

WDAM
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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
News Producer	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19	10
Weekend Anchor	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19	9
TMP	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19	9
Morning Producer	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19	9
Office Manager	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19	18
Multimedia Journalist	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20	9
TMP	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20	9
Multimedia Journalist	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20	14
News Producer	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20	14
Executive Producer	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19	10
TMP	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20	14
Sales Assistant	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19	10
News Producer	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19	10

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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	University of Southern Mississippi Kathleen Killam/Lisa Stevens 118 College Dr, Hattiesburg MS 39406 (601) 266-4159 Kathleen.Killam@usm.edu Lisa.Stevens@usm.edu www.handshake.com	N	0
2	Tougaloo College Dr. Whitney McDowell-Robinson 500 W County Line Rd, Tougaloo MS 39174 (601) 977-7815 wmcowell@tougaloo.edu	N	0
3	Jones County Junior College Holly Robertson 900 S Court St, Ellisville MS 39437 (601) 477-4234 Holly.robertson@jcjc.edu	N	0
4	William Carey University Dr. Allen Bonner 710 William Carey Pkwy, Hattiesburg MS 39401 (601) 318-6779 abonner@wmcarey.edu	N	0
5	University of Mississippi Christy Wright PO Box 1848, University MS 38677 (662) 915-7174 christy@career.olemiss.edu www.handshake.com	N	0
6	WIN Job Center, Laurel Mattie Chambers 2139 MS-15, Laurel MS 39440 (601) 649-7817 mchambers@mdes.ms.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	WIN Job Center, Hattiesburg Connie Valentine 1911 Arcadia St, Hattiesburg MS 39401 (601) 584-1207 cvalentine@mdes.ms.gov	N	0
8	On air advertising/radio WDAM 2362 Hwy 11, Moselle MS 39459 (601) 544-4730	N	0
9	Employee Referrel WDAM Alice Aldridge, Office Manager 2362 Hwy 11, Moselle MS 39459 (601) 544-4730	N	7
10	Internal/Station Bulletin Board WDAM Alice Aldridge, Office Manager 2362 Hwy 11, Moselle MS 39459 (601) 544-4730	N	6
11	Walk Ins/Phone ins WDAM Alice Aldridge, Office Manager 2362 Hwy 11, Moselle MS 39459 (601) 544-4730	N	0
12	www.tvjobs.com jobs@tvjobs.com	N	0
13	www.medialinetalent.com jobs@medialinetalent.com	N	0
14	www.WDAM.com WDAM Alice Aldridge, Office Manager 2362 Hwy 11, Moselle MS 39459 (601) 544-4730	N	6
15	Gray Television www.gray.tv/careers.com	N	3
16	Native American Journalists Association Rebecca Landsberry OU Gaylor College 395 W Lindsey St, Norman OK 73019 (405) 325-2721 rebeccalandsberry@naja.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	602 Communications (Media Marketing) 1011 Lyndhurst Falls Ln, Knightdale NC 27545 (919) 280-8224 www.602communications.com jobs@602communications.com	N	0
18	Indeed.com www.indeed.com	N	7
19	Mississippi Association of Broadcasters Amanda Fontaine 403 Towne Center Blvd Ste 203 Ridgeland MS 39157 (601) 957-9121 amanda@msbroadcasters.org www.msbroadcasters.org	N	0
20	LinkedIn Social media business app	N	5
(etc.)			
TOTAL INTERVIEWEES OVER REPORTING PERIOD			34

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participated in EEO Training for Management Level Personnel	July 9 – August 4, 2020, our General Manager participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television.
2	Participated in EEO Training for Management Level Personnel	On November 19, 2020, our Office Manager participated in a training webinar “The FCC’s Equal Employment Opportunity Rules” presented by Joan Stewart of Wiley Rein, LLP to employees of Gray Television Licensee, LLC.
3	Participate in Job Fair	On August 5 th – 8 th , 2020, our News Director participated in the 2020 NABJ/NAHJ Convention & Career Fair. She interviewed over 50 applicants for positions at WDAM and Gray TV. Applicants included college students and veteran journalists
4	Internship Program	February 2 nd – March 11 th , 2020, we hosted an intern for our News Department. Our intern was a broadcast journalism student at the University of Southern Mississippi. They were supervised by the News Director and Executive Producer.
5	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On February 14 th , 2020, News Director spoke at the 2020 USM Journalism Conference. She talked about the importance of storytelling; fair and balance reporting and responsible journalism practices. Students from Mississippi, Louisiana, Alabama, Florida and Arkansas attended.
6	Participate in Job Fair	On March 4, 2020, our MMJ/Weathercaster participated in the 2020 William Carey Job Fair. He is a William Carey grad and talked to

		students about job opportunities at WDAM and with Gray TV
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