

WDAM

EEO PUBLIC FILE REPORT

February 1, 2017 - January 31, 2018

II. MASTER LIST OF RECRUITMENT SOURCES

**Sources with an asterisk (*) denote organizations that requested notification of job vacancies*

<u>*Source Number</u>	<u>Organization</u>	<u>Contact Person</u>	<u>Mailing/Email Address</u>	<u>Website</u>	<u>Phone Number</u>	<u>Number of Interviews</u>
COMMUNITY SOURCES						
1*	USM Placement	Kathleen Killam	Kathleen.Killam@usm.edu	https://app.joinhandshake.com/	601-266-4159	
			SS Box 5014, H'burg MS 39406			
	Employment	Student	Lisa.Stevens@usm.edu		601-266-4159	
2*	Tougaloo College	Gladys Jones Whitney McDowell	gjones@tougaloo.edu, wmcowell@tougaloo.edu		601-977-7817	
		Careers and Placement	500 W County Line Rd, Tougaloo, MS 39174			
3*	Jones County Junior College	Christy Buckley Placement Office	c.buckley@jcc.edu; holly.robertson@jcc.edu; Front St, Ellisville, Ms 39437		601-477-4187	
4*	William Carey College	B Wright	bwright@wcarey.edu			

5*	Ole Miss	Amanda Walker Career Placement	amanda@career.olemiss.edu Oxford, MS		662-915-7174	
6*	Miss State Employment Service	C Valentine or Robert Huddleston	cvalentine@mdes.ms.gov ; rhuddleston@mdes.ms.gov P O. Box 15428, H'burg, MS 39402		601-584-1934	1
7*	Winn Job Center Laurel, MS	C Valentine; Phil Hosey	phosey@mdes.ms.gov ; 2139 Hwy 15 N, Laurel, MS 39440		601-649-7817	
8*	Hinds Community College	Iyanna Colly	iyanna.colly@hindsgcc.edu		601-857-3499	
ADDITIONAL SOURCES						
9	WDAM	Beth Cook	On air advertising / radio			
10	Station Bulletin Board / Internal	Beth Cook		https://careers-raycommedia.icims.com		19
11	Employee Referral	Beth Cook				7
12	Walk ins/phone ins	Beth Cook	https://careers-raycommedia.icims.com	WDAM.com and Raycommedia.com	601-544-4730	
ADVERTISING SOURCES						
13	TVJob.com	e-mail only	jobs@tvjobs.com			2
14	ESPN.com	e-mail only				
15	Medialine.com	e-mail only	medialine@medialine.com rich@medialine.com			
16	WDAM.com	Beth Cook		wdam.com		2
17	Indeed.com		Indeed.com			3
18	Raycom Media		raycommmedia.icims.com	Raycommedia.com		14

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 2017 - January 2018

Describe Nature of Initiative:

Public Service Announcements – WDAM Equal Opportunity Employment, Recruitment and Job Opportunities

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Applicants interested in open jobs at WDAM 7 can visit WDAM.COM.
Additionally, WDAM 7 is committed to a broad recruiting outreach program to represent our diverse community. We encourage qualified organizations to become part of our list of recruitment sources. If your organization distributes job information or can provide referrals as part of your regular activity, please consider joining our list. We will notify you of each full-time opening and ask you to send individuals to us for consideration.
Please send your requests to the email address shown.

Names of Station Personnel involved in Initiative:

Mike Johnson – Reports for Public File by quarter – copies are in FCC Public Folder.
Erik Snell – Marketing Director
Doug Morris and Quin Dungy – Producers of Morning & Midday Show

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 2017 to January 2018

Describe Nature of Initiative:

Internship Program

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

We have interns each semester, either college level interns or high school job shadow programs. Evaluations are sent to school supervisor. We had two students for 2017 Spring Semester and 2 students for the 2017 Fall Semester.

Names of Station Personnel involved in Initiative:

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Erik Snell, Marketing Manager; Terrica Washington, Assignment Editor; Kelsey Evans, Executive Producer; Ted Palmer, Local Sales Manager

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 2017-2018

Describe Nature of Initiative:

Station Tours conducted throughout the year.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Teachers, students, job shadows, and guest are shown how news and weather broadcasts are done in the studio. We explain how cameras and chromo keys work along with how we prepare for a forecast and a news show. They are also give a tour through a working newsroom, where job opportunities are highlighted. Home schooled group of 40 from Laurel, MS; Several autistic children brought in by parents; Presbyterian Christian School - group of 20; Boy Scouts Troop – Sumrall – 10 are a few examples.

Names of Station Personnel involved in Initiative:

Rex Thompson, Morning Weathercaster, Patrick Bigbie, Meteorologist and John Osborne, New Content Specialist

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 2017 - 2018

Describe Nature of Initiative:

EEOC Compliance – Diversity Websites

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Using the websites to post upper level jobs. Posting jobs to minority sites – NAJA, AAJA, NAHJ

Names of Station Personnel involved in Initiative:

Beth Cook Stringer – HR Coordinator/ EEO Coordinator

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): October 17, and November 28, 2017

Describe Nature of Initiative:

EEO Webinar/Training

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Attended Webinar Training on EEO matters. Webinars were conducted by Raycom Media and Covington & Burling. The webinars covered requirements for EEO recruitment and reporting.

Names of Station Personnel involved in Initiative:

Beth Cook – HR Coordinator/EEO Coordinator
Jama Killingsworth – General Manager

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 21, 2017

Describe Nature of Initiative:

Governor's Job Fair Network of Mississippi
Mississippi Employment Expo 2016

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WLBT, WDBD, WDAM and WLOX were represented at the job fair. Posting for all jobs at the stations were available for interested parties and questions answered.

Names of Station Personnel involved in Initiative:

Terri Collums – WLBT Business Manager/ EEO Coordinator

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): April 4, 2017

Describe Nature of Initiative:

Governor's Job Fair
Spring Southern Region Military and Civilian

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

The main goal is to give potential employees a chance to speak with employers along the Gulf Coast. This fair also strives to provide outstanding employment and professional support services to our military community and is a benefit to the employers and military families. It also assists us to achieve our recruiting and staffing goals with capable and reliable military members.

Names of Station Personnel involved in Initiative:

Wilma Peters, Business Office Coordinator/EEO Coordinator

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 10, 2017

Describe Nature of Initiative:

Laurel VoTech School - Local Job Fair

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Gave keynote address. Provided information on skills required for a Meteorologist career at Laurel VoTech School for local job fair.

Names of Station Personnel involved in Initiative:

Nick Lilja – Chief Meteorologist

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): April 26, 2017

Describe Nature of Initiative:

TOP OF CLASS

Annual event saluting area high school Val and Sal for their outstanding accomplishments.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WDAM, in partnership with Jones Jr. College, saluted area high school VALS and SALS. 30 sec spots were done each day of the students per school, they were on our WDAM website along with a headshot slide show and twitter.

Names of Station Personnel involved in Initiative:

WDAM - Jama Killingsworth, GM; Erin Lowrey, Digital Content Manager; Mickey Robinson, Marketing Producer; Cindy Smith, Account Executive; Patrick Bigbie, Meteorologist; Sommer Holloway, Commercial Producer; and Michael Perry, Marketing Producer

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 27, 2017

Describe Nature of Initiative:

University of Southern Mississippi – MCJ 12 Class
Class Presentation – Creative writing and script writing for commercial and broadcast and what to expect in job searching and choosing the right job.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Jonathan McGowan spoke to the MCJ Class 120 at USM about graduating, entering the job market and how to write for broadcast and commercial. How he got his start in the media, real work experiences and how to be marketable to future employers. Jonathan gave them a short rundown of duties for a News Content Specialist and Commercial Producer at WDAM. He also furnished information of jobs open at WDAM.

Names of Station Personnel involved in Initiative:

Jonathan McGowan – Commercial Producer

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): April 4, 2017

Describe Nature of Initiative:

Oak Grove High School, Class 6A School Newspaper, "The Warrior Beat"

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Ryan Moore spoke to a group of roughly 15 Juniors and Seniors that produce the Oak Grove High School newspaper. Ryan was brought in as a graduate of Oak Grove High School, to show the students that they can have a future and a career in journalism. He informed them of the day to day goals of broadcast journalists, what it takes to build sources, work on stories (leaving opinions out), and working won a deadline. He answered questions pertaining to how to make/broadcast shows, select the news that runs on the shows, as well as other editorial questions.

Names of Station Personnel involved in Initiative:

Ryan Moore – Investigative Reporter - News

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 2017 - 2018

Describe Nature of Initiative:

WDAM Weather Team Educates Area Schools

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WDAM Weather Team visit area schools to educate them on severe weather, forecasts, education and jobs opportunities.

Names of Station Personnel involved in Initiative:

Nick Lilja – Chief Meteorologist
Patrick Bigbie – Meteorologist
Rex Thompson – AM Weathercaster

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): April 27, May 4, 11, 18, October 2, 9, 16, 2017

Describe Nature of Initiative:

Midland Weather Radio Programming Events

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WDAM teams up with Midland Radio; Academy Sports and Outdoors; Walgreen Drugs of Hattiesburg, Petal and Waynesboro; Cowboy Maloney of Hattiesburg and Laurel, MS to promote the necessity and sale of the Midland weather radios. The WDAM team will program them for our area, whether they are purchased or pre-owned.

Names of Station Personnel involved in Initiative:

News – Erin Lowrey, Jac Bedrossian, Karrie Brown, Steven Williams
Weather – Nick Lilja, Patrick Bigbie, Rex Thompson
Marketing – Michael Perry, Erik Snell
General Manager, Jama Killingsworth
Sales – Quinn Bullock, JennyLeigh Grantham, Judy Crowder, Kyle Bouman

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): November 8, 2017

Describe Nature of Initiative:

Mississippi Association of Gang Investigators State-Wide Conference

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Ryan Moore, was on a panel of three speakers to inform, teach and explain how media and releasing information can help benefit law enforcement and help them release important information pertaining to cases. Over 200 people attended the event held on the Mississippi Gulf Coast.

Names of Station Personnel involved in Initiative:

Ryan Moore – Investigative Reporter - News