

## EEO Public File Report

**Station: WJTV**  
**Period Covered by Report: 2/1/14 to 1/31/15**

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source for Candidate Hired	Recruitment Source(s) utilized to fill vacancy.	Number Interviewed
1	Photojournalist	12/06/13	02/03/14	Employee Referral	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached, numbers 1-34	3
2	Sales Assistant	12/06/13	02/17/14	Media General/WJTV Website	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached, numbers 1-34	4
3	Sales Assistant	02/24/14	03/24/14	Career Fair	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached, numbers 1-34	3
4	Director	02/17/14	04/14/14	Employee Referral	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached, numbers 1-34 and 60	6
5	Director	03/21/14	04/21/14	Employee Referral	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached, numbers 1-34 and 60	6
6	Digital Journalist	01/10/14	05/12/14	Employee Referral	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached, numbers 1-34	3
7	Inventory Control Coordinator	07/23/14	08/18/14	Employee Referral	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached; Recruitment Source Contacted for Specific Vacancies	3
8	Digital Journalist	04/04/14	09/02/14	Word of Mouth	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached; Recruitment Source Contacted for Specific Vacancies	6
9	Photojournalist	08/06/14	09/08/14	Self-Initiated	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached; Recruitment Source Contacted for Specific Vacancies	3
10	Writer/Producer	08/06/14	09/08/14	Media General/WJTV Website	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached; Recruitment Source Contacted for Specific Vacancies	3
11	Video Editor	08/06/14	09/10/14	Craigslist.org	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached; Recruitment Source Contacted for Specific Vacancies	3
12	Inventory Control Coordinator	09/10/14	09/29/14	Employee Referral	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached, numbers 1-34	3

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source for Candidate Hired	Recruitment Source(s) utilized to fill vacancy.	Number Interviewed
13	News Producer	08/06/14	10/13/14	Media General/WJTV Website	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached, numbers 1-34	3
14	Sales Assistant	10/27/14	11/10/14	Client Relationship	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached, numbers 1-34	4
15	Producer	09/16/14	12/09/14	Self-Initiated	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached, numbers 1-34	3
16	Content Producer	08/06/14	12/11/14	Job Fair	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached, numbers 1-34	3
17	Account Executive	12/01/14	01/05/15	Online Appointment	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached, numbers 1-34	3
18						
19						
20						
21						
22						

**TOTAL**

**62**

\* See Attached List of Recruitment Sources for Contact Information

# EEO Public File Report

## Recruitment Sources Contacted for Each Full-Time Vacancy

Station: **WJTV**  
 Period Covered by Report: **2/1/14 to 1/31/15**

Source No.	Recruitment Source	Contact	Total # of Referrals	Entitled to Notification
1	<b>MS Valley State University</b> 14000 Hwy 82 W, Box 7246, Itta Bena, MS 38941	Career Development 662-254-9041		n
2	<b>MS Employment Services</b> 5959 I-55 North Frontage Road, Suite C, Jackson, MS 39213	Ms. Ketra McGriggs 601-961-7931		n
3	<b>WHLT-TV</b> Cloverleaf Mall, 5912 Hwy 49 Ste A, Hattiesburg, Ms 39401	Wally Babbidge/Karen Cole 601-545-2077		n
4	<b>Holmes Jr. College</b> Career Planning, P.O. Box 369, Goodman, MS 39079	Pamela Fells 662-472-2312		n
5	<b>MS University For Women</b> 405 Cochran Hall, 1100 College Street/MUW 1624, Columbus, MS 39701	Office of Career Services 662-329-4750		n
6	<b>Miss. State University</b> P.O. Box P, Miss State, MS 39762	Gloria Reeves 662-325-3344		n
7	<b>Hinds Community College</b> Career Center, P.O. Box 1100, Raymond, MS 39154-1100	G.R. Davis 601-857-3384		n
8	<b>Mississippi College</b> Career Services, P.O. Box 4010, Clinton, MS 39058	Karen Lindsey-Lloyd 601-925-3901		n
9	<b>William Carey College</b> 498 Tuscan Avenue, Box 181, Hattiesburg, MS 39401	Leslie Sellers 601-318-6207		n
10	<b>Alcorn State University</b> Career Placement Services, P.O. Box 390, Lorman, MS 39096	W. Johnson 601-877-6100		n
11	<b>University of Southern MS</b> Cateer Services, 118 college Drive #5014, Hattiesburg, MS 39406-0001	Ms. Kathleen Killam 601-266-4153		n
12	<b>Belhaven College</b> 1500 Peachtree Street, Jackson, MS 39202	Jennifer Griffin 601-968-5969		n
13	<b>Millsaps College</b> 1701 North State Street, Jackson, MS 39210	Ms. Tonya Craft, Director 601-974-1346		n

# EEO Public File Report

## Recruitment Sources Contacted for Each Full-Time Vacancy

Station: WJTV

Period Covered by Report: 2/1/14 to 1/31/15

Source No.	Recruitment Source	Contact	Total # of Referrals	Entitled to Notification
14	<b>Jackson Advocate</b> Classified Department, 309 N. Farish Street, Jackson, Ms 39202	Alice Tisdale 601-648-4123		n
15	<b>Tougaloo College</b> Career Services, 500 W. County Line Road, Tougaloo, MS 39174	Ms. Gladys Jones 601-977-7814		n
16	<b>Department of Veterans Affairs</b> 1600 East Woodrow Wilson Dr., Jackson, MS 39216	Jennifer Armwood		n
17	<b>Antonelli College</b> Career Services, 2323 Lakeland Drive, Jackson, MS 39232	Ron Ainsworth 601-853-1175		n
18	<b>TVJobs Broadcast Employment Services</b> P.O. Box 4116, Oceanside, CA 92052	TVJobs.com 800-374-0119		n
19	<b>NAACP</b> 1072 Lynch Street, Ste #10, Jackson, MS 39203	Janette Self 601-353-6906		n
20	<b>Jackson Urban League</b> 2310 Hwy 80 West, Bldg. 1, Suite E, Jackson, MS 39204	Mr. Willie Cole 601-981-4211		n
21	<b>University of Mississippi</b> Career Center, PO Box 1848, University, MS 39677	Lisa Gooden 662-915-7211		n
22	<b>Holmes Community College</b> 412 W. Ridgeland Avenue, Ridgeland, MS 39157	Ms. Rose Canterbury		n
24	<b>Media General/WJTV Website</b>  111 North 4th Street, Richmond, VA 23219 / 1820 TV Road, Jackson, MS 39204	MG Division HR  804-775-4608, www.mediageneral.com, www.wjtv.com	20	n
25	<b>WJTV Internship Program</b> 1820 TV Road, Jackson, MS 39204	Richard Russell/Karen Cole 601-372-6311		n
26	<b>Employee Referral</b>		12	
27	<b>Former Employee Referral</b>			
28	<b>Personal Acquaintance (Word of Mouth)</b>		7	n
29	<b>Industry Referral</b>		3	n
30	<b>Self Initiated/Walk-In/Call-In</b>		9	
31	<b>Career Fair</b>		3	n

# EEO Public File Report

## Recruitment Sources Contacted for Each Full-Time Vacancy

Station: WJTV  
Period Covered by Report: 2/1/14 to 1/31/15

Source No.	Recruitment Source	Contact	Total # of Referrals	Entitled to Notification
32	Unsolicited			n
33	Internal		1	n
34	Craig's List 1381 9th Avenue, San Francisco, CA, 94122	Website	5	n

Recruitment Sources Contacted for SPECIFIC Full-Time Vacancies				
35	Career Builder 200 N. LaSalle St., Suite 1100, Chicago, IL 60601 (For News Director 3-6-13)	Career Builder.com 866-438-1485		n
36	Clarion Ledger, News Paper Advertisement P.O. Box 23067, Jackson, Ms 39225-3067	Beverly Brown 601-961-7100		n
37	Media Line 1127 Le Monte Blvd., Pacific Grove, CA 93950	Joyce 800-237-8073 Fax: 831-648-5204		n
38	Electronic Media Fax: 312-649-7827 (www.twweek.com) 6500 Wilshire Blvd, Suite 2300, Los Angeles, CA 90048	Sai 312-649-7842		n
39	Broadcasting & Cable (web VarietyCareers.com) Fax: 212-206-8327 360 Park Avenue South, New York, NY 10010	(katie.rosa@reedbusiness.com) 212-337-7073		n
40	RTNDA 1600 K Street NW, Suite 700, Washington, DC 20006	202-467-5202 (nicolen@rtnda.org)		n
41	Broadcasting Engineering Magazine 9800 Metcalf, Overland Park, KS, 66212	Brian Huber 800-896-9939 Fax: 913-967-1735		n
42	Journalism Jobs.Com 72 Plaza, 2nd Floor, Berkley, CA 94705	Website 510-653-1521		n
43	"Look Here First", Media General IMD Product 111 North 4th Street, Richmond, VA 23219	Website		

# EEO Public File Report

## Recruitment Sources Contacted for Each Full-Time Vacancy

Station: WJTV

Period Covered by Report: 2/1/14 to 1/31/15

Source No.	Recruitment Source	Contact	Total # of Referrals	Entitled to Notification
44	<b>Media Match.com</b> 714 N. La Brea, Hollywood, CA 90038	Website 323-284-5589		n
45	<b>Talent Dynamics</b> 600 E. LasColinus Suite 100, Irving, TX 75039	Corporate HR www.talentdynamics.com		n
46	<b>B-Roll.net (website for photographer positions)</b> 227 6th Street NE, Washington, DC 20002	brroll.net support@b-roll.net		n
47	<b>AR&amp;D (News research group)</b> 2440 Loftin Terrace, Fort Worth, TX 76109	Fred Ertz 817-924-6922		n
48	<b>NPPAJIB@hotmail.com</b> 3200 Croasdaile Dr., Suite 306, Durham, NC 27705	info@nppa.org 919/383-7246 phone		n
49	<b>Television Bureau of Advertising, Inc.</b> 3 East 54th Street, 10th Floor, New York, NY, 10022	Website TVB.org 212-486-1111		n
50	<b>Spots-n-Dots</b> 600 W. Peachtree Street, NW, Atlanta, GA 30308	Website dai@spotsndots.com 888-884-2630		n
51	<b>Media bizjobs.com</b> PO Box 95915, Seattle, WA	Website 406-558-4696		n
52	<b>Television Week Careers</b> 6500 Wilshire Boulevard, Suite 2300, Los Angeles, CA , 90048	Website 323.370.2415		n
53	<b>MS Association of Broadcasters</b> 855 S Pear Orchard Rd # 403, Ridgeland, MS 39157	Website 601-957-9121		n
54	<b>Marketing Ideanet (602 Communications Web Posting)</b> gnewell@602communications.com 5707 Dearflagg Drive, Lakeland, FL 33811	Graham Newell 704-543-1426		n
55	<b>Media Recruiters.com</b> Phone: 303-400-5150 20456 E. Orchard Place, Centennial, CO 80016	Website sales@mediasalesavails.com		n
56	<b>Media Staffing Network</b> www.mediastaffingnetwork.com 150 East Huron Street, Suite 900, Chicago, IL 60611	Website Amy Wilford (312-944-9194)		n
57	<b>Jackson Advertising Federation</b> P.O. Box 922, Jackson, MS, 39205	Website www.jaxadfed.org		n

# EEO Public File Report

## Recruitment Sources Contacted for Each Full-Time Vacancy

Station: WJTV

Period Covered by Report: 2/1/14 to 1/31/15

Source No.	Recruitment Source	Contact	Total # of Referrals	Entitled to Notification
58	<b>Collective Talent Website</b> www.collectivetalent.com 1721 Richardson Place, Tampa, FL, 33606	Website Michael Bille 813-254-9695		n
59	<b>TV Newsday.com</b> P.O. Box 565, Chatham, NJ,07928	Website tvnewsday.com 610-649-7989		n
60	<b>Rick Gevers &amp; Associates</b> P.O. Box 577 Zionsville, IN 46077-0577	Online Publication rick@rickgevers.com 317-769-7900		
61	<b>Indeed.com (Media General/WJTV Website)</b> 177 Broad Street, 6th Floor, Stamford, CT 06901 <b>(Director 2/17/14, Director 3/21/14)</b>	Website	2	n
62	<b>Monster Worldwide, Inc.</b> 622 Third Avenue, 39th Floor, New York, NY 10017 <b>(For Photojournalist 9-17-12)</b>	monster.com 212-351-7000		n
Total Interviewed			62	

# EEO Public File Report

## Supplemental Recruitment Initiatives

**Station: WJTV**  
**Period Covered by Report: 2/1/14 to 1/31/15**

#	Date	Initiative	Description	Personnel Involved by Title	Explanation
1	On-Going	Intern Program	Expose eligible college students to field of broadcasting.	WJTV/WHLT News Director, Jason Stevens and WJTV Assignment Manager, LeKeitha Terrell	Host interns from colleges who are majoring in broadcasting, journalism or related field. College credit is earned for participation as well as assists members of the community.
2	On-Going	Training Programs & Cross-Training Programs	Train employees for positions other than the one they were hired for.	News Director/Business Manager/Production Director/Director of Engineering/Sales Manager/Brand Manager	Station Management & other employees train employees to gain skills to allow them to obtain promotions or transfers.
3	On-Going	WJTV Station Tours	WJTV hosts station tours throughout the year that are available to the public. During these tours participants are informed about careers in broadcasting and the inner-workings of a broadcast facility. WJTV hosts an average of 20-24 station tours each year.	Kenneth South, WJTV Chief Meteorologist, Brad Maushart and Efen Afante, WJTV Meteorologists, and other News personnel as needed.	Station tours to educate and inform participants about the broadcast industry and careers in broadcasting. Involves participation in events sponsored by community groups and educational institutions.
4	2/7/14	Job Shadowing Program for Junior High Student	Job shadowing program conducted for 7th Grade Student from Pearl Junior High School. Student was provided first-hand knowledge of inner-workings of broadcast facility and career opportunities in the field of broadcast journalism and meteorology.	WJTV Chief Meteorologist, Kenneth South.	Program to provide students with knowledge of career opportunities in field of broadcast journalism.
5	2/12/14	Career Day in Natchez Public School District	Career Day to provide students with knowledge of career opportunities in the field of broadcast journalism.	WJTV Anchor, Byron Brown	Participation in events or programs sponsored by educational institutions.
6	2/13/14	Career Day at Bentonia Gibbs Elementary School in Bentonia, MS.	Career Day to provide students with knowledge of career opportunities in the field of broadcast journalism.	WJTV Meteorologist, Efen Afante	Participation in events or programs sponsored by educational institutions.
7	2/14/14	Canton Career Day at Canton Career Center, Canton, MS	Career Day to provide students with knowledge of career opportunities in the field of broadcast journalism.	WJTV Anchor, Melanie Christopher	Participation in events or programs sponsored by educational institutions.
8	2/18/14	Mississippi College Career Day at Anderson Hall, MC Campus, Clinton, MS	WJTV Employees represented WJTV and WHLT at College Career Day where they provided written information to students regarding available positions at both stations and other Media General properties.	WJTV Regional Digital Sales Manager, Sara Jane Ingram, WJTV Local Sales Manager, Jeff Inman, and WJTV Brand Manager, Brett Kenyon.	Participation in Job Fairs representing all Media General properties and providing written information regarding current job openings.
9	2/21/14	Career Day at East Flora Elementary, Flora, MS	Career Day to provide students with knowledge of career opportunities in the field of broadcast journalism.	WJTV Chief Meteorologist, Kenneth South	Participation in events or programs sponsored by educational institutions.
10	2/26/14	University of Southern Mississippi 2014 Spring Career Fair at the Thad Cochran Center, USM Campus, Hattiesburg, MS	WHLT employees represented WJTV and WHLT at Career Fair where they provided information to students regarding available positions at both stations and other Media General properties.	WHLT Brand Manager, Katie Townsend	Participation in Job Fairs representing all Media General properties and providing written information regarding current job openings.



#	Date	Initiative	Description	Personnel Involved by Title	Explanation
11	4/4-4/5/14	Southeast Severe Local Storms Symposium, Starkville, MS	Professional conference for current broadcast meteorologists to educate meteorology students about careers in broadcast journalism	WJTV Meteorologist, Efren Afante	Participation in events or programs sponsored by educational institutions.
12	4/7/14	Career Day at Clinton Middle School, Clinton, MS	Career Day to provide students with knowledge of career opportunities in the field of broadcast journalism.	WJTV Meteorologist, Efren Afante	Participation in events or programs sponsored by educational institutions.
13	4/16-4/17-14	Career Day at Madison Olde Towne Middle School, Madison, MS	Career Day to provide students with knowledge of career opportunities in the field of broadcast journalism.	WJTV Meteorologist, Efren Afante	Participation in events or programs sponsored by educational institutions.
14	11/11/14	2014 Alignment Jackson Career Fair at the Jackson Convention Complex, Jackson, MS	WJTV employees represented WJTV and WHLT at the 2014 Alignment Jackson Career Fair which targeted 9th grade high school students where they provided written information to students regarding available positions at both stations and other Media General properties.	WJTV Community Outreach Coordinator Lynnsey Douglas, WJTV Production Supervisor Greg Johnson and WJTV Commercial Photographer Chris Gordon	Participation in Job Fairs representing all Media General properties and providing written information regarding current job openings.
15	11/11/14	Career Fair at Simpson County Technical Center, Mendenhall, MS	Career Day to provide students with knowledge of career opportunities in the field of broadcast journalism.	WJTV Meteorologist, Efren Afante	Participation in events or programs sponsored by educational institutions.
16	11/12/14	Career Day at Spann Elementary School, Jackson, MS	Career Day to provide students with knowledge of career opportunities in the field of broadcast journalism.	WJTV Meteorologist, Efren Afante	Participation in events or programs sponsored by educational institutions.
17	11/13/14	Career Day at Bentonia Gibbs Elementary School in Bentonia, MS.	Career Day to provide students with knowledge of career opportunities in the field of broadcast journalism.	WJTV Meteorologist, Efren Afante	Participation in events or programs sponsored by educational institutions.
18	11/14/14	Career Day at Raleigh Elementary School, Raleigh, MS	Career Day to provide students with knowledge of career opportunities in the field of broadcast journalism.	WJTV Meteorologist, Efren Afante	Participation in events or programs sponsored by educational institutions.
19	11/19/14	Career Day at Lawrence County High School, Monticello, MS	Career Day to provide students with knowledge of career opportunities in the field of broadcast journalism.	WJTV Meteorologist, Efren Afante	Participation in events or programs sponsored by educational institutions.
20	11/20/14	Career Day at Mendenhall High School, Mendenhall, MS	Career Day to provide students with knowledge of career opportunities in the field of broadcast journalism.	WJTV Meteorologist, Efren Afante	Participation in events or programs sponsored by educational institutions.
21	1/8/15	Opportunities Fair with AmeriCorps, Vicksburg, MS	Career Day to provide students with knowledge of career opportunities in the field of broadcast journalism.	WJTV Anchor, Byron Brown	Participation in events or programs sponsored by educational institutions.