

EEO PUBLIC FILE REPORT

FOR

STATION WBBJ-TV  
JACKSON, TN

**This EEO Public File Report  
Covers the period of  
April 1, 2020 to March 31, 2021**

## **EEO PUBLIC FILE REPORT**

**This EEO Public File Report is filed in Station WBBJ-TV's public inspection file pursuant to Section 73.2080(c) (6) of the Federal Communications Commission's ("FCC") rules.**

**During the one-year period ending on March 31, 2021 the station filled the following full-time vacancies:**

**Chief Meteorologist**

**Producer**

**Master Control Operator (4)**

**Multimedia Journalist (4) \*\***

**Meteorologist/Multimedia Journalist**

**The station interviewed a total of 47 people for all full-time vacancies during the period covered in this report, April 1, 2020 through March 31, 2021.**

**\*\*For three of these vacancies which opened in June 2020, the same pool of candidates was used to fill the vacancies and the applicants were counted only once.**

**The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:**

### **Recruitment Source**

### **Total Number of interviewees Referred**

<b>TV Jobs.Com</b>	<b>20</b>
<b>WBBJ-TV Television Job Spot</b>	<b>7</b>
<b>WBBJ-TV Website</b>	<b>13</b>
<b>Employee Referral</b>	<b>3</b>
<b>INDEED.COM</b>	<b>3</b>
<b>Union University</b>	<b>1</b>

**ATTACHMENT A**

**EEO INFORMATION FOR FULL-TIME VACANCIES**

## Description of Vacancy:

Chief Meteorologist

## Recruitment Source that Referred the Hiree:

Employee Referral

Date Vacancy Opened:

11/3/2020

Total Number of Persons

5

Date Vacancy filled:

12/28/2020

interviewed for the vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com	See HR for username & password	Send all notices to their website.	tvjobs.com	3	No
Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	tabtn.org		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrump@lanecollege.edu		No
Freed Hardman University	See HR for username & password	Send all notices to their website.	http://www.collegecentral.com/fhu		No
Tennessee Career Center Jackson	See HR for username & password	Send all notices to their website.	www.jobs4tn.gov		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocatiocenter@uuu.edu 731-661-5421		No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	www.wbbjtv.com	1	No
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral		1	No

## Description of Vacancy:

Master Control Operator

Recruitment Source that Referred the Hiree:

Date Vacancy Opened:

5/18/2020

Total Number of Persons

3

interviewed for the vacancy

Date Vacancy filled:

6/5/2020

Indeed.com

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com	See HR for username & password	Send all notices to their website.	tvjobs.com		No
Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	tabtn.org		No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanthony@jscc.edu		No
Middle TN State University	See HR for username & password	Send all notices to their website.	<a href="https://mtsu-csm.symplicity.com/employer">https://mtsu-csm.symplicity.com/employer</a>		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrumpp@lanecollege.edu		No
Freed Hardman University	See HR for username & password	Send all notices to their website.	<a href="http://www.collegecentral.com/fhu">http://www.collegecentral.com/fhu</a>		No
Ohio/Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@beonair.com		No
Tennessee Career Center Jackson	See HR for username & password	Send all notices to their website.	<a href="http://www.jobs4tn.gov">www.jobs4tn.gov</a>		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	<a href="mailto:vocationcenter@uuu.edu">vocationcenter@uuu.edu</a> 731-661-5421		No
Media line	NO LOGIN NEEDED	Send all notices to their website.	medialine.com		No
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Ray Holder	<a href="mailto:ray_holder@star-center.org">ray_holder@star-center.org</a>		No
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer 615-963-5981	<a href="mailto:tfizer@tnstate.edu">tfizer@tnstate.edu</a>		No

WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Television Job Spot	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	<a href="http://www.wbbjtv.com">www.wbbjtv.com</a>		No
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral			No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301	Send all notices to their website.	<a href="https://memphis-csm-symplicity.com/employers">https://memphis-csm-symplicity.com/employers</a>		No
Western Illinois University	1 University Circle Macomb, IL 61455	Career Center	309-298-1414		No
Southern Illinois University	1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	<a href="mailto:stonline@siu.edu">stonline@siu.edu</a>		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a>		No
University of Mississippi	See HR for username & password	Send all notices to their website.	<a href="http://www.hireolemissrebs.com">www.hireolemissrebs.com</a>		No
Missouri School of Journalism Career Services	76G Gannett Hall Columbia, MO 65211-1200	Barbara G. Willis	573-882-0373		No
Western Kentucky School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042 P.O. Box 5268	Career Center	859-257-2786		No
Mississippi State University	Mississippi State, MS 39762	Career Placement	662-325-3344		No
Vanderbilt University	2525 Westend Ave. Suite 500 Nashville, TN 37203	Drew Webb	615-343-7890		No
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		No
Arkansas State University	P.O. Box 2490 State University, AR 72467	Send all notices to their email	<a href="mailto:carolayne@astate.edu">carolayne@astate.edu</a>		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662-252-8000 ext.4059	<a href="mailto:btalley@rustcollege.edu">btalley@rustcollege.edu</a>		No
LeMoyne-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360		No
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711		No
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	Send all notices to their website.	<a href="http://www.myinterfase.com/trevecca/employer">www.myinterfase.com/trevecca/employer</a>		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	<a href="mailto:cobacdc@belmont.edu">cobacdc@belmont.edu</a>		No
INDEED.Com			They picked ad up from our posting	3	No

## Description of Vacancy:

Master Control Operator

Recruitment Source that Referred the Hiree:

Total Number of Persons

interviewed for the vacancy

WBBJ-TV Television Job Spot

3

Date Vacancy Opened: 8/17/2020

Date Vacancy filled: 10/20/2020

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com	See HR for username & password	Send all notices to their website.	tvjobs.com		No
Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	tabtn.org		No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanthony@jscc.edu		No
Middle TN State University	See HR for username & password	Send all notices to their website.	<a href="https://mtsu-csm.symplicity.com/employer">https://mtsu-csm.symplicity.com/employer</a>		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrumpp@lanecollege.edu		No
Freed Hardman University Ohio/Illinois Center for Broadcasting	See HR for username & password 9000 Sweet Valley Drive Valley View, OH 44125	Send all notices to their website. Don Clark 214-447-9117	<a href="http://www.collegecentral.com/fhu">http://www.collegecentral.com/fhu</a>		No
Tennessee Career Center Jackson	See HR for username & password 240 F Gooch Hall Martin, TN 38238	Send all notices to their website.	dclark@beonair.com		No
University of TN Martin	1050 Union University Dr. Jackson, TN 38305	Dr. Ann Duncan Jackie Taylor 731-661-5421	www.jobs4tn.gov		No
Union University	NO LOGIN NEEDED 1119 Old Humboldt Road Jackson, TN 38305	Send all notices to their website.	731-881-7202 vocationcenter@uuu.edu 731-661-5421		No
Media line			medialine.com		No
The Star Center		Ray Holder	ray_holder@star-center.org		No
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer 615-963-5981	tfizer@tnstate.edu		No

WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Television Job Spot	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	3	No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	<a href="http://www.wbbjtv.com">www.wbbjtv.com</a>		No
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral			No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301	Send all notices to their website.	<a href="https://memphis-csm-symplicity.com/employers">https://memphis-csm-symplicity.com/employers</a>		No
Western Illinois University	1 University Circle Macomb, IL 61455	Career Center	309-298-1414		No
Southern Illinois University	1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a>		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a>		No
University of Mississippi	See HR for username & password	Send all notices to their website.	<a href="http://www.hireolemissrebs.com">www.hireolemissrebs.com</a>		No
Missouri School of Journalism	76G Gannett Hall Columbia, MO 65211-1200	Barbara G. Willis	573-882-0373		No
Western Kentucky School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042	Career Center	859-257-2786		No
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Placement	662-325-3344		No
Vanderbilt University	2525 Westend Ave. Suite 500 Nashville, TN 37203	Drew Webb	615-343-7890		No
University of North Carolina	327 Carrol Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		No
Arkansas State University	P.O. Box 2490 State University, AR 72467	Send all notices to their email	<a href="mailto:carolynne@astate.edu">carolynne@astate.edu</a>		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662-252-8000 ext.4059	<a href="mailto:btalley@rustcollege.edu">btalley@rustcollege.edu</a>		No
LeMoyn-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360		No
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711		No
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	Send all notices to their website.	<a href="http://www.myinterface.com/trevecca/employer">www.myinterface.com/trevecca/employer</a>		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	<a href="mailto:cobacdc@belmont.edu">cobacdc@belmont.edu</a>		No



Description of Vacancy: Master Control Operator

Recruitment Source that Referred the Hiree:

Date Vacancy Opened:

10/28/2020

Date Vacancy filled:

11/10/2020

WBBJ-TV Television Job Spot

3

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com	See HR for username & password	Send all notices to their website.	tvjobs.com		No
Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	tabtn.org		No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanthony@jssc.edu		No
Middle TN State University	See HR for username & password	Send all notices to their website.	<a href="https://mtsu-csm-symplicity.com/employer">https://mtsu-csm-symplicity.com/employer</a>		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrumpp@lanecollege.edu		No
Freed Hardman University	See HR for username & password	Send all notices to their website.	<a href="http://www.collegecentral.com/fhu">http://www.collegecentral.com/fhu</a>		No
Ohio/Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@beonair.com		No
Tennessee Career Center Jackson	See HR for username & password	Send all notices to their website.	<a href="http://www.jobs4tn.gov">www.jobs4tn.gov</a>		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	<a href="mailto:vocatiocenter@uuu.edu">vocatiocenter@uuu.edu</a> 731-661-5421		No
Media line	NO LOGIN NEEDED	Send all notices to their website.	medialine.com		No
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Ray Holder	<a href="mailto:ray.holder@star-center.org">ray.holder@star-center.org</a>		No
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer 615-963-5981	<a href="mailto:tfizer@tnstate.edu">tfizer@tnstate.edu</a>		No

WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Television Job Spot	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	2	No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	<a href="http://www.wbbjtv.com">www.wbbjtv.com</a>	1	No
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral			No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301	Send all notices to their website.	<a href="https://memphis-csm-symplicity.com/employers">https://memphis-csm-symplicity.com/employers</a>		No
Western Illinois University	1 University Circle Macomb, IL 61455	Career Center	309-298-1414		No
Southern Illinois University	1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a>		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a>		No
University of Mississippi	See HR for username & password	Send all notices to their website.	<a href="http://www.hireolemissrebs.com">www.hireolemissrebs.com</a>		No
Missouri School of Journalism Career Services	76G Gannett Hall Columbia, MO 65211-1200	Barbara G. Willis	573-882-0373		No
Western Kentucky School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042 P.O. Box 5268	Career Center	859-257-2786		No
Mississippi State University	Mississippi State, MS 39762	Career Placement	662-325-3344		No
Vanderbilt University	2525 Westend Ave. Suite 500 Nashville, TN 37203	Drew Webb	615-343-7890		No
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		No
Arkansas State University	P.O. Box 2490 State University, AR 72467	Send all notices to their email	<a href="mailto:carolynne@astate.edu">carolynne@astate.edu</a>		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662-252-8000 ext.4059	<a href="mailto:btalley@rustcollege.edu">btalley@rustcollege.edu</a>		No
LeMoyne-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360		No
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711		No
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	Send all notices to their website.	<a href="http://www.mvinterfase.com/trevecca/employer">www.mvinterfase.com/trevecca/employer</a>		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlie Matthews	<a href="mailto:cobacdc@belmont.edu">cobacdc@belmont.edu</a>		No

## Description of Vacancy:

Master Control Operator

## Recruitment Source that Referred the Hiree:

Date Vacancy Opened: 1/5/2021

Total Number of Persons

interviewed for the vacancy

Date Vacancy filled:

2/8/2021

WBBJ-TV Television Job Spot

3

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com	See HR for username & password	Send all notices to their website.	tvjobs.com		No
Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	tabtn.org		No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanthony@jscc.edu		No
Middle TN State University	See HR for username & password	Send all notices to their website.	<a href="https://mtsu-csm.symplicity.com/employer">https://mtsu-csm.symplicity.com/employer</a>		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrump@lanecollege.edu		No
Freed Hardman University	See HR for username & password	Send all notices to their website.	<a href="http://www.collegecentral.com/fhu">http://www.collegecentral.com/fhu</a>		No
Ohio/Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@beonair.com		No
Tennessee Career Center Jackson	See HR for username & password	Send all notices to their website.	<a href="http://www.jobs4tn.gov">www.jobs4tn.gov</a>		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocationcenter@uuu.edu 731-661-5421		No
Media line	NO LOGIN NEEDED	Send all notices to their website.	medialine.com		No
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Ray Holder	ray_holder@star-center.org		No
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Ionya Fizer 615-963-5981	tfizer@tnstate.edu		No

WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Television Job Spot	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	2	No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	<a href="http://www.wbbjtv.com">www.wbbjtv.com</a>	1	No
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral			No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301	Send all notices to their website.	<a href="https://memphis-csm-symplicity.com/employers">https://memphis-csm-symplicity.com/employers</a>		No
Western Illinois University	1 University Circle Macomb, IL 61455	Career Center	309-298-1414		No
Southern Illinois University	1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	<a href="mailto:stonline@siu.edu">stonline@siu.edu</a>		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a>		No
University of Mississippi	See HR for username & password	Send all notices to their website.	<a href="http://www.hireolemissrebs.com">www.hireolemissrebs.com</a>		No
Missouri School of Journalism Career Services	76G Gannett Hall Columbia, MO 65211-1200	Barbara G. Willis	573-882-0373		No
Western Kentucky School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042 P.O. Box 5268	Career Center	859-257-2786		No
Mississippi State University	Mississippi State, MS 39762	Career Placement	662-325-3344		No
Vanderbilt University	2525 Westend Ave. Suite 500 Nashville, TN 37203	Drew Webb	615-343-7890		No
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		No
Arkansas State University	P.O. Box 2490 State University, AR 72467	Send all notices to their email	<a href="mailto:carolynne@astate.edu">carolynne@astate.edu</a>		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662-252-8000 ext.4059	<a href="mailto:btalley@rustcollege.edu">btalley@rustcollege.edu</a>		No
LeMoyne-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360		No
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfink	615-329-8711		No
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	Send all notices to their website.	<a href="http://www.myinterface.com/trevecca/employer">www.myinterface.com/trevecca/employer</a>		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlie Matthews	<a href="mailto:cobacdc@belmont.edu">cobacdc@belmont.edu</a>		No

## Description of Vacancy:

Meteorologist/Multimedia Journalist

Recruitment Source that Referred the Hiree:  
 Total Number of Persons interviewed for the vacancy

Employee Referral

6

Date Vacancy Opened: 10/26/2020

Date Vacancy filled: 11/30/2020

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com	See HR for username & password	Send all notices to their website.	tvjobs.com	3	No
Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	tabtn.org		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrump@lanecollege.edu		No
Freed Hardman University	See HR for username & password	Send all notices to their website.	http://www.collegecentral.com/fhu		No
Tennessee Career Center Jackson	See HR for username & password	Send all notices to their website.	www.jobs4tn.gov		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocationcenter@uu.edu 731-661-5421		No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	www.wbbjtv.com	2	No
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral		1	No

## Description of Vacancy:

Multimedia Journalist

Recruitment Source that Referred the Hiree:

TV JOBS.COM

Date Vacancy Opened:

6/21/2020

Total Number of Persons

11

interviewed for the vacancy

Date Vacancy filled:

8/3/2020

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com	See HR for username & password	Send all notices to their website.	tvjobs.com	8	No
Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	tabtn.org		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrump@lanecollege.edu		No
Freed Hardman University	See HR for username & password	Send all notices to their website.	http://www.collegecentral.com/fhu		No
Tennessee Career Center Jackson	See HR for username & password	Send all notices to their website.	www.jobs4tn.gov		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocatiocenter@uuu.edu 731-661-5421		No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	www.wbbjtv.com	3	No



## Description of Vacancy:

Multimedia Journalist

## Recruitment Source that Referred the Hiree:

TV JOBS.COM

## Date Vacancy Opened:

6/21/2020

Total Number of Persons

interviewed for the vacancy

11

## Date Vacancy filled:

8/31/2020

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com	See HR for username & password	Send all notices to their website.	tvjobs.com	8	No
Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	tabtn.org		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrump@lanecollege.edu		No
Freed Hardman University	See HR for username & password	Send all notices to their website.	http://www.collegecentral.com/fhu		No
Tennessee Career Center Jackson	See HR for username & password	Send all notices to their website.	www.jobs4tn.gov		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocatiocenter@uuu.edu 731-661-5421		No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	www.wbbjtv.com	3	No

## Description of Vacancy:

Multimedia Journalist

Recruitment Source that Referred the Hiree:  
 Total Number of Persons interviewed for the vacancy

TV JOBS.COM

Date Vacancy Opened:

6/21/2020

Date Vacancy filled:

9/14/2020

11

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com	See HR for username & password	Send all notices to their website.	tvjobs.com	8	No
Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	tabtn.org		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrump@lanecollege.edu		No
Freed Hardman University	See HR for username & password	Send all notices to their website.	http://www.collegecentral.com/fhu		No
Tennessee Career Center Jackson	See HR for username & password	Send all notices to their website.	www.jobs4tn.gov		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocatiocenter@uuu.edu 731-661-5421		No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	www.wbbjtv.com	3	No



## Description of Vacancy:

Multimedia Journalist

Recruitment Source that Referred the Hiree:

TV JOBS.COM

Date Vacancy Opened:

12/28/2020

Total Number of Persons

interviewed for the vacancy

6

Date Vacancy filled:

3/1/2021

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com	See HR for username & password	Send all notices to their website.	tvjobs.com	3	No
Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	tabtn.org		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrumpp@laneccollege.edu		No
Freed Hardman University	See HR for username & password	Send all notices to their website.	http://www.collegecentral.com/fhu		No
Tennessee Career Center Jackson	See HR for username & password	Send all notices to their website.	www.jobs4tn.gov		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocatiocenter@uu.edu 731-661-5421		No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	www.wbbjtv.com	2	No
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral		1	No

## Description of Vacancy:

Producer

## Recruitment Source that Referred the Hiree:

Union University

## Date Vacancy Opened:

8/12/2020

Total Number of Persons

7

## Date Vacancy filled:

9/16/2020

interviewed for the vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com	See HR for username & password	Send all notices to their website.	tvjobs.com	3	No
Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	tabtn.org		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrump@lanecollege.edu		No
Freed Hardman University	See HR for username & password	Send all notices to their website.	http://www.collegecentral.com/fhu		No
Tennessee Career Center Jackson	See HR for username & password	Send all notices to their website.	www.jobs4tn.gov		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocationcenter@uu.edu 731-661-5421	1	No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	www.wbbjtv.com	3	No

**ATTACHMENT B**  
**MENU OPTION ACTIVITIES**

### MENU OPTION ACTIVITIES

Station WBBJ-TV has engaged in the following outreach activities during the year covered by this report:

Type of Activity	Brief Description
Virtual Job Fair	The Tennessee Association of Broadcasters held a virtual Job Fair September 14 through September 18, 2020. Thomas Culbertson, our Programming Manager attended this virtual event. WBBJ-TV aired PSA's on our station to promote this event. We posted two openings on Tennessee Association of Broadcasters website and received 22 applicants from the virtual job fair.
Virtual Job Fair	The Tennessee Association of Broadcasters held a virtual Job Fair December 7 through December 11, 2020. Thomas Culbertson, our Programming Manager attended this virtual event. WBBJ-TV aired PSA's on our station to promote this event. We posted two openings on Tennessee Association of Broadcasters website and received 13 applicants from the virtual job fair.