

## EEO PUBLIC FILE REPORT

For the 12 Month Period Ending January 31, 2015

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.

<b>Job Title</b>	<b>Date of Opening</b>	<b>Date Filled</b>
Sales Manager	Dec 2013	Jan 2014
Accounting Clerk	Dec 2013	Feb 2014
Producer	Jan 2014	Feb 2014
News Production – PT	January 2014	March 2014
Account Executive	Feb 2014	March 2014
News / Web Coordinator	Feb 2014	March 2014
Meteorologist / Reporter	April 2014	May 2014
News Production - PT	April 2014	May 2014
Reporter	June 2014	July 2014
Reporter	June 2014	Aug 2014
Newscast Director	June 2014	September 2014
Meteorologist	July 2014	August 2014
Account Executive	July 2014	August 2014
News Production – FT	July 2014	August 2014
News Production – PT	July 2014	August 2014
News Production – PT	September 2014	October 2014
News Production – FT	Oct 2014	November 2014
News Production – FT	Oct 2014	Oct 2014
Master Control Operator	November 2014	November 2014
Anchor / Reporter	November 2014	January 2015

**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.**

**Sales Manager: Job Expo, In-house posting\*, WCBI.com\*, TV Jobs, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, WTW Program, University of MS Job Center ,The Commercial Dispatch (Filled from wcbi.com)**

**Accounting Clerk:** Job Expo, In-house posting\*, WCBI.com\*, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, WTW Program (Dept of Human Services) WIN Job Center, University of MS Job Center ,The Commercial Dispatch and TV Jobs.com ( Filled by wcbi.com)

**Producer.:** Job Expo, In-house posting\*, WCBI.com\*, TV Jobs, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, WTW Program (Dept of Human Services) WIN Job Center, University of MS Job Center ,The Commercial Dispatch (Filled by tv jobs)

**News Production - PT:** Job Expo, In-house posting\*, WCBI.com\*, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, WTW Program (Dept of Human Services) WIN Job Center, University of MS Job Center ,The Commercial Dispatch (Filled from Commercial Dispatch)

**Account Executive.:** Job Expo, In-house posting\*, WCBI.com\*, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, WTW Program (Dept of Human Services) WIN Job Center, University of MS Job Center ,The Commercial Dispatch and TV Jobs.com (Filled wcbi.com)

**News / Web Coordinator:** Job Expo, In-house posting\*, WCBI.com\*, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, WTW Program (Dept of Human Services) WIN Job Center, University of MS Job Center ,The Commercial Dispatch and TV Jobs.com (Filled by wcbi.com)

**Meteorologist / Reporter:** Job Expo, In-house posting\*, WCBI.com\*, TV Jobs, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, WTW Program (Dept of Human Services) WIN Job Center, University of MS Job Center ,The Commercial Dispatch (Filled by tv jobs)

**News Production - PT.:** Job Expo, In-house posting\*, WCBI.com\*, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, WTW Program (Dept of Human Services) WIN Job Center, University of MS Job Center ,The Commercial Dispatch (Filled from wcbi.com)

**Reporter:** Job Expo, In-house posting\*, WCBI.com\*, TV Jobs, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, University of MS Job Center ,The Commercial Dispatch (Filled by tv jobs)

**Reporter: Job Expo, In-house posting\*, WCBI.com\*, TV Jobs, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, University of MS Job Center ,The Commercial Dispatch (Filled by tv jobs)**

**Newscast Director: Job Expo, In-house posting\*, WCBI.com\*, TV Jobs, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, WTW Program (Dept of Human Services) WIN Job Center, University of MS Job Center ,The Commercial Dispatch and TV Jobs.com (Filled by wcbi.com)**

**Meteorologist: Job Expo, In-house posting\*, WCBI.com\*, TV Jobs, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, WTW Program (Dept of Human Services) WIN Job Center, University of MS Job Center ,The Commercial Dispatch (Filled by tv jobs)**

**Account Executive.: Job Expo, In-house posting\*, WCBI.com\*, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, WTW Program (Dept of Human Services) WIN Job Center, University of MS Job Center ,The Commercial Dispatch and TV Jobs.com (Filled by wcbi.com)**

**News Production - FT.: Job Expo, In-house posting\*, WCBI.com\*, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, WTW Program (Dept of Human Services) WIN Job Center, University of MS Job Center ,The Commercial Dispatch (Filled from in house applicant)**

**News Production - PT.: Job Expo, In-house posting\*, WCBI.com\*, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, WTW Program (Dept of Human Services) WIN Job Center, University of MS Job Center ,The Commercial Dispatch (Filled from wcbi.com)**

**News Production - PT.: Job Expo, In-house posting\*, WCBI.com\*, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, WTW Program (Dept of Human Services) WIN Job Center, University of MS Job Center ,The Commercial Dispatch (Filled from wcbi.com)**

**News Production - FT.: Job Expo, In-house posting\*, WCBI.com\*, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, WTW Program (Dept of Human Services) WIN Job Center, University of MS Job Center ,The Commercial Dispatch (Filled from Mississippi State University Career Center)**

**Master Control operator: Job Expo, In-house posting\*, WCBI.com\*, Mississippi State University Career Center, Mississippi University for Women Career Center,**

**CL-NAACP, EMCC, WTW Program (Dept of Human Services) WIN Job Center, University of MS Job Center ,The Commercial Dispatch (Filled from wcbi.com)**

**Anchor / Reporter: Job Expo, In-house posting\*, WCBI.com\*, TV Jobs, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, WTW Program (Dept of Human Services) WIN Job Center, University of MS Job Center ,The Commercial Dispatch (Filled by tv jobs)**

**These recruitment resources produced a total of 66 applicants for the positions we had available.**

**During the past twelve months the station employment unit engaged in the following EEO outreach efforts. (or activities)**

- a. Mississippi State University Career Fair , March 2014 – 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. University of Mississippi Career Fair, April 2014 - 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.**
- c. University of Mississippi Community Fair, August 2014 - 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.**
- d. Golden Triangle Employment Expo, October 2014 - 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.**
- e. 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.**
- f. 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.**
- g. Internships, WCBI-TV participates in Internship programs with Mississippi State University, University of Mississippi, University of Alabama, Rust College, University of Southern Mississippi and Mississippi University for**

**Women. We had 16 interns during the year over the Spring, Summer, and Fall semesters.**

- h. High School Career Days, WCBI participated with 8 local High Schools and Junior Colleges providing classroom and career day discussion with students regarding career opportunities in the broadcast journalism area.**
- i. High School Job Shadowing: WCBI participated with 4 local high schools for 4 students that expressed a desire to pursue a career in the broadcasting industry.**

**Total Interviewed in 2014- 54 for all job openings**

#### **Recruitment Source for Interviewees**

**Job Expo- 7**  
**In house posting-8**  
**TV jobs.com - 11**  
**WCBI.com-16**  
**MSU Career Center-4**  
**University of MS-1**  
**MUW Career Center-3**  
**EMCC - 1**  
**MS Employment Services-0**  
**Columbus Lowndes NAACP-0**  
**TV Technology and Broadcast Engineering-0**  
**Commercial Dispatch-3**

#### **RECRUITING SOURCES USED**

REFERRAL SOURCE	*	ADDRESS	CITY	CONTACT	PHONE
WCBI WEBSITE	Y	P.O. BOX 271	Columbus, MS 39701	Webmaster	662.327.4444
MISS STATE UNIVERSITY	Y	P.O. Box P	Miss State, MS 39762	Luther Epting	662.325.3344
(Career Services)					
MS University For Women	Y	1100 College Street	Columbus MS 39701	Towanda Williams	662.241.7619
( Career Services Director)		300 Montgomery Hall			
MS Employment Security	Y	P. O. Box 951	Columbus, MS 39703	Billy Hamilton	662.328.6876
Commission ( WIN JOB CTR)					
MS Employment Security	Y	P.O. Box 110	Tupelo MS 38802	Betsy Maxcy	662.842.4371

Commission ( WIN JOB CTR)					
MS Association of Broadcasters	Y	855 S Pear Orchard Rd	Ridgeland, MS 39157	Jackie Lett	601.957.9121
		Suite 403			
Lee County NAACP	Y	1008 Hilda Dr	Tupelo , MS 38804	Robert Jamison	662.680.5171
Lowndes County NAACP	Y	P.O. Box 527	Columbus, MS 39701	LaVonne Harris	662-549-2390
East MS Community College	Y	8731 Frontage Road	Mayhew, MS	Linda Gates	662-243-1900
MS Dept Human Service	Y	1604 College Street	Columbus , MS 39701	Patricia Brooks	662-329-5742
WTW - Lowndes County					
University of Mississippi	Y	303 Martindale	University, MS 38677	Amanda Walker	662-915-7174
Career Services					
The Commercial Dispatch	Y	PO Box 511	Columbus, MS 39703	Classifieds	662-328-2471
		<a href="mailto:classifieds@cdispach.com">classifieds@cdispach.com</a>			