

**WLOX**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2022 – January 31, 2023<sup>1</sup>**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hire
Sports Anchor	1,6,7,8,15,17,18,24	15
TMP	1,6,7,8,15,17,18,20	20
Engineer	1,6,8,15,17,18,19	19
Digital Sales Assistant	1,6,7,9,15,17,18,24	24
Digital Sales Manager	1,6,7,8,15,17,18	6
Digital Content Producer	1,6,7,8,15,17,18	15
MMJ	6,7,8, 5,16,17,18, 20,21,24	15
Anchor/MMJ	1,3,4,6,7,8,15,16,17,18,24	24
MMJ	6,7,8,15,16,17,18,20, 21,24	15
Creative Services Marketing Producer	6,7,8,15,17,18	15
Creative Services Marketing Producer	6,7,8,15,17,18	15
Creative Services Marketing Producer	6,7,8,15,17,18	15
TMP	6,7,8,15,17,18,20	20
Creative Services Marketing Producer	6,7,8,15,17,18	15
MMJ	1,3,4,6,7,8,15,16,17,18,19,21,23	19
MMJ	1,3,4,6,7,8,15,16,17,18,19,21,23	6
MMJ	1,3,4,6,7,8,15,16,17,18,21,23	21
Digital Sales Assistant	6,7,8,15,17,18	15
TMP	6,7,8,15,17,18,20	20

<sup>1</sup> This report was revised in April 2024 to address reporting issues.

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	MS Department of Employment Security 10162 Southpark Dr Gulfport, MS 39505 <a href="https://mdes.ms.gov/win-job-centers/gulfport-win-job-center/">https://mdes.ms.gov/win-job-centers/gulfport-win-job-center/</a>	N	
2	MS State University P.O. Box P Mississippi State, MS 39762 <a href="https://msstate-csm.symplicity.com/">https://msstate-csm.symplicity.com/</a>	N	
3	University of Southern Mississippi McLemore Hall Hattiesburg, MS 39406 <a href="https://app.joinhandshake.com/jobs/">https://app.joinhandshake.com/jobs/</a>	N	
4	University of South Alabama 390 Alumni Circle Meisler Hall, Suite 2100 Mobile, AL 36688 <a href="https://app.joinhandshake.com/jobs/">https://app.joinhandshake.com/jobs/</a>	N	
5	University of Mississippi <a href="https://recruit.symplicity.com/">https://recruit.symplicity.com/</a>	N	
6	INDEED <a href="https://www.indeed.com/">https://www.indeed.com/</a>	N	12
7	LinkedIn <a href="https://www.linkedin.com/jobs">https://www.linkedin.com/jobs</a>	N	
8	Glassdoor <a href="http://www.glassdoor.com/jobs">www.glassdoor.com/jobs</a>	N	
9	Media Line <a href="https://www.medialine.com">https://www.medialine.com</a>	N	
10	Mississippi Associated Broadcasters 855 S. Pear Orchard Rd Richland, MS 39157 601-957-9121 <a href="http://www.msbroadcasters.org">www.msbroadcasters.org</a>	N	

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
11	Media Match P.O. Box 48220 Los Angeles, CA <a href="http://www.mediamatch.com">www.mediamatch.com</a>	N	
12	NAJA <a href="https://najanewsroom.com/">https://najanewsroom.com/</a>	N	
13	NABJ <a href="https://nabjcareers.org/">https://nabjcareers.org/</a>	N	
14	NAHJ <a href="http://www.nahjcareercenter.com">www.nahjcareercenter.com</a>	N	
15	Gray TV/UKG <a href="https://gray.tv/careers#currentopenings">https://gray.tv/careers#currentopenings</a>	N	60
16	TVJOBS.COM <a href="https://www.tvjobs.com/cgi-bin/jobs2/employers/">https://www.tvjobs.com/cgi-bin/jobs2/employers/</a>	N	3
17	WLOX, LLC Bulletin Board Sherry Boucher	N	
18	WLOX, LLC PSA & PROMOS Mike Kommersmith	N	
19	Current Employee Promotion	N	3
20	Employee Referral	N	8
21	Other Media (YouTube)	N	4
22	Walk-In	N	
23	Other Agency	N	3
24	Transfer from another Gray Station	N	4
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>97</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	On air outreach promo.	<p>ON GOING</p> <p>On air invitation to potential employers to receive notification of all available job postings.</p> <p><b>WLOX EEOC Promo audio – 45 seconds</b>  <i>“WLOX-TV, a Gray television station, is committed to a broad applicant recruiting outreach program, in our continuing efforts to represent our diverse community. As part of this effort, we encourage qualified community organizations to become part of the station’s job opportunity notification mailing list.</i>  <i>If your organization is interested in becoming part of this list, and you distribute job information or can provide referrals as part of your regular activity, we would like to hear from you. We would then notify you of each opening and ask you to refer individuals to us for consideration.</i>  <i>Please send your requests to: WLOX-TV, 208 Debuys (Dah-Bees) Rd., Biloxi, MS 39531.”</i></p> <p>Director of Marketing</p>
2	Participate in Job Fairs (4)	<ul style="list-style-type: none"> <li>• On February 22, 2022, WLOX News Director attended Recruiting Day at USM.</li> <li>• On March 8, 2022, WLOX Creative Services Director participated in Careers of the Coast Networking and Job Fair.</li> <li>• On March 23, 2022, WLOX Assistant News Director and General Sales Manager participated in Pear River Community College Career Fair.</li> <li>• On March 24, 2022 WLOX News Director attended Recruiting Day at MSU.</li> </ul>
3	EEOC Webinar	<p>On February 17, 2022 WLOX Office Manager participated in an EEOC training webinar.</p>