

WLBT

EEO PUBLIC FILE REPORT

February 1, 2017 to January 31, 2018

I. VACANCY LIST

See Master Recruitment Source List for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	3,5,11,15,16,18,31,33,38,44	44
Local Sales Assistant	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,21,22,25,28,30,31,33,34,36,38,44	40
News Producer	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,21,22,25,28,30,31,33,34,36,38,44	40
Account Executive	3,5,11,15,16,18,31,33,38	33
General Sales Manager	1,3,4,5,6,7,8,9,10,11,12,13,14,15,17,21,22,25,27,28,31,33,35,36,37,38,44	32
Associate News Producer	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,18,21,22,25,28,30,31,33,34,36,38,44	24
Associate News Producer	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,21,22,25,28,30,31,33,36,38,44	44
Executive Producer	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,18,21,22,25,28,31,33,36,38,44	44
Digital Sales Manager	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,21,22,25,28,29,30,31,33,34,35,36,38,44	32
Operations Technician	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,21,22,25,28,29,30,31,33,34,36,38,44	44
Associate News Producer	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,21,22,25,28,29,30,31,33,34,36,38,44	44
Assignment Editor	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,21,22,25,28,29,30,31,33,34,36,38,44	44
News Producer	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,21,22,25,28,29,30,31,33,34,36,38,44	44
Reporter/MMJ	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,21,22,25,28,29,30,31,33,34,36,44	33
Associate News Producer	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,21,22,25,28,29,30,31,33,34,36,38,44	40
Success Manager	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,21,22,25,28,29,30,31,33,34,36,38,44	40
Success Manager	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,21,22,25,28,29,30,31,33,34,36,38,44	33
MMJ/Anchor	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,21,22,25,28,29,30,31,33,34,36,44	40
Sales Manager	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,21,22,25,27,28,29,30,31,33,34,36,37,38,44	40
Executive Producer	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,21,22,25,28,29,30,31,33,34,36,38,44	44
Audience Development and Brand Manager	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,21,22,25,28,29,30,31,33,34,36,38,44	33
Reporter/MMJ	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,17,21,22,25,28,29,30,31,33,34,36,38,44	33

The employment unit includes employees who provide services to station WDBD, Jackson, MS.

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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	Alcorn State University Career Placement	Joey Mitchell	P.O. Box 390, Lorman MS 39096/jmitchell@alcorn.edu	www.alcorn.edu	601-877-6324 PH	
2	Antonelli College	Carolyn Upkins	2323 Lakeland Drive, Jackson MS 39232	www.antonellicollege.edu	601-362-9991 PH 601-362-2333 FAX	
3	Belhaven College Career Center	Camille	150 Peachtree Street, Jackson MS	https://www.myinterfase.com/belhaven/employer	601-968-8990	
4	Hinds Community College	Tim Crisler	P.O. Box 1040, Utica MS 39175		601-885-7071 PH	
5	Hinds Community College Career Center	Joe Johnson	P.O. Box 1100, Raymond MS 39154	www.collegecentral.com/hindscc	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	https://isums-csm.symplicity.com/employers	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	www.msbroadcasters.org	601-957-9121 PH 601-957-9175 FAX	
10	Mississippi College Career Center	Suzi Nyberg	P.O. Box 4010, Clinton MS 39058	http://mc-csm.symplicity.com	601-925-3909 FAX	
11	Mississippi State University			www.career.msstate.edu		
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		www.myinterfase.com/olemiss/employer/home.aspx	662-915-7165 PH	
16	University of Southern Mississippi Career Planning	Tina Trigg	SS Box 5014, Hattiesburg MS 39406	www.myinterfase.com/usm/employer	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	
ADDITIONAL SOURCES						
18	Asian American Journalists Association			www.aaia.org		
19	Broadcast Engineering	Julie Dahlstrom		www.broadcastengineering.com	312-840-8436 PH	
20	Clarion Ledger Career Builder			www.careerbuilder.com		

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

21	Collective Talent		bille@michaelsmedia.com			
22	Department of Veteran's Affairs, Vocational Rehabilitation & Employment	Jennifer Armwood	jennifer.armwood@va.gov		601-364-7049 PH	
23	Fair - Mississippi Association of Broadcasters Job Fair at USM		April 19, 2017			
24	Fair - Mississippi College Career Fair		February 14, 2017			1
25	Graeme Newell Marketing Ideanet	Sandy Lizik	slizik@602communications.com			
26	Jackson WIN Job Center	Patricia Martin	P.O. Box 12410, Jackson MS 39236		601-321-7967 FAX	
27	LinkedIn	Ty Carver		www.linkedin.com		1
28	Media Line	Mark Shilstone	P.O. Box 519069, Pacific Grove CA 93950/ medialine@medialine.com		800-237-8073 PH	
29	Media Match	Tammy		www.media-match.com/usa	323-284-5589 PH	
30	National Association of Hispanic Journalists			www.nahjcareercenter.com		
31	Native American Journalists Association	Debra Valentino	rebeccalandsberry@naia.com			
32	Raycom Recruiter	Ty Carver				3
33	Raycom Web Site			https://raycommedia.icims.com		13
34	Sanford Brown College			https://sanfordbrown.optimalresume.com		
35	Spot 'n Dots	Ty Carver		http://www.spotsndots.com		
36	TV Jobs.com	Mark Holloway	admin@tvjobs.com			1
37	TV News Check	Ty Carver		https://www.mediajobcenter.com		
38	TVB.org			http://tvjobs.tvb.org		
39	Well Dunne Talent	Kate Bacon	kate@welldunnetalent.com		http://blog.welldunnetalent.com/category/jobs	
40	WLBT Employee Referral/Word of Mouth					21
41	WLBT Internship Program	Charlie Jones				
42	WLBT Promos and Public Service Announcements	Spencer Smith				
43	WLBT Sales Recruitment Commercial	Spencer Smith				1
44	WLBT Station bulletin board	Terri Collums				7
45	WLBT Walk In/Phone In	Terri Collums				
TOTAL:						48

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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):

Majority of jobs 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

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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 related topics, graphics, and production for one student from Murrah High School during the summer.

Names of Station Personnel involved in Initiative:

Karlos Sanders - Photojournalist/MMJ

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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 2017..... 2 (2 – Interns assigned to Newsroom)

Summer 2017 5 (4 – Interns assigned to Newsroom, 1-Intern assigned to Marketing)

Fall 20171 (1 – Interns assigned to Newsroom)

Names of Station Personnel involved in Initiative:

Galean Stewart – Executive Producer/News Department Internship Coordinator
Spencer Smith – Marketing Director
Charlie Jones – Assistant News Director

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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):

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

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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):

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 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

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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):

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:

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

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 21, 2017

Describe Nature of Initiative:

Mississippi Employment Expo 2017 – Governor’s Job Fair Network of Mississippi; Jackson, MS

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:

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 – Sales Marketing Manager

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III. SUPPLEMENTAL OUTREACH INITIATIVES

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

Describe Nature of Initiative:

Jackson State University – Mississippi Association of Broadcasters (MAB) on Campus

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:

Nicole Cyprian – Executive Producer

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): April 19, 2017

Describe Nature of Initiative:

University of Southern Mississippi MAB Day, Hattiesburg, MS

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

Participated in the MAB (Mississippi Association of Broadcasters) Day at the University of Southern Mississippi which included resume/portfolio reviews and panel discussion. Job postings were available for the students to view and given instruction how to apply for a Raycom position. An intern sign up list was available to the students interested in interning.

Names of Station Personnel involved in Initiative:

Hatton Weeks – News Director

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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:

The Director of Engineer and the General Manager attended.

Jerry Kirk – Director of Engineer

Ted Fortenberry – VP/General Manager

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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

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 7, 2017

Describe Nature of Initiative:

Raycom Media Recruitment Workshop/Mississippi State University

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

Representative from Raycom Media and WLBT spoke with students with journalism and broadcast meteorology majors concerning potential careers in TV broadcasting. Spoke in classroom and individual students.

Names of Station Personnel involved in Initiative:

Steve Ackerman – Raycom Media, Vice President News
Hatton Weeks – WLBT News Director

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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:

Ted Fortenberry – General Manager

Terri Collums – Business Manager/HR Coordinator

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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, WLBT and Bounce 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.

WLBT-TV 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. 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