

**WABG, WABG-2, WNBD, WXVT
EEO PUBLIC FILE REPORT
02/01/18 – 01/31/19**

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Master Control Operator	18,22,32,34	34
General Manager	1,31,32,37,39	37
News Director	1,3-13,18,19,22,28,32	32
Account Manager	1,3-15,17-21,23,24,28,31,32,35	35

**WABG, WABG-2, WNBD, WXVT
EEO PUBLIC FILE REPORT
02/01/18 – 01/31/19**

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	TV Jobs jobs@tvjobs.com – Mark Holloway – P.O. Box 4116 Oceanside, CA 92052	No	6
2	Southeastern Louisiana University rick.settoon@selu.edu	No	
3	Carolina School of Broadcasting – Alyson.young@cbsradiotv.com , Alyson Young – 3435 Performance Rd Charlotte, NC 28214	No	
4	Coahoma Community College – Trina L Cox, Career Services and Placement, tcox@coahomacc.edu	No	
5	University of Mississippi – christy@career.olemiss.edu , Career Services, PO Box 1848, Oxford MS 38677-1848	No	
6	Mississippi State University Dept. of Communications – tbryant@comm.msstate.edu ; cgreen@career.msstate.edu	No	
7	The University of Southern Mississippi – chelsea.eytel@eagles.usm.edu – 118 College DR #5121, Hattiesburg MS 39406	No	
8	Mississippi Delta Community College (MDCC)– bvanlandingham@msdelta.edu	No	
9	Jackson State University – admin@jsums.edu	No	
10	Tougaloo College – 500 West county Line Rd, Tougaloo MS 39174 wmcdowell@tougaloo.edu ; klittle@tougaloo.edu	No	
11	Hinds Community College – ivanna.colly@hindsc.edu	No	
12	Delta State University – dmiller@deltastate.edu . careerservices@deltastate.edu	No	
13	Mississippi Valley State University – Barbara Goss, bgoss@mvsu.edu , careerservices@mvsu.edu	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
14	Georgia Southern – caroldeal@georgiasouthern.edu	No	
15	Northern Illinois University – pumory@niu.edu	No	
16	Ball State University – welovetcom@bsu.edu	No	
17	Central Michigan - ccfa@cmich.edu	No	
18	Mississippi Department of Employment Services – DMartin@mdes.ms.gov	No	
19	GHEC – pventon@msdelta.edu	No	
20	Idaho State University – careers@isu.edu	No	
21	Henderson State University – career@hsu.edu	No	
22	University of Utah – michelle.brooks@utah.edu	No	
23	College of the Canyons Keri.overa@canyons.edu	No	
24	Workforce Mississippi WIN Job Center – dpegues@mdes.ms.gov	No	
25	NAACP Jackson MS Branch – Arlene Jackson – 1072 W. J.R. Lynch St. Jackson, MS 39203	No	
26	NAACP Leflore County Chapter – Willie Perkins – P.O. Box 8404 Greenwood, MS 38930	No	
27	One Hundred Black Men of the Delta – Laurence Johnson – P.O. Box 1248 Greenville, MS 38701	No	
28	Grambling State University Mass Communications – Fobbsshe@gram.edu ; maddison@gram.edu	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
29	Jackson State University – Nikisha G. Ware – The MS Learning Institute & The Sally McDonnell 1400 J R Lynch St. P.O. Box 17096 Jackson, MS 39217	No	
30	The Meek School of Journalism and New Media – Charlie Mitchell - 114 Farley Hall P.O. Box 1848 University, MS 38677	No	
31	Indeed.com	No	9
32	Referral	No	3
33	Internal Posting	No	
34	Internal Candidate	No	2
35	Station Commercial	No	2
36	Delta Democrat Times, jalverson@ddtonline.com	No	
37	SpotsNDots, SND Publishing LLC 1635 Old Highway 41, Suite 112-338, Kennesaw GA30152 (888) 884-2630, www.spotsndots.com	No	5
38	Area job fairs	No	
39	TV News Check – mediajobcenter.com	No	

Total number of interviewees in the 12 month period

30

**WABG, WABG-2, WNBD, WXVT
EEO PUBLIC FILE REPORT
02/01/2017 – 01/31/2018**

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	Our SEU has an ongoing internship program that provides the students from Mississippi Valley State, MS University of Women Communication Dept. and potentially other university students an opportunity to gain knowledge of the broadcast industry. The Students earn credit for participation, as well as valuable skills that will assist them in their career. The internship is overseen by our News Director and General Manager who helps ensure that the intern is exposed to various industry positions.
2	Participate in event/activity for or on behalf of a community organization relating to careers in broadcasting	On February 20, 2018 our SEU participated in the Mississippi Valley State University Career Fair. The station also ran a PSA schedule for the career fair as a partial sponsorship. On May 22 our SEU participated in the Governor's Job Fair Network. We disseminated general information regarding opportunities that exist in television in general and about job opportunities at our SEU specifically. The SEU Assignment Editor and Director of Sales were in attendance.
4	List upper-level openings in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities	Our SEU has designed a process for recruitment that has the maximum possible outreach. All applicable job openings are posted on several websites designed to reach a wide range of candidates. These sites include TV Jobs, Carolina School of Broadcasting, Greenville Higher Education Center (GHEC), Universities, Colleges, Spots and Dots, Workforce Mississippi and others (See our Master Recruitment Source List for details.
5	Provide Training to staff to assist them in growing into management level personnel	On 02/13/18, 05/02/18, 05/03/18, 05/9/18, and 01/28/19 our SEU provided training to our Account Executives on new software that the industry uses, branding, OTT content, tactical selling, targeted sales and the role of social media which will grow their knowledge to bigger markets and management positions.
6	Chief Meteorologist promotes careers in broadcasting	On 02/22/18 the station Chief Meteorologist spoke a group of middle school students regarding meteorology, severe weather, and employment in the broadcast industry.
7	Participated in career expo for all 8th graders and at-risk youth ages 16-24	In March 21 & 22 the Assignment Editor attended this 2 day event. With a camera, microphone and monitor he not only discussed broadcast employment opportunities but demonstrated how a reporter functions when in the field doing interviews and standup reporting