

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

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer	3, 5, 12-13, 15, 17-18, 21, 23, 25, 27-28, 31-35, 42, 44-49	46
Producer	3, 5, 12-13, 15, 17-18, 21, 23, 25, 27-28, 31-35, 42, 44-49	13
News Director	2-3, 5, 12-15, 17, 21, 23, 27-28, 31-36, 39, 42-45, 47-49	14
Program Coordinator	3, 5, 11-12, 15, 17-19, 21, 23, 25, 27-28, 31-35, 42-45, 47-49	19
Local Sales Manager	3, 5, 12, 15, 17-19, 21, 23, 25, 27-28, 30-35, 42-45, 47-49	19
Account Executive	2-3, 5, 11, 13, 15, 17-18, 21, 23-25, 27-28, 31-34, 38-39, 42-49	46
Account Executive	3, 5, 12-13, 15, 17-19, 21, 23, 25, 27-28, 31-35, 42-45, 47-49	13
Local Sales Assistant	2-3, 5, 11-13, 15, 17-18, 21, 23, 27-28, 31-35, 42-49	46
Anchor, Weather, WKND, PM	3, 5, 12, 15, 17-18, 23, 25, 27-28, 31-35, 37, 42-45, 47-49	37
Anchor, WKDY, AM/or Noon	3, 5, 11-12, 15, 17-19, 21, 23, 25, 27-28, 31-35, 37, 42-49	37
Digital Journalist	1-3, 5-9, 11, 13, 15, 17-18, 20-23, 25-34, 37, 40-45, 47-49	13
Digital Journalist	3, 5, 11-13, 15, 17-18, 20-21, 23, 25, 27-28, 30-35, 37, 42-45, 47-49	37
Account Executive	13, 15, 17-19, 21, 25, 27-28, 31-34, 39, 42, 44-45, 47-49	39
Anchor, Sports, WKND	1-3, 5, 9, 11-12, 15, 17-19, 21-23, 25, 27-29, 31-35, 39, 42-49	46
Producer	1-3, 5, 9, 11-13, 15, 17-19, 21-23, 25, 27-29, 31-35, 37, 42-45, 47-49	19
Local Sales Assistant	1-5, 9, 11-12, 15, 17-18, 21-23, 25, 27-29, 31-35, 42-45, 47-49	4
Content Producer	1-3, 5, 9, 11-12, 15, 17-18, 21-23, 25, 27-29, 31-35, 39, 42-49	39
Writer/Producer	1-3, 5, 10-12, 15-18, 21-23, 25, 27-29, 31-35, 37, 39, 42-45, 47-49	37
Producer	1-3, 5, 9-13, 15-18, 21, 23, 25, 27-29, 31-35, 37, 39, 42-45, 47-49	39
Director	1-3, 5, 9-12, 14-18, 21, 23, 25, 27-29, 31-35, 42-45, 47-49	14
Local Sales Assistant	1-3, 5, 9-12, 15-19, 21-23, 25, 27-29, 31-35, 37, 39, 42-45, 47-49	37

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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 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 Email : jmitchell@alcorn.edu Joey Mitchell	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	Application already on file	N	1
5	Belhaven College 1500 Peachtree Street Jackson, Mississippi 39202 Phone : 601-968-5940 Url : http://belhaven.edu Claire Langley Manual Posting	N	0
6	Bizjobs.com PO Box 95915 Seattle, Washington 98101 Phone : 406-558-4696 Url : http://bizjobs.com Job Posting Manual Posting	N	0

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7	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
8	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
9	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
10	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	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

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13	Employee Referral	N	15
14	Former Employee	N	2
15	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
16	Hire Mizzou Tigers 215 University Hall Columbia, Missouri 65211 Phone : 573-882-0699 Email : johnstonj@missouri.edu Joe Johnston	N	0
17	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
18	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
19	Internal Transfer/Promotion	N	12
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

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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	LinkedIn 1500 N. Shoreline Boulevard Mountain View, California Internet Posting Manual Posting	N	0
25	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
26	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

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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

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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	Non-Employee Referral	N	1
37	Self Referral	N	13
38	Spots-N-Dots 600 W. Peachtree Street NW Atlanta, Georgia 30308 Phone : 888-884-2630 Url : http://spotsndots.com Job Posting Manual Posting	N	0
39	Station Website	N	9
40	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

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41	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
42	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
43	TVJobs Broadcast Employment Services PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com Job Listings Manual Posting	N	0
44	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
45	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
46	Walk In/Self-Referral	N	7

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47	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
48	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
49	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:			60

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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 an intern program designed to assist members of the community	WJTV had 5 interns for period 2/1/15-1/31/16. Schools represented were Alcorn State University, University of Mississippi, Tougaloo College, and Hinds Community College. All interns were supervised by News Director Jason Pumo. Interns shadowed all aspects of the news department during their time at the station.	2	News Director Assignment Manager
2	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
3	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
4	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
5	5/21/2015	Participation in Job Fairs	Participated in the Northwest Magent Middle School career fair. This career fair was to assist students in career choices and planning.	2	Community Outreach Coordinator Weekend Meteorologist
6	9/2/2015	Establishment of a mentoring program	Business Administrator attended a webinar 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
7	10/1/2015	Participation in Job Fairs	Jackson State University Career Fair on the Jackson campus in the Walter Payton Recreation and Wellness Center.	2	AM Anchor Digital Sales Manager
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

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9	11/25/2015	Participation in Job Fairs	Participated in Alignment Jackson Career Exploration Fair for all Jackson Public School 9th graders	3	Community Outreach Coordinator Production Supervisor Commerical Photographer