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May 3, 2024

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

**Re: WATN-TV, Memphis, Tennessee  
Facility ID 11907  
EEO Audit – Response**

Ms. Goldin,

TEGNA Memphis Broadcasting, Inc. hereby responds to the Commission's EEO Audit Letter dated March 22, 2024, directed at WATN (the "Audit Letter"). The stations in this Employment Unit (the "Unit") are WATN-TV (Facility ID 11907) and WLMT (Facility ID 68518), Memphis, Tennessee.

Questions concerning this EEO Audit Response should be directed to Michael Beder at [mbeder@teгна.com](mailto:mbeder@teгна.com).

I hereby certify that the attached information accurately and completely responds to the Audit Letters.

**TEGNA Memphis Broadcasting, Inc.**

**Lisa** Digitally signed by  
**Columbia** Lisa Columbia  
Date: 2024.05.03  
12:05:53 -04'00'

By: Lisa Columbia  
President and General Manager



**WATN-TV  
EEO Audit Response**

Employment Unit

The station employment unit (the “Unit”) includes the following stations:

WATN-TV, Memphis, Tennessee (Facility ID 11907)  
WLMT, Memphis, Tennessee (Facility ID 68518)

Website: <https://www.localmemphis.com/>

Audit Data Requested

(a) EEO Public File Reports.

- i. 2023 EEO Public File Report-covering the period from March 21, 2022, through March 20, 2023 (see Attachment A)

| <b>Job Title:</b>                      | <b>Date of Hire:</b> |
|--|----------------------|
| Multi-Skilled Journalist-11083         | 04/25/2022           |
| Multi-Skilled Journalist-11083         | 05/31/2022           |
| Multi-Skilled Journalist-11083         | 07/25/2022           |
| Multi-Skilled Journalist-11083         | 09/19/2022           |
| Multi-Skilled Journalist-11083         | 10/03/2022           |
| Production Assistant- 11267            | 10/03/2022           |
| Visual Storyteller – 011967            | 05/02/2022           |
| Visual Storyteller – 011967            | 08/01/2022           |
| Visual Storyteller – 011967            | 09/12/2022           |
| Account Manager – 012292               | 04/11/2022           |
| Account Manager – 012292               | 07/18/2022           |
| Digital Content Producer – 012285      | 03/28/2022           |
| Digital Content Producer – 012285      | 04/04/2022           |
| Broadcast IT Technician-012519         | 07/11/2022           |
| Talent/ Multi Skilled Journalist-12569 | 09/17/2022           |
| Director of Sales-12582                | 11/28/2022           |
| Account Executive – 012648             | 07/11/2022           |
| Account Executive – 012648             | 07/11/2022           |
| Account Executive – 012648             | 07/25/2022           |
| News Content Producer-12791            | 06/13/2022           |
| News Content Producer-12791            | 06/13/2022           |
| News Content Producer-12791            | 08/08/2022           |
| News Content Producer-12791            | 08/08/2022           |

| <b>Job Title:</b>                           | <b>Date of Hire:</b> |
|---|----------------------|
| News Content Producer-12791                 | 10/17//2022          |
| Content Brand Manager-12939                 | 07/18/2022           |
| Community Engagement & Impact Manager-12945 | 08/15/2022           |
| Newscast Director-12977                     | 07/18/2022           |
| Meteorologist/Multiskilled Journalist-13441 | 10/31/2022           |
| Marketing Producer-13517                    | 11/21/2022           |
| Newscast Director – 13567                   | 01/09/2023           |
| Visual Storyteller - 13805                  | 11/21/2022           |

- ii. 2024 EEO Public File Report-covering the period from March 21, 2023, through March 20, 2024 (see Attachment B)

| <b>Job Title:</b>                           | <b>Date of Hire:</b> |
|---|----------------------|
| Marketing Producer-13517                    | 12/04/2023           |
| Chief Meteorologist -13971                  | 08/07/2023           |
| Supervisor of Technology – 14024            | 08/14/2023           |
| MSJ/Anchor – 104126                         | 06/26/2023           |
| Digital Content Producer-14129              | 05/30/2023           |
| Multi-Skilled Journalist – 014128           | 10/30/2023           |
| Multi-Skilled Journalist – 014128           | 02/19/2024           |
| IT Specialist – 014240                      | 07/24/2023           |
| Senior Morning Producer-14360               | 01/01/2024           |
| Marketing Producer                          | 08/07/2023           |
| National Account Manager – 014524           | 08/07/2023           |
| Digital Content Producer (Mornings)- 014600 | 08/07/2023           |
| Assistant News Director-014514              | 09/11/2023           |
| Multi-Platform Producer -014840             | 09/25/2023           |
| Multi-Platform Producer – 014840            | 11/06/2023           |
| Multi-Platform Producer – 014840            | 12/04/2023           |
| Meteorologist – 014839                      | 12/04/2023           |
| Photographer/Visual Storyteller -14841      | 09/25/2023           |
| Photographer/Visual Storyteller -14841      | 11/13/2023           |
| Photographer/Visual Storyteller -14841      | 11/27/2023           |
| MSJ (Sports) – 14970                        | 03/04/2024           |
| Producer (Mornings) – 15046                 | 01/02/2024           |
| Anchor/MSJ – 15044                          | 01/02/2024           |
| Exec Producer – 15045                       | 11/13/2023           |
| Visual Storyteller – 015140                 | 01/22/2024           |
| Dir, Dig Content – 15274                    | 01/01/2024           |
| Newscast Director-15316                     | 01/15/2024           |

| <b>Job Title:</b>           | <b>Date of Hire:</b> |
|-----------------------------|----------------------|
| Editor 15317                | 03/04/2024           |
| Production Operator - 15662 | 03/18/2024           |

(b) Dated copies of all advertisement, bulletins, letters, faxes, e-mails, or other communications announcing the position for each full-time position filled between March 21, 2022 – March 20, 2024 (the “covered period”).

- i. Fax and E-mail Verification Summary Reports for each notification listed in the 2023 EEO Public File Report. (Attachment C)
- ii. Fax and E-mail Verification Summary Reports for each notification listed in the 2024 EEO Public File Report. (Attachment D)

(c) Total Number of Interviewees for each vacancy and their referral sources:

| <b>Job Title:</b>                      | <b>Number of Interviewees</b> | <b>Hiree Referral Source</b>          |
|--|-------------------------------|---------------------------------------|
| Multi-Skilled Journalist-11083         | 13                            | TEGNA.com                             |
| Multi-Skilled Journalist-11083         |                               | TEGNA.com                             |
| Multi-Skilled Journalist-11083         |                               | TEGNA.com                             |
| Multi-Skilled Journalist-11083         |                               | TEGNA.com                             |
| Multi-Skilled Journalist-11083         |                               | TEGNA.com                             |
| Production Assistant- 11267            | 5                             | Linked In                             |
| Visual Storyteller – 011967            | 6                             | TEGNA.com                             |
| Visual Storyteller – 011967            |                               | TEGNA.com                             |
| Visual Storyteller – 011967            |                               | Indeed.com                            |
| Account Manager – 012292               | 7                             | TEGNA.com                             |
| Account Manager – 012292               |                               | TEGNA.com                             |
| Digital Content Producer – 012285      | 5                             | Career Builder                        |
| Digital Content Producer – 012285      |                               | Linked In                             |
| Broadcast IT Technician-012519         | 5                             | Linked In                             |
| Talent/ Multi Skilled Journalist-12569 | 5                             | Current Employee – Transfer/Promotion |
| Director of Sales-12582                | 7                             | Linked In                             |
| Account Executive – 012648             | 3                             | Linked In                             |
| Account Executive – 012648             |                               | TEGNA.com                             |
| Account Executive – 012648             |                               | Linked In                             |
| News Content Producer-12791            | 11                            | Linked In                             |
| News Content Producer-12791            |                               | Indeed.com                            |
| News Content Producer-12791            |                               | Linked In                             |
| News Content Producer-12791            |                               | Linked In                             |
| News Content Producer-12791            |                               | Indeed.com                            |

| <b>Job Title:</b>                           | <b>Number of Interviewees</b> | <b>Hiree Referral Source</b>          |
|---|-------------------------------|---------------------------------------|
| Content Brand Manager-12939                 | 4                             | TEGNA.com                             |
| Community Engagement & Impact Manager-12945 | 4                             | TEGNA.com                             |
| Newscast Director-12977                     | 4                             | TEGNA.com                             |
| Meteorologist/Multiskilled Journalist-13441 | 3                             | TEGNA.com                             |
| Marketing Producer-13517                    | 6                             | TEGNA.com                             |
| Marketing Producer-13517                    |                               | Current Employee – Transfer/Promotion |
| Newscast Director – 13567                   | 4                             | TEGNA.com                             |
| Visual Storyteller – 13805                  | 4                             | TEGNA.com                             |
| Chief Meteorologist -13971                  | 8                             | Current Employee/Internal Promotion   |
| Supervisor of Technology – 14024            | 4                             | TEGNA.com                             |
| MSJ/Anchor – 104126                         | 5                             | TEGNA.com                             |
| Digital Content Producer-14129              | 6                             | Linked In                             |
| Multi-Skilled Journalist – 014128           | 11                            | TEGNA.com                             |
| Multi-Skilled Journalist – 014128           |                               | TEGNA.com                             |
| IT Specialist – 014240                      | 3                             | TEGNA.com                             |
| Senior Morning Producer-14360               | 3                             | TEGNA.com                             |
| Marketing Producer                          | 3                             | TEGNA.com                             |
| National Account Manager – 014524           | 4                             | TEGNA.com                             |
| Digital Content Producer (Mornings)- 014600 | 3                             | TEGNA.com                             |
| Assistant News Director-014514              | 5                             | TEGNA.com                             |
| Multi-Platform Producer – 014840            | 10                            | TEGNA.com                             |
| Multi-Platform Producer – 014840            |                               | Indeed.com                            |
| Multi-Platform Producer – 014840            |                               | TEGNA.com                             |
| Meteorologist – 014839                      | 6                             | Current Employee – Transfer/Promotion |
| Photographer/Visual Storyteller -14841      | 6                             | TEGNA.com                             |
| Photographer/Visual Storyteller -14841      |                               | TEGNA.com                             |
| Photographer/Visual Storyteller -14841      |                               | TEGNA.com                             |
| MSJ (Sports) – 14970                        | 5                             | TEGNA.com                             |
| Producer (Mornings) – 15046                 | 3                             | TEGNA.com                             |
| Anchor/MSJ – 15044                          | 3                             | TEGNA.com                             |
| Exec Producer – 15045                       | 1                             | Current Employee/Internal Promotion   |
| Visual Storyteller – 015140                 | 4                             | TEGNA.com                             |
| Dir, Dig Content – 15274                    | 1                             | Current Employee – Transfer/Promotion |
| Newscast Director-15316                     | 3                             | TEGNA.com                             |
| Editor 15317                                | 5                             | TEGNA.com                             |
| Production Operator - 15662                 | 3                             | Linked In                             |

(d) Documentation of Unit recruitment initiatives during the Covered Period

- i. Total number of full-time employees in the Unit: 90
- ii. WANT-TV and WLMT are in the Memphis, Tennessee Market with a population of more than 250,000.
- i. The Unit is required to perform four initiatives within a two-year period. Four outreach initiatives are listed below. A full listing of the Unit's initiatives, including documentation demonstrating performance of each, is in Attachment E.

1) Outreach Initiative #1 - Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities:

(A) WANT/WLMT sponsored a community event to benefit our shoe drive, Sweet Soles for Kids campaign, at Court Square Downtown Memphis, TN and to provide awareness to the community of the industry and opportunities.

(B) Date: July 22, 2023

(C) Participating Personnel:

- (a) News Director Creative Services
- (b) Director
- (c) Digital Content Director

2) Outreach Initiative #2 - Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting:

(A) Our sports anchor served as a guest speaker for high school Career Day at Briarcrest to educate students about careers in broadcasting.

(a) Date: April 14, 2023

(b) Participating Personnel: Sports Anchor

(B) Our meteorologists attended Career Day at Double Tree Elementary School to educate students about their profession.

(a) Date: May 12, 2023

(b) Participating Personnel: two Meteorologists

(C) Our News Director and Sports Anchor participated in Career Day at Highland Oaks Elementary School. They spoke to students in 3<sup>rd</sup> – 5<sup>th</sup> grades about their profession and the path they took to get there.

(a) Date: February 9, 2024

- (b) Participating Personnel:
  - (i) News Director
  - (ii) Main Sports Anchor

(D) KIPP Memphis Elementary School career day program. Served as a panelist at this event.

(a) Date: October 24, 2022

(b) Participating Personnel: News Report

- 3) Outreach Initiative #3 - Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities:

(A) We hosted a meeting at WATN with Career Specialist | Career Services of Communication and Fine Arts at the University of Memphis. “The Art of Networking” aims to create an opportunity for meaningful connections between employers and students. Employers had the opportunity to educate students on the essentials of networking and had the opportunity to conduct on-site interviews.

(a) Date: September 25, 2023

- (b) Participating Personnel:
  - (i) General Manager/Vice President
  - (ii) News Director
  - (iii) Assistant News Director
  - (iv) Creative Services Director

(B) WANT employees participated in “The Art of Networking” career event. “The Art of Networking” aims to create an opportunity for meaningful connections between employers and students. The opportunity allowed WANT to engage with individuals seeking employment opportunities.

(a) Date: February 28, 2024

- (b) Participating Personnel:
  - (i) Local Sales Manager
  - (ii) News Content Brand Manager
  - (iii) Promotion Manager
  - (iv) Community Impact & Engagement Manager

- 4) Outreach Initiative #4 - Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities:

(A) Media Class students from Pleasant Hill Elementary School visited the stations for a full tour and midday newscast observation.

(B) Dates:

(a) May 15, 2023

(b) May 16, 2023

(C) Participating Personnel:

(a) Community Impact & Engagement Manager

(b) Morning Anchor

(c) Local Sales Manager

(d) Director of News Operations/Senior Marketing Producer

(e) During the current license term, no pending or unresolved complaints involving the station were filed that allege unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex.

Prior to the beginning of the current license term, on February 26, 2018, Katina Rankin filed a charge with the EEOC against Nexstar Media Group, Inc. and WATN-TV alleging race discrimination and retaliation (EEOC Charge No. 490-2018-01392). The charge was amended on April 12, 2018, and is still pending.

The original and amended charges were filed prior to TEGNA Inc.'s September 19, 2019, acquisition of WATN-TV (*See* File Number BALCDT-20190403ABP).

(f) Describe the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program.

The Human Resources Business Partner (HR BP) works in partnership with the General Manager at WATN-TV and WLMT and the corporate HR department to ensure that employees and job applicants are informed of TEGNA's EEO policies and programs. Our policies are posted on our Intranet/employee portal and new employees are required to review and sign off on such policies. TEGNA's EEO statement is also listed on every job posting for the Station and is as follows:

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age,



marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

- (g) Describe 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.

The Unit's strategic plan describes its mission which is to improve workplace diversity, equity and inclusion, to strengthen the station and build a staff reflective of their local community. The Unit periodically runs EEO public file new hire reports, promotion reports, workforce profile reports (using UltiPro) to assess station performance against EEO recruitment and workforce goals. Also, the Unit regularly discusses EEO efforts and results related to recruitment in department head meetings. Finally, TEGNA's Unit leadership KPIs include goals and benchmarks with EEO metrics and failure to achieve the expected performance results in a zero payout of the incentive pay relative to this category.

- (h) Describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and test to ensure that they provide equal opportunity and do not have a discriminatory effect.

The Unit's Human Resource Business Partner periodically runs and reviews reports on promotions, new hires, and workforce profiles, as described above. The Employment Unit is always examining pay, benefits, and promotions to ensure we are hiring, promoting and rewarding on the basis of talent, qualifications, performance, and dedication.

For example, on a quarterly basis the Group HR Director and Human Resource Business Partner review a Workforce Profile Data Report to ensure equal opportunity with no discriminatory effects related to pay, benefits, seniority practices, promotions,

and selection techniques or tests. In addition, HR works closely with the talent acquisition team to ensure that we continue to have a fair hiring process.

- (i) The licensee is not a religious broadcaster.

Time Brokerage

The Unit is not a party to any time brokerage agreements.

ATTACHMENT A

EEO Public File Report

March 21, 2022 – March 20, 2023

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

**I. VACANCY LIST**

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

| Job Title                              | Recruitment Sources ("RS")<br>Used to Fill Vacancy    | RS Referring<br>Hiree |
|--|---|-----------------------|
| Multi-Skilled Journalist-11083         | 1-4, 10-17, 22-24, 27, 29, 31, 33-34, 36<br>-37       | 24                    |
| Multi-Skilled Journalist-11083         | 1-4, 10-17, 22-24, 27, 29, 31, 33-34, 36<br>-37       | 24                    |
| Multi-Skilled Journalist-11083         | 1-4, 10-17, 22-24, 27, 29, 31, 33-34, 36<br>-37       | 24                    |
| Multi-Skilled Journalist-11083         | 1-4, 10-17, 22-24, 27, 29, 31, 33-34, 36<br>-37       | 10                    |
| Multi-Skilled Journalist-11083         | 1-4, 10-17, 22-24, 27, 29, 31, 33-34, 36<br>-37       | 24                    |
| Production Assistant- 11267            | 1-4, 11-17, 22-24, 27, 29, 31, 33-34, 36<br>-37       | 12                    |
| Visual Storyteller - 011967            | 1-4, 9-10, 12-17, 22-24, 27, 29, 31, 33-<br>34, 36-37 | 24                    |
| Visual Storyteller - 011967            | 1-4, 9-10, 12-17, 22-24, 27, 29, 31, 33-<br>34, 36-37 | 24                    |
| Visual Storyteller - 011967            | 1-4, 9-10, 12-17, 22-24, 27, 29, 31, 33-<br>34, 36-37 | 10                    |
| Account Manager - 012292               | 1-4, 13-17, 22-24, 27, 29, 31, 33-34, 36<br>-37       | 24                    |
| Account Manager - 012292               | 1-4, 13-17, 22-24, 27, 29, 31, 33-34, 36<br>-37       | 24                    |
| Digital Content Producer - 012285      | 1-4, 12-17, 22-24, 27, 29, 31, 33-34, 36<br>-37       | 12                    |
| Digital Content Producer - 012285      | 1-4, 12-17, 22-24, 27, 29, 31, 33-34, 36<br>-37       | 3                     |
| Broadcast IT Technician-012519         | 1-4, 12-17, 22-24, 27, 29, 31, 33-34, 36<br>-37       | 12                    |
| Talent/ Multi Skilled Journalist-12569 | 1-5, 13-17, 22-24, 27, 29, 31-34, 36-37               | 5                     |
| Director of Sales-12582                | 1-4, 12-17, 22-24, 27, 29, 31-34, 36-37               | 12                    |
| Account Executive - 012648             | 12, 24  | 12                    |
| Account Executive - 012648             | 12, 24  | 12                    |
| Account Executive - 012648             | 12, 24  | 24                    |
| News Content Producer-12791            | 1-4, 6, 10-17, 22-24, 26-27, 29, 31, 33-<br>34, 37    | 12                    |
| News Content Producer-12791            | 1-4, 6, 10-17, 22-24, 26-27, 29, 31, 33-<br>34, 37    | 12                    |
| News Content Producer-12791            | 1-4, 6, 10-17, 22-24, 26-27, 29, 31, 33-<br>34, 37    | 10                    |

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

**I. VACANCY LIST**

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

| Job Title                                   | Recruitment Sources ("RS")<br>Used to Fill Vacancy | RS Referring<br>Hiree |
|---|--|-----------------------|
| News Content Producer-12791                 | 1-4, 6, 10-17, 22-24, 26-27, 29, 31, 33-34, 37     | 10                    |
| News Content Producer-12791                 | 1-4, 6, 10-17, 22-24, 26-27, 29, 31, 33-34, 37     | 12                    |
| Content Brand Manager-12939                 | 1-4, 11-17, 21-24, 26-27, 29, 31, 33-34, 37        | 24                    |
| Community Engagement & Impact Manager-12945 | 1-4, 11-17, 22-24, 26-27, 29, 31, 33-34, 37        | 24                    |
| Newscast Director-12977                     | 1-4, 11, 13-17, 22-24, 26-27, 29, 31, 33-34, 37    | 24                    |
| Meteorologist/Multiskilled Journalist-13441 | 1-4, 11, 13-17, 22-24, 26-27, 29, 32-34, 37        | 24                    |
| Marketing Producer-13517                    | 1-4, 11-17, 22-24, 26-27, 29, 33-34, 37            | 24                    |
| Newscast Director - 13567                   | 1-4, 7-9, 11, 13-20, 22-30, 33-43                  | 24                    |
| Visual Storyteller - 13805                  | 2-4, 11-17, 22-24, 26-27, 29, 33-34                | 24                    |

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

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| RS Number | RS Information  | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 1         | AR State University<br>2105 Aggie Rd<br>Jonesboro, Arkansas 72401<br>Phone : 870-972-3025<br>Url : <a href="https://astate-csm.symplicity.com/employers">https://astate-csm.symplicity.com/employers</a><br>Tiffany Johnson<br>Manual Posting | N   | 0  |
| 2         | Arkansas Workforce Center<br>2003 W Broadway<br>West Memphis, Arkansas 72301<br>Phone : 870-733-3519<br>Email : <a href="mailto:sandra.atwater@arkansas.gov">sandra.atwater@arkansas.gov</a><br>Sandra Atwater                                | Y   | 0  |
| 3         | Career Builder<br>200 N. LaSalle St Suite 1100<br>Chicago, Illinois 60601<br>Phone : 773-527-3600<br>Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a><br>Career Service<br>Manual Posting                        | N   | 4  |
| 4         | Christian Brothers College<br>650 E Parkway S<br>Memphis, Tennessee 38104<br>Phone : 901-321-3330<br>Email : <a href="mailto:crogers@cbu.edu">crogers@cbu.edu</a><br>Curt Rogers  | N   | 0  |
| 5         | Current Employee - Transfer/Promotion   | N   | 1  |
| 6         | Employee Promotion  | N   | 1  |
| 7         | Employee Referral<br>1725 Shelby Oaks Dr N<br>Memphis, Tennessee<br>Ayo Fasheyide<br>Manual Posting   | N   | 0  |
| 8         | Fogelman College of Business & Economics<br>3675 Central Ave, FCBE 274 Professional Development Center<br>Memphis, Tennessee 38152<br>Phone : 901-678-3147<br>Alison Goodwin<br>Manual Posting  | N   | 0  |

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

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| RS Number | RS Information   | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 9         | Glassdoor<br>100 Shoreline Highway Building A<br>Mill Valley, California 94941-3645<br>Phone : 415-508-3003<br>Job Board<br>Manual Posting   | N   | 0  |
| 10        | Indeed.com   | N   | 4  |
| 11        | LeMoyne Owen College<br>807 Walker Ave<br>Memphis, Tennessee 38126<br>Phone : 901-435-1215<br>Email : robert_williams@loc.edu<br>Robert Williams   | N   | 0  |
| 12        | Linked In  | N   | 19   |
| 13        | Memphis Urban League<br>413 N Crosstown<br>Memphis, Tennessee 38104<br>Phone : 901-272-2491<br>Url : www.memul.org<br>Email : ssmith@memul.org<br>Shawn Smith<br><br>Prong 2 Ended Date: 10/18/2022                            | N   | 0  |
| 14        | MS Dept of Employment Security<br>1235 Echelon Pkwy<br>Jackson, Mississippi 39213<br>Phone : 601-855-3214<br>Url : https://www.mdes.ms.gov<br>Email : hstagg@mdes.ms.gov<br>Howard Stagg<br><br>Prong 2 Ended Date: 10/19/2022 | N   | 0  |
| 15        | MS State University<br>75 B. S. Hood Dr<br>MS State University, Mississippi 39762<br>Phone : 662-325-3344<br>Url : https://msstate-csm.symplicity.com/employers/<br>Email : mjones@career.msstate.edu<br>Martha Jones          | N   | 0  |

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

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| <b>RS Number</b> | <b>RS Information</b>   | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|---|--|---|
| 16               | NAACP<br>588 Vance Ave<br>Memphis, Tennessee 38126<br>Phone : 901-521-1343<br>Url : naacpmemphis.org<br>Email : vickie@naacpmemphis.org<br>Vickie Terry       | N  | 0   |
| 17               | Nexstar Media Group, Inc.<br>545 E. John Carpenter Freeway Suite 700<br>Irving, Texas 75062<br>Phone : 972-764-6715<br>Terri Bush<br>Manual Posting           | N  | 0   |
| 18               | Rhodes College<br>2000 N Parkway<br>Memphis, Tennessee 38112<br>Phone : 901-843-3800<br>Url : www.rhodes.edu<br>Amy Moen<br>Manual Posting                    | N  | 0   |
| 19               | Rust College<br>150 Rust Ave<br>Holly Springs, Mississippi 38635<br>Phone : 662-252-4553<br>Dr. Debayo Moyo<br>Manual Posting                                 | N  | 0   |
| 20               | Self Referral<br>1725 Shelby Oaks Dr N<br>Memphis, Tennessee<br>Ayo Fasheyide<br>Manual Posting   | N  | 0   |
| 21               | Self Referral   | N  | 1   |
| 22               | Southwest TN Community College<br>5983 Macon Cove<br>Memphis, Tennessee 38134<br>Phone : 901-333-4264<br>Email : wcoopwood@southwest.tn.edu<br>Wanda Coopwood | N  | 0   |



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

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| <b>RS Number</b> | <b>RS Information</b>  | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|--|--|---|
| 23               | SRVS<br>3971 Knight Arnold Rd<br>Memphis, Tennessee 38118<br>Phone : 901-312-9594<br>Url : <a href="https://www.srvs.org">https://www.srvs.org</a><br>Email : troy.allen@srvs.org<br>Troy Allen  | Y  | 0   |
| 24               | TEGNA.com<br>8350 Broad St.<br>McLean , Virginia<br>HR HR<br>Manual Posting  | N  | 59  |
| 25               | TN Association of Broadcasters<br>2 International Plaza Suite 902<br>Nashville, Tennessee 37217<br>Phone : 615-365-1840<br>Url : <a href="http://www.tabtn.org">http://www.tabtn.org</a><br>Brenda Heidt<br>Manual Posting   | N  | 0   |
| 26               | TN Dept Labor & Workforce Development<br>4240 Hickory Hill Rd.<br>Memphis, Tennessee 38141<br>Phone : 901-578-4280<br>Url : <a href="https://www.jobs4tn.gov/vosnet/default.aspx">https://www.jobs4tn.gov/vosnet/default.aspx</a><br>Email : Greatermemphis.mailbox2@tn.gov<br>Joseph Maness | Y  | 0   |
| 27               | TVJobs<br>PO Box 4116<br>Oceanside, California 92052<br>Phone : 760-754-8177<br>Email : jobs@tvjobs.com<br>Mark C Holloway   | N  | 0   |
| 28               | U of M Dept Career & Development<br>400 Wilder Tower<br>Memphis, Tennessee 38152<br>Phone : 901-678-5571<br>Eli Hatcher<br>Manual Posting  | N  | 0   |

**WATN, WLMT**  
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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| <b>RS Number</b> | <b>RS Information</b>   | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|---|--|---|
| 29               | U of M Dept of Communications Art<br>3745 Central Ave<br>Memphis, Tennessee<br>Phone : 901-678-2239<br>Email : cortez.washington@memphis.edu<br>Cortez Washington   | N  | 0   |
| 30               | University of MS<br>P.O. Box 1848<br>University, Mississippi 38677<br>Phone : 662-915-7174<br>Christy Wright<br>Manual Posting  | N  | 0   |
| 31               | University of MS Student Media Center<br>201 Bishop<br>University, Mississippi 38677<br>Phone : 662-915-2220<br>Email : larz@olemiss.edu<br>Larz Roberts  | N  | 0   |
| 32               | Walk In/Self-Referral   | N  | 6   |
| 33               | WATN Website<br>1725 N Shelby Oaks Dr Suite 101<br>Memphis, Tennessee 38134<br>Phone : 901-323-2430<br>Freddie Milton<br>Manual Posting   | N  | 0   |
| 34               | www.mediagignow.com<br>300 South Riverside Plaza Suite 800<br>Chicago, Illinois 60606<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N  | 0   |
| 35               | X - DirectEmployers Association<br>7602 Woodland Dr. Suite 200<br>Indianapolis, Indiana 46278<br>Phone : 866-268-6206<br>Job Board<br>Manual Posting  | N  | 0   |

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| <b>RS Number</b> | <b>RS Information</b>  | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|--|--|---|
| 36               | X - Indeed.com<br>6433 Champion Grandview Way Building 1<br>Austin, Texas 78750<br>Phone : 650-528-2047<br>Url : <a href="http://www.indeed.com">http://www.indeed.com</a><br>Bridget Boss<br>Manual Posting               | N  | 0   |
| 37               | X - LinkedIn<br>1000 W. Maude Ave<br>Sunnyvale, California 94085<br>Phone : 855-655-5653<br>Url : <a href="http://www.linkedin.com">www.linkedin.com</a><br>LinkedIn LinkedIn<br>Manual Posting                            | N  | 0   |
| 38               | X - Monster.com<br>133 Boston Post Rd<br>Weston, Massachusetts 02493<br>Phone : 800-666-7837<br>Job Board<br>Manual Posting  | N  | 0   |
| 39               | X - Recruit.net<br>1234 Fifth<br>Unknown, Tennessee<br>Phone : 555-5551234<br>Job Board<br>Manual Posting  | N  | 0   |
| 40               | XX - Broadcast On-Air<br>1725 N Shelby Oaks Dr Suite 101<br>Memphis, Tennessee 38134<br>Phone : 9013232430<br>Url : <a href="http://www.localmemphis.com">www.localmemphis.com</a><br>Freddie Milton<br>Manual Posting     | N  | 0   |
| 41               | Y - Collective Talent<br>1721 Richardson Place<br>Tampa, Florida 33606<br>Phone : 813-254-9695<br>Url : <a href="http://www.collectivetalent.com/">http://www.collectivetalent.com/</a><br>Michael Bille<br>Manual Posting | N  | 0   |

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

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| <b>RS<br/>Number</b>                           | <b>RS Information</b>   | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|--|---|--|---|
| 42   | Z - 3TVNewsCheck<br>24 West Lancaster Ave Suite 205<br>Ardmore, Pennsylvania 19003<br>Phone : 610-420-6003<br>Patty Hersh<br>Manual Posting | N  | 0   |
| 43   | Z - 602communications.com<br>458 S Reid Dr.<br>Lakeland, Florida 37283<br>Phone : 919-217-4438<br>Sandy Lizik<br>Manual Posting             | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |   |  | <b>95</b>   |

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

**III. RECRUITMENT INITIATIVES**

|   | <b>Date</b> | <b>Type of Recruitment Initiative (Menu Selection)</b>                    | <b>Brief Description Of Activity</b>  | <b>No. of Stations Participants</b> | <b>Participant Title</b>       |
|---|-------------|---|---|-------------------------------------|--------------------------------|
| 1 | 9/23/2022   | Establishment of training programs for station personnel                  | Ensuring the security of our data and networks requires that all of us understand the threat landscape and recognize the actions cybercriminals employ to breach our systems. In September, we launched the third of our Secure TEGNA quarterly training modules, Internet Security and You. This important course includes real-life examples of criminal practices often used to convince employees to surrender confidential data to gain access to data and networks. | 90                                  | All Station Employees          |
| 2 | 10/19/2022  | Participation in events or programs sponsored by educational institutions | This program focused on literacy and film training at ICY Arts. Spoke to the students about career as a journalist.   | 1                                   | News Reporter                  |
| 3 | 10/24/2022  | Participation in events or programs sponsored by educational institutions | KIPP Memphis Elementary School career day program. Served as a panelist at this event.  | 1                                   | News Reporter                  |
| 4 | 11/9/2022   | Participation in events or programs sponsored by educational institutions | Served as a panelist for University of Memphis' chapter of National Association of Black Journalist.  | 1                                   | Lifestyle Host/Producer        |
| 5 | 11/28/2022  | Establishment of training programs for station personnel                  | The final Secure TEGNA quarterly training module for 2022 was titled Spot the Phish. This interactive exercise demonstrates the subtle differences between legitimate online communications and scams. This training will help staff recognize risks and increase their understanding of the ever-changing security threats to our landscape. Keeping our systems safe requires constant vigilance.   | 92                                  | All Station Employees          |
| 6 | 11/30/2022  | Participation in events or programs sponsored by educational institutions | Our meteorologists presented their weather presentation to students at Atoka Elementary School,   | 2                                   | Meteorologist<br>Meteorologist |

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**III. RECRUITMENT INITIATIVES**

|    | <b>Date</b> | <b>Type of Recruitment Initiative (Menu Selection)</b>                    | <b>Brief Description Of Activity</b>   | <b>No. of Stations Participants</b> | <b>Participant Title</b>       |
|----|-------------|---|--|-------------------------------------|--------------------------------|
| 7  | 1/9/2023    | Establishment of training programs for station personnel                  | Annual Ethics training: This important training includes real-life examples of how social engineering works using online and offline manipulation and deception to convince users to succumb to phishing attacks or surrender confidential data.   | 92                                  | All Station Employees          |
| 8  | 1/26/2023   | Participation in events or programs sponsored by educational institutions | Our meteorologists presented their weather presentation to students at Colonial Middle School.   | 2                                   | Meteorologist<br>Meteorologist |
| 9  | 1/27/2023   | Participation in events or programs sponsored by educational institutions | Our meteorologists presented their weather presentation to students at Scenic Hills Elementary School.   | 1                                   | Meteorologist                  |
| 10 | 2/7/2023    | Participation in events or programs sponsored by educational institutions | Our meteorologists presented their weather presentation to students at Tara Oaks Elementary School.  | 2                                   | Meteorologist<br>Meteorologist |
| 11 | 2/9/2023    | Participation in events or programs sponsored by educational institutions | Our meteorologists presented their weather presentation to students at Oakhaven Middle School.   | 2                                   | Meteorologist<br>Meteorologist |
| 12 | 3/6/2023    | Establishment of training programs for station personnel                  | The Secure TEGNA quarterly training module for 2023 was titled Spot the Phish. This interactive exercise demonstrates the subtle differences between legitimate online communications and scams. This training will help staff recognize risks and increase their understanding of the ever-changing security threats to our landscape.<br>Keeping our systems safe requires constant vigilance. | 87                                  | All Station Employees          |

Attachment B

EEO Public File Report

March 21, 2023 – March 20, 2024

**WATN, WLMT**  
**EEO PUBLIC FILE REPORT**  
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**I. VACANCY LIST**

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

| Job Title                                   | Recruitment Sources ("RS")<br>Used to Fill Vacancy           | RS Referring<br>Hiree |
|---|--|-----------------------|
| Marketing Producer-13517                    | 3-4, 6-7, 9, 17-20, 22-25, 30-31, 33, 35-36, 38, 42-43       | 9                     |
| Chief Meteorologist -13971                  | 1-2, 4-8, 10-15, 17, 19-31, 33-34, 36-39, 42-43              | 10                    |
| Supervisor of Technology - 14024            | 1-2, 4-8, 11-15, 17-31, 33-34, 36-39, 42-43                  | 33                    |
| MSJ/Anchor - 014126                         | 4, 6-7, 17, 19-20, 22-25, 30-31, 33, 36, 38, 40-43           | 33                    |
| Digital Content Producer-14129              | 4, 6-7, 14, 16-20, 22-25, 30-31, 33, 35-36, 38-43            | 18                    |
| Multi-Skilled Journalist - 014128           | 4, 6-7, 17-20, 22-25, 30-31, 33, 36, 38, 40, 42-43           | 33                    |
| Multi-Skilled Journalist - 014128           | 4, 6-7, 17-20, 22-25, 30-31, 33, 36, 38, 40, 42-43           | 33                    |
| IT Specialist - 014240                      | 4, 6-7, 16-17, 19-20, 22-25, 30-31, 33, 35-36, 38, 40, 42-43 | 33                    |
| Senior Morning Producer-14360               | 4, 6-7, 17, 20, 22-25, 30-31, 33, 35-36, 38, 40, 42-43       | 33                    |
| Marketing Producer                          | 4, 6-7, 16-17, 20, 22-25, 30-31, 33, 35-36, 38, 40, 42-43    | 33                    |
| National Account Manager - 014524           | 4, 6-7, 15, 17-20, 22-25, 30-31, 33, 35-36, 38, 40, 42-43    | 33                    |
| Digital Content Producer (Mornings)- 014600 | 4, 6-7, 15-20, 22-25, 30-31, 33, 35-36, 38, 40, 42-43        | 33                    |
| Assistant News Director-014514              | 4, 6-7, 17-20, 22-25, 30-31, 33, 35-36, 38, 40, 42-43        | 33                    |
| Multi-Platform Producer - 014840            | 4, 6-7, 15-17, 19-20, 22-25, 30-31, 33, 35-36, 38, 40, 42-43 | 33                    |
| Multi-Platform Producer - 014840            | 4, 6-7, 15-17, 19-20, 22-25, 30-31, 33, 35-36, 38, 40, 42-43 | 16                    |
| Multi-Platform Producer - 014840            | 4, 6-7, 15-17, 19-20, 22-25, 30-31, 33, 35-36, 38, 40, 42-43 | 33                    |
| Meteorologist - 014839                      | 4, 6-7, 9, 15, 17-20, 22-25, 30-31, 33, 35-36, 38, 40, 42-43 | 9                     |
| Photographer/Visual Storyteller -14841      | 4, 6-7, 15-20, 22-25, 30-31, 33, 35-36, 38, 40, 42-43        | 33                    |
| Photographer/Visual Storyteller -14841      | 4, 6-7, 15-20, 22-25, 30-31, 33, 35-36, 38, 40, 42-43        | 33                    |
| Photographer/Visual Storyteller -14841      | 4, 6-7, 15-20, 22-25, 30-31, 33, 35-36, 38, 40, 42-43        | 33                    |



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**I. VACANCY LIST**

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

| Job Title                   | Recruitment Sources ("RS")<br>Used to Fill Vacancy                   | RS Referring<br>Hiree |
|-----------------------------|--|-----------------------|
| MSJ (Sports) - 14970        | 4, 6-7, 15, 17, 19-20, 22-24, 30-31, 33,<br>35-36, 38, 40, 42-43     | 33                    |
| Producer (Mornings) - 15046 | 4, 6-7, 15, 17, 19-20, 22-24, 30-31, 33,<br>35-36, 38, 40, 42-43     | 33                    |
| Anchor/MSJ - 15044          | 4, 6-7, 15, 17, 19-20, 22-24, 30-31, 33,<br>35-36, 38, 40, 42-43     | 33                    |
| Exec Producer - 15045       | 4, 6-7, 10, 15, 17, 19-20, 22-24, 30-31,<br>33, 35-36, 38, 40, 42-43 | 10                    |
| Visual Storyteller - 015140 | 6-7, 12, 15, 17-20, 22-24, 30-33, 35-36,<br>38, 40, 42-43            | 33                    |
| Dir, Dig Content - 15274    | 6-7, 9, 17, 19-20, 22-24, 30-33, 35-36,<br>38, 40, 42-43             | 9                     |
| Newscast Director-15316     | 6-7, 14, 17-18, 20, 22-24, 30-33, 35-36,<br>38, 40, 42-43            | 33                    |
| Editor 15317                | 6-7, 14, 17-18, 20, 22-24, 30-33, 35-36,<br>38-40, 42-43             | 33                    |
| Production Operator - 15662 | 6-7, 17-20, 22-24, 30-33, 35-36, 38, 40,<br>42-43                    | 18                    |

**WATN, WLMT**  
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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| RS Number | RS Information  | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 1         | 3TVNewsCheck<br>24 West Lancaster Ave Suite 205<br>Ardmore, Pennsylvania 19003<br>Phone : 610-420-6003<br>Patty Hersh<br>Manual Posting   | N   | 0  |
| 2         | 602communications.com<br>458 S Reid Dr.<br>Lakeland, Florida 37283<br>Phone : 919-217-4438<br>Sandy Lizik<br>Manual Posting   | N   | 0  |
| 3         | AR State University<br>2105 Aggie Rd<br>Jonesboro, Arkansas 72401<br>Phone : 870-972-3025<br>Url : <a href="https://astate-csm.symplicity.com/employers">https://astate-csm.symplicity.com/employers</a><br>Tiffany Johnson<br>Manual Posting | N   | 0  |
| 4         | Arkansas Workforce Center<br>2003 W Broadway<br>West Memphis, Arkansas 72301<br>Phone : 870-318-4696<br>Email : <a href="mailto:tracy@wdbea.org">tracy@wdbea.org</a><br>Tracy Hinton  | Y   | 0  |
| 5         | Broadcast On-Air<br>1725 N Shelby Oaks Dr Suite 101<br>Memphis, Tennessee 38134<br>Phone : 9013232430<br>Url : <a href="http://www.localmemphis.com">www.localmemphis.com</a><br>Freddie Milton<br>Manual Posting                             | N   | 0  |
| 6         | Career Builder<br>200 N. LaSalle St Suite 1100<br>Chicago, Illinois 60601<br>Phone : 773-527-3600<br>Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a><br>Career Service<br>Manual Posting                        | N   | 1  |

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| <b>RS Number</b> | <b>RS Information</b>  | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|--|--|---|
| 7                | Christian Brothers College<br>650 E Parkway S<br>Memphis, Tennessee 38104<br>Phone : 901-321-3330<br>Email : crogers@cbu.edu<br>Curt Rogers  | N  | 0   |
| 8                | Collective Talent<br>1721 Richardson Place<br>Tampa, Florida 33606<br>Phone : 813-254-9695<br>Url : <a href="http://www.collectivetalent.com/">http://www.collectivetalent.com/</a><br>Michael Bille<br>Manual Posting | N  | 0   |
| 9                | Current Employee - Transfer/Promotion  | N  | 3   |
| 10               | Current Employee/Internal Promotion  | N  | 2   |
| 11               | DirectEmployers Association<br>7602 Woodland Dr. Suite 200<br>Indianapolis, Indiana 46278<br>Phone : 866-268-6206<br>Job Board<br>Manual Posting   | N  | 0   |
| 12               | Employee Referral<br>1725 Shelby Oaks Dr N<br>Memphis, Tennessee<br>Ayo Fasheyide<br>Manual Posting  | N  | 0   |
| 13               | Fogelman College of Business & Economics<br>3675 Central Ave, FCBE 274 Professional Development Center<br>Memphis, Tennessee 38152<br>Phone : 901-678-3147<br>Alison Goodwin<br>Manual Posting                         | N  | 0   |
| 14               | Glassdoor<br>100 Shoreline Highway Building A<br>Mill Valley, California 94941-3645<br>Phone : 415-508-3003<br>Job Board<br>Manual Posting   | N  | 1   |

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|------------------|--|--|---|
| 15               | Indeed.com<br>6433 Champion Grandview Way Building 1<br>Austin, Texas 78750<br>Phone : 650-528-2047<br>Url : http://www.indeed.com<br>Bridget Boss<br>Manual Posting | N  | 0   |
| 16               | Indeed.com   | N  | 7   |
| 17               | LeMoyne Owen College<br>807 Walker Ave<br>Memphis, Tennessee 38126<br>Phone : 901-435-1215<br>Email : robert_williams@loc.edu<br>Robert Williams                     | N  | 0   |
| 18               | Linked In  | N  | 16  |
| 19               | LinkedIn<br>1000 W. Maude Ave<br>Sunnyvale, California 94085<br>Phone : 855-655-5653<br>Url : www.linkedin.com<br>LinkedIn LinkedIn<br>Manual Posting                | N  | 0   |
| 20               | Memphis Urban League<br>413 N Crosstown<br>Memphis, Tennessee 38104<br>Phone : 901-272-2491<br>Url : www.memul.org<br>Email : ssmith@memul.org<br>Shawn Smith        | N  | 0   |
| 21               | Monster.com<br>133 Boston Post Rd<br>Weston, Massachusetts 02493<br>Phone : 800-666-7837<br>Job Board<br>Manual Posting  | N  | 0   |

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|------------------|--|--|---|
| 22               | MS Dept of Employment Security<br>1235 Echelon Pkwy<br>Jackson, Mississippi 39213<br>Phone : 601-855-3214<br>Url : <a href="https://www.mdes.ms.gov">https://www.mdes.ms.gov</a><br>Email : <a href="mailto:hstagg@mdes.ms.gov">hstagg@mdes.ms.gov</a><br>Howard Stagg   | N  | 0   |
| 23               | MS State University<br>75 B. S. Hood Dr<br>MS State University, Mississippi 39762<br>Phone : 662-325-3344<br>Url : <a href="https://msstate-csm.symplicity.com/employers/">https://msstate-csm.symplicity.com/employers/</a><br>Email : <a href="mailto:mjones@career.msstate.edu">mjones@career.msstate.edu</a><br>Martha Jones | N  | 0   |
| 24               | NAACP<br>588 Vance Ave<br>Memphis, Tennessee 38126<br>Phone : 901-521-1343<br>Url : <a href="http://naacpmemphis.org">naacpmemphis.org</a><br>Email : <a href="mailto:vickie@naacpmemphis.org">vickie@naacpmemphis.org</a><br>Vickie Terry   | N  | 0   |
| 25               | Nexstar Media Group, Inc.<br>545 E. John Carpenter Freeway Suite 700<br>Irving, Texas 75062<br>Phone : 972-764-6715<br>Terri Bush<br>Manual Posting  | N  | 0   |
| 26               | Recruit.net<br>1234 Fifth<br>Unknown, Tennessee<br>Phone : 555-5551234<br>Job Board<br>Manual Posting  | N  | 0   |
| 27               | Rhodes College<br>2000 N Parkway<br>Memphis, Tennessee 38112<br>Phone : 901-843-3800<br>Url : <a href="http://www.rhodes.edu">www.rhodes.edu</a><br>Amy Moen<br>Manual Posting   | N  | 0   |

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|------------------|--|--|---|
| 28               | Rust College<br>150 Rust Ave<br>Holly Springs, Mississippi 38635<br>Phone : 662-252-4553<br>Dr. Debayo Moyo<br>Manual Posting  | N  | 0   |
| 29               | Self Referral<br>1725 Shelby Oaks Dr N<br>Memphis, Tennessee<br>Ayo Fasheyide<br>Manual Posting  | N  | 0   |
| 30               | Southwest TN Community College<br>5983 Macon Cove<br>Memphis, Tennessee 38134<br>Phone : 901-333-4264<br>Email : wcoopwood@southwest.tn.edu<br>Wanda Coopwood  | N  | 0   |
| 31               | SRVS<br>3971 Knight Arnold Rd<br>Memphis, Tennessee 38118<br>Phone : 901-312-9594<br>Url : <a href="https://www.srvs.org">https://www.srvs.org</a><br>Email : troy.allen@srvs.org<br>Troy Allen  | Y  | 0   |
| 32               | State of TN Dept of Human Services<br>225 Dr Martin Luther King Jr Dr<br>Jackson, Tennessee 38301<br>Phone : 731-935-0254<br>Url : <a href="http://tn.gov/humanservices">tn.gov/humanservices</a><br>Email : peter.frost@tn.gov<br>Peter Frost | Y  | 0   |
| 33               | TEGNA.com<br>8350 Broad St.<br>McLean , Virginia<br>HR HR<br>Manual Posting  | N  | 76  |

**WATN, WLMT**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2023 - March 20, 2024**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| <b>RS Number</b> | <b>RS Information</b>  | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|--|--|---|
| 34               | TN Association of Broadcasters<br>2 International Plaza Suite 902<br>Nashville, Tennessee 37217<br>Phone : 615-365-1840<br>Url : <a href="http://www.tabtn.org">http://www.tabtn.org</a><br>Brenda Heidt<br>Manual Posting   | N  | 0   |
| 35               | TN Dept Labor & Workforce Development<br>4240 Hickory Hill Rd.<br>Memphis, Tennessee 38141<br>Phone : 901-578-4280<br>Url : <a href="https://www.jobs4tn.gov/vosnet/default.aspx">https://www.jobs4tn.gov/vosnet/default.aspx</a><br>Email : <a href="mailto:Greatermemphis.mailbox2@tn.gov">Greatermemphis.mailbox2@tn.gov</a><br>Joseph Maness | Y  | 0   |
| 36               | TVJobs<br>PO Box 4116<br>Oceanside, California 92052<br>Phone : 760-754-8177<br>Email : <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a><br>Mark C Holloway  | N  | 0   |
| 37               | U of M Dept Career & Development<br>400 Wilder Tower<br>Memphis, Tennessee 38152<br>Phone : 901-678-5571<br>Eli Hatcher<br>Manual Posting  | N  | 0   |
| 38               | U of M Dept of Communications Art<br>3745 Central Ave<br>Memphis, Tennessee<br>Phone : 901-678-2239<br>Email : <a href="mailto:Erica.Shaw@memphis.edu">Erica.Shaw@memphis.edu</a><br>Dr. Erica Shaw  | N  | 0   |
| 39               | University of MS<br>P.O. Box 1848<br>University, Mississippi 38677<br>Phone : 662-915-7174<br>Christy Wright<br>Manual Posting   | N  | 0   |

**WATN, WLMT**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2023 - March 20, 2024**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| <b>RS Number</b>                               | <b>RS Information</b>   | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|--|---|--|---|
| 40   | University of MS Student Media Center<br>201 Bishop<br>University, Mississippi 38677<br>Phone : 662-915-2220<br>Email : larz@olemiss.edu<br>Larz Roberts  | N  | 0   |
| 41   | Walk In/Self-Referral   | N  | 4   |
| 42   | WATN Website<br>1725 N Shelby Oaks Dr Suite 101<br>Memphis, Tennessee 38134<br>Phone : 901-323-2430<br>Freddie Milton<br>Manual Posting   | N  | 0   |
| 43   | www.mediagignow.com<br>550 W. Jackson Blvd Suite 200<br>Chicago, Illinois 60661<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |   |  | <b>110</b>  |



**WATN, WLMT**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2023 - March 20, 2024**

**III. RECRUITMENT INITIATIVES**

|   | <b>Date</b> | <b>Type of Recruitment Initiative (Menu Selection)</b>                    | <b>Brief Description Of Activity</b>  | <b>No. of Stations Participants</b> | <b>Participant Title</b>  |
|---|-------------|---|---|-------------------------------------|---|
| 1 | 4/14/2023   | Participation in events or programs sponsored by educational institutions | Our sports anchor served as a guest speaker for high school Career Day at Briarcrest to educate students about careers in broadcasting.   | 1                                   | Sports Anchor   |
| 2 | 5/11/2023   | Participation in events or programs sponsored by educational institutions | Our meteorologist participated in Career Day at Promise Academy Hollywood to educate students about the profession.   | 1                                   | Meteorologist   |
| 3 | 5/12/2023   | Participation in events or programs sponsored by educational institutions | Our meteorologists attended Career Day at Double Tree Elementary School to educate students about their profession.   | 2                                   | Meteorologist<br>Meteorologist  |
| 4 | 5/15/2023   | Participation in other activities designed by the station employment unit | Media class students from Pleasant Hill Elementary School visited the stations for a full tour and midday newscast observation.   | 5                                   | Community Impact & Engagement Manager<br>Morning Anchor<br>Local Sales Manager<br>Director of News Operations/Senior Marketing Producer |
| 5 | 5/16/2023   | Participation in other activities designed by the station employment unit | Media class students from Pleasant Hill Elementary School visited the stations for a full tour and midday newscast observation.   | 5                                   | Community Impact & Engagement Manager<br>Morning Anchor<br>Local Sales Manager<br>Director of News Operations/Senior Marketing Producer |
| 6 | 6/20/2023   | Establishment of training programs for station personnel                  | This training course helps employees to identify and isolate a breach if it occurs, and reminds them to immediately report any incident to the local head of technology and manager, leader or general manager.   | 87                                  | All Station Staff   |
| 7 | 7/22/2023   | Participation in other activities designed by the station employment unit | WATN/WLMT sponsored a community event to benefit our shoe drive, Sweet Soles for Kids campaign, at Court Square Downtown Memphis, TN and to provide awareness to the community of the industry and opportunities. | 3                                   | News Director<br>Creative Services Director<br>Digital Content Director   |

**WATN, WLMT**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2023 - March 20, 2024**

**III. RECRUITMENT INITIATIVES**

|    | <b>Date</b> | <b>Type of Recruitment Initiative (Menu Selection)</b>                                      | <b>Brief Description Of Activity</b>   | <b>No. of Stations Participants</b> | <b>Participant Title</b>   |
|----|-------------|---|--|-------------------------------------|--|
| 8  | 9/13/2023   | Establishment of training programs for station personnel                                    | The 4 P's of Vishing - Quarterly TEGNA Cyber Security Training to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on recognizing and addressing security attacks via phone calls or voice messages purporting to be from reputable companies to obtain personal information.   | 87                                  | All Station Staff  |
| 9  | 9/21/2023   | Provision of training to management   | Human Resources Business Partners conducted a training for newly promoted/hired managers and managers who would like a refresher on some best practices for conducting feedback sessions with their employees.   | 4                                   | Content Manager<br>News Content Brand Manager<br>Executive News Producer<br>Lead Director                |
| 10 | 9/25/2023   | Provision of assistance to unaffiliated non-profit entities and the maintenance of websites | We hosted a meeting at WATN with Career Specialist   Career Services of Communication and Fine Arts at the University of Memphis. "The Art of Networking" aims to create an opportunity for meaningful connections between employers and students. Employers had the opportunity to educate students on the essentials of networking and had the opportunity to conduct on-sight interviews. | 4                                   | General Manager/Vice President<br>News Director<br>Assistant News Director<br>Creative Services Director |
| 11 | 11/27/2023  | Establishment of training programs for station personnel                                    | Let's Have a Cyber Safe Holiday - Quarterly TEGNA Cyber Security Training to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on phishing and online shopping safety.   | 87                                  | All Station Staff  |

**WATN, WLMT**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2023 - March 20, 2024**

**III. RECRUITMENT INITIATIVES**

|    | <b>Date</b> | <b>Type of Recruitment Initiative (Menu Selection)</b>                    | <b>Brief Description Of Activity</b>  | <b>No. of Stations Participants</b> | <b>Participant Title</b>  |
|----|-------------|---|---|-------------------------------------|---|
| 12 | 1/17/2024   | Establishment of training programs for station personnel                  | All TEGNA employees are required to complete a two-part annual ethics training:<br><br>Part I: TEGNA's Annual Ethics Survey that requires employees to disclose any issues that may conflict with TEGNA's interests.<br><br>Part II: 2024 TEGNA Ethics Training: Conflicts of Interest, an online course that demonstrates how a person's private interest may interfere with the interests of TEGNA and how to avoid these situations. | 87                                  | All Station Staff   |
| 13 | 1/26/2024   | Establishment of training programs for station personnel                  | The Secure TEGNA annual training module for 2024 was titled Secure TEGNA Cybersecurity Awareness Training. This training will help staff recognize risks and increase their understanding of the ever-changing security threats to our landscape.   | 87                                  | All Station Staff   |
| 14 | 2/9/2024    | Participation in events or programs sponsored by educational institutions | Our News Director and Sports Anchor participated in Career Day at Highland Oaks Elementary School. They spoke to students in 3rd - 5th grades about their profession and the path they took to get there.   | 2                                   | News Director<br>Main Sports Anchor   |
| 15 | 2/28/2024   | Participation in Job Fairs  | WATN employees participated in "The Art of Networking" career event. "The Art of Networking" aims to create an opportunity for meaningful connections between employers and students. The opportunity allowed WATN to engage with individuals seeking employment opportunities.   | 6                                   | Local Sales Manager<br>News Content Brand Manager<br>Promotion Manager<br>Community Impact & Engagement Manager |
| 16 | 3/4/2024    | Establishment of training programs for station personnel                  | Reporting Security Incidents - Quarterly TEGNA Cyber Security Training to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on reporting suspicious emails, texts and phone calls.  | 87                                  | All Station Staff   |

Attachment C

2023 Public File Report Job Notifications

Fax and E-mail Verification Summaries

**Job Notification details between 3/21/2022 to 3/20/2023****Multi-Skilled Journalist-11083 (Broadcast1Source tracking number 92602)****No. of Agencies were used:** 20

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 07/21/2021**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** rwilliams8@tegna.com**Title:** Multi-Skilled Journalist-11083**Experience:****Requirements:****Requirements:**

- BA/BS in journalism, communications, or related field
- 1-3 years of experience preferred
- Experience in photojournalism, editing, and content management systems
- Understanding of the tenets of professional journalism
- A portfolio with examples of strong storytelling
- Ability to generate creative, engaging, content-driven live shots
- Strong social media skills, including an active news presence on Twitter, Facebook, and Instagram
- Knowledge of ENPS, Edius, and Axis graphics is a plus
- Organizational skills and the ability to work under constant time pressure deadlines
- Ability to calmly handle live, breaking news situations and changing events

**Description:**

**Job Notification details between 3/21/2022 to 3/20/2023**

WATN/WLMT, the TEGNA station in Memphis, TN is looking for our next Multi-Skilled Journalist. The ideal candidate is more than a reporter, but rather a storyteller on all platforms including television, digital, and social media.

We want journalists who are able to shoot, write, edit and produce enterprise content. Should be a strong communicator who can report news live and/or in a pre-recorded format. The MSJ will work closely with News Managers, News Producers, and other newsroom employees on story conception and development, and execution of the story.

Are you digitally savvy? Innovative? Creative? And like to have fun? We want to hear from you!

**Responsibilities:**

- Enterprise stories and bring unique pitches to the table, focusing on ways to add context and perspective and include diverse voices. We want stories that stand out from the competition, not follow it.
- Develop story ideas, write, shoot and edit pieces in an exciting, unique, and creative manner that feels authentic to you
- Use the latest editing and photography tools to tell great stories.
- Develop original content through social listening, crowdsourcing, and independent sources.
- Deliver on-air news events in an engaging, exciting, and accurate manner.
- Interview news subjects and research for facts and credibility.
- Develop news sources that allow you to break stories.
- Write and post several times a day on all digital platforms including social media.
- Write for the web, including attaching images and streaming video and live news events.
- Use creative production techniques such as graphics and new forms of media (viewer pictures, webcam interviews, etc.) to enhance stories.
- Community and/or talent appearances
- Perform other tasks as required by supervisor or executive producer.

**Additional Information:**

We are an Equal Opportunity Employer and value the benefits of diversity in our workplace.

**Contact:**

<http://www.jobs.net/j/JEDAHsAv>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Juan Herrera at [jherrera1@teгна.com](mailto:jherrera1@teгна.com)

| Notification Date | Agency Name                | Prong2 | Name            | Notification By Fax | Notification By Email     |
|-------------------|----------------------------|--------|-----------------|---------------------|---------------------------|
| 7/21/2021         | WATN Website               | No     | Freddie Milton  | 1--                 | By User/Other System      |
| 7/21/2021         | MS State University        | No     | Martha Jones    | 1--                 | mjones@career.msstate.edu |
| 7/21/2021         | X - Indeed.com             | No     | Bridget Boss    | 1--                 | By User/Other System      |
| 7/21/2021         | Christian Brothers College | No     | Curt Rogers     | 1--                 | crogers@cбу.edu           |
| 7/21/2021         | AR State University        | No     | Tiffany Johnson | 1--                 | tijohnson@astate.edu      |

**Job Notification details between 3/21/2022 to 3/20/2023**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>        |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|-------------------------------------|
| 7/21/2021                | U of M Dept of Communications Art     | No            | Cortez Washington | 1--                        | cortez.washington@m<br>emphis.edu   |
| 7/21/2021                | Southwest TN Community College        | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwe<br>st.tn.edu      |
| 7/21/2021                | University of MS Student Media Center | No            | Patricia Thompson | 1--                        | pthomps1@olemiss.ed<br>u            |
| 7/21/2021                | LeMoyne Owen College                  | No            | Karen Todd        | 1--                        | karen_todd@loc.edu                  |
| 7/21/2021                | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphi<br>s.org         |
| 7/21/2021                | Arkansas Workforce Center             | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkan<br>sas.gov     |
| 7/21/2021                | Memphis Urban League                  | No            | Barry Jackson     | 1--                        | bjackson@memul.org                  |
| 7/21/2021                | MS Dept of Employment Security        | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov                  |
| 7/21/2021                | SRVS                                  | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org                 |
| 7/21/2021                | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                     |
| 7/21/2021                | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System                |
| 7/21/2021                | www.mediagignow.com                   | No            | MediaGigNow.com   | 1--                        | customerservice@med<br>iagignow.com |
| 7/21/2021                | Nexstar Media Group, Inc.             | No            | Terri Bush        | 1--                        | By User/Other System                |
| 7/21/2021                | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System                |
| 7/21/2021                | Career Builder                        | No            | Career Service    | 1--                        | By User/Other System                |

**WATN, WLMT****Fax and E-mail verification summary report for Multi-Skilled Journalist-11083**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>       |
|------------------|--|----------------------------|
| 3                | <b>AR State University</b><br>E-mail: tijohnson@astate.edu   | Sent: 7/21/2021 2:52:54 PM |
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 7/21/2021 2:52:52 PM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 7/21/2021 2:52:54 PM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: karen_todd@loc.edu  | Sent: 7/21/2021 2:52:53 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: bjackson@memul.org           | Sent: 7/21/2021 2:52:52 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 7/21/2021 2:52:51 PM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 7/21/2021 2:52:55 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 7/21/2021 2:52:52 PM |
| 31               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 7/21/2021 2:52:53 PM |
| 32               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 7/21/2021 2:52:51 PM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 7/21/2021 2:52:50 PM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu                            | Sent: 7/21/2021 2:52:54 PM |
| 40               | <b>University of MS Student Media Center</b><br>E-mail: pthomps1@olemiss.edu                                 | Sent: 7/21/2021 2:52:53 PM |
| 43               | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com  | Sent: 7/21/2021 2:52:49 PM |



**Job Notification details between 3/21/2022 to 3/20/2023**

**Production Assistant- 11267 (Broadcast1Source tracking number 93293)**

**No. of Agencies were used:** 20

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 08/11/2021

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** rwilliams8@tegn.com

**Title:** Production Assistant- 11267

**Experience:**

**Requirements:**

## **Job Notification details between 3/21/2022 to 3/20/2023**

### **Requirements:**

- Must be able to work flexible hours including early mornings, evenings, weekends and holidays.
- Applicants must demonstrate problem solving abilities, creativity, initiative, and a desire to grow within the organization.
- Must be team-first oriented, committed to the work, faithful to the schedule and have a positive attitude towards it all.
- Attention to detail is a must in the execution of each of the roles as one of the final gatekeepers before our product is transmitted over the air.
- Required to sit or stand for long periods of time
- May be required to do some lifting and or moving of equipment (less than 50lbs)

Willingness to learn new and challenging roles.

Work Environment: Office

Physical Demands: Sedentary work

Travel: Rarely: less than 10%

Work Environment Set: Office: normally performed in a typical interior/office environment

Physical Demands Set: Sedentary work: Involves sitting most of the time; walking, lifting, bending, standing, etc.

### **About TEGNA**

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 64 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information.

### **Description:**

**Job Notification details between 3/21/2022 to 3/20/2023**

Production Assistants are trained to perform any one of the various production roles during and in-between live newscasts.

**Responsibilities:**

Positions include

- Camera
- Teleprompter
- Floor Manager
- Audio Operator
- Editor and Chyron Graphics video
- Playback operator.

**Additional Information:**

We are an Equal Opportunity Employer and value the benefits of diversity in our workplace.

**Contact:**

<http://www.jobs.net/j/JUeqDKzD?jobdetails=true>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Kimberly Franklin at [kfranklin@tegn.com](mailto:kfranklin@tegn.com)

| Notification Date | Agency Name                           | Prong2 | Name              | Notification By Fax | Notification By Email         |
|-------------------|---------------------------------------|--------|-------------------|---------------------|-------------------------------|
| 8/11/2021         | WATN Website                          | No     | Freddie Milton    | 1--                 | By User/Other System          |
| 8/11/2021         | X - Indeed.com                        | No     | Bridget Boss      | 1--                 | By User/Other System          |
| 8/11/2021         | MS State University                   | No     | Martha Jones      | 1--                 | mjones@career.msstate.edu     |
| 8/11/2021         | Christian Brothers College            | No     | Curt Rogers       | 1--                 | crogers@cbu.edu               |
| 8/11/2021         | U of M Dept of Communications Art     | No     | Cortez Washington | 1--                 | cortez.washington@memphis.edu |
| 8/11/2021         | AR State University                   | No     | Tiffany Johnson   | 1--                 | tjohnson@astate.edu           |
| 8/11/2021         | University of MS Student Media Center | No     | Patricia Thompson | 1--                 | pthomps1@olemiss.edu          |
| 8/11/2021         | LeMoyne Owen College                  | No     | Karen Todd        | 1--                 | karen_todd@loc.edu            |
| 8/11/2021         | NAACP                                 | No     | Vickie Terry      | 1--                 | vickie@naacpmemphis.org       |
| 8/11/2021         | Southwest TN Community College        | No     | Wanda Coopwood    | 1--                 | wcoopwood@southwest.tn.edu    |
| 8/11/2021         | Memphis Urban League                  | No     | Barry Jackson     | 1--                 | bjackson@memul.org            |
| 8/11/2021         | Arkansas Workforce Center             | Yes    | Sandra Atwater    | 1--                 | sandra.atwater@arkansas.gov   |
| 8/11/2021         | SRVS                                  | Yes    | Troy Allen        | 1--                 | troy.allen@srvs.org           |

**Job Notification details between 3/21/2022 to 3/20/2023**

| <b>Notification Date</b> | <b>Agency Name</b>             | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|--------------------------------|---------------|-------------------|----------------------------|---------------------------------|
| 8/11/2021                | MS Dept of Employment Security | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov              |
| 8/11/2021                | X - LinkedIn                   | No            | LinkedIn LinkedIn | 1--                        | By User/Other System            |
| 8/11/2021                | TVJobs                         | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                 |
| 8/11/2021                | Nexstar Media Group, Inc.      | No            | Terri Bush        | 1--                        | By User/Other System            |
| 8/11/2021                | TEGNA.com                      | No            | HR HR             | 1--                        | By User/Other System            |
| 8/11/2021                | www.mediagignow.com            | No            | MediaGigNow.com   | 1--                        | customerservice@mediagignow.com |
| 8/11/2021                | Career Builder                 | No            | Career Service    | 1--                        | By User/Other System            |

**WATN, WLMT****Fax and E-mail verification summary report for Production Assistant- 11267**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>       |
|------------------|--|----------------------------|
| 3                | <b>AR State University</b><br>E-mail: tijohnson@astate.edu   | Sent: 8/11/2021 5:34:07 PM |
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 8/11/2021 5:34:02 PM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 8/11/2021 5:34:09 PM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: karen_todd@loc.edu  | Sent: 8/11/2021 5:34:04 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: bjackson@memul.org           | Sent: 8/11/2021 5:34:02 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 8/11/2021 5:34:01 PM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 8/11/2021 5:34:10 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 8/11/2021 5:34:03 PM |
| 31               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 8/11/2021 5:34:03 PM |
| 32               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 8/11/2021 5:34:01 PM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 8/11/2021 5:33:59 PM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu                            | Sent: 8/11/2021 5:34:08 PM |
| 40               | <b>University of MS Student Media Center</b><br>E-mail: pthomps1@olemiss.edu                                 | Sent: 8/11/2021 5:34:06 PM |
| 43               | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com  | Sent: 8/11/2021 5:33:57 PM |

**Job Notification details between 3/21/2022 to 3/20/2023****Visual Storyteller - 011967 (Broadcast1Source tracking number 96851)****No. of Agencies were used:** 20

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 11/24/2021**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** rwilliams8@tegna.com**Title:** Visual Storyteller - 011967**Experience:****Requirements:****Requirements:**

- BA/BS in journalism, communications, or related field, strongly encourage, but not required
- Experience in photojournalism, non-linear editing, and content management systems
- Ability to generate creative, engaging, content-driven live shots
- Demonstrated social media proficiency
- Demonstrated news judgment, photography experience, and non-linear editing skills
- Flexible with schedule, reliable and dependable
- Understanding of the tenets of professional journalism
- Knowledge of ENPS and Edius
- Organizational skills and the ability to work under constant time pressure deadlines
- Ability to calmly handle live, breaking news situations and changing events

Work Environment: Outdoors

Physical Demands: Medium work

Travel: Frequent: More than 25

Work Environment Set: Outdoors: performed in various outdoor environmental conditions

Physical Demands Set: Medium work: Involves standing prolong hours, stooping, bending, lifting/pushing up to 25 lbs.

**Description:**

**Job Notification details between 3/21/2022 to 3/20/2023**

WATN/WLMT, the TEGNA station in Memphis, TN is looking for a highly skilled Visual Storyteller who wants to break from the traditional format and is willing to break the mold in their storytelling for television, social media, and mobile.

We need a journalist who can develop characters and find the heart of a great story.

A successful candidate is eager to tell great stories on their own or with a team by capturing creative video & audio elements that produce compelling and engaging news, sports, and feature stories in a deadline environment. They are proficient with live newsgathering tools and can handle breaking news situations when necessary.

**Responsibilities:**

- You must be fluent in social media and understand how to use a variety of cameras and tools to create stories for multiple channels.
- Using the latest photography and editing tools.
- Creative storytelling with the highest journalistic standards.
- Using creative production techniques such as graphics and other forms of media (viewer pictures, webcam interviews, etc.) to enhance stories.
- Editing, filing and posting a variety of video elements including voice-overs, packages, bumpers and some promotional material.
- Encoding video for web and mobile distribution.
- Ability to operate non-linear edit systems, experience with Edius is a plus.
- ENG shooting experience is also a plus, the job requires gathering content in the field.
- Maintaining and being responsible for all issued station equipment and vehicles, in accordance with policy.
- Have a professional demeanor and work well/as a team player with news team and staff at all times.
- Ability to multi-task, handle editing assignments, and capture feeds and FTP material from multiple TEGNA stations, while constantly monitoring quality control.
- Performing other tasks as required by supervisor or news managers

**Additional Information:**

We are an Equal Opportunity Employer and value the benefits of diversity in our workplace.

**Contact:**

<http://www.jobs.net/j/JSOypuhY?jobdetails=true>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Katina Potts-Singleton at [kpottssing@teгна.com](mailto:kpottssing@teгна.com)

| Notification Date | Agency Name         | Prong2 | Name           | Notification By Fax | Notification By Email     |
|-------------------|---------------------|--------|----------------|---------------------|---------------------------|
| 11/24/2021        | WATN Website        | No     | Freddie Milton | 1--                 | By User/Other System      |
| 11/24/2021        | MS State University | No     | Martha Jones   | 1--                 | mjones@career.msstate.edu |
| 11/24/2021        | X - Indeed.com      | No     | Bridget Boss   | 1--                 | By User/Other System      |

**Job Notification details between 3/21/2022 to 3/20/2023**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|---------------------------------|
| 11/24/2021               | Christian Brothers College            | No            | Curt Rogers       | 1--                        | crogers@cbu.edu                 |
| 11/24/2021               | U of M Dept of Communications Art     | No            | Cortez Washington | 1--                        | cortez.washington@memphis.edu   |
| 11/24/2021               | AR State University                   | No            | Tiffany Johnson   | 1--                        | tijohnson@astate.edu            |
| 11/24/2021               | University of MS Student Media Center | No            | Patricia Thompson | 1--                        | pthomps1@olemiss.edu            |
| 11/24/2021               | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org         |
| 11/24/2021               | Southwest TN Community College        | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu      |
| 11/24/2021               | Memphis Urban League                  | No            | Barry Jackson     | 1--                        | bjackson@memul.org              |
| 11/24/2021               | Arkansas Workforce Center             | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov     |
| 11/24/2021               | SRVS                                  | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org             |
| 11/24/2021               | MS Dept of Employment Security        | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov              |
| 11/24/2021               | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System            |
| 11/24/2021               | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                 |
| 11/24/2021               | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System            |
| 11/24/2021               | Nexstar Media Group, Inc.             | No            | Terri Bush        | 1--                        | By User/Other System            |
| 11/24/2021               | Glassdoor                             | No            | Job Board         | 1--                        | By User/Other System            |
| 11/24/2021               | www.mediagignow.com                   | No            | MediaGigNow.com   | 1--                        | customerservice@mediagignow.com |
| 11/24/2021               | Career Builder                        | No            | Career Service    | 1--                        | By User/Other System            |



**WATN, WLMT****Fax and E-mail verification summary report for Visual Storyteller - 011967**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>         |
|------------------|--|------------------------------|
| <b>3</b>         | <b>AR State University</b><br>E-mail: tijohnson@astate.edu   | Sent: 11/24/2021 10:49:00 AM |
| <b>4</b>         | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 11/24/2021 10:48:58 AM |
| <b>7</b>         | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 11/24/2021 10:49:01 AM |
| <b>20</b>        | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: bjackson@memul.org           | Sent: 11/24/2021 10:48:58 AM |
| <b>22</b>        | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 11/24/2021 10:48:57 AM |
| <b>23</b>        | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 11/24/2021 10:49:02 AM |
| <b>24</b>        | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 11/24/2021 10:48:59 AM |
| <b>31</b>        | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 11/24/2021 10:48:59 AM |
| <b>32</b>        | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 11/24/2021 10:48:58 AM |
| <b>36</b>        | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 11/24/2021 10:48:56 AM |
| <b>38</b>        | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu                            | Sent: 11/24/2021 10:49:01 AM |
| <b>40</b>        | <b>University of MS Student Media Center</b><br>E-mail: pthomps1@olemiss.edu                                 | Sent: 11/24/2021 10:49:00 AM |
| <b>43</b>        | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com  | Sent: 11/24/2021 10:48:54 AM |

**Job Notification details between 3/21/2022 to 3/20/2023**

**Account Manager - 012292 (Broadcast1Source tracking number 98580)**

**No. of Agencies were used:** 19

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 01/25/2022

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** rwilliams8@tegn.com

**Title:** Account Manager - 012292

**Experience:**

**Requirements:**

**Job Notification details between 3/21/2022 to 3/20/2023****Requirements:**

- College Degree and 1-3 years of relevant work experience preferred.

Work Environment: Office

Physical Demands: Light work

Travel: Rarely: less than 10%

Work Environment Set: Office: normally performed in a typical interior/office environment

Physical Demands Set: Light work: Involves sitting most of the time, walking, lifting, bending, standing, etc.

**About TEGNA**

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 64 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

TEGNA requires all employees to be fully vaccinated (as defined by the CDC) against the coronavirus.

**EEO statement:**

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

**Description:**

## **Job Notification details between 3/21/2022 to 3/20/2023**

The Account Manager for TEGNA Memphis will work strategically with the Memphis revenue team to generate creative solutions that deliver customized campaigns through our multi-media assets as well as monitor campaign performance against specific KPI's (Key Performance Indicators). This position works in unison with the Account Executives and management to create a best in class customer experience. This position reports to the Memphis Director of Sales with dotted line responsibility to the Local Sales Manager and Major Accounts Manager.

### **Responsibilities:**

- order entry with high level of accuracy.
- Request, update and monitor creative scheduling.
- Execute creative development for client advertising campaigns.
- Manage the startup process for marketing campaigns including participation on all campaign onboarding calls.
- Monitor marketing campaigns pacing and effectiveness to ensure campaign delivery and success.
- Assist the sales team with developing creative multimedia recommendations through research to meet customers' expectations while utilizing our digital product suite.
- Retain and grow our revenue by proactively finding opportunities to optimize campaign performance.
- Report monthly metrics and campaign results account executives and assist AE's and sales managers in interpreting the results to the client.
- Manage and communicate inventory sell through percentages and avails to staff for all solutions.
- Help to Educate staff and clients on effective marketing strategies and revenue growth tactics that utilize our growing product suite.
- Create and communicate digital and video presentations for sales staff on successful digital campaigns.
- Create and communicate packages and presentations for revenue team designed to showcase solutions utilizing all research tools and data available.
- Work as a liaison with 3rdparty vendors (ComScore and Wide Orbit).
- Attend client campaign recap meetings as the digital fulfillment expert.
- Attend sales calls, if needed, as the digital expert on our product offerings.
- Other duties as assigned by sales managers

### **Additional Information:**

We are an Equal Opportunity Employer and value the benefits of diversity in our workplace.

### **Contact:**

<http://www.jobs.net/j/JFwzdJgO?jobdetails=true>

### **Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

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**Job Notification details between 3/21/2022 to 3/20/2023**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|---------------------------------|
| 1/25/2022                | Christian Brothers College            | No            | Curt Rogers       | 1--                        | crogers@cbu.edu                 |
| 1/25/2022                | X - Indeed.com                        | No            | Bridget Boss      | 1--                        | By User/Other System            |
| 1/25/2022                | MS State University                   | No            | Martha Jones      | 1--                        | mjones@career.msstate.edu       |
| 1/25/2022                | WATN Website                          | No            | Freddie Milton    | 1--                        | By User/Other System            |
| 1/25/2022                | U of M Dept of Communications Art     | No            | Cortez Washington | 1--                        | cortez.washington@memphis.edu   |
| 1/25/2022                | AR State University                   | No            | Tiffany Johnson   | 1--                        | tijohnson@astate.edu            |
| 1/25/2022                | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org         |
| 1/25/2022                | University of MS Student Media Center | No            | Patricia Thompson | 1--                        | pthomps1@olemiss.edu            |
| 1/25/2022                | Southwest TN Community College        | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu      |
| 1/25/2022                | Memphis Urban League                  | No            | Barry Jackson     | 1--                        | bjackson@memul.org              |
| 1/25/2022                | MS Dept of Employment Security        | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov              |
| 1/25/2022                | Arkansas Workforce Center             | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov     |
| 1/25/2022                | SRVS                                  | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org             |
| 1/25/2022                | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                 |
| 1/25/2022                | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System            |
| 1/25/2022                | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System            |
| 1/25/2022                | Nexstar Media Group, Inc.             | No            | Terri Bush        | 1--                        | By User/Other System            |
| 1/25/2022                | www.mediagignow.com                   | No            | MediaGigNow.com   | 1--                        | customerservice@mediagignow.com |
| 1/25/2022                | Career Builder                        | No            | Career Service    | 1--                        | By User/Other System            |

**WATN, WLMT****Fax and E-mail verification summary report for Account Manager - 012292**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>       |
|------------------|--|----------------------------|
| 3                | <b>AR State University</b><br>E-mail: tijohnson@astate.edu   | Sent: 1/25/2022 6:08:30 PM |
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 1/25/2022 6:08:28 PM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 1/25/2022 6:08:31 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: bjackson@memul.org           | Sent: 1/25/2022 6:08:29 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 1/25/2022 6:08:28 PM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 1/25/2022 6:08:31 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 1/25/2022 6:08:29 PM |
| 31               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 1/25/2022 6:08:29 PM |
| 32               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 1/25/2022 6:08:28 PM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 1/25/2022 6:08:27 PM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu                            | Sent: 1/25/2022 6:08:30 PM |
| 40               | <b>University of MS Student Media Center</b><br>E-mail: pthomps1@olemiss.edu                                 | Sent: 1/25/2022 6:08:29 PM |
| 43               | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com  | Sent: 1/25/2022 6:08:26 PM |

**Job Notification details between 3/21/2022 to 3/20/2023**

**Digital Content Producer - 012285 (Broadcast1Source tracking number 98550)**

**No. of Agencies were used:** 19

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 01/25/2022

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** rwilliams8@tegn.com

**Title:** Digital Content Producer - 012285

**Experience:**

**Requirements:**

## **Job Notification details between 3/21/2022 to 3/20/2023**

### **Requirements:**

- Excellent AP Style writing, editing, proofreading and copy-editing skills.
- Bachelors degree in journalism or related field or equivalent professional experience.
- Social media native with experience and passion for posting.
- Excellent communication skills.
- Basic video and graphic production skills and knowledge.
- Ability to prioritize and manage requests from various sources with an ability to work well with deadlines.
- Outstanding interpersonal, organizational, and time-management skills.
- Sound news judgment and ability to work both autonomously and as a part of a team.
- Interest in digital metrics and preferably experience in web analytics platforms.

Work Environment: Office

Physical Demands: Light work

Travel: Rarely: less than 10%

Work Environment Set: Office: normally performed in a typical interior/office environment

Physical Demands Set: Light work: Involves sitting most of the time, walking, lifting, bending, standing, etc.

### **About TEGNA**

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 64 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

TEGNA requires all employees to be fully vaccinated (as defined by the CDC) against the coronavirus.

### **EEO statement:**

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

### **Description:**



**Job Notification details between 3/21/2022 to 3/20/2023**

WATN, TEGNA's ABC station in Memphis, is searching for a Digital Content Producer who thrives in a fast-paced environment and understands what local news can and should be on digital, social and streaming platforms. This person will have an audience-first approach to produce and distribute WATN's editorial content across all WATN digital, mobile, streaming and social media platforms. WATN's Digital Content Producers are leaders in the newsroom who are responsible for quality content and audience experience. They seek out content through social listening, being plugged into the community, pitching stories and writing original content for our audience whenever and wherever they are, on whatever device they are using at the time. They work as part of the larger content team to break news and tell great stories on all platforms.

**Responsibilities:**

- Produce audience-first, engaging storytelling through digital articles, videos, photo galleries, social media, push alerts, live streams and interactive elements.
- Produce, shoot, edit platform-specific videos for WATN digital products, such as Instagram and YouTube.
- Focus on accuracy and balance in articles and social content through copy editing and coaching staff.
- Social listening: monitor social chatter and track trending stories via Newsroom, CrowdTangle, Google Trends and our social platforms. Report findings to newsroom.
- Urgently and aggressively report news as it happens online (strong breaking news skills)
- Generate web traffic through Search Engine Optimization best practices, website management, app management, push notifications and application of advanced social media skills.
- Work with all newsroom departments on content coverage, broadcast-digital coordination and social listening.
- Use digital and social analytics to inform editorial decisions.
- Assist reporters and anchors in the creation of native social content.
- Implement best practices on WATN digital and social platforms.
- Ensure newsroom upholds journalistic integrity and the WATN brand across platforms.

**Additional Information:**

We are an Equal Opportunity Employer and value the benefits of diversity in our workplace.

**Contact:**

<http://www.jobs.net/j/JvxvdSZg?jobdetails=true>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Katina Potts-Singleton at [kpottssing@teгна.com](mailto:kpottssing@teгна.com)

| Notification Date | Agency Name    | Prong2 | Name           | Notification By Fax | Notification By Email |
|-------------------|----------------|--------|----------------|---------------------|-----------------------|
| 1/25/2022         | X - Indeed.com | No     | Bridget Boss   | 1--                 | By User/Other System  |
| 1/25/2022         | WATN Website   | No     | Freddie Milton | 1--                 | By User/Other System  |

**Job Notification details between 3/21/2022 to 3/20/2023**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|---------------------------------|
| 1/25/2022                | MS State University                   | No            | Martha Jones      | 1--                        | mjones@career.msstate.edu       |
| 1/25/2022                | Christian Brothers College            | No            | Curt Rogers       | 1--                        | crogers@cbu.edu                 |
| 1/25/2022                | AR State University                   | No            | Tiffany Johnson   | 1--                        | tijohnson@astate.edu            |
| 1/25/2022                | U of M Dept of Communications Art     | No            | Cortez Washington | 1--                        | cortez.washington@memphis.edu   |
| 1/25/2022                | University of MS Student Media Center | No            | Patricia Thompson | 1--                        | pthompson1@olemiss.edu          |
| 1/25/2022                | Southwest TN Community College        | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu      |
| 1/25/2022                | Memphis Urban League                  | No            | Barry Jackson     | 1--                        | bjackson@memul.org              |
| 1/25/2022                | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org         |
| 1/25/2022                | Arkansas Workforce Center             | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov     |
| 1/25/2022                | SRVS                                  | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org             |
| 1/25/2022                | MS Dept of Employment Security        | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov              |
| 1/25/2022                | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System            |
| 1/25/2022                | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                 |
| 1/25/2022                | www.mediagignow.com                   | No            | MediaGigNow.com   | 1--                        | customerservice@mediagignow.com |
| 1/25/2022                | Nexstar Media Group, Inc.             | No            | Terri Bush        | 1--                        | By User/Other System            |
| 1/25/2022                | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System            |
| 1/25/2022                | Career Builder                        | No            | Career Service    | 1--                        | By User/Other System            |

**WATN, WLMT****Fax and E-mail verification summary report for Digital Content Producer - 012285**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>        |
|------------------|--|-----------------------------|
| <b>3</b>         | <b>AR State University</b><br>E-mail: tijohnson@astate.edu   | Sent: 1/25/2022 11:51:38 AM |
| <b>4</b>         | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 1/25/2022 11:51:35 AM |
| <b>7</b>         | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 1/25/2022 11:51:39 AM |
| <b>20</b>        | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: bjackson@memul.org           | Sent: 1/25/2022 11:51:35 AM |
| <b>22</b>        | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 1/25/2022 11:51:34 AM |
| <b>23</b>        | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 1/25/2022 11:51:39 AM |
| <b>24</b>        | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 1/25/2022 11:51:35 AM |
| <b>31</b>        | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 1/25/2022 11:51:36 AM |
| <b>32</b>        | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 1/25/2022 11:51:34 AM |
| <b>36</b>        | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 1/25/2022 11:51:33 AM |
| <b>38</b>        | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu                            | Sent: 1/25/2022 11:51:38 AM |
| <b>40</b>        | <b>University of MS Student Media Center</b><br>E-mail: pthomps1@olemiss.edu                                 | Sent: 1/25/2022 11:51:37 AM |
| <b>43</b>        | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com  | Sent: 1/25/2022 11:51:32 AM |

**Job Notification details between 3/21/2022 to 3/20/2023**

**Broadcast IT Technician-012519 (Broadcast1Source tracking number 99862)**

**No. of Agencies were used:** 19

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 03/03/2022

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** rwilliams8@tegna.com

**Title:** Broadcast IT Technician-012519

**Experience:**

**Requirements:**

## **Job Notification details between 3/21/2022 to 3/20/2023**

### **Requirements:**

- TV broadcasting experience is preferred.
- Degree in electronics, IT, or other technology field preferred but work experience in a technology field is also acceptable.
- Ability to troubleshoot and maintain television broadcast equipment, computer systems and networking equipment.
- ABC24 | CW30 and ABC24.com is a 24/7 media, content creation and sales environment, so applicants must be flexible to accommodate shift changes including extended hours, weekends, and evenings if necessary.
- Self-starter, able to work efficiently without direct supervision.
- Must possess strong personal interaction skills, good communication skills, ability to work under pressure and deadlines, and ability to prioritize multiple projects.
- Ability to lift 50 lbs., climb ladders and work on elevated surfaces, pull and install wiring, use hand and power tools, work on small components, and perform other physical tasks.
- Travel: Rarely: less than 10%
- Work Environment Set: Office: normally performed in a typical interior/office environment
- Physical Demands Set: Medium work: Involves standing prolong hours, stooping, bending, lifting/pushing up to 25 lbs.

### **About TEGNA**

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 63 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

TEGNA requires all employees to be fully vaccinated (as defined by the CDC) against the coronavirus.

### **EEO statement:**

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

### **Description:**

**Job Notification details between 3/21/2022 to 3/20/2023**

Are you looking for a new and exciting challenge? Do you love broadcast automation, digital environments, and new technology? Are you a solution seeker? ABC24 | CW30 in Memphis TN is searching for a Broadcast IT Technician with great people and communication skills, a strong work ethic, good troubleshooting skills, a great understanding of computers and software, and a passion for learning new things. Working with a team of great people, you will be responsible for integrating, maintaining , operating , and supporting broadcast and business IT systems. If you love being a part of a team working to transform the relationship between media and technology, then this might be the job for you. You need to have a strong understanding of computers and an innate ability seek solutions. This role is a full-time, hourly position, with benefits.

**Responsibilities:**

- Support day to day operations of our news operations, equipment, and computer-based IT systems.
- Troubleshoot and repair computer hardware, software and peripherals, including network servers, storage, network operating systems, PCs and PC applications, LAN cabling, system security and virus protection.
- Maintain knowledge and stay current on technological advances including computer software and hardware, media and entertainment technologies, television broadcasting, studio production and workstation products.
- Maintain, support and upgrade broadcast and IT environments throughout the station including the news department, sales and traffic departments, and/or television broadcast studios.
- Must possess strong personal interaction skills, good communication skills with non-technical end-users, ability to work under pressure and deadlines, and ability to prioritize multiple projects.
- Available to work various hours and days including weekends, overnights, and holidays, as needed.
- Other duties as directed.

**Additional Information:**

We are an Equal Opportunity Employer and value the benefits of diversity in our workplace.

**Contact:**

<http://www.jobs.net/j/JEsr1CqX?jobdetails=true>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Charles Knowles at [cknowles@tegn.com](mailto:cknowles@tegn.com)

| Notification Date | Agency Name                       | Prong2 | Name              | Notification By Fax | Notification By Email         |
|-------------------|-----------------------------------|--------|-------------------|---------------------|-------------------------------|
| 3/3/2022          | Christian Brothers College        | No     | Curt Rogers       | 1--                 | crogers@cbu.edu               |
| 3/3/2022          | X - Indeed.com                    | No     | Bridget Boss      | 1--                 | By User/Other System          |
| 3/3/2022          | MS State University               | No     | Martha Jones      | 1--                 | mjones@career.msstate.edu     |
| 3/3/2022          | WATN Website                      | No     | Freddie Milton    | 1--                 | By User/Other System          |
| 3/3/2022          | U of M Dept of Communications Art | No     | Cortez Washington | 1--                 | cortez.washington@memphis.edu |
| 3/3/2022          | AR State University               | No     | Tiffany Johnson   | 1--                 | tijohnson@astate.edu          |

**Job Notification details between 3/21/2022 to 3/20/2023**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|---------------------------------|
| 3/3/2022                 | University of MS Student Media Center | No            | Patricia Thompson | 1--                        | pthomps1@olemiss.edu            |
| 3/3/2022                 | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org         |
| 3/3/2022                 | Memphis Urban League                  | No            | Barry Jackson     | 1--                        | bjackson@memul.org              |
| 3/3/2022                 | Southwest TN Community College        | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu      |
| 3/3/2022                 | MS Dept of Employment Security        | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov              |
| 3/3/2022                 | Arkansas Workforce Center             | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov     |
| 3/3/2022                 | SRVS                                  | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org             |
| 3/3/2022                 | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                 |
| 3/3/2022                 | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System            |
| 3/3/2022                 | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System            |
| 3/3/2022                 | Nexstar Media Group, Inc.             | No            | Terri Bush        | 1--                        | By User/Other System            |
| 3/3/2022                 | www.mediagignow.com                   | No            | MediaGigNow.com   | 1--                        | customerservice@mediagignow.com |
| 3/3/2022                 | Career Builder                        | No            | Career Service    | 1--                        | By User/Other System            |

**WATN, WLMT****Fax and E-mail verification summary report for Broadcast IT Technician-012519**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>       |
|------------------|--|----------------------------|
| <b>3</b>         | <b>AR State University</b><br>E-mail: tijohnson@astate.edu   | Sent: 3/3/2022 11:28:30 AM |
| <b>4</b>         | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 3/3/2022 11:28:28 AM |
| <b>7</b>         | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 3/3/2022 11:28:31 AM |
| <b>20</b>        | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: bjackson@memul.org           | Sent: 3/3/2022 11:28:29 AM |
| <b>22</b>        | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 3/3/2022 11:28:28 AM |
| <b>23</b>        | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 3/3/2022 11:28:31 AM |
| <b>24</b>        | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 3/3/2022 11:28:29 AM |
| <b>31</b>        | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 3/3/2022 11:28:29 AM |
| <b>32</b>        | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 3/3/2022 11:28:28 AM |
| <b>36</b>        | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 3/3/2022 11:28:27 AM |
| <b>38</b>        | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu                            | Sent: 3/3/2022 11:28:30 AM |
| <b>40</b>        | <b>University of MS Student Media Center</b><br>E-mail: pthomps1@olemiss.edu                                 | Sent: 3/3/2022 11:28:30 AM |
| <b>43</b>        | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com  | Sent: 3/3/2022 11:28:26 AM |



**Job Notification details between 3/21/2022 to 3/20/2023**

**Talent/ Multi Skilled Journalist-12569 (Broadcast1Source tracking number 100091)**

**No. of Agencies were used:** 19

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 03/10/2022

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** rwilliams8@tegna.com

**Title:** Talent/ Multi Skilled Journalist-12569

**Experience:**

**Requirements:**

## Job Notification details between 3/21/2022 to 3/20/2023

### Requirements:

- BA/BS in journalism, communications or related field.
- Minimum 3-5 years' experience required, preferably as an anchor/reporter.
- Ability to calmly handle live, breaking news situations and changing events.
- Strong social media skills, including an active presence on Twitter, Facebook, and Instagram.
- Organizational skills and the ability to work under constant time pressure deadlines.
- Knowledge of ENPS and Edius is preferred.
- Ability to shoot, write and edit content for all platforms is expected.
- Travel: Rarely: less than 10%
- Work Environment Set: Office: normally performed in a typical interior/office environment
- Physical Demands Set: Light work: Involves sitting most of the time, walking, lifting, bending, standing, etc.

### About TEGNA

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 63 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

TEGNA requires all employees to be fully vaccinated (as defined by the CDC) against the coronavirus.

### EEO statement:

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

#LI-AO1

#LI-AM1

### Description:

**Job Notification details between 3/21/2022 to 3/20/2023**

WATN, TEGNA's ABC affiliate in Memphis, TN is seeking an innovative show host and multi-skilled journalist. The ideal candidate for this position can convey the grit and grind spirit of Memphis through their storytelling and hosting.

We are looking for someone who has a strong on-air presence and delivery skills. Writing, producing, shooting and editing compelling and timely local content for on-air, social, and digital platforms is also required.

You must have strong content judgment, strong writing and production skills, excellent presentation and reporting skills; knowledge of journalistic standards as related to on-air, digital, and social presence. Must be a team player, committed to this full-time position.

Off-camera, you are a newsroom leader with a sound editorial voice and a passion for making our product the best it can be. You will also be part of all significant station events and initiatives.

If you are a high-energy collaborator bursting with ideas and the drive to turn them into great TV please apply to join our team.

**Responsibilities :**

- Strong on-camera delivery with the ability to ad-lib
- Strong social media skills, including an active presence on Twitter, Instagram, and Facebook and a keen eye toward what's trending locally and nationally.
- Develop original content through independent sources and social listening
- Demonstrated ability to work under pressure
- You will be expected to take a leadership role in the broadcasts, assisting with the show's execution and writing.
- Community and promotional appearances will also be a part of your job duties.

**Additional Information:**

We are an Equal Opportunity Employer and value the benefits of diversity in our workplace.

**Contact:**

<http://www.jobs.net/j/JVQWPiDb?jobdetails=true>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Charles Knowles at [cknowles@tegn.com](mailto:cknowles@tegn.com)

| Notification Date | Agency Name                       | Prong2 | Name              | Notification By Fax | Notification By Email  |
|-------------------|-----------------------------------|--------|-------------------|---------------------|--|
| 3/10/2022         | X - Indeed.com                    | No     | Bridget Boss      | 1--                 | By User/Other System   |
| 3/10/2022         | MS State University               | No     | Martha Jones      | 1--                 | <a href="mailto:mjones@career.msstate.edu">mjones@career.msstate.edu</a>         |
| 3/10/2022         | WATN Website                      | No     | Freddie Milton    | 1--                 | By User/Other System   |
| 3/10/2022         | U of M Dept of Communications Art | No     | Cortez Washington | 1--                 | <a href="mailto:cortez.washington@memphis.edu">cortez.washington@memphis.edu</a> |
| 3/10/2022         | Christian Brothers College        | No     | Curt Rogers       | 1--                 | <a href="mailto:crogers@cbu.edu">crogers@cbu.edu</a>                             |

**Job Notification details between 3/21/2022 to 3/20/2023**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|---------------------------------|
| 3/10/2022                | AR State University                   | No            | Tiffany Johnson   | 1--                        | tjohnson@astate.edu             |
| 3/10/2022                | University of MS Student Media Center | No            | Patricia Thompson | 1--                        | pthomps1@olemiss.edu            |
| 3/10/2022                | Southwest TN Community College        | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu      |
| 3/10/2022                | Memphis Urban League                  | No            | Barry Jackson     | 1--                        | bjackson@memul.org              |
| 3/10/2022                | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org         |
| 3/10/2022                | SRVS                                  | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org             |
| 3/10/2022                | Arkansas Workforce Center             | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov     |
| 3/10/2022                | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                 |
| 3/10/2022                | MS Dept of Employment Security        | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov              |
| 3/10/2022                | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System            |
| 3/10/2022                | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System            |
| 3/10/2022                | Nexstar Media Group, Inc.             | No            | Terri Bush        | 1--                        | By User/Other System            |
| 3/10/2022                | www.mediagignow.com                   | No            | MediaGigNow.com   | 1--                        | customerservice@mediagignow.com |
| 3/10/2022                | Career Builder                        | No            | Career Service    | 1--                        | By User/Other System            |

**WATN, WLMT****Fax and E-mail verification summary report for Talent/ Multi Skilled Journalist-12569**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>        |
|------------------|--|-----------------------------|
| <b>3</b>         | <b>AR State University</b><br>E-mail: tijohnson@astate.edu   | Sent: 3/10/2022 10:43:35 AM |
| <b>4</b>         | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 3/10/2022 10:43:33 AM |
| <b>7</b>         | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 3/10/2022 10:43:35 AM |
| <b>20</b>        | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: bjackson@memul.org           | Sent: 3/10/2022 10:43:33 AM |
| <b>22</b>        | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 3/10/2022 10:43:32 AM |
| <b>23</b>        | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 3/10/2022 10:43:36 AM |
| <b>24</b>        | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 3/10/2022 10:43:33 AM |
| <b>31</b>        | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 3/10/2022 10:43:34 AM |
| <b>32</b>        | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 3/10/2022 10:43:33 AM |
| <b>36</b>        | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 3/10/2022 10:43:32 AM |
| <b>38</b>        | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu                            | Sent: 3/10/2022 10:43:35 AM |
| <b>40</b>        | <b>University of MS Student Media Center</b><br>E-mail: pthomps1@olemiss.edu                                 | Sent: 3/10/2022 10:43:34 AM |
| <b>43</b>        | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com  | Sent: 3/10/2022 10:43:30 AM |

**Job Notification details between 3/21/2022 to 3/20/2023**

**Director of Sales-12582 (Broadcast1Source tracking number 100210)**

**No. of Agencies were used:** 19

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 03/14/2022

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** rwilliams8@tegn.com

**Title:** Director of Sales-12582

**Experience:**

**Requirements:**

## **Job Notification details between 3/21/2022 to 3/20/2023**

### **Requirements:**

- Two or more years of proven successful sales management with knowledge of all facets of TV broadcast and digital sales and marketing
- Excellent interpersonal and leadership skills
- Excellent verbal and written communication skills
- Ability to think and lead strategically, a proven problem solver and thought leader
- Must be able to work under pressure with changing priorities and goals
- Ability to effectively manage a large staff with various skill sets
- Comscore, Wide Orbit and Sharebuilder experience desirable
- Advanced CRM system experience; Salesforce.com and Matrix experience desirable
- Travel: Occasionally: 10-25%
- Work Environment Set: Office: normally performed in a typical interior/office environment
- Physical Demands Set: Light work: Involves sitting most of the time, walking, lifting, bending, standing, etc.

### **About TEGNA**

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 63 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

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### **EEO statement:**

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

### **Description:**

**Job Notification details between 3/21/2022 to 3/20/2023**

WATN/WLMT, TEGNA's Memphis, TN based ABC/ CW duopoly has a unique opportunity for a visionary Director of Sales. We are looking for a leader who is inspiring, positive, solution-seeking, collaborative, resourceful, digitally savvy and results oriented to join our team of great people. Do you enjoy recruiting and building highly successful sales teams? Is investing in the growth of your team woven into your leadership DNA? Does helping a business build a marketing solution to propel their business forward give you a terrific feeling of fulfillment? Do you seek first to understand, then be understood? Are you drawn to people who are curious and who care? Do you lead an outstanding and high performing sales culture? Yes? Then this is the role for you. Come join our team of GREAT people!

You will report to the General Manager and will be responsible for achieving the revenue goals of the TEGNA business unit in the Memphis, TN market.

**Responsibilities:**

As the Director of Sales, you will:

- Achieve revenue plan in core, enterprise and digital and annually increase digital, enterprise and business development revenue;
- Drive revenue generation, grow revenue share, and create demand on all media platforms;
- Develop and implement sales projects that create spot demand and generate incremental revenue
- Create strategies and products that position the TEGNA Memphis revenue team as marketing experts and solution providers, dramatically expanding the sales funnel.
- Recruit, develop, retain and supervise an elite, highly performing sales team
- Develop strong relationships with local advertisers and business decision makers as an influencer and accelerator for business opportunities
- Optimize the vast product set, training opportunities, vendor and consulting resources available to TEGNA Memphis and the TEGNA sales divisions
- Utilizing qualitative data position TEGNA Memphis audiences across all platforms to maximize revenue share
- Lead change effectively and innovate and embrace new product opportunities
- Price inventory to meet and exceed budget goals with accurate forecasting
- Collaborate with others on ratings estimates and projections to optimize value
- Work collaboratively with the TEGNA Memphis department heads and station management
- Represent TEGNA Memphis in external sales and marketing related industry functions
- Travel on a regular basis and attend sales related functions after business hours

**Additional Information:**

We are an Equal Opportunity Employer and value the benefits of diversity in our workplace.

**Contact:**

<http://www.jobs.net/j/JBgnvPfv?jobdetails=true>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Charles Knowles at [cknowles@teгна.com](mailto:cknowles@teгна.com)

| Notification Date | Agency Name    | Prong2 | Name         | Notification By Fax | Notification By Email |
|-------------------|----------------|--------|--------------|---------------------|-----------------------|
| 3/14/2022         | X - Indeed.com | No     | Bridget Boss | 1--                 | By User/Other System  |



**Job Notification details between 3/21/2022 to 3/20/2023**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|---------------------------------|
| 3/14/2022                | WATN Website                          | No            | Freddie Milton    | 1--                        | By User/Other System            |
| 3/14/2022                | MS State University                   | No            | Martha Jones      | 1--                        | mjones@career.msstate.edu       |
| 3/14/2022                | U of M Dept of Communications Art     | No            | Cortez Washington | 1--                        | cortez.washington@memphis.edu   |
| 3/14/2022                | University of MS Student Media Center | No            | Patricia Thompson | 1--                        | pthompson1@olemiss.edu          |
| 3/14/2022                | AR State University                   | No            | Tiffany Johnson   | 1--                        | tjohnson@astate.edu             |
| 3/14/2022                | Christian Brothers College            | No            | Curt Rogers       | 1--                        | crogers@cbu.edu                 |
| 3/14/2022                | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org         |
| 3/14/2022                | Southwest TN Community College        | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu      |
| 3/14/2022                | Memphis Urban League                  | No            | Barry Jackson     | 1--                        | bjackson@memul.org              |
| 3/14/2022                | MS Dept of Employment Security        | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov              |
| 3/14/2022                | Arkansas Workforce Center             | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov     |
| 3/14/2022                | SRVS                                  | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org             |
| 3/14/2022                | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                 |
| 3/14/2022                | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System            |
| 3/14/2022                | www.mediagignow.com                   | No            | MediaGigNow.com   | 1--                        | customerservice@mediagignow.com |
| 3/14/2022                | Nexstar Media Group, Inc.             | No            | Terri Bush        | 1--                        | By User/Other System            |
| 3/14/2022                | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System            |
| 3/14/2022                | Career Builder                        | No            | Career Service    | 1--                        | By User/Other System            |

**WATN, WLMT****Fax and E-mail verification summary report for Director of Sales-12582**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>        |
|------------------|--|-----------------------------|
| <b>3</b>         | <b>AR State University</b><br>E-mail: tijohnson@astate.edu   | Sent: 3/14/2022 11:32:29 AM |
| <b>4</b>         | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 3/14/2022 11:32:27 AM |
| <b>7</b>         | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 3/14/2022 11:32:29 AM |
| <b>20</b>        | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: bjackson@memul.org           | Sent: 3/14/2022 11:32:28 AM |
| <b>22</b>        | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 3/14/2022 11:32:27 AM |
| <b>23</b>        | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 3/14/2022 11:32:30 AM |
| <b>24</b>        | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 3/14/2022 11:32:28 AM |
| <b>31</b>        | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 3/14/2022 11:32:28 AM |
| <b>32</b>        | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 3/14/2022 11:32:27 AM |
| <b>36</b>        | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 3/14/2022 11:32:26 AM |
| <b>38</b>        | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu                            | Sent: 3/14/2022 11:32:29 AM |
| <b>40</b>        | <b>University of MS Student Media Center</b><br>E-mail: pthomps1@olemiss.edu                                 | Sent: 3/14/2022 11:32:29 AM |
| <b>43</b>        | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com  | Sent: 3/14/2022 11:32:25 AM |

**Job Notification details between 3/21/2022 to 3/20/2023****Account Executive - 012648 (Broadcast1Source tracking number 105593)****No. of Agencies were used:** 0

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 03/24/2022**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** rwilliams8@tegna.com**Title:** Account Executive - 012648**Experience:****Requirements:**

- High school diploma required (college degree preferred)
- Digital and outside sales experience
- Consultative sales experience with a proven record of sales success
- Excellent verbal and written communication skills
- Proficient in Word, Excel, and PowerPoint
- Experience in WideOrbit and Salesforce preferred
- Detail-oriented and able to work in a fast-paced environment
- High energy & self-motivated
- Ability to work effectively and independently as part of a team;
- Experience in using qualitative research and/or other marketing research tools
- A valid driver's license with an excellent driving record, as well as reliable transportation and proof of insurance

**Description:**

**Job Notification details between 3/21/2022 to 3/20/2023**

- Achieve all broadcast and digital sales goals on a monthly, quarterly and annual basis;
- Maximize share of business from an assigned list of local and regional accounts;
- Generate and develop new TV and Digital advertising revenues through selling sponsorships, digital solutions and Premion OTT;
- Effectively negotiate, package, and recommend solutions.
- Forecast revenue production for an existing account list while generating new business opportunities;
- Utilize Account Manager & sales support to provide exceptional customer service to clients;
- Utilize Account Manager & sales support to organize and prioritize business to successfully meet goals and deadlines;
- Build effective verbal & written marketing presentations in collaboration with others (e.g., Sales Management, Account Manager, Research Director, sales support, etc.)
- Use Salesforce or CRMS tool to manage day to day activity, pipeline, and forecasts.

**Additional Information:**

We are an Equal Opportunity Employer and value the benefits of diversity in our workplace.

**Contact:**

<http://www.jobs.net/j/JTfiwqgQ?jobdetails=true>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Regina Poston at [rposton@tegn.com](mailto:rposton@tegn.com)

| Notification Date | Agency Name | Prong2 | Name | Notification By Fax | Notification By Email |
|-------------------|-------------|--------|------|---------------------|-----------------------|
|                   |             |        |      |                     |                       |

NOTE: The Specialist failed to post this job opening with the result that the ad appeared only on TEGNA.com and on Linked In, which 'scraped' the information from TEGNA's website. This was an isolated incident.

**Job Notification details between 3/21/2022 to 3/20/2023**

**News Content Producer-12791 (Broadcast1Source tracking number 101459)**

**No. of Agencies were used:** 20

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 04/18/2022

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** rwilliams8@tegna.com

**Title:** News Content Producer-12791

**Experience:**

**Requirements:**

## **Job Notification details between 3/21/2022 to 3/20/2023**

### **Requirements:**

- BA/BS in journalism, communications or related field preferred
- 1-3 years of producing experience preferred
- Skills in producing engaging, content-driven newscasts and digital content
- Experience making editorial decisions during live broadcasts
- Understanding the tenets of professional journalism
- Ability to effectively communicate with anchors, reporters and editors
- Strong social media skills, including an active news hound presence on Twitter and Facebook
- Knowledge of ENPS, Edius and Axis graphics a plus
- Organizational skills and the ability to work under constant time pressure deadlines
- Ability to calmly handle live, breaking news situations and changing events
- Travel: Rarely: less than 10%
- Work Environment Set: Office: normally performed in a typical interior/office environment
- Physical Demands Set: Light work: Involves sitting most of the time, walking, lifting, bending, standing, etc.

### **About TEGNA**

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 63 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

TEGNA requires all employees to be fully vaccinated (as defined by the CDC) against the coronavirus.

### **EEO statement:**

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

### **Description:**

**Job Notification details between 3/21/2022 to 3/20/2023**

ABC24 (the TEGNA station in Memphis, TN) is seeking an experienced News Content Producer to join our innovative team. As a producer, you will collaborate with news managers, directors, reporters and anchors on the overall content and flow of our news broadcasts.

You must be able to identify and produce engaging and shareable content while showcasing stories in a way that differentiates us from our competitors. This role needs someone who is a leader, has a strong journalistic base, excels with conversational writing, and can multitask under deadline.

The ideal candidate is an energetic, passionate storyteller and communicator who can live out our brand values every day.

As the News Content Producer, you are expected to use your editorial voice and interpersonal skills to collaborate with others to ensure newscast are executed clearly on air, are relevant to current events and meet audience preferences.

**Responsibilities:**

- Write in an exciting, accurate and creative way
- Craft, build, mold, visualize, conceptualize the lead story, deep-dive content, and specialized material for the newscast.
- Work with other show producers, on-air talent, and news management, to create new content and showcase content in unique ways. Work with digital team to highlight digital content on air, making sure this content is being properly showcased inside all newscasts.
- Look for opportunities to create original content. Work with reporters and anchors and MSJs to enhance their daily stories with graphics and production techniques that will help tell the story in more visual and compelling way.
- Collaborate with the newsroom managers on developing news stories and planning; pitch and write/produce stories on-air news coverage and online platforms.
- Perform other duties as assigned

**Additional Information:**

We are an Equal Opportunity Employer and value the benefits of diversity in our workplace.

**Contact:**

<http://www.jobs.net/j/JPJoaEWE?jobdetails=true>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Charles Knowles at [cknowles@tegna.com](mailto:cknowles@tegna.com)

| Notification Date | Agency Name                       | Prong2 | Name              | Notification By Fax | Notification By Email  |
|-------------------|-----------------------------------|--------|-------------------|---------------------|--|
| 4/18/2022         | Christian Brothers College        | No     | Curt Rogers       | 1--                 | <a href="mailto:crogers@cbu.edu">crogers@cbu.edu</a>                             |
| 4/18/2022         | U of M Dept of Communications Art | No     | Cortez Washington | 1--                 | <a href="mailto:cortez.washington@memphis.edu">cortez.washington@memphis.edu</a> |
| 4/18/2022         | MS State University               | No     | Martha Jones      | 1--                 | <a href="mailto:mjones@career.msstate.edu">mjones@career.msstate.edu</a>         |
| 4/18/2022         | WATN Website                      | No     | Freddie Milton    | 1--                 | By User/Other System   |

**Job Notification details between 3/21/2022 to 3/20/2023**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|---------------------------------|
| 4/18/2022                | AR State University                   | No            | Tiffany Johnson   | 1--                        | tjohnson@astate.edu             |
| 4/18/2022                | University of MS Student Media Center | No            | Patricia Thompson | 1--                        | pthomps1@olemiss.edu            |
| 4/18/2022                | LeMoyne Owen College                  | No            | Robert Williams   | 1--                        | robert_williams@loc.edu         |
| 4/18/2022                | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org         |
| 4/18/2022                | Memphis Urban League                  | No            | Barry Jackson     | 1--                        | bjackson@memul.org              |
| 4/18/2022                | Southwest TN Community College        | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu      |
| 4/18/2022                | MS Dept of Employment Security        | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov              |
| 4/18/2022                | Arkansas Workforce Center             | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov     |
| 4/18/2022                | SRVS                                  | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org             |
| 4/18/2022                | TN Dept Labor & Workforce Development | Yes           | Joseph Maness     | 1--                        | joseph.r.maness@tn.gov          |
| 4/18/2022                | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System            |
| 4/18/2022                | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                 |
| 4/18/2022                | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System            |
| 4/18/2022                | www.mediagignow.com                   | No            | MediaGigNow.com   | 1--                        | customerservice@mediagignow.com |
| 4/18/2022                | Nexstar Media Group, Inc.             | No            | Terri Bush        | 1--                        | By User/Other System            |
| 4/18/2022                | Career Builder                        | No            | Career Service    | 1--                        | By User/Other System            |



**WATN, WLMT****Fax and E-mail verification summary report for News Content Producer-12791**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>        |
|------------------|--|-----------------------------|
| 3                | <b>AR State University</b><br>E-mail: tijohnson@astate.edu   | Sent: 4/18/2022 10:53:28 PM |
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 4/18/2022 10:53:26 PM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 4/18/2022 10:53:29 PM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 4/18/2022 10:53:28 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: bjackson@memul.org           | Sent: 4/18/2022 10:53:27 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 4/18/2022 10:53:26 PM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 4/18/2022 10:53:29 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 4/18/2022 10:53:27 PM |
| 31               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 4/18/2022 10:53:27 PM |
| 32               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 4/18/2022 10:53:26 PM |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: joseph.r.maness@tn.gov                           | Sent: 4/18/2022 10:53:25 PM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 4/18/2022 10:53:25 PM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu                            | Sent: 4/18/2022 10:53:29 PM |
| 40               | <b>University of MS Student Media Center</b><br>E-mail: pthomps1@olemiss.edu                                 | Sent: 4/18/2022 10:53:28 PM |
| 43               | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com  | Sent: 4/18/2022 10:53:24 PM |

**Job Notification details between 3/21/2022 to 3/20/2023****Content Brand Manager-12939 (Broadcast1Source tracking number 102428)****No. of Agencies were used:** 20

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 05/16/2022**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** rwilliams8@tegna.com**Title:** Content Brand Manager-12939**Experience:****Requirements:****Requirements:**

- Bachelor's degree or equivalent experience
- 7+ years of experience in related field with a record of success in content and brand building
- Strong organizational, communication, time management, and interpersonal skills
- Travel: Rarely: less than 10%
- Work Environment Set: Office: normally performed in a typical interior/office environment
- Physical Demands Set: Light work: Involves sitting most of the time, walking, lifting, bending, standing, etc.

**About TEGNA**

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 63 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

TEGNA requires all employees to be fully vaccinated (as defined by the CDC) against the coronavirus.

**EEO statement:**

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

**Job Notification details between 3/21/2022 to 3/20/2023**

**Description:**

TEGNA Memphis is seeking a talented and disciplined Content Brand Manager to oversee all aspects of our brand in content (and content marketing). This individual is responsible for facilitating, nurturing, and growing the brand and its sub-brands to maximize market share and improve the organization's competitive position.

Reporting to the station's News Director, the brand manager is a subject matter expert on content branding and showcasing and working inside the station's content team and partnering with the station's marketing department. The individual will collaborate with necessary internal and external partners to bring the brand to life in content. They will facilitate the strategic development of the brand and provide internal guidance to all who impact the brand across platforms. They ensure all touchpoints of the station content are in brand compliance including all linear and digital content, social media extensions, partnerships, internal content marketing, and more.

The ideal candidate is humble, professional, and flexible with a strong ability to work in a fast-paced, dynamic media environment. They can set goals and manage multiple activities while prioritizing to meet deadlines. They bring a positive attitude to the workplace and fearlessly push the envelope. They can effectively manage, connect, collaborate and act as a liaison with multiple parties. They ensure the vision of the brand while operating with a sense of urgency in the present. They have a high emotional quotient and are comfortable working with a variety of stakeholders across departments including but not limited to news and content, digital, human resources, department heads and station leadership, corporate executives, and more.

**Responsibilities:**

- Champion the brand in all station content areas. Educating stakeholders on brand and how to incorporate brand-thinking into their individual work areas.
- Developing a culture of clarity, commitment, and empowerment in partnership with content, and operations leaders as well as the marketing team.
- Working with internal and external research to gather, analyze, report on and apply key audience insights that affect brand growth.
- Developing, regularly reviewing, training staff on, and ensuring strict adherence to station brand guidelines.
- Partnering in the creation of a brand and program-specific marketing messaging.
- Governing the brand and achieving a high level of organizational consistency across platforms by continuously monitoring brand expressions, tracking all content assets, providing ongoing critiques, etc.
- Partner on the development and delivery of compelling, brand-centric content alongside multiplatform content and marketing leaders.
- Work with news director to recruit and retain best-in-class creative talent.
- Develop, maintain and track project schedules.

**Additional Information:**

We are an Equal Opportunity Employer and value the benefits of diversity in our workplace.

**Contact:**

<http://www.jobs.net/j/JDzOYacF?jobdetails=true>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Charles Knowles at [cknowles@tegn.com](mailto:cknowles@tegn.com)

| Notification Date | Agency Name | Prong2 | Name | Notification By Fax | Notification By Email |
|-------------------|-------------|--------|------|---------------------|-----------------------|
|-------------------|-------------|--------|------|---------------------|-----------------------|

**Job Notification details between 3/21/2022 to 3/20/2023**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|---------------------------------|
| 5/16/2022                | Christian Brothers College            | No            | Curt Rogers       | 1--                        | crogers@cbu.edu                 |
| 5/16/2022                | WATN Website                          | No            | Freddie Milton    | 1--                        | By User/Other System            |
| 5/16/2022                | MS State University                   | No            | Martha Jones      | 1--                        | mjones@career.msstate.edu       |
| 5/16/2022                | U of M Dept of Communications Art     | No            | Cortez Washington | 1--                        | cortez.washington@memphis.edu   |
| 5/16/2022                | AR State University                   | No            | Tiffany Johnson   | 1--                        | tijohnson@astate.edu            |
| 5/16/2022                | University of MS Student Media Center | No            | Patricia Thompson | 1--                        | pthompson1@olemiss.edu          |
| 5/16/2022                | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org         |
| 5/16/2022                | LeMoyne Owen College                  | No            | Robert Williams   | 1--                        | robert_williams@loc.edu         |
| 5/16/2022                | Southwest TN Community College        | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu      |
| 5/16/2022                | Memphis Urban League                  | No            | Barry Jackson     | 1--                        | bjackson@memul.org              |
| 5/16/2022                | Arkansas Workforce Center             | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov     |
| 5/16/2022                | SRVS                                  | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org             |
| 5/16/2022                | TN Dept Labor & Workforce Development | Yes           | Joseph Maness     | 1--                        | joseph.r.maness@tn.gov          |
| 5/16/2022                | MS Dept of Employment Security        | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov              |
| 5/16/2022                | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System            |
| 5/16/2022                | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                 |
| 5/16/2022                | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System            |
| 5/16/2022                | Nexstar Media Group, Inc.             | No            | Terri Bush        | 1--                        | By User/Other System            |
| 5/16/2022                | www.mediagignow.com                   | No            | MediaGigNow.com   | 1--                        | customerservice@mediagignow.com |
| 5/16/2022                | Career Builder                        | No            | Career Service    | 1--                        | By User/Other System            |

**WATN, WLMT****Fax and E-mail verification summary report for Content Brand Manager-12939**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>        |
|------------------|--|-----------------------------|
| 3                | <b>AR State University</b><br>E-mail: tijohnson@astate.edu   | Sent: 5/16/2022 10:20:16 AM |
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 5/16/2022 10:20:14 AM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 5/16/2022 10:20:17 AM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 5/16/2022 10:20:15 AM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: bjackson@memul.org           | Sent: 5/16/2022 10:20:14 AM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 5/16/2022 10:20:13 AM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 5/16/2022 10:20:17 AM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 5/16/2022 10:20:15 AM |
| 31               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 5/16/2022 10:20:15 AM |
| 32               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 5/16/2022 10:20:14 AM |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: joseph.r.maness@tn.gov                           | Sent: 5/16/2022 10:20:13 AM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 5/16/2022 10:20:12 AM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu                            | Sent: 5/16/2022 10:20:16 AM |
| 40               | <b>University of MS Student Media Center</b><br>E-mail: pthomps1@olemiss.edu                                 | Sent: 5/16/2022 10:20:15 AM |
| 43               | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com  | Sent: 5/16/2022 10:20:11 AM |

**Job Notification details between 3/21/2022 to 3/20/2023**

**Community Engagement & Impact Manager-12945 (Broadcast1Source tracking number 102455)**

**No. of Agencies were used:** 20

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 05/16/2022

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** rwilliams8@tegna.com

**Title:** Community Engagement & Impact Manager-12945

**Experience:**

**Requirements:**

## **Job Notification details between 3/21/2022 to 3/20/2023**

### **Requirements:**

- Negotiates mutually beneficial partnership terms and executes all supporting documents
- Reviews grant applications and makes recommendations to Senior Leadership on approvals
- A strong passion and understanding of journalism
- Skills in maintaining, managing, and growing external relationships
- Ensures sponsor compliance with sponsorship agreement
- Attends events and serves as point of contact for sponsors
- Compiles and provides sponsor with copies of subsequent publicity and develops appropriate thank you letter and after-action reports
- Fulfillment and tracking of sponsorships
- Identifies advertising vehicles to market under marketing program.
- Develop and implement all aspects of major fundraising events including management of event committees and meeting of fundraising goals
- Coordinate a variety of donor stewardship events throughout the year, including on-site and off-site events
- Manage event vendors and coordinate event-related contracts and vendor agreements
- Possesses knowledge of corporate sponsorship and stewardship
- Has strong writing and oral communication skills
- Has ability to recruit, train, and manage volunteers and volunteer committees
- Possesses excellent organizational and people skills
- Is proficient in planning, executing, managing, monitoring, and recording of remote events.
- Has ability to work collaboratively as a member of a team, and effectively and professionally work with all constituents
- Can react to rapidly changing situations
- Travel: Rarely: less than 10%
- Work Environment Set: Office: normally performed in a typical interior/office environment
- Physical Demands Set: Medium work: Involves standing prolong hours, stooping, bending, lifting/pushing up to 25 lbs.

### **About TEGNA**

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 63 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

TEGNA requires all employees to be fully vaccinated (as defined by the CDC) against the coronavirus.

### **EEO statement:**

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

## **Job Notification details between 3/21/2022 to 3/20/2023**

### **Description:**

In order to further our commitment to our core values and our community, ABC24/CW30 (WATN & WLMT-TV), is seeking a Community Engagement and Impact Manager. This position will drive community outreach through successfully developing and managing station partnerships, community outreach, inclusivity efforts and overall community impact.

This action-oriented strategic position is not only a key liaison between ABC24/CW30 and the community, but works closely with non-profits, provides perspective internally in support of community concerns, giving particular attention to being a bridge of advocacy and positive change.

### **Responsibilities:**

- Keeping the leadership team informed by staying current on legislative issues and engaging regularly with community leaders on matters of importance and concern in and for the community.
- Making actionable recommendations to the leadership team based on feedback from the community, community needs current and pending legislation, research, and opportunities for ABC24 /CW30 to amplify brand and expand reach through contact and impact
- Brainstorming with the Marketing staff and other department heads to create effective on-air and digital support for community issues and sponsorship
- Participating as a member of the Executive and Marketing Committees to determine long-range goals for ABC24/CW30, allocating station dollars to non-profit fund-raising events, and coordinating the station's representation and responsibilities with community facing projects.
- Create scalable, rapid response, and long-term grassroots engagement strategies that meet the needs of the community and align with the station's brand and strategic objectives
- Develop fundraising events and sponsorships and will be essential for deepening existing sponsorships and establishing new ones
- Partners in strategic plan for audience engagement
- Provides regular input and feedback as key stakeholder to support inclusive journalistic storytelling strategy with news leadership
- Advocate for coverage of and engagement with underserved communities in Memphis
- Provide leadership in planning, aligning, and implementing strategies aimed at improving community outcomes and increasing effectiveness of community investments through a thoughtful tracking system.
- Maintain and deepen relationships with community stakeholders to advance mutually beneficial goals
- Improve and build-up systems to track and measure program effectiveness and work towards community goals
- Partner with sales and station leadership in creating sponsorship revenue tied to community projects

### **Additional Information:**

We are an Equal Opportunity Employer and value the benefits of diversity in our workplace.

### **Contact:**

<http://www.jobs.net/j/JRHtjCPX?jobdetails=true>

### **Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Charles Knowles at [cknowles@tegn.com](mailto:cknowles@tegn.com)



**Job Notification details between 3/21/2022 to 3/20/2023**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|---------------------------------|
| 5/16/2022                | MS State University                   | No            | Martha Jones      | 1--                        | mjones@career.msstate.edu       |
| 5/16/2022                | WATN Website                          | No            | Freddie Milton    | 1--                        | By User/Other System            |
| 5/16/2022                | U of M Dept of Communications Art     | No            | Cortez Washington | 1--                        | cortez.washington@memphis.edu   |
| 5/16/2022                | Christian Brothers College            | No            | Curt Rogers       | 1--                        | crogers@cbu.edu                 |
| 5/16/2022                | AR State University                   | No            | Tiffany Johnson   | 1--                        | tjohnson@astate.edu             |
| 5/16/2022                | LeMoyne Owen College                  | No            | Robert Williams   | 1--                        | robert_williams@loc.edu         |
| 5/16/2022                | University of MS Student Media Center | No            | Patricia Thompson | 1--                        | pthomps1@olemiss.edu            |
| 5/16/2022                | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org         |
| 5/16/2022                | Southwest TN Community College        | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu      |
| 5/16/2022                | Memphis Urban League                  | No            | Barry Jackson     | 1--                        | bjackson@memul.org              |
| 5/16/2022                | Arkansas Workforce Center             | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov     |
| 5/16/2022                | SRVS                                  | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org             |
| 5/16/2022                | TN Dept Labor & Workforce Development | Yes           | Joseph Maness     | 1--                        | joseph.r.maness@tn.gov          |
| 5/16/2022                | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                 |
| 5/16/2022                | MS Dept of Employment Security        | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov              |
| 5/16/2022                | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System            |
| 5/16/2022                | Nexstar Media Group, Inc.             | No            | Terri Bush        | 1--                        | By User/Other System            |
| 5/16/2022                | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System            |
| 5/16/2022                | www.mediagignow.com                   | No            | MediaGigNow.com   | 1--                        | customerservice@mediagignow.com |
| 5/16/2022                | Career Builder                        | No            | Career Service    | 1--                        | By User/Other System            |

**WATN, WLMT****Fax and E-mail verification summary report for Community Engagement & Impact  
Manager-12945**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>       |
|------------------|--|----------------------------|
| 3                | <b>AR State University</b><br>E-mail: tijohnson@astate.edu   | Sent: 5/16/2022 4:28:40 PM |
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 5/16/2022 4:28:38 PM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 5/16/2022 4:28:41 PM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 5/16/2022 4:28:39 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: bjackson@memul.org           | Sent: 5/16/2022 4:28:38 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 5/16/2022 4:28:37 PM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 5/16/2022 4:28:42 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 5/16/2022 4:28:39 PM |
| 31               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 5/16/2022 4:28:39 PM |
| 32               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 5/16/2022 4:28:38 PM |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: joseph.r.maness@tn.gov                           | Sent: 5/16/2022 4:28:37 PM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 5/16/2022 4:28:37 PM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu                            | Sent: 5/16/2022 4:28:41 PM |
| 40               | <b>University of MS Student Media Center</b><br>E-mail: pthomps1@olemiss.edu                                 | Sent: 5/16/2022 4:28:39 PM |
| 43               | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com  | Sent: 5/16/2022 4:28:35 PM |

**Job Notification details between 3/21/2022 to 3/20/2023**

**Newscast Director-12977 (Broadcast1Source tracking number 102654)**

**No. of Agencies were used:** 20

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 05/19/2022

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** rwilliams8@tegn.com

**Title:** Newscast Director-12977

**Experience:**

**Requirements:**

## **Job Notification details between 3/21/2022 to 3/20/2023**

### **Requirements:**

- As the Director/TD, you will have knowledge of Ross Vision switchers, Sony XVS 6000 switcher, Chyron Hego, Edius editing, and Wheatstone audio board, plus graphics production.
- In addition to directing, the Director/TD will train camera, CG, and audio operators in the proper operation during live broadcasts and fill these positions as needed.
- Knowledge of ENPS 8 newsroom system, Bit Central Precis video playback system and studio lighting is a plus.
- Must be able to lift approximately 50 pounds.
- You must possess a minimum of 3-5 years directing/technical directing fast paced and graphic intensive live newscasts.
- You must possess excellent computer skills, people skills, leadership qualities, flexibility, availability, teachability and an innovative mindset.
- Travel: Rarely: less than 10%
- Work Environment Set: Office: normally performed in a typical interior/office environment
- Physical Demands Set: Sedentary work: Involves sitting most of the time; walking, lifting, bending, standing, etc.

If you feel you are the one. Apply! We'll talk about it. ABC24 is a "jerk-free" workplace.

### **About TEGNA**

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 63 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

TEGNA requires all employees to be fully vaccinated (as defined by the CDC) against the coronavirus.

### **EEO statement:**

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

### **Description:**

**Job Notification details between 3/21/2022 to 3/20/2023**

ABC24/CW30, in Memphis, Tennessee is seeking an experienced newscast Director/TD with a particular set of skills that contribute to the excellent viewing experience of our audience.

You will lead our PM team; supervise, assigns duties to crew, and act as liaison between engineering, news, marketing, sales, and the production department.

**Responsibilities:**

- In addition to directing newscasts, you will supervise, support, and assign duties to the crew, while acting as liaison between engineering, news, marketing, sales, and the production department.
- You will be a gatekeeper of the brand; meaning you and your team will be responsible for ensuring that everything that airs on our stations meets the standards of quality and excellence of ABC24.

**Additional Information:**

We are an Equal Opportunity Employer and value the benefits of diversity in our workplace.

**Contact:**

<http://www.jobs.net/j/JiwOeSsB?jobdetails=true>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Charles Knowles at [cknowles@tegn.com](mailto:cknowles@tegn.com)

| Notification Date | Agency Name                           | Prong2 | Name              | Notification By Fax | Notification By Email         |
|-------------------|---------------------------------------|--------|-------------------|---------------------|-------------------------------|
| 5/19/2022         | WATN Website                          | No     | Freddie Milton    | 1--                 | By User/Other System          |
| 5/19/2022         | MS State University                   | No     | Martha Jones      | 1--                 | mjones@career.msstate.edu     |
| 5/19/2022         | U of M Dept of Communications Art     | No     | Cortez Washington | 1--                 | cortez.washington@memphis.edu |
| 5/19/2022         | Christian Brothers College            | No     | Curt Rogers       | 1--                 | crogers@cbu.edu               |
| 5/19/2022         | AR State University                   | No     | Tiffany Johnson   | 1--                 | tjohnson@astate.edu           |
| 5/19/2022         | University of MS Student Media Center | No     | Patricia Thompson | 1--                 | pthomps1@olemiss.edu          |
| 5/19/2022         | LeMoyne Owen College                  | No     | Robert Williams   | 1--                 | robert_williams@loc.edu       |
| 5/19/2022         | NAACP                                 | No     | Vickie Terry      | 1--                 | vickie@naacpmemphis.org       |
| 5/19/2022         | Southwest TN Community College        | No     | Wanda Coopwood    | 1--                 | wcoopwood@southwest.tn.edu    |
| 5/19/2022         | Memphis Urban League                  | No     | Barry Jackson     | 1--                 | bjackson@memul.org            |
| 5/19/2022         | MS Dept of Employment Security        | No     | Howard Stagg      | 1--                 | hstagg@mdes.ms.gov            |
| 5/19/2022         | Arkansas Workforce Center             | Yes    | Sandra Atwater    | 1--                 | sandra.atwater@arkansas.gov   |

**Job Notification details between 3/21/2022 to 3/20/2023**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|---------------------------------|
| 5/19/2022                | SRVS                                  | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org             |
| 5/19/2022                | TN Dept Labor & Workforce Development | Yes           | Joseph Maness     | 1--                        | joseph.r.maness@tn.gov          |
| 5/19/2022                | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                 |
| 5/19/2022                | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System            |
| 5/19/2022                | www.mediagignow.com                   | No            | MediaGigNow.com   | 1--                        | customerservice@mediagignow.com |
| 5/19/2022                | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System            |
| 5/19/2022                | Nexstar Media Group, Inc.             | No            | Terri Bush        | 1--                        | By User/Other System            |
| 5/19/2022                | Career Builder                        | No            | Career Service    | 1--                        | By User/Other System            |

**WATN, WLMT****Fax and E-mail verification summary report for Newscast Director-12977**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>       |
|------------------|--|----------------------------|
| 3                | <b>AR State University</b><br>E-mail: tijohnson@astate.edu   | Sent: 5/19/2022 7:09:40 PM |
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 5/19/2022 7:09:38 PM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 5/19/2022 7:09:41 PM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 5/19/2022 7:09:40 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: bjackson@memul.org           | Sent: 5/19/2022 7:09:39 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 5/19/2022 7:09:38 PM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 5/19/2022 7:09:41 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 5/19/2022 7:09:39 PM |
| 31               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 5/19/2022 7:09:39 PM |
| 32               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 5/19/2022 7:09:38 PM |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: joseph.r.maness@tn.gov                           | Sent: 5/19/2022 7:09:37 PM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 5/19/2022 7:09:37 PM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu                            | Sent: 5/19/2022 7:09:41 PM |
| 40               | <b>University of MS Student Media Center</b><br>E-mail: pthomps1@olemiss.edu                                 | Sent: 5/19/2022 7:09:40 PM |
| 43               | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com  | Sent: 5/19/2022 7:09:36 PM |

**Job Notification details between 3/21/2022 to 3/20/2023**

**Meteorologist/Multiskilled Journalist-13441 (Broadcast1Source tracking number 105246)**

**No. of Agencies were used:** 19

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 08/16/2022

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** rwilliams8@tegn.com

**Title:** Meteorologist/Multiskilled Journalist-13441

**Experience:**

**Requirements:**



## **Job Notification details between 3/21/2022 to 3/20/2023**

### **Requirements:**

- Bachelor's degree, in Meteorology or Atmospheric Science required
- Minimum of three to five years of on-air experience as a Broadcast Meteorologist
- Demonstrated ability to post forecasts, graphics, etc. to various digital media platforms
- Be available to work a flexible schedule, fill in when necessary
- Ability to manage multiple priorities and meet deadlines in a fast-paced and deadline-driven environment
- Travel: Occasionally: 10-25%
- Work Environment Set: Office: normally performed in a typical interior/office environment
- Physical Demands Set: Light work: Involves sitting most of the time, walking, lifting, bending, standing, etc.

### **About TEGNA**

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 63 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

TEGNA requires all employees to be fully vaccinated (as defined by the CDC) against the coronavirus.

### **EEO statement:**

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

#LI-AO1

#LI-AM1

### **Description:**

**Job Notification details between 3/21/2022 to 3/20/2023**

ABC24 News Right Now, the TEGNA-owned ABC affiliate in Memphis, TN, is looking for a dynamic and experienced meteorologist to join the Mid-South's Most Accurate Weather Team.

Our next meteorologist understands the science of weather but has mastered the art of telling the weather story to help our viewers stay safe and plan their day. We are looking for a person who is energetic and passionate about the weather but can stay cool under pressure.

The ideal candidate will have strong communication skills and understand the importance of owning the big weather story every single day. You must be able to successfully interact and connect with viewers on all platforms including digital and social media. Your goal is to create an experience for your audience on air and online.

**Responsibilities:**

- Provide accurate and compelling weather forecasts in a multi-platform environment
- Produce clean, creative, and informative graphics to tell the weather story
- Write, edit and report from the field or studio
- Update multiple platforms and interact with viewers on social media platforms daily
- Perform special projects or other duties as assigned

**Additional Information:**

We are an Equal Opportunity Employer and value the benefits of diversity in our workplace.

**Contact:**

<http://www.jobs.net/j/JMrTZtHX?jobdetails=true>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Charles Knowles at [cknowles@tegn.com](mailto:cknowles@tegn.com)

| Notification Date | Agency Name                       | Prong2 | Name              | Notification By Fax | Notification By Email         |
|-------------------|-----------------------------------|--------|-------------------|---------------------|-------------------------------|
| 8/16/2022         | WATN Website                      | No     | Freddie Milton    | 1--                 | By User/Other System          |
| 8/16/2022         | MS State University               | No     | Martha Jones      | 1--                 | mjones@career.msstate.edu     |
| 8/16/2022         | Christian Brothers College        | No     | Curt Rogers       | 1--                 | crogers@cbu.edu               |
| 8/16/2022         | LeMoyne Owen College              | No     | Robert Williams   | 1--                 | robert_williams@loc.edu       |
| 8/16/2022         | AR State University               | No     | Tiffany Johnson   | 1--                 | tjohnson@astate.edu           |
| 8/16/2022         | U of M Dept of Communications Art | No     | Cortez Washington | 1--                 | cortez.washington@memphis.edu |
| 8/16/2022         | Southwest TN Community College    | No     | Wanda Coopwood    | 1--                 | wcoopwood@southwest.tn.edu    |
| 8/16/2022         | NAACP                             | No     | Vickie Terry      | 1--                 | vickie@naacpmemphis.org       |
| 8/16/2022         | SRVS                              | Yes    | Troy Allen        | 1--                 | troy.allen@srvs.org           |

**Job Notification details between 3/21/2022 to 3/20/2023**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|---------------------------------|
| 8/16/2022                | Arkansas Workforce Center             | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov     |
| 8/16/2022                | Memphis Urban League                  | No            | Barry Jackson     | 1--                        | bjackson@memul.org              |
| 8/16/2022                | MS Dept of Employment Security        | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov              |
| 8/16/2022                | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                 |
| 8/16/2022                | TN Dept Labor & Workforce Development | Yes           | Joseph Maness     | 1--                        | joseph.r.maness@tn.gov          |
| 8/16/2022                | Nexstar Media Group, Inc.             | No            | Terri Bush        | 1--                        | By User/Other System            |
| 8/16/2022                | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System            |
| 8/16/2022                | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System            |
| 8/16/2022                | www.mediagignow.com                   | No            | MediaGigNow.com   | 1--                        | customerservice@mediagignow.com |
| 8/16/2022                | Career Builder                        | No            | Career Service    | 1--                        | By User/Other System            |

**WATN, WLMT****Fax and E-mail verification summary report for Meteorologist/Multiskilled Journalist-13441**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>        |
|------------------|--|-----------------------------|
| 3                | <b>AR State University</b><br>E-mail: tijohnson@astate.edu   | Sent: 8/16/2022 10:00:12 AM |
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 8/16/2022 10:00:10 AM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 8/16/2022 10:00:13 AM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 8/16/2022 10:00:12 AM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: bjackson@memul.org           | Sent: 8/16/2022 10:00:10 AM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 8/16/2022 10:00:09 AM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 8/16/2022 10:00:13 AM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 8/16/2022 10:00:11 AM |
| 31               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 8/16/2022 10:00:11 AM |
| 32               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 8/16/2022 10:00:10 AM |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: joseph.r.maness@tn.gov                           | Sent: 8/16/2022 10:00:09 AM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 8/16/2022 10:00:09 AM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu                            | Sent: 8/16/2022 10:00:12 AM |
| 43               | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com  | Sent: 8/16/2022 10:00:07 AM |

**Job Notification details between 3/21/2022 to 3/20/2023****Marketing Producer-13517 (Broadcast1Source tracking number 105602)****No. of Agencies were used:** 19

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 08/29/2022**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** rwilliams8@tegn.com**Title:** Marketing Producer-13517**Experience:****Requirements:****Requirements:**

- Be comfortable working with the content team, station talent and creative marketing team.
- 11am-7pm shift primarily, but be willing to be flexible with work schedule.
- Travel: Rarely: less than 10%
- Work Environment Set: Office: normally performed in a typical interior/office environment
- Physical Demands Set: Medium work: Involves standing prolong hours, stooping, bending, lifting/pushing up to 25 lbs.

**About TEGNA**

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 63 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

TEGNA requires all employees to be fully vaccinated (as defined by the CDC) against the coronavirus.

**EEO statement:**

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

**Job Notification details between 3/21/2022 to 3/20/2023****Description:**

The ABC24/CW30 Marketing Department in Memphis, TN is in search of a bold, creative, curious person with exceptional videography/lighting/editing/motion graphics skills. This Marketing Producer will write, shoot, design, edit and produce amazing content for both syndicated content and ABC24/CW30 News promotion. In addition to the professional skills referenced above, our ideal candidate will be highly-motivated, team oriented and have a positive attitude that is always willing to learn new skills.

**Responsibilities:**

- We are looking for someone who can write, shoot, design, edit and execute on multiple platforms and can think strategically and creatively while still meeting objectives/deadlines.
- The ideal candidate should have hands-on experience in videography, photography, motion graphic design, and editing.
- Marketing and/or branding experience is a plus.

**Additional Information:**

We are an Equal Opportunity Employer and value the benefits of diversity in our workplace.

**Contact:**

<http://www.jobs.net/j/JVUtdPfs?jobdetails=true>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Charles Knowles at [cknowles@tegn.com](mailto:cknowles@tegn.com)

| Notification Date | Agency Name                       | Prong2 | Name              | Notification By Fax | Notification By Email  |
|-------------------|-----------------------------------|--------|-------------------|---------------------|--|
| 8/29/2022         | WATN Website                      | No     | Freddie Milton    | 1--                 | By User/Other System   |
| 8/29/2022         | MS State University               | No     | Martha Jones      | 1--                 | <a href="mailto:mjones@career.msstate.edu">mjones@career.msstate.edu</a>         |
| 8/29/2022         | Christian Brothers College        | No     | Curt Rogers       | 1--                 | <a href="mailto:crogers@cbu.edu">crogers@cbu.edu</a>                             |
| 8/29/2022         | AR State University               | No     | Tiffany Johnson   | 1--                 | <a href="mailto:tjohnson@astate.edu">tjohnson@astate.edu</a>                     |
| 8/29/2022         | LeMoyne Owen College              | No     | Robert Williams   | 1--                 | <a href="mailto:robert_williams@loc.edu">robert_williams@loc.edu</a>             |
| 8/29/2022         | U of M Dept of Communications Art | No     | Cortez Washington | 1--                 | <a href="mailto:cortez.washington@memphis.edu">cortez.washington@memphis.edu</a> |
| 8/29/2022         | Memphis Urban League              | No     | Barry Jackson     | 1--                 | <a href="mailto:bjackson@memul.org">bjackson@memul.org</a>                       |
| 8/29/2022         | Southwest TN Community College    | No     | Wanda Coopwood    | 1--                 | <a href="mailto:wcoopwood@southwest.tn.edu">wcoopwood@southwest.tn.edu</a>       |
| 8/29/2022         | NAACP                             | No     | Vickie Terry      | 1--                 | <a href="mailto:vickie@naacpmemphis.org">vickie@naacpmemphis.org</a>             |
| 8/29/2022         | Arkansas Workforce Center         | Yes    | Sandra Atwater    | 1--                 | <a href="mailto:sandra.atwater@arkansas.gov">sandra.atwater@arkansas.gov</a>     |
| 8/29/2022         | SRVS                              | Yes    | Troy Allen        | 1--                 | <a href="mailto:troy.allen@srvs.org">troy.allen@srvs.org</a>                     |

**Job Notification details between 3/21/2022 to 3/20/2023**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|---------------------------------|
| 8/29/2022                | MS Dept of Employment Security        | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov              |
| 8/29/2022                | TN Dept Labor & Workforce Development | Yes           | Joseph Maness     | 1--                        | joseph.r.maness@tn.gov          |
| 8/29/2022                | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                 |
| 8/29/2022                | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System            |
| 8/29/2022                | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System            |
| 8/29/2022                | Nexstar Media Group, Inc.             | No            | Terri Bush        | 1--                        | By User/Other System            |
| 8/29/2022                | www.mediagignow.com                   | No            | MediaGigNow.com   | 1--                        | customerservice@mediagignow.com |
| 8/29/2022                | Career Builder                        | No            | Career Service    | 1--                        | By User/Other System            |

**WATN, WLMT****Fax and E-mail verification summary report for Marketing Producer-13517**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>        |
|------------------|--|-----------------------------|
| 3                | <b>AR State University</b><br>E-mail: tijohnson@astate.edu   | Sent: 8/29/2022 12:42:21 PM |
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 8/29/2022 12:42:19 PM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 8/29/2022 12:42:22 PM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 8/29/2022 12:42:21 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: bjackson@memul.org           | Sent: 8/29/2022 12:42:20 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 8/29/2022 12:42:19 PM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 8/29/2022 12:42:22 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 8/29/2022 12:42:20 PM |
| 31               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 8/29/2022 12:42:20 PM |
| 32               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 8/29/2022 12:42:19 PM |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: joseph.r.maness@tn.gov                           | Sent: 8/29/2022 12:42:18 PM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 8/29/2022 12:42:17 PM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu                            | Sent: 8/29/2022 12:42:21 PM |
| 43               | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com  | Sent: 8/29/2022 12:42:16 PM |



**Job Notification details between 3/21/2022 to 3/20/2023**

**Newscast Director - 13567 (Broadcast1Source tracking number 105993)**

**No. of Agencies were used:** 49

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 09/13/2022

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** rwilliams8@tegn.com

**Title:** Newscast Director - 13567

**Experience:**

3

**Requirements:**

## **Job Notification details between 3/21/2022 to 3/20/2023**

### **Requirements:**

- As the Director/TD, you will have knowledge of Ross Vision switchers, Sony XVS 6000 switcher, Chyron Hego, Edius, and Wheatstone audio board, plus graphics production.
- You must possess a minimum of 1-3 years directing/technical directing fast paced and graphic intensive live newscasts. You must possess excellent computer skills, people skills, leadership qualities, flexibility, availability, teach-ability and an innovative mindset.
- If you know that you are the one and want to join the fastest growing station in the market, Apply! We'll talk about it.
- ABC24/CW30 is a "jerk-free" workplace.

Travel: Rarely: less than 10%

Work Environment Set: Office: normally performed in a typical interior/office environment

Physical Demands Set: Light work: Involves sitting most of the time, walking, lifting, bending, standing, etc.

### **About TEGNA**

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 63 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

TEGNA requires all employees to be fully vaccinated (as defined by the CDC) against the coronavirus.

### **EEO statement:**

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

### **Description:**

**Job Notification details between 3/21/2022 to 3/20/2023**

ABC24/CW30, in Memphis, Tennessee is seeking an experienced newscast Director/TD with a particular set of skills that contribute to the excellent viewing experience of our audience.

You will lead our Weekend PM team; supervise, assigns duties to crew, and act as liaison between engineering, news, marketing, sales, and the production department.

You will supervise, support, and assign duties to the crew, while acting as liaison between engineering, news, marketing, sales, and the production department.

**Responsibilities:**

- In addition, the Director/TD will train camera, CG, and audio operators in the proper operation during live broadcasts and fill these positions as needed.
- Knowledge of ENPS 8 newsroom system, Bit Central Precis video playback system and studio lighting is a plus.
- Must be able to lift approximately 50 pounds.
- You will be a gatekeeper of the brand; meaning you and your team will be responsible for ensuring that everything that airs on our stations meets the standards of quality and excellence of ABC24/CW30.

**Additional Information:**

We are an Equal Opportunity Employer and value the benefits of diversity in our workplace.

**Contact:**

<http://www.jobs.net/j/JLMkqAxh?jobdetails=true>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Radu Somesfalean at [rsomesfale@tegn.com](mailto:rsomesfale@tegn.com)

| Notification Date | Agency Name                | Prong2 | Name           | Notification By Fax | Notification By Email     |
|-------------------|----------------------------|--------|----------------|---------------------|---------------------------|
| 12/21/2022        | Self Referral              | No     | Ayo Fasheyide  | 1--                 | By User/Other System      |
| 12/21/2022        | WATN Website               | No     | Freddie Milton | 1--                 | By User/Other System      |
| 12/21/2022        | Employee Referral          | No     | Ayo Fasheyide  | 1--                 | By User/Other System      |
| 12/21/2022        | Z - 3TVNewsCheck           | No     | Patty Hersh    | 1--                 | By User/Other System      |
| 12/21/2022        | Z - 602communications.com  | No     | Sandy Lizik    | 1--                 | By User/Other System      |
| 12/21/2022        | X - Indeed.com             | No     | Bridget Boss   | 1--                 | By User/Other System      |
| 12/21/2022        | Y - Collective Talent      | No     | Michael Bille  | 1--                 | By User/Other System      |
| 12/21/2022        | MS State University        | No     | Martha Jones   | 1--                 | mjones@career.msstate.edu |
| 12/21/2022        | University of MS           | No     | Christy Wright | 1--                 | By User/Other System      |
| 12/21/2022        | Christian Brothers College | No     | Curt Rogers    | 1--                 | crogers@cbu.edu           |

**Job Notification details between 3/21/2022 to 3/20/2023**

| <b>Notification Date</b> | <b>Agency Name</b>                       | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>      |
|--------------------------|--|---------------|-------------------|----------------------------|-----------------------------------|
| 12/21/2022               | Rhodes College                           | No            | Amy Moen          | 1--                        | By User/Other System              |
| 12/21/2022               | U of M Dept of Communications Art        | No            | Cortez Washington | 1--                        | cortez.washington@m<br>emphis.edu |
| 12/21/2022               | Southwest TN Community College           | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwe<br>st.tn.edu    |
| 12/21/2022               | LeMoyne Owen College                     | No            | Robert Williams   | 1--                        | robert_williams@loc.e<br>du       |
| 12/21/2022               | U of M Dept Career & Development         | No            | Eli Hatcher       | 1--                        | By User/Other System              |
| 12/21/2022               | NAACP                                    | No            | Vickie Terry      | 1--                        | vickie@naacpmemphi<br>s.org       |
| 12/21/2022               | Memphis Urban League                     | No            | Shawn Smith       | 1--                        | ssmith@memul.org                  |
| 12/21/2022               | SRVS                                     | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org               |
| 12/21/2022               | Rust College                             | No            | Dr. Debayo Moyo   | 1--                        | By User/Other System              |
| 12/21/2022               | Arkansas Workforce Center                | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkan<br>sas.gov   |
| 12/21/2022               | TN Dept Labor & Workforce Development    | Yes           | Joseph Maness     | 1--                        | joseph.r.maness@tn.g<br>ov        |
| 12/21/2022               | MS Dept of Employment Security           | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov                |
| 12/21/2022               | TN Association of Broadcasters           | No            | Brenda Heidt      | 1--                        | By User/Other System              |
| 12/21/2022               | X - Monster.com                          | No            | Job Board         | 1--                        | By User/Other System              |
| 12/21/2022               | TVJobs                                   | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                   |
| 12/21/2022               | X - LinkedIn                             | No            | LinkedIn LinkedIn | 1--                        | By User/Other System              |
| 12/21/2022               | XX - Broadcast On-Air                    | No            | Freddie Milton    | 1--                        | By User/Other System              |
| 12/21/2022               | Fogelman College of Business & Economics | No            | Alison Goodwin    | 1--                        | By User/Other System              |
| 12/21/2022               | TEGNA.com                                | No            | HR HR             | 1--                        | By User/Other System              |
| 12/21/2022               | X - DirectEmployers Association          | No            | Job Board         | 1--                        | By User/Other System              |
| 12/21/2022               | Glassdoor                                | No            | Job Board         | 1--                        | By User/Other System              |
| 12/21/2022               | X - Recruit.net                          | No            | Job Board         | 1--                        | By User/Other System              |
| 9/13/2022                | WATN Website                             | No            | Freddie Milton    | 1--                        | By User/Other System              |
| 9/13/2022                | MS State University                      | No            | Martha Jones      | 1--                        | mjones@career.msstat<br>e.edu     |
| 9/13/2022                | Christian Brothers College               | No            | Curt Rogers       | 1--                        | crogers@cbu.edu                   |
| 9/13/2022                | AR State University                      | No            | Tiffany Johnson   | 1--                        | tijohnson@astate.edu              |
| 9/13/2022                | U of M Dept of Communications Art        | No            | Cortez Washington | 1--                        | cortez.washington@m<br>emphis.edu |

**Job Notification details between 3/21/2022 to 3/20/2023**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>     | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|---------------------------------------|---------------|-----------------|----------------------------|---------------------------------|
| 9/13/2022                | Southwest TN Community College        | No            | Wanda Coopwood  | 1--                        | wcoopwood@southwest.tn.edu      |
| 9/13/2022                | LeMoyne Owen College                  | No            | Robert Williams | 1--                        | robert_williams@loc.edu         |
| 9/13/2022                | NAACP                                 | No            | Vickie Terry    | 1--                        | vickie@naacpmemphis.org         |
| 9/13/2022                | Memphis Urban League                  | No            | Barry Jackson   | 1--                        | bjackson@memul.org              |
| 9/13/2022                | SRVS                                  | Yes           | Troy Allen      | 1--                        | troy.allen@srvs.org             |
| 9/13/2022                | Arkansas Workforce Center             | Yes           | Sandra Atwater  | 1--                        | sandra.atwater@arkansas.gov     |
| 9/13/2022                | TN Dept Labor & Workforce Development | Yes           | Joseph Maness   | 1--                        | joseph.r.maness@tn.gov          |
| 9/13/2022                | MS Dept of Employment Security        | No            | Howard Stagg    | 1--                        | hstagg@mdes.ms.gov              |
| 9/13/2022                | TVJobs                                | No            | Mark C Holloway | 1--                        | jobs@tvjobs.com                 |
| 9/13/2022                | TEGNA.com                             | No            | HR HR           | 1--                        | By User/Other System            |
| 9/13/2022                | www.mediagignow.com                   | No            | MediaGigNow.com | 1--                        | customerservice@mediagignow.com |
| 9/13/2022                | Career Builder                        | No            | Career Service  | 1--                        | By User/Other System            |

**WATN, WLMT****Fax and E-mail verification summary report for Newscast Director - 13567**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>         |
|------------------|--|------------------------------|
| 3                | <b>AR State University</b><br>E-mail: tijohnson@astate.edu   | Sent: 9/13/2022 12:14:10 PM  |
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 12/21/2022 10:52:56 AM |
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 9/13/2022 12:14:07 PM  |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 9/13/2022 12:14:11 PM  |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 12/21/2022 10:53:00 AM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 9/13/2022 12:14:09 PM  |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 12/21/2022 10:52:58 AM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 12/21/2022 10:52:57 AM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: bjackson@memul.org           | Sent: 9/13/2022 12:14:08 PM  |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 9/13/2022 12:14:06 PM  |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 12/21/2022 10:52:55 AM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 9/13/2022 12:14:11 PM  |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 12/21/2022 10:53:01 AM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 12/21/2022 10:52:57 AM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 9/13/2022 12:14:08 PM  |
| 31               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 9/13/2022 12:14:09 PM  |

**WATN, WLMT****Fax and E-mail verification summary report for Newscast Director - 13567**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>         |
|------------------|--|------------------------------|
| 31               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu        | Sent: 12/21/2022 10:52:58 AM |
| 32               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 12/21/2022 10:52:56 AM |
| 32               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 9/13/2022 12:14:07 PM  |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: joseph.r.maness@tn.gov | Sent: 9/13/2022 12:14:06 PM  |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: joseph.r.maness@tn.gov | Sent: 12/21/2022 10:52:55 AM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 12/21/2022 10:52:54 AM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 9/13/2022 12:14:05 PM  |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu  | Sent: 9/13/2022 12:14:10 PM  |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu  | Sent: 12/21/2022 10:52:59 AM |
| 43               | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com              | Sent: 9/13/2022 12:14:04 PM  |

**Job Notification details between 3/21/2022 to 3/20/2023**

**Visual Storyteller - 13805 (Broadcast1Source tracking number 107201)**

**No. of Agencies were used:** 16

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 10/25/2022

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** rwilliams8@tegna.com

**Title:** Visual Storyteller - 13805

**Experience:**

1-3 Years

**Requirements:**



## Job Notification details between 3/21/2022 to 3/20/2023

### Requirements:

- Current driver's license and ability to operate news gathering vehicle to and from various locations
- BA/BS in journalism, communications or related field
- 1-3 years of experience preferred
- Experience in photojournalism, editing, and content management systems
- Proven ability to generate creative, engaging, content-driven live shots
- Demonstrated social media proficiency, especially in the field, including an active news hound presence on Twitter and Facebook
- Member and active participant in NPPA preferred
- SNG experience
- Demonstrated news judgment, writing skills, photography experience, and non-linear editing skills.
- Must be flexible with schedule, reliable and dependable
- Understanding of the tenants of professional journalism
- Knowledge of ENPS, Edius, Axis graphics and Adobe products a plus
- Organizational skills and the ability to work under constant time pressure deadlines
- Ability to calmly handle live, breaking news situations and changing events
- Must be able to handle the physical demands of a photojournalist

Work Environment: Outdoors

Physical Demands: Medium work

Travel: Rarely: less than 10%

Work Environment Set: Outdoors: performed in various outdoor environmental conditions

Physical Demands Set: Medium work: Involves standing prolong hours, stooping, bending, lifting/pushing up to 25 lbs.

### About TEGNA

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 63 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

TEGNA requires all employees to be fully vaccinated (as defined by the CDC) against the coronavirus.

### EEO statement:

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

**Job Notification details between 3/21/2022 to 3/20/2023****Description:**

ABC24 Memphis is looking for a highly skilled artistic videographer and editor who can create sharable and exciting content for television, social media and mobile. We want journalists who can tell great stories on their own or with a team, photographers who bring new ideas for the future of journalism. Our ideal candidates are familiar with the latest photography, editing tools and techniques. They create unique and exciting content on all platforms. They are proficient with live news gathering tools and can participate in live performance on air and on live streaming when necessary.

**Responsibilities:**

- Use the latest editing and photography tools to tell great stories, including but not limited to Edius and Adobe Products
- Produce original content on-air and on all digital platforms that evoke emotion and tell compelling stories
- Write and post daily on all digital platforms including attaching images and streaming video. Must include Social Media
- Use creative production techniques such as graphics and new forms of media (viewer pictures, webcam interviews, etc.) to enhance stories
- Contact sources and develop news stories. Cover breaking, general, sports, feature, investigative, and political news stories. Produce news stories that are unique and captivating
- Attend editorial meetings, participate in discussions, and suggest story ideas
- Perform other tasks as required by supervisor or executive producer

**Additional Information:****Contact:**

<http://www.jobs.net/j/JvGrSKek?jobdetails=true>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Andrea Garcia at [ggarciaper@tegn.com](mailto:ggarciaper@tegn.com)

| Notification Date | Agency Name                       | Prong2 | Name              | Notification By Fax | Notification By Email         |
|-------------------|-----------------------------------|--------|-------------------|---------------------|-------------------------------|
| 10/25/2022        | MS State University               | No     | Martha Jones      | 1--                 | mjones@career.msstate.edu     |
| 10/25/2022        | WATN Website                      | No     | Freddie Milton    | 1--                 | By User/Other System          |
| 10/25/2022        | Christian Brothers College        | No     | Curt Rogers       | 1--                 | crogers@cbu.edu               |
| 10/25/2022        | LeMoyne Owen College              | No     | Robert Williams   | 1--                 | robert_williams@loc.edu       |
| 10/25/2022        | U of M Dept of Communications Art | No     | Cortez Washington | 1--                 | cortez.washington@memphis.edu |
| 10/25/2022        | Southwest TN Community College    | No     | Wanda Coopwood    | 1--                 | wcoopwood@southwest.tn.edu    |
| 10/25/2022        | Memphis Urban League              | No     | Shawn Smith       | 1--                 | ssmith@memul.org              |

**Job Notification details between 3/21/2022 to 3/20/2023**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>     | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|---------------------------------------|---------------|-----------------|----------------------------|---------------------------------|
| 10/25/2022               | NAACP                                 | No            | Vickie Terry    | 1--                        | vickie@naacpmemphis.org         |
| 10/25/2022               | SRVS                                  | Yes           | Troy Allen      | 1--                        | troy.allen@srvs.org             |
| 10/25/2022               | Arkansas Workforce Center             | Yes           | Sandra Atwater  | 1--                        | sandra.atwater@arkansas.gov     |
| 10/25/2022               | TN Dept Labor & Workforce Development | Yes           | Joseph Maness   | 1--                        | joseph.r.maness@tn.gov          |
| 10/25/2022               | TVJobs                                | No            | Mark C Holloway | 1--                        | jobs@tvjobs.com                 |
| 10/25/2022               | MS Dept of Employment Security        | No            | Howard Stagg    | 1--                        | hstagg@mdes.ms.gov              |
| 10/25/2022               | TEGNA.com                             | No            | HR HR           | 1--                        | By User/Other System            |
| 10/25/2022               | www.mediagignow.com                   | No            | MediaGigNow.com | 1--                        | customerservice@mediagignow.com |
| 10/25/2022               | Career Builder                        | No            | Career Service  | 1--                        | By User/Other System            |

**WATN, WLMT****Fax and E-mail verification summary report for Visual Storyteller - 13805**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>        |
|------------------|--|-----------------------------|
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 10/25/2022 3:58:54 PM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 10/25/2022 3:58:57 PM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 10/25/2022 3:58:56 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 10/25/2022 3:58:55 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 10/25/2022 3:58:53 PM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 10/25/2022 3:58:57 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 10/25/2022 3:58:55 PM |
| 31               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 10/25/2022 3:58:55 PM |
| 32               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 10/25/2022 3:58:54 PM |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: joseph.r.maness@tn.gov                           | Sent: 10/25/2022 3:58:53 PM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 10/25/2022 3:58:53 PM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu                            | Sent: 10/25/2022 3:58:56 PM |
| 43               | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com  | Sent: 10/25/2022 3:58:51 PM |

Attachment D

2024 Public File Report Job Notifications

Fax and E-mail Verification Summaries

**Job Notification details between 3/21/2023 to 3/20/2024****Marketing Producer-13517 (Broadcast1Source tracking number 105602)****No. of Agencies were used:** 19

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 08/29/2022**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** rwilliams8@tegna.com**Title:** Marketing Producer-13517**Experience:****Requirements:****Requirements:**

- Be comfortable working with the content team, station talent and creative marketing team.
- 11am-7pm shift primarily, but be willing to be flexible with work schedule.
- Travel: Rarely: less than 10%
- Work Environment Set: Office: normally performed in a typical interior/office environment
- Physical Demands Set: Medium work: Involves standing prolong hours, stooping, bending, lifting/pushing up to 25 lbs.

**About TEGNA**

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 63 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

TEGNA requires all employees to be fully vaccinated (as defined by the CDC) against the coronavirus.

**EEO statement:**

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

**Job Notification details between 3/21/2023 to 3/20/2024****Description:**

The ABC24/CW30 Marketing Department in Memphis, TN is in search of a bold, creative, curious person with exceptional videography/lighting/editing/motion graphics skills. This Marketing Producer will write, shoot, design, edit and produce amazing content for both syndicated content and ABC24/CW30 News promotion. In addition to the professional skills referenced above, our ideal candidate will be highly-motivated, team oriented and have a positive attitude that is always willing to learn new skills.

**Responsibilities:**

- We are looking for someone who can write, shoot, design, edit and execute on multiple platforms and can think strategically and creatively while still meeting objectives/deadlines.
- The ideal candidate should have hands-on experience in videography, photography, motion graphic design, and editing.
- Marketing and/or branding experience is a plus.

**Additional Information:**

We are an Equal Opportunity Employer and value the benefits of diversity in our workplace.

**Contact:**

<http://www.jobs.net/j/JVUtdPfs?jobdetails=true>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Charles Knowles at [cknowles@tegn.com](mailto:cknowles@tegn.com)

| Notification Date | Agency Name                       | Prong2 | Name              | Notification By Fax | Notification By Email         |
|-------------------|-----------------------------------|--------|-------------------|---------------------|-------------------------------|
| 8/29/2022         | WATN Website                      | No     | Freddie Milton    | 1--                 | By User/Other System          |
| 8/29/2022         | MS State University               | No     | Martha Jones      | 1--                 | mjones@career.msstate.edu     |
| 8/29/2022         | Christian Brothers College        | No     | Curt Rogers       | 1--                 | crogers@cbu.edu               |
| 8/29/2022         | AR State University               | No     | Tiffany Johnson   | 1--                 | tijohnson@astate.edu          |
| 8/29/2022         | LeMoyne Owen College              | No     | Robert Williams   | 1--                 | robert_williams@loc.edu       |
| 8/29/2022         | U of M Dept of Communications Art | No     | Cortez Washington | 1--                 | cortez.washington@memphis.edu |
| 8/29/2022         | Southwest TN Community College    | No     | Wanda Coopwood    | 1--                 | wcoopwood@southwest.tn.edu    |
| 8/29/2022         | Memphis Urban League              | No     | Barry Jackson     | 1--                 | bjackson@memul.org            |
| 8/29/2022         | NAACP                             | No     | Vickie Terry      | 1--                 | vickie@naacpmemphis.org       |
| 8/29/2022         | Arkansas Workforce Center         | Yes    | Sandra Atwater    | 1--                 | sandra.atwater@arkansas.gov   |
| 8/29/2022         | SRVS                              | Yes    | Troy Allen        | 1--                 | troy.allen@srvs.org           |

**Job Notification details between 3/21/2023 to 3/20/2024**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|---------------------------------|
| 8/29/2022                | MS Dept of Employment Security        | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov              |
| 8/29/2022                | TN Dept Labor & Workforce Development | Yes           | Joseph Maness     | 1--                        | joseph.r.maness@tn.gov          |
| 8/29/2022                | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                 |
| 8/29/2022                | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System            |
| 8/29/2022                | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System            |
| 8/29/2022                | www.mediagignow.com                   | No            | MediaGigNow.com   | 1--                        | customerservice@mediagignow.com |
| 8/29/2022                | Nexstar Media Group, Inc.             | No            | Terri Bush        | 1--                        | By User/Other System            |
| 8/29/2022                | Career Builder                        | No            | Career Service    | 1--                        | By User/Other System            |



**WATN, WLMT****Fax and E-mail verification summary report for Marketing Producer-13517**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>        |
|------------------|--|-----------------------------|
| 3                | <b>AR State University</b><br>E-mail: tijohnson@astate.edu   | Sent: 8/29/2022 12:42:21 PM |
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 8/29/2022 12:42:19 PM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 8/29/2022 12:42:22 PM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 8/29/2022 12:42:21 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: bjackson@memul.org           | Sent: 8/29/2022 12:42:20 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 8/29/2022 12:42:19 PM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 8/29/2022 12:42:22 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 8/29/2022 12:42:20 PM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 8/29/2022 12:42:20 PM |
| 31               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 8/29/2022 12:42:19 PM |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: joseph.r.maness@tn.gov                           | Sent: 8/29/2022 12:42:18 PM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 8/29/2022 12:42:17 PM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu                            | Sent: 8/29/2022 12:42:21 PM |
| 43               | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com  | Sent: 8/29/2022 12:42:16 PM |

**Job Notification details between 3/21/2023 to 3/20/2024**

**Chief Meteorologist -13971 (Broadcast1Source tracking number 109075)**

**No. of Agencies were used:** 109

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 01/23/2023

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** rwilliams8@tegn.com

**Title:** Chief Meteorologist -13971

**Experience:**

1-3 Years

**Requirements:**

## Job Notification details between 3/21/2023 to 3/20/2024

### Requirements

- Bachelor's degree in Meteorology; AMS Certification
- Minimum 7 years of on-air experience
- Demonstrated leadership experience
- Strong communication skills (written/oral)
- Ability to work under pressure while meeting daily assigned deadlines
- Applicable knowledge of multiplatform newsgathering tools and resources
- Fluent with social media platforms and social management tools, including Facebook, Twitter, Instagram, YouTube

Travel: Rarely: less than 10%

Work Environment Set: Office: normally performed in a typical interior/office environment

Physical Demands Set: Light work: Involves sitting most of the time, walking, lifting, bending, standing, etc.

### About TEGNA

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 63 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

TEGNA requires all employees to be fully vaccinated (as defined by the CDC) against the coronavirus.

### EEO statement:

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

### Description:

**Job Notification details between 3/21/2023 to 3/20/2024**

ABC24 is on the hunt for the Chief Meteorologist to lead the Mid-South's Certified Most Accurate weather team. Our next Chief Meteorologist is a dynamic leader who has mastered every aspect of meteorology, from forecasting to preparing graphics, to reporting in the field, to being an integral part of severe weather coverage reaching our community on television, mobile and social media platforms. The Chief Meteorologist must have a passion for winning severe weather and telling a compelling weather story even on bright sunny days. They need to embrace new technology, mentoring and developing their weather team, and be willing to explore new ways to present the weather story while also being a key leader in promoting community involvement.

**Responsibilities:**

- Works with the News Director to create and implement strategic direction for weather coverage
- Builds and delivers daily engaging weathercasts for on-air and digital audiences
  - Supervises the weather team, including all schedules
- Interacts live with fans and the audience on multiple platforms, especially during severe or inconvenient weather
- Assists News Director with recruiting and hiring for the weather team
- Coaches and mentors weather team with regular feedback
- Works with the News Director and News Managers to develop plans for severe weather coverage
- Pitches and creates original weather content for all platforms
- Leads coordination and implementation of technological advances related to graphics
- Participates in community outreach efforts including live shots and station appearances as required
- Perform other tasks as required by News Director

**Additional Information:****Contact:**

<http://www.jobs.net/j/JRyJXwGS>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Andrea Garcia at [ggarciaper@tegn.com](mailto:ggarciaper@tegn.com)

| Notification Date | Agency Name               | Prong2 | Name           | Notification By Fax | Notification By Email     |
|-------------------|---------------------------|--------|----------------|---------------------|---------------------------|
| 2/15/2023         | Z - 3TVNewsCheck          | No     | Patty Hersh    | 1--                 | By User/Other System      |
| 2/15/2023         | Z - 602communications.com | No     | Sandy Lizik    | 1--                 | By User/Other System      |
| 2/15/2023         | Self Referral             | No     | Ayo Fasheyide  | 1--                 | By User/Other System      |
| 2/15/2023         | WATN Website              | No     | Freddie Milton | 1--                 | By User/Other System      |
| 2/15/2023         | Employee Referral         | No     | Ayo Fasheyide  | 1--                 | By User/Other System      |
| 2/15/2023         | University of MS          | No     | Christy Wright | 1--                 | By User/Other System      |
| 2/15/2023         | MS State University       | No     | Martha Jones   | 1--                 | mjones@career.msstate.edu |
| 2/15/2023         | Y - Collective Talent     | No     | Michael Bille  | 1--                 | By User/Other System      |

**Job Notification details between 3/21/2023 to 3/20/2024**

| <b>Notification Date</b> | <b>Agency Name</b>                       | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>  |
|--------------------------|--|---------------|-------------------|----------------------------|-------------------------------|
| 2/15/2023                | X - Indeed.com                           | No            | Bridget Boss      | 1--                        | By User/Other System          |
| 2/15/2023                | Christian Brothers College               | No            | Curt Rogers       | 1--                        | crogers@cbu.edu               |
| 2/15/2023                | Rhodes College                           | No            | Amy Moen          | 1--                        | By User/Other System          |
| 2/15/2023                | U of M Dept of Communications Art        | No            | Cortez Washington | 1--                        | cortez.washington@memphis.edu |
| 2/15/2023                | Southwest TN Community College           | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu    |
| 2/15/2023                | LeMoyne Owen College                     | No            | Robert Williams   | 1--                        | robert_williams@loc.edu       |
| 2/15/2023                | U of M Dept Career & Development         | No            | Eli Hatcher       | 1--                        | By User/Other System          |
| 2/15/2023                | NAACP                                    | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org       |
| 2/15/2023                | SRVS                                     | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org           |
| 2/15/2023                | Rust College                             | No            | Dr. Debayo Moyo   | 1--                        | By User/Other System          |
| 2/15/2023                | Arkansas Workforce Center                | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov   |
| 2/15/2023                | Memphis Urban League                     | No            | Shawn Smith       | 1--                        | ssmith@memul.org              |
| 2/15/2023                | MS Dept of Employment Security           | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov            |
| 2/15/2023                | TN Association of Broadcasters           | No            | Brenda Heidt      | 1--                        | By User/Other System          |
| 2/15/2023                | TVJobs                                   | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com               |
| 2/15/2023                | X - Monster.com                          | No            | Job Board         | 1--                        | By User/Other System          |
| 2/15/2023                | Fogelman College of Business & Economics | No            | Alison Goodwin    | 1--                        | By User/Other System          |
| 2/15/2023                | X - DirectEmployers Association          | No            | Job Board         | 1--                        | By User/Other System          |
| 2/15/2023                | X - LinkedIn                             | No            | LinkedIn LinkedIn | 1--                        | By User/Other System          |
| 2/15/2023                | XX - Broadcast On-Air                    | No            | Freddie Milton    | 1--                        | By User/Other System          |
| 2/15/2023                | X - Recruit.net                          | No            | Job Board         | 1--                        | By User/Other System          |
| 2/15/2023                | TEGNA.com                                | No            | HR HR             | 1--                        | By User/Other System          |
| 2/15/2023                | Glassdoor                                | No            | Job Board         | 1--                        | By User/Other System          |
| 2/14/2023                | Z - 602communications.com                | No            | Sandy Lizik       | 1--                        | By User/Other System          |
| 2/14/2023                | Self Referral                            | No            | Ayo Fasheyide     | 1--                        | By User/Other System          |
| 2/14/2023                | WATN Website                             | No            | Freddie Milton    | 1--                        | By User/Other System          |
| 2/14/2023                | Employee Referral                        | No            | Ayo Fasheyide     | 1--                        | By User/Other System          |

**Job Notification details between 3/21/2023 to 3/20/2024**

| <b>Notification Date</b> | <b>Agency Name</b>                       | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>  |
|--------------------------|--|---------------|-------------------|----------------------------|-------------------------------|
| 2/14/2023                | MS State University                      | No            | Martha Jones      | 1--                        | mjones@career.msstate.edu     |
| 2/14/2023                | University of MS                         | No            | Christy Wright    | 1--                        | By User/Other System          |
| 2/14/2023                | Z - 3TVNewsCheck                         | No            | Patty Hersh       | 1--                        | By User/Other System          |
| 2/14/2023                | Y - Collective Talent                    | No            | Michael Bille     | 1--                        | By User/Other System          |
| 2/14/2023                | X - Indeed.com                           | No            | Bridget Boss      | 1--                        | By User/Other System          |
| 2/14/2023                | Christian Brothers College               | No            | Curt Rogers       | 1--                        | crogers@cbu.edu               |
| 2/14/2023                | Rhodes College                           | No            | Amy Moen          | 1--                        | By User/Other System          |
| 2/14/2023                | U of M Dept of Communications Art        | No            | Cortez Washington | 1--                        | cortez.washington@memphis.edu |
| 2/14/2023                | Southwest TN Community College           | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu    |
| 2/14/2023                | NAACP                                    | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org       |
| 2/14/2023                | U of M Dept Career & Development         | No            | Eli Hatcher       | 1--                        | By User/Other System          |
| 2/14/2023                | LeMoyné Owen College                     | No            | Robert Williams   | 1--                        | robert_williams@loc.edu       |
| 2/14/2023                | Arkansas Workforce Center                | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov   |
| 2/14/2023                | Rust College                             | No            | Dr. Debayo Moyo   | 1--                        | By User/Other System          |
| 2/14/2023                | Memphis Urban League                     | No            | Shawn Smith       | 1--                        | ssmith@memul.org              |
| 2/14/2023                | MS Dept of Employment Security           | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov            |
| 2/14/2023                | SRVS                                     | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org           |
| 2/14/2023                | TVJobs                                   | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com               |
| 2/14/2023                | Fogelman College of Business & Economics | No            | Alison Goodwin    | 1--                        | By User/Other System          |
| 2/14/2023                | X - Monster.com                          | No            | Job Board         | 1--                        | By User/Other System          |
| 2/14/2023                | X - LinkedIn                             | No            | LinkedIn LinkedIn | 1--                        | By User/Other System          |
| 2/14/2023                | XX - Broadcast On-Air                    | No            | Freddie Milton    | 1--                        | By User/Other System          |
| 2/14/2023                | TN Association of Broadcasters           | No            | Brenda Heidt      | 1--                        | By User/Other System          |
| 2/14/2023                | X - Recruit.net                          | No            | Job Board         | 1--                        | By User/Other System          |
| 2/14/2023                | TEGNA.com                                | No            | HR HR             | 1--                        | By User/Other System          |
| 2/14/2023                | Glassdoor                                | No            | Job Board         | 1--                        | By User/Other System          |
| 2/14/2023                | X - DirectEmployers Association          | No            | Job Board         | 1--                        | By User/Other System          |
| 1/24/2023                | Self Referral                            | No            | Ayo Fasheyide     | 1--                        | By User/Other System          |

**Job Notification details between 3/21/2023 to 3/20/2024**

| <b>Notification Date</b> | <b>Agency Name</b>                       | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>  |
|--------------------------|--|---------------|-------------------|----------------------------|-------------------------------|
| 1/24/2023                | Z - 602communications.com                | No            | Sandy Lizik       | 1--                        | By User/Other System          |
| 1/24/2023                | Z - 3TVNewsCheck                         | No            | Patty Hersh       | 1--                        | By User/Other System          |
| 1/24/2023                | WATN Website                             | No            | Freddie Milton    | 1--                        | By User/Other System          |
| 1/24/2023                | Employee Referral                        | No            | Ayo Fasheyide     | 1--                        | By User/Other System          |
| 1/24/2023                | University of MS                         | No            | Christy Wright    | 1--                        | By User/Other System          |
| 1/24/2023                | MS State University                      | No            | Martha Jones      | 1--                        | mjones@career.msstate.edu     |
| 1/24/2023                | Y - Collective Talent                    | No            | Michael Bille     | 1--                        | By User/Other System          |
| 1/24/2023                | Christian Brothers College               | No            | Curt Rogers       | 1--                        | crogers@cbu.edu               |
| 1/24/2023                | X - Indeed.com                           | No            | Bridget Boss      | 1--                        | By User/Other System          |
| 1/24/2023                | Rhodes College                           | No            | Amy Moen          | 1--                        | By User/Other System          |
| 1/24/2023                | LeMoyne Owen College                     | No            | Robert Williams   | 1--                        | robert_williams@loc.edu       |
| 1/24/2023                | U of M Dept of Communications Art        | No            | Cortez Washington | 1--                        | cortez.washington@memphis.edu |
| 1/24/2023                | Southwest TN Community College           | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu    |
| 1/24/2023                | Memphis Urban League                     | No            | Shawn Smith       | 1--                        | ssmith@memul.org              |
| 1/24/2023                | U of M Dept Career & Development         | No            | Eli Hatcher       | 1--                        | By User/Other System          |
| 1/24/2023                | NAACP                                    | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org       |
| 1/24/2023                | Arkansas Workforce Center                | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov   |
| 1/24/2023                | Rust College                             | No            | Dr. Debayo Moyo   | 1--                        | By User/Other System          |
| 1/24/2023                | SRVS                                     | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org           |
| 1/24/2023                | MS Dept of Employment Security           | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov            |
| 1/24/2023                | TN Association of Broadcasters           | No            | Brenda Heidt      | 1--                        | By User/Other System          |
| 1/24/2023                | XX - Broadcast On-Air                    | No            | Freddie Milton    | 1--                        | By User/Other System          |
| 1/24/2023                | X - LinkedIn                             | No            | LinkedIn LinkedIn | 1--                        | By User/Other System          |
| 1/24/2023                | TVJobs                                   | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com               |
| 1/24/2023                | X - Monster.com                          | No            | Job Board         | 1--                        | By User/Other System          |
| 1/24/2023                | Fogelman College of Business & Economics | No            | Alison Goodwin    | 1--                        | By User/Other System          |
| 1/24/2023                | Glassdoor                                | No            | Job Board         | 1--                        | By User/Other System          |
| 1/24/2023                | TEGNA.com                                | No            | HR HR             | 1--                        | By User/Other System          |

**Job Notification details between 3/21/2023 to 3/20/2024**

| <b>Notification Date</b> | <b>Agency Name</b>                | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|-----------------------------------|---------------|-------------------|----------------------------|---------------------------------|
| 1/24/2023                | X - DirectEmployers Association   | No            | Job Board         | 1--                        | By User/Other System            |
| 1/24/2023                | X - Recruit.net                   | No            | Job Board         | 1--                        | By User/Other System            |
| 1/23/2023                | MS State University               | No            | Martha Jones      | 1--                        | mjones@career.msstate.edu       |
| 1/23/2023                | WATN Website                      | No            | Freddie Milton    | 1--                        | By User/Other System            |
| 1/23/2023                | U of M Dept of Communications Art | No            | Cortez Washington | 1--                        | cortez.washington@memphis.edu   |
| 1/23/2023                | LeMoyne Owen College              | No            | Robert Williams   | 1--                        | robert_williams@loc.edu         |
| 1/23/2023                | Christian Brothers College        | No            | Curt Rogers       | 1--                        | crogers@cbu.edu                 |
| 1/23/2023                | SRVS                              | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org             |
| 1/23/2023                | Arkansas Workforce Center         | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov     |
| 1/23/2023                | NAACP                             | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org         |
| 1/23/2023                | Memphis Urban League              | No            | Shawn Smith       | 1--                        | ssmith@memul.org                |
| 1/23/2023                | Southwest TN Community College    | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu      |
| 1/23/2023                | MS Dept of Employment Security    | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov              |
| 1/23/2023                | TEGNA.com                         | No            | HR HR             | 1--                        | By User/Other System            |
| 1/23/2023                | TVJobs                            | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                 |
| 1/23/2023                | Career Builder                    | No            | Career Service    | 1--                        | By User/Other System            |
| 1/23/2023                | Nexstar Media Group, Inc.         | No            | Terri Bush        | 1--                        | By User/Other System            |
| 1/23/2023                | www.mediagignow.com               | No            | MediaGigNow.com   | 1--                        | customerservice@mediagignow.com |



**WATN, WLMT****Fax and E-mail verification summary report for Chief Meteorologist -13971**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>        |
|------------------|--|-----------------------------|
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                          | Sent: 1/24/2023 10:16:34 AM |
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                          | Sent: 1/23/2023 4:53:16 PM  |
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                          | Sent: 2/15/2023 12:57:53 PM |
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                          | Sent: 2/14/2023 3:41:30 PM  |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu                                     | Sent: 1/23/2023 4:53:17 PM  |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu                                     | Sent: 2/15/2023 12:57:55 PM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu                                     | Sent: 2/14/2023 3:41:32 PM  |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu                                     | Sent: 1/24/2023 10:16:36 AM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu                                   | Sent: 2/15/2023 12:57:54 PM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu                                   | Sent: 2/14/2023 3:41:31 PM  |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu                                   | Sent: 1/24/2023 10:16:35 AM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu                                   | Sent: 1/23/2023 4:53:17 PM  |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org | Sent: 2/14/2023 3:41:30 PM  |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org | Sent: 1/24/2023 10:16:34 AM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org | Sent: 1/23/2023 4:53:16 PM  |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org | Sent: 2/15/2023 12:57:53 PM |

**WATN, WLMT****Fax and E-mail verification summary report for Chief Meteorologist -13971**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>        |
|------------------|--|-----------------------------|
| 22               | <b>MS Dept of Employment Security<br/>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 2/14/2023 3:41:29 PM  |
| 22               | <b>MS Dept of Employment Security<br/>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 1/23/2023 4:53:15 PM  |
| 22               | <b>MS Dept of Employment Security<br/>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 1/24/2023 10:16:33 AM |
| 22               | <b>MS Dept of Employment Security<br/>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 2/15/2023 12:57:52 PM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 2/14/2023 3:41:33 PM  |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 1/23/2023 4:53:18 PM  |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 2/15/2023 12:57:56 PM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 1/24/2023 10:16:36 AM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 2/14/2023 3:41:31 PM  |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 1/24/2023 10:16:34 AM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 2/15/2023 12:57:54 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 1/23/2023 4:53:16 PM  |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                            | Sent: 1/24/2023 10:16:34 AM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                            | Sent: 1/23/2023 4:53:16 PM  |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                            | Sent: 2/15/2023 12:57:54 PM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                            | Sent: 2/14/2023 3:41:31 PM  |

**WATN, WLMT****Fax and E-mail verification summary report for Chief Meteorologist -13971**

| <b>RS Number</b> | <b>Recruiting Source</b>  | <b>Date and Time</b>        |
|------------------|---|-----------------------------|
| <b>31</b>        | <b>SRVS</b><br>E-mail: troy.allen@srvs.org  | Sent: 1/24/2023 10:16:33 AM |
| <b>31</b>        | <b>SRVS</b><br>E-mail: troy.allen@srvs.org  | Sent: 2/14/2023 3:41:29 PM  |
| <b>31</b>        | <b>SRVS</b><br>E-mail: troy.allen@srvs.org  | Sent: 1/23/2023 4:53:16 PM  |
| <b>31</b>        | <b>SRVS</b><br>E-mail: troy.allen@srvs.org  | Sent: 2/15/2023 12:57:53 PM |
| <b>36</b>        | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com  | Sent: 2/15/2023 12:57:52 PM |
| <b>36</b>        | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com  | Sent: 2/14/2023 3:41:29 PM  |
| <b>36</b>        | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com  | Sent: 1/23/2023 4:53:15 PM  |
| <b>36</b>        | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com  | Sent: 1/24/2023 10:16:32 AM |
| <b>38</b>        | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu | Sent: 1/23/2023 4:53:17 PM  |
| <b>38</b>        | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu | Sent: 2/15/2023 12:57:55 PM |
| <b>38</b>        | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu | Sent: 2/14/2023 3:41:32 PM  |
| <b>38</b>        | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu | Sent: 1/24/2023 10:16:35 AM |
| <b>43</b>        | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com             | Sent: 1/23/2023 4:53:14 PM  |

**Job Notification details between 3/21/2023 to 3/20/2024****Supervisor of Technology - 14024 (Broadcast1Source tracking number 109580)****No. of Agencies were used:** 96

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 02/10/2023**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** rwilliams8@tegna.com**Title:** Supervisor of Technology - 14024**Experience:**

5-7 years

**Requirements:****Requirements:**

- Strong interpersonal skills with the ability to communicate effectively with all levels of management and non-technical end users.
- Demonstrated leadership, team management, and excellent written and verbal communication skills.
- Be a self-starter and team player.
- Be able to perform well under pressure and meet deadlines focused on customer service and satisfied stakeholders.
- Excel as a "hands-on" engineer capable of managing multiple projects simultaneously.
- Experience in field operations including trucks, satellite, microwave, and IP newsgathering technologies a plus.
- Reading and creating detailed engineering documentation.
- Extensive experience in broadcast systems, networking, servers, desktop, monitoring, end user support.
- Ability to lift 50lbs, climb ladders and work on elevated surfaces, pull and install wiring, use hand and power tools, work on small components and perform other physical tasks.
- Bachelor's Degree or equivalent combination of experience and education and a minimum of five years' experience in a broadcast operations and technology role.
- Travel: Rarely: less than 10%
- Work Environment Set: Office: normally performed in a typical interior/office environment\
- Physical Demands Set: Medium work: Involves standing prolong hours, stooping, bending, lifting/pushing up to 25 lbs.

Travel: Occasionally: 10-25%

Work Environment Set: Moderate risk: involves moderate risks or discomforts that require special safety precautions

Physical Demands Set: Heavy work: Involves standing, stooping, bending, using force, lifting/pushing up to 50 lbs.

## Job Notification details between 3/21/2023 to 3/20/2024

### About TEGNA

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 63 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

TEGNA requires all employees to be fully vaccinated (as defined by the CDC) against the coronavirus.

### EEO statement:

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

### Description:

WATN/WLMT, the ABC/CW affiliate in Memphis Tennessee, has an immediate opening for a Supervisor of Technology. This position reports to the Head of Technology and will direct and oversee portions of the day-to-day operation of the Technology Department. Responsibilities will include management of team members, hands-on maintenance of infrastructures such as broadcast equipment, IT network, transmitter, and staff members' training.

### Responsibilities:

- Assist in planning and managing local, capital, and corporate projects.
- Maintain, upgrade, and support Broadcast and Information Technology throughout the station, including the studio and transmitter facilities.
- Manage the troubleshooting and repair of computer hardware, software, and peripherals, including network servers, storage, network operating systems, PCs and PC applications, LAN cabling, system security, and virus protection.
- Manage and approve all documentation, including system configuration and wiring infrastructure to facility standards.
- Maintain and design broadcast systems (IE: routers, control room systems, studios, weather systems, digital asset management, and newsroom systems).
- Schedule staff to cover shifts.
- Maintain a good working relationship with all other departments.
- Maintain knowledge and stay current on technological advances, including computer software and hardware, media and entertainment technologies, television broadcasting, studio production, and workstation products.
- Train on IT and broadcast system operation and maintenance to service all aspects of the television environment and digital platforms.
- Available to work various hours and days, including weekends, overnights, and holidays, as needed.

### Additional Information:

**Job Notification details between 3/21/2023 to 3/20/2024****Contact:**<http://www.jobs.net/j/JtRzeFWO>**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Andrea Garcia at [ggarciaper@tegn.com](mailto:ggarciaper@tegn.com)

| <b>Notification Date</b> | <b>Agency Name</b>                | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>  |
|--------------------------|-----------------------------------|---------------|-------------------|----------------------------|-------------------------------|
| 2/10/2023                | Z - 602communications.com         | No            | Sandy Lizik       | 1--                        | By User/Other System          |
| 2/10/2023                | Self Referral                     | No            | Ayo Fasheyide     | 1--                        | By User/Other System          |
| 2/10/2023                | Employee Referral                 | No            | Ayo Fasheyide     | 1--                        | By User/Other System          |
| 2/10/2023                | WATN Website                      | No            | Freddie Milton    | 1--                        | By User/Other System          |
| 2/10/2023                | MS State University               | No            | Martha Jones      | 1--                        | mjones@career.msstate.edu     |
| 2/10/2023                | Z - 3TVNewsCheck                  | No            | Patty Hersh       | 1--                        | By User/Other System          |
| 2/10/2023                | Y - Collective Talent             | No            | Michael Bille     | 1--                        | By User/Other System          |
| 2/10/2023                | X - Indeed.com                    | No            | Bridget Boss      | 1--                        | By User/Other System          |
| 2/10/2023                | Christian Brothers College        | No            | Curt Rogers       | 1--                        | crogers@cbu.edu               |
| 2/10/2023                | University of MS                  | No            | Christy Wright    | 1--                        | By User/Other System          |
| 2/10/2023                | U of M Dept of Communications Art | No            | Cortez Washington | 1--                        | cortez.washington@memphis.edu |
| 2/10/2023                | Southwest TN Community College    | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu    |
| 2/10/2023                | Rhodes College                    | No            | Amy Moen          | 1--                        | By User/Other System          |
| 2/10/2023                | LeMoyne Owen College              | No            | Robert Williams   | 1--                        | robert_williams@loc.edu       |
| 2/10/2023                | U of M Dept Career & Development  | No            | Eli Hatcher       | 1--                        | By User/Other System          |
| 2/10/2023                | NAACP                             | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org       |
| 2/10/2023                | SRVS                              | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org           |
| 2/10/2023                | Rust College                      | No            | Dr. Debayo Moyo   | 1--                        | By User/Other System          |
| 2/10/2023                | Arkansas Workforce Center         | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov   |
| 2/10/2023                | Memphis Urban League              | No            | Shawn Smith       | 1--                        | ssmith@memul.org              |
| 2/10/2023                | MS Dept of Employment Security    | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov            |

**Job Notification details between 3/21/2023 to 3/20/2024**

| <b>Notification Date</b> | <b>Agency Name</b>                       | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>  |
|--------------------------|--|---------------|-------------------|----------------------------|-------------------------------|
| 2/10/2023                | TN Association of Broadcasters           | No            | Brenda Heidt      | 1--                        | By User/Other System          |
| 2/10/2023                | X - Monster.com                          | No            | Job Board         | 1--                        | By User/Other System          |
| 2/10/2023                | TVJobs                                   | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com               |
| 2/10/2023                | Fogelman College of Business & Economics | No            | Alison Goodwin    | 1--                        | By User/Other System          |
| 2/10/2023                | XX - Broadcast On-Air                    | No            | Freddie Milton    | 1--                        | By User/Other System          |
| 2/10/2023                | X - LinkedIn                             | No            | LinkedIn LinkedIn | 1--                        | By User/Other System          |
| 2/10/2023                | X - Recruit.net                          | No            | Job Board         | 1--                        | By User/Other System          |
| 2/10/2023                | TEGNA.com                                | No            | HR HR             | 1--                        | By User/Other System          |
| 2/10/2023                | Glassdoor                                | No            | Job Board         | 1--                        | By User/Other System          |
| 2/10/2023                | X - DirectEmployers Association          | No            | Job Board         | 1--                        | By User/Other System          |
| 2/10/2023                | Z - 602communications.com                | No            | Sandy Lizik       | 1--                        | By User/Other System          |
| 2/10/2023                | Self Referral                            | No            | Ayo Fasheyide     | 1--                        | By User/Other System          |
| 2/10/2023                | WATN Website                             | No            | Freddie Milton    | 1--                        | By User/Other System          |
| 2/10/2023                | Employee Referral                        | No            | Ayo Fasheyide     | 1--                        | By User/Other System          |
| 2/10/2023                | MS State University                      | No            | Martha Jones      | 1--                        | mjones@career.msstate.edu     |
| 2/10/2023                | Z - 3TVNewsCheck                         | No            | Patty Hersh       | 1--                        | By User/Other System          |
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| 2/10/2023                | Southwest TN Community College           | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu    |
| 2/10/2023                | Rhodes College                           | No            | Amy Moen          | 1--                        | By User/Other System          |
| 2/10/2023                | LeMoyne Owen College                     | No            | Robert Williams   | 1--                        | robert_williams@loc.edu       |
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| 2/10/2023                | NAACP                                    | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org       |
| 2/10/2023                | Arkansas Workforce Center                | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov   |
| 2/10/2023                | Memphis Urban League                     | No            | Shawn Smith       | 1--                        | ssmith@memul.org              |

**Job Notification details between 3/21/2023 to 3/20/2024**

| <b>Notification Date</b> | <b>Agency Name</b>                       | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>  |
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| 2/10/2023                | MS Dept of Employment Security           | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov            |
| 2/10/2023                | TVJobs                                   | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com               |
| 2/10/2023                | SRVS                                     | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org           |
| 2/10/2023                | Rust College                             | No            | Dr. Debayo Moyo   | 1--                        | By User/Other System          |
| 2/10/2023                | X - Monster.com                          | No            | Job Board         | 1--                        | By User/Other System          |
| 2/10/2023                | TN Association of Broadcasters           | No            | Brenda Heidt      | 1--                        | By User/Other System          |
| 2/10/2023                | X - LinkedIn                             | No            | LinkedIn LinkedIn | 1--                        | By User/Other System          |
| 2/10/2023                | XX - Broadcast On-Air                    | No            | Freddie Milton    | 1--                        | By User/Other System          |
| 2/10/2023                | Fogelman College of Business & Economics | No            | Alison Goodwin    | 1--                        | By User/Other System          |
| 2/10/2023                | TEGNA.com                                | No            | HR HR             | 1--                        | By User/Other System          |
| 2/10/2023                | X - DirectEmployers Association          | No            | Job Board         | 1--                        | By User/Other System          |
| 2/10/2023                | Glassdoor                                | No            | Job Board         | 1--                        | By User/Other System          |
| 2/10/2023                | X - Recruit.net                          | No            | Job Board         | 1--                        | By User/Other System          |
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| 2/10/2023                | WATN Website                             | No            | Freddie Milton    | 1--                        | By User/Other System          |
| 2/10/2023                | Z - 3TVNewsCheck                         | No            | Patty Hersh       | 1--                        | By User/Other System          |
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| 2/10/2023                | MS State University                      | No            | Martha Jones      | 1--                        | mjones@career.msstate.edu     |
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| 2/10/2023                | Christian Brothers College               | No            | Curt Rogers       | 1--                        | crogers@cbu.edu               |
| 2/10/2023                | Rhodes College                           | No            | Amy Moen          | 1--                        | By User/Other System          |
| 2/10/2023                | LeMoyne Owen College                     | No            | Robert Williams   | 1--                        | robert_williams@loc.edu       |
| 2/10/2023                | U of M Dept Career & Development         | No            | Eli Hatcher       | 1--                        | By User/Other System          |
| 2/10/2023                | NAACP                                    | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org       |



**Job Notification details between 3/21/2023 to 3/20/2024**

| <b>Notification Date</b> | <b>Agency Name</b>                       | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|--|---------------|-------------------|----------------------------|---------------------------------|
| 2/10/2023                | Southwest TN Community College           | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu      |
| 2/10/2023                | Memphis Urban League                     | No            | Shawn Smith       | 1--                        | ssmith@memul.org                |
| 2/10/2023                | MS Dept of Employment Security           | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov              |
| 2/10/2023                | Arkansas Workforce Center                | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov     |
| 2/10/2023                | Rust College                             | No            | Dr. Debayo Moyo   | 1--                        | By User/Other System            |
| 2/10/2023                | SRVS                                     | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org             |
| 2/10/2023                | TVJobs                                   | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                 |
| 2/10/2023                | X - Monster.com                          | No            | Job Board         | 1--                        | By User/Other System            |
| 2/10/2023                | XX - Broadcast On-Air                    | No            | Freddie Milton    | 1--                        | By User/Other System            |
| 2/10/2023                | TN Association of Broadcasters           | No            | Brenda Heidt      | 1--                        | By User/Other System            |
| 2/10/2023                | X - LinkedIn                             | No            | LinkedIn LinkedIn | 1--                        | By User/Other System            |
| 2/10/2023                | Fogelman College of Business & Economics | No            | Alison Goodwin    | 1--                        | By User/Other System            |
| 2/10/2023                | TEGNA.com                                | No            | HR HR             | 1--                        | By User/Other System            |
| 2/10/2023                | X - DirectEmployers Association          | No            | Job Board         | 1--                        | By User/Other System            |
| 2/10/2023                | www.mediagignow.com                      | No            | MediaGigNow.com   | 1--                        | customerservice@mediagignow.com |
| 2/10/2023                | Glassdoor                                | No            | Job Board         | 1--                        | By User/Other System            |
| 2/10/2023                | Nexstar Media Group, Inc.                | No            | Terri Bush        | 1--                        | By User/Other System            |
| 2/10/2023                | X - Recruit.net                          | No            | Job Board         | 1--                        | By User/Other System            |
| 2/10/2023                | Career Builder                           | No            | Career Service    | 1--                        | By User/Other System            |

**WATN, WLMT****Fax and E-mail verification summary report for Supervisor of Technology - 14024**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>       |
|------------------|--|----------------------------|
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 2/10/2023 4:16:50 PM |
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 2/10/2023 4:15:53 PM |
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 2/10/2023 4:21:20 PM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 2/10/2023 4:15:55 PM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 2/10/2023 4:16:52 PM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 2/10/2023 4:21:22 PM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 2/10/2023 4:21:21 PM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 2/10/2023 4:15:55 PM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 2/10/2023 4:16:51 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 2/10/2023 4:15:54 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 2/10/2023 4:16:50 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 2/10/2023 4:21:20 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 2/10/2023 4:16:49 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 2/10/2023 4:15:53 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 2/10/2023 4:21:19 PM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 2/10/2023 4:15:56 PM |

**WATN, WLMT****Fax and E-mail verification summary report for Supervisor of Technology - 14024**

| <b>RS Number</b> | <b>Recruiting Source</b>  | <b>Date and Time</b>       |
|------------------|---|----------------------------|
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu                   | Sent: 2/10/2023 4:16:53 PM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu                   | Sent: 2/10/2023 4:21:23 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org                                   | Sent: 2/10/2023 4:16:50 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org                                   | Sent: 2/10/2023 4:21:21 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org                                   | Sent: 2/10/2023 4:15:54 PM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu       | Sent: 2/10/2023 4:15:54 PM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu       | Sent: 2/10/2023 4:21:21 PM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu       | Sent: 2/10/2023 4:16:51 PM |
| 31               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org  | Sent: 2/10/2023 4:21:20 PM |
| 31               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org  | Sent: 2/10/2023 4:15:53 PM |
| 31               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org  | Sent: 2/10/2023 4:16:49 PM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com  | Sent: 2/10/2023 4:21:19 PM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com  | Sent: 2/10/2023 4:16:49 PM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com  | Sent: 2/10/2023 4:15:52 PM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu | Sent: 2/10/2023 4:16:52 PM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu | Sent: 2/10/2023 4:21:22 PM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu | Sent: 2/10/2023 4:15:55 PM |

**Job Notification details between 3/21/2023 to 3/20/2024**

**MSJ/Anchor - 014126 (Broadcast1Source tracking number 110459)**

**No. of Agencies were used:** 33

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 03/17/2023

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** rwilliams8@tegn.com

**Title:** MSJ/Anchor - 014126

**Experience:**

1-3 years

**Requirements:**

## **Job Notification details between 3/21/2023 to 3/20/2024**

### **Requirements:**

- College degree in journalism or related field
- Minimum 3 years' reporting experience, preferred
- Minimum 2 years' anchoring experience, preferred
- Must possess solid news judgment, display strong creativity, and have ethical decision-making skills.
- Ability as an engaging communicator on the anchor desk and live in the field.
- Track record as a leader in your newsroom.
- Strong writing skills, production skills and tease writing abilities.
- ENPS and Edius experience, preferred.
- Must be organized with the ability to work under constant deadlines.
- Must be able to calmly handle live breaking news situations and changing events.
- Proven social and digital content creation ability.
- Knowledge of Memphis/Mid-South area and/or reason to relocate here will make your application stand out. Please mention in cover letter.

Work Environment: Office

Physical Demands: Light work

Travel: Rarely: less than 10%

Work Environment Set: Office: normally performed in a typical interior/office environment.

Physical Demands Set: Light work: Involves sitting most of the time, walking, lifting, bending, standing, etc.

### **About TEGNA**

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 64 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

TEGNA requires all employees to be fully vaccinated (as defined by the CDC) against the coronavirus.

EEO statement:

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

### **Description:**

**Job Notification details between 3/21/2023 to 3/20/2024**

ABC24/CW30, the TEGNA station in Memphis, Tennessee is looking for a talented and dynamic experienced multi-skilled journalist and weekend anchor. The successful candidate will demonstrate superior on-camera communication skills as well as the ability to engage in spontaneous conversation with other members of the on-air team. Weekday responsibilities include acting as a multi-skilled journalist to gather, shoot, write and edit stories as well as filling as an anchor on other newscasts as needed.

We believe our newsroom culture sets ABC24/CW30 apart because of our strong commitment to our employees' professional growth, training, regular feedback, and mentoring. We are a 'one content team' - with broadcast and digital sharing the stage. If you're a creative storyteller who understands true multi-platform journalism and who is not bound by the methods of traditional TV news - we want to hear from you!

**Responsibilities:**

- Anchor weekend newscasts and other live/taped programming, as needed.
- Report from the field on deadline.
- Ability to identify, write and produce stories within a specific timeframe.
- Research for facts, credibility, and balance.
- Maintain and develop sources who will help bring our reporting to the next level.
- Shoot, write, produce, and edit on air and online content within deadlines.
- Use creative production techniques such as graphics and new forms of media (viewer pictures, webcam interviews, etc.) to enhance stories.
- Use social media and digital tools to research, discover and distribute content.
- Attend editorial meetings and offer story ideas daily.
- Serve as leading editorial voice for weekend team by managing shoots for photojournalists, assisting with multi-skilled journalist assignments, and making editorial calls about content both on digital and broadcast.
- Write in an exciting, captivating, and authentic manner.

**Additional Information:****Contact:**

<http://www.jobs.net/j/JgGGHtMv?jobdetails=true>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Katina Potts-Singleton at [kpottssing@tegna.com](mailto:kpottssing@tegna.com)

| <b>Notification Date</b> | <b>Agency Name</b>         | <b>Prong2</b> | <b>Name</b> | <b>Notification By Fax</b> | <b>Notification By Email</b>                         |
|--------------------------|----------------------------|---------------|-------------|----------------------------|--|
| 3/17/2023                | Christian Brothers College | No            | Curt Rogers | 1--                        | <a href="mailto:crogers@cbu.edu">crogers@cbu.edu</a> |

**Job Notification details between 3/21/2023 to 3/20/2024**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>  |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|-------------------------------|
| 3/17/2023                | U of M Dept of Communications Art     | No            | Cortez Washington | 1--                        | cortez.washington@memphis.edu |
| 3/17/2023                | MS State University                   | No            | Martha Jones      | 1--                        | mjones@career.msstate.edu     |
| 3/17/2023                | WATN Website                          | No            | Freddie Milton    | 1--                        | By User/Other System          |
| 3/17/2023                | Southwest TN Community College        | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu    |
| 3/17/2023                | University of MS Student Media Center | No            | Larz Roberts      | 1--                        | larz@olemiss.edu              |
| 3/17/2023                | LeMoyne Owen College                  | No            | Robert Williams   | 1--                        | robert_williams@loc.edu       |
| 3/17/2023                | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org       |
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| 3/17/2023                | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System          |
| 3/17/2023                | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com               |
| 3/17/2023                | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System          |
| 3/17/2023                | Christian Brothers College            | No            | Curt Rogers       | 1--                        | crogers@cbu.edu               |
| 3/17/2023                | WATN Website                          | No            | Freddie Milton    | 1--                        | By User/Other System          |
| 3/17/2023                | MS State University                   | No            | Martha Jones      | 1--                        | mjones@career.msstate.edu     |
| 3/17/2023                | U of M Dept of Communications Art     | No            | Cortez Washington | 1--                        | cortez.washington@memphis.edu |
| 3/17/2023                | Southwest TN Community College        | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu    |
| 3/17/2023                | LeMoyne Owen College                  | No            | Robert Williams   | 1--                        | robert_williams@loc.edu       |
| 3/17/2023                | University of MS Student Media Center | No            | Larz Roberts      | 1--                        | larz@olemiss.edu              |
| 3/17/2023                | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org       |
| 3/17/2023                | Arkansas Workforce Center             | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov   |
| 3/17/2023                | SRVS                                  | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org           |
| 3/17/2023                | Memphis Urban League                  | No            | Shawn Smith       | 1--                        | ssmith@memul.org              |
| 3/17/2023                | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System          |

**Job Notification details between 3/21/2023 to 3/20/2024**

| <b>Notification Date</b> | <b>Agency Name</b>             | <b>Prong2</b> | <b>Name</b>     | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|--------------------------------|---------------|-----------------|----------------------------|---------------------------------|
| 3/17/2023                | MS Dept of Employment Security | No            | Howard Stagg    | 1--                        | hstagg@mdes.ms.gov              |
| 3/17/2023                | TVJobs                         | No            | Mark C Holloway | 1--                        | jobs@tvjobs.com                 |
| 3/17/2023                | www.mediagignow.com            | No            | MediaGigNow.com | 1--                        | customerservice@mediagignow.com |
| 3/17/2023                | TEGNA.com                      | No            | HR HR           | 1--                        | By User/Other System            |
| 3/17/2023                | Nexstar Media Group, Inc.      | No            | Terri Bush      | 1--                        | By User/Other System            |
| 3/17/2023                | Career Builder                 | No            | Career Service  | 1--                        | By User/Other System            |



**WATN, WLMT****Fax and E-mail verification summary report for MSJ/Anchor - 014126**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>        |
|------------------|--|-----------------------------|
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 3/17/2023 11:04:30 AM |
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 3/17/2023 11:06:41 AM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 3/17/2023 11:06:43 AM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 3/17/2023 11:04:32 AM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 3/17/2023 11:06:42 AM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 3/17/2023 11:04:31 AM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 3/17/2023 11:04:30 AM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 3/17/2023 11:06:41 AM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 3/17/2023 11:04:29 AM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 3/17/2023 11:06:41 AM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 3/17/2023 11:06:43 AM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 3/17/2023 11:04:32 AM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 3/17/2023 11:06:42 AM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 3/17/2023 11:04:30 AM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 3/17/2023 11:04:31 AM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 3/17/2023 11:06:42 AM |

**WATN, WLMT****Fax and E-mail verification summary report for MSJ/Anchor - 014126**

| <b>RS Number</b> | <b>Recruiting Source</b>  | <b>Date and Time</b>        |
|------------------|---|-----------------------------|
| <b>31</b>        | <b>SRVS</b><br>E-mail: troy.allen@srvs.org  | Sent: 3/17/2023 11:04:30 AM |
| <b>31</b>        | <b>SRVS</b><br>E-mail: troy.allen@srvs.org  | Sent: 3/17/2023 11:06:41 AM |
| <b>36</b>        | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com  | Sent: 3/17/2023 11:04:29 AM |
| <b>36</b>        | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com  | Sent: 3/17/2023 11:06:40 AM |
| <b>38</b>        | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu | Sent: 3/17/2023 11:06:43 AM |
| <b>38</b>        | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu | Sent: 3/17/2023 11:04:31 AM |
| <b>40</b>        | <b>University of MS Student Media Center</b><br>E-mail: larz@olemiss.edu          | Sent: 3/17/2023 11:06:42 AM |
| <b>40</b>        | <b>University of MS Student Media Center</b><br>E-mail: larz@olemiss.edu          | Sent: 3/17/2023 11:04:31 AM |
| <b>43</b>        | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com             | Sent: 3/17/2023 11:04:28 AM |

**Job Notification details between 3/21/2023 to 3/20/2024****Digital Content Producer-14129 (Broadcast1Source tracking number 110471)****No. of Agencies were used:** 34

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 03/17/2023**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** rwilliams8@tegna.com**Title:** Digital Content Producer-14129**Experience:**

1-3 years

**Requirements:**

Requirements:

- BA/BS in journalism, communications or related field
- 1-3 years of digital news/publishing experience
- Has strong news and editorial judgment, and understands the tenets and ethics of professional journalism
- Strong knowledge of AP style and copy editing
- Experience in online CMS, photo and video-editing systems preferred
- Be well-versed in SEO best-practices
- Skills in producing engaging, audience-driven content
- Strong social media skills on platforms, including Instagram, Twitter and Facebook
- Knowledge of ENPS, Photoshop/Canva and Edius is not required but a plus
- An understanding of reading and interpreting digital metrics is a plus
- Organizational skills and the ability to work under constant time pressure deadlines
- Ability to calmly handle live, breaking news situations and rapidly changing events

Work Environment: Office

Physical Demands: Light work

Travel: Rarely: less than 10%

Work Environment Set: Office: normally performed in a typical interior/office environment

**Job Notification details between 3/21/2023 to 3/20/2024**

Physical Demands Set: Light work: Involves sitting most of the time, walking, lifting, bending, standing, etc.

**About TEGNA**

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 63 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

TEGNA requires all employees to be fully vaccinated (as defined by the CDC) against the coronavirus.

**EEO statement:**

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

**Description:**

**Job Notification details between 3/21/2023 to 3/20/2024**

ABC24/CW30, Tegna's ABC and CW affiliates in Memphis, Tennessee, is searching for a Digital Content Producer who thrives in a fast-paced environment and has an audience-first approach to writing, producing and distributing digital content. The person in this role will use SEO strategies, monitor digital audience trends and practice audience listening to identify and craft engaging web content and drive content decisions across the station's digital platforms.

Successful Digital Content Producers at ABC24 are leaders in the newsroom, responsible for the audience experience on digital, social media and streaming platforms. They should take initiative in creating content around key digital audience drivers, like breaking and trending news, weather, sports, and politics, that engages and broadens our audience. And they are able to track multiple streams of communication and information, prioritize tasks and manage/produce content created by others, including copy editing, for our various digital platforms.

Qualified candidates should be strong writers, first, with the ability to write quickly and accurately. They should also have solid news judgment, critical-thinking skills, and experience producing/packaging and copy-editing content for digital platforms. A working knowledge of SEO and social media strategy as well as Content Management Systems, basic video-editing and photo-editing software is preferred.

**Responsibilities:**

- Write and distribute original and breaking news content
- Edit reporter stories for grammar, content and structure using AP style
- Use creative production techniques like graphics and media (viewer pictures, User Generated Content, etc.) to enhance stories
- Write in an conversational and authentic manner
- Research for facts and credibility
- Call on sources, including business owners, officials, and public information officers
- Use audience analytics, i.e., Google Data Studio, Google Trends, Crowdtangle, and Taboola Newsroom, in determining content creation
- Perform other tasks as required by supervisor or digital executive producer

**Additional Information:****Contact:**

<http://www.jobs.net/j/Jncxyyey>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Juan Herrera at [jherrera1@teгна.com](mailto:jherrera1@teгна.com)

| Notification Date | Agency Name | Prong2 | Name | Notification By Fax | Notification By Email |
|-------------------|-------------|--------|------|---------------------|-----------------------|
|-------------------|-------------|--------|------|---------------------|-----------------------|

**Job Notification details between 3/21/2023 to 3/20/2024**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>   |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|--------------------------------|
| 3/21/2023                | University of MS                      | No            | Christy Wright    | 1--                        | By User/Other System           |
| 3/21/2023                | WATN Website                          | No            | Freddie Milton    | 1--                        | By User/Other System           |
| 3/21/2023                | MS State University                   | No            | Martha Jones      | 1--                        | mjones@career.msstate.edu      |
| 3/21/2023                | U of M Dept of Communications Art     | No            | Cortez Washington | 1--                        | cortez.washington@memphis.edu  |
| 3/21/2023                | LeMoyne Owen College                  | No            | Robert Williams   | 1--                        | robert_williams@loc.edu        |
| 3/21/2023                | University of MS Student Media Center | No            | Larz Roberts      | 1--                        | larz@olemiss.edu               |
| 3/21/2023                | Christian Brothers College            | No            | Curt Rogers       | 1--                        | crogers@cbu.edu                |
| 3/21/2023                | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org        |
| 3/21/2023                | Arkansas Workforce Center             | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov    |
| 3/21/2023                | Memphis Urban League                  | No            | Shawn Smith       | 1--                        | ssmith@memul.org               |
| 3/21/2023                | Southwest TN Community College        | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu     |
| 3/21/2023                | MS Dept of Employment Security        | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov             |
| 3/21/2023                | SRVS                                  | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org            |
| 3/21/2023                | TN Dept Labor & Workforce Development | Yes           | Joseph Maness     | 1--                        | Greatermemphis.mailbox2@tn.gov |
| 3/21/2023                | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                |
| 3/21/2023                | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System           |
| 3/17/2023                | WATN Website                          | No            | Freddie Milton    | 1--                        | By User/Other System           |
| 3/17/2023                | MS State University                   | No            | Martha Jones      | 1--                        | mjones@career.msstate.edu      |
| 3/17/2023                | U of M Dept of Communications Art     | No            | Cortez Washington | 1--                        | cortez.washington@memphis.edu  |
| 3/17/2023                | University of MS Student Media Center | No            | Larz Roberts      | 1--                        | larz@olemiss.edu               |
| 3/17/2023                | Christian Brothers College            | No            | Curt Rogers       | 1--                        | crogers@cbu.edu                |
| 3/17/2023                | LeMoyne Owen College                  | No            | Robert Williams   | 1--                        | robert_williams@loc.edu        |
| 3/17/2023                | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org        |
| 3/17/2023                | Arkansas Workforce Center             | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov    |
| 3/17/2023                | Memphis Urban League                  | No            | Shawn Smith       | 1--                        | ssmith@memul.org               |

**Job Notification details between 3/21/2023 to 3/20/2024**

| <b>Notification Date</b> | <b>Agency Name</b>             | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|--------------------------------|---------------|-------------------|----------------------------|---------------------------------|
| 3/17/2023                | Southwest TN Community College | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu      |
| 3/17/2023                | MS Dept of Employment Security | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov              |
| 3/17/2023                | TVJobs                         | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                 |
| 3/17/2023                | SRVS                           | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org             |
| 3/17/2023                | TEGNA.com                      | No            | HR HR             | 1--                        | By User/Other System            |
| 3/17/2023                | Nexstar Media Group, Inc.      | No            | Terri Bush        | 1--                        | By User/Other System            |
| 3/17/2023                | X - LinkedIn                   | No            | LinkedIn LinkedIn | 1--                        | By User/Other System            |
| 3/17/2023                | Career Builder                 | No            | Career Service    | 1--                        | By User/Other System            |
| 3/17/2023                | www.mediagignow.com            | No            | MediaGigNow.com   | 1--                        | customerservice@mediagignow.com |

**WATN, WLMT****Fax and E-mail verification summary report for Digital Content Producer-14129**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>        |
|------------------|--|-----------------------------|
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 3/17/2023 12:41:27 PM |
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 3/21/2023 10:08:51 AM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 3/21/2023 10:08:52 AM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 3/17/2023 12:41:28 PM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 3/21/2023 10:08:52 AM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 3/17/2023 12:41:27 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 3/17/2023 12:41:27 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 3/21/2023 10:08:51 AM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 3/17/2023 12:41:26 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 3/21/2023 10:08:50 AM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 3/21/2023 10:08:53 AM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 3/17/2023 12:41:28 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 3/21/2023 10:08:51 AM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 3/17/2023 12:41:27 PM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 3/21/2023 10:08:51 AM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 3/17/2023 12:41:27 PM |



**WATN, WLMT****Fax and E-mail verification summary report for Digital Content Producer-14129**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>        |
|------------------|--|-----------------------------|
| <b>31</b>        | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 3/17/2023 12:41:26 PM |
| <b>31</b>        | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 3/21/2023 10:08:50 AM |
| <b>35</b>        | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: Greatermemphis.mailbox2@tn.gov | Sent: 3/21/2023 10:08:50 AM |
| <b>36</b>        | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 3/21/2023 10:08:50 AM |
| <b>36</b>        | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 3/17/2023 12:41:26 PM |
| <b>38</b>        | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu          | Sent: 3/21/2023 10:08:52 AM |
| <b>38</b>        | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu          | Sent: 3/17/2023 12:41:28 PM |
| <b>40</b>        | <b>University of MS Student Media Center</b><br>E-mail: larz@olemiss.edu                   | Sent: 3/21/2023 10:08:52 AM |
| <b>40</b>        | <b>University of MS Student Media Center</b><br>E-mail: larz@olemiss.edu                   | Sent: 3/17/2023 12:41:28 PM |
| <b>43</b>        | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com                      | Sent: 3/17/2023 12:41:24 PM |

**Job Notification details between 3/21/2023 to 3/20/2024**

**Multi-Skilled Journalist - 014128 (Broadcast1Source tracking number 110463)**

**No. of Agencies were used:** 18

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 03/17/2023

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** rwilliams8@tegna.com

**Title:** Multi-Skilled Journalist - 014128

**Experience:**

1 - 3 years

**Requirements:**

## Job Notification details between 3/21/2023 to 3/20/2024

**Requirements:**

- BA/BS in journalism, communications or related field
- 1-3 years of experience preferred
- Experience with photojournalism, editing, data journalism and content management systems
- Strong understanding of the tenets of professional journalism
- A portfolio with examples of strong breaking news reporting
- Ability to generate creative, engaging, content-driven live shots
- Strong social media skills, including an active news hound presence on Twitter and Facebook
- Be a great newsroom team player
- Knowledge of ENPS, Edius and Axis graphics a plus
- Organizational skills and the ability to work under constant time sensitive deadlines
- Ability to calmly handle live, breaking news situations and changing events

Work Environment: Office

Physical Demands: Light work

Travel: Rarely: less than 10%

Work Environment Set: Office: normally performed in a typical interior/office environment

Physical Demands Set: Light work: Involves sitting most of the time, walking, lifting, bending, standing, etc.

**About TEGNA**

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 63 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

TEGNA requires all employees to be fully vaccinated (as defined by the CDC) against the coronavirus.

**EEO statement:**

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

## **Job Notification details between 3/21/2023 to 3/20/2024**

### **Description:**

ABC24/CW30, the TEGNA station in Memphis, Tennessee is looking for an innovative storyteller. We provide the platform. You tell the stories that have the power to change lives and make our communities stronger.

The Multi-Skilled Journalist will deliver a high standard of news reporting, investigative research and emotional storytelling while embracing our values of being solution seekers, fact finders, story tellers, Memphis lovers, current, and real.

Multi-Skilled Journalists create unique and shareable stories for all platforms through memorable writing, photography, and editing. MSJs are great storytellers who excel in the digital age of journalism.

### **Responsibilities:**

- Develop story ideas, write, shoot and edit news stories for television, mobile and social platforms
- Write in an exciting, captivating and authentic manner
- Use the latest editing and photography tools to tell great stories
- Develop original content through social listening and independent sources
- Deliver on-air news events in an engaging, exciting, and accurate manner
- Interview news subjects and research for facts and credibility
- Develop news sources for general assignment and special areas of interest
- Produce news stories that are unique and captivating
- Operate newsgathering vehicle to and from various locations
- Write and post daily on all digital platforms including social media
- Enterprise news stories
- Shoot, write and edit packaged reports
- Write for the web, including attaching images and streaming video
- Use creative production techniques such as graphics and new forms of media (viewer pictures, webcam interviews, etc.) to enhance stories
- Transmit and present exciting live reports with current technology
- Perform other tasks as required

### **Additional Information:**

### **Contact:**

<http://www.jobs.net/j/JckoqsYz?jobdetails=true>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

**\*\*\*IMPORTANT\*\*\***

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact

**Job Notification details between 3/21/2023 to 3/20/2024**

details, please email Katina Potts-Singleton at [kpottssing@tegna.com](mailto:kpottssing@tegna.com)

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|---------------------------------|
| 3/17/2023                | WATN Website                          | No            | Freddie Milton    | 1--                        | By User/Other System            |
| 3/17/2023                | MS State University                   | No            | Martha Jones      | 1--                        | mjones@career.msstate.edu       |
| 3/17/2023                | U of M Dept of Communications Art     | No            | Cortez Washington | 1--                        | cortez.washington@memphis.edu   |
| 3/17/2023                | LeMoyne Owen College                  | No            | Robert Williams   | 1--                        | robert_williams@loc.edu         |
| 3/17/2023                | University of MS Student Media Center | No            | Larz Roberts      | 1--                        | larz@olemiss.edu                |
| 3/17/2023                | Christian Brothers College            | No            | Curt Rogers       | 1--                        | crogers@cbu.edu                 |
| 3/17/2023                | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org         |
| 3/17/2023                | Arkansas Workforce Center             | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov     |
| 3/17/2023                | Southwest TN Community College        | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu      |
| 3/17/2023                | Memphis Urban League                  | No            | Shawn Smith       | 1--                        | ssmith@memul.org                |
| 3/17/2023                | MS Dept of Employment Security        | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov              |
| 3/17/2023                | SRVS                                  | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org             |
| 3/17/2023                | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                 |
| 3/17/2023                | Nexstar Media Group, Inc.             | No            | Terri Bush        | 1--                        | By User/Other System            |
| 3/17/2023                | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System            |
| 3/17/2023                | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System            |
| 3/17/2023                | Career Builder                        | No            | Career Service    | 1--                        | By User/Other System            |
| 3/17/2023                | www.mediagignow.com                   | No            | MediaGigNow.com   | 1--                        | customerservice@mediagignow.com |

**WATN, WLMT****Fax and E-mail verification summary report for Multi-Skilled Journalist - 014128**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>        |
|------------------|--|-----------------------------|
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 3/17/2023 12:05:22 PM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 3/17/2023 12:05:23 PM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 3/17/2023 12:05:23 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 3/17/2023 12:05:22 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 3/17/2023 12:05:21 PM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 3/17/2023 12:05:23 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 3/17/2023 12:05:22 PM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 3/17/2023 12:05:22 PM |
| 31               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 3/17/2023 12:05:21 PM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 3/17/2023 12:05:21 PM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu                            | Sent: 3/17/2023 12:05:23 PM |
| 40               | <b>University of MS Student Media Center</b><br>E-mail: larz@olemiss.edu                                     | Sent: 3/17/2023 12:05:23 PM |
| 43               | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com  | Sent: 3/17/2023 12:05:19 PM |

**Job Notification details between 3/21/2023 to 3/20/2024**

**IT Specialist - 014240 (Broadcast1Source tracking number 110802)**

**No. of Agencies were used:** 50

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 03/29/2023

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** rwilliams8@tegna.com

**Title:** IT Specialist - 014240

**Experience:**

5 - 7 years

**Requirements:**

**Job Notification details between 3/21/2023 to 3/20/2024****Requirements:**

- Computer Science or IT related degree or equivalent education and experience
- Solid understanding of current computer hardware, network technologies, and Microsoft's Active Directory environment
- Understanding of file-based multimedia technologies and video edit systems is a plus
- Good interpersonal skills with the ability to communicate effectively with non-technical end users
- Have the ability to lift up to 50 lbs., climb ladders and work on elevated surfaces, pull and install wiring, use hand and power tools, work on small components, and perform other physical tasks
- Must be willing to work onsite at our facility in Jacksonville, FL and must be willing and available to work flexible hours, including overnight shifts, weekends, holidays to meet the needs of a 24x7 operation.

Work Environment: Outdoors

Physical Demands: Light work

Travel: Rarely: less than 10%

Work Environment Set: Outdoors: performed in various outdoor environmental conditions

Physical Demands Set: Light work: Involves sitting most of the time, walking, lifting, bending, standing, etc.

EEO statement:

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

LI-MS1

**Description:**



**Job Notification details between 3/21/2023 to 3/20/2024**

WATN/WLMT, the TEGNA ABC/CW affiliate in Memphis, TN seeks an IT Specialist to provide technical support for the station. The position is responsible for the integration, maintenance, operation, and support of broadcast and business information technology systems and reports to the Supervisor of Technology & Operations.

**Responsibilities:**

- Support day to day operations of broadcast information technology systems, software, and equipment
- Maintain, upgrade, and support broadcast Information Technology throughout the station including the studio, backup, and transmitter facilities
- Troubleshoot and repair computer hardware, software, and peripherals, including network servers, storage, network operating systems, PCs and PC applications, LAN cabling, system security and virus protection
- Have experience with or knowledge of Windows Server, and Active Directory in a complex LAN and WAN computing environment. Support network security, network rights, naming standards, login scripts, and software upgrades.
- Maintain knowledge and stay current on technological advances including computer software and hardware, media and entertainment technologies, television broadcasting, studio production and workstation products
- Willing to train on IT and Broadcast system operation and maintenance to service all aspects of the television environment
- Ensure that facility hits monthly patching targets
- Be available to work various hours and days including weekends, overnights, and holidays
- Other duties as directed
- Work closely with the Technology and Operations, Sales, and News departments and with corporate IT support
- Effectively communicate the status of problems, provide updates to progress on projects, and offer solutions to technical issues

**Additional Information:****Contact:**

<http://www.jobs.net/j/JdJZSUjY?jobdetails=true>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Juan Herrera at [jherrera1@teгна.com](mailto:jherrera1@teгна.com)

| Notification Date | Agency Name                       | Prong2 | Name              | Notification By Fax | Notification By Email  |
|-------------------|-----------------------------------|--------|-------------------|---------------------|--|
| 5/23/2023         | Christian Brothers College        | No     | Curt Rogers       | 1--                 | <a href="mailto:crogers@cbu.edu">crogers@cbu.edu</a>                             |
| 5/23/2023         | U of M Dept of Communications Art | No     | Cortez Washington | 1--                 | <a href="mailto:cortez.washington@memphis.edu">cortez.washington@memphis.edu</a> |
| 5/23/2023         | MS State University               | No     | Martha Jones      | 1--                 | <a href="mailto:mjones@career.msstate.edu">mjones@career.msstate.edu</a>         |
| 5/23/2023         | WATN Website                      | No     | Freddie Milton    | 1--                 | By User/Other System   |
| 5/23/2023         | Southwest TN Community College    | No     | Wanda Coopwood    | 1--                 | <a href="mailto:wcoopwood@southwest.tn.edu">wcoopwood@southwest.tn.edu</a>       |

**Job Notification details between 3/21/2023 to 3/20/2024**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>   |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|--------------------------------|
| 5/23/2023                | University of MS Student Media Center | No            | Larz Roberts      | 1--                        | larz@olemiss.edu               |
| 5/23/2023                | LeMoyne Owen College                  | No            | Robert Williams   | 1--                        | robert_williams@loc.edu        |
| 5/23/2023                | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org        |
| 5/23/2023                | Arkansas Workforce Center             | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov    |
| 5/23/2023                | SRVS                                  | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org            |
| 5/23/2023                | Memphis Urban League                  | No            | Shawn Smith       | 1--                        | ssmith@memul.org               |
| 5/23/2023                | MS Dept of Employment Security        | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov             |
| 5/23/2023                | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                |
| 5/23/2023                | TN Dept Labor & Workforce Development | Yes           | Joseph Maness     | 1--                        | Greatermemphis.mailbox2@tn.gov |
| 5/23/2023                | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System           |
| 3/29/2023                | Christian Brothers College            | No            | Curt Rogers       | 1--                        | crogers@cbu.edu                |
| 3/29/2023                | U of M Dept of Communications Art     | No            | Cortez Washington | 1--                        | cortez.washington@memphis.edu  |
| 3/29/2023                | WATN Website                          | No            | Freddie Milton    | 1--                        | By User/Other System           |
| 3/29/2023                | MS State University                   | No            | Martha Jones      | 1--                        | mjones@career.msstate.edu      |
| 3/29/2023                | Southwest TN Community College        | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu     |
| 3/29/2023                | LeMoyne Owen College                  | No            | Robert Williams   | 1--                        | robert_williams@loc.edu        |
| 3/29/2023                | University of MS Student Media Center | No            | Larz Roberts      | 1--                        | larz@olemiss.edu               |
| 3/29/2023                | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org        |
| 3/29/2023                | SRVS                                  | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org            |
| 3/29/2023                | Arkansas Workforce Center             | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov    |
| 3/29/2023                | Memphis Urban League                  | No            | Shawn Smith       | 1--                        | ssmith@memul.org               |
| 3/29/2023                | MS Dept of Employment Security        | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov             |
| 3/29/2023                | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System           |
| 3/29/2023                | TN Dept Labor & Workforce Development | Yes           | Joseph Maness     | 1--                        | Greatermemphis.mailbox2@tn.gov |
| 3/29/2023                | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                |
| 3/29/2023                | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System           |

**Job Notification details between 3/21/2023 to 3/20/2024**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|---------------------------------|
| 3/29/2023                | Christian Brothers College            | No            | Curt Rogers       | 1--                        | crogers@cbu.edu                 |
| 3/29/2023                | MS State University                   | No            | Martha Jones      | 1--                        | mjones@career.msstate.edu       |
| 3/29/2023                | WATN Website                          | No            | Freddie Milton    | 1--                        | By User/Other System            |
| 3/29/2023                | U of M Dept of Communications Art     | No            | Cortez Washington | 1--                        | cortez.washington@memphis.edu   |
| 3/29/2023                | Southwest TN Community College        | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu      |
| 3/29/2023                | University of MS Student Media Center | No            | Larz Roberts      | 1--                        | larz@olemiss.edu                |
| 3/29/2023                | LeMoyne Owen College                  | No            | Robert Williams   | 1--                        | robert_williams@loc.edu         |
| 3/29/2023                | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org         |
| 3/29/2023                | Arkansas Workforce Center             | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov     |
| 3/29/2023                | SRVS                                  | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org             |
| 3/29/2023                | Memphis Urban League                  | No            | Shawn Smith       | 1--                        | ssmith@memul.org                |
| 3/29/2023                | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System            |
| 3/29/2023                | MS Dept of Employment Security        | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov              |
| 3/29/2023                | TN Dept Labor & Workforce Development | Yes           | Joseph Maness     | 1--                        | Greatermemphis.mailbox2@tn.gov  |
| 3/29/2023                | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                 |
| 3/29/2023                | Nexstar Media Group, Inc.             | No            | Terri Bush        | 1--                        | By User/Other System            |
| 3/29/2023                | www.mediagignow.com                   | No            | MediaGigNow.com   | 1--                        | customerservice@mediagignow.com |
| 3/29/2023                | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System            |
| 3/29/2023                | Career Builder                        | No            | Career Service    | 1--                        | By User/Other System            |

**WATN, WLMT****Fax and E-mail verification summary report for IT Specialist - 014240**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>       |
|------------------|--|----------------------------|
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 3/29/2023 5:47:09 PM |
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 3/29/2023 5:39:47 PM |
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 5/23/2023 4:43:50 PM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 3/29/2023 5:39:49 PM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 3/29/2023 5:47:11 PM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 5/23/2023 4:43:52 PM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 3/29/2023 5:39:48 PM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 5/23/2023 4:43:51 PM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 3/29/2023 5:47:10 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 3/29/2023 5:47:09 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 5/23/2023 4:43:50 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 3/29/2023 5:39:47 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 5/23/2023 4:43:49 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 3/29/2023 5:47:09 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 3/29/2023 5:39:46 PM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 3/29/2023 5:47:11 PM |

**WATN, WLMT****Fax and E-mail verification summary report for IT Specialist - 014240**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>       |
|------------------|--|----------------------------|
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu                            | Sent: 3/29/2023 5:39:49 PM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu                            | Sent: 5/23/2023 4:43:52 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 3/29/2023 5:47:10 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 5/23/2023 4:43:50 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 3/29/2023 5:39:47 PM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                | Sent: 3/29/2023 5:39:48 PM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                | Sent: 5/23/2023 4:43:51 PM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                | Sent: 3/29/2023 5:47:10 PM |
| 31               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 5/23/2023 4:43:50 PM |
| 31               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 3/29/2023 5:47:09 PM |
| 31               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 3/29/2023 5:39:47 PM |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: Greatermemphis.mailbox2@tn.gov | Sent: 5/23/2023 4:43:49 PM |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: Greatermemphis.mailbox2@tn.gov | Sent: 3/29/2023 5:39:46 PM |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: Greatermemphis.mailbox2@tn.gov | Sent: 3/29/2023 5:47:08 PM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 5/23/2023 4:43:49 PM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 3/29/2023 5:39:46 PM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 3/29/2023 5:47:08 PM |

**WATN, WLMT****Fax and E-mail verification summary report for IT Specialist - 014240**

| <b>RS Number</b> | <b>Recruiting Source</b>  | <b>Date and Time</b>       |
|------------------|---|----------------------------|
| <b>38</b>        | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu | Sent: 3/29/2023 5:39:48 PM |
| <b>38</b>        | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu | Sent: 3/29/2023 5:47:11 PM |
| <b>38</b>        | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu | Sent: 5/23/2023 4:43:52 PM |
| <b>40</b>        | <b>University of MS Student Media Center</b><br>E-mail: larz@olemiss.edu          | Sent: 5/23/2023 4:43:51 PM |
| <b>40</b>        | <b>University of MS Student Media Center</b><br>E-mail: larz@olemiss.edu          | Sent: 3/29/2023 5:39:48 PM |
| <b>40</b>        | <b>University of MS Student Media Center</b><br>E-mail: larz@olemiss.edu          | Sent: 3/29/2023 5:47:10 PM |
| <b>43</b>        | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com             | Sent: 3/29/2023 5:39:45 PM |

**Job Notification details between 3/21/2023 to 3/20/2024**

**Senior Morning Producer-14360 (Broadcast1Source tracking number 111668)**

**No. of Agencies were used:** 18

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 04/28/2023

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** rwilliams8@tegn.com

**Title:** Senior Morning Producer-14360

**Experience:**

3-5 years

**Requirements:**

## Job Notification details between 3/21/2023 to 3/20/2024

### Requirements:

- Oversee and collaborate with the morning show team on developing news stories and planning reporter stories, segments, long-form content; pitch and write/produce stories on-air news coverage and online platform
- Work with producers, reporters, and anchors to enhance their daily stories with graphics and production techniques that will help tell the story in more visual, compelling, and engaging ways
- Collaborate with news managers, directors, editors, reporters, fellow producers and anchors on the overall content, flow of our news content, and execution of station brand
- Successfully use social media and digital tools to research, discover, write, and produce content for the newscast
- Fact-checking and oversight of final product before air
- Work with digital team to highlight digital content on air, making sure this content is being properly showcased inside all newscasts
- Perform other duties as assigned
- This is an overnight position, working from 2am-11am
- Travel: Rarely: less than 10
- Work Environment Set: Office: normally performed in a typical interior/office environment

Work Environment: Office

Physical Demands: Sedentary work

Travel: Rarely: less than 10%

Work Environment Set: Office: normally performed in a typical interior/office environment

Physical Demands Set: Sedentary work: Involves sitting most of the time; walking, lifting, bending, standing, etc.

### About TEGNA

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 63 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

### EEO statement:

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

### Description:



**Job Notification details between 3/21/2023 to 3/20/2024**

ABC24, the TEGNA station in Memphis, TN is looking for an experienced morning show newscast producer to help drive our morning show from 5am-7am. As senior morning news producer, you will collaborate with news managers, directors, editors, reporters, fellow producers and anchors on the overall content and flow of our news content. The senior morning news producer will primarily focus on originating and producing daily stories for on-air broadcasts. This position will work with newsroom staff to develop content that showcases the news of the day and delivers interesting and engaging content to viewers in the Mid-South.

Our producers are more than show stackers - they are seeking out and producing engaging and impactful content. They also have a strong knowledge of digital storytelling. The ideal candidate is an energetic, passionate storyteller and communicator, who excels at planning, researching, and writing segments/stories. The producer must have a strong understanding of AP Style writing, broadcast production techniques, and the ability to multi-task in a faced-paced environment. The producer must be creative, have a strong editorial voice and the interpersonal skills to collaborate with others to ensure newscast are executed clearly on air, are relevant to current events and meet audience preferences.

**Responsibilities:**

- Energetic, passionate storyteller and communicator, who excels at planning, researching, and writing segments/stories
- Strong understanding of AP Style writing, broadcast production techniques, and the ability to multi-task in a faced-paced environment
- Must be creative, have a strong editorial voice and the interpersonal skills to collaborate with others to ensure newscast are executed clearly on air, are relevant to current events and meet audience preferences
- A strong passion for morning news is a must
- 2-3 years' newsroom producing required at a minimum
- Excellent attention to detail and strong organizational skills and ability to work in a rapid, fast-paced environment
- Excellent verbal and written communication skills
- Strong social media skills, including an active news hound presence on Twitter and Facebook
- Utilize AP style, as well as best web-production practices and story packaging

**Additional Information:****Contact:**

<http://www.jobs.net/j/JxmhDOFC?jobdetails=true>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Kimberly Franklin at [kfranklin@tegna.com](mailto:kfranklin@tegna.com)

| <b>Notification Date</b> | <b>Agency Name</b>         | <b>Prong2</b> | <b>Name</b> | <b>Notification By Fax</b> | <b>Notification By Email</b>                         |
|--------------------------|----------------------------|---------------|-------------|----------------------------|--|
| 4/28/2023                | Christian Brothers College | No            | Curt Rogers | 1--                        | <a href="mailto:crogers@cbu.edu">crogers@cbu.edu</a> |

**Job Notification details between 3/21/2023 to 3/20/2024**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|---------------------------------|
| 4/28/2023                | MS State University                   | No            | Martha Jones      | 1--                        | mjones@career.msstate.edu       |
| 4/28/2023                | WATN Website                          | No            | Freddie Milton    | 1--                        | By User/Other System            |
| 4/28/2023                | Southwest TN Community College        | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu      |
| 4/28/2023                | U of M Dept of Communications Art     | No            | Cortez Washington | 1--                        | cortez.washington@memphis.edu   |
| 4/28/2023                | University of MS Student Media Center | No            | Larz Roberts      | 1--                        | larz@olemiss.edu                |
| 4/28/2023                | LeMoyne Owen College                  | No            | Robert Williams   | 1--                        | robert_williams@loc.edu         |
| 4/28/2023                | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org         |
| 4/28/2023                | Arkansas Workforce Center             | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov     |
| 4/28/2023                | Memphis Urban League                  | No            | Shawn Smith       | 1--                        | ssmith@memul.org                |
| 4/28/2023                | MS Dept of Employment Security        | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov              |
| 4/28/2023                | SRVS                                  | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org             |
| 4/28/2023                | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                 |
| 4/28/2023                | TN Dept Labor & Workforce Development | Yes           | Joseph Maness     | 1--                        | Greatermemphis.mailbox2@tn.gov  |
| 4/28/2023                | www.mediagignow.com                   | No            | MediaGigNow.com   | 1--                        | customerservice@mediagignow.com |
| 4/28/2023                | Nexstar Media Group, Inc.             | No            | Terri Bush        | 1--                        | By User/Other System            |
| 4/28/2023                | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System            |
| 4/28/2023                | Career Builder                        | No            | Career Service    | 1--                        | By User/Other System            |

**WATN, WLMT****Fax and E-mail verification summary report for Senior Morning Producer-14360**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>       |
|------------------|--|----------------------------|
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 4/28/2023 9:49:40 AM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 4/28/2023 9:49:42 AM |
| 17               | <b>LeMoyné Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 4/28/2023 9:49:41 AM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 4/28/2023 9:49:40 AM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 4/28/2023 9:49:39 AM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 4/28/2023 9:49:42 AM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 4/28/2023 9:49:40 AM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 4/28/2023 9:49:41 AM |
| 31               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 4/28/2023 9:49:39 AM |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: Greatermemphis.mailbox2@tn.gov                   | Sent: 4/28/2023 9:49:39 AM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 4/28/2023 9:49:39 AM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu                            | Sent: 4/28/2023 9:49:41 AM |
| 40               | <b>University of MS Student Media Center</b><br>E-mail: larz@olemiss.edu                                     | Sent: 4/28/2023 9:49:41 AM |
| 43               | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com  | Sent: 4/28/2023 9:49:38 AM |

**Job Notification details between 3/21/2023 to 3/20/2024**

**Marketing Producer (Broadcast1Source tracking number 111672)**

**No. of Agencies were used:** 18

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 04/28/2023

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** rwilliams8@tegn.com

**Title:** Marketing Producer

**Experience:**

1-3 years

**Requirements:**

## **Job Notification details between 3/21/2023 to 3/20/2024**

**Requirements:**

- Be comfortable working with the content team, station talent and creative marketing team.
- 11am-7pm shift primarily, but be willing to be flexible with work schedule.
- Travel: Rarely: less than 10%
- Work Environment Set: Office: normally performed in a typical interior/office environment
- Physical Demands Set: Medium work: Involves standing prolong hours, stooping, bending, lifting/pushing up to 25 lbs.

Work Environment: Office

Physical Demands: Medium work

Travel: Rarely: less than 10%

Work Environment Set: Office: normally performed in a typical interior/office environment

Physical Demands Set: Medium work: Involves standing prolong hours, stooping, bending, lifting/pushing up to 25 lbs.

**About TEGNA**

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 63 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

**EEO statement:**

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

**Description:**

**Job Notification details between 3/21/2023 to 3/20/2024**

The ABC24/CW30 Marketing Department in Memphis, TN is in search of a bold, creative, curious person with exceptional videography/lighting/editing/motion graphics skills. This Marketing Producer will write, shoot, design, edit and produce amazing content for both syndicated content and ABC24/CW30 News promotion. In addition to the professional skills referenced above, our ideal candidate will be highly-motivated, team oriented and have a positive attitude that is always willing to learn new skills.

**Responsibilities:**

- We are looking for someone who can write, shoot, design, edit and execute on multiple platforms and can think strategically and creatively while still meeting objectives/deadlines.
- The ideal candidate should have hands-on experience in videography, photography, motion graphic design, and editing.
- Marketing and/or branding experience is a plus.

**Additional Information:****Contact:**

<http://www.jobs.net/j/JOBGqAfB?jobdetails=true>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Kimberly Franklin at [kfranklin@tegn.com](mailto:kfranklin@tegn.com)

| Notification Date | Agency Name                           | Prong2 | Name              | Notification By Fax | Notification By Email         |
|-------------------|---------------------------------------|--------|-------------------|---------------------|-------------------------------|
| 4/28/2023         | MS State University                   | No     | Martha Jones      | 1--                 | mjones@career.msstate.edu     |
| 4/28/2023         | WATN Website                          | No     | Freddie Milton    | 1--                 | By User/Other System          |
| 4/28/2023         | U of M Dept of Communications Art     | No     | Cortez Washington | 1--                 | cortez.washington@memphis.edu |
| 4/28/2023         | LeMoyne Owen College                  | No     | Robert Williams   | 1--                 | robert_williams@loc.edu       |
| 4/28/2023         | University of MS Student Media Center | No     | Larz Roberts      | 1--                 | larz@olemiss.edu              |
| 4/28/2023         | Christian Brothers College            | No     | Curt Rogers       | 1--                 | crogers@cbu.edu               |
| 4/28/2023         | NAACP                                 | No     | Vickie Terry      | 1--                 | vickie@naacpmemphis.org       |
| 4/28/2023         | Arkansas Workforce Center             | Yes    | Sandra Atwater    | 1--                 | sandra.atwater@arkansas.gov   |
| 4/28/2023         | Southwest TN Community College        | No     | Wanda Coopwood    | 1--                 | wcoopwood@southwest.tn.edu    |
| 4/28/2023         | Memphis Urban League                  | No     | Shawn Smith       | 1--                 | ssmith@memul.org              |

**Job Notification details between 3/21/2023 to 3/20/2024**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>     | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|---------------------------------------|---------------|-----------------|----------------------------|---------------------------------|
| 4/28/2023                | MS Dept of Employment Security        | No            | Howard Stagg    | 1--                        | hstagg@mdes.ms.gov              |
| 4/28/2023                | SRVS                                  | Yes           | Troy Allen      | 1--                        | troy.allen@srvs.org             |
| 4/28/2023                | TN Dept Labor & Workforce Development | Yes           | Joseph Maness   | 1--                        | Greatermemphis.mailbox2@tn.gov  |
| 4/28/2023                | TVJobs                                | No            | Mark C Holloway | 1--                        | jobs@tvjobs.com                 |
| 4/28/2023                | Nexstar Media Group, Inc.             | No            | Terri Bush      | 1--                        | By User/Other System            |
| 4/28/2023                | TEGNA.com                             | No            | HR HR           | 1--                        | By User/Other System            |
| 4/28/2023                | Career Builder                        | No            | Career Service  | 1--                        | By User/Other System            |
| 4/28/2023                | www.mediagignow.com                   | No            | MediaGigNow.com | 1--                        | customerservice@mediagignow.com |

**WATN, WLMT****Fax and E-mail verification summary report for Marketing Producer**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>        |
|------------------|--|-----------------------------|
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 4/28/2023 10:24:41 AM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 4/28/2023 10:24:42 AM |
| 17               | <b>LeMoyné Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 4/28/2023 10:24:42 AM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 4/28/2023 10:24:41 AM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 4/28/2023 10:24:40 AM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 4/28/2023 10:24:43 AM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 4/28/2023 10:24:41 AM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 4/28/2023 10:24:41 AM |
| 31               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 4/28/2023 10:24:40 AM |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: Greatermemphis.mailbox2@tn.gov                   | Sent: 4/28/2023 10:24:39 AM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 4/28/2023 10:24:39 AM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu                            | Sent: 4/28/2023 10:24:42 AM |
| 40               | <b>University of MS Student Media Center</b><br>E-mail: larz@olemiss.edu                                     | Sent: 4/28/2023 10:24:42 AM |
| 43               | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com  | Sent: 4/28/2023 10:24:38 AM |



**Job Notification details between 3/21/2023 to 3/20/2024****National Account Manager - 014524 (Broadcast1Source tracking number 113108)****No. of Agencies were used:** 20

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 06/02/2023**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** rwilliams8@tegna.com**Title:** National Account Manager - 014524**Experience:**

3 - 5 years

**Requirements:****Requirements:**

- Must have a PASSION to be part of an exciting and creative TEAM. Must believe in Change.
- Personal sense of responsibility and accountability each day.
- Must possess strong organizational and time management skills
- Ability to communicate clearly and professionally with 70% National Reps/30% Local Reps.
- Position will work side by side the National Sales Manager daily.
- This position requires ACCURACY with order entries and TV campaign management.
- Some weeks may have repetitive tasks, patience and adaptability is key for this role!
- Ability to thrive in a fast-paced office environment - a multi-tasker.
- Must have good communication and writing skills
- \*\*MUST be proficient/expert level in MS PowerPoint - this will be required 50% of the time.
- Proficiency in Adobe Photoshop is desired, but not required.
- Candidate should possess 2-5 years of work experience with a proven track record for 'going above and beyond'. Marketing and/or Media experience preferred
- Prefer a college degree, but not required if relevant work experience.
- This position will report directly to the Director of Sales.

Work Environment: Office

Physical Demands: Sedentary work

**Job Notification details between 3/21/2023 to 3/20/2024**

Travel: Rarely: less than 10%

Work Environment Set: Office: normally performed in a typical interior/office environment

Physical Demands Set: Sedentary work: Involves sitting most of the time; walking, lifting, bending, standing, etc.

**About TEGNA**

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 63 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

EEO statement:

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

#LI-KS1

**Description:**

## **Job Notification details between 3/21/2023 to 3/20/2024**

Are you a highly organized individual with a passion to work with an exciting and creative team? Are you a multitasker who thrives in fast paced environments? Come join our team in Memphis, TN! Memphis is the place to be. Arts, Culture, Great Food and did we mention, were ranked #2 on Forbes' List for "Most Affordable Cities" 2023. Parks, Greenways, we have it all!

WATN is looking for a National Account Manager for ABC/24 & CW/30 TEGNA Memphis. The National Account Manager will work strategically with the Memphis revenue team to generate creative solutions that deliver customized campaigns through our multi-media assets as well as monitor campaign performance against specific KPI's.

The ideal candidate will be a professional with preferred television sales experience and have a proven track record of success in supporting a sales or leadership team. Knowledge of media math, TV ratings and web metrics is preferred. Excellent oral and written communication skills required. Wide Orbit Sales and Traffic knowledge preferred. Proficiency in Microsoft office programs preferred. We are looking for someone who is energetic, positive, creative and passionate to succeed in the highly competitive environment of media sales. Strong analytical skills and strategic thinking are critical to the position.

This position works in unison with the Account Executives and Leadership team to create a best-in-class customer experience. This position reports to the Memphis Director of Sales with dotted line responsibility to the Local Sales Manager and Major Accounts Sales Manager.

### **Responsibilities:**

- Execute creative development for client advertising campaigns.
- Order entry with high level of accuracy.
- Request, update and monitor creative scheduling.
- Manage the startup process for marketing campaigns including participation on all campaign onboarding calls.
- Monitor marketing campaigns pacing and effectiveness to ensure campaign delivery and success.
- Assist the sales team with developing creative multimedia recommendations through research to meet customers' expectations while utilizing our digital product suite.
- Retain and grow our revenue by proactively finding opportunities to optimize campaign performance.
- Report monthly metrics and campaign results account executives and assist AE's and sales managers in interpreting the results to the client.
- Manage and communicate inventory sell through percentages and avails to staff for all solutions.
- Help to Educate staff and clients on effective marketing strategies and revenue growth tactics that utilize our growing product suite.
- Create and communicate digital and video presentations for sales staff on successful digital campaigns.
- Create and communicate packages and presentations for revenue team designed to showcase solutions utilizing all research tools and data available.
- Work as a liaison with 3rdparty vendors (ComScore and Wide Orbit).
- Attend client campaign recap meetings as the digital fulfillment expert.
- Attend sales calls, if needed, as the digital expert on our product offerings.
- Other duties as assigned by sales managers

### **Additional Information:**

**Job Notification details between 3/21/2023 to 3/20/2024****Contact:**

<http://www.jobs.net/j/JPxzuEja?jobdetails=true>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Katina Potts-Singleton at [kpottssing@tegna.com](mailto:kpottssing@tegna.com)

| <b>Notification Date</b> | <b>Agency Name</b>   | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>   |
|--------------------------|--|---------------|-------------------|----------------------------|--|
| 6/2/2023                 | WATN Website   | No            | Freddie Milton    | 1--                        | By User/Other System   |
| 6/2/2023                 | MS State University  | No            | Martha Jones      | 1--                        | <a href="mailto:mjones@career.msstate.edu">mjones@career.msstate.edu</a>             |
| 6/2/2023                 | Christian Brothers College                                   | No            | Curt Rogers       | 1--                        | <a href="mailto:crogers@cbu.edu">crogers@cbu.edu</a>                                 |
| 6/2/2023                 | X - Indeed.com   | No            | Bridget Boss      | 1--                        | By User/Other System   |
| 6/2/2023                 | University of MS Student Media Center                        | No            | Larz Roberts      | 1--                        | <a href="mailto:larz@olemiss.edu">larz@olemiss.edu</a>                               |
| 6/2/2023                 | LeMoyne Owen College   | No            | Robert Williams   | 1--                        | <a href="mailto:robert_williams@loc.edu">robert_williams@loc.edu</a>                 |
| 6/2/2023                 | Southwest TN Community College                               | No            | Wanda Coopwood    | 1--                        | <a href="mailto:wcoopwood@southwest.tn.edu">wcoopwood@southwest.tn.edu</a>           |
| 6/2/2023                 | U of M Dept of Communications Art                            | No            | Cortez Washington | 1--                        | <a href="mailto:cortez.washington@memphis.edu">cortez.washington@memphis.edu</a>     |
| 6/2/2023                 | Memphis Urban League   | No            | Shawn Smith       | 1--                        | <a href="mailto:ssmith@memul.org">ssmith@memul.org</a>                               |
| 6/2/2023                 | NAACP  | No            | Vickie Terry      | 1--                        | <a href="mailto:vickie@naacpmemphis.org">vickie@naacpmemphis.org</a>                 |
| 6/2/2023                 | Arkansas Workforce Center                                    | Yes           | Sandra Atwater    | 1--                        | <a href="mailto:sandra.atwater@arkansas.gov">sandra.atwater@arkansas.gov</a>         |
| 6/2/2023                 | SRVS   | Yes           | Troy Allen        | 1--                        | <a href="mailto:troy.allen@srvs.org">troy.allen@srvs.org</a>                         |
| 6/2/2023                 | TN Dept Labor & Workforce Development                        | Yes           | Joseph Maness     | 1--                        | <a href="mailto:Greatermemphis.mailbox2@tn.gov">Greatermemphis.mailbox2@tn.gov</a>   |
| 6/2/2023                 | TVJobs   | No            | Mark C Holloway   | 1--                        | <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a>                                 |
| 6/2/2023                 | MS Dept of Employment Security                               | No            | Howard Stagg      | 1--                        | <a href="mailto:hstagg@mdes.ms.gov">hstagg@mdes.ms.gov</a>                           |
| 6/2/2023                 | X - LinkedIn   | No            | LinkedIn LinkedIn | 1--                        | By User/Other System   |
| 6/2/2023                 | Nexstar Media Group, Inc.                                    | No            | Terri Bush        | 1--                        | By User/Other System   |
| 6/2/2023                 | TEGNA.com  | No            | HR HR             | 1--                        | By User/Other System   |
| 6/2/2023                 | <a href="http://www.mediagignow.com">www.mediagignow.com</a> | No            | MediaGigNow.com   | 1--                        | <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> |
| 6/2/2023                 | Career Builder   | No            | Career Service    | 1--                        | By User/Other System   |

**WATN, WLMT****Fax and E-mail verification summary report for National Account Manager - 014524**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>       |
|------------------|--|----------------------------|
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 6/2/2023 10:17:09 AM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 6/2/2023 10:17:11 AM |
| 17               | <b>LeMoyné Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 6/2/2023 10:17:10 AM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 6/2/2023 10:17:09 AM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 6/2/2023 10:17:08 AM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 6/2/2023 10:17:11 AM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 6/2/2023 10:17:09 AM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 6/2/2023 10:17:10 AM |
| 31               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 6/2/2023 10:17:09 AM |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: Greatermemphis.mailbox2@tn.gov                   | Sent: 6/2/2023 10:17:08 AM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 6/2/2023 10:17:08 AM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu                            | Sent: 6/2/2023 10:17:10 AM |
| 40               | <b>University of MS Student Media Center</b><br>E-mail: larz@olemiss.edu                                     | Sent: 6/2/2023 10:17:10 AM |
| 43               | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com  | Sent: 6/2/2023 10:17:06 AM |

**Job Notification details between 3/21/2023 to 3/20/2024**

**Digital Content Producer (Mornings)- 014600 (Broadcast1Source tracking number 113688)**

**No. of Agencies were used:** 20

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 06/22/2023

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** rwilliams8@tegn.com

**Title:** Digital Content Producer (Mornings)- 014600

**Experience:**

1 - 3 years

**Requirements:**

## **Job Notification details between 3/21/2023 to 3/20/2024**

### **Requirements:**

- BA/BS in journalism, communications or related field
- 1-3 years of digital news/publishing experience
- Has strong news and editorial judgment, and understands the tenets and ethics of professional journalism
- Strong knowledge of AP style and copy editing
- Experience in online CMS, photo and video-editing systems preferred
- Be well-versed in SEO best-practices
- Skills in producing engaging, audience-driven content
- Strong social media skills on platforms, including Instagram, Twitter and Facebook
- Knowledge of ENPS, Photoshop/Canva and Edius is not required but a plus
- An understanding of reading and interpreting digital metrics is a plus
- Organizational skills and the ability to work under constant time pressure deadlines
- Ability to calmly handle live, breaking news situations and rapidly changing events

Work Environment: Office

Physical Demands: Sedentary work

Travel: Rarely: less than 10%

Work Environment Set: Office: normally performed in a typical interior/office environment

Physical Demands Set: Sedentary work: Involves sitting most of the time; walking, lifting, bending, standing, etc.

### **About TEGNA**

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 64 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

### **EEO statement:**

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

### **Description:**

**Job Notification details between 3/21/2023 to 3/20/2024**

ABC24/CW30, Tegna’s ABC and CW affiliates in Memphis, Tennessee, is searching for a Morning Digital Content Producer who thrives in a fast-paced environment and has an audience-first approach to writing, producing and distributing digital content. The person in this role will use SEO strategies, monitor digital audience trends and practice audience listening to identify and craft engaging web content and drive content decisions across the station’s digital platforms.

Successful Digital Content Producers at ABC24 are leaders in the newsroom, responsible for the audience experience on digital, social media and streaming platforms. They should take initiative in creating content around key digital audience drivers, like breaking and trending news, weather, sports, and politics, that engages and broadens our audience. And they are able to track multiple streams of communication and information, prioritize tasks and manage/produce content created by others, including copy editing, for our various digital platforms.

Qualified candidates should be strong writers, first, with the ability to write quickly and accurately. They should also have solid news judgment, critical-thinking skills, and experience producing/packaging and copy-editing content for digital platforms. A working knowledge of SEO and social media strategy as well as Content Management Systems, basic video-editing and photo-editing software is preferred.

**Responsibilities:**

- Write and distribute original and breaking news content
- Edit reporter stories for grammar, content and structure using AP style
- Use creative production techniques like graphics and media (viewer pictures, User Generated Content, etc.) to enhance stories
- Write in an conversational and authentic manner
- Research for facts and credibility
- Call on sources, including business owners, officials, and public information officers
- Use audience analytics, i.e., Google Data Studio, Google Trends, Crowdtangle, and Taboola Newsroom, in determining content creation
- Perform other tasks as required by supervisor or digital executive producer

**Additional Information:**

**Contact:**

<http://www.jobs.net/j/JuehroGY?jobdetails=true>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Katina Potts-Singleton at [kpottssing@tegn.com](mailto:kpottssing@tegn.com)

| Notification Date | Agency Name | Prong2 | Name | Notification By Fax | Notification By Email |
|-------------------|-------------|--------|------|---------------------|-----------------------|
|-------------------|-------------|--------|------|---------------------|-----------------------|



**Job Notification details between 3/21/2023 to 3/20/2024**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|---------------------------------|
| 6/22/2023                | X - Indeed.com                        | No            | Bridget Boss      | 1--                        | By User/Other System            |
| 6/22/2023                | MS State University                   | No            | Martha Jones      | 1--                        | mjones@career.msstate.edu       |
| 6/22/2023                | WATN Website                          | No            | Freddie Milton    | 1--                        | By User/Other System            |
| 6/22/2023                | U of M Dept of Communications Art     | No            | Cortez Washington | 1--                        | cortez.washington@memphis.edu   |
| 6/22/2023                | LeMoyne Owen College                  | No            | Robert Williams   | 1--                        | robert_williams@loc.edu         |
| 6/22/2023                | University of MS Student Media Center | No            | Larz Roberts      | 1--                        | larz@olemiss.edu                |
| 6/22/2023                | Christian Brothers College            | No            | Curt Rogers       | 1--                        | crogers@cbu.edu                 |
| 6/22/2023                | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org         |
| 6/22/2023                | Southwest TN Community College        | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu      |
| 6/22/2023                | Memphis Urban League                  | No            | Shawn Smith       | 1--                        | ssmith@memul.org                |
| 6/22/2023                | MS Dept of Employment Security        | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov              |
| 6/22/2023                | SRVS                                  | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org             |
| 6/22/2023                | Arkansas Workforce Center             | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov     |
| 6/22/2023                | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                 |
| 6/22/2023                | TN Dept Labor & Workforce Development | Yes           | Joseph Maness     | 1--                        | Greatermemphis.mailbox2@tn.gov  |
| 6/22/2023                | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System            |
| 6/22/2023                | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System            |
| 6/22/2023                | Nexstar Media Group, Inc.             | No            | Terri Bush        | 1--                        | By User/Other System            |
| 6/22/2023                | www.mediagignow.com                   | No            | MediaGigNow.com   | 1--                        | customerservice@mediagignow.com |
| 6/22/2023                | Career Builder                        | No            | Career Service    | 1--                        | By User/Other System            |

**WATN, WLMT****Fax and E-mail verification summary report for Digital Content Producer (Mornings)-  
014600**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>       |
|------------------|--|----------------------------|
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 6/22/2023 2:08:42 PM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 6/22/2023 2:08:44 PM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 6/22/2023 2:08:44 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 6/22/2023 2:08:43 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 6/22/2023 2:08:42 PM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 6/22/2023 2:08:45 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 6/22/2023 2:08:43 PM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 6/22/2023 2:08:43 PM |
| 31               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 6/22/2023 2:08:42 PM |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: Greatermemphis.mailbox2@tn.gov                   | Sent: 6/22/2023 2:08:41 PM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 6/22/2023 2:08:41 PM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu                            | Sent: 6/22/2023 2:08:44 PM |
| 40               | <b>University of MS Student Media Center</b><br>E-mail: larz@olemiss.edu                                     | Sent: 6/22/2023 2:08:44 PM |
| 43               | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com  | Sent: 6/22/2023 2:08:40 PM |

**Job Notification details between 3/21/2023 to 3/20/2024****Assistant News Director-014514 (Broadcast1Source tracking number 115024)****No. of Agencies were used:** 19

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 08/04/2023**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** rwilliams8@tegna.com**Title:** Assistant News Director-014514**Experience:**

5 - 7 years

**Requirements:****Requirements:**

- Bachelor's degree in journalism, related field and/or news leadership experience
- 5 years of industry experience with leadership/management experience
- Track record of quality journalism, high integrity and ethical decision making
- Passion for growing journalists and fostering a creative and positive newsroom environment
- Ability to calmly handle live, breaking news situations and changing events
- Strong planning and organizational skills
- Travel: Rarely: less than 10%
- Work Environment Set: Office: normally performed in a typical interior/office environment

**About TEGNA**

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 63 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

**EEO statement:**

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

## **Job Notification details between 3/21/2023 to 3/20/2024**

### **Description:**

#### **Job Description and Responsibilities**

ABC24/CW30, the TEGNA ABC affiliate in Memphis, TN, is looking for a motivated, passionate, people-oriented leader to help build trust with our audience through strong journalism. The role of Assistant News Director will be filled by a collaborative, experienced journalist who's great at juggling multiple projects and wants to focus on growing journalists.

The ideal candidate has excellent news judgment and strong management skills with the ability to motivate, collaborate, and own the big story along with the very best news coverage possible across all platforms on a daily basis, making sure our content reflects the diverse communities we represent.

This critical team member leads the day-to-day editorial decision-making, working closely with the Digital Director to ensure our content best serves the audience on all platforms. Our leadership team works together to build a strong culture and works collaboratively.

ABC24/CW30 believes everyone should get training and coaching to help them succeed. Through careful coaching, this role elevates multiskilled journalists' and producers' storytelling, writing, and execution daily.

### **Responsibilities:**

- Oversee the daily editorial process
- Train, develop and coach the newsroom team with a focus on mentoring content creators across all platforms to elevate writing, crafting and storytelling
- Work with digital director and executive producers to ensure a multi-platform content approach in every stage of the newsgathering process
- Source and recruit top-notch journalists
- Participate in coordinating all aspects of coverage, from breaking news and severe weather events to enterprise story production and news specials.
- Ensure that news coverage meets the brand, company policies, industry codes, FCC rules and station values
- Evaluate workflow efficiencies and adjust processes and procedures as necessary
- Strategize with content leadership and station leadership teams on goals focused on growing our people, our content, and our audience
- Build relationships with news sources and community stakeholders
- Execute administrative duties such as managing direct reports, creating schedules, and training new employees

### **Additional Information:**

### **Contact:**

<http://www.jobs.net/j/JwBZxosm?jobdetails=true>

### **Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Charles Knowles at [cknowles@tegna.com](mailto:cknowles@tegna.com)

**Job Notification details between 3/21/2023 to 3/20/2024**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|---------------------------------|
| 8/4/2023                 | Christian Brothers College            | No            | Curt Rogers       | 1--                        | crogers@cbu.edu                 |
| 8/4/2023                 | U of M Dept of Communications Art     | No            | Cortez Washington | 1--                        | cortez.washington@memphis.edu   |
| 8/4/2023                 | MS State University                   | No            | Martha Jones      | 1--                        | mjones@career.msstate.edu       |
| 8/4/2023                 | WATN Website                          | No            | Freddie Milton    | 1--                        | By User/Other System            |
| 8/4/2023                 | Southwest TN Community College        | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu      |
| 8/4/2023                 | University of MS Student Media Center | No            | Larz Roberts      | 1--                        | larz@olemiss.edu                |
| 8/4/2023                 | LeMoyne Owen College                  | No            | Robert Williams   | 1--                        | robert_williams@loc.edu         |
| 8/4/2023                 | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org         |
| 8/4/2023                 | Arkansas Workforce Center             | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov     |
| 8/4/2023                 | Memphis Urban League                  | No            | Shawn Smith       | 1--                        | ssmith@memul.org                |
| 8/4/2023                 | MS Dept of Employment Security        | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov              |
| 8/4/2023                 | SRVS                                  | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org             |
| 8/4/2023                 | TN Dept Labor & Workforce Development | Yes           | Joseph Maness     | 1--                        | Greatermemphis.mailbox2@tn.gov  |
| 8/4/2023                 | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                 |
| 8/4/2023                 | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System            |
| 8/4/2023                 | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System            |
| 8/4/2023                 | www.mediagignow.com                   | No            | MediaGigNow.com   | 1--                        | customerservice@mediagignow.com |
| 8/4/2023                 | Nexstar Media Group, Inc.             | No            | Terri Bush        | 1--                        | By User/Other System            |
| 8/4/2023                 | Career Builder                        | No            | Career Service    | 1--                        | By User/Other System            |

**WATN, WLMT****Fax and E-mail verification summary report for Assistant News Director-014514**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>       |
|------------------|--|----------------------------|
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 8/4/2023 11:35:08 AM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 8/4/2023 11:35:10 AM |
| 17               | <b>LeMoyné Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 8/4/2023 11:35:09 AM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 8/4/2023 11:35:08 AM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 8/4/2023 11:35:07 AM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 8/4/2023 11:35:10 AM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 8/4/2023 11:35:08 AM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 8/4/2023 11:35:09 AM |
| 31               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 8/4/2023 11:35:07 AM |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: Greatermemphis.mailbox2@tn.gov                   | Sent: 8/4/2023 11:35:07 AM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 8/4/2023 11:35:06 AM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu                            | Sent: 8/4/2023 11:35:10 AM |
| 40               | <b>University of MS Student Media Center</b><br>E-mail: larz@olemiss.edu                                     | Sent: 8/4/2023 11:35:09 AM |
| 43               | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com  | Sent: 8/4/2023 11:35:04 AM |

**Job Notification details between 3/21/2023 to 3/20/2024**

**Multi-Platform Producer - 014840 (Broadcast1Source tracking number 115096)**

**No. of Agencies were used:** 20

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 08/07/2023

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** rwilliams8@tegn.com

**Title:** Multi-Platform Producer - 014840

**Experience:**

1 - 3 years

**Requirements:**

## Job Notification details between 3/21/2023 to 3/20/2024

### Requirements:

- A Bachelor of Science or a Bachelor of Arts in journalism, communications or other related degree is preferred.
- Understanding of the tenets of professional journalism
- Skills in producing engaging, content-driven newscasts, and digital content
- Strong social media skills, including an active news hound presence on Twitter and Facebook
- Strong awareness of current events, especially at the local and regional level
- Organizational skills and the ability to work under constant time pressure deadlines
- Ability to calmly handle live, breaking news situations and changing events
- Knowledge of ENPS and Edius is a plus
- Travel: Rarely: less than 10%
- Work Environment Set: Office: normally performed in a typical interior/office environment
- Physical Demands Set: Sedentary work: Involves sitting most of the time; walking, lifting, bending, standing, etc

Work Environment: Office

Physical Demands: Sedentary work

Travel: Rarely: less than 10%

Work Environment Set: Office: normally performed in a typical interior/office environment.

Physical Demands Set: Sedentary work: Involves sitting most of the time; walking, lifting, bending, standing, etc.

### About TEGNA

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 64 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

### EEO statement:

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[Privacy Notice for California Candidates](#)

### Description:



**Job Notification details between 3/21/2023 to 3/20/2024**

ABC24 Memphis, the TEGNA station in Memphis, TN is seeking a curious, creative and ambitious news producer who wants to create an energetic newscast and digital content that informs, inspires and empowers our audience.

The ideal candidate will share innovative ideas for daily content, while maintaining close attention to detail. This producer must be able to write urgently, concisely and execute the goals under tight deadlines. Our Producers must be able to skillfully use social media and digital tools to research, discover and distribute content.

The ideal producer is a solution seeker, who loves journalism. They work well with a team but are also independent and self-motivated. They can balance storytelling with hard news and have a passion to make their community the best it can be. They have a knack for finding unique, interesting content while always keep the audience at the forefront.

**Responsibilities:**

- Demonstrate strong news judgement and understand the basics of journalism
- Create unique shows, segments, and digital stories that are engaging, emotional and innovative
- Write, edit, and showcase stories for broadcast and digital in a creative and engaging way
- Use social listening to research, discover and distribute content
- Research facts and sources' credibility
- Pitch enterprise story ideas
- Use creative production techniques such as graphics and new forms of media to enhance stories
- React to breaking news and manage the newscast's timing
- Lead and inspire a team to work together.
- Perform other tasks as required by supervisor

**Additional Information:****Contact:**

<http://www.jobs.net/j/JIHqXZrH?jobdetails=true>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Katina Potts-Singleton at [kpottssing@tegna.com](mailto:kpottssing@tegna.com)

| <b>Notification Date</b> | <b>Agency Name</b>  | <b>Prong2</b> | <b>Name</b>  | <b>Notification By Fax</b> | <b>Notification By Email</b>   |
|--------------------------|---------------------|---------------|--------------|----------------------------|--|
| 8/7/2023                 | X - Indeed.com      | No            | Bridget Boss | 1--                        | By User/Other System   |
| 8/7/2023                 | MS State University | No            | Martha Jones | 1--                        | <a href="mailto:mjones@career.msstate.edu">mjones@career.msstate.edu</a> |

**Job Notification details between 3/21/2023 to 3/20/2024**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>        |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|-------------------------------------|
| 8/7/2023                 | WATN Website                          | No            | Freddie Milton    | 1--                        | By User/Other System                |
| 8/7/2023                 | U of M Dept of Communications Art     | No            | Cortez Washington | 1--                        | cortez.washington@m<br>emphis.edu   |
| 8/7/2023                 | LeMoyne Owen College                  | No            | Robert Williams   | 1--                        | robert_williams@loc.e<br>du         |
| 8/7/2023                 | University of MS Student Media Center | No            | Larz Roberts      | 1--                        | larz@olemiss.edu                    |
| 8/7/2023                 | Christian Brothers College            | No            | Curt Rogers       | 1--                        | crogers@cbu.edu                     |
| 8/7/2023                 | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphi<br>s.org         |
| 8/7/2023                 | Southwest TN Community College        | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwe<br>st.tn.edu      |
| 8/7/2023                 | Memphis Urban League                  | No            | Shawn Smith       | 1--                        | ssmith@memul.org                    |
| 8/7/2023                 | MS Dept of Employment Security        | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov                  |
| 8/7/2023                 | SRVS                                  | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org                 |
| 8/7/2023                 | Arkansas Workforce Center             | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkan<br>sas.gov     |
| 8/7/2023                 | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                     |
| 8/7/2023                 | TN Dept Labor & Workforce Development | Yes           | Joseph Maness     | 1--                        | Greatermemphis.mailb<br>ox2@tn.gov  |
| 8/7/2023                 | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System                |
| 8/7/2023                 | Nexstar Media Group, Inc.             | No            | Terri Bush        | 1--                        | By User/Other System                |
| 8/7/2023                 | www.mediagignow.com                   | No            | MediaGigNow.com   | 1--                        | customerservice@med<br>iagignow.com |
| 8/7/2023                 | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System                |
| 8/7/2023                 | Career Builder                        | No            | Career Service    | 1--                        | By User/Other System                |

**WATN, WLMT****Fax and E-mail verification summary report for Multi-Platform Producer - 014840**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>      |
|------------------|--|---------------------------|
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 8/7/2023 8:20:11 PM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 8/7/2023 8:20:13 PM |
| 17               | <b>LeMoyné Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 8/7/2023 8:20:13 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 8/7/2023 8:20:12 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 8/7/2023 8:20:11 PM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 8/7/2023 8:20:14 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 8/7/2023 8:20:12 PM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 8/7/2023 8:20:12 PM |
| 31               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 8/7/2023 8:20:11 PM |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: Greatermemphis.mailbox2@tn.gov                   | Sent: 8/7/2023 8:20:10 PM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 8/7/2023 8:20:10 PM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu                            | Sent: 8/7/2023 8:20:13 PM |
| 40               | <b>University of MS Student Media Center</b><br>E-mail: larz@olemiss.edu                                     | Sent: 8/7/2023 8:20:13 PM |
| 43               | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com  | Sent: 8/7/2023 8:20:09 PM |

**Job Notification details between 3/21/2023 to 3/20/2024**

**Meteorologist - 014839 (Broadcast1Source tracking number 115095)**

**No. of Agencies were used:** 37

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 08/07/2023

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** rwilliams8@tegna.com

**Title:** Meteorologist - 014839

**Experience:**

1 - 3 years

**Requirements:**

## **Job Notification details between 3/21/2023 to 3/20/2024**

### **Requirements:**

- Bachelor of Science in Meteorology.
- Strong communication skills (written/oral) for on-air delivery.
- Minimum of 1 year of on-air experience is preferred.
- Demonstrated ability to provide accurate weather forecasts using the latest weather technology in a multi-platform environment.
- Proven ability to work under pressure while meeting daily assigned deadlines
- Ability to interact productively & positively within different environments
- Applicable knowledge of multi-platform news gathering tools and resources
- Must actively participate in social media, including Facebook, Twitter, and Instagram
- Knowledge of WSI preferred

Travel: Rarely: less than 10%

Work Environment Set: Office: normally performed in a typical interior/office environment.

Physical Demands Set: Sedentary work: Involves sitting most of the time; walking, lifting, bending, standing, etc.

### **About TEGNA**

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 64 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

### **EEO statement:**

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

[Privacy Notice for California Candidates](#)

### **Description:**

**Job Notification details between 3/21/2023 to 3/20/2024**

ABC24 News, the TEGNA owned station in Memphis, TN is looking for a talented and experienced Meteorologist. The Mid-South is a major severe weather market with no shortage of events to forecast, cover and help our viewers in Tennessee, Mississippi, and Arkansas stay safe.

ABC24 is committed to winning weather coverage with our “No-hype” weather brand. Weather is incredibly important at ABC24, and we have a team of experts we are looking to enhance.

The ideal candidate for this position must have a passion for winning on big weather days and getting creative when the weather is calm. You’ll be able to be a part of forecasting severe weather, ice and snow, extreme heat, flooding but also tell incredible stories of the importance of weather. You will also pitch and generate weather-related stories for ABC24/CW30abc, 24.com and our streaming platform 24+, while embracing social media tools for expanding weather coverage and storytelling.

**Responsibilities:**

- Provide accurate and compelling weather forecasts on multiple platforms
- Produce clean, creative, and informative graphics to tell the weather story
- Prepare and deliver severe weather updates, interrupting regular programming as necessary
- Front stories live from the field or studio with a strong on-camera delivery and the ability to ad-lib
- Pitch and craft stories for ABC24/CW30, abc24.com, and our streaming platform 24+
- Develop contacts and sources within the community to help with original weather storytelling and breaking weather reporting

**Additional Information:****Contact:**

<http://www.jobs.net/j/JuGIkGHg?jobdetails=true>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Katina Potts-Singleton at [kpottssing@tegn.com](mailto:kpottssing@tegn.com)

| <b>Notification Date</b> | <b>Agency Name</b>                | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>   |
|--------------------------|-----------------------------------|---------------|-------------------|----------------------------|--|
| 8/7/2023                 | X - Indeed.com                    | No            | Bridget Boss      | 1--                        | By User/Other System   |
| 8/7/2023                 | WATN Website                      | No            | Freddie Milton    | 1--                        | By User/Other System   |
| 8/7/2023                 | MS State University               | No            | Martha Jones      | 1--                        | <a href="mailto:mjones@career.msstate.edu">mjones@career.msstate.edu</a>         |
| 8/7/2023                 | U of M Dept of Communications Art | No            | Cortez Washington | 1--                        | <a href="mailto:cortez.washington@memphis.edu">cortez.washington@memphis.edu</a> |
| 8/7/2023                 | Christian Brothers College        | No            | Curt Rogers       | 1--                        | <a href="mailto:crogers@cbu.edu">crogers@cbu.edu</a>                             |

**Job Notification details between 3/21/2023 to 3/20/2024**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>   |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|--------------------------------|
| 8/7/2023                 | University of MS Student Media Center | No            | Larz Roberts      | 1--                        | larz@olemiss.edu               |
| 8/7/2023                 | LeMoyne Owen College                  | No            | Robert Williams   | 1--                        | robert_williams@loc.edu        |
| 8/7/2023                 | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org        |
| 8/7/2023                 | Southwest TN Community College        | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu     |
| 8/7/2023                 | Memphis Urban League                  | No            | Shawn Smith       | 1--                        | ssmith@memul.org               |
| 8/7/2023                 | Arkansas Workforce Center             | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov    |
| 8/7/2023                 | SRVS                                  | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org            |
| 8/7/2023                 | TN Dept Labor & Workforce Development | Yes           | Joseph Maness     | 1--                        | Greatermemphis.mailbox2@tn.gov |
| 8/7/2023                 | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                |
| 8/7/2023                 | MS Dept of Employment Security        | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov             |
| 8/7/2023                 | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System           |
| 8/7/2023                 | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System           |
| 8/7/2023                 | X - Indeed.com                        | No            | Bridget Boss      | 1--                        | By User/Other System           |
| 8/7/2023                 | WATN Website                          | No            | Freddie Milton    | 1--                        | By User/Other System           |
| 8/7/2023                 | MS State University                   | No            | Martha Jones      | 1--                        | mjones@career.msstate.edu      |
| 8/7/2023                 | U of M Dept of Communications Art     | No            | Cortez Washington | 1--                        | cortez.washington@memphis.edu  |
| 8/7/2023                 | Christian Brothers College            | No            | Curt Rogers       | 1--                        | crogers@cbu.edu                |
| 8/7/2023                 | University of MS Student Media Center | No            | Larz Roberts      | 1--                        | larz@olemiss.edu               |
| 8/7/2023                 | LeMoyne Owen College                  | No            | Robert Williams   | 1--                        | robert_williams@loc.edu        |
| 8/7/2023                 | Southwest TN Community College        | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu     |
| 8/7/2023                 | Memphis Urban League                  | No            | Shawn Smith       | 1--                        | ssmith@memul.org               |
| 8/7/2023                 | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org        |
| 8/7/2023                 | Arkansas Workforce Center             | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov    |
| 8/7/2023                 | TN Dept Labor & Workforce Development | Yes           | Joseph Maness     | 1--                        | Greatermemphis.mailbox2@tn.gov |
| 8/7/2023                 | SRVS                                  | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org            |
| 8/7/2023                 | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                |

**Job Notification details between 3/21/2023 to 3/20/2024**

| <b>Notification Date</b> | <b>Agency Name</b>             | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|--------------------------------|---------------|-------------------|----------------------------|---------------------------------|
| 8/7/2023                 | MS Dept of Employment Security | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov              |
| 8/7/2023                 | X - LinkedIn                   | No            | LinkedIn LinkedIn | 1--                        | By User/Other System            |
| 8/7/2023                 | TEGNA.com                      | No            | HR HR             | 1--                        | By User/Other System            |
| 8/7/2023                 | Nexstar Media Group, Inc.      | No            | Terri Bush        | 1--                        | By User/Other System            |
| 8/7/2023                 | Career Builder                 | No            | Career Service    | 1--                        | By User/Other System            |
| 8/7/2023                 | www.mediagignow.com            | No            | MediaGigNow.com   | 1--                        | customerservice@mediagignow.com |



**WATN, WLMT****Fax and E-mail verification summary report for Meteorologist - 014839**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>      |
|------------------|--|---------------------------|
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 8/7/2023 7:58:59 PM |
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 8/7/2023 8:07:12 PM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 8/7/2023 7:59:01 PM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 8/7/2023 8:07:15 PM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 8/7/2023 7:59:00 PM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 8/7/2023 8:07:14 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 8/7/2023 7:58:59 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 8/7/2023 8:07:13 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 8/7/2023 8:07:11 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 8/7/2023 7:58:58 PM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 8/7/2023 7:59:01 PM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 8/7/2023 8:07:16 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 8/7/2023 8:07:13 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 8/7/2023 7:58:59 PM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 8/7/2023 8:07:13 PM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 8/7/2023 7:59:00 PM |

**WATN, WLMT****Fax and E-mail verification summary report for Meteorologist - 014839**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>      |
|------------------|--|---------------------------|
| 31               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 8/7/2023 7:58:58 PM |
| 31               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 8/7/2023 8:07:12 PM |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: Greatermemphis.mailbox2@tn.gov | Sent: 8/7/2023 7:58:58 PM |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: Greatermemphis.mailbox2@tn.gov | Sent: 8/7/2023 8:07:11 PM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 8/7/2023 8:07:11 PM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 8/7/2023 7:58:58 PM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu          | Sent: 8/7/2023 8:07:15 PM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu          | Sent: 8/7/2023 7:59:01 PM |
| 40               | <b>University of MS Student Media Center</b><br>E-mail: larz@olemiss.edu                   | Sent: 8/7/2023 7:59:00 PM |
| 40               | <b>University of MS Student Media Center</b><br>E-mail: larz@olemiss.edu                   | Sent: 8/7/2023 8:07:14 PM |
| 43               | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com                      | Sent: 8/7/2023 7:58:56 PM |

**Job Notification details between 3/21/2023 to 3/20/2024****Photographer/Visual Storyteller -14841 (Broadcast1Source tracking number 115120)****No. of Agencies were used:** 20

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 08/08/2023**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** rwilliams8@tegna.com**Title:** Photographer/Visual Storyteller -14841**Experience:**

1-3 years

**Requirements:**

- Current driver's license and ability to operate news gathering vehicle to and from various locations
- BA/BS in journalism, communications or related field
- 1-3 years of experience preferred
- Experience in photojournalism, editing, and content management systems
- Proven ability to generate creative, engaging, content-driven live shots
- Demonstrated social media proficiency, especially in the field, including an active news hound presence on Twitter and Facebook
- Member and active participant in NPPA preferred
- SNG experience
- Demonstrated news judgment, writing skills, photography experience, and non-linear editing skills.
- Must be flexible with schedule, reliable and dependable
- Understanding of the tenants of professional journalism
- Knowledge of ENPS, Edius, Axis graphics and Adobe products a plus
- Organizational skills and the ability to work under constant time pressure deadlines
- Ability to calmly handle live, breaking news situations and changing events
- Must be able to handle the physical demands of a photojournalist

Work Environment: Office

**Job Notification details between 3/21/2023 to 3/20/2024**

Physical Demands: Sedentary work

Travel: Rarely: less than 10%

Work Environment Set: Office: normally performed in a typical interior/office environment

Physical Demands Set: Sedentary work: Involves sitting most of the time; walking, lifting, bending, standing, etc.

**About TEGNA**

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 64 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

**EEO statement:**

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

[Privacy Notice for California Candidates](#)

**Description:**

**Job Notification details between 3/21/2023 to 3/20/2024**

ABC24 Memphis is looking for a highly skilled artistic videographer and editor who can create sharable and exciting content for television, social media and mobile. We want journalists who can tell great stories on their own or with a team, photographers who bring new ideas for the future of journalism. Our ideal candidates are familiar with the latest photography, editing tools and techniques. They create unique and exciting content on all platforms. They are proficient with live news gathering tools and can participate in live performance on air and on live streaming when necessary.

**Responsibilities:**

- Use the latest editing and photography tools to tell great stories, including but not limited to Edius and Adobe Products
- Produce original content on-air and on all digital platforms that evoke emotion and tell compelling stories
- Write and post daily on all digital platforms including attaching images and streaming video. Must include Social Media
- Use creative production techniques such as graphics and new forms of media (viewer pictures, webcam interviews, etc.) to enhance stories
- Contact sources and develop news stories. Cover breaking, general, sports, feature, investigative, and political news stories. Produce news stories that are unique and captivating
- Attend editorial meetings, participate in discussions, and suggest story ideas
- Perform other tasks as required by supervisor or executive producer

**Additional Information:****Contact:**

<http://www.jobs.net/j/JDZF0oQp>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Regina Poston at [rposton@tegn.com](mailto:rposton@tegn.com)

| Notification Date | Agency Name                           | Prong2 | Name              | Notification By Fax | Notification By Email  |
|-------------------|---------------------------------------|--------|-------------------|---------------------|--|
| 8/8/2023          | WATN Website                          | No     | Freddie Milton    | 1--                 | By User/Other System   |
| 8/8/2023          | MS State University                   | No     | Martha Jones      | 1--                 | <a href="mailto:mjones@career.msstate.edu">mjones@career.msstate.edu</a>         |
| 8/8/2023          | U of M Dept of Communications Art     | No     | Cortez Washington | 1--                 | <a href="mailto:cortez.washington@memphis.edu">cortez.washington@memphis.edu</a> |
| 8/8/2023          | Christian Brothers College            | No     | Curt Rogers       | 1--                 | <a href="mailto:crogers@cbu.edu">crogers@cbu.edu</a>                             |
| 8/8/2023          | X - Indeed.com                        | No     | Bridget Boss      | 1--                 | By User/Other System   |
| 8/8/2023          | University of MS Student Media Center | No     | Larz Roberts      | 1--                 | <a href="mailto:larz@olemiss.edu">larz@olemiss.edu</a>                           |

**Job Notification details between 3/21/2023 to 3/20/2024**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|---------------------------------|
| 8/8/2023                 | LeMoyne Owen College                  | No            | Robert Williams   | 1--                        | robert_williams@loc.edu         |
| 8/8/2023                 | Southwest TN Community College        | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu      |
| 8/8/2023                 | Memphis Urban League                  | No            | Shawn Smith       | 1--                        | ssmith@memul.org                |
| 8/8/2023                 | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org         |
| 8/8/2023                 | Arkansas Workforce Center             | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov     |
| 8/8/2023                 | SRVS                                  | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org             |
| 8/8/2023                 | TN Dept Labor & Workforce Development | Yes           | Joseph Maness     | 1--                        | Greatermemphis.mailbox2@tn.gov  |
| 8/8/2023                 | MS Dept of Employment Security        | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov              |
| 8/8/2023                 | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System            |
| 8/8/2023                 | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                 |
| 8/8/2023                 | Nexstar Media Group, Inc.             | No            | Terri Bush        | 1--                        | By User/Other System            |
| 8/8/2023                 | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System            |
| 8/8/2023                 | www.mediagignow.com                   | No            | MediaGigNow.com   | 1--                        | customerservice@mediagignow.com |
| 8/8/2023                 | Career Builder                        | No            | Career Service    | 1--                        | By User/Other System            |

**WATN, WLMT****Fax and E-mail verification summary report for Photographer/Visual Storyteller -14841**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>      |
|------------------|--|---------------------------|
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 8/8/2023 7:42:51 AM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 8/8/2023 7:42:53 AM |
| 17               | <b>LeMoyné Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 8/8/2023 7:42:52 AM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 8/8/2023 7:42:51 AM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 8/8/2023 7:42:50 AM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 8/8/2023 7:42:53 AM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 8/8/2023 7:42:51 AM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 8/8/2023 7:42:52 AM |
| 31               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 8/8/2023 7:42:50 AM |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: Greatermemphis.mailbox2@tn.gov                   | Sent: 8/8/2023 7:42:50 AM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 8/8/2023 7:42:49 AM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: cortez.washington@memphis.edu                            | Sent: 8/8/2023 7:42:53 AM |
| 40               | <b>University of MS Student Media Center</b><br>E-mail: larz@olemiss.edu                                     | Sent: 8/8/2023 7:42:52 AM |
| 43               | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com  | Sent: 8/8/2023 7:42:48 AM |

**Job Notification details between 3/21/2023 to 3/20/2024****MSJ (Sports) - 14970 (Broadcast1Source tracking number 115817)****No. of Agencies were used:** 19

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 08/28/2023**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** rwilliams8@tegna.com**Title:** MSJ (Sports) - 14970**Experience:**

1-3 yrs

**Requirements:**

- BA/BS in journalism, communications or related field
- 1-3 years of experience preferred
- Experience with photojournalism, editing, data journalism and content management systems
- Strong understanding of the tenets of professional journalism
- A portfolio with examples of strong breaking news reporting
- Ability to generate creative, engaging, content-driven live shots
- Strong social media skills, including an active news hound presence on Twitter and Facebook
- Be a great newsroom team player
- Knowledge of ENPS, Edius and Axis graphics a plus
- Organizational skills and the ability to work under constant time sensitive deadlines
- Ability to calmly handle live, breaking news situations and changing events

Work Environment: Office

Physical Demands: Light work

Travel: Rarely: less than 10%

Work Environment Set: Office: normally performed in a typical interior/office environment

Physical Demands Set: Light work: Involves sitting most of the time, walking, lifting, bending, standing, etc.

**Description:**



**Job Notification details between 3/21/2023 to 3/20/2024**

ABC24/CW30, the TEGNA station in Memphis, Tennessee is looking for an innovative storyteller. We provide the platform and you tell the stories that have the power to change lives and make our communities stronger.

The **Multiskilled Journalist** will deliver a high standard of news reporting, investigative research and emotional storytelling while embracing our values of being solution seekers, fact finders, story tellers, Memphis lovers, current, and real.

Multiskilled Journalists create unique and shareable stories for all platforms through memorable writing, photography, and editing. MSJs are great storytellers who excel in the digital age of journalism.

**Responsibilities:**

- Develop story ideas, write, shoot and edit news stories for television, mobile and social platforms
- Write in an exciting, captivating and authentic manner
- Use the latest editing and photography tools to tell great stories
- Develop original content through social listening and independent sources
- Deliver on-air news events in an engaging, exciting, and accurate manner
- Interview news subjects and research for facts and credibility
- Develop news sources for general assignment and special areas of interest
- Produce news stories that are unique and captivating
- Operate newsgathering vehicle to and from various locations
- Write and post daily on all digital platforms including social media
- Enterprise news stories
- Shoot, write and edit packaged reports
- Write for the web, including attaching images and streaming video
- Use creative production techniques such as graphics and new forms of media (viewer pictures, webcam interviews, etc.) to enhance stories
- Transmit and present exciting live reports with current technology
- Perform other tasks as required

**Additional Information:****Contact:**

<http://www.jobs.net/j/JceorCGF>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Regina Poston at [rposton@tegna.com](mailto:rposton@tegna.com)

| Notification Date | Agency Name         | Prong2 | Name           | Notification By Fax | Notification By Email     |
|-------------------|---------------------|--------|----------------|---------------------|---------------------------|
| 8/28/2023         | X - Indeed.com      | No     | Bridget Boss   | 1--                 | By User/Other System      |
| 8/28/2023         | WATN Website        | No     | Freddie Milton | 1--                 | By User/Other System      |
| 8/28/2023         | MS State University | No     | Martha Jones   | 1--                 | mjones@career.msstate.edu |

**Job Notification details between 3/21/2023 to 3/20/2024**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|---------------------------------|
| 8/28/2023                | U of M Dept of Communications Art     | No            | Dr. Erica Shaw    | 1--                        | Erica.Shaw@memphis.edu          |
| 8/28/2023                | Christian Brothers College            | No            | Curt Rogers       | 1--                        | crogers@cbu.edu                 |
| 8/28/2023                | University of MS Student Media Center | No            | Larz Roberts      | 1--                        | larz@olemiss.edu                |
| 8/28/2023                | LeMoyne Owen College                  | No            | Robert Williams   | 1--                        | robert_williams@loc.edu         |
| 8/28/2023                | Southwest TN Community College        | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu      |
| 8/28/2023                | Memphis Urban League                  | No            | Shawn Smith       | 1--                        | ssmith@memul.org                |
| 8/28/2023                | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org         |
| 8/28/2023                | Arkansas Workforce Center             | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov     |
| 8/28/2023                | SRVS                                  | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org             |
| 8/28/2023                | TN Dept Labor & Workforce Development | Yes           | Joseph Maness     | 1--                        | Greatermemphis.mailbox2@tn.gov  |
| 8/28/2023                | MS Dept of Employment Security        | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov              |
| 8/28/2023                | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System            |
| 8/28/2023                | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                 |
| 8/28/2023                | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System            |
| 8/28/2023                | www.mediagignow.com                   | No            | MediaGigNow.com   | 1--                        | customerservice@mediagignow.com |
| 8/28/2023                | Career Builder                        | No            | Career Service    | 1--                        | By User/Other System            |

**WATN, WLMT****Fax and E-mail verification summary report for MSJ (Sports) - 14970**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>       |
|------------------|--|----------------------------|
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 8/28/2023 6:00:23 PM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 8/28/2023 6:00:25 PM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 8/28/2023 6:00:24 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 8/28/2023 6:00:23 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 8/28/2023 6:00:22 PM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 8/28/2023 6:00:25 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 8/28/2023 6:00:23 PM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 8/28/2023 6:00:24 PM |
| 31               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 8/28/2023 6:00:22 PM |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: Greatermemphis.mailbox2@tn.gov                   | Sent: 8/28/2023 6:00:22 PM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 8/28/2023 6:00:21 PM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: Erica.Shaw@memphis.edu                                   | Sent: 8/28/2023 6:00:25 PM |
| 40               | <b>University of MS Student Media Center</b><br>E-mail: larz@olemiss.edu                                     | Sent: 8/28/2023 6:00:24 PM |
| 43               | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com  | Sent: 8/28/2023 6:00:20 PM |

**Job Notification details between 3/21/2023 to 3/20/2024****Anchor/MSJ - 15044 (Broadcast1Source tracking number 116148)****No. of Agencies were used:** 36

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 09/08/2023**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** rwilliams8@tegna.com**Title:** Anchor/MSJ - 15044**Experience:**

3-5 yrs

**Requirements:**

Minimum of 3 to 5 years of experience as a reporter in small and medium markets.

- At least 1 year of anchoring experience.
- Strong on-camera delivery with the ability to ad-lib.
- Excellent, creative presentation and writing skills.
- Must be able to report in a broad range of styles with good on-air/live presentation skills.
- Organizational skills and the ability to work under constant time pressure deadlines.
- Strong social media presence.
- Prior experience as a people leader with strong leadership qualities and ability to motivate and engage team members on multiple projects.
- Passion for being involved in the community and ability to build new connections.
- Innovative mindset that generates creative solutions on projects.

Work Environment: Office

Physical Demands: Sedentary work

Travel: Rarely: less than 10%

Work Environment Set: Office: normally performed in a typical interior/office environment

Physical Demands Set: Sedentary work: Involves sitting most of the time; walking, lifting, bending, standing, etc.

**Description:**

**Job Notification details between 3/21/2023 to 3/20/2024**

ABC24 News, the TEGNA station in Memphis, TN, is looking for a talented journalist to join our team as a morning show **Anchor and Multiskilled Journalist**. Our station is the fastest growing news source in the market, and we need someone who will help us continue this growth.

We believe an Anchor should be one of the strongest storytellers in the building, this role is anchoring and reporting.

We are looking for someone who is a leader and wants to take ownership of their show. Someone who can create unique, shareable, and compelling stories for all platforms. We want someone who is willing to collaborate with management and the morning show team to create content that best serves our morning show audience.

Candidates should have examples of strong anchoring, breaking news reporting, and creative storytelling. We need someone who is deeply committed to local news, a natural competitor—wanting to consistently break lead stories in the Memphis market, and loves covering breaking news and weather and seeking out solutions for our community.

**Responsibilities:**

- Anchor 5-7 a.m., Midday newscasts, and cut-ins, along with any breaking news either on-air or on our digital platforms.
- Generate viewer and brand focused story/show ideas and content.
- Deliver stories on-air/digital platforms in an engaging, informative, and conversational manner.
- Excellent use of social media for news gathering/disseminating and community engagement.
- Produce short-and-long form community content/specials for multiple platforms.
- Work with management, producers, and reporters to create an engaging newscast, write and copy edit to improve all content every day.
- Represent ABC24 Memphis at community events.
- Perform other tasks as required by management.
- Take leadership role in newscast production with strong news judgement.

**Additional Information:****Contact:**

<http://www.jobs.net/j/JHeKrzHy>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Regina Poston at [rposton@teгна.com](mailto:rposton@teгна.com)

| Notification Date | Agency Name         | Prong2 | Name         | Notification By Fax | Notification By Email     |
|-------------------|---------------------|--------|--------------|---------------------|---------------------------|
| 9/8/2023          | X - Indeed.com      | No     | Bridget Boss | 1--                 | By User/Other System      |
| 9/8/2023          | MS State University | No     | Martha Jones | 1--                 | mjones@career.msstate.edu |

**Job Notification details between 3/21/2023 to 3/20/2024**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>   |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|--------------------------------|
| 9/8/2023                 | WATN Website                          | No            | Freddie Milton    | 1--                        | By User/Other System           |
| 9/8/2023                 | U of M Dept of Communications Art     | No            | Dr. Erica Shaw    | 1--                        | Erica.Shaw@memphis.edu         |
| 9/8/2023                 | Christian Brothers College            | No            | Curt Rogers       | 1--                        | crogers@cbu.edu                |
| 9/8/2023                 | University of MS Student Media Center | No            | Larz Roberts      | 1--                        | larz@olemiss.edu               |
| 9/8/2023                 | LeMoyne Owen College                  | No            | Robert Williams   | 1--                        | robert_williams@loc.edu        |
| 9/8/2023                 | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org        |
| 9/8/2023                 | Southwest TN Community College        | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu     |
| 9/8/2023                 | Memphis Urban League                  | No            | Shawn Smith       | 1--                        | ssmith@memul.org               |
| 9/8/2023                 | SRVS                                  | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org            |
| 9/8/2023                 | Arkansas Workforce Center             | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov    |
| 9/8/2023                 | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                |
| 9/8/2023                 | TN Dept Labor & Workforce Development | Yes           | Joseph Maness     | 1--                        | Greatermemphis.mailbox2@tn.gov |
| 9/8/2023                 | MS Dept of Employment Security        | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov             |
| 9/8/2023                 | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System           |
| 9/8/2023                 | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System           |
| 9/8/2023                 | X - Indeed.com                        | No            | Bridget Boss      | 1--                        | By User/Other System           |
| 9/8/2023                 | WATN Website                          | No            | Freddie Milton    | 1--                        | By User/Other System           |
| 9/8/2023                 | MS State University                   | No            | Martha Jones      | 1--                        | mjones@career.msstate.edu      |
| 9/8/2023                 | Christian Brothers College            | No            | Curt Rogers       | 1--                        | crogers@cbu.edu                |
| 9/8/2023                 | University of MS Student Media Center | No            | Larz Roberts      | 1--                        | larz@olemiss.edu               |
| 9/8/2023                 | LeMoyne Owen College                  | No            | Robert Williams   | 1--                        | robert_williams@loc.edu        |
| 9/8/2023                 | U of M Dept of Communications Art     | No            | Dr. Erica Shaw    | 1--                        | Erica.Shaw@memphis.edu         |
| 9/8/2023                 | Southwest TN Community College        | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu     |
| 9/8/2023                 | Memphis Urban League                  | No            | Shawn Smith       | 1--                        | ssmith@memul.org               |
| 9/8/2023                 | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org        |
| 9/8/2023                 | Arkansas Workforce Center             | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov    |

**Job Notification details between 3/21/2023 to 3/20/2024**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|---------------------------------|
| 9/8/2023                 | SRVS                                  | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org             |
| 9/8/2023                 | MS Dept of Employment Security        | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov              |
| 9/8/2023                 | TN Dept Labor & Workforce Development | Yes           | Joseph Maness     | 1--                        | Greatermemphis.mailbox2@tn.gov  |
| 9/8/2023                 | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                 |
| 9/8/2023                 | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System            |
| 9/8/2023                 | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System            |
| 9/8/2023                 | www.mediagignow.com                   | No            | MediaGigNow.com   | 1--                        | customerservice@mediagignow.com |
| 9/8/2023                 | Career Builder                        | No            | Career Service    | 1--                        | By User/Other System            |

**WATN, WLMT****Fax and E-mail verification summary report for Anchor/MSJ - 15044**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>      |
|------------------|--|---------------------------|
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 9/8/2023 4:56:47 PM |
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 9/8/2023 4:42:19 PM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 9/8/2023 4:42:23 PM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 9/8/2023 4:56:49 PM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 9/8/2023 4:42:22 PM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 9/8/2023 4:56:48 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 9/8/2023 4:42:20 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 9/8/2023 4:56:47 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 9/8/2023 4:42:18 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 9/8/2023 4:56:46 PM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 9/8/2023 4:56:50 PM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 9/8/2023 4:42:23 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 9/8/2023 4:56:48 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 9/8/2023 4:42:20 PM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 9/8/2023 4:42:21 PM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 9/8/2023 4:56:48 PM |



**WATN, WLMT****Fax and E-mail verification summary report for Anchor/MSJ - 15044**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>      |
|------------------|--|---------------------------|
| 31               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 9/8/2023 4:56:47 PM |
| 31               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 9/8/2023 4:42:18 PM |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: Greatermemphis.mailbox2@tn.gov | Sent: 9/8/2023 4:56:46 PM |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: Greatermemphis.mailbox2@tn.gov | Sent: 9/8/2023 4:42:17 PM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 9/8/2023 4:56:46 PM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 9/8/2023 4:42:16 PM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: Erica.Shaw@memphis.edu                 | Sent: 9/8/2023 4:42:22 PM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: Erica.Shaw@memphis.edu                 | Sent: 9/8/2023 4:56:49 PM |
| 40               | <b>University of MS Student Media Center</b><br>E-mail: larz@olemiss.edu                   | Sent: 9/8/2023 4:56:49 PM |
| 40               | <b>University of MS Student Media Center</b><br>E-mail: larz@olemiss.edu                   | Sent: 9/8/2023 4:42:22 PM |
| 43               | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com                      | Sent: 9/8/2023 4:42:13 PM |

**Job Notification details between 3/21/2023 to 3/20/2024****Exec Producer - 15045 (Broadcast1Source tracking number 116149)****No. of Agencies were used:** 35

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 09/08/2023**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** rwilliams8@tegna.com**Title:** Exec Producer - 15045**Experience:**

3-5 yrs

**Requirements:**

- Bachelor's degree in journalism, related field, and/or news leadership experience
- At least two years of experience producing broadcast news.
- Excellent communication skills (oral and written) with coworkers, clients, and the public.
- Ability to meet deadlines, prioritize assignments, and handle multiple tasks simultaneously.
- Track record of quality journalism, high integrity, and ethical decision making
- Passion for growing journalists and fostering a creative and positive newsroom environment
- Ability to calmly handle live, breaking news situations and changing events
- Strong planning and organizational skills

Work Environment: Office

Physical Demands: Sedentary work

Travel: Rarely: less than 10%

Work Environment Set: Office: normally performed in a typical interior/office environment

Physical Demands Set: Sedentary work: Involves sitting most of the time; walking, lifting, bending, standing, etc.

**Description:**

**Job Notification details between 3/21/2023 to 3/20/2024**

ABC24/CW30, the TEGNA station in Memphis, TN is looking for an outstanding leader. The role of **Executive Producer** will be filled by a passionate, experienced journalist who’s great at managing people and growing talent.

This person will be driven to provide the very best news coverage possible across all platforms daily, making sure our content reflects the diverse communities we represent. This person will also be able to jump in the booth to assist with covering breaking news and communication. They will also be able to produce and booth a newscast when needed. This role is responsible for leading daily editorial conversations, serving as a leader to our producers, building schedules, and coordinating with our desk, digital team and other leaders in the newsroom daily. This critical team member is also a show doctor who helps our producers elevate their newscasts on a daily basis.

The ideal candidate has a track record of leading One Content teams to create relevant, meaningful, and compelling newscasts, teaching direct reports of various experience levels, and thinking strategically about multiple projects to meet the station’s goals. This person has strong leadership skills, a commitment to covering breaking news and providing context and depth, can make quick editorial decisions, and has a willingness to push a team to think creatively daily. This person is also a great communicator who is cool under pressure. You will work collaboratively with other newsroom managers and teams to create innovative content for all platforms.

**Responsibilities:**

- Collaborate to execute long-term newsroom strategy
- Train, develop, and coach the newsroom team with a focus on mentoring content creators across all platforms to elevate writing, crafting, and storytelling
- Oversee the daily editorial process
- Oversee the on-air execution of newscasts
- Source and recruit top-notch journalists
- Participate in coordinating all aspects of coverage, from breaking news to enterprise story production and news specials.
- Ensure that news coverage meets the ABC24 Memphis brand, company policies, industry codes, FCC rules, and station values
- Direct newsroom operations, review scripts, and manage schedules
- Work with the news director and other managers to establish newsroom goals and work to develop and further brand

**Additional Information:**

**Contact:**

<http://www.jobs.net/j/JRzKgLkk>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Regina Poston at [rposton@teгна.com](mailto:rposton@teгна.com)

| Notification Date | Agency Name | Prong2 | Name | Notification By Fax | Notification By Email |
|-------------------|-------------|--------|------|---------------------|-----------------------|
|-------------------|-------------|--------|------|---------------------|-----------------------|

**Job Notification details between 3/21/2023 to 3/20/2024**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>   |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|--------------------------------|
| 9/8/2023                 | WATN Website                          | No            | Freddie Milton    | 1--                        | By User/Other System           |
| 9/8/2023                 | MS State University                   | No            | Martha Jones      | 1--                        | mjones@career.msstate.edu      |
| 9/8/2023                 | Christian Brothers College            | No            | Curt Rogers       | 1--                        | crogers@cbu.edu                |
| 9/8/2023                 | X - Indeed.com                        | No            | Bridget Boss      | 1--                        | By User/Other System           |
| 9/8/2023                 | University of MS Student Media Center | No            | Larz Roberts      | 1--                        | larz@olemiss.edu               |
| 9/8/2023                 | LeMoyne Owen College                  | No            | Robert Williams   | 1--                        | robert_williams@loc.edu        |
| 9/8/2023                 | U of M Dept of Communications Art     | No            | Dr. Erica Shaw    | 1--                        | Erica.Shaw@memphis.edu         |
| 9/8/2023                 | Southwest TN Community College        | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu     |
| 9/8/2023                 | Memphis Urban League                  | No            | Shawn Smith       | 1--                        | ssmith@memul.org               |
| 9/8/2023                 | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org        |
| 9/8/2023                 | SRVS                                  | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org            |
| 9/8/2023                 | Arkansas Workforce Center             | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov    |
| 9/8/2023                 | MS Dept of Employment Security        | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov             |
| 9/8/2023                 | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System           |
| 9/8/2023                 | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                |
| 9/8/2023                 | TN Dept Labor & Workforce Development | Yes           | Joseph Maness     | 1--                        | Greatermemphis.mailbox2@tn.gov |
| 9/8/2023                 | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System           |
| 9/8/2023                 | X - Indeed.com                        | No            | Bridget Boss      | 1--                        | By User/Other System           |
| 9/8/2023                 | WATN Website                          | No            | Freddie Milton    | 1--                        | By User/Other System           |
| 9/8/2023                 | MS State University                   | No            | Martha Jones      | 1--                        | mjones@career.msstate.edu      |
| 9/8/2023                 | U of M Dept of Communications Art     | No            | Dr. Erica Shaw    | 1--                        | Erica.Shaw@memphis.edu         |
| 9/8/2023                 | Christian Brothers College            | No            | Curt Rogers       | 1--                        | crogers@cbu.edu                |
| 9/8/2023                 | University of MS Student Media Center | No            | Larz Roberts      | 1--                        | larz@olemiss.edu               |
| 9/8/2023                 | LeMoyne Owen College                  | No            | Robert Williams   | 1--                        | robert_williams@loc.edu        |
| 9/8/2023                 | Southwest TN Community College        | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu     |
| 9/8/2023                 | Memphis Urban League                  | No            | Shawn Smith       | 1--                        | ssmith@memul.org               |

**Job Notification details between 3/21/2023 to 3/20/2024**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|---------------------------------|
| 9/8/2023                 | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org         |
| 9/8/2023                 | Arkansas Workforce Center             | Yes           | Sandra Atwater    | 1--                        | sandra.atwater@arkansas.gov     |
| 9/8/2023                 | SRVS                                  | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org             |
| 9/8/2023                 | TN Dept Labor & Workforce Development | Yes           | Joseph Maness     | 1--                        | Greatermemphis.mailbox2@tn.gov  |
| 9/8/2023                 | MS Dept of Employment Security        | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov              |
| 9/8/2023                 | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System            |
| 9/8/2023                 | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                 |
| 9/8/2023                 | www.mediagignow.com                   | No            | MediaGigNow.com   | 1--                        | customerservice@mediagignow.com |
| 9/8/2023                 | Career Builder                        | No            | Career Service    | 1--                        | By User/Other System            |

**WATN, WLMT****Fax and E-mail verification summary report for Exec Producer - 15045**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>      |
|------------------|--|---------------------------|
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 9/8/2023 4:53:53 PM |
| 4                | <b>Arkansas Workforce Center</b><br>E-mail: sandra.atwater@arkansas.gov                                      | Sent: 9/8/2023 4:46:49 PM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 9/8/2023 4:53:56 PM |
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 9/8/2023 4:46:51 PM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 9/8/2023 4:53:55 PM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 9/8/2023 4:46:50 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 9/8/2023 4:46:49 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 9/8/2023 4:53:54 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 9/8/2023 4:46:48 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 9/8/2023 4:53:53 PM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 9/8/2023 4:53:56 PM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 9/8/2023 4:46:51 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 9/8/2023 4:46:49 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 9/8/2023 4:53:54 PM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 9/8/2023 4:46:50 PM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 9/8/2023 4:53:54 PM |

**WATN, WLMT****Fax and E-mail verification summary report for Exec Producer - 15045**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>      |
|------------------|--|---------------------------|
| 31               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 9/8/2023 4:53:53 PM |
| 31               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 9/8/2023 4:46:48 PM |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: Greatermemphis.mailbox2@tn.gov | Sent: 9/8/2023 4:46:48 PM |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: Greatermemphis.mailbox2@tn.gov | Sent: 9/8/2023 4:53:52 PM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 9/8/2023 4:46:47 PM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 9/8/2023 4:53:52 PM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: Erica.Shaw@memphis.edu                 | Sent: 9/8/2023 4:53:55 PM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: Erica.Shaw@memphis.edu                 | Sent: 9/8/2023 4:46:51 PM |
| 40               | <b>University of MS Student Media Center</b><br>E-mail: larz@olemiss.edu                   | Sent: 9/8/2023 4:53:55 PM |
| 40               | <b>University of MS Student Media Center</b><br>E-mail: larz@olemiss.edu                   | Sent: 9/8/2023 4:46:50 PM |
| 43               | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com                      | Sent: 9/8/2023 4:46:46 PM |

**Job Notification details between 3/21/2023 to 3/20/2024**

**Visual Storyteller - 015140 (Broadcast1Source tracking number 116844)**

**No. of Agencies were used:** 20

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 10/04/2023

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** rwilliams8@tegn.com

**Title:** Visual Storyteller - 015140

**Experience:**

3 - 5 years

**Requirements:**



## **Job Notification details between 3/21/2023 to 3/20/2024**

### **Requirements**

- BA/BS in journalism, communications or related field
- 3-5 years of experience in photojournalism, non-linear editing, and content management systems
- Ability to generate creative, engaging, content-driven live shots
- Demonstrated social media proficiency
- Demonstrated news judgment, photography experience, and non-linear editing skills
- Flexible with schedule, reliable and dependable
- Understanding of the tenets of professional journalism
- Knowledge of ENPS and Edius
- Organizational skills and the ability to work under constant time pressure deadlines
- Ability to calmly handle live, breaking news situations and changing event

Travel: Rarely: less than 10%

Work Environment Set: Office: normally performed in a typical interior/office environment

Physical Demands Set: Light work: Involves sitting most of the time, walking, lifting, bending, standing, etc.

### **About TEGNA**

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 64 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

EEO statement:

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

[Privacy Notice for California Candidates](#)

**Description:**

**Job Notification details between 3/21/2023 to 3/20/2024**

WATN/WLMT, the TEGNA station in Memphis, TN is looking for a highly skilled photojournalist, who wants to break from the traditional format and is willing to break the mold in their storytelling. A successful candidate is eager to tell great stories on their own or with a team by capturing creative video & audio elements that produce compelling and engaging news, sports, and feature stories in a deadline environment. They are proficient with live news gathering tools and can handle breaking news situations when necessary.

**Responsibilities:**

- Using the latest photography and editing tools.
- Creative storytelling with the highest journalistic standards.
- Using creative production techniques such as graphics and other forms of media (viewer pictures, webcam interviews, etc.) to enhance stories.
- Editing, filing and posting a variety of video elements including voice-overs, packages, bumpers and some promotional material.
- Encoding video for web and mobile distribution.
- Ability to operate non-linear edit systems, experience with Edius is a plus.
- ENG shooting experience is also a plus, job requires gathering content in the field.
- Maintaining and being responsible for all issued station equipment and vehicles, in accordance with policy.
- Have a professional demeanor and work well/as a team player with news team and staff at all times.
- Ability to multi-task, handling editing assignments and capturing feeds and FTP material from multiple TEGNA stations, while constantly monitoring quality control.
- Performing other tasks as required by supervisor or news managers.

**Additional Information:****Contact:**

<http://www.jobs.net/j/JEWExKaD?jobdetails=true>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

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| <b>Notification Date</b> | <b>Agency Name</b>  | <b>Prong2</b> | <b>Name</b>    | <b>Notification By Fax</b> | <b>Notification By Email</b> |
|--------------------------|---------------------|---------------|----------------|----------------------------|------------------------------|
| 10/4/2023                | Employee Referral   | No            | Ayo Fasheyide  | 1--                        | By User/Other System         |
| 10/4/2023                | WATN Website        | No            | Freddie Milton | 1--                        | By User/Other System         |
| 10/4/2023                | MS State University | No            | Martha Jones   | 1--                        | mjones@career.msstate.edu    |
| 10/4/2023                | X - Indeed.com      | No            | Bridget Boss   | 1--                        | By User/Other System         |

**Job Notification details between 3/21/2023 to 3/20/2024**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|---------------------------------|
| 10/4/2023                | Christian Brothers College            | No            | Curt Rogers       | 1--                        | crogers@cbu.edu                 |
| 10/4/2023                | University of MS Student Media Center | No            | Larz Roberts      | 1--                        | larz@olemiss.edu                |
| 10/4/2023                | U of M Dept of Communications Art     | No            | Dr. Erica Shaw    | 1--                        | Erica.Shaw@memphis.edu          |
| 10/4/2023                | Southwest TN Community College        | No            | Wanda Coopwood    | 1--                        | wcoopwood@southwest.tn.edu      |
| 10/4/2023                | LeMoyne Owen College                  | No            | Robert Williams   | 1--                        | robert_williams@loc.edu         |
| 10/4/2023                | NAACP                                 | No            | Vickie Terry      | 1--                        | vickie@naacpmemphis.org         |
| 10/4/2023                | SRVS                                  | Yes           | Troy Allen        | 1--                        | troy.allen@srvs.org             |
| 10/4/2023                | Memphis Urban League                  | No            | Shawn Smith       | 1--                        | ssmith@memul.org                |
| 10/4/2023                | MS Dept of Employment Security        | No            | Howard Stagg      | 1--                        | hstagg@mdes.ms.gov              |
| 10/4/2023                | TN Dept Labor & Workforce Development | Yes           | Joseph Maness     | 1--                        | Greatermemphis.mailbox2@tn.gov  |
| 10/4/2023                | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                 |
| 10/4/2023                | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System            |
| 10/4/2023                | State of TN Dept of Human Services    | Yes           | Peter Frost       | 1--                        | peter.frost@tn.gov              |
| 10/4/2023                | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System            |
| 10/4/2023                | Career Builder                        | No            | Career Service    | 1--                        | By User/Other System            |
| 10/4/2023                | www.mediagignow.com                   | No            | MediaGigNow.com   | 1--                        | customerservice@mediagignow.com |

**WATN, WLMT****Fax and E-mail verification summary report for Visual Storyteller - 015140**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>        |
|------------------|--|-----------------------------|
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 10/4/2023 12:16:56 PM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 10/4/2023 12:16:55 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 10/4/2023 12:16:54 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 10/4/2023 12:16:53 PM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 10/4/2023 12:16:57 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 10/4/2023 12:16:55 PM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 10/4/2023 12:16:55 PM |
| 31               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 10/4/2023 12:16:54 PM |
| 32               | <b>State of TN Dept of Human Services</b><br>E-mail: peter.frost@tn.gov                                      | Sent: 10/4/2023 12:16:52 PM |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: Greatermemphis.mailbox2@tn.gov                   | Sent: 10/4/2023 12:16:53 PM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 10/4/2023 12:16:53 PM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: Erica.Shaw@memphis.edu                                   | Sent: 10/4/2023 12:16:56 PM |
| 40               | <b>University of MS Student Media Center</b><br>E-mail: larz@olemiss.edu                                     | Sent: 10/4/2023 12:16:56 PM |
| 43               | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com  | Sent: 10/4/2023 12:16:51 PM |

**Job Notification details between 3/21/2023 to 3/20/2024**

**Dir, Dig Content - 15274 (Broadcast1Source tracking number 118075)**

**No. of Agencies were used:** 18

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 11/10/2023

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** rwilliams8@tegna.com

**Title:** Dir, Dig Content - 15274

**Experience:**

5-7 yrs

**Requirements:**

**Job Notification details between 3/21/2023 to 3/20/2024**

- Bachelor's degree in Journalism, Communications, or equivalent experience in the field
- At least five years of content experience, including at least one year formally or informally leading other digital journalists
- Solid journalistic judgment and a news philosophy that emphasizes accurate, fair, and unique local content, along with community engagement
- A deep understanding of SEO best practices for articles, images, and video
- Ability to calmly handle live, breaking news situations and the ability to deal with the rapid pace of news
- Knowledge of online CMS and news production systems along with social newsgathering tools
- Experience analyzing audience data and identifying behavioral trends. Google Analytics experience a major bonus
- Passion and vision for emerging media
- Strong organizational, leadership, and communication skills
- Ability to work under pressure and meet deadlines
- Familiarity with the Memphis area and/or a reason to relocate here, a plus

Work Environment: Office

Physical Demands: Sedentary work

Travel: Rarely: less than 10%

Work Environment Set: Office: normally performed in a typical interior/office environment

Physical Demands Set: Sedentary work: Involves sitting most of the time; walking, lifting, bending, standing, etc.

**Description:**

## **Job Notification details between 3/21/2023 to 3/20/2024**

WATN, TEGNA's ABC affiliate in Memphis, TN, is searching for a **Director of Digital Content** who will serve as a member of the ABC24 News management team and spearhead the creation and publication of engaging, compelling news content across digital, mobile, app, OTT and social media platforms.

We're looking for an exceptional people-focused leader with experience training a team, who has varying levels of digital/social/distribution, to perform at the highest level, and implement exceptional, engaging content on digital properties.

The Director of Digital Content works with other newsroom leaders to oversee daily news editorial decisions while also setting strategic goals for the newsroom. This includes but is not limited to, breaking news coverage, special project content, franchise support, social media, text/email updates/alerts/contests, and various digital revenue products available to our audience on abc24.com, mobile apps, social and voice platforms.

The visionary news leader will work closely with the News Director to prioritize and set short and long-term goals and serve as primary liaison for digital sales and marketing project implementation. This person will play a key role in charting the station's digital content and growth strategy.

You must be a team player dedicated to continuous improvement, staff engagement, and driven to perform at a superior level.

The ideal candidate must have an eye for detail, love to lead and provide feedback to a team hungry to win.

### **Responsibilities:**

- Manage the digital content team in both news and programming and lead digital strategy to grow multi-platform content, audience, and engagement
- Be the voice of innovation in the newsroom and inspire others to follow your lead
- Work with the digital team and overall newsroom to coordinate daily digital news efforts and oversees digital efforts - including story selecting, reporting, writing, editing, distributing and live-streaming
- Lead our content teams to develop workflows that deliver our content 24/7 across current and future platforms with storytelling that is optimized for each screen
- Analyze and actively use data and metrics to inform editorial and strategic decisions and to create accountability for results
- Actively partner with the news director and marketing director to create three-screen synergy (TV, digital, mobile) around station content and campaigns
- Oversee all station efforts on social media including Facebook, Twitter, Instagram, YouTube, and other emerging platforms.
- Lead the content team in identifying new content types and innovative technologies that help us reach and serve new audiences
- Create unique, engaging, and shareable content
- Teach, coach, and mentor our content teams in best practices for writing and producing content for digital and social platforms
- Skillfully use social media and digital tools to research, discover and distribute content
- Collaborate with content leaders across TEGNA to maximize the sharing of our content and leverage innovation and best practices among stations
- Hold newsroom employees accountable to WATN/TEGNA ethical and editorial standards

**Job Notification details between 3/21/2023 to 3/20/2024****Additional Information:****Contact:**

<http://www.jobs.net/j/JXcqknOV>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Regina Poston at [rposton@tegn.com](mailto:rposton@tegn.com)

| Notification Date | Agency Name                           | Prong2 | Name              | Notification By Fax | Notification By Email           |
|-------------------|---------------------------------------|--------|-------------------|---------------------|---------------------------------|
| 11/10/2023        | Christian Brothers College            | No     | Curt Rogers       | 1--                 | crogers@cbu.edu                 |
| 11/10/2023        | MS State University                   | No     | Martha Jones      | 1--                 | mjones@career.msstate.edu       |
| 11/10/2023        | WATN Website                          | No     | Freddie Milton    | 1--                 | By User/Other System            |
| 11/10/2023        | U of M Dept of Communications Art     | No     | Dr. Erica Shaw    | 1--                 | Erica.Shaw@memphis.edu          |
| 11/10/2023        | University of MS Student Media Center | No     | Larz Roberts      | 1--                 | larz@olemiss.edu                |
| 11/10/2023        | LeMoyne Owen College                  | No     | Robert Williams   | 1--                 | robert_williams@loc.edu         |
| 11/10/2023        | NAACP                                 | No     | Vickie Terry      | 1--                 | vickie@naacpmemphis.org         |
| 11/10/2023        | Southwest TN Community College        | No     | Wanda Coopwood    | 1--                 | wcoopwood@southwest.tn.edu      |
| 11/10/2023        | Memphis Urban League                  | No     | Shawn Smith       | 1--                 | ssmith@memul.org                |
| 11/10/2023        | MS Dept of Employment Security        | No     | Howard Stagg      | 1--                 | hstagg@mdes.ms.gov              |
| 11/10/2023        | SRVS                                  | Yes    | Troy Allen        | 1--                 | troy.allen@srvs.org             |
| 11/10/2023        | TVJobs                                | No     | Mark C Holloway   | 1--                 | jobs@tvjobs.com                 |
| 11/10/2023        | TN Dept Labor & Workforce Development | Yes    | Joseph Maness     | 1--                 | Greatermemphis.mailbox2@tn.gov  |
| 11/10/2023        | State of TN Dept of Human Services    | Yes    | Peter Frost       | 1--                 | peter.frost@tn.gov              |
| 11/10/2023        | X - LinkedIn                          | No     | LinkedIn LinkedIn | 1--                 | By User/Other System            |
| 11/10/2023        | TEGNA.com                             | No     | HR HR             | 1--                 | By User/Other System            |
| 11/10/2023        | www.mediagignow.com                   | No     | MediaGigNow.com   | 1--                 | customerservice@mediagignow.com |
| 11/10/2023        | Career Builder                        | No     | Career Service    | 1--                 | By User/Other System            |



**WATN, WLMT****Fax and E-mail verification summary report for Dir, Dig Content - 15274**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>        |
|------------------|--|-----------------------------|
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 11/10/2023 7:18:10 PM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 11/10/2023 7:18:08 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 11/10/2023 7:18:07 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 11/10/2023 7:18:06 PM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 11/10/2023 7:18:10 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 11/10/2023 7:18:08 PM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 11/10/2023 7:18:08 PM |
| 31               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 11/10/2023 7:18:06 PM |
| 32               | <b>State of TN Dept of Human Services</b><br>E-mail: peter.frost@tn.gov                                      | Sent: 11/10/2023 7:18:05 PM |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: Greatermemphis.mailbox2@tn.gov                   | Sent: 11/10/2023 7:18:05 PM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 11/10/2023 7:18:05 PM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: Erica.Shaw@memphis.edu                                   | Sent: 11/10/2023 7:18:09 PM |
| 40               | <b>University of MS Student Media Center</b><br>E-mail: larz@olemiss.edu                                     | Sent: 11/10/2023 7:18:09 PM |
| 43               | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com  | Sent: 11/10/2023 7:18:03 PM |

**Job Notification details between 3/21/2023 to 3/20/2024**

**Newscast Director-15316 (Broadcast1Source tracking number 118333)**

**No. of Agencies were used:** 18

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 11/19/2023

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** rwilliams8@tegna.com

**Title:** Newscast Director-15316

**Experience:**

1-3 years

**Requirements:**

## Job Notification details between 3/21/2023 to 3/20/2024

**Requirements**

You must possess a minimum of 1-3 years directing/technical directing fast paced and graphic intensive live newscasts. Must possess excellent computer skills, people skills, leadership qualities, flexibility, availability, teach-ability and an innovative mindset.

Must be able to lift approximately 50 pounds.

Work Environment: Office

Physical Demands: Sedentary work

Travel: Rarely: less than 10%

Work Environment Set: Office: normally performed in a typical interior/office environment

Physical Demands Set: Sedentary work: Involves sitting most of the time; walking, lifting, bending, standing, etc.

**About TEGNA**

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 64 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

**EEO statement:**

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

**[Privacy Notice for California Candidates](#)****Description:**

TEGNA-Memphis, ABC24/CW30 in Memphis, Tennessee is seeking an experienced newscast Director/TD to lead our teams and make some great TV. The Director/TD supervises, assigns duties to crew, and acts as liaison between engineering, news, marketing, sales, and the production department.

**Responsibilities:** The Director/TD will have knowledge of Ross Vision switchers, Sony XVS 6000 switcher, ELC Automation, Chyron Hego, Edius editing, and Wheatstone audio board, plus graphics production. In addition to directing, the Director/TD will train camera, CG, and audio operators in the proper operation during live broadcasts and fill these positions as needed. Knowledge of ENPS 8 newsroom system, Bit Central Precip video playback system and Chyron is a plus.

You will be a gatekeeper of the brand; meaning you and your team will be responsible for ensuring that everything that airs on our stations meets the standards of quality and excellence of ABC24.

**Additional Information:**

**Job Notification details between 3/21/2023 to 3/20/2024****Contact:**

<http://www.jobs.net/j/JRmzHchk?jobdetails=true>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Juan Herrera at [jherrera1@tegna.com](mailto:jherrera1@tegna.com)

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>     | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|---------------------------------------|---------------|-----------------|----------------------------|---------------------------------|
| 11/19/2023               | WATN Website                          | No            | Freddie Milton  | 1--                        | By User/Other System            |
| 11/19/2023               | MS State University                   | No            | Martha Jones    | 1--                        | mjones@career.msstate.edu       |
| 11/19/2023               | U of M Dept of Communications Art     | No            | Dr. Erica Shaw  | 1--                        | Erica.Shaw@memphis.edu          |
| 11/19/2023               | Christian Brothers College            | No            | Curt Rogers     | 1--                        | crogers@cbu.edu                 |
| 11/19/2023               | LeMoyne Owen College                  | No            | Robert Williams | 1--                        | robert_williams@loc.edu         |
| 11/19/2023               | University of MS Student Media Center | No            | Larz Roberts    | 1--                        | larz@olemiss.edu                |
| 11/19/2023               | Southwest TN Community College        | No            | Wanda Coopwood  | 1--                        | wcoopwood@southwest.tn.edu      |
| 11/19/2023               | Memphis Urban League                  | No            | Shawn Smith     | 1--                        | ssmith@memul.org                |
| 11/19/2023               | NAACP                                 | No            | Vickie Terry    | 1--                        | vickie@naacpmemphis.org         |
| 11/19/2023               | TN Dept Labor & Workforce Development | Yes           | Joseph Maness   | 1--                        | Greatermemphis.mailbox2@tn.gov  |
| 11/19/2023               | SRVS                                  | Yes           | Troy Allen      | 1--                        | troy.allen@srvs.org             |
| 11/19/2023               | MS Dept of Employment Security        | No            | Howard Stagg    | 1--                        | hstagg@mdes.ms.gov              |
| 11/19/2023               | State of TN Dept of Human Services    | Yes           | Peter Frost     | 1--                        | peter.frost@tn.gov              |
| 11/19/2023               | TVJobs                                | No            | Mark C Holloway | 1--                        | jobs@tvjobs.com                 |
| 11/19/2023               | TEGNA.com                             | No            | HR HR           | 1--                        | By User/Other System            |
| 11/19/2023               | Glassdoor                             | No            | Job Board       | 1--                        | By User/Other System            |
| 11/19/2023               | Career Builder                        | No            | Career Service  | 1--                        | By User/Other System            |
| 11/19/2023               | www.mediagignow.com                   | No            | MediaGigNow.com | 1--                        | customerservice@mediagignow.com |

**WATN, WLMT****Fax and E-mail verification summary report for Newscast Director-15316**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>        |
|------------------|--|-----------------------------|
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 11/19/2023 6:29:17 PM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 11/19/2023 6:29:16 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 11/19/2023 6:29:15 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 11/19/2023 6:29:14 PM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 11/19/2023 6:29:17 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 11/19/2023 6:29:15 PM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 11/19/2023 6:29:16 PM |
| 31               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 11/19/2023 6:29:14 PM |
| 32               | <b>State of TN Dept of Human Services</b><br>E-mail: peter.frost@tn.gov                                      | Sent: 11/19/2023 6:29:13 PM |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: Greatermemphis.mailbox2@tn.gov                   | Sent: 11/19/2023 6:29:14 PM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 11/19/2023 6:29:13 PM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: Erica.Shaw@memphis.edu                                   | Sent: 11/19/2023 6:29:17 PM |
| 40               | <b>University of MS Student Media Center</b><br>E-mail: larz@olemiss.edu                                     | Sent: 11/19/2023 6:29:16 PM |
| 43               | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com  | Sent: 11/19/2023 6:29:11 PM |

**Job Notification details between 3/21/2023 to 3/20/2024****Editor 15317 (Broadcast1Source tracking number 118334)****No. of Agencies were used:** 19

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 11/19/2023**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** rwilliams8@tegna.com**Title:** Editor 15317**Experience:**

1-3 years

**Requirements:****Requirements**

- A successful candidate is innovative, with solid news judgement.
- Critical thinking skills who thrive in a high demand breaking news sharing content within the family of TEGNA television stations
- Working alongside other news staff members, the ideal candidate will also be responsible for responding quickly to breaking news and managing.
- This person works well under pressure, can perform in stressful content produced by others, including feeds from the field Vo's, Sot's situations and has excellent multi-tasking capabilities. and some package editing.
- Qualified candidates have strong video and photo-editing skills - Coordinate live streams and live recordings from the field, web, or studio.
- And the ability to work a flexible schedule when needed.
- Be an ethical journalist.
- Prior newsroom experience is a plus.
- Excellent communication and time management skills
- Self-starter who can also work well as a member of a team.
- Deadline-driven and able to multitask/perform well in a fast-paced Environment.

Work Environment: Office

Physical Demands: Sedentary work

Travel: Rarely: less than 10%

Work Environment Set: Office: normally performed in a typical interior/office environment

## **Job Notification details between 3/21/2023 to 3/20/2024**

Physical Demands Set: Sedentary work: Involves sitting most of the time; walking, lifting, bending, standing, etc.

### **About TEGNA**

TEGNA Inc. (NYSE: TGNA) is an innovative media company that serves the greater good of our communities. Across platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 64 television stations in 51 U.S. markets, TEGNA is the largest owner of top 4 network affiliates in the top 25 markets among independent station groups, reaching approximately 39 percent of all television households nationwide. TEGNA also owns leading multicast networks True Crime Network and Quest. TEGNA Marketing Solutions (TMS) offers innovative solutions to help businesses reach consumers across television, digital and over-the-top (OTT) platforms, including Premion, TEGNA's OTT advertising service. For more information, visit [www.TEGNA.com](http://www.TEGNA.com).

### **EEO statement:**

TEGNA Inc. is a proud equal opportunity employer. We are a drug free, EEO employer committed to a diverse workforce. We encourage and consider all qualified candidates regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status or genetic information. TEGNA complies with all applicable laws related to accommodations.

[Privacy Notice for California Candidates](#)

### **Description:**

WATN is seeking a full-time editor to join the team. Strong candidates understand how news video exists on three screens (television, internet, mobile). And are prepared to edit on all three. Qualified candidates must be ready and able to quickly create high-quality content and the content must be ready for air and/or digital use in a timely manner.

### **Responsibilities:**

- Creative storytelling of the highest journalist standards.
- Editing
- Filing a variety of video elements including voice overs, packages, and basic graphics. Ability to multi-task, handling editing assignments, capturing feeds, and receiving story content from field crews while constantly monitoring quality control.
- Control Room Operations

### **Additional Information:**

### **Contact:**

<http://www.jobs.net/j/JhfLNxiO?jobdetails=true>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

**\*\*\*IMPORTANT\*\*\***

**Job Notification details between 3/21/2023 to 3/20/2024**

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Juan Herrera at [jherrera1@tegna.com](mailto:jherrera1@tegna.com)

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>     | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|---------------------------------------|---------------|-----------------|----------------------------|---------------------------------|
| 11/19/2023               | University of MS                      | No            | Christy Wright  | 1--                        | By User/Other System            |
| 11/19/2023               | MS State University                   | No            | Martha Jones    | 1--                        | mjones@career.msstate.edu       |
| 11/19/2023               | WATN Website                          | No            | Freddie Milton  | 1--                        | By User/Other System            |
| 11/19/2023               | U of M Dept of Communications Art     | No            | Dr. Erica Shaw  | 1--                        | Erica.Shaw@memphis.edu          |
| 11/19/2023               | University of MS Student Media Center | No            | Larz Roberts    | 1--                        | larz@olemiss.edu                |
| 11/19/2023               | Christian Brothers College            | No            | Curt Rogers     | 1--                        | crogers@cbu.edu                 |
| 11/19/2023               | LeMoyne Owen College                  | No            | Robert Williams | 1--                        | robert_williams@loc.edu         |
| 11/19/2023               | Southwest TN Community College        | No            | Wanda Coopwood  | 1--                        | wcoopwood@southwest.tn.edu      |
| 11/19/2023               | Memphis Urban League                  | No            | Shawn Smith     | 1--                        | ssmith@memul.org                |
| 11/19/2023               | NAACP                                 | No            | Vickie Terry    | 1--                        | vickie@naacpmemphis.org         |
| 11/19/2023               | TN Dept Labor & Workforce Development | Yes           | Joseph Maness   | 1--                        | Greatermemphis.mailbox2@tn.gov  |
| 11/19/2023               | SRVS                                  | Yes           | Troy Allen      | 1--                        | troy.allen@srvs.org             |
| 11/19/2023               | MS Dept of Employment Security        | No            | Howard Stagg    | 1--                        | hstagg@mdes.ms.gov              |
| 11/19/2023               | State of TN Dept of Human Services    | Yes           | Peter Frost     | 1--                        | peter.frost@tn.gov              |
| 11/19/2023               | TVJobs                                | No            | Mark C Holloway | 1--                        | jobs@tvjobs.com                 |
| 11/19/2023               | TEGNA.com                             | No            | HR HR           | 1--                        | By User/Other System            |
| 11/19/2023               | Glassdoor                             | No            | Job Board       | 1--                        | By User/Other System            |
| 11/19/2023               | Career Builder                        | No            | Career Service  | 1--                        | By User/Other System            |
| 11/19/2023               | www.mediagignow.com                   | No            | MediaGigNow.com | 1--                        | customerservice@mediagignow.com |



**WATN, WLMT****Fax and E-mail verification summary report for Editor 15317**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>        |
|------------------|--|-----------------------------|
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 11/19/2023 6:36:29 PM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 11/19/2023 6:36:28 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 11/19/2023 6:36:27 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 11/19/2023 6:36:26 PM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 11/19/2023 6:36:30 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 11/19/2023 6:36:27 PM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 11/19/2023 6:36:28 PM |
| 31               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 11/19/2023 6:36:26 PM |
| 32               | <b>State of TN Dept of Human Services</b><br>E-mail: peter.frost@tn.gov                                      | Sent: 11/19/2023 6:36:25 PM |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: Greatermemphis.mailbox2@tn.gov                   | Sent: 11/19/2023 6:36:26 PM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 11/19/2023 6:36:25 PM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: Erica.Shaw@memphis.edu                                   | Sent: 11/19/2023 6:36:29 PM |
| 40               | <b>University of MS Student Media Center</b><br>E-mail: larz@olemiss.edu                                     | Sent: 11/19/2023 6:36:29 PM |
| 43               | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com  | Sent: 11/19/2023 6:36:23 PM |

**Job Notification details between 3/21/2023 to 3/20/2024****Production Operator - 15662 (Broadcast1Source tracking number 121101)****No. of Agencies were used:** 18

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 03/01/2024**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** rwilliams8@tegna.com**Title:** Production Operator - 15662**Experience:**

Entry Level

**Requirements:**

This is an entry level position, previous work or school related experience is helpful.

- Computers skills are essential
- Working knowledge of cameras, audio and video editing software is a plus
- Must be dependable, flexible in scheduling, a team player and work well under pressure and must be willing to work early morning hours, evenings, weekends and holidays.
- Work Environment: Office
- Physical Demands: Light work
- Travel: Rarely: less than 10%
- Work Environment Set: Office: normally performed in a typical interior/office environment
- Physical Demands Set: Light work: Involves sitting most of the time, walking, lifting, bending, standing, etc.

Work Environment: Office

Physical Demands: Sedentary work

Travel: Rarely: less than 10%

Work Environment Set: Office: normally performed in a typical interior/office environment

Physical Demands Set: Sedentary work: Involves sitting most of the time; walking, lifting, bending, standing, etc.

**Description:**

**Job Notification details between 3/21/2023 to 3/20/2024**

WATN in Memphis, TN is searching for a Production Operator to perform a variety of technical and support functions in the execution of live newscasts, studio productions, and on-air operations. We're looking for someone who is eager to learn about content production and can help our team create engaging content. The person filling this role will be primarily tasked with operating studio and control room equipment. This is an excellent opportunity for candidates looking to start a career in television, video production, and directing/technical directing. We are seeking an individual who can handle a fast-paced and dynamic newscast, is highly reliable and has effective communication skills. The ideal candidate will bring new, forward-thinking production ideas to the table to help us adapt to a constantly changing viewer base.

**Responsibilities:**

- Edit video News stories
- Operate cameras, audio, graphics, teleprompter
- Assist with various production elements including preparing cameras, lights, monitors and testing mics/ifbs for live newscasts and studio productions
- Various other duties as assigned

**Additional Information:****Contact:**

<http://www.jobs.net/j/JNhEWiQA>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Regina Poston at [rposton@tegn.com](mailto:rposton@tegn.com)

| Notification Date | Agency Name                           | Prong2 | Name            | Notification By Fax | Notification By Email      |
|-------------------|---------------------------------------|--------|-----------------|---------------------|----------------------------|
| 3/1/2024          | WATN Website                          | No     | Freddie Milton  | 1--                 | By User/Other System       |
| 3/1/2024          | U of M Dept of Communications Art     | No     | Dr. Erica Shaw  | 1--                 | Erica.Shaw@memphis.edu     |
| 3/1/2024          | MS State University                   | No     | Martha Jones    | 1--                 | mjones@career.msstate.edu  |
| 3/1/2024          | University of MS Student Media Center | No     | Larz Roberts    | 1--                 | larz@olemiss.edu           |
| 3/1/2024          | Christian Brothers College            | No     | Curt Rogers     | 1--                 | crogers@cbu.edu            |
| 3/1/2024          | NAACP                                 | No     | Vickie Terry    | 1--                 | vickie@naacpmemphis.org    |
| 3/1/2024          | LeMoyne Owen College                  | No     | Robert Williams | 1--                 | robert_williams@loc.edu    |
| 3/1/2024          | Southwest TN Community College        | No     | Wanda Coopwood  | 1--                 | wcoopwood@southwest.tn.edu |
| 3/1/2024          | MS Dept of Employment Security        | No     | Howard Stagg    | 1--                 | hstagg@mdes.ms.gov         |
| 3/1/2024          | Memphis Urban League                  | No     | Shawn Smith     | 1--                 | ssmith@memul.org           |
| 3/1/2024          | SRVS                                  | Yes    | Troy Allen      | 1--                 | troy.allen@srvs.org        |

**Job Notification details between 3/21/2023 to 3/20/2024**

| <b>Notification Date</b> | <b>Agency Name</b>                    | <b>Prong2</b> | <b>Name</b>       | <b>Notification By Fax</b> | <b>Notification By Email</b>    |
|--------------------------|---------------------------------------|---------------|-------------------|----------------------------|---------------------------------|
| 3/1/2024                 | TN Dept Labor & Workforce Development | Yes           | Joseph Maness     | 1--                        | Greatermemphis.mailbox2@tn.gov  |
| 3/1/2024                 | TVJobs                                | No            | Mark C Holloway   | 1--                        | jobs@tvjobs.com                 |
| 3/1/2024                 | X - LinkedIn                          | No            | LinkedIn LinkedIn | 1--                        | By User/Other System            |
| 3/1/2024                 | State of TN Dept of Human Services    | Yes           | Peter Frost       | 1--                        | peter.frost@tn.gov              |
| 3/1/2024                 | TEGNA.com                             | No            | HR HR             | 1--                        | By User/Other System            |
| 3/1/2024                 | www.mediagignow.com                   | No            | MediaGigNow.com   | 1--                        | customerservice@mediagignow.com |
| 3/1/2024                 | Career Builder                        | No            | Career Service    | 1--                        | By User/Other System            |

**WATN, WLMT****Fax and E-mail verification summary report for Production Operator - 15662**

| <b>RS Number</b> | <b>Recruiting Source</b>   | <b>Date and Time</b>      |
|------------------|--|---------------------------|
| 7                | <b>Christian Brothers College</b><br>E-mail: crogers@cbu.edu   | Sent: 3/1/2024 5:30:10 PM |
| 17               | <b>LeMoyne Owen College</b><br>E-mail: robert_williams@loc.edu   | Sent: 3/1/2024 5:30:09 PM |
| 20               | <b>Memphis Urban League</b><br><b>Prong 2 Ended Date: 10/18/2022</b><br>E-mail: ssmith@memul.org             | Sent: 3/1/2024 5:30:08 PM |
| 22               | <b>MS Dept of Employment Security</b><br><b>Prong 2 Ended Date: 10/19/2022</b><br>E-mail: hstagg@mdes.ms.gov | Sent: 3/1/2024 5:30:08 PM |
| 23               | <b>MS State University</b><br>E-mail: mjones@career.msstate.edu  | Sent: 3/1/2024 5:30:10 PM |
| 24               | <b>NAACP</b><br>E-mail: vickie@naacpmemphis.org  | Sent: 3/1/2024 5:30:09 PM |
| 30               | <b>Southwest TN Community College</b><br>E-mail: wcoopwood@southwest.tn.edu                                  | Sent: 3/1/2024 5:30:09 PM |
| 31               | <b>SRVS</b><br>E-mail: troy.allen@srvs.org   | Sent: 3/1/2024 5:30:08 PM |
| 32               | <b>State of TN Dept of Human Services</b><br>E-mail: peter.frost@tn.gov                                      | Sent: 3/1/2024 5:30:07 PM |
| 35               | <b>TN Dept Labor &amp; Workforce Development</b><br>E-mail: Greatermemphis.mailbox2@tn.gov                   | Sent: 3/1/2024 5:30:07 PM |
| 36               | <b>TVJobs</b><br>E-mail: jobs@tvjobs.com   | Sent: 3/1/2024 5:30:07 PM |
| 38               | <b>U of M Dept of Communications Art</b><br>E-mail: Erica.Shaw@memphis.edu                                   | Sent: 3/1/2024 5:30:10 PM |
| 40               | <b>University of MS Student Media Center</b><br>E-mail: larz@olemiss.edu                                     | Sent: 3/1/2024 5:30:10 PM |
| 43               | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com  | Sent: 3/1/2024 5:30:06 PM |

Attachment E

Outreach Initiatives

March 21, 2022 – March 20, 2024

## Outreach Initiatives Details

From: Memphis, TN

Date: 4/9/2024

Page: 1/4

### Outreach Initiatives Details between 3/21/2022 to 3/20/2023

| Sl.No.   | Date       | Activity Type   | No. Of Stations<br>Participants | Participant Name      | Hiring<br>Authority? | Points |
|--|------------|---|---------------------------------|-----------------------|----------------------|--------|
| 1  | 09/23 2022 | Establishment of training programs for station personnel                  | 90                              | All Station Employees | No                   | 1.00   |
| <b>Description:</b><br>Ensuring the security of our data and networks requires that all of us understand the threat landscape and recognize the actions cybercriminals employ to breach our systems.<br>In September, we launched the third of our Secure TEGNA quarterly training modules, Internet Security and You. This important course includes real-life examples of criminal practices often used to convince employees to surrender confidential data to gain access to date and networks.            |            |   |                                 |                       |                      |        |
| <b>Scope of Participation:</b><br>Ensuring the security of our data and networks requires that all of us understand the threat landscape and recognize the actions cybercriminals employ to breach our systems.<br>In September, we launched the third of our Secure TEGNA quarterly training modules, Internet Security and You. This important course includes real-life examples of criminal practices often used to convince employees to surrender confidential data to gain access to date and networks. |            |   |                                 |                       |                      |        |
| 2  | 10/19/2022 | Participation in events or programs sponsored by educational institutions | 1                               | News Reporter         | No                   | .25    |
| <b>Description:</b><br>This program focused on literacy and film training at ICY Arts. Spoke to the students about career as a journalist.   |            |   |                                 |                       |                      |        |
| <b>Scope of Participation:</b><br>Student after school program   |            |   |                                 |                       |                      |        |
| 3  | 10/24/2022 | Participation in events or programs sponsored by educational institutions | 1                               | News Reporter         | No                   | .25    |
| <b>Description:</b><br>KIPP Memphis Elementary School career day program. Served as a panelist at this event.  |            |   |                                 |                       |                      |        |
| <b>Scope of Participation:</b><br>Student Career Day Program   |            |   |                                 |                       |                      |        |

## Outreach Initiatives Details

From: Memphis, TN

Date: 4/9/2024

Page: 2/4

### Outreach Initiatives Details between 3/21/2022 to 3/20/2023

| Sl.No.   | Date       | Activity Type   | No. Of Stations<br>Participants | Participant Name               | Hiring<br>Authority? | Points |
|--|------------|---|---------------------------------|--------------------------------|----------------------|--------|
| 4  | 11/09/2022 | Participation in events or programs sponsored by educational institutions | 1                               | Lifestyle Host/Producer        | No                   | .25    |
| <b>Description:</b><br>Served as a panelist for University of Memphis' chapter of National Association of Black Journalist.  |            |   |                                 |                                |                      |        |
| <b>Scope of Participation:</b><br>Professional Forum   |            |   |                                 |                                |                      |        |
| 5  | 11/28/2022 | Establishment of training programs for station personnel                  | 92                              | All Station Employees          | No                   | 1.00   |
| <b>Description:</b><br>The final Secure TEGNA quarterly training module for 2022 was titled Spot the Phish. This interactive exercise demonstrates the subtle differences between legitimate online communications and scams. This training will help staff recognize risks and increase their understanding of the ever-changing security threats to our landscape. Keeping our systems safe requires constant vigilance. |            |   |                                 |                                |                      |        |
| <b>Scope of Participation:</b><br>The final Secure TEGNA quarterly training module for 2022, Spot the Phish. This interactive exercise demonstrates the subtle differences between legitimate online communications and scams. This training will help you recognize risks and increase your understanding of the ever-changing threat landscape.<br>Keeping our systems safe requires constant vigilance.                 |            |   |                                 |                                |                      |        |
| 6  | 11/30/2022 | Participation in events or programs sponsored by educational institutions | 2                               | Meteorologist<br>Meteorologist | No<br>No             | .25    |
| <b>Description:</b><br>Our meteorologists presented their weather presentation to students at Atoka Elementary School,   |            |   |                                 |                                |                      |        |
| <b>Scope of Participation:</b><br>Weather presentation   |            |   |                                 |                                |                      |        |
| 7  | 01/09/2023 | Establishment of training programs for station personnel                  | 92                              | All Station Employees          | No                   | 1.00   |
| <b>Description:</b><br>Annual Ethics training:   |            |   |                                 |                                |                      |        |



## Outreach Initiatives Details

From: Memphis, TN

Date: 4/9/2024

Page 3/4

### Outreach Initiatives Details between 3/21/2022 to 3/20/2023

| Sl.No. | Date       | Activity Type  | No. Of Stations<br>Participants | Participant Name               | Hiring<br>Authority? | Points |
|--------|------------|--|---------------------------------|--------------------------------|----------------------|--------|
|        |            | This important training includes real-life examples of how social engineering works using online and offline manipulation and deception to convince users to succumb to phishing attacks or surrender confidential data.   |                                 |                                |                      |        |
|        |            | <b>Scope of Participation:</b><br>All station employees attended Annual Ethics training:<br>This important training includes real-life examples of how social engineering works using online and offline manipulation and deception to convince users to succumb to phishing attacks or surrender confidential data. |                                 |                                |                      |        |
| 8      | 01/26/2023 | Participation in events or programs sponsored by educational institutions  | 2                               | Meteorologist<br>Meteorologist | No<br>No             | .25    |
|        |            | <b>Description:</b><br>Our meteorologists presented their weather presentation to students at Colonial Middle School.  |                                 |                                |                      |        |
|        |            | <b>Scope of Participation:</b><br>Weather presentation   |                                 |                                |                      |        |
| 9      | 01/27/2023 | Participation in events or programs sponsored by educational institutions  | 1                               | Meteorologist                  | No                   | .25    |
|        |            | <b>Description:</b><br>Our meteorologists presented their weather presentation to students at Scenic Hills Elementary School.  |                                 |                                |                      |        |
|        |            | <b>Scope of Participation:</b><br>Weather presentation   |                                 |                                |                      |        |
| 10     | 02/07/2023 | Participation in events or programs sponsored by educational institutions  | 2                               | Meteorologist<br>Meteorologist | No<br>No             | .25    |
|        |            | <b>Description:</b><br>Our meteorologists presented their weather presentation to students at Tara Oaks Elementary School.   |                                 |                                |                      |        |
|        |            | <b>Scope of Participation:</b><br>Weather presentation   |                                 |                                |                      |        |
| 11     | 02/09/2023 | Participation in events or programs sponsored by educational institutions  | 2                               | Meteorologist<br>Meteorologist | No<br>No             | .25    |

**Outreach Initiatives Details**

From: Memphis, TN

Date: 4/9/2024

Page: 4/4

**Outreach Initiatives Details between 3/21/2022 to 3/20/2023**

| Sl.No. | Date | Activity Type | No. Of Stations<br>Participants | Participant Name | Hiring<br>Authority? | Points |
|--------|------|---------------|---------------------------------|------------------|----------------------|--------|
|--------|------|---------------|---------------------------------|------------------|----------------------|--------|

**Description:**

Our meteorologists presented their weather presentation to students at Oakhaven Middle School.

**Scope of Participation:**

Weather presentation

|    |            |  |    |                       |    |      |
|----|------------|--|----|-----------------------|----|------|
| 12 | 03/06/2023 | Establishment of training programs for station personnel | 87 | All Station Employees | No | 1.00 |
|----|------------|--|----|-----------------------|----|------|

**Description:**

The Secure TEGNA quarterly training module for 2023 was titled Spot the Phish. This interactive exercise demonstrates the subtle differences between legitimate online communications and scams. This training will help staff recognize risks and increase their understanding of the ever-changing security threats to our landscape.

Keeping our systems safe requires constant vigilance.

**Scope of Participation:**

The Secure TEGNA quarterly training module for 2023, Spot the Phish. This interactive exercise demonstrates the subtle differences between legitimate online communications and scams. This training will help you recognize risks and increase your understanding of the ever-changing threat landscape.

---

**Total Points: 6.00**

---

**From:** TEGNA Information Technology [REDACTED]@tegna.com>  
**Sent:** Thursday, September 1, 2022 11:01 AM  
**To:** [REDACTED]  
**Subject:** Secure TEGNA Cyber Security Training Starts Today

# SECURE TEGNA

Keeping TEGNA's computer networks safe

Dear Colleagues,

Ensuring the security of our data and networks requires that all of us understand the threat landscape and recognize the actions cybercriminals employ to breach our systems.

Today, we are launching the third of our Secure TEGNA quarterly training modules, *Internet Security and You*. This important course includes real-life examples of criminal practices often used to convince employees to surrender confidential data to gain access to data and networks.

Please complete this mandatory short training as soon as possible and **no later than Friday, September 23**. It takes **less than 15 minutes** and will help you recognize threats and stay alert.

[Go to Training](#)

Human awareness and action are the best ways to prevent cybercrimes. Thank you for doing your part to safeguard yourself and our company.

Thank you,

TEGNA Information Technology



SECURE **TEGNA**

This message brought to you by TEGNA's Channel 1.

Join the conversation by texting **tegna** to **[REDACTED]** to download the First Up app.

**From:** [REDACTED]  
**Sent:** Tuesday, March 21, 2023 11:44 AM  
**To:** [REDACTED]  
**Subject:** Fw: ICY Arts Invitation



[REDACTED]  
**Multi-Skilled  
Journalist/Reporter**

e: [REDACTED]@localmemphis.com  
m: 901.[REDACTED] | p: [REDACTED]

---

**From:** [REDACTED]@icyarts.org>  
**Sent:** Tuesday, October 18, 2022 12:35 PM  
**To:** [REDACTED]@localmemphis.com>; [REDACTED]@abc24.com>  
**Subject:** ICY Arts Invitation

**CAUTION - EXTERNAL EMAIL** - Please use caution opening attachments and never share your password.  
Send suspicious email to [REDACTED]@tegna.com.

Hello [REDACTED],

We are so excited to see you tomorrow! I know that the students are going to greatly benefit from spending time with you. I have attached the link to the Zoom meeting below. Our English teacher is in the process of updating the template, so I did not attach it here. Anything format you share will be fine and we will be there to support.

Kindly,

[REDACTED]

[REDACTED] is inviting you to a scheduled Zoom meeting.

Topic: ICY Arts Virtual Class/ Guest Speaker: Ms. [REDACTED]  
Time: Oct 19, 2022 04:45 PM Central Time (US and Canada)

Join Zoom Meeting  
[https://us05web.zoom.us/j/\[REDACTED\]](https://us05web.zoom.us/j/[REDACTED])

Meeting ID: [REDACTED]  
Passcode: [REDACTED]

#8

OCT 24th

**From:** [Redacted]  
**Sent:** Thursday, October 20, 2022 10:57 AM  
**To:** [Redacted] Community  
**Subject:** RE: [Redacted] s Career Day Panel

She is. I told her we wouldn't have another meeting before the event so I went ahead and approved her to be there.



[Redacted]  
**Assistant News Director**  
e [Redacted]@abc24.com  
p: 432. [Redacted]

**From:** [Redacted]@abc24.com>  
**Sent:** Thursday, October 20, 2022 8:15 AM  
**To:** Community [Redacted]  
**Subject:** Re: [Redacted] s Career Day Panel

Please confirm with the group that she's approved. The last time someone said they were approved that wasn't accurate information.

**From:** [Redacted]@abc24.com>  
**Sent:** Wednesday, October 19, 2022 7:49:08 PM  
**To:** Community [Redacted]  
**Subject:** Moncrease's Career Day Panel

Good Evening,

I have been asked to be on a panel for Career Day at KIPP Memphis Collegiate Elementary School on Monday, October 24th from 9:00am-10:30am. I've already spoken with [Redacted]. She approved it. I'm waiting for the school to send over additional information. I can send that as well by tomorrow.

Thank you,

[Redacted]

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** Tuesday, March 21, 2023 12:41 PM  
**To:** [REDACTED]  
**Subject:** Fw: UofM NABJ panel

Hello [REDACTED]!

Here is the email I was sent regarding being a panelist for the University of Memphis' NABJ. Please let me know if you need anything else from me!

Thank you!



[REDACTED]  
Host & Producer  
CW30  
e: [REDACTED]@abc24.com  
p: 901 [REDACTED]  
m: 901 [REDACTED]

---

**From:** [REDACTED]@memphis.edu>  
**Sent:** Wednesday, November 9, 2022 11:26 AM  
**To:** [REDACTED]@abc24.com>  
**Subject:** Re: UofM NABJ panel

**CAUTION - EXTERNAL EMAIL - Please use caution opening attachments and never share your password.**  
Send suspicious email to [REDACTED]@tegna.com.

The parking garage is beside the FedEx Institute of Technology.

Deloach Parking Garage  
340 Innovation Drive  
Memphis, TN 38152-0001  
United States

You can get the pass to exit the garage during the event.

Get [Outlook for iOS](#)

---

**From:** [REDACTED]@memphis.edu>  
**Sent:** Wednesday, November 9, 2022 10:37:09 AM  
**To:** [REDACTED]@abc24.com>  
**Subject:** Re: UofM NABJ panel

Good morning,

I hope all is well. I have a parking pass for you to park on campus in the garages closest to The Meeman Journalism building. If you need help with anything or have any questions, please let me know. My personal cell number is 901 [REDACTED]

See you soon,  
[REDACTED]

Get [Outlook for iOS](#)

---

**From:** [REDACTED]  
**Sent:** Tuesday, October 25, 2022 12:36:36 PM  
**To:** [REDACTED]@abc24.com>  
**Subject:** UofM NABJ panel

Good afternoon,

My name is [REDACTED] and I am the President over NABJ chapter at The University of Memphis. **Tuesday, November 8, 2022 at 4:00pm** we are hosting a panel consisting of Journalism professionals within Memphis new stations. I would love for you to come out and be a guest speaker for this event.

My goal is to introduce members of NABJ to journalism professionals early on to get them acquainted with potential mentors in their field of study. I want to expand their networking skills and for them to know that they have someone on their side willing to help them grow. As an alumnus of University of Memphis, everyone including myself would love to have you join us.

Thank you and hope to hear from you soon.

All the best,



**From:** TEGNA Information Technology [REDACTED]@tegna.com>  
**Sent:** Monday, November 28, 2022 12:02 PM  
**To:** [REDACTED]  
**Subject:** Required: Secure TEGNA Cybersecurity Training



Dear Colleagues,

Thank you for helping us keep TEGNA's network and systems secure. As you know, human awareness and action are the best ways to prevent cybercrime.

Today, we are launching the final Secure TEGNA quarterly training module for 2022, *Spot the Phish*. This interactive exercise demonstrates the subtle differences between legitimate online communications and scams. This training will help you recognize risks and increase your understanding of the ever-changing threat landscape.

Keeping our systems safe requires constant vigilance. Please complete this short, mandatory short training as soon as possible and **no later than Friday, December 16.**

[Go to Training](#)

Thank you for doing your part to safeguard yourself and our

company.

Sincerely,

TEGNA Information Technology



SECURE TEGNA

This message brought to you by TEGNA's Channel 1.

Join the conversation by texting **tegna** to [REDACTED] to download the First Up app.

[Redacted]

**From:** [Redacted]  
**Sent:** Saturday, November 26, 2022 10:01 PM  
**To:** [Redacted]  
**Cc:** [Redacted]  
**Subject:** Re: Questions about weather

Hello [Redacted]!

I hope that you both had a great Thanksgiving! I wanted to follow up on the visit to Atoka Elementary. We are scheduled to visit there on Wednesday, November 30<sup>th</sup> at 1:15 p.m. I am still waiting on the final count of teachers and students. I will let you both know once the details are completely finalized!

Thanks,

[Redacted]



[Redacted]

Meteorologist ABC24/CW30

e: [Redacted]@abc24.com  
p: 901. [Redacted]  
m: 901 [Redacted]

---

**From:** [Redacted]@abc24.com>  
**Sent:** Wednesday, November 16, 2022 9:53 AM  
**To:** [Redacted]@abc24.com>  
**Cc:** [Redacted]@abc24.com>  
**Subject:** RE: Questions about weather

Terrific! Thank you.

[Redacted]

Community Impact and Engagement Manager

e: [Redacted]@ABC24.com  
m: 901 [Redacted] p: 901 [Redacted]



**From:** [Redacted]@abc24.com>  
**Sent:** Wednesday, November 16, 2022 9:53 AM

[Redacted]

**From:** [Redacted]  
**Sent:** Tuesday, March 21, 2023 6:40 PM  
**To:** [Redacted]  
**Subject:** Fw: School Visit

Atoka Elementary visit November 30, 2022



[Redacted]  
**Meteorologist ABC24/CW30**

e: [Redacted]@abc24.com  
p: 901. [Redacted]  
m: 901 [Redacted]

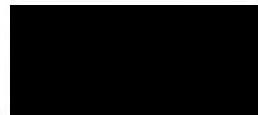
---

**From:** [Redacted]@tipton-county.com>  
**Sent:** Tuesday, November 15, 2022 9:02 AM  
**To:** [Redacted]@abc24.com>  
**Subject:** School Visit

**CAUTION - EXTERNAL EMAIL** - Please use caution opening attachments and never share your password.  
Send suspicious email to [Redacted]@tegna.com.

I believe Mrs. [Redacted] attached my original email to your email. We Are 3<sup>rd</sup> Grade at Atoka Elementary in Atoka TN. We would like to have a time in the after noon around 1:40-2:25. How long does it usually take to come out? We could possible adjust around 1or 1:15. What do you generally cover when coming to speak to the students. We are so excited and hope we can get this planned soon!

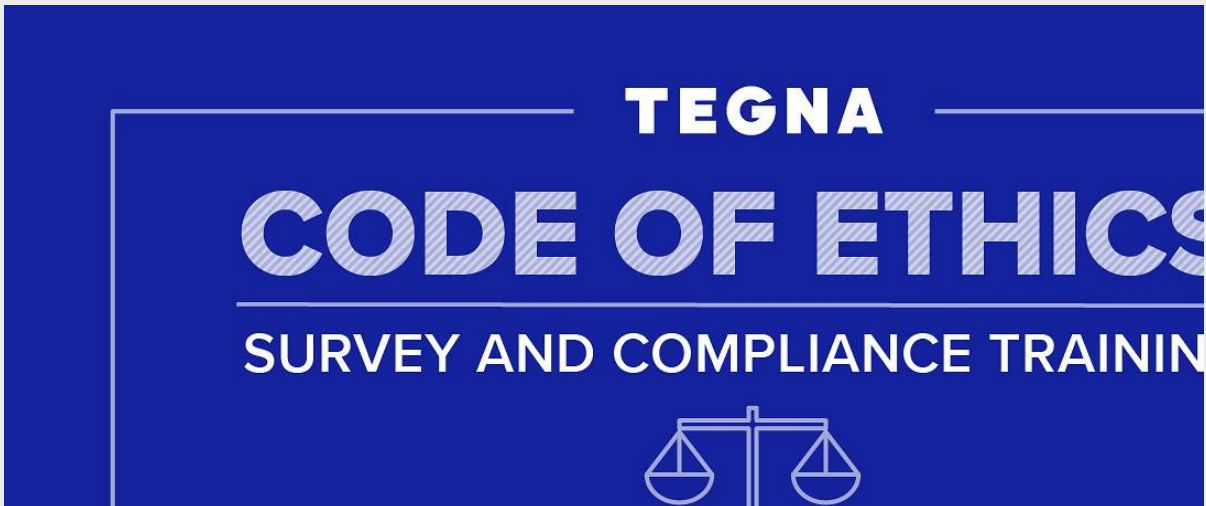
Thank you,



**3<sup>rd</sup> Grade**  
**Atoka Elementary**

[Redacted]@tipton-county.com

**From:** TEGNA Total [REDACTED]  
**Sent:** Monday, January 9, 2023 12:01 PM  
**To:** [REDACTED]  
**Subject:** Please Complete TEGNA Annual Ethics Survey and Training by Jan. 27



Dear Colleagues,

To fulfill our purpose of serving the greater good of our communities, it is vital that we maintain the highest level of ethical standards. As part of having an inclusive and ethical workplace, we all have a personal responsibility to maintain the highest standards of integrity and ethical behavior in every aspect of our work and interactions.

**This responsibility requires all TEGNA employees to complete a two-part annual ethics training by Friday, January 27:**

- Part I: TEGNA's Annual Ethics Survey must be completed by all employees to disclose any issues that may conflict with TEGNA's interests.

- Part II: *Code of Ethics: Our Shared Purpose*, an online course that focuses on section three of the TEGNA Ethics Policy, addressing fair dealings and open competition, must be taken. It outlines the risks that remote work and online communications with competitors can present and offers guidance on how to navigate complex situations.

## Go to Training

*Please note: If you are working remotely, you must sign-in to TEGNA's network via VPN to complete the training.*

If you have any questions about the training or TEGNA's ethics policies, please contact Chris Moeser, our Chief Ethics Officer, at 703 [REDACTED] or [REDACTED]@teгна.com.

You can report ethics issues or concerns anonymously by emailing [REDACTED]@teгна.com or calling the ethics hotline at 800 [REDACTED]. You can also use the ethics hotline and email to report harassment.

Thank you for continuing to make integrity a foundation of our culture at TEGNA.

TEGNA Total for You



This message brought to you by TEGNA's Channel 1.

Join the conversation by texting **teгна** to [REDACTED] to download the First Up app.

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** Tuesday, March 21, 2023 6:41 PM  
**To:** [REDACTED]  
**Subject:** Fw: Colonial Middle School

Colonial Middle School visit January 26, 2023



[REDACTED]  
**Meteorologist ABC24/CW30**

e: [REDACTED]@abc24.com  
p: 901. [REDACTED]  
m: 901 [REDACTED]

---

**From:** [REDACTED]@abc24.com>  
**Sent:** Monday, January 23, 2023 9:06 AM  
**To:** [REDACTED]@scsk12.org>  
**Cc:** [REDACTED]@abc24.com>  
**Subject:** RE: Colonial Middle School

Hi Ms. [REDACTED]!

That's so awesome! Yes, we would love to stop by and visit. We are a little short staffed right now (there's only two of us), but as long as the weather is quiet we should be able to come by for a visit anytime between 12:30pm and 2:30pm.

Our presentation lasts about 20 minutes, and we usually leave 30-40 minutes for Q&A. That seems to be their favorite part. All we would need from you is a projector and screen for our presentation.

Did you have any date in mind?

Best,



[REDACTED]  
**Morning Meteorologist**

e: [REDACTED]@abc24.com  
m: 901 [REDACTED] | o: 901 [REDACTED]

---

**From:** [REDACTED]  
**Sent:** Monday, January 23, 2023 9:03 AM  
**To:** [REDACTED]  
**Subject:** Colonial Middle School



**CAUTION - EXTERNAL EMAIL - Please use caution opening attachments and never share your password.  
Send suspicious email to [REDACTED]@tegna.com.**

Good Morning [REDACTED],

Hope all is well. The Colonial Middle School 6<sup>th</sup> graders have been learning about weather for about 6 weeks. We have a ton of students interested in becoming meteorologist . So, I requested we get the coolest meteorologist out in Memphis. I talked to you on Facebook last week . I hope we can set up a time ( preferably on Thursday) where you can meet with our students as a whole for about an hour . Giving them some clarification about weather .

They have learned about clouds , the weather instruments , and how to track weather . I hope this brings you joy and you can attend to give some students the clarification. Please if you have any questions let me know.

Warm Regards,

[REDACTED]  
**6th Grade Science  
Colonial Middle School  
901. [REDACTED]**

**Together, we MUST BELIEVE.  
Together, we WILL ACHIEVE.  
Together, we ARE REIMAGINING 901.**



"I never dreamed about success. I worked for it." —Estée Lauder

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** Tuesday, March 21, 2023 6:43 PM  
**To:** [REDACTED]  
**Subject:** Fw: EXTERNAL - Re: EXTERNAL - Upcoming Weather Visit

Scenic Hills Elementary School visit January 27, 2023



[REDACTED]  
**Meteorologist ABC24/CW30**

e: [REDACTED]@abc24.com  
p: 901. [REDACTED]  
m: 901 [REDACTED]

---

**From:** [REDACTED]<[REDACTED]@scsk12.org>  
**Sent:** Tuesday, November 22, 2022 5:42 PM  
**To:** [REDACTED]<[REDACTED]@abc24.com>  
**Subject:** Re: EXTERNAL - Re: EXTERNAL - Upcoming Weather Visit

**CAUTION - EXTERNAL EMAIL - Please use caution opening attachments and never share your password.  
Send suspicious email to [REDACTED]@tegna.com.**

Greetings [REDACTED]

We will have a laptop and Promethean Board ready for you. We are currently on Thanksgiving Break, and I have not gotten a confirmation from my principal yet. I believe we will have first and second graders assembled for your visit. That would be about 100 kids and 5 teachers. If that is too many, we will only have first grade. (50 kids - 2 teachers)

Enjoy your Thanksgiving.

Cheerfully,

[REDACTED]

---

**From:** [REDACTED]<[REDACTED]@abc24.com>  
**Sent:** Saturday, November 19, 2022 10:20 PM  
**To:** [REDACTED]<[REDACTED]@scsk12.org>  
**Subject:** EXTERNAL - Re: EXTERNAL - Upcoming Weather Visit

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

Looking forward to the visit.

We show a video during our presentation. So, if possible, we would like to project that onto something. We have a flash drive or we can pull the presentation up on a web browser. Around how many students and teachers will be attending the presentation?



[Redacted]  
Meteorologist ABC24/CW30

e: [Redacted]@abc24.com  
p: 901. [Redacted]  
m: 901 [Redacted]

---

From: [Redacted]@scsk12.org>  
Sent: Sunday, November 6, 2022 4:32 PM  
To: [Redacted]@abc24.com>  
Subject: Re: EXTERNAL - Upcoming Weather Visit

**CAUTION - EXTERNAL EMAIL - Please use caution opening attachments and never share your password.  
Send suspicious email to [Redacted]@tegna.com.**

Greetings [Redacted],

That is just perfect. We look forward to having you at Scenic Hills Elem. School. Please let me know if there is anything specific you need us to do to prepare for your visit.

Cheerfully,

[Redacted]

---

From: [Redacted]@abc24.com>  
Sent: Saturday, November 5, 2022 12:18 AM  
To: [Redacted]@scsk12.org>  
Subject: EXTERNAL - Upcoming Weather Visit

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

Hello [Redacted],

My name is [Redacted] and I am a meteorologist at ABC24. I am reaching out to schedule a weather visit for your 1<sup>st</sup> grade class. January 27<sup>th</sup> at 9 a.m. works best for us. Will that be okay for you?

Talk to you soon,



**TEGNA**  
MEMPHIS  
PREMIUM  **EW30**

MEMPHIS, TN



**Meteorologist ABC24/CW30**

e: @abc24.com

p: 901-

m: 901-

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** Tuesday, March 21, 2023 6:45 PM  
**To:** [REDACTED]  
**Subject:** Fw: School Visit

Tara Oaks Elementary School Visit, February 7, 2023. The original ask came from our facebook messages.



[REDACTED]  
**Meteorologist ABC24/CW30**

**e:** [REDACTED]@abc24.com  
**p:** 901 [REDACTED]  
**m:** 901 [REDACTED]

---

**From:** [REDACTED]@abc24.com>  
**Sent:** Thursday, January 19, 2023 7:59 AM  
**To:** [REDACTED]@colliervilleschools.org>  
**Cc:** [REDACTED]@abc24.com>  
**Subject:** RE: School Visit

Hi [REDACTED] That should work, as long as the weather doesn't get funky. If that's the case we might have to reschedule with a couple of days notice. Hopefully that won't be an issue though.



[REDACTED]  
**Morning Meteorologist**

**e:** [REDACTED]@abc24.com  
**p:** 901 [REDACTED] | **o:** 901 [REDACTED]

**From:** [REDACTED]  
**Sent:** Wednesday, January 18, 2023 12:10 PM  
**To:** [REDACTED]  
**Subject:** Re: School Visit

**CAUTION - EXTERNAL EMAIL - Please use caution opening attachments and never share your password.**  
Send suspicious email to [REDACTED]@tegna.com.

Thanks so much for your response. Would y'all be available to come on Tuesday, February 7 at 1:15? Y'all can use the projector screen in our cafeteria, and we will bring our six kindergarten classes in there to listen to your presentation.



[Redacted]  
Kindergarten Teacher  
Tara Oaks Elementary School

From: [Redacted]@abc24.com>  
Sent: Monday, January 16, 2023 11:22 AM  
To: [Redacted]@colliervilleschools.org>  
Subject: RE: School Visit

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi there!

Our presentation goes about 20-25 minutes, and we usually reserve a good chunk of time after that for Q&A with the kids...that is usually their favorite part. All in all, about 45 minutes or an hour. We don't need a lot of time for setup/teardown, maybe 10 minutes. All we will need from you is a projector and screen.



[Redacted]  
Morning Meteorologist

e: [Redacted]@abc24.com  
p: 901-[Redacted] o: 901-[Redacted]

From: [Redacted]  
Sent: Friday, January 13, 2023 2:37 PM  
To: [Redacted]  
Subject: Re: School Visit

CAUTION - EXTERNAL EMAIL - Please use caution opening attachments and never share your password.  
Send suspicious email to infosec@tegna.com.

Hey!

Thanks for your response. I talked with the other teachers on my grade level, and we are trying to figure out a date and time that would work best for y'all and us with the space we have available in our building. We have a few questions that would help us figure this out. First, about how long would the presentation last? Second, would you need additional time to set up or take anything down, and lastly, do you need access to any equipment like a projector screen?



Kindergarten Teacher  
Tara Oaks Elementary School

From: [redacted]@abc24.com>  
Sent: Friday, January 13, 2023 6:47 AM  
To: [redacted]@colliervilleschools.org>  
Cc: [redacted]@abc24.com>  
Subject: School Visit

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi [redacted]

I saw your message to the ABC24 Facebook page. I'm [redacted] and I'm the morning meteorologist at ABC24. I've also CC'd our evening meteorologist [redacted]

We are definitely still doing school visits and would love to come visit sometime! Admittedly we are a bit shorter staffed right now, but as long as the weather is quiet we should be able to swing a visit between 12:30 and 2:30 in the afternoon. Did you have a date in mind?

Best,  
[redacted]



[redacted]  
Morning Meteorologist

e: [redacted]@abc24.com  
p: 901 [redacted] | o: 901. [redacted]

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** Tuesday, March 21, 2023 6:46 PM  
**To:** [REDACTED]  
**Subject:** Fw: Weather Praentation

Oakhaven Middle School Visit February 9, 2023



[REDACTED]  
**Meteorologist ABC24/CW30**

e: [REDACTED]@abc24.com  
p: 901. [REDACTED]  
m: 901 [REDACTED]

---

**From:** [REDACTED]@abc24.com>  
**Sent:** Monday, February 6, 2023 11:05 AM  
**To:** [REDACTED]@scsk12.org>  
**Cc:** [REDACTED]@abc24.com>  
**Subject:** RE: Weather Praentation

Hi there!

Yes we do offer presentations, and would love to come visit!

We have a presentation that lasts around an hour. The first 20-30 minutes is a PowerPoint with some slides that explain our jobs and some experiments. The second half is a Q&A with the students. All we would need from you is a PC with a projector and sound system for the computer.

Due to our schedules we try to plan these to start around 12:30pm or 1pm. We might have to cancel last minute if the weather turns bad.

Is there a specific day that works best for you, and do you have a date in mind?

Best,



[REDACTED]  
**Morning Meteorologist**

e: [REDACTED]@abc24.com  
m: 901 [REDACTED] | o: 901 [REDACTED]



From: [REDACTED]  
Sent: Monday, February 6, 2023 11:02 AM  
To: [REDACTED]@anc24.com  
Subject: Weather Praentation

**CAUTION - EXTERNAL EMAIL** - Please use caution opening attachments and never share your password.  
Send suspicious email to [REDACTED]@tegna.com.

Good morning,

I am currently teaching my students about weather and climate. Would you all be interested in visiting with us and giving us a presentation of how your job works, what you all do, and how weather instruments play a part in you all performing your duties?

We would love to have you! Please let me know if you all are available. We would like to have you as soon as possible.

[REDACTED]  
6th Grade Science Teacher  
6th Grade Lead  
Athletic Director  
Head Girls' Basketball Coach  
Head Girls' Track & Field Coach  
Oakhaven Middle School  
3125 Ladbrook Rd. Memphis, TN 38118  
Phone: (901) [REDACTED]  
Cell: (901) [REDACTED]

**From:** TEGNA Information Technology [REDACTED]@teгна.com>  
**Sent:** Monday, March 6, 2023 11:04 AM  
**To:** [REDACTED]  
**Subject:** Required: Q1 Secure TEGNA Cybersecurity Training



Dear Colleagues,

Today, we are launching the first Secure TEGNA quarterly training module for 2023, *Find the Phish*. Like many of our past trainings, this interactive exercise offers you an opportunity to sharpen your cyber skills and reminds you of the common methods criminals use to access confidential information. Please complete this short, mandatory training as soon as possible and **no later than Friday, March 24.**

[Go to Training](#)

Keeping our systems safe requires everyone's continued vigilance. Thank you for doing your part to safeguard yourself and

our company.

Sincerely,

TEGNA Information Technology



SECURE TEGNA

This message brought to you by TEGNA's Channel 1.

Join the conversation by texting **tegna** to [REDACTED] to download the First Up app.

**Outreach Initiatives Details**

From: Memphis, TN

Date 4/9/2024

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**Outreach Initiatives Details between 3/21/2023 to 3/20/2024**

| Sl.No.  | Date       | Activity Type   | No. Of Stations Participants | Participant Name   | Hiring Authority?    | Points |
|---|------------|---|------------------------------|--|----------------------|--------|
| 1   | 04/14/2023 | Participation in events or programs sponsored by educational institutions | 1                            | Sports Anchor  | No                   | .25    |
| <b>Description:</b>   |            |   |                              |  |                      |        |
| Our sports anchor served as a guest speaker for high school Career Day at Briarcrest to educate students about careers in broadcasting. |            |   |                              |  |                      |        |
| <b>Scope of Participation:</b>  |            |   |                              |  |                      |        |
| Our sports anchor served as a guest speaker for high school Career Day at Briarcrest to educate students about careers in broadcasting. |            |   |                              |  |                      |        |
| 2   | 05/11/2023 | Participation in events or programs sponsored by educational institutions | 1                            | Meteorologist  | No                   | .25    |
| <b>Description:</b>   |            |   |                              |  |                      |        |
| Our meteorologist participated in Career Day at Promise Academy Hollywood to educate students about the profession.                     |            |   |                              |  |                      |        |
| <b>Scope of Participation:</b>  |            |   |                              |  |                      |        |
| Our meteorologist participated in Career Day at Promise Academy Hollywood to educate students about the profession.                     |            |   |                              |  |                      |        |
| 3   | 05/12/2023 | Participation in events or programs sponsored by educational institutions | 2                            | Meteorologist<br>Meteorologist   | No<br>No             | .25    |
| <b>Description:</b>   |            |   |                              |  |                      |        |
| Our meteorologists attended Career Day at Double Tree Elementary School to educate students about their profession.                     |            |   |                              |  |                      |        |
| <b>Scope of Participation:</b>  |            |   |                              |  |                      |        |
| Our meteorologists attended Career Day at Double Tree Elementary School to educate students about their profession.                     |            |   |                              |  |                      |        |
| 4   | 05/15/2023 | Participation in other activities designed by the station employment unit | 5                            | Community Impact & Engagement Manager<br>Morning Anchor<br>Local Sales Manager<br>Director of News<br>Operations/Senior Marketing Producer | No<br>No<br>No<br>No | 1.00   |
| <b>Description:</b>   |            |   |                              |  |                      |        |
| Media class students from Pleasant Hill Elementary School visited the stations for a full tour and midday newscast                      |            |   |                              |  |                      |        |

**Outreach Initiatives Details**

From: Memphis, TN

Date 4/9/2024

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**Outreach Initiatives Details between 3/21/2023 to 3/20/2024**

| Sl.No. | Date       | Activity Type   | No. Of Stations<br>Participants | Participant Name  | Hiring<br>Authority? | Points |
|--------|------------|---|---------------------------------|---|----------------------|--------|
|        |            | observation.<br><b>Scope of Participation:</b><br>Media class students from Pleasant Hill Elementary School visited the stations for a full tour and midday newscast observation.   |                                 |   |                      |        |
| 5      | 05/16/2023 | Participation in other activities designed by the station employment unit   | 5                               | Community Impact & Engagement Manager<br>Morning Anchor<br>Local Sales Manager<br>Director of News Operations/Senior Marketing Producer | No<br>No<br>No<br>No | 1.00   |
|        |            | <b>Description:</b><br>Media class students from Pleasant Hill Elementary School visited the stations for a full tour and midday newscast observation.<br><b>Scope of Participation:</b><br>Media class students from Pleasant Hill Elementary School visited the stations for a full tour and midday newscast observation.   |                                 |   |                      |        |
| 6      | 06/20/2023 | Establishment of training programs for station personnel  | 87                              | All Station Staff   | No                   | 1.00   |
|        |            | <b>Description:</b><br>This training course helps employees to identify and isolate a breach if it occurs, and reminds them to immediately report any incident to the local head of technology and manager, leader or general manager.<br><b>Scope of Participation:</b><br>This training course helps employees to identify and isolate a breach if it occurs, and reminds them to immediately report any incident to the local head of technology and manager, leader or general manager. |                                 |   |                      |        |
| 7      | 07/22/2023 | Participation in other activities designed by the station employment unit   | 3                               | News Director<br>Creative Services Director<br>Digital Content Director   | Yes<br>Yes<br>Yes    | 1.00   |
|        |            | <b>Description:</b><br>WATN/WLMT sponsored a community event to benefit our shoe drive, Sweet Soles for Kids campaign, at Court Square Downtown Memphis, TN and to provide awareness to the community of the industry and opportunities.<br><b>Scope of Participation:</b><br>WATN/WLMT sponsored a community event to benefit our shoe drive, Sweet Soles for Kids campaign, at Court Square   |                                 |   |                      |        |

## Outreach Initiatives Details

From: Memphis, TN

Date 4/9/2024

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### Outreach Initiatives Details between 3/21/2023 to 3/20/2024

| Sl.No. | Date       | Activity Type   | No. Of Stations Participants | Participant Name   | Hiring Authority?        | Points |
|--------|------------|---|------------------------------|--|--------------------------|--------|
|        |            | Downtown Memphis, TN and to provide awareness to the community of the industry and opportunities.   |                              |  |                          |        |
| 8      | 09/13/2023 | Establishment of training programs for station personnel  | 87                           | All Station Staff  | No                       | 1.00   |
|        |            | <b>Description:</b><br>The 4 P's of Vishing - Quarterly TEGNA Cyber Security Training to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on recognizing and addressing security attacks via phone calls or voice messages purporting to be from reputable companies to obtain personal information.   |                              |  |                          |        |
|        |            | <b>Scope of Participation:</b><br>The 4 P's of Vishing - Quarterly TEGNA Cyber Security Training to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on recognizing and addressing security attacks via phone calls or voice messages purporting to be from reputable companies to obtain personal information.  |                              |  |                          |        |
| 9      | 09/21/2023 | Provision of training to management   | 4                            | Content Manager<br>News Content Brand Manager<br>Executive News Producer<br>Lead Director                | No<br>No<br>No<br>No     | 1.00   |
|        |            | <b>Description:</b><br>Human Resources Business Partners conducted a training for newly promoted/hired managers and managers who would like a refresher on some best practices for conducting feedback sessions with their employees.   |                              |  |                          |        |
|        |            | <b>Scope of Participation:</b><br>Human Resources Business Partners conducted a training for newly promoted/hired managers and managers who would like a refresher on some best practices for conducting feedback sessions with their employees.  |                              |  |                          |        |
| 10     | 09/25/2023 | Provision of assistance to unaffiliated non-profit entities and the maintenance of websites   | 4                            | General Manager/Vice President<br>News Director<br>Assistant News Director<br>Creative Services Director | Yes<br>Yes<br>Yes<br>Yes | 1.00   |
|        |            | <b>Description:</b><br>We hosted a meeting at WATN with Career Specialist   Career Services of Communication and Fine Arts at the University of Memphis. "The Art of Networking" aims to create an opportunity for meaningful connections between employers and students. Employers had the opportunity to educate students on the essentials of networking and had the opportunity to conduct on-sight interviews. |                              |  |                          |        |
|        |            | <b>Scope of Participation:</b>  |                              |  |                          |        |

**Outreach Initiatives Details**

From: Memphis, TN

Date 4/9/2024

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**Outreach Initiatives Details between 3/21/2023 to 3/20/2024**

| Sl.No. | Date       | Activity Type   | No. Of Stations<br>Participants | Participant Name  | Hiring<br>Authority? | Points |
|--------|------------|---|---------------------------------|-------------------|----------------------|--------|
|        |            | We hosted a meeting at WATN with Career Specialist   Career Services of Communication and Fine Arts at the University of Memphis. "The Art of Networking" aims to create an opportunity for meaningful connections between employers and students. Employers had the opportunity to educate students on the essentials of networking and had the opportunity to conduct on-sight interviews.  |                                 |                   |                      |        |
| 11     | 11/27/2023 | Establishment of training programs for station personnel  | 87                              | All Station Staff | No                   | 1.00   |
|        |            | <b>Description:</b><br>Let's Have a Cyber Safe Holiday - Quarterly TEGNA Cyber Security Training to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on phishing and online shopping safety.   |                                 |                   |                      |        |
|        |            | <b>Scope of Participation:</b><br>Let's Have a Cyber Safe Holiday - Quarterly TEGNA Cyber Security Training to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on phishing and online shopping safety.  |                                 |                   |                      |        |
| 12     | 01/17/2024 | Establishment of training programs for station personnel  | 87                              | All Station Staff | No                   | 1.00   |
|        |            | <b>Description:</b><br>All TEGNA employees are required to complete a two-part annual ethics training:<br><br>Part I: TEGNA's Annual Ethics Survey that requires employees to disclose any issues that may conflict with TEGNA's interests.<br><br>Part II: 2024 TEGNA Ethics Training: Conflicts of Interest, an online course that demonstrates how a person's private interest may interfere with the interests of TEGNA and how to avoid these situations.            |                                 |                   |                      |        |
|        |            | <b>Scope of Participation:</b><br>All TEGNA employees are required to complete a two-part annual ethics training:<br><br>Part I: TEGNA's Annual Ethics Survey that requires employees to disclose any issues that may conflict with TEGNA's interests.<br><br>Part II: 2024 TEGNA Ethics Training: Conflicts of Interest, an online course that demonstrates how a person's private interest may interfere with the interests of TEGNA and how to avoid these situations. |                                 |                   |                      |        |
| 13     | 01/26/2024 | Establishment of training programs for station personnel  | 87                              | All Station Staff | No                   | 1.00   |

**Outreach Initiatives Details**

From: Memphis, TN

Date 4/9/2024

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**Outreach Initiatives Details between 3/21/2023 to 3/20/2024**

| Sl.No.   | Date       | Activity Type   | No. Of Stations Participants | Participant Name  | Hiring Authority?     | Points |
|--|------------|---|------------------------------|---|-----------------------|--------|
| <p><b>Description:</b><br/>                     The Secure TEGNA annual training module for 2024 was titled Secure TEGNA Cybersecurity Awareness Training. This training will help staff recognize risks and increase their understanding of the ever-changing security threats to our landscape.</p> <p><b>Scope of Participation:</b><br/>                     The Secure TEGNA annual training module for 2024 was titled Secure TEGNA Cybersecurity Awareness Training. This training will help staff recognize risks and increase their understanding of the ever-changing security threats to our landscape.</p>   |            |   |                              |   |                       |        |
| 14   | 02/09/2024 | Participation in events or programs sponsored by educational institutions | 2                            | News Director<br>Main Sports Anchor   | Yes<br>No             | .25    |
| <p><b>Description:</b><br/>                     Our News Director and Sports Anchor participated in Career Day at Highland Oaks Elementary School. They spoke to students in 3rd - 5th grades about their profession and the path they took to get there.</p> <p><b>Scope of Participation:</b><br/>                     Our News Director and Sports Anchor participated in Career Day at Highland Oaks Elementary School. They spoke to students in 3rd - 5th grades about their profession and the path they took to get there.</p>   |            |   |                              |   |                       |        |
| 15   | 02/28/2024 | Participation in Job Fairs  | 6                            | Local Sales Manager<br>News Content Brand Manager<br>Promotion Manager<br>Community Impact & Engagement Manager | Yes<br>No<br>No<br>No | .25    |
| <p><b>Description:</b><br/>                     WATN employees participated in "The Art of Networking" career event. "The Art of Networking" aims to create an opportunity for meaningful connections between employers and students. The opportunity allowed WATN to engage with individuals seeking employment opportunities.</p> <p><b>Scope of Participation:</b><br/>                     WATN employees participated in "The Art of Networking" career event. "The Art of Networking" aims to create an opportunity for meaningful connections between employers and students. The opportunity allowed WATN to engage with individuals seeking employment opportunities.</p> |            |   |                              |   |                       |        |
| 16   | 03/04/2024 | Establishment of training programs for station personnel                  | 87                           | All Station Staff   | No                    | 1.00   |



**Outreach Initiatives Details**

**From:** Memphis, TN

**Date:** 4/9/2024

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**Outreach Initiatives Details between 3/21/2023 to 3/20/2024**

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| <b>Sl.No.</b> | <b>Date</b> | <b>Activity Type</b> | <b>No. Of Stations<br/>Participants</b> | <b>Participant Name</b> | <b>Hiring<br/>Authority?</b> | <b>Points</b> |
|---------------|-------------|----------------------|---|-------------------------|------------------------------|---------------|
|---------------|-------------|----------------------|---|-------------------------|------------------------------|---------------|

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**Description:**

Reporting Security Incidents - Quarterly TEGNA Cyber Security Training to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on reporting suspicious emails, texts and phone calls.

**Scope of Participation:**

Reporting Security Incidents - Quarterly TEGNA Cyber Security Training to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on reporting suspicious emails, texts and phone calls.

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**Total Points:** 12.25

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To: [REDACTED]@abc24.com>  
Subject: RE: Career Day Request

Greetings [REDACTED],  
Are they asking you to have a booth there or be a guest speaker?

[REDACTED]  
**Community Impact and Engagement Manager**

e: [REDACTED]@ABC24.com  
m: 901-[REDACTED] p: 901-[REDACTED]



From: [REDACTED]@abc24.com>  
Sent: Tuesday, March 7, 2023 11:41 AM  
To: Community [REDACTED]@abc24.com>  
Subject: Career Day Request

Hi there,

Briarcrest asked me to attend their career day on April 14 at 9am. Is that fine to attend?

Thanks,  
[REDACTED]

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** Thursday, May 4, 2023 2:53 PM  
**To:** Community  
**Cc:** [REDACTED]  
**Subject:** Fw: Local Career Day Speaking Inquiry

Hello all!

[REDACTED] was asked to speak at Promise Academy Hollywood Career Day. Unfortunately, it is during his work day. He so graciously passed the torch to me. The information is below. But, the career day is on Thursday from 9-11.



[REDACTED]  
**Meteorologist ABC24/CW30**

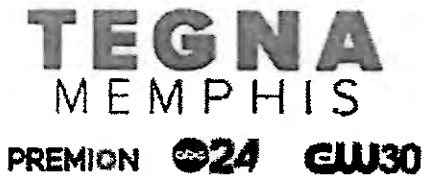
e: [REDACTED]@abc24.com  
p: 901. [REDACTED]  
m: 901 [REDACTED]

---

**From:** [REDACTED]@abc24.com>  
**Sent:** Thursday, May 4, 2023 5:41 AM  
**To:** [REDACTED]@abc24.com>  
**Subject:** FW: Local Career Day Speaking Inquiry

Hey [REDACTED]

I don't know if you ever worked with [REDACTED] she was on the assignment desk when I first started. Anyway, she's a teacher now and invited us to this. It's during my shift so I wouldn't be able to go. I wanted to pass it along to you in case it's something you may wanna do.



[REDACTED]  
**Morning Meteorologist**

e: [REDACTED]@abc24.com  
m: 901. [REDACTED] o: 90 [REDACTED]

**From:** [REDACTED]  
**Sent:** Wednesday, May 3, 2023 9:19 PM  
**To:** [REDACTED]  
**Subject:** Local Career Day Speaking Inquiry

PD

[REDACTED]@hotmail.com>



To: [REDACTED]

**CAUTION - EXTERNAL EMAIL** - Please use caution opening attachments and never share your password. Send suspicious email to [REDACTED]@tegna.com.

Dear [REDACTED]:

I am inviting you to be a participant at Double Tree Elementary School on May 12, 2023. The program begins on this date to your calendar and say "yes." Please reply yes. More information will follow.

Sincerely,

[REDACTED]

[REDACTED] PhD, Professor Emerita, The University of Alabama  
Fellow of the American Speech Language and Hearing Association

Career Day at Double Tree Elementary School

Memphis, TN 38109

May 3, 2023

Dear Career Day Participant,

On behalf of the principal, faculty, and student body of Double Tree Elementary School, I wish to express sincere appreciation for the valuable contribution you will be making to the boys and girls who will be fortunate enough to hear you discuss your job and its requirements.

Please stop by the desk at the main entrance, so our student helpers can escort you to the Media Center for refreshments. During this reception, you will have an opportunity to meet some of the other guests, and receive final instructions before sharing with children (i.e. schedules, assignments, ex.)

Enclosed is a list of the questions you may wish to consider answering as you speak to the students. Thanks again for your help in making this career day an educationally successful experience for our students.

We are all looking forward to your arrival . . . . .

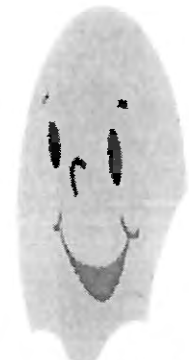
. . . . . Friday, May 12, 2023

# Itinerary

## Student Studio Tour



School: Pleasant Hill Elementary – Olive Branch, MS  
Teacher: [REDACTED]



Group: 4<sup>th</sup> Grade "Production" Media Students (Grp. size: 20)

| Guide | Time   | Activity               | Presenter  |
|-------|--------|------------------------|------------|
| Eryn  | 10:00a | Welcome/Introduction   | [REDACTED] |
|       | 10:10a | Tour Sales             | [REDACTED] |
|       | 10:20a | Tour Mktg/Promo        | [REDACTED] |
|       | 10:35a | Tour Control Room      | [REDACTED] |
|       | 11:00a | Midday Newscast Grp #1 | [REDACTED] |
|       | 11:15a | Midday Newscast Grp #2 | [REDACTED] |
|       | 11:35a | Q & A                  | [REDACTED] |
|       | 12:00p | Dismissal              | [REDACTED] |

Day 05-15-2023

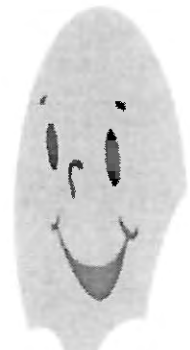


# Itinerary

## Student Studio Tour



School: Pleasant Hill Elementary – Olive Branch, MS  
Teacher: [REDACTED]



Group: 4<sup>th</sup> Grade "Talent" Media Student (Grp. Size 30)

| Guide  | Time   | Activity               | Presenter  |
|--------|--------|------------------------|------------|
| Yvonne | 10:00a | Welcome/Introduction   | [REDACTED] |
|        | 10:10a | Tour Sales             | [REDACTED] |
|        | 10:20a | Tour Mktg/Promo        | [REDACTED] |
|        | 10:35a | Tour Control Room      | [REDACTED] |
|        | 11:00a | Midday Newscast Grp #1 | [REDACTED] |
|        | 11:15a | Midday Newscast Grp #2 | [REDACTED] |
|        | 11:35a | Q & A                  | [REDACTED] |
|        | 12:00p | Dismissal              | [REDACTED] |

Day 05-16-2023



**From:** TEGNA Information Technology  
**Sent:** Tuesday, June 20, 2023 1:44 PM  
**To:** [REDACTED]  
**Subject:** Q2 Secure TEGNA: Identify. Isolate. Report.



Dear Colleagues,

Thank you for helping us keep TEGNA's network and online assets safe. The need to exercise caution while opening email, responding to texts and working online is ever present, and your vigilance makes a difference. Today, we launch the next course in our Secure TEGNA campaign: *Reporting Security Incidents*.

This new training course will help you **identify** and **isolate** a breach if it occurs, and reminds you to immediately **report** any incident to your local head of technology and manager, leader or general manager. You should never ignore or attempt to remedy a potential network or data breach without the assistance of TEGNA's IT department.

[Go to Training](#)

**Until you receive assurance that a breach is being handled by TEGNA's IT and Security Compliance department, you are responsible for escalating the report including to your manager or general manager. A phone call is preferred versus any other communication method.**



# BLOCK PARTY YOUTH RALLY 5K/10K

JULY  
22

COURT  
SQUARE

62 N MAIN  
MEMPHIS, TN



abc 24/

HELPING  
YOUNG  
PEOPLE  
EXCEL

For H.Y.P.E. Memphis  
initiatives and  
register for the 5K/10K  
visit  
[ABC24.com/HYPE](http://ABC24.com/HYPE)

## BELIEVE THE HYPE

A CHILDREN'S BACK TO SCHOOL SHOE DRIVE





**From:** TEGNA Information Technology  
**Sent:** Wednesday, September 13, 2023 10:01 AM  
**To:** [Redacted]  
**Subject:** Q3 Secure TEGNA Training Begins Today



Dear Colleagues,

Thank you for putting Secure TEGNA training into practice to help ensure the security of our network and data. This quarter, Secure TEGNA focuses on voice phishing, or **vishing**, a term used to describe crimes that take place over the phone. Organized crime rings often use vishing to obtain passwords, account numbers and other proprietary data that can be used to compromise networks and online accounts.

**The 4 P's of Vishing**, will help you understand how to recognize a phone scam before your information or data has been compromised. You can access the training using the links in this email.

[GO TO SECURE TEGNA TRAINING](#)

Remember, until you receive assurance that a breach is being handled by TEGNA's IT and Security Compliance department, you are responsible for escalating the report including to your manager or general manager. A phone call is preferred versus any other communication method.

Please complete this mandatory short training as soon as possible and **no later than Friday, September 29**. Thank you for doing your part to safeguard yourself and our company.

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** Friday, September 22, 2023 8:21 AM  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** FW: 1:1 Refresher

Good morning [REDACTED] hope you are doing well. WATN had a few employees attend leadership training. Please log this on Broadcast 1 for the EEO file.

Thank you!

[REDACTED] (He/Him)  
Human Resources Business Partner – Southeast

**TEGNA** | One Monroe Place, Atlanta, GA 30324  
[REDACTED]@tegna.com | P. 404. [REDACTED] | C. 404. [REDACTED] | [tegna.com](http://tegna.com)

From: [REDACTED]@tegna.com>  
Sent: Thursday, September 21, 2023 8:20 AM  
To: [REDACTED]@tegna.com>; [REDACTED]@tegna.com>; [REDACTED]@wbir.com>  
Subject: FW: 1:1 Refresher

Hello!

The following leaders attended a 1:1 training yesterday. Feel free to add to your EEO report. I included the type and a description below.

If the employees below aren't managers use the following for type: [REDACTED] isn't a manager yet, so we would use below.

*Establishment of training programs for station personnel*

[REDACTED]@abc24.com>; [REDACTED]  
[REDACTED]@abc24.com>; [REDACTED]  
[REDACTED]@abc24.com> [REDACTED]@abc24.com>  
Subject: 1:1 Refresher

*Provision of training to management*

*Human Resources Business Partner conducted a training for newly promoted/hired managers or managers who would like a refresher on some best practices for conducting feedbacks sessions with their employees.*

Thanks!

[REDACTED]  
From: [REDACTED]@tegna.com>  
Sent: Wednesday, September 20, 2023 3:12 PM

To: [REDACTED]@abc24.com>; [REDACTED]@abc24.com>; [REDACTED]@abc24.com>

Subject: 1:1 Refresher

Hello!

Thank you again for your time attending today's training session! The participation was wonderful!

Attached is the guide I referenced on the call as well as some additional conversation starters.

Also, I found some great articles on how to enhance your 1:1s. Enjoy!

<https://www.radicalcandor.com/effective-one-on-ones/>

1. What's on your mind this week?
2. How happy were you this past week?
3. How productive were you this past week?
4. What feedback do you have for me?

<https://hbr.org/2016/08/how-to-make-your-one-on-ones-with-employees-more-productive>

- Block regular time in your schedules
- Prepare discussion points
- Be fully present
- Start positive
- Problem solve
- Ask questions about career plans
- Express gratitude

If you have any questions, let me know!

Thanks!

[REDACTED]  
Human Resources Business Partner  
KSDK, WHAS11, WBIR, WQAD, WOI, KCWI

TEGNA | 1000 Market Street, St. Louis, MO 63101  
[REDACTED]@tegna.com | P. 314. [REDACTED] | C. 314. [REDACTED] | tegna.com

#### JOIN OUR TALENT NETWORK

Start your day with everything you need to know! Sign up for the *STL Morning Rush*.



From: [REDACTED]@abc24.com>  
Sent: Wednesday, September 20, 2023 4:38 PM  
To: [REDACTED]@abc24.com>  
Subject: Hosting [REDACTED] for Lunch / Tour on Monday, 9.25

Hi, [REDACTED]!

In a continuing effort to build relationships with local area schools, we will be hosting [REDACTED] (Career Specialist I Career Services College of Communication and Fine Arts at the University of Memphis) for a station visit / lunch on Monday, 9.25. This counts as EEO outreach.

[REDACTED] and [REDACTED] will be joining [REDACTED] and I for lunch. Location: front conference room.

Can you coordinate and facilitate a lunch order from Panera? Please reach out to [REDACTED] And [REDACTED] you can include me on that email. I will reach out to [REDACTED], cc'ing you, asking if she has a favorite from Panera.

Thanks for your help.

Yours in seeking solutions and living our brand,  
[REDACTED]



[REDACTED]  
**President and General Manager**  
**CPS | CDO**  
e: [REDACTED]@abc24.com  
p: 901. [REDACTED]  
m: 901. [REDACTED]



**From:** TEGNA Information Technology  
**Sent:** Monday, November 27, 2023 11:01 AM  
**To:** [Redacted]  
**Subject:** Q4 Secure TEGNA Training Begins Today



Dear Colleagues,

Thank you for putting Secure TEGNA training into practice to help ensure the security of our network and data. As we move into December, there is usually an uptick in cybercrimes that take advantage of holiday travel, shopping and stress. This quarter, Secure TEGNA focuses on staying safe during one of the busiest times of the year.

*Let's Have a Cyber-Safe Holiday* will help you utilize best practices for staying safe online and recognizing the tactics cyber criminals often employ during the holidays. In fewer than 10 minutes, you will be better prepared to deal with some of the most common ploys used to trick you into compromising your data and personal information.

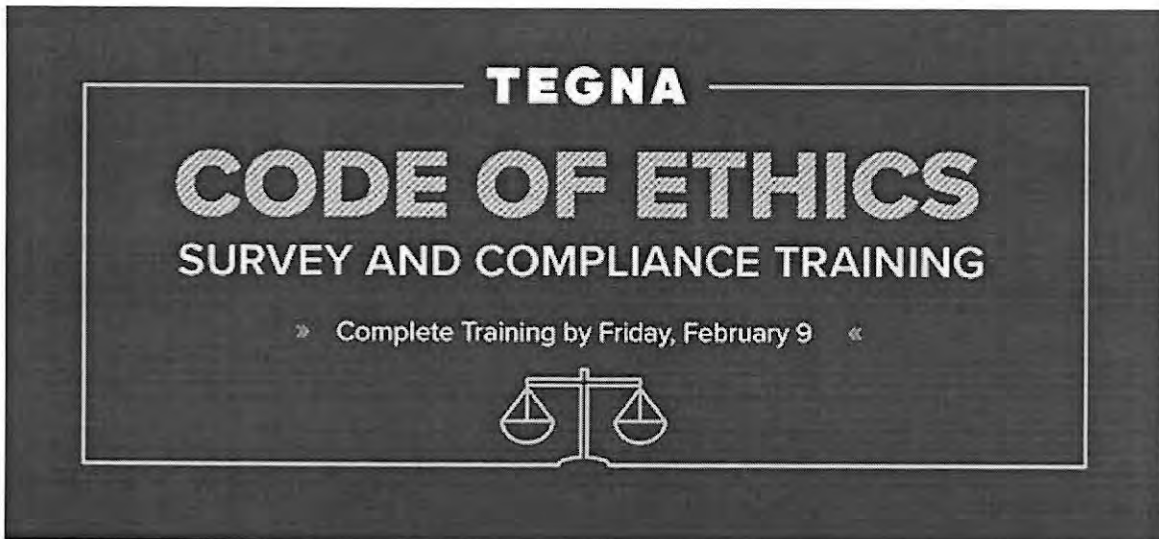
[GO TO SECURE TEGNA TRAINING](#)

Please complete this mandatory short training as soon as possible and **no later than Friday, December 15**. Thank you for doing your part to safeguard yourself and our company.

Sincerely,

TEGNA Information Technology

**From:** TEGNA Ethics Compliance  
**Sent:** Wednesday, January 17, 2024 2:26 PM  
**To:** [REDACTED]  
**Subject:** Please Complete Annual Ethics Training by Feb. 9



Dear Colleagues,

To fulfill our purpose of serving the greater good of our communities, it is vital that we maintain the highest level of ethical standards. We all have a personal responsibility to demonstrate integrity and ethical behavior through our work and professional interactions.

**This responsibility requires all TEGNA employees to complete a two-part annual ethics training by Friday, February 9:**

- **Part I:** TEGNA's Annual Ethics Survey that requires employees to disclose any issues that may conflict with TEGNA's interests.
- **Part II:** *2024 TEGNA Ethics Training: Conflicts of Interest*, an online course that demonstrates how a person's private interest may interfere with the interests of TEGNA and how to avoid these situations.

[Take the Survey and Begin Training Here](#)



*Please note: If you are working remotely, you must sign-in to TEGNA's network via VPN to complete the training.*

If you have any questions about the training or TEGNA's ethics policies, please contact [REDACTED], our Chief Ethics Officer, at 703-[REDACTED] or [REDACTED][@tegna.com](mailto:[REDACTED]@tegna.com).

You can report ethics issues or concerns anonymously by emailing [REDACTED][@tegna.com](mailto:[REDACTED]@tegna.com) or calling the ethics hotline at 800-[REDACTED]. You can also use the ethics hotline and email to report harassment.

Thank you for continuing to make integrity a foundation of our culture at TEGNA.

TEGNA Ethics Compliance

**From:** [REDACTED]@tegna.com  
**Sent:** Wednesday, January 17, 2024 2:25 PM  
**To:** [REDACTED]  
**Subject:** Please Complete Annual Ethics Training by Feb. 9



The banner features the TEGNA logo at the top, followed by the text "CODE OF ETHICS SURVEY AND COMPLIANCE TRAINING" in a large, bold, sans-serif font. Below this, it says "» Complete Training by Friday, February 9 «" and includes a white icon of a scale of justice.

Dear Colleagues,

To fulfill our purpose of serving the greater good of our communities, it is vital that we maintain the highest level of ethical standards. We all have a personal responsibility to demonstrate integrity and ethical behavior through our work and professional interactions.

**This responsibility requires all TEGNA employees to complete a two-part annual ethics training by Friday, February 9:**

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[Take the Survey and Begin Training Here](#)

*Please note: If you are working remotely, you must sign-in to TEGNA's network via VPN to complete the training.*

If you have any questions about the training or TEGNA's ethics policies, please contact [REDACTED], our Chief Ethics Officer, at 703 [REDACTED] or [REDACTED]@tegna.com.

You can report ethics issues or concerns anonymously by emailing [REDACTED]@tegna.com or calling the ethics hotline at 800-[REDACTED]. You can also use the ethics hotline and email to report harassment.

Thank you for continuing to make integrity a foundation of our culture at TEGNA.

TEGNA Ethics Compliance

**From:** TEGNA IT Security <InfoSec@tegna.com>  
**Sent:** Wednesday, January 17, 2024 6:58 PM  
**To:** [REDACTED]@tegna.com  
**Subject:** You're Enrolled: Secure TEGNA Cybersecurity Training



Dear [REDACTED]

You have been automatically enrolled in our annual Secure TEGNA Cybersecurity Awareness Training. This 30-minute training will help you understand common threats, identify warning signs and red flags of a potential attack and much more.

Please use this link to start your training:  
[https://training.knowbe4.com/\[REDACTED\]](https://training.knowbe4.com/[REDACTED])

All employees are required to participate in this mandatory training. Please take time to complete this as soon as possible, but no later than February 17, 2024.

If you have additional questions please email [REDACTED]@tegna.com.

Thank you,  
TEGNA IT Security



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**NOTE:** This is an example of the new employee training, which is part of the on-boarding process.

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** Friday, February 16, 2024 4:18 PM  
**To:** [REDACTED]  
**Subject:** FW: Career Day at Highland Oaks Elementary School

**From:** [REDACTED]@scsk12.org>

**Sent:** Thursday, February 8, 2024 10:39 AM

**To:** [REDACTED]  
[REDACTED]  
[REDACTED]@abc24.com>; [REDACTED]

[REDACTED]@abc24.com>  
**Subject:** Career Day at Highland Oaks Elementary School

**CAUTION - EXTERNAL EMAIL** - Please use caution opening attachments and never share your password. Send suspicious email to [infosec@tegna.com](mailto:infosec@tegna.com).

Greetings,

I hope this email finds each of you well and in good health. Thank you again for agreeing to speak with our Highland Oaks Elementary School students in grades 3<sup>rd</sup> - 5<sup>th</sup> for Career Day. We are eager and can't wait to see you all on Friday, February 9<sup>th</sup>. We ask that you all arrive between 8:30 a.m. & 8:45 a.m., so we can begin promptly at 9:00 a.m. Again, you will speak to different classes for approximately 15 minutes informing them of your profession and the path you took to get to this point in your life. You are welcome to bring in props, utilize a PowerPoint, or the items of your choosing to showcase your career. Thank you again for your support to the future of our students.

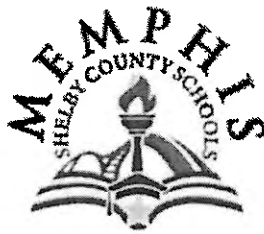
Please complete the information within the attached link upon your arrival. Link:

[https://\[REDACTED\]](https://[REDACTED])

If you have any questions, please feel free to contact me.

Best Regards,

[REDACTED]  
*Highland Oaks Elementary School  
Pre-K Teacher  
Shelby County Schools  
Memphis, TN  
Google Phone Number: 901 - [REDACTED]*



January 9, 2024

Dear Potential Career Day Guest Speaker:

Highland Oaks Elementary School invites you to be a guest speaker as part of our Spotlight on 901: Young, Gifted, and Black Career Day on Friday, February 9<sup>th</sup> from 8:30 a.m. to 10:30 a.m.

During our Spotlight on 901: Young, Gifted, and Black Career Day we would like you to inspire our scholars by sharing five (5) key points about your career and the journey you took to get where you are today. You can use a PowerPoint presentation or other visuals during your speech. Career Day speakers will speak to different groups of scholars in grades 3<sup>rd</sup> – 5<sup>th</sup> for 15 minutes each as you rotate to different classrooms.

This event aims to showcase African Americans in the City of Memphis who are impacting their communities through their various career paths. We also want to showcase the various opportunities available to our scholars that are not your typical career paths.

To conclude our great event, we will have refreshments available to show our appreciation for your support and participation in our Career Day.

We appreciate your willingness to give back to our scholars. If you are interested in participating, please contact [redacted] by Friday, February 2<sup>nd</sup>. My contact information is listed below.

Respectfully,

[redacted]

Spotlight on 901: Young, Black, & Gifted Career Day Co-Chair

Number: (901) [redacted]

Email: [redacted]@scsk12.org

Main Office ~ (901) [redacted] main ~ (901) [redacted] fax

'Home of the Owls'



Highland Oaks Elementary School - 5252 Annandale Drive ~ Memphis, Tennessee 38125

**CELEBRATING**

# **BLACK HISTORY MONTH**

**Highland Oaks Elementary School presents  
Spotlight on 901 Career Day  
Young, Gifted, and Black  
February 9, 2024  
8:30 A.M. - 10:30 A.M.**

[REDACTED]

---

**From:** [REDACTED]@memphis.edu>  
**Sent:** Thursday, January 11, 2024 9:35 AM  
**Cc:** [REDACTED]  
**Subject:** University of Memphis: The Art of Networking Invitation

**CAUTION - EXTERNAL EMAIL** - Please use caution opening attachments and never share your password. Send suspicious email to [REDACTED]@tegna.com.

H [REDACTED],

I hope this email finds you well. My name is [REDACTED] and I am reaching out to you on behalf of University of Memphis, Career Services. In partnership with the College of Communication and Fine Arts, we are excited to extend an invitation to ABC24 to participate in our upcoming career event, "The Art of Networking," scheduled for February 28, 2024, in the Rose Theatre from 11:00 am to 2:00 pm.

"The Art of Networking" aims to create an opportunity for meaningful connections between employers and students. Employers will have the opportunity to educate students on the essentials of networking and conduct on-sight interviews.

The objective of this event is to connect our talented students with reputable employers like yourself. By participating, you will have the opportunity to engage with motivated individuals from freshman to senior levels, as well as alumni, seeking employment opportunities, including full-time positions, part-time roles, internships, and job shadow opportunities.

Registration and participation are **free**.

**Event Details:**

- **Date:** February 28, 2024
- **Time:** 11:00 am - 2:00 pm
- **Venue:** Rose Theatre, 470 University, Memphis, TN 38111

We believe that your participation will greatly contribute to the success of this event. If you are interested in joining us, please confirm your attendance by **January 19, 2024**, by responding to this email. Additional details will be provided upon confirmation.

Thank you for considering our invitation. We look forward to the possibility of having ABC24 represented at "The Art of Networking" event and contributing to the success and growth of our students. Should you have any questions or require additional information, please feel free to contact me at [REDACTED]@memphis.edu or 901-[REDACTED].

Best,

[REDACTED]  
Assistant Director of Employer Partnerships | Career Services



The University of Memphis  
400 Wilder Tower  
Memphis, TN 38152

P: 901 [REDACTED]  
[memphis.edu/careerservices](http://memphis.edu/careerservices)



[REDACTED]

**From:** TEGNA Information Technology [REDACTED]@tegnacom>  
**Sent:** Monday, March 4, 2024 12:04 PM  
**To:** [REDACTED]  
**Subject:** Complete Secure TEGNA Training



Dear Colleagues,

Thank you for helping us keep TEGNA's network and online assets safe. In 2024, our Secure TEGNA goals remain the same: to recognize, respond to, and report suspicious activity that may compromise our network or data.

Equally important is recognizing an alert from TEGNA or your station about an online threat or incident. If a cyber threat is identified and requires your attention, you will be notified through TEGNA's **Emergency Alert** system. **Alerts are NOT sent to company phone numbers or email addresses.**

Instead, you will receive the following notifications simultaneously:

- **A CALL to your personal and/or home phone from this number: 703-[REDACTED]**
- **A TEXT to your personal mobile number from: [REDACTED]**
- **An EMAIL to your personal address from: [REDACTED]**

If an alert specific to your location is issued, the phone call and/or email may come from a number or address associated with that office or station. Confirm the email and phone number used for localized alerts with your manager.

Secure TEGNA training this quarter, *Reporting Security Incidents*, will look familiar, but it's worth taking a second time:

[Go to Training](#)

**Remember, until you receive assurance that a suspected incident is being handled by TEGNA's IT department, you are responsible for escalating the report. A phone call is preferred versus any other communication method.**

Please complete this mandatory short training as soon as possible and **no later than Friday, March 22**. Thank you for doing your part to safeguard yourself and our company.

Sincerely,

TEGNA Information Technology



**From:** TEGNA Information Technology [REDACTED]  
**Sent:** Monday, March 4, 2024 12:03 PM  
**To:** [REDACTED]  
**Subject:** Complete Secure TEGNA Training



Dear Colleagues,

Thank you for helping us keep TEGNA's network and online assets safe. In 2024, our Secure TEGNA goals remain the same: to recognize, respond to, and report suspicious activity that may compromise our network or data.

Equally important is recognizing an alert from TEGNA or your station about an online threat or incident. If a cyber threat is identified and requires your attention, you will be notified through **TEGNA's Emergency Alert** system. **Alerts are NOT sent to company phone numbers or email addresses.**

Instead, you will receive the following notifications simultaneously:

- **A CALL to your personal and/or home phone from this number: 703 [REDACTED]**
- **A TEXT to your personal mobile number from: [REDACTED]**
- **An EMAIL to your personal address from: [REDACTED].**

If an alert specific to your location is issued, the phone call and/or email may come from a number or address associated with that office or station. Confirm the email and phone number used for localized alerts with your manager.

Secure TEGNA training this quarter, *Reporting Security Incidents*, will look familiar, but it's worth taking a second time:

[Go to Training](#)

**Remember, until you receive assurance that a suspected incident is being handled by TEGNA's IT department, you are responsible for escalating the report. A phone call is preferred versus any other communication method.**

Please complete this mandatory short training as soon as possible and **no later than Friday, March 22**. Thank you for doing your part to safeguard yourself and our company.

Sincerely,

TEGNA Information Technology

