

WJHG-TV, WECP-TV
EEO PUBLIC FILE REPORT
OCTOBER 1, 2012 – SEPTEMBER 30, 2013¹

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
Walton County Bureau Reporter	1, 3, 4, 8, 9, 10, 13, 14, 15, 20, 21, 22, 27, 33, 34, 36, 37, 38, 41	13
Digital Sales Director	1, 3, 4, 8, 9, 10, 13, 14, 15, 20, 21, 22, 27, 28, 29, 31, 33, 34, 36, 37, 38, 41	27
Sales Account Executive	1, 3, 4, 8, 9, 10, 13, 14, 15, 20, 21, 22, 27, 28, 29, 31, 33, 34, 36, 37, 38, 41	31
Sales Account Executive	1, 3, 4, 8, 9, 10, 13, 14, 15, 20, 21, 22, 27, 28, 29, 31, 33, 34, 36, 37, 38, 41	31
Sales Account Executive	1, 3, 4, 8, 9, 10, 13, 14, 15, 20, 21, 22, 27, 28, 29, 31, 33, 34, 36, 37, 38, 41	27
Sales Account Executive	1, 3, 4, 8, 9, 10, 13, 14, 15, 20, 21, 22, 27, 28, 29, 31, 33, 34, 36, 37, 38, 41	31
Sales Account Executive	1, 3, 4, 8, 9, 10, 13, 14, 15, 20, 21, 22, 27, 28, 29, 31, 33, 34, 36, 37, 38, 41	28
Regional Account Executive	1, 3, 4, 8, 8, 10, 13, 14, 15, 20, 21, 22, 27, 32, 33, 34, 36, 37, 38, 39, 41	13
Web Producer/Reporter	1, 3, 4, 8, 9, 10, 13, 14, 15, 20, 21, 22, 27, 33, 34, 37, 38, 41	27
Web Producer/Reporter	1, 3, 4, 8, 9, 10, 13, 14, 15, 20, 21, 22, 27, 33, 34, 36, 37, 38, 41	13
Weekend Sports/Reporter	1, 3, 4, 8, 9, 10, 13, 14, 15, 20, 21, 22, 27, 33, 34, 36, 38, 41	13
Weekend Anchor/MMJ	1, 3, 4, 8, 9, 10, 13, 14, 15, 20, 21, 22, 27, 33, 34, 36, 37, 38, 41	3
Weekend Meteorologist/Reporter	1, 3, 4, 8, 9, 10, 13, 14, 15, 20, 22, 27, 32, 33, 36, 37, 38, 41	3
Local Sales Assistant	1, 3, 4, 8, 9, 10, 13, 14, 15, 20, 21, 22, 27, 28, 33, 34, 36, 41	27
Live Truck Operator	1, 3, 4, 8, 9, 10, 13, 14, 15, 20, 21, 22, 27, 31, 33, 34, 36, 37, 38	31

¹ This report was modified in March 2015 to address 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 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 352-392-6397 TKrynski@wruf.com	N	9
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 communication@ucf.edu	N	0
11	TV News Talent HTTP://www.TVNewsTalent.Com 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.tvjobs.com Contact: Mark Holland (email)	N	21
14	Florida A&M University, FAMU School of Journalism and Graphics Contact: Yanela Gordon, Dir Office of Internship & Placement 850-412-5395 yanela.gordon@famu.edu	N	1
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

RS Number	RS Information	Source Entitled to Vacancy Notification ? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
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 dokeowo@alasu.edu	Y	0
22	Career Development & Resource Center, Naval Support Activity Panama City Beach, FL 32407 Contact: 852-235-5800 starr.bond@navy.mil	N	0
23	Tyndall Air Force Base, Panama City, FL	N	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.wjhg.com	N	24
28	WJHG On-air promotion	N	7
29	Spot 'n' Dots, spotsndots.com Contact: 888-884-2630 Fax: 607-729-7331 Ms. Dai Korba	N	12
30	Personal Referral	N	7
31	In House Referral	N	4
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	0
34	A.C.U.R.E., P.O. Box 30002, Panama City, FL 32401 Attn: Myron Hines Myron@tripsmater.com	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@comcast.net	Y	0
38	Medialine P.O. Box 91505 Pacific Grove, CA 93950 Contact: Mark Shilstone Mark@Medialine.com	Y	1
39	Florida State University (Meteorology) Tallahassee, FL ahiquist@met.fsu.edu	N	0
40	Rick Gevers & Associates PO Box 577, Zionsville, IN 46077-0577 317-769-7900 (phone) Email: rick@rickgevers.com	N	0
41	National Assoc. of Hispanic Journalists Rebecca Aguilar Aguilar.thereporter@yahoo.com	N	0
42	Sportswriters Talent Agency of America 26101 Del Ray, Suite A, Mission Viejo, CA 92691	N	1
		TOTAL	88

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in career fair	On November 8, 2012, our News Director and Promotions/Program Manager participated in Career Fest 2012 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	Participate in career fair	On November 14, 2012, our VP/General Manager 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	On February 15, 2013, WJHG took part in the 26 th Annual Bay County Job Fair at the Haney Technical Center Panama City, FL. VP/General Manager, Operations Manager, Promotion/Program Manager and General Sales 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.
4	Participate in career fair	On February 19, 2013, WJHG took part in the News Herald 2013 Health Expo at the Boardwalk Beach Resort. VP/General Manager and Promotions/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.
5	Participate in career fair	On May 16, 2013, WJHG Operations Manager and Promotion/Program Manager participated in the Workforce Center 2013 Career Expo at the Panama City Mall. At the expo, resumes were solicited and career opportunities in broadcastings at WJHG were discussed with interested attendees.
6	Training Program	On June 11, 2013, WJHG staff participated in a FCC EEO compliance webinar by Joan Stewart of Wiley Rein LLP.