

WAPT-TV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

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
Local Sales Manager Open Date: 8/5/2015 Hire Date: 3/28/2016	1, 3, 5, 7-18, 21-29, 31-37, 39-42	7
Account Executive Open Date: 10/2/2015 Hire Date: 9/28/2016	3, 5-8, 10-18, 21-33, 35-42	7
Broadcast Maintenance Engineer Open Date: 2/10/2016 Hire Date: 5/9/2016	1-5, 7-8, 10, 12-18, 21-29, 31-33, 35-42	16
Photographer/Editor Open Date: 3/1/2016 Hire Date: 4/15/2016	2-5, 7-18, 21-29, 31-42	38
Digital Sales Manager Open Date: 3/8/2016 Hire Date: 4/1/2016	1-5, 7-8, 10-18, 20-29, 31-33, 35-42	20
Business Manager Open Date: 3/16/2016 Hire Date: 6/9/2016	3, 5, 7-10, 12-18, 21-33, 35, 37-42	16
Executive Assistant Open Date: 5/6/2016 Hire Date: 6/20/2016	3, 5, 7, 10, 12, 14-18, 21, 23-29, 31-32, 35, 37, 40-42	7
Executive Assistant Open Date: 5/6/2016 Hire Date: 5/18/2016	3, 5, 7, 10, 12, 14-18, 21, 23-29, 31-32, 35, 37, 40-42	16
Sports Anchor/Reporter Open Date: 5/13/2016 Hire Date: 8/1/2016	2-5, 7-8, 10, 12, 14-15, 17-18, 21-29, 31-42	7
News Producer Open Date: 5/23/2016 Hire Date: 10/18/2016	2-5, 7-8, 10, 12, 14-15, 17-18, 20-29, 31-33, 35-42	20
Sales Assistant Open Date: 6/21/2016 Hire Date: 8/22/2016	1-5, 7-8, 10, 12, 14-15, 17-18, 21-29, 31-33, 35-42	7
Sales Assistant Open Date: 8/2/2016 Hire Date: 9/19/2016	1-5, 7-8, 10, 12, 14-15, 17-18, 21-29, 31-33, 35-42	31
Maintenance Technician Open Date: 9/15/2016 Hire Date: 12/21/2016	3-5, 7-8, 10, 12, 14-15, 17-18, 21-29, 31-33, 35-42	7
Account Executive Open Date: 9/26/2016 Hire Date: 11/18/2016	1-5, 7-8, 10, 12, 14-15, 17-18, 21-29, 31-33, 35-42	7

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Photographer/Editor Open Date: 10/10/2016 Hire Date: 10/31/2016	2-5, 7-8, 10-12, 14-15, 17-19, 21-29, 31-33, 35-42	11
News Director Open Date: 12/13/2016 Hire Date: 1/4/2017	2-3, 5, 7-10, 12, 14-15, 17-18, 21-29, 31-33, 35-42	9

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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@belhaven.edu Ashley King	N	0
6	Broadcasting & Cable 28 E 28th Street 12th Floor New York, New York 10016 Phone : (917) 331-9498 Career Services Manual Posting	N	1

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7	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	14
8	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
9	Current Employee	N	4
10	Dept of Veterans Affairs- Vocational Rehabilitation and Employment 1600 East Woodrow Wilson Drive Jackson, Mississippi 39216 Url : www.benefits.va.gov/jackson/ Email : jennifer.armwood@va.gov Jennifer Armwood	Y	0
11	Employee Referral	N	8
12	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
13	G.V. Sonny Montgomery Veterans Medical-Veterans Supported Employment 1500 East Woodrow Wilson Drive Jackson, Mississippi 39216 Phone : (601) 362-4471 Url : www.jackson.va.gov/careers Email : daryl.jones3@va.gov Daryl Jones Prong 2 Ended Date: 5/1/2016	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
14	Hinds Community College Career Center PO Box 1100 Raymon, Mississippi 39154-1100 Phone : 601-857-3384 Url : www.hindsc.edu/jobplacement Joe Johnson Manual Posting	N	0
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	9
17	Jackson State University 1400 Lynch St. Jackson, Mississippi 39217 Phone : 601-979-2477 Url : http://www.jsu.edu/ Career Services Manual Posting	N	1
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

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20	LinkedIn.com 2029 Stierlin Court Mountain View, California Career Services Manual Posting	N	3
21	Living Independent for Everyone (LIFE) of Mississippi 1304 Vine Street Jackson, Mississippi 39202 Phone : 601-969-4009 Url : www.lifeofms.com/index.php Email : lifeofms@aol.com Christy Dunaway	Y	0
22	Media Line PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
23	Millsaps College 1701 N. State Street Jackson, Mississippi 39210 Phone : 601.974.1346 Email : careercenter@millsaps.edu Tonya Nations	N	0
24	Mississippi Association of Broadcasters 855 S. Pear Orchard Rd #403 Ridgeland, Mississippi 39157 Phone : 601-957-9121 Url : www.msbroadcasters.org Email : jlett2@earthlink.net 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 : www.msbroadcasters.org Email : info@msbroadcasters.org Career Developer	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	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	1
27	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	Y	0
28	Mississippi Department of Rehabilitation Services Post Office Box 1698 Jackson, Mississippi 39215 Phone : 601-898-7020 Url : mdrs.state.ms.us/ Email : djardee@mdrs.ms.gov Fax : 1-601-898-7023 Darlene Jardee	Y	0
29	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
30	Monster.com 11845 W. Olympic Blvd. Suit 500 Los Angeles, California 90064 Phone : 310-893-5567 Url : www.monstertrak.com Email : nichole.scire@monster.com Fax : 1-317-616-5332 Nichole Scire	N	2

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31	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	1
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	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
34	Non-Employee Referral	N	3
35	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
36	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
37	Tougaloo College Career Planning 500 West County Line Road Jackson, Mississippi 39174 Phone : 601-977-7821 Email : wmcowell@tougaloo.edu Whitney McDowell	N	0

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38	TV Jobs P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Mark Holloway Manual Posting	N	1
39	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
40	Univ. of Southern Miss. Career Planning SS Box 5014 Hattiesburg, Mississippi 39406 Phone : 601-266-4153 Tina Trigg Manual Posting	N	0
41	University of Mississippi Career Center PO Box 1848 University , Mississippi 38677-1848 Phone : 662-915-7165 Johnathon Harrington Manual Posting	N	0
42	William Carey College 498 Tuscan Avenue Box 181 Hattiesburg, Mississippi 39401 Phone : 601-318-6207 Email : bwright@wmcarey.edu Brandon Wright	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			49

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/16/2016	Participation in Job Fairs	News Director participated in Mississippi Association of Broadcasters Career Fair at Jackson State University. The News Director had one on one sessions with students regarding careers in broadcasting/media. Involved interviews, career advice, discussions, etc.	1	News Director
2	2/25/2016	Participation in Job Fairs	WAPT participated in the 2016 Belhaven Career Fair. WAPT was recruiting for current positions, and informing attendees about positions in broadcasting.	7	News Director Programming Director Marketing Manager Chief Engineer
3	4/7/2016	Participation in events or programs sponsored by educational institutions	WAPT General Manager and News Director attended the Jackson State University School of Journalism and Media Studies Conference. The General Manager and News Director each spoke to conference attendees regarding multimedia platforms in the digital age, ethics in social media, and managing communication in media outlets today and in the future.	2	General Manager News Director
4	5/19/2016	Participation in events sponsored by community groups	WAPT General Manager participated in Mississippi State Personnel Board Media Panel. The General Manager participated as a member of media panel for class consisting of state government leaders. He spoke about his career in media and how media outlets interact with the government.	1	General Manager
5	7/4/2016	Participation in events sponsored by community groups	Participated in the 2016 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 Photographer Reporter Meteorologist
6	7/9/2016	Participation in events sponsored by community groups	WAPT participated in the Jackson Zoo Ice Cream Safari. WAPT had a booth at the Safari to bring attention to the educational learning opportunities for children at the zoo. The public got to interact with WAPT's News Director, Anchors, Reporters, and Meteorologist's and ask them questions about their positions at the station, how to work in news, etc.	8	News Director Anchor/Reporter Meteorologist Anchor/Reporter

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7	7/16/2016	Participation in events sponsored by community groups	Fitness Fest 2016 @ the Mississippi Trade Mart. WAPT had a booth and obstacle course at the Fitness Fest 2016. WAPT informed the public on healthy habits and the importance of staying fit. The public had the chance to interact with WAPT's Reporters, Anchors, and Meteorologists to ask questions about their positions at WAPT, how to get a job at a news station, etc.	6	Reporter Anchor/Reporter Meteorologist Reporter
8	7/28/2016	Provision of training to management	Human Resources Generalist visited station to train management on proper methods of recruiting, interviewing, use of the applicant tracking system and other functional areas related to hiring, recruiting, interviewing, and personal.	4	Business Manager News Director Chief Engineer General Manager
9	8/1/2016	Provision of assistance to unaffiliated non-profit entities and the maintenance of websites	WAPT Anchor/Reporter served as the Tougaloo College Internship Director in the spring semester. In this role, she provides guidance and advice to students who are interested in careers in journalism, broadcast, and media, and she helps to connect students with internship opportunities that match their career interests.	1	Anchor/Reporter
10	8/1/2016	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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11	8/12/2016	Establishment of an intern program designed to assist members of the community	WAPT 2016 Internship Program: 6 interns in news departments between February 12, 2016 and August 12, 2016 2 students from Hinds Community College 2 students from Jackson State University 1 student from Mississippi College 1 student from the University of Mississippi	1	News Director
12	8/24/2016	Provision of training to management	Hearst's Director of Veteran Recruiting visited the station to provide training to hiring managers relating to the hiring of US Armed Forces veterans. Among the topics covered in the training session were: how to evaluate the past employment and duties of armed services personnel and the "transferability" or applicability of those skills and qualifications to a broadcast/newsgathering/digital business; the process and "pipeline" for identifying, interviewing, and attracting qualified candidates from the Armed Services pool; ensuring non-discrimination in the consideration and hiring of veterans and periodic leave status; and common misconceptions about veteran employment.	4	General Manager News Director Director of Engineering General Sales Manager

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13	10/20/2016	Provision of training to management	On October 20, 2016, the station's Director of Engineering attended, in person, a training session in Omaha, Nebraska, held by the station's corporate parent. At the session, Hearst's Director of Veteran Recruiting provided training relating to the hiring of US Armed Forces veterans. Among the topics covered in the training session were: how to evaluate the past employment and duties of armed services personnel and the "transferability" or applicability of those skills and qualifications to a broadcast/newsgathering/digital business; the process and "pipeline" for identifying, interviewing, and attracting qualified candidates from the Armed Services pool; ensuring non-discrimination in the consideration and hiring of veterans and periodic leave status; and common misconceptions about veteran employment.	1	Director of Engineering
14	12/8/2016	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.	15	General Manager News Director Assistant News Director Chief Meteorologist