WPTY-TV and WLMT-TV
EEO PUBLIC FILE REPORT
April 1, 2009 thru March 31, 2010

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
AP Accountant	1-40, 42	42
Reporter	1-40	41, 39
Chief Engineer	1-40, 43, 45, 53	38
Director of Sales	1-40, 45, 46	38
News Director	38 (Special Circumstances)	38
Business Manager	42 (Special Circumstances)	42
Graphic Artist	1-40	40
Account Executive	1-40, 46-48	47
Meteorologist/News Reporter	1-41	41
News Video Editor	1-40	35
News Producer	1-40	35
Master Control Operator	1-40	40
Traffic Assistant	1-40, 47	35
Local Sales Manager	1-40, 46, 51	38
Sales Assistant	1-40 & 47	35
Master Control Operator	1-40	40

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-40, 46-48	47
Traffic Assistant	1-40, 47 (Utilized same pool as recent opening for similar position)	35
Broadcast Television Engineer	1-40, 53-54	54
Account Executive	1-40, 46-48	48
Studio Floor Director	1-40	40
Programming Assistant	1-40, 47-48	35
News Photojournalist	1-40	38
Traffic Assistant	35 & 40	35
Broadcast Television Engineer	33, 39, 53, 54	54
Master Control Operator ï Part Time	1-40,33, 47, 48	33,40

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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	Christian Brothers University, 650 E Parkway South Memphis TN 38104, Curtis Rodgers, 901-321-3330	N	0
2	Lemoyne Owen College, 807 Walker Ave. Memphis, TN 38126, Denita Hedgeman, 901-435-1729	N	0
3	Mendenhall Career Center 5368 Mendenhall Mall Memphis, TN 38115 David Chamberlain, 901-365-3205	N	0
4	Southwest Tennessee Community Center, 5983 Macon Cove – Farris Building Room 2170, Memphis, TN 38134, Brenda Williams, 901-333-4264	N	0
5	Memphis Urban League 413 N. Cleveland Memphis, TN 38104, Tonja Baymon, Employment and Training Mgr., 901-272-2491	N	0
6	NAACP, 588 Vance Avenue Memphis, TN 38126, Ms. Madeleine Taylor 901-521-1343	N	0
7	Tennessee Labor & Workforce Development 1295 Poplar Avenue Memphis, TN 38104, Ms. Joyce Reed, 901-543-7852	N	0
8	University of Memphis, Director of Career & Development, 400 Wilder Tower Memphis, TN 38152, Alisha Rose Henderson 901-678-2239	N	1
9	MS State University P. O. Box P MS State, MS 39762, Scott Maynard, 662-325-3344	N	0
10	Operation PUSH 704 S Parkway E Memphis, TN 38106, S. B. Kyle, 901-946-2529	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
11	Mid-South Women's Connection 2750 Darlington Cove Memphis, TN 38118, Sue Crawley, 901-747-7793	N	0
12	Tennessee Technology 550 Alabama Memphis, TN 38105, Felicia Lee, 901-543-6169	N	1
13	Mississippi Dept. of Employment Security P. O. Box 186 Southaven, MS 38671, Bobbi Oliver, 662-342-4002	N	0
14	SRVS 3592 Knight Arnold Memphis, TN 38118, Donna Palmer, Director 901-332-0435	N	0
15	Bridges, USA 477 N. Fifth St. Memphis, TN 38105, MaryAn Mercer, Business Development, 901-527-5627	N	0
16	AR. Dept of Employment Security P. O. Box 1928 West Memphis, AR 72303 Yolanda Macklin, 870-400-2269	N	0
17	UCP/Memphis Works 4189 Leroy Memphis, TN 38108, Kristie Johnson, 901-767-0922 Ext. 1002	N	0
18	Memphis City Schools Telecommunications Center 2485 Union Avenue Memphis, TN 38112, Evelyn McGuire, 901-416-3460	N	0
19	Tennessee Association of Broadcasters 50 Music Square W., Suite 900 Nashville, TN 37203, Jill Green, 615-321-1626 www.tabtn.org	N	0
20	University of Memphis, Dept of Communication Arts 143 Theatre Comm. Building Memphis, TN 38152-3150, Sheree Hudgins 901-678-3176	N	0
21	Lane College 545 Lane Ave. Jackson, TN 38301, Cedric Deadmon, 731-265-1709	N	0
22	Athens State College 300 North Beaty Street Athens, AL 36511, Larry Keenum, 265-233-8100	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
23	University of MS, Student Media Center 201 Bishop University, MS 38677, Dr. Ralph Braseth 662-915-5503	N	0
24	University of MS, Career Services 303 Martindale Hall University, MS 38677, Lisa Gooden, 662-915-7174	N	0
25	Rust College Mass Communications Center 150 Rust Ave. Holly Springs, MS 38635, Wayne Fiddis 662-252-8000 Ext. 4551	N	0
26	University of Memphis, Herff College of Engineering 201 Engineering Adm. Building Memphis, TN 38152-3170, Shelia Moses, 901-678-2733	N	0
27	AR State University P. O. Box 2490 State University, AR 72467, Phil Hestand 870-972-2100	N	0
28	MS University for Women 1100 College St., W 1624 Columbus, MS 39701, Towanda Williams 662-241-7619	N	0
29	University of AR ADMIN 222 Fayetteville, AR 72701, Carol Jones, 479-575-3962	N	0
30	Northwest Community College 4975 Hwy. 51 N Senatobia, MS 38635, Kristin Watson, 662-562-3954	N	0
31	American Sportscaster Association 225 Broadway New York, NY 10007, Pat Turturro 212-227-8080 LSchwa8918@aol.com	N	0
32	ITT Technical Institute 7260 Goodlett Farms Parkway Cordova, TN 38016, Jamie Palmer, 901-381-0210	N	0
33	Remington College Memphis Campus 2710 Nonconnah Blvd. Memphis, TN 38132, Angela Poole, 901-291-4210 Email: angela.poole@remingtoncollege.edu	N	0
34	Rhodes College 2000 North Parkway Memphis, TN 38112-3800, Amy Oakes, 901-843-3800 Email: oakesa@rhodes.edu	N	0
35	Internal Postings/Promotions	N	9

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
36	Harding University https://www.myinterfase.com/harding/home.aspx	N	0
37	Inter-company transfers	N	0
38	Word of mouth referrals	N	18
39	TV jobs.com	N	5
40	Website/Internet	N	25
41	Various Broadcast Agents	N	7
42	Robert Half Finance & Accounting 6750 Poplar Ave. Memphis, TN 38138 901-753-7600	N	4
43	NAB Human Resources Dept. 1771 N. Street, NW Washington, DC 20036 www.nabef.org	N	1
44	Society Broadcast Engineers www.sbe.org	N	0
45	NABJ www.nabj.org	N	2
46	Spots N Dots Gene McKay ads@spotsndots.com 800-978-7635	N	0
47	Career Builders www.careerbuilder.com 800-891-8880	N	25
48	Yahoo Hot Jobs www.yahoohotjobs.com 866-444-4635	N	1
49	www.monster.com	N	3
50	NAHJ https://nahj.ihispano.com/careers/job/options	N	0
51	www.MediaRecruiter.com 22102 E. Canyon Place Aurora, CO 80016 Art Scott ot Sue Arno 303-400-5150	N	0
52	602 Communications www.602communications.com Email Sandy Lizik, slizik602@gamil.com	N	0
53	Broadcast Engineering Magazine www.broadcastengineering.com Email: Julie Dahlstrom, julie.dahlstrom@penton.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
54	www.tvtechnology.com Email Jessica Striano [jstriano@nbmedia.com]	N	2
	Total Interviewees over the reporting period		104

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III. SUPPLEMENTAL OUTREACH INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Programs	Interns observe and study an active working Television News operation. They are exposed to All facets of News gathering and News production. Interns are graded and expected to complete a resume and videotape. WPTY is currently in the process of interviewing intern candidates.
2	Upper Level Recruitment	All open positions are posted with the Memphis Association of Black Journalist and Tennessee Association of Broadcasters. Their membership has substantial female and minority participation.
3	Job Fair	We participated in Job Fair at Remmington College on February 12, 2010. Chief Engineer and Director of Sales attended Job Fair.