

WFMY
EEO PUBLIC FILE REPORT
August 1, 2018 - July 19, 2019

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
Sales Assistant	1-5, 7, 10-13, 17-18, 20-24, 26-40	27
Production Assistant - Part-time	1-5, 7, 11-14, 17-18, 20-24, 26-30, 32-40	28
Production Assistant - Part-time	1-5, 7, 11-14, 17-18, 20-24, 26-30, 32-40	14
Production Assistant - Part-time	1-5, 7, 11-14, 17-18, 20-24, 26-30, 32-40	27
Production Assistant - Part-time	1-5, 7, 11-14, 17-18, 20-24, 26-30, 32-40	27
Director	1-5, 7, 10-14, 17-18, 20-24, 26-40	14
Photographer	1-5, 7, 11-13, 17-18, 20-24, 26-40	27
Producer	1-5, 7, 11-14, 16-18, 20-24, 26-40	16
Producer	1-5, 7, 11-14, 16-18, 20-24, 26-40	27
Muti-Skilled Journalist	1-5, 7, 10-13, 15, 14, 17-40	28
Muti-Skilled Journalist	1-5, 7, 10-13, 15, 14, 17-40	27
Account Executive	1-9, 11-13, 17-26, 28-40	28
Commercial Producer & Editor	1-5, 7, 11-14, 17-18, 20-24, 26-30, 32-40	27
Weekend Morning Anchor/Multi-skilled Journalist	1-5, 7, 11-14, 17-18, 20-24, 26-30, 32-40	27
Weekend Morning Anchor/Multi-skilled Journalist	1-5, 7, 11-14, 17-18, 20-24, 26-30, 32-40	14
Digital Support Specialist	1-5, 7, 11-13, 17-18, 20-24, 26-30, 32-40	27
Morning Executive Producer	1-5, 7, 11-13, 17-18, 20-24, 26-30, 32-40	27

WFMY
EEO PUBLIC FILE REPORT
August 1, 2018 - July 19, 2019

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	Bennett College 900 E Washington Street Greensboro, North Carolina Phone : 336-370-8677 Email : yjohnson@bennett.edu Yolande Johnson	N	0
2	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Service Manual Posting	N	0
3	City of Greensboro Drawer W-2 Greensboro, North Carolina Fax : 1-336-373-2511 Connie Hammond	N	0
4	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
5	Connecticut School of Broadcasting 9144 Arrow Point Blvd Charlotte, North Carolina 28273 Phone : 704-502-1979 Email : jcasson.corporate@gmail.com John Casson	N	0
6	Corporate Recruiter	N	1
7	Elon University Box 2850 Elon, North Carolina Email : ntonkins@elon.edu Nagatha Tonkins	N	0
8	Elon University McEwen Comm, Room 109, 2850 Campus Box Elon, North Carolina Email : bcheek@elon.edu Brittain Cheek	N	0
9	Employee Referral	N	1

WFMY
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August 1, 2018 - July 19, 2019

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10	Employment Security Commission 2005-B South Elm-Eugene St Greensboro, North Carolina Email : esc.employmentservice@ncmail.net Anne G. Lasley	N	0
11	Glassdoor 100 Shoreline Highway Sausalito, California Url : www.glassdoor.com Casi Young Manual Posting	N	0
12	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : www.vault.com. Email : slizik@602communications.com Career Services	N	0
13	Guilford Technical Community College P. O. Box 309 Jamestown, North Carolina Email : careers@gtcc.edu Guilford Technical Community College	N	0
14	Indeed.com	N	7
15	Indeed.com 1777 Broad Street Stamford , Connecticut 06901 Url : www.indeed.com n/a n/a	N	1
16	Internal Hire	N	1
17	JuJu 151 First Avenue New York, New York Url : www.juju.com Casi Young Manual Posting	N	0
18	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0

WFMY
EEO PUBLIC FILE REPORT

August 1, 2018 - July 19, 2019

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19	Moses Cone Health System 1200 N Elm St Greensboro, North Carolina Email : comments@mosescome.com Varo Duffins	N	0
20	Mt Zion Baptist Church 1301 Alamance Church Greensboro, North Carolina Phone : 336-373-4211 Fax : 1-336-373-4224 Demetria Wade	N	0
21	N. C. Association of Broadcasters P. O. Box 627 Raleigh, North Carolina Phone : 919-21-7300 Email : info@ncbroadcast.com N. C. Association of Broadcasters	N	0
22	National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, District of Columbia Phone : 202-737-0120 Url : www.ncnw.org Email : membership@ncnw.org Cassandra Wint	N	0
23	North Carolina A&T State University 103 Price Hall Greensboro, North Carolina Fax : 1-336-334-7018 Dr. Elazer J. Barnette	N	0
24	North Carolina A&T State University N.C. University N.C., North Carolina Phone : 336 Email : gwiggin@ncat.edu Gail Wiggins	N	0
25	Providence Baptist Church 1106 Tuscaloosa Street Greensboro, North Carolina Email : prbaptist@bellsouth.net Howard Allen Chubbs	N	0

WFMY
EEO PUBLIC FILE REPORT

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26	Simply Hired 525 Almanor Ave Sunnyvale, California Url : www.simplyhired.com Casi Young Manual Posting	N	0
27	Station Website	N	15
28	TEGNA, Inc 7950 Jones Branch Drive McLean, Virginia 22107 Phone : 704-329-3642 Url : www.tegna.com Casi Young Manual Posting	N	3
29	The Broadbean Network 610 Newport Center Dr #1400 Newport Beach, California 92660 Url : www.broadbean.com Casi Young Manual Posting	N	0
30	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0
31	Univ of South Carolina School of Journalism and Mass Communications 800 Sumter Street Columbia, South Carolina 29208 Phone : 803-777-3347 Url : http://www.sc.edu/cic Email : KBULLARD@mailbox.sc.edu Katie Bullard	N	0
32	University of Kansas Journalism School 2066 Dole Center School of Journalism Lawrence, Kansas 66045 Email : utsler@ku.edu Dr Max Utsler	N	0

WFMY
EEO PUBLIC FILE REPORT

August 1, 2018 - July 19, 2019

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	University of North Carolina – Chapel Hill CB 3365 Howell Hall Chapel Hill, North Carolina Fax : 1-919-962-2197 John C. Conway	N	0
34	University of North Carolina – Chapel Hill University Career Services, CB 5140 Chapel Hill, North Carolina Phone : 919-962-2197 Email : ucs@unc.edu Fax : 1-919-962-2197 Wendy P. and Dean E.	N	0
35	University of North Carolina – Greensboro Broadcasting/Cinema Division Greensboro, North Carolina Fax : 1-336-334-5039 Mr. Frank Donaldson	N	0
36	Veteran's Affairs 8601 University East Drive Charlotte, North Carolina 28213 Phone : 704-762-6149 Email : quentin.sanders@va.gov Quentin Sanders	N	0
37	Weaver Education Center 300 S. Spring Street Greensboro, North Carolina Phone : 336-370-8282 Email : crenshm@gcsnc.com Fax : 1-336-370-8287 Michael Crenshaw	N	0
38	WFMY Website North Carolina Phone : 404-873-9113 Joyce Ray Manual Posting	N	0
39	Winston-Salem State University 601 Martin Luther King Jr. Drive Winston-Salem, North Carolina Phone : 336-750-2320 Email : blountb@wssu.edu Brian C. Blount ED. D	N	0

WFMY
EEO PUBLIC FILE REPORT

August 1, 2018 - July 19, 2019

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			29

WFMY
EEO PUBLIC FILE REPORT
August 1, 2018 - July 19, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/7/2018	Provision of training to management	TEGNA Labor Relations Training - Harassment Prevention - Labor Relations provides training sessions to stay informed of current and changing employee laws. Best practices are discussed as to how to handle and respond to concerns regarding harassment in the workplace.	8	General Manager Dir, Digital News Director Dir, Marketing
2	8/7/2018	Provision of training to management	TEGNA Harassment Prevention and Performance Management Training - Labor Relations provides training sessions to stay informed of current and changing employee laws. Best practices are discussed as to how to handle and respond to concerns regarding harassment in the workplace.	8	Dir, Technology General Manager Dir, Sales Dir, News
3	9/25/2018	Participation in scholarship programs	Scholarship Program event to honor notable Latinos in the community empowering others 350 attendees	1	Exec Producer/Investigative Reporter
4	9/27/2018	Participation in events or programs sponsored by educational institutions	Montlieu Academy of Technology, High Point Read 2 Succeed Initiative	4	MSJ Anchor/Reporter Anchor/Reporter MSJ
5	10/4/2018	Participation in events or programs sponsored by educational institutions	R.Homer Andrews Elementary, Burlington NC Read 2 Succeed - Reading Initiative for approx. 185 students, Prepare students to engage reading to prepare for career success.	4	MSJ Anchor/Reporter Anchor/Reporter MSJ
6	10/13/2018	Participation in events or programs sponsored by educational institutions	Career Day at Bennett College, Greensboro NC Topic: Tips for Being on Camera Panel Spoke about how to dress for the camera; how to do makeup for on-air; what it takes to become a journalist; and advice on how to enter a career in Broadcast journalism.	1	Anchor
7	10/18/2018	Participation in events or programs sponsored by educational institutions	Foust Elementary - Greensboro, NC Read 2 Succeed Initiative for 370 students prepares/encourages students to excel in reading for career success	4	MSJ Anchor/Reporter Anchor/Reporter MSJ
8	10/24/2018	Participation in events or programs sponsored by educational institutions	News Weather Talk at Highland Elementary Talked to 75 students about weather and careers in weather.	1	Weather Anchor

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9	10/25/2018	Participation in events or programs sponsored by educational institutions	Read 2 Succeed for 300 students at Joyner Elementary to encourage literacy for successful careers in media	3	MSJ/Reporter Anchor Anchor
10	10/30/2018	Participation in events or programs sponsored by educational institutions	UNCG Entrepreneurship Day - Larry spoke to the Media Programming class at UNCG in Greensboro. Subject matter involved careers in media and how to prep for full time roles after graduation. Topics including media jobs, networking and internships were discussed in an hour-long session that included Q&A from college students	1	General Manager
11	11/9/2018	Participation in events sponsored by community groups	General Greene Elementary Career Day, Greensboro NC 100 Students Talent talked to students about her job as a news reporter. Questions included what type of education is required for her field. Talent did a presentation that displayed highlights of her job as a reporter and allowed students a hands-on experience by pretending to be reporters.	1	MSJ
12	11/10/2018	Participation in events sponsored by community groups	North Carolina A&T University Media Institute 50 Students The NC A&T Media Institute was held to give students in the journalism and mass media department a deeper understanding of the media industry, the tools needed to succeed and access to professionals in the industry. Discussed the operations of the news department and how the various jobs interact and what it takes to be a journalist.	2	Assistant News Director Digital MSJ
13	11/15/2018	Participation in events sponsored by community groups	Harvey R. Newlin Elementary School Career Day, Burlington NC 90 Students Talent talked to students about his career as an MSJ. He showed them how to use the video camera and let students practice reporting news stories. He presented to multiple classrooms.	1	MSJ

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14	12/26/2018	Participation in events sponsored by community groups	Boy Scout Troop 265 Station Tour and Q&A 6 members of the Boy Scout Troop 265 were working on their communications badge by visiting the station to learn about the television industry. They learned about some of the jobs at the station and had an opportunity to watch the noon newscast in the studio and watch several roles in action.	1	Community Relations
15	2/25/2019	Establishment of training programs for station personnel	TEGNA Sales Summit - This sales summit is part of training for all sales leaders and professionals. Over the course of the summit, topics covered include the product intelligence and awareness, prospecting, presentations, building and closing the deal. Participants role play real scenarios for maximum learning.	2	Sr, Sales Local Sales Manager
16	3/20/2019	Sponsorship of events in the community designed to increase public awareness	Broadcast Newswriting Class for UNCG For 24 students Talent hosted a Broadcast Newswriting class for UNCG. Talked about the daily news process, use of social media platforms, and showed the students the news studio and control room.	1	Meteorologist
17	3/24/2019	Participation in events sponsored by community groups	Girl Scouts Empowerment Day - Talent spoke with 65 girls about setting goals and how to achieve your dream. She shared with them her career path as a journalist/new anchor at WFMY	1	MSJ
18	3/27/2019	Participation in events or programs sponsored by educational institutions	Bessemer Elementary, Greensboro NC Career Chat w Students - Talent read to students and they had an opportunity to ask questions about her job after the story.	1	Anchor
19	4/22/2019	Participation in events sponsored by community groups	Career Day at Middle Fork School, Walkertown NC - Discussed meteorology, the tv business and what a career in meteorology is like	1	Meteorologist