

**WABG, WABG-2, WNBD, WXVT**  
**EEO PUBLIC FILE REPORT**  
**02/01/20 – 01/31/21**

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

| <b>Job Title</b>        | <b>Recruitment Sources (RS) Used to Fill Vacancy</b> | <b>RS Referring Hiree</b> |
|-------------------------|--|---------------------------|
| Master Control Operator | 1,2,4-6,9,13,15-18,25,26,34                          | 2                         |
| Multi-Media Journalist  | 1,2,4-6,9,13,15-18,25,26,34                          | 34                        |
| Multi-Media Journalist  | 1,2,4-6,9,13,15-18,25,26,34                          | 25                        |
| Multi-Media Journalist  | 1,2,4-6,9,13,15-18,25,26,34                          | 5                         |
| News Producer           | 1,2,4-6,9,13,15-18,25,26,34                          | 2                         |
| Multi-Media Journalist  | 1,2,4-6,9,13,15-18,25,26,34                          | 34                        |
| Multi-Media Journalist  | 1,2,4-6,9,13,15-18,25,26,34                          | 2                         |
| News Director           | 1,2,4-6,9,13,15-18,25,26,33,34                       | 2                         |
|                         |  |                           |

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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 12-month period |
|-----------|--|---|---|
| 1         | TV Jobs <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> – Mark Holloway – P.O. Box 4116 Oceanside, CA 92052   | No  |   |
| 2         | Indeed.com   | No  | 25  |
| 3         | On-air recruitment – WABG/WXVT/WNBD/EABG   | No  |   |
| 4         | Coahoma Community College – Trina L Cox, Career Services and Placement, <a href="mailto:tcox@coahomacc.edu">tcox@coahomacc.edu</a>   | No  |   |
| 5         | University of Mississippi – <a href="mailto:christy@career.olemiss.edu">christy@career.olemiss.edu</a> , Career Services, PO Box 1848, Oxford MS 38677-1848  | No  | 1   |
| 6         | Mississippi State University Dept. of Communications – <a href="mailto:tbryant@comm.msstate.edu">tbryant@comm.msstate.edu</a> ; <a href="mailto:cgreen@career.msstate.edu">cgreen@career.msstate.edu</a> | No  |   |
| 7         | The University of Southern Mississippi – <a href="mailto:chelsea.eytel@eagles.usm.edu">chelsea.eytel@eagles.usm.edu</a> – 118 College DR #5121, Hattiesburg MS 39406                                     | No  |   |
| 8         | Mississippi Delta Community College (MDCC)– <a href="mailto:bvanlandingham@msdelta.edu">bvanlandingham@msdelta.edu</a>   | No  |   |
| 9         | Jackson State University – <a href="mailto:admin@jsums.edu">admin@jsums.edu</a>  | No  |   |
| 10        | Tougaloo College – 500 West county Line Rd, Tougaloo MS 39174 <a href="mailto:wmcdowell@tougaloo.edu">wmcdowell@tougaloo.edu</a> ; <a href="mailto:klittle@tougaloo.edu">klittle@tougaloo.edu</a>        | No  |   |

| <b>RS Number</b> | <b>RS Information</b>   | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS over 12-month period</b> |
|------------------|---|--|--|
| 11               | Hinds Community College – ivanna.colly@hindscc.edu  | No   |  |
| 12               | Delta State University – <a href="mailto:dmiller@deltastate.edu">dmiller@deltastate.edu</a> .<br>careerservices@deltastate.edu      | No   |  |
| 13               | Mississippi Valley State University – Barbara Goss,<br><a href="mailto:bgoss@mvsu.edu">bgoss@mvsu.edu</a> , careerservices@mvsu.edu | No   |  |
| 14               | Penn State University<br>meteojobs@meto.psu.edu   | No   |  |
| 15               | Syracuse University<br>kbarnett@syr.edu   | No   |  |
| 16               | University of Missouri<br>journalism@missouri.edu   | No   |  |
| 17               | University of Montana<br>journalism@mso.umt.edu   | No   |  |
| 18               | Mississippi Department of Employment Services –<br>DMartin@mdes.ms.gov  | No   |  |
| 19               | GHEC – pventon@msdelta.edu  | No   |  |
| 20               | Arizona State University<br>cronkiteinfo@asu.edu  | No   |  |
| 21               | Ohio University<br>Conradj1@ohio.edu  | No   |  |
| 22               | University of Utah – <a href="mailto:michelle.brooks@utah.edu">michelle.brooks@utah.edu</a>   | No   |  |
| 23               | University of Oklahoma<br>dbachill@ou.edu   | No   |  |
| 24               | Workforce Mississippi<br>WIN Job Center – dpegues@mdes.ms.gov   | No   |  |
| 25               | Referral  | No   | 6  |
| 26               | Internal Posting  | No   | 1  |
| 27               | Internal Candidate  | No   |  |

| <b>RS Number</b> | <b>RS Information</b>   | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS over 12-month period</b> |
|------------------|---|--|--|
| 28               | Delta Democrat Times, jalverson@ddtonline.com   | No   |  |
| 29               | SpotsNDots, SND Publishing LLC<br>1635 Old Highway 41,<br>Suite 112-338, Kennesaw GA30152<br>(888) 884-2630, www.spotsndots.com | No   |  |
| 30               | Area job fairs  | No   |  |
| 31               | TV News Check – mediajobcenter.com  | No   |  |
| 32               | YouTube   | No   |  |
| 33               | Agent   | No   | 2  |
| 34               | Station website – deltanews.tv  | No   | 5  |
| 35               |   |  |  |
| 36               |   |  |  |
| 37               |   |  |  |
| 38               |   |  |  |
| 39               |   |  |  |

**Total number of interviewees in the 12 month period**

**40**

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**III. RECRUITMENT INITIATIVES**

|          | <b>TYPE OF RECRUITMENT INITIATIVE</b>  | <b>BRIEF DESCRIPTION OF ACTIVITY</b>   |
|----------|--|--|
| <b>1</b> | <b>Participate in event/activity for or on behalf of a community organization relating to careers in broadcasting</b>  | On March 4, 2020 our SEU participated a job fair sponsored by the Mississippi Association of Broadcasters on the campus of the University of Mississippi. The SEU General Manager was in attendance.   |
| <b>2</b> | <b>List upper-level openings in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities</b> | Our SEU has implemented a recruitment process designed to achieve broad outreach. All applicable job openings are posted on several websites that specialize in reaching a wide range of candidates. These sites include TV Jobs, Indeed.com, Universities, Colleges, Workforce Mississippi and others (See our Master Recruitment Source List for details). |
| <b>3</b> | <b>Provide Training to staff to assist them in growing into management level personnel.</b>  | In August if 2020 key station personnel attended anti-trust compliance training. In December 2020 key station personnel received payola/plugola training   |
|          |  |  |
|          |  |  |
|          |  |  |