WJHG-TV EEO PUBLIC FILE REPORT

[October 1, 2009 to September 30, 2010]

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
[Insert name of job title, e.g. Account Executive]	[Insert numbers corresponding to RS's in the MRSL, e.g., 1-10, 15, 18-23]	[Insert number corresponding to RS in the MRSL, e.g., 23]
General Assignment Reporter	1, 3, 4, 8, 9, 10, 13, 14, 15, 20, 21, 22, 27, 33, 34, 35, 36, 37, 38	27, 27
Morning Newscast Producer	1, 3, 4, 8, 9, 10, 12, 13, 14, 15, 20, 21, 22, 27, 33, 34, 35, 36, 37, 38	13
Weekend News Anchor/Reporter	1, 2, 4, 8, 9, 10, 13, 14, 15, 20, 21, 22, 27, 33, 34, 35, 36, 37, 38	3
Website Account Executive	1, 3, 4, 9, 10, 15, 21, 22, 27, 33, 34, 35, 36, 37, 38	27
Morning Director	1, 2, 3, 4, 6, 7, 8, 9, 13, 27, 28, 31, 32, 33, 34, 35, 36, 37, 38	30
Chief Meteorologist	1, 3, 4, 8, 9, 10, 12, 13, 14, 15, 20, 21, 22, 27, 30, 32, 33, 34, 35, 36, 37, 38	30
Morning Meteorologist	1, 3, 4, 8, 9, 10, 12, 13, 14, 15, 20, 21, 22, 27, 30, 32, 33, 34, 35, 36, 37, 38	30
Destin Bureau Reporter	1, 3, 4, 8, 9,10, 13, 14, 15, 20, 21, 22, 27, 32, 33, 34, 35, 36, 37, 38	31
		:
		-

-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 Contact: Chris Thomes cthomes@gulfcoast.edu	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 TKrynski@wruf.com	N	1		
4	Florida State University, Panama City Branch Campus, 4730 Collegiate Dr., Panama City, FL 32405 Contact: Angela Sexton, Director of Student Affairs email: asexton@pc.fsu.edu	N	1		
. 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 News@uwf@edu	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 Robert Chandler communication@ucf.edu	N	0		
11	TV News Talent, <u>HTTP://www.TVNewsTalent.Com</u> 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: www.tyjobs.com Contact: Mark Holland (email)	N	8		
14	Florida A&M University, 428 Tucker Hall, Tallahassee, FL 32301 Contact: Jim Hawkins 850-599-3083 jourg@famu.edu	N	0		
15	Troy University, Hall School of Journalism, Troy, AL 36082 Contact: Sherry Day 205-566-3000 Dr.padgett@jschool.troy.edu	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	Northwest Florida State College, 100 College Blvd., Niceville, FL 32578 Contact: 850-678-5111 Attn: Dept. of Communications goldstej@nwfstatecollege.edu	N	0		

Alabama State University, P.O. Box 271, Montgomory, A.L 36(01) V Dr. A. David Okeowan, Dept. of Cammanications Dr. A. David Okeowan, Dr. A. David Ok	RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
Beach, FL 32407 Contact: 852-235-5800 starr.bond@navy.mil	21		Y	0
24 Eglin Air Force Base, Valparaiso, FL N 0 25 Naval Air Station, Pensacola, FL N 0 26 Naval Air Station, Whiting Field N 0 27 WJHG TV 7 Website www.wihg.com N 4 28 WJHG on the air promotion N 0 29 Spot 'n' Dots, spotsndot.com Contact: 888-884-2630 Fax: 607-729-7331 N 0 30 Personal Referral N 9 31 Walk In N 2 32 Mississippi State University, Mississippi State, Ms 39762 Contact: 662-325-2323 Dr. Darrel Schmitz schmitz@ra.msstate.edu N 0 33 Gray TV Intra-Company N 2 34 A.C.U.R.E., P.O. Box 30002, Panama City, FL 32401 Attr. 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: MerrittR@workforcecenter.org Y 0 37 Bay County NAACP 507 Jennings Ave, Springfield, FL 32404 Carolyn Mosley [hameena@comeast.net]	22		N	0
25	23	Tyndall Air Force Base, Panama City, FL	N	0
26	24	Eglin Air Force Base, Valparaiso, FL	N	0
27 WJHG TV 7 Website	25	Naval Air Station, Pensacola, FL	N	0
28	26	Naval Air Station, Whiting Field	N	0
Spot 'n' Dots, spotsndot.com Contact: 888-884-2630 Fax: 607-729-7331	27	WJHG TV 7 Website www.wjhg.com	N	4
Spot 'n' Dots, spotsndot.com Contact: 888-884-2630 Fax: 607-729-7331 N	2.8		FRANK A. Frank	
30 Personal Referral N 9		Spot 'n' Dots, spotsndot.com Contact: 888-884-2630 Fax: 607-729-7331		
31 Walk In N 2	30	- 44-4	N .	0
32 Mississippi State University, Mississippi State, Ms 39762 N O	···			
Contact: 662-325-2323 Dr. Darrel Schmitz Schmitz@ra.msstate.edu		The state of the s		
34 A.C.U.R.E., P.O. Box 30002, Panama City, FL 32401 Attn: Myron Hines 35 Northwest Florida Branch NAACP P.O. Box 1004, DeFuniak Springs, FL Y 32435 36 Workforce Center 625 Highway 231, Panama City, FL 32405 Contact: Y MerrittR@workforcecenter.org 37 Bay County NAACP 507 Jennings Ave, Springfield, FL 32404 Y O Carolyn Mosley [hameena@comcast.net] 38 Medialine P.O. Box 91505 Pacific Grove, CA 93950 Y 2 Contact: Mark Shilstone Mark@Medidaline.com	32	Contact: 662-325-2323 Dr. Darrel Schmitz	N ,	0
A.C.U.R.E., P.O. Box 30002, Panama City, FL 32401 Attn: Myron Hines Northwest Florida Branch NAACP P.O. Box 1004, DeFuniak Springs, FL Y 32435 Workforce Center 625 Highway 231, Panama City, FL 32405 Contact: Y MerrittR@workforcecenter.org Bay County NAACP 507 Jennings Ave, Springfield, FL 32404 Y O Carolyn Mosley [hameena@comcast.net] Medialine P.O. Box 91505 Pacific Grove, CA 93950 Y 2 Contact: Mark Shilstone Mark@Medidaline.com	33	Gray TV Intra-Company	N	2
Northwest Florida Branch NAACP P.O. Box 1004, DeFuniak Springs, FL Y 32435 Workforce Center 625 Highway 231, Panama City, FL 32405 Contact: Y O MerrittR@workforcecenter.org Bay County NAACP 507 Jennings Ave, Springfield, FL 32404 Y O Carolyn Mosley [hameena@comcast.net] Medialine P.O. Box 91505 Pacific Grove, CA 93950 Y 2 Contact: Mark Shilstone Mark@Medidaline.com	34	- · · · · · · · · · · · · · · · · · · ·	Y	
MerrittR@workforcecenter.org 37 Bay County NAACP 507 Jennings Ave, Springfield, FL 32404 Y Carolyn Mosley [hameena@comcast.net] 38 Medialine P.O. Box 91505 Pacific Grove, CA 93950 Y Contact: Mark Shilstone Mark@Medidaline.com	35	Northwest Florida Branch NAACP P.O. Box 1004, DeFuniak Springs, FL	Y	0
Carolyn Mosley [hameena@comcast.net] Medialine P.O. Box 91505 Pacific Grove, CA 93950 Contact: Mark Shilstone Mark@Medidaline.com	36		Y	0
Contact: Mark Shilstone Mark@Medidaline.com	37		Y .,	0
Florida State University Meteorology, Tallahassee ahiquist@met.fsu.edu N 0	38	· · · · · · · · · · · · · · · · · · ·	Y	2
	39	Florida State University Meteorology, Tallahassee ahiquist@met.fsu.edu	N	0
	· · · · · · · · · · · · · · · · · · ·			
			,,,,	
			• .	

WJHG-TV RECRUITMENT INITIATIVES FORM

$\tilde{\mathbf{C}}$	
ctober	
Ď.	
er	
_	
. ف	
2009	
8	
9	
S	
Sept	
Ή	
tembe	
=	
žď	
¥	
w	
ĕ	
'n	
2010	
<u></u>	
$\mathbf{\mathcal{I}}$	

					r			
-		ယ	· Num	2			junsak	
	Commerce Foro Education Fabo	Panama City Beach Chamber Of		Tom P. Haney Vocational – Technical Center Annual Job and Career Fair			Regional Career Fan, Curpota Regional Workforce Board, Eastside Baptist Church, Marianna, Fl.	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)
		4/20/10		2/12/10			12/8/09	DATE
	the Expo explaining WJHG-TV job opportunities and handed out job applicants to interested parties.	Station management staffed a booth in	at the expo explaining available career fields And potential job vacancies with attendees. .We also distributed Job Application material.	Station department heads manned a table	at the expo explaining available career fields And potential job vacancies with attendees. Also distributed WJHG job applications to interested parties.		sianon department neads manned a table	BRIEF DESCRIPTION OF ACTIVITY & SCOPE OF BROADCASTER'S PARTICIPATION
	Sean Dixon Joe Moore Tom Lewis Curt Molander	Tom Lewis	Sean Dixon Tom Lewis Joe Moore	Curt Molander	Jon McKee Tom Lewis Curt Molander		sean Dixon	RECRUITING STAFF IN ATTENDANCE
						Washington-Holmes Vocational Technical Center and the Chipola Regional Workforce Board	Calhoun, Holmes, Calhoun, Liberty and Jackson, Liberty and Washington County School Boards. Also,	CO-SPONSORS (IF APPLICABLE)

[FOR INTERNAL BUSINESS RECORDS ONLY]

6		Vi.	4.	
Internship Program		Employee Training Programs to Qualify for Higher Level Positions	Florida State University, Panama City Branch Campus, Annual Job Fair	
			9/24/10	00410
WJHG-TV maintains an on-going station wide internship program as part of its supplemental outreach activities. The station cooperates with Gulf Coast Community College, Florida State University, other regional colleges and local High Schools. Internships are offered for one semester and afford students studying communications the	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 on a continuing basis.	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. Production, Engineering, Operations and	Station management attended the event and discussed career positions in television and job opportunities at WJHG-TV. We also handed out job applicants to interested students.	
			Jenniter Fairbanks Joe Moore Sean Dixon Tom Lewis	7

[FOR INTERNAL BUSINESS RECORDS ONLY]

WILCIES	Six day, Donna l WJHG Gainesv College Donna s of Telec this role and oth Telecon She also helps fu News, b advice a field of Donna s	Other WJHG's to serve Board at Moore s college' college' The boa first six	opportur the field high sch broadcas courses. station h Bradley Dicalege Jamie A and Mel
WHELE SHE Evaluates then how stories, orders	Six days during the current reporting period, Donna Bell, Morning and 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 advise 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	WJHG's Joe Moore has been appointed again to serve on the Radio & Television Advisory Board at Gulf County Community College. Moore serves with 10 others to review the college's broadcasting courses and the college's Radio and Television operations. The board meets monthly. He served for the first six months in this reporting period.	opportunity to achieve practical experience in the field. The station works with qualified high schools and colleges which have broadcasting, communication and production courses. During the reporting period the station had the following interns: Jessica Bradley in News from 1/10 to 6/10, Sarina Dicalegero in News from 8/09 to 11/09, Jamie Ann Hale in News from 6/10 to 8/10 and Melford James, Jr. from 10/9 to 3/10.

[FOR INTERNAL BUSINESS RECORDS ONLY]

			-						-		
		,			-						
	March 21, 22, and 23, 2010.	place on October 19 th , 20, and 21, 2009 and	Donna's work on the Advisory Council took	departments in the country.	having one of the top ten Broadcasting	UF's College of Journalism is known for	for the day, and offers them hands-on tips.	them in the field as they prepare a news story	student journalists at WUFT-TV by following	them with their first job. She also assists	suggestions, and teaches tips that will help