

WJHG-TV, WECF-TV
EEO PUBLIC FILE REPORT
OCTOBER 1, 2013 – SEPTEMBER 30, 2014¹

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Morning Meteorologist	1, 2, 3, 4, 6, 7, 9, 12, 13, 14, 15, 17, 18, 21, 22, 23, 24, 25, 26	13
Local Sales Assistant - Receptionist	1, 4, 6, 8, 9, 14, 15, 18, 21, 22, 23, 24, 25	6
Multi-Media Journalist	1, 2, 3, 4, 6, 8, 9, 10, 13, 14, 15, 18, 21, 22, 23, 24, 25, 26	13
Producer – Multi-Media Journalist	1, 2, 3, 4, 6, 8, 9, 10, 13, 14, 15, 18, 21, 22, 23, 24, 25, 26	6
Producer - Web/Multi-Media Journalist	1, 2, 3, 4, 6, 7, 8, 9, 10, 13, 14, 15, 18, 21, 22, 23, 24, 25, 26.	7
Human Resources - Accounting	1, 4, 6, 8, 9, 10, 11, 14, 15, 18, 21, 22, 23, 24, 25	11
Multi-Media Journalist #1	1, 2, 3, 4, 6, 7, 8, 9, 13, 14, 15, 18, 20, 21, 22, 23, 24, 25, 26	7
Account Executive	1, 4, 6, 8, 9, 14, 15, 18, 20, 21, 22, 23, 24, 25, 26, 28	28
Multi-Media Journalist #2	1, 2, 3, 4, 6, 7, 8, 9, 13, 14, 15, 18, 20, 21, 22, 23, 24, 25, 26, 28	28
Producer-Producer/Web	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27	27
Anchor # 1	1, 2, 3, 4, 6, 8, 9, 13, 14, 18, 20, 21, 22, 23, 24, 25, 26	13
Producer – Multi-Media Journalist	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26	6
Director – Technical Media Producer	1, 3, 4, 6, 8, 9, 13, 14, 15, 18, 21, 22, 23, 24, 25, 26, 27	27
Weekend Weather Anchor/MMJ	1, 2, 3, 4, 6, 8, 9, 10, 12, 13, 14, 17, 18, 20, 21, 22, 24, 25, 26	13

¹ This report was amended in March 2015 to address minor reporting issues.

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification ? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Gulf Coast Community College 5230 W US Hwy 98 Panama City, FL 32405 Chris Thomes cthomes@gulfcoast.edu	Y	2
2	National Assoc. of Hispanic Journalists Rebecca Aguilar aguilar.thereporter@yahoo.com	N	0
3	University of Florida 114 Stadium West, Gainesville, FL 32611 Tom Krynski 352-392-6397 TKrynski@wruf.com	N	4
4	Florida State University, Panama City Campus, 4730 Collegiate Dr., Panama City, FL 32405 L. Jemison LJemison@pc.fsu.edu	N	0
5	The News Herald, Panama City, FL 32401 Contact 747-5000	N	0
6	WJHG TV 7 Website www.wjhg.com	N	23
7	WJHG TV In House Referral 8195 Front Beach Road Panama City Beach, FL 32407	N	9
8	University of West Florida 11000 University Parkway, Pensacola, FL 32514 Communication Arts Department news@uwf.com	N	0
9	Chipola College 3094 Indian Circle, Marianna, FL 32446 Contact: Royce Reagan ReaganR@Chipola.Edu	N	0
10	University of Central Florida, Nicholson School of Communication 4000 Central FL Blvd, Orlando, FL 32816 Communications@UCF.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification ? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
11	WJHG (on the air recruitment commercial)	N	8
12	Florida State University Meteorology, Tallahassee, FL ahiquist@met.fsu.edu	N	0
13	TVJobs.com www.tyjobs.com Mark Holland (email)	N	38
14	Florida A&M University FAMU School of Journalism and Graphics Yanela Gordon, Internship & Placement Director 850-412-5395 yanela.gordon@famu.edu	Y	1
15	Troy University Hall School of Journalism Troy, AL 36082 Sherry Day 205-566-3000	N	0
16	Spot 'n' Dots spotsndots.com Contact: 888-884-2630 Fax: 607-729-7331 Ms. Dai Korba	N	0
17	Mississippi State University, Mississippi State, MS 39762 662-325-2323 Dr. Darrel Schmitz schmitz@ra.msstate.edu	N	0
18	Gray TV Intra-Company Dottie Boudreau Dottie.Boudreau@gray.tv	N	4
19	Electronic Media 740 N. Rush Ave, Chicago, IL 60611 John Glynn 312-649-5385	N	0
20	Northwest Florida State College, 100 College Blvd., Niceville, FL 32578 Contact: 850-729--5227 Attn: Career Center http://www.nwfsc.edu/CareerCenter/employers.cfm	Y	0
21	Alabama State University, P.O. Box 271, Montgomery, AL 36101 Dr. A. David Communtsatio Dept. of Communications dokeowo@alasu.edu	Y	0
22	Career Development & Resource Center, Naval Support Activity, Panama City Beach, FL 32407 Contact: 852-235-5800 annette.adams@navy.mil	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification ? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
23	A.C.U.R.E., P.O. Box 30002, Panama City, FL 32401 Attn: Myron Hines Myron@tripmaster.com	Y	0
24	Career Source Gulf Coast 625 Highway 231, Panama City, FL 32405 MerrittR@workforcecenter.org	Y	0
25	Bay County NAACP Nancy Vietor evietor@woh.rr.com Carolyn Mosley hameena@comcast.net	Y	0
26	Medialine P.O. Box 91505 Pacific Grove, CA 93950 Mark Shilstone Medialine@Medialine.com	Y	0
27	Internal promotion or transfer	N	2
28	Non employee referral WJHG TV 8195 Beachfront Road Panama City Beach, FL 32407	N	7
Total No. of Interviewees Referred by Recruitment Sources:			98

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participated in career fair	November 7, 2013 - News Director and Promotions/Program manager participated in Career Fest 2013 sponsored by Northwest Florida State College, Walton County School District and DeFuniak Spring Rotary Club at Northwest Florida State College Campus Chautauqua Center. At the fair, resumes were solicited and career opportunities in broadcastings at WJHG were discussed with interested attendees.
2	Participated in career fair	November 19, 2013 - News Director and Promotion/Program manager participated in the Regional Career Fair sponsored by Chipola Regional Workforce Development Board at Eastside Baptist Church Marianna, FL. Chipola College, Washington-Holmes Technical Institute, and five county school districts (Calhoun, Holmes, Jackson, Liberty, Washington) bused students to the Job Fair. At the fair, resumes were solicited and career opportunities in broadcastings at WJHG were discussed with interested attendees.
3	Participate in career fair	November 15, 2013 - WJHG Program/Promotions Manager participated in Rotary Business to Business Expo, at Gulf State College Advanced Technology Building, an event designed to inform and educate the public as to employment opportunities in broadcasting. The event was sponsored by Emerald Gold Coast Rotary Club.
4	Participate in career fair	February 7, 2014 - WJHG took part in the 27 th Annual Bay County Job Fair at the Haney Technical Center Panama City, FL. VP/General Manager, News Director were available at the Fair to visit with attendees about current positions available at WJHG and other career opportunities at WJHG and in broadcasting.
5	Ongoing training- employee training programs to qualify for higher level position	Ongoing - WJHG TV maintains an active training program for current employees designed to enable station personnel to acquire skills that could qualify them for higher level position. Production, Engineering, Operations, Sales and News Department employees are given additional training of various aspects of the operation of the television station. This training is designed to help the employee qualify for promotion and advancement at the station. In addition, administrative employees are given training in Traffic and in Accounting on a continued basis that could qualify them for advancement.
6	Participate in events or programs sponsored by educational institutions relating to careers in broadcasting	March 26-28, 2014 - News Director/Noon Anchor at WJHG traveled to the University of Florida in Gainesville to work with students at the College of Journalism. Donna serves as a member of the Department of Telecommunications Advisory Board. In this role, she helps advice

		<p>the college Dean and other leaders on the direction of the Telecommunications-News program at UF. She also works directly with students, and helps further their education in Broadcast News, by critiquing their work, offering them advice and tips to help them find jobs in the field of Broadcasting, and speaking to classes. Donna works with students individually where she evaluates their news stories, offers suggestions, and teaches tips that will help them with their first job. She also assists student journalists at WUFT-TV by following them in the field as they prepare a news story for the day, and offers them hands-on tips. UF's College of Journalism is known for having one of the top ten Broadcasting departments in the country.</p>
7	<p>Participate in events or programs sponsored by educational institutions relating to careers in broadcasting</p>	<p>February 2014- WJHG News Director/Morning Anchor spoke with students at Breakfast Point Academy in Panama City Beach, FL., about writing for television news programs. She discussed different writing styles and techniques of writing, sentence structure, punctuation, etc.</p>