

EEO PUBLIC FILE REPORT

FOR

STATION WBBJ-TV
JACKSON, TN

**This EEO Public File Report
Covers the period of
April 1, 2018 to March 31, 2019**

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WBBJ-TV's public inspection file pursuant to Section 73.2080(c) (6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on March 31, 2019 the station filled the following full-time vacancies:

Account Executive
Commercial Videographer
Director
Master Control Operator
Multi-Media Journalist (5) **
Production Assistant
Receptionist

The station interviewed a total of 53 people for all full-time vacancies during the period covered in this report, April 1, 2018 through March 31, 2019.

**For two of these vacancies which opened in November 2018, the same pool of candidates was used to fill the vacancies and the applicants were counted only once.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of interviewees Referred</u>
TV Jobs.Com	18
Lane College	2
Union University	1
WBBJ-TV Television Job Spot	12
WBBJ-TV Website	9
Employee Referral	6
WBBJ-TV Job Board	1
INDEED.COM	4

ATTACHMENT A
EEO INFORMATION FOR FULL-TIME VACANCIES

Account Executive

Employee Referral

Description of Vacancy:

Recruitment Source that Referred the Hiree:

Date Vacancy Opened:

2/7/2018

Total Number of Persons interviewed for the vacancy

2

Date Vacancy filled:

4/30/2018

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com	See HR for username & password	Send all notices to their website.	tvjobs.com		No
Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	tabtn.org		No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanthony@jsgcc.edu		No
Middle TN State University	See HR for username & password	Send all notices to their website.	https://mtsu-csm.symplicity.com/employer		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrumpp@lanecollege.edu		No
Freed Hardman University	See HR for username & password	Send all notices to their website.	http://www.collegecentral.com/fhu		No
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@beonair.com		No
Tennessee Career Center Jackson	See HR for username & password	Send all notices to their website.	www.jobs4tn.gov		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocatiocenter@uu.edu 731-661-5421		No
Media line	NO LOGIN NEEDED	Send all notices to their website.	medialine.com		No
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Ray Holder	ray_holder@star-center.org		No
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer 615-963-5981	tfizer@tnstate.edu		No

WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	No
WBBJ-TV Television Job Spot	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	www.wbbjtv.com	No
Employee Referral University of Memphis at Lambuth	346 Muse St. Jackson, TN 38301	Employee Referral	2	No
Western Illinois University	4H Wilder Student Union Jackson, TN 38301	Send all notices to their website.	https://memphis-csm-symplicity.com/employers	No
Southern Illinois University	1 University Circle Macomb, IL 61455	Career Center	309-298-1414	No
Manship School of Mass Communication	1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	sronline@siu.edu	No
University of Mississippi	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	masscomm@lsu.edu	No
Missouri School of Journalism Career Services	See HR for username & password 76G Gannett Hall Columbia, MO 65211-1200	Send all notices to their website.	www.hireolemissrebs.com	No
Western Kentucky School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042	Barbara G. Willis	573-882-0373	No
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Center	859-257-2786	No
Vanderbilt University	2525 Westend Ave. Suite 500 Nashville, TN 37203	Career Placement	662-325-3344	No
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Drew Webb	615-343-7890	No
Arkansas State University	P.O. Box 2490 State University, AR 72467	Career Placement	919-962-2211	No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 252-8000 ext.4059	carolyn@astate.edu	No
LeMoyne-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	braque@rustcollege.edu	No
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	901-942-7360	No
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	Send all notices to their website.	615-329-8711	No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlie Matthews	www.myinterfase.com/trevecca/employer	No
			cobacdc@belmont.edu	No

Multi Media Journalist

TVJOBS.COM

Recruitment Source that Referred the Hiree:

6/15/18

Total Number of Persons interviewed for the vacancy

3

7/2/2018

Date Vacancy filled:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com	See HR for username & password 346 Muse St. Jackson, TN 38301	Send all notices to their website.	tvjobs.com	3	No
WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBJ-TV Website	1050 Union University Drive Jackson, TN 38305	Webmaster Jackie Taylor 731-661-5421	www.wbbjtv.com		No
Union University		Send all notices to their website.	vocatiocenter@uu.edu		No
Handshake			Handshake.com		No

Production Assistant

WBBJ-TV Website

Recruitment Source that Referred the Hiree:

7/2/2018

Total Number of Persons interviewed for the vacancy

3

7/24/2018

Date Vacancy filled:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com	See HR for username & password	Send all notices to their website.	tvjobs.com		No
Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	tabtn.org		No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanthony@jsgcc.edu		No
Middle TN State University	See HR for username & password	Send all notices to their website.	https://mtnsu-csm.symphlicity.com/employer		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrumpp@lanecollege.edu	1	No
Freed Hardman University	See HR for username & password	Send all notices to their website.	http://www.collegecentral.com/fhu		No
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@beonair.com		No
Tennessee Career Center Jackson	See HR for username & password	Send all notices to their website.	www.jobs4tn.gov		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocatiocenter@uu.edu 731-661-5421		No
Media line	NO LOGIN NEEDED	Send all notices to their website.	medialine.com		No
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Ray Holder	ray_holder@star-center.org		No
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer 615-963-5981	tfizer@tnstate.edu		No

WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	No
WBBJ-TV Television Job Spot	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	www.wbbjtv.com	1
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral		1
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301	Send all notices to their website.	https://memphis-csm-symplicity.com/employers	No
Western Illinois University	1 University Circle Macomb, IL 61455	Career Center	309-298-1414	No
Southern Illinois University	1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	sronline@siu.edu	No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	masscomm@lsu.edu	No
University of Mississippi	See HR for username & password	Send all notices to their website.	www.hireolemissrebs.com	No
Missouri School of Journalism Career Services	76G Gannett Hall Columbia, MO 65211-1200	Barbara G. Willis	573-882-0373	No
Western Kentucky School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042	Career Center	859-257-2786	No
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Placement	662-325-3344	No
Vanderbilt University	2525 Westend Ave. Suite 500 Nashville, TN 37203	Drew Webb	615-343-7890	No
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211	No
Arkansas State University	P.O. Box 2490 State University, AR 72467	Send all notices to their email	carolyn@astate.edu	No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 252-8000 ext.4059	662 btalley@rustcollege.edu	No
LeMoyne-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360	No
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711	No
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	Send all notices to their website.	www.myinterfase.com/trevecca/employer	No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlie Matthews	cobacdc@belmont.edu	No

Description of Vacancy: Director
 Date Vacancy Opened: 7/9/2018
 Date Vacancy filled: 8/13/2018

Recruitment Source that Referred the Hiree: Employee Referral
 Total Number of Persons interviewed for the vacancy: 3

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University of Mississippi	See HR for username & password				No
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Mississippi State University	Mississippi State, MS 39762 2525 Westend Ave. Suite 500 Nashville, TN 37203	Career Placement	662-325-3344		No
Vanderbilt University	327 Carroll Hall Chapel Hill, NC 27599	Drew Webb	615-343-7890		No
University of North Carolina	P.O. Box 2490 State University, AR 72467	Career Placement Send all notices to their email	919-962-2211 carolyn@astate.edu		No
Arkansas State University					No
Rust College	150 Rust Ave Holly Springs, MS 38635 807 Walker Ave.	Braque Talley 662- 252-8000 ext.4059	btalley@rustcollege.edu		No
LeMoyné-Owen College	Memphis, TN 38126 18th Ave. North	Michael Washington	901-942-7360		No
Fisk University	Nashville, TN 37208	Peter Woolfook	615-329-8711		No
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210 1900 Belmont Blvd.	Send all notices to their website.	www.myinterfase.com/trevecca/employer		No
Belmont University	Nashville, TN 37212	Charlsie Matthews	cobacc@belmont.edu		No

