

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

I. VACANCY LIST

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

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

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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 24 West Lancaster Ave Suite 205 Ardmore, Pennsylvania 19003 Phone : 610-420-6003 Patty Hersh Manual Posting	N	0
2	602communications.com 458 S Reid Dr. Lakeland, Florida 37283 Phone : 919-217-4438 Sandy Lizik Manual Posting	N	0
3	AR State University 2105 Aggie Rd Jonesboro, Arkansas 72401 Phone : 870-972-3025 Url : https://astate-csm.symplicity.com/employers Tiffany Johnson Manual Posting	N	0
4	Arkansas Workforce Center 2003 W Broadway West Memphis, Arkansas 72301 Phone : 870-318-4696 Email : tracy@wdbea.org Tracy Hinton	Y	0
5	Broadcast On-Air 1725 N Shelby Oaks Dr Suite 101 Memphis, Tennessee 38134 Phone : 9013232430 Url : www.localmemphis.com Freddie Milton Manual Posting	N	0
6	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	1

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

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

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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Rust College 150 Rust Ave Holly Springs, Mississippi 38635 Phone : 662-252-4553 Dr. Debayo Moyo Manual Posting	N	0
29	Self Referral 1725 Shelby Oaks Dr N Memphis, Tennessee Ayo Fasheyide Manual Posting	N	0
30	Southwest TN Community College 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-333-4264 Email : wcoopwood@southwest.tn.edu Wanda Coopwood	N	0
31	SRVS 3971 Knight Arnold Rd Memphis, Tennessee 38118 Phone : 901-312-9594 Url : https://www.srvs.org Email : troy.allen@srvs.org Troy Allen	Y	0
32	State of TN Dept of Human Services 225 Dr Martin Luther King Jr Dr Jackson, Tennessee 38301 Phone : 731-935-0254 Url : tn.gov/humanservices Email : peter.frost@tn.gov Peter Frost	Y	0
33	TEGNA.com 8350 Broad St. McLean , Virginia HR HR Manual Posting	N	76

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

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

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	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 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 Morning Anchor Local Sales Manager 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 Morning Anchor Local Sales Manager 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 Creative Services Director Digital Content Director

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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 News Content Brand Manager Executive News Producer 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 News Director Assistant News Director 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

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12	1/17/2024	Establishment of training programs for station personnel	<p>All TEGNA employees are required to complete a two-part annual ethics training:</p> <p>Part I: TEGNA's Annual Ethics Survey that requires employees to disclose any issues that may conflict with TEGNA's interests.</p> <p>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.</p>	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 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 News Content Brand Manager Promotion Manager 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