

**WJHG-TV**  
**EEO PUBLIC FILE REPORT**  
**10/01/2007 – 9/30/2008**

**I. VACANCY LIST**

See Master Recruitment Source List (MRSL) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Morning Director	31, 35- 39	31
Weekend Director / Commercial Producer	1, 4, 6, 8, 9, 13, 23- 28, 31, 35-39	27
Evening Director	13, 27, 28, 31, 35, 36, 37, 38	31
Weekend Sports	1, 3, 4, 8, 9, 12-15, 20, 21, 27, 34-38	13
Reporter	1, 3, 4, 8, 9, 12, 13-15, 20, 21, 27, 34 - 38	13
Reporter	1, 3, 4, 8, 9, 12-15, 20, 21, 27, 34 - 38	13
Live Truck Operator	1, 3, 4, 8, 9, 12 - 15, 20, 21, 27, 31, 34 - 38	31
Live Truck Operator	1, 3, 4, 8, 9, 12 -15, 20, 21, 27, 31, 34 -38	27
Weekend Meteorologist	1, 3, 4, 8, 9, 12 -15, 20, 21, 27, 31, 32, 34 - 39	13
Morning Meteorologist	1, 3, 4, 8, 9, 12 -15, 20, 21, 27, 31, 32, 34 - 39	13
Walton Bureau Reporter	1, 3, 4, 8, 9, 12 -15, 20, 21, 27, 31, 34 - 38	13
Weekend Anchor	1, 3, 4, 8, 9, 12 -15, 20, 21, 27, 31, 34 - 38	13
Producer/Reporter	1, 3, 4, 8, 9, 12 - 15, 20, 21, 27, 31, 34 - 38	3
Account Executive	1, 27, 31, 34 – 38	36
Account Executive	1, 27, 28, 31, 34 – 38	27
Account Executive	1, 27, 28, 31, 34 – 38	27
Sales Assistant	1, 27, 28, 31, 34 - 38	27

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**II. MASTER RECRUITMENT SOURCE LIST (MRS�)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	Gulf Coast Community College 5230 W US Hwy 98 Panama City, FL 32405 Contact: Chris Thomes <a href="mailto:cthomes@gulfcoast.edu">cthomes@gulfcoast.edu</a> * Station requested to send all postings as of March 2008.	Y	0
2	RTNDA 1000 Connecticut Ave, Washington, D.C. 20036 Contact: Steve Dumphy Phone: 202- 467-5258	N	0
3	University of Florida 114 Stadium West, Gainesville, FL 32611 Tom Krynski Phone: 352- 392-9092 <a href="mailto:TKrynski@wruf.com">TKrynski@wruf.com</a>	N	3
4	Florida State University, Panama City Branch Campus, 4730 Collegiate Dr., Panama City, FL 32405 Contact: Angela Sexton, Director of Student Affairs email: <a href="mailto:asexton@pc.fsu.edu">asexton@pc.fsu.edu</a>	N	0
5	The News Herald, Panama City, FL 32401 Contact 747-5000	N	0
6	Tom P. Haney Vocational-Technical Center, 3016 Highway 77, Lynn Haven, FL 32444 Contact: Guidance Office 850-747-5500	N	0
7	NAB Employment Clearing House, 1771 N Street NW, Washington, D.C., 20036 Contact: Karen Hunter 202-429-5368	N	0
8	University of West Florida, 11000 University Parkway, Pensacola, FL 32514 Contact: Communication Arts Department	N	0
9	Chipola College, 3094 Indian Circle, Marianna, FL 32446 Contact: Royce Reagan	N	0
10	University of Central Florida, Nicholson School of Communication 4000 Central FL Blvd, Orlando, FL 32816	N	1

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11	TV News Talent, <a href="http://www.TVNewsTalent.Com">HTTP://www.TVNewsTalent.Com</a> Oklahoma City, OK 73125	N	0
12	Florida Association of Broadcasters, 101 East College, Tallahassee, FL 32301 Contact: Pat Roberts 850-800-825-5322	N	0
13	TVJobs.Com, website: <a href="http://www.tyjobs.com">www.tyjobs.com</a> Contact: Mark Holland (email)	N	11
14	Florida A&M University, 428 Tucker Hall, Tallahassee, FL 32301 Contact: Jim Hawkins 850-599-3083	N	0
15	Troy University, Hall School of Journalism, Troy, AL 36082 Contact: Sherry Day 205-566-3000	N	0
16	Mosley High School, 501 Mosley Drive, Lynn Haven, FL 32444 Contact: Guidance Office 850- 872-4410	N	0
17	Bay High School, 1204 Harrison Ave., Panama City, FL 32401 Contact: Guidance Office 850- 872-4620	N	0
18	Rutherford High School, 1000 School Ave., Springfield, FL 32404 Contact: Guidance Office 850-872-4500	N	0
19	Electronic Media, 740 N. Rush Ave, Chicago, IL 60611 Contact: John Glynn 312-649-5385	N	0
20	Okaloosa Walton College, 100 College Blvd., Niceville, FL 32578 Contact: 850-678-5111 Attn: Dept. of Communications	N	0
21	Alabama State University, P.O. Box 271, Montgomery, AL 36101 Dr. A. David Communtsatio, Dept. of Communications	Y	0
22	Career Development & Resource Center, Naval Support Activity, Panama City Beach, FL 32407 Contact: 852-235-5800 <a href="mailto:starr.bond@navy.mil">starr.bond@navy.mil</a>	N	0
23	Tyndall Air Force Base, Panama City, FL	N	0
24	Eglin Air Force Base, Valparaiso, FL	N	0

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25	Naval Air Station, Pensacola, FL	N	0
26	Naval Air Station, Whiting Field	N	0
27	WJHG TV 7 Website <a href="http://www.wjhg.com">www.wjhg.com</a>	N	18
28	WJHG on-air promotion	N	6
29	Spot 'n' Dots, spotsndot.com Contact: 888-884-2630 Fax: 607-729-7331 Ms. Dai Korba	N	0
30	Referral Word-of-Mouth	N	1
31	WJHG TV Internal Posting (Bulletin Boards)	N	4
32	Mississippi State University, Mississippi State, Ms 39762 Contact: 662-325-2323	N	0
33	Gray Television Corporate Internal Posting	N	0
34	A.C.U.R.E., P.O. Box 30002, Panama City, FL 32401 Attn: Myron Hines	Y	0
35	Northwest Florida Branch NAACP P.O. Box 1004, DeFuniak Springs, FL 32435	Y	0
36	Workforce Center 625 Highway 231, Panama City, FL 32405 Contact: <a href="mailto:MerrittR@workforcecenter.org">MerrittR@workforcecenter.org</a>	Y	1
37	Bay County NAACP 507 Jennings Ave, Springfield, FL 32404 Carolyn Mosley [ <a href="mailto:hameena@comcast.net">hameena@comcast.net</a> ]	Y	0
38	Medialine P.O. Box 91505 Pacific Grove, CA 93950 Contact: Mark Shilstone <a href="mailto:Mark@Medialine.com">Mark@Medialine.com</a>	N	0
39	Florida State University Meteorology, Tallahassee <a href="mailto:ahiquist@met.fsu.edu">ahiquist@met.fsu.edu</a>	N	0
	Total Interviewees		45

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Participate in Career Fairs	
	(a) Chipola Regional Career Fair	On December 5, 2007, the General Sales Manager and the Creative Services Manager attended the career fair to speak with potential applicants regarding job opportunities at WJHG and in broadcasting generally.
	(b) Florida State University, Panama City Branch Campus, Fall 2007 Professional Job Fair	On October 23, 2007, the General Sales Manager and the Creative Services Manager attended the job fair to speak with potential applicants regarding job opportunities at WJHG and in broadcasting generally.
	(c) Haney Technical Center 21 <sup>st</sup> Annual Bay County Job Fair	On February 15, 2008, the Operations Manager, General Sales Manager, and the Creative Services Manager attended the job fair to speak with potential applicants regarding job opportunities at WJHG and in broadcasting generally.
	(d) Mosley High School Career Fair	On March 20, 2008, the Production Director and Operations Manager attended the Mosely High School Career Fair. They discussed with students opportunities for internships and entry level employment at the station.
	(e) FSU Panama City Branch Campus Professional Job Fair	On April 10, 2008, the Operations Manager and Production Manager attended the job fair to speak with potential applicants regarding job opportunities at WJHG and in broadcasting generally.

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	<b>TYPE OF RECRUITMENT INITIATIVE</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>2</b>	Internship Program	<p>WJHG offers an Internship program to high school and college students studying communications. This program is offered for college credit and most students participate for one semester. This program is designed to offer students practical experience in a broadcast career.</p> <p>During this reporting period, one student participated in the internship program She worked in the News Department.</p>
<b>3</b>	<p>Participate in event sponsored by an educational institution relating to career opportunities in broadcasting.</p> <p>October 15-17, 2007</p> <p>March 26-28, 20008</p>	<p>The WJHG Morning and Noon news anchor is a member of the Department of Telecommunications Advisory Board for the University of Florida in Gainesville, College of Journalism. In this role, she helps advise the College Dean and other leaders on the direction of the Telecommunications-News program at UF. As a result of her and other news professional's advice, the college has added classes in news producing, non-linear editing, online journalism, and convergence.</p> <p>During this reporting year, she went to the college for two different sessions with the students. The Fall session was from October 15-17, 2007 and the Spring session was from March 26-28, 2008. During these sessions she worked directly with students by evaluating and critiquing their work, offering them advice and tips to help them find jobs in the field of Broadcasting and speaking to classes. She also assisted student journalists at WUFT-TV by following them in the field as they prepared a news story for the day, and offered them practical hands-on tips.</p>
<b>4</b>	Establish training programs designed to enable station personnel to acquire skills that could qualify them for higher level	WJHG-TV maintains an active training program for current employees to allow them to maintain and develop additional job skills that could qualify them for higher level positions.

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	positions.	Production, Engineering, Operations and News Department employees are given additional training on various aspects of the operation of the television station. This training is designed to help the employee qualify for promotion and advancement in positions available at the station. In addition, Administrative employees are given training in Traffic and in Accounting developments on a continuing basis.
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