

WHLT-TV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Journalist	1-4, 6, 8, 10-16, 20-46	13
Commercial Photographer	1-8, 10-12, 14-16, 19, 21-37, 39-46	36
Account Executive	2-3, 6-8, 10-12, 14-16, 18, 21-35, 37, 39-46	43
Sports Digital Journalist	2-3, 6-16, 18, 21-35, 37, 39-42, 44-46	13
Digital Journalist	2-8, 12-17, 21-37, 39, 41-46	36

WHLT-TV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alcorn State University Box 359 Lorman, Mississippi 39096 Phone : 601-877-6111 Email : cbristow@lorman.alcorn.edu Fax : 1-601-877-2975 Clinton Bristow, Jr.	N	0
2	Alcorn State University Career Placement Services PO Box 390 Lorman, Mississippi 39096 Phone : 601-877-6279 Url : http://alcorn.edu Joey Mitchell Manual Posting	N	0
3	Antonelli College 2323 Lakeland Drive Jackson, Mississippi 39232 Phone : 877-500-4304 Url : http://antonellicollege.edu Chris Burgio Manual Posting	N	0
4	AR&D 2440 Loftin Terrace Fort Worth, Texas 76109 Phone : 817-233-6096 Url : http://ar-d.com Email : fertz@ar-d.com Fax : 1-817-251-9613 Fred Ertz	N	0
5	B-Roll.net 227 6th Street NE Washington, District of Columbia 20002 Phone : 202-470-5396 Url : http://broll.net Email : info@b-roll.net Kevin Johnson	N	0
6	Belhaven College 1500 Peachtree Street Jackson, Mississippi 39202 Phone : 601-968-5940 Url : http://belhaven.edu Claire Langley Manual Posting	N	0

WHLT-TV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Broadcast Education Association 1771 N Street, NW Washington, District of Columbia 20036-2891 Heather Birks Manual Posting	N	0
8	Broadcasting & Cable 360 Park Avenue South New York, New York 10010 Phone : 212-337-7073 Url : http://varietycareers.com Email : katie.rosa@reedbusiness.com Fax : 1-212-206-8327 Katie Rosa	N	0
9	Career Builder 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone : 866-438-1485 Url : http://careerbuilder.com Job Listings Manual Posting	N	0
10	Coahoma Junior College Route 1 Box 616 Clarksdale, Mississippi 38614 Phone : 662-627-4155 Email : memoore-6@yahoo.com Fax : 1-662-627-4361 Monica Moore	N	0
11	Craig's List 1381 9th Avenue San Francisco, California 94122 Phone : 888-888-8888 Url : http://craigslist.com Job Listings Manual Posting	N	0
12	Dept. of Veterans Affairs 1600 E. Woodrow Wilson Drive Jackson, Mississippi 39216 Phone : 601-362-4471 Url : http://jackson.va.gov Jennifer Armwood Manual Posting	N	0
13	Employee Referral	N	3

WHLT-TV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Hinds Community College PO Box 1100 Raymond, Mississippi Phone : 601-857-3499 Url : http://hindscc.edu Email : iyanna.colly@hindscc.edu Iyanna Colly	N	0
15	Holmes Community College 412 W Ridgeland Ave Ridgeland, Mississippi 39157 Phone : 662-472-9057 Url : http://holmescc.edu Email : tjones@holmescc.edu Luke Jones	N	0
16	Holmes Community College Career Planning PO Box 369 Goodman, Mississippi 39079 Phone : 601-605-3313 Url : http://holmescc.edu Email : awhittington@holmescc.edu Amy Whittington	N	0
17	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut Phone : 888-888-8888 Url : http://indeed.com Job Posting Manual Posting	N	0
18	Indeed.com - Not Directly Contacted by SEU	N	3
19	Internal Transfer/Promotion	N	1
20	Jackson Advertising Federation PO Box 922 Jackson, Mississippi 39205 Phone : 601-317-7435 Url : http://aafjackson.org Email : yfoster@gannett.com Yolanda Foster	N	0

WHLT-TV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Jackson Advocate 100 W. Hamilton Street Jackson, Mississippi 39202 Phone : 601-948-4122 Url : http://jacksonadvocate.com Email : thejacksonadvocate@gmail.com Alice Tisdale	N	0
22	Jackson State University 1400 John R. Lynch St. Jackson, Mississippi Phone : 601/976-2477 Url : www.jsu.edu Fax : 601/979-3948 Lavenita Cottrell	N	0
23	Jackson Urban League 2310 Hwy80 W Bldg 1, Suite E Jackson, Mississippi 39204 Phone : 601-714-4600 Url : http://nul.iamempowered.com Willie Cole Manual Posting	N	0
24	Media General, Inc. 333 East Franklin Street Richmond, Virginia 23219 Phone : 205-488-4135 Url : http://mediageneral.com Email : sellenburg@mediageneral.com Susan Ellenburg	N	0
25	Media Line 1127 Le Monte Blvd Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://medialine.com Email : medialine@medialine.com Job Posting	N	0
26	Media Recruiters.com 20456 E. Orchard Place Centennial, Ohio 80016 Phone : 303-400-5150 Url : http://mediarecruiters.com Email : sales@mediasalesavails.com Job Posting	N	0

WHLT-TV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Millsaps College Career Center 1701 North State Street Jackson, Mississippi 39210 Phone : 601-974-1000 Url : http://millsaps.edu Email : careercenter@millsaps.edu Tonya Craft	N	0
28	Mississippi College Career Services PO Box 4010 Clinton, Mississippi 39058 Phone : 601-925-3901 Url : http://mc.edu Email : career-services@mc.edu Jennifer McGill	N	0
29	Mississippi State PO Box P Mississippi State Mississippi State, Mississippi 39762 Phone : 662-325-3344 Fax : 662-325-7975 Sandra	N	0
30	MS Association of Broadcasters 855 S Pear Orchard Road #403 Ridgeland, Mississippi 39157 Phone : 601-957-9121 Url : http://msbroadcasters.org Email : info@msbroadcasters.org Karla Hooten	N	0
31	MS Employment Services 5959 I-55 North Frontage Road Suite C Jackson, Mississippi 39213 Phone : 601-321-7940 Url : http://mdes.ms.gov Fax : 1-601-321-7967 Ketra McGriggs	N	0
32	MS State Univeristy PO Box P Miss State, Mississippi 39762 Phone : 662-325-3344 Url : http://msstate.edu Email : smaynard@career.msstate.edu Scott Maynard	N	0

WHLT-TV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	MS University for Women 405 Cochran Hall 1100 College Street/MUW1624 Columbus, Mississippi 39701 Phone : 662-241-7619 Url : http://muw.edu Email : twilliams@sa.muw.edu Towanda Williams	N	0
34	MS Valley State University 14000 Hwy 82 W Box 7246 Itta Bena, Mississippi 38941 Phone : 662-254-3441 Url : http://mvsu.edu/career_services Email : trwallace@mvsu.edu Tiffany Wallace	N	0
35	NAACP 1072 John R. Lynch Street #10 Jackson, Mississippi 39203 Phone : 601-353-6906 Url : http://naacp.org Janette Self Manual Posting	N	0
36	Station Website	N	4
37	Talent Dynamics 600 E. LasColinus Suite 100 Irving, Texas 75039 Phone : 214-640-3139 Url : http://talentdynamics.com Email : connell@talentdynamics.com Fax : 1-214-951-9610 Sandra Connell	N	0
38	Television Bureau of Advertising 3 East 54th Street 10th Floor New York, New York 10022 Phone : 212-486-1111 Url : http://tvb.org Job Posting Manual Posting	N	0

WHLT-TV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	Tougaloo College 500 W. County Line Road Tougaloo, Mississippi 39174 Phone : 601-977-7815 Url : http://tougaloo.edu Email : wmcdowell@tougaloo.edu Whitney McDowell	N	0
40	TVJobs Broadcast Employment Services PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com Job Listings Manual Posting	N	0
41	University of Mississippi PO Box 1848 University, Mississippi 38677 Phone : 662-915-7174 Url : http://olemiss.edu Email : jonathan@career.olemiss.edu Jonathan Harrington	N	0
42	University of Southern MS Career Services 118 College Drive #5014 Hattiesburg, Mississippi Phone : 601-266-4153 Url : http://usm.edu Email : cpp@usm.edu Kathleen Killam	N	0
43	Walk In/Self-Referral	N	7
44	WHLT Internal Posting 5912 Hwy 49 Suite A Hattiesburg, Mississippi 39401 Phone : 662-545-2077 Url : http://whlt.com Email : cjacks@whlt.com Cheryl Jacks	N	0

WHLT-TV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
45	William Carey College 498 Tuscan Avenue Box 181 Hattiesburg, Mississippi 39401 Phone : 601-318-6051 Url : http://wmcarey.edu Email : bwright@wmcarey.edu Fax : 1-601-318-6770 Brandon Wright	N	0
46	WJTV Internal Posting 1820 TV Road Jackson, Mississippi 39204 Phone : 601-969-4567 Url : http://wjtv.com Email : jpittman@wjtv.com Jamie Pittman	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			18

WHLT-TV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2016	Establishment of an intern program designed to assist members of the community	WHLT had 1 intern for period 2/1/16-1/31/17. The school represented was University of Southern Mississippi. The intern was supervised by news director Jason Pumo. The intern shadowed all aspects (producing, shooting and editing video) of the news department during the time at the station and received school credit for the internship.	3	News Director Executive Producer Assignment Manager
2	2/1/2016	Establishment of training programs for station personnel	Employees are cross-trained within their department to learn all functions within that department. They provide backup assistance for when other employees are out or they learn the skills of another job in case there are opportunities to obtain a different position.	4	News Director Chief Engineer Director of Revenue Brand Manager
3	2/10/2016	Participation in Job Fairs	Participated in the 2016 Jackson State University Spring Career Fair in the Student Center Ballroom to discuss job opportunities for WJTV and WHLT.	1	Executive Director
4	2/16/2016	Participation in Job Fairs	Participated in the Mississippi College Spring 2016 career fair on their main campus in Anderson Hall. Discussed job opportunities for WJTV and WHLT.	2	Community Outreach Coordinator Business Administrator
5	2/18/2016	Participation in Job Fairs	Participated in the Holmes Community College Spring 2016 Career Fair on the Ridgeland, MS campus to discuss job opportunities for WJTV and WHLT.	1	Community Outreach Coordinator
6	2/24/2016	Participation in Job Fairs	Participated in the University of Southern MS Spring 2016 Career Fair on the main campus in Hattiesburg, MS to discuss job opportunities for WJTV and WHLT.	2	Brand Manager Digital Journalist
7	4/27/2016	Provision of training to management	Attended FCC/EEO training provided by Media General's FCC Attorney Henry Gola during the 2016 BA Summit	1	Business Administrator
8	9/28/2016	Participation in Job Fairs	WJTV and WHLT participated in the Fall 2016 Career Fair held on the Hattiesburg, MS, campus of University of Southern Mississippi in the Thad Cochran Center.	2	Brand Manager Executive Producer