

WOOK-LD, WTOK-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
SALES ASSISTANT - WTOK	1-6, 8-10, 12-14, 16-18, 20-28, 30-41	8
MULTIMEDIA JOURNALIST - WTOK	1-6, 9-10, 12-14, 16-18, 20-31, 33, 35-41	12
NEWS DIRECTOR - WTOK	1-7, 9-10, 12-18, 20, 22-28, 30-31, 33, 35-41	15
NEWS PRODUCER/MMJ (P/T) - WTOK	1-6, 9-10, 12-14, 16-18, 20-21, 23-28, 30-31, 33, 35-41	38
METEOROLOGIST/MMJ - WTOK	1-6, 9-14, 16-21, 23-28, 30-31, 33, 35-41	11
TECHNICAL MEDIA PROD. (ASSO) - WTOK	1-6, 9-14, 16-18, 20-21, 23-28, 30-31, 33, 35-41	14
TECHNICAL MEDIA PROD. (ASSO) - WTOK	1-6, 9-14, 16-18, 20-21, 23-28, 30-31, 33, 35-41	12

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alabama Broadcasters Assoc 2180 Parkway Lake Dr Hoover, Alabama 35244 Phone : 205-982-5001 Url : http://al-ba.com Cindi Mcgee Manual Posting	N	0
2	Alabama State University 915 S. Jackson St Montgomery, Alabama 36101 Phone : 334-229-4140 Ella Tucker Manual Posting	N	0
3	Alcorn State University 1000 Alcorn State Drive Alcorn State, Mississippi 39096 Phone : 601-877-6100 David Crosby Manual Posting	N	0
4	Auburn University 303 Martin Hall Auburn University, Alabama 36849 Phone : 334-844-3864 Url : https://auburn-csm.symplicity.com Karen Allen Manual Posting	N	0
5	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings	N	0
6	Columbus Commercial Dispatch 516 Main Street PO Box 511 Columbus, Mississippi 39703 Phone : 662-328-2424 Connie Harris Manual Posting	N	0
7	Corporate Recruiter	N	1
8	Current Employee	N	1

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9	Delta State University Box 3174 Cleveland, Mississippi 38733 Phone : 662-846-4646 Url : http://www.deltastate.edu Email : careerservices@deltastate.edu Leigh Ann Nelson	N	0
10	East Central Community College PO Box 851 Decatur, Mississippi 39327 Phone : 601-365-2111 Url : http://www.eccc.edu Email : go2ec@eccc.edu Christi Gregory	N	0
11	Employee Referral	N	3
12	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	5
13	Howard University Office of Career Development 525 Bryant Street, NW Washington, District of Columbia 20059 Phone : 202-806-7690 Carol Dudley Manual Posting	N	0
14	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	7
15	Internal Transfer/Promotion	N	1
16	Jackson State University PO Box 17280 Jackson, Mississippi 39217 Phone : 601-979-2477 Url : http://jsu.ms.edu Dorothy Whitley Manual Posting	N	0

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17	Jobs In MS PO Box 604 Westbrook, Maine 4098 Phone : 601-360-1707 Url : http://www.jobsinms.com Christina Mercier Manual Posting	N	0
18	JournalismJobs.com Online Only , Mississippi Phone : 510-508-7386 Talent Site Manual Posting	N	0
19	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	1
20	Louisiana State University 1502 CEBA Building Baton Rouge, Louisiana 70803 Phone : 225-578-2674 Holly Nelson Manual Posting	Y	0
21	Media Recruiter 9457 So. University #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Art Scott Manual Posting	N	0
22	Meridian Community College 910 Hwy 19N Meridian, Mississippi 39307 Phone : 601-481-1327 Email : jtaylor@meridiancc.edu Jeff Taylor	N	0
23	Mississippi University for Women 1100 College St MUW 940 Columbus, Mississippi 39701 Phone : 662-329-7192 Email : twilliams@ss.muw.edu Towanda Williams	N	0

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24	Mississippi Valley State University 14000 Hwy 82 West #7225 Itta Bena, Mississippi 38941 Phone : 662-254-3441 Url : http://www.mvsu.edu Email : careerservices@mvsu.edu Alisha Rose	N	0
25	Mississippi College Communication PO Box 4019 Clinton, Mississippi 39058 Phone : 601-925-3457 Cliff Fortenberry Manual Posting	N	0
26	Mississippi State University PO Box P Mississippi State, Mississippi 39762 Phone : 662-325-3344 Url : http://www.career.msstate.edu Cassandra Latimer Manual Posting	N	0
27	MS Band of Choctaw Indians PO Box 6033 Philidelphia, Mississippi 39350 Phone : 601-650-1540 Url : http://choctaw.org Wanda McMillian Manual Posting	Y	0
28	NAACP PO Box 4143 Meridian, Mississippi 39307 Phone : 601-345-4449 Url : http://meridianlauderdalenaacp.site123.me Email : meridianlauderdalenaacp@gmail.com Janet Moore	N	0
29	Non-Employee Referral	N	1

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30	Ohio/Illinois Centers for Broadcasting 9885 Rockside Road #160 Valley View, Ohio 44125 Phone : 216-242-4342 Url : http://beonair.com Gary James Manual Posting	N	0
31	Rust College Mass Communications Holly Springs, Mississippi 38635 Phone : 601-252-8000 Email : dmoyo@rustcollege.edu Debra Moyo	N	0
32	Spots-N-Dots 167 Oakdale Rd Johnson City, New Jersey 13790 Phone : 607-729-7295 Url : http://www.spotsndots.com Joe Marcoe Manual Posting	N	0
33	Syracuse University 215 University Place Syracuse, New York 13244 Phone : 315-443-2268 Karen McGee Manual Posting	N	0
34	The Clarion Ledger PO Box 23061 Jackson, Mississippi 39225 Phone : 601-961-7125 Beverly Brown Manual Posting	N	0
35	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : jobs@tvjobs.com Mark Holloway	N	0

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36	Univeristy of Mississippi 331 Farley Hall University, Mississippi 38677 Phone : 662-915-7146 Ellen Meacham Manual Posting	N	0
37	University of Alabama PO Box 870172 Tuscaloosa, Alabama 35487 Phone : 205-348-8594 Url : http://www.career.ua.edu College Recruiter Manual Posting	N	0
38	University of Southern Mississippi 118 College Drive #5121 Hattiesburg, Mississippi 39406 Phone : 601-226-4258 Mandy Nace Manual Posting	Y	1
39	University of West Alabama Station 29 Livingston, Alabama 35470 Phone : 205-652-3651 Url : http://www.collegecentral.com/uwa Tammy White Manual Posting	N	0
40	Western Kentucky University Carvens 216 One Big Red Way Bowling Green, Kentucky 42101 Phone : 270-745-3095 Dan Onitsuka Manual Posting	N	0
41	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			21

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/7/2023	Co Sponsoring Job Fair	Office Manager, Creative Services Manager and News Director attended The Governors Job Fair Meridian, Mississippi. Information was provided to applicants in order to increase their awareness of job opportunities in the field of broadcasting. We received resumes from attendees who were interested in the broadcasting field and they were reviewed by our Production Manager, Sales Manager and Interim News Director. WTOK was also a co-sponsor for this Job Fair.	3	Office Manager General Manager Operations Manager
2	2/8/2023	Participation in Job Fairs	The News Director attended MAB Day with Jackson State University. Information was provided to applicants in order to increase their awareness of job opportunities in the field of broadcasting. We received resumes from attendees who were interested in the broadcasting field and they were reviewed by our Production Manager, Sales Manager and News Director	1	News Director
3	3/9/2023	Participation in Job Fairs	News Director attended MAB Day with Mississippi State University. Information was provided to applicants in order to increase their awareness of job opportunities in the field of broadcasting. We received resumes from attendees who were interested in the broadcasting field and they were reviewed by our Production Manager, Sales Manager and News Director	1	News Director
4	3/16/2023	Co Sponsoring Job Fair	The Office Manager attended The Meridian Employability Job Fair, Meridian, Mississippi. Information was provided to applicants in order to increase their awareness of job opportunities in the field of broadcasting. We received resumes from attendees who were interested in the broadcasting field, and they were reviewed by our Production Manager, Sales Manager and Interim News Director. WTOK was also a co-sponsor for this Job Fair.	1	Office Manager

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5	4/5/2023	Participation in scholarship programs	WTOK funds an ongoing Broadcast Communications Scholarship at Meridian Community College, Meridian, MS	1	
6	4/5/2023	Participation in Job Fairs	The VP/General Manager attended MAB Day with University of Southern Mississippi. Information was provided to applicants in order to increase their awareness of job opportunities in the field of broadcasting. We received resumes from attendees who were interested in the broadcasting field and they were reviewed by our Production Manager, Sales Manager and News Director	1	VP/General Manager
7	4/20/2023	Provision of training to management	The VP/General Manager and the Office Manger attended training on the FCC's EEO Rules and Regulations provided by Joan Stewart of Wiley Rein.	2	Office Manager General Manager
8	4/21/2023	Participation in Job Fairs	The News Director attended MAB Day with Mississippi University. Information was provided to applicants in order to increase their awareness of job opportunities in the field of broadcasting. We received resumes from attendees who were interested in the broadcasting field and they were reviewed by our Production Manager, Sales Manager and News Director	1	News Director
9	5/22/2023	Establishment of an intern program designed to assist members of the community	During this reporting year, the station offered in Internship Program. The students worked in the News Department and were supervised by our News Directors. They learned how to produce a news report, including writing, editing stories and working in the field. The students were from Jackson State University and University of West Alabama.	1	News Director
10	11/14/2023	Provision of training to personnel of unaffiliated non-profit organizations	The VP/ General Manager helped organize and was a presenter at the MAB Student Conference at Jackson State University. It was an event to speak to upcoming graduates about presentation skills, reporting, and personal branding.	1	VP/General Manager