

# 2016 ANNUAL EEO PUBLIC FILE REPORT

## WLOV-TV

Station: WLOV-TV, West Point, MS

Reporting Period: February 11, 2015 – January 21, 2016

Number of Full-time Employees: 5 - 10

Small Market Exemption: Yes

During the period of January 22, 2015 to February 11, 2015, WLOV-TV was owned by Tupelo Broadcasting, Inc. and had a total of 2 full time employees, making it exempt from filing this report. This report covers the reporting period of February 11, 2015 to January 21, 2016 when Coastal Television Broadcasting LLC owned WLOV-TV.

During the Reporting Period, a total of 6 full time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

This Report contains the following information:

1. A list of full time vacancies filled by WLOV-TV during the applicable period.
2. For each vacancy the recruitment source utilized to fill the vacancy (including, if applicable, organization, entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO rule), identified by name, address, contact person, and telephone number.
3. The recruitment source that referred the hiree for each full time vacancies during the application period.
4. Data reflecting the total number of persons interviewed for full time vacancies during the applicable period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices which follow have been designed in the aggregate to provide the required information.

For purposes of this Report, a vacancy is deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person deemed “interviewed” whether he or she was interviewed in person, over the telephone or by email.

### **Notification of Job Vacancies**

Coastal Television Broadcasting Company LLC, licensee of WLOV-TV, is an equal opportunity employer. Coastal Television Broadcasting Company LLC provides notification of full time job vacancies to organization job seekers. Any organization which would like to receive notification of job openings at our station should contact us and request to be included on our employment opportunity notification list. Organizations can make such request by mail at Post Office Box 1732, Tupelo, MS 38802-1732, fax (662)840-9835, or email [jdennington@wlov.com](mailto:jdennington@wlov.com). When making such request, please provide the name of your organization, the address, the phone number, the fax number, and name of the contact representative to whom notifications should be sent.

**Appendix 1**

EEO Public File Report

Covering the period from February 11, 2015 to January 21, 2016

Station Compromising Station Employment Unit: WLOV-TV

Section 1: Vacancy Information

<b><u>Full Time Position Filled By Job Title</u></b>	<b><u>Date Filled</u></b>	<b><u>Recruitment Sources Used</u></b>	<b><u>Recruitment Source of Hiree</u></b>	<b><u>Number of Persons Interviewed</u></b>
General Sales Manager	2/2/15	Daily Journal	Employee Referral	8
Account Executive	2/23/15	Daily Journal	Daily Journal	10
Account Executive	2/23/15	Daily Journal	Employee Referral	10
Account Executive	3/23/15	Daily Journal	Daily Journal	10
Sales Assistant	4/23/15	Daily Journal	Daily Journal	11
Account Executive	4/27/15	Daily Journal	Employee Referral	4

**Appendix 2**

EEO Public File Report

Covering the period from February 11, 2015 to January 21, 2016

Station Compromising Station Employment Unit: WLOV-TV

Section 2: Recruitment Source Information

<b>Recruitment Source</b>	<b>Address</b>	<b>Contact</b>	<b>Phone Number</b>	<b>Total number of interviews this source provided during this period</b>
NE MS Daily Journal	1241 S. Green St. Tupelo, MS 38801	Barbara Baccus	662-842-2611	19

### **Appendix 3**

#### EEO Public File Report

Covering the period from February 11, 2015 to January 21, 2016

Station Compromising Station Employment Unit: WLOV-TV

This Appendix contains a narrative description of the station's supplemental outreach efforts covering the reporting period.

1. WLOV aired 60 Public Service Announcements provided by the Mississippi Association of Broadcasters advising viewers about scholarships available to students pursuing a career in television broadcast. WLOV also contributed to the overall scholarship fund through our membership in the Mississippi Association of Broadcasters.
2. WLOV conducted numerous tours with students explaining how television stations work. Tours of the station generally consist of a tour of the newsroom, studio, and master control. Tour groups meet on-air personalities and behind the scenes people. They are also able to view themselves on the green wall and in the monitors giving a weather forecast.
3. WLOV management participates in weekly department head meetings which include presentations of different human resource situations which are used for training. The purpose of these presentations is to educate management about equal employment opportunity and to prevent discrimination of any type.