# 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

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:

#### **Recruitment Source**

### **Total Number of interviewees Referred**

10	
1	
9	
5	
1	
5	
2	
18	
3	
	1 9 5 1 5 2

#### ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

# EEO INFORMATION FOR FULL-TIME VACANCIES

ACCOUNT EXECUTIVE

Date Vacancy Opened:

09/13/2023

Employee Referral

Date Vacancy filled: 11/13/2023

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

				Total Number of Interviewees	
Name of				Referred by the	Did the Source
Recruitment Source				source for the	Request
Source	Address	Contact Person	Telephone Number		Notification?
TV Jobs.Com			tvjobs.com		No
Tennessee Association of Broadcasters			tabtn.org		No
	2046 N. Parkway	Frances Anthony 731-424-3520 Ext.			
Jackson State Comm. College	Jackson, TN 38301	50434	fanthony@jscc.edu		No
Middle TN State University			https://mtsu- csm.symplicity.com/employer		No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrump@lanecollege.edu		N <sub>O</sub>
Freed Hardman University			http://www.collegecentral.com/fhu		No
Ohio/ Illinois Center for	9000 Sweet Valley Drive	Don Clark 214-447-9117	dolark@heonair.com		20
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

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

DIGITAL PRODUCER

Date Vacancy Opened:

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

WBBJ-TV Website

Date Vacancy filled:

02/05/2024

02/26/2024

Name of Recruitment Source Source Address Contact Person TV Jobs.Com Tennessee Association of Broadcasters 2046 N. Parkway 2046 N. Parkway Jackson State Comm. College Jackson, TN 38301 Frances Anthony Frances Anthony Frances Anthony 731-424-3520 Ext Jackson, TN 38301  Freed Hardman University Ohio/ Illinois Center for Broadcasting Freed Hardman University Ohio/ Senter for Valley View, OH 44125 Freed Career Center Valley View, OH 44125 Tennessee Career Center			
ment Source  Address  S.Com  See Association of asters  In State Comm. College	Tota Inter	Total Number of Interviewees	
see Association of asters  7. State Comm. College Jackson, TN 38301  TN State University Jackson, TN 38301  Fardman University Jackson, TN 38301	Refe	Referred by the	Did the
s.Com  see Association of asters  IN State Comm. College Jackson, TN 38301  TN State University Jackson, TN 38301  In Genter for Jackson, TN 38301	Sour		Request
2046 N. Parkway ege Jackson, TN 38301  545 Lane Avenue Jackson, TN 38301  9000 Sweet Valley Drive Valley View, OH 44125	Telephone Number		Notification?
2046 N. Parkway ege Jackson, TN 38301  545 Lane Avenue Jackson, TN 38301  9000 Sweet Valley Drive Valley View, OH 44125	tvjobs.com	Z	ON
2046 N. Parkway lackson, TN 38301  545 Lane Avenue Jackson, TN 38301  9000 Sweet Valley Drive Valley View, OH 44125			
2046 N. Parkway ege Jackson, TN 38301  545 Lane Avenue Jackson, TN 38301  9000 Sweet Valley Drive Valley View, OH 44125	tabtn.org	2	No
545 Lane Avenue Jackson, TN 38301  545 Lane Avenue Jackson, TN 38301  9000 Sweet Valley Drive Valley View, OH 44125	•		
545 Lane Avenue Jackson, TN 38301 9000 Sweet Valley Drive Valley View, OH 44125	fanthony@jscc.edu	2	N <sub>O</sub>
545 Lane Avenue Jackson, TN 38301  9000 Sweet Valley Drive Valley View, OH 44125	https://mtsu-		
Jackson, TN 38301  Jackson, TN 38301  an University  9000 Sweet Valley Drive Valley View, OH 44125  Areer Center	csm.symplicity.com/employer	2	No
Jackson, TN 38301 an University  Genter for  9000 Sweet Valley Drive Valley View, OH 44125 areer Center			
an University  Center for 9000 Sweet Valley Drive  Valley View, OH 44125  areer Center	vcrump@lanecollege.edu_	2	No
Center for 9000 Sweet Valley Drive Valley View, OH 44125 areer Center	http://www.collegecentral.com/fhu	7	ON
Valley View, OH 44125			
Tennessee Career Center Jackson	dclark@beonair.com	7	N <sub>o</sub>
	www.jobs4tn.gov	7	No
240 F Gooch Hall University of TN Martin Martin, TN 38238 Dr. Ann Duncan	731-881-720	7	No
1050 Union University Dr. Jackie Taylor Union University Jackson TN 38305	vocatiocenter@iiii edii		
Media Line		7	No
1119 Old Humboldt Road The Star Center Jackson, TN 38305 Ray Holder		7	No
Tennessee State University Nashville,TN 37209-1561 Tennessee State University Nashville,TN 37209-1561 Tennessee State University Nashville,TN 37209-1561		7	N <sub>O</sub>

No		indeed.com			INDEED
N <sub>O</sub>		cobacdc@belmont.edu	Charlsie Matthews	Nasnville, IN 3/212	Delillont University
		-			Reimont University
N <sub>O</sub>		www.myinterfase.com/trevecca/employer		333 Murfreesboro Rd. Nashville, TN 37210	Trevecca University
No		615-329-8711	Peter Woolfook	18th Ave. North Nashville, TN 37208	Fisk University
No		901-942-7360	Michael Washington	807 Walker Ave. Memphis, TN 38126	LeMoyne-Owen College
No		<u>btalley@rustcollege.edu</u>	Braque Talley 662 252-8000 ext.4059	150 Rust Ave Holly Springs, MS 38635	Rust College
No		<u>carolyne@astate.edu</u>		State University, AR 72467	Arkansas State University
No		919-962-2211	Career Placement	327 Carroll Hall Chapel Hill, NC 27599	University of North Carolina
No		615-343-7890	Drew Webb	2525 Westend Ave. Suite 500 Nashville, TN 37203	Vanderbilt University
No		662-325-3344	Career Placement	P.O. Box 5268 Mississippi State, MS 39762	Mississippi State University
No		859-257-2786	Career Center	107 Grehan Building Lexington, KY 40506-0042	Western Kentucky School of Journalism & Telecommunication
No		573-882-0373	Barbara G. Willis	76G Gannett Hall Columbia, MO 65211-1200	f Journalism
No		www.hireolemissrebs.com			<u> </u>
No		masscomm@lsu.edu_	Mary Ann Sternberg 225-578-2336	Baton Rouge, LA 70803	Manship School of Mass Communication
No		<u>sronline@siu.edu</u>		1915 University Press Drive Carbondale, IL 62901-6899	ΪŢ
No		309-298-1414		1 University Circle Macomb, IL 61455	Western Illinois University
No		https://memphis-csm- symplicity.com/employers			University of Memphis at Lambuth
No	2			346 Muse St. Jackson, TN 38301	Employee Referral
<b>N</b>	2	www.wbbjtv.com	Webmaster	346 Muse St. Jackson, TN 38301	WBBJ-TV Website
N <sub>O</sub>		731-424-4515	Human Resources	346 Muse St. Jackson, TN 38301	WBBJ-TV Television Job Spot
N <sub>O</sub>		731-424-4515	Human Resources	346 Muse St. Jackson, TN 38301	WBBJ-TV Job Board

MASTER CONTROL OPERATOR

Date Vacancy Opened:

Date Vacancy filled:

10/18/2023

11/27/2023

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

WBBJ-TV Television Job Spot

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

Job Spot lis at lis at liversity Mass n & liversity y y versity lege	No		indeed.com			INDEED
Dackborn, TN 33301	N <sub>O</sub>			Charlsie Matthews		Belmont University
Jackson, TN 38301	No		www.myinterfase.com/trevecca/employer		333 Murfreesboro Rd. Nashville, TN 37210	Trevecca University
Jackson, IN 33301	N <sub>o</sub>		615-329-8711	Peter Woolfook	18th Ave. North Nashville, TN 37208	Fisk University
Jackson, TN 38301	N <sub>o</sub>		901-942-7360	Michael Washington	807 Walker Ave. Memphis, TN 38126	LeMoyne-Owen College
Dackson, TN 38301	N <sub>o</sub>				, MS	Rust College
Jackson, TN 3301	N <sub>o</sub>		<u>carolyne@astate.edu</u>		AR	Arkansas State University
Jackson, TN 38301	No		919-962-2211	Career Placement	**	University of North Carolina
Jackson, TN 38301	No		615-343-7890	Drew Webb	4 Ave. 37203	Vanderbilt University
Jackson, TN 38301	No		662-325-3344	Career Placement		Mississippi State University
Jackson, TN 38301	No		859-257-2786	Career Center	107 Grehan Building Lexington, KY 40506-0042	Western Kentucky School of Journalism & Telecommunication
Dackson, TN 38301	N <sub>O</sub>		573-882-0373	Barbara G. Willis	76G Gannett Hall Columbia, MO 65211-1200	Missouri School of Journalism Career Services
Ackson, TN 38301	N <sub>o</sub>		www.hireolemissrebs.com			University of Mississippi
Jackson, TN 38301	No		masscomm@lsu.edu_		Baton Rouge, LA 70803	Manship School of Mass Communication
Ackson, TN 38301	No		sronline@siu.edu_	•••	1915 University Press Drive Carbondale, IL 62901-6899	Southern Illinois University
Strict   S	N <sub>o</sub>		309-298-1414		1 University Circle Macomb, IL 61455	Western Illinois University
Jackson, TN 38301       Human Resources       731-424-4515         Job Spot Jackson, TN 38301       Human Resources       731-424-4515       1         Jackson, TN 38301       Human Resources       731-424-4515       1         Jackson, TN 38301       Webmaster       www.wbbjtv.com         Jackson, TN 38301       Jackson, TN 38301       Jackson, TN 38301	No		https://memphis-csm- symplicity.com/employers		4H Wilder Student Union Jackson, TN 38301	University of Memphis at Lambuth
Jackson, TN 38301       Human Resources       731-424-4515         Jackson, TN 38301       Human Resources       731-424-4515         Jackson, TN 38301       Human Resources       731-424-4515         Jackson, TN 38301       Webmaster       www.wbbjtv.com	N <sub>o</sub>				346 Muse St. Jackson, TN 38301	Employee Referral
Jackson, TN 38301       Human Resources       731-424-4515         346 Muse St.       Jackson, TN 38301       Human Resources       731-424-4515	N <sub>o</sub>		<u>www.wbbjtv.com</u>		346 Muse St. Jackson, TN 38301	WBBJ-TV Website
Jackson, TN 38301 Human Resources 731-424-4515	No	1	731-424-4515		346 Muse St. Jackson, TN 38301	WBBJ-TV Television Job Spot
12AR Mileo Ct	No		731-424-4515		346 Muse St. Jackson, TN 38301	WBBJ-TV Job Board

Multi Media Journalist

Date Vacancy Opened:

05/12/2023

WBBJ.TV.COM

Date Vacancy filled:

06/19/2023 Recruitment Source that Referred the Hiree: Total Number of Persons interviewed for the vacancy

No		tfizer@tnstate.edu	Tonya Fizer 615-963-5981	3500 John Merritt Blvd Nashville,TN 37209-1561	Tennessee State University
No		ray.holder@star-center.org	Ray Holder	1119 Old Humboldt Road Jackson, TN 38305	The Star Center
No		medialine.com			Media Line
No		vocatiocenter@uu.edu 731-661-5421	Jackie Taylor 731-661-5421	1050 Union University Dr. Jackson, TN 38305	Union University
No		731-881-7202	Dr. Ann Duncan	240 F Gooch Hall Martin, TN 38238	University of TN Martin
No		www.jobs4tn.gov			Tennessee Career Center  Jackson
No		dclark@beonair.com	Don Clark 214-447-9117	9000 Sweet Valley Drive Valley View, OH 44125	Ohio/ Illinois Center for Broadcasting
No		http://www.collegecentral.com/fhu			Freed Hardman University
No		vcrump@lanecollege.edu	Virginia Crump 731-410-6709	545 Lane Avenue Jackson, TN 38301	Lane College
No		https://mtsu- csm.symplicity.com/employer			Middle TN State University
No		fanthony@jscc.edu	Frances Anthony 731-424-3520 Ext. 50434	2046 N. Parkway Jackson, TN 38301	Jackson State Comm. College
No		tabtn.org			Tennessee Association of Broadcasters
No	6	tvjobs.com			TV Jobs.Com
Did the Source Request Notification?	Total Number of Interviewees Referred by the source for the	Telephone Number	Contact Person	Address	Name of Recruitment Source Source

3	1	The state of the s			HIRE BROADCASTING
Z	2	8			HANDSHAKE
N <sub>O</sub>		indeed.com			INDEED
N <sub>O</sub>			Charlsie Matthews	1900 Belmont Blvd. Nashville, TN 37212	Belmont University
No		www.myinterfase.com/trevecca/employer		333 Murfreesboro Rd. Nashville, TN 37210	Trevecca University
No		615-329-8711	Peter Woolfook	18th Ave. North Nashville, TN 37208	Fisk University
No		901-942-7360	Michael Washington	807 Walker Ave. Memphis, TN 38126	LeMoyne-Owen College
No			Braque Talley 662 252-8000 ext.4059	150 Rust Ave Holly Springs, MS 38635	Rust College
No		<u>carolyne@astate.edu</u>		P.O. Box 2490 State University, AR 72467	Arkansas State University
N <sub>o</sub>		919-962-2211	Career Placement	327 Carroll Hall Chapel Hill, NC 27599	University of North Carolina
N <sub>o</sub>		615-343-7890	Drew Webb	2525 Westend Ave. Suite 500 Nashville, TN 37203	Vanderbilt University
N <sub>o</sub>		662-325-3344	Career Placement	P.O. Box 5268 Mississippi State, MS 39762	Mississippi State University
<b>Z</b> 0		859-257-2786	Career Center	107 Grehan Building Lexington, KY 40506-0042	Western Kentucky School of Journalism & Telecommunication
No		573-882-0373	Barbara G. Willis	76G Gannett Hall Columbia, MO 65211-1200	f Journalism
No		www.hireolemissrebs.com			
N <sub>O</sub>		masscomm@lsu.edu	Mary Ann Sternberg 225-578-2336	Baton Rouge, LA 70803	Manship School of Mass Communication
No		<u>sronline@siu.edu</u>	Career Center 618-453-2121	1915 University Press Drive Carbondale, IL 62901-6899	ξ̈̈́
N <sub>o</sub>			Career Center	1 University Circle Macomb, IL 61455	Western Illinois University
No		https://memphis-csm- symplicity.com/employers		4H Wilder Student Union Jackson, TN 38301	University of Memphis at Lambuth
No				346 Muse St. Jackson, TN 38301	Employee Referral
No	4	www.wbbjtv.com	Webmaster	346 Muse St. Jackson, TN 38301	WBBJ-TV Website
N <sub>O</sub>		731-424-4515	Human Resources	346 Muse St. Jackson, TN 38301	WBBJ-TV Television Job Spot
No		731-424-4515	Human Resources	346 Muse St. Jackson, TN 38301	WBBJ-TV Job Board

Multi Media Journalist

Date Vacancy Opened:

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

IHIRE BROADCASTING 29

Date Vacancy filled:

05/12/2023

09/20/2023

No			JI Oliya i IZGI	Today com months Dive	
		ray.holder@star-center.org	Ray Holder	Jackson, TN 38305	The Star Center
No		medialine.com			Media Line
No		vocatiocenter@uu.edu 731-661-5421	Jackie Taylor 731-661-5421	1050 Union University Dr. Jackson, TN 38305	Union University
No		731-881-7202	Dr. Ann Duncan	240 F Gooch Hall Martin, TN 38238	University of TN Martin
No		www.jobs4tn.gov			Tennessee Career Center  Jackson
No		dclark@beonair.com	Don Clark 214-447-9117	9000 Sweet Valley Drive Valley View, OH 44125	Ohio/ Illinois Center for Broadcasting
No		http://www.collegecentral.com/fhu			Freed Hardman University
No		vcrump@lanecollege.edu_	Virginia Crump 731-410-6709	545 Lane Avenue Jackson, TN 38301	Lane College
N <sub>o</sub>		https://mtsu- csm.symplicity.com/employer			Middle TN State University
No		fanthony@jscc.edu	Frances Anthony 731-424-3520 Ext. 50434	2046 N. Parkway Jackson, TN 38301	Jackson State Comm. College
N O		tabtn.org			Tennessee Association of Broadcasters
No	6	tvjobs.com			TV Jobs.Com
Did the Source Request	Total Number of Interviewees Referred by the source for the	Telephone Number	Contact Person	Address	Name of Recruitment Source Source

No	17	<u>ihirebroadcasting</u>			IHIRE BROADCASTING
No	2	<u>handshake.com</u>			HANDSHAKE
No		<u>indeed.com</u>			INDEED
No		cobacdc@belmont.edu	Charlsie Matthews	1900 Belmont Blvd. Nashville, TN 37212	Belmont University
N <sub>o</sub>		www.myinterfase.com/trevecca/employer		333 Murfreesboro Rd. Nashville, TN 37210	Trevecca University
No		615-329-8711	Peter Woolfook	18th Ave. North Nashville, TN 37208	Fisk University
No		901-942-7360	Michael Washington	807 Walker Ave. Memphis, TN 38126	LeMoyne-Owen College
No		<u>btalley@rustcollege.edu</u>	Braque Talley 662 252-8000 ext.4059	150 Rust Ave Holly Springs, MS 38635	Rust College
No		carolyne@astate.edu		P.O. Box 2490 State University, AR 72467	Arkansas State University
No		919-962-2211	Career Placement	327 Carroll Hall Chapel Hill, NC 27599	University of North Carolina
No		615-343-7890	Drew Webb	2525 Westend Ave. Suite 500 Nashville, TN 37203	Vanderbilt University
No		662-325-3344	Career Placement	P.O. Box 5268 Mississippi State, MS 39762	Mississippi State University
No		859-257-2786	Career Center	107 Grehan Building Lexington, KY 40506-0042	Western Kentucky School of Journalism & Telecommunication
No		573-882-0373	Barbara G. Willis	76G Gannett Hall Columbia, MO 65211-1200	f Journalism
No		www.hireolemissrebs.com			
No		masscomm@lsu.edu	Mary Ann Sternberg 225-578-2336	Baton Rouge, LA 70803	Manship School of Mass Communication
No		sronline@siu.edu_	Career Center 618-453-2121	1915 University Press Drive Carbondale, IL 62901-6899	Southern Illinois University
No			Career Center	1 University Circle Macomb, IL 61455	Western Illinois University
No		https://memphis-csm- symplicity.com/employers		4H Wilder Student Union Jackson, TN 38301	University of Memphis at Lambuth
No				346 Muse St. Jackson, TN 38301	Employee Referral
No	4	www.wbbjtv.com	Webmaster	346 Muse St. Jackson, TN 38301	WBBJ-TV Website
No		731-424-4515	Human Resources	346 Muse St. Jackson, TN 38301	WBBJ-TV Television Job Spot
No		731-424-4515	Human Resources	346 Muse St. Jackson, TN 38301	WBBJ-TV Job Board

Multi Media Journalist

Date Vacancy Opened:

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

WBBJ-TV Station Job Fair

Date Vacancy filled:

09/02/2023

10/16/2023

No		tfizer@tnstate.edu_	615-963-5981	Nashville,TN 37209-1561	Tennessee State University
No		ray.holder@star-center.org	Ray Holder	Jackson, TN 38305	The Star Center
No		medialine.com			Media Line
No		vocatiocenter@uu.edu 731-661-5421	Jackie Taylor 731-661-5421	1050 Union University Dr. Jackson, TN 38305	Union University
No		731-881-7202	Dr. Ann Duncan	240 F Gooch Hall Martin, TN 38238	University of TN Martin
No		www.jobs4tn.gov			Tennessee Career Center Jackson
No		dclark@beonair.com	Don Clark 214-447-9117	9000 Sweet Valley Drive Valley View, OH 44125	Ohio/ Illinois Center for Broadcasting
No		http://www.collegecentral.com/fhu			Freed Hardman University
No		vcrump@lanecollege.edu_	Virginia Crump 731-410-6709	545 Lane Avenue Jackson, TN 38301	Lane College
No		https://mtsu- csm.symplicity.com/employer			Middle TN State University
No		fanthony@jscc.edu	Frances Anthony 731-424-3520 Ext. 50434	2046 N. Parkway Jackson, TN 38301	Jackson State Comm. College
No		tabtn.org			Tennessee Association of Broadcasters
No	1	tvjobs.com			TV Jobs.Com
Notification?		Telephone Number	Contact Person	Address	Source
Did the Source Request	Total Number of Interviewees Referred by the source for the				Name of Recruitment Source

Coot Coot					
346 Muse St.   Autonomy   Auton	No				IHIRE Broadcasting
346 Mase St.   33014	N <sub>O</sub>	731-424-4515		346 Muse St. Jackson, TN 38301	WBBJ-TV Station Job Fair
Jack Nuise St.   Jackson, TN 38301	ON	731-425-8580		400South Highland Avenue Jackson, TN 38301	Career Expo (Jackson Civic Center)
Add Muse St.   Add Auss Auss St.   Add Auss Auss St.   Add Auss Auss St.   Add Auss Auss Auss St.   Add Auss Auss Auss Auss Auss Auss Auss	ON			1900 Belmont Blvd. Nashville, TN 37212	Belmont University
Add Muse St.   Add	No			333 Murfreesboro Rd. Nashville, TN 37210	Trevecca University
Jackson, IN 33301         Human Resources         731-424-4515           Jackson, IN 33301         Webmaster         www.wbbjty.com           Jackson, IN 33301         Mebmaster         www.bbjty.com           Jackson, IN 33301         Mebmaster         https://memphis.csm.           Jackson, IN 34301         Mary Am Sterner         https://memphis.csm.           Jackson, IN 34301         Mary Am Sterner         masscomm@sterner           Macy Am Sterner         Memphis.csm.         ma	ON				Fisk University
346 Muse St.	No	901-942-7360		807 Walker Ave. Memphis, TN 38126	LeMoyne-Owen College
Jackson, TN 38301	No	<u>btalley@rustcollege.edu</u>	662 1059	ις.	Rust College
Jackson, TN 38301	No	carolyne@astate.edu	9	₽	Arkansas State University
Jackson, TN 38301	No				University of North Carolina
Jackson, TN 38301	No	615-343-7890		Ave. 37203	Vanderbilt University
346 Muse St.   346	No	662-325-3344		P.O. Box 5268 Mississippi State, MS 39762	Mississippi State University
Jackson, TN 38301	No	859-257-2786		107 Grehan Building Lexington, KY 40506-0042	
Jackson, TN 38301	No	573-882-0373		Gannett Hambia, MO	
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346 Muse St.       Jackson, TN 38301       Human Resources       731-424-4515         346 Muse St.       Jackson, TN 38301       Human Resources       731-424-4515         346 Muse St.       Jackson, TN 38301       Webmaster       www.wbbjtv.com         Jackson, TN 38301       Webmaster       www.wbbjtv.com	ON	https://memphis-csm- symplicity.com/employers	I/O I T	4H Wilder Student Union Jackson, TN 38301	University of Memphis at Lambuth
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346 Muse St.       Jackson, TN 38301       Human Resources       731-424-4515         346 Muse St.       Jackson, TN 38301       Human Resources       731-424-4515	No			346 Muse St. Jackson, TN 38301	WBBJ-TV Website
346 Muse St.  Jackson, TN 38301 Human Resources 731-424-4515	No			346 Muse St. Jackson, TN 38301	WBBJ-TV Television Job Spot
	No			346 Muse St. Jackson, TN 38301	WBBJ-TV Job Board

VIDEOGRAPHER

Date Vacancy Opened:

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

WBBJ-TV Website

Date Vacancy filled:

10/04/2023

01/08/2024

Source Broadcasting Middle TN State University Ohio/ Illinois Center for Freed Hardman University Jackson State Comm. College **Broadcasters** Tennessee Association of TV Jobs.Com Recruitment Source Name of Media Line Union University University of TN Martin Lane College Tennessee State University The Star Center Fennessee Career Center Jackson, TN 38301 Martin, TN 38238 Valley View, OH 44125 9000 Sweet Valley Drive 2046 N. Parkway Nashville,TN 37209-1561 3500 John Merritt Blvd Jackson, TN 38305 Jackson, TN 38305 240 F Gooch Hall Jackson, TN 38301 545 Lane Avenue Address 1050 Union University Dr. 1119 Old Humboldt Road Tonya Fizer 615-963-5981 Don Clark 214-447-9117 50434 Frances Anthony 731-424-3520 Ext. Contact Person Dr. Ann Duncan 731-410-6709 Virginia Crump Ray Holder 731-661-5421 Jackie Taylor tvjobs.com Telephone Number dclark@beonair.com fanthony@jscc.edu medialine.com 731-661-5421 csm.symplicity.com/employer tabtn.org tfizer@tnstate.edu <u>ray.holder@star-center.org</u> vocatiocenter@uu.edu 731-881-7202 www.jobs4tn.gov http://www.collegecentral.com/fhu https://mtsu-<u>vcrump@lanecollege.edu</u> Referred by the source for the Interviewees Total Number of ယ N<sub>O</sub> Did the N<sub>O</sub> No N 0 No No N<sub>0</sub> N<sub>o</sub> N<sub>o</sub> No No N<sub>O</sub> Source N<sub>o</sub> Notification? Request

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

# 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 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	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.
	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.

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On.	the	Job.	Tran	ning

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.