EEO PUBLIC FILE REPORT

FOR

STATION WBBJ-TV
JACKSON, TN

This EEO Public File Report
Covers the period of
April 1, 2021 to March 31, 2022
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, 2022 the station filled the following full-time vacancies:

Assistant Business Manager
Account Executive (2)
IT Technician
Programming/Traffic Assistant
Multimedia Journalist (3)**
Photographer
Master Control Operator

The station interviewed a total of 43 people for all full-time vacancies during the period covered in this report, April 1, 2021 through March 31, 2022.

**For two of these vacancies which opened in April 2021, 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:

<table>
<thead>
<tr>
<th>Recruitment Source</th>
<th>Total Number of interviewees Referred</th>
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<tbody>
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<td>TV Jobs.Com</td>
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<tr>
<td>WBBJ-TV Television Job Spot</td>
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<td>WBBJ-TV Website</td>
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<td>Employee Referral</td>
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<td>INDEED.COM</td>
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<td>WBBJ-TV Facebook</td>
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<td>WBBJ-TV Job Board</td>
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ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES
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<thead>
<tr>
<th>Name of Recruitment Source</th>
<th>Address</th>
<th>Contact Person</th>
<th>Telephone Number</th>
<th>Total Number of Interviewees Referred by the Source for the Vacancy</th>
<th>Did the Source Request Notification?</th>
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<tbody>
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<td>TV Jobs.Com</td>
<td>See HR for username &amp; password</td>
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</tr>
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<td>Jackson State Comm. College</td>
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<td>Frances Anthony 731-424-3520 Ext. 50434</td>
<td><a href="mailto:fanthony@jsc.edu">fanthony@jsc.edu</a></td>
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<td>Lane College</td>
<td>545 Lane Avenue, Jackson, TN 38301</td>
<td>Virginia Crump 731-410-6709</td>
<td><a href="mailto:vcrump@lanecollege.edu">vcrump@lanecollege.edu</a></td>
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<tr>
<td>Freed Hardman University</td>
<td>See HR for username &amp; password</td>
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<td><a href="http://www.collegecentral.com/fhu">http://www.collegecentral.com/fhu</a></td>
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<tr>
<td>Ohio/ Illinois Center for Broadcasting</td>
<td>9000 Sweet Valley Drive Valley View, OH 44125</td>
<td>Don Clark 214-447-5117</td>
<td><a href="mailto:dclark@beonair.com">dclark@beonair.com</a></td>
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<tr>
<td>Tennessee Career Center Jackson</td>
<td>See HR for username &amp; password</td>
<td>Send all notices to their website.</td>
<td><a href="http://www.jobs4tn.gov">www.jobs4tn.gov</a></td>
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<tr>
<td>University of TN Martin</td>
<td>240 F Gooch Hall, Martin, TN 38238</td>
<td>Dr. Ann Duncan 731-881-7202</td>
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<tr>
<td>Union University</td>
<td>1050 Union University Dr., Jackson, TN 38305</td>
<td>Jackie Taylor 731-661-5421</td>
<td><a href="mailto:vocatiocenter@uu.edu">vocatiocenter@uu.edu</a></td>
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<td>Media Line</td>
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<tr>
<td>The Star Center</td>
<td>1119 Old Humboldt Road, Jackson, TN 38305</td>
<td>Ray Holder <a href="mailto:rayholder@star-center.org">rayholder@star-center.org</a></td>
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<tr>
<td>Tennessee State University</td>
<td>3500 John Merritt Blvd, Nashville, TN 37209-1561</td>
<td>Tonya Fizer 615-983-5981</td>
<td><a href="mailto:tfizer@tnstate.edu">tfizer@tnstate.edu</a></td>
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<td>Webmaster, <a href="http://www.wbbjtv.com">www.wbbjtv.com</a></td>
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<td>University of Memphis at Lambuth</td>
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<td>Western Illinois University</td>
<td>1 University Circle, Macomb, IL 61455</td>
<td>Career Center, 309-298-1414</td>
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<tr>
<td>Southern Illinois University</td>
<td>1916 University Press Drive, Carbondale, IL 62901-6899</td>
<td>Career Center, 618-453-2121, <a href="mailto:sronline@siu.edu">sronline@siu.edu</a></td>
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<tr>
<td>Mansfield School of Mass Communication</td>
<td>Baton Rouge, LA 70803</td>
<td>Mary Ann Sternberg, 225-578-2336, <a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a></td>
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<tr>
<td>University of Mississippi</td>
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<tr>
<td>Missouri School of Journalism</td>
<td>76G Gannett Hall, Columbia, MO 65211-1200</td>
<td>Barbara G. Willis, 573-882-0373</td>
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<tr>
<td>Western Kentucky School of Journalism &amp; Telecommunication</td>
<td>107 Grehan Building, Lexington, KY 40506-0042</td>
<td>Career Center, 859-257-2786</td>
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<tr>
<td>Mississippi State University</td>
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<tr>
<td>Vanderbilt University</td>
<td>2525 West End Ave, Suite 500, Nashville, TN 37203</td>
<td>Drew Webb, 615-343-7890</td>
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<tr>
<td>University of North Carolina</td>
<td>527 Carroll Hall, Chapel Hill, NC 27599</td>
<td>Career Placement, 919-962-2211</td>
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<td>Arkansas State University</td>
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<tr>
<td>Rust College</td>
<td>150 Rust Ave, Holly Springs, MS 38635</td>
<td>Braque Talley, 662-252-8000 ext.4059, <a href="mailto:btalley@rustcollege.edu">btalley@rustcollege.edu</a></td>
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<tr>
<td>LeMoyne-Owen College</td>
<td>307 Walker Ave, Memphis, TN 38126</td>
<td>Michael Washington, 901-942-7360</td>
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<tr>
<td>Belmont University</td>
<td>1900 Belmont Blvd, Nashville, TN 37212</td>
<td>Charlies Matthews, <a href="mailto:Cobacdc@belmont.edu">Cobacdc@belmont.edu</a></td>
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<td><a href="mailto:dfizer@tnstate.edu">dfizer@tnstate.edu</a></td>
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<tr>
<td>Institution</td>
<td>Address</td>
<td>Contact Person</td>
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<td>333 Murfreesboro Rd. Nashville, TN 37210</td>
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<td><a href="http://www.myinterface.com/trevecca/employer">www.myinterface.com/trevecca/employer</a></td>
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<tr>
<td>Belmont University</td>
<td>1900 Belmont Blvd. Nashville, TN 37212</td>
<td>Charlsie Matthews</td>
<td><a href="mailto:cobacd@belmont.edu">cobacd@belmont.edu</a></td>
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<td>Jackson State Comm. College</td>
<td>2046 N. Parkway Jackson, TN 38301</td>
<td>Frances Anthony 731-424-3520 Ext. 50434</td>
<td><a href="mailto:fanshony@jscc.edu">fanshony@jscc.edu</a></td>
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<td>Lane College</td>
<td>645 Lane Avenue Jackson, TN 38301</td>
<td>Virginia Crump 731-410-6709</td>
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<td>240 F Gooch Hall Martin, TN 38238</td>
<td>Dr. Ann Duncan 731-881-7202</td>
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<td>Union University</td>
<td>1050 Union University Dr. Jackson, TN 38305</td>
<td>Jackie Taylor 731-661-5421</td>
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<td>Tonya Fizer 615-963-5981</td>
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<td>16th Ave. North Nashville, TN 37208</td>
<td>Peter Woolfok</td>
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<td>333 Murfreesboro Rd. Nashville, TN 37210</td>
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<td>Belmont University</td>
<td>1900 Belmont Blvd. Nashville, TN 37212</td>
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<tr>
<td>Jackson State Comm. College</td>
<td>2046 N. Parkway</td>
<td>Frances Anthony 731-424-3520 Ext. 50434</td>
<td><a href="mailto:fanthony@jscc.edu">fanthony@jscc.edu</a></td>
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<td>Lane College</td>
<td>545 Lane Avenue</td>
<td>Virginia Crump 731-410-6709</td>
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<td>Ohio/ Illinois Center for Broadcasting</td>
<td>9000 Sweet Valley Drive Valley View, OH 44125</td>
<td>Don Clark 214-447-9117</td>
<td><a href="mailto:dclark@beonair.com">dclark@beonair.com</a></td>
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<td><a href="http://www.jobs4tn.gov">www.jobs4tn.gov</a></td>
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<tr>
<td>Jackson</td>
<td>240 F Gooch Hall</td>
<td>Dr. Ann Duncan 731-881-7202</td>
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<td>University of TN Martin</td>
<td>1050 Union University Dr. Jackson, TN 38305</td>
<td>Jackie Taylor 731-661-5421</td>
<td><a href="mailto:vocatiocenter@uu.edu">vocatiocenter@uu.edu</a> 731-661-5421</td>
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<td>medialine.com</td>
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<td>Media line</td>
<td>1119 Old Humboldt Road</td>
<td>Ray Holder                    <a href="mailto:ray.holder@star-center.org">ray.holder@star-center.org</a></td>
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<tr>
<td>The Star Center</td>
<td>3500 John Merritt Blvd</td>
<td>Tonya Fizer 615-963-5981</td>
<td><a href="mailto:tfizer@tnstate.edu">tfizer@tnstate.edu</a></td>
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<td>731-424-4515</td>
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<tr>
<td>Western Illinois University</td>
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<td>Career Center</td>
<td>309-298-1414</td>
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<tr>
<td>Southern Illinois University</td>
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<td>Career Center</td>
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<tr>
<td>Mansfield School of Mass Communication</td>
<td>Baton Rouge, LA 70803</td>
<td>Mary Ann Sternberg</td>
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<td>University of Mississippi</td>
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<tr>
<td>Missouri School of Journalism Career Services</td>
<td>766 Gannett Hall, Columbia, MO 65211-1200</td>
<td>Barbara G. Willis</td>
<td>573-882-0373</td>
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<tr>
<td>Western Kentucky School of Journalism and Telecommunication</td>
<td>107 Grehan Building, Lexington, KY 40506-0042</td>
<td>Career Center</td>
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<tr>
<td>Vanderbilt University</td>
<td>2528 Westend Ave. Suite 500, Nashville, TN 37203</td>
<td>Drew Webb</td>
<td>615-343-7890</td>
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<tr>
<td>University of North Carolina</td>
<td>327 Carroll Hall, Chapel Hill, NC 27599</td>
<td>Career Placement</td>
<td>919-962-2211</td>
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<td>Arkansas State University</td>
<td>P.O. Box 2490, State University, AR 72467</td>
<td>Send all notices to their email</td>
<td><a href="mailto:carolyne@astate.edu">carolyne@astate.edu</a></td>
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<tr>
<td>Rust College</td>
<td>150 Rust Ave, Holly Springs, MS 38635</td>
<td>Braque Talley</td>
<td>662-252-8000 ext.4059</td>
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<tr>
<td>Le Moyne-Owen College</td>
<td>607 Walker Ave, Memphis, TN 38126</td>
<td>Michael Washington</td>
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<td>Belmont University</td>
<td>1900 Belmont Blvd, Nashville, TN 37212</td>
<td>Charles Matthews</td>
<td><a href="mailto:charles@belmont.edu">charles@belmont.edu</a></td>
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<td>2046 N. Parkway, Jackson, TN 38301</td>
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<td>9000 Sweet Valley Drive, Valley View, OH 44125</td>
<td>Don Clark Ext. 214-447-9117</td>
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<td>Rust College</td>
<td>150 Rust Ave Holly Springs, MS 38635</td>
<td>Braque Talley</td>
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<td>Charlise Matthews</td>
<td><a href="mailto:cobacdc@belmont.edu">cobacdc@belmont.edu</a></td>
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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:

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<th>Type of Activity</th>
<th>Brief Description</th>
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<tr>
<td>Virtual Job Fair</td>
<td>The Tennessee Association of Broadcasters held a virtual Job Fair April 26, 2021 through April 30, 2021. WBBJ-TV aired PSA’s on our station to promote the event and drive visitors to the site. The station receives applications and comments from visitors via email. We post any openings that we have at the station on their website.</td>
</tr>
<tr>
<td>Virtual Job Fair</td>
<td>The Tennessee Association of Broadcasters held a virtual Job Fair August 2, 2021 through August 6, 2021. WBBJ-TV aired PSA’s on our station to promote the event and drive visitors to the site. WBBJ-TV had three openings in that time period where we posted openings on the Tennessee Association of Broadcasters website.</td>
</tr>
<tr>
<td>Virtual Job Fair</td>
<td>The Tennessee Association of Broadcasters held a virtual Job Fair March 21, 2022 through March 25, 2022. WBBJ-TV aired PSA’s on our station to promote this event and drive visitors to the site. WBBJ-TV had two openings that were posted on the Tennessee Association of Broadcasters website.</td>
</tr>
<tr>
<td>On the Job Training</td>
<td>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 ideals, 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.</td>
</tr>
<tr>
<td>Date</td>
<td>Event Description</td>
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<tr>
<td>3/7/22 – 3/28/22</td>
<td>Sales Personnel training seminars via zoom. Account Executives and Sales Manager participated in a series of webinars and training programs focused on sales and marketing tools that were available with individual affiliates to educate and improve their skill-set so that they may achieve individual goals and have the knowledge so that they can achieve upper levels positions. Sales Staff and Sales Manager participated on zoom calls on 3/7/2022 with a representative with MeTv on 3/14/22 zoom call with ABC representative, 3/21/22 representative with Second Street contest platform and on 3/28/22 zoom call with a CBS representative.</td>
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</tbody>
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