

WDAM, LLC

EEO PUBLIC FILE REPORT

February 1, 2018 to January 31, 2019

II. MASTER LIST OF RECRUITMENT SOURCES

**Sources with an asterisk (*) denote organizations that requested notification of job vacancies*

<u>*Source Number</u>	<u>Organization</u>	<u>Contact Person</u>	<u>Mailing/Email Address</u>	<u>Website</u>	<u>Phone Number</u>	<u>Number of Interviews</u>
COMMUNITY SOURCES						
1	USM Placement	Kathleen Killam	Kathleen.Killam@usm.edu	Handshake.com	601-266-4159	3
	USM Student Employment	Lisa Stevens	Lisa.Stevens@usm.edu	Handshake.com	601-266-4159	
2	Tougaloo College	Dr. Whitney McDowell-Robinson	wmcdowell@tougaloo.edu		601-977-7815	
3	Jones County Junior College	Holly Robertson	holly.robertson@jcjc.edu	http://www.jcjc.edu/jobs/employer.php	601-477-4234	
4	William Carey Univ	Amy Coursey	acoursey@wmcarey.edu		601-318-6779	
5	Ole Miss	Christy Wright	christy@career.olemiss.edu	Handshake.com	662-915-7174	

6	WIN Job Center Laurel, MS	Phil Hosey	phosey@mdes.ms.gov		601-649-7817	
7	WIN Job Center Hattiesburg, MS	Connie Valentine	cvalentine@mdes.ms.gov		601-584-1207	1
8	Hinds Community College	Iyanna Colly	iyanna.colly@hindsgcc.edu		601-857-3499	
ADDITIONAL SOURCES						
9	WDAM		On air advertising/radio			
10	Employee referral	Alice Aldridge				
11	Internal/Station Bulletin Board	Alice Aldridge				6
12	Walk ins/phone ins	Alice Aldridge				
ADVERTISING SOURCES						
13	TVJob		jobs@tvjobs.com			2
14	ESPN			espn.com		
15	Medialine		medialine@medialine.com rich@medialine.com			
16	WDAM			wdam.com		6
17	CareerExposure.com			careerexposure.com		
18	Raycom Media		raycommedia.icims.com	raycommedia.com		17

19	Careerbuilder			careerbuilder.com		
20	NAHJ			nahjcareercenter.com		
21	AAJA			jobs.aja.org		
22	NAJA		rebeccalandsberry@naja.com			
23	Media/Marketing		jobs@602communications.com			
24	Spots and Dots			spotsndots.com		
25	NewsBlues.com			NewsBlues.com		
26	Indeed.com			Indeed.com		8
27	Linkedin			linkedin.com/company/raycom-media/		3
28	Kelly Services		michelle.kearns@kellyservices.com			
29	Other Sources					4
						50

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 1, 2018 to January 31, 2019

Describe Nature of Initiative:

Public Service Announcements - WDAM Equal Opportunity Employment, Recruitment and Job Opportunities

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Applicants interest in open jobs at WDAM 7 can visit WDAM.COM. Additionally, WDAM 7 is committed to a broad recruiting outreach program to represent our diverse community. We encourage qualified organizations to become part of our list of recruitment sources. If your organization distributes job information or can provide referrals as part of your regular activity, please consider joining our list. We will notify you of each full-time opening and ask you to send individuals to us for consideration. Please send your requests to the email address shown.

Names of Station Personnel involved in Initiative:

Alice Aldridge - EEO Coordinator
Erik Snell - Marketing Director

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 1, 2018 to January 31, 2019

Describe Nature of Initiative:

Station Tours conducted throughout the year.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Teachers, students, job shadows, and guests are shown how news and weather broadcasts are done in the studio. We explain how cameras and chromo keys work along with how we prepare for a forecast and a news show. They are also given a tour through a working newsroom, where job opportunities are highlighted.

Names of Station Personnel involved in Initiative:

Patrick Bigbie - Meteorologist
Rex Thompson - Weathercaster
John Osborne - News Content Specialist

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 1, 2018 to January 31, 2019

Describe Nature of Initiative:

Internship Program

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

We have interns each semester, either college level interns or high school job shadow programs. Evaluations are sent to school supervisor. We had one college level intern for the summer 2018 semester and one college level intern for the fall 2018 semester.

Names of Station Personnel involved in Initiative:

Erik Snell - Marketing Manager
Galean Stewart - News Director

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 7, 2018

Describe Nature of Initiative:

MAB (Mississippi Association of Broadcasters) Day at Ole Miss in Oxford, MS

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Talk to students about our jobs and critique their work.

Names of Station Personnel involved in Initiative:

Galean Stewart - News Director
Christopher Thies - Digital Content Manager

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 7, 2018

Describe Nature of Initiative:

Local college career fair at William Carey University in Hattiesburg, MS WDAM had a booth with information about employment opportunities within Raycom and information about WDAM as a whole.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WDAM had a booth with information about employment opportunities within Raycom and information about WDAM as a whole. Other participating organizations: Waffle House, Picayune School District, Ocean Springs School District, William Carey University, Region 8, Petal School District, Pearl School District, Hancock Co School District, MCS Building Supply, Forrest General Hospital, Hattiesburg Clinic, Encore Rehabilitation, Rankin Co School District, Primerica and MS Correctional Facilities.

Names of Station Personnel involved in Initiative:

Jillian Moore - Digital Marketing Manager
Tamara Hinton - Commercial Producer

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): April 10, 2018

Describe Nature of Initiative:

2018 Career Prep Fair for Jones County School District

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WDAM 7 representative Erik Snell (Marketing Director) participated in the "Interviews" initiative of the event. Mock/Practice job interviews were conducted with attending students to help prepare them for entering the career field. Erik Snell interviewed attending students and gave feedback to help them achieve success when they apply for jobs after graduation.

Names of Station Personnel involved in Initiative:

Erik Snell - Marketing Director

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): April 17, 2018

Describe Nature of Initiative:

MCJ Days at University of Southern Mississippi

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Talked to three journalism classes (8am, 9am and 11am) and critiqued student portfolios and resumes.

Names of Station Personnel involved in Initiative:

Galean Stewart - News Director

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): April 18, 2018

Describe Nature of Initiative:

MAB (Mississippi Association of Broadcasters) Day at University of Southern Mississippi

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Talked to students about journalism, critiqued student resumes/demo reels and participated in a student lead symposium. Television, Radio, Digital and Print Journalists participated in the event.

Names of Station Personnel involved in Initiative:

Galean Stewart - News Director
Christopher Thies - Digital Content Manager

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): July 25, 2018

Describe Nature of Initiative:

EEO Training

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Attended Webinar Training on requirements for EEO recruitment and reporting. Webinar conducted by Raycom Media.

Names of Station Personnel involved in Initiative:

Alice Aldridge - Business Office Coordinator/EEO Coordinator

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): October 30, 2018

Describe Nature of Initiative:

The Pine Belt Area Job Fair was held on October 30th, 2018 at the Lake Terrace Convention Center in Hattiesburg, Mississippi. This event was held as part of the "Governor's Job Fair Network of Mississippi".

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WDAM participated as an employer seeking candidates and helped to promote the event by producing and airing PSAs. The WDAM booth was managed by station employees which allowed us to meet with potential candidates interested in a job in broadcasting and answer questions about a career in the broadcast field.

Names of Station Personnel involved in Initiative:

Erik Snell - Marketing Director
Jillian Moore - Digital Marketing Manager
Jim Moodie - Local Sales Manager
Deidra Boykins - Local Sales Manager

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): November 5, 2018

Describe Nature of Initiative:

Southern Mississippi Association of Black Journalists Chapter Meeting

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Guest speaker at the chapter meeting of the Southern Mississippi Association of Black Journalists. Spoke to the students on how to get into the news business.

Names of Station Personnel involved in Initiative:

Ashley Jackson - WDAM reporter and weekend producer

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): November 13, 2018

Describe Nature of Initiative:

Speaking engagement with students at the University of Southern Mississippi

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Spoke with students in two classes, Intro to Social Media (Dr. Fei Xue) and Survey of Mass Communication (Dr. David Davies). Each speech, followed by Q&A with students, lasted about an hour.

Names of Station Personnel involved in Initiative:

Chris Thies - Digital Content Manager