

**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:wmcowell@tougaloo.edu">wmcowell@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@hindsc.edu	No	
12	Delta State University – <a href="mailto:dmiller@deltastate.edu">dmiller@deltastate.edu</a> . careerservices@deltastate.edu	No	
13	Mississippi Valley State University – Barbara Goss, <a href="mailto:bgoss@mvsu.edu">bgoss@mvsu.edu</a> , careerservices@mvsu.edu	No	
14	Penn State University meteojobs@meto.psu.edu	No	
15	Syracuse University kbarnett@syr.edu	No	
16	University of Missouri journalism@missouri.edu	No	
17	University of Montana journalism@mso.umt.edu	No	
18	Mississippi Department of Employment Services – DMartin@mdes.ms.gov	No	
19	GHEC – pventon@msdelta.edu	No	
20	Arizona State University cronkiteinfo@asu.edu	No	
21	Ohio University 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 dbachill@ou.edu	No	
24	Workforce Mississippi WIN Job Center – dpegues@mdes.ms.gov	No	
25	Referral	No	6
26	Internal Posting	No	1
27	Internal Candidate	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
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	
33	Agent	No	2
34	Station website – deltanews.tv	No	5
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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 of 2020 key station personnel attended anti-trust compliance training. In December 2020 key station personnel received payola/plugola training