

EEO PUBLIC FILE REPORT

For the 12 Month Period Ending January 31, 2008

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>
Reporter	February 07	March 07
Reporter	February 07	March 07
Production Assistant	March 07	April 07
Broadcast Operator	April 07	May 07
Reporter	April 07	May 07
Production Assistant	June 07	July 07
Producer	June 07	July 07
Engineer	June 07	July 07
Production Assistant	July 07	August 07
Meteorologist	July 07	August 07
News Anchor	July 07	August 07
News Anchor	July 07	December 07
Meteorologist	December 07	January 08
Production Assistant	December 07	January 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.

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)

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 TVJobs.com)

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)

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 the Commercial Dispatch)

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)

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)

Producer.: 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)

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, 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)

News Anchor: 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 In House posting)

News Anchor: 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)

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)

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 University for Women)

These recruitment resources produced a total of 276 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 Job Fair** , April 2007 – 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 April 2007-** 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 2007 - 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 4 interns per semester for Spring, Summer, and Fall semesters.
- g. **High School Career Days**, WCBI participated with 12 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 8 students that expressed a desire to pursue a career in the broadcasting industry.

Total Interviewed in 2007/2008- 55 for all jobs openings

Recruitment Source for Interviewees

Job Expo- 1

In house posting-4

TV jobs. 16

WCBI.com-5

MSU Career Center-18

University of MS-0

MUW Career Center-7

MS Employment Services-1

Columbus Lowndes NAACP-0

TV Technology and Broadcast Engineering-1

Commercial Dispatch-2