

## EEO PUBLIC FILE ANNUAL REPORT

**WKNO-TV-FM/WKNP(FM)**  
**4/1/17 to 3/31/18**

**WKNO did not hire any full-time employees during the reporting period.**

### OUTREACH ACTIVITIES

<b>Activity Classification</b>	<b>Type of Activity</b>	<b>Brief Description</b>
1	<b>Participation in Job Fairs</b>	<p>The HR Director and Executive Assistant attended two job fairs at LeMoyne Owen College (a historically black college) in April and October of 2017. There were around three dozen vendors at each event and several hundred students attended the events. 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, Business, and Engineering.</p> <p>The HR Director and Executive Assistant attended a job fair at the University of Memphis in September 2017. This is a large job fair and we talked to several dozen students interested in Communications, Journalism, Production, Business and Engineering.</p>
5	<b>Internship Program designed to assist members of the community to acquire skills needed for broadcast employment</b>	<p>WKNO participates in its community commitment to serve the public by working with colleges and high schools to offer internship opportunities.</p> <p>From June 2017 to July 2017 we had an intern from Goucher College. She helped with local production including scheduling guests, camera operation and captioning. She also helped with social media and press releases in the Public Relations department.</p> <p>We took in two production interns from the University of Memphis. These students are looking to further their career in broadcasting with the experience they gain at WKNO. They helped with camera operation, setting up the studio for local productions, audio, editing, and captioning.</p> <p>We have two students from Memphis Catholic High School that started in August 2017. They help with our education program and special events.</p> <p>From June 2017 to August 2017 a Mississippi State University Student helped in our Education Department. She assisted with research and development of special out-reach programs.</p> <p>We had six students from a local high school help with our TV Production Department that all are interested in a future in broadcasting. They learned how a production is produced from start to finish, helped with research and writing of spots, and assisted with tapings of local productions.</p>

10	<b>Community Events sponsored by educational institution to inform/educate about public broadcasting careers</b>	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 over a dozen tours.
14	<b>Methods of ensuring equal employment opportunity and preventing discrimination</b>	In August 2017 the Director of Finance/HR Director participated in a webinar talking about managing staff in a multigenerational workforce hosted by a regional law firm. Topics included understanding generational differences versus life stage differences and navigating different values.