

WTVA
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 Hiree
Integrated Media Marketing Consultant	A-M, P, R, U, LL, BB	A
News Producer	A-V, Y, LL, BB	A
Multi-Media Journalist	A-Y, II, LL, BB, CC	CC
Multi-Media Journalist	A-Y, II, LL, BB	BB
News Producer	A-V, Y, LL, BB, FF	FF
Multi-Media Journalist	A-C, E-N, P-S, U, V, Y, LL, BB	A
Sports Anchor / Multi Media Journalist	A-V, X, Y, L, BB	X
Engineering Technician	A-C, E-N, P-S, U, J, LL, BB, AA, FF	FF
Weekend Anchor Reporter	A-N, P-S, U, V, BB	B
Digital Sales Coordinator	A-N, P-S, U, AA, BB	A

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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
A	WTVA Website	No	13
B	In House Postings	No	1
C	On-Air Announcements	No	0
D	Mississippi State University Career Service Center P.O. Box P Mississippi State, MS 38762 Edie Irvin 662-325-3344	No	0
E	Mississippi Valley State Career Development & Placement 1400 Hwy 82W. Box 7225 Itta Bena, MS 38941-1400 662-254-3440 careerservices@mvsu.edu	No	0
F	Rust College Placement Office 150 Rust Avenue Holly Springs, MS 38635 Patricia Pegues 662-252-8000	No	0
G	University of Mississippi Career Services Center 303 Martindale University, MS 38677 Toni Avant 662-915-7174	No	0
H	Tougaloo College Placement Office 500 W. County Line Road Tougaloo, MS 39174 Sonja Jones 662-665-3018	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
I	Itawamba Community College Placement Office 2716 South Eason Blvd Tupelo, MS 38801 Lee Oswalt 662-407-1536	No	0
J	NE MS Communtiy College Placement Director Box 1648 Boonville, MS 38829 Tammie Hardin 662-720-7594 twhardin@nemcc.edu	No	0
K	Mississippi University for Women Career Specialist 1100 College St. MUW 1624 Columbus, MS 39701 Towanda Williams 662-241-7619 tjwilliams@muw.edu	No	0
L	Jackson State University Placement Office 1400 J.r. Lynch Street Jackson, MS . 39217 Ronnie Simpson 601-979-2281	No	0
M	Delta State University Highway 8 West Cleveland, MS 38733 662-846-3000	No	0
N	University of Alabama College of Communications Box 870152 Tuscaloosa, AL 35487-0152 Pam Doyle 205-348-9684	No	0
O	Florida A&M University Internship\Placement Coordinator Division of Journalism Tallahassee, FL 32307 Pearl Stewart 850-599-3496	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
P	University of Mississippi Director of Student Media 114 Farley Hall University, MS 38677 Ralph Braseth 662-915-5504	No	0
Q	University of Alabama-Birmingham Communications Studies Office Bldg. 15 -Room 223 Birmingham, AL 35294-1220 Mark Hickson 205-934-3877 ladoss@uab.edu	No	0
R	Itawamba Community College 602 West Hill Street Fulton, MS 38843 Donna Thomas 662-862-8244 dsthomas@iccms.edu	No	0
S	Tennessee State University Department of Communications 3500 John A . Merritt Blvd Nashville, TN 37209 Terry Likes, PH.D 615-963-2521	No	0
T	City of Tupelo Personnel Office P.O. Box 1485 Tupelo, MS 38801 Cassandra Moore 662-841-6487 cassandra.moore@tupeloms.gov	No	0
U	Mississippi Employment Security Commission - MDES 3200 Adams Farm Road Belden MS 38826 662-842-4371	No	0
V	Mississippi Assoc. of Broadcasters 855 S. Pear Orchard Road Suite 403 Ridgeland, MS 39157 Amanda Fontaine 601-957-9121 mab@msbroadcasters.org	No	0
W	<i>Intentionally Omitted</i>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
X	TV Jobs Broadcast Employee Service P.O. Box 4116 Oceanside, CA 92052 Mark Holloway 760-754-8117 www.tvjobs.com	No	9
Y	Frank N Magis Association Director, Talent Services Julie Seebold 651-295-5950 jseebold@magid.com	No	0
Z	YouTube (<i>active candidate sourcing</i>)	No	0
AA	Indeed www.indeed.com	No	3
BB	Facebook (<i>WTVA Page</i>)	No	1
CC	Employee Referral	No	1
DD	Walk-In/Self-Referral	No	0
EE	Non-Employee Referral	No	0
FF	Job Fair (<i>as described in Section 3</i>)	No	6
GG	<i>Intentionally Omitted</i>	No	0
HH	Newscheck Media 24 W. Lancaster Avenue Suite 205 Ardmore, PA 19003 Patty Hersh 601-420-6003	No	0
II	Medialine Pacific Grove, CA 93950-6909 913-217-0685 medialinetalent.com/post-a-job	No	0
JJ	Rick Gevers Newsletter Rick Gevers & Assoc 355 E. Ohio St. #303 Indianapolis, IN 46204 Rick Gevers 317-635-7912	No	0
KK	Media Recruiter 9457 So. University Blvd #303 Highlands Ranch, CO 80126 Art Scott 303-400-5150	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
LL	Mizzou - University of Missouri 230 Hesse Hall Columbia, MO 65211 Randy Reeves reevesr@missouri.edu 573-884-6397	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			34

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Provide training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination	During weekly department managers' meetings, our Business Manager provides training to all managers with employee-management responsibilities. The station uses the "Supervisor's Legal Update" as our resource. It provides actual case studies of discrimination lawsuits and discusses best practices. Topics include age bias, sexual misconduct, sex discrimination, and unlawful termination.
2	Participation in job fairs	On February 12, 2020, our News Director and Anchor participated in a job fair at the University of Mississippi. They shared information about job vacancies at WTVA, collected resumes for open positions and answered attendees' questions about WTVA and careers in broadcasting generally.
3	Host job fairs	On August 10-23, 2020, and January 11-24, 2021, WTVA organized and participated in virtual job fairs. We produced promos for the job fairs, sold sponsorships to advertisers, and had live on-air mentions during the news.
4	Participate in events/programs sponsored by or on behalf of educational institutions related to careers in broadcasting	From January to November 2020, our Anchor advised students at the University of Mississippi about careers in broadcasting as well as projects for their journalism classes.
5	Participate in scholarship programs	WTVA, along with a sponsor, offered a \$1,000 college scholarship to the winner of an essay contest. The promotion ran from October 1, 2020 through January 15, 2021.