

**ANNUAL EEO PUBLIC FILE REPORT**  
**WATN/WLMT/WJKT**  
**April 1, 2014 through March 31, 2015**

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, 2014 to and including March 31, 2015 (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, 2014 through March 31, 2015

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	News Anchor	8/18/14	G	3	A-LL, PP, RR
2	Sales Assistant	5/12/14	W	6	A-MM
3	News Producer	4/21/14	E	6	A-MM
4	Master Control Hub Manager	5/27/14	G	4	A-MM, OO
5	Account Executive (3)	4/28/14 6/02/14 7/22/14	G G G	11	A-MM, SS
6	Master Control Operator (6)	6/16/14 7/28/14 7/28/14 7/28/14 8/1/14 8/1/14	D D B MM G G	18	A-MM, TT
7	General Assignment & Investigative Reporter	1/5/15	NN	8	A-LL, RR, UU
8	Director/Technical Director	8/11/14	A	5	A-MM
9	Sports Reporter/Fill-In Anchor	8/11/14	E	7	A-LL, RR
10	Audio Operator	7/21/14	A	5	A-MM
11	Director of Sales	8/1/14	G	11	G
12	News Producer	9/29/14	G	3	A-MM
13	Account Executive(6)	10/7/14 10/13/14 10/13/14	XX G G	18	A-MM, VV-XX, ZZ

		11/10/14 1/5/14 3/3/15	G XX G		
14	Director/TD	9/15/14	G	3	A-MM
15	News Photographer	10/6/14	G	6	A-MM
16	News Anchor	10/27/14	NN	2	A-LL, RR
17	Digital Sales Manager	11/24/14	YY	5	A-MM, XX-YY
18	Director/TD	12/31/14	A	3	A-MM
19	Video Editor	11/3/14	G	3	A-MM
20	Graphic Artist/Operator	11/3/14	G	6	A-MM
21	General Assignment News Reporter	3/26/15	NN	4	A--LL, RR
22	Creative Services Photographer/Editor	1/5/2014	A	1	A-MM, TT
23	Master Control Operator	12/24/14	A	5	A—MM
24	Weekend Meteorologist/Weekday News Reporter	3/12/15	G	5	A-LL, RR
25	News Photographer	2/11/15 3/2/15	B A	6	A-MM
27	Master Control Operator	2/2/15	D	3	A-MM
28	News Producer	2/16/15	E	3	A-MM
29	Digital Sales Specialist	3/9/15	G	4	A-LL
30	National Sales Manager	3/23/15	B	4	A-MM, ZZ
31	Digital Marketing Services Account Executive	3/23/15	NN	3	A-LL

Total Number of Persons Interviewed During Applicable Period: 171

Appendix 2 to Annual EEO Public File Report

Covering the Period from April 1, 2014 through March 31, 2015

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	2701 Union Ave Ext Memphis, TN 38112	901-323-2430	N	15
B	Company Website (Corporate)	Terri Bush	545 E John Carpenter Freeway Suite 700 Irving, TX 75062	972-373-8800	N	17
C	Tennessee Association of Broadcasters (TAB.org)	Doug Comb	50 Music Square W Suite 900 Nashville, TN 37203	615-321-1626	N	1
D	Local Station Website (www.localmemphis.com)	Steven Russell	1725 N Shelby Oaks Dr., Ste. 101 Memphis, TN 38134	901-323-2430	N	19
E	TVJobs.com	None	Website	None	N	14
F	TN Labor & Workforce Dev Hickory Hill Career Center	Chuck Thompson	chuck.thompson@tn.gov	901-365-3205	Y	1
G	Personal Referral	None	None	None	N	67
H	Internship	None	2701 Union Ave Ext Memphis, TN 38112	901-323-2430	N	0
I	Mid-South Women's Connection	Sue Crawley	2750 Darlington Cove Memphis, TN 38118-2516	901-363-3681	Y	0
J	Tennessee Technology	Felicia Lee	550 Alabama	901-543-6169	N	0

			Memphis, TN 38105			
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	Donna Palmer	Donna.palmer@srvs.org	901-869-7787	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	Kristin Watson	4975 Hwy 51 N Senatobia, MS 38635	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	Rika Hudson Malvin Massey	rlhuds1@memphis.edu mmassey@memphis.edu	901-678-2127 901-678-3176	N	0
Q	Operation PUSH	S B Kyle	monumtl@bellsouth.net	901-946-2529	N	0
R	AR Dept of Emp Security	Yolanda Macklin	yolanda.macklin@arkansas.gov	870-400-2269	Y	0
S	Memphis Urban League	Sandra Dallas	sdallas@memphisul.org	901-272-2491	Y	1
T	NAACP	Madeleine Taylor	nmemphi1@comcast.net	901-521-1343	Y	0
U	Memphis City Schools Telecommunications Ctr	Evelyn McGuire	m McGuire@mcsk12.net	901-416-3460	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	2
X	American Sportscasters Association	Pat Turturro	225 Broadway NY, NY 10007	212-227-8080	N	0
Y	Lemoyne Owen College	Dr. Denita Hedgeman	Denita_hedgeman@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	Tiffany Ayers	tayers2@itt-tech.edu	901-381-0210	N	0
DD	AR State University	Carolyn Edwards	carolyn@astate.edu	870-972-2100	N	0
EE	Lane College	Virginia Crump	vcrump@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	Mississippi University for Women	Towanda Williams	www.collegecentral.com/muw/ Email: twilliams@muw.edu	662-241-7619	N	0
II	Christian Brothers University	Amy Ware	Website	901-321-3330	N	0
JJ	University of MS (Ole MS)	Amanda Walker	Website	662-915-7174	N	1
KK	MS State University	Scott Maynard	Website	662-325-3344	N	1
LL	Harding University	Kelly Ramey	Website	None	N	0
MM	Craigslist	None	Website	None	N	3
NN	Unutilized Source Reported by Interviewee	None	Website/Internet	None	N	18
OO	NAB	None	Website	None	N	0
PP	NABJ	None	Website	None	N	0
QQ	NAHJ	None	Website	None	N	0
RR	Collective Talent	None	Website	None	N	0
SS	Spots N Dots	None	Website	None	N	0
TT	SBE.org	None	Website	None	N	0
UU	IRE	None	www.ire.org/jobs	None	N	0
VV	Memphis Business Journal	None	Website	None	N	0
WW	Memphis Flyer	None	Website	None	N	0
XX	Indeed.com	None	Website	None	N	8
YY	Linkedin.com	None	Website	None	N	3
ZZ	TVNewsCheck	Patty Hersh	www.TVNewsCheck.com	610-420-6003	N	0

Appendix 3 to Annual EEO Public File Report

Covering the Period from April 1, 2014 through March 31, 2015

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 job fairs by station personnel who have substantial responsibilities for hiring decisions	Memphis College of Art (MCA) Career Fair, Friday, April 25, 2014 attended by WATN's Creative Services Director.
2	The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	WATN has an unpaid internship program that offers educational training opportunities to college students pursuing degrees in broadcast journalism and related fields. During the reporting period, WATN hosted a total of six interns over two semesters (Summer 2014 and Spring 2015) from five universities (two students from University of Memphis and one student each from Jackson State University, St. John's University, Hampton University, and Christian Brothers University). Interns during this term were given educational training in the Production, Sports and News departments.