

**WLBT**  
**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 Hiree
CREATIVE SERVICE PRODUCER	1-2, 4, 9, 13, 15, 17, 19, 23, 27, 31-39	17
CREATIVE SERVICE PRODUCER	1-2, 4, 9, 13, 15, 19-20, 22, 27, 31-34, 36-38	9
METOROLOGIST	9, 13	9
DIGITAL SALES MANAGER	1-2, 4, 8-9, 13, 15, 18-20, 27, 29, 31- 32, 36-38	9
LOCAL SALES MANAGER	1-2, 4, 9, 13, 15, 19-20, 27, 31-32, 36- 38	9
ACCOUNT EXECUTIVE	1-2, 4-5, 9, 13, 15, 19-20, 22, 24-25, 27, 31-38	5
NEWS ANCHOR/PRIMARY/DAY SIDE	1-4, 6, 9, 13, 15, 19-20, 22, 24-25, 27, 31-38	6
LIFESTYLE HOST/REPORTER	1-2, 4, 9, 13, 15, 17, 19-20, 22, 24-25, 31-32, 35-38	9
MULTIMEDIA JOURNALIST	9, 13, 17, 22, 25, 28	9
NEWS PRODUCER	1-2, 4, 9, 12-13, 15, 17, 19, 22-25, 27, 31-34, 36-39	9
NEWS PRODUCER	1-2, 4, 9, 13, 15-17, 19, 22-25, 27, 31- 34, 36-39	9
NEWS PRODUCER	1-2, 4-5, 9, 13, 15, 17, 19, 25, 27, 31- 34, 36-38	9
LIFESTYLE CONTENT PRODUCER - WLBT	1-2, 4-5, 9-11, 13, 15-17, 19-27, 31-40	17
ACCOUNT EXECUTIVE - WLBT	1-2, 4-5, 8-13, 15-16, 18-27, 31-40	9
NATIONAL SALES ASSISTANT - WLBT	1-2, 4-5, 8-13, 15-16, 19-27, 31-40	8
LOCAL SALES MANAGER - WLBT	1-2, 4-5, 7-13, 15-16, 18-27, 31-40	9
EXECUTIVE PRODUCER (MORNING) - WLBT	1-2, 4-5, 9-13, 15-16, 19-27, 31-40	9
VIDEOJOURNALIST/EDITOR - WLBT	1-2, 4-5, 8-13, 15-16, 19-27, 31-40	8
METEOROLOGIST - WLBT	1-2, 4-5, 9-13, 15-16, 18-27, 31-40	18
ACCOUNT EXECUTIVE - WLBT	1-2, 4-5, 9-13, 15-16, 19-27, 30-40	9
BUSINESS DEVELOPMENT CONSULTANT - WLBT	1-2, 4-5, 9-13, 15-16, 19-27, 31-40	9
BUSINESS DEVELOPMENT CONSULTANT - WLBT	1-2, 4-5, 9-16, 19-27, 31-40	14
TECHNICAL MEDIA PROD. (F/T) - WLBT	1-2, 4-5, 8-13, 15-16, 19-27, 31-40	13
DIGITAL SALES ASSISTANT - WLBT	1-2, 4-5, 9-13, 15-16, 19-27, 31-40	9

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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	Alabama A & M University 4900 Meridian St N Normal, Alabama 35762 Phone : 256-372-5692 N/A N/A Manual Posting	N	0
2	Alcorn State University Career Placement P.O. Box 390 Lorman, Mississippi 39096 Phone : 601-877-6342 Felecia Pittman Manual Posting	N	0
3	Application on file	N	1
4	Belhaven College Career Center 150 Peach Street Jackson, Mississippi 39206 Phone : 601-968-5939 Claire Langley Manual Posting	N	0
5	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings	N	5
6	Corporate Recruiter	N	1
7	Employee Promotion	N	1
8	Employee Referral	N	9
9	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : <a href="http://gray.tv/careers">http://gray.tv/careers</a> Human Resources Manual Posting	N	49
10	Hinds Community College P.O. Box 1040 Utica, Mississippi 39175 Phone : 601-885-7071 Email : <a href="mailto:timothy.crisler@hindsc.edu">timothy.crisler@hindsc.edu</a> Tim Crisler	N	0

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11	Hinds Community College Career Center P.O. Box 1100 Raymond, Mississippi 39154 Phone : 601-857-3728 Robert Allen Manual Posting	N	0
12	Holmes Community College Career Planning 412 West Ridgeland Ave Ridgeland, Mississippi 39157 Phone : 662-472-2312 Email : businessoffice@holmescc.edu Pamela Fells	N	0
13	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	21
14	Internal Transfer/Promotion	N	1
15	Jackson State University 1400 Lynch Street Jackson, Mississippi 39217 Phone : 601-979-2477 Shanecha Thompson Manual Posting	N	0
16	Jackson WIN Job Center P.O. Box 12410 Jackson, Mississippi 39236 Phone : 601-321-7931 Kimyona Hix Manual Posting	N	0
17	Linked In - Not Directly Contacted by SEU	N	13
18	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	8

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19	Louisiana State University 158 LSU Student Union Baton Rouge, Louisiana 70803 Phone : 225-578-2162 N/A N/A Manual Posting	N	0
20	Loyola University 6363 St. Charles Avenue New Orleans, Louisiana 70118 Dina Roudeze Manual Posting	N	0
21	Media Watch P.O. Box 48220 Los Angeles, California 90048 Phone : 323-284-5589 Job Placement Manual Posting	N	0
22	Millsap's College 1701 N State Street Jackson, Mississippi 39210 Phone : 601-974-1346 Ryan Colvin Manual Posting	N	0
23	Mississippi Association of Broadcasters 655 S Pear Orchard Road Suite 403 Ridgeland, Mississippi 39157 Phone : 601-957-9121 N/A N/A Manual Posting	Y	0
24	Mississippi College Career Center P.O. Box 4010 Clinton, Mississippi 39058 Taylor Orman Manual Posting	N	0
25	Mississippi State University 75 B S. Hood Road Mississippi State, Mississippi 39762 N/A N/A Manual Posting	N	0

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26	Mississippi University for Women Career Services 1100 College Street MUW 1624 Columbus, Mississippi 39701 Phone : 662-329-7138 Email : tjwilliams@muw.edu Towanda Williams	N	0
27	Mississippi Valley State University Career Development 1400 Hwy 82 West Itta Bena, Mississippi 38941 Phone : 662-254-9041 Human Services Manual Posting	N	0
28	National Assoc. of Black Journalists 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Diversity Posting Manual Posting	N	1
29	Spot 'n Dots , Mississippi Phone : 888-884-2630 Url : <a href="http://www.spotsndots.com">http://www.spotsndots.com</a> Talent Site Manual Posting	N	0
30	Station website posting	N	1
31	Tougaloo College Career Planning 500 West County Line Road Jackson, Mississippi 39174 Phone : 601-977-7817 Gladys Jones Manual Posting	N	0
32	University of Kentucky Lexington, Kentucky 40506 Phone : 859-257-9000 N/A N/A Manual Posting	N	0
33	University of Louisiana Lafayette 104 E. University Circle Lafayette, Louisiana 70503 Phone : 337-482-6467 N/A N/A Manual Posting	N	0

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34	University of Louisiana Monroe 700 University Avenue Monroe, Louisiana 71209 Phone : 318-342-1000 Url : <a href="https://elm.edu">https://elm.edu</a> N/A N/A Manual Posting	N	0
35	University of Memphis 101 Wilder Tower Memphis , Tennessee 38152 Phone : 901-678-2000 Url : <a href="https://www.memphis.edu">https://www.memphis.edu</a> N/A N/A Manual Posting	N	0
36	University of Mississippi P.O. Box 1848 University, Mississippi 38677 Phone : 662-915-7165 Johnathan Herrington Manual Posting	N	0
37	University of Northern Texas at Dallas 7300 University Hills Blvd Dallas, Texas 75241 N/A N/A Manual Posting	N	0
38	University of Southern Mississippi SS Box 5014 Hattiesburg, Mississippi 39406 Phone : 601-266-4153 Kathy Killam Manual Posting	N	0
39	Well Dunne Talent , Mississippi Url : <a href="http://www.welldunnetalent.com">http://www.welldunnetalent.com</a> Email : <a href="mailto:kate@welldunnetalent.com">kate@welldunnetalent.com</a> Kate Bacon	Y	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
40	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>111</b>

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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	Ongoing Event	Participation in events or programs sponsored by educational institutions	WLBT Maintains on-going speaker's bureau program with local organizations and schools who invite WLBT employees to speak about various television broadcasting topics including career opportunities. During the reporting period WLBT spoke with different groups including elementary school children, high school and college students.	4	Anchor/Reporter Chief Meteorologist Meteorologists
2	Ongoing Event	Participation in other activities designed by the station employment unit	This is an on-going activity where we broadcast an on-air promotion to recruit organizations who would like to receive our job openings.	3	Office Manager Program Coordinator Creative Services Director
3	2/8/2023	Participation in Job Fairs	Station participated in Mississippi Association of Broadcasters (MAB) Day held at Jackson State University.	1	Operations Manager
4	3/9/2023	Participation in Job Fairs	Station participated in Mississippi Association of Broadcasters (MAB) Day held at Mississippi State University .Participants from the station included the Assistant News Director	1	Assistant News Director
5	3/21/2023	Establishment of training programs for station personnel	Training was offered to all employees and interns to participate in an 60 minute training session on "Who's on the Team" provided by Confer Consulting and Communications.	27	Offered to all Employees
6	3/22/2023	Participation in Job Fairs	Station participated in Mississippi Association of Broadcasters (MAB) Day held at University of Mississippi.	1	News Director
7	3/28/2023	Participation in Job Fairs	Station participated in Mississippi Association of Broadcasters (MAB) Day held at Alcorn State University.	1	Operations Manager
8	4/5/2023	Participation in Job Fairs	Station participated in Mississippi Association of Broadcasters (MAB) Day held at University of Southern Mississippi.	1	Assignment Manager
9	4/20/2023	Establishment of a mentoring program	Participated in a training of the FCC's Rules and Regulations provided by Joan Steward of Wiley Rein, LLP.	1	Office Manager
10	6/27/2023	Establishment of training programs for station personnel	Training was offered to all employees and interns to participate in an 60 minute training session on "Generations at Work" provided by Confer Consulting and Communications.	44	Offered to all employees



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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
11	10/18/2023	Establishment of training programs for station personnel	Training was offered to all employees and interns to participate in an 60 minute training session on "Making the Best of Conflict" provided by Confer Consulting and Communications.	34	Offered to all Employees
12	12/6/2023	Establishment of training programs for station personnel	Training was offered to all employees and interns to participate in an 60 minute training session on "The Art of Influencing Anyone" provided by Confer Consulting and Communications.	17	Offered to all Employees
13	12/7/2023	Participation in events sponsored by organizations representing the community	Station participated on panel regarding the state government asking about jobs in journalism and how social media plays a role in decisions on stories being run, etc.	1	Investigative Reporter