

**ANNUAL EEO PUBLIC FILE REPORT FOR WABG-TV
COMMONWEALTH BROADCASTING GROUP, INC.**

FULL TIME VACANCIES

February 1, 2015 – January 31, 2016

JOB TITLE	RECRUITMENT SOURCE	DATE HIRED
VACANCY LIST	REFERRING PERSON HIRED	
Morning Anchor/Reporter	Station Website – Hunter Gardner 1-34	2/17/15
Account Executive	WABG Commercial – Clifton Williams 1-35	3/23/15
Creative Services	Walk-In – Luke Powell 1-34	5/18/15
Weather Anchor/Reporter	TVJobs – Reid Lybarger 1-34	9/29/15
Media Sales Consultant	Non-Employee Referral – Amy Maddox 1-36	11/2/15
Sports Anchor/Reporter	TV Jobs – Jessica Eley 1-34	10/23/15

SUMMARY:

A total of 17 people were interviewed for these full-time vacancies. These interviewees were referred by the following recruitment sources: TV Jobs (4); WABG Website yourdeltanews.com (1); WABG Commercial (4); WABG Internal Posting (5); Non-Employee Referral (1); WABG Walk-in (1); WABG Employee Referral (1)

RECRUITMENT SOURCES USED FOR JOB VACANCIES:

1. American Broadcast School – Del Cockrell – 4511 Southeast 29th Street Oklahoma City, OK 73115
2. American Society for Training and Development Mississippi Chapter – Loria McLellan – P.O. Box 13115 Jackson, MS 39236
3. Carolina School of Broadcasting – Alyson Young – 3435 Performance Rd Charlotte, NC 28214
4. Coahoma Opportunities – Dorothy Banks – 3313 Issaquena P.O. Box 1634 Clarksdale, MS 38614
5. College of the Canyons – Radio – TV – Film and Broadcast – Jon Amador 26455 North Rockwell Canyon RD Santa Clarita, CA 91355
6. Coahoma Community College – Charles Butler – Zee A. Barron Student Union 2nd Floor 3240 Friars Point Rd Clarksdale, MS 38614
7. Holmes Community College – Wyndy Lawrence – Career/Technical Education Goodman, MS 39079
8. MDCC – Susan Walker Career Department Highway 3 & Cherry St Moorhead, MS 38761
9. Rust College Department of Mass Communication – Dr. Margaret Delashmit 150 Rust Ave Broadcasting Studios and Training Facilities Holly Springs, MS 38635
10. Tougaloo College – Gladys Jones - 500 West County Line Rd Tougaloo, MS 39174
11. Leland Vocational Technical Center – Delores Wilson – Leland Vocational Complex 408 E. Deer Creek Dr. Leland, MS 38756
12. Mississippi Department of Employment Services – L. Harris – P.O. Box 5279 Greenville, MS 38701
13. Mississippi Association of Broadcasters – Karla Hooten – 855 South Pear Orchard Rd Suite 403 Ridgeland, MS 39157
14. Mississippi Employment Security Commission – Walter Berryhill – 1502 West Capital St Jackson, MS 39236
15. Mississippi Technology Alliance – Stacy Gaines – 134 Market Ridge Drive Ridgeland, MS 39157
16. Mississippi Workforce Investment Network – Clarksdale WIN Job Center – 236 Sharkey Ave. P.O. 640 Clarksdale, MS 38614
17. Mississippi Workforce Investment Network – Cleveland WIN Job Center – 119 Commerce P.O. Box 1750 Cleveland, MS 38732
18. Mississippi Workforce Investment Network – Greenwood WIN Job Center- 812 W. Park Ave Greenwood, MS 38930
19. NAACP Jackson MS Branch – Arlene Jackson – 1072 W. J.R. Lynch St. Jackson, MS 39203
20. NAACP Leflore County Chapter – Willie Perkins – P.O. Box 8404 Greenwood, MS 38930
21. One Hundred Black Men of the Delta – Laurence Johnson – P.O. Box 1248 Greenville, MS 38701
22. Delta State University – Jason W. Umfress – Career Services/Nowell Student Union 1417 Maple St. Cleveland, MS 38733
23. Grambling State University Mass Communications – Martin Edu – 100 Main St. Grambling, LA 71245

24. Jackson State University – Nikisha G. Ware – The MS Learning Institute & The Sally McDonnell 1400 J R Lynch St. P.O. Box 17096 Jackson, MS 39217
25. Mississippi Valley State University – MS. Gosa – 1400 Highway 82 Itta Bena, MS 38941
26. The Meek School of Journalism and New Media – Charlie Mitchell - 114 Farley Hall P.O. Box 1848 University, MS 38677
27. Mississippi State University Dept. of Communications – Dr. John Ford – P.O. Box PF Mississippi State, MS 39762
28. The University of Southern Mississippi – Mandy Nace – 118 College Drive # 5121 Hattiesburg, MS 39406
29. TV Jobs – Mark Holloway – P.O. Box 4116 Oceanside, CA 92052
30. WABG Website - wabg.com and yourdeltanews.com
31. WABG Employee Referral
32. Non-Employee Referral
33. WABG Internal Posting
34. WABG Internal Candidate
35. WABG Station Commercial
36. Local Newspaper Ad

ADDITIONAL RECRUITMENT/OUTREACH INITIATIVES:

Fall Business Career Day sponsored by DSU Career Services at Delta State University in Cleveland, Mississippi, on September 30, 2015. WABG News Director, Pam Chatman, attended the event and spoke with students about a career in broadcasting.

Sunflower County Area Job Fair, sponsored by the Sunflower County Mississippi Economic District and the Governor's Job Fair Network of Mississippi held at the National Guard Armory in Indianola, Mississippi on June 24, 2015. WABG-TV was a co-sponsor of the job fair. News Director, Pam Chatman, participated in a planning conference call for the fair. The station also promoted the event with promotional "on air" announcements informing the viewing public about the job fair. Pam Chatman also attended the event and spoke with participants about career opportunities at the television station and took applications for open positions.

Greenwood Leflore Area Job Fair sponsored by the Mississippi Department of Employment Security and the Governor's Job Fair Network of Mississippi held at the Leflore County Civic Center in Greenwood, Mississippi on August 27, 2015. WABG-TV was a co-sponsor of the job fair. Greenwood News Bureau Reporter/Director, Justin Moore, participated in a planning meeting for the fair. The station also promoted the event with promotional "on air" announcements informing the viewing public about the job fair. WABG-TV General Manager, Sherry Nelson, attended the event and spoke with participants about career opportunities at the television station and took applications for open positions.

ADDITIONAL RECRUITMENT/OUTREACH INITIATIVES CONT:

Greenville Regional Job Fair - The Greenville Regional Job Fair sponsored by the Governor's Job Fair Network of Mississippi and the Chamber & Economic Development Center of Washington County. WABG-TV had a booth at the Job Fair and News Director, Pam Chatman, attended the event at the Washington County Convention Center on May 19, 2015. Ms. Chatman handed out station information and offered participants information regarding any vacancies and how to apply for work at the station. WABG-TV also promoted the event with promotional "on air" announcements informing the viewing public about the job fair.

Shaw School District Career Fair – News Director, Pam Chatman, participated in the Shaw Career Fair in Shaw, Mississippi, April 17, 2015. Ms. Chatman spoke with students about the importance of various school curriculum in the broadcasting field. She also enabled the students to interview other WABG-TV news staff members by electronic "face time" about their careers in broadcasting.

Career Exploration Conference for Girls – Assistant News Director and News Anchor, Tanya Carter, was a guest speaker at the conference on the campus of Delta State University on April 18, 2015. Ms. Carter spoke about her career in broadcast journalism. The conference participants were girls ages 13 to 18 from northern Mississippi. Various careers, including broadcasting, was presented to the participants.

Tech Savvy Conference – Morning Meteorologist and Anchor, Tawana Andrew, spoke to students at Delta State University in Cleveland, Mississippi, on March 21, 2015. Ms. Andrew spoke about the fields of meteorology and broadcasting. She also spoke on how meteorology could be applied in different ways and how women can excel in male dominated fields.

Mass Communications Day at Jackson State University – Greenwood News Bureau Reporter/Director, Justin Moore, participated as a panelist at Jackson State University on April 1, 2015. Mr. Moore spoke to students about what they should do to prepare for the broadcast journalism field.

Journalism Matters – Greenville Public School District and Soloman Magnet School sponsored the event on April 9, 2015. Assistant News Director and Anchor, Tanya Carter, spoke to students about her job as a news anchor and reporter. Ms. Carter spoke about investigative skills, news gathering, interviewing, on air appearance, writing, shooting video, editing stories and more.

Journalism Matters – Greenville Public School District and Soloman Magnet School sponsored the event on April 16, 2015. Assistant News Director and Anchor, Tanya Carter, spoke to students about her job as a news anchor and reporter. Ms. Carter spoke about investigative skills, news gathering, interviewing, on air appearance, writing, shooting video, editing stories and more.

ADDITIONAL RECRUITMENT/OUTREACH INITIATIVES CONT:

Mississippi Career Pathway Experience Training – A State approved work-site training program in an occupational subject area related to a high school student's career objective. WABG-TV participated in the program through the Greenville Public School System. The station approved two high school students who were interested in the broadcasting field. The students reported to the station for a limited number of approved hours during the school term. Tavion Redmond and Tashombia Lindsey were the participating students. The students worked in a training environment in news production and the in the business office performing various duties. Monetary wages were provided by the Greenville Public School System.

Internship – Naya Short – Recent graduate of Mississippi State University. Ms. Short interned at WABG-TV from August 25, 2015 through October 25, 2015. She was in the newsroom environment Monday, Tuesday, and Wednesday of each week from 8:30am until 12:30pm.