

WDBD
EEO PUBLIC FILE REPORT
February 1, 2020 – January 31, 2021

I. VACANCY LIST

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

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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	Alcorn State University Career Placement Felecia Pittman P.O. Box 390 Lorman, MS 39096 frpittman@alcorn.edu www.alcorn.edu 601-877-6342 PH https://app.joinhandshake.com/login	NO	
2	Alabama A&M University 4900 Meridian St N Normal, AL 35762 http://www.aamu.edu Careerservices@aamu.edu 256-372-5692 https://app.joinhandshake.com/login	NO	
3	Belhaven College Career Center Claire Langlely (Director Career Center) 150 Peachtree St. Jackson, MS 39206 601-968-5939 https://app.joinhandshake.com/login	NO	
4	Hinds Community College Tim Crisler P.O. Box 1040 Utica, MS 39175 601-885-7071	NO	
5	Hinds Community College Career Center Robert Allen P.O. Box 1100 Raymond, MS 39154 601-857-3728 www.collegecentral.com/hindscc	NO	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	Holmes Community College Career Planning Pamela Fells 412 West Ridgeland Ave Ridgeland, MS 39157 pfells@holmescc.edu 662-472-2312 PH 662-472-9167 FAX	NO	
7	Jackson State University Shanecha Thompson 1400 Lynch Street Jackson, MS 39217 Shanecha.O.Thompson@jsu.ms.edu https://jsums-csm.symplicity.com/employers 601-979-2477	NO	
8	Millsap's College Ryan Colvin 1701 N. State Street Jackson, MS 39210 careercenter@millsaps.edu 601-974-1346 https://millsaps-csm.symplicity.com/employers	NO	
9	Mississippi Association of Broadcasters 655 S. Pear Orchard Rd Suite 403 Ridgeland, MS 39157 www.msbroadcasters.org 601-957-9121 PH 601-957-9175 FAX	NO	
10	Mississippi College Career Center Taylor Orman P.O. Box 4010 Clinton, MS 39058 https://mc-csm.symplicity.com/employers	NO	
11	Mississippi State University Career Center https://msstate-csm.symplicity.com/employers	NO	
12	Mississippi University for Women-Career Services Towanda Williams 1100 College St. MUW 1624 Columbus, MS 39701 tjwilliams@muw.edu 662-329-7138	NO	
13	Mississippi Valley State University-Career Development Attn: Human Resources 1400 Hwy 82 West Itta Bena, MS 38941 662-254-9041	NO	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Loyola University 6363 St Charles Ave. New Orleans, LA 70118 Dina Roudeze https://app.joinhandshake.com/login	NO	
15	Tougaloo College Career Planning Gladys Jones 500 West County Line Rd Jackson, MS 39174 601-977-7817	NO	
16	University of Mississippi Jonathan Herrington 662-915-7165 https://app.joinhandshake.com/login	NO	
17	University of Southern Mississippi Kathy Killam SS Box 5014 Hattiesburg, MS 39406 601-266-4153 https://app.joinhandshake.com/login	NO	
18	William Carey College Libby Saxon WCU 181 498 Tuscan Avenue Hattiesburg, MS 39401 lsaxon@wmcarey.edu 601-318-6209	NO	
19	Collective Talent Michael Bille 813-254-9695 bille@michaelsmedia.com	NO	
20	Mississippi Association of Broadcaster (MAB) Day	NO	
21	Mississippi College Career Fair	NO	
22	Jackson WIN Job Center Kimyona Hix P.O. Box 12410 Jackson, MS 39236 601-321-7931 601-321-7967 FAX	NO	
23	Linkedin www.linkedin.com	NO	
24	Media Line Mark Shilstone P.O. Box 519069 Pacific Grove, CA 93950 medialine@medialine.com	NO	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Media Match www.media-match.com/usa 323-284-5589	NO	
26	Sanford Brown College www.sanfordbrown.optimalresume.com	NO	
27	Spot 'n dots www.spotsndots.com	NO	
28	TV Jobs.com http://tvjobs.net	NO	
29	TV News Check https://tvnewscheck.com/jobs	NO	
30	TVB.org Links to Gray Television Career Site https://www.tvb.org/Broadcasttvjobs	NO	
31	Well Dunne Talent Kate Bacon kate@welldunnetalent.com www.blog.welldunnetalent.com/category/jobs	NO	
32	WDBD employee referral/word of mouth	NO	1
33	WDBD internship program	NO	
34	WDBD promos and public service announcements	NO	
35	WDBD sales recruitment commercial	NO	
36	WDBD station bulletin board	NO	
37	WDBD walk ins/phone in	NO	
38	WDBD Website	NO	5
39	Indeed www.indeed.com	NO	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			8

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Event Designed to Disseminate Information About Broadcast Careers	This is an on-going activity where WDBD broadcast an on-air promotion to recruit organizations who would like to receive our job openings. Participants from the station include the General Manager and Local Sales Manager.
2	Event Designed to Disseminate Information About Broadcast Careers	WDBD maintains an on-going speaker's bureau program with local organizations and schools who invite WDBD employees to speak about various television broadcasting topics including career opportunities. During the reporting period WDBD participated in the Catholic School Week with Sister Thea Bowman Catholic Schools 01/31/20 – 02/05/20, partnership with Hinds County Circuit Clerk on voter education 02/27/20. General Manager spoke virtually at the University of Arkansas, Sam M. Walton College of Business Diversity and Inclusion Advisory Board on 03/06/2020. Presented a lecture to students about "Race in the Workplace" and "Careers in Broadcasting Beyond Reporting the News."
3	Participate in Event Sponsored by Educational Institution Relating to Careers in Broadcasting	WDBD's General Manager participated in the preparation and planning for the NABJ Leadership Academy with the focus on leadership and development for future leaders in the broadcast industry, June 8, 2020. General Manager participated as a panel member on the NABJ Leadership Academy at the NABJ Virtual Convention and Career Fair, August 5 – 9 2020. General Manager attended virtual meeting "Report Card On Race, A Media Industry Reckoning," August 20, 2020. General Manager attended virtual meeting "Let's Talk about Integrity and Race" with author Mary Gentile, September 2, 2020. General Manager participated on the Leadership Panel at the virtual NABJ Regional Leadership Conference focused on recruiting future leaders with technology and the skill sets needed to work in a 21 st century newsroom, November 17, 2020.
4	Internal Training	WDBD General Manager developed and implemented a training program for support staff as preparation for future careers in broadcast. Training was twice a week August through September for six weeks.

