

WJHG-TV & WECP-LD
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Anchor/MMJ	1-2, 4, 6, 12-14, 16, 18-21, 23	12
Director/Technical Media Producer	1-2, 4, 6-8, 12-14, 16, 18-22	4
Multi-Media Journalist	1-2, 4, 6, 12-14, 16-17, 19-21	12
Account Executive/Media Sales	1-2, 4, 6, 8, 12-14, 16, 19-21	8
Commercial Producer	1-2, 4, 6-7, 12-14, 16, 18-21	14
News Editor/Assistant Producer	1-2, 4, 6, 12-14, 16, 19-21	14
Producer/Web Producer	1-2, 4, 6, 9, 11-14, 16, 18-21	9
Producer/Web Producer	1-4, 6-7, 12-14, 16, 18-21, 23	3
Multi-Media Journalist	1-2, 4, 6, 8, 12-14, 16, 18-21	8
Weekend Meteorologist/MMJ	1-2, 4, 6-7, 10, 12-16, 18-21	10
Morning Anchor/MMJ	1-2, 4, 6, 9, 11-16, 18-21	9
Multi-Media Journalist	1-2, 4, 6-7, 11-16, 19-21	7
MULTIMEDIA MARKETING CONSULTANT- WJHG	1-2, 4-6, 11-16, 19-21, 24	15
MULTIMEDIA MARKETING CONSULTANT- WJHG	1-2, 4-6, 11-16, 19-21, 24	12
DIRECTOR/TECHNICAL MEDIA PRODUCER - WJHG/WECP	1-2, 4, 6, 11-14, 16, 18-22, 24	12
NEWS EDITOR/ASSISTANT PRODUCER - WJHG	1-2, 4, 6, 11-14, 16, 18-21, 24	14

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alabama State University P.O. Box 271 Montgomery, Alabama 36101 Email : dokeowo@alasu.edu A. David Communitatio	Y	0
2	Bay County NAACP 320 E 7th St Panama City, Florida 32401 Phone : 850-763-5381 Email : evietor@woh.rr.com Nancy Vietor	Y	0
3	Career or Job Fair - See Section III	N	1
4	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	3
5	CareerSource Gulf Coast 625 Highway 231 Panama City, Florida 32405 Phone : 850-872-4340 Url : http://www.employflorida.com Susanne Blevins Manual Posting	N	0
6	Chipola College 3094 Indian Circle Marianna, Florida 32446 Phone : 850-526-2761 Email : ReaganR@Chipola.Edu Royce Reagan	N	0
7	Corporate Recruiter	N	6
8	Current Employee	N	3
9	Employee Referral	N	2
10	Facebook - Not Directly Contacted by SEU	N	2
11	Florida Atlantic University (entitled as of 4/13/2023) 777 Glades Road Boca Raton, Florida 33431 Phone : 561-297-3533 Email : emartignetti2013@fau.edu Erin Martignetti	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	20
13	Gulf Coast State College 5230 W US Hwy 98 Panama City, Florida 32401 Phone : 850-769-1551 Ext. 5886 Email : egoines@gulfcoast.edu Erika Goines	Y	0
14	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	18
15	Linked In - Not Directly Contacted by SEU	N	9
16	National Assoc. of Hispanic Journalists 1050 Connecticut Ave NW Fl 10 Washington, District of Columbia 20036 Email : aguilar.thereporter@yahoo.com Rebecca Aguilar	N	0
17	Station website posting	N	1
18	TV Jobs P.O. Box 4116 Oceanside, California 92052 Url : https://www.tvjobs.com Internet Job Board Manual Posting	N	0
19	University of Alabama WVUA Tisch Student Services & External Relations Box 870172 Tuscaloosa, Alabama 35487 Phone : 250-348-3223 Email : sdiorio@wvua23.com Steve Diorio	N	0

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20	University of Central Florida Nicholson School of Communication 4000 Central FL Blvd Orlando, Florida 32816 Email : Communications@UCF.edu Kayonne Riley	N	0
21	University of Florida 114 Stadium West Gainesville, Florida 32611 Email : careers@jou.ufl.edu Princess Wilkerson	N	2
22	Unknown (source not adequately identified upon inquiry by SEU)	N	3
23	Word of Mouth Referral	N	2
24	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			72

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/4/2023	Participation in Job Fairs	WJHG/WECP TV took part in the 36th Annual Bay County Job Fair Hosted by Career Source Gulf Coast at Florida State University-Panama City, FL Holley Center. VP/General Manager and Promotion/Program Manager were available at the Job Fair to visit with attendees about current positions available at WJHG/WECP TV and other career opportunities at WJHG/WECP TV and in television broadcasting.	2	VP/General Manager Creative Services Manager
2	2/23/2023	Participation in events or programs sponsored by educational institutions	WJHG Panama City, FL News Director speaks with Virginia Tech University Broadcast Journalism students about job opportunities in the Television Broadcast Industry and those specifically available at WJHG Panama City, FL.	1	News Director
3	2/23/2023	Participation in events or programs sponsored by educational institutions	2023 Deane Bozeman School College & Career Expo Morning Anchor/Reporter and Producer attended the career fair They spoke with students about opportunities on and off air in media.	2	Morning Anchor/Reporter Producer
4	3/27/2023	Participation in Job Fairs	2023 Senior Seminar University of Florida, Gainesville, FL March 27, 2023 WJHG/WECP TV Panama City, FL News Director interviewed at UF's Senior Seminar, where seniors showcased their work to prospective employers.	1	News Director
5	3/28/2023	Participation in events or programs sponsored by educational institutions	2023 Career Fair University of Florida, Gainesville, FL WJHG News Director speaks with University of Florida Broadcast Journalism students about job opportunities in the Television Broadcast Industry and those specifically available at WJHG Panama City, FL.	1	News Director
6	4/3/2023	Participation in events or programs sponsored by educational institutions	WJHG Panama City, FL Assistant News Director mentored University of Georgia Broadcast Journalism students. WJHG's Asst. News Director worked with students on writing, producing, blocking newscasts, editing and more.	1	Assistant News Director

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7	4/22/2023	Participation in Job Fairs	WJHG Panama City, FL co-sponsored the Florida Association of Broadcasters Workshops, Job Fair and College Awards. News Director and Asst. News Director interviewed prospective students attending the Florida Association of Broadcast Journalists Job Fair in Orlando, FL. News Director also serves on Board of Directors.	2	News Director Asst. News Director
8	Ongoing Event	Establishment of an intern program designed to assist members of the community	<p>Internship #1 June 5- July 14, 2023- Virginia Tech Journalism student interned in the WJHG newsroom and Master Control. The intern learned technical skills necessary to create a news story from the idea to the fully produced story and how to discern what information is most important to the audience. A general overview of newsroom positions and corresponding responsibilities were shared during the internship. The intern also learned the responsibilities of a Technical Media Producer. The intern was supervised by WJHG News Director.</p> <p>Internship #2 June 5 – July 28, 2023 - University of Florida Journalism and Mass Communications student interned in the WJHG newsroom. The intern learned various aspects of newsroom operations from writing, to gathering video and “live” reporting to social media, editing and newsroom workflow. The intern was supervised by WJHG News Director.</p>	2	Intern Intern