

WLOX, LLC
EEO PUBLIC FILE REPORT
FEBRUARY 1, 2018 – January 31, 2019

I. VACANCY LIST

See Master Recruitment Source List for recruitment source data

Job Title	Recruitment Sources (RS) Uses to Fill Vacancy	RS Referring Hire
Reporter/MMJ	1-10, 12, 14-19, 21-24	19
Chyron Operator	1, 2, 4, 8-10, 12, 14-17, 19, 21, 23, 24	25
Account Executive	1, 3-5, 11, 12, 14-24	25
Account Executive	1, 2, 4, 5, 9, 12, 14-19, 21, 23, 24	26
News Producer	2, 4-10, 13-18, 20, 21, 23, 24	25
Audience Development And	2, 4-10, 13-17, 19-24	19
Sr Digital Sales Specialist	4, 12, 14, 18, 19, 23, 24	19
Director	1, 9, 10, 12, 14, 16, 18, 19, 22-24	25
Meteorologist/Reporter	1, 4, 9-16, 18, 19, 22-24	19
Sports Anchor/Reporter	4, 9-12, 16, 18, 19, 22, 23,24	22
News Producer	1, 9, 10, 12,16, 18, 19, 22-24	30
Reporter/MMJ	4, 11, 12, 16, 18, 19, 22, 23,24	12
Photographer/MMJ	4, 11, 16, 18, 19, 22, 23, 24	25
Reporter/MMJ	4, 9, 10, 12, 16, 19, 23, 24, 26	26
Photographer/MMJ	4, 11, 16, 18, 19, 22, 23, 24, 26	26

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II. MASTER LIST OF RECRUITMENT SOURCES

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

Source Number	Organization	Contact	Address	Website/Email	Phone Number	Number of Interviews
1	Alcorn State University	Joey J. Mitchell	1000 ASU Drive Alcorn, MS 39096	https://alcorn-csm.symplicity.com	601-877-6324	
2	Fleet & Family Support Center	Sherrie Farricy	5301 Snead Street Gulfport, MS 39501	Sherrie.farricy.ctr@navy.mil	228-871-4264	
3	LSU	Amy Caillouet	LSU Student Union LSU Box 2550 Baton Rouge, LA 70803	https://lsu-csm.symplicity.com/employers	225-578-2162	
4	MS Department of Employment Security	Alfred Brooken	10162 Southpark Dr Gulfport, MS 39505	mdes.ms.gov	228-897-6945	
5	MS Department of Rehabilitation Services	Nancy Vierling	13486 Fastway Lane Gulfport, MS 39503	www.mdrs.ms.gov nvierling@mdrs.ms.gov	228-575-3408	
6	Loyola			https://www.myinterfase.com/loyola/employer/		
7	MS State University	Edie Irvin	P.O. Box P Mississippi State, MS 39762	www.visit.msstate.edu	662-325-3344	
8	University of Missouri	Jennifer Davis	104 Cornell Hall Columbia, MO 65211	https://app.joinhandshake.com/jobs/	573-573-6898	
9	University of Southern Mississippi	Rusty Anderson	McLemore Hall Hattiesburg, MS 39406	https://app.joinhandshake.com/jobs/	601-266-4153	
10	University of South Alabama	Delia Ingram	390 Alumni Circle Meisler Hall, Suite 2100 Mobile, AL 36688	https://app.joinhandshake.com/jobs/	251-640-6188	

Community Sources

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Additional Sources				-		
11	INDEED			Indeed.com		3
12	LinkedIn			https://www.linkedin.com/jobs		2
13	AAJA		5 Third Street, Suite 1108 San Francisco, CA 94102	www.aaja.org	215-346-2051	
14	Media Line	Richard Everitt		https://www.medialine.com	706-364-7564	
15	Mississippi Associated Broadcasters		855 S. Pear Orchard Rd Ridgeland, MS 39157	www.msbroadcasters.org	601-957-9121	
16	Media Match		P.O. Box 48220 Los Angeles, CA 90048	www.mediamatch.com		
17	NAJA	Rebecca Landsberry		rebeccalandsberry@naja.com		
18	NAHJ			www.nahjcareercenter.com		
19	Raycom Media	Donna Tadlock	201 Monroe Street Montgomery, AL 36104	www.careersraycommedia.com	334-206-1417	42
20	WLOX.COM			www.wlox.com		8
21	U.S. Department of Veterans Affairs	Anthony Williams		anthony.williams8@va.gov		
22	TVJOBS.COM			http://www.tvjobs.com/cgi-bin/jobs2/employers/postjob.cgi		3
23	WLOX, LLC Bulletin Board	Sherry Boucher	208 DeBuys Road Biloxi, MS 39531			
24	WLOX, LLC PSA& PROMOS	Mike Kommersmith	208 DeBuys Road Biloxi, MS 39531			

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25	Current Employee/Promotion					10
26	Employee Referral					8
27	Other Media					2
28	Walk-In					
29	Other Agency					
30	Transfer from another Raycom Station					1
						79

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III. DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): ON GOING

Describe Nature of Initiative:

On air outreach promo

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

On air invitation to potential employers to receive notification of all available job postings. See script below.

Names of Station Personnel involved in Initiative:

Mike Kommersmith, Marketing Manager

WLOX EEOC Promo audio – 45 seconds

“WLOX-TV, a Raycom television station, is committed to a broad applicant recruiting outreach program, in our continuing efforts to represent our diverse community. As part of this effort, we encourage qualified community organizations to become part of the station’s job opportunity notification mailing list.

If your organization is interested in becoming part of this list, and you distribute job information or can provide referrals as part of your regular activity, we would like to hear from you. We would then notify you of each opening and ask you to refer individuals to us for consideration.

Please send your requests to: WLOX-TV, 208 Debuys (Dah-Bees) Rd., Biloxi, MS 39531.”

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III. DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 6, 2018

Describe Nature of Initiative:

Careers on The Coast:
Networking and Job Fair

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

This event served as an opportunity for students of all disciplines to meet and interact with employers and professionals from the Gulf Coast region. The goal of this event was to provide students with an opportunity to be face to face with prospective employers in the community and practice developing professional communication, networking skills, to learn about current job openings & internships, and to establish professional contacts for future pursuit.

Names of Station Personnel involved in Initiative:

Sherry Boucher, Business Office Coordinator/EEO Coordinator

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III. DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 23, 2018

Describe Nature of Initiative:

Gulfport Central Middle School
Career Day

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

The fair is designed to give students the opportunities to meet with various employers and ask questions to help decide their interests after graduation.

Names of Station Personnel involved in Initiative:

Mike Kommersmith, Marketing Manager

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III. DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): April 10, 2018

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 of this job fair 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 employees.

Names of Station Personnel involved in Initiative:

Sherry Boucher, Business Office Coordinator/EEO Coordinator

Jim Tabor, TV Host

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III. DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): May 14 – June 27, 2018

Describe Nature of Initiative:

WLOX Sales Department Internship

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

A student from Ole Miss served as an intern for the WLOX Sales Department. She completed 202 hours of hands on work supporting Sales, News, Creative Services, Marketing, and Administration.

Her various activities included research, on-location video acquisition with camera and drone, going on News Stories, and supporting a CBS Network coverage baseball game with USM in the play-offs at MGM Park.

Names of Station Personnel involved in Initiative:

Don Moore, General Sales Manager

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III. DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): June 4 – June 28, 2018

Describe Nature of Initiative:

Newsroom Intern

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

A student from Vanleave High School spent majority of the time shadowing MMJs. Learned to write for digital and developed research skills helping to update the newsroom rolodex. He was also able to write and edit several stories for his resume.

Names of Station Personnel involved in Initiative:

Rayanne Weise, Assistant News Director

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III. DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): April 7, 2018

Describe Nature of Initiative:

AP Broadcasters Convention at WWII Museum in New Orleans

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

Critiqued college student's resumes, giving advice and tips to improve chances of being hired as a MMJ.

Names of Station Personnel involved in Initiative:

Rayanne Weise, Assistant News Director

Renee Johnson, Digital Content Director

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III. DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): April 12, 2018

Describe Nature of Initiative:

Ole Miss Recruiting Event

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

Served as guest speaker and reviewed resumes.

Names of Station Personnel involved in Initiative:

Renee Johnson, Digital Content Director