

EEO Public File Report

Station: WJTV
Period Covered by Report: 2/1/13 to 1/31/14

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source for Candidate Hired	Recruitment Source(s) utilized to fill vacancy.	Number Interviewed	Number Hired
1	Executive Producer	12/07/12	03/11/13	Talent Dynamics	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached; Recruitment Source Contacted for Specific Vacancies (Talent Dynamics)	3	1
2	Photojournalist	11/02/12	03/11/13	Personal Acquaintance (Word of Mouth)	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached; Recruitment Source Contacted for Specific Vacancies (Monster Worldwide, Inc.)	3	1
3	Producer	09/17/12	05/20/13	Career Fair	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached.	5	1
4	Account Executive	04/19/13	06/10/13	Former Employee Referral	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached; Recruitment Source Contacted for Specific Vacancies (Spots-n-Dots)	4	1
5	News Director	03/06/13	06/10/13	AR&D (News Research Group)	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached; Recruitment Source Contacted for Specific Vacancies (Talent Dynamics, Rick Gevers & Associates and CareerBuilder)	6	1
6	Director	05/02/13	07/01/13	Employee Referral	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached.	3	1
7	Producer	06/06/13	07/08/13	WJTV Internship Program	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached.	3	1
8	Inventory Control Coordinator	07/03/13	08/19/13	Mississippi College	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached.	3	1
9	Commercial Photographer	06/20/13	08/19/13	Employee Referral	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached.	4	1
10	Sales Assistant	06/26/13	08/05/13	Employee Referral	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached.	5	1
11	Anchor, Weather, WKDY, AM	06/12/13	08/19/13	TVJobs Broadcast Employment Services	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached.	3	1
12	Account Executive	06/04/13	09/30/13	Industry Referral	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached.	3	1

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source for Candidate Hired	Recruitment Source(s) utilized to fill vacancy.	Number Interviewed	Number Hired
13	Anchor, Weather, WKND, PM	06/25/13	09/23/13	TVJobs Broadcast Employment Services	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached.	4	1
14	Digital Journalist	08/20/13	10/28/13	Employee Referral	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached.	4	1
15	Anchor, WKDY, AM &/or Noon	10/01/12	10/01/13	Employee Referral	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached.	5	1
16	Staff Accountant	11/18/13	11/18/13	Employee Referral	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached.	4	1
17	Inventory Control Coordinator	08/29/13	11/18/13	Employee Referral	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached.	8	1
18	Media Content Manager	08/29/13	11/04/13	Employee Referral	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached.	3	1
19	Producer	09/17/13	11/25/13	University of Mississippi	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached.	4	1
20	Sales Assistant	08/29/13	01/06/14	Employee Referral	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached.	5	1
21	Writer/Producer	08/29/13	01/13/14	Media General/WJTV Website	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached.	5	1
TOTAL						87	21

* See Attached List of Recruitment Sources for Contact Information

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Recruitment Sources Contacted for Each Full-Time Vacancy

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

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Source No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
	1701 North State Street, Jackson, MS 39210	601-974-1346		
14	Jackson Advocate	Alice Tisdale		n
	Classified Department, 309 N. Farish Street, Jackson, Ms 39202	601-648-4123		
15	Tougaloo College	Ms. Gladys Jones		n
	Career Services, 500 W. County Line Road, Tougaloo, MS 39174	601-977-7814		
16	Department of Veterans Affairs	Jennifer Armwood		n
	1600 East Woodrow Wilson Dr., Jackson, MS 39216			
17	Antonelli College	Ron Ainsworth		n
	Career Services, 2323 Lakeland Drive, Jackson, MS 39232	601-853-1175		
18	TVJobs Broadcast Employment Services	TVJobs.com	2	n
	P.O. Box 4116, Oceanside, CA 92052	800-374-0119		
19	NAACP	Janette Self		n
	1072 Lynch Street, Ste #10, Jackson, MS 39203	601-353-6906		
20	Jackson Urban League	Mr. Willie Cole		n
	2310 Hwy 80 West, Bldg. 1, Suite E, Jackson, MS 39204	601-981-4211		
21	University of Mississippi	Lisa Gooden	1	n
	Career Center, PO Box 1848, University, MS 39677	662-915-7211		
22	Holmes Community College	Ms. Rose Canterbury		n
	412 W. Ridgeland Avenue, Ridgeland, MS 39157			
24	Media General/WJTV Website	MG Division HR	28	n
		804-775-4608, www.mediageneral.com, www.wjtv.com		
25	WJTV Internship Program	Richard Russell/Karen Cole	1	n
	1820 TV Road, Jackson, MS 39204	601-372-6311		
26	Employee Referral		17	
27	Former Employee Referral		1	
28	Personal Acquaintance (Word of Mouth)		8	n
29	Industry Referral		2	n
30	Self Initiated/Walk-In/Call-In		12	

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Recruitment Sources Contacted for Each Full-Time Vacancy

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Source No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
31	Career Fair		1	n
32	Unsolicited		2	n
33	Internal		3	n
59	Craig's List 1381 9th Avenue, San Francisco, CA, 94122	Website	3	n

Recruitment Sources Contacted for SPECIFIC Full-Time Vacancies				
34	Career Builder 200 N. LaSalle St., Suite 1100, Chicago, IL 60601 <i>(For News Director 3-6-13)</i>	Career Builder.com 866-438-1485		n
44	Talent Dynamics 600 E. LasColinus Suite 100, Irving, TX 75039 <i>(For Executive Producer 12-7-12 and News Director 3-6-13)</i>	Corporate HR www.talentedynamics.com	2	n
46	AR&D (News research group) 2440 Loftin Terrace, Fort Worth, TX 76109 <i>(For News Director 3-6-13)</i>	Fred Ertz 817-924-6922	3	n
62	Rick Gevers & Associates P.O. Box 577 Zionsville, IN 46077-0577 <i>(For News Director 3-6-13)</i>	Online Publication rick@rickgevers.com 317-769-7900		
Total Interviewed			87	

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Supplemental Recruitment Initiatives

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#	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 and/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 station tours each year.	WJTV Chief Meteorologist, Kenneth South, WJTV Meteorologist, Brad Maushart, 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	2/27/13	University of Southern Mississippi Spring 2013 Career Fair at the Thad Cochran Center, USM Campus, Hattiesburg, MS	WHLT & WJTV employees represented WJTV and WHLT at Career Fair where they provided written information to students regarding available positions at both stations and other Media General properties.	WJTV Regional Digital Sales Manager, Sarah Jane Ingram, and WHLT Brand Manager, Kathryn Townsend	Participation in Job Fairs representing all Media General properties and providing written information regarding current job openings.
5	3/6/13	University of Southern Mississippi Career and Internship Fair at the Thad Cochran Center, USM Campus, Hattiesburg, MS	WHLT employees represented WJTV and WHLT at Career and Internship Fair where they provided information to students regarding available positions at both stations and other Media General properties.	WHLT Station Manager, Wally Babbidge, WHLT Brand Manager, Katie Townsend, and WHLT Digital Journalist Malary Pullen	Participation in Job Fairs representing all Media General properties and providing written information regarding current job openings.
6	3/28/13	Hiring Our Heroes Job Fair, Crown Expo Center, 1960 Coliseum Drive, Fayetteville, NC 28306	Media General Employees staffed a booth where they provided information to US Veterans regarding current job openings at Media General properties.	Media General HR Generalist, T'Kia Wilkins and WNCN Operations Manager, Carey Adams.	Participation in Job Fairs representing all Media General properties and providing written information regarding current job openings.
7	4/9/13	Hiring Our Heroes Job Fair, Ragan Community Center, 1200 East Lake Avenue, Tampa, FL 33605	Media General Employees staffed a booth where they provided information to US Veterans regarding current job openings at Media General properties.	Media General HR Generalist, Wes Zweibel, WFLA Promotions Manager, Joshua Combs, WFLA Community Partnerships Manager, Matt Larson, and WFLS Traffic Anchor, Leslee Lacey.	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
8	4/18/13	Mississippi Association of Broadcasters Career Day at University of Southern Mississippi, Thad Cochran Center, USM Campus, Hattiesburg, MS	WJTV Station Manager represented WJTV and WHLT at MAB Career Day where he provided information to students interested in Radio/Television Production and Broadcast Sales.	WJTV/WHLT General Manager, William Cromwell	Participation in Job Fairs/Career Events representing all Media General properties and providing written information regarding current job openings.
9	9/24/13	Partners in Education Highlights Awards Breakfast event.	Station personnel spoke at Partners in Education Highlights Awards Breakfast regarding field of broadcast journalism and WJTV's sponsorship of Key Elementary School.	WJTV/WHLT General Manager, William Cromwell and WJTV Digital Journalist, Malary Pullen	Participation in events or programs sponsored by educational institutions.
10	September & October 2013	Madison County High School Mentor Program	Mentor program where high school student shadows station personnel for multiple days over the span of two months. Students were provided with first-hand knowledge of inner-workings of broadcast facility and career opportunities in the field of broadcast journalism.	WJTV Brand Manager, Brett Kenyon, and WJTV Writer/Producer, Joe Doolittle	Participation in events or programs sponsored by educational institutions.
11	9/30/13, 10/3/13, 10/14/13 and 10/23/13	Job Shadowing Program for High school Student	Job shadowing program conducted for Senior student at Northwest Rankin High School. School project that required 20+ hours working with News Department to provide insight into broadcast industry and news department activities at broadcast facility.	WJTV Chief Meteorologist, Kenneth South	Program to provide High school students with knowledge of career opportunities in field of broadcast journalism.
12	10/17/13	National School Lunch Week - Key Elementary School	On-Air News Personnel spoke at Key Elementary School at luncheon designed to provide students with knowledge of career opportunities in the field of broadcast journalism.	WJTV Anchor, Andrew Harrison, and WJTV Digital Journalist, Carole Beth Alexander.	Participation in events or programs sponsored by educational institutions.
13	10/17/13	Mississippi Association of Broadcasters Career Day at Mississippi State University, Starkville, MS	WJTV/WHLT Station Manager represented WJTV and WHLT at MAB Career Day where information was provided to students interested in Radio/Television Production and Broadcast Sales.	WJTV/WHLT General Manager, William Cromwell and WJTV Assignment Manager, LeKeitha Terrell.	Participation in Job Fairs/Career Events representing all Media General properties and providing written information regarding current job openings.
14	10/25/13	Career Day at Florence Middle School, Florence, MS	On-Air News Personnel spoke at Florence Middle School to 8th Grade Science Class regarding weather and field of meteorology.	WJTV Meteorologist, Efren Afante.	Participation in events or programs sponsored by educational institutions.
15	10/29/13	Book Reading Fair - Key Elementary School	On-Air News Personnel attended and read for Reading Fair at Key Elementary	WJTV Meteorologist, Efren Afante and WJTV Digital Journalist, Carole Beth Alexander.	Participation in events or programs sponsored by educational institutions.

#	Date	Initiative	Description	Personnel Involved by Title	Explanation
16	11/20/2013 and 11/21/13	Career Event at Career Development Center, 2703 First Avenue, Jackson, MS 39209	On-Air News Personnel spoke at Career Event at Career Development Center regarding career opportunities in the field of broadcast journalism.	WJTV Meteorologist, Brad Maushart and WJTV Meteorologist Efren Afante.	Participation in events or programs sponsored by community groups.