

**WABG, WABG-2, WNBD, WXVT  
EEO PUBLIC FILE REPORT  
02/01/19 – 01/31/20**

**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 Hires</b>
Anchor/Producer/MMJ	1,2,4,5,6,8-13,16,24,32,33	32
Account Manager	1-6,8,9,13,24-26	3
Meteorologist/MMJ	1,2,4,5,6,8-14,16,24,32,34	2
Sports Anchor/MMJ	1,2,4,5,6,8-13,16,24,32,34	1
Master Control Operator	2,24,25,26,34	25
Anchor/Producer/MMJ	1,2,4,5,6,8-13,16,24,32	25
Anchor/Producer/MMJ	1,2,4,5,6,8-13,16,24,32	1
Meteorologist/MMJ	1,2,4,5,6,8-14,16,24,32	25
Anchor/Producer/MMJ	1,2,4,5,6,8-13,16,24,32	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	8
2	Indeed.com	No	9
3	On-air recruitment – WABG/WXVT/WNBD/EABG	No	1
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	
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	1
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	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
11	Hinds Community College – ivanna.colly@hindsc.edu	No	
12	Delta State University – <a href="mailto:dmiller@deltastate.edu">dmiller@deltastate.edu</a> , <a href="mailto:careerservices@deltastate.edu">careerservices@deltastate.edu</a>	No	
13	Mississippi Valley State University – Barbara Goss, <a href="mailto:bgoss@mvsu.edu">bgoss@mvsu.edu</a> , <a href="mailto:careerservices@mvsu.edu">careerservices@mvsu.edu</a>	No	
14	Penn State University <a href="mailto:meteojobs@meto.psu.edu">meteojobs@meto.psu.edu</a>	No	
15	Syracuse University <a href="mailto:kbarnett@syr.edu">kbarnett@syr.edu</a>	No	
16	University of Missouri <a href="mailto:journalism@missouri.edu">journalism@missouri.edu</a>	No	
17	University of Montana <a href="mailto:journalism@mso.umt.edu">journalism@mso.umt.edu</a>	No	
18	Mississippi Department of Employment Services – <a href="mailto:DMartin@mdes.ms.gov">DMartin@mdes.ms.gov</a>	No	
19	GHEC – <a href="mailto:pventon@msdelta.edu">pventon@msdelta.edu</a>	No	
20	Arizona State University <a href="mailto:cronkiteinfo@asu.edu">cronkiteinfo@asu.edu</a>	No	
21	Ohio University <a href="mailto:Conradj1@ohio.edu">Conradj1@ohio.edu</a>	No	
22	University of Utah – <a href="mailto:michelle.brooks@utah.edu">michelle.brooks@utah.edu</a>	No	
23	University of Oklahoma <a href="mailto:dbachill@ou.edu">dbachill@ou.edu</a>	No	
24	Workforce Mississippi WIN Job Center – <a href="mailto:dpegues@mdes.ms.gov">dpegues@mdes.ms.gov</a>	No	1
25	Referral	No	8
26	Internal Posting	No	
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 1635 Old Highway 41, Suite 112-338, Kennesaw GA30152 (888) 884-2630, www.spotsndots.com	No	
30	Area job fairs	No	
31	TV News Check – mediajobcenter.com	No	
32	YouTube	No	7
33	Agent	No	1
34	Station website – deltanews.tv	No	1
35			
36			
37			
38			
39			

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

**37**

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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 November 1, 2019 our SEU participated in a panel discussion made up of journalists at Tougaloo College that was open to students and the public. The panel discussed the industry and unusual people or events covered in the Delta. The SEU Assignment Editor 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, Greenville Higher Education Center (GHEC), 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>	During the reporting year, our SEU provided monthly training to our Account Executives, with an emphasis on internet and mobile advertising and the role of social media, which can help them find positions, including management positions, in larger markets. Some of the topics included: display ads, mobile conquering, Facebook & Instagram, prospecting, digital co-op, creating digital ads and selling to clients.
<b>4</b>	<b>Training for Chief Meteorologist to enhance his skills and keep him updated on the latest technology</b>	07/10/19 -7/11/19 the station's Chief Meteorologist attended the 2019 NWA annual meeting in Huntsville AL, which included presentations concerning the latest forecasting skills and technology.