

WJHG-TV & WECP-TV
EEO PUBLIC FILE REPORT
October 1, 2014 - September 30, 2015

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
Videographer/Live Operator/Assistant Producer	1,2,3,4,5,7,8,9,11,12,13,15,16,17,19,20, 21,23,24,25,27	5
National Sales Assistant	1,2,3,4,5,6,7,8,9,11,12,13,15,16,17, 20, 21,23,24,25	6
Morning Anchor/MMJ	1,2,3,4,5,7,8,9,11,12,13,15,16,17,20, 21,23,24,25,27,28	28
MMJ/Producer	1,2,3,4,5,7,8,9,11,12,13,15,16,17,19, 20, 21,23,24,25,27	5
Producer/ Web Producer	1,2,3,4,5,7,8,9,11,12,13,15,16,17,20, 21,23,24,25	5
Multi-Media Journalist	1,2,3,4,5,7,8,9,11,12,13,15,16,17,20, 21,23,24,25	12
Anchor/MMJ	1,2,3,4,5,7,8,9,11,12,13,15,16,17,20, 21,23,24,25,26	26
Multi-Media Journalist	1,2,3,4,5,6,7,8,9,11,12,13,15,16,17,20, 21,23,24,25,28	3
Multi-Media Journalist	1,2,3,4,5,6,7,8,9,11,12,13,15,16,17,20, 21,23,24,25,28	3
Multimedia Journalist/Weather Anchor	1,2,3,4,5,7,8,9,11,12,13,15,16,17,20, 21,23,24,25,27	12
Morning Anchor/MMJ	1,2,3,4,5,7,8,9,11,12,13,15,16,17,19, 20, 21,23,24,25,27	27
Commercial Producer	1,2,3,4,5,7,8,9,11,12,13,15,16,17,20, 21,23,24,25,28	28
Director/Technical Media Producer	1,2,3,4,5,7,8,9,11,12,13,15,16,17,20, 21,23,24,25,27	27
Assistant News Director	1,2,3,4,5,7,8,9,11,12,13,15,16,17,20, 21,23,24,25	5
Producer/Web Producer	1,2,3,4,5,7,8,9,11,12,13,15,16,17,20, 21,23,24,25	6

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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	13
4	Florida State University, Panama City Campus, 4730 Collegiate Dr., Panama City, FL 32405 L. Jemison LJemison@pc.fsu.edu	N	0
5	WJHG TV 7 Website www.wjhg.com	N	17
6	WJHG TV In House Referral 8195 Front Beach Road Panama City Beach, FL 32407	N	8
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	0
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	57
13	Florida A&M University FAMU School of Journalism and Graphics Yanela Gordon, Internship & Placement Director 850-412-5395 yanela.gordon@famu.edu	Y	0
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	0
17	Gray TV Intra-Company Dottie Boudreau Dottie.Boudreau@gray.tv	N	2
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
24	Bay County NAACP Nancy Vietor evietor@woh.rr.com	Y	0
25	Medialine P.O. Box 91505 Pacific Grove, CA 93950 Mark Shilstone Medialine@Medialine.com	Y	0
26	Internal promotion or transfer	N	1
27	Non-employee referral WJHG TV 8195 Beachfront Road Panama City Beach, FL 32407	N	9
28	Walk In/Self-Referral	N	3
Total No. of Interviewees Referred by Recruitment Sources:			110

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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 4, 2014 – Meteorologist 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.
2.	Participated in career fair	October 30, 2014 - Promotions/Program Manager participated in Career Fest 2014 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.
3.	Participated in career fair	November 18, 2014 - 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.
4.	Participate in events or programs sponsored by community groups interested in broadcast employment issues	January 8, 2015 - News Director/Noon Anchor at WJHG spoke to the Gulf Federated Women's Club. Her focus was on media today, types of jobs WJHG/WECP hires for, and the changing roles in the newsroom.
5.	Participate in events or programs sponsored by educational institutions relating to careers in broadcasting	February 24, 2015 – Meteorologist/Reporter participated in an informal workshop hosted by Florida State University Meteorology Department in Tallahassee, FL. This workshop was geared toward FSU Student Meteorologists and the multi-faceted roles they'll have in the newsroom today.
6.	Participate in job fair	February 27, 2015 - WJHG took part in the 28 th Annual Bay County Job Fair at the Haney Technical Center Panama City, FL. VP/General Manager, Operations 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.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
7.	Participate in events or programs sponsored by educational institutions relating to careers in broadcasting	March 26-27, 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 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. 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.
8.	Participate in job fair	May 14, 2015 - WJHG VP/General Manager and Promotion/Program Manager participated in the Workforce Center 2015 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.