

EEO PUBLIC FILE REPORT

FOR

JACKSON TELECASTERS, INC.
Station WBBJ(TV)

**This EEO Public File Report
Covers the period of
April 1, 2019 to March 31, 2020**

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, 2020 the station filled the following full-time vacancies:

Traffic Director/Sales Assistant
Master Control Operators (2)
Account Executive (2)
Assistant Chief Engineer
Digital Media (2)

The station interviewed a total of 46 people for all full-time vacancies during the period covered in this report.

**For two of these vacancies which opened in January 16, 2020 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
SOURCE	NUMBER
WBBJTV.COM	9
INDEED.COM	16
Employee Referral	9
WBBJ-TV Job Board	3
WBBJ-TV Television Job Spot	5
Tennessee Career Center	1
WBBJ-TV Facebook	1
TVJOBS.COM	2

ATTACHMENT A
EEO INFORMATION FOR FULL-TIME VACANCIES

Description of Vacancy: Account Executive
 Date Vacancy Opened: 1/16/2020
 Date Vacancy filled: 3/30/2020

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

Indeed Website
 9

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	No
Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	tabtn.org	No	No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Annette Deaton 731-424-3520 Ext. 50315	adeaton@jsgcc.edu	No	No
Middle TN State University	See HR for username & password	Send all notices to their website.	https://mtsu-csm.symphlicity.com/employer	No	No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrumpp@lanecollege.edu	No	No
Freed Hardman University	See HR for username & password	Send all notices to their website.	http://www.collegecentral.com/fhu	No	No
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Don Clark 214-447-9117	dclark@beonair.com	No	No
Tennessee Career Center Jackson	See HR for username & password	Send all notices to their website.	www.jobs4tn.gov	No	No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202	No	No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	vocatiocenter@uu.edu 731-661-5421	No	No
Media line	NO LOGIN NEEDED	Send all notices to their website.	medialine.com	No	No
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Ray Holder	ray_holder@star-center.org	No	No
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer 615-963-5981	fizer@tnstate.edu	No	No
Indeed.com			Indeed.com	4	No
WBBJ-TV Facebook	346 Muse St. Jackson, TN 38301	Webmaster	WBBJTV	1	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	346 Muse St. Jackson, TN 38301	Employee Referral		4	No
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.			No
Missouri School of Journalism Career Services	76G Gannett Hall Columbia, MO 65211-1200	Barbara G. Willis	www.hireolemissrebs.com		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	carolynne@astate.edu		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Braque Talley 662-252-8000 ext.4059	btalley@rustcollege.edu		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	Send all notices to their website.	www.myinterfase.com/trevecca/employer		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charisie Matthews	cobacdc@belmont.edu		No

Description of Vacancy: Account Executive
 Date Vacancy Opened: 1/16/2020
 Date Vacancy filled: 3/2/2020

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

Indeed Website

9

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Tennessee Association of Broadcasters	See HR for username & password	Send all notices to their website.	tabtn.org	No	No
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Annette Deaton 731-424-3520 Ext. 50315	adeaton@jscc.edu	No	No
Middle TN State University	See HR for username & password	Send all notices to their website.	https://mtnsu-csm.symplicity.com/employer	No	No
Lane College	545 Lane Avenue Jackson, TN 38301	Virginia Crump 731-410-6709	vcrumpp@lanecollege.edu	No	No
Freed Hardman University Ohio/ Illinois Center for Broadcasting	See HR for username & password 9000 Sweet Valley Drive Valley View, OH 44125	Send all notices to their website.	http://www.collegecentral.com/fhu	No	No
Tennessee Career Center Jackson	See HR for username & password	Send all notices to their website.	dclark@beonair.com	No	No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	www.jobs4tn.gov	No	No
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5421	731-881-7202 vocatocenter@uu.edu	No	No
Media line	NO LOGIN NEEDED	Send all notices to their website.	medialine.com	No	No
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Ray Holder	ray.holder@star-center.org	No	No
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer 615-963-5981	tfizer@tnstate.edu	No	No
Indeed.com			Indeed.com	4	No
WBBJ-TV Facebook	346 Muse St. Jackson, TN 38301	Webmaster	WBBJTV	1	No

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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	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	Send all notices to their website.	www.myinterfase.com/trevecca/employer		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	cobaccdc@belmont.edu		No

Description of Vacancy: Assistant Chief Engineer
 Date Vacancy Opened: 4/30/2019
 Date Vacancy filled: 7/1/2019

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 Interviewed for the vacancy

Employee Referral

7

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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 38395	Ray Holder	ray.holder@star-center.org		No
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer 615-963-5981	fizer@tnstate.edu		No

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Career Services					No
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Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	www.myinterfase.com/trevecca/employer		No
			cobacdc@belmont.edu		No

