

I.VACANCY LIST

See Master Recruitment Source List for recruitment source data

Job Title	Recruitment Sources (RS) Uses to Fill Vacancy	RS Referring Hiree
Account Executive	1,2,3,4,5,6,7,8,9,10,11,12,13,15,16,17,18,19,21,22,23,24,25,26,27,28,29,30,31,32,35	35
Account Executive	1,2,3,4,5,6,7,8,9,10,12,15,16,17,18,19,21,22,23,24,25,27,28,29,30,32,35	35
Account Executive	2,3,4,5,7,8,9,10,11,12,15,16,17,22,24,26,27,28,29,30,31,35	35
Digital Sales Assistant	1,2,3,4,5,6,7,8,9,10,11,12,13,15,16,17,18,19,21,22,23,24,26,27,28,29,30,31,32	27
Digital Marketing Manager	1,2,3,4,5,7,8,9,10,11,12,13,15,16,17, 18,19,21,22,23,24,26,27,28,29,30,31,32,34	34
Marketing Digital Content Producer	1,2,3,4,5,6,7,8,9,10,11,12,13,16,17,18,19,21,22,23,24,25,26,27,28,29,30,31,32,34	34
Marketing Multi-Media Producer	2,3,4,5,7,8,9,10,16,18,19,21,22,23,24,25,27,28,30,31,32	27
Meteorologist	1,3,4,5,6,7,8,9,10,11,12,13,15,16,17,18,20,21,22,23,24,25,26,27,28,29,30,32	28
News Producer	1,2,3,4,5,6,7,8,9,12,15,16,17,18,21,22,23,27,28,30,32	27
News Producer	3,7,8,9,10,13,15,16,17,18,21,22,23,24,25,26,27,28,29,30,32,34	34
Photographer MMJ	1,2,3,4,5,6,8,9,10,15,16,18,22,23,27,28,29,30,32,34	34
News Technical Director	2,3,5,7,8,9,10,16,18,19,21,22,23,24,25,27,28,29,30,31,32,34	34
Reporter/MMJ	1,2,3,5,7,8,9,10,15,18,21,22,23,24,27,28,29,30,31,32	27
Reporter/MMJ	1,2,3,4,5,6,7,8,9,10,15,16,18,19,21,22,23,24,25,27,28,29,30,31,32,36	36
Research Director	1,2,3,4,5,6,7,8,9,10,11,12,13,17,16,18,19,21,22,24,25,26,27,28,29,30,31,32,35	35

WLOX, LLC

EEO PUBLIC FILE REPORT

FEBRUARY, 1, 2016 to January 31, 2017

<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 Univ.	Joey J. Mitchell	1000 ASU Drive Alcorn, MS 39096 https://alcorn-csm.symplicity.com	www.alcorn.edu	601-877-6324	0
2	Auburn University	Jay Skipworth	400 Martin Hall Auburn, AL 36849 https://auburn-csm.simplicity/employer	www.auburn.edu	334-844-4744	0
3	Fleet & Family Support Center	Sherrie Farricy	5301 Snead Street Gulfport, MS 39501 sherrie.farricy.ctr@navy.mil	n/a	228-871-4264	0
4	Jackson State Univ.	Alisha Hughes	1400 Lynch Street http://jsums-cms.symplicity.com/		601-979-2477	0
5	LSU	Amy Caillouet	LSU Student Union LSU Box 2550 Baton Rouge, LA 70803 http://lsu-csm.symplicity.com/employers	Career@lsu.edu	1-225-578-2162	0

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6	Mississippi College	Jim Miller	P.O. Box 4010 Clinton, MS 39056 jmillermc@mc.edu	www.mc.edu	601-925-3901	0
7	MS Depart. Of Employment Sec. (WIN Job Center)	n/a	1235 Echelon Parkway Jackson, MS-Ms Job Central	www.jobcentral.org/ms	228-897-6900	0
8	MS Department of Employment Security	Alfred Brooken	10162 Southpark Drive Gulfport, MS 39505	Mdes.ms.gov	228-897-6945	0
9	MS Department of Rehabilitation Services	Nancy N. Vierling	13486 Fastway Lane Gulfport, MS 39503 nvierling@mdrs.ms.gov	www.mdrs.ms.gov	228-575-3408	0
10	MS Gulf Coast Comm. College	Rachelle Daugherty	2226 Switzer Rd Gulfport, MS 39507 rachelledaugherty@mgccc.edu	www.mgccc.edu	228-896-2504	0
11	Mississippi State University	Eddie Irvin	P.O. Box "P" Mississippi State, MS 39762 career@caeer.msstate.edu	www.visit.msstate.edu	662-325-3344	0
12	Troy University	Lauren Cole Emily Reiss	104 Eldridge Hall Troy, AL 36081 Troycareertroy.edu	www.troy.edu	334-670-3217	0
13	Western Kentucky University	Rachel Jones	1906 College Heights Blvd. Bowling Green, KY 42101 topjobs@wku.edu	www.wku.edu	270-745-3095	0

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14	William Carey University	Brandon T. Wright	498 Tuscan Avenue, WCC Hattiesburg, MS 39401 bwright@wmcarey.edu		601-318-6209	0
15	University of Alabama	Linda Cardan	3400 Ferguson Center Tuscaloosa, AL 35487 https://ua-csm.symplicity.com/Employers	career@ua.edu	205-348-5848	0
16	University of MS (Ole Miss)	Jonathan L. Harrington Christy Wright	303 Martindale University, MS 38677 www.myinterfase.com/ Ole Miss/employer	www.olemiss.edu	662-915-7174	0
17	University of Missouri	Jennifer Davis	104 Cornell Hall Columbia, MO 65211 www.hiremissoutigers.com	www.missouri.edu	573-882-6898	0
18	University of Southern Mississippi	Rusty Anderson	Career Services McLemore Hall-125 Hattiesburg, MS39406 https://www.usm.edu/career-services/placement	www.usm.edu/cs	601-266-4153	0
19	University of South Alabama	Delia K. Ingram	390 Alumni Circle Meisler Hall- Ste. 2100 Mobile AL 36688	careerservices@southalabama.edu	251-460-6188	0
Additional Sources						
20	INDEED		6433 Champion Grandview Way, Building 1 Austin, TX 78750	Indeed.Com		0

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21	AAJA		5 third Street, Ste. 1108 San Francisco, CA 94102	Wwww.aaja.org	215-346-2051	0
22	Medialine	Richard Everitt	1209 Wood Valley Rd Augusta, GA 30909 rich@medialine.com		706-364-7564	0
23	Mississippi Assoc. Broadcasters	n/a	855 S. Pear Orchard Rd. Ste. 403 Ridgeland, MS 39157	www.msbroadcasters.org	601-957-9121	0
24	Media Match	n/a	P.O. Box 48220 Los Angeles, CA 900048 usa-mediainmatch.com	www.mediainmatch.com	n/a	0
25	NAJA (Native American Journalists Assoc.	Debra Valentino	dvalentino@naja.com	www.naja.com	n/a	0
26	NAHJ (National Assoc. of Hispanic Journalists)	n/a	n/a	www.nahjcareecenter.com	202-662-7168	0
27	Raycom Media	Donna Tadlock	201 Monroe Street Montgomery, AL 36104 dtadlock.raycommedia.com	www.careersraycommedia.com	334-206-1417	34
28	Talent Dynamics	Christina Heddings	600 East las Colinas Blvd. Ste. 100 Irving, TX 75039 hedding@talentdynamic.com	www.talentdynamic.com	214-630-9590	2

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<u>29</u>	TVJOBS.COM	n/a	P.O. BOX 4116	ifo@tvjobs.com	1-800-374-0119	<u>1</u>
	Broadcast Employment Service		Oceanside, CA 92052			
<u>30</u>	U.S. DEPARTMENT OF Veterans Affairs	Anthony Williams	400 Veterans Avenue		228-523-5433	
			Biloxi. MS 39531			
<u>31</u>	WLOX-Career Site	Wilma Peters	208 Debuys Rd	www.wlox.com	228-896-1313	<u>11</u>
			Biloxi, MS 39531			
<u>32</u>	WLOX, LLC	Wilma Peters	208 Debuys Rd	n/a	NN/a	<u>0</u>
	Bulletin Board Posting		Biloxi, MS 39531			0
33	WLOX, LLC PSA & PROMOS	n/a	n/a	n/a		0
34	Current Employee Promotion	n/a	n/a	n/a	n/a	14
35	Employee Referral	n/a	n/a	n/a	n/a	12
36	Other Media	n/a	n/a	n/a	n/a	2
37	Walk-In	n/a		n/a	n/a	1
38	Other Agency	n/a	n/a	n/a	n/a	2
				Total		79

WLOX-LLC

BILOXI, MS

DESCRIPTION OF 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):

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 sign-up list was available to 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-Reception, Erik Snell, Michael Perry and Jillian Moore-Marketing/Creative Services, Amanda LaBrot and Ryan Moore-News Anchors and Reporters, Erin Lowery-News Digital Content, Kelsie Evans-News Executive Producer.

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BILOXI, MS

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): On Going

Describe Nature of Initiative

Student Internship Program

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

This program is designed to provide specified training in television broadcasting for college, vocational schools and retired military personnel. Students are assigned to work with news and weather department staff. Other departments are available for interns also.

Winter: 2016.....1- (Intern assigned to News Dept.)
Summer: 2016 2- (Interns assigned to Weather & News)

Names of Station Personnel Involved in Initiative:

Rayann Weiss, Assistant News Director, David Edwards-News Producer, Nicole Harris-Digital Producer and Janel Forte-Reporter-News Department. Carrie Duncan, Wesley Williams and Andrew Wilson-Weather. Cassie Archebelle and Mark Lieberman-Executive Producers

WLOX- LLC- BILOXI, MS

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

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

Describe Nature of Initiative:

MISSISSIPPI EMPLOYMENT EXP-GOVERN'S JOB FAIR NETWORK OF MISSISSIPPI JACKSON, MS

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

This event was designed to meet and speak with any persons who were interested in all industries including broadcasting. WLBT, WDBD, WLOX, and WDAM co-sponsored a booth at the 2016 Expo.

Names of Station Personnel involved in Initiative:

Glenda Terry, Regional HR, Veta Jackson, Programming Coordinator and Joanne Hamilton-Sales Assistant.

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BILOXI, MS

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 29, 2016

Describe Nature of Initiative:

VETERANS JOB & RESOURCE FAIR

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

Veteran's Job Resource Fair was designed to help veterans focus on resume writing, job interviewing and other classes to prepare and help them get back into the working communities.

Names of Station Personnel Involved in Initiative:

Wilma Peters, Business Office Coordinator

**WLOX- LLC
BILOXI, MS**

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

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

Describe Nature of Initiative:

Part-Time Job Fair-University of Southern Mississippi
Hattiesburg, MS

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

Station representatives met with students interested in starting a career in broadcasting. A list of all open positions at WDAM, WLOX, WLBT (full time & part time) was displayed and questions about the broadcast field were answered.

Names of Station Personnel involved in Initiative:

Erik Snell-Marketing Director and Mike McDaniel-WDAM 7 Sunrise Anchor

WLOX- LLC- BILOXI, MS

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): September 29, 2016

Describe Nature of Initiative:

Hancock High School
Annual College & Career Fair
Kiln, MS

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

The fair is designed to give high school students the opportunities to meet with various employers and ask questions to help decide their interests after graduation.

Names of Station Personnel involved in Initiative:

Wilma Peters, Business Office Coordinator and Renee Johnson, News Digital Manager

WLOX LLC, BILOXI, MS

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 01, 2016 - December 31, 2016

Describe Nature of Initiative:

STUDENT JOB SHADOW PROGRAM:

This program is designed to encourage students from area high schools to be able to come to the workplace so that students can spend one day or several hours observing an employee or employees in their chosen interest at the station.

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

On February 12, 2016 WLOX hosted two Ocean Springs Middle School students to shadow the weather department and the news room about three hours. April 27, 2016, a senior at Cornell University was able to shadow a news reporter for one week. She was able to complete two news stories and record onset clips. May 20, 2016 WLOX also hosted three Bayou View Middle School Students. They were able to shadow the newsroom, news digital and the weather department. November 30, 2016, a homeschooled junior, Pass Christian, shadowed the Assistant News Director, Rayanne Weiss.

Names of Station Personnel involved in Initiative:

Renee Johnson- News Digital Director, Natalie Campen- Assignment Manager and Wesley Williams-Weather Dept.
Rayanne Weiss, Assistant News Director.

WLOX-LLC - BILOXI, MS
DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date (s) of Initiative Event(s) February 2016-January 2017

Describe Nature of Initiative:

COMMUNITY OUTREACH: Speakers, organizers, & participants

1. Pascagoula Relations Group, Pram, "Broadcast Environment," Doug Wineki, Reporter-(Speaker)
2. Ocean Springs Elementary, "Weather Talk," Andrew Wilson, Meteorologist-(Speaker)
3. USM-Gulf Coast "Executive in the Media," Brad Kessie, News Director-(Speaker)
4. Bayou View Elementary, "National Reading Day," Rhonda Weidner, Morning Anchor- (Celebrity Reader)
5. River Oaks Elementary, Biloxi, "Weather Talk," Andrew Wilson-Meteorologist-(Speaker)
6. D'Iberville Elementary, "Weather Talk," Andrew Wilson, Meteorologist-(Speaker)
7. University of Mississippi-Oxford, "Meek School of Journalism," Brad Kessie, News Director-(Evaluator)
8. Ina Thompson Library, Moss Point, "Weather Talk," Andrew Wilson, Meteorologist-(Speaker)
9. Mississippi Power, "Hazards & Severe Weather Safety," Andrew Wilson, Meteorologist-(Speaker)
10. Mississippi Gulf Coast Community College, "Training Audio Engineers," Don Moore, General Sales Manager-(Trainer)
11. Harrison Central High School, "Weather Talk 11th & 12th Grade," Andrew Wilson-Meteorologist-(Speaker)
12. USM Hattiesburg, "Analyze the State of Broadcast Industry," Brad Kessie, News Director-(Panelist)