

# **Exhibit 1**

EEO PUBLIC FILE REPORT

FOR

STATION WBBJ-TV  
JACKSON, TN

**This EEO Public File Report  
Covers the period of  
April 1, 2021 to March 31, 2022**

## EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WBBJ-TV's public inspection file pursuant to Section 73.2080(c) (6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on March 31, 2022 the station filled the following full-time vacancies:

Assistant Business Manager  
Account Executive (2)  
IT Technician  
Programming/Traffic Assistant  
Multimedia Journalist (3) \*\*  
Photographer  
Master Control Operator

The station interviewed a total of 43 people for all full-time vacancies during the period covered in this report, April 1, 2021 through March 31, 2022.

\*\*For two of these vacancies which opened in April 2021, the same pool of candidates was used to fill the vacancies and the applicants were counted only once.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of interviewees Referred</u>
TV Jobs.Com	8
WBBJ-TV Television Job Spot	3
WBBJ-TV Website	9
Employee Referral	6
INDEED.COM	9
WBBJ-TV Facebook	1
Tennessee Association of Broadcasters	1
WBBJ-TV Job Board	2
Handshake.Com	3
Client Referral	1

**ATTACHMENT A**

**EEO INFORMATION FOR FULL-TIME VACANCIES**



Description of Vacancy: Account Executive

Employee Referral

Recruitment Source that Referred the Hiree:  
Total Number of Persons interviewed for the vacancy

Date Vacancy Opened: 3/11/2021

Date Vacancy filled: 4/6/2021

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Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com	See HR for username & password	Send all notices to their website.	tvjobs.com		No
Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	fabtn.org		No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanhony@jssc.edu		No
Middle TN State University	See HR for username & password	Send all notices to their website.	<a href="https://mtsu-csm.svmplicity.com/employer">https://mtsu-csm.svmplicity.com/employer</a>		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrump@lanecollege.edu		No
Freed Hardman University	See HR for username & password	Send all notices to their website.	<a href="http://www.collegecentral.com/fhu">http://www.collegecentral.com/fhu</a>		No
Ohio/Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@beonair.com		No
Tennessee Career Center Jackson	See HR for username & password	Send all notices to their website.	<a href="http://www.jobs4tn.gov">www.jobs4tn.gov</a>		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocatiocenter@uuu.edu 731-661-5421		No
Media line	NO LOGIN NEEDED	Send all notices to their website.	medialine.com		No
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Ray Holder	ray_holder@star-center.org		No
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer 615-963-5981	tfizer@tnstate.edu		No



WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Television Job Spot	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	<a href="http://www.wbbjtv.com">www.wbbjtv.com</a>		No
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral		2	No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301	Send all notices to their website.	<a href="https://memphis-csm-symplicity.com/employers">https://memphis-csm-symplicity.com/employers</a>		No
Western Illinois University	1 University Circle Macomb, IL 61455	Career Center	309-298-1414		No
Southern Illinois University	1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a>		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a>		No
University of Mississippi	See HR for username & password	Send all notices to their website.	<a href="http://www.hireolemissrebs.com">www.hireolemissrebs.com</a>		No
Missouri School of Journalism Career Services	76G Gannett Hall Columbia, MO 65211-1200	Barbara G. Willis	573-882-0373		No
Western Kentucky School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042 P.O. Box 5268	Career Center	859-257-2786		No
Mississippi State University	Mississippi State, MS 39762	Career Placement	662-325-3344		No
Vanderbilt University	2525 Westend Ave. Suite 500 Nashville, TN 37203	Drew Webb	615-343-7890		No
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		No
Arkansas State University	P.O. Box 2490 State University, AR 72467	Send all notices to their email	<a href="mailto:carolyn@astate.edu">carolyn@astate.edu</a>		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 252-8000 ext.4059	<a href="mailto:btalley@rustcollege.edu">btalley@rustcollege.edu</a>		No
LeMoyne-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360		No
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711		No
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	Send all notices to their website.	<a href="http://www.myinterface.com/trevecca/employer">www.myinterface.com/trevecca/employer</a>		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlie Matthews	<a href="mailto:cobacdc@belmont.edu">cobacdc@belmont.edu</a>		No
Advertising Client Referral	Trent Alford owner of Red Bones Bar & Grill				1 No
INDEED.COM			picked up our advertising		1 No



Description of Vacancy: Account Executive

Recruitment Source that Referred the Hiree:  
 Total Number of Persons interviewed for the vacancy

Employee Referral

Date Vacancy Opened: 10/4/2021

Date Vacancy filled: 10/25/2021

3

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com	See HR for username & password	Send all notices to their website.	tvjobs.com		No
Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	tabtn.org		No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanthony@jssc.edu		No
Middle TN State University	See HR for username & password	Send all notices to their website.	<a href="https://mtsu-csm.symplicity.com/employer">https://mtsu-csm.symplicity.com/employer</a>		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrump@lanecollege.edu		No
Freed Hardman University	See HR for username & password	Send all notices to their website.	<a href="http://www.collegecentral.com/fhu">http://www.collegecentral.com/fhu</a>		No
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@beonair.com		No
Tennessee Career Center Jackson	See HR for username & password	Send all notices to their website.	<a href="http://www.jobs4tn.gov">www.jobs4tn.gov</a>		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	<a href="mailto:vocatiocenter@uu.edu">vocatiocenter@uu.edu</a> 731-661-5421		No
Media line	NO LOGIN NEEDED	Send all notices to their website.	medialine.com		No
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Ray Holder	<a href="mailto:ray_holder@star-center.org">ray_holder@star-center.org</a>		No
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer 615-963-5981	<a href="mailto:tfizer@tnstate.edu">tfizer@tnstate.edu</a>		No



WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Television Job Spot	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	<a href="http://www.wbbjtv.com">www.wbbjtv.com</a>		No
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral		2	No
WBBJ-TV Facebook	346 Muse St. Jackson, TN 38301	Webmaster	<a href="http://WBBJ7Eyewitnessnews">WBBJ7Eyewitnessnews</a>	1	No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301	<b>Send all notices to their website.</b>	<a href="https://memphis-csm-symplicity.com/employers">https://memphis-csm-symplicity.com/employers</a>		No
Western Illinois University	1 University Circle Macomb, IL 61455	Career Center	309-298-1414		No
Southern Illinois University	1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a>		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a>		No
University of Mississippi	See HR for username & password	<b>Send all notices to their website.</b>			No
Missouri School of Journalism Career Services	76G Gannett Hall Columbia, MO 65211-1200	Barbara G. Willis	<a href="http://www.hireolemissrebs.com">www.hireolemissrebs.com</a>		No
Western Kentucky School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042 P.O. Box 5268	Career Center	859-257-2786		No
Mississippi State University	Mississippi State, MS 39762	Career Placement	662-325-3344		No
Vanderbilt University	2525 Westend Ave. Suite 500 Nashville, TN 37203	Drew Webb	615-343-7890		No
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		No
Arkansas State University	P.O. Box 2490 State University, AR 72467	<b>Send all notices to their email</b>	<a href="mailto:carolyn@astate.edu">carolyn@astate.edu</a>		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 252-8000 ext.4059	662- <a href="mailto:btalley@rustcollege.edu">btalley@rustcollege.edu</a>		No
LeMoyn-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360		No
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711		No
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	<b>Send all notices to their website.</b>	<a href="http://www.myinterface.com/trevecca/employer">www.myinterface.com/trevecca/employer</a>		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	<a href="mailto:cobacc@belmont.edu">cobacc@belmont.edu</a>		No



Description of Vacancy: Assistant Business Manager

Recruitment Source that Referred the Hiree:  
 Total Number of Persons interviewed for the vacancy

WBBJ-TV  
 Television Job  
 Spot

Date Vacancy Opened: 10/12/2021

Date Vacancy filled: 11/10/2021

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Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com	See HR for username & password	Send all notices to their website.	tvjobs.com		No
Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	tabtn.org		No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanthony@jsgcc.edu		No
Middle TN State University	See HR for username & password	Send all notices to their website.	<a href="https://mtnsu-csm.symplicity.com/employer">https://mtnsu-csm.symplicity.com/employer</a>		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrumpp@lanecollege.edu		No
Freed Hardman University	See HR for username & password	Send all notices to their website.	<a href="http://www.collegecentral.com/fhu">http://www.collegecentral.com/fhu</a>		No
Ohio/Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@beonair.com		No
Tennessee Career Center Jackson	See HR for username & password	Send all notices to their website.	<a href="http://www.jobs4tn.gov">www.jobs4tn.gov</a>		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	<a href="mailto:vocatiocenter@uu.edu">vocatiocenter@uu.edu</a> 731-661-5421		No
Media line	NO LOGIN NEEDED	Send all notices to their website.	medialine.com		No
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Ray Holder	<a href="mailto:ray_holder@star-center.org">ray_holder@star-center.org</a>		No
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer 615-963-5981	<a href="mailto:tfizer@tnstate.edu">tfizer@tnstate.edu</a>		No



WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Television Job Spot	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	3	No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	<a href="http://www.wbbitv.com">www.wbbitv.com</a>	4	No
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral			No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301	Send all notices to their website.	<a href="https://memphis-csm-symplicity.com/employers">https://memphis-csm-symplicity.com/employers</a>		No
Western Illinois University	1 University Circle Macomb, IL 61455	Career Center	309-298-1414		No
Southern Illinois University	1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a>		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a>		No
University of Mississippi	See HR for username & password	Send all notices to their website.	<a href="http://www.hireolemissrebs.com">www.hireolemissrebs.com</a>		No
Missouri School of Journalism Career Services	76G Gannett Hall Columbia, MO 65211-1200	Barbara G. Willis	573-882-0373		No
Western Kentucky School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042 P.O. Box 5268	Career Center	859-257-2786		No
Mississippi State University	Mississippi State, MS 39762 2525 Westend Ave. Suite 500	Career Placement	662-325-3344		No
Vanderbilt University	Nashville, TN 37203 327 Carroll Hall	Drew Webb	615-343-7890		No
University of North Carolina	Chapel Hill, NC 27599 P.O. Box 2490	Career Placement	919-962-2211		No
Arkansas State University	State University, AR 72467	Send all notices to their email	<a href="mailto:carolyn@astate.edu">carolyn@astate.edu</a>		No
Rust College	150 Rust Ave Holly Springs, MS 38635 807 Walker Ave.	Braque Talley 252-8000 ext.4059	<a href="mailto:btalley@rustcollege.edu">btalley@rustcollege.edu</a>		No
LeMoyn-Owen College	Memphis, TN 38126 18th Ave. North	Michael Washington	901-942-7360		No
Fisk University	Nashville, TN 37208 333 Murfreesboro Rd.	Peter Woolfook	615-329-8711		No
Trevecca University	Nashville, TN 37210 1900 Belmont Blvd.	Send all notices to their website.	<a href="http://www.myinterfase.com/trevecca/employer">www.myinterfase.com/trevecca/employer</a>		No
Belmont University	Nashville, TN 37212	Charlie Matthews	<a href="mailto:cobacdc@belmont.edu">cobacdc@belmont.edu</a>		No



Description of Vacancy: IT Technician

INDEED.Com

Recruitment Source that Referred the Hiree:  
 Total Number of Persons interviewed for the vacancy

Date Vacancy Opened: 8/20/2021

Date Vacancy filled: 9/29/2021

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Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com	See HR for username & password	Send all notices to their website.	tvjobs.com		No
Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	tabtn.org		No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanhony@jisc.edu		No
Middle TN State University	See HR for username & password	Send all notices to their website.	<a href="https://mtsu-csm.svmplicity.com/employer">https://mtsu-csm.svmplicity.com/employer</a>		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrumpp@lanecollege.edu		No
Freed Hardman University	See HR for username & password	Send all notices to their website.	<a href="http://www.collegecentral.com/fhu">http://www.collegecentral.com/fhu</a>		No
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@beonair.com		No
Tennessee Career Center Jackson	See HR for username & password	Send all notices to their website.	<a href="http://www.jobs4tn.gov">www.jobs4tn.gov</a>		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocatiocenter@uu.edu 731-661-5421		No
Media line	NO LOGIN NEEDED	Send all notices to their website.	medialine.com		No
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Ray Holder	<a href="mailto:ray_holder@star-center.org">ray_holder@star-center.org</a>		No
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer 615-963-5981	<a href="mailto:tfizer@tnstate.edu">tfizer@tnstate.edu</a>		No



WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Television Job Spot	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	<a href="http://www.wbbjtv.com">www.wbbjtv.com</a>		No
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral			No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301	Send all notices to their website.	<a href="https://memphis-csm-symplicity.com/employers">https://memphis-csm-symplicity.com/employers</a>		No
Western Illinois University	1 University Circle Macomb, IL 61455	Career Center	309-298-1414		No
Southern Illinois University	1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a>		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a>		No
University of Mississippi	See HR for username & password	Send all notices to their website.	<a href="http://www.hireolemissrebs.com">www.hireolemissrebs.com</a>		No
Missouri School of Journalism Career Services	76G Gannett Hall Columbia, MO 65211-1200	Barbara G. Willis	573-882-0373		No
Western Kentucky School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042 P.O. Box 5268	Career Center	859-257-2786		No
Mississippi State University	Mississippi State, MS 39762	Career Placement	662-325-3344		No
Vanderbilt University	2525 Westend Ave. Suite 500 Nashville, TN 37203	Drew Webb	615-343-7890		No
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		No
Arkansas State University	P.O. Box 2490 State University, AR 72467	Send all notices to their email	<a href="mailto:carolyn@astate.edu">carolyn@astate.edu</a>		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662- 252-8000 ext.4059	<a href="mailto:btalley@rustcollege.edu">btalley@rustcollege.edu</a>		No
LeMoyne-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360		No
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711		No
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	Send all notices to their website.	<a href="http://www.myinterface.com/trevecca/employer">www.myinterface.com/trevecca/employer</a>		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlie Matthews	<a href="mailto:cobacdc@belmont.edu">cobacdc@belmont.edu</a>		No
INDEED.Com			They picked ad up from our posting	6	No



Description of Vacancy: Multi-Media Journalist

Employee Referral

Recruitment Source that Referred the Hiree:  
Total Number of Persons interviewed for the vacancy

Date Vacancy Opened: 4/5/2021

Date Vacancy filled: 6/28/2021

6

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com	See HR for username & password	Send all notices to their website.	tvjobs.com	3	No
Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	tabtn.org		No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanthony@jscc.edu		No
Middle TN State University	See HR for username & password	Send all notices to their website.	<a href="https://mtsu-csm.symplicity.com/employer">https://mtsu-csm.symplicity.com/employer</a>		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrump@lanecollege.edu		No
Freed Hardman University	See HR for username & password	Send all notices to their website.	<a href="http://www.collegecentral.com/fhu">http://www.collegecentral.com/fhu</a>		No
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@beonair.com		No
Tennessee Career Center Jackson	See HR for username & password	Send all notices to their website.	<a href="http://www.jobs4tn.gov">www.jobs4tn.gov</a>		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocatiocenter@uu.edu 731-661-5421		No
Media line	NO LOGIN NEEDED	Send all notices to their website.	medialine.com		No
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Ray Holder	ray_holder@star-center.org		No
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer 615-963-5981	tfizer@tnstate.edu		No



WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Television Job Spot	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	<a href="http://www.wbbjtv.com">www.wbbjtv.com</a>	1	No
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral		1	No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301	Send all notices to their website.	<a href="https://memphis-csm-symplicity.com/employers">https://memphis-csm-symplicity.com/employers</a>		No
Western Illinois University	1 University Circle Macomb, IL 61455	Career Center	309-298-1414		No
Southern Illinois University	1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a>		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a>		No
University of Mississippi	See HR for username & password	Send all notices to their website.	<a href="http://www.hireolemissrebs.com">www.hireolemissrebs.com</a>		No
Missouri School of Journalism Career Services	76G Gannett Hall Columbia, MO 65211-1200	Barbara G. Willis	573-882-0373		No
Western Kentucky School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042 P.O. Box 5268	Career Center	859-257-2786		No
Mississippi State University	Mississippi State, MS 39762 2525 Westend Ave. Suite 500	Career Placement	662-325-3344		No
Vanderbilt University	Nashville, TN 37203	Drew Webb	615-343-7890		No
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		No
Arkansas State University	P.O. Box 2490 State University, AR 72467	Send all notices to their email	<a href="mailto:carolyn@astate.edu">carolyn@astate.edu</a>		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 252-8000 ext.4059	<a href="mailto:btalley@rustcollege.edu">btalley@rustcollege.edu</a>		No
LeMoyn-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360		No
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711		No
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	Send all notices to their website.	<a href="http://www.myinterfase.com/trevecca/employer">www.myinterfase.com/trevecca/employer</a>		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlie Matthews	<a href="mailto:cobacdc@belmont.edu">cobacdc@belmont.edu</a>		No
Handshake.com			<a href="http://handshake.com">handshake.com</a>	1	No



Multi-Media Journalist

WBBJ-TV Website

Description of Vacancy:

Recruitment Source that Referred the Hiree:  
Total Number of Persons interviewed for the vacancy

9/10/2021

11/8/2021

Date Vacancy Opened:

6

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com	See HR for username & password	Send all notices to their website.	tvjobs.com	3	No
Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	tabtn.org		No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanthony@jsgcc.edu		No
Middle TN State University	See HR for username & password	Send all notices to their website.	<a href="https://mtsu-csm.symplicity.com/employer">https://mtsu-csm.symplicity.com/employer</a>		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrump@lanecollege.edu		No
Freed Hardman University	See HR for username & password	Send all notices to their website.	<a href="http://www.collegecentral.com/fhu">http://www.collegecentral.com/fhu</a>		No
Ohio/Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@beonair.com		No
Tennessee Career Center Jackson	See HR for username & password	Send all notices to their website.	<a href="http://www.jobs4tn.gov">www.jobs4tn.gov</a>		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocatiocenter@uuu.edu 731-661-5421		No
Media line	NO LOGIN NEEDED	Send all notices to their website.	medialine.com		No
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Ray Holder	ray_holder@star-center.org		No
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer 615-963-5981	tfizer@tinstat.edu		No



WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Television Job Spot	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	<a href="http://www.wbbjtv.com">www.wbbjtv.com</a>	1	No
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral			No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301	<b>Send all notices to their website.</b>	<a href="https://memphis-csm-symplicity.com/employers">https://memphis-csm-symplicity.com/employers</a>		No
Western Illinois University	1 University Circle Macomb, IL 61455	Career Center	309-298-1414		No
Southern Illinois University	1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a>		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a>		No
University of Mississippi	See HR for username & password	<b>Send all notices to their website.</b>	<a href="http://www.hireolemissrebs.com">www.hireolemissrebs.com</a>		No
Missouri School of Journalism Career Services	76G Gannett Hall Columbia, MO 65211-1200	Barbara G. Willis	573-882-0373		No
Western Kentucky School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042 P.O. Box 5268	Career Center	859-257-2786		No
Mississippi State University	Mississippi State, MS 39762	Career Placement	662-325-3344		No
Vanderbilt University	2525 Westend Ave. Suite 500 Nashville, TN 37203	Drew Webb	615-343-7890		No
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		No
Arkansas State University	P.O. Box 2490 State University, AR 72467	<b>Send all notices to their email</b>	<a href="mailto:carolyn@astate.edu">carolyn@astate.edu</a>		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662- 252-8000 ext.4059	<a href="mailto:btalley@rustcollege.edu">btalley@rustcollege.edu</a>		No
LeMoyne-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360		No
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711		No
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	<b>Send all notices to their website.</b>	<a href="http://www.myinterfase.com/trevecca/employer">www.myinterfase.com/trevecca/employer</a>		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	<a href="mailto:cobacdc@belmont.edu">cobacdc@belmont.edu</a>		No
Handshake.com			<a href="http://handshake.com">handshake.com</a>	2	No



Description of Vacancy: Multi-Media Journalist

WBBJ-TV Website

Recruitment Source that Referred the Hiree:  
Total Number of Persons interviewed for the vacancy

Date Vacancy Opened: 4/5/2021

Date Vacancy filled: 5/24/2021

6

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com	See HR for username & password	Send all notices to their website.	tvjobs.com	3	No
Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	tabtn.org		No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanthony@jsgcc.edu		No
Middle TN State University	See HR for username & password	Send all notices to their website.	<a href="https://mtsu-csm.symplicity.com/employer">https://mtsu-csm.symplicity.com/employer</a>		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrump@lanecollege.edu		No
Freed Hardman University	See HR for username & password	Send all notices to their website.	<a href="http://www.collegecentral.com/fhu">http://www.collegecentral.com/fhu</a>		No
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@beonair.com		No
Tennessee Career Center Jackson	See HR for username & password	Send all notices to their website.	<a href="http://www.jobs4tn.gov">www.jobs4tn.gov</a>		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocatiocenter@uu.edu 731-661-5421		No
Media line	NO LOGIN NEEDED	Send all notices to their website.	medialine.com		No
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Ray Holder	<a href="mailto:ray_holder@star-center.org">ray_holder@star-center.org</a>		No
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer 615-963-5981	<a href="mailto:tfizer@tnstate.edu">tfizer@tnstate.edu</a>		No



WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Television Job Spot	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	<a href="http://www.wbbjtv.com">www.wbbjtv.com</a>	1	No
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral		1	No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301	Send all notices to their website.	<a href="https://memphis-csm-symplicity.com/employers">https://memphis-csm-symplicity.com/employers</a>		No
Western Illinois University	1 University Circle Macomb, IL 61455	Career Center	309-298-1414		No
Southern Illinois University	1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a>		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a>		No
University of Mississippi	See HR for username & password	Send all notices to their website.	<a href="http://www.hireolemissrebs.com">www.hireolemissrebs.com</a>		No
Missouri School of Journalism Career Services	76G Gannett Hall Columbia, MO 65211-1200	Barbara G. Willis	573-882-0373		No
Western Kentucky School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042 P.O. Box 5268	Career Center	859-257-2786		No
Mississippi State University	Mississippi State, MS 39762 2525 Westend Ave. Suite 500 Nashville, TN 37203	Career Placement	662-325-3344		No
Vanderbilt University	327 Carroll Hall Chapel Hill, NC 27599	Drew Webb	615-343-7890		No
University of North Carolina	P.O. Box 2490 State University, AR 72467	Career Placement	919-962-2211		No
Arkansas State University		Send all notices to their email	<a href="mailto:carolynne@astate.edu">carolynne@astate.edu</a>		No
Rust College	150 Rust Ave Holly Springs, MS 38635 807 Walker Ave.	Braque Talley 662- 252-8000 ext.4059	<a href="mailto:btalley@rustcollege.edu">btalley@rustcollege.edu</a>		No
LeMoyne-Owen College	Memphis, TN 38126 18th Ave. North	Michael Washington	901-942-7360		No
Fisk University	Nashville, TN 37208 333 Murfreesboro Rd. Nashville, TN 37210	Peter Woolfook	615-329-8711		No
Trevecca University	1900 Belmont Blvd. Nashville, TN 37212	Send all notices to their website.	<a href="http://www.myinterfase.com/trevecca/employer">www.myinterfase.com/trevecca/employer</a>		No
Belmont University	posted to their website	Charlsie Matthews	<a href="mailto:cobacdc@belmont.edu">cobacdc@belmont.edu</a>		No
Handshake.com			Handshake.com	1	No



Description of Vacancy: Photographer

WBBJ-TV Website

Recruitment Source that Referred the Hiree:  
Total Number of Persons interviewed for the vacancy

Date Vacancy Opened: 9/17/2021

Date Vacancy filled: 1/10/2022

5

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com	See HR for username & password	Send all notices to their website.	tvjobs.com	2	No
Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	tabtn.org		No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanthony@jsgcc.edu		No
Middle TN State University	See HR for username & password	Send all notices to their website.	<a href="https://mitsu-csm.symplicity.com/employer">https://mitsu-csm.symplicity.com/employer</a>		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrump@lanecollege.edu		No
Freed Hardman University	See HR for username & password	Send all notices to their website.	<a href="http://www.collegecentral.com/fhu">http://www.collegecentral.com/fhu</a>		No
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@beonair.com		No
Tennessee Career Center Jackson	See HR for username & password	Send all notices to their website.	<a href="http://www.jobs4tn.gov">www.jobs4tn.gov</a>		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	<a href="mailto:vocatiocenter@uu.edu">vocatiocenter@uu.edu</a> 731-661-5421		No
Media line	NO LOGIN NEEDED	Send all notices to their website.	medialine.com		No
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Ray Holder	<a href="mailto:ray_holder@star-center.org">ray_holder@star-center.org</a>		No
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer 615-963-5981	<a href="mailto:tfizer@tnstate.edu">tfizer@tnstate.edu</a>		No



WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Television Job Spot	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	<a href="http://www.wbbjtv.com">www.wbbjtv.com</a>	2	No
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral		1	No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301	Send all notices to their website.	<a href="https://memphis-csm-symplicity.com/employers">https://memphis-csm-symplicity.com/employers</a>		No
Western Illinois University	1 University Circle Macomb, IL 61455	Career Center	309-298-1414		No
Southern Illinois University	1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a>		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a>		No
University of Mississippi	See HR for username & password	Send all notices to their website.	<a href="http://www.hireolemissrebs.com">www.hireolemissrebs.com</a>		No
Missouri School of Journalism Career Services	76G Gannett Hall Columbia, MO 65211-1200	Barbara G. Willis	573-882-0373		No
Western Kentucky School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042 P.O. Box 5268	Career Center	859-257-2786		No
Mississippi State University	Mississippi State, MS 39762 2525 Westend Ave. Suite 500 Nashville, TN 37203	Career Placement	662-325-3344		No
Vanderbilt University	327 Carroll Hall Chapel Hill, NC 27599	Drew Webb	615-343-7890		No
University of North Carolina	P.O. Box 2490 State University, AR 72467	Career Placement	919-962-2211		No
Arkansas State University		Send all notices to their email	<a href="mailto:carolyn@astate.edu">carolyn@astate.edu</a>		No
Rust College	150 Rust Ave Holly Springs, MS 38635 807 Walker Ave.	Braque Talley 252-8000 ext.4059	<a href="mailto:btalley@rustcollege.edu">btalley@rustcollege.edu</a>		No
LeMoyne-Owen College	Memphis, TN 38126	Michael Washington	901-942-7360		No
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711		No
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	Send all notices to their website.	<a href="http://www.myinterfase.com/trevecca/employer">www.myinterfase.com/trevecca/employer</a>		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	<a href="mailto:cobacdc@belmont.edu">cobacdc@belmont.edu</a>		No
Handshake.com					No



Description of Vacancy: Programming/Traffic Assistant

Recruitment Source that Referred the Hiree: **INDEED.Com**

Date Vacancy Opened: 7/21/2021

Total Number of Persons interviewed for the vacancy

Date Vacancy filled: 8/23/2021

6

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com	See HR for username & password	Send all notices to their website.	tvjobs.com		No
Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	tabtn.org	1	No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanthony@jsgcc.edu		No
Middle TN State University	See HR for username & password	Send all notices to their website.	<a href="https://mts-u-csm.symplicity.com/employer">https://mts-u-csm.symplicity.com/employer</a>		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrump@lanecollege.edu		No
Freed Hardman University	See HR for username & password	Send all notices to their website.	<a href="http://www.collegecentral.com/fhu">http://www.collegecentral.com/fhu</a>		No
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@beonair.com		No
Tennessee Career Center Jackson	See HR for username & password	Send all notices to their website.	<a href="http://www.jobs4tn.gov">www.jobs4tn.gov</a>		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocatiocenter@uuu.edu 731-661-5421		No
Media line	NO LOGIN NEEDED	Send all notices to their website.	medialine.com		No
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Ray Holder	ray_holder@star-center.org		No
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer 615-963-5981	tfizer@tnstate.edu		No



WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	2	No
WBBJ-TV Television Job Spot	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	<a href="http://www.wbbjtv.com">www.wbbjtv.com</a>	1	No
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral			No
WBBJ-TV Facebook	Jackson, TN	Webmaster			
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301	Send all notices to their website.	<a href="https://memphis-csm-symplicity.com/employers">https://memphis-csm-symplicity.com/employers</a>		No
Western Illinois University	1 University Circle Macomb, IL 61455	Career Center	309-298-1414		No
Southern Illinois University	1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a>		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a>		No
University of Mississippi	See HR for username & password	Send all notices to their website.	<a href="http://www.hireolemissrebs.com">www.hireolemissrebs.com</a>		No
Missouri School of Journalism Career Services	76G Gannett Hall Columbia, MO 65211-1200	Barbara G. Willis	573-882-0373		No
Western Kentucky School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042 P.O. Box 5268	Career Center	859-257-2786		No
Mississippi State University	Mississippi State, MS 39762	Career Placement	662-325-3344		No
Vanderbilt University	2525 Westend Ave. Suite 500 Nashville, TN 37203	Drew Webb	615-343-7890		No
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		No
Arkansas State University	P.O. Box 2490 State University, AR 72467	Send all notices to their email	<a href="mailto:carolyn@astate.edu">carolyn@astate.edu</a>		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662-252-8000 ext.4059	<a href="mailto:btalley@rustcollege.edu">btalley@rustcollege.edu</a>		No
LeMoyne-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360		No
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711		No
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	Send all notices to their website.	<a href="http://www.myinterfase.com/trevecca/employer">www.myinterfase.com/trevecca/employer</a>		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	<a href="mailto:cobacc@belmont.edu">cobacc@belmont.edu</a>		No
INDEED.Com		Charlsie Matthews	They picked ad up from our posting	2	No



**ATTACHMENT B**  
**MENU OPTION ACTIVITIES**



## MENU OPTION ACTIVITIES

Station WBBJ-TV has engaged in the following outreach activities during the year covered by this report:

Type of Activity	Brief Description
Virtual Job Fair	The Tennessee Association of Broadcasters held a virtual Job Fair April 26, 2021 through April 30, 2021. WBBJ-TV aired PSA's on our station to promote the event and drive visitors to the site. The station receives applications and comments from visitors via email. We post any openings that we have at the station on their website.
Virtual Job Fair	The Tennessee Association of Broadcasters held a virtual Job Fair August 2, 2021 through August 6, 2021. WBBJ-TV aired PSA's on our station to promote the event and drive visitors to the site. WBBJ-TV had three openings in that time period where we posted openings on the Tennessee Association of Broadcasters website .
Virtual Job Fair	The Tennessee Association of Broadcasters held a virtual Job Fair March 21, 2022 through March 25, 2022. WBBJ-TV aired PSA's on our station to promote this event and drive visitors to the site. WBBJ-TV had two openings that were posted on the Tennessee Association of Broadcasters website .
On the Job Training	WBBJ-TV uses mentoring program to train new employees. We pair a new employee with a seasoned one in their area for two weeks of training upon joining our team. New reporters will spend time with the photographer/editor to learn about the equipment and technical side of their job. Then they train with a seasoned anchor to learn the reporting side of their position. Part-time technicians also go through training on different jobs to be able to do expanded roles within their work week. We also consistently share video and articles from the TAB, RTNDA and Poynter with ideals, tips and examples of how to improve their skill-sets. With mentoring and training we are able to promote qualified employees from within the station to higher levels of positions.



3/7/22 – 3/28/22 Sales Personnel training seminars via zoom.

Account Executives and Sales Manager participated in a series of webinars and training programs focused on sales and marketing tools that were available with individual affiliates to educate and improve their skill-set so that they may achieve individual goals and have the knowledge so that they can achieve upper levels positions. Sales Staff and Sales Manager participated on zoom calls on 3/7/2022 with a representative with MeTv on 3/14/22 zoom call with ABC representative, 3/21/22 representative with Second Street contest platform and on 3/28/22 zoom call with a CBS representative.



## **Exhibit 2**



EEO PUBLIC FILE REPORT

FOR

STATION WBBJ-TV  
JACKSON, TN

**This EEO Public File Report  
Covers the period of  
April 1, 2022 to March 31, 2023**

**EEO PUBLIC FILE REPORT**

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**This EEO Public File Report is filed in Station WBBJ-TV's public inspection file pursuant to Section 73.2080(c) (6) of the Federal Communications Commission's ("FCC") rules.**

**During the one-year period ending on March 31, 2023 the station filled the following full-time vacancies:**

- Account Executive**
- Anchor-Producer**
- IT Technician**
- Multimedia Journalist (4)**
- Producer**
- Master Control Operator**
- Director-Videographer**

**The station interviewed a total of 51 people for all full-time vacancies during the period covered in this report, April 1, 2022 through March 31, 2023.**

**\*\*For four of these vacancies which opened the same pool of candidates was used to fill the vacancies and the applicants were counted only once.**

**The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:**

<u>Recruitment Source</u>	<u>Total Number of interviewees Referred</u>
TV Jobs.Com	8
WBBJ-TV Television Job Spot	3
WBBJ-TV Website	11
Employee Referral	6
INDEED.COM	3
Career Expo- Job Fair	1
Tennessee Association of Broadcasters	2
WBBJ-TV Job Board	1
I Hire Broadcasting	12
Lane College	1
Freed Hardeman University	1
Union University	1
Linked In	1

**EEO INFORMATION FOR FULL-TIME VACANCIES**



Description of Vacancy:

ACCOUNT EXECUTIVE

Employee Referral
-------------------

Date Vacancy Opened:

2/24/2023

Recruitment Source that Referred the Hiree:  
Total Number of Persons  
Interviewed for the vacancy

1

Date Vacancy filled:

3/13/2023

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com			tvjobs.com		No
Tennessee Association of Broadcasters			tabtn.org		No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanthony@jsgcc.edu		No
Middle TN State University			https://mtsu-csm.symlicity.com/employer		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrumpp@lanecollege.edu		No
Freed Hardman University			http://www.collegecentral.com/fnu		No
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@beonair.com		No
Tennessee Career Center Jackson			www.jobs4tn.gov		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocaticenter@uu.edu 731-661-5421		No
Media Line			medialine.com		No
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Ray Holder	ray.holder@star-center.org		No
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer 615-963-5981	tfizer@tnstate.edu		No

WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Television Job Spot	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	www.wbbjtv.com		No
Employee Referral	346 Muse St. Jackson, TN 38301			1	No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301		<a href="https://memphis-csm-svmplicity.com/employers">https://memphis-csm-svmplicity.com/employers</a>		No
Western Illinois University	1 University Circle Macomb, IL 61455	Career Center	309-298-1414		No
Southern Illinois University	1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a>		No
Marshall School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a>		No
University of Mississippi			<a href="http://www.hireolemisreps.com">www.hireolemisreps.com</a>		No
Missouri School of Journalism Career Services	76G Gannett Hall Columbia, MO 65211-1200	Barbara G. Willis	573-882-0373		No
Western Kentucky School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042	Career Center	859-257-2786		No
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Placement	662-325-3344		No
Vanderbilt University	2525 Westend Ave. Suite 500 Nashville, TN 37203	Drew Webb	615-343-7890		No
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		No
Arkansas State University	P.O. Box 2490 State University, AR 72467		<a href="mailto:carolynne@astate.edu">carolynne@astate.edu</a>		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662-252-8000 ext.4059	<a href="mailto:btalley@rustcollege.edu">btalley@rustcollege.edu</a>		No
LeMoyne-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360		No
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711		No
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210		<a href="http://www.myinterfase.com/trevecca/employer">www.myinterfase.com/trevecca/employer</a>		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	<a href="mailto:cobacdc@belmont.edu">cobacdc@belmont.edu</a>		No



Description of Vacancy: ANCHOR-PRODUCER

Date Vacancy Opened: 5/18/2022

Date Vacancy filled: 6/6/2022

Recruitment Source that Referred the Hiree:  
 Total Number of Persons interviewed for the vacancy

LINKED IN.COM

8

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com			tvjobs.com	1	No
Tennessee Association of Broadcasters			tabtn.org	1	No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanthony@jssc.edu		No
Middle TN State University			https://mtsu-csm.symphlicity.com/employer		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vrump@lanecollege.edu	1	No
Freed Hardman University			http://www.collegecentral.com/fhu	1	No
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@beonair.com		No
Tennessee Career Center Jackson			www.jobs4tn.gov		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocatiocenter@uu.edu 731-661-5421	1	No
Media Line			medialine.com		No
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Ray Holder	ray.holder@star-center.org		No
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer 615-963-5981	tfizer@tnstate.edu		No

WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	No
WBBJ-TV Television Job Spot	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	www.wbbjtv.com	No
Employee Referral	346 Muse St. Jackson, TN 38301			No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301		<a href="https://memphis-csm-symplicity.com/employers">https://memphis-csm-symplicity.com/employers</a>	No
Western Illinois University	1 University Circle Macomb, IL 61455	Career Center	309-298-1414	No
Southern Illinois University	1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	sronline@siu.edu	No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	masscomm@lsu.edu	No
University of Mississippi			www.hireolemissrebs.com	No
Missouri School of Journalism Career Services	76G Gannett Hall Columbia, MO 65211-1200	Barbara G. Willis	573-882-0373	No
Western Kentucky School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042	Career Center	859-257-2786	No
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Placement	662-325-3344	No
Vanderbilt University	2525 Westend Ave. Suite 500 Nashville, TN 37203	Drew Webb	615-343-7890	No
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211	No
Arkansas State University	P.O. Box 2490 State University, AR 72467		carolynne@astate.edu	No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662-252-8000 ext.4059	btalley@rustcollege.edu	No
LeMoyne-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360	No
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711	No
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210		www.myinterfase.com/trevecca/employer	No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	cobacdc@belmont.edu	No
INDEED			indeed.com	No
LINKEDIN.COM			linkedin.com	No
I HIRE BROADCASTING			ihirebroadcasting.com	No



Description of Vacancy: DIRECTOR-VIDEOGRAPHER

Date Vacancy Opened: 10/1/2022

Date Vacancy filled: 10/10/2022

Recruitment Source that Referred the Hiree:  
 Total Number of Persons interviewed for the vacancy

7

**Employee Referral**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com			tvjobs.com	3	No
Tennessee Association of Broadcasters			tabtn.org		No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanthony@jscc.edu <del>https://www.jscc.edu</del> csm.symplicity.com/employer		No
Middle TN State University			https://www.collegecentral.com/fnu		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcump@lanecollege.edu		No
Freed Hardman University			http://www.collegecentral.com/fnu		No
Ohio/Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@beonair.com		No
Tennessee Career Center Jackson			www.jobs4tn.gov		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocatiocenter@uu.edu 731-661-5421		No
Media Line			medialine.com		No
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Ray Holder	ray_holder@star-center.org		No
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer 615-963-5981	tfizer@tnstate.edu		No

WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Television Job Spot	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	<a href="http://www.wbbjtv.com">www.wbbjtv.com</a>	2	No
Employee Referral	346 Muse St. Jackson, TN 38301			2	No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301		<a href="https://memphis-csm-symplcity.com/employers">https://memphis-csm-symplcity.com/employers</a>		No
Western Illinois University	1 University Circle Macomb, IL 61455	Career Center	309-298-1414		No
Southern Illinois University	1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	<a href="mailto:stroline@siu.edu">stroline@siu.edu</a>		No
Marshall School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a>		No
University of Mississippi			<a href="http://www.hireolemissreps.com">www.hireolemissreps.com</a>		No
Missouri School of Journalism Career Services	76G Gannett Hall Columbia, MO 65211-1200	Barbara G. Willis	573-882-0373		No
Western Kentucky School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042	Career Center	859-257-2786		No
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Placement	662-325-3344		No
Vanderbilt University	2525 Westend Ave. Suite 500 Nashville, TN 37203	Drew Webb	615-343-7890		No
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		No
Arkansas State University	P.O. Box 2490 State University, AR 72467		<a href="mailto:carolyn@astate.edu">carolyn@astate.edu</a>		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662- 252-8000 ext.4059	<a href="mailto:btalley@rustcollege.edu">btalley@rustcollege.edu</a>		No
LeMoyné-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360		No
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711		No
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210		<a href="http://www.myinterfase.com/trevecca/employer">www.myinterfase.com/trevecca/employer</a>		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	<a href="mailto:cobacdc@belmont.edu">cobacdc@belmont.edu</a>		No



Description of Vacancy:

IT TECHNICIAN

Career Expo-at  
Civic Center

Date Vacancy Opened:

4/22/2022

Recruitment Source that Referred the Three:  
Total Number of Persons  
interviewed for the vacancy

Date Vacancy filled:

6/13/2022

5

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com			<a href="http://tjobs.com">tjobs.com</a>		No
Tennessee Association of Broadcasters			<a href="http://tabtn.org">tabtn.org</a>		No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	<a href="mailto:fanthony@iscc.edu">fanthony@iscc.edu</a>		No
Middle TN State University			<a href="https://mtnsu-csm.symbolcity.com/employer">https://mtnsu-csm.symbolcity.com/employer</a>		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	<a href="mailto:vcrump@lanecollege.edu">vcrump@lanecollege.edu</a>		No
Freed Hardman University			<a href="http://www.collegecentral.com/fhu">http://www.collegecentral.com/fhu</a>		No
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	<a href="mailto:dclark@beonair.com">dclark@beonair.com</a>		No
Tennessee Career Center Jackson			<a href="http://www.jobs4tn.gov">www.jobs4tn.gov</a>		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	<a href="mailto:vocatiocenter@uu.edu">vocatiocenter@uu.edu</a> 731-661-5421		No
Media Line			<a href="http://medialine.com">medialine.com</a>		No
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Ray Holder	<a href="mailto:ray_holder@star-center.org">ray_holder@star-center.org</a>		No
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer 615-963-5981	<a href="mailto:tfizer@tnstate.edu">tfizer@tnstate.edu</a>		No

WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Television Job Spot	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	2	No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	www.wbbjtv.com		No
Employee Referral	346 Muse St. Jackson, TN 38301				No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301		<a href="https://memphis-csm-symlicity.com/employers">https://memphis-csm-symlicity.com/employers</a>		No
Western Illinois University	1 University Circle Macomb, IL 61455	Career Center	309-298-1414		No
Southern Illinois University	1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a>		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a>		No
University of Mississippi			<a href="http://www.hireolemissreps.com">www.hireolemissreps.com</a>		No
Missouri School of Journalism Career Services	76G Gannett Hall Columbia, MO 65211-1200	Barbara G. Willis	573-882-0373		No
Western Kentucky School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042	Career Center	859-257-2786		No
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Placement	662-325-3344		No
Vanderbilt University	2525 Westend Ave. Suite 500 Nashville, TN 37203	Drew Webb	615-343-7890		No
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		No
Arkansas State University	P.O. Box 2490 State University, AR 72467		<a href="mailto:carolynne@astate.edu">carolynne@astate.edu</a>		No
Rust College	107 Rust Ave. Holly Springs, MS 38635	Draque Toney 252-8000 ext.4059	<a href="mailto:btalley@rustcollege.edu">btalley@rustcollege.edu</a>		No
LeMoyn-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360		No
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711		No
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210		<a href="http://www.mywinterfase.com/trevecca/employer">www.mywinterfase.com/trevecca/employer</a>		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	<a href="mailto:cobacdc@belmont.edu">cobacdc@belmont.edu</a>		No
INDEED			<a href="http://indeed.com">indeed.com</a>	2	No
CAREER EXPO-Job Fair	Carl Perkins Civic Center 400 South Highland Avenue Jackson, TN 38301			1	No



Description of Vacancy:

MASTER CONTROL OPERATOR

Date Vacancy Opened:

2/17/2022

Date Vacancy filed:

5/23/2022

WBBJ-TV  
Television Job  
Spot

Recruitment Source that Referred the Hire:  
Total Number of Persons interviewed for the vacancy

4

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com			tyjobs.com		No
Tennessee Association of Broadcasters			tabtn.org	1	No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanthony@jscc.edu		No
Middle TN State University			https://mtsu-csm.symplicity.com/employer		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrump@lanecollege.edu		No
Freed Hardman University			http://www.collegecentral.com/fhu		No
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@beonair.com		No
Tennessee Career Center Jackson			www.jobs4tn.gov		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocaticenter@uu.edu 731-661-5421		No
Media Line			medialine.com		No
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Ray Holder	ray_holder@star-center.org		No
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer 615-963-5981	tfizer@tnstate.edu		No

WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		1	No
WBBJ-TV Television Job Spot	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		1	No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	www.wbbitv.com			No
Employee Referral	346 Muse St. Jackson, TN 38301					No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301		<a href="https://memphis-csm-symplicity.com/employers">https://memphis-csm-symplicity.com/employers</a>			No
Western Illinois University	1 University Circle Macomb, IL 61455	Career Center	309-298-1414			No
Southern Illinois University	1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	stonline@siu.edu			No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	masscomm@lsu.edu			No
University of Mississippi			www.hireolemissrebs.com			No
Missouri School of Journalism Career Services	76G Gannett Hall Columbia, MO 65211-1200	Barbara G. Willis	573-882-0373			No
Western Kentucky School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042	Career Center	859-257-2786			No
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Placement	662-325-3344			No
Vanderbilt University	2525 Westend Ave. Suite 500 Nashville, TN 37203	Drew Webb	615-343-7890			No
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211			No
Arkansas State University	P.O. Box 2490 State University, AR 72467		carolyn@astate.edu			No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 252-8000 ext.4059	662- btalley@rustcollege.edu			No
LeMoynne-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360			No
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711			No
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210		<a href="http://www.myinterfase.com/trevecca/employer">www.myinterfase.com/trevecca/employer</a>			No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	cobacd@belmont.edu			No
INDEED			indeed.com		1	No



Description of Vacancy:

Multi Media Journalist

**EMPLOYEE REFERRAL**

Date Vacancy Opened:

6/4/2022

Recruitment Source that Referred the Hiree:  
Total Number of Persons  
Interviewed for the vacancy

Date Vacancy filled:

8/1/2022

22

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com			tyjobs.com	4	No
Tennessee Association of Broadcasters			tabtn.org		No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanhony@jssc.edu		No
Middle TN State University			https://mtsu-csm.symlicity.com/employer		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrump@lanecollege.edu		No
Freed Hardman University			http://www.collegecentral.com/fhu		No
Ohio/Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@beonair.com		No
Tennessee Career Center Jackson			www.jobs4tn.gov		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocatiocenter@uu.edu 731-661-5421		No
Media Line			medialine.com		No
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Ray Holder	rayholder@star-center.org		No
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer 615-963-5981	tfizer@tnstate.edu		No

WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Television Job Spot	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	<a href="http://www.wbbjtv.com">www.wbbjtv.com</a>	5	No
Employee Referral	346 Muse St. Jackson, TN 38301			2	No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301		<a href="https://memphis-csm-symplicity.com/employers">https://memphis-csm-symplicity.com/employers</a>		No
Western Illinois University	1 University Circle Macomb, IL 61445	Career Center	309-298-1414		No
Southern Illinois University	1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a>		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a>		No
University of Mississippi			<a href="http://www.hireolemissreps.com">www.hireolemissreps.com</a>		No
Missouri School of Journalism Career Services	76G Gannett Hall Columbia, MO 65211-1200	Barbara G. Willis	573-882-0373		No
Western Kentucky School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042	Career Center	859-257-2786		No
Mississippi State University	P. O. Box 5268 Mississippi State, MS 39762	Career Placement	662-325-3344		No
Vanderbilt University	2525 Westend Ave. Suite 500 Nashville, TN 37203	Drew Webb	615-343-7890		No
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		No
Arkansas State University	P. O. Box 2490 State University, AR 72467		<a href="mailto:carolyn@astate.edu">carolyn@astate.edu</a>		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 252-8000 ext.4059	662- <a href="mailto:btalley@rustcollege.edu">btalley@rustcollege.edu</a>		No
LeMoyne-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360		No
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfink	615-329-8711		No
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210		<a href="http://www.myinterfase.com/trevecca/employee">www.myinterfase.com/trevecca/employee</a>		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlie Matthews	<a href="mailto:cobacdc@belmont.edu">cobacdc@belmont.edu</a>		No
INDEED			<a href="http://indeed.com">indeed.com</a>		No
LINKEDIN			<a href="http://linkedin.com">linkedin.com</a>		No
I HIRE BROADCASTING			<a href="http://ihirebroadcasting.com">ihirebroadcasting.com</a>	11	No



Description of Vacancy: Multi Media Journalist

Date Vacancy Opened: 6/4/2022

Date Vacancy filled: 8/22/2022

Recruitment Source that Referred the Hiree:  
 Total Number of Persons  
 Interviewed for the vacancy

WBBJ-TV  
 Website

22

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com			tvjobs.com	4	No
Tennessee Association of Broadcasters			tabtn.org		No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanthony@jscc.edu		No
Middle TN State University			https://mtnsu-csm.symplicity.com/employer		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrumpp@lanecollege.edu		No
Freed Hardman University			http://www.collegecentral.com/fhu		No
Ohio/Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@beonair.com		No
Tennessee Career Center Jackson			www.jobs4tn.gov		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocatiocenter@uu.edu 731-661-5421		No
Media Line			medialine.com		No
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Ray Holder	ray.holder@star-center.org		No
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer 615-963-5981	tfizer@tnstate.edu		No

WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Television Job Spot	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	www.wbbjtv.com	5	No
Employee Referral	346 Muse St. Jackson, TN 38301			2	No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301		<a href="https://memphis-csm-symplicity.com/employers">https://memphis-csm-symplicity.com/employers</a>		No
Western Illinois University	1 University Circle Macomb, IL 61455	Career Center	309-298-1414		No
Southern Illinois University	1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	sronline@siu.edu		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	masscomm@lsu.edu		No
University of Mississippi			www.hireolemissrebs.com		No
Missouri School of Journalism Career Services	766 Gannett Hall Columbia, MO 65211-1200	Barbara G. Willis	573-882-0373		No
Western Kentucky School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042	Career Center	859-257-2786		No
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Placement	662-325-3344		No
Vanderbilt University	2525 Westend Ave. Suite 500 Nashville, TN 37203	Drew Webb	615-343-7890		No
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		No
Arkansas State University	P.O. Box 2490 State University, AR 72467		carolynne@astate.edu		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662-252-8000 ext.4059	btalley@rustcollege.edu		No
LemMoyn-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360		No
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfrok	615-329-8711		No
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210		www.myinterfase.com/trevecca/employer		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlie Matthews	cobaccdc@belmont.edu		No
INDEED			indeed.com		No
LINKEDIN			linkedin.com		No
I HIRE BROADCASTING			ihirebroadcasting.com	11	No



Description of Vacancy: Multi Media Journalist

Date Vacancy Opened: 6/4/2022

Date Vacancy filled: 9/12/2022

Recruitment Source that Referred the Hiree:  
 Total Number of Persons  
 Interviewed for the vacancy

Employee Referral	22
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Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com			tvjobs.com	4	No
Tennessee Association of Broadcasters			tabtn.org		No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	731-424-3520 Ext. 50434	fanthony@iscc.edu		No
Middle TN State University			https://mtsu-csm.symplcity.com/employer		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vrump@lanecollege.edu		No
Freed Hardman University	See HR for username & password	Send all notices to their website.	http://www.collegecentral.com/fhu		No
Ohio/Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@beonair.com		No
Tennessee Career Center Jackson			www.jobs4tn.gov		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocationcenter@uu.edu 731-661-5421		No
Media Line			medialine.com		No
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Ray Holder	rayholder@star-center.org		No
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer 615-963-5981	fizer@tnstate.edu		No

WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Television Job Spot	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	www.wbbjtv.com	5	No
Employee Referral	346 Muse St. Jackson, TN 38301			2	No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301		<a href="https://memphis-csm-symplicity.com/employers">https://memphis-csm-symplicity.com/employers</a>		No
Western Illinois University	1 University Circle Macomb, IL 61455	Career Center	309-298-1414		No
Southern Illinois University	1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	stonline@siu.edu		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sterrberg 225-578-2336	masscomm@lsu.edu		No
University of Mississippi			www.hireolemissrebs.com		No
Missouri School of Journalism Career Services	76G Gannett Hall Columbia, MO 65211-1200	Barbara G. Willis	573-882-0373		No
Western Kentucky School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042	Career Center	859-257-2786		No
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Placement	662-325-3344		No
Vanderbilt University	2525 Westend Ave. Suite 500 Nashville, TN 37203	Draw Webb	615-343-7890		No
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		No
Arkansas State University	P.O. Box 2490 State University, AR 72467		carolyn@astate.edu		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 252-8000 ext.4059	662- btalley@rustcollege.edu		No
LelMoynre-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360		No
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711		No
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210		<a href="http://www.myinterfase.com/trevecca/employer">www.myinterfase.com/trevecca/employer</a>		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	cobacc@c@belmont.edu		No
INDEED			indeed.com		No
LINKEDIN			linkedin.com		No
I HIRE BROADCASTING			ihirebroadcasting.com	11	No



Description of Vacancy:

Multi Media Journalist

WBBJ-TV  
Website

Date Vacancy Opened:

6/4/2022

Recruitment Source that Referred the Hiree:  
Total Number of Persons  
Interviewed for the vacancy

Date Vacancy filled:

1/23/2023

22

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com			tvjobs.com	4	No
Tennessee Association of Broadcasters			tabtn.org		No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanthony@jscc.edu		No
Middle TN State University			https://mtsu-csm.symplcity.com/employer		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrumpp@lanecollege.edu		No
Freed Hardman University			http://www.collegecentral.com/fhu		No
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@beonair.com		No
Tennessee Career Center Jackson			www.jobs4tn.gov		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocatiocenter@uu.edu 731-661-5421		No
Media Line			medialine.com		No
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Ray Holder	ray.holder@star-center.org		No
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer 615-963-5981	tfizer@tnstate.edu		No

WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	No
WBBJ-TV Television Job Spot	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	www.wbbjtv.com	No
Employee Referral	346 Muse St. Jackson, TN 38301			No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301		<a href="https://memphis-csm-symplicity.com/employers">https://memphis-csm-symplicity.com/employers</a>	No
Western Illinois University	1 University Circle Macomb, IL 61455	Career Center	309-298-1414	No
Southern Illinois University	1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a>	No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a>	No
University of Mississippi			<a href="http://www.hireolemissreps.com">www.hireolemissreps.com</a>	No
Missouri School of Journalism Career Services	76G Gannett Hall Columbia, MO 65211-1200	Barbara G. Willis	573-882-0373	No
Western Kentucky School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042	Career Center	859-257-2786	No
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Placement	662-325-3344	No
Vanderbilt University	2525 Westend Ave. Suite 500 Nashville, TN 37203	Drew Webb	615-343-7890	No
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211	No
Arkansas State University	P.O. Box 2490 State University, AR 72467		<a href="mailto:carolynne@astate.edu">carolynne@astate.edu</a>	No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662-252-8000 ext.4059	<a href="mailto:btalley@rustcollege.edu">btalley@rustcollege.edu</a>	No
LeMoyne-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360	No
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfcock	615-329-8711	No
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210		<a href="http://www.myinterfase.com/trevecca/employer">www.myinterfase.com/trevecca/employer</a>	No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlie Matthews	<a href="mailto:cobacdc@belmont.edu">cobacdc@belmont.edu</a>	No
INDEED			<a href="http://indeed.com">indeed.com</a>	No
LINKEDIN			<a href="http://linkedin.com">linkedin.com</a>	No
I HIRE BROADCASTING			<a href="http://ihirebroadcasting.com">ihirebroadcasting.com</a>	No

Description of Vacancy:

PRODUCER

Date Vacancy Opened:

7/11/2022

Date Vacancy filled:

11/21/2022

Recruitment Source that Referred the Hiree:

Total Number of Persons

Interviewed for the vacancy

Employee Referral

4

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com			tyjobs.com		No
Tennessee Association of Broadcasters			tabtn.org		No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanthony@jacc.edu <a href="https://mtsu-csm.symplicity.com/employer">https://mtsu-csm.symplicity.com/employer</a>		No
Middle TN State University					No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrumpp@lanecollege.edu		No
Freed Hardman University					No
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@beonair.com		No
Tennessee Career Center Jackson			<a href="http://www.jobs4tn.gov">www.jobs4tn.gov</a>		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocaliocenter@uu.edu 731-661-5421		No
Media Line			medialine.com		No
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Ray Holder	ray.holder@star-center.org		No
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer 615-963-5981	tfizer@tnstate.edu		No



WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Television Job Spot	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	www.wbbjtv.com	3	No
Employee Referral	346 Muse St. Jackson, TN 38301			1	No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301		<a href="https://memphis-csm-symplicity.com/employers">https://memphis-csm-symplicity.com/employers</a>		No
Western Illinois University	1 University Circle Macomb, IL 61455	Career Center	309-298-1414		No
Southern Illinois University	1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	sronline@siu.edu		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Stemberg 225-578-2336	masscomm@lsu.edu		No
University of Mississippi			www.hirelemisreps.com		No
Missouri School of Journalism Career Services	76G Gannett Hall Columbia, MO 65211-1200	Barbara G. Willis	573-882-0373		No
Western Kentucky School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042	Career Center	859-257-2786		No
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Placement	662-325-3344		No
Vanderbilt University	2525 Westend Ave. Suite 500 Nashville, TN 37203	Drew Webb	615-343-7890		No
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		No
Arkansas State University	P.O. Box 2490 State University, AR 72467		carolyn@astate.edu		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662-252-8000 ext.4059	btalley@rustcollege.edu		No
LeMoyn-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360		No
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711		No
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210		www.myinterfase.com/trevecca/employer		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	cobacdc@belmont.edu		No

**ATTACHMENT B**  
**MENU OPTION ACTIVITIES**

## MENU OPTION ACTIVITIES

Station WBBJ-TV has engaged in the following outreach activities during the year covered by this report:

Type of Activity	Brief Description
Spring Career Expo	WBBJ-TV and Thomas Media a local radio station sponsored a Career Expo on May 18, 2022 at the Civic Center in Jackson, TN. Randy McCaskill, (Chief Engineer), Stan Sanders (News Director) Jeff Pruitt (Master Control Supervisor) and Tristan Stoop (Web Services) attended the Expo. They talked to potential employees and passed out job applications. One employee was eventually hired from this event. WBBJ-TV ran on air commercials to promote this event.
Job Fair	WBBJ-TV attended a Job Fair hosted by The Jackson Housing Authority on September 20, 2022. Erika Winston, the Assistant Business Manger attended the event. Erika talked to potential candidates for employment and passed out job applications at the event.
Virtual Job Fair	The Tennessee Association of Broadcasters held a virtual Job Fair September 26, 2022 through September 30, 2022. WBBJ-TV aired PSA's on our station to promote this event and drive visitors to the site. WBBJ-TV also posted employment opportunities to the Tennessee Association of Broadcasters website .
On the Job Training	WBBJ-TV uses mentoring program to train new employees. We pair a new employee with a seasoned one in their area for two weeks of training upon joining our team. New reporters will spend time with the photographer/editor to learn about the equipment and technical side of their job. Then they train with a seasoned anchor to learn the reporting side of their position. Part-time technicians also go through training on different jobs to be able to do expanded roles within their work week. We also consistently share video and articles from the TAB, RTNDA and Poynter with ideas, tips and examples of how to improve their skill-sets. With mentoring and training we are able to promote qualified employees from within the station to higher levels of positions.
Virtual Job Fair	The Tennessee Association of Broadcasters held a virtual Job Fair March 27, 2023 through March 31, 2023. WBBJ-TV aired PSA's on our station to promote this event and drive visitors to the site. WBBJ-TV also posted employment opportunities to the Tennessee Association of Broadcasters website .



## **Exhibit 3**

## ASSISTANT BUSINESS MANAGER

WBBJ-TV is accepting resumes for a Full-time Assistant Business Manager. Applicants must be proficient in computer usage, have experience with using Microsoft Excel, able to set priorities and meet deadlines. The successful candidate must have previous accounting/bookkeeping experience and/or applicable college education. Job duties include but not limited to: Accounts Payable, Accounts Receivable, depositing checks, credit card processing, monthly and interim billing and posting payments in our traffic system.

If you think you qualify for this position, please send a resume to:

Business Manager  
WBBJ-TV  
346 Muse St.  
Jackson, TN 38301

Or email [thjones@wbbjtv.com](mailto:thjones@wbbjtv.com)

No phone calls

WBBJ-TV is an equal opportunity employer

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VACANCY NOTIFICATIONS – Form BP-05

**Job Title of Vacancy:** ASSISTANT BUSINESS MANAGER  
 10/1/2021  
 11/10/2021

Notifications of vacancy information for the above job title were given using the following advertisements, bulletins, letters, faxes, e-mails, or other communications. Dated copies of these notifications are attached to this form.

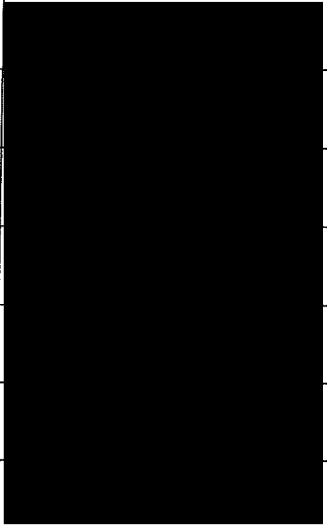
Notification to	Date of Notification	Type of Notification	
WBBJ-TV Television Commercials	10/03/2021	Commercial	
Lane College	10/01/2021	Email	
Union University	10/01/2021	Email	
The Star Center	10/01/2021	Email	
Tennessee State University	10/01/2021	Email	
Union University	10/01/2021	Email	
Rust College	10/01/2021	Email	
Belmont University	10/01/2021	Email	
Arkansas State	10/01/2021	Email	
WBBJ-TV WEBSITE	10/01/2021	WEBSITE	
WBBJ-TV Bullentin Board	10/01/2021	LETTER	

\*\*\*\*\* Remember to attach copies of the notifications. Do Not Put in Public File. \*\*\*\*\*

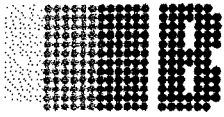


**INTERVIEWEE INFORMATION – Form BP-04**

**Job Title of Vacancy: Assistant Business Manager**

<b>Interview #</b>	<b>Interviewee's Name</b>	<b>Referral Source</b>	<b>Interview #</b>	<b>Interviewee's Name</b>
1		WBBJ-TV Website		
2		WBBJ-TV Television CM		
3		WBBJ-TV Website		
4		WBBJ-TV Television CM		
5		WBBJ-TV Website		
6		WBBJ-TV Website		
7		WBBJ-Television CM		
8				
9				
10				
11				

**\*\*\*\*\* Use additional pages as needed. Do Not Put in Public File. \*\*\*\*\***



Jones, Thelma <thjones@bahakelcomm.com>

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## Position Approved

1 message

---

**vocatiocenter@uu.edu** <vocatiocenter@uu.edu>  
To: thjones@wbbjtv.com

Mon, Oct 4, 2021 at 9:28 AM

Dear Thelma J. Jones:

The following position has been approved:

Assistant Business Manager

If students are interested in applying for this position, they will submit their applications to you directly, unless you selected to have applications accumulated on-line in your UUConnect account.

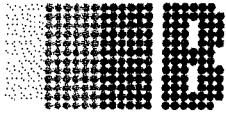
If you have any questions about your job posting, please feel free to contact the Vocatio Center at vocatiocenter@uu.edu or 731.661.5421.

Thank you for your interest in recruiting our students!

The Vocatio Center Team



POWERED BY ■ **s y m p l i c i t y**



Jones, Thelma <thjones@bahakelcomm.com>

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## Careerpage.org: Thank you for your job submission!

1 message

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**WordPress** <wordpress@careerpage.org>

Fri, Oct 1, 2021 at 5:47 PM

To: thjones@wbbjtv.com

Thank you for using the NASBA Careerpage to post the following job:

Assistant Business Manager

WBBJ-TV is accepting applications for a Full-time Assistant Business Manager.

Job duties include but not limited to: Accounts Payable, Accounts Receivables, depositing checks, credit card processing, monthly and interim billing and posting payments in our traffic system. Hours are 830am- 5:30 pm M-F.

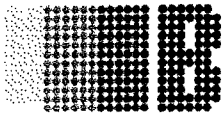
Applicants must be proficient in computer usage, have experience using Microsoft Excel, able to set priorities and meet deadlines. The successful candidate must have previous accounting/bookkeeping experience and/or applicable college education.

Your job has been successfully posted.

Your Careerpage.org-Team

Suzan Strong  
Web Services  
National Alliance of State Broadcasters Associations  
CareerPage.org | BroadcastersVirtualJobFair.com





Jones, Thelma <thjones@bahakelcomm.com>

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## Assistant Business Manager Job Opening- Please Post

1 message

---

Jones, Thelma <thjones@wbbjtv.com>

Fri, Oct 1, 2021 at 5:25 PM

To: vcrump@ianecollege.edu, vocatiocenter@uu.edu, ray.holder@star-center.org, tfizer@tnstate.edu, carolyne@astate.edu, btalley@rustcollege.edu, BU BizCareers <cobacdc@belmont.edu>

--

Thelma Jones  
Business Manager

WBBJ-TV  
346 Muse Street  
Jackson, TN 38301  
Office ::  
731-424-4515  
Fax ::  
731-423-8016  
Email :: thjones@wbbjtv.com

"PAY NOW"

<https://simplepay.basyspro.net/start.aspx?aid=4660&Skey=zc1445nytdfg>



Assistant Business Manager posting 09.29.21.doc

23K

# INVOICE

**WBBJ/CBS-TV**  
**346 Muse St**  
**Jackson, TN 38301**  
**Main: (731)424-4515**  
**Billing:**

Property	WBBJ/CBS-TV		
Invoice #	362241-1	Order #	362241
Invoice Date	10/31/21	Alt Order #	
Invoice Month	October 2021	Deal #	
Invoice Period	09/27/21 - 10/20/21	Flight Dates	10/03/21 - 10/31/21
Advertiser	WBBJ-TV		
Product	Job Spot FT Asst. BZ Mgr		
Estimate #			
Account Executive	Mark Brooks		
Sales Office	WBBJ Local		
Sales Region	Local		
Agency Code			
Advertiser Code			
Billing Calendar	Broadcast		
Billing Type	Cash		
Special Handling	Do Not Mail		
Agency Ref			
Advertiser Ref			
Product 1			
Product 2			

Billing Address:

**WBBJ-TV**  
**Attention: Accounts Payable**  
**346 Muse Street**  
**Jackson, TN 38301**

Send Payment To:

**WBBJ/CBS-TV**  
**346 Muse St**  
**Jackson, TN 38301**

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/ Week	Rate	Type																																																																																																																																																																																																																																																																																																																																																												
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Business Mgr.</td> <td>\$0.00</td> <td>NM</td> </tr> <tr> <td>6</td> <td>WBBJC</td> <td>Su</td> <td>10/03/21</td> <td>8:23 PM</td> <td>Sign On/Sign Off</td> <td>M-Sun 5a-2x</td> <td>:30</td> <td>FT Asst. Business Mgr.</td> <td>\$0.00</td> <td>NM</td> </tr> <tr> <td>5</td> <td>WBBJC</td> <td>Su</td> <td>10/03/21</td> <td>9:20 PM</td> <td>Sign On/Sign Off</td> <td>M-Sun 5a-2x</td> <td>:30</td> <td>FT Asst. Business Mgr.</td> <td>\$0.00</td> <td>NM</td> </tr> <tr> <td>2</td> <td>WBBJC</td> <td>Su</td> <td>10/03/21</td> <td>10:11 PM</td> <td>Sign On/Sign Off</td> <td>M-Sun 5a-2x</td> <td>:30</td> <td>FT Asst. Business Mgr.</td> <td>\$0.00</td> <td>NM</td> </tr> <tr> <td>4</td> <td>WBBJC</td> <td>Su</td> <td>10/03/21</td> <td>12:11 AM</td> <td>Sign On/Sign Off</td> <td>M-Sun 5a-2x</td> <td>:30</td> <td>FT Asst. Business Mgr.</td> <td>\$0.00</td> <td>NM</td> </tr> <tr> <td>Weeks:</td> <td><u>Start Date</u></td> <td><u>End Date</u></td> <td><u>MTWTFSS</u></td> <td><u>Spots/Week</u></td> <td><u>Rate</u></td> <td colspan="4"></td> </tr> <tr> <td></td> <td>10/04/21</td> <td>10/10/21</td> <td>6666666</td> <td>42</td> <td>\$0.00</td> <td colspan="4"></td> </tr> <tr> <td><u>Spots: #</u></td> <td><u>Ch</u></td> <td><u>Day</u></td> <td><u>Air Date</u></td> <td><u>Air Time</u></td> <td><u>Description</u></td> <td><u>Start/End Time</u></td> <td><u>Length</u></td> <td><u>Ad-ID</u></td> <td><u>Rate</u></td> <td><u>Type</u></td> </tr> <tr> <td>8</td> <td>WBBJC</td> <td>M</td> <td>10/04/21</td> <td>6:15 AM</td> <td>Sign On/Sign Off</td> <td>M-Sun 5a-2x</td> <td>:30</td> <td>FT Asst. Business Mgr.</td> <td>\$0.00</td> <td>NM</td> </tr> <tr> <td>10</td> <td>WBBJC</td> <td>M</td> <td>10/04/21</td> <td>8:29 AM</td> <td>Sign On/Sign Off</td> <td>M-Sun 5a-2x</td> <td>:30</td> <td>FT Asst. Business Mgr.</td> <td>\$0.00</td> <td>NM</td> </tr> <tr> <td>11</td> <td>WBBJC</td> <td>M</td> <td>10/04/21</td> <td>8:54 AM</td> <td>Sign On/Sign Off</td> <td>M-Sun 5a-2x</td> <td>:30</td> <td>FT Asst. Business Mgr.</td> <td>\$0.00</td> <td>NM</td> </tr> <tr> <td>7</td> <td>WBBJC</td> <td>M</td> <td>10/04/21</td> <td>12:28 PM</td> <td>Sign On/Sign Off</td> <td>M-Sun 5a-2x</td> <td>:30</td> <td>FT Asst. Business Mgr.</td> <td>\$0.00</td> <td>NM</td> </tr> <tr> <td>9</td> <td>WBBJC</td> <td>M</td> <td>10/04/21</td> <td>5:52 PM</td> <td>Sign On/Sign Off</td> <td>M-Sun 5a-2x</td> <td>:30</td> <td>FT Asst. Business Mgr.</td> <td>\$0.00</td> <td>NM</td> </tr> <tr> <td>12</td> <td>WBBJC</td> <td>M</td> <td>10/04/21</td> <td>12:16 AM</td> <td>Sign On/Sign Off</td> <td>M-Sun 5a-2x</td> <td>:30</td> <td>FT Asst. Business Mgr.</td> <td>\$0.00</td> <td>NM</td> </tr> <tr> <td>13</td> <td>WBBJC</td> <td>Tu</td> <td>10/05/21</td> <td></td> <td>Sign On/Sign Off</td> <td>M-Sun 5a-2x</td> <td>:00</td> <td></td> <td><del>\$0.00</del></td> <td>NM</td> </tr> <tr> <td></td> <td></td> <td></td> <td><i>Credited</i></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>18</td> <td>WBBJC</td> <td>Tu</td> <td>10/05/21</td> <td>1:29 PM</td> <td>Sign On/Sign Off</td> <td>M-Sun 5a-2x</td> <td>:30</td> <td>FT Asst. Business Mgr.</td> <td>\$0.00</td> <td>NM</td> </tr> <tr> <td>16</td> <td>WBBJC</td> <td>Tu</td> <td>10/05/21</td> <td>4:29 PM</td> <td>Sign On/Sign Off</td> <td>M-Sun 5a-2x</td> <td>:30</td> <td>FT Asst. Business Mgr.</td> <td>\$0.00</td> <td>NM</td> </tr> <tr> <td>17</td> <td>WBBJC</td> <td>Tu</td> <td>10/05/21</td> <td>6:36 PM</td> <td>Sign On/Sign Off</td> <td>M-Sun 5a-2x</td> <td>:30</td> <td>FT Asst. Business Mgr.</td> <td>\$0.00</td> <td>NM</td> </tr> <tr> <td>15</td> <td>WBBJC</td> <td>Tu</td> <td>10/05/21</td> <td>7:20 PM</td> <td>Sign On/Sign Off</td> <td>M-Sun 5a-2x</td> <td>:30</td> <td>FT Asst. Business Mgr.</td> <td>\$0.00</td> <td>NM</td> </tr> <tr> <td>14</td> <td>WBBJC</td> <td>Tu</td> <td>10/05/21</td> <td>8:40 PM</td> <td>Sign On/Sign Off</td> <td>M-Sun 5a-2x</td> <td>:30</td> <td>FT Asst. Business Mgr.</td> <td>\$0.00</td> <td>NM</td> </tr> <tr> <td>19</td> <td>WBBJC</td> <td>W</td> <td>10/06/21</td> <td>6:14 AM</td> <td>Sign On/Sign Off</td> <td>M-Sun 5a-2x</td> <td>:30</td> <td>FT Asst. Business Mgr.</td> <td>\$0.00</td> <td>NM</td> </tr> <tr> <td>21</td> <td>WBBJC</td> <td>W</td> <td>10/06/21</td> <td>11:37 AM</td> <td>Sign On/Sign Off</td> <td>M-Sun 5a-2x</td> <td>:30</td> <td>FT Asst. Business Mgr.</td> <td>\$0.00</td> <td>NM</td> </tr> <tr> <td>20</td> <td>WBBJC</td> <td>W</td> <td>10/06/21</td> <td>1:59 PM</td> <td>Sign On/Sign Off</td> <td>M-Sun 5a-2x</td> <td>:30</td> <td>FT Asst. Business Mgr.</td> <td>\$0.00</td> <td>NM</td> </tr> <tr> <td>23</td> <td>WBBJC</td> <td>W</td> <td>10/06/21</td> <td>4:59 PM</td> <td>Sign On/Sign Off</td> <td>M-Sun 5a-2x</td> <td>:30</td> <td>FT Asst. Business Mgr.</td> <td>\$0.00</td> <td>NM</td> </tr> <tr> <td>22</td> <td>WBBJC</td> <td>W</td> <td>10/06/21</td> <td>5:43 PM</td> <td>Sign On/Sign Off</td> <td>M-Sun 5a-2x</td> <td>:30</td> <td>FT Asst. Business Mgr.</td> <td>\$0.00</td> <td>NM</td> </tr> <tr> <td>24</td> <td>WBBJC</td> <td>W</td> <td>10/06/21</td> <td>10:16 PM</td> <td>Sign On/Sign Off</td> <td>M-Sun 5a-2x</td> <td>:30</td> <td>FT Asst. Business Mgr.</td> <td>\$0.00</td> <td>NM</td> </tr> <tr> <td>25</td> <td>WBBJC</td> <td>Th</td> <td>10/07/21</td> <td>6:29 AM</td> <td>Sign On/Sign Off</td> <td>M-Sun 5a-2x</td> <td>:30</td> <td>FT Asst. Business Mgr.</td> <td>\$0.00</td> <td>NM</td> </tr> </table>										Weeks:	<u>Start Date</u>	<u>End Date</u>	<u>MTWTFSS</u>	<u>Spots/Week</u>	<u>Rate</u>						09/27/21	10/03/21	-----6	6	\$0.00					<u>Spots: #</u>	<u>Ch</u>	<u>Day</u>	<u>Air Date</u>	<u>Air Time</u>	<u>Description</u>	<u>Start/End Time</u>	<u>Length</u>	<u>Ad-ID</u>	<u>Rate</u>	<u>Type</u>	1	WBBJC	Su	10/03/21	7:29 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM	3	WBBJC	Su	10/03/21	3:53 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM	6	WBBJC	Su	10/03/21	8:23 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM	5	WBBJC	Su	10/03/21	9:20 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM	2	WBBJC	Su	10/03/21	10:11 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM	4	WBBJC	Su	10/03/21	12:11 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM	Weeks:	<u>Start Date</u>	<u>End Date</u>	<u>MTWTFSS</u>	<u>Spots/Week</u>	<u>Rate</u>						10/04/21	10/10/21	6666666	42	\$0.00					<u>Spots: #</u>	<u>Ch</u>	<u>Day</u>	<u>Air Date</u>	<u>Air Time</u>	<u>Description</u>	<u>Start/End Time</u>	<u>Length</u>	<u>Ad-ID</u>	<u>Rate</u>	<u>Type</u>	8	WBBJC	M	10/04/21	6:15 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM	10	WBBJC	M	10/04/21	8:29 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM	11	WBBJC	M	10/04/21	8:54 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM	7	WBBJC	M	10/04/21	12:28 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM	9	WBBJC	M	10/04/21	5:52 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM	12	WBBJC	M	10/04/21	12:16 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM	13	WBBJC	Tu	10/05/21		Sign On/Sign Off	M-Sun 5a-2x	:00		<del>\$0.00</del>	NM				<i>Credited</i>								18	WBBJC	Tu	10/05/21	1:29 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM	16	WBBJC	Tu	10/05/21	4:29 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM	17	WBBJC	Tu	10/05/21	6:36 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM	15	WBBJC	Tu	10/05/21	7:20 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM	14	WBBJC	Tu	10/05/21	8:40 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM	19	WBBJC	W	10/06/21	6:14 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM	21	WBBJC	W	10/06/21	11:37 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM	20	WBBJC	W	10/06/21	1:59 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM	23	WBBJC	W	10/06/21	4:59 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM	22	WBBJC	W	10/06/21	5:43 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM	24	WBBJC	W	10/06/21	10:16 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM	25	WBBJC	Th	10/07/21	6:29 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
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21	WBBJC	W	10/06/21	11:37 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM																																																																																																																																																																																																																																																																																																																																																											
20	WBBJC	W	10/06/21	1:59 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM																																																																																																																																																																																																																																																																																																																																																											
23	WBBJC	W	10/06/21	4:59 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM																																																																																																																																																																																																																																																																																																																																																											
22	WBBJC	W	10/06/21	5:43 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM																																																																																																																																																																																																																																																																																																																																																											
24	WBBJC	W	10/06/21	10:16 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM																																																																																																																																																																																																																																																																																																																																																											
25	WBBJC	Th	10/07/21	6:29 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM																																																																																																																																																																																																																																																																																																																																																											

We warrant that the actual broadcast information shown on this invoice was taken from the program log.

# INVOICE

Send Payment To:

**WBBJ/CBS-TV**  
**346 Muse St**  
**Jackson, TN 38301**

Invoice #	362241-1	Invoice Month	October 2021
Invoice Date	10/31/21	Invoice Period	09/27/21 - 10/20/21
Advertiser	WBBJ-TV		
Product	Job Spot FT Asst. BZ Mgr		
Estimate #			

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/ Week	Rate	Type
1	10/03/21	10/20/21	Sign On/Sign Off	M-Sun 5a-2x	6666666	:30	42	\$0.00	NM

Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate	Type
28	WBBJC	Th	10/07/21	6:56 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
27	WBBJC	Th	10/07/21	2:26 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
29	WBBJC	Th	10/07/21	3:42 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
30	WBBJC	Th	10/07/21	10:22 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
26	WBBJC	Th	10/07/21	11:02 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
35	WBBJC	F	10/08/21	5:58 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
36	WBBJC	F	10/08/21	6:39 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
33	WBBJC	F	10/08/21	5:27 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
34	WBBJC	F	10/08/21	9:30 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
32	WBBJC	F	10/08/21	11:30 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
31	WBBJC	F	10/08/21	12:43 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
40	WBBJC	Sa	10/09/21		Sign On/Sign Off	M-Sun 5a-2x	:00		<del>\$0.00</del>	NM
					<i>Credited</i>					

39	WBBJC	Sa	10/09/21	6:25 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
42	WBBJC	Sa	10/09/21	7:53 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
38	WBBJC	Sa	10/09/21	8:42 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
37	WBBJC	Sa	10/09/21	11:21 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
41	WBBJC	Sa	10/09/21	2:25 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
46	WBBJC	Su	10/10/21	6:29 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
44	WBBJC	Su	10/10/21	5:58 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
45	WBBJC	Su	10/10/21	11:37 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
48	WBBJC	Su	10/10/21	11:57 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
47	WBBJC	Su	10/10/21	12:17 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
43	WBBJC	Su	10/10/21	12:59 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM

Weeks: Start Date End Date MTWTFSS Spots/Week Rate  
 10/11/21 10/17/21 6666666 42 \$0.00

Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate	Type
50	WBBJC	M	10/11/21	6:14 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
54	WBBJC	M	10/11/21	8:51 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
53	WBBJC	M	10/11/21	9:54 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
49	WBBJC	M	10/11/21	4:59 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
52	WBBJC	M	10/11/21	11:03 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
51	WBBJC	M	10/11/21	12:03 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
55	WBBJC	Tu	10/12/21	5:29 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
58	WBBJC	Tu	10/12/21	6:15 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
60	WBBJC	Tu	10/12/21	9:14 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
59	WBBJC	Tu	10/12/21	3:17 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
57	WBBJC	Tu	10/12/21	7:50 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
56	WBBJC	Tu	10/12/21	12:21 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
64	WBBJC	W	10/13/21	5:54 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
65	WBBJC	W	10/13/21	8:41 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
66	WBBJC	W	10/13/21	11:59 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
62	WBBJC	W	10/13/21	3:39 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
63	WBBJC	W	10/13/21	8:41 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
61	WBBJC	W	10/13/21	11:05 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
67	WBBJC	Th	10/14/21	1:29 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
70	WBBJC	Th	10/14/21	4:29 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
72	WBBJC	Th	10/14/21	5:19 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM

We warrant that the actual broadcast information shown on this invoice was taken from the program log.



# INVOICE

Send Payment To:

**WBBJ/CBS-TV**  
**346 Muse St**  
**Jackson, TN 38301**

Invoice #	362241-1	Invoice Month	October 2021
Invoice Date	10/31/21	Invoice Period	09/27/21 - 10/20/21
Advertiser	WBBJ-TV		
Product	Job Spot FT Asst. BZ Mgr		
Estimate #			

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/ Week	Rate	Type
1	10/03/21	10/20/21	Sign On/Sign Off	M-Sun 5a-2x	6666666	:30	42	\$0.00	NM

Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate	Type
71	WBBJC	Th	10/14/21	9:20 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
69	WBBJC	Th	10/14/21	10:44 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
68	WBBJC	Th	10/14/21	12:27 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
74	WBBJC	F	10/15/21	6:40 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
77	WBBJC	F	10/15/21	9:30 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
75	WBBJC	F	10/15/21	3:59 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
76	WBBJC	F	10/15/21	12:43 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
73	WBBJC	F	10/15/21	1:19 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
78	WBBJC	F	10/15/21	1:56 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
80	WBBJC	Sa	10/16/21		Sign On/Sign Off	M-Sun 5a-2x	:00		<del>\$0.00</del>	NM
					<i>Credited</i>					
82	WBBJC	Sa	10/16/21	6:29 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
84	WBBJC	Sa	10/16/21	6:50 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
81	WBBJC	Sa	10/16/21	6:33 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
79	WBBJC	Sa	10/16/21	8:58 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
83	WBBJC	Sa	10/16/21	11:18 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
87	WBBJC	Su	10/17/21	6:59 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
88	WBBJC	Su	10/17/21	10:54 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
90	WBBJC	Su	10/17/21	11:50 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
85	WBBJC	Su	10/17/21	12:33 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
86	WBBJC	Su	10/17/21	1:32 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
89	WBBJC	Su	10/17/21	1:55 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM

Weeks:	Start Date	End Date	MTWTFSS	Spots/Week	Rate
	10/18/21	10/24/21	666----	18	\$0.00

Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate	Type
95	WBBJC	M	10/18/21	8:59 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
96	WBBJC	M	10/18/21	10:30 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
94	WBBJC	M	10/18/21	5:13 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
93	WBBJC	M	10/18/21	6:47 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
91	WBBJC	M	10/18/21	11:22 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
92	WBBJC	M	10/18/21	12:45 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
101	WBBJC	Tu	10/19/21	6:14 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
99	WBBJC	Tu	10/19/21	9:53 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
98	WBBJC	Tu	10/19/21	4:31 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
100	WBBJC	Tu	10/19/21	6:52 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
97	WBBJC	Tu	10/19/21	11:03 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
102	WBBJC	Tu	10/19/21	12:17 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
103	WBBJC	W	10/20/21	5:29 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
104	WBBJC	W	10/20/21	6:45 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
107	WBBJC	W	10/20/21	7:59 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
108	WBBJC	W	10/20/21	8:42 AM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
105	WBBJC	W	10/20/21	3:13 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
106	WBBJC	W	10/20/21	4:59 PM	Sign On/Sign Off	M-Sun 5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM

**Total Spots 105**

**Payment Terms 30 Days**

**Net Total \$0.00**

We warrant that the actual broadcast information shown on this invoice was taken from the program log.

# INVOICE

Send Payment To:  
**WBBJ/CBS-TV**  
**346 Muse St**  
**Jackson, TN 38301**

Invoice #	362241-1	Invoice Month	October 2021
Invoice Date	10/31/21	Invoice Period	09/27/21 - 10/20/21
Advertiser	WBBJ-TV		
Product	Job Spot FT Asst. BZ Mgr		
Estimate #			

Invoice Balance as of 03/10/22 10:06:07 AM ET

**\$0.00**

# INVOICE



**WBBJ**  
 346 Muse St  
 Jackson, TN 38301  
 Main: (731)424-4515  
 Billing:

Property	WBBJ		
Invoice #	362240-1	Order #	362240
Invoice Date	10/31/21	Alt Order #	
Invoice Month	October 2021	Deal #	
Invoice Period	09/27/21 - 10/20/21	Flight Dates	10/03/21 - 10/31/21
Advertiser	WBBJ-TV		
Product	Job Spot FT Asst. BZ Mgr		
Estimate #			
Account Executive	Mark Brooks		
Sales Office	WBBJ Local		
Sales Region	Local		
Agency Code			
Advertiser Code			
Billing Calendar	Broadcast		
Billing Type	Cash		
Special Handling	Do Not Mail		
Agency Ref			
Advertiser Ref			
Product 1			
Product 2			

Billing Address:

**WBBJ-TV**  
 Attention: Accounts Payable  
 346 Muse Street  
 Jackson, TN 38301

Send Payment To:

**WBBJ**  
 346 Muse St  
 Jackson, TN 38301

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/ Week	Rate	Type	
1	10/03/21	10/20/21	M-Su Rotator (5a-5x)	5a-2x	6666666	:30	42	\$0.00	NM	
Weeks:		<u>Start Date</u>	<u>End Date</u>	<u>MTWTFSS</u>	<u>Spots/Week</u>	<u>Rate</u>				
		09/27/21	10/03/21	-----6	6	\$0.00				
Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate	Type
2	WBBJ	Su	10/03/21	6:59 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
5	WBBJ	Su	10/03/21	8:52 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
6	WBBJ	Su	10/03/21	2:26 PM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
1	WBBJ	Su	10/03/21	5:46 PM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
4	WBBJ	Su	10/03/21	10:21 PM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
3	WBBJ	Su	10/03/21	10:56 PM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
Weeks:		<u>Start Date</u>	<u>End Date</u>	<u>MTWTFSS</u>	<u>Spots/Week</u>	<u>Rate</u>				
		10/04/21	10/10/21	6666666	42	\$0.00				
Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate	Type
8	WBBJ	M	10/04/21	5:52 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
9	WBBJ	M	10/04/21	11:41 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
11	WBBJ	M	10/04/21	3:37 PM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
10	WBBJ	M	10/04/21	5:09 PM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
12	WBBJ	M	10/04/21	10:15 PM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
7	WBBJ	M	10/04/21	12:03 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
18	WBBJ	Tu	10/05/21	5:52 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
14	WBBJ	Tu	10/05/21	11:42 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
15	WBBJ	Tu	10/05/21	6:11 PM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
16	WBBJ	Tu	10/05/21	12:19 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
13	WBBJ	Tu	10/05/21	1:04 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
17	WBBJ	Tu	10/05/21	1:29 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
19	WBBJ	W	10/06/21	5:20 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
22	WBBJ	W	10/06/21	6:29 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
24	WBBJ	W	10/06/21	7:28 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
23	WBBJ	W	10/06/21	11:25 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
20	WBBJ	W	10/06/21	1:15 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
21	WBBJ	W	10/06/21	1:35 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
27	WBBJ	Th	10/07/21	5:41 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
26	WBBJ	Th	10/07/21	8:30 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM

We warrant that the actual broadcast information shown on this invoice was taken from the program log.



# INVOICE

Send Payment To:



**WBBJ**  
**346 Muse St**  
**Jackson, TN 38301**

Invoice #	362240-1	Invoice Month	October 2021
Invoice Date	10/31/21	Invoice Period	09/27/21 - 10/20/21
Advertiser	WBBJ-TV		
Product	Job Spot FT Asst. BZ Mgr		
Estimate #			

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/ Week	Rate	Type
1	10/03/21	10/20/21	M-Su Rotator (5a-5x)	5a-2x	6666666	:30	42	\$0.00	NM

Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate	Type
28	WBBJ	Th	10/07/21	12:30 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
30	WBBJ	Th	10/07/21	12:52 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
25	WBBJ	Th	10/07/21	1:31 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
29	WBBJ	Th	10/07/21	1:46 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
36	WBBJ	F	10/08/21	5:29 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
33	WBBJ	F	10/08/21	6:45 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
31	WBBJ	F	10/08/21	7:25 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
35	WBBJ	F	10/08/21	7:55 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
32	WBBJ	F	10/08/21	12:19 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
34	WBBJ	F	10/08/21	1:45 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
41	WBBJ	Sa	10/09/21	7:55 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
40	WBBJ	Sa	10/09/21	8:58 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
42	WBBJ	Sa	10/09/21	10:46 PM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
37	WBBJ	Sa	10/09/21	11:08 PM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
38	WBBJ	Sa	10/09/21	12:23 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
39	WBBJ	Sa	10/09/21	1:02 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
43	WBBJ	Su	10/10/21	2:29 PM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
44	WBBJ	Su	10/10/21	4:19 PM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
45	WBBJ	Su	10/10/21	6:42 PM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
46	WBBJ	Su	10/10/21	7:47 PM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
47	WBBJ	Su	10/10/21	10:15 PM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
48	WBBJ	Su	10/10/21	12:33 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM

Weeks:	Start Date	End Date	MTWTFSS	Spots/Week	Rate
	10/11/21	10/17/21	6666666	42	\$0.00

Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate	Type
52	WBBJ	M	10/11/21	5:09 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
50	WBBJ	M	10/11/21	5:21 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
54	WBBJ	M	10/11/21	2:13 PM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
49	WBBJ	M	10/11/21	1:05 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
51	WBBJ	M	10/11/21	1:31 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
53	WBBJ	M	10/11/21	1:54 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
56	WBBJ	Tu	10/12/21	5:51 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
60	WBBJ	Tu	10/12/21	9:33 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
55	WBBJ	Tu	10/12/21	11:53 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
57	WBBJ	Tu	10/12/21	3:54 PM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
59	WBBJ	Tu	10/12/21	11:52 PM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
58	WBBJ	Tu	10/12/21	1:17 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
64	WBBJ	W	10/13/21	5:29 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
63	WBBJ	W	10/13/21	11:29 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
61	WBBJ	W	10/13/21	3:19 PM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
62	WBBJ	W	10/13/21	11:17 PM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
65	WBBJ	W	10/13/21	12:52 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
66	WBBJ	W	10/13/21	1:47 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
67	WBBJ	Th	10/14/21	5:59 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
72	WBBJ	Th	10/14/21	8:55 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
70	WBBJ	Th	10/14/21	11:53 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
69	WBBJ	Th	10/14/21	1:04 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM
68	WBBJ	Th	10/14/21	1:24 AM	M-Su Rotator (5a-5x)	5a-2x	:30	FT Asst. Business Mgr.	\$0.00	NM

We warrant that the actual broadcast information shown on this invoice was taken from the program log.

# INVOICE

Send Payment To:



**WBBJ**  
**346 Muse St**  
**Jackson, TN 38301**

Invoice #	362240-1	Invoice Month	October 2021
Invoice Date	10/31/21	Invoice Period	09/27/21 - 10/20/21
Advertiser	WBBJ-TV		
Product	Job Spot FT Asst. BZ Mgr		
Estimate #			

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/ Week	Rate	Type		
1	10/03/21	10/20/21	M-Su Rotator (5a-5x)	5a-2x	6666666	:30	42	\$0.00	NM		
<b>Spots: # Ch Day Air Date Air Time Description Start/End Time Length Ad-ID Rate Type</b>											
71	WBBJ	Th	10/14/21	1:56 AM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
77	WBBJ	F	10/15/21	5:11 AM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
73	WBBJ	F	10/15/21	7:26 AM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
76	WBBJ	F	10/15/21	3:38 PM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
74	WBBJ	F	10/15/21	11:36 PM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
75	WBBJ	F	10/15/21	12:19 AM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
78	WBBJ	F	10/15/21	12:59 AM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
84	WBBJ	Sa	10/16/21		M-Su Rotator (5a-5x)	5a-2x		:00		<del>\$0.00</del>	<del>NM</del>
			<i>Credited</i>								
81	WBBJ	Sa	10/16/21	8:39 AM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
83	WBBJ	Sa	10/16/21	10:35 PM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
82	WBBJ	Sa	10/16/21	12:36 AM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
80	WBBJ	Sa	10/16/21	12:59 AM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
79	WBBJ	Sa	10/16/21	1:43 AM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
88	WBBJ	Su	10/17/21	1:29 PM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
89	WBBJ	Su	10/17/21	4:29 PM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
87	WBBJ	Su	10/17/21	6:40 PM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
90	WBBJ	Su	10/17/21	9:34 PM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
85	WBBJ	Su	10/17/21	12:51 AM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
86	WBBJ	Su	10/17/21	1:06 AM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
Weeks:	<u>Start Date</u>	<u>End Date</u>	<u>MTWTFSS</u>	<u>Spots/Week</u>	<u>Rate</u>						
	10/18/21	10/24/21	666----	18	\$0.00						
<b>Spots: # Ch Day Air Date Air Time Description Start/End Time Length Ad-ID Rate Type</b>											
92	WBBJ	M	10/18/21	3:59 PM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
93	WBBJ	M	10/18/21	4:50 PM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
94	WBBJ	M	10/18/21	8:43 PM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
91	WBBJ	M	10/18/21	11:52 PM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
96	WBBJ	M	10/18/21	12:49 AM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
95	WBBJ	M	10/18/21	1:31 AM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
99	WBBJ	Tu	10/19/21	5:29 AM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
100	WBBJ	Tu	10/19/21	5:59 AM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
97	WBBJ	Tu	10/19/21	6:53 AM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
98	WBBJ	Tu	10/19/21	11:25 AM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
102	WBBJ	Tu	10/19/21	10:51 PM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
101	WBBJ	Tu	10/19/21	12:18 AM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
104	WBBJ	W	10/20/21	9:51 AM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
107	WBBJ	W	10/20/21	10:59 AM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
106	WBBJ	W	10/20/21	9:47 PM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
108	WBBJ	W	10/20/21	11:05 PM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
103	WBBJ	W	10/20/21	1:30 AM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM
105	WBBJ	W	10/20/21	1:45 AM	M-Su Rotator (5a-5x)	5a-2x		:30	FT Asst. Business Mgr.	\$0.00	NM

Total Spots 107

**Payment Terms 30 Days**

Net Total \$0.00

Invoice Balance as of 03/10/22 10:06:40 AM ET \$0.00

We warrant that the actual broadcast information shown on this invoice was taken from the program log.

## **Exhibit 4**





Thursday, March 11, 2021

## Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before March 31, 2021.

WBBJ is an equal opportunity employer. WBBJ encourages members of minority groups and women to apply for this position. WBBJ seeks your help in referring qualified applicants to us. If you know of any organization(s) which may be of assistance in our EEO efforts, please advise.

WBBJ TV ABC/CBS 7  
c/o Kirk Newcom  
346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**

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VACANCY NOTIFICATIONS – Form BP-05



RESIGNED

**Job Title of Vacancy:** Advertising Account Executive

**Date Vacancy Opened:** 03/11/21

**Date Vacancy Filled:**

Notifications of vacancy information for the above job title were given using the following advertisements, bulletins, letters, faxes, e-mails, or other communications. Dated copies of these notifications are attached to this form.

Type of Notification	Date of Notification	Type of Notification	Date of Notification
Letter – Miss. State Univ.	03/11/21	Letter - LeMoyne-Owen College	03/11/21
Letter – Jackson State Univ.	03/11/21	Letter – Fisk University	03/11/21
Letter – Univ. TN / Martin	03/11/21	Letter – Freed Hardeman University	03/11/21
Letter – The Star Center	3/11/21	Letter – Arkansas State University	3/11/21
Letter – TN State Univ.	03/11/21	Letter – Lane College	03/11/21
Letter – Western Ill. Univ.	03/11/21	Letter – Union Univ.	03/11/21
Letter – Southern Ill. Univ.	03/11/21	Letter – Vanderbilt Univ.	03/11/21
Letter - Missouri School of Journalism Career Services	03/11/21	Letter – Belmont Univ.	03/11/21
Letter – School of Journalism & Telecommun.	03/11/21	Letter – Univ. of Memphis at Lambuth	03/11/21
Letter – Univ. of N. Carolina	03/11/21	Letter – Mississippi State University	03/11/21
Letter – Manship School of Mass Communication	03/11/21	Letter – Middle TN State University	3/11/21
Letter - Ohio / Illinois Center for Broadcasting	3/11/21	Letter – Trevecca College	3/11/21

INTERVIEWEE INFORMATION – Form BP-04

Job Title of Vacancy: Account Executive

Interview #	Interviewee's Name	Referral Source	Interview #	Interviewee's Name	Referral Source
1	[REDACTED]	Employee Referral			
2	[REDACTED]	Client Referral			
3	[REDACTED]	Indeed			
4	[REDACTED]	Employee Referral			
5					
6					
7					
8					
9					
10					

\*\*\*\*\* Use additional pages as needed. Do Not Put in Public File. \*\*\*\*\*



Thursday, March 11, 2021

To: Western Illinois University  
1 University Circle  
Macomb, IL 61455  
Attention: Career Center

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detail oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Wednesday, March 31, 2021.

WBBJ is an equal opportunity employer. WBBJ encourages members of minority groups and women to apply for this position. WBBJ seeks your help in referring qualified applicants to us. If you know of any organization(s) which may be of assistance in our EEO efforts, please advise.

WBBJ TV ABC/CBS 7  
c/o Kirk Newcom  
346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**





Thursday, March 11, 2021

To: Southern Illinois University  
1915 University Press Drive  
Carbondale, IL 62901-6899  
Attention: Career Center

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detail oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Wednesday, March 31, 2021.

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WBBJ TV ABC/CBS 7  
c/o Kirk Newcom  
346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**



Thursday, March 11, 2021

To: Mississippi State University  
P. O. Box 5268  
Mississippi State, MS 39762  
Attention: Career Placement

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Wednesday, March 31, 2021

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WBBJ TV ABC/CBS 7  
c/o Kirk Newcom  
346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

Thank you for your attention.



Thursday, March 11, 2021

To: Jackson State Community College  
2046 N. Parkway  
Jackson, TN 38301  
Attention: Frances Anthony

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Wednesday, March 31, 2021.

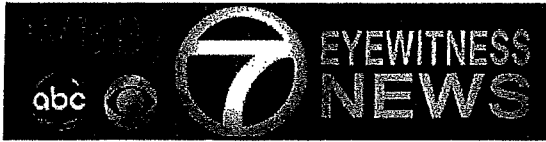
WBBJ is an equal opportunity employer. WBBJ encourages members of minority groups and women to apply for this position. WBBJ seeks your help in referring qualified applicants to us. If you know of any organization(s) which may be of assistance in our EEO efforts, please advise.

WBBJ TV ABC/CBS 7  
c/o Kirk Newcom  
346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**



Thursday, March 11, 2021

To: University of TN Martin  
240 F Gooch Hall  
Martin, TN 38238  
Attention: Dr. Ann Duncan

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Wednesday, March 31, 2021.

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WBBJ TV ABC/CBS 7  
c/o Kirk Newcom  
346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**





Thursday, March 11, 2021

To: The Star Center  
1119 Old Humboldt Road  
Jackson, TN 38305  
Attention: Ray Holder

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Wednesday, March 3, 2021.

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WBBJ TV ABC/CBS 7  
c/o Kirk Newcom  
346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**



Thursday, March 11, 2021

To: Tennessee State University  
3500 John Merritt Blvd.  
Nashville, TN 37209-1561  
Attention: Tonya Fizer

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Wednesday, March 3, 2021.

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Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**



Thursday, March 11, 2021

To: Missouri School of Journalism Career Services  
76G Gannett Hall  
Columbia, MO 65211-1200  
Attention: Barbara G. Willis

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Wednesday, March 31, 2021.

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346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

Thank you for your attention.



Thursday, March 11, 2021

To: School of Journalism & Telecommunication  
107 Grehan Building  
Lexington, KY 40506-0402  
Attention: Career Center

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Wednesday, March 31, 2021.

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c/o Kirk Newcom  
346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

Thank you for your attention.





Thursday, March 11, 2021

To: University of North Carolina  
327 Carroll Hall  
Chapel Hill, NC 27599  
Attention: Career Placement

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Wednesday, March 31, 2021.

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346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

Thank you for your attention.



Thursday, March 11, 2021

To: Manship School of Mass Communication  
Baton Rouge, LA 70803  
Attention: Mary Ann Sternberg

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Wednesday, March 31, 2021.

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Jackson, TN 38301

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**Thank you for your attention.**



Thursday, March 11, 2021

To: Ohio /Illinois Center for Broadcasting  
9000 Sweet Valley Drive  
Valley View, OH 44125  
Attention: Don Clark

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

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Jackson, TN 38301

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**Thank you for your attention.**



Thursday, March 11, 2021

To: LeMoyne-Owen College  
807 Walker Avenue  
Memphis, TN 38126  
Attention: Michael Washington

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Wednesday, March 31, 2021.

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Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**





Thursday, March 11, 201

To: Fisk University  
18<sup>th</sup> Avenue North  
Nashville, TN 37208  
Attention: Peter Woolfook

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Wednesday, March 31, 2021.

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Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**



Thursday, March 11, 2021

To: Freed Hardeman University  
158 Main Street  
Henderson, TN 38340  
Attention: Rhonda Jones

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Wednesday, March 31, 2021.

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Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

Thank you for your attention.



Thursday, March 11, 2021

To: Neal Vickers  
Arkansas State University  
P.O. Box 2490  
State University, AR 72467

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Wednesday, March 31, 2021.

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Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

Thank you for your attention.



Thursday, March 11, 2021

To: Lane College  
545 Lane Avenue  
Jackson, TN 38301  
Attention: Virginia Crump

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Wednesday, March 31, 2021.

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**Thank you for your attention.**





Thursday, March 11, 2021

To: Union University  
1050 Union University Drive  
Jackson, TN 38305  
Attention: Jackie Taylor

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

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Jackson, TN 38301

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Thank you for your attention.



Thursday, March 11, 2021

To: Vanderbilt University  
2525 Westend Ave., Suite 500  
Nashville, TN 37203  
Attention: Talent Central

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

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346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**



Thursday, March 11, 2021

To: Belmont University  
1900 Belmont Blvd.  
Nashville, TN 37212  
Attention: Charlsie Matthews

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

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c/o Kirk Newcom  
346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**



Thursday, March 11, 2021

To: University of Memphis at Lambuth  
4H Wilder Student Union  
Jackson, TN 38301

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Wednesday, March 31, 2021.

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Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**



Thursday, March 11, 2021

To: Mississippi State University  
P. O. Box 5268  
Mississippi State, MS 39762  
Attention: Career Placement

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

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Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

Thank you for your attention.





Thursday, March 11, 2021

To: Middle TN State University

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

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c/o Kirk Newcom  
346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**



Thursday, March 11, 2021

To: Trevecca University  
333 Murfreesboro Road  
Nashville, TN 37210

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Wednesday, March 31, 2021.

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346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**

## **Exhibit 5**



# Sales Account Executive – WBBJ TV

October 4, 2021 by [WBBJ Staff \(https://www.wbbjtv.com/author/amberhaynes/\)](https://www.wbbjtv.com/author/amberhaynes/)

## Sales Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detail oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Monday, October 18, 2021.

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c/o Kirk Newcom

346 Muse Street

Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com) (<mailto:knewcom@wbbjtv.com>)

10.04.21

Categories: [Job Spot \(https://www.wbbjtv.com/category/job-spot/\)](https://www.wbbjtv.com/category/job-spot/)

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VACANCY NOTIFICATIONS – Form BP-05

**Job Title of Vacancy:** Advertising Account Executive [REDACTED]

**Date Vacancy Opened:** 10.04.21

**Date Vacancy Filled:**


Notifications of vacancy information for the above job title were given using the following advertisements, bulletins, letters, faxes, e-mails, or other communications. Dated copies of these notifications are attached to this form.

Type of Notification	Date of Notification	Type of Notification	Date of Notification
Letter – Arkansas State University	10/4/21	Letter - Southern Illinois University	10/4/21
Letter – Belmont University	10/4/21	Letter - The Star Center	10/4/21
Letter – Fisk University	10/4/21	Letter – Tennessee State University	10/4/21
Letter – Freed Hardeman University	10/4/21	Letter – Treveca University	10/4/21
Letter – Jackson State Community College	10/4/21	Letter – Union University	10/4/21
Letter – Lane College	10/4/21	Letter – University of Memphis at Lambuth	10/4/21
Letter – LeMoyne-Owen College	10/4/21	Letter – University of North Carolina	10/4/21
Letter – Manship School of Mass Communication	10/4/21	Letter – University of TN Martin	10/4/21
Letter – Middle TN State University	10/4/21	Letter – Vanderbilt University	10/4/21
Letter – Mississippi State University	10/4/21	Letter – Western Illinois University	10/4/21
Letter – Missouri School of Journalism Career Svcs.	10/4/21	Letter – Ohio/Illinois Center for Broadcasting	10/4/21
Letter – Rust College	10/4/21	Letter – School of Journalism & Telecommunications	10/4/21
Internal Bulletin Board	10/4/21	Internal Web Site	10/4/21



INTERVIEWEE INFORMATION – Form BP-04

Job Title of Vacancy: Account Executive

Interview #	Interviewee's Name	Referral Source	Interview #	Interviewee's Name	Referral Source
1		Employee			
2		Facebook			
3		Employee			
4					
5					
6					
7					
8					
9					
10					

\*\*\*\*\* Use additional pages as needed. Do Not Put in Public File. \*\*\*\*\*

OUR WEB SITE

## Sales Account Executive – WBBJ TV

October 4, 2021 by [WBBJ Staff \(https://www.wbbjtv.com/author/amberhaynes/\)](https://www.wbbjtv.com/author/amberhaynes/)

### Sales Account Executive

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c/o Kirk Newcom

346 Muse Street

Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com) (<mailto:knewcom@wbbjtv.com>)

10.04.21

Categories: [Job Spot \(https://www.wbbjtv.com/category/job-spot/\)](https://www.wbbjtv.com/category/job-spot/)



Monday, October 04, 2021

To: Neal Vickers  
Arkansas State University  
P.O. Box 2490  
State University, AR 72467

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Monday, October 18, 2021.

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c/o Kirk Newcom  
346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**



Monday, October 04, 2021

To: Belmont University  
1900 Belmont Blvd.  
Nashville, TN 37212  
Attention: Charlsie Matthews

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Monday, October 18, 2021.

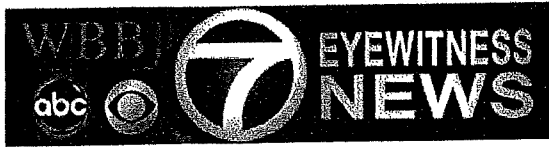
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WBBJ TV ABC/CBS 7  
c/o Kirk Newcom  
346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**



Monday, October 04, 2021

To: Fisk University  
18<sup>th</sup> Avenue North  
Nashville, TN 37208  
Attention: Peter Woolfook

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Monday, October 18, 2021.

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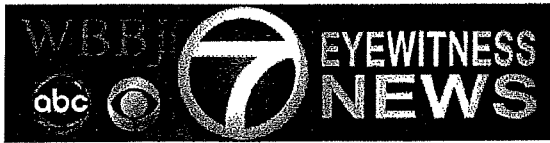
WBBJ TV ABC/CBS 7  
c/o Kirk Newcom  
346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**





Monday, October 04, 2021

To: Freed Hardeman University  
158 Main Street  
Henderson, TN 38340  
Attention: Rhonda Jones

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Monday, October 18, 2021.

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c/o Kirk Newcom  
346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**



Monday, October 04, 2021

To: Jackson State Community College  
2046 N. Parkway  
Jackson, TN 38301  
Attention: Frances Anthony

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Monday, October 18, 2021.

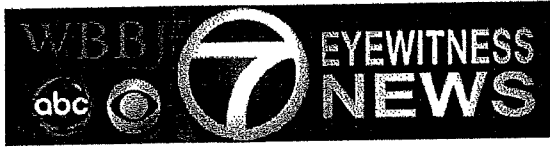
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c/o Kirk Newcom  
346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**



Monday, October 04, 2021

To: Lane College  
545 Lane Avenue  
Jackson, TN 38301  
Attention: Virginia Crump

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Monday, October 18, 2021.

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Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**



Monday, October 04, 2021

To: LeMoyne-Owen College  
807 Walker Avenue  
Memphis, TN 38126  
Attention: Michael Washington

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Monday, October 18, 2021

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346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**



Monday, October 04, 2021

To: Manship School of Mass Communication  
Baton Rouge, LA 70803  
Attention: Mary Ann Sternberg

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Monday, October 18 2021.

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Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**





Monday, October 04, 2021

To: Middle TN State University  
1301 East Main Street  
Murfreesboro, TN 37132

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Monday, October 18, 2021.

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346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**



Monday, October 04, 2021

To: Mississippi State University  
P. O. Box 5268  
Mississippi State, MS 39762  
Attention: Career Placement

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Monday, October 18, 2021.

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c/o Kirk Newcom  
346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**



Monday, October 04, 2021

To: Missouri School of Journalism Career Services  
76G Gannett Hall  
Columbia, MO 65211-1200  
Attention: Barbara G. Willis

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Monday, October 18, 2021.

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c/o Kirk Newcom  
346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**



Monday, October 04, 2021

To: Rust College  
150 Rust Avenue  
Holly Springs, MS 38635  
Attention: Mr. Braque Tally

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Monday, October 18, 2021.

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c/o Kirk Newcom  
346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**



Monday, October 18, 2021

To: School of Journalism & Telecommunication  
107 Grehan Building  
Lexington, KY 40506-0402  
Attention: Career Center

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detail oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Wednesday, March 31, 2021.

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c/o Kirk Newcom  
346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**





Monday, October 04, 2021

To: Southern Illinois University  
1915 University Press Drive  
Carbondale, IL 62901-6899  
Attention: Career Center

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Monday, October 18, 2021.

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c/o Kirk Newcom  
346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**



Monday, October 04, 2021

To: The Star Center  
1119 Old Humboldt Road  
Jackson, TN 38305  
Attention: Ray Holder

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Monday, October 18, 2021.

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WBBJ TV ABC/CBS 7  
c/o Kirk Newcom  
346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**



Monday, October 04, 2021

To: Tennessee State University  
3500 John Merritt Blvd.  
Nashville, TN 37209-1561  
Attention: Tonya Fizer

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Monday, October 18, 2021.

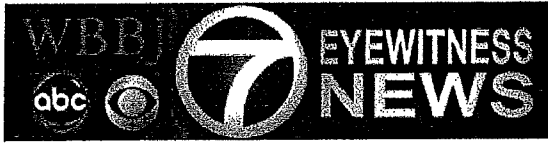
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c/o Kirk Newcom  
346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**



Monday, October 04, 2021

To: Trevecca University  
333 Murfreesboro Road  
Nashville, TN 37210

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Monday, October 18, 2021.

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346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**



Monday, October 04, 2021

To: Union University  
1050 Union University Drive  
Jackson, TN 38305  
Attention: Jackie Taylor

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Monday, October 18, 2021.

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346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**



Monday, October 04, 2021

To: University of Memphis at Lambuth  
4H Wilder Student Union  
Jackson, TN 38301

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

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[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**





Monday, October 04, 2021

To: University of North Carolina  
327 Carroll Hall  
Chapel Hill, NC 27599  
Attention: Career Placement

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Monday, October 18, 2021.

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346 Muse Street  
Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**



Monday, October 04, 2021

To: University of TN Martin  
240 F Gooch Hall  
Martin, TN 38238  
Attention: Dr. Ann Duncan

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Monday, October 18, 2021.

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Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**



Monday, October 04, 2021

To: Vanderbilt University  
2525 Westend Ave., Suite 500  
Nashville, TN 37203  
Attention: Talent Central

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Monday, October 18, 2021.

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Jackson, TN 38301

Or

[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

**Thank you for your attention.**



Monday, October 04, 2021

To: Western Illinois University  
1 University Circle  
Macomb, IL 61455  
Attention: Career Center

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Monday, October 18, 2021.

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**Thank you for your attention.**



Monday, October 04, 2021

To: Ohio /Illinois Center for Broadcasting  
9000 Sweet Valley Drive  
Valley View, OH 44125  
Attention: Don Clark

From: Kirk Newcom, Sales Manager  
WBBJ T ABC/CBS 7  
Jackson, Tennessee

Re: Position Available: Advertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must possess excellent presentation skills and the ability to effectively prospect and sell new business for the television station. Candidate must be detailed oriented, creative, persistent, motivated and energetic as well as a team player with a positive attitude. Knowledge of internet and integrated marketing will be a plus. This is a commissioned sales position. Previous media sales experience is not mandatory. Interested, qualified candidates should submit their resume to the address below on or before Monday, October 18, 2021.

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**Thank you for your attention.**