



# WDAM

## EEO PUBLIC FILE REPORT

Februaury 1, 2016 to January 31, 2017

### II. MASTER LIST OF RECRUITMENT SOURCES

*\*Sources with an asterisk (\*) denote organizations that requested notification of job vacancies*

<u>*Source Number</u>	<u>Organization</u>	<u>Contact Person</u>	<u>Mailing/Email Adress</u>	<u>Website</u>	<u>Phone Number</u>	<u>Number of Interviews</u>
<b>COMMUNITY SOURCES</b>						
1*	USM Placement	Kathleen Killam	<a href="mailto:Kathleen.Killam@usm.edu">Kathleen.Killam@usm.edu</a> <a href="#">SS Box 5014, H'burg MS 39406</a>		601-266-4159	
*	USM Student Employment	Lisa Stevens Student Placement	<a href="mailto:Lisa.Stevens@usm.edu">Lisa.Stevens@usm.edu</a>		601-266-4159	2
2*	Tougaloo College	Gladys Jones Whitney McDowell	<a href="mailto:gjones@tougaloo.edu">gjones@tougaloo.edu</a> , <a href="mailto:wmcdowell@tougaloo.edu">wmcdowell@tougaloo.edu</a> <a href="#">500 W County Line Rd, Tougaloo, MS 39174</a>		601-977-7817	
3*	Jones County Junior College	Christy Buckley Placement Office	<a href="mailto:c.buckley@jcc.edu">c.buckley@jcc.edu</a> <a href="#">Front St, Ellisville, Ms 39437</a>		601-477-4187	

4*	William Carey College	e-mail only	<a href="mailto:bwright@wcarey.edu">bwright@wcarey.edu</a>			
5*	Ole Miss	Amanda Walker Career Placement	<a href="mailto:amanda@career.olemiss.edu">amanda@career.olemiss.edu</a> <a href="#">Oxford, MS</a>		662-915-7174	
6*	Miss State Employment Service	Robert Huddleston	<a href="mailto:rhuddleston@mdes.ms.gov">rhuddleston@mdes.ms.gov</a> P <a href="#">O. Box 15428, H'burg,MS 39402</a>		601-584-1934	
7*	Winn Job Center Laurel, MS	C Valentine; Phil Hosey	<a href="mailto:phosey@mdes.ms.gov">phosey@mdes.ms.gov</a> ; <a href="mailto:cvalentine@mdes.ms.gov">cvalentine@mdes.ms.gov</a> <a href="#">2139 Hwy 15 N, Laurel,MS 39440</a>		601-649-7817	2
8*	Hinds Community College	Iyanna Colly	<a href="mailto:iyanna.colly@hindsc.edu">iyanna.colly@hindsc.edu</a>		601-857-3499	
<b>ADDITIONAL SOURCES</b>						
9	WDAM		On air advertising / radio			

10	MAB and WDAM Job Fair	Beth Cook	<a href="https://careers-raycommedia.icims.com">https://careers-raycommedia.icims.com</a>			
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11	Employee referral Station Bullentin board	Beth Cook		WDAM.com		17
12	Walk ins/phone ins	Beth Cook	<a href="https://careers-raycommedia.icims.com">https://careers-raycommedia.icims.com</a>	WDAM.com and Raycommedia.com	601-544-4730	
<b>AVERTISING SOURCES</b>						
13	TVJob.com	e-mail only	<a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a>			4

14	ESPN.com	e-mail only				
15	Medialine.com	e-mail only	medialine@medialine.com rich@medialine.com			
16	WDAM.com			wdam.com		4
17	CareerExposure.com Indeed.com		CareerExposure.com Indeed.com			
18	Raycom Media		raycommmedia.icims.com	Raycommedia.com		11
19	Career Builder		<a href="mailto:Lorie.Moore@CareerBuilder.com">Lorie.Moore@CareerBuilder.com</a>			
20	NAHJ		nahjcareercenter.com			
21	AAJA		jobs.aaaja.org			
22	NAJA	e-mail only	<a href="mailto:dvalentino@naja.com">dvalentino@naja.com</a> , <a href="mailto:RebeccaLandsberry@naja.com">RebeccaLandsberry@naja.com</a>			
23	Media/Marketing		<a href="mailto:jobs@602communications.com">jobs@602communications.com</a>			
24	Spots and Dots		<a href="#">Ty Carver</a>			
25	NewsBlues.com		<a href="#">Scrape</a>	NewsBlues.com		
26	Indeed.com		<a href="#">Scrape</a>			
26	Linked In		Nick Ortego's WDAM account Quinn Bullock's account			
27	Kelly Services		<a href="mailto:michelle.kearns@kellyservices.com">michelle.kearns@kellyservices.com</a>			
<b>TOTAL:</b>						<b>40</b>

**WDAM**

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): 2016-2017

Describe Nature of Initiative:

EEOC Compliance – Diversity Websites

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Using websites to post upper level jobs

Names of Station Personnel involved in Initiative:

Beth Cook Stringer – HR Coordinator

# WDAM

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### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 2016 to January 2017

Describe Nature of Initiative:

Public Service Announcements – Community Organization Notice

Community Improvement, Education and Well Being  
Diversity and Respect, Health and Well Being  
Safety and Crime

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Names of Station Personnel involved in Initiative:

Mike Johnson – Reports for Public File by quarter – copies are in FCC Public Folder.  
Erik Snell– Marketing Director  
Doug Morris and Quin Dungy – Producers of Morning & Midday Show

# WDAM

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### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 2016 to January 2017

Describe Nature of Initiative:

Internship Program

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

We have interns each semester, either college level interns or high school job shadow programs. Evaluations are sent to school supervisor.

Names of Station Personnel involved in Initiative:

Erik Snell, Marketing Manager, Miranda Beard, Assistant News Director, Kelsey Evans, Executive Producer, Ted Palmer, Local Sales Manager

**WDAM**

**EEO PUBLIC FILE REPORT**

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): February 2016 to January 2017

Describe Nature of Initiative:

Station Tours are conducted throughout the year.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Teachers and students are shown how news and weather broadcasts are done in the studio. We explained how cameras and chromo keys work along with how we prepare a forecast.

Names of Station Personnel involved in Initiative:

Rex Thompson, Morning Weathercaster and John Osborne, News Content Specialist



# WDAM

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### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 16, 2016

Describe Nature of Initiative:

Oak Park Elementary School Weather Visit

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Rex Thompson spoke to about 150 students at the elementary school about the Weatherman's job..

Names of Station Personnel involved in Initiative:

Rex Thompson, Morning Weathercaster

# WDAM

## EEO PUBLIC FILE REPORT

February 1, 2016 to January 31, 2017

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): April 27, 2016

Describe Nature of Initiative:

Performance-Based Assessment State Exam at Hattiesburg High School

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WDAM representative served as an evaluator and helped grade 17 videos created by the Digital Media Class at HHS. Served as a professional in the journalism field and offered advice to the students after their videos were graded..

Names of Station Personnel involved in Initiative:

Erin Lowrey, Digital Content Manager

**WDAM**

**EEO PUBLIC FILE REPORT**  
February 1, 2016 to January 31, 2017

**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): February 24, 2016

Describe Nature of Initiative:

2016 Spring Career Fair at the University of Southern Mississippi

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WDAM manned a booth representing WDAM, WLBT and WLOX . Job postings were available for the students to view for each station and they were given instructions on how to apply for a Raycom position. An intern signup list was available for the students interested in interning with WDAM, WLOX and WLBT. We also had a variety of station personnel on hand to give guidance on their particular career choice.

Names of Station Personnel involved in Initiative:

Beth Cook Stringer – HR, Celia McNair Lewis – Receptionist, Erik Snell – Marketing Manager, Michael Perry – CS Video/Editor, Jillian Moore, Marketing Assistant, Amanda LaBrot and Ryan Moore, News Anchor/Reporters, Erin Lowrey, Digital Content Manager, Kelsey Evans, Executive Producer.

**WDAM**

**EEO PUBLIC FILE REPORT**  
February 1, 2016 to January 31, 2017

**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): March 23, 2016

Describe Nature of Initiative:

Governor's Job Fair Network of Mississippi  
Mississippi Employment Expo 2016

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WLBT, WDBD, WDAM and WLOX were represented at the job fair. Posting for all jobs at the stations were available for interested parties and questions answered.

Names of Station Personnel involved in Initiative:

Glenda Terry, Regional WLBT and Joanne Hamilton, WDBD

**WDAM**

**EEO PUBLIC FILE REPORT**  
February 1, 2016 to January 31, 2017

**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): April 4, 2016

Describe Nature of Initiative:

Station presence at The Meek School of Journalism and New Media as they hosted eight executives from Raycom Media. University of Mississippi students had the opportunity to meet with the executives who reviewed their portfolios. They attended sessions focused on various media careers.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Nick Ortego had the opportunity to review several student portfolios/resume reels. Also attending were several other News Directors from Raycom Media stations all over Mississippi.

Names of Station Personnel involved in Initiative:

WDAM News Director, Nick Ortego

**WDAM**

**EEO PUBLIC FILE REPORT**  
February 1, 2016 to January 31, 2017

**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): April 14, 2016

Describe Nature of Initiative:

The University of Southern Mississippi Mass Communication and Journalism (MCJ 335 Class).  
The nature of the class presentation was to inform students about real life work experiences.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

My topic of discussion was about graduating and entering the job market. I talked to the MCJ Broadcast and Media students at USM and told them what to expect and how to be marketable to future employers. I informed them about what I do at WDAM as a commercial producer. I showed some samples of my work and others in the department.

Names of Station Personnel involved in Initiative:

Jonathan McGowan, Commercial Producer

**WDAM**

**EEO PUBLIC FILE REPORT**  
February 1, 2016 to January 31, 2017

**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): April 26, 2016

Describe Nature of Initiative:

Portfolio Review Session with University of Southern Mississippi students.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Reviewed multiple students portfolios, including photography, video, along with resume building and websites..

Names of Station Personnel involved in Initiative:

Ryan Moore – WDAM Reporter

**WDAM**

**EEO PUBLIC FILE REPORT**  
February 1, 2016 to January 31, 2017

**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): April 27, 2016

Describe Nature of Initiative:

University of Southern Mississippi's MAB DAY

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WDAM representatives spent about 4 hours with professors and students at the University of Southern Mississippi and had the opportunity to review student portfolios/resume reels. There were several News Directors and General Managers from stations all over Mississippi

Names of Station Personnel involved in Initiative:

Nick Ortego, News Director and Kelsey Evans, Executive Producer



**WDAM**

**EEO PUBLIC FILE REPORT**  
February 1, 2016 to January 31, 2017

**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): September 7, 2016

Describe Nature of Initiative:

University of Southern Mississippi Part Time Job Fair

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WDAM representatives meet with student interested in starting a career in broadcasting. A list of all open positions at WDAM, WLBT, and WLOX. Full time and part time positions were displayed and questions about the broadcast field were answered. Names of students interested in participating in internships at WDAM were collected.

Names of Station Personnel involved in Initiative:

Erik Snell – Marketing Manager and Mike McDaniel – WDAM 7 Sunrise Anchor