

WDBD

EEO PUBLIC FILE REPORT

February 1, 2018 to January 31, 2019

I. VACANCY LIST

Recruitment Source

[illegible]

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II. MASTER LIST OF RECRUITMENT SOURCES

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

<u>*Source Number</u>	<u>Organization</u>	<u>Contact Person</u>	<u>Mailing/Email Address</u>	<u>Website</u>	<u>Phone Number</u>	<u>Number of Interviews</u>
COMMUNITY SOURCES						
1	Alcorn State University Career Placement	Joey Mitchell	P.O. Box 390, Lorman MS 39096/jmitchell@alcorn.edu	www.alcorn.edu	601-877-6324 PH	
2	Antonelli College	Ron Ainsworth	2323 Lakeland Drive, Jackson MS 39232	www.antonellicollege.edu	601-362-9991 PH 601-362-2333 FAX	
3	Belhaven College Career Center	Camille	150 Peachtree Street, Jackson MS	https://www.myinterfase.com/belhaven/employer	601-968-8990	
4	Hinds Community College	Tim Crisler	P.O. Box 1040, Utica MS 39175		601-885-7071 PH	
5	Hinds Community College Career Center	Joe Johnson	P.O. Box 1100, Raymond MS 39154	www.collegecentral.com/hindscc	601-857-3384 PH	
6	Holmes Community College Career Planning	Pamela Felis	P.O. Box 369, Goodman MS 39079		662-472-2312 PH 662-472-9167 FAX	
7	Jackson State University	Alisa Hughes	1400 Lynch Street, Jackson MS 39217	https://jsums-csm.symlicity.com/employers	601-979-2477 PH	
8	Millsaps College	Tonya Craft	1701 N. State Street, Jackson MS 39210/ careercenter@millsaps.edu		601-974-1346 PH	
9	Mississippi Association of Broadcasters		855 S. Pear Orchard Road, Suite 403, Ridgeland MS 39157	www.msbroadcasters.org	601-957-9121 PH 601-957-9175 FAX	
10	Mississippi College Career Center	Suzi Nyberg	P.O. Box 4010, Clinton MS 39058	http://mc-csm.symlicity.com	601-925-3909 FAX	
11	Mississippi State University			www.career.msstate.edu		
12	Mississippi University for Women - Career Services		1100 College Street, MUW 1624, Columbus MS 39701		662-329-4750 PH	
13	Mississippi Valley State University - Career Development		1400 Highway 82 West, Itta Bena MS 38941		662-254-9041 PH	
14	Tougaloo College Career Planning	Gladys Jones	500 West County Line Road, Jackson MS 39174		601-977-7817 PH	
15	University of Mississippi Career Center	Jonathon Harrington		www.myinterfase.com/olemiss/employer/home.aspx	662-915-7165 PH	
16	University of Southern Mississippi Career Planning	Tina Trigg	SS Box 5014, Hattiesburg MS 39406	www.myinterfase.com/usm/employer	601-266-4153 PH	
17	William Carey College	Brandon Wright	WCU 181 498 Tuscan Avenue, Hattiesburg MS 39401/bwright@wmcarey.edu		601-318-6209 PH	
ADDITIONAL SOURCES						
18	Asian American Journalists Association			www.aaja.org		
19	Broadcast Engineering	Julie Dahstrom		www.broadcastengineering.com	312-840-8436 PH	
20	Claron Ledger, Careerbuilder, Hattiesburg America	Bryan Gant	bgant@gannett.com (pay per posting)	www.careerbuilder.com , www.claronledger.com , www.hattiesburgamerica.com		

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21	Collective Talent		bille@michaelsmedia.com			
22	Department of Veteran's Affairs, Vocational Rehabilitation & Employment	Jennifer Armwood	jennifer.armwood@va.gov		601-364-7049 PH	
25	Fair-Mississippi Governor's Job Fair					
26	Graeme Newell Marketing Ideanet	Sandy Lizik	slizik@602communications.com			
27	Hero2Hired	Yolanda L. Martin		www.h2h.jobs	601-313-6600 PH	
28	Jackson WIN Job Center	Patricia Martin	P.O. Box 12410, Jackson MS 39236		601-321-7967 FAX	
29	Linkedin	Ty Carver		www.linkedin.com		
30	Media Line	Mark Shilstone	P.O. Box 519069, Pacific Grove CA 93950/ medialine@medialine.com		800-237-8073 PH	
31	Media Match	Tammy		www.media-match.com/usa	323-284-5589 PH	
32	MSNewsNow Website			www.MSNEWSNOW.com		
33	National Association of Hispanic Journalists			www.nahjcareercenter.com		
34	Native American Journalists Association	Debra Valentino	rebeccaandsberry@naja.com			
35	Sanford Brown College			sanfordbrown.optimalresume.com/employers/login		
36	TV Jobs.com	Mark Holloway	admin@tvjobs.com			
38	WDBD Employee Referral/Word of Mouth					
39	WDBD Internship Program	Ramona Alexander				
40	WDBD Recruitment Promo	Spencer Smith				
41	WDBD Sales Recruitment Commercial	Spencer Smith				
42	WDBD Station bulletin board	Terri Collums				3
43	WDBD Walk In/Phone In	Terri Collums				
44	WDBD Website	Laura Singleton		www.myfox40jackson.com		
45	Well Dunne Talent	Kate Bacon	kate@welldunnetalent.com	http://blog.welldunnetalent.com/category/jobs		
46	Indeed	Terri Collums				9
TOTAL:						12

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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):

Majority of jobs 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:

Terri Collums – Business Manager/HR Coordinator/EEO Coordinator

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III. SUPPLEMENTAL OUTREACH INITIATIVES

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

Describe Nature of Initiative:

Job Shadowing and Mentoring

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

Local students spend a day shadowing an employee to determine if that business offers a future career path for their interest.

WLBT News Department coordinated and accommodated the job shadow for related topics, graphics, and production for one student from Northwest International Baccalaureate World Middle School on May 18, 2018.

Names of Station Personnel involved in Initiative:

RaMona Alexander, General Manager

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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):

Antonelli College speaker RaMona Alexander March 10, 2018: Commencement Ceremony

Names of Station Personnel involved in Initiative:

RaMona Alexander-General Manager

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 13, 2018

Describe Nature of Initiative:

Mississippi College Career Day 2018

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):

WLBT spoke with students with a variety of degrees who are graduating and entering the work force.

Names of Station Personnel involved in Initiative:

Spencer Smith-Marketing Director
Jerry Kirk-Director of Technology
Mary Grace Epps-Digital Content Producer
Hatton Weeks-News Director

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 28, 2018

Describe Nature of Initiative:

Holmes Community College, Ridgeland Campus Career Fair

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):

WLBT spoke with students with a variety of degrees who are graduating and entering the work force.

Names of Station Personnel involved in Initiative:

Jerry Kirk-Director of Technology

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): July 10, 2018

Describe Nature of Initiative:

Hinds Community College Career Fair

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):

WLBT spoke with students with a variety of degrees who are graduating and entering the work force

Names of Station Personnel involved in Initiative:

Amy Rayfield-Success Manager
Kayla Thomas-Audience Development and Brand Management
Fairrah Stiff-Media Sales Consultant
Pamela Godbold-Senior Digital Sales Specialist
Kristal Howell-Media Sales Consultant
Kelly Boyd-Creative Director

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): April 25, 2018

Describe Nature of Initiative:

University of Southern Mississippi MAB Day, Hattiesburg, MS

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

Participated in the MAB (Mississippi Association of Broadcasters) Day at the University of Southern Mississippi which included resume/portfolio reviews and panel discussion. Job postings were available for the students to view and given instruction how to apply for a Raycom position. An intern sign up list was available to the students interested in interning.

Names of Station Personnel involved in Initiative:

Hatton Weeks – News Director

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III. SUPPLEMENTAL OUTREACH INITIATIVES

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

Describe Nature of Initiative:

Equal Opportunity Employer Outreach PSA Announcement

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

Multiple times a month, WLBT and Bounce runs a :30 public service announcement informing the public that we are an Equal Opportunity Employer and information on how their organization can receive notification of job vacancies.

WLBT-TV is looking for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer. If your organization would like to receive notification of job vacancies at our station, please notify Terri Collums at 715 South Jefferson Street Jackson, Mississippi 39201 or tcollums@wlbt.com. WLBT-TV is an Equal Opportunity Employer and encourages minorities and females to apply.

Names of Station Personnel involved in Initiative:

Terri Collums, Business Manager/HR Coordinator/EEO Coordinator
Spencer Smith, Marketing Director