

**WAPT-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2020 - January 27, 2021**

**I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Producer Open Date: 11/11/2019 Hire Date: 5/26/2020	2-6, 8-9, 11-14, 16-19, 21-33, 36-45	6
Reporter Open Date: 12/3/2019 Hire Date: 7/14/2020	2-5, 7-9, 11-19, 21-24, 27-33, 36-45	15
Reporter Open Date: 12/3/2019 Hire Date: 7/14/2020	2-5, 7-9, 11-19, 21-24, 27-33, 36-45	7
Digital Sales Manager Open Date: 4/3/2020 Hire Date: 6/1/2020	1-5, 8-14, 16-19, 21-24, 26-27, 29-33, 36-45	10
Meteorologist Open Date: 6/17/2020 Hire Date: 1/4/2021	2-5, 7-9, 11-19, 21-24, 26-27, 29-33, 36 -45	15
Photographer Open Date: 9/16/2020 Hire Date: 10/19/2020	2-3, 5, 7-8, 11-14, 16-19, 21-24, 26-27, 29-33, 35-36, 38-45	7
Producer Open Date: 9/27/2020 Hire Date: 1/24/2021	2-3, 5, 8, 10-11, 13-17, 20-24, 26-27, 29-33, 36, 38-45	15
Assignment Editor Open Date: 10/14/2020 Hire Date: 12/7/2020	2-5, 11, 13-14, 16-17, 20-24, 26-27, 29- 33, 36, 38-45	20
Reporter Open Date: 11/6/2020 Hire Date: 1/18/2021	1-5, 7, 11, 13-18, 21-24, 26-27, 29-34, 36-45	15
Sales Assistant Open Date: 12/8/2020 Hire Date: 1/19/2021	1, 3-5, 7, 11, 13-17, 21-24, 27, 29-34, 36, 38-45	7

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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 : rrobinson@batestech.edu Roland Robinson	N	0
5	Bellhaven College Career Center 150 Peachtree Street Jackson, Mississippi Phone : 601-968-8990 Email : cadevelopment@belhaven.edu Ashley King	N	0
6	Career Fair	N	1
7	CareerBuilder.com 200 N. LaSalle, Suite 1100 Chicago, Illinois 60601 Phone : 773.527.3600 Career Services Manual Posting	N	6

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8	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : . Url : <a href="http://careers.hearsttelevision.com">http://careers.hearsttelevision.com</a> Email : <a href="mailto:htv.careers@hearst.com">htv.careers@hearst.com</a> HTV Careers	N	1
9	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
10	Current Employee	N	2
11	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
12	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
13	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
14	Holmes Community College Career Planning PO Box 369 Goodman, Mississippi 39079 Phone : 662-472-2312 Email : <a href="mailto:tmiller@holmescc.edu">tmiller@holmescc.edu</a> Fax : 1-662-472-9167 Tess Crenshaw	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Indeed.com 17764 Broad St Stamford, Connecticut Phone : . Url : www.indeed.com Career Services Manual Posting	N	9
16	Jackson State University 1400 Lynch St. Jackson, Mississippi 39217 Phone : 601-979-2477 Url : http://www.jsu.edu/ Career Services Manual Posting	N	0
17	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
18	Journalism Jobs.com PO Box 7294 Berkeley, California 94707 Phone : 510-524-2007 Email : contact@journalismjobs.com For Applicants	N	0
19	Junior League of Jackson 805 Riverside Dr Jackson, Mississippi 39202 Phone : 601-948-2357 Url : https://www.jljackson.org/ Email : info@jljackson.org Fax : 1-601-510-2378 information Center	N	0
20	LinkedIn.com 2029 Stierlin Court Mountain View, California Career Services Manual Posting	N	2

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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	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
24	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
25	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
26	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> Amanda Fontaine Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Mississippi College Career Center P.O. BOX 4010 CLINTON, Mississippi 39058 Phone : 601-925-3909 Url : www.collegecentral.com/mc Suzi Nyberg Manual Posting	N	0
28	Mississippi Department of Rehabilitation Services- AbilityWorks, Inc. 3895 Beasley Rd Jackson, Mississippi 39213 Phone : 601-898-7060 Url : www.mdrs.state.ms.us/ Email : jbarry@mdrs.ms.gov Janice Barry  Prong 2 Ended Date: 2/28/2020	N	0
29	Mississippi Department of Rehabilitation Services 1281 Highway 51? Madison, Mississippi 10 Phone : 601-898-7020 Url : mdrs.state.ms.us/ Email : Qwalker@mdrs.ms.gov Fax : 1-601-898-7066 Quincy Walker	Y	0
30	Mississippi State University 75 B. S. Hood Road Mississippi State, Mississippi 39762 Career Services Manual Posting	N	0
31	Mississippi University for Women-Career Services 1100 College Street MUW-1624 Columbus, Mississippi 39701-5800 Phone : 662-329-7138 Url : http://collegecentral.com Email : cae@muw.edu Career Services	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>
32	MS Dept of Employment Securities P.O. Box 1699 Jackson, Mississippi 39215-1699 Phone : 601-922-1607 Url : www.mdes.ms.gov Email : jobborder@mdes.ms.gov Fax : 1-601-407-1071 Jo Border	N	0
33	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
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	National Press Photographers Association 120 Hooper Street Athens, Georgia 30602 Phone : 706-542-2506 Akili Ramsess Manual Posting	N	0
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 : http://www.talentedynamics.com Email : connell@talentedynamics.com Sandra Connell	N	0

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38	Tougaloo College Career Planning 500 West County Line Road Jackson, Mississippi 39174 Phone : 601-977-7821 Email : wmcowell@tougaloo.edu Whitney McDowell	N	0
39	TV Jobs P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Mark Holloway Manual Posting	N	0
40	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Email : htv.careers@hearst.com Career Services	N	0
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 Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : <a href="http://colorado.edu/">http://colorado.edu/</a> Christine Mahoney Manual Posting	Y	0
43	University of Mississippi Career Center PO Box 1848 University , Mississippi 38677-1848 Phone : 662-915-7165 Johnathon Harrington Manual Posting	N	0
44	William Carey College 498 Tuscan Avenue Box 181 Hattiesburg, Mississippi 39401 Phone : 601-318-6207 Email : bwright@wmcarey.edu Brandon Wright	N	0



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45	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>21</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	2/28/2020	Participation in events or programs sponsored by educational institutions	Anchor, Keegan Foxx, participated in Read across America reading to 3rd graders at Highland Elementary in Ridgeland, MS	1	Anchor
2	2/29/2020	Participation in events sponsored by community groups	The Blues Marathon was held in downtown Jackson and throughout the city with participation from local, national and international runners. The event will be televised live and will bring awareness to how a local station can air an event that supports Mississippi Blues, the city of Jackson and the state of MS. All of the on-air anchors and several of the reporters will participate either by running or reporting live.	20	Anchor Anchor Anchor Anchor
3	3/3/2020	Participation in events or programs sponsored by educational institutions	Anchor, Allie Ware and Photographer, Lanis Leggett participated in career day at Northwest Rankin Middle School. They shared with the students various careers in the broadcast media industry.	2	Anchor Photographer
4	3/4/2020	Participation in events sponsored by community groups	General Manager Mike Neelly and News Director, Rick McLaughlin, attended and participated with the Mississippi Association of Broadcasters Day at the University of MS. The event was for students who have an interest in the Media industry.	2	General Manager News Director
5	5/8/2020	Provision of training to management	Hearst Talent created live virtual training classes for managers to provide assistance with how to manage in a remote environment due to COVID. The 5 classes, Managing Remote Teams In An Uncertain Environment, Time Management, The Art of Feedback, Presentation Skills and Leading Effective Meetings. All the classes were mandatory.	8	General Manager News Director Director of Engineering General Sales Manager

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6	7/1/2020	Establishment of training programs for station personnel	The Harvard Leadership Development Program is designed to train and develop hand selected managers and potential leaders for future career advancement and leadership roles within Hearst Television. This development program is a comprehensive 14 week training with defined training program topics and follow up coursework. Training program objectives are tracked by the human resources team and reported to corporate management. After successful completion of the Harvard Leadership Development Program, the participants will have the skills/experience necessary to qualify for career advancement and leadership roles.	1	Local Sales Manager
7	7/23/2020	Participation in events sponsored by community groups	General Manager participated in Mississippi State Personnel Board Media Panel. The General Manager participated as a member of a media panel for a Certified Public Manager level 6 class that consisted of state government leaders.	1	General Manager
8	8/20/2020	Participation in events or programs sponsored by educational institutions	WAPT Anchor/Reporter serves as the primary instructor of five different media/communications-related courses to Tougaloo College students during the academic year. Using her experience as a journalist for WAPT, she provides not only "academic" instruction but also practical guidance, instruction, and advice for students who are interested in careers in journalism, broadcast, and media.	1	Anchor/Reporter

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9	9/9/2020	Participation in events or programs sponsored by educational institutions	Blitz 16 Player of The Week; The Sports Director solicits votes from the community to select the High school Football Player of the week based on the Game of the Week match-up. The player is announced on Wednesday each week during the season. On Friday of each week the Sports Director goes to the selected Player school during their pep rally and talk about a career as in Sports Media and present the Player with a plaque.	2	Sports Director Sports Reporter
10	9/21/2020	Sponsorship of events in the community designed to increase public awareness	16WAPT School Tools- was designed to assist the United Way of the Capital Area collect school supplies so that the metro area students and classrooms are equipped with the basic tools needed for learning. This years event was held virtually requesting monetary donations to be donated to the United Way to provide needed school supplies to children in the local area.	11	General Sales Manager Local Sales Manager Account Executive Digital Client Specialist
11	11/19/2020	Sponsorship of events in the community designed to increase public awareness	16 WAPT continued its annual Turkey Drive 16 tradition with record numbers this year, collecting more than 1,100 whole turkeys and more than \$40,000 in cash and online donations during the one-day event on Thursday, November 19. The donations, which were collected online and at Kroger locations across the metro, surpassed the previous all-time record set last year despite the challenges of COVID-19.  The donations received will provide over 240,000 meals for Mississippi families.	25	News Director General Sales Manager Sales Marketing Manager General Manager
12	11/19/2020	Provision of training to management	Hearst provided training to all employees on Conscious Inclusion and a 4 hour training to all managers. This course provides an introduction to certain concepts related to bias and helps unpack how bias can influence our behaviors.	76	President and GM Chief Engineer General sales Manager News Director

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13	11/20/2020	Participation in events sponsored by community groups	16 WAPT partnered with the Salvation Army's Angel Tree Program. Chief Meteorologist kicked off the campaign, encouraging the community to donate Christmas gifts to children aged up to 12. Our partnership promoted and enhanced our committed service to the community.	7	Chief Meteorologist News Director Creative Svices Director Photographer
14	12/4/2020	Sponsorship of events in the community designed to increase public awareness	The 21th annual Blitz 16/BankPlus All Metro- Player/Coach of the year Football Banquet took on a different format due to the COVID pandemic. The event was a produced program that featured the celebrated and honors 10 amazing and well-deserved athletes (nominated and voted for weekly throughout the season), as well as recognition and honor to the player and coach of the year..... and play of the year... The event aired on 16WAPT, December 4, 2020 hosted by Sports Director, Joe Cook..	10	Creative Services Manager General Sales Manager Production Manager Director of Engineering
15	12/17/2020	Provision of training to management	The Hearst Conscious Inclusion Program provides the foundational skills necessary to address how biases can impact our behaviors at work. This effort is the first formal program in our collective journey as we strive to create a more inclusive workplace environment. The sessions are facilitated by Rolando Garcia.	6	General Manager General sales Manager Local Sales Manager News Director