

ANNUAL EEO PUBLIC FILE REPORT

WTVA

February 1, 2025 through January 31, 2026

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080 ©(6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station (s):

WTVA

The information contained in this Report covers the time period beginning February 1, 2023 to and including January 31, 2024 (the “Applicable Period”). The FCC’s EEO rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source (s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC Rule.

Appendices 1, 2, and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters on Appendix 1 under the column entitled “Recruitment Source Utilized” refer to the Recruitment Sources listed on Appendix 2.

For the purpose of this Report, a vacancy was deemed “filled” when the hiree began work. A person was deemed “interviewed” whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEOC Public File Report

Covering the Period from February 1, 2025 through January 31, 2026

Station(s) Comprising the Station Employment Unit: WTVVA

## Section 1: Vacancy Information

Appendix 2 to Annual EEOC Public File Report

Covering the Period from February 1, 2025 through January 31, 2026

Station(s) Comprising the Station Employment Unit: WTVVA

Section 2: Recruitment Source Information

	Recruitment Source	Requested Notice (Y/N)	Total Number of Interviewees This Source Provided During This Period
A.	WTVVA Website 1359 Beech Springs Road Saltillo, MS 38866 wtva.com	N	16
B.	In House Postings 1359 Beech Springs Road Saltillo, MS 38866	N	2
C.	On-Air - WTVVA 1359 Beech Springs Road Saltillo, MS 38866	N	1
D.	Mississippi State University <i>Thru Symplicity</i> Career Service Center P.O. Box P Mississippi State, MS 38762	N	1
E.	Mississippi Valley State Career Development & Placement 1400 Hwy 82W. Box 7225 Itta Bena, MS 38941-1400 <i>Handshake</i>	N	
F.	Rust College Placement Office 150 Rust Avenue Holly Springs, MS 38635 <i>Handshake</i>	N	

Appendix 2 to Annual EEOC Public File Report

Covering the Period from February 1, 2025 through January 31, 2026

Station(s) Comprising the Station Employment Unit: WTV/A

Section 2: Recruitment Source Information

	Recruitment Source	Requested Notice (Y/N)	Total Number of Interviewees This Source Provided During This Period
G.	Tougaloo College Placement Office 500 W. County Line Road Tougaloo, MS 39174 <b>Handshake</b>	N	
H.	Itawamba Community College - Tupelo Location Placement Office, 2716 South Eason Blvd, Tupelo, MS 38801	N	
I.	NE MS Community College Placement Director, Box 1648, Booneville, MS 38829	N	
J.	Mississippi University for Women Career Specialist, 1100 College Street MUW 1624 Columbus, MS 39701	N	
K.	Jackson State University Placement Office, 1400 J.R. Lynch Street, Jackson, MS 39217	N	
L.	Delta State University Highway 8 West, Cleveland, MS 38733	N	
M.	University of Alabama College of Communications Box 870152 Tuscaloosa, AL 35487-0152 <b>Handshake</b>	N	2
N.	University of Mississippi Director of Student Media 114 Farley Hall University, MS 38677 <b>Handshake</b>	N	

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Covering the Period from February 1, 2025 through January 31, 2026

Station(s) Comprising the Station Employment Unit: WTV4

Section 2: Recruitment Source Information

	Recruitment Source	Requested Notice (Y/N)	Total Number of Interviewees This Source Provided During This Period
O.	University of Alabama-Birmingham Communications Studies Office Bldg. 15 -Room 223 Birmingham, AL 35294-1220 <i>Handshake</i>	N	
P.	Itawamba Community College - Fulton Campus 602 West Hill Street, Fulton, MS 38843	N	
Q.	Tennessee State University Department of Communications 3500 John A . Merritt Blvd Nashville, TN 37209 <i>Handshake</i>	N	
R.	Mississippi Assoc. of Broadcasters Website 855 S. Pear Orchard Road Suite 403 Ridgeland, MS 39157 <a href="mailto:amanda@msbroadcasters.org">amanda@msbroadcasters.org</a>	N	
S.	TVJobs P.O. Box 4116 Oceanside, CA 92052 TVJobs.com	N	
T.	Frank N Magis Association 8500 Normandale Lake Blvd, Suite 630, Minneapolis, MN 55437	N	
U.	You Tube (active candidate sourcing)	N	

Appendix 2 to Annual EEOC Public File Report

Covering the Period from February 1, 2025 through January 31, 2026

Station(s) Comprising the Station Employment Unit: WTV/A

Section 2: Recruitment Source Information

	Recruitment Source	Requested Notice (Y/N)	Total Number of Interviewees This Source Provided During This Period
V.	FaceBook Facebook.com	N	
W.	Employee Referral	N	
X.	Indeed Indeed.com	N	31
Y.	Walk-In/Self-Referral	N	1
Z.	Non-Employee Referral	N	
AA.	Job Fair or Recruiting Event (as describes in Appendix 3)	N	
BB.	<i>Intentionally Omitted</i>	N	
CC.	TV News Check 24 W. Lancaster Avenue Suite 205 Ardmore, PA 19003 <a href="https://tvnewscheck.com">https://tvnewscheck.com</a>	N	
DD.	Medialine Pacific Grove, CA 93950-6909 <a href="http://Medialine.com">Medialine.com</a>	N	
EE.	Rick Gevers Newsletter 355 E Ohio Street, # 303, Indianapolis, IN, 46204	N	
FF.	Media Recruiter 9457 So University Blvd #303, Highlands Ranch, CO 80126	N	

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Covering the Period from February 1, 2025 through January 31, 2026

Station(s) Comprising the Station Employment Unit: WTVVA

## Section 2: Recruitment Source Information

	Recruitment Source	Requested Notice (Y/N)	Total Number of Interviewees This Source Provided During This Period
GG.	Mizzou - University of Missouri 230 Hesse Hall Columbia, MO 65211 <i>Handshake</i>	N	
HH.	Alabama A & M P.O. Box 4900 Normal, AL 35762-4900 <i>Handshake</i>	N	
II.	Alabama State Job Placement Office 915 Slackson Street Montgomery, AL 36104 <i>Handshake</i>	N	
JJ.	University of Southern Mississippi Job Placement Office 118 College Drive Hattiesburg, MS 39406 <i>Handshake</i>	N	
KK.	Bellhaven University Job Placement Office 1500 Peachtree Street # 153 Jackson, MS 39202 <i>Handshake</i>	N	
LL.	University of Georgia 215 S Jackson Street Athen, GA 30602 <i>Handshake</i>	N	

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Section 2: Recruitment Source Information

	Recruitment Source	Requested Notice (Y/N)	Total Number of Interviewees This Source Provided During This Period
MM.	LINKEDIN LinkedIn.com	N	6

Appendix 3 to Annual EEOC Public Report File  
 Covering the period from February 1, 2025 through January 31, 2026  
 Section 3: Recruitment Initiatives

Recruitment Initiative	Description
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	<p>February 26, 2025 - Assistant News Director, Anchor, Chief Videographer and Web Producer attended a media fair at Tupelo High School</p> <p>April 5, 2025 - News Director and Assistant News Director spoke with students in the 380 Journalism class at the University of Mississippi; They reviewed and evaluated student work</p> <p>September 19, 2025 - Anchor was a panel speaker at Sports Connect at University of Mississippi</p> <p>(All visits included discussion topics related to careers in broadcasting.)</p>
Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.	<p>September 25, 2025 - Anchor spoke to students at Mississippi State University</p> <p>September 29, 2025 - Anchor spoke to students at Tupelo High School</p> <p>November 19, 2025 - Assistant News Director led a lecture at the 2025 MAB Student Conference at Hinds Community College</p>
Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	<p>March 28, 2025 - Assistant News Director led a lecture at Mississippi Scholastic Press Association's Spring Convention on "what TV pros want you to know" and evaluated the work of high school students across the state</p> <p>September 18, 2025 - Chief Videographer attended a career fair at Houston High School</p> <p>October 8, 2025 - Chief Videographer attended a career fair at Lee County Career and Technical Center</p>