

Joan Stewart
202.719.7438
jstewart@wiley.law



Wiley Rein LLP
1776 K Street NW
Washington, DC 20006
Tel: 202.719.7000

April 29, 2024

VIA POSTING TO FCC ONLINE PUBLIC INSPECTION FILE

wiley.law

Elizabeth E. Goldin
Assistant Chief, Investigations & Hearings Division
Enforcement Bureau
Federal Communications Commission

Re: **Response to Broadcast EEO Audit Letter
Gray Television Licensee, LLC
WLOX, Biloxi, Mississippi
Facility ID No. 13995**

Dear Ms. Goldin:

On behalf of Gray Television Licensee, LLC, licensee of the above referenced broadcast station in the Biloxi, Mississippi station employment unit ("SEU"), the undersigned submits the SEU's response to your letter of March 22, 2024 concerning compliance with the Commission's Equal Employment Opportunity rules, 47 C.F.R. § 73.2080. In accordance with your request, this submission consists of a sworn statement by Rick Williams, Vice President, of Gray Media Group, Inc., the parent of Gray Television Licensee, LLC, with copies of documentation responsive to your inquiry.

Should any questions arise concerning this submission, kindly contact the undersigned.

Respectfully submitted,

/s/ Joan Stewart

Joan Stewart
Counsel to Gray Television Licensee, LLC

cc: EB-EEO@fcc.gov

DECLARATION OF RICK WILLIAMS, VICE PRESIDENT AND GENERAL MANAGER

I, Rick Williams, hereby declare as follows:

1. I am a Vice President for Gray Media Group, Inc., the parent company of Gray Television Licensee, LLC ("Gray"), the licensee of WLOX, Biloxi, Mississippi (FID 13995), which is part of a station employment unit based in Biloxi, Mississippi, and includes WTBL-LD, Biloxi, Mississippi (FID 67989) (the "SEU" or "Unit"). I am also the General Manager of this SEU. This Statement and relevant attachments are being submitted in response to the March 22, 2024 letter of Elizabeth E. Goldin, Assistant Chief, Investigations & Hearings Division of the Commission's Enforcement Bureau, concerning a random audit of EEO compliance (the "EEO Audit Letter").
2. This SEU employs five or more full-time employees as the term is defined in the broadcast EEO rule of the Federal Communication Commission ("FCC" or the "Commission"), 47 C.F.R. § 73.2080(e)(1).
3. In response to Question 2(b)(i) of the EEO Audit Letter, the SEU's two most recent EEO Public File Reports, as described in 47 C.F.R. § 73.2080(c)(6), are appended at Attachment A.
4. In response to Question 2(b)(ii) of the EEO Audit Letter, the web address of the stations in this SEU is: <https://www.wlox.com>. A copy of the current EEO Public File Report is included on or linked to on the website.
5. In response to Question 2(b)(iii), the date of each full-time hire listed in the SEU's above-referenced EEO Public File Reports, in accordance with 47 C.F.R. § 73.2080(c)(5)(vi), is included in the internal business records appended at Attachment B. Further, the licensee acknowledges that it is required to retain records to document its outreach to the recruitment sources used to fill its full-time positions pursuant to 47 C.F.R. § 73.2080(c)(5)(iii), including the recruitment reflected in the above EEO Public File Reports. However, pursuant to the EEO Audit Letter, only one such job notice per position is included at Attachment B in addition to announcements sent to those sources that have notified the SEU that they want to be alerted to job openings at the Unit, as described in 47 C.F.R. § 73.2080(c)(1)(ii).
6. In response to Question 2(b)(iv) of the EEO Audit Letter, the internal business records appended at Attachment B also provide data concerning (a) the total number of interviewees for each vacancy and (b) the referral source for each interviewee for each full-time vacancy filled during the period covered by the above EEO Public File Reports.
7. In response to Question 2(b)(v) of the EEO Audit Letter, documentation concerning the Unit's performance of four points worth of recruitment initiative activity during the period covered by the above EEO Public File Reports and as described in § 73.2080(c)(2) is appended at Attachment C with participating personnel noted therein. This SEU employs a total of 76 full-time employees and at least one of our stations is located in a market with a population of more than 250,000. Accordingly, the SEU is required to perform at least four points worth of recruitment initiative activity during each two-year period measured from the date the stations in the SEU are required to file license renewal applications.

8. In response to Question 2(b)(vi) of the EEO Audit Letter, the licensee is not aware of any complaints alleging unlawful discrimination in the employment practices of one or more stations in this SEU based on race, color, religion, national origin or sex filed before a body with jurisdiction under federal, state, territorial or local law during the current license term.

9. In response to Question 2(b)(vii) of the EEO Audit Letter, Gray provides online training webinars on FCC EEO compliance to its stations annually, hosted by Wiley Rein. Additionally, Gray requires that all jobs are posted to its corporate job search site. Job postings made to this site are automatically posted to CareerBuilder.com and Indeed.com. At the local level, this SEU recruits broadly for all open full-time positions. This SEU also publicizes its equal employment policy to employees and applicants through statements disseminated in job applications, posted in conspicuous areas within the workplace, and emailed periodically as reminders to employees. This SEU's employment practices are the ultimate responsibility of Sherry Boucher, Office Manager, working in conjunction with the General Manager, in-house counsel at our corporate headquarters and, when applicable, outside employment and labor counsel.

At the corporate level, Gray Television emphasizes the importance of FCC EEO compliance to all levels within the company, including national, regional, and local personnel. Gray Television engages outside communications counsel to respond to requests for information and to provide further guidance to personnel with FCC EEO compliance. This SEU's compliance efforts include identifying our efforts to afford equal employment opportunities to employees and applicants through statements disseminated in job applications and posted in conspicuous areas within the workplace.

10. In response to Question 2(b)(viii) of the EEO Audit Letter, the SEU understands that it must periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of sources on its recruitment list and the outcome of its recruitment initiatives. This SEU airs an ongoing invitation to potential employers to receive notifications of all available postings. Our News Director actively participates in career day and recruitment activities at local schools. Hiring Managers take part in local job fairs and use the opportunity to network with available employment services in attendance. We constantly look for new sources for recruitment and routinely update our list of sources.

11. In response to Question 2(b)(ix) of the EEO Audit Letter, this SEU strives to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect.

Dated: April 29, 2024

[SIGNATURE PAGE FOLLOWS]

**SIGNATURE PAGE TO
DECLARATION OF RICK WILLIAMS, VICE PRESIDENT/GENERAL MANAGER**

As of the date set forth above, I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge, information and belief.



Rick Williams

ATTACHMENT A

WLOX
EEO PUBLIC FILE REPORT
February 1, 2022 – January 31, 2023¹

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 Hire
Sports Anchor	1,6,7,8,15,17,18,24	15
TMP	1,6,7,8,15,17,18,20	20
Engineer	1,6,8,15,17,18,19	19
Digital Sales Assistant	1,6,7,9,15,17,18,24	24
Digital Sales Manager	1,6,7,8,15,17,18	6
Digital Content Producer	1,6,7,8,15,17,18	15
MMJ	6,7,8, 5,16,17,18, 20,21,24	15
Anchor/MMJ	1,3,4,6,7,8,15,16,17,18,24	24
MMJ	6,7,8,15,16,17,18,20, 21,24	15
Creative Services Marketing Producer	6,7,8,15,17,18	15
Creative Services Marketing Producer	6,7,8,15,17,18	15
Creative Services Marketing Producer	6,7,8,15,17,18	15
TMP	6,7,8,15,17,18,20	20
Creative Services Marketing Producer	6,7,8,15,17,18	15
MMJ	1,3,4,6,7,8,15,16,17,18,19,21,23	19
MMJ	1,3,4,6,7,8,15,16,17,18,19,21,23	6
MMJ	1,3,4,6,7,8,15,16,17,18,21,23	21
Digital Sales Assistant	6,7,8,15,17,18	15
TMP	6,7,8,15,17,18,20	20

¹ This report was revised in April 2024 to address reporting issues.

WLOX
EEO PUBLIC FILE REPORT
February 1, 2022 – January 31, 2023

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	MS Department of Employment Security 10162 Southpark Dr Gulfport, MS 39505 https://mdes.ms.gov/win-job-centers/gulfport-win-job-center/	N	
2	MS State University P.O. Box P Mississippi State, MS 39762 https://msstate-csm.symplicity.com/	N	
3	University of Southern Mississippi McLemore Hall Hattiesburg, MS 39406 https://app.joinhandshake.com/jobs/	N	
4	University of South Alabama 390 Alumni Circle Meisler Hall, Suite 2100 Mobile, AL 36688 https://app.joinhandshake.com/jobs/	N	
5	University of Mississippi https://recruit.symplicity.com/	N	
6	INDEED https://www.indeed.com/	N	12
7	LinkedIn https://www.linkedin.com/jobs	N	
8	Glassdoor www.glassdoor.com/jobs	N	
9	Media Line https://www.medialine.com	N	
10	Mississippi Associated Broadcasters 855 S. Pear Orchard Rd Richland, MS 39157 601-957-9121 www.msbroadcasters.org	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Media Match P.O. Box 48220 Los Angeles, CA www.mediamatch.com	N	
12	NAJA https://najanewsroom.com/	N	
13	NABJ https://nabjcareers.org/	N	
14	NAHJ www.nahjcareercenter.com	N	
15	Gray TV/UKG https://gray.tv/careers#currentopenings	N	60
16	TVJOBS.COM https://www.tvjobs.com/cgi-bin/jobs2/employers/	N	3
17	WLOX, LLC Bulletin Board Sherry Boucher	N	
18	WLOX, LLC PSA & PROMOS Mike Kommersmith	N	
19	Current Employee Promotion	N	3
20	Employee Referral	N	8
21	Other Media (YouTube)	N	4
22	Walk-In	N	
23	Other Agency	N	3
24	Transfer from another Gray Station	N	4
TOTAL INTERVIEWEES OVER REPORTING PERIOD			97

WLOX
EEO PUBLIC FILE REPORT
February 1, 2022 – January 31, 2023

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	On air outreach promo.	<p>ON GOING</p> <p>On air invitation to potential employers to receive notification of all available job postings.</p> <p>WLOX EEOC Promo audio – 45 seconds <i>“WLOX-TV, a Gray television station, is committed to a broad applicant recruiting outreach program, in our continuing efforts to represent our diverse community. As part of this effort, we encourage qualified community organizations to become part of the station’s job opportunity notification mailing list.</i> <i>If your organization is interested in becoming part of this list, and you distribute job information or can provide referrals as part of your regular activity, we would like to hear from you. We would then notify you of each opening and ask you to refer individuals to us for consideration.</i> <i>Please send your requests to: WLOX-TV, 208 Debuys (Dah-Bees) Rd., Biloxi, MS 39531.”</i></p> <p>Director of Marketing</p>
2	Participate in Job Fairs (4)	<ul style="list-style-type: none"> • On February 22, 2022, WLOX News Director attended Recruiting Day at USM. • On March 8, 2022, WLOX Creative Services Director participated in Careers of the Coast Networking and Job Fair. • On March 23, 2022, WLOX Assistant News Director and General Sales Manager participated in Pear River Community College Career Fair. • On March 24, 2022 WLOX News Director attended Recruiting Day at MSU.
3	EEOC Webinar	<p>On February 17, 2022 WLOX Office Manager participated in an EEOC training webinar.</p>

WLOX, WTBL-LD¹
EEO PUBLIC FILE REPORT
February 1, 2023 – January 31, 2024²

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 Hire
Digital Content Producer	6,7,8,15,17,18,19	7
Anchor/Reporter	5,6,7,8,9,15,17,18,19	19
MMJ	1,6,7,8,15,17,18,20	6
Producer	1,6,7,8,15,17,18	15
Digital Sales Manager	1,6,7,8,15,17,18	6
Sales Assistant	6,7,8,15,17,18	15
Digital Content Manager	6,7,8,9,15,17,18,19,20	19
News Director	6,7,8,11,15,17,18,19,20	19
Producer	1,6,7,8,15,17,18	15
Producer	6,7,8,15,17,18	15
Digital Content Producer	6,7,8,15,17,18	7
Multi-Media Sales Consultant	1,6,7,8,15,17,18,19	19
Multi-Media Sales Consultant	1,6,7,8,15,17,18,19	19
Traffic/Sales Assistant	6,7,8,15,17,18	6
Digital Sales Assistant	6,7,8,15,17,18, 20	20
Digital Content Producer	6,7,8,15,17,18,19	19
MMJ	5,6,7,8,15,17,18,19,20	15
News Photographer	1,6,7,8,15,17,18,19,20	20
Local Sales Manager	6,7,8,15,17,18,19	19
News Producer	1,6,7,8,15,17,18,20,21	21
Sales Assistant	6,7,8,15,17,18	15
Multi-Media Sales Consultant	6,7,8,15,17,18	15
Creative Services Marketing Producer	6,7,8,15,17,18	15
Creative Services Marketing Producer	6,7,8,15,17,18	15

¹ WTBL-LD was first licensed on August 11, 2023.

² This report was revised in April 2024 to address reporting issues.

WLOX, WTBL-LD
EEO PUBLIC FILE REPORT
February 1, 2023 – January 31, 2024

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	MS Department of Employment Security 10162 Southpark Dr Gulfport, MS 39505 https://mdes.ms.gov/win-job-centers/gulfport-win-job-center/	N	2
2	MS State University P.O. Box P Mississippi State, MS 39762 https://msstate-csm.symplicity.com/	N	
3	University of Southern Mississippi McLemore Hall Hattiesburg, MS 39406 https://app.joinhandshake.com/jobs/	N	
4	University of South Alabama 390 Alumni Circle Meisler Hall, Suite 2100 Mobile, AL 36688 https://app.joinhandshake.com/jobs/	N	
5	Career Builder https://www.careerbuilder.com/	N	
6	INDEED https://www.indeed.com/	N	19
7	LinkedIn https://www.linkedin.com/jobs	N	9
8	Glassdoor www.glassdoor.com/jobs	N	
9	Media Line https://www.medialine.com	N	
10	Mississippi Associated Broadcasters 855 S. Pear Orchard Rd Richland, MS 39157 601-957-9121 www.msbroadcasters.org	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Media Match P.O. Box 48220 Los Angeles, CA www.mediamatch.com	N	
12	NAJA https://najanewsroom.com/	N	
13	NABJ https://nabjcareers.org/		
14	NAHJ www.nahjcareercenter.com	N	
15	Gray TV/UKG https://gray.tv/careers#currentopenings	N	45
16	TVJOBS.COM https://www.tvjobs.com/cgi-bin/jobs2/employers/	N	
17	WLOX, LLC Bulletin Board Sherry Boucher	N	2
18	WLOX, LLC PSA & PROMOS Mike Kommersmith	N	
19	Current Employee Promotion	N	12
20	Employee Referral	N	9
21	Other Media (YouTube)	N	1
22	Walk-In	N	
23	Other Agency	N	
24	Transfer from another Gray Station	N	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			99

WLOX, WTBL-LD
EEO PUBLIC FILE REPORT
February 1, 2023 – January 31, 2024

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	On air outreach promo.	<p>ON GOING</p> <p>On air invitation to potential employers to receive notification of all available job postings.</p> <p>WLOX EEOC Promo audio – 45 seconds <i>“WLOX-TV, a Gray television station, is committed to a broad applicant recruiting outreach program, in our continuing efforts to represent our diverse community. As part of this effort, we encourage qualified community organizations to become part of the station’s job opportunity notification mailing list.</i> <i>If your organization is interested in becoming part of this list, and you distribute job information or can provide referrals as part of your regular activity, we would like to hear from you. We would then notify you of each opening and ask you to refer individuals to us for consideration.</i> <i>Please send your requests to: WLOX-TV, 208 Debuys (Dah-Bees) Rd., Biloxi, MS 39531.”</i></p> <p>Director of Marketing</p>
2	Participate in Job Fairs (8)	<ul style="list-style-type: none"> • On February 8, 2023, WLOX News Director attended Recruiting Day at Jackson State University. • On March 9, 2023, WLOX News Director attended Recruiting Day at Mississippi State University. • On March 22, 2023, WLOX News Director attended MAB Day at University of Mississippi. • On March 22, 2023, WLOX News Director attended Recruiting Day at Loyola University. • On March 27, 2023, WLOX News Director attended Recruiting Day at Loyola University • On April 4, 2023, WLOX News Director attended a Recruiting Day at Gray Media Training Center. • On April 5, 2023, WLOX News Director attended MAB Day at University of Southern Mississippi. • On November 15 & 16, 2023, WLOX Creative Services Director participated in Pathways 2 Possibilities Career Fair.

ATTACHMENT B

WLOX

VACANCY DATA FORM

Full-Time Job Title: Sports Anchor	Date Filled: 08/24/2022
Recruitment Source ("RS") Referring Hiree: Gray TV/UKG	Total Number of Interviewees: 8

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	MS Department of Employment Security 10162 Southpark Dr Gulfport, MS 39505 https://mdes.ms.gov/win-job-centers/gulfport-win-job-center/	N	
6	INDEED https://www.indeed.com/ <i>Automatic posting from Gray TV/UKG</i>	N	1
7	LinkedIn https://www.linkedin.com/jobs	N	
8	Glassdoor www.glassdoor.com/jobs	N	
15	Gray TV/UKG https://gray.tv/careers#currentopenings	N	6
17	WLOX, LLC Bulletin Board	N	
18	WLOX, LLC PSA & PROMOS	N	
24	Transfer from another Gray Station	N	1



MISSISSIPPI DEPARTMENT of EMPLOYMENT SECURITY

Sports Anchor/Reporter Status: Pending

[← Return to Openings](#)

This job opening has been submitted to MDES for review. MDES Staff will examine your job listing to be sure it complies with all relevant state employment law. This process is usually very quick during business hours. If there are any problems with the job listing, MDES staff will help you make the necessary adjustments. Thank you so much for listing the job directly with MDES.

[Create Another](#)

[Edit](#)

[Clone This Job Order](#)

[Search for Candidates](#)

Dates Active

06/15/2022 - 07/29/2022

External Job Application Link

<https://gray.tv/careers#currentopening>

[Tweet](#)

[Like 0](#)

[Share](#)

You are not currently allowing online applications to this job.

Sports Anchor/Reporter

Created 06/15/2022

About WLOX:

WLOX-TV is the number one station on the Mississippi Gulf Coast. We were just named the Mississippi Association of Broadcasters Station of the Year. We produce award-winning news on both WLOX ABC and WLOX CBS. We also have a dominant digital presence, using WLOX.com, the WLOX News app, the WLOX Weather app, Gulf Coast Weekend and social media platforms to connect to a worldwide audience

... See All

Work Location

208 Debuys Road
Biloxi, Mississippi 39531
Harrison County, United States

Applications

Number of Openings
1

Referrals Requested:
5

Referrals Made
0

Instructions for Applicants

Interested applicants can, go to <https://gray.tv/careers#currentopenings>, you may type in the job title, station call letters, or click on "apply now", upload your cover letter, resume, and references

Contact Information

Information to Show Online
Company Name

Should WIN Service Center staff call to set up interviews?
No

Contact
Sherry Boucher , Office Manager

Phone Number
(228) 896-1313

Email Address
sboucher@wlox.com

Job Details

Duration

WLOX

VACANCY DATA FORM

Full-Time Job Title: TMP	Date Filled: 03/02/2022
Recruitment Source ("RS") Referring Hiree: Employee Referral	Total Number of Interviewees: 5

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	MS Department of Employment Security 10162 Southpark Dr Gulfport, MS 39505 https://mdes.ms.gov/win-job-centers/gulfport-win-job-center/	N	
6	INDEED https://www.indeed.com/ <i>Automatic posting from Gray TV/UKG</i>	N	
7	LinkedIn https://www.linkedin.com/jobs	N	
8	Glassdoor www.glassdoor.com/jobs	N	
15	Gray TV/UKG https://gray.tv/careers#currentopenings	N	3
17	WLOX, LLC Bulletin Board	N	
18	WLOX, LLC PSA & PROMOS	N	
20	Employee Referral	N	2

Sherry Boucher

From: Diane Douglas
Sent: Thursday, January 13, 2022 9:12 AM
To: Brad Kessie
Cc: GrayTV - Jobs; Sherry Boucher
Subject: Posting/LIVE: WLOX TMP - 1/13/22

Hi Brad,

This email serves as confirmation for your job posting. Your job has now been published. Please keep the screenshot below for your EEO records. **Indeed.com may take up to 24 hours to post job.**

IMPORTANT: Make sure you complete the hiring process before closing out a job.
All department heads, inform your OM/HR or business managers before closing a position.

<https://recruiting.ultipro.com/GRA1017GRYT/JobBoard/ae441110-89bd-444d-8ad2-b76c7b9db7a9/Opportunity/OpportunityDetail?opportunityId=b24b673d-865a-4804-ac15-eaae01dcb3d4>

TECHNICAL MEDIA PRODUCER (PRIMARY) - WLOX Published

0 Applicants

WLOX Biloxi 153 | Operations 510 | No Sub | Division

Details Postings

Company Job Boards

Job Board	Internal	External
Gray Television	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<input type="checkbox"/> int was posted on 01/13/2022		
<input type="checkbox"/> ext was posted on 01/13/2022		

Display as Featured

Save Cancel

Third Party Job Sites

Post opportunities to third party job sites.

Auto-Feed

If posted to an external company job board, this opportunity will also be posted automatically to the following job sites. It may take up to 24 hours for the posting to become available.

Job Site	Status
Indeed	Posted Today

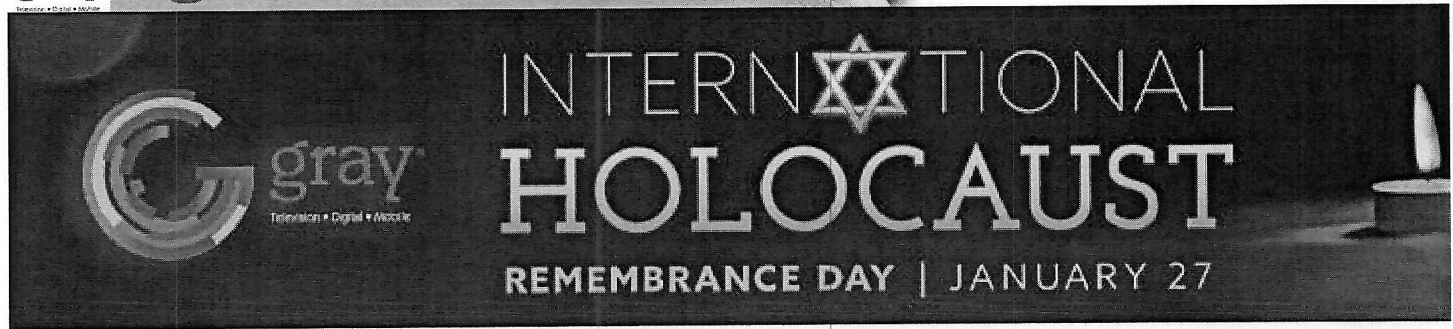
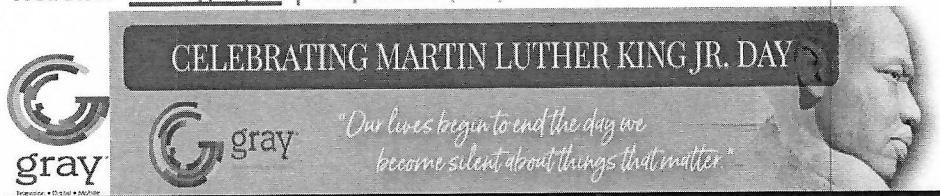
Diane E. Douglas

Human Resources - Specialist

4370 Peachtree Road NE • Atlanta, GA 30319

| C 313.622.3323

Website: www.gray.tv | Help Desk: (866)344-0890



WLOX

VACANCY DATA FORM

Full-Time Job Title: Engineer	Date Filled: 01/21/2022
Recruitment Source ("RS") Referring Hiree: Current Employee Promotion	Total Number of Interviewees: 1

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	MS Department of Employment Security 10162 Southpark Dr Gulfport, MS 39505 https://mdes.ms.gov/win-job-centers/gulfport-win-job-center/	N	
6	INDEED https://www.indeed.com/ <i>Automatic posting from Gray TV/UKG</i>	N	
8	Glassdoor www.glassdoor.com/jobs	N	
15	Gray TV/UKG https://gray.tv/careers#currentopenings	N	
17	WLOX, LLC Bulletin Board	N	
18	WLOX, LLC PSA & PROMOS	N	
19	Current Employee Promotion	N	1

Sherry Boucher

Eng

From: Diane Douglas
Sent: Thursday, January 13, 2022 12:47 PM
To: Scott Ford
Cc: GrayTV - Jobs; Sherry Boucher
Subject: Posting/LIVE: BROADCAST ENGINEER/IT ENGINEER - WLOX - 1/13/22

Scott,

This email serves as confirmation for your job posting. Your job has now been published. Please keep the screenshot below for your EEO records. **Indeed.com may take up to 24 hours to post job.**

IMPORTANT: Make sure you complete the hiring process before closing out a job. All department heads, inform your OM/HR or business managers before closing a position.

<https://recruiting.ultipro.com/GRA1017GRYT/JobBoard/ae441110-89bd-444d-8ad2-b76c7b9db7a9/Opportunity/OpportunityDetail?opportunityId=67f9b15e-f768-4c28-b7e9-58b8c30111a8>

BROADCAST ENGINEER/IT ENGINEER - WLOX Published

0 Applicants
WLOX Biloxi 153 | Engineering 500 | No Sub | Division

Details Postings

Company Job Boards

Job Board	Internal	External
Gray Television <input type="checkbox"/> was posted on 01/13/2022 <input type="checkbox"/> was posted on 01/13/2022	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Display as Featured

Save Cancel

Third Party Job Sites
Post opportunities to third party job sites.

Auto-Feed

If posted to an external company job board, this opportunity will also be posted automatically to the following job sites. It may take up to 24 hours for the posting to become available.

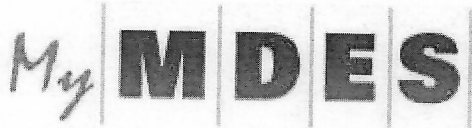
Job Site	Status
Indeed	Posted Today

WLOX

VACANCY DATA FORM

Full-Time Job Title: Digital Sales Assistant	Date Filled: 03/01/2022
Recruitment Source ("RS") Referring Hiree: Transfer from Other Gray Station	Total Number of Interviewees: 1

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	MS Department of Employment Security 10162 Southpark Dr Gulfport, MS 39505 https://mdes.ms.gov/win-job-centers/gulfport-win-job-center/	N	
6	INDEED https://www.indeed.com/ <i>Automatic posting from Gray TV/UKG</i>	N	
7	LinkedIn https://www.linkedin.com/jobs	N	
8	Glassdoor www.glassdoor.com/jobs	N	
15	Gray TV/UKG https://gray.tv/careers#currentopenings	N	
17	WLOX, LLC Bulletin Board	N	
18	WLOX, LLC PSA & PROMOS	N	
24	Transfer from another Gray Station	N	1



Welcome, WLOX [Log Out \(/wings/spring/general/welcome/logout\)](#)

MISSISSIPPI DEPARTMENT of EMPLOYMENT SECURITY

(/wings/spring/self-service/employer/employer-home)

Digital Sales Assistant Status: Pending

[← Return to Openings](#)

This job opening has been submitted to MDES for review.

MDES Staff will examine your job listing to be sure it complies with all relevant state employment law. This process is usually very quick during business hours. If there are any problems with the job listing, MDES staff will help you make the necessary adjustments.

Thank you so much for listing the job directly with MDES.

[Create Another](#)

[Edit](#)

[Clone This Job Order](#)

[Search for Candidates](#)

[\(/wings/spring/self-service/participant/participant-lookup?jobOrderId=441569\)](/wings/spring/self-service/participant/participant-lookup?jobOrderId=441569)

Dates Active

02/11/2022 - 03/30/2022

[Tweet](#)

[Like 0](#) [Share](#)

Digital Sales Assistant

Created 02/11/2022

WLOX-TV is looking for a full-time Digital Sales Assistant. The ideal candidate will assist the Digital Success Specialist and Account Executives. The DSA will coordinate Digital Orders from the AEs and execute the instructions for ad creation, digital order input, digital graphics creation, assign traffic, and be an overall part of the digital sales process. The DSA will also monitor ad campaigns

... See All

Work Location

208 Debuys Road
Biloxi, Mississippi 39531
Harrison County, United States

Applications

Number of Openings

1

Referrals Requested:

6

Referrals Made

0

Contact Information

Information to Show Online

Company Name

Should WIN Service Center staff call to set up interviews?

No

Contact

Sherry Boucher , Office Manager

Phone Number

(228) 896-1313 x39531

Email Address

sboucher@wlox.com (mailto:sboucher@wlox.com)

Job Details

Duration

More than 150 days

Worked Hours Per Week

40

Schedule Hours

Full-Time

Schedule Term

Permanent

Occupation Code

WLOX

VACANCY DATA FORM

Full-Time Job Title: Digital Sales Manager	Date Filled: 07/21/2022
Recruitment Source ("RS") Referring Hire: Indeed	Total Number of Interviewees: 4

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	MS Department of Employment Security 10162 Southpark Dr Gulfport, MS 39505 https://mdes.ms.gov/win-job-centers/gulfport-win-job-center/	N	
6	INDEED https://www.indeed.com/ <i>Automatic posting from Gray TV/UKG</i>	N	2
7	LinkedIn https://www.linkedin.com/jobs	N	
8	Glassdoor www.glassdoor.com/jobs	N	
15	Gray TV/UKG https://gray.tv/careers#currentopenings	N	2
17	WLOX, LLC Bulletin Board	N	
18	WLOX, LLC PSA & PROMOS	N	



wlox

United States

Search



Jobs

Date Posted

Experience Level

Company

Job Type

On-

Wlox in United States

8 results

Set alert



DIGITAL CONTENT NEWS PRODUCER - WLOX

Gray Television
Biloxi, MS (On-site)

WLOX 3 company alumni work here

Promoted 0 applicants



VIDEO NEWS EDITOR (P/T) - WLOX

Gray Television
Biloxi, MS (On-site)

WLOX 3 company alumni work here

Promoted 4 applicants



ACCOUNT EXECUTIVE - WLOX

Gray Television
Biloxi, MS

WLOX 3 company alumni work here

2 months ago 1 applicant



DIGITAL SALES MANAGER - WLOX

Gray Television
Biloxi, MS

WLOX 3 company alumni work here

18 hours ago



MULTIMEDIA JOURNALIST - WLOX

Gray Television
Biloxi, MS (On-site)

WLOX 3 company alumni work here

6 days ago 1 applicant

News - Digital Producer (Temp.) - WLOX

DIGITAL SALES MANAGER - WLOX

Gray Television Biloxi, MS 18 hours ago



Full-time · Mid-Senior level

1,001-5,000 employees ·



Broadcast Media Production and Distribution



3 company alumni



See recent hiring trends for Gray Television. [Try Premium for free](#)



Actively recruiting



DIGITAL SALES MANAGER - WLOX

Job Family

Internet

Requisition Number

DIGIT004551

Job Code

MAN116

Source Job

MANAGER -DIG SALES S

Budgeted FTE

1

Maximum Headcount

1

Continuous Opening (Evergreen)

No

Detailed Description

About Gray Television:

Gray Television is a leading media company that owns and operates high-quality stations in 113 television markets that collectively reach 36 percent of US television households.

We constantly strive for excellence. Through upgrading to the latest technology and seeking new ways to stay on top in our markets, we focus on training and development of the best and brightest employees in the business.

About WLOX:

WLOX-TV is the number one station on the Mississippi Gulf Coast. We produce award-winning news on both WLOX ABC and WLOX CBS. We also have a dominant digital presence, using WLOX.com, the WLOX News app, the WLOX Weather app, Gulf Coast Weekend and social media platforms to connect to a worldwide audience.

Job Summary/Description:

WLOX-TV's Sales Department has an immediate opening for a Digital Sales Manager. The Digital Sales Manager will lead the station's efforts in the development of new and incremental digital business utilizing the best in class digital product suite from Gray Digital Media; reduce digital churn; oversee the station's digital sales assistant while coaching, training, mentoring and leading a top-notch group of local Account Executives.

The DSM will work alongside our Account Executives daily to develop deep and mutually beneficial relationships with current and future clients. The DSM will work with Gray Digital Media support team, and the WLOX GSM, LSM, & NSM to provide a unified approach to client

solutions, that include digital assets. Candidates must be able to demonstrate a consistent and successful track record of leadership in delivering strong sales results.

Please note, the primary job duties and responsibilities include, but are not limited to the information listed above.

Qualifications/Requirements:

- College graduate
- 2 - 3 years digital leadership experience in either sales, account management or sales planning
- Strong understanding of the digital media landscape
- Strong communication and interpersonal skills
- Strong leadership skills
- The ability to manage and grow digital revenue
- Strong negotiator
- Strategic thinker
- Broadcast knowledge, and if not, should be trained to fully understand broadcast sales, just as much as digital

If you feel you're qualified and want to work with a great group of people go to <https://gray.tv/careers#currentopening>, you may type in the job title, station call letters, or click on "apply now", upload your resume, cover letter and references

Additional Info:

Gray Television provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, Gray Television complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, and transfer, leaves of absence, compensation and training.

Gray Television expressly prohibits any form of workplace harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status. Improper interference with the ability of Gray's employees to perform their job duties may result in discipline up to and including discharge.

As a condition of employment, Gray Television will require that newly hired employees, whether part-time or full-time, be fully vaccinated against the coronavirus by the first workday to the extent permitted by applicable law unless you qualify for a medical or religious accommodation.

Details For Opening

Target Start Date

Not specified

Hours per week

Not specified



WLOX

VACANCY DATA FORM

Full-Time Job Title: Digital Content Producer	Date Filled: 03/06/2022
Recruitment Source ("RS") Referring Hire: Gray TV/UKG	Total Number of Interviewees: 6

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	MS Department of Employment Security 10162 Southpark Dr Gulfport, MS 39505 https://mdes.ms.gov/win-job-centers/gulfport-win-job-center/	N	
6	INDEED https://www.indeed.com/ <i>Automatic posting from Gray TV/UKG</i>	N	
7	LinkedIn https://www.linkedin.com/jobs	N	
8	Glassdoor www.glassdoor.com/jobs	N	
15	Gray TV/UKG https://gray.tv/careers#currentopenings	N	6
17	WLOX, LLC Bulletin Board	N	
18	WLOX, LLC PSA & PROMOS	N	

DIGITAL CONTENT NEWS PRODUCER - WLOX Published

0 Applicants

WLOX Biloxi 153 | News 520 | No Sub | Division

Details Postings

Company Job Boards

Job Board

Posted Date

Internal

Extern

Gray Television

was posted on 01/13/2022

was posted on 01/13/2022

Display as Featured

Save

Cancel

Third Party Job Sites

Post opportunities to third party job sites.

Auto-Feed

If posted to an external company job board, this opportunity will also be posted automatically to the following job sites. It may take up to 24 hours for the posting to become available.

Job Site

Status

Indeed

Posted Today

Diane E. Douglas

Human Resources - Specialist

4370 Peachtree Road NE • Atlanta, GA 30319

| C 313.622.3323

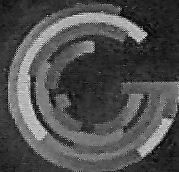
Website: www.gray.tv | Help Desk: (866)344-0890



CELEBRATING MARTIN LUTHER KING JR. DAY



"Our lives begin to end the day we become silent about things that matter."



gray
Television • Digital • Mobile

INTERNATIONAL
HOLOCAUST

REMEMBRANCE DAY | JANUARY 27

WLOX

VACANCY DATA FORM

Full-Time Job Title: MMJ	Date Filled: 06/02/2022
Recruitment Source ("RS") Referring Hiree: Gray TV/UKG	Total Number of Interviewees: 16

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
6	INDEED https://www.indeed.com/ <i>Automatic posting from Gray TV/UKG</i>	N	3
7	LinkedIn https://www.linkedin.com/jobs	N	
8	Glassdoor www.glassdoor.com/jobs	N	
15	Gray TV/UKG https://gray.tv/careers#currentopenings	N	5
16	TVJOBS.COM https://www.tvjobs.com/cgi-bin/jobs2/employers/	N	
17	WLOX, LLC Bulletin Board	N	
18	WLOX, LLC PSA & PROMOS	N	
20	Employee Referral	N	4
21	Other Media (YouTube)	N	3
24	Transfer from another Gray Station	N	1

Job Listing Preview



Broadcast Employment Services

abc WLOX (ABC) Biloxi, Mississippi

Position MM Journalist
Station Ownership Gray Television Inc.
Station Slogan "The News For South Mississippi"
Reference # *Will be assigned when submission is completed ...*
Type Television
Full / Part Full Time - Regular
Experience 1 Year
Posted 4/1/2022
Closes 5/15/2022
Time Left 44 Days
DMA #157
Found In MMJ



MM Journalist

JOB TITLE: MM Journalist **STARTING DATE:** ASAP

Job Summary/Description:

WLOX News is ready to hire an innovative reporter, someone who can develop robust content for the number one station on the Mississippi Gulf Coast. We produce award-winning news on WLOX ABC, WLOX CBS and WLOX.com. If you're hungry to find and report on the biggest stories in South Mississippi, then you belong in the WLOX News Now newsroom.

Your responsibilities will include (but not be limited to) the following:

- * Develop story ideas
- * Build an array of sources
- * Cover breaking news on our OTT digital desk
- * Know how the stories in a newscast impact viewers and the community
- * Adjust on the fly when breaking news changes our coverage plans



Supplemental Information

Salary Type Hourly
Salary Range
Starting Salary / Year
Starting Salary / Hour
Job Type Full Time - Regular
Hours
Workweek
Scheduled on Holidays
Start Date ASAP!
Probation Period
Benefits
Benefit Premium
401K Plan
Vacation
Paid Sick Leave
Phone Calls
Agent Phone Calls
Résumé
Cover Letter
References
Salary History
Tape / Reel
Tape Format
Tape Return
Director's Track
FAX Résumé No

- * Write content for WLOX.com and station`s social media platforms
 - * Be a leader in the newsroom
 - * Be able to work long hours covering breaking news online, including holidays and weekends
- Qualifications/Requirements:
 This position requires applicable college degree and at least one year experience at a broadcast station. Also requires a clean driving record, proof of insurability and a valid driver`s license.
- * College degree preferred
 - * Valid drivers license required
- Interested applicants can apply online at <https://gray.tv/careers#currentopenings> search for station call letters and attach your resume

When responding to this job ad, please mention you saw it listed at TVJobs.com

© Broadcast Employment Services 1994-2022



All applicants are required to submit this application form.

[[View other WLOX job listings](#)]

TVJobs.com E-Résumé No

Degree Required

Contract Required

Contract Length

Special Requirements

Driver's License

Insurance

Good Driving Record

Heavy Lifting

Previous Applicants

Local Apartment Rental

Moving Expenses

Union Position

Union Contract Expires

Confirmation Letter

Rejection Letter

Feedback

Drug Screen

Proof of Eligibility to work in U.S. Required

U.S. Required

Equal Opportunity Employment Yes

EOE Data Form Yes

■ **Additional WLOX Information**

- Station Address
- Station Information
- Station Profile
- Station Website

WLOX
ABBREVIATED VACANCY DATA FORM

Full-Time Job Title: MMJ	Date Filled: 6/13/2022
Recruitment Source (“RS”) Referring Hiree: Gray TV/UKG	Total Number of Interviewees: <i>See Note Below</i>

Note: Please see the Vacancy Data Form for the MMJ position filled on 6/2/2022 for recruitment source information and related documentation. The recruitment efforts used to fill that position, as well as the same interviewees, also apply to this position.

WLOX

VACANCY DATA FORM

Full-Time Job Title: Anchor/MMJ	Date Filled: 06/02/2022
Recruitment Source ("RS") Referring Hiree: Transfer from another Gray Station	Total Number of Interviewees: 6

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	MS Department of Employment Security 10162 Southpark Dr Gulfport, MS 39505 https://mdes.ms.gov/win-job-centers/gulfport-win-job-center/	N	
3	University of Southern Mississippi McLemore Hall Hattiesburg, MS 39406 https://app.joinhandshake.com/jobs/	N	
4	University of South Alabama 390 Alumni Circle Meisler Hall, Suite 2100 Mobile, AL 36688 https://app.joinhandshake.com/jobs/	N	
6	INDEED https://www.indeed.com/ <i>Automatic posting from Gray TV/UKG</i>	N	
7	LinkedIn https://www.linkedin.com/jobs	N	
8	Glassdoor www.glassdoor.com/jobs	N	
15	Gray TV/UKG https://gray.tv/careers#currentopenings	N	5
16	TVJOBS.COM https://www.tvjobs.com/cgi-bin/jobs2/employers/	N	
17	WLOX, LLC Bulletin Board	N	
18	WLOX, LLC PSA & PROMOS	N	
24	Transfer from another Gray Station	N	1

New Job

Jobs (/emp/jobs)

New Job (/emp/jobs/new)

Job postings

Global apply start date

Global expiration date

Search your schools to add job postings ▾

i
Set global

i
2022-04-15

Add All Schools

Find More

(/employer_approvals/more_schools_on_handshake)

Add Favorite Schools

Schools	Interview on campus?	Apply start date	Expiration date
× University of South Alabama		2022-02-25 11:00 am	2022-04-15 11:15 am
× The University of Southern Mississippi		2022-02-25 11:00 am	2022-04-15 11:15 am

Cancel



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