

**WJHG-TV and WECP-TV<sup>1</sup>**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2011 – September 30, 2012**

**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 Hiree</b>
News Director	1, 3-4, 8-10, 13-15, 20-22, 27, 30, 33-38	30
Local Sales Assistants (2)	1, 3-4, 8-10, 13-15, 20-22, 27-28, 30, 33-38	30, 28
Reporter/Sports	1, 3-4, 8-10, 13-15, 20-22, 27, 30, 33-38	13
Reporter/Weather	1, 3-4, 8-10, 13-15, 20-22, 27, 30, 32-39	38
AM Producer	1, 3-4, 8-10, 13-15, 20-22, 27, 30, 33-38	13
Producer/Reporter	1, 3-4, 8-10, 13-15, 20-22, 27, 30, 33-38	13
Office Clerical/Admin. Asst.	1, 4, 9, 20-22, 27-28, 30-31, 33-38	36
Accounting/ HR	1, 4, 9, 20-22, 27-28, 30-31, 33-38	28
Reporter /MMJ	1, 3-4, 8-10, 13-15, 20-22, 27, 30, 33-38	13
Web Reporter/ MMJ	1, 3-4, 8-10, 13-15, 20-22, 27, 30, 33-38	13
Account Executive	1, 4, 8-9, 14-15, 20-22, 27-28, 30, 33-38,	30

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<sup>1</sup> WECP-LD began operating on September 24, 2012.

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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 32405 Contact: Chris Thomes cthomes@gulfcoast.edu	Y	4
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 Phone: 352-392-6397 <a href="mailto:TKrynski@wruf.com">TKrynski@wruf.com</a>	N	1
4	Florida State University Panama City Branch Campus 4730 Collegiate Dr. Panama City, FL 32405 Contact: Angela Sexton, Director of Student Affairs email: <a href="mailto:asexton@pc.fsu.edu">asexton@pc.fsu.edu</a>	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

<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>
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	N	0
9	Chipola College 3094 Indian Circle Marianna, FL 32446 Contact: Royce Reagan	N	0
10	University of Central Florida Nicholson School of Communication 4000 Central FL Blvd Orlando, FL 32816	N	0
11	TV News Talent <a href="http://www.TVNewsTalent.Com">HTTP://www.TVNewsTalent.Com</a> 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: <a href="http://www.tyjobs.com">www.tyjobs.com</a> Contact: Mark Holland (email)	N	20
14	Florida A&M University 428 Tucker Hall Tallahassee, FL 32301 Contact: Jim Hawkins 850-599-3083	N	0

<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	Troy University Hall School of Journalism Troy, AL 36082 Contact: Sherry Day 205-566-3000	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
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

<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>
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 <a href="http://www.wjhg.com">www.wjhg.com</a>	N	11
28	WJHG on the air promotion	N	16
29	Spot 'n' Dots <a href="http://spotsndot.com">spotsndot.com</a> Contact: 888-884-2630 Fax: 607-729-7331 Ms. Dai Korba	N	0
30	Personal Referral	N	3
31	In House Referral	N	6
32	Mississippi State University Mississippi State, MS 39762 Contact: 662-325-2323 Dr. Darrel Schmitz <a href="mailto:schmitz@ra.msstate.edu">schmitz@ra.msstate.edu</a>	N	1
33	Gray TV Intra-Company	N	0
34	A.C.U.R.E. P.O. Box 30002 Panama City, FL 32401 Attn: Myron Hines	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: <a href="mailto:MerrittR@workforcecenter.org">MerrittR@workforcecenter.org</a>	Y	15

<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>
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 <a href="mailto:Mark@Medidaline.com">Mark@Medidaline.com</a>	Y	0
39	Florida State University Meteorology Tallahassee ahiquist@met.fsu.edu	N	1
40	Rick Gevers & Associates PO Box 577 Zionsville, IN 46077-0577 317-769-7900 (phone) Email: rick@rickgevers.com	N	3
<b>TOTAL INTERVIEWEES</b>			<b>71</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
1	11/9/11	Participate in job fair	On November 9, 2011, WJHG participated in the Regional Career Fair. We had a display booth and spoke with potential applicants regarding job opportunities at WJHG and broadcasting in general. Station management personnel attended to meet with job applicants.
2	2/10/12	Participate in job fair	On February 10, 2012 WJHG took part in the 25th Annual Bay County Job Fair. Station management personnel spoke with as many Participants as possible about current job Openings and career opportunities at WJHG And in broadcasting in general.
3	2/11/12	Participate in event designed to inform and education members of the public as to employment opportunities in broadcasting	Annual Health Expo co-sponsored by the News Herald, WJHG, Gulf Coast Medical Center and Bay Medical Center. In addition to health information, we also had a booth set up to hand out programming and job information.
4	9/15/12	Participate in event designed to inform and education members of the public as to employment opportunities in broadcasting	WJHG-TV took part in the first annual Family Health Fair in Lynn Haven. Despite its name "Health Fair," the event also provides an opportunity for businesses to meet with prospective job seekers about job opportunities being offered in the community. Station Management level personnel attended this event.
5	Ongoing	Employee Training Programs to qualify for Higher Level Positions	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. Production, Engineering, Operations, Sales 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.
7	Ongoing	Participate in events sponsored by an education institution relating to career opportunities in broadcasting	Six days during the current reporting period, 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. 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 News, by critiquing their work, offering them advice and tips to help them find jobs in the field of Broadcasting, and speaking to classes. Donna 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.