

WMC-TV

EEO PUBLIC FILE REPORT

March 16, 2014 to March 31, 2015

I. VACANCY LIST

See Master Recruitment Source List for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Digital Sales Specialist	1-23, 30, 32	32
Account Executive (3)	1-23, 26, 30, 32	20, 32, 32
Meteorologist (2)	1-23, 26, 29, 30, 32	32, 23
Sales Assistant	23, 30	32
Digital Sales Manager	23, 30, 33	24
Assistant News Director	23, 30, 33	23
News Producer	23, 30	23
Reporter	23	23
Sr Digital Consultant	23, 30, 32	32
Digital Sales Coordinator	23, 30	24
Reporter	23, 30	23
Local Sales Manager	23, 24, 30, 32, 33	32
IS Assistant	23, 30, 32	3
Master Control Operator (2)	23, 32	32, 32
Motion Graphic Designer	23, 30, 32	32
General Sales Manager	20, 24, 30, 32, 33	32
Business Office Coordinator	23, 30, 32	32
News Content Specialist (3)	23	23, 23, 23
Anchor/Reporter	23, 29	29
Reporter	23	23
News Content Specialist	23, 32	32
New Content Specialist	23	23
Anchor/Reporter	23, 29	23

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II. MASTER LIST OF RECRUITMENT SOURCES

Sources with an asterisk () denote organizations that requested notification of job vacancies

<u>*Source Number</u>	<u>Organization</u>	<u>Contact Person</u>	<u>Mailing/Email Address</u>	<u>Website</u>	<u>Phone Number</u>	<u>Number of Interviews</u>
COMMUNITY SOURCES						
1	Arkansas Workforce Center	Yolanda Macklin	yolanda.macklin@arkansas.gov		870-735-6730	
2	Benjamin L Hooks Central Library		joblinc@memphistn.gov		901-415-2787	
3	Christian Brothers University	Betty McWillie	career@cbu.edu		901-321-3330	1
4	Department of Veterans Affairs Vocational Rehabilitation and Employment Division	Dale Warf	dale.warf@va.gov			
5	Lane College		rcoleman@lanecollege.edu		731-421-2788	
6	LeMoyne Owen College	Denita Hedgeman	denitahedgeman@loc.edu		901-435-1729	
7	Lowenstein House	Nicole McCoy	nicolemc coy@bellsouth.net		901-274-5486	
8	Memphis Journal Jobs		memphisjournaljobs@gmail.com		901-678-2401	
9	Memphis Urban League	Sandra Dallas	sdallas@mphurbanleague.org		901-272-2491	
10	NAACP Memphis	Johnnie Turner	jtturnr11@comcast.net		901-521-1343	
11	NAACP Memphis		nmemphi1@comcast.net		901-521-1343	
12	Rhodes College		careers@rhodes.edu		901-843-3800	
13	Rust College	John F. Peaches	jpeaches@rustcollege.edu		662-252-8000	
14	Southwest Tennessee Community College		wwalker@southwest.tn.edu		901-333-4181	

15	Southwest Tennessee Community College	Angela Banks	abanks@southwest.tn.edu	901-333-4180	
16	Tennessee Association of Broadcasters	Jill Green	tabtn@bellsouth.net	615-365-1840	www.tabtn.org
17	Tennessee Technology Center	Carlton Carter	carlton.carter@ttcmemphis.edu	901-543-6100	
18	Union University	Steve Beverly	sbeverly@uu.edu	731-661-5550	
19	University of Memphis	Lauren Page	lpage@memphis.edu	901-675-2401	
20	University of Memphis	Ashley Akin	alakin@memphis.edu		
21	University of Memphis	Jackie Webb	jwebb2@memphis.edu	901-678-2239	
22	University of Tennessee at Martin	Rodney Freed	rfreed@utm.edu		
23	WMC/Raycom Media Website	Donna Tadlock			https://careers-raycommedia.icims.com
	ADDITIONAL SOURCES				
24	LinkedIn	Susan Willower	swillower@raycommedia.com		www.linkedin.com
25	National Assoc of Black Journalists		8701 A Adelphi Rd MD 20783		
26	Native American Journalist Assoc	Debra Valentino	dvalentino@naja.com		
27	News Blues				www.newsblues.com
28	Spots-N-Dots	Gene McKay	ads@spotsndots.com		www.spotsndots.com
29	Talent Agencies				
30	Tvjobs.com				www.tvjobs.com
	WMC SOURCES				
31	Internal				
32	Referrals	Employees, Clients, Vendors, Etc.			
33	WMC Bulletin Board		1960 Union Ave, Memphis, TN 38104		
TOTAL:					86

Station Call Letters

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): _____ Continuous

Describe Nature of Initiative:

Broadcasting of outreach recruitment to local organizations regarding job openings

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WMC airs the below promo recruiting organizations who would like to receive our job openings.

“WMC-TV, a Raycom Media station, is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. If your organization is interested in becoming part of our recruitment list, and you distribute job information or can provide referrals as part of your regular activity, we would like to hear from you. We will notify you of each full-time job opening and ask you to refer individuals to us for consideration. Send your request to the address below. Mail to: WMC TV, 1960 Union Avenue, Memphis, TN 38104.”

Names of Station Personnel involved in Initiative:

Shyronica Small – Business Office Coordinator
Anastasia Yoshida – Traffic Director

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): _____ Continuous

Describe Nature of Initiative:

Student Internship Program

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WMC offers an academic credit internship program for registered junior and senior college students, and graduate students year round.

Students will observe the day-to-day operations of a fast-paced news environment. An internship with the news department will involve observing the news staff in the news gathering process. This internship may include some field experience with news reporters and photographers to observe story development and interview skills during developing stories. Also includes observing the Operation/Production side of the news department by learning the responsibilities and job requirements for Directors, Technical Directors Clyron/Audio Operators, Studio Technicians and Floor Directors. Students will also observe studio and control room crews during the morning and evenings newscasts. NOTE: Interns are not permitted to operate equipment.

Summer 2014 – 6 interns (News)

Fall 2014 – 3 interns (News)

Spring 2015 – 3 interns (News)

Students come from a variety of schools.

Names of Station Personnel involved in Initiative:

Tammy Phillips – News Director

Various news department employees