

# EEO PUBLIC FILE REPORT

February 1, 2014 to January 31, 2015

## I. VACANCY LIST

See **Master Recruitment Source List** for recruitment source data

[illegible]

# WDBD

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### II. MASTER LIST OF RECRUITMENT SOURCES

\*Sources with an asterisk (\*) denote organizations that requested notification of job vacancies

*Source Number	Organization	Contact Person	Mailing/Email Address	Website	Phone Number	Number of Interviews
<b>COMMUNITY SOURCES</b>						
1	Jackson WIN Job Center	Patricia Martin	P.O. Box 12410, Jackson MS 39236		601-321-7967 FAX	
2	Holmes Community College Career Planning	Pamela Fells	P.O. Box 369, Goodman MS 39079		662-472-2312 PH 662-472-9167 FAX	
3	Hinds Community College Career Center	Joe Johnson	P.O. Box 1100, Raymond MS 39154	<a href="http://www.collegecentral.com/hindscc">www.collegecentral.com/hindscc</a>	601-857-3384 PH	
4	Belhaven College Career Center	Camille	150 Peachtree Street, Jackson MS	<a href="http://www.collegecentral.com/belhaven">www.collegecentral.com/belhaven</a>	601-968-8990	
5	Millsap's College	Tonya Craft	1701 N. State Street, Jackson MS 39210/ <a href="mailto:careercenter@millsaps.edu">careercenter@millsaps.edu</a>		601-974-1346 PH	
6	Mississippi College Career Center	Suzi Nyberg	P.O. Box 4010, Clinton MS 39058	<a href="http://www.mc.edu/career">www.mc.edu/career</a>	601-925-3909 FAX	
7	Tougaloo College Career Planning	Gladys Jones	500 West County Line Road, Jackson MS 39174		601-977-7817 PH	
8	University of Mississippi Career Center	Jonathon Harrington		<a href="http://www.myinterfase.com/olemiss/employer/home.aspx">www.myinterfase.com/olemiss/employer/home.aspx</a>	662-915-7165 PH	
9	University of Southern Mississippi Career Planning	Tina Trigg	SS Box 5014, Hattiesburg MS 39406	<a href="http://www.myinterfase.com/usm/employer">www.myinterfase.com/usm/employer</a>	601-266-4153 PH	
10	Alcorn State University Career Placement	Joey Mitchell	P.O. Box 390, Lorman MS 39096/ <a href="mailto:jmitchell@alcorn.edu">jmitchell@alcorn.edu</a>	<a href="http://www.alcorn.edu">www.alcorn.edu</a>	601-877-6324 PH	
11	Jackson State University	Alisa Hughes	1400 Lynch Street, Jackson MS 39217	<a href="https://jsu-ms-csm.symplicity.com/employers">https://jsu-ms-csm.symplicity.com/employers</a>	601-979-2477 PH	
12	Mississippi Valley State University - Career Development		1400 Highway 82 West, Itta Bena MS 38941		662-254-9041 PH	
13	Mississippi University for Women - Career Services		1100 College Street, MUW 1624, Columbus MS 39701		662-329-4750 PH	
14	Department of Veteran's Affairs, Vocational Rehabilitation & Employment	Jennifer Armwood	<a href="mailto:jennifer.armwood@va.gov">jennifer.armwood@va.gov</a>		601-364-7049 PH	
15	William Carey College	Brandon Wright	WCU 181 498 Tuscan Avenue, Hattiesburg MS 39401/ <a href="mailto:bwright@wmcarey.edu">bwright@wmcarey.edu</a>		601-318-6209 PH	
16	Employee Referral/Word of Mouth					3
17	Mississippi Association of Broadcasters		855 S. Pear Orchard Road, Suite 403, Ridgeland MS 39157	<a href="http://www.msbroadcasters.org">www.msbroadcasters.org</a>	601-957-9121 PH 601-957-9175 FAX	
18	Media Line	Mark Shilstone	P.O. Box 519069, Pacific Grove CA 93950/ <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>		800-237-8073 PH	
19	Walk In/Phone In					1
20	Internship Program					
21	Mississippi State University			<a href="http://www.career.msstate.edu">www.career.msstate.edu</a>		2

ADDITIONAL SOURCES						
22	LinkedIn					
23	TVB.org					
24	Clarion Ledger Career Builder			<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>		5
25	WDBD web site			<a href="http://www.MSNewsNow.com">www.MSNewsNow.com</a>		2
26	WDBD Station bulletin board					
27	TV Jobs.com	Mark Holloway	<a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>			2
28	Graeme Newell Marketing Ideanet	Sandy Lizik	<a href="mailto:slizik@602communications.com">slizik@602communications.com</a>			
29	Native American Journalists Association	Debra Valentino	<a href="mailto:dvalentino@naja.com">dvalentino@naja.com</a>			
30	National Association of Hispanic Journalists			<a href="http://www.nahicareercenter.com">www.nahicareercenter.com</a>		
31	WDBD Promos and Public Service Announcements					
32	Asian American Journalists Association			<a href="http://www.aaaja.org">www.aaaja.org</a>		
33	Sanford Brown College			<a href="http://sanfordbrown.optimalresume.com/employers/login">sanfordbrown.optimalresume.com/employers/login</a>		
34	Antonelli College	Ron Ainsworth	2323 Lakeland Drive, Jackson MS 39232	<a href="http://www.antonellicollege.edu">www.antonellicollege.edu</a>	601-362-9991 PH 601-362-2333 FAX	
35	Mississippi Association of Broadcasters Job Fair					
36	Hinds Community College	Frank Brown	P.O. Box 1040, Utica MS 39175		601-885-7071 PH	
37	Media Match	Tammy		<a href="http://www.media-match.com/usa">www.media-match.com/usa</a>	323-284-5589 PH	1
38	Broadcast Engineering	Julie Dahlstrom		<a href="http://www.broadcastengineering.com">www.broadcastengineering.com</a>	312-840-8436 PH	
39	Mississippi College Career Fair	held February 18, 2014				
40	Hero2Hired	Yolanda L. Martin		<a href="http://www.h2h.jobs">www.h2h.jobs</a>	601-313-6600 PH	
41	Collective Talent			<a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a>		
TOTAL:						16



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#### **III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): \_\_\_\_\_ (Ongoing)

Describe Nature of Initiative:

WDBD personnel speaking engagements

WDBD employees speak at various events throughout the year, as well as emcee/host events.

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

Key Speaker West Point Chamber of Commerce; Speaker Sr. Adults mtg Elmo Baptist Church Brookhaven; Emcee Brandon Opry; Keynote Speaker Holmes County Chamber of Commerce Banquet; Speaker at Case Family Reunion Brookhaven; Speaker Sr. Adults mtg Broadmoore Baptist Church Madison; Speaker Sr. Adults mtg First Baptist Church Hazlehurst; Speaker Flowood Rotary Club; Speaker Jackson Rotary Club; Speaker Carroll County Development Assn.; Server Salvation Army's Souper Bowl; Speaker Lions Club Magee; Speaker Black History month Flowood; Grand Marshall Krewe of Natchez; Read Across America - Madison Ave Lower Elementary; Speaker Baker Elementary's Career Fair; Speaker Jackson Prep's Global Leadership Institute; Read Across America - Gary Road Intermediate School 4<sup>th</sup> grade, 5<sup>th</sup> grade; Read Across America pre K McNeal Elementary; Read Across America 4<sup>th</sup> grade Simpson Central; Read Across America Gary Rd. Elem; Read Across America 3<sup>rd</sup> grade Poindexter; Read Across America 2<sup>nd</sup> grade Gary Road Elem; MAB Campus Day at Ole Miss; Speaker Black Rose Youth Theater Ensemble; Taught Christian Performing Arts Festival; Digital Media Panel at Media Ethics Conference Belhaven University; Master of Ceremonies MS Kidney Foundation fund raiser; Panelist 2<sup>nd</sup> Annual Black Family Summit Jackson State Univ; Served as Stakeholder with UMMC Cancer Institute's Initiative; Speaker at JSU Mass Communication Day; Speaker Mannsdale Elem; Emcee ASU Wesley Found.

Awards Banquet; MS Egg Council's Celebrity Egg Toss; Emcee Southern District CME banquet; taught workshop African American Greek Letter Org; Speaker Sumner Hill Jr. High; Emcee Poindexter Red Carpet Program; Co-host Tougaloo College "Two Rivers Gala"; Speaker MSU Beginning TV Production class; Speaker Entergy; Bell ringer Salvation Army Women's Auxiliary; Emcee MS Bridal Show; Speaker boy scouts; Speaker Newton County Historical Society; Keynote speaker Port Gibson Chamber of Commerce; Keynote speaker MS Loggers Mtg.; Tour guide/historian Metal Galvanizers annual convention; Speaker Attala County Sr. Adults Rally; Presenter Career Day Spann Elem; Speaker Scott County Loggers Assoc; Keynote speaker Wesson Chamber of Commerce; Speaker Poultry Growers; Interviewed/speaker Belhaven Univ, Jackson State Univ, Mississippi College communication students; Judged Poindexter Reading Fair; boxed Thanksgiving lunches with Salvation Army; Reading Fair Judge MS School for the Deaf.

Names of Station Personnel involved in Initiative:

Cheryl Lasseter - News Anchor/Reporter  
Melissa Faith Payne - News Anchor/Reporter  
Wilson Stribling - News Director  
Kennan Oliphant - Asst. News Director  
Brandon Artiles - News Anchor/Reporter  
Katina Rankin - News Anchor/Reporter  
Jessica Bowman - News Reporter  
Joy Redmond - News Anchor/Reporter  
Travis Recek - Sports Anchor/Reporter  
Vincent Webb - News Assoc. Producer  
Francesca Weems - Sports Specialist MMJ  
Walt Grayson - News Investigative Reporter  
Dave Roberts - Chief Meteorologist  
Howard Ballou - News Anchor/Reporter  
Spencer Smith - Marketing Director  
Brad Conaway - Digital Content Director  
Julia Weiden - Meteorologist  
Galean Stewart - News Producer  
LaRaven Love - News Producer  
Kendra Wright - News Associate Producer  
Dan Modisett - General Manager  
Maggie Wade Dixon - News Anchor/Reporter  
CJ LeMaster - News Reporter  
Heather Sophia - Meteorologist  
Veta Jackson - General Manager's Administrative Asst.

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### **III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): \_\_\_\_\_ (Ongoing) \_\_\_\_\_

Describe Nature of Initiative:

Full-time job postings on minority websites.

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

All job openings in top 3 EEO categories are posted on the websites of media trade groups whose membership includes substantial participation by women and minorities, including:

National Association of Hispanic Journalists (NAHJ)  
Asian American Journalists Association (AAJA)  
Native American Journalists Association (NAJA)

Names of Station Personnel involved in Initiative:

Glenda Terry – Regional Business Office



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### **III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): February 18, 2014

Describe Nature of Initiative:

Mississippi College Career Day

Program provides students with practical and experiential skills and knowledge that will assist them in making a successful transition to adult life with the degrees in various fields of study.

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

WDBD spoke with students with a variety of degrees who are graduating and entering the work force. Collected resumes, discussed employment opportunities, interviewed candidates.

Names of Station Personnel involved in Initiative:

Veta Jackson – GM Administrative Assistant  
Jessica Blair – Sales Assistant

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#### **III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): February 26, 2014

Describe Nature of Initiative:

Hinds Community College 2014 Career Day

WLBT/WDBD was set up at the Hinds Community College 2014 Career Day to answer questions and take resumes from students. Contact information was taken for Junior/Senior level candidates for possible internship interviews in Sales. We also had representatives on the Portfolio/Resume review panel that advises students on the best ways to present themselves.

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

WLBT/WDBD – had a strong media presence. Collected resumes, discussed employment opportunities, interviewed candidates.

Names of Station Personnel involved in Initiative:

Veta Jackson – GM Administrative Assistant  
Jessica Blair – Sales Assistant  
Glenda Terry – Regional Human Resources/Payroll



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#### **III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): March 19, 2014

Describe Nature of Initiative:

Mississippi Employment Expo – Governor’s Job Fair

Accepted applications and resumes from prospective applicants for jobs ranging from Entry-Level to Management positions. These applications and resumes will be used for current and future job openings.

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

WDBD, WLBT co-sponsored a booth at the 2014 Mississippi Employment Expo – Governor’s Job Fair. Terri Collums, Glenda Terry, Gregg Gilmer, Veta Jackson, Anna Lyons, and Stacy Eaves represented both stations.

Names of Station Personnel involved in Initiative:

Terri Collums – Assistant Affiliate Controller  
Gregg Gilmer – Assistant Affiliate Controller  
Glenda Terry – Regional Human Resources/Payroll  
Veta Jackson – GM Administrative Assistant  
Stacy Eaves – Local Sales Manager  
Anna Lyons – National Sales Assistant

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### **III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): November 11, 2014

Describe Nature of Initiative:

Alignment Jackson Career Exploration Fair

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

As opposed to a typical job fair, the Career Exploration Fair consists of interactive activities that will give students hands-on knowledge about various career choices. This career fair is held for high school freshmen to explore a variety of career areas.

Names of Station Personnel involved in Initiative:

Veta Jackson – GM Administrative Assistant  
Maggie Wade Dixon – News Anchor  
Jewell Hillery – News Reporter/Anchor