



# WDBD

## EEO PUBLIC FILE REPORT

February 1, 2017 to January 31, 2018

### II. MASTER LIST OF RECRUITMENT SOURCES

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

*Source Number	Organization	Contact Person	Mailing/Email Address	Website	Phone Number	Number of Interviews
<b>COMMUNITY SOURCES</b>						
1	Alcorn State University Career Placement	Joey Mitchell	P.O. Box 390, Lorman MS 39096/jmitchell@alcorn.edu	<a href="http://www.alcorn.edu">www.alcorn.edu</a>	601-877-6324 PH	
2	Antonelli College	Ron Ainsworth	2323 Lakeland Drive, Jackson MS 39232	<a href="http://www.antonellicollege.edu">www.antonellicollege.edu</a>	601-362-9991 PH 601-362-2333 FAX	
3	Belhaven College Career Center	Camille	150 Peachtree Street, Jackson MS	<a href="https://www.myinterfase.com/belhaven/employer">https://www.myinterfase.com/belhaven/employer</a>	601-968-8990	
4	Hinds Community College	Tim Crisler	P.O. Box 1040, Ulica MS 39175		601-885-7071 PH	
5	Hinds Community College Career Center	Joe Johnson	P.O. Box 1100, Raymond MS 39154	<a href="http://www.collegecentral.com/hindscc">www.collegecentral.com/hindscc</a>	601-857-3384 PH	
6	Holmes Community College Career Planning	Pamela Fells	P.O. Box 369, Goodman MS 39079		662-472-2312 PH 662-472-9167 FAX	
7	Jackson State University	Alisa Hughes	1400 Lynch Street, Jackson MS 39217	<a href="https://jsums-csm.symplicity.com/employers">https://jsums-csm.symplicity.com/employers</a>	601-979-2477 PH	
8	Millsap's College	Tonya Craft	1701 N. State Street, Jackson MS 39210/ careercenter@millsaps.edu		601-974-1346 PH	
9	Mississippi Association of Broadcasters		855 S. Pear Orchard Road, Suite 403, Ridgeland MS 39157	<a href="http://www.msbroadcasters.org">www.msbroadcasters.org</a>	601-957-9121 PH 601-957-9175 FAX	
10	Mississippi College Career Center	Suzi Nyberg	P.O. Box 4010, Clinton MS 39058	<a href="http://mc-csm.symplicity.com">http://mc-csm.symplicity.com</a>	601-925-3909 FAX	1
11	Mississippi State University			<a href="http://www.career.msstate.edu">www.career.msstate.edu</a>		
12	Mississippi University for Women - Career Services		1100 College Street, MUW 1624, Columbus MS 39701		662-329-4750 PH	
13	Mississippi Valley State University - Career Development		1400 Highway 82 West, Itta Bena MS 38941		662-254-9041 PH	
14	Tougaloo College Career Planning	Gladys Jones	500 West County Line Road, Jackson MS 39174		601-977-7817 PH	
15	University of Mississippi Career Center	Jonathon Harrington		<a href="http://www.myinterfase.com/olemiss/employer/home.aspx">www.myinterfase.com/olemiss/employer/home.aspx</a>	662-915-7165 PH	
16	University of Southern Mississippi Career Planning	Tina Trigg	SS Box 5014, Hattiesburg MS 39406	<a href="http://www.myinterfase.com/usm/employer">www.myinterfase.com/usm/employer</a>	601-266-4153 PH	
17	William Carey College	Brandon Wright	WCU 181 498 Tuscan Avenue, Hattiesburg MS 39401/bwright@wmcarey.edu		601-318-6209 PH	
<b>ADDITIONAL SOURCES</b>						
18	Asian American Journalists Association			<a href="http://www.aaja.org">www.aaja.org</a>		
19	Broadcast Engineering	Julie Dahlstrom		<a href="http://www.broadcastengineering.com">www.broadcastengineering.com</a>	312-840-8436 PH	
20	Claron Ledger, Careerbuilder, Hattiesburg America	Bryan Gant	bgant@gannett.com (pay per posting)	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a> , <a href="http://www.claronledger.com">www.claronledger.com</a> , <a href="http://www.hattiesburgamerica.com">www.hattiesburgamerica.com</a>		
21	Collective Talent		<a href="mailto:billie@michaelsmedia.com">billie@michaelsmedia.com</a>			

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22	Department of Veteran's Affairs, Vocational Rehabilitation & Employment	Jennifer Armwood	<a href="mailto:jennifer.armwood@va.gov">jennifer.armwood@va.gov</a>		601-364-7049 PH	
23	Fair - Mississippi Association of Broadcasters Job Fair at USM		April 19, 2017			
24	Fair - Mississippi College Career Fair		February 17, 2017			
25	Fair-Mississippi Governor's Job Fair					
26	Graeme Newell Marketing Ideanet	Sandy Lizik	<a href="mailto:slizik@602communications.com">slizik@602communications.com</a>			
27	Hero2Hired	Yolanda L. Martin		<a href="http://www.h2h.jobs">www.h2h.jobs</a>	601-313-6600 PH	
28	Jackson WIN Job Center	Patricia Martin	P.O. Box 12410, Jackson MS 39236		601-321-7967 FAX	
29	LinkedIn	Ty Carver		<a href="http://www.linkedin.com">www.linkedin.com</a>		
30	Media Line	Mark Shilstone	P.O. Box 519069, Pacific Grove CA 93950/ <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>		800-237-8073 PH	
31	Media Match	Tammy		<a href="http://www.media-match.com/usa">www.media-match.com/usa</a>	323-284-5589 PH	
32	MSNewsNow Website			<a href="http://www.MSNEWSNOW.com">www.MSNEWSNOW.com</a>		
33	National Association of Hispanic Journalists			<a href="http://www.nahjcareercenter.com">www.nahjcareercenter.com</a>		
34	Native American Journalists Association	Debra Valentino	<a href="mailto:rebeccalandsberry@naja.com">rebeccalandsberry@naja.com</a>			
35	Sanford Brown College			<a href="http://sanfordbrown.optimalresume.com/employers/login">sanfordbrown.optimalresume.com/employers/login</a>		
36	TV Jobs.com	Mark Holloway	<a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>			
37	TVB.org			<a href="http://tvjobs.tvb.org">http://tvjobs.tvb.org</a>		
38	WDBD Employee Referral/Word of Mouth					1
39	WDBD Internship Program	Ramona Alexander				
40	WDBD Promos and Public Service Announcements	Spencer Smith				
41	WDBD Sales Recruitment Commercial	Spencer Smith				
42	WDBD Station bulletin board	Terri Collums				2
43	WDBD Walk In/Phone In	Terri Collums				
44	WDBD Website	Laura Singleton		<a href="http://www.myfox40jackson.com">www.myfox40jackson.com</a>		5
45	Well Dunne Talent	Kate Bacon	<a href="mailto:kate@welldunnetalent.com">kate@welldunnetalent.com</a>	<a href="http://blog.welldunnetalent.com/category/jobs">http://blog.welldunnetalent.com/category/jobs</a>		
46	Indeed	Terri Collums				4
<b>TOTAL:</b>						<b>13</b>

**WDBD**

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): Ongoing

Describe Nature of Initiative:

Full-time job postings on minority websites

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

All job postings in top 3 EEO categories are posted on the websites of media trade groups whose membership includes substantial participation by women and minorities, including:

National Association of Hispanic Journalists (NAHJ)  
Native American Journalists Association (NAJA)

Names of Station Personnel involved in Initiative:

Terri Collums – Business Manager/HR Coordinator

# WDBD

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February 1, 2017 to January 31, 2018

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Ongoing

Describe Nature of Initiative:

WDBD/WLBT personnel speaking engagements

WDBD/WLBT employees speak at various events throughout the year, as well as emcee/host events

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

Women's Club Luncheon speaker Heather Sophia Eschete January 17, 2017; BMJ Middle School speaker Heather Sophia Eschete January 24, 2017; Crystal Springs Elementary speaker Heather Sophia Eschete February 15, 2017; Northside Elementary speaker Heather Sophia Eschete March 3, 2017; Gary Road Intermediate speaker Heather Sophia Eschete March 2, 2017; Dana Road Elementary speaker Heather Sophia Eschete March 8, 2017; Madison Ridgeland Academy speaker Heather Sophia Eschete March 31, 2017; Winona Christian School speaker Heather Sophia Eschete; New Hope Christian School speaker Heather Sophia Eschete February 3, 2017; Truly Ministry Leadership Camp at Beechwood Elementary speaker Karlos Sanders July 19, 2017; McLauren Heights Church Deacon and Wives Banquet speaker Walt Grayson January 19, 2017; Physician Wives Club speaker Walt Grayson March 8, 2017; Women's Achievement program emcee Walt Grayson and Maggie Wade March 23, 2017; US Postal Service unveiling of the Mississippi Bicentennial Stamp emcee Walt Grayson March 31, 2017; Fannin United Methodist Church annual Wild Game Supper speaker Walt Grayson April 1, 2017; Kiwanis Youth Key Club Convention speaker Walt Grayson April 7, 2017; Master Gardeners Convention speaker Walt Grayson April 8, 2017; Germantown High School's Beauty and Beaux pageant and awards ceremony emcee Wilson Stribling February 25, 2017; Mississippi Kidney Foundation fundraiser emcee Wilson Stribling March 4, 2017; Mississippi/Louisiana Associated Press Banquet emcee Wilson Stribling March 25, 2017; St. Andrew's Episcopal School Career Day panelist and breakout leader Wilson Stribling April 4, 2017, St. Paddy's Day Pet Parade judge Marsha Thompson April 19, 2017.

Names of Station Personnel involved in Initiative:

Heather Eschete – Meteorologist

Wilson Stribling – News Anchor

Walt Grayson – News Reporter/Anchor

# WDBD

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### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Ongoing

Describe Nature of Initiative:

WDBD/WLBT personnel speaking engagements

WDBD/WLBT employees speak at various events throughout the year, as well as emcee/host events.

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

Jackson Rhythm & Blues Festival Master of Ceremonies Wilson Stribling August 18, 2017; Phi Beta Sigma Awards & Scholarship Banquet speaker Wilson Stribling September 22, 2017; Northshore Elementary School Career Day participant Wilson Stribling October 12, 2017; Debutante Club of Mississippi Presentation of the 2017 Debutantes Master of Ceremonies Wilson Stribling November 24, 2017; Simpson County Technical Center Career Day participate Heather Sophia Eschete November 7, 2017; Capital Area Student Council Workshop keynote speaker Heather Sophia Eschete November 1 – 2, 2017, Pink the Runway host Kelly Boyd October 8, 2017; Jackson State University Journalism Class guest speaker Jerome Deloach September 16, 2017.

Names of Station Personnel involved in Initiative:

Jerome Deloach – Photojournalist/MMJ

Heather Eschete – Meteorologist

Wilson Stribling – News Anchor

Kelly Boyd – Creative Director

# WDBD

## EEO PUBLIC FILE REPORT

February 1, 2017 to January 31, 2018

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 14, 2017

Describe Nature of Initiative:

Mississippi College Career Day 2017

Program provides students with practical and experiential skills and knowledge that will assist them in making a successful transition to adult life with the degrees in various fields of study.

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

WDBD and WLBT spoke with students with a variety of degrees who are graduating and entering the work force.

Names of Station Personnel involved in Initiative:

Kelly Boyd – Creative Director  
Veta Jackson – WLBT Programming Coordinator  
Joanne Hamilton – WDBD Sales Assistant  
Arlisha Coverson- WDBD Program Coordinator

# WDBD

## EEO PUBLIC FILE REPORT

February 1, 2017 to January 31, 2018

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 17, 2017

Describe Nature of Initiative:

Mississippi Employment Expo – Governor’s Job Fair Network of Mississippi, Jackson, MS

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

WDBD, WLBT, WLOX, and WDAM co-sponsored a booth at the 2017 Mississippi Employment Expo – Governor’s Job Fair Network of Mississippi

Names of Station Personnel involved in Initiative:

Hatton Weeks – News Director  
Terri Collums – Business Manager/HR Coordinator  
Veta Jackson – WLBT Programming Coordinator  
Joanne Hamilton – WDBD Sales Assistant  
Jerry Kirk – Director of Technology  
Jack Kimble – WLBT Sales Marketing Manager



# WDBD

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### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): May 31 – June 1, 2017

Describe Nature of Initiative:

LAB/MAB 2017 Joint Annual Convention & Technical Engineering Conference

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

The Louisiana Association of Broadcasters and the Mississippi Association of Broadcasters Convention & Technical Conference in New Orleans, LA include exhibitors from 305 Broadcast; AccuWeather; American AVL; Apantac, LLC; Bonneville Distribution; Broadcast Electronics; Broadcast Supply Worldwide; Broadcasters General Store; Clark Wire & Cable; Dialight; Dielectric; GatesAir; Giesler Broadcasting Supply, Inc.; Grass Valley Live; Heartland Video Systems; Jampro Antennas, Inc.; JVC Kenwood Corp; Kathrein; Logitek; NewTek Inc.; Nautel; Nielsen; NVerizon; Orbital Media Network, Inc.; Osee Americas; Panasonic; RCS Sound software; RF Specialties-South; Rohde & Schwarz; SAF Tehnika; SCMS, Inc; Shively Labs; Telestream; Vizrt; Weather Metrics; WideOrit Inc.; WorldCast Systems.

Names of Station Personnel involved in Initiative:

Ramona Alexander – GSM/General Manager

**WDBD**

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): April 4, 2017

Describe Nature of Initiative:

Mississippi Employment Expo 2017 – Governor’s Job Fair Network of Mississippi, Biloxi, Mississippi

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

WLBT, WDBD, WLOX, and WDAM co-sponsored a booth at the 2017 Mississippi Employment Expo – Governor’s Job Fair Network of Mississippi.

Names of Station Personnel involved in Initiative:

Wilma Peters – WLOX Business Office Coordinator/HR Coordinator

# WDBD

## EEO PUBLIC FILE REPORT

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### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): October 17, 2017 & November 28, 2017

Describe Nature of Initiative:

EEO Training

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

Oct. 17 – Attended a webinar on FCC EEO Guidelines presented by Sharel Bend, Director of HR at Raycom Media.

Nov. 28 – Attended a webinar on FCC EEO Rules and Requirements presented by Hannah Lepow of Covington & Burling, LLC (Raycom Media's outside legal counsel).

Names of Station Personnel involved in Initiative:

Ramona Alexander – GSM/General Manager  
Terri Collums – Business Manager/HR Coordinator

# WDBD

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### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Ongoing

Describe Nature of Initiative:

Student Internship Program

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

WDBD offers internships to college students as a way to assess jobs and job readiness. These internships are granted to junior and senior students majoring in Communications, Mass Communications, Journalism and Broadcast Journalism from various accredited colleges and universities throughout the U.S. who have received the approval from the Dean/Chairman and/or academic advisor of their respective department(s). Upon successful completion of the program, the student received 3-4 hours of credit and a letter grade. Students were assigned to work with specific Department staffers.

Summer 2017 ..... 1 (Intern assigned to Sales Department)

Names of Station Personnel involved in Initiative:

Stacy Eaves – Local Sales Manager

# WDBD

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### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Ongoing

Describe Nature of Initiative:

Equal Opportunity Employer Outreach PSA Announcement

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

Multiple times a month, WDBD runs a :30 public service announcement informing the public that we are an Equal Opportunity Employer and information on how their organization can receive notification of job vacancies.

WDBD is looking for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer. If your organization would like to receive notification of job vacancies at our station, please notify Terri Collums at 715 South Jefferson Street Jackson, Mississippi 39201 or [tcollums@wlbt.com](mailto:tcollums@wlbt.com). WLBT-TV is an Equal Opportunity Employer and encourages minorities and females to apply.

Names of Station Personnel involved in Initiative:

Terri Collums, Business Manager/HR Coordinator  
Spencer Smith, Marketing Director