

EEO PUBLIC FILE REPORT

FOR

STATION WBBJ-TV  
JACKSON, TN

**This EEO Public File Report  
Covers the period of  
April 1, 2023 to March 31, 2024**

**EEO PUBLIC FILE REPORT**

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**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, 2024 the station filled the following full-time vacancies:**

- Account Executive**
- Multimedia Journalist (3)**
- Digital Producer**
- Master Control Operator**
- Videographer**

**The station interviewed a total of 54 people for all full-time vacancies during the period covered in this report, April 1, 2023 through March 31, 2024.**

**\*\*For two of these vacancies which opened 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	10
WBBJ-TV Television Job Spot	1
WBBJ-TV Website	9
Employee Referral	5
INDEED.COM	1
Career Expo- Job Fair	5
Handshake	2
I Hire Broadcasting	18
WBBJ-TV Job Fair	3

**ATTACHMENT A**

**EEO INFORMATION FOR FULL-TIME VACANCIES**

**EEO INFORMATION FOR FULL-TIME VACANCIES**

Description of Vacancy: ACCOUNT EXECUTIVE

Employee Referral

3

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

Date Vacancy Opened: 09/13/2023

Date Vacancy filled: 11/13/2023

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			tvjobs.com		No
Tennessee Association of Broadcasters			tabtn.org		No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanthony@jssc.edu		No
Middle TN State University			https://mtsu-csm.svmplcity.com/employer		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrump@lanecollege.edu		No
Freed Hardman University			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			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		No
Media Line			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

WBBL-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBL-TV Television Job Spot	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
WBBL-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	www.wbbltv.com		No
Employee Referral	346 Muse St. Jackson, TN 38301			2	No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301		<a href="https://memphis-csm-symplcity.com/employers">https://memphis-csm-symplcity.com/employers</a>		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	sonline@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			www.hirelemisrebs.com		No
Missouri School of Journalism Career Services	766 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		carolynne@astate.edu		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662 252-8000 ext.4059	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		www.myinterfase.com/trevecca/employer		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	cobacdc@belmont.edu		No
INDEED			indeed.com	1	No

Description of Vacancy:

DIGITAL PRODUCER

WBBJ-TV Website

4

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

02/05/2024

Date Vacancy Opened:

02/26/2024

Date Vacancy filled:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com			tvjobs.com		No
Tennessee Association of Broadcasters			tabtn.org		No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanhony@jscc.edu		No
Middle TN State University			https://mtnsu-csm.symplcity.com/employer		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrumpp@lanecollege.edu		No
Freed Hardman University			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			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	vocatocenter@uu.edu 731-661-5421		No
Media Line			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	<a href="http://www.wbbjtv.com">www.wbbjtv.com</a>	2	No
Employee Referral	346 Muse St. Jackson, TN 38301			2	No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301		<a href="https://memphis-csm-symplcity.com/employers">https://memphis-csm-symplcity.com/employers</a>		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	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a>		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a>		No
University of Mississippi			<a href="http://www.hireolemissrebs.com">www.hireolemissrebs.com</a>		No
Missouri School of Journalism Career Services	766 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		<a href="mailto:carolyn@astate.edu">carolyn@astate.edu</a>		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662 252-8000 ext.4059	<a href="mailto:btalley@rustcollege.edu">btalley@rustcollege.edu</a>		No
LeMoyn-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		<a href="http://www.mvinterfase.com/trevecca/employer">www.mvinterfase.com/trevecca/employer</a>		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	<a href="mailto:cobacdc@belmont.edu">cobacdc@belmont.edu</a>		No
INDEED			<a href="http://indeed.com">indeed.com</a>		No

Description of Vacancy: **MASTER CONTROL OPERATOR**

Date Vacancy Opened: **10/18/2023**

Date Vacancy filled: **11/27/2023**

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

**WBBJ-TV**  
 Television Job Spot

1

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			tvjobs.com		No
Tennessee Association of Broadcasters			tabtn.org		No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanhony@jsec.edu <a href="https://mtsu-csm.symplicity.com/employer">https://mtsu-csm.symplicity.com/employer</a>		No
Middle TN State University			<a href="https://www.collegecentral.com/fhu">https://www.collegecentral.com/fhu</a>		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	verump@lanecollege.edu		No
Freed Hardman University			<a href="http://www.collegecentral.com/fhu">http://www.collegecentral.com/fhu</a>		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			<a href="http://www.jobs4tn.gov">www.jobs4tn.gov</a>		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	vocatocenter@uu.edu 731-661-5421		No
Media Line			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	1	No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	www.wbbjtv.com		No
Employee Referral	346 Muse St. Jackson, TN 38301				No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301		<a href="https://memphis-csm-symplicity.com/employers">https://memphis-csm-symplicity.com/employers</a>		No
Western Illinois University	1 University Circle Macomb, IL 61445	Career Center	309-298-1414		No
Southern Illinois University	1915 University Press Drive Carbondale, IL 62901-6899	Career Center	618-453-2121		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	225-578-2336		No
University of Mississippi			masscomm@lsu.edu		No
Missouri School of Journalism Career Services	76G Gannett Hall Columbia, MO 65211-1200	Barbara G. Willis	www.hirelemisreps.com		No
Western Kentucky School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042	Career Center	573-882-0373		No
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Placement	859-257-2786		No
Vanderbilt University	2525 Westend Ave. Suite 500 Nashville, TN 37203	Drew Webb	662-325-3344		No
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	615-343-7890		No
Arkansas State University	P.O. Box 2490 State University, AR 72467		919-962-2211		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662 252-8000 ext.4059	carolyn@astate.edu		No
LeMoyn-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	bталley@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		615-329-8711		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	www.myinterfase.com/trevecca/employer		No
INDEED			cobacdc@belmont.edu		No
			indeed.com		No

Description of Vacancy: Multi Media Journalist

Date Vacancy Opened: 05/12/2023

Date Vacancy filled: 06/19/2023

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

**WBBJ.TV.COM**

29

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			tvjobs.com	6	No
Tennessee Association of Broadcasters			tabtn.org		No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanthony@jisc.edu		No
Middle TN State University			https://mtsucsm.smplicity.com/employer		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrump@lanecollege.edu		No
Freed Hardman University			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			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	vocatocenter@uu.edu 731-661-5421		No
Media Line			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	4	No
Employee Referral	346 Muse St. Jackson, TN 38301				No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301		<a href="https://memphis-csm-symplicity.com/employers">https://memphis-csm-symplicity.com/employers</a>		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			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		carolyn@astate.edu		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662 252-8000 ext.4059	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		www.myinterfase.com/trevecca/employer		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	cobaccdc@belmont.edu		No
INDEED			indeed.com		No
HANDSHAKE			handshake.com	2	No
IHIRE BROADCASTING			ihirebroadcasting	17	No

Description of Vacancy:

Multi Media Journalist

**HIRER  
BROADCASTING**

Date Vacancy Opened:

05/12/2023

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

29

Date Vacancy filled:

09/20/2023

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			tvjobs.com	6	No
Tennessee Association of Broadcasters			tabtn.org		No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanthony@jscc.edu		No
Middle TN State University			https://mtsucsm.symplicity.com/employer		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrumpp@lanecollege.edu		No
Freed Hardman University			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			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	vocatocenter@uu.edu 731-661-5421		No
Media Line			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	<a href="http://www.wbbjtv.com">www.wbbjtv.com</a>	4	No
Employee Referral	346 Muse St. Jackson, TN 38301				No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301		<a href="https://memphis-csm-symplicity.com/employers">https://memphis-csm-symplicity.com/employers</a>		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		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	225-578-2336	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a>	No
University of Mississippi			<a href="http://www.hireolemissreps.com">www.hireolemissreps.com</a>		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		<a href="mailto:carolyn@astate.edu">carolyn@astate.edu</a>		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 252-8000 ext.4059	662 <a href="mailto:btalley@rustcollege.edu">btalley@rustcollege.edu</a>		No
LeMoyn-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360		No
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfink	615-329-8711		No
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210		<a href="http://www.myinterfase.com/trevecca/employer">www.myinterfase.com/trevecca/employer</a>		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	<a href="mailto:cobacdc@belmont.edu">cobacdc@belmont.edu</a>		No
INDEED			<a href="http://indeed.com">indeed.com</a>		No
HANDSHAKE			<a href="http://handshake.com">handshake.com</a>	2	No
IHIRE BROADCASTING			<a href="http://ihirebroadcasting.com">ihirebroadcasting</a>	17	No

Description of Vacancy: Multi Media Journalist

**WBBJ-TV Station  
Job Fair**

10

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

Date Vacancy Opened: 09/02/2023

Date Vacancy filled: 10/16/2023

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the source for the	Did the Source Request Notification?
TV Jobs.Com			tvjobs.com	1	No
Tennessee Association of Broadcasters			tabtn.org		No
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Tennessee Career Center Jackson			www.jobs4tn.gov		No
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Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocaliocenter@uu.edu 731-661-5421		No
Media Line			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

WBBU-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
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Employee Referral	346 Muse St. Jackson, TN 38301				No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301		<a href="https://memphis-csm-symlicity.com/employers">https://memphis-csm-symlicity.com/employers</a>		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			www.hirelemisrebs.com		No
Missouri School of Journalism Career Services	766 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		carolyn@astate.edu		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662 252-8000 ext.4059	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 Woolfhook	615-329-8711		No
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210		www.myinterfase.com/trevecca/employer		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	cobacdc@belmont.edu		No
Career Expo (Jackson Civic Center)	400South Highland Avenue Jackson, TN 38301		731-425-8580	5	No
WBBU-TV Station Job Fair	346 Muse St. Jackson, TN 38301		731-424-4515	3	No
IHIRE Broadcasting			ihire.com	1	No

Description of Vacancy:

VIDEOGRAPHER

WBBJ-TV Website

Date Vacancy Opened:

10/04/2023

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

7

Date Vacancy filled:

01/08/2024

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			tvjobs.com	3	No
Tennessee Association of Broadcasters			tabtn.org		No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony 731-424-3520 Ext. 50434	fanthony@jssc.edu		No
Middle TN State University			https://mtsu-csm.svmplicity.com/employer		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrumpp@lanecollege.edu		No
Freed Hardman University			http://www.collegecentral.com/fnu		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			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			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	3	No
Employee Referral	346 Muse St. Jackson, TN 38301			1	No
University of Memphis at Lambuth	4H Wilder Student Union Jackson, TN 38301		<a href="https://memphis-csm-symplicity.com/employers">https://memphis-csm-symplicity.com/employers</a>		No
Western Illinois University	1 University Circle Macomb, IL 61465	Career Center	309-298-1414		No
Southern Illinois University	1915 University Press Drive Carbondale, IL 62901-6899	Career Center 618-453-2121	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a>		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg 225-578-2336	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a>		No
University of Mississippi			<a href="http://www.hireolemissreps.com">www.hireolemissreps.com</a>		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		<a href="mailto:carolyn@astate.edu">carolyn@astate.edu</a>		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662 252-8000 ext.4059	<a href="mailto:btalley@rustcollege.edu">btalley@rustcollege.edu</a>		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 Woolfink	615-329-8711		No
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210		<a href="http://www.mvinterfase.com/trevecca/employer">www.mvinterfase.com/trevecca/employer</a>		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	<a href="mailto:cobacdc@belmont.edu">cobacdc@belmont.edu</a>		No

**ATTACHMENT B**  
**MENU OPTION ACTIVITIES**

## MENU OPTION ACTIVITIES

Station WBBJ-TV has engaged in the following outreach activities during the year covered by this report:

Type of Activity	Brief Description
Spring Career Expo	WBBJ-TV and Thomas Media a local radio station sponsored a Career Expo on May 16, 2023 at the Civic Center in Jackson, TN. Marissa Shoop (Creative Services) and Melissa Posey (Director) attended the Expo. They talked to potential employees and passed out job applications. They also received resumes from potential candidates that were interested in employment at WBBJ-TV. WBBJ-TV ran on air commercials to promote this event.
Thomas Media Career Expo	WBBJ-TV and Thomas Media a local radio station sponsored a Career Expo on September 1, 2023 at the Civic Center in Jackson, TN. Marisa Shoop (Creative Services) attended the Expo. Marisa passed out job applications and talked to potential candidates. She had a total of thirteen (13) people that signed up for the event that left their contact information for various departments within the station for future recruitment efforts. WBBJ-TV ran on air commercials to promote this event.
WBBJ-TV Job Fair	WBBJ-TV held a job fair at the station on September 23, 2023 from 9a.m. to 12 p.m. We had a total of twenty (20) people to attend the event. The attendees were given the opportunity to interact and learn from seasoned journalist, directors, producers and our productions assistants. The objective was to give them an opportunity to learn the art of storytelling, gain insights into the latest newsroom technologies, and find out how to make a difference through journalism. It was also an opportunity to look for potential candidates. WBBJ-TV hired a Multi Media Journalist from this event. WBBJ-TV promoted this event through promos, our website and also during our newscasts.
Internship	<p>WBBJ-TV has an internship program to help train and mentor students from area colleges. The internship last for a minimum of eight to ten weeks depending on the requirement from the college.</p> <p>The interns are required to write an essay on their experience and training to receive course credit at their college. The college and/or professor determine the credit hours for the internship and the number of hours needed to the earn credit hours.</p>

On the Job Training

WBBJ-TV uses mentoring program to train new employees. We pair a new employee with a seasoned one in their area for two weeks of training upon joining our team. New reporters will spend time with the photographer/editor to learn about the equipment and technical side of their job. Then they train with a seasoned anchor to learn the reporting side of their position. Part-time technicians also go through training on different jobs to be able to do expanded roles within their work week. We also consistently share video and articles from the TAB, RTNDA and Poynter with ideas, tips and examples of how to improve their skill-sets. With mentoring and training we are able to promote qualified employees from within the station to higher levels of positions.