

ANNUAL EEO PUBLIC FILE REPORT
(WATN/WLMT/WJKT)
April 1, 2016 through March 31, 2017

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c) (6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

WATN/WLMT/WJKT

The information contained in this Report covers the time period beginning April 1, 2016 to and including March 31, 2017 (the “Applicable Period”). The FCC’s EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c) (2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled “Recruitment Sources Utilized” refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed “filled” when the hiree began work. A person was deemed “interviewed” whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from April 1, 2016 through March 31, 2017

Station(s) Comprising the Station Employment Unit: WATN/WLMT/WJKT

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	Local Sales Manager (WLMT)	4/18/16	G	4	A-LL, OO-PP
2	Morning Anchor	5/05/16	MM	8	A-KK, NN
3	Master Control Operator (2)	4/25/16 5/16/16	MM MM	4	A-KK
4	Director/Technical Director	5/09/16	G	4	A-KK
5	National Sales Assistant	5/23/16	G	4	A-KK
6	Account Executive Media Sales (12)	6/06/16 7/05/16 7/18/16 8/01/16 8/01/16 8/15/16 9/07/16 9/26/16 11/07/16 1/30/17 1/30/17 2/13/17	G B G G MM G LL MM G G MM G	35	A-LL

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
7	News Producer	6/14/16	G	1	A-KK
8	News Web Producer	6/14/16	A	2	A-KK
9	Local Sales Manager (WATN)	6/20/16	B	8	A-KK
10	Sports Anchor/Reporter	8/01/16	E	6	A-KK, NN
11	Promotions Producer/Editor	8/19/16	A	1	A-KK
12	Account Executive Media Sales, Jackson, TN	9/19/16	MM	4	A-LL
13	Local Sales Assistant	10/10/16	MM	4	A-KK
14	Director of Sales	10/10/16	G	3	A-KK, OO
15	News Producer (2)	11/02/16 11/18/16	B B	3	A-KK
16	Chief News Photographer	11/10/16	G	3	A-KK
17	News Photographer (2)	11/10/16 1/24/17	G G	5	A-KK
18	Lifestyle Show Producer/Segment Booker	12/05/16	G	6	A-KK
19	Evening Assignment Editor/Web Producer	12/07/16	G	1	A-KK
20	Creative Services Photographer/Editor	12/19/16	MM	3	A-KK
21	General Assignment News Reporter	12/19/16	G	2	A-KK, NN
22	National Sales Assistant	1/03/17	F	4	A-KK
23	Account Executive Media Sales	1/03/17	G	1	A-LL
24	Master Control Operator (2)	1/09/17 1/09/17	E MM	3	A-KK

Total Number of Persons Interviewed During Applicable Period: 119

Appendix 2 to Annual EEO Public File Report

Covering the Period from April 1, 2016 through March 31, 2017

Station(s) Comprising the Station Employment Unit: WATN/WLMT/WJKT

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	Internal Posting	Freddie Milton	1725 N Shelby Oaks Dr., Ste 101 Memphis, TN 38134	901-323-2430	N	10
B	Company Website (Corporate)	Freddie Milton Terri Bush	545 E John Carpenter Freeway Suite 700 Irving, TX 75062	972-373-8800	N	13
C	Tennessee Association of Broadcasters (TAB.org)	Doug Comb	50 Music Square W Suite 900 Nashville, TN 37203	615-321-1626	N	0
D	Local Station Website (www.localmemphis.com)	Freddie Milton	1725 N Shelby Oaks Dr., Ste 101 Memphis, TN 38134	901-323-2430	N	2
E	TVJobs.com	None	Website	None	N	3
F	TN Labor & Workforce Dev Hickory Hill Career Center	Darrell A. Lewis	Darrell.A.Lewis@tn.gov	901-578-4280	Y	1
G	Personal Referral	None	None	None	N	45
H	Internship	None	2701 Union Ave Ext Memphis, TN 38112	901-323-2430	N	0

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
I	Mid-South Women's Connection	Sue Crawley	2750 Darlington Cove Memphis, TN 38118-2516	901-363-3681	Y	0
J	Tennessee Technology	Gwen White	Gwen.white@tcatmemphis.edu	901-543-6169	N	0
K	MS Dept of Employment Security (previously mailed to DeSoto Cty WIN Job Ctr)	Steve McMahon	joborder@mdes.ms.gov Jackson, MS	601-321-3185	Y	0
L	SRVS	Mariah Mason Troy Allen	mariah.mason@srvs.org troy.allen@srvs.org	901-869-9289	Y	0
M	Rust College	Wayne Fiddis	150 Rust Ave Holly Springs, MS 38635	662-252-8000 ext. 4551	N	0
N	Northwest Comm. College	Shannon Mayo	smayo@northwestms.edu	662-562-3954	N	0
O	University of MS Student Media Center	Patricia Thompson	201 Bishop University, MS 38677	662-915-5503	N	0
P	U of M Dept of Communications Arts	Malvin Massey	mmassey@memphis.edu	901-678-3176	N	0
Q	Operation PUSH	S B Kyle	monumntl@bellsouth.net	901-946-2529	N	0
R	AR Dept of Emp Security	David Barch	david.barch@arkansas.gov	870-400-2269	Y	0

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
S	Memphis Urban League	Sandra Dallas Cynthia Daniels	jobpostings@memphisul.org	901-272-2491	Y	0
T	NAACP	Madeleine Taylor	nmemphi1@comcast.net	901-521-1343	Y	0
U	Shelby County Schools Telecommunications Ctr	Stephanie Eversons/GM	eversons@scsk12.net	901-416-3460 – Opt 4	N	0
V	Southwest TN Community College	Wanda Coopwood	wcoopwood@southwest.tn.edu website: www.southwest.tn.edu	901-333-4264	N	0
W	U of M Dept Career & Development	Tammy Haley	ces.@memphis.edu	901-678-2239	N	0
X	American Sportscasters Association	Pat Turturro	225 Broadway NY, NY 10007	212-227-8080	N	0
Y	Lemoyne Owen College	Wanda Blair-Jones	wanda_blair-jones@loc.edu	901-435-1729	N	0
Z	U of M Herff College of Engineering	Shelia Moses	srmoses@memphis.edu	901-678-4933	N	0
AA	Rhodes College	Sandy Tracy	careers@rhodes.edu	901-843-3800	N	0
BB	Remington College	Randy Peace	randy.peace@remingtoncollege.edu	901-345-1000	N	0
CC	ITT Technical Institute (School closed 9/06/16)	Tiffany Ayers	tayers2@itt-tech.edu	901-381-0210	N	0

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
DD	AR State University	Carolyn Edwards	carolyn@astate.edu	870-972-2100	N	0
EE	Lane College	Donna Hamlett	dhamlett@lanecollege.edu	731-265-1709	N	0
FF	Athens State College	None	studentjobs@athens.edu	256-233-8100	N	0
GG	MS Blvd. Christian Church	Eva Anderson Lillian Dandridge	anderson.eva@theblvd.org Fax: 726-5418	901-729-6222	Y	0
HH	Christian Brothers University	Amy Ware	Website	901-321-3330	N	0
II	University of MS (Ole MS)	Amanda Walker	Website	662-915-7174	N	0
JJ	MS State University	Scott Maynard	Website	662-325-3344	N	0
KK	Harding University	Kelly Ramey	Website	None	N	0
LL	Indeed.com	None	Website	None	N	7
MM	Unutilized Source Reported by Interviewee	None	Website/Internet	None	N	36
NN	Collective Talent	None	www.collectivetalent.com	None	N	0
OO	TVNewsCheck (Media Job Center)	Patty Hersh	www.TVNewsCheck.com	610-420-6003	N	2
PP	TVB Broadcast Television Jobs	Anne Conway	www.tvb.tvjobs.org	212-891-2283	N	0

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
QQ	The Ohio Media School	Alvis James Moore	amoore@beonair.com	614-655-5250	N	0
RR	602communications.com	Sandy Lizik	slizik@602communications.com	None	N	0
SS	Spots N Dots	None	www.spotsndots.com	None	N	0

Appendix 3 to Annual EEO Public File Report

Covering the Period from April 1, 2016 through March 31, 2017

Station(s) Comprising the Station Employment Unit: WATN/WLMT/WJKT

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WATN/WLMT/WJKT

	Recruitment Initiative	Description
1	Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting	The station's Creative Services Director and other station staff attended the Memphis College of Art Career Fair on Friday, April 1, 2016. Various students were interviewed for future entry-level positions at the station.
2	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The SEU hosted two interns during the Summer 2016 semester. The interns were from the Middle Tennessee State University (News Intern) and the University of Memphis (Local Memphis Live intern).
3	Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions	The Executive Services Administrator participated in the University of Memphis Department of Journalism and Strategic Media 2016 Internship Fair Tuesday, Sept. 20, 2016.
4	Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions	The Executive Services Administrator participated in the Rhodes College Career Fair on Wednesday, February 8, 2017.