

WAPT-TV
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Anchor/Reporter Open Date: 5/30/2017 Hire Date: 10/10/2018	2-9, 11-17, 19-20, 22-37, 39-40	8
Reporter Open Date: 8/10/2017 Hire Date: 2/19/2018	2-16, 19-20, 22-37, 39-40	8
Account Executive Open Date: 10/17/2017 Hire Date: 4/2/2018	1-7, 9-16, 19-20, 22-37, 39-40	10
Creative Services Director Open Date: 1/10/2018 Hire Date: 4/25/2018	2-7, 9-13, 15-16, 19-20, 22-37, 39-41	10
Meteorologist Open Date: 2/22/2018 Hire Date: 7/23/2018	2-3, 5-9, 11-16, 19-20, 22, 24-41	6
Reporter Open Date: 3/2/2018 Hire Date: 6/1/2018	2-3, 5-16, 19-20, 22-41	14
Account Executive Open Date: 3/22/2018 Hire Date: 1/7/2019	1-3, 5-9, 11-16, 19-20, 22-41	8
Local Sales Manager Open Date: 3/23/2018 Hire Date: 8/23/2018	1-3, 5-16, 19-20, 22-41	14
Executive Asssistant Open Date: 5/7/2018 Hire Date: 7/31/2018	2-3, 5-7, 9, 11-16, 18-20, 22-41	14
IT Manager Open Date: 5/7/2018 Hire Date: 10/1/2018	2-3, 5-7, 9-16, 19-20, 22-41	14
Producer Open Date: 8/13/2018 Hire Date: 9/4/2018	2-7, 9, 11-13, 15-16, 19-41	6
Producer Open Date: 8/13/2018 Hire Date: 10/8/2018	2-7, 9, 11-13, 15-16, 19-41	6
Chief Engineer Open Date: 9/21/2018 Hire Date: 12/10/2018	2-9, 11-13, 15-17, 19-41	8

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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@bates.ctc.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	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

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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	9
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.hindsc.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	21

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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	1
18	LinkedIn.com 2029 Stierlin Court Mountain View, California Career Services Manual Posting	N	1
19	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
20	Media Line PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	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
21	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
22	Millsaps College 1701 N. State Street Jackson, Mississippi 39210 Phone : 601.974.1346 Email : careercenter@millsaps.edu Tonya Nations	N	0
23	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
24	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
25	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
26	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

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27	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
28	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
29	MS Dept of Employment Securities P.O. Box 1699 Jackson, Mississippi 39215-1699 Phone : 601-922-1607 Url : www.mdes.ms.gov Email : joborder@mdes.ms.gov Fax : 1-601-407-1071 Jo Border	N	0
30	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
31	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
32	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0

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33	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
34	Tougaloo College Career Planning 500 West County Line Road Jackson, Mississippi 39174 Phone : 601-977-7821 Email : wmcowell@tougaloo.edu Whitney McDowell	N	0
35	TV Jobs P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Mark Holloway Manual Posting	N	0
36	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
37	Univ. of Southern Miss. Career Planning SS Box 5014 Hattiesburg, Mississippi 39406 Phone : 601-266-4153 Tina Trigg Manual Posting	N	0
38	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

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39	University of Mississippi Career Center PO Box 1848 University , Mississippi 38677-1848 Phone : 662-915-7165 Johnathon Harrington Manual Posting	N	0
40	William Carey College 498 Tuscan Avenue Box 181 Hattiesburg, Mississippi 39401 Phone : 601-318-6207 Email : bwright@wmcarey.edu Brandon Wright	N	0
41	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:			55

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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	2/4/2018	Participation in events sponsored by community groups	The Salvation Army had local restaurants to provide soup and local celebrities to serve the soup to the supporters that purchased tickets to attend. The proceeds for this event are used to purchase food for their food pantries and provide funding for their local programs. Megan West and Scott Simmons were the representatives from WAPT promoting awareness for the station in the community.	2	Anchor Reporter
2	2/7/2018	Provision of training to management	Hearst Television Director of Human Resources visited WAPT to provide training to hiring managers relating to Harassment and Discrimination Awareness. Review federal and state laws regarding discrimination and harassment; Review the definitions of discrimination and harassment; Learn about the different types of harassment; Learn how to identify and prevent harassment; Learn about abusive conduct in the workplace and how to identify and prevent it; Learn how to handle and/or report allegations of harassment.	10	President and GM Chief Engineer Assistant Chief Engineering News Director
3	2/28/2018	Participation in events or programs sponsored by educational institutions	Meteorologist, Adam McWilliams read to 3rd grade students at Eastside Elementary in Clinton, MS in observance of Read Across America. Reporter, Scott Simmons read to 3rd graders at Northshore Elementary in Flowood, MS.	2	Meteorologist Reporter
4	3/15/2018	Participation in events or programs sponsored by educational institutions	Lead Photographer, LaMonte Brown spoke to Jackson State University Mass Communications students about his role and the station and the requirements needed to be successful in his position.	1	Potographer

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5	4/6/2018	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	News Director Programming Director Marketing Manager Chief Engineer
6	4/12/2018	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
7	5/1/2018	Listing of each upper-level category opening in a job bank or newsletter	During the reporting period, WAPT listed upper-level (and other) positions with recruitment sources whose membership includes substantial participation of women and minorities, including AAIA, NAHJ, and others.	3	General Manager Chief Engineer General sales Manager
8	7/14/2018	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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9	8/13/2018	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
10	8/14/2018	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
11	8/17/2018	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.	1	Sports Director

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12	10/23/2018	Participation in events sponsored by community groups	The station General Manager and Anchor/Reporter, Allie Ware participated in the Rotary Club's "National Dictionary Project". Allie and Mike helped to distribute dictionaries to 3rd grade students at Marshall Elementary. They taught the students how to use the books and spoke to them about TV News. General Manager, Mike Neelly and Anchor, Allie Ware represented 16 WAPT.	2	General Manager Anchor
13	11/8/2018	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
14	11/15/2018	Sponsorship of events in the community designed to increase public awareness	Turkey Drive 16 – November 16, 2017 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 6th year, Turkey Drive 16 collected over 1800 Turkeys, with the expansion of the Kroger drop-off locations in the metro area to 3, and surpassing last year's total of 1200!	25	News Director General Sales Manager Sales Marketing Manager General Manager
15	11/16/2018	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.	10	Chief Meteorologist News Director Creative Svrces Director Photographer

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16	12/3/2018	Sponsorship of events in the community designed to increase public awareness	The 19th 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, Josh Jackson, and Morning Anchor, Marcus Hunter. Michael Neelly, the station General Manager, spoke to group about the importance of public service in broadcasting.	10	General Manager General Sales Manager Chief Engineer Digital Sales Manager
17	12/13/2018	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.	13	News Director Assistant News Director General sales Manager Chief Meteorologist
18	1/9/2019	Establishment of an intern program designed to assist members of the community	WAPT 2019 Internship Program: 3 interns in news departments between January 9, 2019 May 3, 2019. 2 students from Jackson State University 1 student from Belhaven University	3	Assist. New Director News Sports Director Assignment Editor
19	1/26/2019	Participation in events sponsored by community groups	The Blues Marathon will be 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