

2016 ANNUAL EEO PUBLIC FILE REPORT

Mississippi TV LLC

Station: WTVA(DT), Tupelo, MS¹

Reporting Period: 2/1/15-1/31/16²

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

RECRUITMENT INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Participated in 2 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

Imagine the Possibilities Career Expo
October 6-7, 2015 at BancorpSouth Arena in Tupelo.
At the fair, we discussed broadcast careers with attendees and answered questions about our station. Station attendees included our General Manager.

Statesmen Connect All Major Career Fair
at Delta State University
Attended by the News Director, and Local Sales Manager on November 18, 2015. At the fair, we discussed broadcast careers with attendees and answered questions about our station.

Participated in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

April
17-Oxford High School Day
Chief Meteorologist spoke to Journalism class. Students had the opportunity to ask questions about careers in broadcasting.

September
23-Dorsey Attendance Center
Chief Meteorologist spoke. Students had the opportunity to ask questions about careers in broadcasting.

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

During the reporting period, WTVA hosted six students in our internship program during the year. All six interns were from The University of Mississippi. The interns worked in our news department following our Multi-Media Journalist into the field. As part of the internship, interns had to write, shoot and edit

¹ This Report was amended in January 2017 to address minor reporting issues.

² The Report provides recruitment data collected from 1/22/15 through 1/21/16.

news packages.

This program is open to all students at an accredited institution who are majoring or specializing in a broadcast field or a field related to the internship offered. Interns are exposed to all areas of the department they choose and get a feel for what goes on in the daily operation of a commercial television station. Internships are unpaid and students must receive class credit. Complete guidelines and applications are available at the WTVA studios as well as on our website at www.wtva.com

*Participated in a **scholarship** program designed to assist students interested in pursuing a career in broadcasting.*

Participated in the Mississippi Association of Broadcasters scholarship program by running public service announcements encouraging students to submit applications, as well as contributing to the overall scholarship money through our membership in the MAB. Scholarships are for students seeking a college degree in a broadcast related field. Our Business Manager served as President of the MAB and helped to formulate and implement this program statewide.

Assist unaffiliated non-profit entities in maintaining web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting .

WTVA's Business Manager is Chairman of the Board of Directors of Mississippi Association of Broadcasters. The board visits each university in the state and consults with their broadcast/journalism programs.

MAB on Campus Day at Ole Miss
3/3/2015
News Director

MAB on Campus Day at Southern MS
4/15/15
News Director and Creative Services Director

Itawamba Community College
7/29/2015
Assignment Editor

*Provided **training to management level personnel** on methods of ensuring equal employment opportunity and prevent*

During weekly Department Managers' Meetings, our Human Resource Manager provides updates, discusses recent news items, and conducts training on topics related to equal employment opportunity and

discrimination.

discrimination prevention, including:

6/3/2015- Complaining employee claims boss retaliated by taking away overtime.

6/10/2015-Did this supervisor do enough to answer an employee's complain?

6/17/2015-Difficult employee claims retaliation: Best and worst ways to respond

6/24/2015-Sues over Disability-and she's not even disabled

7/1/2015-Employee denied light duty job, he quits and sues

7/8/2015-Supervisor's kidding comment about the 'old SOB' leads to age-discrimination lawsuit

7/15/2015-Termination-handling a manager's toughest task

7/29/2015-One comment by supervisor leads to charge: 'That's discrimination!'

8/4/2015-A Supervisor's most important documents

8/18/2015-The difference between kidding and harassment-3 warning signs

8/26/2015-Laid off just because she's and 'old lady?'

9/2/2015-Customer service employee with anxiety couldn't deal with the public- Now What?

9/16/2015-He says supervisor's mandated job test is just an excuse to avoid employing older workers

9/23/2015-Supervisor tries to go easy on employee-and loses big in court

9/30/2015-Must the Company create a new position for an employee who has anxiety disorder?

11/11/2015-Did the supervisor's 'stop the gossip' order amount to a violation of free speech?

12/9/2015-Co-Worker comments lead to harassment claim

1/6/2016-How “unofficial” files can lead to official problems

LIST OF POSITIONS FILLED

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Creative Services Producer	1, 2, 4, 12-23	4
Digital Sales Manager	1-4, 12-23	3
Marketing and Promotions Assistant	1, 2, 4, 11-23	4
Producer	1-4, 8, 12-23	8
General Manager	1-4, 10, 12-23	3
Meteorologist	1-4, 10, 12-23	3
Multi-Media Journalist	1-4, 8, 12-23	8
Anchor/Reporter	1-4, 10, 12-23	1
Reporter	1-4, 10, 12-23	1
Multi-Media Journalist	1, 2, 4, 6, 10, 12-23	10
Web Producer	1-4, 10, 12-23	4
Director of Engineering	1-4, 10, 12-23	3
Local Sales Manager	1-4, 9, 10, 12-23	3
Account Executive	1-4, 10, 12-24	3
TMP Supervisor	1, 2, 4, 12-23	4
TMP Supervisor	1, 2, 4, 10, 12-23	4
Tech Media Producer	1, 2, 4, 12-23	4
Tech Media Producer	1, 2, 4, 12-23	4
Tech Media Producer	1, 2, 4, 12-23	4
Tech Media Producer	1, 2, 4, 12-23	4
Tech Media Producer	1, 2, 4, 12-23	4
Business Manager	1-4, 11-23	3
News Director	1-4, 9, 10, 12-23	4
Associate Producer	1, 2, 4, 8, 10-23	1
Anchor/Reporter	1, 2, 4, 10-23	11

INTERVIEWEE REFERRAL SOURCE SUMMARY

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Station Website (WTVB.com)	N	42
2	University of Mississippi Career Services Center P.O. Box 1848 University, MS 38677	N	0
3	Employee Referral	N	19
4	Internal Posting	N	24
5	Walk-in/Self-Referral	N	0
6	Non-Employee Referral	N	0
7	Northeast Mississippi Daily Journal Barbara Baccus 1241 South Green Street Tupelo, MS 38804	N	0
8	Job Fair (<i>as described above</i>)	N	12
9	NewsCheck Website Newscheck.com	N	3
10	TVJobs Website Tvjobs.com	N	40
11	Indeed Website Indeed.com	N	6
12	Mississippi State University Career Services Center P.O Box P Miss. St., MS 39762 Luther B. Epting 662-325-3344	N	0
13	Mississippi University for Women Career Services Director 1100 College St. MUW 1624 Columbus, MS 39701 Towanda Williams 662-241-7619	N	0
14	Mississippi Valley State Career Dev. & Placement 1400 Hwy 82W., Box 7225 Itta Bena, MS 38941-1400 Tiffany Wallace 662-254-3440	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Rust College Placement Office 150 Rust Ave Holly Springs, MS 38635 Martha Howard 662-252-8000	N	0
16	Lee County NAACP 1072 J. R. Lynch Street; Suite #10 Jackson, MS 39203 601-353-8452	N	0
17	City of Tupelo Personnel Office P.O. Box 1485 Tupelo, MS 38801 Cassandra Moore 662-841-6487	N	0
18	Tougaloo College Placement Office 500 W. County Line Road Tougaloo, MS 39174 Tekesia McClendon 662-977-7817	N	0
19	Itawamba Community College Placement Office 2716 South Eason Blvd. Tupelo, MS 38801 Lee Oswalt 662-620-5221	N	0
20	NE MS Community College Placement Director Box 1648 Booneville, MS 38829 Dan Rupert 662-720-7142	N	0
21	University of Southern Mississippi Placement Office College Drive #5014 Rusty Anderson 601-266-4153	N	0
22	Jackson State University Placement Office Jackson, MS 39217 Ronnie Simpson 601-979-2281	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	WIN Job Center (MS Dept. of Employment Security) 1235 Echelon Parkway P.O. Box 1699 Jackson, MS 39215-1699 601-321-6000	N	0
24	On-Air Announcements	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			146