



# WMC-TV

## EEO PUBLIC FILE REPORT

April 1, 2020 to March 31, 2021

### II. MASTER LIST OF RECRUITMENT SOURCES (“MRSL”)

*\*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># of Interviews</u>
<b>COMMUNITY SOURCES</b>						
1	Arkansas Workforce Center	David Barch	david.barch@arkansas.gov		870-735-6730	
2	Benjamin L Hooks Central Library		joblinc@memphistn.gov		901-415-2787	
3	Christian Brothers University	Curt Rogers	career@cbu.edu		901-321-3330	
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	LeMoyné Owen College	Denita Hedgeman	denita_hedgeman@loc.edu		901-435-1729	
7	Lowenstein House	Nicole McCoy	nicolemccoy@bellsouth.net		901-274-5486	
8	Memphis Journal Jobs		memphisjourjobs@gmail.com		901-678-2401	
9	Memphis Urban League	Sandra Dallas	sdallas@memphisul.org		901-272-2491	
10	NAACP Memphis		nmemphi1@comcast.net		901-521-1343	
11	Rhodes College		careers@rhodes.edu		901-843-3800	
12	Rust College		rustcollegecareerservices@gmail.com		662-252-8000	
13	Southwest Tennessee Community College		wcoopwood@southwest.tn.edu		901-333-4180	
14	Tennessee Association of Broadcasters	Jill Green	tabtn@bellsouth.net	www.tabtn.org	615-365-1840	
15	Tennessee Technology Center	Gwen White	gwen.white@tcatmemphis.edu		901-543-6170	
16	Union University	Steve Beverly	sbeverly@uu.edu		731-661-5550	
17	University of Memphis		ces@memphis.edu		901-678-2239	1
18	University of Memphis	Jackie Webb	jwebb2@memphis.edu		901-678-2239	
19	University of Tennessee at Martin	Rodney Freed	rfreed@utm.edu			
20	WMC/Gray TV Website	Donna Tadlock	jobs@gray.tv	https://gray.tv/careers		34
21	WMC On-Air Advertisement	Jenny Smith	1960 Union Ave, Memphis, TN 38104		901-726-0555	
<b>ADDITIONAL SOURCES</b>						
22	Indeed		Posted by Gray Corp – <a href="mailto:jobs@gray.tv">jobs@gray.tv</a>	https://www.indeed.com		
23	LinkedIn			www.linkedin.com		1

24	NAB Career Center	Karen Hunter		www.nab.org		
25	National Association of Black Journalists		8800 Lakewood Dr, Suite 117, Windsor, CA 95492			
26	Native American Journalist Association	Rebecca Landsberry	<a href="mailto:rebeccalandsberry@naja.com">rebeccalandsberry@naja.com</a>			
27	National Association of Hispanic Journalist		1193 National Press Building, Washington, DC 20045	<a href="http://nahj.ihispano.com">http://nahj.ihispano.com</a>		
28	News Blues			www.newsblues.com		
29	Other-Websites that HR did not post to					3
30	Spots-N-Dots	Gene McKay	ads@spotsndots.com	www.spotsndots.com		
31	Tennessee JobLink			www.tba.org/joblink/		
32	Tvjobs.com			www.tvjobs.com		
<b>WMC SOURCES</b>						
33	Internal					2
34	Referrals	Employees, Clients, Vendors, Etc.				9
35	WMC Bulletin Board	Shyronica Small	1960 Union Ave, Memphis, TN 38104		901-726-0555	
36	WMC Interns					
37	Walk-Ins					
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>						<b>50</b>

# WMC-TV (Memphis, TN)

## EEO PUBLIC FILE REPORT

Period Covered: April 1, 2020 – March 31, 2021

### III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Management Training – Diversity, Equity and Inclusion	<p>July 9 – August 4, 2020 – WMC’s General Manager participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.</p> <p>Jonathan Mitchell, General Manager</p>
2	Training – FCC EEO Rules	<p>November 19, 2020 – WMC’s Office Manager participated in a training on the FCC’s EEO Rules and Regulations provided by Joan Stewart of Wiley Rein, LLP.</p> <p>Shyronica Small, Office Manager</p>
3	Provided training to personnel of outside recruitment organization that would enable them to better refer job candidates for broadcast positions	<p>On 02/09/2021, WMC employees trained multiple professors at Arkansas State University on how to prepare students for entry level broadcasting positions and skills to help students become more marketable.</p> <p>Tory Shirley, Director of Research Jonathan Mitchell, General Manager</p>
4	Provided training to personnel of outside recruitment organization that would enable them to better refer job candidates for broadcast positions	<p>On 03/02/2021, WMC’s Director of Research spoke to students regarding data-based careers (including Gray TV careers) at Arkansas State University.</p> <p>Tory Shirley, Director of Research</p>

<b>5</b>	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 Raycom 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><b>Jenny Smith, Marketing Manager</b> Traffic Department</p>
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