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:

Recruitment Source

Total Number of interviewees Referred

TV Jobs.Com	0	
WBBJ-TV Television Job Spot	8	
WBBJ-TV Website	3	
Employee Referral	9	
INDEED.COM	6	
WBBJ-TV Facebook	9	
Tennessee Association of Broadcasters	1	
WBBJ-TV Job Board	1	
Handshake.Com	2	
Client Referral	3	
	1	

ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

.

Description of Vacancy:

Account Executive

3/11/2021

Date Vacancy Opened:

Date Vacancy filled:

4/6/2021

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

Employee Referral

Name of					
Name of				Total Number of Interviewees	
Recruitment Source				Referred by the	Did the Source
Source	Address	Contact Person	Telephone Number	source for the	Request
TV Jobs.Com	See HR for username & password	Send all notices to their website.	tviobs com		Nouncation
Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	tabtn.org		ON
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	<u>fanthony@jscc.edu</u>		
Middle TN State University S	See HR for username & password	Send all notices to their website.	https://mfsu-csm.svmnlinity.com/omnlawor		
5 Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrump@lanecollege_edu		ON :
ity	See HR for username & password	Send all notices to their website.	http://www.collegecentral.com/fhu		ON
	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	delark@hannair.com		N
Tennessee Career Center S Jackson S	See HR for username & password	ces to			No
2 University of TN Martin	240 F Gooch Hall Martin, TN 38238	an	731-881-7202		0N :
10 Union University	1050 Union University Dr. Jackson, TN 38305		vocatiocenter@uu.edu 731-661-5421	2	NO
Media line N	NO LOGIN NEEDED	tes to	medialine com	2	No
11 The Star Center	1119 Old Humboldt Road Jackson, TN 38305		rav holder@ster_center.ord	Z	No
35 Tennessee State University Na	3500 John Merritt Blvd Nashville,TN 37209-1561	-	ffizer@thstate_edu	ON :	No

346 Muse St. Jackson, TN 38301 346 Muse St. Jackson, TN 38301 346 Muse St. Jackson, TN 38301	Human Resources Human Resources	731-424-4515	Ň
3301 3301	Human Resources		0NI
3301		731-424-4515	
	Webmaster	www.whbitty.com	<u>о</u> ,
346 Muse St. Jackson, TN 38301	Emplovee Referral		
4H Wilder Student Union Jackson, TN 38301	Send all notices to their website.	https://mamphic.com.eumolicity.com/analaria	2 No
1 University Circle Macomb, IL 61455	Career Center	309-298-1414	<u>0</u>
1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	sronline@siu edu	<u>0</u>
Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	masscomm@lsu.edu	NO
See HR for username & password	Send all notices to their website.	www.hireolemissrebs.com	ON A
76G Gannett Hall Columbia, MO 65211-1200	Barbara G. Willis	573-882-0373	01
107 Grehan Building Lexington, KY 40506-0042	Career Center	859-257-2786	<u>0</u>
2	Career Placement	662-325-3344	o <mark>N</mark>
suite 500		615.343-7800	°N
		000	No
		919-962-2211	No
	662-	cal origination as late and	NO
		otallev@rustcollege.edu	No
		901-942-7360 245 320 8744	N
		WWW mvinterfase com/travecco/complexes	<u>9</u>
		construction and a second a	0 <mark>0</mark>
Trent Alford owner of Red Bones Bar & Grill			0 <u>0</u>
	a	vicked up our advertising	1 No
Y 4050 tate, M tate, M 37203 37203 37203 10 275 10 275 10 275 10 275 10 275 10 275 10 275 10 275 10 275 10 275 10 275 10 275 10 275 10 275 10 275 10 275 10 275 10 275 10 275 10 10 275 10 10 275 10 10 10 10 10 10 10 10 10 10		Career Center Career Placement Drew Webb Drew Webb Career Placement Send all notices to their email Braque Talley 662- 252-8000 ext.4059 662- 252-8000 ext.4059 662- 252-8000 ext.4059 662- 252-8000 ext.4059 Michael Washington Peter Woolfook Send all notices to their website. Charlsie Matthews	Career Center Career Placement Drew Webb Career Placement Send all notices to their email Braque Talley 252-8000 ext.4059 Michael Washingtor Peter Woolfook Send all notices to their website. Charlsie Matthews

Page 2 of 2

Description of Vacancy:

Account Executive

Date Vacancy Opened:

10/4/2021

10/25/2021

Date Vacancy filled:

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

Employee Referral 3

				Total Number of Interviewees	
Name of Recruitment Source				Referred by the	Did the Source
Source	Address	Contact Person	Telenhone Number	source for the	Request
TV Jobs.Com	See HR for username & password	Send all notices to their website.	tviobs.com		Notification?
Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	tabth.org		ON
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	<u>fanthony@jscc.edu</u>		on on
Middle TN State University	See HR for username & password	Send all notices to their website.	https://mtsu-csm.svmplicity.com/employer		
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrump@lanecollege.edu		ON I
Freed Hardman University	See HR for username & password	Send all notices to their website.	http://www.collegenerantral.com/fbu		ON
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@hennair.com		No
Tennessee Career Center Jackson	See HR for username & password	ces to			No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	-	731-881-7202		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocatiocenter@uu.edu 731-661-5421		02
Media line		Send all notices to their website.	medialine.com	2	ON :
The Star Center	1119 Old Humboldt Road Jackson, TN 38305		av holder@star-center ord	2	No
Tennessee State University	3500 John Merritt Blvd Nashville,TN 37209-1561	-	tfizer@tnstate.edu		on on

	346 Muse St.			
WBBJ-TV Job Board	Jackson, TN 38301	Human Resources	731-424-4515	CN N
WBBJ-TV Television Job Spot	1	Human Resources	731-424-4515	ON TH
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	www.wbbitv.com	
Employee Referral	346 Muse St. Jackson, TN 38301	Emplovee Referral		
WBBJ-TV Facebook		Webmaster	WBBJ7Evewitnessnews	Z NO
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301	Send all notices to their website.	https://mamahis.com.cumalisia.com/	-
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	sconline@siu.edu	N
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	masscomm@lsu.edu	NO
University of Mississippi	See HR for username & password	Send all notices to their website.	www.hireolemissrebs.com	ON TH
Missouri School of Journalism Career Services	76G Gannett Hall Columbia, MO 65211-1200	Barbara G. Willis	573-882-0373	
Western Kentucky School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042	Career Center	859-257-2786	<u>0</u>
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Placement	669.375.334 <i>4</i>	ON T
Vanderbilt University	2525 Westend Ave. Suite 500 Nashville. TN 37203			o <u>v</u>
University of North Carolina		tuont	010-05-01-01-01-01-01-01-01-01-01-01-01-01-01-	No
Arkansas State University			carolyne@astate.edu	N CN
Rust College	AS 38635	Braque Talley 662- 252-8000 ext.4059 t	btallev@rustcollege.edu	
LeMoyne-Owen College	8126	5	901-942-7360	on i
Fisk University	18th Ave. North Nashville, TN 37208		615-329-8711	0
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	to	www.mvinterface.com/kminocon/amminiter	NO
Belmont University	1900 Belmont Bivd. Nashville, TN 37212	hews	cobacdc@belmont.edu	o oz
		2		~l

Page 2 of 2

Account Executive

Assistant Business Manager

Page 1 of 2

Description of Vacancy:

Date Vacancy Opened: Date Vacancy filled:

10/12021 11/10/2021

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

WBBJ-TV Television Job Spot ~

				Total Number of	
				Interviewees	
Name of				Deferred her the	Did the
Recruitment Source				relerred by the	Source
Source	Address	Contact Person	Telephone Number	source for the	Notification
TV Jobs.Com	See HR for username & password	Send all notices to their website.	tviobs com		Noulication
Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	tabin.org		ON I
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	<u>fanthony@jscc.edu</u>		
Middle TN State University	See HR for username & password	Send all notices to their website.	https://mtsu-csm.svmplicity.com/employer		
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrump@lanecollege edu		0
Freed Hardman University	See HR for username & password	Send all notices to their website.	http://www.collegecentral.com/fhu		0
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@beonair.com		ON :
Tennessee Career Center Jackson	See HR for username & password	Send all notices to their website.	www.iobs4tn.dov		NO
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		ON :
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocatiocenter@uu.edu 731-661-5421		02
Media line	NO LOGIN NEEDED	Send all notices to their website.	medialine.com		02
The Star Center	1119 Old Humboldt Road Jackson, TN 38305		rav holder@star.center.ord		ON :
Tennessee State University	3500 John Merritt Blvd Nashville,TN 37209-1561	-	tfizer@tnstate.edu	2 2	ON ON
				NI	ON

346 Muse St. Jackson, TN 38301	Hilman Resources	731 121 1616		
	Hilman Resources	731 424 4515	-	No
	Webmaster	mon viridium www	ю .	0N :
	Employee Referral	100-10	4	ON :
4H Wilder Student Union S Jackson, TN 38301	Send all notices to their website.	https://memphis.csm.cvmolicity.com/amoloving		0N :
	Career Center	309-298-1414		ON
1915 University Press Drive C Carbondale, IL 62901-6899 6	Career Center 618-453-2121	sronline@siu.edu		ON N
N Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	masscomm@lsu edu		ON H
ame & password	Send all notices to their website.	www.hireolemissrehs.com		ON
76G Gannett Hall Columbia, MO 65211-1200 B	Barbara G. Willis	573-882-0373		ON
uilding 40506-0042	Career Center	859-257-2786		
P.O. Box 5268 Mississippi State, MS 39762 C:	Career Placement	662-325-3344		ON .
2525 Westend Ave. Suite 500 Nashville, TN 37203 Di		615-343-7890		01
327 Carroll Hall Chapel Hill, NC 27599 Ca	Career Placement	919-962-2211		ON I
P.O. Box 2490 State University, AR 72467 th	Send all notices to their email	carolyne@astate.edu		on on
150 Rust Ave Holly Springs, MS 38635 25	Braque Talley 662- 252-8000 ext.4059	btallev@rustcollege.edu		
807 Walker Ave. Memphis, TN 38126 Mi		901-942-7360		ON H
18th Ave. North Nashville, TN 37208		615-329-8711		
td. D	Send all notices to their website.	www.mvinterfase.com/trevecca/emplover		
1900 Belmont Blvd. Nashville, TN 37212 Ch	Charlsie Matthews	cobacdc@belmont.edu	2 2	No

Page 2 of 2

Assistant Business Manager

	INDEED.Com	9
	Recruitment Source that Referred the Hiree: Total Number of Persons	Interviewed for the vacancy
IT Technician	8/20/2021	9/29/2021
Description of Vacancy:	Date Vacancy Opened:	Date Vacancy filled:

Name of Recruitment Source					
Name of Recruitment Source				Total Number of Interviewees	
				Referred by the	Did the Source
Source Ac	Address	Contact Person	Telephone Number	source for the	Request Notification 2
TV Jobs.Com	See HR for username & password	Send all notices to their website.	tvjobs.com		CN CN
Tennessee Association of Broadcasters Se	See HR for username & password	Send all notices to their website.	tabtn.org		
20. Jackson State Comm. College Ja	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanthony@jscc.edu		ON ON
Middle TN State University Se	See HR for username & password	Send all notices to their website.	https://mtsu-csm.svmplicity.com/employer		
54 Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrump@lanecollege.edu		ON
iity	See HR for username & password	Send all notices to their website.	http://www.collegecentral.com/fhu		ON ON
	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@beonair.com		
Tennessee Career Center Jackson See	See HR for username & password	Send all notices to their website.	www.jobs4th.aov		0
240 University of TN Martin Mai	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202	2 2	ON ON
105 Union University Jac	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocatiocenter@uu.edu 731-661-5421		
Media line NO		Send all notices to their website.	medialine.com	2 2	
111 The Star Center Jac	ad	Ray Holder	rav.holder@star-center.org	2 3	
350 Tennessee State University Nas	3500 John Merritt Blvd Nashville,TN 37209-1561	Tonya Fizer 615-963-5981	tfizer@tnstate.edu	ON ON	

WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	
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.whbity.com	on :
Employee Referral	346 Muse St. Jackson, TN 38301	Emplovee Referral		N :
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301	Send all notices to their website	httns://mamphis.com.com/init.com/	°N N
Western Illinois University	1 University Circle Macomb, IL 61455	Career Center	309-298-1414	<u>8</u>
Southern Illinois University	1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	stonline@sin.edu	NO
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	masscomm@lsu.edu	NO
University of Mississippi	See HR for username & password	Send all notices to their website.	www hireolemissrehs com	0 N
Missouri School of Journalism Career Services	76G Gannett Hall Columbia, MO 65211-1200	Barbara G. Willis	573-882-0373	ov :
Western Kentucky School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042	Career Center	859-257-2786	<u>°</u> ;
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Placement	662-325-3344	N
Vanderbilt University	2525 Westend Ave. Suite 500 Nashville, TN 37203		615-343-7890	ON TA
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211	ov :
Arkansas State University	P.O. Box 2490 State University, AR 72467		carolyne@astate.edu	ov ov
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662. 252-8000 ext.4059	btalley@rustcoilege.edu	
LeMoyne-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360	
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711	
Trevecca University	td. D	Send all notices to their website.	www.myinterfase.com/trevecca/employer	
ersity	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	cobacdc@belmont.edu	on on
INDEED.COM			They picked ad up from our posting	e No

Page 2 of 2

IT Technician

Description of Vacancy:

Multi-Media Journalist

Date Vacancy Opened:

4/5/2021

6/28/2021

Date Vacancy filled:

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

Employee Referral 9

				Total Number of Interviewees	
Name of Recruitment Source				Referred by the	Did the Source
Source	Address	Contact Person	Telephone Number	source for the	Request Notification 2
TV Jobs.Com	See HR for username & password	Send all notices to their website.	tviobs.com		
Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	tabtn.org	2	ON
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanthony@jscc.edu		on on
Middle TN State University	See HR for username & password	Send all notices to their website.	https://mtsu-csm.symplicity.com/employer		
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrump@lanecollege.edu		ON
Freed Hardman University	See HR for username & password	Send all notices to their website.	http://www.collegecentral.com/fhu		on on
Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@beonair.com		
i ennessee career Genter Jackson	See HR for username & password	Send all notices to their website.	www.jobs4tn.gov		ON ON
University of TN Martin	240 F GOOCN 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		
Media line		Send all notices to their website.	medialine.com		
The Star Center	ad	Ray Holder	rav.holder@star-center ord		
Tennessee State University	3500 John Merritt Blvd Nashville,TN 37209-1561	Tonya Fizer 615-963-5981	<u>tfizer@tnstate.edu</u>		ON ON
				2	0

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WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		
WBBJ-TV Television Job Spot	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4615		NO
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Wehmaster			NO
Employee Referral	346 Muse St. Jackson TN 38304		www.wpdtv.com	-	No
University of Memphis at	4H Wilder Student Union	Send all notices to		٢	No
Lanibuth	Jackson, TN 38301	their website.	https://memphis-csm-symplicity.com/employers		No
Western Illinois University	Macomb, IL 61455	Career Center	309-298-1414		1
Southern Illinois University	1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	sronline@sin edu		01
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	masscomm@lsli edu		ON :
University of Mississippi	See HR for username & password	Send all notices to their website.	www hireolemissrehs 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 &	107 Grehan Building		6 10-700-0 10		No
l elecommunication	Lexington, KY 40506-0042 P.O. Box 5268	Career Center	859-257-2786		No
Mississippi State University	ate, MS	Career Placement	662-325-3344		ON ON
Vanderbilt University	2525 Westend Ave. Suite 500 Nashville, TN 37203	Drew Webb	615-343-7890		
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		01
Arkansas State University	P.O. Box 2490 State University, AR 72467		carolyne@astate.edu		NO NO
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662- 252-8000 ext.4059	btalley@rustcollege.edu		
LeMoyne-Owen College	38126	Michael Washington	901-942-7360		
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711		
3 Trevecca University	kd. D	Send all notices to their website.	www.mvinterfase.com/trevecca/employer		
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	news	cobacdc@belmont.edu		No
anushave.com			handshake.com	t.	No

Page 2 of 2

Multi-Media Journalist II

Description of Vacancy:

Multi-Media Journalist

9/10/2021

Date Vacancy Opened:

Date Vacancy filled:

11/8/2021

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

WBBJ-TV Website 9

I.

Name of				Total Number of Interviewees Referred by the	Did the Source
Source	Address	Contact Person	Telephone Number	source for the	Request
TV Jobs.Com	See HR for username & password	Send all notices to their website.	tviobs.com		Nouncauon r
Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	tabtn.org		
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	<u>fanthony@jscc.edu</u>		on on
Middle TN State University	See HR for username & password	Send all notices to their website.	https://mtsu-csm.svmplicity.com/employeer		
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrump@lanecollege.edu		on on
Freed Hardman University	See HR for username & password	Send all notices to their website.	http://www.collegecentral.com/fhu		
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@beonair.com		ON I
Tennessee Career Center Jackson	See HR for username & password	ces to	www.iobs4tn.gov		ON T
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		ON ON
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocatiocenter@uu.edu 731-661-5421		
Media line		Send all notices to their website.	medialine.com		
The Star Center	ad		rav.holder@star-center.org		
Tennessee State University	3500 John Merritt Blvd Nashville,TN 37209-1561	Tonya Fizer 615-963-5981	tfizer@tnstate.edu	2 2	No

ard Jackson, T.N. 38301 Human Resources ion Job Spot Jackson, T.N. 38301 Human Resources in Jackson, TN 38301 Human Resources in Jackson, TN 38301 Mebmaster in Jackson, TN 38301 Mebmaster in Jackson, TN 38301 Mebmaster jackson, TN 38301 Mebmaster jackson, TN 38301 Employee Referral phis at HWider Student Union Employee Referral jackson, TN 38301 Entrevelope Entrevelope jackson, NY 40505 Eareer Center Entrevelope Jourmalism For Unsersity Press Drive Entrevelope Jourmalism Fo		
On Job Spot 346 Muse St. Human Resources 0 Jackson, TN 38301 Webmaster 1 Jackson, TN 38301 Employee Referral 1 Jackson Earberg 1 Jackson Earberg 1 Jachoundele, Le 62901-6899 <td>esources 731-424-4515</td> <td><u>v</u></td>	esources 731-424-4515	<u>v</u>
346 Muse St. Number St. 1ackson, TN 38301 Webmaster 346 Muse St. Backson, TN 38301 Employee Referral 71 Jackson, TN 38301 Send all notices to 71 University Circle Career Center 11 University Circle Career Center 11 University Circle Career Center 13 Mary Ann Stemberg Send all notices to 14 Nuscishy No 65211-1200 Barbara G. Willis 5 See HR for username & password Arber website. 1.Journalism T6G Gannett Hall Send all notices to 1.Journalism T6G Gannett Hall Career Center 1.Journalism T6G Gannett Hall Career Placement 1.Journalism T6G Gannett Hall Career Placement 1.Journalism Set HR for username & password Methwebsite. 1.Journalism Set HR for username & password Mary Ann Stemberg 1.Journalism Set HR for username & password Mary Ann Stemberg 1.Journalism <td></td> <td></td>		
I 346 Muse St. Employee Referral Phis at Jackson, TN 38301 Employee Referral Jackson, TN 38301 Employee Referral Jackson, TN 38301 Bend all notices to Jackson, TN 38301 Send all notices to Jackson, TN 38301 Career Center Inversity Macons. It 61455 Career Center Inversity Carbondale, IL 62901-6899 618.453-2121 Mass Baton Rouge, LA 70803 225-578-2336 See HR for username & password Mary Ann Stemberg Journalism 76G Gannett Hall Send all notices to Journalism For Username & password Intriversity Journalism For Username & password Intriversity Journalism For Gannett Hall Columbia, MO 65211-1200 See HR for username & password Inter website. Journalism For Gannett Hall Columbia, MO 65211-1200 See Math Building Career Placement Eareer Placement Journalism For Uses 5268 Career Placement Iniversity Mississippi State, MS 39762 Care	www whbitv com	0
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ty2525 Westend Ave. Suite 500ityNashville, TN37203Drew Webb327 Carroll HallCareer PlacementCarolinaChapel Hill, NC27599CarolinaChapel Hill, NC27599CarolinaChapel Hill, NC27599CarolinaChapel Hill, NC27599P.O. Box 2490Send all notices toversityState University, AR72467P.O. Box 2490Send all notices toversityState University, AR72467Holly Springs, MSBraque Talley662-Bor Walker Ave.Braque Talley662-Bor Walker Ave.Braque Talley662-Bor Walker Ave.Michael Washington18th Ave. NorthIegeMemphis, TN38126Michael Washington18th Ave. NorthNashville, TN37208Peter Woolfook333 Murfreesboro Rd.Send all notices toAnon Line, TNAboro Line, TNSend Line, TNAnon Line, TNAboro Line, TNSend Line, TN		ON CN
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150 Rust AveBraque Talley662-Holly Springs, MS 38635252-8000 ext.4059807 Walker Ave.252-8000 ext.4059807 Walker Ave.Michael Washington18th Ave. NorthMichael Washington18th Ave. NorthPeter Woolfook333 Murfreesboro Rd.Send all notices toAson Defensiontheir website.		on on
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18th Ave. North Nashville, TN 37208 Peter Woolfook 333 Murfreesboro Rd. Send all notices to Nashville, TN 37210 their website.		
333 Murfreesboro Rd. Send all notices to Nashville, TN 37210 their website.		
	tices to www.mvinterfase.com/trevecca/employer	2 2
ity Nashville, TN 37212 Charlsie Matthews		e g
Handshake.com	handshake.com	No

Multi-Media Journalist III

Description of Vacancy:

Multi-Media Journalist

Date Vacancy Opened:

Date Vacancy filled:

4/5/2021

5/24/2021

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

WBBJ-TV Website 9

				Total Number of	
				Interviewees	
Name of Recruitment Source				Referred by the	Did the Source
Source	Address	Contact Person	Telephone Number	source for the	Request Notification 2
TV Jobs.Com	See HR for username & password	Send all notices to their website.	tviobs.com		
Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	tabtn.org	2	ON T
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanthony@jscc.edu		
Middle TN State University	See HR for username & password	Send all notices to their website.	httos://mtsu-csm_svmnlicity.com/omulaxor		
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrump@lanecollege_edu		ON .
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		ON
Tennessee Career Center Jackson	See HR for username & password	Send all notices to their website.	www.iobs4tn.gov		0
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		
Media line		ces to	medialine.com		NO
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Ray Holder	rav.holder@star-center.ord		ON
Tennessee State University	3500 John Merritt Blvd Nashville,TN 37209-1561	-	tfizer@tnstate.edu		ON ON

	21010				
WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		
WBBJ-TV Television Job Spot	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	ON	
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	www.whbitv.com	ON :	
Employee Referral	346 Muse St. Jackson, TN 38301	Emplovee Referral		-	
University of Memphis at Lambuth	4H Wilder Student Union	Send all notices to		1 No	
Western Illinois University	1 University Circle	uleir website.	https://memphis.csm-symplicity.com/employers	No	
Southern Illinois University	Macomp, IL 01455 1915 University Press Drive Carbondola III 60004 0000	Career Center Career Center	309-298-1414	No	
Manship School of Mass Communication	Varibolitale; IL 02301-6839 Baton Roure I A 70803	618-453-2121 Mary Ann Sternberg	sronline@siu.edu	No	
University of Mississippi	See HR for username & nassword	Send all notices to	masscomm@isu.edu	N	
Missouri School of Journalism Career Services	76G Gannett Hall Columbia, MO 65211-1200	Barbara G Willis	www.iiireolefiiissreds.com	No	
Western Kentucky School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042	Career Center	840-267 2796	2 N	
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Placement	662-325-3344	N	
Vanderbilt University	2525 Westend Ave. Suite 500 Nashville, TN 37203	Drew Webb	615-343-7890	o <mark>z</mark>	
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	ement	919-962-2221	ON I	
Arkansas State University	P.O. Box 2490 State University, AR 72467		carolyne@astate.edu	N ON	
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662. 252-8000 ext.4059 <u>t</u>	btalley@rustcollege.edu		
LeMoyne-Owen College	807 Walker Ave. Memphis, TN 38126	-	901-942-7360		
Fisk University	18th Ave. North Nashville, TN 37208	11	615-329-8711		
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	Send all notices to their website.	www.mvinterfase.com/trevecca/emplover		
ity		Charlsie Matthews	cobacdc@belmont.edu	ov ov	
Handshake.com	posted to their website	I	Handshaka com		

Page 2 of 2

Multi-Media Journalist

Description of Vacancy:

Photographer

9/17/2021

Date Vacancy Opened:

Date Vacancy filled:

1/10/2022

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

WBBJ-TV Website 5

Name of Recruitment Source Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request
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		
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanthony@jscc.edu		
Middle TN State University	See HR for username & password	Send all notices to their website.	https://mtsu-csm.svmplicity.com/employer		
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrump@lanecollege.edu		ON
Freed Hardman University	See HR for username & password	Send all notices to their website.	http://www.collacacantral.com/#hu		ON :
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	Actor Abonoir and		No
Tennessee Career Center Jackson	See HR for username & password	Send all notices to their website.	www.iohs4tn.com		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	<u>vocatiocenter@uu.edu</u> 731-661-5421		
Media line	NO LOGIN NEEDED	Send all notices to their website.	medialine.com		ON
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Ray Holder	rav holder@star-center ord		01
Tennessee State University	3500 John Merritt Blvd Nashville,TN 37209-1561		tfizer@tnstate.edu		ON ON
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WBBJ-TV Job Board 346 Muse St. WBBJ-TV Job Board Jackson, TN 38301 WBBJ-TV Television Job Spot 346 Muse St. WBBJ-TV Website Jackson, TN 38301 WBBJ-TV Website Jackson, TN 38301 University of Memphis at Jackson, TN 38301 University of Memphis at Jackson, TN 38301 University of Memphis at Jackson, TN 38301 Moeterer III: A Diversity Of Memphis at Jackson, TN 38301	St. TN 38301	Human Resources	731 424 4646		
Spot			C C+-+7+- C/		
	St. TN 38301	Human Resources	731-424-4515	ON I	
	St. TN 38301	Webmaster	www.whhity.com		
	St. TN 38301	Emplovee Referral		N	
	4H Wilder Student Union Jackson. TN 38301	Send all notices to	baha	1 No	
Mesterin minute University Macomb, IL	ty Circle L 61455	Career Center	11405.1/111Emprils-csm-symplicity.com/employers	No	
	1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	003-230-1414	No	
Manship School of Mass Communication Baton Rou	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	masscomm@lsu edu	N :	
	See HR for username & password	Send all notices to their website.	www.hireolemissrehs.com	<u>0</u>	
f Journalism	76G Gannett Hall Columbia, MO 65211-1200	i	573-882-0273	ON I	
Western Kentucky School of Journalism & 107 Grehan Building Telecommunication Lexington, KY 40506	107 Grehan Building Lexington, KY 40506-0042		850.257 2706	<u>N</u>	
P.O. Box 5268 Mississippi State University Mississippi St	P.O. Box 5268 Mississippi State, MS 39762	ent	662-325-3344	<u>8</u> :	
Vanderbilt University 2525 Westend Ave. Nashville, TN 37203	end Ave. Suite 500 N 37203		615-343-7890	ON :	
327 Carroll Hall University of North Carolina Chapel Hill, NC	27599	ament	010 040 040 040 040 040 040 040 040 040	N N	
P.O. Box 2490 Arkansas State University State University, AR	72467	-	carolyne@astate.edu	ON N	
Rust College Holly Springs	IS 38635	Braque Talley 662- 252-8000 ext.4059 <u>b</u>	btalley@rustcollege.edu		
807 Walker Ave. LeMoyne-Owen College Memphis, TN 3	8126	uo	901-942-7360		
Fisk University Nashville, TN 37208			615-329-8711		
333 Murfreesboro Rd. Trevecca University Nashville, TN 37210	Rd. 0	Send all notices to their website.	www.mvinterfase.com/trevecca/amnlover		Τ
Belmont University Nashville, TN 3721	2	lews	cobacdc@belmont.edu		T
Handshake.com				N	T

Page 2 of 2

Photographer

	Recruitment Source that Referred the Hiree: Total Number of Persons	interviewed for the vacancy
Programming/Traffic Assistant	7/21/2021	8/23/2021
Description of Vacancy:	Date Vacancy Opened:	Date Vacancy filled:

INDEED.Com

	3	5

				Total Number of Interviewees	
Name of				Referred hv the	Did the
Recruitment Source				source for the	Request
Source	Address	Contact Person	Telephone Number		Notification?
TV Jobs.Com	See HR for username & password	Send all notices to their website.	tviobs.com		CN N
Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	tabtn.org		
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	<u>fanthony@jscc.edu</u>	-	No ON
Middle TN State University	See HR for username & password	Send all notices to their website.	https://mtsu-csm_svmolicity_com/emolouse		
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrump@lanecollege_edu		ON
Freed Hardman University	See HR for username & password	Send all notices to their website.	http://www.collegecentral.com/fhu		ON ON
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@beonair.com		ON
Tennessee Career Center Jackson	See HR for username & password	Send all notices to their website.	www.iobs4tn.gov		ON T
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		ON ON
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocatiocenter@uu.edu 731-661-5421		
Media line		Send all notices to their website.	medialine.com		ON T
The Star Center	ad		rav holder@star-center ord		ON I
Tennessee State University	3500 John Merritt Blvd Nashville,TN 37209-1561		tfizer@tnetate.edu		ON

WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	c	
WBBJ-TV Television Job Spot	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	v	ON TA
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	www.wbbitv.com		ON
Employee Referral	346 Muse St. Jackson, TN 38301	Emplovee Referral		-	ON
WBBJ-TV Facebook	Jackson, TN	Webmaster			No
University of Memphis at Lambuth	4H Wilder Student Union Jackson. TN 38301	Send all notices to their website	bita o transmissione i su		
Western Illinois University	1 University Circle Macomb, IL 61455	Career Center	100-298-1414		No
Southern Illinois University	1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	stronline@sin_edu		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	masscomm@lsu.edu		NO
University of Mississippi	See HR for username & password	Send all notices to their website.	www.hireolemissrehs.com		01
f Journalism	76G Gannett Hall Columbia, MO 65211-1200	Barbara G. Willis	573-882-0373		01
Western Kentucky School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042	Career Center	859-257-2786		0
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		0
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		ON CA
Arkansas State University	P.O. Box 2490 State University, AR 72467	Send all notices to their email	carolyne@astate.edu		
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662. 252-8000 ext.4059	btalley@rustcollege.edu		
ReMoyne-Owen College	38126	Michael Washington	901-942-7360		0
Fisk University	18th Ave. North Nashville, TN 37208		615-329-8711	~ ~	ON ON
3 Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	Send all notices to their website.	www.mvinterfase.com/travecca/emplover		
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INDEED.Com		Π	They picked ad up from our posting	2 No	
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Page 2 of 2

Programming Traffic Assistant

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.
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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.
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 $2/28/22$

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

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:

Recruitment Source

Total Number of interviewees Referred

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

ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

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	Description of Vacancy:
	ACCOUNT EXECUTIVE
Recruitment Source th	

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

Employee

Date Vacancy filled:

Date Vacancy Opened:

3/13/2023 2/24/2023

for the vacancy					
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	Referra
	ral

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

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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			<u> </u>	No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301		https://memphis-csm-symplicity.com/employers		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		Mary Ann Sternberg)		
University of Mississippi	Datoit Rouge, LA Tuous	0002-010-022	massconningusu.equ www.hireolemissrebs.com	_	No
Missouri School of Journalism Career Services	76G Gannett Hall Columbia. MO 65211-1200	Barbara G. Willis			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		carolyne@astate.edu		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662- 252-8000 ext.4059			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

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				Total Number of Interviewees	
				Interviewees	
Name of				he	Did the Source
Recruitment Source					Request
Source Address	0	Contact Person	Telephone Number		Notification?
TV Jobs.Com			tvjobs.com		No
Tennessee Association of Broadcasters			tabtn.org	->	No
2046 N. Parkway		es Anthony 4-3520 Ext.) - -		
Middle TN State University			https://mtsu-csm.symplicity.com/employer		No
545 Lane Avenue Jackson, TN 38301	11	Virginia Crump 731-410-6709	vcrump@lanecollege.edu	1	No
Freed Hardman University			http://www.collegecentral.com/fhu	1	No
Ohio/ Illinois Center for 9000 Sweet Valley Drive Broadcasting Valley View, OH 44125		Don Clark 214-447-9117	dclark@beonair.com		No
Tennessee Career Center Jackson			www.jobs4tn.gov		No
240 F Gooch Hall University of TN Martin Martin, TN 38238		Dr. Ann Duncan	731-881-7202		No
1050 Union University Dr. Jackson, TN 38305	sity Dr.	Jackie Taylor 731-661-5421	vocatiocenter@uu.edu 731-661-5421	-1	No
Media Line			medialine.com		No
The Star Center Jackson, TN 38305	nboldt Road 38305	Ray Holder	ray.holder@star-center.org		No
3500 John Merritt Blvd Tennessee State University Nashville,TN 37209-1561		Tonya Fizer 615-963-5981	<u>tfizer@tnstate.edu</u>		No

Page 1 of 2

Date Vacancy Opened:

5/18/2022

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

LINKED IN.COM

8

Description of Vacancy:

ANCHOR-PRODUCER

Page 2 of 2

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

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	Description of Vacancy:
	DIRECTOR-VIDEOGRAPHER
Recruitment Source that Re	

Date Vacancy filled:

10/10/2022

10/1/2022

Date Vacancy Opened:

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

> Employee Referral

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				Total Number of Interviewees	
Name of Recruitment Source				Referred by the source for the	Dia the Source Request
Source	Address	Contact Person	Telephone Number		Notification?
TV Jobs.Com			tvjobs.com	ω	No
Tennessee Association of					
Broadcasters			tabtn.org		No
	2046 N Parkway	Frances Anthony			
Jackson State Comm. College	Jackson, TN 38301	50434	fanthony@jscc.edu		No
Middle TN State University			<u>csm.symplicity.com/employer</u>		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		N CN
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

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	346 Mileo St				
WBBJ-TV Job Board	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.wbbitv.com	2	No
Employee Referral	346 Muse St. Jackson, TN 38301			2	No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301		<u>https://memphis-csm-</u> symplicity.com/employers		No
Western Illinois University	1 University Circle Macomb, IL 61455	Career Center			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		S
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		carolyne@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

		tfizer@thstate_edu	Tonya Fizer 615-963-5981	3500 John Merritt Blvd Nashville,TN 37209-1561	Tennessee State University
No		ray.holder@star-center.org	Ray Holder	Jackson, TN 38305	The Star Center
No		medialine.com			Media Line
No		vocatiocenter@uu.edu 731-661-5421	Jackie Taylor 731-661-5421	1050 Union University Dr. Jackson, TN 38305	Union University
No		731-881-7202	Dr. Ann Duncan	⊿40 F Goocn Hall Martin, TN 38238	University of TN Martin
No		www.jobs4tn.gov			Jackson
No		dclark@beonair.com	Don Clark 214-447-9117	Valley View, OH 44125	Broadcasting
No		http://www.collegecentral.com/fhu			Freed Hardman University
No		vcrump@lanecollege.edu	Virginia Crump 731-410-6709	545 Lane Avenue Jackson, TN 38301	Lane College
No		https://mtsu-csm.symplicity.com/employer			Middle TN State University
No		fanthony@jscc.edu	Frances Anthony 731-424-3520 Ext. 50434	2046 N. Parkway Jackson, TN 38301	Jackson State Comm. College
No		tabtn.org			Tennessee Association of Broadcasters
No		tvjobs.com			TV Jobs.Com
Did the Source Request Notification?	Total Number of Interviewees Referred by the source for the	Telephone Number	Contact Person	Address	Name of Recruitment Source Source
	Career Expo-at Civic Center 5	at Referred the Hiree: ns ancy	Recruitment Source that Referred the Hiree: Total Number of Persons interviewed for the vacancy	4/22/2022 6/13/2022	Date Vacancy Opened: Date Vacancy filled:

Description of Vacancy:

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Page 1 of 2

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No	-			Carl Perkins Civic Center 400 South Highland Avenue Jackson, TN 38301	CAREER EXPO-Job Fair
No	2 1	indeed.com			INDEED
No		cobacdc@belmont.edu	Charlsie Matthews	1900 Belmont Blvd. Nashville, TN 37212	Belmont University
No		www.myinterfase.com/trevecca/employer		333 Murfreesboro Rd. Nashville, TN 37210	Trevecca University
No		615-329-8711	Peter Woolfook	18th Ave. North Nashville, TN 37208	Fisk University
No		901-942-7360	Michael Washington	807 Walker Ave. Memphis, TN 38126	LeMoyne-Owen College
No		btalley@rustcollege.edu	252-8000 ext.4059	Holly Springs, MS 38635	Rust College
No		carolyne@astate.edu		P.O. Box 2490 State University, AR 72467	Arkansas State University
No		919-962-2211	Career Placement	327 Carroll Hall Chapel Hill, NC 27599	University of North Carolina
No	-	615-343-7890	Drew Webb	2525 Westend Ave. Suite 500 Nashville, TN 37203	Vanderbilt University
No		662-325-3344	Career Placement	P.O. Box 5268 Mississippi State, MS 39762	Mississippi State University
No		859-257-2786	Career Center	107 Grehan Building Lexington, KY 40506-0042	Vestern Aentucky School of Journalism & Telecommunication
No	-7	573-882-0373	Barbara G. Willis	76G Gannett Hall Columbia, MO 65211-1200	t Journalism
No		www.hireolemissrebs.com			
No		masscomm@lsu.edu	Mary Ann Sternberg 225-578-2336	Baton Rouge, LA 70803	Manship School of Mass Communication
No		<u>sronline@siu.edu</u>	Career Center 618-453-2121	1915 University Press Drive Carbondale, IL 62901-6899	Southern Illinois University
No	-	309-298-1414	Career Center	1 University Circle Macomb, IL 61455	Western Illinois University
No		https://memphis-csm-symplicity.com/employers		4H Wilder Student Union Jackson, TN 38301	University of Memphis at Lambuth
No				346 Muse St. Jackson, TN 38301	
No		www.wbbjtv.com	Webmaster	346 Muse St. Jackson, TN 38301	WBBJ-TV Website
No	2	731-424-4515	Human Resources	346 Muse St. Jackson, TN 38301	WBBJ-TV Television Job Spot
No		731-424-4515	Human Resources	346 Muse St. Jackson, TN 38301	WBBJ-TV Job Board

MASTER CONTROL OPERATOR

Date Vacancy Opened:	2/17/2022	Recruitment Source that Referred the H Total Number of Persons	It Referred the Hiree: Is	Spot 4	
Date Vacancy filled:	5/23/2022	interviewed for the vacancy	incy		
				Total Number of Interviewees	
Name of				Referred by the	Did the Source
Recruitment Source				source for the	Request
	Muliess		Telephone Number		Notification?
TV Jobs.Com			tvjobs.com		No
Tennessee Association of Broadcasters			tabtn ora	_	No.
	2046 N Parkway	Frances Anthony			
Jackson State Comm. College	Jackson, TN 38301	50434	fanthony@jscc.edu		No
			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 Vallev View, OH 44125	Don Clark 214-447-9117	delark@hanair.com		25
Tennessee Career Center					
Jackson			<u>www.jobs4tn.gov</u>		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		No
	1050 Union University Dr.	Jackie Taylor	vocatiocenter@uu.edu		
Union University	Jackson, TN 38305	731-661-5421	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			

MASTER CONTROL OPERATOR

Description of Vacancy:

Page 1 of 2

WBBJ-TV Television Job Spot

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N 38301 Human Resources 731-424-4515 1 No. N 38301 Human Resources 731-424-4515 1 No. N 38301 Human Resources 731-424-4515 1 No. N 38301 Webmaster WWW.wbblyt.com No. No. N 38301 Webmaster WWW.wbblyt.com No. No. N 38301 Webmaster WWW.wbblyt.com No. No. N 38301 Gareer Center 309-298-1414 No. No. N 38301 Gareer Center 309-298-1414 No. No. Put455 Gareer Center 309-298-1414 No. No. L (4201-8899 Gareer Center Statemin@Eu.edu. No. No. Put455 Gareer Center Statemin@Eu.edu. No. No. Put450-002 Career Center States.737.862.0373 No. No. Put4500-002 Career Center States.374890 No. No. Put4500-002 Career Placement States.37890 <td< th=""><th>No</th><th>_</th><th>indeed.com</th><th></th><th></th><th>INDEED</th></td<>	No	_	indeed.com			INDEED
Human Resources731-424-45151Human Resources731-424-45151Human Resources731-424-45151Human Resources731-424-45151Webmasterwww.wbbitv.com1Ionhttps://memphis.csm. symplicitv.com/employers1DiriveCareer Center309-298-14141Barbara CenterSorolline@siu.edu.103Career Centermasscomm@su.edu.103Mary Ann Stemberg masscomm@su.edu.11200Barbara G. Willis573-882-03731042Career Center859-257-27861042Career Center859-257-27861042Career Placement662-325-3344133762Career Placement919-962-2211117467Career Placement919-962-22111252-8000 ext.4059btalley@rustcollege.edu1859252-8000 ext.4059btalley@rustcollege.edu1859252-8000 ext.4059901-942-73601Michael Washington901-942-736011Peter Wootfook615-329-871111Maxy Michael Washington901-942-736011	No		cobacdc@belmont.edu	Charlsie Matthews	1900 Belmont Blvd. Nashville, TN 37212	Belmont University
301Human Resources731-424-45151301Human Resources731-424-45151301Webmasterwww.wbbitv.com1301IntegrationSymphicity.com1301IntegrationSymphicity.com1301IntegrationSymphicity.com1301IntegrationSymphicity.com/employers1301IntegrationSymphicity.com/employers1301Career CenterSystem1Press DriveCareer CenterSystem125901-6899Mary Ans.Stembergmasscomm@lsu.edu132901-6899Mary Ans.Stembergmasscomm@lsu.edu132901-6899Mary Ans.Stembergmasscomm@lsu.edu132901-6899Barbara G. Willis573-882-03731455Career Center859-257-2786140506-0042Career Center652-325-3344140506-0042Career Placement615-343-7890172733Career Placement615-343-789017279Career Placement513-862-037140506-0042Career Placement615-343-789017279Career Placement615-343-789017279Career Placement513-1017279Career Placement513-1017279Career Placement513-1017279Career Placement513-1017279Career Placement513-101727	No		www.myinterfase.com/trevecca/employer		333 Murfreesboro Rd. Nashville, TN 37210	Trevecca University
301Human Resources731.424.45151301Human Resources731.424.45151301Webmasterwww.wbbjiv.com1301Webmasterwww.wbbjiv.com1301Ittps://memphis-csm.1301Career Center309-298-14141501Career Center309-298-14141501Career CenterSronline@siu.edu152901-6899G14.453-2121sronline@siu.edu152901-6899Mary Ann Stembergmascomm@jsu.edu152901-6899S17-8236www.hireolemissrebs.com165211-1200Mary Ann Stembergmascomm@jsu.edu165211-1200Barbara G. Willis573-882-0373165214-1200Career Center659-257-278616506-0042Career Center659-257-27861101Career Placement662-325-3344127599Career Placement615-343-7890127599Career Placement919-962-22111ARR 72467Eareur Placement2arolyne@astate.edu1152-3000 ext.4059btalley@nustcollege.edu1152-3000 ext.4059btalley@nustcollege.edu1152-300Eareur Talley62152-3000 ext.4059btalley@nustcollege.edu1	No		615-329-8711	Peter Woolfook	18th Ave. North Nashville, TN 37208	Fisk University
301Human Resources731-424-45151301Human Resources731-424-45151301Webmaster $31424-4515$ 1301Webmaster $319-298-1414$ 1SoleCareer Center $309-298-1414$ 1Fress DriveGareer Center $309-298-1414$ 1Fress DriveGareer Center $309-298-1414$ 1Fress DriveGareer Center $309-298-1414$ 1A 70803255-578-2336masscomm@lsu.edu1A 70803Z25-578-2336masscomm@lsu.edu1A 70803Gareer Center $859-257-2786$ 1Iding 40506-042Career Center $859-257-2786$ 1Iding 40506-042Career Placement $662-325-3344$ 127599Career Placement $919-962-2211$ 127599Career Placement $919-962-2211$ 127599Career Placement $919-962-2211$ 127599Career Placement $914-962-2214$ 127599Career Placement $914-962-2214$ 127599Career Placement $214-962-2214$ 27599<	No		901-942-7360	Michael Washington	807 Walker Ave. Memphis, TN 38126	LeMoyne-Owen College
18301 Human Resources731-424-45151 18301 Human Resources731-424-45151 18301 Webmaster $\underline{nnn, num, nubbit, com}$ 1 18301 Webmaster $\underline{nnn, num, nubbit, com}$ 1 18301 Webmaster $\underline{nnn, num, nubbit, com}$ 1 18301 Mebmaster $\underline{nnn, num, nubbit, com}$ 1 18301 Lander Center $\underline{snn, nubbit, com, employers}$ 1 18301 Career Center $\underline{309-298-1414}$ 1 1455 Career Center $\underline{snn, nu, employers}$ 1 1455 Career Center $\underline{snn, num, nubbit, com, employers}$ 1 1455 Career Center $snn, num, num, num, num, num, num, num, n$	No		<u>btalley@rustcollege.edu</u>	1059	S	Rust College
IB301Human Resources731.424.45151IB301Human Resources731.424.45151IB301Wabmasterwww.wbbjiv.com1IB301Wabmasterwww.wbbjiv.com1IB301Image: Center309.298.11141IIICareer Center309.298.14141VP ress DriveCareer Center309.298.14141LA 70803Career Centersronline@siu.edu1LA 70803225.578.2336masscomm@jlsu.edu1LA 70803225.578.236masscomm@jlsu.edu1LA 70803225.578.236masscomm@jlsu.edu1LA 70803225.578.236masscomm@jlsu.edu1LA 70803225.578.236masscomm@jlsu.edu1LA 70803225.578.236masscomm@jlsu.edu1LA 70803225.578.236masscomm@jlsu.edu1JABCareer Center859-257.27861JARen, SN 39762Career Center859-257.27861JARen, S Suite 500Drew Webb615-343.78901JIICareer Placement615-343.78901JIICareer Placement919-962.22111	No		<u>carolyne@astate.edu</u>			Arkansas State University
18301Human Resources731.424.4515118301Human Resources731.424.4515118301Webmasteriwww.wbbjtv.com118301Webmasteriwww.wbbjtv.com118301Mebmasteriwww.wbbjtv.com118301Mebmasteriwww.wbbjtv.com118301Career Center309.298-141411715Career Center309.298-14141162901-6899618-453-2121sronline@siu.edu11455Career Centersronline@siu.edu1162901-6899Mary Ann Stembergmasscomm@lsu.edu1127-7336Mary Ann Stemberg11128-578-2336masscomm@lsu.edu1114803Sarbara G. Willis573-882-0373111481965211-1200Barbara G. Willis573-882-03731114819Gareer Center859-257-2786111485Gareer Center859-257-2786111488Gareer Placement662-325-334411157203Drew Webb615-343-789011	No		919-962-2211		ဂ =	University of North Carolina
Human Resources731-424-45151Human Resources731-424-45151Human Resources731-424-45151Webmaster <u>mww.wbbjtv.com</u> 1Webmaster <u>mww.wbbjtv.com</u> 1Inn <u>https://memphis-csm-symplicity.com/employers</u> 1Barbara Center <u>309-298-1414</u> 1Barbara G. WillisSronline@siu.edu11200Barbara G. Willis573-882-03731200Barbara G. Willis573-882-037339762Career Placement662-325-3344	No		615-343-7890	Drew Webb		Vanderbilt University
Human Resources731-424-45151Human Resources731-424-45151Human Resources731-424-45151Webmasterwww.wbbjtv.com1Webmasterwww.wbbjtv.com1InIntips://memphis-csm- symplicity.com/employers1Career Center309-298-14141Career CenterSog-298-14141Mary Ann Sternberg 225-578-2336masscomm@lsu.edu1Mary Ann Sternberg 225-578-2336masscomm@lsu.edu1200Barbara G. Willis573-882-0373142Career Center859-257-27861	No		662-325-3344	Career Placement	S	Mississippi State University
Human Resources731-424-45151Human Resources731-424-45151Webmasterwww.wbbjtv.com1Webmasterwww.wbbjtv.com1Integrationhttps://memphis-csm- symplicity.com/employers1Career Center309-298-14141Career Centersronline@siu.edu1Mary Ann Sternberg 225-578-2336masscomm@lsu.edu1Mary Ann Sternberg 225-578-2336masscomm@lsu.edu1Barbara G. Willis573-882-03731	No		859-257-2786	Career Center	i inn	Western Kentucky School of Journalism & Telecommunication
Human Resources731-424-45151Human Resources731-424-45151Webmasterwww.wbbjtv.com1Webmasterwww.wbbjtv.com1Mary Ann Sternberg309-298-14141Mary Ann Sternbergsronline@siu.edu1Mary Ann Sternbergmasscomm@lsu.edu1Mary Ann Sternbergmasscomm@lsu.edu1Mary Ann Sternbergmasscomm@lsu.edu1Mary Ann Sternbergmasscomm@lsu.edu1	No		573-882-0373	Willis	76G Gannett Hall Columbia, MO 65211-1200	f Journalism
Human Resources731-424-45151Human Resources731-424-45151Webmasterxmw.wbbjtv.com1Webmasterwww.wbbjtv.com1Numan Resources11StandardNttps://memphis-csm- symplicity.com/employers1Symplicity.com/employers11Stareer Center309-298-14141Mary Ann Sternberg 225-578-2336masscomm@lsu.edu1	No		www.hireolemissrebs.com			
Human Resources731-424-45151Human Resources731-424-45151Webmasterwww.wbbjtv.com1Webmasterwww.wbbjtv.com1Mebmasterwww.wbbjtv.com1Mebmaster11Mebmaster11Webmaster11Mebmaster11<	No		masscomm@lsu.edu	Mary Ann Sternberg 225-578-2336	Baton Rouge, LA 70803	Manship School of Mass Communication
Human Resources731-424-45151Human Resources731-424-45151Webmasterwww.wbbjtv.com1Mebmasterwww.wbbjtv.com1Mebmasterhttps://memphis-csm- symplicity.com/employers1	No		<u>sronline@siu.edu</u>	Career Center 618-453-2121	1915 University Press Drive Carbondale, IL 62901-6899	ity
Human Resources 731-424-4515 1 Human Resources 731-424-4515 1 Webmaster www.wbbjtv.com 1 Methods https://memphis-csm- symplicity.com/employers 1	No		309-298-1414	Career Center	1 University Circle Macomb, IL 61455	Western Illinois University
Human Resources731-424-45151Human Resources731-424-45151Webmasterwww.wbbjtv.com1	No				4H Wilder Student Union Jackson, TN 38301	University of Memphis at Lambuth
Human Resources 731-424-4515 1 Human Resources 731-424-4515 1 Webmaster www.wbbjtv.com 1	No				346 Muse St. Jackson, TN 38301	Employee Referral
Human Resources 731-424-4515 1 Human Resources 731-424-4515 1	No		www.wbbjtv.com	Webmaster	346 Muse St. Jackson, TN 38301	WBBJ-TV Website
Human Resources 731-424-4515 1	No		731-424-4515	Human Resources	346 Muse St. Jackson, TN 38301	WBBJ-TV Television Job Spot
	No		731-424-4515	Human Resources	346 Muse St. Jackson, TN 38301	WBBJ-TV Job Board

Page 1 of 2

Multi Media Journalist

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

Date Vacancy filled:

8/1/2022

6/4/2022

Date Vacancy Opened:

Description of Vacancy:

EMPLOYEE REFERRAL 22

				Total Number of Interviewees	
Name of				Referred by the	Did the Source
Recruitment Source				source for the	Request
Source	Address	Contact Person	Telephone Number		Notification?
TV Jobs.Com			tvjobs.com	4	No
Tennessee Association of Broadcasters			tabtn.org		No
	2046 N Darkway	Frances Anthony			
Jackson State Comm. College	Jackson, TN 38301	/ 31-424-3320 EXT. 50434	fanthony@jscc.edu		No
Middle TN State University			<u>https://mtsu-</u> 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	<u>vocatiocenter@uu.edu 731-661-5421</u>		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

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

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Date Vacancy Opened:	Description of Vacancy:
6/4/2022	Multi Media Journalist
Recruitment Source tha Total Number of Persor	

Date Vacancy filled:

8/22/2022

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

WBBJ-TV Website 22

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

No	11	ihirebroadcasting.com			I HIRE BROADCASTING
No		<u>linkedin.com</u>			LINKEDIN
No		indeed.com			INDEED
No		cobacdc@belmont.edu	Charlsie Matthews	1900 Belmont Blvd. Nashville, TN 37212	Belmont University
No		www.myinterfase.com/trevecca/employer		333 Murfreesboro Rd. Nashville, TN 37210	Trevecca University
No		615-329-8711	Peter Woolfook	18th Ave. North Nashville, TN 37208	Fisk University
No		901-942-7360	Michael Washington	807 Walker Ave. Memphis, TN 38126	LeMoyne-Owen College
No		<u>btalley@rustcollege.edu</u>	Braque Talley 662- 252-8000 ext.4059	150 Rust Ave Holly Springs, MS 38635	Rust College
No		carolyne@astate.edu		P.O. Box 2490 State University, AR 72467	Arkansas State University
No		919-962-2211	Career Placement	327 Carroll Hall Chapel Hill, NC 27599	University of North Carolina
No		615-343-7890	Drew Webb	2525 Westend Ave. Suite 500 Nashville, TN 37203	Vanderbilt University
No		662-325-3344	Career Placement	P.O. Box 5268 Mississippi State, MS 39762	Mississippi State University
No	7	859-257-2786	Career Center	107 Grehan Building Lexington, KY 40506-0042	Western Kentucky School of Journalism & Telecommunication
No		573-882-0373	Barbara G. Willis	76G Gannett Hall Columbia, MO 65211-1200	t Journalism
No	7	www.hireolemissrebs.com			I
No		masscomm@lsu.edu	Mary Ann Sternberg 225-578-2336	Baton Rouge, LA 70803	Manship School of Mass Communication
No		<u>sronline@siu.edu</u>	Career Center 618-453-2121	1915 University Press Drive Carbondale, IL 62901-6899	ţ
No		309-298-1414	Career Center	1 University Circle Macomb, IL 61455	Western Illinois University
No	7	https://memphis-csm-symplicity.com/employers		4H Wilder Student Union Jackson, TN 38301	Lambuth
No	2			346 Muse St. Jackson, TN 38301	
No	5	www.wbbjtv.com	Webmaster	346 Muse St. Jackson, TN 38301	WBBJ-TV Website
No	-	731-424-4515	Human Resources	346 Muse St. Jackson, TN 38301	WBBJ-TV Television Job Spot
No		731-424-4515	Human Resources	346 Muse St. Jackson, TN 38301	WBBJ-TV Job Board

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Description of Vacancy:
Multi Media Journalist

Date Vacancy filled:

9/12/2022

6/4/2022

Date Vacancy Opened:

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

> Employee Referral 22

No		<u>tfizer@tnstate.edu</u>	1 onya Fizer 615-963-5981	Nashville,TN 37209-1561	Tennessee State University
No		ray.holder@star-center.org	Ray Holder	Jackson, TN 38305	The Star Center
No		medialine.com			Media Line
No		vocatiocenter@uu.edu 731-661-5421	Jackie Taylor 731-661-5421	1050 Union University Dr. Jackson, TN 38305	Union University
No		731-881-7202	Dr. Ann Duncan	240 F Gooch Hall Martin, TN 38238	University of TN Martin
No		www.jobs4tn.gov			Tennessee Career Center Jackson
No		dclark@beonair.com	Don Clark 214-447-9117	9000 Sweet Valley Drive Valley View, OH 44125	Ohio/ Illinois Center for Broadcasting
No		http://www.collegecentral.com/fhu	Send all notices to their website.	See HR for username & password	Freed Hardman University
No		vcrump@lanecollege.edu	Virginia Crump 731-410-6709	545 Lane Avenue Jackson, TN 38301	Lane College
No		<u>https://mtsu- csm.symplicity.com/employer</u>			Middle TN State University
No		fanthony@jscc.edu	731-424-3520 Ext. 50434	2046 N. Parkway Jackson, TN 38301	Jackson State Comm. College
No		tabtn.org			Tennessee Association of Broadcasters
No	4	tvjobs.com			TV Jobs.Com
Did the Source Request Notification?	Total Number of Interviewees Referred by the source for the	Telephone Number	Contact Person	Address	Name of Recruitment Source Source

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

Page 2 of 2

Page 1 of 2

Description of Vacancy:
Multi Media Journalist

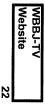
Date Vacancy filled:

1/23/2023

6/4/2022

Date Vacancy Opened:

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



				Total Number of Interviewees	
Name of				Referred by the	Source
Recruitment Source				_	Request
Source	Address	Contact Person	Telephone Number		Notification?
TV Jobs.Com			tvjobs.com	4	No
Tennessee Association of					
Broadcasters			tabtn.org		No
	2046 N. Parkwav	Frances Anthony			
Jackson State Comm. College	Jackson, TN 38301	50434	fanthony@jscc.edu		No
Middle TN State University			https://mtsu-csm symplicity.com/employer		No
l ano Collogo	545 Lane Avenue	Virginia Crump			
Frond Hardman University					
			וועש.// www.conegecential.com///ווע		NO
	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@beonair.com		No
Tennessee Career Center Jackson			www.iobs4tn.gov		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		
	1050 Union University Dr.	Jackie Tavlor	vocatiocenter@uu.edu		
Union University	Jackson, TN 38305	731-661-5421	731-661-5421		No
Media Line			medialine.com		No
The Star Center	Jackson, TN 38305	Ray Holder	ray.holder@star-center.org		No
Tonnoccoo State University	3500 John Merritt Blvd	Tonya Fizer			
	14011110,114 01 EV0-1001	010-900-0901	uizei (wuisiale.euu		NO

MULTI MEDIA JOURNALIST IV

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

Page 2 of 2

Date Vacancy Opened	7/1/2022	Recruitment Source that Referred the Hiree:	t Referred the Hiree:	Referral	
		interviewed for the vacan		•	
Date Vacancy filled:	11/21/2022		Ī	•	
				Total Number of Interviewees	
Name of				Referred by the	Did the Source
Recruitment Source	Address	Contact Darson		source for the	Request
TV Jobs Com					
Tennessee Association of					
Broadcasters			tabtn.org		No
	2046 N. Parkway	Frances Anthony 731-424-3520 Ext.	- -		
		1	http://mto:r		
Middle TN State University			csm.symplicity.com/employer		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709			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			<u>www.jobs4tn.gov</u>		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	<u>tfizer@tnstate.edu</u>		No

Description of Vacancy:

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Page 1 of 2

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

ATTACHMENT B

MENU OPTION ACTIVITIES

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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

No phone calls WBBJ-TV is an equal opportunity employer

VACANCY NOTIFICATIONS – Form BP-05 ASSISTANT BUSINESS MANAGER 10/1/2021 11/10/2021

Job Title of Vacancy:

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	Type of Notification	
	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

Interview #	Interviewee's Name	Referral Source	Interview #	Interviewee's Name
1		WBBJ-TV Website		
2		WBBJ-TV Television CM		
3		WBBJ-TV Website		
4		WBBJ-TV Television CM		
5		WBBJ-TV Website		
5		WBBJ-TV Website		
7		WBBJ-Television CM		
3				
)				****
0				
1				

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

644612 44444	*****

Jones, Thelma <thjones@bahakelcomm.com>

Position Approved

1 message

vocatiocenter@uu.edu <vocatiocenter@uu.edu> To: thjones@wbbjtv.com Mon, Oct 4, 2021 at 9:28 AM

Dear Theima 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

VOCATIO

POWERED BY **# S y m p licity**

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	TEL.TE

Jones, Thelma <thjones@bahakelcomm.com>

Careerpage.org: Thank you for your job submission!

1 message

WordPress <wordpress@careerpage.org> To: thjones@wbbjtv.com Fri, Oct 1, 2021 at 5:47 PM

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>

Assistant Business Manager Job Opening- Please Post

btalley@rustcollege.edu, BU BizCareers <cobacdc@belmont.edu>

1 message

Jones, Theima <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,

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 23K 09.29,21.doc (回)

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

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

Property	WBBJ/CBS-TV		
Involce #	362241-1	Order #	362241
Invoice Date	10/31/21	Alt Order #	
Invoice Month	October 2021	Deal #	10/04/04
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	Z Mgr	
Estimate #			
	Account Executive	Mark Brooks	
	Sales Office	WBBJ Local	
	Sales Region	Local	
	Agency Code		
	Advertiser Code	1	
	Billing Calendar	Broadcast	
	Billing Type	Cash	
	Special Handling	Do Not Mail	
	Agency Ref		
	Advertiser Ref		
	Product 1		
	Product 2		

Line Start	Date End Date Desc	cription	Start/End Time	MTWTFSS	Length	Spots/ Week 42	Rate \$0.00	Туре		
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Send Payment To: WBBJ/CBS-TV 346 Muse St Jackson, TN 38301

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1 10/0)3/21 10/2	20/21	Sign On/Sign Off	M-Sun 5a-2x	6666666	:30	42	\$0.00	D NM		
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28	WBBJC	Th 10/0	7/21 6:56 AM Sig	n On/Sign Off	M-Sun 5a-2x	:30	FT Asst.	Business	Mgr.		0 NM
27	WBBJC	Th 10/0	07/21 2:26 PM Sig	n On/Sign Off	M-Sun 5a-2x	:30	FT Asst.	Business i	Mgr.	\$0.00	0 NM
29	WBBJC	Th 10/0	7/21 3:42 PM Sig	ın On/Sign Off	M-Sun 5a-2x	:30	FT Asst.	Business	Mgr.	\$0.00	0 NM
30	WBBJC	Th 10/0	7/21 10:22 PM Sig	in On/Sign Off	M-Sun 5a-2x	:30	FT Asst.	Business I	Mgr.	\$0.00	0 NM
26	WBBJC .	Th 10/0	7/21 11:02 PM Sig	n On/Sign Off	M-Sun 5a-2x	:30	FT Asst.	Business I	Mgr.	\$0.00	0 NM
35	WBBJC I	= 10/0	8/21 5:58 AM Sig	n On/Sign Off	M-Sun 5a-2x	:30	FT Asst.	Business I	Mgr.	\$0.00	NM C
36	WBBJC I	= 10/0	8/21 6:39 AM Sig	n On/Sign Off	M-Sun 5a-2x	:30	FT Asst.	Business I	Mgr.	\$0.00	D NM
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34	WBBJC I	- 10/0	8/21 9:30 PM Sig	n On/Sign Off	M-Sun 5a-2x	:30	FT Asst.	Business M	Mgr.	\$0.00	NM (
32	WBBJC F		8/21 11:30 PM Sig	n On/Sign Off	M-Sun 5a-2x	:30	FT Asst.	Business M	/gr.	\$0.00	NM (
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42	WBBJC S	Sa 10/0	9/21 7:53 PM Sig	n On/Sign Off	M-Sun 5a-2x	:30	FT Asst.	Business M	igr,	\$0.00	
38	WBBJC S	Sa 10/0	9/21 8:42 PM Sig	n On/Sign Off	M-Sun 5a-2x	:30	FT Asst.	Business M	lgr.	\$0.00	1
37	WBBJC S	a 10/09	9/21 11:21 PM Sig	n On/Sign Off	M-Sun 5a-2x	:30	FT Asst.	Business M	igr.	\$0.00	
41	WBBJC S	a 10/09	9/21 2:25 AM Sig	n On/Sign Off	M-Sun 5a-2x	:30	FT Asst.	Business M	lgr.	\$0.00	
46	WBBJC S	u 10/10	0/21 6:29 AM Sig	n On/Sign Off	M-Sun 5a-2x	:30	FT Asst.	Business M	lgr.	\$0.00	
44	WBBJC S	u 10/10	0/21 5:58 PM Sig	n On/Sign Off	M-Sun 5a-2x			Business M		\$0.00	
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48	WBBJC S	u 10/10)/21 11:57 PM Sigi	n On/Sign Off	M-Sun 5a-2x	:30	FT Asst.	Business M	igr.	\$0.00	
47	WBBJC S	u 10/10)/21 12:17 AM Sigi	n On/Sign Off	M-Sun 5a-2x	:30	FT Asst.	Business M	gr.	\$0.00	
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50	WBBJC N	10/11	/21 6:14 AM Sigr	n On/Sign Off	M-Sun 5a-2x	:30	FT Asst.	Business M	gr.	\$0.00	NM
54	WBBJC N		/21 8:51 AM Sigr	n On/Sign Off	M-Sun 5a-2x	:30	FT Asst.	Business M	gr.	\$0.00	NM
53	WBBJC N	10/11	/21 9:54 AM Sigr) On/Sign Off	M-Sun 5a-2x	:30 /	FT Asst.	Business M	gr.	\$0.00	NM
49	WBBJC M		•	-	M-Sun 5a-2x	:30 1	FT Asst.	Business M	gr.	\$0.00	NM
52	WBBJC M	10/11	/21 11:03 PM Sigr	i On/Sign Off	M-Sun 5a-2x	:30 /	FT Asst.	Business M	gr.	\$0.00	NM
51	WBBJC M	10/11	•	-	M-Sun 5a-2x	:30 F	FT Asst.	Business M	gr.	\$0.00	NM
55	WBBJC T			On/Sign Off	M-Sun 5a-2x	:30 F	T Asst.	Business M	gr.	\$0.00	NM
58	WBBJC T		-	On/Sign Off	M-Sun 5a-2x	:30 F	T Asst.	Business Mg	gr.	\$0.00	NM
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59	WBBJC TI	ı 10/12	/21 3:17 PM Sign	On/Sign Off	M-Sun 5a-2x	:30 F	T Asst.	Business Mg	gr.	\$0.00	NM
57	WBBJC TI		•	On/Sign Off	M-Sun 5a-2x	:30 F	-T Asst.	Business Mo	gr.	\$0.00	NM
56	WBBJC TI			On/Sign Off	M-Sun 5a-2x	:30 F	T Asst.	Business Mg	jr.	\$0.00	NM
64	WBBJC W	10/13	/21 5:54 AM Sign	On/Sign Off	M-Sun 5a-2x	:30 F	T Asst.	Business Mg	gr.	\$0.00	NM
65	WBBJC W		-	•	M-Sun 5a-2x	:30 F	T Asst.	Business Mg	ır.	\$0.00	NM
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62	WBBJC W		•	On/Sign Off	M-Sun 5a-2x	:30 F	T Asst.	Business Mg	ır.	\$0.00	NM
63	WBBJC W	10/13/	21 8:41 PM Sign	On/Sign Off	M-Sun 5a-2x	:30 F	T Asst. I	Business Mg	ır.	\$0.00	NM
61	WBBJC W	10/13/	21 11:05 PM Sign	On/Sign Off	M-Sun 5a-2x	:30 F	T Asst. I	Business Mg	ır.	\$0.00	NM
67	WBBJC Th	10/14/	21 1:29 PM Sign	On/Sign Off	M-Sun 5a-2x	:30 F	T Asst. I	Business Mg	r.	\$0.00	
70	WBBJC Th	10/14/	21 4:29 PM Sign	On/Sign Off	M-Sun 5a-2x	:30 F	T Asst. I	Business Mg	r.	\$0.00	NM
72	WBBJC Th	10/14/	21 5:19 PM Sign	On/Sign Off	M-Sun 5a-2x	:30 F	T Asst. I	Business Mg	r.	\$0.00	NM

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

Page 2 of 4

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

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Invoice #		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 M	gr	
Estimate #			

e Start	t Date End Date	e Descri	iption	Start/End	Time	MTWTFSS	Length	Week	Rate	Туре		
1 10/0	3/21 10/20/21	Sign C	Dn/Sign Off	M-Sun 5a	-2x	6666666	:30	42	\$0.C	00 NM		
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71	WBBJC Th 1	0/14/21	9:20 PM Sign (On/Sign Off		M-Sun 5a-2x	:3	0 FT Asst.	Business	Mgr.	\$0.00	
69	WBBJC Th 1	0/14/21	10:44 PM Sign (On/Sign Off		M-Sun 5a-2x	:3	0 FT Asst.	Business	Mgr.	\$0.00	
68	WBBJC Th 1	0/14/21	12:27 AM Sign (Dn/Sign Off		M-Sun 5a-2x	:3	0 FT Asst.	Business	Mgr.	\$0.00	
74	WBBJC F 1	0/15/21	6:40 AM Sign (-		M-Sun 5a-2x	.3	0 FT Asst.	Business	Mar.	\$0.00	
77	WBBJC F 1	0/15/21	9:30 AM Sign (Dn/Sian Off		M-Sun 5a-2x	:3	0 FT ASST.	Business	Mar,	\$0.00	
75		0/15/21	3:59 PM Sign (•		M-Sun 5a-2x	:3	0 FT Asst.	Business	Mar.	\$0.00	
76			12:43 AM Sign (-		M-Sun 5a-2x			Business		\$0.00	
73		0/15/21	1:19 AM Sign (-		M-Sun 5a-2x			Business	0	\$0.00	
78			1:56 AM Sign (-		M-Sun 5a-2x			Business	-	\$0.00	
80	WBBJC Sa 10 Credite	0/16/21	-	Dn/Sign Off		M-Sun 5a-2x	:0				\$ 0.0 0	
82	WBBJC Sa 10	0/16/21	6:29 AM Sign C	Dn/Sign Off		M-Sun 5a-2x	:30) FT Asst.	Business	Mgr.	\$0.00) N
84	WBBJC Sa 10	0/16/21	6:50 AM Sign C	Dn/Sign Off		M-Sun 5a-2x	:30) FT Asst.	Business	Mgr.	\$0.00	
81	WBBJC Sa 10)/16/21	6:33 PM Sign C	Dn/Sign Off		M-Sun 5a-2x	:30) FT Asst.	Business	Mgr.	\$0.00	
79	WBBJC Sa 10		8:58 PM Sign C	-		M-Sun 5a-2x	:30) FT Asst.	Business	Mar.	\$0.00	
83	WBBJC Sa 10)/16/21 1	1:18 PM Sign C	Dn/Sian Off		M-Sun 5a-2x	:30) FT Asst.	Business	Mgr.	\$0.00	
87	WBBJC Su 10		6:59 AM Sign C	-		M-Sun 5a-2x			Business	-	\$0.00	
88	WBBJC Su 10		0:54 AM Sign C	-		M-Sun 5a-2x	:30)FT Asst.	Business	Mar.	\$0.00	
90	WBBJC Su 10		1:50 PM Sign C			M-Sun 5a-2x			Business		\$0.00	
85	WBBJC Su 10		2:33 AM Sign C	•		M-Sun 5a-2x			Business	-	\$0.00	
86	WBBJC Su 10		1:32 AM Sign C	-		M-Sun 5a-2x			Business	-	\$0.00	
89	WBBJC Su 10		1:55 AM Sign C	-		M-Sun 5a-2x			Business	5	\$0.00	
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95	WBBJC M 10	/18/21	8:59 AM Sign C	n/Sign Off		M-Sun 5a-2x			Business	-	\$0.00	N
96	WBBJC M 10	/18/21 1	0:30 AM Sign O	n/Sign Off		M-Sun 5a-2x	:30)FT Asst.	Business I	Mgr.	\$0.00	N
94	WBBJC M 10	/18/21	5:13 PM Sign O	n/Sign Off		M-Sun 5a-2x	:30)FT Asst.	Business I	Mgr.	\$0.00	N
93	WBBJC M 10	/18/21 (6:47 PM Sign O	n/Sign Off		M-Sun 5a-2x	:30)FT Asst.	Business	Mgr.	\$0.00	N
91	WBBJC M 10	/18/21 1	1:22 PM Sign O	n/Sign Off		M-Sun 5a-2x	:30)FT Asst.	Business A	Mgr.	\$0.00	N
92	WBBJC M 10	/18/21 12	2:45 AM Sign O	n/Sign Off		M-Sun 5a-2x	:30	FT Asst.	Business I	Mgr.	\$0.00	Ν
101	WBBJC Tu 10	/19/21 6	6:14 AM Sign O	n/Sign Off		M-Sun 5a-2x	:30	FT Asst.	Business N	Mgr.	\$0.00	Ν
99	WBBJC Tu 10	/19/21 9	9:53 AM Sign O	n/Sign Off		M-Sun 5a-2x	:30	FT Asst.	Business M	Mgr.	\$0.00	N
98	WBBJC Tu 10,	/19/21 4	4:31 PM Sign O	n/Sign Off		M-Sun 5a-2x	:30	FT Asst.	Business M	Mgr.	\$0.00	N
100	WBBJC Tu 10	/19/21 6	6:52 PM Sign O	n/Sign Off		M-Sun 5a-2x	:30	FT Asst.	Business M	۹gr.	\$0.00	N
97	WBBJC Tu 10		1:03 PM Sign O			M-Sun 5a-2x	:30	FT Asst.	Business M	∕gr.	\$0.00	N
102	WBBJC Tu 10/	/19/21 12	2:17 AM Sign O	n/Sign Off		M-Sun 5a-2x	:30	FT Asst.	Business M	/gr.	\$0.00	N
103	WBBJC W 10/	/20/21 5	5:29 AM Sign O	n/Sign Off		M-Sun 5a-2x	:30	FT Asst.	Business M	Agr.	\$0.00	Ν
104	WBBJC W 10/	/20/21 6	6:45 AM Sign O	n/Sign Off		M-Sun 5a-2x	:30	FT Asst.	Business M	/gr.	\$0.00	
107	WBBJC W 10/	/20/21 7	7:59 AM Sign O	n/Sign Off		M-Sun 5a-2x			Business M		\$0.00	
108	WBBJC W 10/	/20/21 8	3:42 AM Sign O	n/Sign Off		M-Sun 5a-2x	:30	FT Asst.	Business M	lgr.	\$0.00	
105	WBBJC W 10/		3:13 PM Sign O	-		M-Sun 5a-2x	:30	FT Asst.	Business M	lgr.	\$0.00	
	WBBJC W 10/		:59 PM Sign O	-		M-Sun 5a-2x		FT Asst.			\$0.00	

Payment Terms 30 Days

<u>Net Total</u>

\$0.00

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 Ass	st. BZ Mgr	
Estimate #			

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

\$0.00



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

Billing Address:

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

Send Payment To:

WBBJ 346 Muse St Jackson, TN 38301

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	Z 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		
		Contraction of the second s	

Line Start	Date	End [Date De	escription	Start/End Time	MTWTFSS	Length	Spots/ Week	Rate	Tuno		
_										Туре		
1 10/0:	3/21	10/20	/21 M-	Su Rotator (5a-5x)	5a-2x	6666666	:30	42	\$0.0	0 NM		
Week	(s: S	Start D	ate End	Date MTWTFSS	Spots/Week	Rate						
	ō	9/27/		03/216	6	\$0.00						
Spots: #	<u>Ch</u>	Day	<u>Air Date</u>	Air Time Descri		Start/End Time	Lengt	h Ad-ID			<u>Rate</u>	Туре
2	WBB.	J Si	ı 10/03/21	6:59 AM M-Su I	Rotator (5a-5x)	5a-2x	:3) FT Asst.	Business	Mgr.	\$0.00	NM
5	WBB.	J Su	10/03/21	8:52 AM M-Su F	Rotator (5a-5x)	5a-2x	:3) FT Asst.	Business	Mgr.	\$0.00	NM
6	WBB.	J Su	ı 10/03/21	2:26 PM M-Su F	Rotator (5a-5x)	5a-2x	:30) FT Asst.	Business	Mgr.	\$0.00	NM
1	WBB.	l Si	10/03/21	5:46 PM M-Su F	Rotator (5a-5x)	5a-2x	:30) FT Asst.	Business	Mgr.	\$0.00	NM
4	WBB.	I SL	10/03/21	10:21 PM M-Su F	Rotator (5a-5x)	5a-2x	:30)FT Asst.	Business	Mgr.	\$0.00	NM
3	WBB.		10/03/21	10:56 PM M-Su F	Rotator (5a-5x)	5a-2x	:30)FT Asst.	Business	Mgr.	\$0.00	NM
Week		tart D 0/04/2		<u>Date MTWTFSS</u> 0/21 6666666	<u>Spots/Week</u> 42	<u>Rate</u> \$0.00						
Spots: #	Ch	Dav	Air Date	Air Time Descrip		Start/End Time	Lenath	n Ad-ID			Rate	Type
8	WBBJ	M	10/04/21	5:52 AM M-Su F	Rotator (5a-5x)	5a-2x			Business	Mar.	\$0.00	
9	WBBJ	М	10/04/21	11:41 AM M-Su F	Rotator (5a-5x)	5a-2x	:30) FT Asst.	Business	Mar.	\$0.00	
11	WBBJ	м	10/04/21	3:37 PM M-Su F	• •	5a-2x			Business	5	\$0.00	
10	WBBJ	М	10/04/21	5:09 PM M-Su F	, ,	5a-2x			Business		\$0.00	
12	WBBJ	М	10/04/21	10:15 PM M-Su F		5a-2x			Business		\$0.00	
7	WBBJ	М	10/04/21	12:03 AM M-Su R		5a-2x			Business I	5	\$0.00	NM
18	WBBJ	Tu	10/05/21	5:52 AM M-Su R	()	5a-2x			Business I	5	\$0.00	
14	WBBJ	Tu	10/05/21	11:42 AM M-Su R	· · ·	5a-2x			Business I	2	\$0.00	NM
15	WBBJ	Tu	10/05/21	6:11 PM M-Su R		5a-2x			Business I		\$0.00	NM
16	WBBJ	Tu	10/05/21	12:19 AM M-Su R	• •	5a-2x			Business H	5	\$0.00	NM
13	WBBJ	Tu	10/05/21	1:04 AM M-Su R		5a-2x			Business N	2	\$0.00	NM
17	WBBJ		10/05/21	1:29 AM M-Su R	. ,	5a-2x			Business N	3	\$0.00	NM
19	WBBJ	w	10/06/21	5:20 AM M-Su R		5a-2x			Business N	2	\$0.00	NM
22	WBBJ	w	10/06/21	6:29 AM M-Su R	, ,	5a-2x			Business N	5	\$0.00	NM
24	WBBJ	w	10/06/21	7:28 AM M-Su R	. ,	5a-2x			Business M	-	\$0.00	NM
23	WBBJ	w	10/06/21	11:25 AM M-Su R	. ,	5a-2x			Business M	2	\$0.00	NM
20	WBBJ	W	10/06/21	1:15 AM M-Su R	. ,	5a-2x			Business M		\$0.00	NM
21	WBBJ	w	10/06/21	1:35 AM M-Su R		5a-2x			Business M	3	\$0.00	NM
27	WBBJ	Th	10/07/21	5:41 AM M-Su R	· ·	5a-2x			Business M	5	\$0.00	NM
26	WBBJ	Th	10/07/21	8:30 AM M-Su R	· · /	5a-2x			Business M	2	\$0.00	NM
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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 #			······

e Start	Date I	End D	ate De	scription	Start/End Time	MTWTFSS		pots/ Veek	Rate	Туре		
1 10/03	3/21 [~]	10/20/	21 M-	Su Rotator (5a-5x)	5a-2x	6666666	:30	42	\$0.00	0 NM		
oots: <u>#</u>	<u>Ch</u>	Day	Air Date	Air Time Descri	ption	Start/End Time	Length A	d-ID			Rate	Τy
28	WBBJ	Th	10/07/21	12:30 AM M-Su F	Rotator (5a-5x)	5a-2x	:30 F	T Asst.	Business	Mgr.	\$0.00	0 N
30	WBBJ	Th	10/07/21	12:52 AM M-Su F	Rotator (5a-5x)	5a-2x	:30 F	T Asst.	Business	Mgr.	\$0.00	0 N
25	WBBJ	Th	10/07/21	1:31 AM M-Su F	Rotator (5a-5x)	5a-2x	:30 F	T Asst.	Business	Mgr.	\$0.00	D N
29	WBBJ	Th	10/07/21	1:46 AM M-Su F	Rotator (5a-5x)	5a-2x	:30 F	T Asst.	Business	Mgr.	\$0.00	D N
36	WBBJ	F	10/08/21	5:29 AM M-Su F	Rotator (5a-5x)	5a-2x	:30 F	T Asst.	Business	Mgr.	\$0.00	D N
33	WBBJ	F	10/08/21	6:45 AM M-Su F	Rotator (5a-5x)	5a-2x	:30 F	T Asst.	Business	Mgr.	\$0.00	
31	WBBJ	F	10/08/21	7:25 AM M-Su F	Rotator (5a-5x)	5a-2x	:30 F	T Asst.	Business I	Mgr.	\$0.00	D N
35	WBBJ	F	10/08/21	7:55 AM M-Su F		5a-2x	:30 F	T Asst.	Business	Mgr.	\$0.00	
32	WBBJ	F	10/08/21	12:19 AM M-Su F		5a-2x	:30 F	T Asst.	Business	Mar.	\$0.00	
34	WBBJ	F	10/08/21	1:45 AM M-Su F		5a-2x			Business (\$0.00	
41	WBBJ		10/09/21	7:55 AM M-Su F	, ,	5a-2x			Business (-	\$0.00	
40	WBBJ		10/09/21	8:58 AM M-Su F	· ·	5a-2x			Business I		\$0.00	
42	WBBJ		10/09/21	10:46 PM M-Su F		5a-2x			Business M	-	\$0.00	
37	WBBJ		10/09/21	11:08 PM M-Su F		5a-2x			Business M	-	\$0.00	
	WBBJ		10/09/21						Business N	2		
38				12:23 AM M-Su F		5a-2x			Business M	-	\$0.00	
39	WBBJ		10/09/21	1:02 AM M-Su F		5a-2x			Business N	-	\$0.00	
43	WBBJ		10/10/21	2:29 PM M-Su R		5a-2x				5	\$0.00	
44	WBBJ		10/10/21	4:19 PM M-Su R	· · ·	5a-2x			Business N	-	\$0.00	
45	WBBJ		10/10/21	6:42 PM M-Su R	. ,	5a-2x			Business N	-	\$0.00	
46	WBBJ		10/10/21	7:47 PM M-Su R	· ·	5a-2x			Business M		\$0.00	
47	WBBJ		10/10/21	10:15 PM M-Su R	· ·	5a-2x			Business M	-	\$0.00	
48 Weeks		Su art <u>Da</u> /11/21			lotator (5a-5x) <u>Spots/Week</u> 42	5a-2x <u>Rate</u> \$0.00	:30 F	r Asst.	Business M	4gr.	\$0.00)
ots: #					•=						_ .	T
	Ch	Dav	Air Date		otion		Lenath A	d-ID			Rate	ιν
	<u>Ch</u> WBBJ		<u>Air Date</u> 10/11/21	Air Time Descrip		Start/End Time	<u>Length A</u> :30 F		Business M	Agr.	<u>Rate</u> \$0.00	
52	WBBJ	М	10/11/21	Air Time Descrip 5:09 AM M-Su R	totator (5a-5x)	<u>Start/End Time</u> 5a-2x	:30 F	F Asst.	Business M Business M		\$0.00	N
52 50	WBBJ WBBJ	M M	10/11/21 10/11/21	<u>Air Time</u> <u>Descrip</u> 5:09 AM M-Su R 5:21 AM M-Su R	totator (5a-5x) totator (5a-5x)	<u>Start/End Time</u> 5a-2x 5a-2x	:30 F :30 F	Γ Asst. Γ Asst.	Business M	Agr.	\$0.00 \$0.00	N
52 50 54	WBBJ WBBJ WBBJ	M M M	10/11/21 10/11/21 10/11/21	<u>Air Time</u> <u>Descrip</u> 5:09 AM M-Su R 5:21 AM M-Su R 2:13 PM M-Su R	totator (5a-5x) totator (5a-5x) totator (5a-5x)	<u>Start/End Time</u> 5a-2x 5a-2x 5a-2x	:30 F :30 F :30 F	F Asst. F Asst. F Asst.	Business M Business M	Agr. Agr.	\$0.00 \$0.00 \$0.00	N N N
52 50 54 49	WBBJ WBBJ WBBJ WBBJ	M M M	10/11/21 10/11/21 10/11/21 10/11/21	<u>Air Time</u> <u>Descrip</u> 5:09 AM M-Su R 5:21 AM M-Su R 2:13 PM M-Su R 1:05 AM M-Su R	totator (5a-5x) totator (5a-5x) totator (5a-5x) totator (5a-5x)	<u>Start/End Time</u> 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x	:30 F :30 F :30 F :30 F	Asst. Asst. Asst. Asst. Asst.	Business M Business M Business M	Agr. Agr. Agr.	\$0.00 \$0.00 \$0.00 \$0.00	N N N
52 50 54 49 51	WBBJ WBBJ WBBJ WBBJ WBBJ	M M M M	10/11/21 10/11/21 10/11/21 10/11/21 10/11/21	<u>Air Time</u> <u>Descrip</u> 5:09 AM M-Su R 5:21 AM M-Su R 2:13 PM M-Su R 1:05 AM M-Su R 1:31 AM M-Su R	kotator (5a-5x) kotator (5a-5x) kotator (5a-5x) kotator (5a-5x) kotator (5a-5x)	<u>Start/End Time</u> 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x	:30 F :30 F :30 F :30 F :30 F	Asst. Asst. Asst. Asst. Asst.	Business M Business M Business M Business M	Agr. Agr. Agr. Agr.	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	
52 50 54 49 51 53	WBBJ WBBJ WBBJ WBBJ WBBJ	M M M M M	10/11/21 10/11/21 10/11/21 10/11/21 10/11/21 10/11/21	<u>Air Time Descrip</u> 5:09 AM M-Su R 5:21 AM M-Su R 2:13 PM M-Su R 1:05 AM M-Su R 1:31 AM M-Su R 1:54 AM M-Su R	kotator (5a-5x) kotator (5a-5x) kotator (5a-5x) kotator (5a-5x) kotator (5a-5x) kotator (5a-5x)	<u>Start/End Time</u> 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x	:30 F :30 F :30 F :30 F :30 F :30 F	Asst. Asst. Asst. Asst. Asst. Asst.	Business M Business M Business M Business M Business M	Agr. Agr. Agr. Agr. Agr.	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	
52 50 54 49 51 53 56	WBBJ WBBJ WBBJ WBBJ WBBJ WBBJ	M M M M M Tu	10/11/21 10/11/21 10/11/21 10/11/21 10/11/21 10/11/21 10/11/21	<u>Air Time Descrip</u> 5:09 AM M-Su R 5:21 AM M-Su R 2:13 PM M-Su R 1:05 AM M-Su R 1:31 AM M-Su R 1:54 AM M-Su R 5:51 AM M-Su R	kotator (5a-5x) kotator (5a-5x) kotator (5a-5x) kotator (5a-5x) kotator (5a-5x) kotator (5a-5x) kotator (5a-5x)	<u>Start/End Time</u> 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x	:30 F :30 F :30 F :30 F :30 F :30 F	Asst. Asst. Asst. Asst. Asst. Asst. Asst.	Business M Business M Business M Business M Business M	Agr. Agr. Agr. Agr. Agr. Agr.	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	
52 50 54 49 51 53 56 60	WBBJ WBBJ WBBJ WBBJ WBBJ WBBJ WBBJ	M M M M Tu Tu	10/11/21 10/11/21 10/11/21 10/11/21 10/11/21 10/11/21 10/12/21 10/12/21	<u>Air Time</u> <u>Descrip</u> 5:09 AM M-Su R 5:21 AM M-Su R 2:13 PM M-Su R 1:05 AM M-Su R 1:31 AM M-Su R 1:54 AM M-Su R 5:51 AM M-Su R 9:33 AM M-Su R	totator (5a-5x) totator (5a-5x) totator (5a-5x) totator (5a-5x) totator (5a-5x) totator (5a-5x) totator (5a-5x) totator (5a-5x)	<u>Start/End Time</u> 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x	:30 F :30 F :30 F :30 F :30 F :30 F :30 F :30 F	Asst. Asst. Asst. Asst. Asst. Asst. Asst. Asst.	Business M Business M Business M Business M Business M Business M	Agr. Agr. Agr. Agr. Agr. Agr.	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	
52 50 54 49 51 53 56 60 55	WBBJ WBBJ WBBJ WBBJ WBBJ WBBJ WBBJ	M M M M Tu Tu Tu	10/11/21 10/11/21 10/11/21 10/11/21 10/11/21 10/11/21 10/12/21 10/12/21 10/12/21	<u>Air Time</u> <u>Descrip</u> 5:09 AM M-Su R 5:21 AM M-Su R 2:13 PM M-Su R 1:05 AM M-Su R 1:31 AM M-Su R 5:51 AM M-Su R 9:33 AM M-Su R 11:53 AM M-Su R	Actator (5a-5x) Actator (5a-5x)	<u>Start/End Time</u> 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x	:30 F :30 F :30 F :30 F :30 F :30 F :30 F :30 F :30 F	Asst. Asst. Asst. Asst. Asst. Asst. Asst. Asst. Asst.	Business M Business M Business M Business M Business M Business M Business M	Agr. Agr. Agr. Agr. Agr. Agr. Igr. Igr.	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	
52 50 54 49 51 53 56 60 55 57	WBBJ WBBJ WBBJ WBBJ WBBJ WBBJ WBBJ WBBJ	M M M M Tu Tu Tu Tu	10/11/21 10/11/21 10/11/21 10/11/21 10/11/21 10/12/21 10/12/21 10/12/21 10/12/21	<u>Air Time</u> <u>Descrip</u> 5:09 AM M-Su R 2:13 PM M-Su R 1:05 AM M-Su R 1:31 AM M-Su R 1:54 AM M-Su R 5:51 AM M-Su R 9:33 AM M-Su R 11:53 AM M-Su R 3:54 PM M-Su R	Rotator (5a-5x) Rotator (5a-5x) Rotator (5a-5x) Rotator (5a-5x) Rotator (5a-5x) Rotator (5a-5x) Rotator (5a-5x) Rotator (5a-5x) Rotator (5a-5x) Rotator (5a-5x)	<u>Start/End Time</u> 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x	:30 F :30 F :30 F :30 F :30 F :30 F :30 F :30 F :30 F :30 F	Asst. Asst. Asst. Asst. Asst. Asst. Asst. Asst. Asst. Asst.	Business M Business M Business M Business M Business M Business M Business M Business M	Agr. Agr. Agr. Agr. Agr. Agr. Agr. Agr.	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	
52 50 54 49 51 53 56 60 55 57 59	WBBJ WBBJ WBBJ WBBJ WBBJ WBBJ WBBJ WBBJ	M M M M Tu Tu Tu Tu Tu	10/11/21 10/11/21 10/11/21 10/11/21 10/11/21 10/12/21 10/12/21 10/12/21 10/12/21 10/12/21	<u>Air Time</u> <u>Descrip</u> 5:09 AM M-Su R 2:13 PM M-Su R 1:05 AM M-Su R 1:31 AM M-Su R 5:51 AM M-Su R 9:33 AM M-Su R 11:53 AM M-Su R 3:54 PM M-Su R 11:52 PM M-Su R	Rotator (5a-5x) Rotator (5a-5x)	<u>Start/End Time</u> 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x 5a-2x	:30 F :30 F	Asst. Asst. Asst. Asst. Asst. Asst. Asst. Asst. Asst. Asst. Asst.	Business M Business M Business M Business M Business M Business M Business M Business M Business M	Agr. Agr. Agr. Agr. Agr. Agr. Igr. Igr. Igr.	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	
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Send Payment To: WBBJ 346 Muse St Jackson, TN 38301

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

Spots/

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e Start I	Date E	Ind Da	ate Des	cription	Start/End Time	MTWTFSS	Length	Week	Rate	Туре	<u></u>	
1 10/03/	_	0/20/2	21 M-S	Su Rotator (5a-5x)	5a-2x	6666666	:30	42	\$0.0	O NM		
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Spots: #	<u>Ch</u> WBBJ		10/14/21	1:56 AM M-Su		5a-2x	:30)FT Asst.	Business	Mgr.	\$0.00) N
71	WBBJ	F	10/15/21	5:11 AM M-Su	•	5a-2x	:30)FT Asst.	Business	Mgr.	\$0.00) N
77		F	10/15/21	7:26 AM M-Su		5a-2x	:30)FT Asst.	Business	Mgr.	\$0.00	N C
73	WBBJ	F	10/15/21	3:38 PM M-Su		5a-2x	:30)FT Asst.	Business	Mgr.	\$0.00	n c
76	WBBJ			11:36 PM M-Su		5a-2x	:30)FT Asst.	Business	Mgr.	\$0.00	1 C
74	WBBJ	F	10/15/21	12:19 AM M-Su		5a-2x	:30)FT Asst.	. Business	Mgr.	\$0.00) I
75	WBBJ	F	10/15/21	12:59 AM M-Su		5a-2x	;30)FT Asst.	Business	Mgr.	\$0.00	1 C
78	WBBJ	F	10/15/21		Rotator (5a-5x)	5a-2x	:0				\$0.00	9 I
84	WBBJ	Sa Cred	10/16/21 lited	W-3U	Rolalor (Ja-Jx)	04 27						
81	WBBJ		10/16/21	8:39 AM M-Su	Rotator (5a-5x)	5a-2x			. Business		\$0.00	
83	WBBJ		10/16/21	10:35 PM M-Su	Rotator (5a-5x)	5a-2x			. Business		\$0.00	
82	WBBJ		10/16/21	12:36 AM M-Su		5a-2x			. Business		\$0.00	
80	WBBJ		10/16/21	12:59 AM M-Su	-	5a-2x			. Business		\$0.00	
79	WBBJ		10/16/21	1:43 AM M-Su		5a-2x			. Business		\$0.00	
79 88	WBBJ		10/17/21	1:29 PM M-Su		5a-2x			. Business		\$0.00	
89	WBBJ		10/17/21	4:29 PM M-Su		5a-2x	:3) FT Asst.	. Business	Mgr.	\$0.00	0
87	WBBJ		10/17/21	6:40 PM M-Su		5a-2x			. Business		\$0.00	0
	WBBJ		10/17/21	9:34 PM M-Su		5a-2x	:3) FT Asst.	. Business	Mgr.	\$0,00	0
90			10/17/21	12:51 AM M-Su		5a-2x	:3) FT Asst.	. Business	Mgr.	\$0.00	0
85	WBBJ				Rotator (5a-5x)	5a-2x	:3) FT Asst.	. Business	Mgr.	\$0.00	0
86 Weeks	WBBJ	Su art Da	10/17/21 ite End		Spots/Week	Rate						
vveeks)/18/2			18	\$0.00					Dete	T
pots: <u>#</u>	Ch		Air Date	Air Time Descr	iption	Start/End Time		h <u>Ad-ID</u>			Rate	
92	WBBJ		10/18/21	3:59 PM M-Su	Rotator (5a-5x)	5 a- 2x			. Business		\$0.00	
93	WBBJ	М	10/18/21	4:50 PM M-Su	Rotator (5a-5x)	5a-2x		-	. Business		\$0.00	
94	WBBJ		10/18/21	8:43 PM M-Su	Rotator (5a-5x)	5a-2x			. Business		\$0.00	
91	WBBJ	M	10/18/21	11:52 PM M-Su	Rotator (5a-5x)	5a-2x		-	. Business		\$0.00	
96	WBBJ		10/18/21	12:49 AM M-Su	Rotator (5a-5x)	5a-2x			. Business		\$0.00	
95	WBBJ		10/18/21	1:31 AM M-Su	Rotator (5a-5x)	5a-2x			. Business		\$0.00	
99	WBBJ		10/19/21	5:29 AM M-Su	Rotator (5a-5x)	5a-2x			. Business		\$0.00	
100	WBBJ		10/19/21		Rotator (5a-5x)	5a-2x			. Business		\$0.00	
97	WBBJ		10/19/21		Rotator (5a-5x)	5a-2x			. Business		\$0.00	
98 98	WBBJ		10/19/21	11:25 AM M-Su		5a-2x			. Business		\$0.00	
102	WBBJ		10/19/21	10:51 PM M-Su		5a-2x		-	. Business		\$0.00	
102	WBBJ		10/19/21	12:18 AM M-Su		5a-2x	:3	0 FT Asst	. Business	Mgr.	\$0.00	0
			10/20/21		Rotator (5a-5x)	5a-2x			. Business		\$0.00	
104	WBBJ		10/20/21	10:59 AM M-Su		5a-2x			. Business		\$0.00	0
107	WBBJ		10/20/21		Rotator (5a-5x)	5a-2x	:3	0 FT Asst	. Business	Mgr.	\$0.00	0
106	WBBJ		10/20/21	11:05 PM M-Su		5a-2x	:3	0 FT Asst	. Business	Mgr.	\$0.00	0
108	WBBJ				Rotator (5a-5x)	5a-2x	:3	0 FT Asst	. Business	Mgr.	\$0.00	0
103	WBBJ		10/20/21 10/20/21	1:45 AM M-Su		5a-2x			. Business		\$0.00	0

Payment Terms 30 Days

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

Net Total

\$0.00 \$0.00

Exhibit 4



Avertising Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must posses 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

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
		E. / . 5			
c		6 Mg player Letenar			
7		Cliput Do Louis			
3		The second second			
2		Property			
4					
		EMPLOYER REPARCE			
5					
6					
7					
8					
6					
10					

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



- 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 posses 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



- 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 posses 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



- 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 posses 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@wbbitv.com



- 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 posses 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



- 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 posses 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



- 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 posses 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



- 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 posses 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



- 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 posses 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



- 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 posses 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



- 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 posses 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



- 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 posses 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



- 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 posses 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@wbbitv.com



- 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 posses 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



- To: Fisk University 18th 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 posses 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



- 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 posses 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



- 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 posses 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



- 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 posses 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



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 posses 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



- 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 posses 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



- 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 posses 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@wbbitv.com



- 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 posses 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



- 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 posses 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



To: Middle TN State University

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 posses 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



- To: Trevecca University 333 Murfressboro 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 posses 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

Exhibit 5

Sales Account Executve – WBBJ TV

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

Sales Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must posses 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)

10.04.21

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

VACANCY NOTIFICATIONS – Form BP-05

Job Title of Vacancy:

Advertising Account Executive

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
Lettter – 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	-
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***** Use additional pages as needed. Do Not Put in Public File. ****

OUR WEB SITE

Sales Account Executve – WBBJ TV

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

Q

Sales Account Executive

WBBJ TV, Jackson Tennessee is seeking an Advertising Account Executive. Candidate must posses 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)

10.04.21

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



- 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 posses 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



- 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 posses 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



- To: Fisk University 18th 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 posses 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



- 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 posses 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



- 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 posses 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



- 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 posses 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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Or

knewcom@wbbjtv.com



- 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 posses 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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Or

knewcom@wbbjtv.com



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 posses 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



- 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 posses 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



- 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 posses 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



- 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 posses 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



- 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 posses 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



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 posses 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



- 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 posses 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



- 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 posses 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



- 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 posses 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



- To: Trevecca University 333 Murfressboro 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 posses 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



- 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 posses 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



- 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 posses 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



- 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 posses 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



- 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

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Or

knewcom@wbbjtv.com



- 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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Or

knewcom@wbbjtv.com



- 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

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

Or

knewcom@wbbjtv.com



- 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 posses 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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