

WLBT

EEO PUBLIC FILE REPORT

February 1, 2015 to January 31, 2016

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 Fells	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	1
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	1
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://jsums-csm.symplicity.com/employers	601-979-2477 PH	2
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					24
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	1
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					3
21	Mississippi State University			www.career.msstate.edu		3

WLBT

EEO PUBLIC FILE REPORT

February 1, 2015 to January 31, 2016

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:

Glenda Terry – Regional Human Resources/Payroll

WLBT

EEO PUBLIC FILE REPORT

February 1, 2015 to January 31, 2016

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 Jackson State University student, and 1 Brandon High School 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:

Jessica Bowman – News MMJ/Reporter
Howard Ballou – News Anchor

WLBT

EEO PUBLIC FILE REPORT

February 1, 2015 to January 31, 2016

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.

Summer 2015 4 (2 – Interns assigned to Newsroom)
(1 – Intern assigned to Marketing)
(1 – Intern assigned to Digital Content)

Fall 20156 (6 – Interns assigned to Newsroom)

Names of Station Personnel involved in Initiative:

Galean Stewart – Executive Producer/News Department Internship Coordinator
Spencer Smith – Marketing Manager
Brad Conaway – Digital Content Manager

WLBT

EEO PUBLIC FILE REPORT

February 1, 2015 to January 31, 2016

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):

Clinton Christian Academy speaker; Salvation Army Souper Bowl server; Career Fair Baker Elementary; Emcee MS Kidney Foundation; Dr. Seuss "Read Across America" – Gary Road Intermediate School; speaker Jackson State University Media Etiquette; Emcee Young Gifted and Talented Awards; Panelist "E-911 Save Our Youth"; read to Walton Elementary School; read to Raines Elementary; Speaker at Mississippi College annual Purser Hewitt Lecture Series; Read to Gary Elementary School; Read Gary Road Elementary "Read Across America" and also Johnson Elementary; Speaker New Hope Elementary; Speaker Wesson Elementary Attendance Center; Speaker Pisgah Elementary; models "Fleet Feet Fashion Show"; Speaker Belhaven University "Media Ethics"; Speaker Women's Club of MS; Keynote speaker Monticello Gala; Speaker Little Lighthouse Spring Garden fundraiser; Speaker St. Dominic "New Directions"; Judge UMMC "Design a Hat"; Speaker Newton County Midway Baptist Church; Judge "Keep Rez Beautiful"; Emcee US Postal Service Maya Angelou stamp; Speaker Pearl Senior Center; Speaker Mansdale Elementary; Speaker Northshore Elementary; Speaker "Little Planet Helpers" Kidgits Event; Speaker Christ United Methodist Church; Keynote speaker scholarship awards ceremony Madison County and Canton Public Schools; Speaker Sebastopol Attendance Center; Speaker Clinton Rotary Club; Commencement speaker Holmes Community College; Speaker Mansdale Elementary School and Steens Elementary School; Speaker National Alliance on Mental Illness conference; Host/Emcee American Cancer Society tea; Commencement speaker EE Rogers Seventh Day Adventist Academy; Commencement speaker Berean Seventh Day Adventist Church; Emcee Tougaloo College "Two Rivers Gala and Tougaloo Honors" program; Speaker Omega Ministries of MS; Speaker Institute for Learning in Retirement; Speaker Ole Miss intro to Journalism; Speaker Ole Miss "Beginning Reporting"; Speaker Forest Rotary Club; Speaker Pearl Public School District; WLBT names Mississippi Blood Services Media of the Year.

Names of Station Personnel involved in Initiative:

Ted Fortenberry – WLBT VP/General Manager
Heather Eschete - Meteorologist
Roslyn Anderson – News Reporter/Anchor
Wilson Stribling – News Anchor
Melissa Payne – News Anchor/Reporter
Galean Stewart – News Executive Producer
Mike Sands – Sports Anchor/Reporter
Cheryl Lasseter – News Reporter/Anchor
Julia Weiden – Meteorologist
Jewell Hillery – News Reporter/MMJ
Brad Conaway – News Digital Content Manager
Walt Grayson – News Investigative Reporter
Dave Roberts – Chief Meteorologist
Joy Redmond – News Anchor/Reporter
Howard Ballou – News Anchor
CJ LeMaster – News Reporter/Anchor

WLBT

EEO PUBLIC FILE REPORT

February 1, 2015 to January 31, 2016

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 17, 2015

Describe Nature of Initiative:

Mississippi College Career Day 2015

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

WLBT

EEO PUBLIC FILE REPORT

February 1, 2015 to January 31, 2016

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 25, 2015

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 2015 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

WLBT

EEO PUBLIC FILE REPORT

February 1, 2015 to January 31, 2016

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 26, 2015

Describe Nature of Initiative:

Hinds Community College – Utica Campus Career Day

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

WLBT and WDBD was set up at the Hinds Community College – Utica Campus Career Day to answer questions and to take resumes from students. Contact information was taken for Junior/Senior level candidates for possible internship interviews in News and Marketing.

Names of Station Personnel involved in Initiative:

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

WLBT

EEO PUBLIC FILE REPORT

February 1, 2015 to January 31, 2016

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): April 1, 2015

Describe Nature of Initiative:

Jackson State University – Mass Communications Day 2015

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

WLBT representative was a speaker on the Industry Panel along with representatives from station WABG and from Terminal Studios.

Names of Station Personnel involved in Initiative:

Kennan Oliphant – Assistant News Director

WLBT

EEO PUBLIC FILE REPORT

February 1, 2015 to January 31, 2016

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): April 7, 2015

Describe Nature of Initiative:

Governor's Military and Civilian Job Fair – Biloxi, MS

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

Accepted applications and resumes from prospective applicants for jobs ranging from Entry-level to Management positions. These applications and resumes will be used for current and future job openings.

WLBT, WLOX, and WDAM co-sponsored a booth at the 2015 Mississippi Employment Expo – Governor's Job Fair Network of Mississippi.

Names of Station Personnel involved in Initiative:

Wilma Peters – WLOX Business Office Coordinator

WLBT

EEO PUBLIC FILE REPORT

February 1, 2015 to January 31, 2016

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): April 9, 2015

Describe Nature of Initiative:

Career Fair at William Carey University, 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. We also directed students to the Icims website for more information and jobs in other states.

Names of Station Personnel involved in Initiative:

Amanda Kirby – WDAM Marketing Producer
Jillian Moore – WDAM Marketing Producer

WLBT

EEO PUBLIC FILE REPORT

February 1, 2015 to January 31, 2016

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): April 15, 2015

Describe Nature of Initiative:

Mississippi Association of Broadcasters Day – USM campus

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

MAB Day on the University of Southern Mississippi's Hattiesburg campus is an outreach of the MAB and is designed to foster communication between broadcasters, educators, and students at Mississippi's Community Colleges and Universities.

Participants included representatives from: WHPM/Fox 23 Hattiesburg; WXXV Biloxi; WTVA Tupelo; NewsMS/Telesouth; MS Public Broadcasting; Telesouth Communications; WTOK Meridian; WLOX Biloxi; WJTV Jackson; WDAM Hattiesburg; WHLT Hattiesburg; Coast Radio Group Gulfport; WYAB Jackson

Names of Station Personnel involved in Initiative:

David Bunger – Marketing Manager

WLBT

EEO PUBLIC FILE REPORT

February 1, 2015 to January 31, 2016

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): May 20, 2015

Describe Nature of Initiative:

Mississippi Association of Broadcasters & Technical Conference

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

The Mississippi Association of Broadcasters & Technical Conference in Biloxi Mississippi include exhibitors from AccuWeather; Audiomedia Associates; Broadcast Electronics; Broadcast Supply; Dielectric; Evertz Microsystems; JVC Kenwood Corp; Nielsen; RCS Sound software; Wide Orbit

Names of Station Personnel involved in Initiative:

Ted Fortenberry – VP/General Manager

WLBT

EEO PUBLIC FILE REPORT

February 1, 2015 to January 31, 2016

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): November 18, 2015

Describe Nature of Initiative:

Alignment Jackson Career Exploration Fair

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

As opposed to a typical job fair, the Career Exploration Fair consists of interactive activities that will give students hands-on knowledge about various career choices. This career fair is held for high school freshmen to explore a variety of career areas.

Names of Station Personnel involved in Initiative:

Glenda Terry – Regional Human Resources/Payroll
Joanne Hamilton – WDBD Sales Assistant