

The Licensee acquired WHBQ-TV on July 18, 2025, as noted in FCC File No. 0000275367. The Licensee is responsible for reporting information encompassing only EEO efforts undertaken by the Licensee since its acquisition of the station. See *In Re Commission's Broadcast and Cable EEO Rules and Policies*, Second Report and Order, 17 FCC Rcd 24018, 24063–64, ¶ 144 (2002). Any information relating to EEO efforts undertaken by the former licensee prior to July 18, 2025, is provided for informational purposes only.

**WHBQ EEO Public File Report
Rincon
Reporting Cycle: 7/18/25 - 3/31/26
Full-Time Positions Filled**

Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
Meteorologist	2/3/2025	9/15/2025	National Association Black Journalist	2	
			Indeed	3	1
			You Tube	4	
			Linked In	2	
			Indeed	1	
			Napoli Talent Management	1	
			Employee Referrall	1	
			Lorna Dave Talent Agency	1	
News Photographer	6/20/2025	2/23/2026	Indeed	2	
			Internal Candidate	1	
			Linked In	6	
			Company Website	2	1
Production Assistant	12/15/2025	1/20/2026	University of Memphis	2	1
			Lemoyne Owen College	1	
			Company Website	2	
			Linked In	1	
			Bethune Cookman College	1	
			Indeed	1	
Production Assistant	12/16/2025	1/20/2026	Linked In	2	
			Indeed	1	
			Referral from University of Memphis	1	
			University of Memphis	1	
			Tennessee State University	1	1

News Photographer	2/1/2026	3/2/2026	Linked In	2	1
			Company Website	2	
General Manager	2/9/2026	3/5/2026	Indeed	1	
			Internal Candidate	2	1
			Company Website	1	
				48	

WHBQ Recruitment Sources

Imagicomm Communications, LLC

July 18, 2025 - March 31, 2026

Recruitment Sources Used for All Openings

No.	Recruitment Source	Contact	Entitled to Notification	# Interviews
1	www.linkedin.com	Internet Posting 1000 W Maude Ave Sunnyvale, Ca. 94085	N	14
2	www.indeed.com	Internet Posting Austin Indeed Tower 200 West 6th St #36 Austin, Tx. 78701	N	8
3	Employee Referral	Chelsea Chandler WHBQ Television 485 S. Highland Memphis, Tn. 38111 (901) 320-1313	N	1
4	Lora Dave Talent Agency	John Dorn P.O. Box 368 Fogelsville, Pa. 18051 (610) 248-1317	N	1
5	Napoli Talent Agency	Mike Isenberg 810 7th Ave. 2nd Floor New York, Ny. 10019 (310) 385-8222	N	1
6	National Association of Black Journalist	Internet Posting 1100 Knight Hall, Ste. 3101	N	2

		College Park, MD. 20742		
7	You Tube	Internet Posting	N	4
		901 Cherry Avenue		
		San Bruno, CA. 94066		
8	Bethune Cookman College	Claudette McFadden	N	1
		640 Dr. Mary McLeod Bethune Blvd		
		Daytona Beach, Fl. 32114		
		(386) 481-2000		
9	Company Website	www.fox13memphis.com	N	7
		(links to Rincon)		
10	Internal Candidate	Randy Wardell	N	3
		485 S Highland Ave		
		Memphis, Tn. 38111		
		(901) 320-1369		
11	Lemoyne Owen College	Joel Miller	N	1
		807 Walker Ave		
		Memphis, Tn. 38126		
		(901) 435-1000		
12	Tennessee State University	Sean Laflin	N	1
		3500 John A. Merritt Blvd.		

		Nashville, Tn. 37209		
		(615) 963-5000		
13	University of Memphis	Linda Hall	N	4
		3720 Alumni Ave		
		Memphis, Tn. 38111		
		(901) 678-2000		
				48
Total Number of Persons Interviewed for Full-Time Vacancies = 48				

Longer - Term Recruiting Initiatives

Implemented During Previous Year

Rincon- WHBQ-TV

July 18, 2025 - March 31, 2026

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	August 6-9, 2025	Conference	The National Association of Black Journalist (NABJ) Convention & Career Fair is the premier multi-day conference for journalism education, career development, networking, and innovation. The conference offers innovative training, career advancement opportunities and advocacy initiatives for Black journalists and media professionals worldwide.	Training to qualify employees for higher level positions	News reporters and managers
2	September 25, 2025	Station Tour	Station tour for a media communications class from South Panola HS	Participation in events or programs sponsored by educational institutions	Community Affairs Director
3	September 26, 2025	Career Fair	Participated in the Office of Youth Services' College and Career Fair during the Southern Heritage Classic. Provided information to students interested in media and broadcast careers.	Participation in job fair by station personnel who have substantial responsibility in making hiring decisions.	News managers and creative services managers and their staff
4	November 13, 2025	Career Day	Staff members attended the career day program at Leadership Prep Charter School	Participation in events or programs sponsored by educational institutions	Station news personnel
5	January 15, 2026	Career Day	Staff members attended the career day program at Campus School	Participation in events or programs sponsored by educational institutions	Station news personnel
6	February 13, 2026	Station Tour	Students from University Middle School toured the station. They were able to talk to the news personnel.	Participation in events or programs sponsored by educational institutions	Community Affairs Director
7	March 13, 2026	Career Day	Staff members attended the career day program at Memphis School of Excellence	Participation in events or programs sponsored by educational institutions	Station news personnel