

WMC-TV, WTME-LD, WDDY-LD, WANF-LD, W20DW-D
EEO PUBLIC FILE REPORT
April 1, 2022 – March 31, 2023

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
ASSISTANT NEWS DIRECTOR	1-19; 24; 27	27
LIFESTYLE SHOW HOST ("Bluff City Life")	1-19; 23; 24; 31; 34; 36	36
TRAFFIC ANCHOR/MMJ	1-20; 22; 24; 37	35
NEWSCAST Producer	1-20; 23; 24; 36	19
DIGITAL CONTENT MANAGER	1-19; 24	19
TECHNICAL MEDIA PROD. (PRIMARY)	19;20;22;24;37	24
DIGITAL CONTENT PRODUCER (3)	1-19; 24	36, 19, 19
DIGITAL SALES ACCOUNT EXECUTIVE	1-19; 24	24
CHIEF PHOTOGRAPHER	1-19; 24	35
SPORTS REPORTER/MMJ	1-19; 24	35
MEDIA SALES CONSULTANT (ASSOC)	1-19; 22; 24	35
EXECUTIVE NEWS PRODUCER	1-20; 22; 24; 37	35
DIRECTOR OF SALES	19; 20; 22; 24; 37	35
NEWS ANCHOR/REPORTER W/ENDMORNINGS	19; 21; 27; 29	27
TECHNICAL MEDIA PROD. (PRIMARY) (2)	19; 20; 22; 24; 37	36, 36
NATIONAL SALES MANAGER	19; 20; 22; 24; 37	35
TRAFFIC ANCHOR/MMJ	1-20; 22; 24; 37	34
EXECUTIVE NEWS PRODUCER	1-20; 22; 24; 34; 37	34
TMP/NEWSCAST DIRECTOR	1-20; 23; 24; 37	35
LOCAL SALES ASSISTANT	19; 24	36
SPORTS DIRECTOR	1-20; 21; 24; 26-29	36
OFFICE MANAGER	1-20; 23; 37	36
CREATIVE SERVICES PRODUCER (COMMERCIAL)	2; 4; 5; 7-10; 14-3; 18; 19; 23; 37	36
TMP/NEWSCAST DIRECTOR	19; 24	24
DIGITAL CONTENT NEWS PRODUCER	19; 24	19
LOCAL SALES ASSISTANT	19; 22; 24	19
TECHNICAL MEDIA PROD./NEWSCAST DIR.	19; 22; 24	36
DIGITAL CONTENT NEWS PRODUCER	19; 22; 24	19
LOCAL SALES ASSISTANT	19; 22; 24	19
NEWSCAST DIRECTOR/TECHNICAL MEDIA	19; 22; 24; 25	25
MMJ/REPORTER (2)	1-20; 23-24; 37	27, 36
NEWS PHOTOGRAPHER (5)	1-19; 24	36, 36, 36, 36, 24

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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	Arkansas Workforce Center	No	
2	Benjamin L Hooks Central Library	No	
3	Christian Brothers University	No	
4	Department of Veterans Affairs Vocational Rehabilitation and Employment Division	No	
5	Lane College	No	
6	LeMoyne Owen College	No	
7	Lowenstein House	No	
8	Memphis Journal Jobs	No	
9	Memphis Urban League	No	
10	NAACP Memphis	No	
11	Rhodes College	No	
12	Rust College	No	
13	Southwest Tennessee Community College	No	
14	Tennessee Association of Broadcasters	No	
15	Tennessee Technology Center	No	
16	Union University	No	
17	University of Memphis	No	
18	University of Tennessee at Martin	No	
19	WMC/Gray TV Website	No	29
20	WMC On-Air Advertisement	No	
21	Asian American Journalists Association	No	
22	Career Builder	No	1
23	Handshake	No	1
24	Indeed	No	13
25	LinkedIn	No	5
26	NAB Career Center	No	2
27	National Association of Black Journalists	No	
28	Native American Journalist Association	No	
29	National Association of Hispanic Journalist	No	
30	News Blues	No	
31	Other-Websites that HR did not post to	No	
32	Spots-N-Dots	No	
33	Tennessee JobLink	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	Tvjobs.com	No	3
35	Internal	No	8
36	Referrals	No	31
37	WMC Bulletin Board	No	
38	WMC Interns	No	
39	Walk-Ins	No	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			93

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Events or Programs Sponsored by Education Institutions	On 2/20/2023, Broadcast Operations Manager spoke to the Delano Elementary Schools DTV Production Team of Students & Teachers (School Adoption). He discussed what it was like to work at a TV station. WMC-TV is participating in a school/industry adoption program that will allow WMC-TV to work with the school to improve its broadcasting program.
2	Participate in Events or Programs Sponsored by Education Institutions	On 10/27/2022, our News Director spoke with junior and sophomore college students at the University of Memphis about careers in broadcasting as well as one on one with the students.
3	Participate in Events or Programs Sponsored by Education Institutions	On 2/22/2023, our National Sales Manager, Marketing Manager and Marketing Assistant, participated in the Arkansas Sate University Advisory Board. They reviewed portfolios and resumes and provided feedback. Spoke with professors about curriculum and producing hireable students.
4	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	On 3/24/2023, our Office Manager and Director of Marketing participated in the City of Memphis Office of Youth Services Career and Technical EXPO. They spoke with high school seniors & college students about what it is like working at the station whether it is in sales, media, marketing, research, etc. Also took resumes.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
5	Internship program	<p>WMC offers internship opportunities to eligible students, to provide hands-on learning experience for students looking to gain knowledge and insight about the broadcasting industry. All internships are non-paid, so students must be receiving academic credit to work or observe at the stations. Hours can be flexible, to accommodate class schedules and school requirements; however, most interns are usually required to attend a minimum of 15-20 hours per week.</p> <p>News and Marketing Department Employees supervise and advise our interns.</p> <p>We have one intern from the University of Memphis started 10/31/2022 to date</p>
6	Broadcasting of outreach recruitment to community sources regarding job openings	<p>WMC airs the following :45 spot approximately 2-3 times monthly to recruit organizations who would like to receive our job openings.</p> <p>“WMC Television, a Gray Media station, is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. As part of this effort, we encourage qualified community organizations to become part of our full-time job opportunity mailing list. If your organization is interested in becoming part of this list, and you distribute job information or can provide referrals as part of your regular activity, we would like to hear from you. We would then notify you of each full-time opening and ask you to refer individuals to us for consideration. Send your request to WMC-TV 5, Attn: HR, 1960 Union Avenue, Memphis, TN 38104 or email to hr@wmctv.com.”</p> <p>Jenny Smith, Marketing Manager</p>