

**WAPT-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2015 - January 31, 2016**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
FT Photographer Open Date: 1/7/2015 Hire Date: 2/2/2015	2-3, 5-7, 9, 11, 13-15, 17-18, 21-29, 31-32, 34-35, 37-39, 41-43	6
Full Time Anchor/Reporter Open Date: 1/7/2015 Hire Date: 4/8/2015	2-3, 5-9, 11, 13-15, 17-18, 21-29, 31-32, 34, 37-39, 41-43	6
Executive Producer/Producer Open Date: 1/13/2015 Hire Date: 2/11/2015	2-3, 5-9, 11-15, 17-18, 21-29, 31-32, 34, 37-39, 41-43	8
National Sales Manager Open Date: 2/6/2015 Hire Date: 7/1/2015	1-3, 5-7, 9, 11, 13-15, 17-18, 21-29, 31-32, 34, 37-43	39
Producer Open Date: 2/10/2015 Hire Date: 3/11/2015	1-3, 5-7, 9, 11, 13-15, 17-18, 21-29, 31-32, 34, 37-39, 41-43	6
Promotion Writer/Producer Open Date: 3/5/2015 Hire Date: 6/15/2015	1-3, 5-7, 9, 11, 13-15, 17-18, 21-29, 31-32, 34-35, 37-43	35
Photographer/Editor Open Date: 3/26/2015 Hire Date: 4/17/2015	2-3, 5-7, 9-11, 13-15, 17-18, 21-29, 31-32, 34, 37-43	10
Assistant Chief Photographer Open Date: 5/6/2015 Hire Date: 7/25/2015	1-3, 5-9, 11, 13-15, 17-18, 21-29, 31-32, 34, 36-43	8
Producer Open Date: 5/27/2015 Hire Date: 6/15/2015	2-3, 5-7, 9, 11, 13-18, 21-32, 34, 36-43	30
Photographer/Editor Open Date: 6/3/2015 Hire Date: 6/26/2015	2-3, 5-7, 9, 11, 13-15, 17-18, 21-29, 31-32, 34, 36-43	6
Producer Open Date: 6/10/2015 Hire Date: 7/13/2015	2-3, 5-7, 9, 11, 13-15, 17-29, 31-32, 34, 36-43	19
Photographer Open Date: 6/18/2015 Hire Date: 8/20/2015	2-3, 5-7, 9, 11, 13-15, 17-18, 21-29, 31-32, 34, 36-43	6
Sports Anchor/Reporter Open Date: 6/24/2015 Hire Date: 9/20/2015	2-3, 5-11, 13-15, 17-18, 21-29, 31-34, 36-43	8
Reporter/Anchor Open Date: 8/18/2015 Hire Date: 9/8/2015	2-9, 11, 13-15, 17-18, 21-29, 31-32, 34, 36-43	6

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Producer Open Date: 9/22/2015 Hire Date: 12/14/2015	2-9, 11, 13-18, 21-25, 27-29, 31-32, 34, 36-43	8
President & General Manager Open Date: 10/30/2015 Hire Date: 1/1/2016	8-9, 13, 18, 21, 27-28	8

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<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 Reporting Period</b>
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : (919) 217-4438 Url : www.vault.com. Email : slizik@602communications.com Graeme Newell	N	0
2	AAJA 5th 3rd street Suite 1108 San Francisco, California 94103 Corp Recruiter Manual Posting	N	0
3	Alcorn State University P.O. BOX 390 Lorman, Mississippi 39096 Phone : 601-877-66325 Email : awillis@alcorn.edu Fax : 1-601-877-6324 Al Johnson	N	0
4	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@bates.ctc.edu Ken Witkoe	N	0
5	Bellhaven College Career Center 150 Peachtree Street Jackson, Mississippi Phone : 601-968-8990 Email : cadevelopment@bellhaven.edu Ashley King	N	0
6	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : . Url : http://careers.hearsttelevision.com Email : htv.careers@hearst.com HTV Careers	N	46

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7	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
8	Current Employee	N	13
9	Dept of Veterans Affairs- Vocational Rehabilitation and Employment 1600 East Woodrow Wilson Drive Jackson, Mississippi 39216 Url : <a href="http://www.benefits.va.gov/jackson/">www.benefits.va.gov/jackson/</a> Email : <a href="mailto:jennifer.armwood@va.gov">jennifer.armwood@va.gov</a> Jennifer Armwood	Y	0
10	Employee Referral	N	2
11	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
12	Former Employee Referral	N	1
13	G.V. Sonny Montgomery Veterans Medical-Veterans Supported Employment 1500 East Woodrow Wilson Drive Jackson, Mississippi 39216 Phone : (601) 362-4471 Url : <a href="http://www.jackson.va.gov/careers">www.jackson.va.gov/careers</a> Email : <a href="mailto:daryl.jones3@va.gov">daryl.jones3@va.gov</a> Daryl Jones	Y	0
14	Hinds Community College Career Center PO Box 1100 Raymon, Mississippi 39154-1100 Phone : 601-857-3384 Url : <a href="http://www.hindscc.edu/jobplacement">www.hindscc.edu/jobplacement</a> Joe Johnson Manual Posting	N	0

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15	Holmes Community College Career Planning PO Box 369 Goodman, Mississippi 39079 Phone : 662-472-2312 Email : tmiller@holmescc.edu Fax : 1-662-472-9167 Tess Crenshaw	N	0
16	Indeed.com 17764 Broad St Stamford, Connecticut Phone : . Url : www.indeed.com Email : htv.careers@hearst.com Career Services	N	2
17	Jackson State University 1400 Lynch St. Jackson, Mississippi 39217 Phone : 601-979-2477 Url : http://www.jsu.edu/ Career Services Manual Posting	N	0
18	Jackson WIN Job Center 5959 I-55 Frontage Road Suite C Jackson, Mississippi 39213 Phone : 601-961-7931 Url : mdes.ms.gov/win-job-centers/jackson-win-job-center/ Kelvin Massey Manual Posting	Y	0
19	Journalism Jobs.com PO Box 7294 Berkeley, California 94707 Phone : 510-524-2007 Email : contact@journalismjobs.com For Applicants	N	1
20	LinkedIn.com 2029 Stierlin Court Mountain View, California Career Services Manual Posting	N	1

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<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 Reporting Period</b>
21	Living Independent for Everyone (LIFE) of Mississippi 1304 Vine Street Jackson, Mississippi 39202 Phone : 601-969-4009 Url : <a href="http://www.lifeofms.com/index.php">www.lifeofms.com/index.php</a> Email : <a href="mailto:lifeofms@aol.com">lifeofms@aol.com</a> Christy Dunaway	Y	0
22	Media Line PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0
23	Millsaps College 1701 N. State Street Jackson, Mississippi 39210 Phone : 601.974.1346 Email : <a href="mailto:careercenter@millsaps.edu">careercenter@millsaps.edu</a> Tonya Nations	N	0
24	Mississippi Association of Broadcasters 855 S. Pear Orchard Rd #403 Ridgeland, Mississippi 39157 Phone : 601-957-9121 Url : <a href="http://www.msbroadcasters.org">www.msbroadcasters.org</a> Email : <a href="mailto:jlett2@earthlink.net">jlett2@earthlink.net</a> Fax : 1-601-957-9175 Jackie Lett	N	0
25	Mississippi Association of Broadcasters 15 Northtown Dr Jackson, Mississippi 39211 Phone : (601)957-9121 Url : <a href="http://www.msbroadcasters.org">www.msbroadcasters.org</a> Email : <a href="mailto:info@msbroadcasters.org">info@msbroadcasters.org</a> Career Developer	N	0
26	Mississippi College Career Center P.O. BOX 4010 CLINTON, Mississippi 39058 Phone : 601-925-3909 Url : <a href="http://www.collegecentral.com/mc">www.collegecentral.com/mc</a> Suzi Nyberg Manual Posting	N	0

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<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 Reporting Period</b>
27	Mississippi Department of Rehabilitation Services- AbilityWorks, Inc. 3895 Beasley Rd Jackson, Mississippi 39213 Phone : 601-898-7060 Url : <a href="http://www.mdrs.state.ms.us/">www.mdrs.state.ms.us/</a> Email : <a href="mailto:jbarry@mdrs.ms.gov">jbarry@mdrs.ms.gov</a> Janice Barry	Y	0
28	Mississippi Department of Rehabilitation Services Post Office Box 1698 Jackson, Mississippi 39215 Phone : 601-853-5112 Url : <a href="http://mdrs.state.ms.us/">mdrs.state.ms.us/</a> Email : <a href="mailto:jcrudup@mdrs.ms.gov">jcrudup@mdrs.ms.gov</a> Jo Ann Crudup	Y	0
29	Mississippi University for Women-Career Services 1100 College Street MUW-1624 Columbus, Mississippi 39701-5800 Phone : 662-329-7138 Url : <a href="http://collegecentral.com">http://collegecentral.com</a> Email : <a href="mailto:cae@muw.edu">cae@muw.edu</a> Career Services	N	0
30	Monster.com 11845 W. Olympic Blvd. Suit 500 Los Angeles, California 900064 Phone : 310-893-5567 Url : <a href="http://www.monstertrak.com">www.monstertrak.com</a> Email : <a href="mailto:nichole.scire@monster.com">nichole.scire@monster.com</a> Fax : 1-317-616-5332 Nichole Scire	N	1
31	MS Dept of Employment Securities P.O. Box 1699 Jackson, Mississippi 39215-1699 Phone : 601-922-1607 Url : <a href="http://www.mdes.ms.gov">www.mdes.ms.gov</a> Email : <a href="mailto:joborder@mdes.ms.gov">joborder@mdes.ms.gov</a> Fax : 1-601-407-1071 Jo Border	N	0

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32	MS Valley State University 14000 Hwy 82 W Box 7246 Itta Bena, Mississippi 38941 Phone : 662-254-9041 Email : careerservices@mvsu.edu Career Development	N	0
33	NABJ 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Corp Recruiter Manual Posting	N	1
34	National Association of Hispanic Journalists 1000 National Press Building 529 14th St. NW Ste 1000 Washington, District of Columbia 20045 Phone : 202-662-7145 Kathleen McHugh Manual Posting	N	0
35	Non-Employee Referral	N	2
36	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
37	Talent Dynamics 600 Las Colinas Blvd Suite 100 Irving, Texas Phone : 214-640-3139 Url : <a href="http://www.talentdynamics.com">http://www.talentdynamics.com</a> Email : <a href="mailto:connell@talentdynamics.com">connell@talentdynamics.com</a> Sandra Connell	N	0
38	Tougaloo College Career Planning 500 West County Line Road Jackson, Mississippi 39174 Phone : 601-977-7821 Email : <a href="mailto:wmcowell@tougaloo.edu">wmcowell@tougaloo.edu</a> Whitney McDowell	N	0

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39	TV Jobs P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Mark Holloway Manual Posting	N	3
40	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	1
41	Univ. of Southern Miss. Career Planning SS Box 5014 Hattiesburg, Mississippi 39406 Phone : 601-266-4153 Tina Trigg Manual Posting	N	0
42	University of Mississippi Career Center PO Box 1848 University , Mississippi 38677-1848 Phone : 662-915-7165 Johnathon Harrington Manual Posting	N	0
43	William Carey College 498 Tuscan Avenue Box 181 Hattiesburg, Mississippi 39401 Phone : 601-318-6207 Email : bwright@wmcarey.edu Brandon Wright	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>74</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/1/2015	Participation in events or programs sponsored by educational institutions	WAPT sponsored 9 high school students at various times for a Job Shadowing program. Each student shadowed in the newsroom for several hours each. Provided insight and information into careers in Broadcasting and Journalism and into the operation of a broadcast facility.	6	News Director Assistant News Director Executive Producer Assignment Editor
2	2/1/2015	Establishment of an intern program designed to assist members of the community	WAPT hosted 14 interns for a period of three to nine months each from area colleges and universities. Internships provided insight and information in careers in Broadcasting and Journalism and the operation of a broadcast facility.	6	News Director Assistant News Director Executive Producer Assignment Editor
3	2/4/2015	Participation in events or programs sponsored by educational institutions	Station Tour for Tri-County Academy students. Group included 50 students from grades 1 and 2. Provided information to students regarding the broadcast industry and general information regarding the operation of a television station.	1	Sales Marketing Manager
4	2/6/2015	Participation in events sponsored by community groups	Station Tour & live viewing of the 5PM Newscast for Cub Scout Troop including 6 cub scouts and 6 adults. Information was provided regarding the broadcast industry and the operation of a television station. Attendees were also able to view the 5PM Newscast live and were provided information as to the elements of the production of a newscast.	1	Sales Marketing Manager
5	2/17/2015	Participation in events or programs sponsored by educational institutions	Station tour by Jackson State University Journalism students. Provided information regarding broadcasting industry and the operation of the news department.	6	News Director Assistant News Director Executive Producer Assignment Editor
6	2/19/2015	Participation in events sponsored by community groups	WAPT Anchor emceed and delivered presentation at the Mississippi Business Journal's Businesswoman of the Year. Provided information regarding careers in broadcasting and women's roles in the field of journalism.	1	News Anchor

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
7	2/26/2015	Participation in events or programs sponsored by educational institutions	Participation in Belhaven University 2015 Career Fair. Provided information to college students regarding current openings at WAPT and insight and information regarding careers in broadcasting.	4	Sales Marketing Manager News Director Digital Sales Manager General Sales Manager
8	3/23/2015	Participation in events sponsored by community groups	Participated in the Annual Hal and Mal's St. Paddy Day Parade held in Jackson, MS. Represented WAPT with on-air coverage by Anchors and Reporters.	4	Reporter Anchor/Reporter News Director Anchor/Reporter
9	3/25/2015	Participation in Job Fairs	Participation in the Mississippi Employment Expo 2015. Sponsored by the Governor's Job Fair Network of Mississippi.	9	Digital Sales Manager VP/General Manager General Sales Manager News Director
10	3/27/2015	Participation in events sponsored by community groups	Station tour of Troop 716 Cub Scouts/Madison, MS. Provided information and insight into careers in Broadcasting and Journalism.	1	VP/General Manager
11	3/28/2015	Participation in events sponsored by community groups	Participated in the Annual Zippity do-Dah Sweet Potato Queen's Parade. Event designed to raise funds for the Batson Children's Hospital. Represented WAPT with on-air coverage by Anchors and Reporters.	3	News Director News Anchor Reporter/Anchor
12	4/9/2015	Participation in events or programs sponsored by educational institutions	Participation in the Cardoza Middle School Career Day. Provided information to students regarding jobs in broadcasting, personal skills that are needed, and the schedule of a typical work day in a broadcast facility.	4	Production Manager Digital Sales Manager Sales Marketing Manager News Director
13	4/14/2015	Participation in events or programs sponsored by educational institutions	Station tour for Jackson State University Mass Communications students. Promoted insight and information into the field of Broadcasting and Journalism.	6	News Director Assistant News Director Executive Producer Assignment Editor
14	4/15/2015	Participation in Job Fairs	During the National Association of Broadcasters (NAB) Annual Conference in Las Vegas, the National Association of Broadcasters Education Foundation (NABEF) hosted a Career Fair. Two Hearst Television representatives attended the career fair representing all HTV locations. The two representatives met with over 100 prospective applicants for open positions throughout HTV.	2	Director of Engineering Chief Engineer

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15	5/16/2015	Participation in events sponsored by community groups	Participated in the 2015 Dragon Boat Regatta. Represented WAPT with on-air coverage and raised awareness of WAPT's presence in the community.	2	Reporter/Anchor Meteorologist
16	7/4/2015	Participation in events sponsored by community groups	Participated in the 2015 Watermelon 5K Run to promote awareness for WAPT and careers in broadcasting and journalism. Participation included on-air and live interaction with participants.	4	Anchor Reporter Reporter Photographer
17	7/24/2015	Participation in events or programs sponsored by educational institutions	Participated in 2015 Media Panel at Mississippi College, Clinton, MS. Provided information to students and faculty regarding the broadcast industry in addition to trends and issues in the media industry.	2	Assignment Editor Executive Producer
18	8/19/2015	Participation in events sponsored by community groups	Participated in the Mississippi Public Broadcasting Ethics in Media Conference in Jackson, MS. Provided information and guidance in the area of Ethics in Broadcasting and Journalism.	3	News Director Digital Media Manager Sports Director
19	9/16/2015	Participation in events or programs sponsored by educational institutions	Served on Media Panel at Belhaven College, Jackson, MS. Station personnel provided insight and information into employment in the Broadcasting and Journalism industries. Included question and answer session for additional discussion.	2	Assignment Editor Executive Producer
20	10/21/2015	Participation in events sponsored by community groups	Participated in the Prime America Financial Education Summit in Jackson, MS. Provided information regarding the broadcast industry and careers in Journalism.	1	News Anchor
21	11/18/2015	Participation in Job Fairs	Participation in 2015 Alignment Jackson Career Exploration Fair. Sponsored by United Way of the Capital Area. Event designed to provide an avenue for high school freshmen in Jackson Public Schools to explore a breadth of career areas. WAPT managers provided information regarding careers in broadcasting and the educational and experience requirements for those careers.	5	Digital Sales Manager Director of Engineering News Director Asst. News Director

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22	11/19/2015	Participation in events sponsored by community groups	WAPT hosted the 2015 Turkey Drive to benefit the Mississippi Food Network. Event raised over 1000 turkeys for the MS Food Network and provided continual on-air coverage and interaction with participants. Promoted awareness of WAPT in the community.	15	News Director Assistant News Director Anchor Anchor
23	11/30/2015	Participation in events sponsored by community groups	Station tour conducted for personnel of the local Mississippi National Guard. Provided information regarding broadcast industry and general operation of a television station and in particular, a television news room.	6	News Director Assistant News Director Assignment Editor Executive Producer
24	12/4/2015	Participation in events or programs sponsored by educational institutions	Served as the Media Representative for the 2015 Hinds Community College Scholarship Luncheon providing information regarding careers in the broadcasting industry and the educational requirements associated with broadcasting.	10	News Anchor
25	12/10/2015	Sponsorship of events in the community designed to increase public awareness	WAPT solely sponsored a Christmas Event at The Community Nursing Home, Jackson, MS where station management and personnel provided Christmas gifts, a luncheon, and entertainment for residents and staff of the facility. Promoted awareness in the community for WAPT.	10	News Director Assistant News Director Business Manager Chief Meteorologist