

WLBT
EEO PUBLIC FILE REPORT
February 1, 2020 – January 31, 2021

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hire
Meteorologist (Weekend)	1,3-13,15,16,17,19,24,25,26,28,36,38,39	11
Technical Media Producer	1,3-13,15,16,17,18, 19,24,25,26,28,36,38,39	38
Technical Media Producer	1,3-13,15,16,17,18, 19,24,25,26,28,36,38,39	38
News Producer	1,3-13,15,16,17,18, 19,24,25,26,28,36,38,39	39
Digital Content Producer	1,3-13,15,16,17,18, 19,24,25,26,28,36,38,39	38
Technical Media Producer	1,3-13,15,16,17,18, 19,24,25,26,28,36,38,39	39
News Producer	1,3-13,15,16,17,18, 19,24,25,26,28,36,38,39	38
Account Executive	1,3-13,15,16,17,18, 19,24,25,26,28,36,38,39	32
Special Projects – Producer Host	1,3-13,15,16,17,18, 19,24,25,26,28,36,38,39	38
Information Technology Manager	1,3-13,15,16,17,18, 19,24,25,26,28,36,38,39	38
Account Executive	1,3-13,15,16,17,18, 19,24,25,26,28,32, 36,38,39	32
Technical Media Producer	1,3-13,15,16,17,18, 19,24,25,26,28,32,36,38,39	32
Digital Content Producer	1,3-13,15,16,17,18, 19,24,25,26,28,36,38,39	39
Sports Reporter/MMJ	1,3-13,15,16,17,18, 19,24,25,26,28,36,38,39	39
Digital Content Producer	1,3-13,15,16,17,18, 19,24,25,26,28,36,38,39	39
Business Office Coordinator	1,3-13,15,16,17,18, 19,24,25,26,28,36,38,39	38
MMJ/Reporter	1,3-13,15,16,17,18, 19,24,25,26,28,36,38,39	39

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alcorn State University Career Placement Felecia Pittman P.O. Box 390 Lorman, MS 39096 frpittman@alcorn.edu www.alcorn.edu 601-877-6342 PH https://app.joinhandshake.com/login	NO	
2	Alabama A&M University 4900 Meridian St N Normal, AL 35762 http://www.aamu.edu Careerservices@aamu.edu 256-372-5692 https://app.joinhandshake.com/login	NO	
3	Belhaven College Career Center Claire Langley (Director Career Center) 150 Peachtree St. Jackson, MS 39206 601-968-5939 https://app.joinhandshake.com/login	NO	
4	Hinds Community College Tim Crisler P.O. Box 1040 Utica, MS 39175 601-885-7071	NO	
5	Hinds Community College Career Center Robert Allen P.O. Box 1100 Raymond, MS 39154 601-857-3728 www.collegecentral.com/hindscc	NO	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	Holmes Community College Career Planning Pamela Fells 412 West Ridgeland Ave Ridgeland, MS 39157 pfells@holmescc.edu 662-472-2312 PH 662-472-9167 FAX	NO	
7	Jackson State University Shanecha Thompson 1400 Lynch Street Jackson, MS 39217 Shanecha.O.Thompson@jsu.ms.edu https://jsums-csm.symplicity.com/employers 601-979-2477	NO	1
8	Millsap's College Ryan Colvin 1701 N. State Street Jackson, MS 39210 careercenter@millsaps.edu 601-974-1346 https://millsaps-csm.symplicity.com/employers	NO	
9	Mississippi Association of Broadcasters 655 S. Pear Orchard Rd Suite 403 Ridgeland, MS 39157 www.msbroadcasters.org 601-957-9121 PH 601-957-9175 FAX	NO	
10	Mississippi College Career Center Taylor Orman P.O. Box 4010 Clinton, MS 39058 https://mc-csm.symplicity.com/employers	NO	
11	Mississippi State University Career Center https://msstate-csm.symplicity.com/employers	NO	1
12	Mississippi University for Women-Career Services Towanda Williams 1100 College St. MUW 1624 Columbus, MS 39701 tjwilliams@muw.edu 662-329-7138	NO	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Mississippi Valley State University-Career Development Attn: Human Resources 1400 Hwy 82 West Itta Bena, MS 38941 662-254-9041	NO	
14	Loyola University 6363 St Charles Ave. New Orleans, LA 70118 Dina Roudeze https://app.joinhandshake.com/login	NO	
15	Tougaloo College Career Planning Gladys Jones 500 West County Line Rd Jackson, MS 39174 601-977-7817	NO	
16	University of Mississippi Jonathan Herrington 662-915-7165 https://app.joinhandshake.com/login	NO	
17	University of Southern Mississippi Kathy Killam SS Box 5014 Hattiesburg, MS 39406 601-266-4153 https://app.joinhandshake.com/login	NO	
18	William Carey College Libby Saxon WCU 181 498 Tuscan Avenue Hattiesburg, MS 39401 lsaxon@wmcarey.edu 601-318-6209	NO	
19	Collective Talent Michael Bille 813-254-9695 bille@michaelsmedia.com	NO	
20	Mississippi Association of Broadcaster (MAB) Day	NO	
21	Mississippi College Career Fair	NO	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Jackson WIN Job Center Kimyona Hix P.O. Box 12410 Jackson, MS 39236 601-321-7931 601-321-7967 FAX	NO	
23	Linkedin www.linkedin.com	NO	4
24	Media Line Mark Shilstone P.O. Box 519069 Pacific Grove, CA 93950 medialine@medialine.com	NO	
25	Media Match www.media-match.com/usa 323-284-5589	NO	
26	Sanford Brown College www.sanfordbrown.optimalresume.com	NO	
27	Spot 'n dots www.spotsndots.com	NO	
28	TV Jobs.com http://tvjobs.net	NO	
29	TV News Check https://tvnewscheck.com/jobs	NO	
30	TVB.org Links to Gray Television Career Site https://www.tvb.org/Broadcasttvjobs	NO	
31	Well Dunne Talent Kate Bacon kate@welldunnentalent.com www.blog.welldunnentalent.com/category/jobs	NO	
32	WLBT employee referral/word of mouth	NO	16
33	WLBT internship program	NO	
34	WLBT promos and public service announcements	NO	
35	WLBT sales recruitment commercial	NO	
36	WLBT station bulletin board	NO	
37	WLBT walk ins/phone in	NO	
38	Indeed Uploads from Gray Television Career Site https://www.indeed.com	NO	16
39	Gray Television https://gray.tv/careers	NO	21

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWEES OVER REPORTING PERIOD			59

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (ex. Job Fair, Internship Program)	Date	Brief Description Of Activity & Scope of Broadcaster's Participation
1	Event Designed to Disseminate Information About Broadcast Careers	Ongoing	This is an on-going activity where we broadcast an on-air promotion to recruit organizations who would like to receive our job openings. Participants from the station include the Office Manager/EEO Coordinator, Program Coordinator and Creative Service Director.
2	Event Designed to Disseminate Information About Broadcast Careers	Ongoing	WLBT maintains an on-going speaker's bureau program with local organizations and schools who invite WLBT employees to speak about various television broadcasting topics including career opportunities. During the reporting period WLBT spoke with seven different elementary school students (McComb Jr. High 02/06/2020, Tylertown Rotary Club 02/06/2020, Christian Covenant School 02/11/2020, Academy Sports 02/21/2020 John Hopkins Elementary School 02/28/2020, Magee Lions Club 03/02/2020, North Pike Middle School 03/03/2020, Magnolia Speech School 03/03/2020). Participants from the station include the News Director, Assistant News Director, Reporter/Anchor, Reporter/MMJ, Chief Meteorologist.
3	EEOC Training	November 19, 2020	WLBT's Vice President/General Manager, Accounting Manager, and Office Manager participated in a training on the FCC's Rules and Regulations provided by Joan Stewart of Wiley Rein, LLP. The webinar covered topics such as recruitment, recordkeeping, and reporting.
4	Participated in Diversity Training	July 9, 2020 – August 4, 2020	WLBT's Vice President/General Manager participated in a training series "Foundations in Diversity, Equity and Inclusion" from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and micro aggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.