

WLBT

EEO PUBLIC FILE REPORT

February 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 Address</u>	<u>Website</u>	<u>Phone Number</u>	<u>Number of Interviews</u>
COMMUNITY SOURCES						
1	Jackson WIN Job Center	Patricia Martin	P.O. Box 12410, Jackson MS 39236		601-321-7967 FAX	
2	Holmes Community College Career Planning	Pamela Felis	P.O. Box 369, Goodman MS 39079		662-472-2312 PH 662-472-9167 FAX	
3	Hinds Community College Career Center	Joe Johnson	P.O. Box 1100, Raymond MS 39154	www.collegecentral.com/hindscc	601-857-3384 PH	
4	Belhaven College Career Center	Camille	150 Peachtree Street, Jackson MS	https://www.myinterfase.com/belhaven/employer	601-968-8990	
5	Millsap's College	Tonya Craft	1701 N. State Street, Jackson MS 39210/ careercenter@millsaps.edu		601-974-1346 PH	
6	Mississippi College Career Center	Suzi Nyberg	P.O. Box 4010, Clinton MS 39058	http://mc-csm.symplicity.com	601-925-3909 FAX	1
7	Tougaloo College Career Planning	Gladys Jones	500 West County Line Road, Jackson MS 39174		601-977-7817 PH	
8	University of Mississippi Career Center	Jonathon Harrington		www.myinterfase.com/olemiss/employer/home.aspx	662-915-7165 PH	
9	University of Southern Mississippi Career Planning	Tina Trigg	SS Box 5014, Hattiesburg MS 39406	www.myinterfase.com/usm/employer	601-266-4153 PH	3
10	Alcorn State University Career Placement	Joey Mitchell	P.O. Box 390, Lorman MS 39096/ jmitchell@alcorn.edu	www.alcorn.edu	601-877-6324 PH	
11	Jackson State University	Alisa Hughes	1400 Lynch Street, Jackson MS 39217	https://isums-csm.symplicity.com/employers	601-979-2477 PH	5
12	Mississippi Valley State University - Career Development		1400 Highway 82 West, Itta Bena MS 38941		662-254-9041 PH	
13	Mississippi University for Women - Career Services		1100 College Street, MUW 1624, Columbus MS 39701		662-329-4750 PH	
14	Department of Veteran's Affairs, Vocational Rehabilitation & Employment	Jennifer Armwood	jennifer.armwood@va.gov		601-364-7049 PH	
15	William Carey College	Brandon Wright	WCU 181 498 Tuscan Avenue, Hattiesburg MS 39401/ bwright@wmcarey.edu		601-318-6209 PH	
16	Employee Referral/Word of Mouth					32
17	Mississippi Association of Broadcasters		855 S. Pear Orchard Road, Suite 403, Ridgeland MS 39157	www.msbroadcasters.org	601-957-9121 PH 601-957-9175 FAX	
18	Media Line	Mark Shilstone	P.O. Box 519069, Pacific Grove CA 93950/ medialine@medialine.com		800-237-8073 PH	
19	Walk In/Phone In					
20	Internship Program					1
21	Mississippi State University			www.career.msstate.edu		1

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I. VACANCY LIST

See Master Recruitment Source List for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Associate Producer	2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,18,21,23,25,26,27,28,29,30,33,34,35,37,38,41,42	16
Associate Producer	2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,18,21,23,25,26,27,28,30,31,33,34,35,37,38,41,42	11
Associate Producer	2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,18,20,21,23,25,26,27,28,29,30,31,33,34,35,37,38,41,42	20
Digital Sales Manager	2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,18,21,22,23,25,26,27,28,29,30,31,33,34,35,37,38,41,42	43
Associate Producer	2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,18,21,23,25,26,27,28,29,30,31,33,34,35,37,38,41,42	11
News Producer	2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,18,21,23,25,26,27,28,29,30,31,33,34,35,37,38,41,42	30
Digital Content Producer	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,18,21,23,25,26,27,28,29,30,31,33,34,35,37,38,41,42	16
Associate Producer	2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,18,21,23,25,26,27,28,29,30,31,33,34,35,37,38,41,42	26
News Content Specialist	2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,18,21,23,25,26,27,28,29,30,31,33,34,35,37,38,41,42	9
Sports Specialist/MMJ	2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,18,21,22,23,25,26,27,28,29,30,31,33,34,35,37,38,41,42	22
Senior DSS	2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,18,21,23,25,26,27,28,29,30,31,33,34,35,37,38,41,42	16
New Content Specialist	2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,18,21,23,25,26,27,28,29,30,31,33,34,35,37,38,41,42	16
Multi-Media Journalist	2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,18,21,23,25,26,27,28,29,30,31,33,34,35,37,38,41,42	30
National Sales Assistant	2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,18,21,23,25,26,27,28,29,30,31,33,34,35,37,38,41,42	16
Digital Sales Manager	2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,18,21,23,25,26,27,28,29,30,31,33,34,35,37,38,41,42	43
News Content Specialist	2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,18,21,23,25,26,27,28,29,30,31,33,34,37,41,42	30
News Content Specialist	2,4,5,6,7,8,9,10,11,12,13,14,15,17,18,21,23,25,26,27,28,29,30,31,33,34,35,37,41,42	20
Meteorologist/Reporter	2,4,5,6,7,8,9,10,11,12,13,14,15,17,18,21,22,23,25,26,27,28,29,30,31,33,34,35,37,38,41,42	30
Multi-Media Journalist	2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,18,21,23,25,26,27,28,29,30,31,33,34,35,37,38,41,42	30
Associate Producer	2,4,5,7,8,9,10,12,13,14,15,17,18,21,23,25,26,27,28,29,30,31,33,34,35,37,38,41,42	30
Associate Producer	1,2,3,6,7,8,9,12,13,17,25,35	16
Account Executive	2,3,4,5,7,8,9,10,11,12,13,14,15,17,18,21,23,25,26,27,28,29,30,31,33,34,35,37,38,41,42	16

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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)
Asian American Journalists Association (AAJA)
Native American Journalists Association (NAJA)

Names of Station Personnel involved in Initiative:

Terri Collums – Business Manager/HR Coordinator
Glenda Terry – Regional Human Resources/Payroll

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III. SUPPLEMENTAL OUTREACH INITIATIVES

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

Describe Nature of Initiative:

Job Shadowing and Mentoring

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

Local students spend a day shadowing an employee to determine if that business offers a future career path for their interest.

WLBT News Department coordinated and accommodated the job shadow for 1 Northwest Rankin High School student, 1 Madison Central High School, and 1 Hinds Community College student. The students were instructed here at the station in communications related topics, graphics, and production throughout the year.

Names of Station Personnel involved in Initiative:

Heather Sophia – Meteorologist/Reporter
Cheryl Lasseter- Reporter/Anchor

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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):

WLBT-TV 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.

Spring 2016..... 2 (2 – Interns assigned to Newsroom)

Summer 2016 6 (6 – Interns assigned to Newsroom)

Fall 20162 (2 – Interns assigned to Newsroom)

Names of Station Personnel involved in Initiative:

Galean Stewart – Executive Producer/News Department Internship Coordinator

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III. SUPPLEMENTAL OUTREACH INITIATIVES

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

Describe Nature of Initiative:

WLBT personnel speaking engagements

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):

Wesson Attendance Center speaker Heather Sophia Echete; Stonebridge Elementary speaker Heather Sophia Eschete; Leake County Chamber of Commerce's Career-for-a-Day keynote speaker Heather Eschete 2/25/16; St Catherine's Village speaker Heather Sophia Eschete 3/15/16; Scott Central Attendance Center speaker Heather Sophia Eschete 3/15/16; Central Hinds Academy speaker Heather Sophia Eschete 3/21/16; Enterprise Attendance Center speaker Heather Sophia Eschete 03/22/16; Madison Avenue Elementary speaker Heather Sophia Eschete 3/22/16; Oakdale Elementary Science Day speaker Heather Sophia Eschete 04/08/16; Mannsdale Elementary speakers Wilson Stribling and Heather Sophia Eschete 04/19/16; Madison Crossing Elementary speaker Heather Sophia Eschete 05/05/16; read to Bright Minds Learning Center Heather Sophia Eschete 07/11/16; Crown Club of Junior Auxiliary of Rankin County speaker Cheryl Lasseter 8/14/16; Simpson County Academy speaker Heather Sophia Eschete 09/07/16; Crystal Springs High School speaker Heather Sophia Eschete 09/20/16; Kosciusko Upper Elementary School speaker Heather Sophia Eschete 10/17/16; Leake County Elementary Weather Day speaker Heather Sophia Eschete 11/11/16; Mendenhall Public Library speaker Heather Sophia Eschete 11/07/16.

Names of Station Personnel involved in Initiative:

Heather Eschete - Meteorologist
Wilson Stribling - News Anchor
Cheryl Lasseter - News Reporter/Anchor

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III. SUPPLEMENTAL OUTREACH INITIATIVES

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

Describe Nature of Initiative:

Mississippi College Career Day 2016

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):

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

Names of Station Personnel involved in Initiative:

Glenda Terry – Regional Human Resources/Payroll
Veta Jackson – WLBT Programming Coordinator
Joanne Hamilton – WDBD Sales Assistant

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III. SUPPLEMENTAL OUTREACH INITIATIVES

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

Describe Nature of Initiative:

Mississippi Employment Expo – Governor’s Job Fair Network of 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 2016 Mississippi Employment Expo – Governor’s Job Fair Network of Mississippi.

Names of Station Personnel involved in Initiative:

Glenda Terry – Regional Human Resources/Payroll
Veta Jackson – WLBT Programming Coordinator
Joanne Hamilton – WDBD Sales Assistant

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): April 7-8, 2016

Describe Nature of Initiative:

Jackson State University – Multimedia Platforms in the Digital Age

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

WLBT representatives on the Industry Panel.

Names of Station Personnel involved in Initiative:

Ted Fortenberry – General Manager
Hatton Weeks – News Director

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III. SUPPLEMENTAL OUTREACH INITIATIVES

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

Describe Nature of Initiative:

Career Fair at University of Southern Mississippi, Hattiesburg, MS

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

Set up a booth with the most recent job postings from WDAM, WLOX, and WLBT. Job postings were available for the students to view each station and they were given instructions on how to apply for a Raycom position. An intern sign up list was available to the students interested in interning with WDAM, WLBT, and WLOX.

Names of Station Personnel involved in Initiative:

Beth Cook Stringer – WDAM HR Coordinator
Celia McNair Lewis – WDAM Receptionist
Erik Snell, Michael Perry, and Jillian Moore – WDAM Marketing/Creative Services
Amanda LaBrot and Ryan Moore – WDAM News Anchor and Reporter
Erin Lowrey – News Digital Content
Kelsie Evans – News Executive Producer

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): June 1-2 2016

Describe Nature of Initiative:

LAB/MAB 2016 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 AccuWeather; American AVL; Apantac, LLC; Audiomedia Associates; Bonneville Distribution; Broadcast Electronics; Broadcast Supply Worldwide; Comrex Corporation; Dielectric; ENCO Systems; GBS, Inc; Heartland Video Systems; JVC Kenwood Corp; MusicMaster; Nautel; Nielsen; NVerizon; RCS Sound software; RF Specialties-South; Ross Video; Sales Logic; SCMS, Inc; Shively Labs; Vizrt.

Names of Station Personnel involved in Initiative:

The Director of Engineer and the General Manager attended.

Jerry Kirk – Director of Engineer

Ted Fortenberry – VP/General Manager