

WFMY
EEO PUBLIC FILE REPORT
July 21, 2017 - July 20, 2018

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Production Assistant	1-5, 7-8, 10, 12-14, 19-25, 27, 29-30, 34-41, 43	30
Account Executive	1-7, 10-13, 15-22, 24-25, 27-28, 31-33, 35-44	15
Account Executive	1-7, 10-13, 15-22, 24-25, 27-28, 31-33, 35-44	15
Evening Anchor	1-5, 7, 9-13, 17, 19-22, 25, 27-28, 31- 33, 35-43	9
Production Assistant	1-5, 7, 10-13, 15, 17, 19-22, 24-25, 28, 31-33, 35-44	15
Production Assistant	1-5, 7, 10-13, 15, 17, 19-22, 24-25, 28, 31-33, 35-44	15
Multi-Skilled Journalist	1-5, 7, 10-13, 15, 17-22, 24-25, 27-28, 31-33, 35-44	15
Multi-Skilled Journalist	1-5, 7, 10-13, 15, 17-22, 24-25, 27-28, 31-33, 35-44	18
Multi-Skilled Journalist	1-5, 7, 10-13, 15, 17-22, 24-25, 27-28, 31-33, 35-44	2
Multi-Skilled Journalist	1-5, 7, 10-13, 15, 17-22, 24-25, 27-28, 31-33, 35-44	15
Multi-Skilled Journalist	1-5, 7, 10-13, 15, 17-22, 24-25, 27-28, 31-33, 35-44	15
Assignment Editor	1-5, 7-8, 10, 12-13, 15, 19-27, 29, 34- 43	2
Assignment Editor	1-5, 7-8, 10, 12-13, 15, 19-27, 29, 34- 43	15
Assignment Editor	1-5, 7-8, 10, 12-13, 15, 19-27, 29, 34- 43	15
Producer	1-5, 7, 10-15, 17, 19-22, 24-25, 28, 30- 33, 35-44	15
Producer	1-5, 7, 10-15, 17, 19-22, 24-25, 28, 30- 33, 35-44	15
Producer	1-5, 7, 10-15, 17, 19-22, 24-25, 28, 30- 33, 35-44	30
Producer	1-5, 7, 10-15, 17, 19-22, 24-25, 28, 30- 33, 35-44	15
Producer	1-5, 7, 10-15, 17, 19-22, 24-25, 28, 30- 33, 35-44	30
Producer	1-5, 7, 10-15, 17, 19-22, 24-25, 28, 30- 33, 35-44	14

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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	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	2
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	2
7	Elon University Box 2850 Elon, North Carolina Email : ntonkins@elon.edu Nagatha Tonkins	N	0

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8	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com/ Email : Sandra.Rice@nbcuni.com Fax : 1-212-975-5884 Sandra Rice	N	0
9	Employee Referral	N	1
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 1777 Broad Street Stamford , Connecticut 06901 Url : www.indeed.com n/a n/a	N	2
15	Indeed.com	N	14
16	Indeed.com - Not Directly Contacted by SEU	N	1

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17	JuJu 151 First Avenue New York, New York Url : www.juju.com Casi Young Manual Posting	N	0
18	Linked In	N	3
19	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
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	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlaja.org Email : info@nlaja.org Career Service	N	0

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24	North Carolina A&T State University 103 Price Hall Greensboro, North Carolina Fax : 1-336-334-7018 Dr. Elazer J. Barnette	N	0
25	North Carolina A&T State University N.C. University N.C., North Carolina Phone : 336 Email : gwiggins@ncat.edu Gail Wiggins	N	0
26	Other Source	N	1
27	Providence Baptist Church 1106 Tuscaloosa Street Greensboro, North Carolina Email : prbaptist@bellsouth.net Howard Allen Chubbs	N	0
28	Simply Hired 525 Almanor Ave Sunnyvale, California Url : www.simplyhired.com Casi Young Manual Posting	N	0
29	South Asian Journalists Association 2950 Broadway New York, New York Phone : (212) 854-5979 Url : www.saja.org Email : saja@columbia.edu Career Service	N	0
30	Station Website	N	3
31	TEGNA, Inc 7950 Jones Branch Drive McLean, Virginia 22107 Phone : 704-329-3642 Url : www.tegna.com Casi Young Manual Posting	N	0

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32	The Broadbean Network 610 Newport Center Dr #1400 Newport Beach, California 92660 Url : www.broadbean.com Casi Young Manual Posting	N	0
33	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
34	United Planning Organization 301 Rhode Island Avenue, NW Washington, District of Columbia Phone : 202-238-4627 Url : www.upo.org Email : rparker@upo.org Regina Parker	N	0
35	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
36	University of Kansas Journalism School 2066 Dole Center School of Journalism Lawrence, Kansas 66045 Email : utsler@ku.edu Dr Max Utsler	N	0
37	University of North Carolina – Chapel Hill CB 3365 Howell Hall Chapel Hill, North Carolina Fax : 1-919-962-2197 John C. Conway	N	0

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38	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
39	University of North Carolina – Greensboro Broadcasting/Cinema Division Greensboro, North Carolina Fax : 1-336-334-5039 Mr. Frank Donaldson	N	0
40	Veteran's Affairs 8601 University East Drive Charlotte, North Carolina 28213 Phone : 704-762-6149 Email : quentin.sanders@va.gov Quentin Sanders	N	0
41	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
42	WFMY Website North Carolina Phone : 404-873-9113 Joyce Ray Manual Posting	N	1
43	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
44	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWS OVER REPORTING PERIOD:			30

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	9/23/2017	Sponsorship of events in the community designed to increase public awareness	Men Can Cook - Fundraising Event for Women's Resources Center of Greensboro. Discussed pathways toward a career in the broadcast and journalism industry.	1	Anchor
2	10/9/2017	Participation in events or programs sponsored by educational institutions	Southern Guilford Middle School - Weather Road Show. Discussed pathways toward a career in the broadcast and journalism industry.	1	Meteorologist
3	10/14/2017	Sponsorship of events in the community designed to increase public awareness	Women's Only 5K Walk Walk Run Event. Discussed pathways toward a career in the broadcast and journalism industry.	1	Anchor
4	11/4/2017	Sponsorship of events in the community designed to increase public awareness	WFBH-LMCF Sportsmen's Saturday - Wake Forest Lexington Medical Center Foundation. Discussed pathways toward a career in the broadcast and journalism industry.	1	Anchor
5	1/11/2018	Provision of training to management	TEGNA Labor Relations training. Monthly webinar provides training sessions for HR Business Partners to stay informed of current and changing employment laws. Best practices are discussed and HR Business Partners then share this topical information with their executive teams.	1	HRBP
6	1/26/2018	Establishment of training programs for station personnel	Byte Back Challenge. TEGNA rolled out the Byte Back Challenge training curriculum to educate employees on the proper handling of sensitive data. Among other things, the training reminded employees that information that is personally private or private to the company should never be stored on a computer or mobile phone and should not be shared through email. The training was rolled out Jan 26 and completed on Feb. 2, 2018.	90	All Employees
7	1/27/2018	Sponsorship of events in the community designed to increase public awareness	Big Hair Ball for Family Service of the Piedmont. Discussed pathways toward a career in journalism.	1	Reporter
8	1/28/2018	Participation in scholarship programs	Dancing & More with the Potential Stars Fundraising Event. Discussed pathways toward a career in journalism.	1	Executive Producer

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9	2/8/2018	Participation in events or programs sponsored by educational institutions	Station hosted 11 international students from the American Language Academy in Greensboro for a tour. Discussed pathways toward a career in journalism.	2	Executive Producer Community Relations Manager
10	2/28/2018	Participation in events or programs sponsored by educational institutions	Weather Road Show - Charles England Elementary. Discussed pathways toward a career in journalism.	2	Chf Meteorologist Reporter
11	3/2/2018	Participation in events or programs sponsored by educational institutions	Read Across America at Jesse Wharton Elementary School. Discussed pathways toward a career in journalism.	1	Mulit Skilled Journalist
12	3/8/2018	Participation in events or programs sponsored by educational institutions	Career Day at Thomasville Primary School. Discussed pathways toward a career in journalism.	1	Editor
13	3/16/2018	Establishment of an intern program designed to assist members of the community	WFMY helped to produce a 30-minute newscast for the NABJ short course hosted by NC A&T University - Station donated studio time and staff. Discussed pathways toward a career in journalism.	10	Executive Producer Chf Meteorologist Asst News Director Editor
14	3/22/2018	Sponsorship of events in the community designed to increase public awareness	Mount Airy Chamber of Commerce. Discussed pathways toward a career in journalism.	1	Reporter
15	4/18/2018	Establishment of training programs for station personnel	TEGNA Innovation Summit - Summit where employees from across the country come to brainstorm new content ideas for shows, segment pilots and discuss how to have better working news rooms.	1	Dir, News
16	4/27/2018	Participation in events or programs sponsored by educational institutions	Career Day at Marvin B Smith Elementary School. Discussed pathways toward a career in journalism.	1	Reporter
17	4/27/2018	Sponsorship of events in the community designed to increase public awareness	Women in Business Awards w Triad Business Journal. Discussed pathways toward a career in journalism.	1	Reporter

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18	5/7/2018	Establishment of training programs for station personnel	TEGNA Sales Summit - Annual Sales summit revolved around the topic of leadership and the belief that is it the foundation for winning. Over the course of 3 days, attendees had the chance to hold discussion and participate in sessions that addressed leadership coaching and cultural changes.	1	Dir, Sales
19	6/8/2018	Participation in events or programs sponsored by educational institutions	General Greene Elementary Graduation. Spoke about making good choices and working hard and importance of reading to a new journalist. Discussed pathways toward a career in journalism.	1	Sports Anchor
20	6/18/2018	Establishment of training programs for station personnel	Content Summit - Over the course of four days, leaders focused on new ways to examine and transform content, shared transformation journeys and best practices across all platforms, trained on ethics and social media policies and capitalized on networking and recruitment opportunities.	4	General Manager Dir, Digital Dir, Marketing Dir, News