

WLOX, WTBL-LD
EEO PUBLIC FILE REPORT
February 1, 2023 – January 31, 2024

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 Hire
Digital Content Producer	6,7,8,15,17,18,19	19
Anchor/Reporter	5,6,7,8,15,17,18,19	19
MMJ	5,6,7,8,15,17,18	15
Producer	6,7,8,15,17,18	15
Digital Sales Manager	1,6,7,8,15,17,18	6
Sales Assistant	6,7,8,15,17,18	15
Digital Content Manager	6,7,8,15,17,18,19	19
News Director	6,7,8,11,15,17,18,19	19
Producer	1,6,7,8,15,17,18	15
Producer	1,6,7,8,15,17,18	15
Digital Content Producer	6,7,8,15,17,18	7
AE	1,6,7,8,15,17,18,19	19
AE	1,6,7,8,15,17,18,19	19
Traffic/Sales Assistant	6,7,8,15,17,18	6
Digital Sales Assistant	6,7,8,15,17,18,20	20
Digital Content Producer	6,7,8,15,17,18	7
MMJ	1,6,7,8,15,17,18	6
News Photographer	1,6,7,8,15,17,18,20	20
Local Sales Manager	6,7,8,15,17,18,19	19
News Producer	1,6,7,8,15,17,18	15
Sales Assistant	6,7,8,15,17,18	15
AE	6,7,8,15,17,18	15
Creative Services Producer	6,7,8,15,17,18	15
Creative Services Producer	6,7,8,15,17,18	15

**WLOX, WTBL-LD
EEO PUBLIC FILE REPORT
February 1, 2023 – January 31, 2024**

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	MS Department of Employment Security 10162 Southpark Dr Gulfport, MS 39505 https://mdes.ms.gov/win-job-centers/gulfport-win-job-center/	N	
2	MS State University P.O. Box P Mississippi State, MS 39762 https://msstate-csm.symplicity.com/	N	
3	University of Southern Mississippi McLemore Hall Hattiesburg, MS 39406 https://app.joinhandshake.com/jobs/	N	
4	University of South Alabama 390 Alumni Circle Meisler Hall, Suite 2100 Mobile, AL 36688 https://app.joinhandshake.com/jobs/	N	
5	Career Builder https://www.careerbuilder.com/	N	1
6	INDEED https://www.indeed.com/	N	17
7	LinkedIn https://www.linkedin.com/jobs	N	8
8	Glassdoor www.glassdoor.com/jobs	N	
9	Media Line https://www.medialine.com	N	
10	Mississippi Associated Broadcasters 855 S. Pear Orchard Rd Richland, MS 39157 601-957-9121 www.msbroadcasters.org	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Media Match P.O. Box 48220 Los Angeles, CA www.mediamatch.com	N	
12	NAJA https://najanewsroom.com/	N	
13	NABJ https://nabjcareers.org/		
14	NAHJ www.nahjcareercenter.com	N	
15	Gray TV/UKG https://gray.tv/careers#currentopenings	N	15
16	TVJOBS.COM https://www.tvjobs.com/cgi-bin/jobs2/employers/	N	1
17	WLOX, LLC Bulletin Board Sherry Boucher	N	
18	WLOX, LLC PSA & PROMOS Mike Kommersmith	N	
19	Current Employee Promotion	N	16
20	Employee Referral	N	9
21	Other Media	N	
22	Walk-In	N	
23	Other Agency	N	
24	Transfer from another Gray Station	N	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			67

WLOX, WTBL-LD
EEO PUBLIC FILE REPORT
February 1, 2023 – January 31, 2024

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	On air outreach promo.	<p>ON GOING</p> <p>On air invitation to potential employers to receive notification of all available job postings.</p> <p>WLOX EEOC Promo audio – 45 seconds <i>“WLOX-TV, a Gray television station, is committed to a broad applicant recruiting outreach program, in our continuing efforts to represent our diverse community. As part of this effort, we encourage qualified community organizations to become part of the station’s job opportunity notification mailing list.</i></p> <p><i>If your organization is interested in becoming part of this list, and you distribute job information or can provide referrals as part of your regular activity, we would like to hear from you. We would then notify you of each opening and ask you to refer individuals to us for consideration.</i></p> <p><i>Please send your requests to: WLOX-TV, 208 Debuys (Dah-Bees) Rd., Biloxi, MS 39531.”</i></p> <p>Director of Marketing</p>
2	Participate in Job Fairs (8)	<ul style="list-style-type: none"> • On February 8, 2023, WLOX News Director attended Recruiting Day at Jackson State University. • On March 9, 2023, WLOX News Director attended Recruiting Day at Mississippi State University. • On March 22, 2023, WLOX News Director attended MAB Day at University of Mississippi. • On March 22, 2023, WLOX News Director attended Recruiting Day at Loyola University. • On March 27, 2023, WLOX News Director attended Recruiting Day at Loyola University • On April 4, 2023, WLOX News Director attended a Recruiting Day at Gray Media Training Center. • On April 5, 2023, WLOX News Director attended MAD Day at University of Southern Mississippi. • On November 15 & 16, 2023, WLOX Creative Services Director participated in Pathways 2 Possibilities Career Fair.
3	MAB Annual Convention	On September 26 and 27, WLOX GM attended the MAB Annual Convention.