

EEO PUBLIC FILE REPORT

For the 12 Month Period Ending January 31, 2009

Prepared by **WCBI-TV, LLC**

This report covers the following employment unit: WCBI-TV

<u>Call Sign</u>	<u>Facility ID #</u>	<u>Type of Station</u>	<u>Location</u>
WCBI - TV	12477	Commercial Television	Columbus, MS

The following is a list of all vacancies for full time jobs during the previous 12 months.

<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled</u>
Anchor/Reporter	July 07	February 08
Production Assistant	January 08	February 08
Meteorologist/Reporter	January 08	February 08
Sports Anchor/Reporter	January 08	February 08
Reporter	February 08	March 08
Reporter	February 08	March 08
Receptionist/Assistant	March 08	April 08
Broadcast Operator	April 08	July 08
Production Assistant	June 08	July 08
Production Assistant	June 08	July 08
Account Executive/Sales	May 08	July 08
Producer	August 08	September 08
Traffic Assistant	August 08	September 08
Production Assistant	July 08	August 08
IT/ Engineer	August 08	October 08
Production Assistant	October 08	November 08

B. During the past twelve months the following recruitment sources were contacted as vacancies for full-time jobs opened. Those with an asterisk (*) were organizations that requested to be contacted as job openings occurred. The number of interviewees referred by each recruitment source is shown on each of the attached forms.

Anchor/Reporter: In-house posting (1) TVJobs.com (12), WCBI.com(6), Mississippi State University Career Center(4), University of MS(1), Mississippi University for Women (1)Career Center, Mississippi Employment Services(0), CL-NAACP(0) (Filled from TV Jobs) (Interviewed 4)

Production Asst.: Job Expo, In-house posting, WCBI.com, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, The Commercial Dispatch(Filled from Mississippi State Career Center)

Meteorologist: In-house posting, TVJobs.com, WCBI.com, Mississippi State University Career Center, University of MS, Mississippi University for Women Career Center, Mississippi Employment Services CL- NAACP (Filled from Mississippi State University Career Center)

Sports Anchor/Reporter: In-house posting, TVJobs.com, WCBI.com, Mississippi State University Career Center, University of MS, Mississippi University for Women Career Center, Mississippi Employment Services CL-NAACP (Filled from TV Jobs)

Reporter: In-house posting, TVJobs.com, WCBI.com, Mississippi State University Career Center, University of MS, Mississippi University for Women Career Center, Mississippi Employment Services CL- NAACP(Filled from TV Jobs)

Receptionist/ Asst.: Job Expo, In-house posting, WCBI.com, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, The Commercial Dispatch(Filled from The Commercial Dispatch)

Broadcast Operator: In-house posting, WCBI.com, Mississippi State University Career Center, University of MS, Mississippi University for Women Career Center, Mississippi Employment Services, CL-NAACP, The Commercial Dispatch (Filled from In House Posting)

Production Asst.: Job Expo, In-house posting, WCBI.com, Mississippi State University Career Center, Mississippi University for Women Career Center, Mississippi Employment Services CL-NAACP, The Commercial Dispatch(Filled from Mississippi State Career Center)

Production Asst.: Job Expo, In-house posting, WCBI.com, Mississippi State University Career Center, Mississippi University for Women Career Center, Mississippi Employment Services CL-NAACP, The Commercial Dispatch(Filled from Mississippi State Career Center

Reporter: In-house posting, TVJobs.com, WCBI.com, Mississippi State University Career Center, University of MS, Mississippi University for Women Career Center, Mississippi Employment Services*, CL, NAACP(Filled from MSU Career Center)

Producer.: Job Expo, In-house posting, WCBI.com, Mississippi State University Career Center, Mississippi University for Women Career Center, Mississippi

Employment Services CL-NAACP, The Commercial Dispatch(Filled from In House Posting)

Engineer: In-house posting, TVJobs.com, WCBI.com, Mississippi State University Career Center, University of MS, Mississippi University for Women Career Center, Mississippi Employment Services, CL-NAACP, The Commercial Dispatch, TV Technology and Broadcast Engineering (Filled from WCBI.com)

Production Asst.: Job Expo, In-house posting, WCBI.com, Mississippi State University Career Center, Mississippi University for Women Career Center, Mississippi Employment Services CL-NAACP, The Commercial Dispatch(Filled from Mississippi University for Women Career Center)

These recruitment resources produced a total of 311 applicants for the positions we had available.

During the past twelve months the station employment unit engaged in the following instructions for job openings at the station.

- a. **Mississippi State University Communication Job Fair** , February 2008 – An annual on campus event for graduating students to learn about employment opportunities in the Golden Triangle and throughout Mississippi. WCBI participated as a potential employer.
- b. **East Mississippi Community College Job Fair May 2008-** A on campus event for graduating students to learn about employment opportunities in the North MS and West Alabama area. WCBI participated as a potential employer.
- c. **Golden Triangle Employment Expo**, October 2008 - A community wide event attracting over 1,500 job seekers and 50 area employers. WCBI was a major sponsor of this event as well as participating as a potential employer.
- d. **Mississippi Association of Broadcasters-** A statewide event attracting graduating students, general public, and experienced broadcasters for this employment expo. WCBI participated as a potential employer.
- e. **WCBI-TV Website**, We post every vacant opening we have on our website and promote our website on-air to create awareness of the opportunities at the station.
- f. **Internships**, WCBI-TV participates in Internship programs with Mississippi State University, and Mississippi University for Women . We had 19 interns during the year over the Spring, Summer, and Fall semesters.
- g. **High School Career Days**, WCBI participated with 13 local High Schools and Junior Colleges providing classroom and career day discussion with students regarding career opportunities in the broadcast journalism area.
- h. **High School Job Shadowing:** WCBI participated with 4 local high schools for 5 students that expressed a desire to pursue a career in the broadcasting industry.

Total Interviewed in 2008/2009- 59 for all jobs openings

Recruitment Source for Interviewees

Job Expo- 1

In house posting-4

TV jobs. 22

WCBI.com-5

MSU Career Center-17

University of MS-1

MUW Career Center-5

MS Employment Services-2

Columbus Lowndes NAACP-0

TV Technology and Broadcast Engineering-1

Commercial Dispatch-1