

EEO PUBLIC FILE REPORT

FOR

STATION WBBJ-TV
JACKSON, TN

**This EEO Public File Report
Covers APRIL 1, 2009
Ending on March 31, 2010**

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 [4/1/09-3/31/10], the station filled the following full-time vacancies:

**1 CM PHOTOGRAPHER/EDITOR
4 GENERAL ASSIGNMENT REPORTERS
1 TECHNICAL DIRECTOR
1 ACCOUNT EXECUTIVE
1 NEWS DIRECTOR**

The station interviewed a total of 30 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
NATIONAL ASSOC. OF STATE BROADCASTERS	1
TV JOBS.COM	12
TENNESSEE ASSOCIATION OF BROADCASTERS	1
JACKSON STATE COMM. COLLEGE	0
MIDDLE TENNESSEE STATE UNIV.	0
LANE COLLEGE	0
AMERICAN WOMEN IN RADIO & TV	0
OHIO/ILLINOIS CENTER FOR BROADCASTING	0
TENNESSEE DEPT. OF EMPLOYMENT SECURITY	0
UNIVERSITY OF TENNESSEE-MARTIN	0
FREED HARDEMAN UNIVSERITY	0
UNION UNIVERSITY	0
MEDIALINE	0
THE STAR CENTER	0
TENNESSEE STATE UNIVERSITY	0
BROWN COLLEGE	0
WBBJ-TV JOB BOARD	1
WBBJ-TV WEBSITE	6
EMPLOYEE REFERRAL	6
LAMBUTH UNIVERSITY	0
WESTERN ILLINOIS UNIVERSITY	0
SOUTHERN ILLINOIS UNIVERSITY	0
MANSHIP SCHOOL OF MASS COMMUNICATION	0
OLE MISS JOURNALISM SCHOOL	0
MISSOURI SCHOOL OF JOURNALISM	0
UNIVERSITY OF TENNESSEE –KNOXVILLE	0
SCHOOL OF JOURNALISM & TELECOMMUNICATIONS	0
MISSISSIPPI STATE UNIVERSITY	0
VANDERBILT UNIVERSITY	0
UNIVERSITY OF NORTH CAROLINA	0
ARKANSAS STATE UNIVERSITY	0
RUST COLLEGE	0
LEMOYNE-OWEN COLLEGE	0
FISK UNIVERSITY	0
TREVECCA UNIVERSITY	0
MURRAY STATE UNIVERSITY	0
BELMONT UNIVERSITY	0
GRACE BROADCASTING JOB FAIR	2
CRAIGSLIST	1

Attachment A contains the following information for each full-time vacancy:

- < **The number of persons interviewed for each full-time vacancy; and**
- < **The total number of interviewees referred The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;**

- < **The recruitment source that referred the hiree for each full-time vacancy;**
- < **The total number by each recruitment source used in connection with each vacancy.**

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

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ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

Description of Vacancy: CM Photographer/Editor

Recruitment Source that Referred the Hiree: Tennessee Assoc. of Broadcasters

Date Vacancy Opened: 12/1/2009

Total Number of Persons interviewed for the vacancy

6

Date Vacancy filled: 1/28/2010

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
National Association of State Broadcasters			www.careerpage.org	1	No
Craigslist	Jackson, TN		http://jacksontn.craigslist.org	1	No
TV Jobs.Com	TV Jobs.Com	National Advertising	tvjobs.com		No
Tennessee Association of Broadcasters	50 Music Square West #900 Nashville, TN 37203	Whit Adamson	tabtn.org	1	Yes
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony	fanthony@jssc.edu		Yes
Middle TN State University	1301 E. Main Murfreesboro, TN 37132	Send all notices to their website.	career.web.mtsu.edu		No
Lane College	545 Lane Avenue Jackson, TN 38301	Robbie Coleman	rcoleman@lanecollege.edu		Yes
American Women in Radio and Television	8405 Greensboro Drive Suite 800 McLean, VA 22102	Placement Director Career line	awrt.org 703-506-3290		No
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James	gary@beonair.com 216-447-9117		Yes
Tennessee Career Center Jackson	362 Carriage House Drive Jackson, TN 38305	Steve Crabtree	Phone # 731-668-2040 Fax# 731-660-8085		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		Yes
Freed Hardman University	158 Main Street Henderson, TN 38340	Monica Alexander	ccr@fhu.edu		Yes
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor	sclark@uu.edu 731-661-5316		Yes
Media line	P. O. Box 51909 Pacific Grove, CA 93950	Mark Shilstone	medialine.com 800-237-8073		Yes
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Vicki Pate	fax:731-668-1666		Yes
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer	tfizer@tnstate.edu 615-963-5981		No
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	aluckie-parks@browncollege.edu 651-905-3465		Yes

WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	1	No
WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	www.wbbjtv.com	2	No
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral			No
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	key@lambuth.edu 731-425-3476		Yes
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	Career Center	sronline@siu.edu 618-453-2121		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	masscomm@lsu.edu 225-578-2336		No
Ole Miss Journalism School	300 Martindale Hall University, MS 38677-1848	Ellen Meachem	662-915-7174		No
Missouri School of Journalism	76 Gannett Hall Columbia, MO 65211-1200	Phousavanh Sengsavanh	573-882-0373		No
University of TN Knoxville	100 Dunford Hall Knoxville, TN 37996-4010	Dr. Sam Swan	career@utk.edu 865-974-5435		No
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	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6868		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	Neal Vickers	870-972-3025		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Martha Howard	662-252-4661 ext. 209		No
LeMoyné-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	David Deese	615-248-1515		No
Murray State University	114 Wilson Hall Murray, KY 42071	Jeanne S. Scafella	jeanne.scafella@murraystate.edu		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		No

Description of Vacancy: General Assignment Reporter

Recruitment Source that Referred the Hiree:

TV Jobs

Date Vacancy Opened: 2/12/2009

Total Number of Persons interviewed for the vacancy

3

Date Vacancy filled: 5/27/2009

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	TV Jobs.Com	National Advertising	tvjobs.com	1	No
Tennessee Association of Broadcasters	50 Music Square West #900 Nashville, TN 37203	Whit Adamson	tabtn.org		Yes
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony	fanthony@jsc.edu		Yes
Middle TN State University	1301 E. Main Murfreesboro, TN 37132	Send all notices to their website.	career.web.mtsu.edu		No
Lane College	545 Lane Avenue Jackson, TN 38301	Robbie Coleman	rcoleman@lanecollege.edu		Yes
American Women in Radio and Television	8405 Greensboro Drive Suite 800 McLean, VA 22102	Placement Director Career line	awrt.org 703-506-3290		No
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James	gary@beonair.com 216-447-9117		Yes
Tennessee Career Center Jackson	362 Carriage House Drive Jackson, TN 38305	Steve Crabtree	Phone # 731-668-2040 Fax# 731-660-8085		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		Yes
Freed Hardman University	158 Main Street Henderson, TN 38340	Monica Alexander	ccr@fhu.edu		Yes
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor	sclark@uu.edu 731-661-5316		Yes
Media line	P. O. Box 51909 Pacific Grove, CA 93950	Mark Shilstone	medialine.com 800-237-8073		Yes
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Vicki Pate	fax:731-668-1666		Yes
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer	tfizer@tnstate.edu 615-963-5981		No
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	aluckie-parks@browncollege.edu 651-905-3465		Yes

WBBJ-TV Job Board	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	1	No
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral		1	No
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	key@lambuth.edu 731-425-3476		Yes
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	Career Center	sronline@siu.edu 618-453-2121		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	masscomm@lsu.edu 225-578-2336		No
Ole Miss Journalism School	300 Martindale Hall University, MS 38677-1848	Ellen Meachem	662-915-7174		No
Missouri School of Journalism	76 Gannett Hall Columbia, MO 65211-1200	Phousavanh Sengsavanh	573-882-0373		No
University of TN Knoxville	100 Dunford Hall Knoxville, TN 37996-4010	Dr. Sam Swan	career@utk.edu 865-974-5435		No
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	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6868		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	Neal Vickers	870-972-3025		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Martha Howard	662-252-4661 ext. 209		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	David Deese	615-248-1515		No
Murray State University	114 Wilson Hall Murray, KY 42071	Jeanne S. Scafella	jeanne.scafella@murraystate.edu		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		No

Description of Vacancy: General Assignment Reporter

Date Vacancy Opened: 2/12/2009

Date Vacancy filled: 4/1/2009

Recruitment Source that Referred the Hiree:

Total Number of Persons interviewed for the vacancy

TV Jobs

2

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	TV Jobs.Com	National Advertising	tvjobs.com	1	No
Tennessee Association of Broadcasters	50 Music Square West #900 Nashville, TN 37203	Whit Adamson	tabtn.org		Yes
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony	fanthony@jssc.edu		Yes
Middle TN State University	1301 E. Main Murfreesboro, TN 37132	Send all notices to their website.	career.web.mtsu.edu		No
Lane College	545 Lane Avenue Jackson, TN 38301	Robbie Coleman	rcoleman@lanecollege.edu		Yes
American Women in Radio and Television	8405 Greensboro Drive Suite 800 McLean, VA 22102	Placement Director Career line	awrt.org 703-506-3290		No
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James	gary@beonair.com 216-447-9117		Yes
Tennessee Career Center Jackson	362 Carriage House Drive Jackson, TN 38305	Steve Crabtree	Phone # 731-668-2040 Fax# 731-660-8085		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		Yes
Freed Hardman University	158 Main Street Henderson, TN 38340	Monica Alexander	ccr@fhu.edu		Yes
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor	sclark@uu.edu 731-661-5316		Yes
Media line	P. O. Box 51909 Pacific Grove, CA 93950	Mark Shilstone	medialine.com 800-237-8073		Yes
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Vicki Pate	fax:731-668-1666		Yes
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer	tfizer@tnstate.edu 615-963-5981		No
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	aluckie-parks@browncollege.edu 651-905-3465		Yes

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WBBJ-TV Website	346 Muse St. Jackson, TN 38301	Webmaster	www.wbbjtv.com		No
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral		1	No
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	key@lambuth.edu 731-425-3476		Yes
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	Career Center	sronline@siu.edu 618-453-2121		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	masscomm@lsu.edu 225-578-2336		No
Ole Miss Journalism School	300 Martindale Hall University, MS 38677-1848	Ellen Meachem	662-915-7174		No
Missouri School of Journalism	76 Gannett Hall Columbia, MO 65211-1200	Phousavanh Sengsavanh	573-882-0373		No
University of TN Knoxville School of Journalism & Telecommunication	100 Dunford Hall Knoxville, TN 37996-4010	Dr. Sam Swan	career@utk.edu 865-974-5435		No
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Placement	662-325-3344		No
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6868		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	Neal Vickers	870-972-3025		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Martha Howard	662-252-4661 ext. 209		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	David Deese	615-248-1515		No
Murray State University	114 Wilson Hall Murray, KY 42071	Jeanne S. Scafella	jeanne.scafella@murraystate.edu		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		No

Description of Vacancy: General Assignment Reporter Recruitment Source that Referred the Hiree: WBBJ-TV Website
Date Vacancy Opened: 5/6/2009 Total Number of Persons interviewed for the vacancy 3
Date Vacancy filled: 6/22/2009

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	TV Jobs.Com	National Advertising	tvjobs.com	2	No
Tennessee Association of Broadcasters	50 Music Square West #900 Nashville, TN 37203	Whit Adamson	tabtn.org		Yes
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony	fanthony@jsc.edu		Yes
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Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James	gary@beonair.com 216-447-9117		Yes
Tennessee Career Center Jackson	362 Carriage House Drive Jackson, TN 38305	Steve Crabtree	Phone # 731-668-2040 Fax# 731-660-8085		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		Yes
Freed Hardman University	158 Main Street Henderson, TN 38340	Monica Alexander	ccr@fhu.edu		Yes
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor	sclark@uu.edu 731-661-5316		Yes
Media line	P. O. Box 51909 Pacific Grove, CA 93950	Mark Shilstone	medialine.com 800-237-8073		Yes
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Vicki Pate	fax:731-668-1666		Yes
Tennessee State University	3500 John Merritt Blvd Nashville,TN 37209-1561	Tonya Fizer	tfizer@tnstate.edu 615-963-5981		No
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	aluckie-parks@browncollege.edu 651-905-3465		Yes

WBBJ-TV Job Board	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	1	No
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral			No
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	key@lambuth.edu 731-425-3476		Yes
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	Career Center	sronline@siu.edu 618-453-2121		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	masscomm@lsu.edu 225-578-2336		No
Ole Miss Journalism School	300 Martindale Hall University, MS 38677-1848	Ellen Meachem	662-915-7174		No
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University of TN Knoxville	100 Dunford Hall Knoxville, TN 37996-4010	Dr. Sam Swan	career@utk.edu 865-974-5435		No
School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042	Career Center	859-257-2786		No
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Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6868		No
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Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711		No
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-248-1515		No
Murray State University	114 Wilson Hall Murray, KY 42071	Jeanne S. Scafella	jeanne.scafella@murraystate.edu		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		No

Description of Vacancy: Technical Director

Recruitment Source that Referred the Hire:

Employee Referral

Date Vacancy Opened: 11/18/2009

Total Number of Persons interviewed for the vacancy

1

Date Vacancy filled: 12/15/2009

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	TV Jobs.Com	National Advertising	tvjobs.com		No
Tennessee Association of Broadcasters	50 Music Square West #900 Nashville, TN 37203	Whit Adamson	tabtn.org		Yes
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony	fanthony@jacc.edu		Yes
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University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		Yes
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Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor	sclark@uu.edu 731-661-5316		Yes
Media line	P. O. Box 51909 Pacific Grove, CA 93950	Mark Shilstone	medialine.com 800-237-8073		Yes
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Vicki Pate	fax:731-668-1666		Yes
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer	tfizer@tnstate.edu 615-963-5981		No
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	aluckie-parks@browncollege.edu 651-905-3465		Yes

WBBJ-TV Job Board	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		No
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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	Career Center	sronline@siu.edu 618-453-2121		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	masscomm@lsu.edu 225-578-2336		No
Ole Miss Journalism School	300 Martindale Hall University, MS 38677-1848	Ellen Meachem	662-915-7174		No
Missouri School of Journalism	76 Gannett Hall Columbia, MO 65211-1200	Phousavanh Sengsavanh	573-882-0373		No
University of TN Knoxville	100 Dunford Hall Knoxville, TN 37996-4010	Dr. Sam Swan	career@utk.edu 865-974-5435		No
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	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6868		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	Neal Vickers	870-972-3025		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Martha Howard	662-252-4661 ext. 209		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	David Deese	615-248-1515		No
Murray State University	114 Wilson Hall Murray, KY 42071	Jeanne S. Scafella	jeanne.scafella@murraystate.edu		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		No

Description of Vacancy: Account Executive

Date Vacancy Opened: 3/4/2009

Date Vacancy filled: 5/12/2009

Recruitment Source that Referred the Hire:

Total Number of Persons interviewed for the vacancy

Grace Broadcasting Job Fair

5

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	TV Jobs.Com	National Advertising	tvjobs.com		No
Tennessee Association of Broadcasters	50 Music Square West #900 Nashville, TN 37203	Whit Adamson	tabtn.org		Yes
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony	fanthony@jscc.edu		Yes
Middle TN State University	1301 E. Main Murfreesboro, TN 37132	Send all notices to their website.	career.web.mtsu.edu		No
Lane College	545 Lane Avenue Jackson, TN 38301	Robbie Coleman	rcoleman@lanecollege.edu		Yes
American Women in Radio and Television	8405 Greensboro Drive Suite 800 McLean, VA 22102	Placement Director Career line	awrt.org 703-506-3290		No
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James	gary@beonair.com 216-447-9117		Yes
Tennessee Career Center Jackson	362 Carriage House Drive Jackson, TN 38305	Steve Crabtree	Phone # 731-668-2040 Fax# 731-660-8085		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		Yes
Freed Hardman University	158 Main Street Henderson, TN 38340	Monica Alexander	ccr@fhu.edu		Yes
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor	sclark@uu.edu 731-661-5316		Yes
Media line	P. O. Box 51909 Pacific Grove, CA 93950	Mark Shilstone	medialine.com 800-237-8073		Yes
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Vicki Pate	fax:731-668-1666		Yes
Tennessee State University	3500 John Merritt Blvd Nashville,TN 37209-1561	Tonya Fizer	tfizer@tnstate.edu 615-963-5981		No
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	aluckie-parks@browncollege.edu 651-905-3465		Yes

WBBJ-TV Job Board	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	1	No
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral		2	No
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	key@lambuth.edu 731-425-3476		Yes
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	Career Center	sronline@siu.edu 618-453-2121		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	masscomm@lsu.edu 225-578-2336		No
Ole Miss Journalism School	300 Martindale Hall University, MS 38677-1848	Ellen Meachem	662-915-7174		No
Missouri School of Journalism	76 Gannett Hall Columbia, MO 65211-1200	Phousavanh Sengsavanh	573-882-0373		No
University of TN Knoxville	100 Dunford Hall Knoxville, TN 37996-4010	Dr. Sam Swan	career@utk.edu 865-974-5435		No
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	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6868		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	Neal Vickers	870-972-3025		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Martha Howard	662-252-4661 ext. 209		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	David Deese	615-248-1515		No
Murray State University	114 Wilson Hall Murray, KY 42071	Jeanne S. Scafella	jeanne.scafella@murraystate.edu		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		No
Grace Broadcasting Job Fair	2263 N. Highland Ave. Jackson, TN 38305	Sherry Vaughn	668-9763	2	No

Description of Vacancy: General Assignment Reporter

Date Vacancy Opened: 10/5/2009

Date Vacancy filled: 3/15/2010

Recruitment Source that Referred the Hire:

Total Number of Persons interviewed for the vacancy

TV Jobs

3

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	TV Jobs.Com	National Advertising	tvjobs.com	3	No
Tennessee Association of Broadcasters	50 Music Square West #900 Nashville, TN 37203	Whit Adamson	tabtn.org		Yes
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony	fanthony@jssc.edu		Yes
Middle TN State University	1301 E. Main Murfreesboro, TN 37132	Send all notices to their website.	career.web.mtsu.edu		No
Lane College	545 Lane Avenue Jackson, TN 38301	Robbie Coleman	rcoleman@lanecollege.edu		Yes
American Women in Radio and Television	8405 Greensboro Drive Suite 800 McLean, VA 22102	Placement Director Career line	awrt.org 703-506-3290		No
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James	gary@beonair.com 216-447-9117		Yes
Tennessee Career Center Jackson	362 Carriage House Drive Jackson, TN 38305	Steve Crabtree	Phone # 731-668-2040 Fax# 731-660-8085		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		Yes
Freed Hardman University	158 Main Street Henderson, TN 38340	Monica Alexander	ccr@fhu.edu		Yes
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor	sclark@uu.edu 731-661-5316		Yes
Media line	P. O. Box 51909 Pacific Grove, CA 93950	Mark Shilstone	medialine.com 800-237-8073		Yes
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Vicki Pate	fax:731-668-1666		Yes
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer	tfizer@tnstate.edu 615-963-5981		No
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	aluckie-parks@browncollege.edu 651-905-3465		Yes

WBBJ-TV Job Board	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			No
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	key@lambuth.edu 731-425-3476		Yes
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	Career Center	sronline@siu.edu 618-453-2121		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	masscomm@lsu.edu 225-578-2336		No
Ole Miss Journalism School	300 Martindale Hall University, MS 38677-1848	Ellen Meachem	662-915-7174		No
Missouri School of Journalism	76 Gannett Hall Columbia, MO 65211-1200	Phousavanh Sengsavannah	573-882-0373		No
University of TN Knoxville School of Journalism & Telecommunication	100 Dunford Hall Knoxville, TN 37996-4010	Dr. Sam Swan	career@utk.edu 865-974-5435		No
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Placement	662-325-3344		No
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6868		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	Neal Vickers	870-972-3025		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Martha Howard	662-252-4661 ext. 209		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	David Deese	615-248-1515		No
Murray State University	114 Wilson Hall Murray, KY 42071	Jeanne S. Scafella	jeanne.scafella@murraystate.edu		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		No

Description of Vacancy: News Director

Recruitment Source that Referred the Hire:

TV JOBS

Date Vacancy Opened: 9/23/2009

Total Number of Persons interviewed for the vacancy

7

Date Vacancy filled: 10/19/2009

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	TV Jobs.Com	National Advertising	tvjobs.com	5	No
Tennessee Association of Broadcasters	50 Music Square West #900 Nashville, TN 37203	Whit Adamson	tabtn.org		Yes
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony	fanthony@jssc.edu		Yes
Middle TN State University	1301 E. Main Murfreesboro, TN 37132	Send all notices to their website.	career.web.mtsu.edu		No
Lane College	545 Lane Avenue Jackson, TN 38301	Robbie Coleman	rcoleman@lanecollege.edu		Yes
American Women in Radio and Television	8405 Greensboro Drive Suite 800 Mclean, VA 22102	Placement Director Career line	awrt.org 703-506-3290		No
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James	gary@beonair.com 216-447-9117		Yes
Tennessee Career Center Jackson	362 Carriage House Drive Jackson, TN 38305	Steve Crabtree	Phone # 731-668-2040 Fax# 731-660-8085		No
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		Yes
Freed Hardman University	158 Main Street Henderson, TN 38340	Monica Alexander	ccr@fhu.edu		Yes
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor	sclark@uu.edu 731-661-5316		Yes
Media line	P. O. Box 51909 Pacific Grove, CA 93950	Mark Shilstone	medialine.com 800-237-8073		Yes
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Vicki Pate	fax:731-668-1666		Yes
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer	tfizer@tnstate.edu 615-963-5981		No
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	aluckie-parks@browncollege.edu 651-905-3465		Yes

WBBJ-TV Job Board	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	1	No
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral		1	No
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	key@lambuth.edu 731-425-3476		Yes
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	Career Center	sronline@siu.edu 618-453-2121		No
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	masscomm@lsu.edu 225-578-2336		No
Ole Miss Journalism School	300 Martindale Hall University, MS 38677-1848	Ellen Meachem	662-915-7174		No
Missouri School of Journalism	76 Gannett Hall Columbia, MO 65211-1200	Phousavanh Sengsavanh	573-882-0373		No
University of TN Knoxville	100 Dunford Hall Knoxville, TN 37996-4010	Dr. Sam Swan	career@utk.edu 865-974-5435		No
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	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6868		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	Neal Vickers	870-972-3025		No
Rust College	150 Rust Ave Holly Springs, MS 38635	Martha Howard	662-252-4661 ext. 209		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	David Deese	615-248-1515		No
Murray State University	114 Wilson Hall Murray, KY 42071	Jeanne S. Scafella	jeanne.scafella@murraystate.edu		No
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		No

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:

Activity Classification	Type of Activity	Brief Description
[4]	University of Tennessee at Martin Career Fair	On November 4, 2009, a Career Fair presented by the University of Tennessee at Martin was held at the Campus from 10am to 2pm. Wayne Thing, the Production/Creative Services Director, attended. Wayne's participation goal at the Career Fair was to share information to students concerning employment opportunities and internships and to have general conversation dealing with course curriculum since students from a variety of academic majors was in attendance. Wayne spoke to over a dozen communication students and six of the University instructors regarding career opportunities, internships and course curriculums.
[14]	The Tennessee Association of Broadcasters EEO Diversity Seminar	The Tennessee Association of Broadcasters presented an EEO Diversity seminar & Career fair on January 20, 2010. Wayne Thing the Production/Creative Services Director attended. The seminar began at 2:00 p.m. and lasted until 4: p.m. Dr. Jennifer Bailey Woodward, Professor Middle Tennessee State University who spoke on diversity in the workplace and Doug Pierce, King & Ballow Law Firm, Nashville whose topics were harassment and forms of discrimination, and actions to take when complaints are made in those areas.

[4]	The Tennessee Association of Broadcasters Career Fair	Production/Creative Services Director, Wayne Thing attended the Tennessee Association of Broadcasters Career Fair on January 20, 2010. The Career Fair event was from 4:00 p.m. to 7:00 p.m. over 40 job candidates were in attendance and were given the opportunity to discuss options in the field of broadcasting.
[1]	Grace Broadcasting Job Fair	On Tuesday, April 14, 2009, WBBJ-TV co-hosted, along with Grace Broadcasting's multiple FM stations, a Broadcasting Job Fair at Grace Broadcasting. Sales Manager, Mark Brooks and Program Manager, Wayne Thing spoke with approximately 18 attendees about careers and opportunities in the broadcast field. The event ran from 4: pm to 7:15pm. The event was advertised on WBBJ-TV from April 8 - 14 th to get as much public awareness of the event as possible.
[12]	American Women in Radio & Television	Job listings including all upper level postings are posted on American Women in Radio and TV website to recruit and inform potential employees of job opportunities at the station.

For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for Broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach That is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for Higher level positions;

9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in In broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.