited Y or N		Unsolicited Y or N		Interviewed Y or N	
	8			Y		N		Y	
	8			Y		N		Y	
	13			Y		N		Y	
	13			Y		N		Y	
Totals				4		0		4	

Recruitment Sources

*Recruitment Sources with
11 0 11 in Posting date were
Not Notified.*

Station: WDEF-TV
Job Title: Mujibi Media Journalist
Date Open: 3/6/2023

Recruitment Source 1:
Date Posted: NAAAP
3-6-2023
Contact Person: Anne Pierre
Address:
Email: naapchatt@gmail.com
423-267-5637

Recruitment Source 2:
Date Posted: Good Neighbors
3-6-2023
Contact Person: Joan Campbell
Address:
Email: goodneighbors@epbfri.com

Recruitment Source 3:
Date Posted: Western KY Univ.
3-6-2023
Contact Person: Cliff Shaluta
Address:
Email: cliff.shaluta@wku.edu

Recruitment Source 4:
Date Posted: Urban League
3-6-2023
Contact Person: Estephanie Acheson
Address: [Email: e.acheson@uichatt.net](mailto:e.acheson@uichatt.net)
Telephone: 423-756-1762 ext. 10

Recruitment Source 5:
Date Posted: TN Human Rights Co.
3-6-2023
Contact Person: Feleesha Page Johnson
Address:
Email: Feleesha.Johnson@tn.gov

Recruitment Source 6:
Date Posted: Univ. of West GA
3-6-2023
Contact Person: Vicki G. Hardin
Address: <https://app.joinhandshake.com>
Telephone:

Recruitment Source 7:
Date Posted: GA Dept. of Labor
0
Contact Person: Jo Ann Putnam
Online: [www.https://dol.georgia.gov/recruit-new-employees](https://dol.georgia.gov/recruit-new-employees)
Telephone: 706-272-2301

Recruitment Source 8
Date Posted: Jazzhr/Indeed/LinkedIn.com
3-6-2023
Contact Person:
Online: www.jazzhr.com
Telephone:

Recruitment Source 9:
Date Posted: TAB
3-6-2023
Contact Person:
Online: <http://tabtn.org>
Telephone:

Recruitment Source 10:
Date Posted: Facebook
3-6-2023
Contact Person:
www.facebook.com
Telephone: 803-934-3191

Recruitment Source 11:
Date Posted: UTC
3-6-2023
Contact Person:
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 12:
Date Posted: Georgia NW Tech College
3-6-2023
Contact Person:
Address: <https://app.joinhandshake.com>

Recruitment Source 13:
Date Posted: WDEF.com
3-6-2023
Contact Person: Lisa Murphy
Email: lmurphy@wdef.com

Recruitment Source 14:
Date Posted: Lee University
3-6-2023
Contact Person: <https://app.joinhandshake.com>

Recruitment Source 15:
Date Posted: Southern Adv. Univ.
3-6-2023
Contact Person:
Online: <https://app.joinhandshake.com>

Recruitment Source 16:
Date Posted: Cleveland State
#REF!
Contact Person:
www.collegecentral.com
Telephone: 423-478-6221

Recruitment Source 17:
Date Posted: Economic & Community Dev.
3-6-2023
Contact Person: Anthony Sammons
Email: asammons@chattanooga.gov
Telephone: [423-643-7300](tel:423-643-7300)

Recruitment Source 18:
Date Posted: Tuskegee Univ.
3-6-2023
Contact Person: Walter Cooper
Email: wcooper1@tuskegee.edu
Telephone: 334-727-8011

Recruitment Source 19: LeMoyn-Owen College
Date Posted: 3-6-2023
Contact Person:
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 20: Benedict College
Date Posted: 3-6-2023
Contact Person: Dr. Roslyn Artis
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 21: Shaw Univ.
Date Posted: 3-6-2023
Contact Person:
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 22: WDEF Emails
Date Posted: 0
Contact Person: Lisa Murphy
Email: wdefstaffDL@wdef.com
Online:

Recruitment Source 23: Johnson C. Smith Univ.
Date Posted: 3-6-2023
Contact Person:
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 24: MTSU
Date Posted: 3-6-2023
Contact Person: Greg Pitts
615-898-5171
Email: greg.pitts@mtsu.edu

Recruitment Source 25: Chatt. Times/Free Press
Date Posted: 0
Contact Person: Classified Dept.
www.timesfreepress.com
Telephone: 423-756-6900

Recruitment Source 26: Dalton State College
Date Posted: 3-6-2023
<https://app.joinhandshake.com>
Address:
Telephone: 706-272-4429

Recruitment Source 27: TV Jobs
Date Posted: 3-6-2023
Contact Person:
Online: www.tvjobs.com
Telephone: 760-754-8177

Recruitment Source 28: Chattanooga State College
Date Posted: 3-6-2023
Contact Person:
<https://app.purplebriefcase.com/pbe/mv/jobs/edit/new>
Telephone: 423-697-4400

Recruitment Source 29: American Job Center
Date Posted: 3-6-2023
Contact Person: Peter Brown
Address:
<https://www.jobs4tn.gov/vosnet/Default.aspx>

Recruitment Source 30: Walk-Ins
Date Posted: 0
Contact Person: Lisa Murphy
Email: lmurphy@wdef.com
Telephone: 423-785-1294

Recruitment Source 31: University of TN @ Knoxville
Date Posted: 3-6-2023
Contact Person: Mike Martinez
Email: mmart82@utk.edu
Telephone:

Recruitment Source 32: Clark Atlanta Univ.
Date Posted: 3-6-2023
Contact Person:
Online: <https://app.joinhandshake.com>
Telephone: 404-880-8500

Recruitment Source 33: Plainview Billboard-EMB
Date Posted: 0
Contact Person: Lisa Murphy
Email: lmurphy@wdef.com
Telephone:

Recruitment Source 34: Bryan College
Date Posted: 3-6-2023
Contact Person:
Online: <http://app.joinhandshake.com>
Telephone:

Recruitment Source 35: Dalton State College
Date Posted: 3-6-2023
Contact Person: J Littlefield
Email: jlittlefield@daltonstate.edu
Telephone:

Recruitment Source 36: Career Page
Date Posted: 3-6-2023
Contact Person: Suzan Strong
Online: www.careerpage.org
Telephone:

Recruitment Source 37: Cleveland State
Date Posted: 3-6-2023
Contact Person: Ashley Raburn
Email: araburn@clevelandstatecc.edu
Telephone: 423-478-6221

Recruitment Source 40: UTC
Date Posted: 3-6-2023
Contact Person: Felicia-Hilt
Email: Felicia-Hilt@utc.edu
Telephone:

Recruitment Source 43: Morris Network
Date Posted: 3-6-2023
Contact Person: Attn: GM's
Email: dkgingram@wxxv25.com; cmerritt@wwaytv3.com; russelln@wcbi.com; vcockrell@wtvq.com; tbuccelli@41nbc.com

Recruitment Source 38: Cleveland State
Date Posted: 3-6-2023
Contact Person: Sandy Kirby
Email: skirby03@clevelandstatecc.edu
Telephone: 423-478-6221

Recruitment Source 41: UTC
Date Posted: 3-6-2023
Contact Person: Michael Andrews
Email: michael-andrews@utc.edu
Telephone:

Recruitment Source 44: MorrisMultimedia
Date Posted: 3-6-2023
Contact Person: Lisa Murphy
Online: morrismultimedia.com/employment/
Telephone:

Recruitment Source 39: HR TV Spot
Date Posted: 3-6-2023
Contact Person: Lisa Murphy
Email: lr@wdef.com
Telephone: 423-7851200

Recruitment Source 42: UTC
Date Posted: 3-6-2023
Contact Person: John Zibluck
Email: john-b-zibluck@utc.edu
Telephone:



Broadcast Employment Services

WDEF (CBS) Chattanooga, Tennessee

Position Multimedia Journalist
Station Ownership Morris Network, Inc.
Station Slogan "To the Point"
Reference # TV#34409260
Type Television
Full / Part Full Time - Regular
Experience 1 to 3 Years Preferred
Posted 3/7/2023
Closes 4/7/2023
Time Left 0 Days
DMA #84
Found In News / Talent - Multi-Media Journalist



Human Resources Manager
 WDEF 3300 Broad St.
 Chattanooga, TN 37408

Multimedia Journalist

Multimedia Journalist - WDEF-TV is looking for a Multimedia Journalist. Individual must gather, investigate, log and write news stories for WDEF newscasts and web-based platforms. Must be a self-starter who understands how to get at a story, how to follow through on story development, and how to report in a concise, accurate manner. Must be able to shoot and edit video. 1-3 years' experience preferred. Duties for this position include some newscast producing.

Send cover letter and references with resume to Human Resources: WDEF-TV 3300 Broad St. Chattanooga, TN 37408 or email hr@wdef.com or fax: 423785-1271. No phone calls please. EEO M/F/D/V. Must pass pre-employment background and drug screening.

When responding to this job ad, please mention you saw it listed at TVJobs.com

© Broadcast Employment Services 199-4-2024



Annual E-Resume subscription required.

- Salary Type
- Salary Range
- Starting Salary / Year
- Starting Salary / Hour
- Job Type
- Hours
- Workweek
- Scheduled on Holidays
- Start Date
- Probation Period
- Benefits
- Benefit Premium
- 401K Plan
- Vacation
- Paid Sick Leave
- Phone Calls
- Agent Phone Calls
- Résumé
- Cover Letter
- References
- Salary History
- Tape / Reel
- Tape Format
- Tape Return
- Director's Track
- FAX Résumé
- TVJobs.com E-Résumé
- Degree Required
- Contract Required
- Contract Length

This form is to be placed in the Public File annually

Station: WDEF-TV
Job Title: Weekend Meteorologist
Date Open: 3/23/2022
Date Filled: 3/21/2023
Applicant Hired: -

Applicant Name	Recruitment Source # from Referral Source Sheet	Other Source	Solicited Y or N	Unsolicited Y or N	Interviewed Y or N
	13	wdef.com	Y	N	Y
	13	wdef.com	Y	N	Y
	8	jazzhr.com	Y	N	Y
	8	Morris Network	Y	N	Y
	8	jazzhr.com	Y	N	Y
	8	jazzhr.com	Y	N	Y
	8	jazzhr.com	Y	N	Y
	8	jazzhr.com	Y	N	Y
	8	jazzhr.com	Y	N	Y

Totals	10	0	10
---------------	----	---	----

Recruitment Source 19: LeMoyné-Owen College
Date Posted: 3-23-2022
Contact Person:
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 22: WDEF Emails
Date Posted: 0
Contact Person: Lisa Murphy
Email: wdefstaffDL@wdef.com
Online:

Recruitment Source 25: Chatt. Times/Free Press
Date Posted: 0
Contact Person: Classified Dept.
www.timesfreepress.com
Telephone: 423-756-6900

Recruitment Source 28: Chattanooga State College
Date Posted: 3-23-2022
Contact Person:
<https://app.purplebriefcase.com/pbe/my.jobs/edit/new>
Telephone: 423-697-4400

Recruitment Source 31: University of TN @ Knoxville
Date Posted: 3-23-2022
Contact Person: Mike Martinez
Email: mmart182@utk.edu
Telephone:

Recruitment Source 34: Bryan College
Date Posted: 3-23-2022
Contact Person:
Online: <http://app.joinhandshake.com>
Telephone:

Recruitment Source 20: Benedict College
Date Posted: 3-23-2022
Contact Person: Dr. Roslyn Artis
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 23: Johnson C. Smith Univ.
Date Posted: 3-23-2022
Contact Person:
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 26: Dalton State College
Date Posted: 3-23-2022
<https://app.joinhandshake.com>
Address:
Telephone: 706-272-4429

Recruitment Source 29: American Job Center
Date Posted: 3-23-2022
Contact Person: Peter Brown
Address:
<https://www.jobs4tn.gov/vosnet/Default.aspx>

Recruitment Source 32: Clark Atlanta Univ.
Date Posted: 3-23-2022
Contact Person:
Online: <https://app.joinhandshake.com>
Telephone: 404-880-8500

Recruitment Source 35: Dalton State College
Date Posted: 3-23-2022
Contact Person: J Littlefield
Email: jlittlefield@daltonstate.edu
Telephone:

Recruitment Source 21: Shaw Univ.
Date Posted: 3-23-2022
Contact Person:
Address:
Online: <https://app.joinhandshake.com>

Recruitment Source 24: MTSU
Date Posted: 3-23-2022
Contact Person: Greg Pitts
615-898-5171
Email: greg.pitts@mtsu.edu

Recruitment Source 27: TV Jobs
Date Posted: 3-23-2022
Contact Person:
Online: www.tvjobs.com
Telephone: 760-754-8177

Recruitment Source 30: Walk-ins
Date Posted: 3-23-2022
Contact Person: Lisa Murphy
Email: lmurphy@wdef.com
Telephone: 423-785-1294

Recruitment Source 33: Walker Co. Chamber
Date Posted: 3-23-2022
Contact Person: Bobby Daniels
Email: contact@walkercochamber.com
Telephone:

Recruitment Source 36: Career Page
Date Posted: 3-23-2022
Contact Person: Suzan Strong
Online: www.careerpage.org
Telephone:

Recruitment Source 37: Cleveland State
Date Posted: 3-23-2022
Contact Person: Ashley Raburn
Email: araburn@clevelandstatecc.edu
Telephone: 423-478-6221

Recruitment Source 40: UTC
Date Posted: 3-23-2022
Contact Person: Felicia-Hilt
Email: Felicia-Hilt@utc.edu
Telephone:

Recruitment Source 43: Morris Network
Date Posted: 3-23-2022
Contact Person: Attn: GM's
Email: dkgingram@wxxv25.com; cmerritt@wwaytv3.com; russell@wcbi.com; vcockrell@wtvq.com; tbuccelli@41nbc.com

Recruitment Source 38: Cleveland State
Date Posted: 3-23-2022
Contact Person: Sandy Kirby
Email: skirby03@clevelandstatecc.edu
Telephone: 423-478-6221

Recruitment Source 41: UTC
Date Posted: 3-23-2022
Contact Person: Michael Andrews
Email: michael-andrews@utc.edu
Telephone:

Recruitment Source 44: MorrisMultimedia
Date Posted: 3-23-2022
Contact Person: Lisa Murphy
Online: morrismultimedia.com/employment/
Telephone:

Recruitment Source 39: HR TV Spot
Date Posted: 3-23-2022
Contact Person: Lisa Murphy
Email: lr@wdef.com
Telephone: 423-7851200

Recruitment Source 42: UTC
Date Posted: 3-23-2022
Contact Person: John Zibluck
Email: john-b-zibluck@utc.edu
Telephone:

Recruitment Source 45: Plainview Billboard
Date Posted: 0
Contact Person: Lisa Murphy
Email: lmurphy@wdef.com
Telephone:

Updated 8-11-2022 to Online & Emails



WDEF (CBS) Chattanooga, Tennessee

Position Weekend + Fill-In Meteorologist
Station Ownership Morris Network, Inc.
Station Slogan "To the Point"
Reference # TVJ#34407709
Type Television
Full / Part Full Time - Regular
Experience 2 Years
Posted 1/19/2023
Closes 2/19/2023
Time Left 0 Days
DMA #84
Found In News / Talent - Weather



Weekend + Fill-In Meteorologist

WDEF-TV, Inc. seeks a Weekend + Fill-In Meteorologist. This person will produce and present on-air and on-line weather forecasts for multiple weekend newscasts. Candidates must have strong writing skills and knowledge of storytelling with ability to cultivate an actively robust social media presence. WSI MAX experience beneficial. Other duties may include live reports for AM newscasts, school visits and other public appearances. EEO M/F/D/V. Pre-employment background and drug screening. Send demo reel, cover letter and resume to: Human Resources Manager, WDEF, 3300 Broad Street, Chattanooga, TN 37408 or email to hr@wdef.com.

When responding to this job ad, please mention you saw it listed at TVJobs.com

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[Send Resume](#)

Annual E-Resume subscription required.

[\[View other WDEF Job listings \]](#)

Supplemental Information

Salary Type
Salary Range
Starting Salary / Year
Starting Salary / Hour
Job Type Full Time - Regular
Hours
Workweek
Scheduled on Holidays
Start Date
Probation Period
Benefits Yes
Benefit Premium
401K Plan Available
Vacation Yes
Paid Sick Leave Yes

Phone Calls
Agent Phone Calls

Résumé Required
Cover Letter Required
References
Salary History
Tape / Reel
Tape Format
Tape Return
Director's Track

FAX Résumé No
TVJobs.com E-Résumé Yes

Degree Required
Contract Required
Contract Length
Special Requirements
Driver's License
Insurance
Good Driving Record
Heavy Lifting

Previous Applicants
Local Apartment Rental
Moving Expenses

Union Position
Union Contract Expires

Confirmation Letter
Rejection Letter
Feedback
Drug Screen
Proof of Eligibility to work in U.S. Required
Equal Opportunity Employment Yes
EOE Data Form Yes



WDEF (CBS) Chattanooga, TN

Supplemental Information

Position Meteorologist / Reporter
Reference # Will be assigned when submission is completed ...
Type Television
Full / Part Full Time - Regular
Experience 3+ Years
Posted 3/23/2022
Closes 4/23/2022
Time Left 31 Days
DMA #88
Found In News / Talent - Meteorologist / Reporter

Salary Type
Salary Range
Starting Salary / Year
Starting Salary / Hour
Job Type Full Time - Regular
Hours
Workweek
Scheduled on Holidays
Start Date
Probation Period

Benefits Yes
Benefit Premium
401K Plan Available
Vacation Yes
Paid Sick Leave Yes

Phone Calls
Agent Phone Calls

Résumé Required
Cover Letter Required

References
Salary History
Tape / Reel Required
Tape Format
Tape Return

Director's Track

FAX Résumé No
TVJobs.com E-Résumé Yes

Degree Required Yes

Contract Required
Contract Length
Special Requirements
Driver's License
Insurance
Good Driving Record
Heavy Lifting

Previous Applicants
Local Apartment Rental
Moving Expenses

Union Position
Union Contract Expires

Confirmation Letter
Rejection Letter
Feedback
Drug Screen
Proof of Eligibility to work in U.S. Required
Equal Opportunity Employment Yes
EOE Data Form Yes
Application Form No

Meteorologist / Reporter

Meteorologist / Reporter



WDEF-TV, Inc. seeks a Meteorologist/Reporter. This person will produce and present on-air and on-line weather forecasts for multiple weekend newscasts. Three days per week will be spent reporting on-air and on-line stories. Candidates must have strong writing skills and knowledge of storytelling. Other duties may include live reports for AM newscasts, school visits and other public appearances. EEO M/F/D/V. Pre-employment background and drug screening. Send demo reel, cover letter and resume to: Human Resources Manager, WDEF, 3300 Broad Street, Chattanooga, TN 37408.

When responding to this job ad, please mention you saw it listed at TVJobs.com

© Broadcast Employment Services 1994-2022

Send Resume

Annual E-Résumé subscription or DigitalTalent resumé required.

[[View other WDEF job listings](#)]

EXHIBIT C

WDEF-TV's 2022-2023 Public File Reporting

**LONGER-TERM RECRUITMENT INITIATIVES
COMPLETED BY THE STATION EMPLOYMENT UNIT**

This form is to be used to document the station employment unit's performance of one of the longer-term recruitment initiatives during the station employment unit's applicable two-year period as required by the FCC's EEO rules (use additional sheets as necessary).

Name of initiative: Internet Job Banks

Date(s) of initiative: On-going

Description of initiative: All open positions are posted on internet web sites specifically to reach and recruit a broad spectrum of qualified broadcasting and digital applicants. Any recruitment efforts (i.e. job/career fairs) by station personnel encourage the public to apply in person at the station or online at wdef.com.

Scope of employment unit's participation: Job postings of open positions for employment on WDEF.com, TVjobs.com, JazzHR, MTSU, Chatt. State, Cleveland State, CCSTS, Dalton State, Lee University, University of TN at Chattanooga, University of TN at Knoxville, Walker County Chamber of Commerce and Tennessee Association of Broadcasters websites

Names and titles of station personnel involved in initiative:

Assistant Business Manager/HR Manager, Lisa Murphy

**LONGER-TERM RECRUITMENT INITIATIVES
COMPLETED BY THE STATION EMPLOYMENT UNIT**

This form is to be used to document the station employment unit's performance of one of the longer-term recruitment initiatives during the station employment unit's applicable two-year period as required by the FCC's EEO rules (use additional sheets as necessary).

Name of initiative: Human Resources Job Opportunities TV Advertisement

Date(s) of initiative: On-going

Description of initiative: WDEF-TV provides and produces entertainment and community programming, public service announcements and advertising messages for the local market audience on air at WDEF.com and on mobile devices. Our mission is to build bridges that serve the community through a variety of programming outlets and content areas. Advertising WDEF-TV's current openings on air provides employment notification to the viewing audience and equal opportunities throughout the communities we serve.

Scope of employment unit's participation: WDEF-TV uses its broadcast signal and website to advertise current employment opportunities that invite viewers to interact with and respond to our human resource department. These announcements will appear in the form of :30 second TV spot ads produced and updated as positions become available.

Names and titles of station personnel involved in initiative:

Business Manager, Assistant Business Manager/HR Manager HR Manager, Marketing/Creative Services Manager

Internships 2022-2023

**LONGER-TERM RECRUITMENT INITIATIVES
COMPLETED BY THE STATION EMPLOYMENT UNIT**

This form is to be used to document the station employment unit's performance of one of the longer-term recruitment initiatives during the station employment unit's applicable two-year period as required by the FCC's EEO rules (use additional sheets as necessary).

Name of initiative: News Department Internships

Date(s) of initiative: Continuous throughout the 2022-2023 school year

Description of initiative: College students in Mass Com or Journalism or Meteorology programs work one-on-one with news department staff. Two students from two colleges participated in this program, one each from Chatt State and Alabama.

Scope of employment unit's participation: Provide critical training in shooting, writing, and editing of news stories. Teach interview skills, writing styles, and best work practices.

Names and titles of station personnel involved in initiative:

Dutch Terry, news director; Rick Nyman, sports;

Kay Blevins, anchor;

Emily Cassulo, anchor/reporter

**LONGER-TERM RECRUITMENT INITIATIVES
COMPLETED BY THE STATION EMPLOYMENT UNIT**

This form is to be used to document the station employment unit's performance of one of the longer-term recruitment initiatives during the station employment unit's applicable two-year period as required by the FCC's EEO rules (use additional sheets as necessary).

Name of initiative: Accounting Department and station wide Training Programs

Date(s) of initiative: On-going 2022 - 2023

Description of initiative:

Training and cross training of all staff positions. The Business Manager and/or Assistant Business Manager are primarily responsible for or provide backup on Financials, Budgets, Accounts Receivable, Payroll, EEO hiring & Recruitment, Accounts Payable processing, preparation and filing of numerous Quarterly and Annual FCC reports, Employee Benefits, Safety Training, Kantola Training, Drivers Safety Training, Knowbe4 Internet Safety Training and other Human Resources functions on a daily basis. Assistant Business Manager manages and supervises responsibilities for Receptionist employees. Training continues on the UKG payroll system put into place last year.

Receptionist responsibilities are shared between two part time receptionists who are cross trained on all front desk responsibilities managed and supervised by Assistant Business Manager. The Receptionists are trained on invoice coding, new FCC reporting procedures, assists Management in preparing FCC Quarterly Issues and Programming reporting, mails billing invoices/statements and other Business office functions as appropriate. Receptionist posts all jobs outside the station.

Ongoing manager and staff training covering anti-harassment, ethics, social media etiquette, drug free workplace and several managerial topics: employment law, leadership, performance appraisals and time management provided by Kantola Productions

Names and titles of station personnel involved in initiative:

Primarily Business Manager, Mike Newberry; Assistant Business Manager, Lisa Murphy; P/T Receptionists Marchie Stoker and Teressa McIntosh. Entire staff in regards to numerous educational and development employee training programs as mentioned above.

**LONGER-TERM RECRUITMENT INITIATIVES
COMPLETED BY THE STATION EMPLOYMENT UNIT**

This form is to be used to document the station employment unit's performance of one of the longer-term recruitment initiatives during the station employment unit's applicable two-year period as required by the FCC's EEO rules (use additional sheets as necessary).

Name of initiative: News Department 2022-2023 Training Programs

Date(s) of initiative: On-going

Description of initiative:

The news department continually trains employees to improve skills at their current job and to advance their skills into other areas. Our chief photographer reviews in house stories to critique production skills including camera use, audio levels, and digital editing. The News Director holds writing sessions and storytelling sessions with reporters, anchors, and producers at least once per quarter and in most cases, on a daily basis. During sessions they coach people on better writing and story telling skills. These sessions take place one-on-one and in groups. We train all staff on social media skills, and use of bonded cellular live equipment. All staff receive training on website posting, writing, and some technical knowledge of web-workings.

Additionally, station provided extensive social media training through Social News Desk trainers.

WDEF staff also participated in company-wide writing training for teases and promotions provided by Greg Derkowski, contracted for long term training for all Morris stations.

Names and titles of station personnel involved in initiative:

All members of the news staff participate in some fashion, either are trainers or trainees.

**LONGER-TERM RECRUITMENT INITIATIVES
COMPLETED BY THE STATION EMPLOYMENT UNIT**

This form is to be used to document the station employment unit's performance of one of the longer-term recruitment initiatives during the station employment unit's applicable two-year period as required by the FCC's EEO rules (use additional sheets as necessary).

Name of initiative: Marketing Department Training Programs (Marketing.& Creative Services)

Date(s) of initiative: On-going *2022-2023*

Description of initiative: Skill developing training continues in the marketing department encompassing several different areas of Marketing, Creative Services & Digital Media. Including: Video production skills improvement using online tutorials via YouTube.

Scope of employment unit's participation: Within these areas and with cross-training efforts new learning takes place on an ongoing basis. These activities comprise nearly all training. Participation in webinars with detailed visual slides and interactive question and answers sessions are commonplace to quickly and easily introduce new operating concepts, organizational processes, as well as, other continued education opportunities with our industry. Weekly meetings between departments across the company to work and collaborate with co-workers at remote sites. Cross-training between co-workers and manager training for employees also is relied upon heavily in order to improve employee professional growth while completing assigned projects.

Names and titles of station personnel involved in initiative:

Marketing/Creative Services Manager:	James Mayer
Producer/Writer/Editor:	Jonathan Preavett
Producer/Writer/Editor:	Sophia Efiom
Producer/Writer/Editor:	Lindsey Thurman

**LONGER-TERM RECRUITMENT INITIATIVES
COMPLETED BY THE STATION EMPLOYMENT UNIT**

This form is to be used to document the station employment unit's performance of one of the longer-term recruitment initiatives during the station employment unit's applicable two-year period as required by the FCC's EEO rules (use additional sheets as necessary).

Name of initiative: Operations Department Training Programs

Date(s) of initiative: On-going *2022-2023*

Description of initiative:

Training initiatives within the Operations Department is mandated by technological advancements that require new skill acquisition in order to remain competitive in the industry, as well as keeping FCC compliant. New skill acquisition in Operations focuses mostly on the implementation of techniques required to use and convert HD and SD video files, graphics, and feeds for use in the newscast and master control operations via video servers, FTP and graphics servers. New equipment training this year included MCR NVerzion automation, UTAH MCR Switcher.

Names and titles of station personnel involved in initiative:

Operations Manager, Directors, Production Techs, MCR Operators.

**LONGER-TERM RECRUITMENT INITIATIVES
COMPLETED BY THE STATION EMPLOYMENT UNIT**

This form is to be used to document the station employment unit's performance of one of the longer-term recruitment initiatives during the station employment unit's applicable two-year period as required by the FCC's EEO rules (use additional sheets as necessary).

Name of initiative: Technical Department Training Programs

Date(s) of initiative: On-going *2022-2023*

Description of initiative:

The Technical department trains employees to improve skills in current position and to advance skills which with constantly changing technology and very important safety training. New equipment training this year included, none, ongoing MCR automation capabilities

M Dunn: Cross training to better support Mkt with Web issues

M Dunn: Cross training on more Tech Dept general functions in addition to IT

Scope of employment unit's participation:

The Chief Engineer attends several equipment presentations & workshops at the NAB equipment show and shares information with the maintenance staff. New equipment training this year included MCR NVerzion automation, UTAH MCR Switcher.

Names and titles of station personnel involved in initiative:

Chief Engineer: Richard McClain

IS Technician: Mark Dunn

Custodian: David Sprayberry

**LONGER-TERM RECRUITMENT INITIATIVES
COMPLETED BY THE STATION EMPLOYMENT UNIT**

This form is to be used to document the station employment unit's performance of one of the longer-term recruitment initiatives during the station employment unit's applicable two-year period as required by the FCC's EEO rules (use additional sheets as necessary).

Name of initiative: Sales Department Training Programs

Date(s) of initiative: On-going weekly

Description of initiative: The sales staff has weekly meetings which cover general business and selling techniques. Most meetings have training components. These consist of subjects such as: traits needed to be successful in sales, negotiation strategies, closing techniques, addressing client objections, presentation methods, ChartLocal Internet sales products and strategies, Mobil App applications, order entry procedures, competitive information, WDEF program changes and sales promotions, and weekly Sales training videos.

Separate weekly individual AE meetings, take place between the GSM, LSM / DSM and individual Sales AEs to provide direction in individual areas of need. These meetings also serve as targeted account strategy planning sessions.

Our largest single training initiative for new hire AEs is DOYLE ON DEMAND Sale Series; an on-line video sales training course with hundreds of modules designed to educate Account Executives about the advertising industry, TV and Digital advertising, along with the basics of several industries with which we do a considerable amount of business. These include Restaurant, Auto, Furniture, Real Estate, Healthcare and more. The Sales Managers and all of our AE's take this course as a group as a part of regular sales meetings. New AE's are assigned additional units as an orientation to the industry.

Scope of employment unit's participation is Department - wide

Names and titles of station personnel involved in initiative:
GSM, Dan Howard; LSM, Jess Raby; DSM, Sabrina Sellick; DOS, Laura McMillan; Sales Executives; Patty Eubanks, Corey Miller, Jeff Camp, Jocelyn Flint, Madison Hamilton, Patrick Moates

**LONGER-TERM RECRUITMENT INITIATIVES
COMPLETED BY THE STATION EMPLOYMENT UNIT**

This form is to be used to document the station employment unit's performance of one of the longer-term recruitment initiatives during the station employment unit's applicable two-year period as required by the FCC's EEO rules (use additional sheets as necessary).

Name of initiative: TAB Virtual Job Fair

Date(s) of initiative: September 26, 2022

Description of initiative: WDEF News 12 Participated with other broadcast stations in the TAB virtual career fair

Scope of employment unit's participation: Discussed careers via online chat sessions and directed participants to complete online job applications at WDEF.com. Spoke with 14 participants.

Names and titles of station personnel involved in initiative:
Asst. Business Mgr.

Murphy, Lisa D

From: WDEF HR Coordinator
Sent: Friday, October 14, 2022 11:17 AM
To: Murphy, Lisa D
Subject: FW: TAB September Virtual Job Fair Participation Letters and Stats
Attachments: TN_Broadcasters-Stats.pdf; Lisa Murphy - Morris Network.pdf

Marchie Stoker

423-785-1200



WDEF-TV • 3300 Broad St. • Chattanooga, TN 37408

From: Lexie Boaz <lexie@tabtn.org>
Sent: Friday, October 14, 2022 10:45 AM
To: Murphy, Lisa D <LMurphy@wdef.com>; WDEF HR Coordinator <gmbx_wdef_hrcoord@wdef.com>
Subject: TAB September Virtual Job Fair Participation Letters and Stats

Good afternoon,

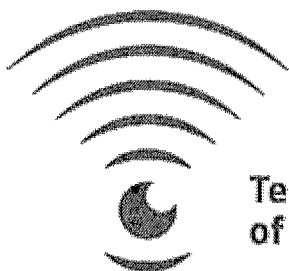
Attached are your stations participation reports for TAB's September 2022 Virtual Job fair, as well as the stats spreadsheet.

Please let me know if you have any questions.

Best wishes,

Lexie Boaz

Member Services Coordinator



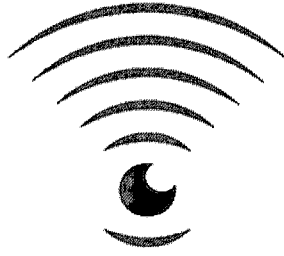
**Tennessee Association
of Broadcasters**

Phone: (615) 365-1840, Cell: (217) 979-2403, Fax: (615) 365-1842
2 International Plaza Dr., Suite 902, Nashville, TN 37217
www.tabtn.org

Follow us on social media!

Facebook: @TennesseeAssociationofBroadcasters

Twitter: @TNBroadcasters



**Tennessee Association
of Broadcasters**

**Tennessee Broadcasters Virtual Job Fair
September 26-30, 2022**

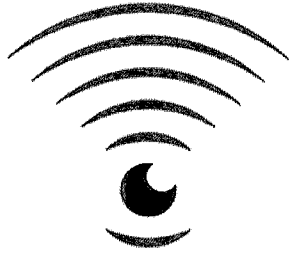
Day	Number of visits	Pages	Hits	Bandwidth
26-Sep-22	226	1,470	8,651	948.87 MB
27-Sep-22	236	1,604	7,758	1.13 GB
28-Sep-22	201	979	6,489	1.24 GB
29-Sep-22	213	1,283	8,525	850.54 MB
30-Sep-22	249	1,072	4,725	218.71 MB
TOTALS	1125	6,408	36,148	4.4 GB
DAILY AVERAGE	225	1281.6	7229.6	878 MB

Unique visitors - Under this column you will see the number of unique IP addresses that have accessed your website. This number can be associated with the different people that have browsed your website.

Pages - This field shows the number of different pages that were opened on your website from your visitors.

Hits - Under this label you will see the number of accessed files that were recorded for your pages. When a person goes to a page on the site, their browser downloads all images and HTML files and renders them as a single, but each element on a single webpage is counted as a hit. This is used in SEO.

Bandwidth - This statistic provides you with information on how much data each visitor downloads on average.



**Tennessee Association
of Broadcasters**

**Tennessee Broadcasters Virtual Job Fair
September 26-30, 2022**

Registrant Name	Phone	Interest	Source	Resume	Entry Date
<u>Joe Galvan</u>	(270) 309-0759	All Media jobs	The Hog	<u>Resume</u>	9/30/2022
<u>Josh Fann</u>	(615) 427-5595	Creative, Digital Media, Administration, Other, Production, Promotions	1510 AM Nashville	<u>Resume</u>	9/29/2022
<u>Darlene V. Steinw</u>	(716) 479-2495	Administration	Wbbj		9/29/2022
<u>AJ LaPerch</u>	(860) 946-9534	Creative, Digital Media, Engineering, Production	neighbor	<u>Resume</u>	9/28/2022



**Tennessee Association
of Broadcasters**

Lisa Murphy
Morris Network
3300 Broad Street
Chattanooga, Tn. 37408

RE: Tennessee Broadcasters Virtual Job Fair Participation, September 26-30, 2022

October 5, 2022

Dear Lisa Murphy,

Thank you for participating in the Tennessee Broadcasters Virtual Job Fair the week of September 26, 2022. Your hiring agent of record was Lisa Murphy and the station that participated was WDEF.

Please keep this letter for your records.

Thank you again for participating in the Broadcasters Virtual Job Fair.

Best Regards,

Chris Baker, President
Tennessee Association of Broadcasters
Two International Plaza Drive, Suite 902
Nashville, TN 37217

**LONGER-TERM RECRUITMENT INITIATIVES
COMPLETED BY THE STATION EMPLOYMENT UNIT**

This form is to be used to document the station employment unit's performance of one of the longer-term recruitment initiatives during the station employment unit's applicable two-year period as required by the FCC's EEO rules (use additional sheets as necessary).

Name of initiative: **Meet the Firms**

✓ Date(s) of initiative: **10/6/22**

Description of initiative:

Career fair for students of Southern Adventist University.

Scope of employment unit's participation:

Interviewed perspective employees and interns. Outlined educational and other training needed for future employment at WDEF or other television stations.

Names and titles of station personnel involved in initiative:

Dutch Terry - News Director

Murphy, Lisa D

From: Daniel Olson <drolson@southern.edu>
Sent: Thursday, October 20, 2022 4:43 PM
To: Daniel Olson
Cc: Nova Munselle
Subject: Thank you for attending

Good afternoon!

Well, it's nearly exactly two weeks since I departed the gymnasium after our Meet the Firms and Graduate Schools event on the campus of Southern Adventist University.

And now that we've had a chance to catch our breath, I wanted to follow up with a couple of items.

- First, **THANK YOU SO MUCH** for your (or your company's) participation in this event. I talked with some of you at the event and was very pleased by your reported impressions. Several organizations were represented for the first time, and their employees gave glowing reviews of the students and the event, and they promised to attend the next career fair on Southern's campus.
- Second, our next Meet the Firms and Graduate Schools event is set for Thursday, Feb. 23, 2023, from 12 to 2 p.m. We'll follow up with more details and open the online Handshake registration soon, but consider this your first invitation. 😊 Go ahead and mark your calendars now.

I greatly value your commitment to attend this event and appreciate your consideration for Southern students and their career development.

Also, I received a few suggestions for how to improve the event in the future too. If you have additional feedback or questions, please let me know.

Daniel Olson, M.S.

Employer Relations and Internship Coordinator
Student Support Services | Bietz Center, Office #3405
Southern Adventist University, Collegedale, Tenn.
423.236.2073 | drolson@southern.edu

**LONGER-TERM RECRUITMENT INITIATIVES
COMPLETED BY THE STATION EMPLOYMENT UNIT**

This form is to be used to document the station employment unit's performance of one of the longer-term recruitment initiatives during the station employment unit's applicable two-year period as required by the FCC's EEO rules (use additional sheets as necessary).

Name of initiative: FCC EEO Training

Date(s) of initiative: November 16., 2022

Description of initiative: To maintain an understanding of FCC EEO Requirements.

Scope of employment unit's participation: Business Manager and Assistant Business Manager attendedc the FCC EEO Training which consisted of all EEO requirements for television and radio stations. Recruitment Sources were dicussed along with the required reporting sources. Job possting requirements as well as Outreach Program were also discussed. We also reviewed Intership and Job Shadow Programs.

Names and titles of station personnel involved in initiative:

Business Mgr.

Asst. Bus. Manager

Murphy, Lisa D

From: Jennifer Lane <jennifer@mediastaffingnetwork.com>
Sent: Wednesday, November 9, 2022 3:13 PM
To: Jennifer Lane; Hirsh, Cori
Subject: FCC EEO Training Certificate of Participation



On behalf of all of us at Broadcast1Source, Media Staffing Network, and the Tennessee Association of Broadcasters, thank you for participating in our FCC EEO Training meeting on November 9, 2022. We appreciate your interest in additional training on this subject matter and the great questions posed to us.

This email serves as your certificate of participation. Please print and retain a copy to include in your EEO Public File.

We are happy to continue to be a resource to you and your colleagues. Please don't hesitate to reach out if we can be of further service.

Sincerely,

A handwritten signature in cursive script that reads "Lisa".

Lisa A. Fields
SVP/General Manager, Broadcast1Source
P: 336.553.0620

WDEF-TV's 2023-2024 Public File Reporting

**LONGER-TERM RECRUITMENT INITIATIVES
COMPLETED BY THE STATION EMPLOYMENT UNIT**

This form is to be used to document the station employment unit's performance of one of the longer-term recruitment initiatives during the station employment unit's applicable two-year period as required by the FCC's EEO rules (use additional sheets as necessary).

Name of initiative: Internet Job Banks

Date(s) of initiative: On-going

Description of initiative: All open positions are posted on internet web sites specifically to reach and recruit a broad spectrum of qualified broadcasting and digital applicants. Any recruitment efforts (i.e. job/career fairs) by station personnel encourage the public to apply in person at the station or online at wdef.com.

Scope of employment unit's participation: Job postings of open positions for employment on WDEF.com, TVjobs.com, JazzHR, MTSU, Chatt. State, Cleveland State, CCSTS, Dalton State, Lee University, University of TN at Chattanooga, University of TN at Knoxville, Walker County Chamber of Commerce and Tennessee Association of Broadcasters websites

Names and titles of station personnel involved in initiative:

Assistant Business Manager/HR Manager, Lisa Murphy

**LONGER-TERM RECRUITMENT INITIATIVES
COMPLETED BY THE STATION EMPLOYMENT UNIT**

This form is to be used to document the station employment unit's performance of one of the longer-term recruitment initiatives during the station employment unit's applicable two-year period as required by the FCC's EEO rules (use additional sheets as necessary).

Name of initiative: Human Resources Job Opportunities TV Advertisement

Date(s) of initiative: On-going

Description of initiative: WDEF-TV provides and produces entertainment and community programming, public service announcements and advertising messages for the local market audience on air at WDEF.com and on mobile devices. Our mission is to build bridges that serve the community through a variety of programming outlets and content areas. Advertising WDEF-TV's current openings on air provides employment notification to the viewing audience and equal opportunities throughout the communities we serve.

Scope of employment unit's participation: WDEF-TV uses its broadcast signal and website to advertise current employment opportunities that invite viewers to interact with and respond to our human resource department. These announcements will appear in the form of :30 second TV spot ads produced and updated as positions become available.

Names and titles of station personnel involved in initiative:

Business Manager, Assistant Business Manager/HR Manager HR Manager, Marketing/Creative Services Manager

**LONGER-TERM RECRUITMENT INITIATIVES
COMPLETED BY THE STATION EMPLOYMENT UNIT**

This form is to be used to document the station employment unit's performance of one of the longer-term recruitment initiatives during the station employment unit's applicable two-year period as required by the FCC's EEO rules (use additional sheets as necessary).

Name of initiative: ___ News Department Internships _____

Date(s) of initiative: _Continuous throughout the 2023-2024 school year_____

Description of initiative: ___ College and high school students in Mass Com or Journalism or Meteorology programs work one-on-one with news department staff. Two students participated in this program. One from Washington University of St. Louis, one from MTSU.

Scope of employment unit's participation: ___ Provide critical training in shooting, writing, and editing of news stories. Teach interview skills, writing styles, and best work practices.

Names and titles of station personnel involved in initiative:
Dutch Terry, news director; Andrew Harrison, anchor.
Emily Cassulo, anchor/reporter, Nick Hill, reporter

**LONGER-TERM RECRUITMENT INITIATIVES
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This form is to be used to document the station employment unit's performance of one of the longer-term recruitment initiatives during the station employment unit's applicable two-year period as required by the FCC's EEO rules (use additional sheets as necessary).

Name of initiative: Accounting Department and station wide Training Programs

Date(s) of initiative: On-going

Description of initiative:

Training and cross training of all staff positions. The Business Manager and/or Assistant Business Manager are primarily responsible for or provide backup on Financials, Budgets, Accounts Receivable, Payroll, EEO hiring & Recruitment, Accounts Payable processing, preparation and filing of numerous Quarterly and Annual FCC reports, Employee Benefits, Safety Training, Kantola Training, Internet Safety Training, Drivers Safety Training and other Human Resources functions on a daily basis. Assistant Business Manager manages and supervises responsibilities for Receptionist employees.

Receptionist responsibilities are shared between two part time receptionists who are cross trained on all front desk responsibilities managed and supervised by Assistant Business Manager. The Receptionists are trained on invoice coding, new FCC reporting procedures, assists Management in preparing FCC Quarterly Issues and Programming reporting, mails billing invoices/statements and other Business office functions as appropriate. Receptionist posts all jobs outside the station.

Ongoing manager and staff training covering anti-harassment, ethics, social media etiquette, drug free workplace and several managerial topics: employment law, leadership, performance appraisals and time management provided by Kantola Productions

Names and titles of station personnel involved in initiative:

Primarily Business Manager, Mike Newberry; Assistant Business Manager, Lisa Murphy; P/T Receptionists Marchie Stoker and Teressa McIntosh. Entire staff in regards to numerous educational and development employee training programs as mentioned above.

**LONGER-TERM RECRUITMENT INITIATIVES
COMPLETED BY THE STATION EMPLOYMENT UNIT**

This form is to be used to document the station employment unit's performance of one of the longer-term recruitment initiatives during the station employment unit's applicable two-year period as required by the FCC's EEO rules (use additional sheets as necessary).

Name of initiative: News Department Training Programs

Date(s) of initiative: On-going

Description of initiative:

The news department continually trains employees to improve skills at their current job and to advance their skills into other areas. Our chief photographer reviews in house stories to critique production skills including camera use, audio levels, and digital editing. The News Director holds writing sessions and storytelling sessions with reporters, anchors, and producers at least once per quarter and in most cases, on a daily basis. During sessions they coach people on better writing and story telling skills. These sessions take place one-on-one and in groups. We train all staff on social media skills, and use of bonded cellular live equipment. All staff receive training on website posting, writing, and some technical knowledge of web-workings.

Names and titles of station personnel involved in initiative:

News Director, Dutch Terry; Chief Photographer, David Moore; Morning Anchor/Producer, Kay Blevins;; Reporter/Anchor, Brian Armstrong; Anchor, Andrew Harrison; Sports Anchor, Rick Nyman; Senior Digital Content Producer, Collins Parker; Meteorologist, Chip Chapman.

**LONGER-TERM RECRUITMENT INITIATIVES
COMPLETED BY THE STATION EMPLOYMENT UNIT**

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Name of initiative: Marketing Department Training Programs (Marketing & Creative Services)

Date(s) of initiative: On-going

Description of initiative: Skill developing training continues in the marketing department encompassing several different areas of Marketing, Creative Services & Digital Media. Including: Video production skills improvement using online tutorials via YouTube. Writing workshops with Greg Derkowski.

Scope of employment unit's participation: Within these areas and with cross-training efforts new learning takes place on an ongoing basis. These activities comprise nearly all training. Participation in webinars with detailed visual slides and interactive question and answers sessions are commonplace to quickly and easily introduce new operating concepts, organizational processes, as well as, other continued education opportunities with our industry. Weekly meetings between departments across the company to work and collaborate with co-workers at remote sites. Cross-training between co-workers and manager training for employees also is relied upon heavily in order to improve employee professional growth while completing assigned projects.

Names and titles of station personnel involved in initiative:

Marketing/Creative Services Manager:	James Mayer
Producer/Writer/Editor:	Sophia Efiom
Producer/Writer/Editor:	Nash Carrington
Producer/Writer/Editor:	Beth Day

**LONGER-TERM RECRUITMENT INITIATIVES
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This form is to be used to document the station employment unit's performance of one of the longer-term recruitment initiatives during the station employment unit's applicable two-year period as required by the FCC's EEO rules (use additional sheets as necessary).

Name of initiative: Operations Department Training Programs

Date(s) of initiative: On-going

Description of initiative:

Training initiatives within the Operations Department is mandated by technological advancements that require new skill acquisition in order to remain competitive in the industry, as well as keeping FCC compliant. New skill acquisition in Operations focuses mostly on the implementation of techniques required to use and convert video files, graphics, and feeds for use in the newscast and master control operations via video servers, FTP and graphics servers.

Names and titles of station personnel involved in initiative:

Operations Manager: Chris Hull; Directors: Kody Patterson, Chris Dean, Keaton Franklin, Semenye Jones, Rick Leverette, Rainey Randolph, Chandler Gibson, Keaton Franklin and Cooper Allen; Production Techs:, James Elrod, Cooper Allen, Rainey Randolph, Chandler Gibson and Herman Prater: Media Manager; Kennus Parham

**LONGER-TERM RECRUITMENT INITIATIVES
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Name of initiative: Technical Department Training Programs

Date(s) of initiative: On-going

Description of initiative:

The Technical department trains employees to improve skills in current position and to advance skills which with constantly changing technology and very important safety training. New equipment training this year included, none, ongoing MCR automation capabilities

M Dunn: Cross training to better support Mkt with Web issues

M Dunn: Cross training on more Tech Dept general functions in addition to IT

M Dunn More responsibility on APENPS system, install.

Scope of employment unit's participation:

The Chief Engineer attends several equipment presentations & workshops at the NAB equipment show and shares information with the maintenance staff.

Names and titles of station personnel involved in initiative:

Chief Engineer: Richard McClain

IS Technician: Mark Dunn

Custodian: David Sprayberry

**LONGER-TERM RECRUITMENT INITIATIVES
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This form is to be used to document the station employment unit's performance of one of the longer-term recruitment initiatives during the station employment unit's applicable two-year period as required by the FCC's EEO rules (use additional sheets as necessary).

Name of initiative: Sales Department Training Programs

Date(s) of initiative: On-going weekly

Description of initiative: The sales staff has weekly meetings which cover general business and selling techniques. Most meetings have training components. These consist of subjects such as: traits needed to be successful in sales, negotiation strategies, closing techniques, addressing client objections, presentation methods, ChartLocal Internet sales products and strategies, Mobil App applications, order entry procedures, competitive information, WDEF program changes and sales promotions, and weekly Sales training videos.

Separate weekly individual AE meetings, take place between the GSM, LSM / DSM and individual Sales AEs to provide direction in individual areas of need. These meetings also serve as targeted account strategy planning sessions.

Our largest single training initiative for new hire AEs is DOYLE ON DEMAND Sale Series; an on-line video sales training course with hundreds of modules designed to educate Account Executives about the advertising industry, TV and Digital advertising, along with the basics of several industries with which we do a considerable amount of business. These include Restaurant, Auto, Furniture, Real Estate, Healthcare and more. The Sales Managers and all of our AE's take this course as a group as a part of regular sales meetings. New AE's are assigned additional units as an orientation to the industry.

Scope of employment unit's participation is Department - wide

Names and titles of station personnel involved in initiative:
GSM, Dan Howard; LSM, Jess Raby; DSM, Sabrina Sellick; DOS, Laura McMillan; Sales Executives; Patty Eubanks, Corey Miller, Jeff Camp, Jocelyn Flint, Madison Hamilton, Patrick Moates

**LONGER-TERM RECRUITMENT INITIATIVES
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This form is to be used to document the station employment unit's performance of one of the longer-term recruitment initiatives during the station employment unit's applicable two-year period as required by the FCC's EEO rules (use additional sheets as necessary).

Name of initiative: **News 12 Jobs Expo**

Date(s) of initiative: **9/27/23**

Description of initiative:

Station sponsored Jobs Expo at Brainerd BX.

Scope of employment unit's participation:

Outlined educational and other training needed for future employment at WDEF.

Names and titles of station personnel involved in initiative:

James Mayer – Marketing Manager
Jess Raby – General Sales Manager

Murphy, Lisa D

From: Howard, Dan
Sent: Tuesday, October 3, 2023 3:40 PM
To: Murphy, Lisa D
Subject: Fw: Virtual Job Fair Registration

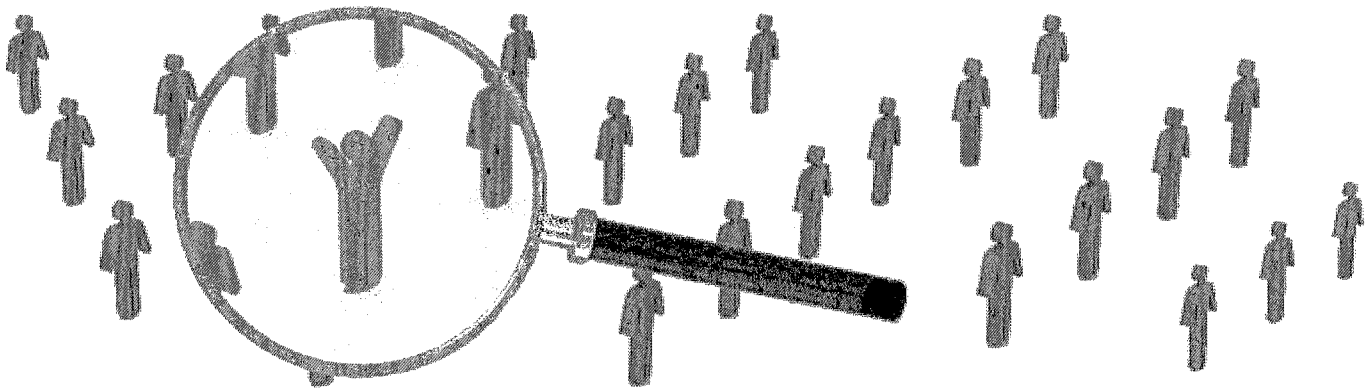
Dan Howard

General Manager
dhoward@wdef.com
423-785-1203



WDEF-TV • 3300 Broad St. • Chattanooga, TN 37408

From: Broadcasters Virtual Job Fair <suzanstrong@nmba.org>
Sent: Tuesday, October 3, 2023 1:19 PM
To: suzanstrong@nmba.org <suzanstrong@nmba.org>
Subject: Virtual Job Fair Registration



The following registration was just submitted to the Broadcasters Virtual Job Fair. Please retain this registration form for your file.

Name: A. J. Sartin

Email: ajsartin@comcast.net

Phone: (865) 801-4385

Interest in media: Engineering, On Air

On what station or other sources did you hear about this job fair? WATE, Knoxville

Resume [Click here for resume.](#)

Please download any resume indicated above. The BroadcastersVirtualJobFair.com cannot guarantee that these files will be kept beyond your job fair week. If you have any questions, please contact your state association or suzanstrong@nmba.org at the Broadcasters Virtual Job Fair.

Murphy, Lisa D

From: Lexie Boaz, TAB Member Services Coordinator <Lexie@tabtn.org>
Sent: Wednesday, September 13, 2023 9:30 AM
To: Murphy, Lisa D
Subject: Thank you for your Oct 2023 TAB Virtual Job Fair Registration

Lisa

Thank you for your October 2023 TAB Virtual Job Fair Registration.

Dates: October 2 - October 6

You will be receiving your scripts soon.

Once you have filled out this form your next step is to post any job openings that you'd like to include at the National Alliance of State Broadcasters Association's www.CareerPage.org

*If you are new to CareerPage.org, simply click on the "Register" link on the home page.
Use the access code **3Sdg54** to complete your registration.*

Beginning the Monday of the job fair, your participating stations promote the event and drive visitors to the site. You can link to the site from your website, or send listeners/viewers directly to www.BroadcastersVirtualJobFair.com

We suggest all stations air their promos DURING the week of the job fair March 27-31.

Note: The Association does not require any documentation of this insertion, we only ask that make a good faith effort to air them and help get the word out. The success for this virtual job fair will depend upon you promoting the event.

Thank you and good luck with finding your next big superstar!

If you have any questions or concerns, please contact lexie@tabtn.org.

Have a great day! :)

**LONGER-TERM RECRUITMENT INITIATIVES
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This form is to be used to document the station employment unit's performance of one of the longer-term recruitment initiatives during the station employment unit's applicable two-year period as required by the FCC's EEO rules (use additional sheets as necessary).

Name of initiative: Meet the Firms (Southern Adventist University Career Fair)___

Date(s) of initiative: _____10/5/23_____

Description of initiative: _____meet with prospective broadcast students and possibly interns to discuss working in the field and future job opportunities

Scope of employment unit's participation__News Director met with and interviewed students

Names and titles of station personnel involved in initiative:
Dutch Terry, News Director

**LONGER-TERM RECRUITMENT INITIATIVES
COMPLETED BY THE STATION EMPLOYMENT UNIT**

This form is to be used to document the station employment unit's performance of one of the longer-term recruitment initiatives during the station employment unit's applicable two-year period as required by the FCC's EEO rules (use additional sheets as necessary).

Name of initiative: **News 12 Jobs Expo**

Date(s) of initiative: **2/15/24**

Description of initiative:

Station sponsored Jobs Expo at Brainerd BX.

Scope of employment unit's participation:

Outlined educational and other training needed for future employment at WDEF.

Names and titles of station personnel involved in initiative:

James Mayer – Marketing Manager
Jess Raby – General Sales Manager

EXHIBIT D

RECRUITMENT SOURCE AUDIT

DATE: 3-26-2024

AUDITED BY: Maichel Stoker

ADDITIONS: _____

DELETIONS: _____

- Please include the reason for Recruitment Source Deletions
(Lack of responses from source, location of source too far outside of community,
source has requested to no longer receive postings, recruitment source is now
notified as part of a group/college job bank and no longer needs individual notifications, etc.)

**CHANGES TO RECRUITMENT CONTACT INFORMATION OR OTHER RECRUITMENT CHANGES
NOT LISTED ABOVE.**

No changes

Audit completed by: M. Stoker Date: 3-26-2024

Manager: Maichel Stoker Date: 4/12/24

RECRUITMENT SOURCE AUDIT

DATE: 12-29-2023

AUDITED BY: Maichel Stoker

ADDITIONS: Added Wdef Job Fair
Recruitment Source on 11-17-2023

DELETIONS: GA. Dept of Labor - They
Changed to Technical
College recruitment Source.

- Please include the reason for Recruitment Source Deletions (Lack of responses from source, location of source to far outside of community, source has requested to no longer receive postings, recruitment source is now notified as part of a group/college job bank and no longer needs individual notifications, etc.)

CHANGES TO RECRUITMENT CONTACT INFORMATION OR OTHER RECRUITMENT CHANGES NOT LISTED ABOVE.

Audit completed by: M. Stoker Date: 12-29-2023

Manager: Maichel Stoker Date: 1/5/24

Stoker, Marchie N.

From: Murphy, Lisa D
Sent: Wednesday, November 1, 2023 12:32 PM
To: Stoker, Marchie N.
Subject: RE: Georgia Department of Labor

That's fine

From: Stoker, Marchie N. <MStoker@wdef.com>
Sent: Wednesday, November 1, 2023 12:14 PM
To: Murphy, Lisa D <LMurphy@wdef.com>
Subject: FW: Georgia Department of Labor

Lisa,

See below.

Marchie Stoker
423-785-1200



WDEF-TV • 3300 Broad St. • Chattanooga, TN 37408

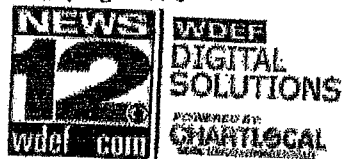
From: Stoker, Marchie N.
Sent: Wednesday, October 25, 2023 1:15 PM
To: Murphy, Lisa D <LMurphy@wdef.com>
Subject: Georgia Department of Labor

Lisa,

Georgia Dept. of Labor has changed their website to Technical college system of Georgia. We don't really every get any applications from them. Would it be ok if I removed them from our list their website does not have really any options for Media jobs? What do you think?

<https://employgeorgia.com> username: lmurphy@wdef.com password: Wdefnews12

Marchie Stoker
423-785-1200



WDEF-TV • 3300 Broad St. • Chattanooga, TN 37408

RECRUITMENT SOURCE AUDIT

DATE: 6-21-2023

AUDITED BY: Mauchie Stokes

ADDITIONS: _____

DELETIONS: See attached email

- Please include the reason for Recruitment Source Deletions (Lack of responses from source, location of source to far outside of community, source has requested to no longer receive postings, recruitment source is now notified as part of a group/college job bank and no longer needs individual notifications, etc.)

CHANGES TO RECRUITMENT CONTACT INFORMATION OR OTHER RECRUITMENT CHANGES NOT LISTED ABOVE.

Chattanooga, State changed
from Purple Brief Case to
Handshake, Conn.

Audit completed by: M. Stokes Date: 6-21-2023

Manager: Michael Wiley Date: 6/26/2023

Changes:

American Job Center changed from email address to website on 11-29-2022.

Stoker, Marchie N.

From: amenda.coleman=chattanoogaastate.edu@mailpurplebriefcase.com on behalf of amenda.coleman@chattanoogaastate.edu
Sent: Wednesday, June 21, 2023 10:30 AM
To: WDEF HR Coordinator
Subject: Chattanooga State is moving to Handshake!

<https://files.purplebriefcase.com/clientFiles/HeaderLogos/headerLogo_CSCC_Sk1rKytScGNwb2xodkVESysyeFJUdz09-2021-06-10-R05Vd1RpenMzcE04VXIvWlh6UmJXUT09.png>

<<https://app.purplebriefcase.com/images/systemMail/spaceHolderImg.png>>

Greetings!

On behalf of **Chattanooga State**, I am excited to tell you about our upcoming transition to Handshake, a modern platform for early talent recruiting. **Handshake is replacing our current system, Purple Briefcase**, and will offer your team many great new features like:

- * Managing all your campus relations via Handshake at no cost.
- * A mobile experience: update your job postings, view applicants, and more, all while on the go using Handshake's responsive design.

In the coming weeks, you will receive an invitation from Handshake inviting you to create a free employer account. Signing up is easy and takes less than 5 minutes.

Please create an account and post any jobs that will be open on or after **07/20/2023**. Students will be invited into the system shortly thereafter to start applying!

Want more information? Visit Handshake's Employer Site here:

<https://support.joinhandshake.com/hc/articles/115004897268The-Employer-Onboarding-Process>

Thank you!

unsubscribe from this email alert and never receive emails from this service
<http://email.mailpurplebriefcase.com/u/eJwcx8EKwyAMANCvqccSY6r1kMM-xcSECi0rbmO_P9jxdYYt1eThYNtFpZRdgKRYRFEhparihFIt8ElmCBjjJQAcC0tq7t281ZsQ1klrjbO-zPv02QOc20vW_V5hcnHXAI-3fzvNy_4-AUAAP__5bsl8g>

<<http://email.mailpurplebriefcase.com/o/eJwcx71qwzAQAOcniRZDkHSyfgYNQXQI9Gdl9nKWTrHAt0JzaenbFzJ->>

RECRUITMENT SOURCE AUDIT

DATE: 9-29-2023

AUDITED BY: YM. Stokes

ADDITIONS: Greg Funderburg - Urban League email

DELETIONS: Estephane Acheson

- Please include the reason for Recruitment Source Deletions (Lack of responses from source, location of source to far outside of community, source has requested to no longer receive postings, recruitment source is now notified as part of a group/college job bank and no longer needs individual notifications, etc.)

CHANGES TO RECRUITMENT CONTACT INFORMATION OR OTHER RECRUITMENT CHANGES NOT LISTED ABOVE.

Audit completed by: YM. Stokes Date: 9-29-2023

Manager: Muhafidy Date: 9/29/23

Changes:

American Job Center changed from email address to website on 11-29-2022.

Stoker, Marchie N.

From: Estephanie Acheson <eacheson@ulchatt.net>
Sent: Friday, July 21, 2023 12:23 PM
To: Stoker, Marchie N.
Subject: Re: Job Posting---Sales & Traffic Assistant

Good afternoon!

Please send job postings to our new communications director: Greg Funderburg - gfunderburg@ulchatt.net

We recently updated our website and Im no longer over posting to our website.

Thank you!

On Fri, Jul 21, 2023 at 11:25 AM Stoker, Marchie N. <MStoker@wdef.com> wrote:

Good Morning,

Would you please post the Sales & Traffic Assistant position for me?

Marchie Stoker

423-785-1200



WDEF-TV • 3300 Broad St. • Chattanooga, TN 37408

Estephanie Acheson
Regional VITA Coordinator
Urban League of Greater Chattanooga
Email: eacheson@ulchatt.net
Office: (423) 756-1762 | Cell: (423) 326-5399
Check us out!

RECRUITMENT SOURCE AUDIT

DATE: 12-30-2022

AUDITED BY: M. Stokur

ADDITIONS: _____

DELETIONS: _____

- Please include the reason for Recruitment Source Deletions -
(Lack of responses from source, location of source to far outside of community,
source has requested to no longer receive postings, recruitment source is now
notified as part of a group/college job bank and no longer needs individual notifications, etc.)

**CHANGES TO RECRUITMENT CONTACT INFORMATION OR OTHER RECRUITMENT CHANGES
NOT LISTED ABOVE.**

See attached list.

Audit completed by: Marshall Stokur Date: 12-30-2022

Manager: Marshall Stokur Date: 12/30/22

Changes:

American Job Center changed from email address to website on 11-29-2022.

American Job Center
5600 Brainerd Rd Suite A-5
Chattanooga, TN 37411
Phone: 423-643-2319 Fax: 423-894-2758
Peter.Brown@tn.gov
JOBS4TN.GOV

JOBS4TN.GOV

From: Stoker, Marchie N. <MStoker@wdef.com>
Sent: Thursday, November 17, 2022 1:35 PM
To: Peter Brown <Peter.Brown@tn.gov>
Subject: [EXTERNAL] RE: Job Postings WDEF-TV

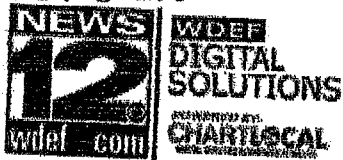
*** This is an EXTERNAL email. Please exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email - STS-Security. ***

Peter,

I spoke to you on Wednesday, November 15th and you were going to email me the instructions on posting our jobs on American Job Center website.

Marchie Stoker

423-785-1200



WDEF-TV • 3900 Broad St. • Chattanooga, TN 37406

From: Stoker, Marchie N.
Sent: Wednesday, November 16, 2022 11:58 AM
To: 'Peter.Brown@TN.gov' <Peter.Brown@TN.gov>
Subject: Job Postings WDEF-TV

Peter,

Thanks for your help.

Marchie Stoker

423-785-1200



WDEF-TV • 3900 Broad St. • Chattanooga, TN 37406

Stoker, Marchie N.

From: Microsoft Outlook
To: james.mattingly@tn.gov
Sent: Monday, November 14, 2022 12:22 PM
Subject: Undeliverable: Job Posting --P.T. Master Control Operator/Production Tech

mx0a-002e5701.pphosted.com rejected your message to the following e-mail addresses:

~~james.mattingly@tn.gov (james.mattingly@tn.gov)~~

~~mx0a-002e5701.pphosted.com gave this error:
User Unknown~~

The e-mail address you entered couldn't be found. Please check the recipient's e-mail address and try to resend the message. If the problem continues, please contact your helpdesk.

*American Job #20
Center.*

423-894-5354

EEOC

Diagnostic information for administrators:

Generating server: ex2010.wdefad.local

~~james.mattingly@tn.gov
mx0a-002e5701.pphosted.com #550 5.1.1 User Unknown ##~~

Original message headers:

*Equal
Employment
Opportunity
Commission*

Received: from ex2010.wdefad.local ([fe80::9d0a:b5a2:c09d:2946]) by ex2010.wdefad.local ([fe80::9d0a:b5a2:c09d:2946#12]) with mapi id 14.03.0513.000; Mon, 14 Nov 2022 12:22:15 -0500
From: "Stoker, Marchie N." <MStoker@wdef.com>
Subject: Job Posting --P.T. Master Control Operator/Production Tech
Thread-Topic: Job Posting --P.T. Master Control Operator/Production Tech
Thread-Index: Adj4TQ06LwPryohwQP6NS76o32eneA==
Date: Mon, 14 Nov 2022 17:22:14 +0000
Message-ID: <70FOA255027876438ACB04E8CD44E74031391BC6@ex2010.wdefad.local>
Accept-Language: en-US
Content-Language: en-US
X-MS-Has-Attach: yes
X-MS-TNEF-Correlator:
X-originating-ip: [10.30.57.33]
x-tm-as-product-ver: SMEX-11.0.0.1191-8.100.1062-25628.004
x-tm-as-result: No--23.954900-0.000000-31
x-tm-as-user-approved-sender: Yes
x-tm-as-user-blocked-sender: No
Content-Type: multipart/mixed;
boundary="006_70FOA255027876438ACB04E8CD44E74031391BC6ex2010wdefadloc_"
MIME-Version: 1.0

*Contract
Peter Brown
Career Position
423-643-2319*

Lever position - not hired for it yet.

RECRUITMENT SOURCE AUDIT

DATE: 10-17-2022

AUDITED BY: M. Stoker

ADDITIONS: See attached list

DELETIONS: See attached list.

- Please include the reason for Recruitment Source Deletions (Lack of responses from source, location of source to far outside of community, source has requested to no longer receive postings, recruitment source is now notified as part of a group/college job bank and no longer needs individual notifications, etc.)

CHANGES TO RECRUITMENT CONTACT INFORMATION OR OTHER RECRUITMENT CHANGES NOT LISTED ABOVE.

See attached list

Audit completed by: M. Stoker Date: 10-17-2022

Manager: Michael J. Lee Date: 11/18/22

Recruitment Source Audit 2022

Changes:

I updated on August 19, 2022 from mailing letters out to posting online www.handshake.com

Benedict College

Bryan College

Clark Atlanta University

Dalton State

Georgia Northwestern Technical College

Johnson C. Smith University

Lee University

LeMoyne-Owen College

Shaw University

Southern Adventist University

UTC

University of West Georgia

I changed Urban League contact to Estephanie Acheson on 10-15-2022 email eacheson@ulchatt.net.

I changed Dalton State & Lee University from www.purplebriefcase.com to www.handshake.com.

Deleted:

I deleted Bethune Cookman College from the recruitment source, they never accepted my request for job posting on www.handshake.com

	A	B	C	D
3	Cleveland State	https://www.collegecentral.com/clevelandstatecc/	1200	wdefnews12
4				
5	Benedict College	https://app.joinhandshake.com		Wdefnews12
6	Bryan College	https://app.joinhandshake.com		Wdefnews12
7	Clark Atlanta University	https://app.joinhandshake.com		Wdefnews12
8	Dalton State	https://app.joinhandshake.com		Wdefnews12
9	Georgia Northwestern Technical College	https://app.joinhandshake.com		Wdefnews12
10	Johnson C. Smith University	https://app.joinhandshake.com		Wdefnews12
11	Lee University	https://app.joinhandshake.com		Wdefnews12
12	LeMoyné-Owen College	https://app.joinhandshake.com		Wdefnews12
13	Shaw University	https://app.joinhandshake.com		Wdefnews12
14	Southern Adventist University	https://app.joinhandshake.com		Wdefnews12
15	University of West Georgia	https://app.joinhandshake.com		Wdefnews12
16	UTC	https://app.joinhandshake.com		Wdefnews12
17				Wdefnews12
18	Chattanooga State	https://app.purplebriefcase.com/pbe/my.jobs/edit/new		Wdefnews12
19				
20	TN Association of Broadcasting	http://tabtn.org/member-login/		Wdefnews12
21				
22	TV Jobs	www.tvjobs.com	wdef tv	wdef1188
23				
24	Chattanooga Times Free Press	https://hiring.timesfreepress.com	lmurphy	newjob12
25				
26	Georgia Department of Labor	https://employgeorgia.com	lmurphy@wdef.com	Wdefnews12
27				
28	Career Page	https://www.careerpage.org	lmurphy@wdef.com	Wdefnews12
29				
30	Jazzhr/Indeed/LinkedIn.com	jazzhr.com	lmurphy@wdef.com	Wdefnews12
31				
32	Morris Multimedia	https://www.morrismultimedia.com/employment/	lmurphy@wdef.com	Wdefnews12
33				System#3

A		B	C	D
1	Recruitment Source Analysis		Updated 8-19-2022	
2	This form is to be placed in the public file monthly		Total No. of Persons	
3	Station: WDEF-TV, Inc.		Interviewed for full-time	
4	Year:		positions	28
5				
6	Recruitment Source Information			
7	Recruitment Source	Address	Contact Person	Telephone No.
8	American Job Center	james.matingly@tm.gov	James Matingly	
9	Benedict College	https://app.joinhandshake.com	Dr. Roslyn Artis	
10	Bryan College	https://app.joinhandshake.com	Online Help	
11	Career Page	www.careerpage.org	Suzan Strong	
12	Chatt. State Community College	https://app.joinhandshake.com/bba/myjobs/edit/new	Online Help	423-697-4400
13	Chatt. Times Free Press	www.timesfreepress.com	Online Help	423-755-5900
14	Clark Atlanta University	https://app.joinhandshake.com	Online Help	404-880-8500
15	Cleveland St. Comm. Coll.	www.csc.edu/central.com	Online Help	423-478-8221
16	"	araburn@clevelandstate.edu	Ashley Raburn	423-478-6221
17	"	skirby03@clevelandstate.edu	Sandy Kirby	423-478-6221
18	Dalton State College	https://app.joinhandshake.com	Online Help	706-272-4429
19	Dalton State College	http://www.daltonstate.edu	J. Littlefield	
20	Economic & Community Development	eammons@chattanooga.gov	Anthony Sammons	423-843-7300
21	Facebook	www.facebook.com	Online Help	
22	GA Dept. of Labor	https://employgeorgia.com	Jo Ann Putnam	706-272-2301
23	Georgia Northwestern Technical College	https://app.joinhandshake.com	Online Help	
24	Good Neighbors	goodneighbors@epbf.com	Joan Campbell	
25	HR Spot on TV	hr@wdef.com	Lisa Murphy	423-785-1200
26	In - House Interview/Internal Referrals	WDEF TV, 3300 Broad St., Chatt., TN 37408	Online Help	423-785-1200
27	Internship Program	WDEF TV, 3300 Broad St., Chatt., TN 37408	Lisa Murphy	423-785-1201
28	Jazzhr.com/Indeed/LinkedIn	www.jazzhr.com	Online Help	
29	Johnson C. Smith Univ.	https://app.joinhandshake.com	Online Help	
30	Les University	https://app.joinhandshake.com	Online Help	
31	LeMoine-Owen College	https://app.joinhandshake.com	Online Help	
32	MTSU	greg.pitta@mtsu.edu	Greg Pitta	615-890-5171
33	Morris Network	nussell@wvpi.com	Nancy Nussell	
34	Morris Network	dkginram@wvcc25.com	Donna G. Ingram	
35	Morris Network	cmerrill@wvcc3.com	Carol Merrill	
36	Morris Network	vcookrell@wvcc.com	Vanessa Cookrell	
37	Morris Network	fbuccelli@41nbo.com	Todd Buccelli	
38	Morris Multimedia	www.morrismultimedia.com/employment	Lisa Murphy	
39	NAACP	naacphatt@gmail.com	Ann Pierre	423-287-5837
40	Plainsboro Billboard	brunty@wdef.com	Lisa Murphy	423-785-1294
41	Shaw University	https://app.joinhandshake.com	Online Help	
42	Southern Adventist Univ.	https://app.joinhandshake.com	Online Help	
43	TAB	http://tabtn.org	Online Help	
44	TN Human Rights Comm.	Felicia.Johnson@tn.gov	Felicia Page Johnson	
45	Tuskegee University	wcooper1@tuskegee.edu	Walter Cooper	334-727-8011
46	TV Jobs	www.tvjobs.com	Online Help	760-754-8177
47	Univ. of TN at Chatt.	https://app.joinhandshake.com/	Online Help	
48	Univ. of TN at Chatt.	michael.andrews@utc.edu	Michael Andrews	
49	Univ. of TN at Chatt.	john-b.zibuck@utc.edu	John Zibuck	
50	Univ. of TN at Chatt.	Felicia.Hitt@utc.edu	Felicia Hitt	
51	University of TN @ Knoxville	jem@utk.edu	Yana Truman	865-974-8155
52	University of TN @ Knoxville	mmartin@utk.edu	Mike Martinez	865-974-1000
53	University of West GA.	https://app.joinhandshake.com	Online Help	
54	Urban League	eacheson@ulchatt.net	Estephane Acheson	423-756-1762 ext.10
55	Walk Ins	lmurphy@wdef.com	Lisa Murphy	423-785-1200
56	Walker Co. Chamber	colinda@walkercochamber.com	Robby Daniels	
57	WDEF Web Page	www.wdef.com	Lisa Murphy	423-785-1200
58	Western KY University	cliff.shaluta@wku.edu	Cliff Shaluta	
59	WDEF Emails	wdefstatel@wdef.com	Lisa Murphy	423-785-1200
60				
61			Total	