

WHLT-TV
EEO PUBLIC FILE REPORT
February 1, 2015 - January 31, 2016

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 |
|-------------------|--|-------------------------------|
| Brand Manager | 1-19, 21-28 | 6 |
| Account Executive | 1-3, 5-11, 13-20, 22-28 | 6 |
| Producer | 1-3, 5-11, 13-20, 22-28 | 6 |

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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 Career Placement Services PO Box 390 Lorman, Mississippi 39096 Phone : 601-877-6279 Url : http://alcorn.edu Email : jmitchell@alcorn.edu Joey Mitchell | N | 0 |
| 2 | Antonelli College 2323 Lakeland Drive Jackson, Mississippi 39232 Phone : 877-500-4304 Url : http://antonellicollege.edu Chris Burgio Manual Posting | N | 0 |
| 3 | Belhaven College 1500 Peachtree Street Jackson, Mississippi 39202 Phone : 601-968-5940 Url : http://belhaven.edu Claire Langley Manual Posting | N | 0 |
| 4 | Craig's List 1381 9th Avenue San Francisco, California 94122 Phone : 888-888-8888 Url : http://craigslist.com Job Listings Manual Posting | N | 0 |
| 5 | 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 |
| 6 | Employee Referral | N | 4 |

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|------------------|--|--|---|
| 7 | 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 |
| 8 | 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 |
| 9 | 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 |
| 10 | 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 |
| 11 | 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 |
| 12 | 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 |

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|------------------|---|--|---|
| 13 | 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 |
| 14 | 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 |
| 15 | 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 |
| 16 | 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 |
| 17 | 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 |
| 18 | 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 |

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|------------------|---|--|---|
| 19 | NAACP 1072 John R. Lynch Street #10 Jackson, Mississippi 39203 Phone : 601-353-6906 Url : http://naacp.org Janette Self Manual Posting | N | 0 |
| 20 | Self Referral | N | 5 |
| 21 | Station Website | N | 1 |
| 22 | 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 |
| 23 | TVJobs Broadcast Employment Services PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com Job Listings Manual Posting | N | 0 |
| 24 | 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 |
| 25 | 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 |

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|--|---|--|---|
| 26 | 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 |
| 27 | 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 |
| 28 | 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: | | | 10 |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|--|---|-------------------------------------|---|
| 1 | 2/1/2015 | 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 |
| 2 | 2/17/2015 | Participation in Job Fairs | Participated in the 2015 Mississippi College Career Day at Anderson Hall, MC Campus, Clinton, MS to discuss job opportunities for WJTV and WHLT | 2 | Regional Digital Sales Manager Community Outreach Coordinator |
| 3 | 4/16/2015 | Participation in Job Fairs | Participated in the 2015 School of Mass Communication and Journalism Career Fair, held in the Student Media Center on the Hattiesburg campus of University of Southern Mississippi. | 2 | Local Sales Manager Executive Producer |
| 4 | 5/21/2015 | Participation in Job Fairs | Participated in the Northwest Middle School career fair. This career fair was to assist students in career choices and planning. | 2 | Community Outreach Coordinator Weekend Meteorologist |
| 5 | 9/2/2015 | Establishment of a mentoring program | Business Administrator attended a webinar training provided by Media General, Inc Associate General Counsel Henry Gola that overviewed and explained the FCC's EEO rules and policies. Training included methods of ensuring EEO and preventing discrimination. | 1 | Business Administrator |
| 6 | 9/4/2015 | Establishment of an intern program designed to assist members of the community | WHLT had 1 intern for period 2/1/15-1/31/16. He was a student at the University of Mississippi when he interned from 8/28/15-11/23/15. He worked within the news department, mainly focusing on sports, by assisting the sports reporter with editing footage. He also shadowed several high school and college football games. Jason Pumo, News Director, supervised the intern. | 1 | News Director |
| 7 | 10/1/2015 | Participation in Job Fairs | Participated in the Jackson State University Career Fair on the Jackson campus in the Walter Paytom Recreation and Wellness Center to discuss job opportunities for WJTV and WHLT | 2 | AM Anchor Regional Sales Manager |

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| 8 | 10/14/2015 | Participation in Job Fairs | Participated in the USM Career Fair, held on the campus in Hattiesburg, MS | 4 | Brand Manager Reporter Reporter Reporter |
| 9 | 11/25/2015 | Participation in Job Fairs | Participated in the Alignment Jackson Career Exploration Fair for all Jackson Public School 9th graders | 3 | Community Outreach Coordinator Production Supervisor Commercial Photographer |