



ANNUAL EEO PUBLIC FILE REPORT March 22, 2020-March 21, 2021
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**Full-time filled during period and sources of interviews**

There were no full-time position filled during the reporting period of this report.

**Outreach Initiatives**

WestTNPBS qualifies for the small market exemption and must complete two outreach initiatives in a two-year period.

**Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination** - In March 2020, the Director of Production completed the University of Tennessee at Martin Title IX training. In October 2020, all WestTNPBS full-time staff completed Workplace Harassment Prevention Training.

**Participated in scholarship programs designed to assist students interested in pursuing a career in broadcasting** - WestTNPBS continued its participation in the UT Martin Communications Scholarship program. WestTNPBS reviewed applications and with the UT Martin Communications Department professors and station staff, in June 2020, selected and awarded scholarships to communication students who have interned for WestTNPBS and shown the skills related to television broadcasting. This involvement began in 1999.

**Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment** - due to the pandemic, WestTNPBS was unable to host interns during the reporting period.