

WTVA(DT)
EEO PUBLIC FILE REPORT
February 1, 2016-January 31, 2017¹

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 Hiree
Creative Services Director	1-4, 6, 10-15, 19-23, 25-28	4
Reporter	1, 2, 4, 8, 10-15, 19-22, 25-29	10
Producer	1-4, 10-15, 19-23, 25-29	10
Anchor/Reporter	1-4, 10-15, 19-23, 25-29	10
Reporter	1-4, 6, 8, 10-15, 19-23, 25-29	10
Producer	1-4, 6, 11-15, 19-23, 25-29	6
Reporter	1, 2, 4, 6, 9-15, 19-23, 25-29	2
Local Sales Manager	1, 2, 4, 6, 10-15, 19-23, 25-29	4
Reporter	1, 2, 4, 6, 9-15, 19-23, 25-29	21
Creative Services Producer	1-4, 11-15, 19-23, 25-29	3
Anchor/Reporter	1-4, 10-15, 19-23, 25-29	1
Senior Reporter	1-4, 10-15, 19-23, 25-29	3
Digital Operations	1, 4, 6, 11	6
Account Executive	1-4, 6, 8, 10-15, 19-23, 25-29	1
Multi Media Journalist	1, 4, 6, 10	6
Multi-Media Journalist	1, 4, 6, 10	10
Multi-Media Journalist	1, 4, 6, 10	10
IT Manager	1, 4, 7	7

¹ This Report provides recruitment data collected from January 22, 2016 through January 21, 2017.

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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	Station Website (WTVA.com)	N	12
2	University of Mississippi Career Services Center P.O. Box 1848 University, MS 38677	N	1
3	Employee Referral	N	7
4	Internal Posting	N	3
5	Walk-in/Self-Referral	N	0
6	Non-Employee Referral	N	8
7	Northeast Mississippi Daily Journal Barbara Baccus 1241 South Green Street Tupelo, MS 38804	N	3
8	Job Fair	N	2
9	NewsCheck Website Newscheck.com	N	18
10	TVJobs Website Tvjobs.com	N	24
11	Indeed Website Indeed.com	N	0
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Mississippi Valley State Career Dev. & Placement 1400 Hwy 82W., Box 7225 Itta Bena, MS 38941-1400 Tiffany Wallace 662-254-3440	N	0
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 Oswald 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	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Jackson State University Placement Office Jackson, MS 39217 Ronnie Simpson 601-979-2281	N	0
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
25	University of Alabama-Birmingham Communications Studies Office Bldg. 15, Room 223 Birmingham, AL 35294-1220	N	0
26	University of Alabama College of Communications Box 870152 Tuscaloosa, AL 35487-0152 (205) 348-9684	N	0
27	Florida A&M Placement Coordinator Div. of Journalism 1601 S Martin Luther King Jr Blvd Tallahassee, FL 32307	N	0
28	Delta State University Highway 8 West Cleveland, MS 38733	N	0
29	Mississippi Broadcasters Association 855 S Pear Orchard Rd # 403 Ridgeland, MS 39157	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			79

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	<p>During the reporting period, WTVA hosted five student interns. The interns came to us from Mississippi State University, the University of Mississippi, Itawamba Community College, and East Mississippi Community College. Each of the interns worked in the news department and followed our Multi-Media Journalist into the field. As part of the internship, interns had to write, shoot and edit news packages.</p> <p>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.</p>
2	Job Fair	<p>From October 4 through October 6, our station participated in the Imagine the Possibilities Career Expo held at BancorpSouth Arena in Tupelo. The expo is designed to provide a better understanding of the opportunities available after graduation to thousands of eighth-grade students. Station attendees included our General Manager, Creative Services Manager, and Interim News Director.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Provide career development assistance pertinent to broadcasting to unaffiliated non-profit entities	<p>WTVA is actively involved in a Mississippi Association of Broadcasters program that allows broadcast professionals to consult with a variety of in-state colleges and universities about their broadcast/journalism programs, including how to best prepare students for careers in broadcasting. Station participants include our General Manager. Our station participated in the following on-campus visits during the reporting period:</p> <p>MAB on Campus Day at Jackson State University 2/16/2016</p> <p>MAB on Campus Day at Ole Miss 3/29/2016</p> <p>Jackson State University, School of Journalism and Media Services Conference 4/7/2016</p> <p>MAB on Campus Day at University of Southern Mississippi 4/27/2016</p>
4	Provide training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.	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 prevention.