

WAPT-TV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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
Sports Anchor Open Date: 5/7/2018 Hire Date: 5/29/2019	2-3, 5-13, 15-16, 20-21, 23-28, 30, 32-34, 36-45	6
News Director - Upper Level Open Date: 11/6/2018 Hire Date: 3/3/2019	2-9, 11-13, 15-17, 20-28, 30, 32-34, 36-45	8
Sales Assistant Open Date: 1/11/2019 Hire Date: 3/18/2019	1-7, 9, 11-17, 20-24, 26-28, 30, 32-34, 36-45	6
Sales Account Associate- Entry Level Open Date: 1/29/2019 Hire Date: 5/20/2019	1-7, 9, 11-17, 19-24, 26-28, 30-34, 36-45	19
Technical Director Open Date: 2/25/2019 Hire Date: 5/13/2019	2-9, 11-17, 20-24, 26-28, 30, 32-34, 36-45	8
Account Executive Open Date: 2/28/2019 Hire Date: 5/27/2019	1-7, 9, 11-17, 20-24, 26-28, 30, 32-34, 36-45	14
Producer Open Date: 4/26/2019 Hire Date: 9/1/2019	2-9, 11-13, 15-18, 20-24, 26-30, 32-34, 36-45	8
Account Executive Open Date: 6/5/2019 Hire Date: 8/12/2019	1-7, 9-18, 20-24, 26-30, 32-34, 36-45	10
Sports Director Open Date: 6/18/2019 Hire Date: 9/3/2019	2-7, 9-13, 15-18, 20-24, 26-30, 32-34, 36-45	10
Meteorologist Open Date: 6/21/2019 Hire Date: 8/23/2019	2-9, 11-13, 15-18, 20-24, 26-30, 32-34, 36-45	8
Technical Director Open Date: 8/12/2019 Hire Date: 11/11/2019	2-3, 5-9, 11-18, 20-23, 26-30, 32-45	8
Producer Open Date: 9/30/2019 Hire Date: 11/11/2019	1-7, 9, 11-13, 15-18, 20, 22-24, 26-30, 32-34, 36-45	6
Operations Technician Open Date: 9/30/2019 Hire Date: 1/3/2020	2-9, 11-18, 20, 22-24, 26-30, 32-34, 36-45	8

WAPT-TV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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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 : 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	1
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	15

WAPT-TV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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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	9
9	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
10	Employee Referral	N	3
11	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
12	Hinds Community College Career Center PO Box 1100 Raymon, Mississippi 39154-1100 Phone : 601-857-3384 Url : www.hindscc.edu/jobplacement Joe Johnson Manual Posting	N	0
13	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
14	Indeed.com 17764 Broad St Stamford, Connecticut Phone : . Url : www.indeed.com Career Services Manual Posting	N	9

WAPT-TV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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15	Jackson State University 1400 Lynch St. Jackson, Mississippi 39217 Phone : 601-979-2477 Url : http://www.jsu.edu/ Career Services Manual Posting	N	0
16	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
17	Journalism Jobs.com PO Box 7294 Berkeley, California 94707 Phone : 510-524-2007 Email : contact@journalismjobs.com For Applicants	N	0
18	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
19	LinkedIn.com 2029 Stierlin Court Mountain View, California Career Services Manual Posting	N	2
20	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

WAPT-TV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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21	Media Line PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
22	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	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
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	0

WAPT-TV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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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 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 : Qwalker@mdrs.ms.gov Fax : 1-601-898-7023 Quincy Walker	Y	0
29	Mississippi State University 75 B. S. Hood Road Mississippi State, Mississippi 39762 Career Services Manual Posting	N	0
30	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
31	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	1

WAPT-TV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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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

WAPT-TV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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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 Career Services Manual Posting	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 : http://colorado.edu/ 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

WAPT-TV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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45	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			40

WAPT-TV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2019	Establishment of training programs for station personnel	Hearst Sales Development Program. The Hearst Sales Department Program is designed to train and develop entry level Sales Account Associates for a future account Executives role within Hearst Television. The sales development program is a comprehensive 10-12 month training with defined training program outline and milestone goals. Training program objectives are tracked by the sales management team and reported to corporate management. After successful completion of the Hearst Sales Development Program, the Sales Account Associate will have the skills/experience necessary to qualify for a Sales Account Executive role. During the reporting period , we hired a Sales account Associate.	3	General Manager General Sales Manager Local Sales Manager
2	2/1/2019	Listing of each upper-level category opening in a job bank or newsletter	During the period covered by this report, WAPT-TV filled upper-level positions and listed vacancies with media trade groups whose membership includes participation by women and minorities including AAJA, Equality Magazine, MAB and NAHJ.	2	General Manager Corpoarte HR
3	2/25/2019	Participation in events or programs sponsored by educational institutions	Reporter, Ross Adams and Anchor, Keegan Foxx, read to students at The Redeemer School located in Jackson , MS, in observance of Read Across America Week. Allie Ware read to 6th grade students at Central Hinds County Academy students located in Raymond, MS.	3	Reporter Anchor Anchor

WAPT-TV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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4	2/28/2019	Participation in Job Fairs	The annual Belhaven University Career Fair is an event every student should attend. The fair is focused on getting jobs for students by bringing in solid employers who are currently hiring. Students and alumni are encouraged to come suited-up, résumé in hand and ready to network.... The fair is held on-site and opened to an array of employers. WAPT participated in the career fair by having station hiring managers present from a variety of departments.	7	Assistant News Director Programming Director Marketing Manager Director of Engineering
5	3/1/2019	Establishment of an intern program designed to assist members of the community	WAPT 2019 Internship Program: During the reporting period, WAPT hosted multiple interns. We hosted 3 interns in the News department between January and November 2019 and one more intern in our Creative Services department during the summer internship period between June and August 2019. Two students were from Jackson State University, one student was from Belhaven and one student from Mississippi State University.	3	Assist. New Director Assignment Editor Creative Services Director Producer
6	3/28/2019	Sponsorship of events in the community designed to increase public awareness	WAPT along with Sanderson Farms and Kroger Sponsored a food drive to collect food for the Mississippi Food Network. High Schools in the metro area are challenged to contribute canned goods items during the fall football season. Aggressive weekly promotional campaigns aired generated excitement and community awareness for the need to help feed families in Mississippi. The winners are announced at the annual awards luncheon, hosted by our Chief Meteorologist.. This community program has collected over 4 million canned goods since 1992.	4	Chief Meteorologist Sales Coordinator Account Executive Account Executive

WAPT-TV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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7	4/4/2019	Sponsorship of events in the community designed to increase public awareness	Sponsored Jackson State University's Department of Journalism and Media Studies 2019 Conference. The event topic was 'The Impact of Social Media on Traditional Television Broadcasting and featured our Corporate Senior Vice President of Programming for Hearst Corporation as the keynote Speaker. Our News Director participated on a News Director panel that answered the students questions as it related to Broadcast Media.	2	General Manager News Director HTV Senior Vice President, Programming
8	4/25/2019	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
9	7/26/2019	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. The donated supplies were collected at 3 different locations, Canton, Clinton and Flowood, MS. The event collected 3,721 school items.	11	General Sales Manager Local Sales Manager Account Executive Account Executive
10	7/31/2019	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.	8	General Manager News Director Director of Engineering General Sales Manager

WAPT-TV
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February 1, 2019 - January 31, 2020

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11	8/3/2019	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	General Sales Manager Anchor/Reporter Meteorologist Executive Assistant
12	8/23/2019	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
13	10/7/2019	Participation in events sponsored by community groups	The General Sales Manager attended Mississippi Association of Broadcasters Day on the campus of Mississippi State University. He spoke to Marketing and Broadcast classes about sales career in the Broadcast industry.	1	General Sales Manager
14	10/15/2019	Participation in events sponsored by community groups	The General Manager and Director of Engineering attended Mississippi Association of Broadcasters Career Day at Jackson State University. They met with classes and individual students to discuss career opportunities in the Broadcast industry.	2	General Manager Director of Engineering
15	10/24/2019	Participation in events or programs sponsored by educational institutions	Anchor, Keegan Foxx, was the featured Career Day Speaker at Northshore elementary School in Rankin County. She shared with them all that is involved in putting together the 16WAPT morning and evening news.	1	Anchor

WAPT-TV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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16	10/26/2019	Participation in events or programs sponsored by educational institutions	Held a station tour for Mississippi State University Meteorology students. The students were able to see the station and given an overview of what each department does. Their main focus was the Weather Center and how it works. The students were shown how the weather maps operate and allowed to do mock weather presentations on camera.	3	Executive Assistant Meteorologist Anchor/Reporter
17	10/31/2019	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
18	11/14/2019	Sponsorship of events in the community designed to increase public awareness	Turkey Drive 16 – November 14, 2019 An annual massive drive and effort sponsored by 16WAPT to benefit the Mississippi Food Network... Turkey Drive 16 guarantees that every soup kitchen and shelter has plenty of turkeys to serve to families in need during the holiday season. The turkeys are distributed by the Mississippi Food Network..... Now, in its 8th year, Turkey Drive 16 collected equivalent of 3,089 Turkeys from turkey and cash donations, with the expansion of the Kroger drop-off locations in the metro area to 4, and surpassing last year's total of 1800! WAPT communicated to the viewing are the need to support the Mississippi community by donating to this worthy cause with the use of on-air announcement and coverage of the event.	25	News Director General Sales Manager Sales Marketing Manager General Manager
19	11/15/2019	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 Srvices Director Photographer

WAPT-TV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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20	11/19/2019	Establishment of training programs for station personnel	Hearst Television Director of Human Resources introduced WAPT Department Heads a new training resource tool that will be available to all employees for professional development. The presentation was presented to help the Managers understand how to leverage the tool to improve performance and preparing employees to move to the next level.	10	President and GM Chief Engineer General sales Manager News Director
21	12/9/2019	Sponsorship of events in the community designed to increase public awareness	The 20th annual Blitz 16/BankPlus All Metro- Player/Coach of the year Football Banquet....celebrates and honors 12 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 was held at the MS Sports Hall of Fame and hosted by 16WAPT's Sports Director, Joe Cook, and Sports Anchor, Nick Niehaus. Peter Keith, the station General Sales Manager, spoke to group about the importance of public service in broadcasting.	10	General Manager General Sales Manager Chief Engineer Digital Sales Manager
22	12/14/2019	Participation in events sponsored by community groups	Meteorologist, Adam McWilliams, shared with children attending the Mize, MS Christmas Cookie Festival how he tracks Santa on 16WAPT Weather Tracker System. The event has held at the Mize, MS American Legion building to raise funds for a new library.	1	Meteorologist