REVISED EEO PUBLIC FILE ANNUAL REPORT

WKNO-TV-FM/WKNP(FM)
4/1/18 to 3/31/19

WKNO is a public television and radio station located in Memphis, Tennessee.

<table>
<thead>
<tr>
<th>Full-Time Positions Filled</th>
<th>Recruitment Sources Used</th>
<th>Hiree’s Source</th>
<th>Recruitment Resources Used for Interviews</th>
<th>Interviewed</th>
<th>Date filled</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director of Technology</td>
<td>1, 3, 4, 5, 6, 7,10, 14, 17, 21, 22, 25</td>
<td>14</td>
<td>14, 17</td>
<td>4</td>
<td>8.1.18</td>
</tr>
<tr>
<td>FM Reporter/Producer</td>
<td>1, 3, 4, 5, 6, 7, 9, 10, 14, 15</td>
<td>3</td>
<td>3, 14</td>
<td>2</td>
<td>2.11.19</td>
</tr>
</tbody>
</table>

WKNO-TV-FM/WKNP(FM)
MASTER LIST OF RECRUITMENT SOURCES

1. Christian Brothers University
   650 East Parkway South
   Memphis, Tennessee 38104
   (901) 321-3000 · (877) 321-4CBU
   www.cbu.edu/cbu

2. Commercial Appeal (Hotjobs@yahoo.com
   495 Union Avenue Memphis
   TN 38103 (901) 529-2345
   Eric.Brown@commercialappeal.com
   moriarty@commercialappeal.com
   1-800-444-6397

3. WKNO Website
   7151 Cherry Farms Road
   Cordova, TN  38016
   www.wkno.org
dsmith@wkno.org
   901-729-8710

4. Rhodes College
   2000 Parkway
   Memphis, TN  38112
   (901) 843-3000
   Daniel Vandaman – vanamand@rhodes.edu
   http://www.experience.com

5. Southwest Tennessee Community College
   Memphis, TN 38101-0780
   www.southwest.tn.edu
   wwalker@southwest.tn.edu
   (901) 333-5000
   or toll free at (877) 717-7822
6. University of Memphis  
   101 Wilder Tower  
   Memphis TN 38152-3520  
   mjrhods1@memphis.edu  
   http://experience.com  
   901-678-2239  

7. Tennessee Association of Broadcasting (TAB)  
   www.tabtn.org  

8. Broadcast Employment Services  
   P.O. Box 4116  
   Oceanside, CA 92052 (800) 374-0119 (Toll Free)  
   (760) 754-8177 (760) 754-2115  
   info@tvjobs.com  

9. Journalismjobs.com  
   Berkeley, California  
   info@journalismjobs.com  
   510-653-1521  

10. CPB Jobline  
    Corporation for Public Broadcasting  
    401 Ninth Street, NW  
    Washington, DC 20004-2129  
    http://www.cpb.org/jobline  
    202-879-9600  

11. My PBS  
    2100 Crystal Drive  
    Arlington, VA 22202-3785  
    Connect@PBS.org  
    +1 703 739 5000  

12. National Association of Television Program Executives (NATPE)  
    Contact: NATPE Team  
    5757 Wilshire Boulevard, Penthouse 10  
    Los Angeles, California 90036-3681  
    Tel: (310) 453-4440  
    Fax: (310) 453-5258  
    clientserv@jobtarget.com  

13. Alliance for Nonprofit Excellence  
    Career Center  
    Email to adeberry@npexcellence.org  
    1919 Lynnfield Road, Suite 200  
    Memphis, TN 38119  
    Tel: (901) 684-6605  

14. In-House  

15. National Public Radio  
    Russell Lewis, Southern Bureau Chief for NPR,  
    635 Massachusetts Avenue, NW  
    Washington, DC 20001  
    RDLewis@npr.org - (202) 513-2073  

16. Society of Broadcast Engineers, Inc.  
    9102 North Meridian Street, Suite 150  
    Indianapolis, IN 46260  
    Phone: (317) 846-9000  
    www.sbe.org
17. Outside Referral

18. WKNO Referral

19. Public Radio Newslink Digest
   (hosted by Euan Kerr of Minnesota Public Radio)
   ekerr@mpr.org

20. Association of Fundraising Professionals
    Apfmemphis.afpnet.org
    Career – info1@afpnet.org

21. Indeed.com/The Ladders

22. LeMoyne Owen College
    Wanda Blair-Jones
    Director, Center for Active Student Education/Career Services
    807 Walker Avenue, #5
    Memphis, TN 38126
    office: 901-435-1532
    fax: 901-435-1245
    wanda_blair-jones@loc.edu

23. Frazee, Ivy, Davis
    Will Pace
    will.pace@fidcpa.com
    5100 Poplar Ave., Suite 1400
    Memphis, TN 38137

24. Randstad Staffing
    Tiffany Blakney
    tiffany.blakney@randstadusa.com
    5500 Poplar Ave, Suite 1940
    Memphis, TN 38157

    Maryanne Schuessler
    Maryanne@netaonline.org
    803-978-1579

26. Gateway Group Personnel
    Natalie Churchill
    Natalie@gatewaypersonnel.com
    1770 Kirby Parkway, Suite 216
    Memphis, TN 38138

No organization requested that the stations provide it with notice of all job vacancies.

OUTREACH ACTIVITIES
<table>
<thead>
<tr>
<th>Activity Classification</th>
<th>Type of Activity</th>
<th>Brief Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Participation in Job Fairs</td>
<td>The HR Director and Executive Assistant attended a job fair at LeMoyne Owen College (a historically black college) in October of 2018. There were a few dozen vendors at the event and a couple hundred students attended the fair. WKNO talked to students about both career and internship opportunities with the organization and public broadcasting in general. The students we talked to were majoring in Journalism, Communications, Management and Business. The HR Director attended a career day at a local county school in May 2018. Several hundred students participated with WKNO presenting the different types of careers at a television and radio station. WKNO demonstrated different video and audio equipment as part of the presentation.</td>
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<tr>
<td>5</td>
<td>Internship Program designed to assist members of the community to acquire skills needed for broadcast employment</td>
<td>WKNO participates in its community commitment to serve the public by working with colleges and high schools to offer internship opportunities. We have three students from Memphis Catholic High School that started in August 2018. They work throughout the school year helping the Education Department research information, assist with school enrichment activities and help with outreach events. From September to December 2018 a student from Arkansas State University worked in our TV Production Department assisting with show research, writing scripts, running camera and learning other functions of TV broadcast. From June to July 2018 a student from St. Mary’s worked in our TV Production Department assisting with show research, writing scripts, running camera and learning other functions of TV broadcast. In March 2019 eleven students from Emory University in Oxford, MS participated with our Education department in enrichment activities with elementary age students. They helped develop and teach STEM activities and other programs in line with State standards.</td>
</tr>
<tr>
<td>8</td>
<td>Training Programs for station personnel.</td>
<td>WKNO has ongoing training sessions for all employees using the CPB harassment training online program.</td>
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<td>10</td>
<td>Community Events sponsored by educational institution to inform/educate about public broadcasting careers</td>
<td>WKNO routinely provides tours of its radio and television production facilities to student and youth organizations in the area. Each tour is virtually identical. They get to see our radio station, classical music library, TV studios, TV control room, and lots of related computer and recording equipment. They are given a brief history of WKNO and some insight into less visible aspects like our administrative and membership departments. During this reporting period we conducted several tours to local organizations.</td>
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<tr>
<td>12</td>
<td>Listing each upper-level opening in a job bank or newsletter of a media trade group with a broad-based membership, including participation of women and minorities</td>
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<td></td>
<td>The licensee routinely lists upper-level openings with the Tennessee Association of Broadcasters. In June 2018 we started a search for a new Director of Technology and posted the position in numerous places including TAB.</td>
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<tr>
<td>14</td>
<td>Provision of training to management personnel as to methods of ensuring equal employment opportunity and preventing discrimination</td>
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<td>In January 2019, the HR Director participated in an employment labor session put on by a local law firm. Topics included changes to the EEOC, transgender cases and new laws, gender discrimination, labor arbitration and wage and hour law updates.</td>
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