

WJHG - TV & WECP - LD
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

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
Account Executive #1	1,2,3,4,5,6,7,8,9,11,12,13,15,16,17, 20, 21,23,24,25,30	5
Digital Sales Director	1,2,3,4,5,7,8,9,11,12,13,15,16,17, 20, 21,23,24,25	5
Account Executive #2	1,2,3,4,5,6,7,8,9,11,12,13,15,16,17, 20, 21,23,24,25,30	5
Broadcast/IT Maintenance Technician	1,2,3,4,5,7,8,9,10,11,12,13,15,16,17, 20, 21,23,24,25,26,30	10
Weather Anchor/MMJ	1,2,3,4,5,7,8,9,11,12,13,15,16,17, 20, 21,23,24,25,30	16
Multi-Media Journalist	1,2,3,4,5,7,8,9,11,12,13,15,16,17, 20, 21,23,24,25,30	5
Digital Sales Assistant	1,2,3,4,5,7,8,9,11,12,13,15,16,17, 20, 21,23,24,25,30	30
Director/Technical Media Producer	1,2,3,4,5,6,7,8,9,11,12,13,15,16,17, 20, 21,23,24,25	17
Multi-Media Journalist	1,2,3,4,5,6,7,8,9,11,12,13,15,16,17, 20, 21,23,24,25,29,30	30
News Producer/Web Producer	1,2,3,4,5,7,8,9,11,12,13,15,16,17, 20, 21,23,24,25,30	3
Sports Anchor/Multi-Media Journalist	1,2,3,4,5,6,7,8,9,11,12,13,15,16,17, 20, 21,23,24,25,30	3

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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 230 W US Hwy 98 Panama City, FL 32405 Chris Thomas cthomas@gulfcoast.edu	Y	0
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	8
4	Florida State University, Panama City Campus, 4730 Collegiate Dr., Panama City, FL 32405 L. Jemison LJemison@pc.fsu.edu prior to 12/2016 Shannon Sheibe ssheibe@pc.fsu.edu	N	0
5	WJHG TV 7 Website www.wjhg.com	N	40
6	WJHG TV In House Referral 8195 Front Beach Road Panama City Beach, FL 32407	N	7
7	University of West Florida 11000 University Parkway, Pensacola, FL 32514 Communication Arts Department news@uwf.com	N	0
8	Chipola College 3094 Indian Circle, Marianna, FL 32446 Contact: Royce Reagan ReaganR@Chipola.Edu	N	0
9	University of Central Florida, Nicholson School of Communication 4000 Central FL Blvd, Orlando, FL 32816 Communications@UCF.edu	N	0
10	WJHG (on the air recruitment commercial)	N	2
11	Florida State University Meteorology, Tallahassee, FL ahiquist@met.fsu.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
12	TVJobs.com www.tvjobs.com Mark Holland (email)	N	42
13	Florida A&M University FAMU School of Journalism and Graphics Yanela Gordon, Internship & Placement Director 850-412-5395 yanela.gordon@famu.edu	Y	1
14	Troy University Hall School of Journalism Troy, AL 36082 Sherry Day 205-566-3000	N	0
15	Spot 'n' Dots spotsndots.com Contact: 888-884-2630 Fax: 607-729-7331 Ms. Dai Korba	N	0
16	Mississippi State University, Mississippi State, MS 39762 662-325-2323 Dr. Darrel Schmitz schmitz@ra.msstate.edu	N	2
17	Gray TV Intra-Company Dottie Boudreau Dottie.Boudreau@gray.tv	N	4
18	Electronic Media 740 N. Rush Ave, Chicago, IL 60611 John Glynn 312-649-5385	N	0
19	Northwest Florida State College, 100 College Blvd., Niceville, FL 32578 Contact: 850-729--5227 Attn: Career Center http://www.nwfsc.edu/CareerCenter/employers.cfm	N	0
20	Alabama State University, P.O. Box 271, Montgomery, AL 36101 Dr. A. David Communitatio Dept. of Communications dokeowo@alasu.edu	Y	0
21	Career Development & Resource Center, Naval Support Activity, Panama City Beach, FL 32407 Contact: 852-235-5800 annette.adams@navy.mil	N	0
22	A.C.U.R.E., P.O. Box 30002, Panama City, FL 32401 Attn: Myron Hines	N	0
23	Career Source Gulf Coast 625 Highway 231, Panama City, FL 32405 MerrittR@workforcecenter.org	Y	0
24	Bay County NAACP Nancy Vietor evietor@woh.rr.com	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
25	Medialine P.O. Box 91505 Pacific Grove, CA 93950 Mark Shilstone Medialine@Medialine.com	Y	0
26	The Society of Broadcast Engineers http://www.sbe.org/sections/jl_submit.php	N	1
27	Florida Association of Broadcasters http://fab.org/career-opportunities/post-a-job-opening/	N	0
28	Internal promotion or transfer	N	0
29	Non-employee referral WJHG TV 8195 Beachfront Road Panama City Beach, FL 32407	N	4
30	Walk In/Self-Referral	N	16
Total No. of Interviewees Referred by Recruitment Sources:			127

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1.	Participate in events or programs sponsored by educational institutions relating to careers in broadcasting	October 1-2, 2015 - News Director/Noon Anchor at WJHG traveled to the University of Florida in Gainesville to work with students at the College of Journalism. She serves as a member of the Department of Telecommunications Advisory Board. In this role, she helps advice 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. She 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.
2.	Participated in a Business Expo open to public	October 12, 2015 - Account Executive and VP/GM participated in the Rotary's Bay County Business to Business Expo. Recruitment materials and job openings were available during the expo for interested applicants. The event was open to the public and those interested in learning more about career opportunities in broadcast television.
3.	Participate in events or programs sponsored by educational institutions relating to careers in broadcasting	October 17, 2015 - Meteorologists spoke at a weathercasting workshop hosted by Florida State University Meteorology Department in Tallahassee, FL. He worked with students in the meteorology department who, upon graduation, will be seeking employment in broadcast meteorology.
4.	EEO Training	October 20, 2015 - Wiley Rein LLP Attorney at Law provided a webinar on the FCC's Equal Employment Opportunity rules including the outreach required for the opening of jobs at the stations, the non-vacancy related activities that stations should be engaging in, and the recordkeeping requirements to make sure stations keep all the necessary documents to support what the station did. All department managers participated.
5.	Participated in career fair	October 29, 2015 - Promotions/Program Manager participated in Career Fest 2015 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.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
6.	Participated in career fair	November 10, 2015 - 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.
7.	Participate in job fair	February 5, 2016 - WJHG took part in the 29 th Annual Bay County Job Fair at the Haney Technical Center Panama City, FL. VP/General Manager and Promotion/Program Manager were available at the Fair to visit with attendees about current positions available at WJHG and other career opportunities at WJHG and in broadcasting.
8.	Participate in events or programs sponsored by educational institutions relating to careers in broadcasting	February 24, 2016 - WJHG Meteorologist participated in an informal workshop hosted by Florida State University Meteorology Department in Tallahassee, FL. This workshop was geared toward informing FSU Student Meteorologists about the multi-faceted roles they'll have in today's newsroom.
9.	Participate in events or programs sponsored by community groups interested in broadcast employment issues	April 23, 2016 - Beta Sigma Phi, a local service organization, honored WJHG News Director as "Bay County First Lady of the Year" for 2015-2016. News Director spoke to attendees about her leadership role as a female news director, how media has changed, the challenges broadcasters face with the changing forms of media and opportunities available to women in the broadcast industry.