

EEO PUBLIC FILE REPORT

FOR

JACKSON TELECASTERS, INC.
Station WBBJ(TV)

**This EEO Public File Report
Covers the period of
April 1, 2019 to March 31, 2020**

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, 2020 the station filled the following full-time vacancies:

Traffic Director/Sales Assistant
Master Control Operators (2)
Account Executive (2)
Assistant Chief Engineer
Digital Media (2)*

The station interviewed a total of 46 people for all full-time vacancies during the period covered in this report.

**For two of these vacancies which opened in January 16, 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
SOURCE	NUMBER
WBBJTV.COM	9
INDEED.COM	16
Employee Referral	9
WBBJ-TV Job Board	3
WBBJ-TV Television Job Spot	5
Tennessee Career Center	1
WBBJ-TV Facebook	1
TVJOBS.COM	2

*Report for vacancy that opened 9/24/2019 was mistakenly omitted from the originally posted report; it has been added to this version.

ATTACHMENT A
EEO INFORMATION FOR FULL-TIME VACANCIES

Description of Vacancy:

Account Executive

Date Vacancy Opened:

1/16/2020

Recruitment Source that Referred the Hiree:

Indeed Website

Total Number of Persons
interviewed for the vacancy

Date Vacancy filled:

3/30/2020

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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	Annette Deaton 731-424-3520 Ext. 50315	adeaton@jssc.edu		No
Middle TN State University	See HR for username & password	Send all notices to their website.	https://mtsu-csm.symplicity.com/employer		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
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.	www.jobs4tn.gov		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	vocatiocenter@uu.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	Tonya Fizer 615-963-5981	tfizer@tnstate.edu		No
Indeed.com			Indeed.com	4	No
WBBJ-TV Facebook	346 Muse St. Jackson, TN 38301	Webmaster	WBBJTV	1	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	www.wbbjtv.com		No
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral		4	No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301	Send all notices to their website.	https://memphis-csm-symplicity.com/employers		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	sronline@siu.edu		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	masscomm@lsu.edu		No
University of Mississippi	See HR for username & password	Send all notices to their website.	www.hireolemissrebs.com		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	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 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	carolyne@astate.edu		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662-252-8000 ext.4059	btalley@rustcollege.edu		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.	www.myinterfase.com/trevecca/employer		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	cobacdc@belmont.edu		No

Description of Vacancy:

Account Executive

Date Vacancy Opened:

1/16/2020

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

Indeed Website

Date Vacancy filled:

3/2/2020

9

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	Annette Deaton 731-424-3520 Ext. 50315	adeaton@jscc.edu		No
Middle TN State University	See HR for username & password	Send all notices to their website.	https://mtsu-csm.symplicity.com/employer		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
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.	www.jobs4tn.gov		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	vocatiocenter@uu.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	Tonya Fizer 615-963-5981	tfizer@tnstate.edu		No
Indeed.com			Indeed.com	4	No
WBBJ-TV Facebook	346 Muse St. Jackson, TN 38301	Webmaster	WBBJTV	1	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	www.wbbjtv.com		No
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral		4	No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301	Send all notices to their website.	https://memphis-csm-symplicity.com/employers		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	sronline@siu.edu		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	masscomm@lsu.edu		No
University of Mississippi	See HR for username & password	Send all notices to their website.	www.hireolemissrebs.com		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	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 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	carolyne@astate.edu		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662-252-8000 ext.4059	btalley@rustcollege.edu		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.	www.myinterfase.com/trevecca/employer		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	cobacdc@belmont.edu		No

Description of Vacancy: Assistant Chief Engineer
 Date Vacancy Opened: 4/30/2019 Recruitment Source that Referred the Hiree: Employee Referral
 Total Number of Persons interviewed for the vacancy: 7
 Date Vacancy filled: 7/1/2019

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	1	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	Annette Deaton 731-424-3520 Ext. 50315	adeaton@jsc.edu		No
Middle TN State University	See HR for username & password	Send all notices to their website.	https://mtsu-csm.symplicity.com/employer		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
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.	www.jobs4tn.gov		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	vocatiocenter@uu.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	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		No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	www.wbbjtv.com		No
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral		2	No
Indeed.Com		Indeed.com		4	No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301	Send all notices to their website.	https://memphis-csm-symplicity.com/employers		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	sronline@siu.edu		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	masscomm@lsu.edu		No
University of Mississippi	See HR for username & password	Send all notices to their website.	www.hireolemissrebs.com		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	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 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	carolyne@astate.edu		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662-252-8000 ext.4059	btalley@rustcollege.edu		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.	www.myinterfase.com/trevecca/employer		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	cobacdc@belmont.edu		No

Description of Vacancy:

Digital Media

Date Vacancy Opened:

12/16/2019

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

WBBJTV.Com

Date Vacancy filled:

2/3/2020

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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	1	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	Annette Deaton 731-424-3520 Ext. 50315	adeaton@jssc.edu		No
Middle TN State University	See HR for username & password	Send all notices to their website.	https://mtsu-csm.symplicity.com/employer		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
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.	www.jobs4tn.gov		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	vocatiocenter@uu.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	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		No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	www.wbbjtv.com	3	No
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral		1	No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301	Send all notices to their website.	https://memphis-csm-symplicity.com/employers		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	sronline@siu.edu		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	masscomm@lsu.edu		No
University of Mississippi	See HR for username & password	Send all notices to their website.	www.hireolemissrebs.com		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	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 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	carolyne@astate.edu		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662-252-8000 ext.4059	btalley@rustcollege.edu		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.	www.myinterfase.com/trevecca/employer		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	cobacdc@belmont.edu		No

Description of Vacancy:

Master Control Operator

Date Vacancy Opened:

1/20/2020

Recruitment Source that Referred the Hiree:

Indeed.Com

Total Number of Persons
interviewed for the vacancy

Date Vacancy filled:

2/24/2020

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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	Annette Deaton 731-424-3520 Ext. 50315	adeaton@jssc.edu		No
Middle TN State University	See HR for username & password	Send all notices to their website.	https://mtsu-csm.symplicity.com/employer		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrump@lanecollege.edu		No
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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.	www.jobs4tn.gov		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	vocatiocenter@uu.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	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	1	No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	www.wbbjtv.com		No
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral		1	No
Indeed.Com		Indeed.com		8	No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301	Send all notices to their website.	https://memphis-csm-symplicity.com/employers		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	sronline@siu.edu		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	masscomm@lsu.edu		No
University of Mississippi	See HR for username & password	Send all notices to their website.	www.hireolemissrebs.com		No
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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
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University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		No
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Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662-252-8000 ext.4059	btalley@rustcollege.edu		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.	www.myinterfase.com/trevecca/employer		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	cobacdc@belmont.edu		No

Description of Vacancy: Master Control Operator
 Date Vacancy Opened: 4/26/2019 Recruitment Source that Referred the Hiree: WBBJ-TV Television Job Spot
 Total Number of Persons interviewed for the vacancy: 4
 Date Vacancy filled: 5/17/2019

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	Annette Deaton 731-424-3520 Ext. 50315	adeaton@jsgc.edu		No
Middle TN State University	See HR for username & password	Send all notices to their website.	https://mtsu-csm.symplicity.com/employer		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrump@lanecollege.edu		No
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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.	www.jobs4tn.gov		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	vocatiocenter@uu.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	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	2	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			No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301	Send all notices to their website.	https://memphis-csm-symplicity.com/employers		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	sronline@siu.edu		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	masscomm@lsu.edu		No
University of Mississippi	See HR for username & password	Send all notices to their website.	www.hireolemissrebs.com		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	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 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	carolyn@astate.edu		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662-252-8000 ext.4059	btalley@rustcollege.edu		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.	www.myinterfase.com/trevecca/employer		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlisie Matthews	cobacdc@belmont.edu		No

Description of Vacancy: Traffic Director/Sales Assistant

Date Vacancy Opened: 3/18/2019

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

WBBJ-TV Website

Date Vacancy filled: 4/23/2019

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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	Annette Deaton 731-424-3520 Ext. 50315	adeaton@jssc.edu		No
Middle TN State University	See HR for username & password	Send all notices to their website.	https://mtsu-csm.symplicity.com/employer		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
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.	www.jobs4tn.gov	1	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	vocatiocenter@uu.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	Tonya Fizer 615-963-5981	tfizer@tnstate.edu		No

WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	1	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	www.wbbjtv.com	2	No
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral		1	No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301	Send all notices to their website.	https://memphis-csm-symplicity.com/employers		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	sronline@siu.edu		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	masscomm@lsu.edu		No
University of Mississippi	See HR for username & password	Send all notices to their website.	www.hireolemissrebs.com		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	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 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	carolyne@astate.edu		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662-252-8000 ext.4059	btalley@rustcollege.edu		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.	www.myinterfase.com/trevecca/employer		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	cobacdc@belmont.edu		No

Description of Vacancy:

Digital Media

Date Vacancy Opened:

9/24/2019

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

WBBJ-TV Job Board

Date Vacancy filled:

10/13/2019

4

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	Annette Deaton 731-424-3520 Ext. 50315	adeaton@jscc.edu		No
Middle TN State University	See HR for username & password	Send all notices to their website.	https://mtsu-csm.symplicity.com/employer		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
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.	www.jobs4tn.gov		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	vocatiocenter@uu.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	Tonya Fizer 615-963-5981	tfizer@tnstate.edu		No

WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		
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	www.wbbjtv.com		No
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral		2	No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301	Send all notices to their website.	https://memphis-csm-symplicity.com/employers		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	sronline@siu.edu		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	masscomm@lsu.edu		No
University of Mississippi	See HR for username & password	Send all notices to their website.	www.hireolemissrebs.com		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	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 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	carolyn@astate.edu		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662-252-8000 ext.4059	btalley@rustcollege.edu		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.	www.myinterfase.com/trevecca/employer		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	cobacdc@belmont.edu		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
Job Fair #1	<p data-bbox="548 457 1531 625">On April 16, 2019, Wayne Thing, Creative Services Manager represented WBBJ-TV at the Thomas Media Career Expo held at the Carl Perkins Civic Center in Jackson, Tennessee. This event was attended by hundreds of potential candidates who conversed and gave resumes to the 35+ employers represented at the event. Wayne discussed open positions at WBBJ-TV with potential candidates.</p> <hr data-bbox="548 724 1531 728"/> <p data-bbox="548 793 1531 919">On September 17, 2019 Wayne Thing, Creative Services Manger attended the Thomas Media Career Fair at the Carl Perkins Civic Center in Jackson, TN. Over 200 prospective job candidates attended. Wayne discussed open positions at WBBJ-TV with potential candidates.</p> <hr data-bbox="548 961 1531 966"/>
WBBJ Internship Program #5	<p data-bbox="548 1066 1531 1329">WBBJ-TV has an internship program to help train and mentor students from area colleges. The internship lasts for a minimum of eight to ten weeks depending on the requirement from the college. The interns are required to write an essay on their experience and training to receive course credit at their college. The college and/or professor determine the credit hours for the internship and the number of hours needed to the earn credit hours. The two interns we hosted and mentored this period were from local Universities, The University of Tennessee-Martin and Union University.</p>
Job Banks #12	<p data-bbox="548 1392 1279 1434">Job vacancies are posted on Jackson Telecasters, Inc. website</p> <hr data-bbox="548 1528 1531 1533"/> <p data-bbox="548 1602 1531 1696">Notices of all Job vacancies are also sent to historically black colleges and universities including Lane College, LeMoyne-Owen College, Fisk University and Rust College.</p>

Training #8	<p>Employees of various WBBJ Departments are cross-trained in a variety of positions within the departments. The training has resulted in part-time employees going to full-time positions when an opening occurs or qualifying an employee for higher level positions.</p> <hr/> <p>Our Account Executives received training for Digital Sales from Kristy Lowery from Digital Tulips several times this reporting period to help increase their digital sales revenue and to learn about different aspects of digital sales.</p>
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K-12 School visits #10	<p>On April 10, 2019 Tom Meiners, Chief Meteorologist and Alex Northcut, Sports Director at WBBJ-TV attended the Career Day at Scotts Hill High School. Nearly 500 students from the 9th to the 12th grade attended. Tom Spoke about a career in Meteorology and Alex spoke regarding a career in sportscasting. The event lasted from 8:30Am to 10:30AM and the students were given an opportunity to ask questions.</p> <hr/> <p>Wayne Thing, our Creative Services Manager gives tours of the building to area schools and organizations several times during the year. Wayne discusses broadcast operations and careers in broadcasting during these tours. This period, Wayne conducted approximately ten tours.</p>
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Other #16

Wayne Thing, Creative Services Manager at WBBJ-TV is on the Communication Department of Industry Advisory board at the University of Tennessee-Martin. On April 11, 2019, Wayne along with 10 other media advisors met with the Department Head, Dr. Robert Nanney along with six faculty members. The purpose of the meeting was to inform the faculty of developments in various media outlets, and to evaluate the current and future curriculum the various sequences the department offers.

Kathy Kitzman and Cindy Turner, Account Executives represent the station at the Chamber of Commerce. They attend ribbon cuttings, meetings, quarterly breakfasts and other Chamber events and both are Red Coats at the Chamber.

Kathy Kitzman also represents the station at the Rotary and attends their meetings and participates in various events conducted by the Rotary.

Kathy Kitzman works with Multiplying Good, formerly The Jefferson Awards where individuals are nominated and recognized for their service to the community.

Stan Sanders, News Director is a member of the board at the Salvation Army, which help people in need of food, clothing, etc.

Kirk Newcom, Sales Manager and Ariana Cohen, Anchor at the station are both members of the Exchange club and they work and help raise money for the Carl Perkins Child Abuse Telethon.