

EEO PUBLIC FILE REPORT

For the 12-month Period Ending January 21, 2018

Prepared by: Morris Network of Mississippi
(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:

	<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled</u>
1.	Production Assistant	December 29, 2016	January 23, 2017
2.	Production Assistant	December 29, 2016	February 3, 2017
3.	Production Assistant	December 29, 2016	February 14, 2017

4.	Multi Media Journalist	January 3, 2017	February 27, 2017
5.	Meteorologist	February 13, 2017	May 22, 2017
6.	Engineer	April 3, 2017	May 22, 2017
7.	Multi Media Journalist	April 13, 2017	May 31, 2017
8.	Production Assistant	April 23, 2017	May 8, 2017
9.	Production Assistant	April 23, 2017	May 16, 2017
10.	Production Assistant	April 23, 2017	May 22, 2017
11.	Account Executive	April 25, 2017	July 10, 2017
12.	Multi Media Journalist	June 12, 2017	July 6, 2017
13.	Production Assistant	July 8, 2017	August 23, 2017
14.	Production Assistant	September 1, 2017	October 2, 2017
15.	Multi Media Journalist	September 18, 2017	November 13, 2017
16.	Multi Media Journalist	September 18, 2017	January 9, 2018
17.	Production Assistant	October 16, 2017	December 29, 2017
18.	Newscast Producer	October 19, 2017	October 31, 2017

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:

<u>Recruitment Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone Number</u>
1. WXXV TV web site*	14351 Highway 49 Gulfport, MS 39503	James Capps	228-832-2525

2. MS Assoc of Broadcasters*	855 S Pear Orchard Rd Suite 403 Ridgeland, MS 39157	Karla Hooten	601-957-9121
3. University of Southern MS	125 McLemore Hall Hattiesburg, MS 39401	Margaret Williams	601-266-6746
4. Pearl River Community College	101 Hwy 11 N Box 5389 Poplarville, MS 39470	Dr Ann Moore	601-403-1183
5. MS Department of Employment	P O Box 2849 Gulfport, MS 39503	Al Brooken	228-897-6900
6. TV Jobs.com Broadcast Employment	P O Box 4116 Oceanside, CA 92042	www.tvjobs.com	800-374-0119
7. Medialine.com	P O Box 51909 Pacific Grove, CA 93950	www.medialine.com	800-237-8073
8. Media-Match	8112 ½ W 3 rd Street Los Angeles, CA 90048	www.media-match.com	323-284-5589
9. Keesler Air Force Base Employment Assistance	81 MSS/DPF 500 Fisher St., Rm 126 Keesler AFB, MS 39532-2554	Lana Smith	228-377-8593
10. Jackson State University	1400 John R. Lynch St. Jackson, MS 39217	E. Hayes-Anthony www.jobplace@jsums.edu	601-979-2477
11. MS Valley State University	14000 Hwy 82 West Itta Bena, MS 38941-1400	Alisha Rose	662-254-3440
12. NAACP/Biloxi Branch	260 Main Street Biloxi, MS 39530	James Crowell	228-432-0206
13. MS University for Women Director of Career Center	W Box 1607 Columbus, MS 39701	Towanda Williams	662-241-7619
14. Alcorn State University	1000 ASU Drive Lorman, MS 39096-7500	Alice Shannon	601-877-6325
15. MS State University	300 Montgomery Hall MS State, MS 39762	www.career.msstate.edu	662-325-3344
16. University of MS Career Services	303E Martindale University, MS 38677	Amanda Walker	662-915-5984

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|---------------------------------------|---|--|--------------|
| 17. William Carey University | 498 Tuscan Ave
Hattiesburg, MS 39401 | Brandon Wright | 601-318-6209 |
| 18. Xavier University | 1 Drexel Drive
New Orleans, LA 70125 | Marion Minnard | 504-520-7364 |
| 19. Tulane University | 6823 St Charles Avenue
New Orleans, LA 70118 | Susan Mickey | 504-247-1739 |
| 20. Southern University at NO | 6400 Press Drive
New Orleans, LA 70126 | Joe Marion | 504-286-5389 |
| 21. University of South Alabama | 6021 USA Drive South
Mobile, AL 36688 | www.myinterfase.com/usacareerservices | |
| 22. Dillard University Mass Comm | 2601 Gentilly Blvd
New Orleans, LA 70122 | Dr. Cleo Allen | 504-816-4041 |
| 23. Louisiana State University | Dalrymple Drive
Baton Rouge, LA 70803 | https://lsu-csm.symplicity.com | 225-578-3202 |
| 24. WXXV Employee Referral | | | |
| 25. Former Employee | | | |
| 26. Walk in | | | |
| 27. Reel Media Group | | www.reelmediagroup.com | |
| 28. Southeastern Louisiana University | 1220 SGA Dr
Hammond, LA 70402 | lharrison@southeastern.edu | |

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:

	<u>Job Title</u>	<u>Recruitment Source Referring Hiree</u>	<u>Recruitment Sources Contacted</u>
1.	Production Assistant	WXXV website	RS #1-24
2.	Production Assistant	MS Dept of Employment	RS # 1-24
3.	Production Assistant	WXXVemployee referral	RS # 1-24
4.	Multi Media Journalist	tvjobs.com	RS # 1-24, 27
5.	Meteorologist	tvjobs.com	RS # 1-24
6.	Engineer	WXXV website	RS # 1-24

7.	Multi Media Journalist	tvjobs.com	RS # 1-24
8.	Production Assistant	MS Dept of Employment	RS # 1-24
9.	Production Assistant	WXXV employee referral	RS # 1-24
10.	Production Assistant	WXXV employee referral	RS # 1-24
11.	Account Executive	WXXV employee referral	RS # 1-24, 26
12.	Multi Media Journalist	tvjobs.com	RS # 1-24
13.	Production Assistant	University of Southern MS	RS # 1-24, 26
14.	Production Assistant	former employee	RS # 1-25
15.	Multi Media Journalist	tvjobs.com	RS # 1-24, 27
16.	Multi Media Journalist	Southeastern Louisiana University	RS # 1-24, 27-28
17.	Production Assistant	WXXV website	RS # 1-24, 26
18.	Newscast Producer	WXXV website	RS # 1-24

D. During the previous 12 months, there were a total of 79 people 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:

<u>Recruitment Source</u>	<u>Total No. of Interviewees</u>
WXXV TV employee referral	19
WXXV website	24
MS Department of Employment	17
TVJobs.com	6
Former WXXV employee	1
Walk – In	6
University of Southern MS	2
Reel Media Group	3
Southeastern Louisiana University	1

E.

1. April 4, 2017: WXXV TV participated in the 2017 Spring Southern Region Military and Civilian Job Fair with the Governor’s Job Fair Network of Mississippi held in Biloxi, MS. During this event, applications were accepted for open positions. Information and materials were given out concerning types of positions available in the broadcast field. WXXV TV participated as a potential employer.
2. April 19, 2017: WXXV TV Newscast Producer 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 broadcaster's and today's work environment. The outreach effort also helps broadcast educators design programs to give the students a better opportunity for a successful career in broadcasting. He met with graduating students to critique their journalism demos and also participated on a panel to answer questions the students had concerning the broadcast industry and conducted on campus interviews.

3. June 28, 2017: WXXV TV participated in the South MS EmployAbility Job Fair with the Governor's Job Fair Network of Mississippi and Mississippi Department of Rehabilitation Services held in Lyman, MS. During the event, applications were accepted for open positions. Information and materials were handed out concerning types of positions available in the broadcast field. WXXV TV participated as a potential employer.
4. During this reporting period several School Groups and Boy & Girl Scout troops 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. Station personnel discussed education that would be needed for a career in broadcasting and the opportunities of employment in broadcasting.
5. WXXV TV participates in an on-going Student Job Shadow Program. This program allows students from local schools to come into the workplace to observe an employee(s) performing their daily tasks.
6. WXXV TV participates in an on-going Internship program with the University of Southern Mississippi in Hattiesburg, MS. This program is designed to host college students in their pursuit of a broadcast career. The program provides students with meaningful hands on working experience as they earn college credit.
7. WXXV TV participates in an on-going Internship program with the University of South Alabama in Mobile, AL. This program is designed to host college students in their pursuit of a broadcast career. The program provides students with meaningful hands on working experience as they earn college credits. Production Interns work with producers and directors in the planning and execution of live television broadcasts; editing daily newscasts, floor directing, and equipment maintenance.
8. During this reporting period WXXV 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 is sent out into the community.
9. During the reporting period WXXV 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. News staff received training on updated versions for Flex Ticker, Dejero live shot technology and Media Vault archive system. Graphic Artist

and Newscast Director received training on VizRT. Sales Manager and Account Executives received Matrix, comScore (Rentrak), Wide Orbit and OSI training. Business Manager participated in teleconference discussing changes and requirements for the new Form I-9. Business Manager completed/attended "Best Practices for Conducting Sexual Harassment Investigations". 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.

10. WXXV TV posts vacant openings on our website and promotes our website on-air to create awareness of the opportunities at the station.

Name of Respondent: Donna G. Ingram

Signed: 

Typed Name: Donna G. Ingram

Title: Business Manager

Date: January 29, 2018

Telephone No: 228-831-5201