

EEO PUBLIC FILE REPORT

For the 12-month Period Ending January 21, 2026

Prepared by: Morris Network of Mississippi, Inc.
(Licensee/Permittee)

This report covers the following employment unit:

<u>Call Sign</u>	<u>Facility ID Number</u>	<u>Type of Station</u>	<u>Location City, State</u>	<u>LMA</u>
WXXV TV	53517	Television	Gulfport, MS	

- A. The following is a list of all vacancies for full-time jobs during the previous 12 months:

	Job Title	Date of Opening	Date Filled
1	Anchor/Multi Media Journalist	February 16, 2025	March 19, 2025
2	Marketing Consultant	February 16, 2025	March 31, 2025

	Job Title	Date of Opening	Date Filled
3	Marketing Consultant	February 16, 2025	May 12, 2025
4	Multi Media Journalist	March 11, 2025	June 16, 2025
5	Multi Media Journalist	March 11, 2025	June 30, 2025
6	General Manager	April 17, 2025	June 23, 2025
7	Meteorologist	May 6, 2025	June 6, 2025
8	Meteorologist/Multi Media Journalist	May 6, 2025	September 22, 2025
9	Marketing Consultant	May 22, 2025	July 14, 2025
10	Marketing Consultant	May 22, 2025	August 18, 2025
11	Marketing Consultant	May 22, 2025	August 18, 2025
12	Marketing Consultant	May 22, 2025	August 18, 2025
13	Creative Services Producer	May 27, 2025	July 7, 2025
14	General Sales Manager	July 18, 2025	September 2, 2025
15	Anchor/Multi Media Journalist	July 25, 2025	October 1, 2025
16	Multi Media Journalist	July 25, 2025	October 20, 2025
17	Marketing Consultant	July 28, 2025	December 29, 2025
18	Assignment Editor	July 29, 2025	August 18, 2025
19	Newscast Director	July 31, 2025	December 1, 2025
20	Digital Operations Specialist	September 4, 2025	September 14, 2025
21	Traffic Assistant	November 25, 2025	January 5, 2026

- B. During the previous 12 months, the following recruitment sources were contacted as vacancies for full-time jobs opened. Those with an asterisk (*) were organizations that requested to be contacted as job openings occurred:

Source Number	Organization	Contact	Address	Website/Email	Phone Number
1	WXXV TV website	Deidre Pyron	14351 Highway 49 Gulfport, MS 39503	www.wxv25.com	228-832-2525
2	MS Assoc of Broadcasters	Amanda Fontaine	855 S Pear Orchard Ridgeland, MS 39157	www.msbroadcasters.org	601-957-9121
3	TV Jobs.com Broadcast Employment		P O Box 4116 Oceanside, CA 92042	www.tvjobs.com	800-374-0119
4	Indeed website		n/a	www.indeed.com	
5	Morris Multimedia		27 Abercorn Street Savannah, GA 31401	www.morrismultimedia.com/broadcast	912-233-1281
6	Alabama A & M University	Career Services	4900 Meridian St N Normal, AL 35762	https://app.joinhandshake.com	256-372-5692
7	Alcorn State University	Career Services@alcorn.edu	1000 ASU Drive Lorman, MS 39096	https://app.joinhandshake.com	601-877-6325
8	Auburn University	cds@auburn.edu	400 Martin Hall Auburn, AL 36849	https://app.joinhandshake.com	334-844-4744

9	Jackson State University	Tigers2work@jsums.edu	1400 John R Lynch St Jackson, MS 39217	https://app.joinhandshake.com	601-979-2477
10	Louisiana State University	career@lsu.edu	LSU Box 2550 Baton Rouge, LA 70803	https://app.joinhandshake.com	225-578-2162
11	Loyola University New Orleans	career@loyno.edu	6363 St. Charles Avenue New Orleans, LA 70118	https://app.joinhandshake.com	504-865-3860
12	Mississippi College	Alyssa Bazile	200 Capital St Clinton, MS 39056	https://app.joinhandshake.com	601-925-3901
13	Mississippi Valley State University	careerservices@mvsu.edu	14000 Highway 82 W Itta Bena, MS 38941	https://app.joinhandshake.com	662-254-3440
14	MS State University	Career Services	300 Montgomery Hall MS State, MS 39762	www.career.msstate.edu	662-325-3344
15	Southeastern Louisiana University	careerservices@southeastern.edu	1200 SGA Dr Hammond, LA 70402	https://app.joinhandshake.com	985-549-2121
16	Southern University and A&M College at Baton Rouge	careerservices@subr.edu		https://app.joinhandshake.com	225-771-2200
17	University of Alabama	career@ua.edu	3400 Ferguson Center Tuscaloosa, AL 35487	https://app.joinhandshake.com	205-348-5848
18	University of Mississippi	Christy Wright	303 Martindale University, MS 38677	https://app.joinhandshake.com	662-915-7174
19	The University of Oklahoma	careercenter@ou.edu	900 Asp Avenue #323 Norman, OK 73019	https://app.joinhandshake.com	405-325-1974

20	University of Southern MS	Cindy Walker	125 McLemore Hall Hattiesburg, MS 39406	https://app.joinhandshake.com	601-266-4153
21	University of Tampa	hireut@ut.edu	401 W Kennedy Blvd, Tampa, FL 33606,	https://app.joinhandshake.com	813-253-6236
22	Tougaloo College	careerservices@tougaloo.edu	500 W County Line Rd Tougaloo, MS 39174	https://app.joinhandshake.com	601-977-7783
23	Tulane University	csc@tulane.edu	6823 St Charles Ave New Orleans, LA 70118	https://app.joinhandshake.com	504-865-5107
24	Tuskegee University	Kimberly Scott	1200 W. Montgomery Rd Tuskegee, AL 36088	https://app.joinhandshake.com	334-727-8011
25	University of Georgia	career@uga.edu	825 S Lumpkin St, Athens, GA 30602	https://app.joinhandshake.com	706-542-3375
26	University of Kentucky	hireblue@uky.edu	408 Rose Street Lexington, KY 40508	https://app.joinhandshake.com	859-257-2746
27	University of Miami	toppel@miami.edu	5225 Ponce De Leon Blvd Coral Gables, FL 33146	https://app.joinhandshake.com	305-284-5451
28	UNC – Chapel Hill	Teresa Holt	Howell Hall Campus Box 3365 Chapel Hill, NC 27599	https://app.joinhandshake.com	919-962-3593
29	University of South Alabama	Adam Barnes	111 Student Service Dr Mobile, AL 36688	https://app.joinhandshake.com	251-640-6188
30	University of South Carolina	Vicki Hamby	1322 Green Street	https://app.joinhandshake.com	803-777-7280

			Columbia, SC 29208		
31	University of South Florida	Tpa-careers@usf.edu	4202 E. Fowler Avenue SVC 2088, Tampa, FL 33620	https://app.joinhandshake.com	813-974-2171
32	Xavier University	Tracey Jackson	1 Drexel Drive New Orleans, LA 70125	https://app.joinhandshake.com	504-486-7411
33	Carver Talent	Ty Carver			
34	Media-Match		1001 Imperial Hwy #2267 La Habra, CA 90623	www.media-match.com	323-284-5589
35	employee referral				
36	JazzHR		n/a	Info.jazzhr.com	
37	LinkedIn		n/a	www.linkedin.com	
38	Spots n Dots	Gene McKay	1635 Old Hwy 41 NW Adairsville, GA 30103	issues@spotsndots.com	888-884-2630
39	Media Recruiter	Art Scott	10582 Parkington Lane #37B Highlands Ranch, CO 80126	art@mediarecruiter.com	303-400-5150

C. The following is a list of the services for full-time jobs shown in Section A above and the recruitment sources which provided the hire for that position:

See Section B – Recruitment Source List for recruitment source data

	Job Title	Recruitment Sources Used to Fill Vacancy	Recruitment Source Referring Hiree
1	Anchor/Multi Media Journalist	All Except: 33,35 – 39	Indeed
2	Marketing Consultant	1,2,5,36	WXXV website
3	Marketing Consultant	1,2,5,36	WXXV website
4	Multi Media Journalist	All Except: 3,14,33 - 35,37 - 39	Indeed
5	Multi Media Journalist	All Except: 3,14,33 - 35,37 - 39	Indeed
6	General Manager	33	Carver Talent
7	Meteorologist	All Except: 33 – 39	Indeed
8	Meteorologist/Multi Media Journalist	All Except: 33 – 34,37 - 39	Indeed
9	Marketing Consultant	All Except: 3,14,33,34,38,39	WXXV Website
10	Marketing Consultant	All Except: 3,14,33,34,38,39	JazzHR
11	Marketing Consultant	All Except: 3,14,33,34,38,39	WXXV Website
12	Marketing Consultant	All Except: 3,14,33,34,38,39	JazzHR
13	Creative Services Producer	All Except: 3,14,33,34,36 - 39	Employee referral
14	General Sales Manager	1-5, 14,33,35,36,38,39	Carver Talent
15	Anchor/Multi Media Journalist	All Except: 3,33 - 35,37 - 39	Indeed
16	Multi Media Journalist	All Except: 3,4,33 - 35,37 - 39	Indeed
17	Marketing Consultant	All Except: 3,33 - 39	JazzHR
18	Assignment Editor	All Except: 3,14,33 - 39	WXXV website

19	Newscast Director	1,4,5,35	WXXV website
20	Digital Operations Specialist	All Except: 2,3,14,33,34,37 - 39	Employee referral
21	Traffic Assistant	1,4,5,35	WXXV website

D. During the previous 12 months, there were a total of 67 applicants interviewed for vacancies for open positions. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:

Recruitment Source	Total No. of Interviewees
WXXV website	28
Indeed	17
LinkedIn	1
employee referral	11
Carver Talent	5
Spots n Dots	2
JazzHR	3

E. Supplemental Outreach Initiatives

1. January 29, 2025: WXXV TV sponsored and hosted a Job Fair at the Lyman Community Center in Gulfport, MS. The station was responsible for organizing the event, selecting the location and recruiting employer participants. WXXV TV participated as a potential employer along with 26 other businesses. Approximately 250 job seekers attended. Job seekers were given a postcard with a QR code that links to the WXXV TV website employment page for an up-to-date listing of job openings. WXXV TV used its broadcast signal and website to recruit employers to participate in the job fair as well as inform job seekers of the event. WXXV TV aired these announcements across our 3 broadcast networks a combined total of 969 times. These announcements are in the form of :30 second spot ads.
2. February 20, 2025: WXXV TV Executive Producer participated in the Roy Howard Community Journalism Center's meet and greet with journalism students at the University of Southern Mississippi. The center aims to enhance journalism and empower journalists across southeast Mississippi. The center provides learning opportunities for students while supporting newsrooms in the region.
3. February 25, 2025: WXXV TV Sales Manager participated in the University of Southern Mississippi Gulf Park Careers on the Coast Networking and Job Fair. Interviews were conducted with potential candidates for job openings in Marketing. Attendees were given a postcard with a QR code that links to the WXXV TV website employment page for an up-to-date listing of job openings.
4. February 27, 2025: WXXV TV News Content Manager participated in Mississippi Association of Broadcasters Day at the University of Southern Mississippi in Hattiesburg, MS. This is an outreach effort of the Mississippi Association of Broadcasters designed to help the students and faculty better understand the needs of broadcasters and today's work environment. The outreach effort also helps broadcast educators design programs to give students a better opportunity for a successful career in broadcasting. He met with graduating students to

critique their journalism demo reels. On campus interviews were conducted. Students were encouraged to visit WXXV25.com for current job openings.

5. May 29, 2025: WXXV TV sponsored and hosted a Job Fair at the Lyman Community Center in Gulfport, MS. The station was responsible for organizing the event, selecting the location and recruiting employer participants. WXXV TV participated as a potential employer along with 19 other businesses. Approximately 200 job seekers attended. Job seekers were given a postcard with a QR code that links to the WXXV TV website employment page for an up-to-date listing of job openings. WXXV TV used its broadcast signal and website to recruit employers to participate in the job fair as well as inform job seekers of the event. WXXV TV aired these announcements across our 3 broadcast networks a combined total of 431 times. These announcements are in the form of :25 second spot ads.
6. During the reporting period, WXXV TV had on-going training programs for employees in order to enhance skills on the job and expand working knowledge. General station training includes new hire orientation, safety training, and anti-harassment seminars for employees and supervisors.
7. Year-round, the news department trains staff in all areas of effective news writing and newscast production to improve current job skill sets and to advance their skills. Newsroom staff participated in an in-house seminar on Social Media Strategy – best practices for a unified front to maximize social media opportunities from the newsroom.
8. WXXV's Meteorology team received in depth Baron Weather system training to advance their skills and improve quality of weather forecasts being broadcast on air and across social media platforms.
9. Sales Manager and Marketing Consultants received System 21, Matrix, comScore (Rentrak), and Wide Orbit training. The Sales Department has meetings which cover general business and selling techniques. Most meetings have training components. These consist of topics such as: negotiation strategies, Rentrak ratings data use, presentation methods, ChartLocal digital products and strategies.

10. During the reporting period, various school groups toured the station and observed the daily operations of a TV station. Tour participants were given an in depth look at the making of a television commercial and a live news broadcast. Station personnel discussed education that would be needed for a career in broadcasting and the opportunities of employment in broadcasting.
11. During the reporting period WXXV TV supplied speakers for events sponsored by schools, community and civic organizations. The awareness level of broadcasting as a career option is raised each time a staff member participates in community events.
12. WXXV TV posts vacant openings on our website and promotes our website on-air and across social media platforms to create awareness of the opportunities at the station.