



(DRAFT COPY - Not for submission)

Broadcast Equal Employment Opportunity Program Report

FRN: **0001739002** | File Number: | Submit Date: **01/28/2021** | Call Sign: **WMPN-TV** | Facility ID: **43168** | City: **JACKSON** | State: **MS**Service: **Full Service Television** | Purpose: **EEO Report** | Status: **Saved** | Status Date: **12/04/2020** | Filing Status: **Active**

General Information

Section	Question	Response
Attachments	Are attachments (other than associated schedules) being filed with this application?	Yes

Licensee Information

Licensee Name, Type and Contact Information

Applicant	Address	Phone	Email	Applicant Type
MISSISSIPPI AUTHORITY FOR EDUCATIONAL TELEVISION	3825 Ridgewood Road Jackson, MS 39211 United States	+1 (601) 432-6565	ronnie.agnew@mpbonline.org	Company

Contact Representatives

Contact Name	Address	Phone	Email	Contact Type
Barry S. Persh Gray Miller Persh LLP	2233 Wisconsin Avenue, NW Suite 226 Washington, DC 20007 United States	+1 (202) 776-2458	bpersh@graymillerpersh.com	Legal Representative

Common Stations

Facility Identifier	Call Sign	City	State	Time Brokerage Agreement
43168	WMPN-TV	JACKSON	MS	No
43213	WMAV-FM	OXFORD	MS	No
43170	WMAE-TV	BOONEVILLE	MS	No
43197	WMAH-TV	BILOXI	MS	No
43177	WMAO-FM	GREENWOOD	MS	No
43169	WMAW-TV	MERIDIAN	MS	No
43176	WMAO-TV	GREENWOOD	MS	No
43188	WMAW-FM	MERIDIAN	MS	No
43185	WMAU-FM	BUDE	MS	No
46682	WMPN-FM	JACKSON	MS	No
43212	WMAB-FM	MISSISSIPPI STATE	MS	No
43193	WMAV-TV	OXFORD	MS	No
43198	WMAH-FM	BILOXI	MS	No

43184	WMAU-TV	BUDE	MS	No
43192	WMAB-TV	MISSISSIPPI STATE	MS	No
43190	WMAE-FM	BOONEVILLE	MS	No

Program Report Questions

Section	Question	Response
Discrimination Complaints	Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?	Yes
Full-time Employees	Does your station employment unit employ fewer than five full-time employees? Consider as "full-time" employees all those permanently working 30 or more hours a week?	No

Additional Program Report Questions

Responsibility for Implementation

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name	Title
Henry E. Williams	Human Resource Director

Certification

Question	Response
The undersigned certifies that he or she is (a) the party filing the report, or an officer, director, member, partner, trustee, authorized employee, or other individual or duly elected or appointed official who is authorized to sign on behalf of the party filing the report; or (b) an attorney qualified to practice before the Commission under 47 C.F.R. Section 1.23(a), who is authorized to represent the party filing the report, and who further certifies that he or she has read the document; that to the best of his or her knowledge, information, and belief there is good ground to support it; and that it is not interposed for delay	
Certified Date	
Certified Title	
Authorized Party Name	

Attachments

File Name	Uploaded By	Attachment Type	Description	Upload Status
MAET Discrimination Complaint.pdf	Applicant	Discrimination Complaints	Discrimination Complaint	Done with Virus Scan and /or Conversion
MAET EEO Narrative Statement.pdf	Applicant	Narrative Statement	Narrative Statement	Done with Virus Scan and /or Conversion
MAET FCC EEO Public File Report 2019 - 2020.pdf	Applicant	EEO Public File Report	EEO Public File Report 2019 - 2020	Done with Virus Scan and /or Conversion
MAET FCC EEO Public File Report 2020-2021.pdf	Applicant	All Purpose	EEO Public File Report 2020 - 2021	Done with Virus Scan and /or Conversion

FCC Schedule 396 Employment Program Report
Mississippi Authority for Educational Television

Discrimination Complaint

Mississippi Authority for Educational Television (“MAET”) reports that a complaint was administratively filed on January 22, 2015 with the U.S. Equal Employment Opportunity Commission (“EEOC”) with EEOC Charge Number 846-2015-08617. The charge was filed by Lasharne Patton (“Patton”), and her complaint alleged racial discrimination under Title VII of the Civil Rights Act. MAET had reassigned some job duties within her department, including transferring some job duties from Patton to other less compensated employees. Patton’s pay was not changed, she was not demoted, and neither her working hours nor working conditions changed in any way as a result of the restructuring of job duties in that department. No finding was made by the EEOC of discrimination, and the matter ended at that administrative stage in the third quarter of 2015 and is now closed.

FCC Employment Program Report
Mississippi Authority for Educational Television

Narrative Statement

Mississippi Authority for Educational Television (MAET), licensee of 8 noncommercial educational radio stations, and 8 noncommercial educational television stations, in the state of Mississippi, is committed to providing equal employment opportunities and has achieved broad and inclusive outreach during the past two years in connection with its EEO program.

MAET utilizes a number of outreach methods to make sure that notice of all job vacancies is widely disseminated, all employment opportunities are non-discriminatory, and the MAET workplace is free of discrimination. As full-time vacancies occur at the stations, MAET regularly utilizes a variety of recruitment sources (for example, the MAET website/stations/social media, the National Education Telecommunications Association, the State Personnel Board, several local and regional colleges and universities, simplyhired.com, the Corporation for Public Broadcasting, journalismjobs.com, Catholic Charities, Citizen Soldiers for Life, Mississippi Association for Broadcasters, Radio Television Digital News Association, the Jewish-Christian Foundation, Inc., Media Match, and several others as listed in its annual reports) to widely disseminate information as appropriate for a given opening and to seek qualified candidates for interviews. MAET also airs on television and radio a weekly announcement giving information where organizations could request MAET's job announcement information. As a result, MAET has been able to attract several applicants, and to conduct multiple interviews, in connection with filling its vacancies for full-time positions filled during the last two years.

In addition to these recruitment procedures, MAET also regularly undertakes various non-vacancy-specific initiatives to supplement its EEO outreach efforts. During the past two years, such efforts have included: an internship program; various training programs for station personnel; equal employment training for station personnel; participation in job fairs by station personnel with hiring responsibilities; and the listing of upper-level positions in job banks or newsletters of media trade groups with broad-based members, including participation of women and minorities.

MAET is also mindful of offering ample opportunities for applicants to learn of MAET's EEO Policies, and of utilizing a variety of methods to continually inform employees of its EEO Policies, including: its website, posters, ongoing training, job postings, MAET Policy Handbook, and Mississippi State Personnel Board State Employee Handbook. Moreover, MAET continually review and adapts its EEO program. Methods of analyzing the effectiveness of its EEO recruitment program involve analyzing data regarding the hiring and promotion of women and minorities, ongoing training of supervisors, consultation with the Attorney General's Office for the State of Mississippi, and Continued Legal Education of the Deputy Director of Support Services in the area of employment law.

Accordingly, through its use of various sources to recruit for full-time vacancies, its completion of a variety of long-term employment activities, and its internal review and

adjustment with respect to EEO matters, MAET has achieved broad outreach on employment matters in the past two years.