

**WKRN-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2014 – March 31, 2015<sup>1</sup>**

**I. Vacancy List**

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

<b>Job Title</b>	<b>Recruitment Sources Used to Fill Vacancy</b>	<b>RS Referring Hiree(s)</b>
Video Editor	1-3, 5-7, 9-16, 20-21, 23-24, 27, 29-31	30
Multimedia Journalist (2)	1-3, 5-8, 9-16, 20-21, 23-24, 27, 29-31	5, 30
Multimedia Journalist (3)	1-7, 9-14, 16, 18, 20-21, 23-24, 29-31	11, 5, 30
Anchor/Reporter	1-3, 6-7, 9-10, 12-18, 20-21, 23-25, 27, 29-31	30
Associate Producer (2)	1-3, 5-7, 9-14, 16, 18, 20-21, 23-24, 26, 29-31	5, 5
Associate Producer	1-3, 5-7, 9-14, 16, 18, 20-21, 23-25, 29-31	5
Meteorologist	1-3, 6-7, 9-10, 12-14, 16-18, 20-21, 23-25, 27, 29-31	17
Business Manager	1-3, 5-7, 9-10, 12-16, 18, 20-21, 23-24, 27, 29-31	30
Assignment Editor *	5, 11, 17, 30	5
Morning Show Producer	1-3, 5-7, 9-14, 16-18, 20-21, 23-24, 29-31	5
Technical Media Operator	1-3, 6-14, 16-18, 20-21, 23-25, 29-31	30
Marketing Director	1-3, 5-7, 9-14, 16, 18, 20-21, 23-24, 29-31	5

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<sup>1</sup> This report was timely filed on March 31, 2015. After due diligence and review of records in preparation for response to the FCC's February 2016 audit letter, the station reformatted the report for clarity and amended it as appropriate for accuracy.

\* Exigent Circumstances

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**II. Master Recruitment Source List**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>No. of Interviewees</b>
1	Alabama Broadcasting Ass'n 2180 Parkway Lake Dr. Hoover, AL lrice@al-ba.com	N	
2	Alliance for Women in Media 1760 Old Meadow Rd., Suite 500 McLean, VA 22102 Amy Lotz alotz@allwomeninmedia.org	N	
3	Belmont University 1900 Belmont Blvd Nashville, TN 37212 careerservices@belmont.org	N	
4	David Crane Agency Talent 124 Ammons Rd. Raleigh, NC 27615	N	1
5	Employee Referral	N	25
6	Fisk University 18th Avenue North Nashville, TN 37208 tbyrdsong@fisk.edu	N	
7	Internal Emails to Former Young Broadcasting Stations	N	
8	Internet Job Banks - not contacted by SEU (Careerbuilder.com, Linkedin.com, Indeed.com)	N	4
9	Kentucky Broadcasting Ass'n 101 Enterprise Dr. Frankfort, KY 40601 kba@kba.org	N	

10	Lipscomb University 1 University Park Dr. Nashville, TN 37204 jimmy.mccollum@lipscomb.edu	N	
11	Mediageneral.com 333 E. Franklin St. Richmond, VA 23219 email: Susan Ellenburg sellenburg@mediageneral.com	N	22
12	Middle Tenn. State U. P.O. Box 51 Murfreesboro, TN 37132 career@mtsu.edu	N	
13	Nashville Chamber of Commerce 211 Commerce St. #100 Nashville, TN 37201 rleslie@nashvillechamber.com	N	
14	National Academy of Television Arts and Sciences 161 Rains Ave. Nashville, TN 37203 email: emmynash@aol.com	N	
15	National Ass'n of Broadcasters 1771 North St. N.W. Washington, D.C. 20036 careercenter@nab.org	N	
16	National Hispanic Media Coalition 55 S. Grand Ave. Pasadena, CA 91105 info@nhmc.org	N	
17	Non-Employee Referral	N	7
18	Nossi College of Art 907 Rivergate Partway Goodlettsville, TN 37072 Sharon McGinnis jobplacement@nossi.com	N	

19	Spots n' Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 8888842630 x701 Url : www.spotsndots.com Emily McKay Manual Posting	N	
20	Tenn. Ass'n of Broadcasters 2 International Plaza Dr., Suite 507 Nashville, TN 37217 tabtn@bellsouth.net	N	
21	Tennessee Career Center - Lee 2200 Rosa L. Parks Blvd. Nashville, TN 37228 jason.daneal@tn.gov	N	
22	Tennessee State University 3500 John Merritt Blvd Nashville, TN 37209 Lucy Tucker ltucker@tnstate.edu	N	
23	TN Jobs-Classified Verticals email: scott@classifiedverticals.com	N	
24	Trevecca University 333 Murfreesboro Rd. Nashville, TN 37210 David Deese ddeese@trevecca.edu	N	
25	Tvjobs.com P.O. Box 4116 Oceanside, CA 92052 admin@tvjobs.com	N	5
26	U. of Tennessee (not contacted by SEU) Dept. of Journalism and Electronic Media 333 Communications Building Knoxville, TN 37996 samswann@utk.edu	N	1
27	Vanderbilt University 310 25th Ave. S., Ste. 220 Nashville, TN 37240 tiffany.franklin@vanderbilt.edu	N	
28	Walk-In / Self-Referral	N	

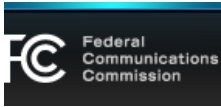
29	Western Kentucky University 1906 College Heights Blvd Bowling Green, KY 42101 rebecca.tinker@sku.edu	N	
30	WKRN.com website 444 Murfreesboro Rd. Nashville, TN 37210 email: Lewis Snyder lsnyder@wkrn.com	N	33
31	YWCA 1608 Woodmont Blvd. Nashville, TN 37215 Jan Shipp jan.shipp@ywcanashville.com	N	
<b>TOTAL INTERVIEWEES THIS REPORTING PERIOD:</b>			98

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**III. Recruitment Initiatives**

	<b>Date</b>	<b>Type</b>	<b>Description</b>	<b>Participants</b>
1	4/11/14	Participation in events sponsored by educational institution	A station anchor provided a tour of the Station to students at White House Heritage High School interested in careers in broadcasting.	Anchor
2	4/14/14	Participation in events sponsored by educational institution	Our anchor participated in the Donelson Middle School Career Day for 8 <sup>th</sup> grade students. He discussed jobs in broadcasting and answered students' questions.	Anchor
3	Ongoing	Establishment of internship program	During the reporting period, the Station had 11 individuals participate as interns, gaining credit with their educational institutions. The students interned in the production, marketing, news, and meteorology departments.	News, sports, weather, marketing
4	6/18/14, 12/17/14, 2/27/15	Establishment of training programs	The Station runs a training program through Broadcast Image to work with its reporters and anchors to improve their on-air skills.	Anchors, reporters
5	9/30/14	Participation in events sponsored by educational institution	A programming director provided a tour of the Station to students in the video production class at Trevecca University.	Production
6	10/10/14	Participation in events sponsored by educational institutions	The Station's meteorologist hosted a student from Hickman County High School for a job shadow.	Anchor
7	11/18/14	Participation in events sponsored by educational institutions	A Station meteorologist spoke at Giles County High School, discussing meteorology and careers in broadcasting.	Anchor
8	12/17/14	Participation in events sponsored by educational institutions	A Station meteorologist spoke at Thurgood Marshall Middle School, discussing meteorology and careers in broadcasting.	Anchor

9	1/14/15	Participation in events sponsored by educational institutions	The Station's account executive hosted a student from Western Kentucky University for a job shadow.	Account Executive
10	1/20/15	Participation in events sponsored by educational institutions	A Station meteorologist spoke at Bellevue Middle School, discussing meteorology and careers in broadcasting.	Anchor
11	2/3/15	Participation in events sponsored by educational institutions	A station anchor provided a tour of the Station to students in the video production class at International English Institute.	Anchor
12	2/26/15	Participation in events sponsored by educational institutions	The Station's assistant news director hosted a student from Oakland High School for a job shadow.	Assistant News Director



# TV Station Profiles & Public Inspection Files

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## STATION PROFILE

**WKRN-TV** NASHVILLE, TN

Virtual Channel **2** | RF Channel **27** | Facility ID **73188**



## FIND A STATION

You may enter a call sign (e.g., WXYZ), network affiliation (e.g., NBC), channel number (e.g., 26), or facility ID number (e.g., 123456).

## EQUAL EMPLOYMENT OPPORTUNITY RECORDS

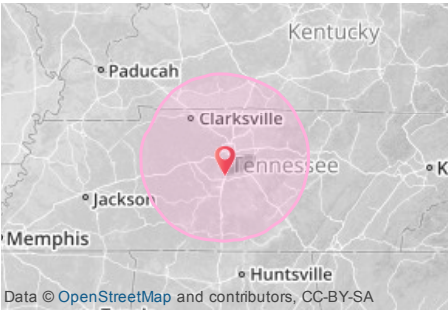
**EEO FORMS** ADDITIONAL DOCUMENTS

The following folders contain additional EEO materials uploaded by stations. The *EEO Public File Reports* folder should contain annual reports prepared by stations with 5 or more employees in their employment units. The reports recount the stations' employment recruitment efforts during the preceding year. The *Audits-Investigations-Complaints* folder should contain information bearing on any ongoing inquiry, audit, investigation or complaint that concerns EEO and of which the licensee is aware.

Browse **Equal Employment Opportunity Files** EEO Public File Reports

File Name	Size	Type	Date Uploaded
WKRN-TV EEO REPORT 2014.pdf	1.05 Mb	PDF	03/31/2014 12:42 pm
WKRN-TV EEO REPORT 2015.pdf	530.16 Kb	PDF	03/31/2015 7:02 am
WKRN-TV EEO REPORT 2016.pdf	94.49 Kb	PDF	03/30/2016 10:22 am

## WKRN-TV CONTOUR MAP



## RECENT HISTORY

- Uploaded **1** file in Records concerning commercial limits in childrens programs/COMMERCIAL LIMITS CERTIFICATION 2016  
6 days ago
- Uploaded **1** file in Issues and programs lists/ISSUES AND PROGRAMS REPORT 2016  
6 days ago
- Uploaded **1** file in Equal Employment Opportunity Files/EEO Public File Reports  
2 weeks ago
- Uploaded **1** file in Records concerning commercial limits in childrens programs  
1 month ago
- Uploaded **1** file in Local public notice announcements  
1 month ago
- Uploaded **1** file in Local public notice announcements  
1 month ago

## GENERAL RESOURCES

[The Public and Broadcasting Manual](#)

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

## GET EMAIL UPDATES

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