

**ANNUAL EEO PUBLIC FILE REPORT**  
**(WATN/WLMT/WJKT)**  
**April 1, 2015 through March 31, 2016**

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, 2015 to and including March 31, 2016 (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, 2015 through March 31, 2016

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	Account Executive (9)	4/08/15 6/01/15 6/15/15 7/06/15 7/13/15 7/13/15 8/10/15 8/17/15 8/24/15	WW A B WW D D WW WW WW	36	A-LL, WW
2	VP & GM	4/16/15	A	5	A-LL, RR,UU-ZZ
3	MMJ & Newscast Producer	5/04/15	E	4	A-LL, QQ
4	News Producer	5/12/15	G	2	A-LL
5	Master Control Operator	5/26/15	D	7	A-LL
6	Local Sales Assistant	6/04/15	G	7	A-LL
7	Promotions Producer/Editor	6/15/15	G	3	A-LL
8	General Assignment News Reporter	6/29/15	G	8	A-LL, QQ
9	Chief Engineer	6/29/15	SS	3	A-LL, SS
10	Graphic Artist	7/13/15	G	7	A-LL
11	News Photographer (3)	7/22/15 7/24/15 8/24/15	G A G	10	A-LL
12	Executive Producer	8/24/15	G	2	A-LL
13	Morning Anchor	9/14/15	B	2	A-LL, QQ
14	News Production Assistant	9/15/15	G	3	A-LL

15	News Producer	9/28/15	A	4	A-LL
16	Master Control Operator	10/04/15	W	3	A-LL, SS
17	Broadcast Engineer	10/12/15	B	4	A-LL, SS
18	Local Sales Assistant	10/12/15	MM	3	A-GG, II-LL
19	News Producer (2)	10/26/15 12/14/15	B B	2	A-LL
20	Account Executive Media Sales (6)	11/09/15 1/11/16 2/23/16 3/14/16 3/21/16 3/21/16	G MM G G G B	15	A-LL, WW
21	Promotions Producer/Editor	11/18/15	MM	2	A-LL, AAA
22	Broadcast/Transmitter Engineer	1/04/16	MM	3	A-GG, II-LL, SS
23	Integrated Digital Specialist	1/04/16	MM	3	A-GG, II-LL, WW-XX
24	Master Control Operator	2/29/16	MM	2	A-GG, II-LL
25	News Producer	3/10/16	G	1	A-GG, II-LL
26	Local Sales Assistant	3/28/16	WW	5	A-GG, II-LL, WW

Total Number of Persons Interviewed During Applicable Period: 146

Appendix 2 to Annual EEO Public File Report

Covering the Period from April 1, 2015 through March 31, 2016

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	11
B	Company Website (Corporate)	Terri Bush	545 E John Carpenter Freeway Suite 700 Irving, TX 75062	972-373-8800	N	15
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)	Steven Russell	1725 N Shelby Oaks Dr., Ste 101 Memphis, TN 38134	901-323-2430	N	12
E	TVJobs.com	None	Website	None	N	7
F	TN Labor & Workforce Dev Hickory Hill Career Center	Chuck Thompson	<a href="mailto:chuck.thompson@tn.gov">chuck.thompson@tn.gov</a>	901-365-3205	Y	0
G	Personal Referral	None	None	None	N	35
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	Gwen White	<a href="mailto:Gwen.white@tcatmemphis.edu">Gwen.white@tcatmemphis.edu</a>	901-543-6169	N	0
K	MS Dept of Employment	Steve McMahon	<a href="mailto:joborder@mdes.ms.gov">joborder@mdes.ms.gov</a>	601-321-3185	Y	0

	Security (previously mailed to DeSoto Cty WIN Job Ctr)		Jackson, MS			
L	SRVS	Stephanie Porter	<a href="mailto:stephanie.potter@srvs.org">stephanie.potter@srvs.org</a>	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	Shannon Mayo	<a href="mailto:smayo@northwestms.edu">smayo@northwestms.edu</a>	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	<a href="mailto:mmassey@memphis.edu">mmassey@memphis.edu</a>	901-678-3176	N	0
Q	Operation PUSH	S B Kyle	<a href="mailto:monumntl@bellsouth.net">monumntl@bellsouth.net</a>	901-946-2529	N	0
R	AR Dept of Emp Security	Yolanda Macklin	<a href="mailto:yolanda.macklin@arkansas.gov">yolanda.macklin@arkansas.gov</a>	870-400-2269	Y	0
S	Memphis Urban League	Sandra Dallas Cynthia Daniels	<a href="mailto:sdallas@memphisul.org">sdallas@memphisul.org</a> <a href="mailto:cdaniels@memphisul.org">cdaniels@memphisul.org</a>	901-272-2491	Y	0
T	NAACP	Madeleine Taylor	<a href="mailto:nmemphi1@comcast.net">nmemphi1@comcast.net</a>	901-521-1343	Y	0
U	Shelby County Schools Telecommunications Ctr	Evelyn McGuire Stephanie Eversons/GM	<a href="mailto:m McGuire@mcsk12.net">m McGuire@mcsk12.net</a>	901-416-3460 – Opt 4	N	0
V	Southwest TN Community College	Wanda Coopwood	<a href="mailto:wcoopwood@southwest.tn.edu">wcoopwood@southwest.tn.edu</a> website: <a href="http://www.southwest.tn.edu">www.southwest.tn.edu</a>	901-333-4264	N	0
W	U of M Dept Career & Development	Tammy Haley	<a href="mailto:ces.@memphis.edu">ces.@memphis.edu</a>	901-678-2239	N	5
X	American Sportscasters Association	Pat Turturro	225 Broadway NY, NY 10007	212-227-8080	N	0
Y	Lemoyne Owen College	Dr. Denita Hedgeman	<a href="mailto:Denita_hedgeman@loc.edu">Denita_hedgeman@loc.edu</a>	901-435-1729	N	0
Z	U of M Herff College of Engineering	Shelia Moses	<a href="mailto:srmoses@memphis.edu">srmoses@memphis.edu</a>	901-678-4933	N	0
AA	Rhodes College	Sandy Tracy	<a href="mailto:careers@rhodes.edu">careers@rhodes.edu</a>	901-843-3800	N	0
BB	Remington College	Randy Peace	<a href="mailto:randy.peace@remingtoncollege.edu">randy.peace@remingtoncollege.edu</a>	901-345-1000	N	0
CC	ITT Technical Institute	Tiffany Ayers	<a href="mailto:tayers2@itt-tech.edu">tayers2@itt-tech.edu</a>	901-381-0210	N	0

DD	AR State University	Carolyn Edwards	<a href="mailto:carolyn@astate.edu">carolyn@astate.edu</a>	870-972-2100	N	0
EE	Lane College	Virginia Crump	<a href="mailto:vcrump@lanecollege.edu">vcrump@lanecollege.edu</a>	731-265-1709	N	0
FF	Athens State College	None	<a href="mailto:studentjobs@athens.edu">studentjobs@athens.edu</a>	256-233-8100	N	0
GG	MS Blvd. Christian Church	Eva Anderson Lillian Dandridge	<a href="mailto:anderson.eva@theblvd.org">anderson.eva@theblvd.org</a> Fax: 726-5418	901-729-6222	Y	0
HH	Mississippi University for Women	Towanda Williams	<a href="http://www.collegecentral.com/muw/">www.collegecentral.com/muw/</a>	662-241-7619	N	0
II	Christian Brothers University	Amy Ware	Website	901-321-3330	N	1
JJ	University of MS (Ole MS)	Amanda Walker	Website	662-915-7174	N	0
KK	MS State University	Scott Maynard	Website	662-325-3344	N	0
LL	Harding University	Kelly Ramey	Website	None	N	0
MM	Unutilized Source Reported by Interviewee	None	Website/Internet	None	N	26
NN	NAB	None	Website	None	N	0
OO	NABJ	None	Website	None	N	0
PP	NAHJ	None	Website	None	N	0
QQ	Collective Talent	None	Website	None	N	0
RR	Spots N Dots	None	Website	None	N	0
SS	SBE.org	None	Website	None	N	2
TT	IRE	None	<a href="http://www.ire.org/jobs">www.ire.org/jobs</a>	None	N	0
UU	Tri-State Defender Paper, Twitter & Website	None	Website	None	N	0
VV	MediaRecruiter.com	None	Website	None	N	0
WW	Indeed.com	None	Website	None	N	31
XX	Linkedin.com	None	Website	None	N	0
YY	TVNewsCheck (Media Job Center)	Patty Hersh	<a href="http://www.TVNewsCheck.com">www.TVNewsCheck.com</a>	610-420-6003	N	0
ZZ	Broadcasting Cable	None	Website	None	N	1
AAA	602communications	Sandy Lizik	602communications.com	None	N	0
BBB	TVB Broadcast Television Jobs	Anne Conway	<a href="http://www.tvb.tvjobs.org">www.tvb.tvjobs.org</a>	212-891-2283	N	0

Appendix 3 to Annual EEO Public File Report

Covering the Period from April 1, 2015 through March 31, 2016

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 events or programs relating to career opportunities in broadcasting sponsored by educational institutions	The station's Local Sales Manager and Digital Sales Manager attended the Mini Senior On-Campus Interview Day at LeMoyne-Owen College on Friday, April 10, 2015, and interviewed students for open entry-level positions.
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. During summer semester 2015 the station hosted one intern from the University of Mississippi. During the winter/spring semester of 2016, the station hosted one intern from the University of Memphis.