

WAPT-TV
EEO PUBLIC FILE REPORT
February 1, 2017 - January 31, 2018

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
Account Executive Open Date: 10/12/2016 Hire Date: 3/16/2017	1-8, 10-14, 16-17, 20-28, 30-32, 34-41	6
Anchor/Reporter Open Date: 10/26/2016 Hire Date: 6/1/2017	2-5, 7-8, 10-14, 16-18, 20-28, 30-32, 34-41	11
Meteorologist Open Date: 12/23/2016 Hire Date: 6/21/2017	2-5, 7-8, 10, 12-17, 20-28, 30-32, 34-41	37
Assistant News Director Open Date: 1/12/2017 Hire Date: 7/3/2017	2-5, 7-8, 10-14, 16-17, 20-28, 30-32, 34-41	11
Business Manager Open Date: 1/12/2017 Hire Date: 5/31/2017	2-5, 7-8, 10, 12-17, 20-32, 34-41	15
Executive Assistant Open Date: 1/12/2017 Hire Date: 7/17/2017	2-5, 7-8, 10, 12-17, 20-32, 34-41	15
Account Executive Open Date: 1/12/2017 Hire Date: 3/16/2017	1-5, 7-8, 10-14, 16-17, 20-28, 30-32, 34-41	11
Technical Director Open Date: 2/23/2017 Hire Date: 4/7/2017	2-5, 7-10, 12-14, 16-17, 20-28, 30-32, 34-41	9
General Sales Manager Open Date: 3/21/2017 Hire Date: 6/5/2017	1, 7, 10-11, 17, 20-21, 23-24, 26-27, 30, 34, 38	11
Technical Director Open Date: 5/11/2017 Hire Date: 8/28/2017	2-5, 7-8, 10, 12-14, 16-17, 20-28, 30-32, 34-41	7
Master Control Operator Open Date: 5/25/2017 Hire Date: 7/11/2017	2-5, 7-8, 10-17, 20-28, 30-41	15
News Producer Open Date: 6/1/2017 Hire Date: 7/10/2017	2-5, 7-8, 10, 12-14, 16-17, 20-28, 30-32, 34-41	7
News Producer Open Date: 7/14/2017 Hire Date: 7/24/2017	2-5, 7-8, 10-14, 16-17, 20-28, 30-32, 34-41	11
Account Executive Open Date: 8/4/2017 Hire Date: 11/13/2017	1-5, 7-8, 10-14, 16-17, 19-28, 30-32, 34-41	19

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Digital Client Specialist Open Date: 8/29/2017 Hire Date: 12/18/2017	1-5, 7-8, 10, 12-14, 16-17, 20-28, 30-32, 34-41	7
Photographer/Editor Open Date: 8/29/2017 Hire Date: 10/6/2017	2-5, 7-8, 10, 12-14, 16-17, 20-28, 30-32, 34-41	7
Technical Director Open Date: 9/7/2017 Hire Date: 11/20/2017	2-5, 7-8, 10, 12-17, 20-28, 30-32, 34-41	15
Master Control Operator Open Date: 9/19/2017 Hire Date: 10/18/2017	2-5, 7-8, 10, 12-17, 20-28, 30-32, 34-41	15
Producer Open Date: 10/16/2017 Hire Date: 12/11/2017	2-5, 7-8, 10, 12-17, 20-28, 30-32, 34-41	16
Photographer Open Date: 10/17/2017 Hire Date: 11/3/2017	2-8, 10, 12-17, 20-28, 30-32, 34-41	6

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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	CareerBuilder.com 200 N. LaSalle, Suite 1100 Chicago, Illinois 60601 Phone : 773.527.3600 Career Services Manual Posting	N	2

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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	9
8	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
9	Current Employee	N	1
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	10
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 : www.hindscc.edu/jobplacement Joe Johnson Manual Posting	N	0
14	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

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15	Indeed.com 17764 Broad St Stamford, Connecticut Phone : . Url : www.indeed.com Career Services Manual Posting	N	19
16	Jackson State University 1400 Lynch St. Jackson, Mississippi 39217 Phone : 601-979-2477 Url : http://www.jsu.edu/ Career Services Manual Posting	N	1
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	1
19	LinkedIn.com 2029 Stierlin Court Mountain View, California Career Services Manual Posting	N	1
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

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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	Media Line PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
22	Millsaps College 1701 N. State Street Jackson, Mississippi 39210 Phone : 601.974.1346 Email : careercenter@millsaps.edu Tonya Nations	N	1
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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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 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
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	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	4
30	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
31	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
32	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Non-Employee Referral	N	1
34	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
35	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
36	Tougaloo College Career Planning 500 West County Line Road Jackson, Mississippi 39174 Phone : 601-977-7821 Email : wmcowell@tougaloo.edu Whitney McDowell	N	1
37	TV Jobs P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Mark Holloway Manual Posting	N	1
38	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	1
39	Univ. of Southern Miss. Career Planning SS Box 5014 Hattiesburg, Mississippi 39406 Phone : 601-266-4153 Tina Trigg 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
40	University of Mississippi Career Center PO Box 1848 University, Mississippi 38677-1848 Phone : 662-915-7165 Johnathon Harrington Manual Posting	N	0
41	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:			53

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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	2/22/2017	Participation in Job Fairs	The annual Belhaven 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.	7	News Director Programming Director Marketing Manager Chief Engineer
2	2/28/2017	Participation in events or programs sponsored by educational institutions	General manager spoke to students majoring in Sports and Entertainment Law Students at Mississippi College School of law about law careers in Television Broadcasting.	1	General Manager
3	4/13/2017	Participation in events or programs sponsored by educational institutions	Anchor/Reporter, Erin Pickens spoke to broadcast students at Hinds Community College Utica, MS campus. She gave them information on careers in media and answered questions.	1	Anchor/Reporter
4	5/19/2017	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	Geeral Manager
5	7/15/2017	Participation in events sponsored by community groups	An interactive event held in July and gets Jackson families really moving, while showing how easy it can be to get and stay fit. The event caters to parents and kids of all ages.....By the time a family completes the FITNESS FEST event, they will have walked a mile and engaged in approximately 30 minutes of aerobic activity (the recommended daily amount). Fitness fest includes games, dancing, a bounce house, play zones, and more! There are also stations and activities designed to help families make healthier food choices. Each family receives a complimentary gift upon completing the entire event. 16WAPT's activity was the Obstacle Course- which was an overwhelming success and the most popular activity of the day!	12	News Director General Sales Manager General Manager Marketing Sales Manager

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6	7/15/2017	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
7	8/1/2017	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
8	8/1/2017	Establishment of an intern program designed to assist members of the community	WAPT 2017 Internship Program: 4 interns in news departments between February 6, 2017 and August 1, 2017 3 students from Jackson State University 1 student from Tougaloo College	3	News Director News Sports Reporter Assignment Editor

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9	8/16/2017	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
10	9/27/2017	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	Photographer
11	10/26/2017	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.	2	General Manager Anchor/Reporter

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12	11/15/2017	Participation in Job Fairs	The United Way of the Capital Area hosted approximately 2,200 students from the Academies of Jackson for this monumental event. Students created career exploration research at school in preparation for their visit. The objective of the Career Exploration Fair was to provide an avenue for high school freshmen in Jackson Public Schools to explore a breadth of career areas. Additionally, the objective of the United Way is to raise awareness and excitement about what it takes for students to achieve their dreams. The Career Exploration Fair provides an awesome opportunity for students to explore their career choice by interacting with local professionals, engaging in interactive activities related to the career field and connecting the relevance of their goals to their studies. It is designed to facilitate and help students connect the relevance of their studies to their goals.	6	General Sales Manager Production Manager Digital Sales Manager Local Sales Manager
13	11/16/2017	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

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14	12/4/2017	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 Assistant Sports Director, Ashley Shahahmadi. Micheal 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
15	12/14/2017	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