

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

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
Digital Journalist	1-4, 6-10, 12-15, 21, 23-32, 34-41	10
National Sales Assistant	1-4, 6, 8-9, 11-15, 18, 21-27, 29-37, 39-41	11
Account Executive	1, 3-4, 6-7, 9-10, 12-15, 21-27, 29-41	10
Digital Executive Producer	2-4, 6-9, 12-15, 21-27, 29-32, 34-41	38
Producer	2-4, 6-9, 12-15, 18, 20-27, 29-37, 39-41	33
Anchor, WKDY Evening	2-4, 6-9, 12-15, 18, 21-27, 29-32, 34-37, 39-41	18
Producer	1, 3-9, 12-15, 21-32, 34-41	38
Anchor, WKND, PM	1, 3-9, 12-15, 18, 21-32, 34-37, 39-41	18
Inventory Control Coordinator	1-9, 12-16, 21-41	16
Community Outreach & Events Coordinator	1-9, 12-15, 18, 21-32, 34-37, 39-41	18
Anchor, WKND, AM	1-9, 12-15, 21-37, 39-41	33
Director	1-9, 12-15, 19, 21-32, 34-37, 39-41	19
Account Executive	2-10, 12-16, 21-32, 34-37, 39-41	10
Anchor, Weather, WKND, PM	1-10, 12-15, 21-41	33
Account Executive	2-5, 7, 9-10, 12-15, 17, 21, 23-26, 28-32, 34-37, 39-41	10

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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 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	Belhaven College 1500 Peachtree Street Jackson, Mississippi 39202 Phone : 601-968-5940 Url : http://belhaven.edu Claire Langley Manual Posting	N	0
5	Broadcast Education Association 1771 N Street, NW Washington, District of Columbia 20036-2891 Phone : 2026020584 Heather Birks Manual Posting	N	0
6	Coahoma Junior College Route 1 Box 616 Clarksdale, Mississippi 38614 Phone : 662-627-4155 Email : msmoore-6@yahoo.com Fax : 1-662-627-4361 Monica Moore	N	0

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7	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
8	Craig's List 1381 9th Avenue San Francisco, California 94122 Phone : 888-888-8888 Url : http://craigslis.com Job Listings Manual Posting	N	0
9	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
10	Employee Referral	N	6
11	Former Employee	N	1
12	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
13	Hire Mizzou Tigers 215 University Hall Columbia, Missouri 65211 Phone : 573-882-0699 Email : johnstonj@missouri.edu Joe Johnston	N	0
14	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

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15	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
16	Indeed.com	N	3
17	Indeed.com - Not Directly Contacted by SEU	N	2
18	Internal Candidate	N	6
19	Internal Hire	N	1
20	Internet Ad	N	1
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.jsums.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

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25	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
26	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
27	Mississippi State PO Box P Mississippi State Mississippi State, Mississippi 39762 Phone : 662-325-3344 Fax : 662-325-7975 Sandra	N	0
28	MS Employment Services 5959 I-55 North Frontage Road Suite C Jackson, Mississippi 39213 Phone : 601-321-7940 Url : http://mdes.ms.gov Email : jacksonjobcenter@mdes.ms.gov Fax : 1-601-321-7967 Ketra McGriggs	N	0
29	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
30	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

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31	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
32	NAACP 1072 John R. Lynch Street #10 Jackson, Mississippi 39203 Phone : 601-353-6906 Url : http://naacp.org Janette Self Manual Posting	N	0
33	Station Website	N	7
34	Tougaloo College 500 W. County Line Road Tougaloo, Mississippi 39174 Phone : 601-977-7815 Url : http://tougaloo.edu Email : wmcowell@tougaloo.edu Whitney McDowell	N	0
35	TVJobs Broadcast Employment Services PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com Job Listings Manual Posting	N	0
36	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

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37	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
38	Walk In/Self-Referral	N	12
39	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
40	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
41	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:			39

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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	2/1/2016	Establishment of an intern program designed to assist members of the community	WJTV had 4 interns for period 2/1/16-1/31/17. Schools represented were Mississippi State University, Mississippi College, Alcorn State University, and Tougaloo College. All interns were supervised by news director Jason Pumo. Interns shadowed all aspects (producing, shooting and editing video) of the news department during their time at the station and received school credit for their internship.	3	News Director Assignment Manager Sports Director
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 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 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