

Federal Communications Commission

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Account number: 159305

Description: WCBI-TV EEO MID-TERM REPORT

Application Reference Number: 20170201ABC

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Federal Communications Commission Washington, D.C. 20554		Approved by OMB 3060-0922 (September 2002)		FOR FCC USE ONLY				
FCC 397								
BROADCAST MID-TERM REPORT				FOR COMMISSION USE ONLY FILE NO. - 20170201ABC				
Legal Name of the Licensee WCBI-TV, LLC								
Mailing Address 27 ABERCORN STREET								
City SAVANNAH		State or Country (if foreign address) GA		Zip Code 31401 -				
Telephone Number (include area code) 9122331281			E-Mail Address (if available)					
FCC Registration Number 0009804139		Facility ID Number 12477		Call Sign WCBI-TV				
<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:25%;">TYPE OF BROADCAST STATION:</td> <td style="width:40%;"> Commercial Broadcast Station <input type="radio"/> Radio <input checked="" type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International </td> <td style="width:35%;"> Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV </td> </tr> </table>						TYPE OF BROADCAST STATION:	Commercial Broadcast Station <input type="radio"/> Radio <input checked="" type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV
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Application Purpose <input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report								
List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.								
[Station List]								
Station List								
List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.								
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)				
WCBI-TV	12477	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	COLUMBUS, MS	<input type="radio"/> Yes <input checked="" type="radio"/> No				
SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:								

Name ANNE GOODWIN CRUMP		Street Address 1300 N. 17TH STREET ELEVENTH FLOOR	
City ARLINGTON	State VA	Zip Code 22209-	Telephone Number 7038120400

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification] .

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? Yes No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent BOBBY BERRY
Title CHIEF OPERATING OFFICER	Telephone No. (include area code) 4787454141
Date 2/1/2017	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: DEREK ROGERS	Title: GENERAL MANAGER
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

Section III

MID-TERM REPORT

Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

[Exhibit 1]

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERF, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 1

Description: EEO PUBLIC FILE REPORTS

PLEASE SEE ATTACHED COPIES OF THE WCBI-TV EMPLOYMENT UNIT'S 2015-2016 AND 2016-2017 EEO PUBLIC FILE REPORTS.

Attachment 1

Description
<u>2015-16 EEO Public File Report</u>
<u>2016-17 EEO Public File Report</u>

EEO PUBLIC FILE REPORT

For the 12 Month Period Ending January 31, 2016

Prepared by **WCBI-TV, LLC**

This report covers the following employment unit: WCBI-TV

<u>Call Sign</u>	<u>Facility ID #</u>	<u>Type of Station</u>	<u>Location</u>
WCBI - TV	12477	Commercial Television	Columbus, MS

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

Job Title	Date of Opening	Date Filled
Account Executive-FT	Feb 2015	March 2015
Producer - FT	Feb 2015	March 2015
Anchor / Reporter-FT	March 2015	April 2015
News Production - FT	May 2015	May 2015
Reporter - FT	March 2015	May 2015
Morning Anchor-FT	May 2015	July 2015
Reporter - FT	May 2015	July 2015
Promotion Producer-FT	June 2015	July 2015
Meteorologist / Reporter-FT	June 2015	Aug 2015
Account Executive-FT	Aug 2015	Aug 2015
Digital Sales Specialist-FT	July 2015	August 2015
Traffic / Sales Asst. – FT	July 2015	Aug 2015
Webmaster-FT	Aug 2015	Oct 2015
IT/ Engineering – FT	January 2016	January 2016

B. During the past twelve 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. The number of interviewees referred by each recruitment source is shown on each of the attached forms.

Account Executive.: Job Expo, In-house posting*, WCBI.com*, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, WTW Program (Dept of Human Services) MS Employment Security Commission, University of MS Job Center and The Commercial Dispatch (Filled wcbi.com)

Producer.: Job Expo, In-house posting*, WCBI.com*, TV Jobs, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, WTW Program (Dept of Human Services) MS Employment Security Commission, University of MS Job Center and The Commercial Dispatch (Filled from in-house posting)

Anchor / Reporter: Job Expo, In-house posting*, WCBI.com*, TV Jobs, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, University of MS Job Center ,The Commercial Dispatch (Filled by tv jobs)

News Production - FT: Job Expo, In-house posting*, WCBI.com*, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, WTW Program (Dept of Human Services) MS Employment Security Commission, University of MS Job Center ,The Commercial Dispatch (Filled from Mississippi University for Women)

Reporter (2 positions): Job Expo, In-house posting*, WCBI.com*, TV Jobs, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, University of MS Job Center ,The Commercial Dispatch (Both positions filled by tv jobs)

Morning Anchor: Job Expo, In-house posting*, WCBI.com*, TV Jobs, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, University of MS Job Center ,The Commercial Dispatch (Filled by wcbi.com)

Promotion Producer.: Job Expo, In-house posting*, WCBI.com*, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, WTW Program (Dept of Human Services) MS Employment Security Commission, University of MS Job Center ,The Commercial Dispatch (Filled from wcbi.com)

Meteorologist / Reporter: Job Expo, In-house posting*, WCBI.com*, TV Jobs, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, WTW Program (Dept of Human Services) MS Employment Security Commission, University of MS Job Center ,The Commercial Dispatch (Filled by tv jobs)

Account Executive.: Job Expo, In-house posting*, WCBI.com*, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, WTW Program (Dept of Human Services) MS Employment Security Commission, University of MS Job Center and The Commercial Dispatch (Filled wcbi.com)

Digital Sales Specialist.: Job Expo, In-house posting*, WCBI.com*, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, WTW Program (Dept of Human Services) MS Employment Security Commission, University of MS Job Center, The Commercial Dispatch and LinkedIn (Filled by LinkedIn)

Traffic / Sales Assistant.: Job Expo, In-house posting*, WCBI.com*, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, WTW Program (Dept of Human Services) MS Employment Security Commission, University of MS Job Center ,The Commercial Dispatch (Filled from referral)

Webmaster.: Job Expo, In-house posting*, WCBI.com*, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, WTW Program (Dept of Human Services) MS Employment Security Commission, University of MS Job Center, The Commercial Dispatch, Indeed.com and LinkedIn (Filled by indeed.com)

IT / Engineering: Job Expo, In-house posting*, WCBI.com*, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, WTW Program (Dept of Human Services) MS Employment Security Commission, University of MS Job Center ,The Commercial Dispatch (Filled from wcbi.com)

During the past twelve months the station employment unit engaged in the following EEO outreach efforts. (or activities)

- a. Mississippi State University Career Fair , March 2015 – An annual on campus event for graduating students to learn about employment opportunities in the Golden Triangle and throughout Mississippi. WCBI participated as a potential employer.**
- b. University of Mississippi Career Fair, April 2015 - An annual on campus event for graduating students to learn about employment opportunities in the Golden Triangle and throughout Mississippi. WCBI participated as a potential employer.**
- c. New Hope High School Career Fair, September 2015 – An event for New Hope High School students. WCBI was a sponsor and participated in the event as well.**
- d. Golden Triangle Employment Expo, October 2015 - A community wide event attracting over 1,500 job seekers and 50 area employers. WCBI was a major sponsor of this event as well as participating as a potential employer.**
- e. Mississippi Association of Broadcasters- A statewide event attracting graduating students, general public, and experienced broadcasters for this employment expo. WCBI participated as a potential employer.**

- f. **WCBI-TV Website, We post every vacant opening we have on our website and promote our website on-air to create awareness of the opportunities at the station.**
- g. **Internships, WCBI-TV participates in Internship programs with Mississippi State University, University of Mississippi, Mississippi University for Women, and East Mississippi Community College. We had 10 interns during the year over the Spring Summer, and Fall semesters.**
- h. **High School Career Days, WCBI participated with 6 local High Schools and Junior Colleges providing classroom and career day discussion with students regarding career opportunities in the broadcast journalism area.**
- i. **High School Job Shadowing: WCBI participated with 3 local high schools for 3 students that expressed a desire to pursue a career in the broadcasting industry.**
- j. **Indeed.com: Employment recruiting website. WCBI expanded the search for key positions with specific skill sets to this employment website.**
- k. **Linkedin: Professional networking website, WCBI used this site to target and search for a key position with a specific skills set needed for this new position.**

Total Interviewed in the reporting period - 41 for all job openings

Recruitment Source for Interviewees

Job Expo- 0
In house posting-3
TV jobs.com - 11
WCBI.com-16
MSU Career Center-2
University of MS-0
MUW Career Center-2
EMCC – 0
MS Employment Services-1
Columbus Lowndes NAACP-0
TV Technology and Broadcast Engineering-0
Commercial Dispatch-3
Linkedin-1
Indeed.com-1
Referral-1

RECRUITING SOURCES USED

REFERRAL SOURCE		ADDRESS	CITY	CONTACT	PHONE
WCBI WEBSITE		P.O. BOX 271	Columbus, MS 39701	Webmaster	662.327.4444
MISS STATE UNIVERSITY (Career Services)		P.O. Box P	Miss State, MS 39762	Luther Epting	662.325.3344
MS University For Women (Career Services Director)		1100 College Street 300 Montgomery Hall	Columbus MS 39701	Towanda Williams	662.241.7619
MS Employment Security Commission (WIN JOB CTR)		P. O. Box 951	Columbus, MS 39703	Billy Hamilton	662.328.6876
MS Employment Security Commission (WIN JOB CTR)		P.O. Box 110	Tupelo MS 38802	Betsy Maxcy	662.842.4371
MS Association of Broadcasters		855 S Pear Orchard Rd Suite 403	Ridgeland, MS 39157	Jackie Lett	601.957.9121
Lee County NAACP		1008 Hilda Dr	Tupelo , MS 38804	Robert Jamison	662.680.5171
Lowndes County NAACP		P.O. Box 527	Columbus, MS 39701	LaVonne Harris	662-549-2390
East MS Community College		8731 Frontage Road	Mayhew, MS	Career Services	662-243-1900
MS Dept Human Service WTW - Lowndes County		1604 College Street	Columbus , MS 39701	Patricia Brooks	662-329-5742
University of Mississippi Career Services		303 Martindale	University, MS 38677	Amanda Walker	662-915-7174
The Commercial Dispatch		PO Box 511 classifieds@cdispatch.com	Columbus, MS 39703	Classifieds	662-328-2471
Indeed.com		Indeed.com	N/A	N/A	N/A
Linkedin		Linkedin.com	N/A	N/A	N/A

EEO PUBLIC FILE REPORT

For the 12 Month Period Ending January 31, 2017

Prepared by **WCBI-TV, LLC**

This report covers the following employment unit: WCBI-TV

<u>Call Sign</u>	<u>Facility ID #</u>	<u>Type of Station</u>	<u>Location</u>
WCBI - TV	12477	Commercial Television	Columbus, MS

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

Job Title	Date of Opening	Date Filled
Videographer	April 2016	May 2016
News Production – FT	April 2016	May 2016
Digital Sales Manager – FT	March 2016	May 2016
Reporter - FT	March 2015?	June 2016
Reporter - FT	March 2015?	June 2016
Account Executive – FT	April 2016?	July 2016
Account Executive – FT	April 2016?	July 2016
News Production – FT	July 2016	July 2016
News Production – FT	July 2016	August 2016
News Production – FT	July 2016	August 2016
Digital Operations Specialist – FT	August 2016	October 2016
Meteorologist – FT	August 2016	December 2016
Promotions producer / Web – FT	October 2016	December 2016

B. During the past twelve 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. The number of interviewees referred by each recruitment source is shown on each of the attached forms.

Videographer - FT: In-house posting*, WCBI.com*, Mississippi State University Career Center, Mississippi University for Women Career Center, Columbus / Lowndes NAACP, Lee County NAACP, EMCC, WTW Program (Dept of Human Services) MS Employment Security Commission, University of MS Job Center, The Commercial Dispatch (Filled from Mississippi State University posting)

News Production - FT: In-house posting*, WCBI.com*, Mississippi State University Career Center, Mississippi University for Women Career Center, Columbus / Lowndes NAACP, Lee County NAACP, EMCC, WTW Program (Dept of Human Services) MS Employment Security Commission, University of MS Job Center and The Commercial Dispatch (Filled from in-house posting)

Digital Sales Manager: Golden Triangle Employment Expo, In-house posting*, WCBI.com*, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, WTW Program (Dept of Human Services) MS Employment Security Commission, University of MS Job Center, The Commercial Dispatch and indeed.com (Filled by in-house posting)

Reporter – FT: (2 positions): In-house posting*, WCBI.com*, TV Jobs, Mississippi State University Career Center, Mississippi University for Women Career Center, Columbus / Lowndes NAACP, Lee County NAACP, EMCC, University of MS Job Center, University of MS Job Center, University of Central Florida School of Communication, Troy University School of Communication, Medialine and The Commercial Dispatch (Both positions filled by tv jobs)

Account Executive.: Golden Triangle Employment Expo, In-house posting*, WCBI.com*, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, WTW Program (Dept of Human Services) MS Employment Security Commission, University of MS Job Center, The Commercial Dispatch and indeed.com (Filled by wcbi.com posting)

Account Executive.: Golden Triangle Employment Expo, In-house posting*, WCBI.com*, Mississippi State University Career Center, Mississippi University for Women Career Center, CL-NAACP, EMCC, WTW Program (Dept of Human Services) MS Employment Security Commission, University of MS Job Center, The Commercial Dispatch and indeed.com (Filled by indeed.com posting)

News Production - FT: In-house posting*, WCBI.com*, Mississippi State University Career Center, Mississippi University for Women Career Center, Columbus / Lowndes NAACP, Lee County NAACP, EMCC, WTW Program (Dept of Human Services) MS Employment Security Commission, University of MS Job Center, The Commercial Dispatch (Filled from wcbi.com posting)

News Production - FT: In-house posting*, WCBI.com*, Mississippi State University Career Center, Mississippi University for Women Career Center, Columbus / Lowndes NAACP, Lee County NAACP, EMCC, WTW Program (Dept of Human Services) MS Employment Security Commission, University of MS Job Center and The Commercial Dispatch (Filled from in-house posting)

News Production - FT: In-house posting*, WCBI.com*, Mississippi State University Career Center, Mississippi University for Women Career Center, Columbus / Lowndes NAACP, Lee County NAACP, EMCC, WTW Program (Dept of Human Services) MS Employment Security Commission, University of MS Job Center and The Commercial Dispatch (Filled from EMCC posting)

Digital Operations Specialist.: Golden Triangle Employment Expo, In-house posting*, WCBI.com*, Mississippi State University Career Center, Mississippi University for Women Career Center, Columbus / Lowndes NAACP, Lee County

NAACP, EMCC, WTW Program (Dept of Human Services) MS Employment Security Commission, University of MS Job Center, The Commercial Dispatch and indeed.com (Filled by Golden Triangle Employment Expo)

Meteorologist: In-house posting*, WCBI.com*, TV Jobs, Mississippi State University Career Center, Mississippi University for Women Career Center, Columbus / Lowndes NAACP, Lee County NAACP, EMCC, WTW Program (Dept of Human Services) MS Employment Security Commission, University of MS Job Center, University of Central Florida School of Communication, Troy University School of Communication, Medialine and The Commercial Dispatch (Filled by tv jobs)

Promotions Producer / Web: Golden Triangle Employment Expo, In-house posting*, WCBI.com*, Mississippi State University Career Center, Mississippi University for Women Career Center, Columbus / Lowndes NAACP, Lee County NAACP, EMCC, WTW Program (Dept of Human Services) MS Employment Security Commission, University of MS Job Center, The Commercial Dispatch and indeed.com (Filled from Mississippi University for Women)

During the past twelve months the station employment unit engaged in the following EEO outreach efforts. (or activities)

- a. University of Mississippi Journalism and Broadcasting Career Fair, March 2016 - An annual on campus event for graduating students to learn about employment opportunities in the Golden Triangle and throughout Mississippi. WCBI participated as a potential employer. Mississippi Association of Broadcasters organized the event.**
- b. New Hope High School Career Fair, October 2016 – An event for New Hope High School students. WCBI was a sponsor and participated in the event as well.**
- c. Golden Triangle Employment Expo, October 2016 - A community wide event attracting over 1,500 job seekers and 50 area employers. WCBI was a major sponsor of this event as well as participating as a potential employer.**
- d. Mississippi Association of Broadcasters- A statewide event attracting graduating students, general public, and experienced broadcasters for this employment expo. WCBI participated as a potential employer.**
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- h. High School Job Shadowing: WCBI participated with 3 local high schools for 3 students that expressed a desire to pursue a career in the broadcasting industry.
- i. Indeed.com: Employment recruiting website. WCBI expanded the search for key positions with specific skill sets to this employment website.
- j. Linkedin: Professional networking website, WCBI used this site to target and search for a key position with a specific skills set needed for this new position.

Total Interviewed in the reporting period - 74 for all job openings

Recruitment Source for Interviewees

Golden Triangle Employment Expo – 3

In house posting – 5

TV jobs.com – 12

Medialine – 2

Troy University School of Communication – 1

University of Central Florida School of Communication – 1

WCBI.com – 23

MSU Career Center – 6

University of MS – 2

MUW Career Center – 5

EMCC – 2

MS Employment Services – 1

Columbus Lowndes NAACP – 0

Lee County NAACP – 0

Commercial Dispatch – 1

Linkedin – 1

Indeed.com – 4

Referral – 5

RECRUITING SOURCES USED

REFERRAL SOURCE		ADDRESS	CITY	CONTACT	PHONE
WCBI WEBSITE		P.O. BOX 271	Columbus, MS 39701	Webmaster	662.327.4444
MISS STATE UNIVERSITY (Career Services)		P.O. Box P	Miss State, MS 39762	Luther Epting	662.325.3344
MS University For Women (Career Services Director)		1100 College Street 300 Montgomery Hall	Columbus MS 39701	Towanda Williams	662.241.7619
MS Employment Security Commission (WIN JOB CTR)		P. O. Box 951	Columbus, MS 39703	Billy Hamilton	662.328.6876
MS Employment Security Commission (WIN JOB CTR)		P.O. Box 110	Tupelo MS 38802	Betsy Maxcy	662.842.4371
MS Association of Broadcasters		855 S Pear Orchard Rd Suite 403	Ridgeland, MS 39157	Karla Hooten	601.957.9121
Lee County NAACP		1008 Hilda Dr	Tupelo , MS 38804	Robert Jamison	662.680.5171
Columbus Lowndes County NAACP		P.O. Box 527	Columbus, MS 39701	LaVonne Harris	662-549-2390
East MS Community College		8731 Frontage Road	Mayhew, MS	Career Services	662-243-1900
MS Dept Human Service WTW - Lowndes County		1604 College Street	Columbus , MS 39701	Patricia Brooks	662-329-5742
University of Mississippi Career Services		303 Martindale	University, MS 38677	Amanda Walker	662-915-7174
The Commercial Dispatch		PO Box 511 classifieds@cdispatch.com	Columbus, MS 39703	Classifieds	662-328-2471
Indeed.com		Indeed.com	N/A	N/A	N/A
Linkedin		Linkedin.com	N/A	N/A	N/A