

FCC Schedule 396 Employment Program Report
Mississippi Authority for Educational Television

Discrimination Complaint

Mississippi Authority for Educational Television (“MAET”) reports that a complaint was administratively filed on January 22, 2015 with the U.S. Equal Employment Opportunity Commission (“EEOC”) with EEOC Charge Number 846-2015-08617. The charge was filed by Lasharne Patton (“Patton”), and her complaint alleged racial discrimination under Title VII of the Civil Rights Act. MAET had reassigned some job duties within her department, including transferring some job duties from Patton to other less compensated employees. Patton’s pay was not changed, she was not demoted, and neither her working hours nor working conditions changed in any way as a result of the restructuring of job duties in that department. No finding was made by the EEOC of discrimination, and the matter ended at that administrative stage in the third quarter of 2015 and is now closed.

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Mississippi Authority for Educational Television

Narrative Statement

Mississippi Authority for Educational Television (MAET), licensee of 8 noncommercial educational radio stations, and 8 noncommercial educational television stations, in the state of Mississippi, is committed to providing equal employment opportunities and has achieved broad and inclusive outreach during the past two years in connection with its EEO program.

MAET utilizes a number of outreach methods to make sure that notice of all job vacancies is widely disseminated, all employment opportunities are non-discriminatory, and the MAET workplace is free of discrimination. As full-time vacancies occur at the stations, MAET regularly utilizes a variety of recruitment sources (for example, the MAET website/stations/social media, the National Education Telecommunications Association, the State Personnel Board, several local and regional colleges and universities, simplyhired.com, the Corporation for Public Broadcasting, journalismjobs.com, Catholic Charities, Citizen Soldiers for Life, Mississippi Association for Broadcasters, Radio Television Digital News Association, the Jewish-Christian Foundation, Inc., Media Match, and several others as listed in its annual reports) to widely disseminate information as appropriate for a given opening and to seek qualified candidates for interviews. MAET also airs on television and radio a weekly announcement giving information where organizations could request MAET's job announcement information. As a result, MAET has been able to attract several applicants, and to conduct multiple interviews, in connection with filling its vacancies for full-time positions filled during the last two years.

In addition to these recruitment procedures, MAET also regularly undertakes various non-vacancy-specific initiatives to supplement its EEO outreach efforts. During the past two years, such efforts have included: an internship program; various training programs for station personnel; equal employment training for station personnel; participation in job fairs by station personnel with hiring responsibilities; and the listing of upper-level positions in job banks or newsletters of media trade groups with broad-based members, including participation of women and minorities.

MAET is also mindful of offering ample opportunities for applicants to learn of MAET's EEO Policies, and of utilizing a variety of methods to continually inform employees of its EEO Policies, including: its website, posters, ongoing training, job postings, MAET Policy Handbook, and Mississippi State Personnel Board State Employee Handbook. Moreover, MAET continually review and adapts its EEO program. Methods of analyzing the effectiveness of its EEO recruitment program involve analyzing data regarding the hiring and promotion of women and minorities, ongoing training of supervisors, consultation with the Attorney General's Office for the State of Mississippi, and Continued Legal Education of the Deputy Director of Support Services in the area of employment law.

Accordingly, through its use of various sources to recruit for full-time vacancies, its completion of a variety of long-term employment activities, and its internal review and

adjustment with respect to EEO matters, MAET has achieved broad outreach on employment matters in the past two years.

MAET Human Resources

EEO Public File Report
Mississippi Authority for Educational Television
d/b/a Mississippi Public Broadcasting (MAET)
February 1, 2018 - January 31, 2019
Filled Positions

Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Projects Officer IV, Sp	2/20/2018	Agency Job Posting (MAET)	1	
		Agency Website	0	
		Agency Social Media	0	
		Agency Radio Station	0	
		Alabama Broadcaster's Assoc.	0	
		Broadcast Employment Svcs.	0	
		Copiah-Lincoln Comm. College (Electronics Department)	0	
		Employment Security Comm.	0	
		Hinds Comm. College (HCC) Placement	0	
		Hinds Comm. College (HCC) Electronics Tech.	0	
		Hinds Comm. College (HCC) Electronics – Rankin	0	
		Holmes Comm. College – Engineering Tech.	0	
		Minnesota Public Radio	0	
		Mississippi College – Career Services Center	0	
		Mississippi State Univ. – Career Services Center	0	
		National Education Telecommunications Association (NETA)	0	
		New Horizon Membership Development	0	
		NPR List Serve	0	
		SimplyHired.com	1	Other Sources (Indeed)
		The Society of Broadcast Engineers (SBE)	0	
		Tougaloo College – Career Planning & Placement	0	
		Tulane Univ.	0	
		University of Mississippi	0	
		Univ. of Southern Mississippi – Career Planning & Placement	0	
		Urban League of Greater Jackson, Inc.	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree

Projects Officer IV, Sp	5/1/2018	Agency Job Posting (MAET)	1	Agency Job Posting
		Agency Website	1	
		Agency Radio Station	0	
		Agency Social Media	0	
		SimplyHired.com	1	
		State Personnel Board	1	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Administrative Asst. V	6/1/2018	Agency Job Posting (MAET)	2	Agency Job Posting/ State Personnel Board
		Agency Website	0	
		Agency Social Media	0	
		SimplyHired.com	1	
		State Personnel Board	2	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
ETV- Deputy Director	6/11/2018	Agency Job Posting (MAET)	1	
		Agency Website	1	
		Agency Social Media	0	
		Agency Radio Station	0	
		CAHRA		
		Corporation for Public Broadcasting (CPB)	0	
		Midtown Partners, Inc.		
		National Education Telecommunications Association (NETA)	0	
		SimplyHired.com	2	Other Sources (Indeed)
		State Personnel Board	1	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Division Director I	7/1/2018	Agency Job Posting (MAET)	1	Agency Job Posting
		Agency Website	0	
		Agency Social Media	0	
		Agency Radio Station	0	
		SimplyHired.com	0	
		State Personnel Board	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
ETV- Senior Producer/Director	7/2/2018	Agency Job Posting (MAET)	1	
		Agency Website	2	
		Agency Social Media	0	
		Agency Radio Station	0	
		Alabama Broadcaster's Assoc.	0	
		All Access	0	
		Antonelli College	0	
		Broadcast Employment Svcs.	0	
		C Cubed, Inc.	0	

		Corporation for Public Broadcasting (CPB)	0	
		Hinds Comm. College (HCC) Placement	0	
		Media Match	0	
		Mississippi Film Commission	0	
		Mississippi Valley State	0	
		NAACP State Office	0	
		National Education Telecommunications Association (NETA)	0	
		SimplyHired.com	5	Other Sources (Indeed)
		Virginia College	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
ETV- Videographer Editor	7/10/2018	Agency Job Posting (MAET)	1	
		Agency Website	2	
		Agency Social Media	0	
		Agency Radio Station	0	
		Alabama Broadcaster's Assoc.	0	
		All Access	0	
		Antonelli College	0	
		Broadcast Employment Svcs.	0	
		C Cubed, Inc.	0	
		Corporation for Public Broadcasting (CPB)	0	
		Hinds Comm. College (HCC) Placement	0	
		Media Match	0	
		Mississippi Film Commission	0	
		Mississippi Valley State	0	
		NAACP State Office	0	
		National Education Telecommunications Association (NETA)	0	
		SimplyHired.com	5	Other Sources (Indeed)
		Virginia College	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
ETV- Program Manager	8/1/2018	Agency Job Posting (MAET)	1	
		Agency Website	2	
		Agency Social Media	0	
		Agency Radio Station	0	
		Alabama Broadcaster's Assoc.	0	
		All Access	0	
		Antonelli College	0	
		Broadcast Employment Svcs.	0	
		C Cubed, Inc.	0	
		Corporation for Public Broadcasting (CPB)	0	

		Hinds Comm. College (HCC) Placement	0	
		Media Match	0	
		Mississippi Film Commission	0	
		Mississippi Valley State	0	
		NAACP State Office	0	
		National Education Telecommunications Association (NETA)	0	
		SimplyHired.com	5	Other Sources (Indeed)
		Virginia College	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
ETV- Broadcast Technician, Lead	9/4/2018	Agency Job Posting (MAET)	1	Agency Job Posting
		Agency Website	0	
		Agency Social Media	0	
		Agency Radio Station	0	
		SimplyHired.com	2	
		State Personnel Board	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
ETV- Project Technician	11/13/2018	Agency Job Posting (MAET)	1	Agency Job Posting
		Agency Website	0	
		Agency Social Media (Facebook/Twitter)	0	
		Agency Radio Station Announcements	0	
		Alabama Broadcaster's Assoc.	0	
		Broadcast Employment Svcs.	0	
		Copiah-Lincoln Comm. College (Electronics Department)	0	
		Employment Security Comm.	0	
		Hinds Comm. College (HCC) Electronics Tech.	0	
		Hinds Comm. College (HCC) Placement	0	
		Hinds Comm. College (HCC) Rankin Branch	0	
		Holmes Comm. College – Engineering Tech.	0	
		Jackson Advocate	0	
		Minnesota Public Radio	0	
		Mississippi State Univ. – Career Services Center	0	
		National Education Telecommunications Association (NETA)	0	
		NPR List Serve	0	

		New Horizon Membership Development	0	
		Radio Television Digital News Assoc. (RTDNA)	0	
		SimplyHired.com	1	Other Sources
		The Jewish-Christian Foundation, Inc	0	
		The Society of Broadcast Engineers (SBE)	0	
		Tulane Univ. Student Career Center	0	
		University of Mississippi School of Law – Career Services	0	
		Univ. of Southern Mississippi – Career Planning & Placement	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Education Specialist	1/7/2019	Agency Job Posting (MAET)	1	Agency Job Posting
		Agency Website	1	
		Agency Social Media	1	
		Agency Radio Station	1	
		Alabama Broadcaster's Assoc.	0	
		Alcorn State University	0	
		Employment Security Comm.	0	
		Hinds Comm. College (HCC) Placement	0	
		Jackson State Univ. (JSU) – Career Counseling	0	
		Jackson State Univ. (JSU) - Universities Center	0	
		Midtown Partners, Inc.	0	
		Millsaps College – Career Center	0	
		Mississippi Film Commission	0	
		Mississippi College – Career Services Center	0	
		Mississippi Univ. for Women – Career Services	0	
		NAACP State Office	0	
		Mississippi Assoc. of Broadcasters (MAB)	0	
		National Education Telecommunications Association (NETA)	0	
		New Horizon Membership Development	0	
		SimplyHired.com	2	
		State Personnel Board	0	
		Tougaloo College – Career Planning & Placement	0	

		University of Mississippi School of Law – Career Services	0	
		Univ. of Southern Mississippi – Career Planning & Placement	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
ETV- Senior Producer/Director	1/14/2019	Agency Job Posting (MAET)	0	
		Agency Website	1	
		Agency Social Media	0	
		Agency Radio Station	0	
		Broadcast Employment Svcs.	0	
		Current Classifieds	1	Current
		Employment Security Comm.	0	
		Grambling State University	0	
		JournalismJobs.com	0	
		Midtown Partners, Inc.	0	
		Minnesota Public Radio	0	
		Mississippi Assoc. of Broadcasters (MAB)	0	
		National Assoc. of Black Journalists	0	
		National Education Telecommunications Association (NETA)	0	
		National Education Writers Association	0	
		New Horizon Membership Development	0	
		Radio Television Digital News Assoc. (RTDNA)	0	
		SimplyHired.com	1	
		The Jewish-Christian Foundation, Inc	0	
		Tulane Univ. Student Career Center	0	
		University of West Alabama (Assistant Professor of Journalism)	0	

Master List of Recruitment Sources

N o	Source	Contact	E-Mail/Website	Address	Phone
1	Agency Job Posting (Mississippi Public Broadcasting) In- house/sites	Human Resources	careers@mpbonline.org	3825 Ridgewood Rd. Jackson, MS 39211	601-432-6565
2	Agency Website	Gearlletha Stevens	www.mpbonline.org	3825 Ridgewood Rd. Jackson, MS 39211	601-432-6202
3	Agency Social Media	Ellie Banks	ellie.banks@mpbonline.org	3825 Ridgewood Rd. Jackson, MS 39211	601-432-6777
4	Agency Radio Station	Kevin Farrell	Kevin.farrell@mpbonline.org	3825 Ridgewood Rd. Jackson, MS 39211	601-432-6119
5	Alabama Broadcaster's Assoc.	Sharon Tinsley, Exec. Dir	www.al-ba.com stinsley@al-ba.com	2180 Parkway Lake Dr. Hoover, AL 35244	205-982-5001
6	Alcorn State University	Joey Mitchell	jmitchell@alcorn.edu awillis@alcorn.edu	1000 ASU Dr. 540 Alcorn State, MS 39096-7500	601-877-6324
7	All Access	Mark Capuano	mcapuano@allaccess.com www.allaccess.com	28955 Pacific Coast Hwy, Ste. 210 Malibu, CA 90265	310-457-6616
8	Alliance for Women in Media		http://careers.allwomeninmedia.org/		888-491-8833, Ext. 2270
9	Antonelli College	Career Services- Carolyn Upkins	www.antonellicollege.edu/ carolyn.upkins@antonellicollege.edu	2323 Lakeland Drive Flowood, MS 39232	601-362-9991 601-362-2333 fax
10	Asian American Journalism Association	Antonio M. Salas	antonios@aaaja.org www.aaaja.org	5 Third St., Ste. 1108 San Francisco, CA 94103	415-346-2051
11	B-roll.net	Kevin Johnson	info@b-roll.net	1623 D St. NE Washington, DC 20002	
12	Belhaven College	Claire Langley	clangley@belhaven.edu	1500 Peachtree Str. Jackson, MS 39202-1789	601-968-5939
13	Broadcast Employment Svcs.		info@tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	800-374-0119
14	Broadcasters' Desktop Resource	Barry Mishkind	http://www.thebdr.net/hotlinks/jobs.ht ml	BDR@thebdr.net	
15	Career Builder		www.careerbuilder.com	200 N. LaSalle, Ste. 1100, Chicago IL 60601	773-527-3600

16	Catholic Charities, Inc.	Laquita Johnson	Laquita.johnson@catholiccharitiesjacson.org		769-572-2622
17	Copiah-Lincoln Comm. College (Electronics Department)	Celeste Williamson	Celeste.williamson@colin.edu	P.O. Box 649 Wesson, MS 39191	601-643-8711
18	Corporation for Public Broadcasting (CPB)	Jobline	http://www.cpb.org/jobline	401 Ninth Street, NW Washington, DC 20004-2129	202-879-9600
19	C Cubed, Inc.	Jody Compton	c3incjic@yahoo.com		601-624-0700
20	Current Classifieds	Kathleen Unwin	Currentpublicmedia@gmail.com	1612 K Street, N.W. Ste 704 Washington, DC 20009	877-745-8776 Ext. 1
21	Delta State University – Career Services	Davlon Miller	dmiller@deltastate.edu	1003 West Sunflower Road Cleveland, MS 38733	662-846-3000
22	DeVry University – Career Services	B. Lovett	kfleener@devry.edu	3343 Perimeter Hill Dr. Nashville, TN 37211	901-537-2560
23	Employment Security Comm.	Clint Poole	joborder@mdes.ms.gov	5959 I-55 N. Frontage Rd., Suite C Jackson, MS 39213	601-855-3214 FAX: 601-407-1071
24	Film and TV Pro USA	Claire Daly Tom@FTP	www.Filmandtvpro.com/us Claire@blue-compass.com tom@filmandtvpro.com	Blue Compass, Ltd. 131-132 Upper St., London, N1 1QP	347-391-8941
25	GoInHouse.com In House Counsel	\$150	www.goinhouse.com		
26	Grambling State University	Dr. Sharon Ford-Dunn	Internship Coordinator Dept. Mass Communication; dunn@gram.edu	Box 4292; Grambling, LA 71245	318-274-2189
27	Hinds Comm. College (HCC)	Iyanna Colley Douglas Berry	Iyanna.colley@hindsgcc.edu Douglas.berry@hindsgcc.edu	P. O. Box 1100 Raymond, MS 39154-1100	601-857-3499 601-857-3609
28	Hinds Comm. College (HCC) Placement	Iyanna Colly	Iyanna.Colly@hindsgcc.edu	P. O. Box 1100 Raymond, MS 39154-1100	601-857-3499
29	Hinds Comm. College (HCC) Electronics Tech.	Jacob Wright	jacob.wright@hindsgcc.edu	P. O. Box 1100 Raymond, MS 39154-1100	601-857-3421
30	Hinds Comm. College (HCC) Rankin Branch	Kashanta Jackson	kashanta.jackson@hindsgcc.edu	3805 Highway 80 East Pearl, MS 39208	601-936-5552
31	Hinds Comm. College (HCC) Electronics – Rankin	Kashanta Jackson	kashanta.jackson@hindsgcc.edu	3805 Highway 80 East Pearl, MS 39208	601-936-5552

32	Hinds Comm. College (HCC) Jackson	Sherman Green	Sherman.green@hindsgcc.edu	3925 Sunset Drive Jackson, MS 39213-5899	601-987-8148
33	Hinds Comm. College (HCC) Utica	Iyanna Colly	Iyanna.Colly@hindsgcc.edu	P. O. Box 1100 Raymond, MS 39154-1100	601-857-3499
34	Hinds Comm. College (HCC) Utica – Voc-Tech	Iyanna Colly	Iyanna.Colly@hindsgcc.edu	P. O. Box 1100 Raymond, MS 39154-1100	601-857-3499
35	Holmes Comm. College – Engineering Tech.	Linda Alexander	lalexander@holmescc.edu	P.O. Box 409 Goodman, MS 39079	Allison 601-605-3430 L. Alexander 662-472-9002
36	Jackson Advocate	Alice Tisdale	alicethomastisdale@gmail.com		
37	Jackson State Univ. (JSU) – Career Counseling	Lashanda Jordan	jobplace@jsums.edu	1400 Lynch St Jackson, MS 39217	601-968-2477
38	Jackson State Univ. (JSU) - Universities Center	Marquita Davis	marquita.s.davis@jsums.edu	3825 Ridgewood Rd. Suite 32 Jackson, MS 39211	
39	JournalismJobs.com	Dan Rohn	info@journalismjobs.com dan@journalismjobs.com	Oakland, CA	
40	Linked In Corp.		http://press.linkedin.com/	2029 Stierlin Court Mountain View, CA 94043	
41	Mashable Jobs		http://jobs.mashable.com/a/all-jobs/list	121 E. 24th St. New York, NY 10010	
42	MediaLine.com	medialine@medialine.com	http://www.medialine.com/jobs.htm	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073
43	Media Match	Job Bank	http://www.media-match.com/usa/	8112 1/2 West 3rd Street Los Angeles, CA 90048	323 284 5589
44	Midtown Partners, Inc.	Ethel Dixon	http://midtownpartners.org jimmymay@midtownpartners.org ;	329 Adelle Street Jackson, MS 39202	601-354-5373
45	Millsaps College – Career Center	Tonya Nations	careercenter@millsaps.edu	1701 North State Street Jackson, MS 39210	601-974-1346
46	Minnesota Public Radio		Newslink@mpr.org	480 Cedar Street Saint Paul, MS 55101	651-290-1500
47	Mississippi Assoc. of Broadcasters (MAB)	Job Bank	www.msbroadcasters.org khooten@msbroadcasters.org	855 S. Pear Orchard Rd. Suite 403 Ridgeland, MS 39157	601-957-9121
48	Mississippi College – Career Services Center	Stephanie Gandy	mc@mc.edu/careerlink slgandy@mc.edu	P. O. Box 4010 Clinton, MS 39058	601-925-3901

49	Mississippi College School of Law – Placement Office	Sherry Johnson or	ssjohnson@mc.edu Kysha Lawson (admin asst.) ext.7106	151 East Griffith Street Jackson, MS 39201	601-925-7109
50	Mississippi Film Commission	Nina Parikh	nparikh@mississippi.org	Woolfolk State Office Bldg. 501 N. West St., 5th Floor, Jackson, MS 39201 / P.O. Box 849, Jackson, MS 39205	601-359-3297 Fax: 601-359- 5048
51	Mississippi Link – Classified Ads	Jackie Hampton	www.mississippilink.com jlinkads@bellsouth.net publisher@mississippilink.com	P. O. Box 31238 Jackson, MS 39286	601-896-0084 ext. 1009 601-368-8481
52	Mississippi State Employment Service	LaTonya Minor		5959 I-55 N. Frontage Rd., Ste. C Jackson, MS 39213	601-321-7931
53	Mississippi State Univ. – Career Services Center	Angie Chrestman	cchrestman@career.msstate.edu achrestman@career.msstate.edu mjones@career.msstate.edu	P. O. Box P Miss. State, MS 39762-5515	662-325-3344
54	Mississippi Univ. for Women – Career Services	Towanda Williams	tjwilliams@muw.edu www.collegecenter.com/muw	1100 College Str., W Box 1633 Columbus, MS 39701-5800	662-241-7619
55	Mississippi Valley State	Career Services Center- Essie Bryant	careerservices@mvsu.edu elbryant@mvsu.edu	MVSU 7225 14000 Highway 82 West Itta Bena, MS 38941-1400	662.254.3441 662.254.7065 FAX
56	NAACP State Office	Derrick Johnson	NAACPMS@bellsouth.net www.naacpms.org	1072 W. JR Lynch Str. Jackson, MS 39203	601-353-6906
57	National Alliance of State Broad-casting Associations		http://www.asbaonline.net/		
58	National Assoc. of Broadcasters Education Foundation (NABEF)	Rumana Sultana	Broadcastcareerlink.com nabef@nab.org	1771 N. Street NW Washington, DC 30036	202-429-5428
59	National Assoc. of Black Journalists	Stephanie McGee	Stephanie.McGee@boxwoodtech.com	1100 Knight Hall, Ste. 3100, College Park, MD 20742	866-964-2765, ext. 2718
60	National Assoc. of Hispanic Journalists		nahj@nahj.org http://nahj.ihispano.com	1050 Connecticut Ave., NW, 10th Floor Washington, DC 20036	202-662-7145
61	National Education Telecommunications Association (NETA)	Maryanne Schuessler	Maryanne@netaonline.org www.netaonline.org	P.O. Box 50008, Columbia, SC 29250; OR 939 S. Stadium Rd., Columbia, SC 29201	803-799-5517 Ext. 104

62	National Education Writers Association		ewa@ewa.org www.ewa.org	2222 P St., NW, Ste. 201, Washington, DC 20037	202-452-8930
63	NPR List Serve	Russell Lewis	rdlewis@npr.org	NPR 635 Massachusetts Ave., NW. Washington, DC 20001	202-513-3232
64	New Horizon Membership Development	Annette Fair	afair@nhcms.org www.nhcms.org		601-371-1427
65	PBS Connect	PBS Connect Forums	http://connect.pbs.org www.mypbs.org	1320 Braddock Pl Alexandria, VA 22314	773-739-5132
66	Production Hub	Job Bank	www.productionhub.com	ProductionHUB, Inc. 1806 Hammerlin Ave Winter Park, FL 32789	877-629-4122 Fax: 407-629-8884
67	PRAM state		http://pramonline.org/jobs/post-a-job/samantha.mccain@usm.edu		
68	Southern Public Relations Federation		http://sprf.org/classifieds.php		
69	Public Relations Assoc of Miss. Chapters (PRAM) - Central	Kassi Rushing	kassi.rushing@horne-llp.com	1701 N. State Street Jackson, MS 39210	601-974-1033
70	Public Relations Assoc. of MS Chapters – Gulf Coast Chapter – Pascagoula	Amanda Parker	aparker@singingriver.com	www.prambeach.com No address available	
71	Public Relations Assoc. of MS Chapters – Meridian Chapter	Ashley Neal	aneal@weemsmh.com	Weems Comm. Mental Health Center P.O. Box 2862 Meridian, MS 39302	601-483-4821 ext. 127
72	Public Relations Assoc. of MS Chapters – MS Beach Chapter – Gulfport	Melissa Russo	melissarusso@coastepa.com	No address available	228-363-7257 800-624-3348
73	Public Relations Assoc. of MS Chapters – Northeast Chapter – Tupelo	Jennifer Strunk	Jennifer.strunk@mss-traceway.org	No address available	
74	Public Relations Assoc. of MS Chapters – Oxford/ Ole Miss	Laine Mitchell Mary Grace Vasilyev	lainedill@gmail.com marygrace@alumni.olemiss.edu	120 Alumni Dr. University of MS 38677	662-234-2331
75	Public Relations Assoc. of MS Chapters – Pine Belt – Hattiesburg	Amber Ross Hartfield	amberross.hartfield@gmail.com	No address available	Not accurate

76	Public Relations Assoc. of MS Chapters – PRAM –Columbus	Nancy Russell Shawn Hannah Brennan Dockery	russelln@wcbi.com shannah@wcbi.com brennan@wcbi.com	No address available	662-327-4444
77	Public Relations Assoc. of MS Chapters – River City – Vicksburg	Leigh Cook	lcook@warren-yazoo.org	No address available	
78	Public Relations Assoc. of MS Chapters – Starkville MS State Chapter	Leighton Spann	leightos@ext.msstate.edu www.starkvillepram.org sasha.steinberg@opa.msstate.edu	No address available	
79	Radio Television Digital News Assoc. (RTDNA)	Ryan Murphy	ryanm@rtdna.org karenh@rtdna.org dans@rtdna.org messages@email.production.membersuite.com	529 14th St., NW, Ste. 425, Washington, DC 20045	800-807-8632
80	SimplyHired.com		www.simplyhired.com www.indeed.com	370 San Aleso Avenue, Ste. 200 Sunnyvale, CA 94085	
81	Society of Professional Journalists		www.sbj.org	Eugene S. Pulliam National Journalism Ctr., 3909 N. Meridian St., Indianapolis, IN 46208	317-927-8000
82	Southern Public Relations Federation	Kristie Aylett	ka@kardconsulting.com		
83	State Personnel Board	Vincent Kent	www.mspb.ms.gov	301 North Lamar Str. Jackson, MS 39201	601-359-1406
84	The Association of Independents in Radio		www.airmedia.org	1452 Dorchester Ave., 2nd Floor Dorchester, MA 02122	617-825-4400
85	The Clarion Ledger – Classifieds	Beverly Brown	beverlybrown@jackson.gannett.com	P.O. Box 40 Jackson, MS 39225	601-961-7125
86	The Jewish-Christian Foundation, Inc	Sarah D Johnson	Sara.johnson@sdjohnsoncollection.com	P.O. Box 745 Canton, MS 39046	601-540-8929
87	The Society of Broadcast Engineers (SBE)	Jobs Online Scott Jones	www.sbe.org kjones@sbe.org	9102 N. Meridian St., Ste. 150 Indianapolis, IN 46260	317-846-9000
88	Times Picayune	Nancy Bordlee	nbordlee@timespicayune.com	3800 Howard Avenue New Orleans, LA 70125	P 504-826-3513 F 504-826-3490
89	Tougaloo College – Career Planning & Placement	Clifton Paige	cpaige@tougaloo.edu	500 W. County Line Rd. Tougaloo, MS 39174	601-977-7817
90	Tulane Univ. Student Career Center	Carla Coury	ccoury@tulane.edu	202 McAllisters Ext	504-86-2274 504-865-5107

				New Orleans, LA 70118	
91	University of Mississippi	Jonathan Harrington	Post jobs here: Career.olemiss.edu/employum	303 Martindale Center P. O. Box 1848 University, MS 38677-1848	662-915-7174
92	University of Mississippi School of Law – Career Services	Mary Williams Cassandra Latimer	mew2@olemiss.edu clatimer@olemiss.edu	P.O. Box 1848 University, MS 38677	662-915-7361 x 6830
93	Univ. of Southern Mississippi – Career Planning & Placement	Kathy Killam	kathleen.killam@usm.edu	118 college Drive, Box 5014 Hattiesburg, MS 39406	601-266-4153
94	University of West Alabama (Assistant Professor of Journalism)	Amy H. Jones J Stephen SlimpE	ajones@uwa.edu sslimp@uwa.edu	UWA Station 22 Livingston, AL 35470	205-652-3558 (205) 652-3589 Fax
95	Urban League of Greater Jackson, Inc.	Willie M. Cole	None – mail job announcements to address listed	2310 HWY 80 W. Bldg. 1 Suite E Jackson, MS 39204	
96	Virginia College	Sam Lynn	christopher.lynn@ecacolleges.com	5841 Ridgewood Rd. Jackson, MS 39206 4795 I-55 North, Jackson, MS 39206	601-977-0960 OR 601-572- 3385

MISSISSIPPI AUTHORITY FOR EDUCATIONAL TELEVISION

D/B/A MISSISSIPPI PUBLIC BROADCASTING EMPLOYMENT OUTREACH EFFORTS February 1, 2018 through January 31, 2019

MAET utilizes a number of outreach methods to make sure that notice of all job vacancies is widely disseminated, all employment opportunities are non-discriminatory, the MAET workplace is free of discrimination, and that MAET's Equal Employment Opportunity practice continually grows and expands. Below are the details of these efforts.

Job Announcements to Minority Organizations – Mississippi Authority for Educational Television (hereinafter, "MAET") has direct contact to a wide diversity of qualified individuals, and forwards most job announcements to a number of Mississippi community colleges and universities including several of the historically African-American universities (i.e. Alcorn State University, Jackson State University and Tougaloo College). MAET also sends most job announcements to the minority organizations of Urban League of Greater Jackson as well as the national and state offices of the NAACP. Finally, MAET advertised most job announcements in the minority owned newspaper, *Mississippi Link*.

The two most effective resources for reaching a diverse population of Mississippians continues to be the Mississippi Employment Security Commission and the Mississippi State Personnel Board's website www.mspb.ms.gov. The Commission maintains at least one employment center in every county of Mississippi and serves the larger metropolitan areas through several employment centers, and the Mississippi State Personnel Board allows every candidate to apply for open positions through the use of its' website.

Internship Program. MAET internship program, during 2018 and thus far in 2019, placed five (5) interns in various departments throughout the agency. Those departments include administration, legal, and television. MAET's internship program serves as an effective way to reach potential employees and mentor students.

On-Air Announcements. MAET airs a weekly announcement on television and radio about where organizations could request MAET's job announcement information. The announcement runs every Wednesday night on or around 7:56:46 p.m., and on radio every Saturday morning at 6:17:00 a.m. The text of the announcements states:

Mississippi Public Broadcasting is looking for organizations that regularly distribute information about employment opportunities to job seekers or have job applicants to refer. Mississippi Public Broadcasting is an Equal Opportunity Employer and encourages minorities and females to apply. If your organization would like to receive notification of job vacancies at Mississippi Public Broadcasting, notify our Human Resources department by writing to careers@mpbonline.org or by calling 601-432-6565.

Assessment of MAET's Distribution of Job Vacancies. MAET use a *Voluntary Self Identification Form*. The forms asked the applicant to select where they learned of MAET's job announcement coupled with information about which position the applicant applied. Answering the question is optional, and does not have an impact on their opportunity for employment. The information the applicant provide is for reporting purposes. The responses from the *Voluntary Self Identification Form* for 2018 showed the top five (5) sources being; State Personnel Board Website, MPB Agency Website (3) MPB Job Announcements (4) MPB Radio, and (5) Other (Indeed, Career Builder, LinkedIn, Colleges).

February 1, 2018 – January 31, 2019

Long-term recruitment initiatives

- a. **Internship Program** - Continuation of an extensive on-going licensee internship program. Mississippi Authority for Educational Television offer internship opportunities to all students enrolled in or recently graduated from an institution of higher learning. Occasionally, the agency will make an exception and allow individuals not enrolled in or graduates of an institution of higher learning. The agency has submitted internship information to all universities, junior colleges and community colleges in Mississippi for various internships that were available in 2018 and early 2019. Further, internship information was available to the public via the Mississippi State Personnel Board and Mississippi Public Broadcasting's website. The internships available and filled in 2018 and early 2019 included internships in the areas of legal support services, administration, and television. At the time of this report, MAET had five (5) interns working on-site in various areas throughout the agency. The intern pool included both male and female applicants. Upon approval of students' respective institutions of higher learning, students may receive credit for these internships. MAET created a midterm and final evaluation to forward to the intern's respective professor and institution of higher learning. Interns interested in the legal profession apply through American Bar Association's accredited Mississippi College School of Law Extern Program. Students enroll in the legal extern class through the law school interview with the professor, and the professor makes a recommendation to MAET based upon the student's grades, interview, and interest. The student is exposed to issues such as contract negotiation, intellectual property licensing, entertainment contracts, and employment law within federal and state guidelines. The extern must work with the Agency for a minimum of 135 hours per semester, prepare a report for the law school and receive a grade from the Agency. The first legal extern began fall semester 2011 and MAET has continued the program with having an extern most semesters. MAET had one (1) legal extern in 2018.

- b. **Training Program and Equal Employment Opportunity Training** - Provide training to personnel as to methods of insuring equal employment opportunity, prevent discrimination, and provide training to enable employees to acquire skills to be eligible for higher-level positions. MAET offers three (3) avenues for training and continuing education. The avenues include (i) State Personnel Board's Workforce Development Program, (ii) MAET Agency Trainings, and (iii) Various Other Trainings, including Conference Trainings. Trainings are open to all employees of the agency without regard to race or gender.

i. *State Personnel Board's Workforce Development Program.*

Basic Supervisory Course. This one-week training program is the first phase of the Certified Public Manager (CPM) program, and designed to develop leadership and supervisory skills for frontline supervisors of governmental entities. The program includes a wide range of topics with emphasis on practical application in state, local and district government. In total three (3) individuals received training on this program.

Administrative Services Certification Program. The Administrative Services Certification Program (ASCP) is a comprehensive training and certification program for support staff of governmental entities. The program combines classroom training and hands-on learning to develop teamwork, leadership, and customer service skills. MAET choose ASCP as the primary method for training support staff due to the results achieved by graduates. ASCP graduates are highly regarded team members. In 2018, one (1) employee received training in this program.

ii. *MAET Agency In-House Training*

Performance Development Assessment Training. This program is designed to develop well-trained managers in state government by providing a structured process to assess and evaluate employee performance. Seven (7) managers/supervisors received training in this program.

MAGIC- Shopping Cart Training. Business Service employees have on-going training for this menu-driven software, as its replacement for the legacy system.

Sexual Harassment Awareness and Prevention. This course gives an overview of the types of sexual harassment; terms associated with sexual harassment; components of sexual harassment claims; retaliation; and grievance, complaint, and appeals procedures. Specifically, the focus was on the state and federal laws and policies that apply to employees of the State of Mississippi. All Employees received this training.

Active Shooter Training: What Should You Do? – This training assist MAET employees in recognizing and appropriately responding to instances of workplace violence in the event of an active shooter. All Employees received this training.

CPB Workplace Harassment Training Online – All Employees received this training.

CPR/First Aid Training – Wellness and Safety Training. Twenty-four (24) employees received this training.

iii. ***Various Other Trainings, including Conference Trainings.***

The agency also sends many employees to various conferences throughout the year. These conferences provide professional development and are available to employees without regard to gender or race. Below is a list of the different conferences where MAET employees attended and participated

Executive Director

- National Educational Television Association Conference, January 22 – 24, D.C.
- Public Media Summit America's Public Television Stations, February 26 – 28, DC
- Public Broadcasting System, board meeting, March 20 -21, DC
- Public Broadcasting System, April 4-6, Tech Con, Las Vegas, NV
- Public Broadcasting System, annual meeting, May 7-9, New Orleans, LA
- American Public Television, May 31-June 1, NH
- Associated Press Media Editors, June 10-11, New York, NY
- Public Broadcasting System, June 19-21, Lexington, KY
- Public Broadcasting System, September 24-26, DC
- Organization of State Broadcasting Executives, October 29-31, Atlanta, GA
- American Public Television, November 9-10, Baltimore, MA
- America's Public Television Stations, November 12-14, DC
- Public Broadcasting System, December 10-11, DC

Chief Operation Officer

- Public Media Development and Marketing Conference, July 10 – 13, Chicago, IL
- APTS 2018 Public Media Summit, Washington, D.C., Feb. 26 to Feb. 28
- Cultural Diversity, May 2, Jackson, MS

Executive Assistant

- Administration Services Certification Prgm-2, September 4-6, Jackson, MS
- Administration Services Certification Prgm-3, October 29-31, Jackson, MS

Human Resource Director

- Regions Financial Workshop, January 31, Jackson, MS
- CAHRA Monthly Meetings, January – December 2018, Jackson, MS
- HR Training, February 14-16, Nashville, Tennessee
- State Employee Wellness Conference, February 21, Jackson, MS
- MAPA Quarterly Meetings, January – December 2018, Jackson, MS
- HR Summit, June 1, Madison, MS
- Regions Financial Workshops, January – October 2018, Jackson, MS
- CPR/1st Aid Training, August 30, Jackson, MS
- CPB Workplace Harassment Training Online, August 14, Jackson, MS
- MSPB- Succession Planning L-N-L, September 13, Jackson, MS
- PERS & Deferred Compensation, September 26, Jackson, MS
- Worker's Comp Trust, October 17, Jackson, MS
- MAPA Conference, October 2-5, Tunica, MS
- Employee Assistance Program, November 14, Jackson, MS
- Cultural Diversity Workshop, January 17, Jackson, MS

Human Resource Specialist

- Workplace Investigations, January 25-26, Jackson, MS
- Regions Financial Workshop, January – October 2018, Jackson, MS
- Annual Health Fair, February 1, Jackson, MS
- CAHRA Monthly Meeting, January – December 2018, Jackson, MS
- MC Career Fair, February 13, Clinton, MS
- State Employee Wellness Conference, February 21, Jackson, MS
- MPB at the Capitol, February 28, Jackson, MS
- MAPA Quarterly Meetings, January – December 2018, Jackson, MS
- 2018 MS SHP Wellness Champion Training Webinar, March 15, Jackson, MS
- Addressing Sexual Harassment Complaints, March 20, Jackson, MS
- Communication/Education Retreat, April 4-5, Jackson and Ridgeland, MS
- Hinds Community College Career Fair, April 11, Raymond, MS
- Employment Law Seminar, April 12, Jackson, MS
- Privacy Perils Webinar: Pillsbury Law, April 19, Jackson, MS
- Discover the Hidden Costs of Manual Processes : Paycom, April 19, Jackson, MS
- DFA User Group Meeting Payroll Session, May 23, Jackson, MS
- HR Summit, June 1, Madison, MS
- New Horizon Career Fair, June 13, Jackson, MS
- Regions Financial Workshop, June 13, Jackson, MS
- MAPA Quarterly Meeting (Iron Horse Grill), June 13, Jackson, MS
- SHRM Annual Conference, June 16, Chicago, IL

- CPR/1st Aid Training, August 15, Jackson, MS
- CPB Workplace Harassment Training Online, August 14, Jackson, MS
- Zap the Generational Gap Online, August 30, Jackson, MS
- ActiveHealth-Overcoming Emotional Eating, September 11, Jackson, MS
- PERS & Deferred Compensation, September 26, Jackson, MS
- MAPA Conference, October 2-5, Tunica, MS
- ActiveHealth- Onsite Wellness Webinar, October 9, Jackson, MS
- Worker's Comp Trust, October 17, Jackson, MS
- Employee Assistance Program, November 14, Jackson, MS
- SPAHRS and MAGIC Integration, November 29, Jackson, MS
- The CDC Worksite Health Score Card Is Updated, December 3, Jackson, MS
- Q4 2018 MS SHP Wellness Champion Training, December 13, Jackson, MS
- Cultural Diversity Workshop, January 17, Jackson, MS

Assistant Financial Director

- 2018 PMBA Conference in Long Beach California May 29th to June 1st 2018

Director of Communication and Education

- Active Shooter Training, MPB, January 10, 2018
- Workplace Harassment, MPB, September 2018
- Website/Digital training @ MPB, March 21, 2018
- Exponential Development Group Leadership Coaching, Various days May - July
- Exponential Development Group Training, MPB, June 14 & 15 2018
- WGBH Computational Thinking training, MPB, June 8, December 6 2018
- Training on new project concept, assets, implementation, MPB, October 2
- MEC Annual Meeting, Jackson, MS, April 12
- STEAM Professional Development, Mississippi e-Center, April 16
- PBS Annual Conference, New Orleans, LA, May 6-10
- Kellogg Foundation Meeting, Jackson, MS, August 29

Director of Community Engagement

- PBS Kids Marketing and Communications, January 9, 2018, Jackson, MS
- Active Shooter Training, January 2018, Jackson, MS
- American Graduate-Outcomes & Measurement, February 9, 2018, Jackson, MS
- AmGrad-Community Engagement 201, February 13, 2018, Jackson, MS
- AmGrad Data Tracker training session, February 21, 2018, Jackson, MS
- NETA Webinar-Telling your stories of impact, March 1, 2018, Jackson, MS
- EdNet Training, March 2, 2018, Jackson, MS
- EdNet Training with SPRINT, March 6, 2018, Jackson, MS
- American Graduate webinar-Content, March 9, 2018, Jackson, MS
- Impact Webinar-Career Mentoring and Youth, April 18, 2018, Jackson, MS
- NCPN Webinar-Promising Apprenticeship Models, April 23, 2018, Jackson, MS
- Nine Network (Research-AmGrad), April 25, 2018, Jackson, MS
- American Graduate Webinar-Target Audience, May 15, 2018, Jackson, MS
- NETA Webinar-New Tools of Engagement, May 24, 2018, Jackson, MS
- American Graduate Webinar-Digital Distribution, May 31, 2018, Jackson, MS
- American Graduate Webinar, June 11, 2018, Jackson, MS
- American Graduate Webinar-Social Media, July 25, 2018, Jackson, MS

- American Graduate Webinar-Gallup, August 16, 2018, Jackson, MS
- MS Educational Computing Assoc. PD & Exhibitor, January 29-31, Jackson, MS
- Education Staff Development-Internal-PD, February 7-8, 2018, Jackson, MS
- MAPE Conference -PD & Exhibitor, February 25-27, Jackson, MS
- MS Economic Council Conference-PD-Workforce, April 12, Jackson, MS
- PBS Annual Meeting-PD, May 7-10, New Orleans, LA, 2018
- Staff Retreat-PD & Strategic Planning, April 5,4, June 14,15, Jackson, MS
- Work Ready Community Workforce, July 17, Jackson, MS
- Kellogg Foundation Meeting Early Childhood, August 29, Jackson, MS
- MEC (MS Economic Council) Tour-PD-Workforce, November 29, Madison, MS

Director of Early Childhood Education

- MECA Conference, February 17, JSU
- PBS Annual Conference, May 7-8, New Orleans, LA
- Active Shooter Training, January 2018, Jackson, MS
- Workplace Harassment, August 29, Jackson, MS

Education Specialist 1 of Early Childhood

- PBS Ready To Learn Workshop, February 20-21, Las Vegas, Nevada
- PBS Annual Conference, May 7-8, New Orleans, LA
- Active Shooter Training, January 2018, Jackson, MS
- Workplace Harassment, August 29, Jackson, MS

Education Specialist 2 of Early Childhood

- MECA Conference, February 17, JSU
- PBS Annual Conference, May 7-8, New Orleans, LA
- Active Shooter Training, January 2018, Jackson, MS
- Workplace Harassment, August 29, Jackson, MS

Communication and Public Relations Assistant Director

- PBS Annual Conference, May 7-8, New Orleans, LA

Communication and Public Relations Specialist

- APR Jumpstart Workshop, Nov. 4, Hattiesburg, MS
- PRAM Central, Nov. 14, Jackson, MS at the Capital Club in Jackson. Kyle Brown of the city of

Broadcast Tech. Manager

- Sub-Administrative duties of eLearning, July 2018, Jackson, MS
- Cultural Diversity Workshop, January 17, Jackson, MS
- MASA, October 28-30, Ridgeland, MS

Broadcast Technician 1 MIVN

- Sub-Administrative duties of eLearning, July 2018, Jackson, MS
- MASA, October 28-30, Ridgeland, MS

Broadcast Technician 2 MIVN

- Sub-Administrative duties of eLearning, September- November, Jackson, MS
- MASA, October 28-30, Ridgeland, MS

Underwriting Manager

- PBS Annual Conference, May 7-8, New Orleans, LA
- Active Shooter Training, January 2018, Jackson, MS
- Workplace Harassment, August 29, Jackson, MS

Underwriting Specialist

- PBS Annual Conference, May 7-8, New Orleans, LA

Assistant Director of Radio

- Public Radio Program Director's Conference, August 20-23, Austin Texas

Director of Television

- Public Television Programming Association, May 6, New Orleans, LA
- PBS Annual Meeting, May 7-9, New Orleans, LA
- International Documentary Association, September 24-27, Los Angeles, CA

Associate Producer Director

- American Graduate: Getting To Work, April 11-12, St. Louis, MO

Director of Programming

- Public Television Programming Association, May 6, New Orleans, LA
- PBS Annual Meeting, May 7-9, New Orleans, LA
- BBC Showcase Program Meeting, October 1-2, Atlanta, GA

Graphic Artist 1

- Active Shooter Preparedness (In-House), January 2018
- Photoshop, InDesign, AfterEffects (In-House), January - July 2018
- Canon Printer use and calibration training (In-House), January 30, 2018
- Hederman Brothers Neena Paper Conference, May 2018, Flowood, MS
- Mississippi State Arts Conference, October 2018, Jackson, MS

Graphic Artist 2

- Sexual Harassment Training, August 2018, Jackson, MS
- CPR Training, August 30, 2018, Jackson, MS
- Active Shooter Training, September 2018, Jackson, MS
- RJ Young Printer Training, March 2018, Jackson, MS
- Exponential Development Group Training, June 14 & 15 2018, Jackson, MS

c. **Participation in at least four (4) job fairs by station personnel with hiring responsibilities.**

February 12, 2018; Mississippi College Career Day 2018

MAET participated in a career day hosted by *Mississippi College* from 10:00 a.m. – 2:00 p.m., in Clinton, MS. This event allowed representatives from our agency to recruit college prospects for employment and internship opportunities. The Personnel Officer was the agency representative with internship and hiring responsibilities for this event.

April 11, 2018; Hinds Community College Job Fair 2018

MAET participated in a career and internship fair at Hinds Community College, Raymond, MS campus from 9:00 a.m. – 1:00 p.m. This event allowed representatives from our agency to recruit students for employment and internships. Approximately seventy-five (75) students attended the MAET booth. The Human Resource Specialist was the agency representative with internship and hiring responsibilities at this event.

June 13, 2018; New Horizon Church Career Fair 2018

MAET participated in a career fair at New Horizon Church from 9:00 a.m. – 1:00 p.m., at the church location. This event allowed representatives from our agency to recruit qualified prospects for employment opportunities. Approximately forty (40) individuals attended the MAET booth. The Human Resource Specialist and Human Resource Director were the agency representatives with hiring responsibilities at this event.

October 30, 2018: Pine Belt Job Fair– Governor’s Job Fair MS Employment Expo

MAET participated in the Pine Belt Job Fair (Governor’s Job Fair Network of Mississippi) - 9:00 a.m. until 1:00 p.m. at the Hattiesburg Lake Terrance Convention Center. This event is to promote the hiring of Mississippians to seek employment within state agencies. This event allowed representatives from our agency to promote American Graduate in addition to vacant positions at MPB. Approximately eighty-one (81) individuals visited the MAET booth. The Director of Community Outreach and Community Engagement Specialist were the agency representatives with hiring responsibilities at this event.

January 17, 2019: Military, Veterans, Spouses and Dependents Job Fair

MAET participated in the Military, Veterans, Spouses and Dependents Job Fair sponsored by MDES (The Governors Job Fair of Mississippi) - 9:00 a.m. until 12:00 p.m. at the Jackson Medical Mall. This event promoted the hiring of Mississippians to seek employment within state agencies. This event allowed representatives from our agency to promote vacant positions at MPB as well as American Graduate. Approximately one hundred twenty-five (125) individuals visited the MAET booth. The Director of Community Outreach, Education Specialist/Community Outreach Specialist, Community Engagement Specialist and Community Liaison Specialist were the agency representatives with hiring responsibilities at this event.

- d. **The listing of each upper-level opening in a job bank or newsletter of a media trade group with a broad-based membership, including participation of women and minorities.**

See *“Filled Positions / Hiring Chart”* as evidence of accomplishing this prong.

**MISSISSIPPI AUTHORITY FOR
EDUCATIONAL TELEVISION**
d/b/a MISSISSIPPI PUBLIC BROADCASTING

EEO Public File Report

February 1, 2019 - January 31, 2020

MAET Human Resources				
EEO Public File Report Mississippi Authority for Educational Television d/b/a Mississippi Public Broadcasting (MAET) February 1, 2019 - January 31, 2020 Filled Positions				
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Office Director I	2/13/2019	Agency Job Posting (MAET)	1	
		Agency Website	1	
		Agency Social Media	0	
		Agency Radio Station	0	
		New Horizon Membership Development	0	
		National Education Telecommunications Association (NETA)	0	
		SimplyHired.com	1	Other Sources (Indeed)
		State Personnel Board	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Administrative Assistant V	2/20/2019	Agency Job Posting (MAET)	1	
		Agency Website	1	
		Agency Radio Station	2	
		Agency Social Media	0	
		Antonelli College	0	
		Belhaven College	0	
		Copiah-Lincoln Comm. College (Electronics Department)	0	
		Delta State University – Career Services	0	
		Hinds Comm. College (HCC)	0	
		Millsaps College – Career Center	0	
		Mississippi State Univ. – Career Services Center	0	
		SimplyHired.com	5	
		State Personnel Board	4	State Personnel Board
		Tulane Univ. Student Career Center	0	
		Virginia College	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
ETV- Deputy Director	3/13/2019	Agency Job Posting (MAET)	0	
		Agency Website	1	
		Agency Radio Station	0	
		Agency Social Media	0	
		CAHRA	0	
		SimplyHired.com	1	
		State Personnel Board	1	State Personnel Board

Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Division Director I	4/1/2019	Agency Job Posting (MAET)	1	Agency Job Posting
		Agency Website	0	
		Agency Radio Station	1	
		Agency Social Media	0	
		SimplyHired.com	3	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
ETV- Executive Producer	5/1/2019	Agency Job Posting (MAET)	0	
		Agency Website	1	
		Agency Social Media	1	
		Agency Radio Station	1	
		Corporation for Public Broadcasting (CPB)	0	
		JournalismJobs.com	0	
		National Education Telecommunications Association (NETA)	0	
		SimplyHired.com	3	Other Sources (Indeed)
		State Personnel Board	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Branch Director I	7/1/2019	Agency Job Posting (MAET)	0	
		Agency Website	1	
		Agency Social Media	1	
		Agency Radio Station	0	
		Belhaven College	0	
		Catholic Charities, Inc.	0	
		Citizen Soldiers for Life	0	
		Employment Security Comm.	0	
		Film and TV Pro USA	0	
		Hinds Comm. College (HCC) Placement	0	
		Jackson Advocate	0	
		Mississippi Assoc. of Broadcasters (MAB)	0	
		New Horizon Membership Development	0	
		Radio Television Digital News Assoc. (RTDNA)	0	
		SimplyHired.com	4	Other Sources (Indeed)
		State Personnel Board	0	
		The Jewish-Christian Foundation, Inc	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Office Director I	10/1/2019	Agency Job Posting (MAET)	1	Agency Job Posting
		Agency Website	1	
		Agency Social Media	0	
		Agency Radio Station	0	
		Alcorn State University	0	

		Belhaven College	0	
		Catholic Charities, Inc.	0	
		Citizen Soldiers for Life	0	
		Copiah-Lincoln Comm. College (Electronics Department)	0	
		Employment Security Comm.	0	
		Grambling State University	0	
		Hinds Comm. College (HCC) Placement	0	
		Jackson State Univ. (JSU) – Career Counseling	0	
		Jackson State Univ. (JSU) - Universities Center	0	
		JournalismJobs.com	0	
		NAACP State Office	0	
		Public Relations Assoc of Miss. Chapters (PRAM) - Central	1	
		Public Relations Assoc. of MS Chapters – Gulf Coast Chapter – Pascagoula	0	
		Public Relations Assoc. of MS Chapters – Meridian Chapter	0	
		Public Relations Assoc. of MS Chapters – MS Beach Chapter – Gulfport	0	
		Public Relations Assoc. of MS Chapters – Northeast Chapter – Tupelo	0	
		Public Relations Assoc. of MS Chapters – Oxford/ Ole Miss	0	
		Public Relations Assoc. of MS Chapters – Pine Belt – Hattiesburg	0	
		Public Relations Assoc. of MS Chapters – PRAM – Columbus	0	
		Public Relations Assoc. of MS Chapters – River City – Vicksburg	0	
		Public Relations Assoc. of MS Chapters – Starkville MS State Chapter	0	
		Midtown Partners, Inc.	0	
		Mississippi Assoc. of Broadcasters (MAB)	0	
		National Education Telecommunications Association (NETA)	0	
		New Horizon Membership Development	0	
		SimplyHired.com	3	

		State Personnel Board	1	
		Univ. of Southern Mississippi – Career Planning & Placement	0	
		University of West Alabama (Assistant Professor of Journalism)	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Education Specialist	10/8/2019	Agency Job Posting (MAET)	1	
		Agency Website	1	
		SimplyHired.com	7	Other Sources (Indeed)
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
ETV- Producer/Director	10/14/2019	Agency Job Posting (MAET)	0	
		Agency Website	0	
		Media Match	1	
		SimplyHired.com	3	Other Sources
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
ETV- Announcer/Producer	10/28/2019	Agency Job Posting (MAET)	1	Agency Job Posting
		Agency Website	0	
		Agency Social Media	1	
		Agency Radio Station	0	
		Alcorn State University	0	
		Belhaven College	0	
		Catholic Charities, Inc.	0	
		Citizen Soldiers for Life	0	
		Copiah-Lincoln Comm. College (Electronics Department)	0	
		Corporation for Public Broadcasting (CPB)	0	
		Employment Security Comm.	0	
		Grambling State University	0	
		Hinds Comm. College (HCC) Placement	0	
		Jackson State Univ. (JSU) – Career Counseling	0	
		Jackson State Univ. (JSU) - Universities Center	0	
		JournalismJobs.com	0	
		Media Match	0	
		Midtown Partners, Inc.	0	
		Mississippi Assoc. of Broadcasters (MAB)	0	
		National Alliance of State Broad-casting Associations	0	
		NAACP State Office	0	
		National Education Telecommunications Association (NETA)	0	

		New Horizon Membership Development	0	
		PRAM state	0	
		Public Relations Assoc of Miss. Chapters (PRAM) - Central	0	
		Public Relations Assoc. of MS Chapters – Gulf Coast Chapter – Pascagoula	0	
		Public Relations Assoc. of MS Chapters – Meridian Chapter	0	
		Public Relations Assoc. of MS Chapters – MS Beach Chapter – Gulfport	0	
		Public Relations Assoc. of MS Chapters – Northeast Chapter – Tupelo	0	
		Public Relations Assoc. of MS Chapters – Oxford/ Ole Miss	0	
		Public Relations Assoc. of MS Chapters – Pine Belt – Hattiesburg	0	
		Public Relations Assoc. of MS Chapters – PRAM – Columbus	0	
		Public Relations Assoc. of MS Chapters – River City – Vicksburg	0	
		Public Relations Assoc. of MS Chapters – Starkville MS State Chapter	0	
		SimplyHired.com	1	
		State Personnel Board	0	
		The Jewish-Christian Foundation, Inc	0	
		University of West Alabama (Assistant Professor of Journalism)	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
ETV- Executive Producer	11/12/2019	Agency Job Posting (MAET)	1	
		Agency Website	1	Agency Website
		Agency Social Media	0	
		Agency Radio Station	0	
		Broadcast Employment Svcs.	0	
		Corporation for Public Broadcasting (CPB)	0	
		Employment Security Comm.	0	
		Grambling State University	0	
		JournalismJobs.com	0	
		Media Match	0	
		Midtown Partners, Inc.	0	

		Minnesota Public Radio	0	
		Mississippi Assoc. of Broadcasters (MAB)	0	
		National Alliance of State Broad-casting Associations	0	
		National Assoc. of Black Journalists	0	
		National Education Telecommunications Association (NETA)	0	
		New Horizon Membership Development	0	
		Radio Television Digital News Assoc. (RTDNA)	0	
		SimplyHired.com	1	
		State Personnel Board	1	
		University of West Alabama (Assistant Professor of Journalism)	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
ETV- Broadcast Technician, Lead	11/24/2019	Agency Job Posting (MAET)	1	
		Agency Website	0	
		Agency Social Media	0	
		Agency Radio Station	0	
		Media Match	0	
		SimplyHired.com	1	Other Sources
		State Personnel Board	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Projects Officer IV, Sp	12/2/2019	Agency Job Posting (MAET)	0	
		Agency Website	1	
		Agency Social Media	0	
		Agency Radio Station	0	
		Media Match	0	
		Southern Public Relations Federation	1	Southern Public Relations Federation
		SimplyHired.com	2	
		State Personnel Board	1	

Master List of Recruitment Sources

No	Source	Contact	E-Mail/Website	Address	Phone
1	Agency Job Posting (Mississippi Public Broadcasting) In- house/sites	Human Resources	careers@mpbonline.org	3825 Ridgewood Rd. Jackson, MS 39211	601-432-6565
2	Agency Website	Gearlletha Stevens	www.mpbonline.org	3825 Ridgewood Rd. Jackson, MS 39211	601-432-6202
3	Agency Social Media	Ellie Banks Barin Von Foregger	ellie.banks@mpbonline.org Barin.VonForegger@mpbonline.org	3825 Ridgewood Rd. Jackson, MS 39211	601-432-6777
4	Agency Radio Station	Kevin Farrell	Kevin.farrell@mpbonline.org	3825 Ridgewood Rd. Jackson, MS 39211	601-432-6119
5	Alabama Broadcaster's Assoc.	Sharon Tinsley, Exec. Dir	www.al-ba.com stinsley@al-ba.com	2180 Parkway Lake Dr. Hoover, AL 35244	205-982-5001
6	Alcorn State University	Joey Mitchell	jmitchell@alcorn.edu awillis@alcorn.edu	1000 ASU Dr. 540 Alcorn State, MS 39096-7500	601-877-6324
7	All Access	Mark Capuano	mcapuano@allaccess.com www.allaccess.com	28955 Pacific Coast Hwy, Ste. 210 Malibu, CA 90265	310-457-6616
8	Alliance for Women in Media		http://careers.allwomeninmedia.org/		888-491-8833, Ext. 2270
9	Antonelli College	Career Services- Carolyn Upkins	www.antonellicollege.edu/ carolyn.upkins@antonellicollege.edu	2323 Lakeland Drive Flowood, MS 39232	601-362-9991 601-362-2333 fax
10	Asian American Journalism Association	Antonio M. Salas	antonios@aaaja.org www.aaaja.org	5 Third St., Ste. 1108 San Francisco, CA 94103	415-346-2051
11	B-roll.net	Kevin Johnson	info@b-roll.net	1623 D St. NE Washington, DC 20002	
12	Belhaven College	Claire Langley	clangley@belhaven.edu rgray@belhaven.edu	1500 Peachtree Str. Jackson, MS 39202-1789	601-968-5939
13	Broadcast Employment Svcs.		info@tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	800-374-0119
14	Broadcasters' Desktop Resource	Barry Mishkind	http://www.thebdr.net/hotlinks/jobs.ht ml	BDR@thebdr.net	
15	Capital Area Human Resource Association (CAHRA)	Connie Siggers-Parker	Cahra.shrm.org Jxncahra@yahoo.com	P. O. Box 16042 Jackson, MS 39211	

16	Career Builder		www.careerbuilder.com	200 N. LaSalle, Ste. 1100, Chicago IL 60601	773-527-3600
17	Catholic Charities, Inc.	Laquita Johnson	Laquita.johnson@catholiccharitiesjackson.org		769-572-2622
18	Citizen Soldiers for Life	Teresa Coleman Laken Armstrong Mangle L. Shanks Darron Hardy Betty Coleman Jeff Isabell	tcoleman@patriotenterprisesllc.com laken.n.armstrong.ctr@mail.mil mangle.L.shanks.ctr@mail.mil darron.d.hardy.ctr@mail.mil betty.L.coleman14.ctr@mail.mil jisabell@patriotenterprisesllc.com		Statewide reach
19	Copiah-Lincoln Comm. College (Electronics Department)	Celeste Williamson	Celeste.williamson@colin.edu	P.O. Box 649 Wesson, MS 39191	601-643-8711
20	Corporation for Public Broadcasting (CPB)	Jobline	http://www.cpb.org/jobline	401 Ninth Street, NW Washington, DC 20004-2129	202-879-9600
21	C Cubed, Inc.	Jody Compton	c3incjcc@yahoo.com		601-624-0700
22	Current Classifieds	Kathleen Unwin	Currentpublicmedia@gmail.com	1612 K Street, N.W. Ste 704 Washington, DC 20009	877-745-8776 Ext. 1
23	Delta State University – Career Services	Davlonie Miller	dmiller@deltastate.edu	1003 West Sunflower Road Cleveland, MS 38733	662-846-3000
24	DeVry University – Career Services	B. Lovett	kfleener@devry.edu	3343 Perimeter Hill Dr. Nashville, TN 37211	901-537-2560
25	Employment Security Comm.	Clint Poole	joborder@mdes.ms.gov	5959 I-55 N. Frontage Rd., Suite C Jackson, MS 39213	601-855-3214 FAX: 601-407- 1071
26	Film and TV Pro USA	Claire Daly Tom@FTP	www.Filmandtvpro.com/us Claire@blue-compass.com tom@filmandtvpro.com	Blue Compass, Ltd. 131-132 Upper St., London, N1 1QP	347-391-8941
27	GoInHouse.com In House Counsel	\$150	www.goinhouse.com		

28	Grambling State University	Dr. Sharon Ford-Dunn	Internship Coordinator Dept. Mass Communication; dunns@gram.edu	Box 4292; Grambling, LA 71245	318-274-2189
29	Hinds Comm. College (HCC)	Iyanna Colley Douglas Berry	Iyanna.colley@hindscc.edu Douglas.berry@hindscc.edu	P. O. Box 1100 Raymond, MS 39154-1100	601-857-3499 601-857-3609
30	Hinds Comm. College (HCC) Placement	Iyanna Colly	Iyanna.Colly@hindscc.edu	P. O. Box 1100 Raymond, MS 39154-1100	601-857-3499
31	Hinds Comm. College (HCC) Electronics Tech.	Jacob Wright	jacob.wright@hindscc.edu	P. O. Box 1100 Raymond, MS 39154-1100	601-857-3421
32	Hinds Comm. College (HCC) Rankin Branch	Kashanta Jackson	kashanta.jackson@hindscc.edu	3805 Highway 80 East Pearl, MS 39208	601-936-5552
33	Hinds Comm. College (HCC) Electronics – Rankin	Kashanta Jackson	kashanta.jackson@hindscc.edu	3805 Highway 80 East Pearl, MS 39208	601-936-5552
34	Hinds Comm. College (HCC) Jackson	Sherman Green	Sherman.green@hindscc.edu	3925 Sunset Drive Jackson, MS 39213-5899	601-987-8148
35	Hinds Comm. College (HCC) Utica	Iyanna Colly	Iyanna.Colly@hindscc.edu	P. O. Box 1100 Raymond, MS 39154-1100	601-857-3499
36	Hinds Comm. College (HCC) Utica – Voc-Tech	Iyanna Colly	Iyanna.Colly@hindscc.edu	P. O. Box 1100 Raymond, MS 39154-1100	601-857-3499
37	Holmes Comm. College – Engineering Tech.	Linda Alexander	lalexander@holmescc.edu	P.O. Box 409 Goodman, MS 39079	Allison 601-605-3430 L. Alexander 662-472-9002
38	Jackson Advocate	Alice Tisdale	alicethomastisdale@gmail.com		
39	Jackson State Univ. (JSU) – Career Counseling	Lashanda Jordan	jobplace@jsums.edu	1400 Lynch St Jackson, MS 39217	601-968-2477
40	Jackson State Univ. (JSU) - Universities Center	Marquita Davis	marquita.s.davis@jsums.edu	3825 Ridgewood Rd. Suite 32 Jackson, MS 39211	
41	JournalismJobs.com	Dan Rohn	info@journalismjobs.com dan@journalismjobs.com	Oakland, CA	
42	Linked In Corp.		http://press.linkedin.com/	2029 Stierlin Court Mountain View, CA 94043	
43	Mashable Jobs		http://jobs.mashable.com/a/all-jobs/list	121 E. 24th St. New York, NY 10010	
44	MediaLine.com	medialine@medialine.com	http://www.medialine.com/jobs.htm	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073
45	Media Match	Job Bank	http://www.media-match.com/usa/	8112 1/2 West 3rd Street Los Angeles, CA 90048	323 284 5589

46	Midtown Partners, Inc.	Ethel Dixon	http://midtownpartners.org jimmymay@midtownpartners.org ;	329 Adelle Street Jackson, MS 39202	601-354-5373
47	Millsaps College – Career Center	Tonya Nations	careercenter@millsaps.edu	1701 North State Street Jackson, MS 39210	601-974-1346
48	Minnesota Public Radio		Newslink@mpr.org	480 Cedar Street Saint Paul, MS 55101	651-290-1500
49	Mississippi Assoc. of Broadcasters (MAB)	Job Bank	www.msbroadcasters.org khooten@msbroadcasters.org	855 S. Pear Orchard Rd. Suite 403 Ridgeland, MS 39157	601-957-9121
50	Mississippi College – Career Services Center	Stephanie Gandy	mc@mc.edu/careerlink slgandy@mc.edu	P. O. Box 4010 Clinton, MS 39058	601-925-3901
51	Mississippi College School of Law – Placement Office	Sherry Johnson or	ssjohnson@mc.edu Kysha Lawson (admin asst.) ext.7106	151 East Griffith Street Jackson, MS 39201	601-925-7109
52	Mississippi Film Commission	Nina Parikh	nparikh@mississippi.org	Woolfolk State Office Bldg. 501 N. West St., 5th Floor, Jackson, MS 39201 / P.O. Box 849, Jackson, MS 39205	601-359-3297 Fax: 601-359- 5048
53	Mississippi Link – Classified Ads	Jackie Hampton	www.mississippilink.com jlinkads@bellsouth.net publisher@mississippilink.com	P. O. Box 31238 Jackson, MS 39286	601-896-0084 ext. 1009 601-368-8481
54	Mississippi State Employment Service	LaTonya Minor		5959 I-55 N. Frontage Rd., Ste. C Jackson, MS 39213	601-321-7931
55	Mississippi State Univ. – Career Services Center	Angie Chrestman	cchrestman@career.msstate.edu achrestman@career.msstate.edu mjones@career.msstate.edu	P. O. Box P Miss. State, MS 39762-5515	662-325-3344
56	Mississippi Univ. for Women – Career Services	Towanda Williams	tjwilliams@muw.edu www.collegecenter.com/muw	1100 College Str., W Box 1633 Columbus, MS 39701-5800	662-241-7619
57	Mississippi Valley State	Career Services Center- Essie Bryant	careerservices@mvsu.edu elbryant@mvsu.edu	MVSU 7225 14000 Highway 82 West Itta Bena, MS 38941-1400	662.254.3441 662.254.7065 FAX
58	NAACP State Office	Derrick Johnson	NAACPMS@bellsouth.net www.naacpms.org	1072 W. JR Lynch Str. Jackson, MS 39203	601-353-6906
59	National Alliance of State Broad-casting Associations		http://www.asbaonline.net/		

60	National Assoc. of Broadcasters Education Foundation (NABEF)	Rumana Sultana	Broadcastcareerlink.com nabef@nab.org	1771 N. Street NW Washington, DC 30036	202-429-5428
61	National Assoc. of Black Journalists	Stephanie McGee	Stephanie.McGee@boxwoodtech.com	1100 Knight Hall, Ste. 3100, College Park, MD 20742	866-964-2765, ext. 2718
62	National Assoc. of Hispanic Journalists		nahj@nahj.org http://nahj.ihispano.com	1050 Connecticut Ave., NW, 10th Floor Washington, DC 20036	202-662-7145
63	National Education Telecommunications Association (NETA)	Maryanne Schuessler	Maryanne@netaonline.org www.netaonline.org	P.O. Box 50008, Columbia, SC 29250; OR 939 S. Stadium Rd., Columbia, SC 29201	803-799-5517 Ext. 104
64	National Education Writers Association		ewa@ewa.org www.ewa.org	2222 P St., NW, Ste. 201, Washington, DC 20037	202-452-8930
65	NPR List Serve	Russell Lewis	rdlewis@npr.org	NPR 635 Massachusetts Ave., NW, Washington, DC 20001	202-513-3232
66	New Horizon Membership Development	Annette Fair	afair@nhcms.org www.nhcms.org		601-371-1427
67	PBS Connect	PBS Connect Forums	http://connect.pbs.org www.mypbs.org	1320 Braddock Pl Alexandria, VA 22314	773-739-5132
68	Production Hub	Job Bank	www.productionhub.com	ProductionHUB, Inc. 1806 Hammerlin Ave Winter Park, FL 32789	877-629-4122 Fax: 407-629-8884
69	PRAM state		http://pramonline.org/jobs/post-a-job/samantha.mccain@usm.edu		
70	Southern Public Relations Federation		http://sprf.org/classifieds.php		
71	Public Relations Assoc of Miss. Chapters (PRAM) - Central	Kassi Rushing	kassi.rushing@horne-llp.com	1701 N. State Street Jackson, MS 39210	601-974-1033
72	Public Relations Assoc. of MS Chapters – Gulf Coast Chapter – Pascagoula	Amanda Parker	aparker@singingriver.com	www.prambeach.com No address available	
73	Public Relations Assoc. of MS	Ashley Neal	aneal@weemsmh.com	Weems Comm. Mental Health Center	601-483-4821 ext. 127

	Chapters – Meridian Chapter			P.O. Box 2862 Meridian, MS 39302	
74	Public Relations Assoc. of MS Chapters – MS Beach Chapter – Gulfport	Melissa Russo	melissarusso@coastepa.com	No address available	228-363-7257 800-624-3348
75	Public Relations Assoc. of MS Chapters – Northeast Chapter – Tupelo	Jennifer Strunk	Jennifer.strunk@mss-traceway.org	No address available	
76	Public Relations Assoc. of MS Chapters – Oxford/ Ole Miss	Laine Mitchell Mary Grace Vasilyev	lainedill@gmail.com marygrace@alumni.olemiss.edu	120 Alumni Dr. University of MS 38677	662-234-2331
77	Public Relations Assoc. of MS Chapters – Pine Belt – Hattiesburg	Amber Ross Hartfield	amberross.hartfield@gmail.com	No address available	Not accurate
78	Public Relations Assoc. of MS Chapters – PRAM – Columbus	Nancy Russell Shawn Hannah Brennan Dockery	russelln@wcbi.com shannah@wcbi.com brennan@wcbi.com	No address available	662-327-4444
79	Public Relations Assoc. of MS Chapters – River City – Vicksburg	Leigh Cook	lcCook@warren-yazoo.org	No address available	
80	Public Relations Assoc. of MS Chapters – Starkville MS State Chapter	Leighton Spann	leightos@ext.msstate.edu www.starkvillepram.org sasha.steinberg@opa.msstate.edu	No address available	
81	Radio Television Digital News Assoc. (RTDNA)	Ryan Murphy	ryanm@rtdna.org karenh@rtdna.org dans@rtdna.org messages@email.production.membersuite.com	529 14th St., NW, Ste. 425, Washington, DC 20045	800-807-8632
82	SimplyHired.com		www.simplyhired.com www.indeed.com	370 San Aleso Avenue, Ste. 200 Sunnyvale, CA 94085	
83	Society of Professional Journalists		www.sbj.org	Eugene S. Pulliam National Journalism Ctr., 3909 N. Meridian St., Indianapolis, IN 46208	317-927-8000
84	Southern Public Relations Federation	Kristie Aylett	ka@kardconsulting.com		
85	State Personnel Board	Vincent Kent	www.mspb.ms.gov	301 North Lamar Str. Jackson, MS 39201	601-359-1406
86	The Association of Independents in Radio		www.airmedia.org	1452 Dorchester Ave., 2nd Floor Dorchester, MA 02122	617-825-4400

87	The Clarion Ledger – Classifieds	Beverly Brown	beverlybrown@jackson.gannett.com	P.O. Box 40 Jackson, MS 39225	601-961-7125
88	The Jewish-Christian Foundation, Inc	Sarah D Johnson	Sara.johnson@sdjohnsoncollection.com	P.O. Box 745 Canton, MS 39046	601-540-8929
89	The Society of Broadcast Engineers (SBE)	Jobs Online Scott Jones	www.sbe.org kjones@sbe.org	9102 N. Meridian St., Ste. 150 Indianapolis, IN 46260	317-846-9000
90	Times Picayune	Nancy Bordlee	nbordlee@timespicayune.com	3800 Howard Avenue New Orleans, LA 70125	P 504-826-3513 F 504-826-3490
91	Tougaloo College – Career Planning & Placement	Clifton Paige	cpaige@tougaloo.edu	500 W. County Line Rd. Tougaloo, MS 39174	601-977-7817
92	Tulane Univ. Student Career Center	Carla Coury	ccoury@tulane.edu	202 McAllisters Ext New Orleans, LA 70118	504-86-2274 504-865-5107
93	University of Mississippi	Jonathan Harrington	Post jobs here: Career.olemiss.edu/employum	303 Martindale Center P. O. Box 1848 University, MS 38677-1848	662-915-7174
94	University of Mississippi School of Law – Career Services	Mary Williams Cassandra Latimer	mew2@olemiss.edu clatimer@olemiss.edu	P.O. Box 1848 University, MS 38677	662-915-7361 x 6830
95	Univ. of Southern Mississippi – Career Planning & Placement	Kathy Killam	kathleen.killam@usm.edu	118 college Drive, Box 5014 Hattiesburg, MS 39406	601-266-4153
96	University of West Alabama (Assistant Professor of Journalism)	Amy H. Jones J Stephen SlimpE	ajones@uwa.edu sslimp@uwa.edu	UWA Station 22 Livingston, AL 35470	205-652-3558 (205) 652-3589 Fax
97	Urban League of Greater Jackson, Inc.	Willie M. Cole	None – mail job announcements to address listed	2310 HWY 80 W. Bldg. 1 Suite E Jackson, MS 39204	
98	Virginia College	Sam Lynn	christopher.lynn@ecacolleges.com	5841 Ridgewood Rd. Jackson, MS 39206 4795 I-55 North, Jackson, MS 39206	601-977-0960 OR 601-572-3385

MISSISSIPPI AUTHORITY FOR EDUCATIONAL TELEVISION

D/B/A MISSISSIPPI PUBLIC BROADCASTING EMPLOYMENT OUTREACH EFFORTS February 1, 2019 through January 31, 2020

MAET utilizes a number of outreach methods to make sure that notice of all job vacancies is widely disseminated, all employment opportunities are non-discriminatory, the MAET workplace is free of discrimination and that MAET's Equal Employment Opportunity practice continually grows and expands. Below are the details of these efforts.

Job Announcements to Minority Organizations – MPB - Mississippi Authority for Educational Television (hereinafter, "MAET") has direct contact to a wide diversity of qualified individuals, and forwards most job announcements to a number of Mississippi community colleges and universities including several of the historically African-American universities (i.e. Alcorn State University, Jackson State University and Tougaloo College). MAET also sends most job announcements to the minority organizations of Urban League of Greater Jackson as well as the national and state offices of the NAACP. Finally, MAET advertised most job announcements in the minority owned newspaper, *Mississippi Link*.

The two most effective resources for reaching a diverse population of Mississippians continues to be the Mississippi Employment Security Commission and the Mississippi State Personnel Board's website www.mspb.ms.gov. The Commission maintains at least one employment center in every county of Mississippi and serves the larger metropolitan areas through several employment centers, and the Mississippi State Personnel Board allows every candidate to apply for open positions through the use of its' website.

Internship Program. MAET internship program, during 2019 and thus far in 2020, placed seven (7) interns in various departments throughout the agency. Those departments include administration, communication, digital, education, and television. MAET's internship program serves as an effective way to reach potential employees and mentor students.

On-Air Announcements. MAET also airs on television and radio a weekly announcement giving information where organizations could request MAET's job announcement information. The announcement runs every week on television every Wednesday night on or around 7:56:46 p.m. and airs on radio every Saturday morning at 6:17:00 a.m. The text of the announcements states:

Mississippi Public Broadcasting is looking for organizations that regularly distribute information about employment opportunities to job seekers or have job applicants to refer. Mississippi Public Broadcasting is an Equal Opportunity Employer and encourages minorities and females to apply. If your organization would like to receive notification of job vacancies at Mississippi Public Broadcasting, notify our Human Resources department by writing to careers@mpbonline.org or by calling 601-432-6565.

Assessment of MAET's Distribution of Job Vacancies. MAET includes supplemental questions as a part of the application process requesting information on how an applicant learned of the job vacancy. We also use our *Voluntary Self Identification Form*. The supplemental questions and forms asked the applicant to select where they learned of MAET's job announcement coupled with information about which position the applicant applied. Answering the question is optional, and does not have an impact on their opportunity for employment. The information the applicant provide is for reporting purposes.

For 2019, we received responses from the supplemental questions and *Voluntary Self Identification Form* indicating the top five (5) sources, in order of largest to smallest; (1) State Personnel Board Website, (2) Other (Indeed, Career Builder, LinkedIn, Colleges), (3) MPB Agency Website at www.mpbonline.org, (4) MPB Job Announcements, and (5) MPB Radio.

MAET continues to seek diverse and economically efficient resources to guarantee even greater access to a diverse workforce.

February 1, 2019 – January 31, 2020

Long-term recruitment initiatives

- a. Internship Program** - Continuation of an extensive on-going licensee internship program. Mississippi Authority for Educational Television offer internship opportunities to all students enrolled in or recently graduated from an institution of higher learning. Occasionally, the agency will make an exception and allow individuals not enrolled in or graduates of an institution of higher learning. The agency has submitted internship information to all universities, junior colleges and community colleges in Mississippi for various internships that were available in 2019 and early 2020. Further, internship information was available to the public via the Mississippi State Personnel Board and Mississippi Public Broadcasting's website. The internships available and filled in 2019 and early 2020 included internships in the areas of legal support services, administration, and television. At the time of this report, MAET had seven (7) working on-site in various areas throughout the agency. The intern pool included both male and female applicants. Upon approval of students' respective institutions of higher learning, students may receive credit for these internships. MAET created a midterm and final evaluation to forward to the intern's respective professor and institution of higher learning.

Interns interested in the legal profession apply through American Bar Association's accredited Mississippi College School of Law's extern program. Students enroll in the legal extern class through the law school, attend an interview with the professor and the professor makes a recommendation to MAET based upon grades, interview and interest. The student is exposed to issues dealing with contract negotiation, intellectual property licensing, entertainment contracts, and employment law issues working within federal and state guidelines. The extern must work with the Agency for a minimum of 135 hours per semester, prepare a report for the law school and receives a grade from the Agency. The first legal extern began fall semester 2011 and MAET has continued the program with having an extern most semesters.

b. Training Program and Equal Employment Opportunity Training: Provide training to management-level personnel as to methods of insuring equal employment opportunity, prevent discrimination, and provide training to enable employees to acquire skills to be eligible for higher-level positions. MAET offers three (3) avenues for training and continuing education. The avenues include (i) State Personnel Board's Workforce Development Program, (ii) MAET Agency Trainings, and (iii) Various Conference Trainings. Trainings are open to all employees of the agency without regard to race or gender.

- i. *State Personnel Board's Workforce Development Program.* The State Personnel Board's Office of Workforce Development assists agencies with effective employee training and professional development that inspires trust, clarifies purpose, aligns systems, and develops talent. Workforce Development is a systematic process for identifying the human capital required to meet agency goals and developing the strategies to meet those requirements. Two divisions of workforce development are Talent Management and Career Development. The Talent Management Division provides agencies with management tools to measure performance, competencies and skill sets, and identify methods to improve performance. The Career Development Division provides agencies and State employees with certification and professional development programs such as the Certified Public Manager (CPM) program, the Human Resources Certification Program (HRCF), and the Administrative and Executive Services Certification Programs (ASCP and ESCP).

Basic Supervisory Course. This one-week training program is the first phase of the Certified Public Manager (CPM) program, and designed to develop leadership and supervisory skills for frontline supervisors of governmental entities. The program includes a wide range of topics with emphasis on practical application in state, local and district government. In total two (2) individuals received training on this program.

Administrative Services Certification Program. The Administrative Services Certification Program (ASCP) is a comprehensive training and certification program for support staff of governmental entities. The program combines classroom training and hands-on learning to develop teamwork, leadership, and customer service skills. MAET choose ASCP as the primary method for training

support staff due to the results achieved by graduates. ASCP graduates are highly regarded team members. In 2019, two (2) employee received training in this program.

ii. *MAET Agency In-House Training.*

MAGIC- Shopping Cart Training. Business Service employees have on-going training for this menu-driven software, as its replacement for the legacy system.

CPB Workplace Harassment Awareness and Prevention. This course is an overview of all types of harassment; terms associated with harassment; components of harassment claims; retaliation; and grievance, complaint, and appeals procedures. Specifically, the focus was on the state and federal laws and policies that apply to employees of the State of Mississippi. All Employees received this training.

Active Shooter Training: What Should You Do? – This training was intended to assist MAET employees in recognizing and appropriately responding to instances of workplace violence in the event of an active shooter. All new employees received this training.

Enterprise Security Awareness Training – The State of Mississippi Enterprise Security Policy (ESP) requires each state agency to implement a security awareness program for all agency employees; trusted partners; and individuals authorized to operate, manage, or use the state's assets. This training is required annually. All Employees received this training.

iii. *Various Conference Trainings.*

The agency also sends many employees to various conferences throughout the year. These conferences provide professional development and are available to employees without regard to gender or race. Below is a list of the different conferences where MAET employees attended and participated

Chief Executive Officer

- PBS (Public Broadcasting System) Board meeting, March 25 – 26, Washington DC
- APT (American Public Television) Board meeting, June 6 – 7, Boston, MA

- PBS Board meeting, June 17 – 19, Houston, TX
- OSBE (Organization of State Broadcasting Executives) meeting, July 15 – 16, Lexington, KY
- Operational Effectiveness Team Building: Leadership Retreat, September 5 – 6, Jackson, MS
- NLA (News Leaders Association) meeting, September 8 – 10, New Orleans, LA
- PBS Board retreat, September 23 – 25, Washington, DC
- OSBE fall conference, October 28 – 30, Biloxi, MS
- APT Board meeting, November 14 – 15, Scottsdale, AZ
- PBS Board meeting, December 10 – 11, Washington, DC

Executive Assistant

- Mississippi State Personnel Board: Elective classes for Administrative Support Certification Program, April 15 – 29, Jackson, MS
- MSPB: Elective classes for Administrative Support Certification Program, May 20 – 23, Jackson, MS
- MSPB: Graduation from ASCP course June, 6, Jackson, MS
- Operational Effectiveness Team Building: Leadership Retreat, September 5 – 6, Jackson, MS

Human Resource Director

- Cultural Diversity and Inclusion Training, Jackson, January 17, Jackson, MS
- CAHRA Monthly Meetings, January – December 2019, Jackson, MS
- MAPA Quarterly Meetings, January – December 2019, Jackson, MS
- SEWP Conference, February 22, Ridgeland, MS
- PBS HR Peer Network Conference Call, March 1, Jackson, MS
- SHRM Mastering Your HR Role Training, April 4-5, Alexandria, VA
- MSPB Legislative VCP Impact Meeting, April 11, Jackson, MS
- PERS Employer Training, June 27, Pearl, MS
- HR Summit, August 9, Madison, MS
- CPB Harassment Training, August 15, Jackson, MS
- Operational Effectiveness Team Building: Leadership Retreat, September 5 – 6, Jackson, MS
- PERS & Deferred Compensation, September 10, Jackson, MS
- SHRM State Conference, October 6-8, Baltimore, MD
- Worker's Comp Trust, October 17, Jackson, MS MAGIC Meeting, November 13, Jackson, MS
- MAGIC Meeting, November 19, Jackson, MS
- Training on Revised Disciplinary/Grievance Regulations, December 10, Jackson, MS
- CPM Level II, November 4 – 8, Jackson, MS

Human Resource Specialist

- Cultural Diversity and Inclusion Training, Jackson, January 17, Jackson, MS
- CAHRA Monthly Meetings, January – December 2019, Jackson, MS
- MAPA Quarterly Meetings, January – December 2019, Jackson, MS
- SEWP Conference, February 22, Ridgeland, MS
- PBS HR Peer Network Conference Call, March 1, Jackson, MS
- MSPB Legislative VCP Impact Meeting, April 11, Jackson, MS
- Employee Experience Matters Webinar: How to Create an Experience that Attracts & Retains Top Talent, April 24, Jackson, MS
- What Motivates Me: Book Club, June - July, Jackson, MS
- PERS Employer Training, June 18, Jackson, MS

- CPM Level I, August 5-9, Jackson, MS
- CPB Harassment Training, August 15, Jackson, MS
- PERS & Deferred Compensation, September 10, Jackson, MS
- MAPA Conference, September 25 – 27, Biloxi, MS
- American Graduate Resume Building Workshop, October 16, Jackson, MS
- Worker's Comp Trust, October 17, Jackson, MS
- MAGIC Meeting, November 13, Jackson, MS
- Training on Revised Disciplinary/Grievance Regulations, November 19, Jackson, MS

Deputy Director

- Service Contract Overview & Updates, April 17, Jackson, MS
- PMBA: FCC Repack, April 23, Jackson, MS
- PMBA 2019 Annual Conference, May 14-17, Orlando, FL
- PMBA: Leadership Transition: From Manager to Coach, July 24, Jackson, MS
- Operational Effectiveness Team Building, September 5 -6, Jackson, MS
- CPB: CSG Training, September 17, Jackson, MS
- Certified MS Purchasing Agent Certification, September 24 – 26, Jackson, MS
- State Agency Wireless Contracts, October 9, Ridgeland, MS
- CPB: Introduction to Financial Reporting, October 9, Jackson, MS
- CPB: What is NFFS?, October 16, Jackson, MS
- MAGPPA 2019 Annual Conference, October 20 -23, Tupelo, MS
- MMRS MAGIC-Phase II Training, November 11, Jackson, MS
- MMRS MAGIC-Phase II Implementation Meeting, November 19, Jackson, MS

Accountant/Auditor III, Professional

- MAPA Quarterly Meeting, June 12, Jackson, MS
- MAPA Quarterly Meeting, September 11, Jackson, MS
- PERS Employer Training, September 13, Pearl, MS
- MAPA Annual Conference, September 24 - 27, Biloxi, MS
- MMRS Phase II of MAGIC, November 11, Jackson, MS
- MAPA Quarterly Meeting, December 11, Jackson, MS

Bureau Director II

- Service Contract Overview & Updates, April 17, Jackson, MS
- PMBA 2019 Annual Conference, May 14-17, Orlando, FL
- MAGIC Contracts Training, October 8, 2019, Jackson, MS
- MAGPPA 2019 Annual Conference, October 20 – 23, Tupelo, MS
- MAGIC Purchase Orders Training, October 29, Jackson, MS

Division Director II

- NPMA 2nd Quarterly Meeting, June 20, Jackson, MS
- NPMA 3rd Quarterly Meeting, September 18, Jackson, MS
- State Agency Wireless Contracts, October 9, Ridgeland, MS
- MAGPPA 2019 Annual Conference, October 20 – 23, Tupelo, MS

Radio Producer 1

- Public Radio Program Directors Association: 2019 Content Conference, August 26 – 29, Minneapolis, MN

- Pippa in house training, May 8, Jackson, MS
- Media Law Webinar, September 28, Jackson, MS

Radio Producer 2

- Public Radio Program Directors Association: 2019 Content Conference, August 26 – 29, Minneapolis, MN

Chief Technical Officer

- PBS Tech Con Conference, April 2 – 6, Las Vegas, NV

Technical Services Interim Director

- Leadership Retreat, September 5– 6, Jackson, MS

Branch Director

- Webinars, May 23, Jackson, MS

Master Control Operator

- Active Shooter Training, November 31, 2019, Jackson, MS
- Workplace Harassment, November 30, Jackson, MS
- Enterprise Security Awareness Training , December 7, Jackson, MS

Project Technician

- Workplace Harassment, September 30, Jackson, MS
- MSPB Basic Supervisory Course, July 8 – 12, Jackson, MS
- Enterprise Security Awareness Training , December 7, Jackson, MS

Director of News

- Public Radio News Directors (PRNDI) Conference/ annual conference for public media, June 11-16, Washington, DC
- Public Radio Super Regional Conference- CPB/NPR Journalism meeting), October 14-16, New Orleans, LA

Senior Reporter/Producer 1

- Association of Healthcare Journalist Conference, May 2-5, Baltimore, MD

Senior Reporter/Producer 2

- Education Writer's Association 72nd National Seminar, May 6-8, Baltimore, Maryland

Office Director I

- PBS Annual Meeting, May 29-31, Nashville, TN

Staff Officer II

- National Association of Broadcasters Conference, April 6-10, Las Vegas

Director of Programming

- Public Television Programmers Association and Public Broadcasting Systems annual meeting, May 28-31, Nashville, TN
- BBC Syndication Showcase, October 3 – 4, Kansas City, MO

ETV- Producer/Director

- PBS Annual Meeting, May 29-31, Nashville, TN

Director of Education

- The longview book series with manager, Jan. – March, Jackson, MS
- MEC Day at the Capitol, January 10, Jackson, MS
- Facebook ad training, January 11, Jackson, MS
- Diversity Training, January 17, Jackson, MS
- Governor's Workforce Summit, January 23, Jackson, MS
- Youth Health Matters Summit, February 13, Jackson, MS
- APTS Conference, March 25 – 28, Washington, D.C.
- Workforce Summit/Speakers Commission on Public Policy, April 16, Jackson, MS
- Social Media training w/digital team, May 24, Jackson, MS
- PBS Annual Meeting, May 28 – June 1, Nashville, TN
- What Motivates Me book series with staff, June – July, Jackson, MS
- Mississippi STEM Summit, July 25 – 26, Starkville, MS
- What Motivates Me SPB Training, August 23, Jackson, MS
- Operational Effectiveness/Team Building, September 5 – 6, Jackson, MS
- Workplace Harassment, September 13, Jackson, MS
- MDE Literacy Summit, September 13 – 14, Jackson, MS
- Pryor Learning Solutions – Leadership, Team Building and Coaching for Managers and Supervisors, October 21, Jackson, MS
- Security and Privacy Awareness, November 25, Jackson, MS
- Leadership Development Plan with Chris Smith, December 23, Jackson, MS

Director of Community Engagement

- Bento 3 Website Training, January 2019, Jackson, MS
- The longview book series with manager, Jan. – March, Jackson, MS
- Workforce Wednesday Trainings (11), January-November, Jackson, MS
- American Graduate 3 Webinars (24), January-December, Jackson, MS
- 2019 Governor's Workforce Summit, January, Jackson, MS
- MEC Tour (Workforce Development), February, Pearl, MS
- Staff Retreat (CUE), April, Jackson, MS
- Demand-driven Education: Matching MS with Real Job Opportunities Conference, April 2019, Jackson, MS
- Bento 3 Blog Posting Training, May, Jackson, MS
- MS Manufacturers Association "HELPS" Regional Workshop, May, Jackson, MS
- "What Motivates Me" staff retreat, August, Jackson, MS
- Aha Island Training, September 2019, Jackson, MS
- PBS LearningMedia Content Contributor Training, October – November, Jackson, MS
- Education TV Monitors Training, November, Jackson, MS

Director of Early Childhood

- The longview book series with manager, Jan. – March, Jackson, MS
- MEC Workforce Development, February, Pearl, MS
- Early Childhood Retreat, April 3–4, Jackson, MS
- "What Motivates Me" staff retreat, August, Jackson, MS
- Mississippi Literacy Conference, September 14, Jackson, MS

Director of Instructional Resources

- The longview book series with manager, Jan. – March, Jackson, MS
- Collaboration Infrastructure System Administration / Polycom training, May 28–31, Austin, TX
- Mississippi Association of Secondary School Principals (MASSP) Conference, June 18-21, Biloxi, MS
- SSC and CTE Counselor Workshop Conference, October 4, Pearl, MS
- Mississippi Association of School Administrators (MASA) Leadership Conference, October 28-30, Jackson, MS
- U. S. Dept. of Agriculture Grant Training Conference (Rural Development) / RUSS, November 18, Pearl, MS
- Basic Supervisor Training – SPB, December 2-6, Jackson, MS

ETV-Broadcast Technician, Lead

- Mississippi Association of School Administrators (MASA) Leadership Conference, October 28-30, Jackson, MS

Education Specialist

- Active Shooter Situation Training, October 10, Jackson, MS
- Sexual Harassment and Prevention Training, October 10, Jackson, MS
- Annual Security and Privacy Awareness Training, November 25, Jackson, MS

Education Specialist

- Bento 3 Website Training, January, Jackson, MS
- Workforce Wednesday Trainings (11), January-November, Jackson, MS
- American Graduate 3 Webinars (24), January-December, Jackson, MS
- 2019 Governor's Workforce Summit, January, Jackson, MS
- MEC Tour (Workforce Development), February, Pearl, MS
- Staff Retreat (CUE), April, Jackson, MS
- Demand-driven Education: Matching MS with Real Job Opportunities Conference, April, Jackson, MS
- American Graduate Working Meeting, April 2019, St. Louis, MO
- PBS Annual Conference, May 7-8, 2019, Las Vegas, Nevada
- Bento 3 Blog Posting Training, May 2019, Jackson, MS
- "What Motivates Me" staff retreat, August 2019, Jackson, MS
- PBS Learning Media Content Contributor Training, October – November, Jackson, MS
- Education TV Monitors Training, November, Jackson, MS

Education Specialist

- Workforce Wednesday sessions, January – August, Jackson, MS
- MEC Tour – Workforce Development, February, Pearl, MS
- Public Relations Association of Mississippi – Strategies for Successful Corporate Communications, March 27, Jackson, MS
- Demand-driven Education: Matching MS with Real Job Opportunities Conference, April, Jackson, MS
- Staff retreat, April 11-12, Jackson, MS
- MS Manufacturers Association "HELPS" Regional Workshop, May 15, Jackson, MS
- What Motivates Me Staff retreat, August 23, Jackson, MS

- PBS Learning Media Content Contributor Training, October 8/November 12, Jackson, MS
- Education TV monitor training, November, Jackson, MS

Education Specialist

- The longview book series with manager, Jan. – March, Jackson, MS
- MEC Economic Development, February 19, Pearl, MS
- What Motivates Me Staff retreat, August 23, Jackson, MS
- The Mississippi Literacy Conference, September 14, Jackson, MS
- Ready to Learn Mollie of Denali Training, September 18-19, Cambridge, MA
- Excel by Five Summit, October 1, Jackson, MS

ETV-Broadcast Technician, Lead

- Collaboration Infrastructure System Administration / Polycom training, May 28-31, Austin, TX
- Mississippi Association of Secondary School Principals (MASSP) Conference, June 18-21, Biloxi, MS
- Mississippi Association of School Administrators (MASA) Leadership Conference, October 28-30, Jackson, MS

Director of Communications

- Public Relations Association of Mississippi Central Chapter Monthly Luncheon, Feb. 27, Jackson, MS
- Public Relations Association of Mississippi Central Chapter Monthly Luncheon, March 27, Jackson, MS
- 2019 PRAM State Conference - Key Innovations in PR, April 10-12, Vicksburg, MS
- Social Media training, May 24, MPB
- PBS Social Media Webinar: Social Media Playbook, August 1, webinar
- Safety Meeting, August 23, 2019, MPB
- Media Law webinar, September 27, MPB
- DCA Email Marketing Best Practices with Rich Pompilio, Sep 23, webinar
- QCatalyst for Weekly Fine Tuning Launch, September 5, MPB
- Leadership Team-Building and Coaching Skills for Managers and Supervisors, Oct. 21, Jackson, MS
- Encore of Live2Lead Leadership Simulcast, Jan. 17, 2020 Jackson, MS

Public Relations Director

- Safety Meeting, August 23 2019, MPB
- DCA Webinar: Digital Fundraising with Bob Breck, September 19, MPB
- Media Law webinar, September 27, MPB
- DCA Paid Social for Fundraising Webinar, October 4, 2019 at MPB
- DCA Paid Social for Email Acquisition Webinar, October 4, MPB

Public Relations Specialist

- New Hire Orientation, Dec. 2-3, MPB

Digital Manager

- New Hire Orientation webinar, February 20, MPB
- PBS TechCon, April 3-6, 2019, Las Vegas, NV

- MPB Wellness/Safety Committee, April 25, May 29, July 10, Aug. 22, MPB
- Q-Catalyst Breakout (Executive), June 5, MPB
- Safety Meeting, August 23, MPB
- PERS Retirement Workshop, August 28, MPB
- DCA Webinar: Digital Fundraising with Bob Breck, September 19, MPB
- Virtual Bento Summit 2019, September 25-26, MPB
- Media Law webinar, September 27, MPB
- DCA Paid Social for Fundraising Webinar, October 4, MPB
- DCA Paid Social for Email Acquisition Webinar, October 4, MPB

Digital Media /Web Specialist

- New Hire Orientation webinar, April 1, MPB
- PERS Retirement Workshop, Aug. 28, MPB
- Safety Meeting, August 23, MPB
- DCA Webinar: Digital Fundraising with Bob Breck, September 19, MPB
- Virtual Bento Summit, September 25, MPB
- Media Law webinar, September 27, MPB
- DCA Paid Social for Email Acquisition Webinar, October 4, MPB
- DCA Paid Social for Fundraising Webinar, October 4, MPB
- Adobe MAX – The Creativity Conference Location of Training, November 3-6, Los Angeles, CA

Graphic Artist Manager

- Safety Meeting, August 23, 2019, MPB
- Media Law webinar, September 27, MPB

Graphic Artist

- Safety Meeting, August 23, MPB
- Media Law webinar, September 27, MPB

- c. **Participation in at least four (4) job fairs by station personnel with hiring responsibilities.**

January 17, 2019: Military, Veterans, Spouses and Dependents Job Fair

MAET participated in the Military, Veterans, Spouses and Dependents Job Fair sponsored by MDES (The Governors Job Fair of Mississippi)- 9:00 a.m. until 12:00 p.m. at the Jackson Medical Mall. This event is to promote the hiring of Mississippians to seek employment within state agencies. This event allowed representatives from our agency to promote vacant positions at MPB as well as American Graduate. Approximately 125 individuals visited the MAET booth. The Director of Community Outreach, Education Specialist/Community Outreach Specialist, Community Engagement Specialist and Community Liaison Specialist were the agency representatives with hiring responsibilities at this event.

January 30, 2019; Media Girls LA Career Fair (Alcorn)

MAET participated in a career day hosted by *Alcorn State University* from 11:00 a.m. – 1:00 p.m., in Lorman, MS. This event allowed representatives from our agency to recruit college prospects for employment and internship opportunities. Approximately seventy-five (75) students attended the MAET booth. The Personnel Officer and Payroll Officer were the agency representatives with internship and hiring responsibilities for this event.

February 12, 2019; Mississippi College Career Day 2019

MAET participated in a career day hosted by *Mississippi College* from 10:00 a.m. – 2:00 p.m., in Clinton, MS. This event allowed representatives from our agency to recruit college prospects for employment and internship opportunities. Approximately two hundred (200) students attended the MAET booth. The Personnel Officer was the agency representative with internship and hiring responsibilities for this event.

February 27, 2019; Media Girls LA Career Fair (JSU)

MAET participated in the Media Girls LA Career Fair hosted by Jackson State University - 11:00 a.m. until 1:00 p.m. at the JSU Student Center in Jackson, MS. This event is to promote the hiring of Mississippians to seek employment within media. Approximately 15 individuals majoring in broadcast media visited the MAET booth. The Director of

Human Resources and Human Resources Specialist were the agency representatives with hiring responsibilities at this event.

June 11, 2019; New Horizon Church Career Fair 2019

MAET participated in a career fair at New Horizon Church from 9:00 a.m. – 1:00 p.m., at the church location. This event allowed representatives from our agency to recruit qualified prospects for employment opportunities. Approximately one hundred (100) individuals attended the MAET booth. The Personnel Officer was the agency representative with hiring responsibilities at this event.

November 6 – 7, 2019; Pathways2Possibilities Career Fair

MAET participated in the Pathways2Possibilities Career Fair at Jackson Convention Complex in Jackson, MS. This event allowed representatives from our agency to recruit students for employment and internships. There were approximately 6,000 attendees. The Director of Community Outreach, Education Specialist/Community Outreach Specialist, Community Engagement Specialist and Community Liaison Specialist were the agency representatives with hiring responsibilities at this event.

November 20, 2019; American Graduate Hiring Event

MAET participated in a job fair sponsored by MAET's Community Engagement and Outreach Division and the American Graduate Initiative. This event was held at Mississippi Public Broadcasting. There were Five hundred and fifteen (515) participants. The Personnel Officer and Human Resources Director were the agency representatives with hiring responsibilities at this event.

- d. The listing each upper-level opening in a job bank or newsletter of a media trade group with a broad-based membership, including participation of women and minorities (such a state broadcasters association).**

See *“Filled Positions / Hiring Chart”* as evidence of accomplishing this prong.