

WJHG-TV
EEO PUBLIC FILE REPORT
October 1, 2004 to September 2005

(Note: 12-month period determined by FCC license renewal filing date and not on calendar basis)

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]
Weekend Meteorologist/Weekday reporter	1, 3, 4, 6, 8, 9, 13, 14, 15, 20, 21, 22, 23, 24, 25, 26, 27, 31, 32, 33, 35, 36, 37, 38, 39	13
Weekend Sports Anchor /Reporter	1, 3, 4, 6, 8, 9, 13, 14, 15, 20, 21, 22, 23, 24, 25, 26, 27, 32, 33, 35, 36, 37, 38, 39	13
Weekend Meteorologist/Weekday Reporter	1, 3, 4, 6, 8, 9, 13, 14, 15, 20, 21, 22, 23, 24, 25, 26, 27, 31, 32, 33, 35, 36, 37, 38, 39	10
Live Truck Operator/Photographer	1, 3, 4, 6, 8, 9, 10, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24, 25, 26, 31, 33, 35, 36, 37, 38, 39	31
Weekend Co-Anchors/Weekday Reporters (2)	1, 3, 4, 6, 8, 9, 10, 13, 14, 15, 21, 22, 23, 24, 25, 26, 27, 31, 32, 33, 35, 36, 37, 38, 39	10, 13
News Director	1, 3, 4, 8, 9, 14, 10, 15, 30, 31, 35, 36, 37, 38,	31
General Assignment Reporters (2)	1, 3, 4, 6, 8, 9, 10, 13, 14, 15, 21, 22, 23, 24, 25, 26, 27, 31, 32, 33, 35, 36, 37, 38, 39	13, 31
Morning Producer	1, 3, 4, 6, 8, 9, 13, 14, 15, 20, 21, 22, 23, 24, 25, 26, 27, 31, 32, 33, 35, 36, 37, 38, 39	13
Account Executive (2)	1, 4, 5, 13, 27, 28, 29, 31, 33, 35, 36, 37, 38,	5, 28
Sales Assistant	1, 3, 4, 5, 13, 14, 20, 21, 27, 28, 29, 30, 31, 33, 35, 36, 38	31
Morning Director	1, 13, 22, 27, 28, 30, 31, 35, 36, 37, 38	31
Master Control Operator	1, 13, 22, 27, 28, 30, 31, 35, 36, 37, 38	31

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

1.	Gulf Coast Community College, 5230 West U-S 98,m Panama City, Fl., 32405 Contact Frank Sundraw Phone: 850-769-1551 E-mail: FSundram@aol.com	N	2
2.	RTNDA 1000 Connecticut Ave., Washington, DC 20036 Contact: Steve Dumphy 202-467-5258	N	
3.	University of Florida 114 Stadium West, Gainesville, Fl. 32611 Contact: Tom Krynski Phone: 352-392-9092 e- mail: TKrynski@wruf.com	N	4
4.	Florida State University, Panama City Branch Campus, 4730 Collegiate Dr., Panama City, Fl. 32405 Contact: Missy Jones, Director of Student Affairs e-mail: mjones@pc.fsu.edu	N	
5.	The News Herald Panama City, Fl 32401 Contact: 747- 5000	N	5
6.	Haney Vocational Center, 3016 Highway 77, Lynn Haven, Fl 32444 Contact Guidance Office 850-747-55	N	10
7.	NAB Employment Clearing House 1771 N Street, NW., Washington, DC. 20036 Contact: Karen Hunter 202-429- 5368	N	
8.	University Of West Florida, 11000 University Parkway, Pensacola, Fl. 32515. Phil Auter 850-474-2874	N	
9.	Chipola College, 3097 Indian Circle, Marianna, Fl 32446 Contact Royce Reagan	Y	3
10.	Medialine Mark@Medialine.com 831-648-5200	N	
11.	TV News Talent WWW.TVNEWSTALENT.COM	N	
12.	Fla. Assoc Broadcasters 101 East College, Tallahassee, Fl. 32301 Contact: Pat Roberts: 800-825-5322	N	15
13.	TVJobs.com, website www.tvjobs.com Contact: Mark Holland	N	
14.		N	1
15.	Florida A & M University, 428 Tucker Hall, Tallahassee, Fl., 32301 Contact: Jim Hawkins 850-899-3083 Troy University, Hall School of Journalism, Troy, Al., 36082 Contact: Sherry Day 334-566-3000		

RS #	RS Information	Source Entitled To Vacancy Notification	# of interviewees Referred by RS Over Reporting Period
16	Mosley High School, 501 Mosley Drive, Lynn Haven, Fl., 32444. Contact: Guidance Office 872-4410	No	
17	Bay High School, 1204 Harrison Ave., Panama City, Fl., 32401 Contact: Guidance office: 850-872-4620	No	
18	Rutherford High School, 100 School Ave., Springfield, Fl 32404 Contact: Guidance Office 850-8724500	No	
19	Electronic Media, 740 N. Rush, Chicago, Il., 60611 Contact: John Glynn 312-649-5385	No	
20	Okaloosa Walton College, 100 College Blvd., Niceville, Fl. 32578 Contact 850-678-5111	No	
21	Workforce Center 625 Highway 231, Panama City, Fl Contact: 850-872-4340 E.mail: MerrittR@workforcecenter.org	Yes	1
22	Career Development and Resource Center, Navy Support Activity, Panama City Beach, Fl. 32407 Contact: 850-235-5800 Email: cathy.mccombs@navy.mil	No	
23	Tyndall Air Force Base, Panama City	No	
24	Eglin Air Force Base, Valpraiso	No	
25	Naval Air Station, Pensacola	No	
26	Naval Air Station, Whiting Field	No	
27	WJHG-TV Website WJHG.Com	No	6
28	WJHG-TV On The Air Promotion	No	4
29	Spots 'n' Dots, Spotsndots.com Contact 888-884-2630 Fax: 607-729-7331 Ms. Dai Korba	No	2
30	Personal Referral	No	1
31	In House Referral	No	6
32	Mississippi State University Mississippi State, Ms. 39762 Contact: 662-325-2323	No	3
33	Gray Television Group Intra Company	No	
34	A.C.U.R.E P. O. Box 30002, Panama City, Fl 32401 Attn: Myron Hines	Yes	
35	Northwest Florida Branch N.A.A.C.P. P. O. Box 1004 DeFuniak Springs, Fl 32435	Yes	
36	Bay County N.A.A.C.P. 507 Jennings Ave., Springfield, Fl 32404	Yes	
	Total Number of Referred Interviewees		62

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	<p>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, Mosley High School, Florida State University, Florida A and M University, Mississippi State University and the University of Florida. Internships are offered for a term of one semester and afford students studying communications the opportunity to achieve practical experience in the field. During the reporting period there were four interns in the News and Production Departments.</p> <p>Ms. Ipek Uster of Turkey interned with WJHG in both News and Production from July 15 through October 21, 2005.</p> <p>Katie M. Sanders from Troy State University interned during the Summer Semester in the News Department.</p> <p>Jonathan Fields from the University of Hartford interned in the News Department in June, July and first two weeks of August, 2005</p> <p>Allison Lague of Arnold High School interned with the Production Department from July 20th to September 21.</p> <p>Michael Morrison of Florida State University interned with the Production Department From January 2005 through April 2005.</p> <p>The station works with qualified high schools and colleges which had broadcasting/ communication/ production courses.</p>

2	Participation in Job Fairs	<p>During the reporting period the station took part in three Job Fairs/Business Expos. Station managers who participated were Tracy Connors – President and General Manager, Joseph Moore – Vice President Of Operations, Steve Voorhies – News Director, Jon McKee – Director of Engineering and Production, Sean Dixon – Promotions and Programming Manager, Steve Morabito – Local Sales Manager. The events were February, 2005 at The Tom Haney Vocational Center, April 19th the Annual Business Expo Sponsored by The Panama City Beaches Chamber Of Commerce, and The Florida Workforce Job Fair held on April 27th.</p>
3	Employee Training Program to Qualify for Higher Level Positions	<p>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.</p> <p>Production, Engineering, Operations and 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.</p>
4		<p>Twice a year, Donna Bell, Morning and Noon Anchor at WJHG travels to the University of Florida in Gainesville to work with students at the College of Journalism.</p> <p>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</p>

News, by critiquing their work, offering them advise and tips to help them find jobs in the field of Broadcasting, and speaking to classes. She works with students individually in one-on-one sessions, 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.

In addition, Donna helps WJHG with her role on the Advisory Board, by helping select the top student Journalists coming out of UF. UF's College of Journalism is known for having one of the top ten Broadcasting departments in the country.

Donna's work on the Advisory Council took place in 2005 on Mar 21, 22 & 23, and Sept. 7, 8 & 9.

In addition, A WJHG-TV manager, Joseph Moore, is an active member of the Radio and TV Advisory Committee at Gulf Coast Community College.