

**WJHG - TV & WECP - LD**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 2021**

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hires</b>
Multi-Media Journalist #1, #2 and #3	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 18	8, 13, 8
Producer/Web Producer #1 and #2	1, 2, 3, 4, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16	8, 13
Meteorologist/Digital Producer	1, 2, 3, 4, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16	8
Account Executive #1 and #2	1, 2, 3, 4, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16	13, 15
Anchor/MMJ #1 and #2	1, 2, 3, 4, 6, 7, 8, 9, 10 11, 12, 13, 15, 16	8, 8
Photojournalist	1, 2, 3, 4, 6, 7, 8, 9, 10 11, 12, 15, 16	8
Meteorologist/MMJ	1, 2, 3, 4, 6, 7, 8, 9, 10 11, 12, 15, 16	15
Producer/Web Producer #3	1, 2, 3, 4, 6, 7, 8, 9, 10 11, 12, 15, 16	15
Multi-Media Journalist #4	1, 2, 3, 4, 6, 7, 8, 9, 10 11, 12, 13, 15, 16	8
Director/Technical Media Producer	1, 2, 3, 4, 6, 7, 8, 9, 10 11, 12, 15, 16	8

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	Gulf Coast State College 5230 W US Hwy 98 Panama City, FL 32401 James Baxley <a href="mailto:jbaxley@gulfcoast.edu">jbaxley@gulfcoast.edu</a>	Y	0
2	National Assoc. of Hispanic Journalists Rebecca Aguilar <a href="mailto:aguilar.thereporter@yahoo.com">aguilar.thereporter@yahoo.com</a>	N	0
3	University of Florida 114 Stadium West, Gainesville, FL 32611 Alex Wilkerson <a href="mailto:pwilkerson@jou.ufl.edu">pwilkerson@jou.ufl.edu</a> Katrice Graham <a href="mailto:KGraham@jou.ufl.edu">KGraham@jou.ufl.edu</a>	N	3
4	Station Website <a href="http://www.wjhg.com">www.wjhg.com</a>	N	17
5	Self-Referral	N	1
6	Chipola College 3094 Indian Circle, Marianna, FL 32446 Royce Reagan <a href="mailto:ReaganR@Chipola.Edu">ReaganR@Chipola.Edu</a>	N	0
7	University of Central Florida, Nicholson School of Communication 4000 Central FL Blvd, Orlando, FL 32816 <a href="mailto:Communications@UCF.edu">Communications@UCF.edu</a> Kayonne Riley <a href="mailto:Kayonne.riley@wucf.com">Kayonne.riley@wucf.com</a>	N	0
8	Gray TV Website <a href="mailto:jobs@gray.tv">jobs@gray.tv</a>	N	43
9	Alabama State University, P.O. Box 271, Montgomery, AL 36101 Dr. A. David Communitatio <a href="mailto:dokeowo@alasu.edu">dokeowo@alasu.edu</a> Dept. of Communications	Y	0
10	Career Development & Resource Center, Naval Support Activity, Panama City Beach, FL 32407 Alicia Winters <a href="mailto:alicia.winters.ctr@navy.mil">alicia.winters.ctr@navy.mil</a>	N	0
11	Career Source Gulf Coast 625 Highway 231, Panama City, FL 32405 <a href="mailto:MerrittR@workforcecenter.org">MerrittR@workforcecenter.org</a>	Y	0
12	Bay County NAACP Nancy Vietor <a href="mailto:evietor@woh.rr.com">evietor@woh.rr.com</a>	Y	0
13	Employee referral WJHG TV 8195 Beachfront Road Panama City Beach, FL 32407	N	10
14	Non-employee referral	N	1

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
15	Indeed.com <a href="mailto:jobs@gray.tv">jobs@gray.tv</a>	N	27
16	University of Alabama WVUA Steve Diorio <a href="mailto:sdiorio@wvua23.com">sdiorio@wvua23.com</a>	N	0
17	University of Missouri virtual recruitment	N	0
18	Florida A&M University virtual recruitment	N	1
Total No. of Interviewees Referred by Recruitment Sources:			103

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1.	EEO Training	<b>November 19, 2020</b> - Wiley Rein LLP provided materials and training for FCC 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. WJHG VP/General Manager and WJHG Office Manager participated.
2.	Participate in job fair	<b>February 4, 2021</b> - WJHG took part in the 34 <sup>th</sup> Annual Bay County Job Fair. This was a virtual job fair hosted by Gulf Coast State College Panama City, FL. VP/General Manager and Promotion/Program Manager were available in the virtual Job Fair booth to speak with attendees about current positions available at WJHG and other career opportunities at WJHG and in television broadcasting.
3.	Participate in events or programs sponsored by educational institutions relating to careers in broadcasting	<b>February 17 – 19, 2021</b> – WJHG News Director participated in a series of virtual meetings for the UF College of Journalism Telecommunications Advisory Board. In this role, she helped advise the college Dean and other leaders on the direction of the Telecommunications-News program at UF. She also worked directly with students, helping them prepare to graduate with a degree in news and enter the workforce. She also used this opportunity to recruit students who are graduating to fill various roles in the newsroom.
4.	Participate in events or programs sponsored by educational institutions relating to careers in broadcasting	<b>March 31, 2021</b> – WJHG/WECP News Director took part in a virtual recruitment sponsored by Florida A&M University. This consisted of zoom meetings as part of a panel, as well as and interviews with Florida A&M students. Students were interviewed for career opportunities in the WJHG News Department. Information was also shared with students about careers in the television industry.
5.	Participate in events or programs sponsored by educational institutions relating to careers in broadcasting	<b>April 22-23, 2021</b> – WJHG/WECP News Director took part in a virtual recruitment sponsored by University of Missouri. This consisted of virtual meetings with groups of students about working for Gray and working for individual stations within Gray. The News Director also met virtually with individual students for interviews and to discuss career opportunities in the WJHG News Department.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
6.	Participate in job fair	<b>May 13, 2021</b> - WJHG took part in the 2021 Virtual Career Expo, sponsored by Career Source Gulf Coast, Panama City, FL. VP/General Manager and Promotion/Program Manager were available in the virtual Job Fair booth to speak with attendees about current positions available at WJHG and other career opportunities at WJHG and in television broadcasting.