

WLOX, LLC
EEO PUBLIC FILE REPORT
FEBRUARY 1, 2017 – January 31, 2018

I. VACANCY LIST

See Master Recruitment Source List for recruitment source data		
Job Title	Recruitment Sources (RS) Uses to Fill Vacancy	RS Referring Hire
Account Executive	8,15,18,21,22,23,25,26,27,28,29,30	32
Account Executive	8,15,18,21,22,23,25,26,27,28,29,30	32
Account Executive	1,4,5,6,7,10,16,18,20,21,22,25,24,26,27,29,30	32
Business Office Coordinator	1,4,5,7,8,9,10,18,20,21,22,24,25,26,27,29,30	25
Digital Content Producer	4,5,7,9,10,11,18,21,22,24,25,27,29,30	25
Digital Content Producer	3,7,8,9,10,13,15,16,17,20,21,22,23,24,25,28,29,30	31
Digital Content Producer	3,7,8,13,15,16,17,18,20,21,22,23,24,25,27,28,29,30	31
Digital Marketing Manager	1,7,13,16,17,18,20,22,25,27,29,30	31
Digital Sales manager	1,3,7,8,9,15,16,17,20,21,22,23,25,27,28,29,30	31
Director	1,3,5,7,8,9,10,15,16,17,20,21,22,23,24,25,27,28,29,30	25
Executive Producer	3,5,7,9,10,13,15,16,17,18,20,21,22,24,25,27,29,30	31
News Producer	1,4,5,6,7,9,10,16,17,18,20,21,22,24,25,26,27,29,30	31
Reporter/MMJ	1,4,5,6,7,9,10,16,18,20,21,22,24,25,27,29,30	25
Reporter/MMJ	3,5,7,9,10,11,13,15,16,17,18,20,21,22,24,25,27,29,30	36
Senior Digital Sales Specialist	1,4,5,7,8,9,10,11,18,20,21,24,25,26,30	32
Sports Anchor/Reporter	1,4,5,6,7,10,11,12,13,14,16,17,18,19,20,21,22,24,25,26,27,29,30	25

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II. MASTER RECRUITMENT SOURCE LIST

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	Auburn University	Jay Skipworth	400 Martin Hall Auburn, AL 36849	https://auburn-cs.simplicity/employer	334-844-4744	
3	Fleet & Family Support Center	Sherrie Farricy	5301 Snead Street Gulfport, MS 39501	Sherrie.farricy.ctr@navy.mil	228-871-4264	
4	Jackson State University	Alisha Hughes	1400 Lynch Street Jackson, MS 39217	https://jsums-cms.symplicity.com	601-979-2477	
5	LSU	Amy Caillouet	LSU Student Union LSU Box 2550 Baton Rouge, LA 70803	https://lsu-csm.symplicity.com/employers	225-578-2162	
6	Mississippi College	Jim Miller	P.O. Box 4010 Clinton, MS 39056	www.mc.edu jmiller@mc.edu	601-925-3901	
7	MS Department of Employment Security	Alfred Brooken	10162 Southpark Dr Gulfport, MS 39505	mdes.ms.gov	228-897-6945	
8	MS Department of Rehabilitation Services	Nancy Vierling	13486 Fastway Lane Gulfport, MS 39503	www.mdrs.ms.gov nvierling@mdrs.ms.gov	228-575-3408	
9	Loyola			https://www.myinterfase.com/loyola/employer/		
10	MS State University	Edie Irvin	P.O. Box P Mississippi State, MS 39762	www.visit.msstate.edu	662-325-3344	
11	Troy University	Lauren Cole	104 Eldridge Hall Troy, AL 36081	www.troy.edu	334-670-3217	
12	Western Kentucky University	Rachel Jones	1906 College Heights Blvd Bowling Green, KY 42101	topjobs@wku.edu	270-745-3095	
13	University of Alabama	Linda Cardan	3400 Ferguson Center Tuscaloosa, AL 35487	https://app.joinhandshake.com/jobs/	205-348-5848	
14	University of Mississippi	Christy Wright	303 Martindale	www.myinterface.com/OleMiss/employer	662-915-7174	
15	University of Missouri	Jennifer Davis	104 Cornell Hall Columbia, MO 65211	https://app.iainhandshake.com/jobs/	573-6898	
16	University of Southern Mississippi	Rusty Anderson	McLemore Hall Hattiesburg, MS 39406	https://app.joinhandshake.com/jobs/	601-266-4153	
17	University of South Alabama	Delia Ingram	390 Alumni Circle Meisler Hall, Suite 2100	https://app.iainhandshake.com/jobs/	251-640-6188	

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			Mobile, AL 36688			
Additional Sources						
18	INDEED			indeed.com		1
19	AAJA		5 Third Street, Suite 1108 San Francisco, CA 94102	www.aaaja.org	215-346-2051	
20	Media Line	Richard Everitt		https://www.medialine.com	706-364-7564	
21	Mississippi Associated Broadcasters		855 S. Pear Orchard Rd Ridgeland, MS 39157	www.msbroadcasters.org	601-957-9121	
22	Media Match		P.O. Box 48220 Los Angeles, CA 90048	www.mediamatch.com		
23	NAJA	Rebecca Landsberry	rebeccalandsberry@naja.com			
24	NAHJ			www.nahjcareercenter.com		
25	Raycom Media	Donna Tadlock	201 Monroe Street Montgomery, AL 36104	www.careersraycommedia.com	334-206-1417	46
			Montgomery, AL 36104			
26	Talent Dynamics	Christina Heddings		www.talentedynamics.com	214-630-9590	
27	TVJOBS.COM			https://tvjobs.com/cgi-bin/jobs2/employers	800-374-0119	
28	U.S. Department of Veterans Affairs	Anthony Williams	anthony.williams8@va.gov			
29	WLOX, LLC Bulletin Board	Sherry Boucher	208 DeBuys Road Biloxi, MS 39531			
30	WLOX, LLC PSA& PROMOS	Mike Kommersmith	208 DeBuys Road Biloxi, MS 39531			
31	Current Employee Promotion					15
32	Employee Referral					9
33	Other Media					9
34	Walk-In					
35	Other Agency					
36	Transfer from another Raycom Station					4

**TOTAL
INTERVIEWEES 84**

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III. DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 3, 2017 & March 13, 2017

Describe Nature of Initiative:

Student Job Shadow Program:

This program is designed to encourage students from area schools to be able to come to the workplace so that students can spend one day or several hours observing an employee or employees in their chosen interest at the station

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

On March 3, 2017 WLOX hosted two Ocean Springs Middle School students to shadow the newsroom for about three hours. Sofia Diaz and Paola Santiago learned how to get the news, sports and weather on air each day.

On March 13, 2017, Garrett Slade shadowed WLOX Marketing Director, Mike Kommersmith. Garrett learned how to produce a commercial.

Names of Station Personnel involved in Initiative:

Rayanne Weiss, Assistant News Director

Mike Kommersmith, Marketing Director

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III. DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 7, 2017

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 was designed to meet and speak with any persons who were interested in all industries including broadcasting. WLBT, WDBD, WLOX, and WDAM co-sponsored a booth at the 2017 Expo.

Names of Station Personnel involved in Initiative:

Wilma Peters, Business Office Coordinator/EEO Coordinator

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III. DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

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

Describe Nature of Initiative:

Pearl River Community College Career Fair

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

The goal of this fair is to give students a chance to speak with employers along the Gulf Coast. This fair also strives to provide outstanding employment and professional support services to our community and is a benefit to the employers. It also assists us to achieve our recruiting and staffing goals with capable and reliable student and alumni members.

Names of Station Personnel involved in Initiative:

Wilma Peters, Business Office Coordinator/EEO Coordinator

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III. DESCRIPTION OF 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 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:

Wilma Peters, Business Office Coordinator/EEO Coordinator

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III. DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): May 18, 2017

Describe Nature of Initiative:

Virginia College's Employer Showcase

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

The main goal is to give students and 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 community and is a benefit to the employers. In addition, it assists us to achieve our recruiting and staffing goals with capable and reliable students and alumni members.

Names of Station Personnel involved in Initiative:

Wilma Peters, Business Office Coordinator/EEO Coordinator
Brad Kessie, News Director

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III. DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): August 30, 2017

Describe Nature of Initiative:

St. Patrick Catholic School
Career Fair

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

The fair is designed to give high school 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:

Wilma Peters, Business Office Coordinator/EEO Coordinator
Sherry Boucher, Business Office Coordinator/EEO Coordinator

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III. DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

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

Describe Nature of Initiative:

Mississippi Employment Expo
Career Fair

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

This event was designed to meet and speak with any persons who were interested in all industries including broadcasting. WLBT, WDBD, WLOX, and WDAM co-sponsored a booth at the 2017 Expo.

Names of Station Personnel involved in Initiative:

Terri Collums, Business Manager/EEO Coordinator

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III. DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): On Going Speaking Engagements

Describe Nature of Initiative:

Edgewater Rotary Club
University of Southern Mississippi
Central Middle School – Career Day

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

Edgewater Rotary – Doug Walker spoke about the changing face of news coverage in the new social media world that we live in
USM – Brad Kessie served as Counselor at Careers in Broadcast
Central Middle School – Brad Kessie was Career Day Speaker

Names of Station Personnel involved in Initiative:

Doug Walker - Reporter
Brad Kessie – News Director

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III. DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): September 8, October 17, & November 28

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.

Names of Station Personnel involved in Initiative:

Sherry Boucher, Business Office Coordinator/EEO Coordinator
Rick Williams, Station Manager

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III. DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Continuous

Describe Nature of Initiative:

Broadcasting of outreach recruitment to local organization regarding job openings.

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

WLOX airs the below promo recruiting organization who would like to receive our job openings.

“WLOX-TV, a Raycom Media 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 full-time 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 full-time opening and ask you to refer individuals to us for consideration. Send your request to: 208 DeBuys Road, Biloxi, MS 39531”

Names of Station Personnel involved in Initiative:

Sherry Boucher, Business Office Coordinator/EEO Coordinator

Wanda Bateste, Traffic Coordinator