

**EEOC PUBLIC FILE REPORT
WLOX-TV
FEBRUARY 2013 TO JANUARY 31, 2014**

EEOC PUBLIC FILE REPORT
WLOX, LLC
February 1, 2013 to January 31, 2014

RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES

The Master List of Recruitment Sources includes a list of recruitment sources, indicating name, address, contact person and telephone number of each. Sources with an asterisk (*) denote organizations that requested notification of full-time job vacancies.

Full-Time positions filled: Recruitment Sources Use (#'s in Parenthesis)
[With Hires' Recruitment Source in Brackets]

Digital Content Producer	(1) (#1,3,4,8,9,10, 11,12,13, 14, 19,20,21,23,25,28,29,31)	[Hiree: #31
Digital Sales Specialist	(1) (#1,3,4,6,8,10, 12,14,19,20,22,23,27,28,29)	[Hiree: #,29
Digital Sales Specialist	(1) (#3,4,6,14,16,19,20,21,23, 28,29)	[Hiree: #6
Director, Technical	(1) (#1,4,8,9,10,11,12,13,14,19,20,21,22,27,28,29)	[Hirees:#28
News Producer	(1) (#3,8,10,13,14,19,20,22,28,29,31)	[Hiree#31
News Producer	(1) (#3,12,13,19,23,28,29)	[Hiree #19
Local Sales Manager	(1) (#1,4,10,13,14,19,20,29,30)	[Hiree #19
Maintenance Engineer	(1) (#1,,4,5,10,13,14,15,16,19,20,21,28,29)	[Hiree #28
Anchor/Reporter Weekend)	(1) (#1,2,3,4,8,9,10,11,12,13,14,16,19,20-23,25,27-29)	[Hiree#28
Meteorologist-Weekend	(1) (# 11,13,14,19,20,21,23,28,29,31)	[Hiree #11
Reporter/MMJ	(1) (#1,8,10,12,13,14,16,19,20, 21,22,25,27,28,29)	[Hiree: #20
Reporter/MMJ	(1) (#1,4,8,9,10,11,12,13,14,15,16,19,20,21,23,24,28,29)	[Hiree: #29
Reporter/MMJ	(1) (#1,3,4,5,6,10,14,21,23,28,29)	[Hiree: #6

Total Interviewees for all Full-Time Positions

64-Persons

Number of Referrals from Sources Used

#6 (7 persons), #7 (1 person), #11 (3 persons) #18 (2 persons), #19 (15 persons), #20 (1 person)
 #23 (4 persons), #24 (2 persons), #28 (9 persons), #29 (11 persons), #31 (7 persons),
 #32 (2 persons)

WLOX-LLC-Biloxi MS

MASTER LIST OF RECRUITMENT SOURCES

SOURCES: (including name of contact person, address and telephone number)

1. AAJA, 1182 Market St., Suite 320, San Francisco, CA, 94102-Ph. (415) 346-2051
2. Antonelli College Ron Ainsworth, Director of Career Services, 2323 Lakeland Dr., Jackson, MS, 39232-Ph. (601)-362-9991, www.antonellicollege.edu.
3. Arkansas State University, Carol Tinsley, P.O. Box 2490, State University, AR 72467-Ph. (870)-972-3025
4. Broadcast Compliance Services, Judy Feigenson, 1700 Rockville, ML, 90852-Ph. (301)-998-6136
5. Department of Veteran's Affairs, Vocational Rehabilitation & Employment, Jennifer Armwood,- Ph (601)-364-7049, Jennifer.amwood@va.gov
6. Employee Reference
7. Former Interns
8. LSU, Amy Callovet, Patrick F. Taylor Hall, Baton Rouge, LA 70803- Ph. (225)-578-2161
9. Jackson State University, Alisa Hughes,- P.O. Box 17280, Jackson, MS 39205-Ph. (601) 979-2477
10. Medialine.com
11. Mississippi State University. Caragh Boyles, P.O. Box P, Mississippi State, MS-career@career.msstate.edu. – Ph. (662) 325-3344
12. Mississippi College Career Center, Karen Lindsey-Lloyd, P.O. Box 4010 Clinton, MS-Ph. (601) 925-3901
13. Mississippi Association of Broadcasters, 855 S. Pear Orchard Rd., Ste.403, Ridgeland, MS 39157-Ph. (601)-957-9121, info@msbroadcasters.org

14. Mississippi Dept. of Employment Security, 1235 Echelon Parkway, Jackson, MS, MS JOB central, www.jobcentral.org/ms
15. NAJA, www.naja.com, Debra Valentino
16. MS Gulf Coast Community College, Margo Hines-2226 Switzer Rd. ,Gulfport, MS- Ph. (228) 896-2504, margohines@mgccc.edu
17. Word of Mouth-(Outside Sources)
18. Resume
19. Raycom Media, www.careersraycommedia.com
20. TVjobs.com, Mark Holloway, admin@tvjobs.com
21. Talent Dynamics, Christina Hedding, 600 East Las Colinas Blvd, Irving, TX 75039, hedding@talentdynamics.com
22. Troy University, Lauren Cole, Career Services, www.troy.edu, - Ph. (334)-670-3217
23. University of Southern Miss., Kathy Oliver-118 College Drive #5014, Hattiesburg, MS- Ph. (601) 266-4153
24. University of Mississippi,(Ole Miss)-Amanda L. Walker, 303 Martindale, University of MS 38677-Ph. (662)-915-7174
25. University of Missouri, Barbara G. Willis, 76G Gannett Hall, University of Missouri Columbia, MO 65211- Ph. (573)-882-0373
26. Walk-In
27. Western Kentucky University, 1906 College Heights Blvd, #11051, Bowling Green, KY 42101-Ph. (270)-745-3095, topjobs@wku.edu.
28. WLOX Bulletin Board (Promote from within)
29. WLOX-TV Website, <http://www.wlox.com>
30. WLOX, LLC, PSA & Promos
31. Other Universities Websites
32. Former Employees

WLOX-LLC

BILOXI, MS

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 6, 2013

Describe Nature of Initiative:

USM Mass Communication/Journalism Internship/Career Day

WDAM/WLOX/WLBT were set up at the USM Mass Com/Journalism Internship/Career Day to answer questions and take resumes from students. Contact information was taken from junior/senior level candidates for possible internship interviews in news & marketing. We also had representatives on the Portfolio/Resume review panel who advised students on the best ways to present themselves.

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

WDAM/WLOX/WLBT-representing Raycom Media had the strongest media presence. Other business attending were Forrest General Hospital, Comcast, WHLT, WXXV, Clear Channel Radio, City of Hattiesburg, Southern Pine Electric Power Association were just a few of the (15) other local businesses that participated.

Names of Station Personnel Involved in Initiative:

Pam McGovern-Creative Services/Marketing Director, Travis Williams-Marketing Producer, Nick Ortego-Weathercaster, Randy Swan- News Director, Karrie Leggett Brown- Anchor, David McRaney-Web Master and Mercer Morrison-Web Producer representing WDAM/WLBT/WLOX and Raycom Media.

WLOX-LLC

BILOXI, MS

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

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

Describe Nature of Initiative

Student Internship Program

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

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

Summer: 2013..... 3 (Interns assigned to News Dept.)
Summer: 2013..... 1 (Intern assigned to Weather)
Fall: 2013.....1 (Intern assigned to Marketing Dept.)

Names of Station Personnel Involved in Initiative:

Natalie Campen, Executive Producer, and Don Culpepper, Assignment Editor -News Department.
Mike Reader-Meteorologist. Mike Kommersmith, Marketing Director.

WLOX- LLC- BILOXI, MS

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 20, 2012

Describe Nature of Initiative:

Governor's Job Fair Network of Mississippi Expo 2013

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

This event was designed for employers to meet the employment needs of its company. It is open to job seekers from the general public as well as university, college, community college graduates and military veterans. Raycom representatives were there to discuss current issues in mass communication with an emphasis in television news, radio entertainment promotions and media production.

Names of Station Personnel involved in Initiative:

Frank Carlisle-Affiliate Controller, Terri Collums- Assist. Affiliate Controller and Veta Jackson-Administrative Assistant representing WDAM, WLBT, WLOX

WLOX-LLC-BILOXI, MS

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): August 30, 2013

Describe Nature of Initiative:

AMERICAN HEART ASSOCIATION-RED DRESS RUN

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

WLOX and its employees partnered with the American Heart Association to raise money to benefit the heart association. On Aug. 30th, WLOX was a participating sponsor for the 5K & 1 mile run with 455 registered runners for the event.

Names of Station Personnel involved in Initiative:

Meggan Stolarski chaired the event and other employees participated: Hannah Mosley, Michelle Lady-Reporters, Joel Young-Meteorologist, and Christina Skaggs-Weekend Anchor.

WLOX-LLC-BILOXI, MS

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): September 26, 2013

Describe Nature of Initiative:

“ Labor & Employment Law-From a Different Angle”

The nature of this initiative is to provide training to management level personnel on recent legal developments and trends in employment law.

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

WLOX & Raycom Media provided a webinar training course “Labor & Employment Law-From a Different Age.” The webinar was conducted by attorneys from the employment law firm of Ogletree Deakins. This training was completed by all station managers and hiring supervisors. The webinar covered the most recent legal developments in employment law, such as unlawful retaliation and other employment issues.

Names of Station Personnel involved in Initiative:

John Armstrong-Chief Engineer, Frank Carlisle- Sr. Regional Controller, Tracy Dedeaux-Digital Sales Dir., Lee Field-Content Supervisor, Brad Kessie-News Director, Mike Kommersmith-Marketing Director, Joe Martin & Mike Zikmund-Local Sales Managers, Don Moore-General Sales Manager, Wilma Peters-Business Office Coordinator, Rayanne Weiss-Asst. News Director, Rick Williams-WLOX General Manager.

WLOX LLC, BILOXI, MS

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): October 12, 2013

Describe Nature of Initiative:

"3rd Annual Bras Across the River"

As we all know the American Cancer Society is organized to help fight Breast Cancer. This year WLOX teamed with Singing Federal Credit Union to raise money for the American Cancer Society for breast cancer research in the Jackson County area. SRFCU sponsored a two mile bridge walk with 500 (+) participants and collected approximately 3,000 bras. The walk was in memory of those who were lost to breast cancer and to support those who are fighting it.

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

WLOX, LLC, Singing River Federal Credit Union and other organizations in the Jackson County area sponsored the walk.

Names of Station Personnel involved in Initiative:

WLOX participated with on air coverage. Carolyn Duncan-Meteorologist, Patrice Clark-Reporter and Andrea Filippi-Account Executive, participated in the event.

WLOX LLC, BILOXI, MS

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): November 13-14, 2013

Describe Nature of Initiative:

Pathways2Possibilities: P2P is an interactive career expo designed for all 8th graders in private and public schools in the six lower counties in Mississippi. This program was created to help educate 8th graders about the different industries in the coastal area that could impact their future.

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

The Platinum Sponsors were: Chevron, Ingalls Shipbuilding, Mississippi Power, and Mississippi Press. The Gold Sponsors were: Bea Rivage Casino, Grand Casino, WJAZ 94.5 Radio, Sun Herald, United Way of Mississippi and WLOX-TV. The Silver Sponsors were: BP America, Inc., Coast Electric Power Assoc., Hancock Bank, Merchant & Marine Bank, Singing River Electric Assoc. and Yates Construction

Names of Station Personnel involved in Initiative:

WLOX employees who participated in the expo were: Mike Kommersmith-Marketing Director, Tom Anderson-Studio Coordinator, Tracy Dedeaux-Digital Sales Director, Robert Hebert, Randall Allen, Corey Hudson, Wade Manes and Bob Terry-Creative Service Producers, Suzanne McMurtry-Web Designer, James McIntyre-News Content Supervisor, Travis Meuse and Matthew Archer-Production Assistants.

WLOX LLC, BILOXI, MS

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 21, 2013

Describe Nature of Initiative:

Student Job Shadow Program:

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

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

A student from Bayou Middle School spent several hours in our Weather Dept. with Tommy Richards, Morning Meteorologist. He also observed how a weathercast is produced and broadcast live.

Names of Station Personnel involved in Initiative:

Tommie Richards, Meteorologist and the Studio Employees

WLOX LLC, BILOXI, MS

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March, 2013-April 2013

Describe Nature of Initiative: MBA Scholarship

Mississippi Association of Broadcasters has established a scholarship fund aimed at higher education for promising students. The purpose of the scholarship fund is to encouraged higher standard of professionalism in the industry, promote a greater understanding of journalistic ethics and to support potential and commitment in promising future broadcasters.

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

WLOX, LLC promoted the scholarship program with a schedule that airs, "MBA Scholar 2013 Scholarship 30HD" from March 1, 2013-April 30, 2013.

Names of Station Personnel involved in Initiative:

Mike Kommersmith, Marketing Director.

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date (s) of Initiative Event(s) February 2013-January 2014

Describe Nature of Initiative:

COMMUNITY OUTREACH: Speakers, organizers, & participants

1. Dedeaux Road Community Center, "Vietnam Experience & Culture Diversity," Trang P. Bui, Reporter-(Speaker)
2. Biloxi Town Green, "Autism Walk," Rhonda Weidner, Morning Anchor-(Celebrate Guest-Volunteer)
3. MLK Coast Wide Celebration, "When Women Talk," Meggan Stolarski, Morning Anchor-(Moderator)
4. Gulf Hill Hotel, "Team Gulf Coast-Trivia Night," Rhonda Weidner, Morning Anchor-(Emcee)
5. Hard Rock Hotel & Casino, United Way of So. MS, "CEO Talent Show," Rick Williams-WLOX General Manager-(Participant)
6. Island View Casino, American Cancer Society's "Sweeds & Champagne," Rhonda Weidner, Morning Anchor-(Emcee)
7. March of Dimes Society, "Spotlight on Success for Babies," Meggan Stolarski, Morning Anchor-(Host)
8. Moss Point Elementary School, "Hurricanes & Tornadoes," Tommy Richards, Meteorologist-(Speaker)
9. City of Biloxi, 13th Annual Veterans Parade Reception, Rhonda Weidner, Morning, Anchor-(Escort & VIP Guest)
10. Memorial Hospital Gulfport, "Leadership Gulf Coast-Health & Human Service Day"- Meggan Stolarski, Morning Anchor -(Host/Event Coordinator)
11. Biloxi High School, "Student Safe Driving Campaign," Rhonda Weidner, Morning Anchor-(Volunteer Organizer)