

EEO Public File Report

Station: **WJHL-TV***

Period Covered By This Report **4/1/2013-3/31/2014**

*A copy of this 2013-2014 WJHL EEO report was filed in a timely fashion on April 3, 2014 but inadvertently uploaded to the incorrect file location. Under FCC Authorizations, see Additional Documents tab to find JHL EEO Report 4-1-13 to 3-31-2014.

This report is a complete listing of all full-time jobs filled by station's employment unit during previous year, identified by title.

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill each FT vacancy (including organizations entitled to notification)*	Total # Interviewed	Number Hired	Recruitment Source for Hire
1	Digital Journalist	12/13/2012	4/1/2013	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached): Recruitment Sources Contacted for Specific Vacancies	3	1	Indeed.com
2	Producer	7/12/2013	8/5/2013	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached): Recruitment Sources Contacted for Specific Vacancies	2	1	Walk-In/Self Initiated/Word of Mouth/Mail
3	Digital Journalist	7/10/2013	9/30/2013	Recruitment Source(s) utilized to fill each FT vacancy (including organizations entitled to notification)*	3	1	Employee Referral
4	Anchor, WKDY, Morning	9/20/2013	9/30/2013	Recruitment Source(s) utilized to fill each FT vacancy (including organizations entitled to notification)*	4	1	Agency
5	Anchor, Weather, WKDY, A.M.	7/12/2013	9/30/2013	Recruitment Source(s) utilized to fill each FT vacancy (including organizations entitled to notification)*	3	1	Media General Careers Website

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill each FT vacancy (including organizations entitled to notification)*	Total # Interviewed	Number Hired	Recruitment Source for Hire
6	Account Executive	4/11/2013	9/3/2013	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached): Recruitment Sources Contacted for Specific Vacancies	5	1	Employee Referral
7	Producer	7/12/2013	10/28/2013	Recruitment Source(s) utilized to fill each FT vacancy (including organizations entitled to notification)*	2	1	Employee Referral
8	Assignment Manager	8/23/2013	10/14/2013	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached): Recruitment Sources Contacted for Specific Vacancies	3	1	Walk-In/Self Initiated/Word of Mouth/Mail
9	Producer	10/2/2013	11/4/2013	Recruitment Source(s) utilized to fill each FT vacancy (including organizations entitled to notification)*	3	1	Media General Careers Website
10	Digital Journalist	10/2/2013	11/25/2013	Recruitment Source(s) utilized to fill each FT vacancy (including organizations entitled to notification)*	3	1	Employee Referral
11	Writer/Producer	10/4/2013	12/16/2013	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached): Recruitment Sources Contacted for Specific Vacancies	5	1	Media General Careers Website

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill each FT vacancy (including organizations entitled to notification)*	Total # Interviewed	Number Hired	Recruitment Source for Hire
12	Weekend Anchor/Reporter	10/4/2013	12/9/2013	Recruitment Source(s) utilized to fill each FT vacancy (including organizations entitled to notification)*	3	1	Employee Referral
13	Producer	11/8/2013	1/6/2014	Recruitment Source(s) utilized to fill each FT vacancy (including organizations entitled to notification)*	1	1	Employee Referral
14	Digita Content Producer	12/13/2013	1/27/2014	Recruitment Source(s) utilized to fill each FT vacancy (including organizations entitled to notification)*	3	1	Word of Mouth
15	Anchor, WKND, Sports	8/28/2013	2/10/2014	Recruitment Source(s) utilized to fill each FT vacancy (including organizations entitled to notification)*	8	1	TVJobs.com

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Recruitment Source Analysis

This form is to be placed in the public file annually

Station: WJHL-TV Total No. of Persons Interviewed for
 Year: 04/01/2013 - 03/31/2014 full-time vacancies 51

Recruitment Source Information						
Recruitment Source	Address	Contact Person	Telephone No.	Total Interviewed	Entitled to	
1 NAACP/Johnson City Branch	P. O. Box 1878, Johnson City, TN 37601	Joyce Goines	423-426-2851		N	
2 NAACP/Knoxville Branch	2400 Piedmont Street, Knoxville, TN 37921	Elder John Butler	865-540-1003		N	
3 NAACP/Morristown Hamblen County Branch	1538 Goodson Avenue, Morristown, TN 37815	President Kristi Coleman			N	
4 East Tennessee State University	807 University Parkway, Johnson City, TN 37604	Tracy Barry	423-539-1000		N	
5 Miligan College	1 Bowers Blvd., Milligan College, TN 37682	Dr. Carrie Swanay	423-461-8700		N	
6 Northeast State Technical Community College	2425 Highway 75, Blountville, TN, 37617	Marquita Tittle, Career Services Coordinator	423-323-3191		N	
7 King College	1350 King College Road, Bristol, TN 37620	Career Development Office	800-362-0014		N	
8 Virginia Intermont College	1013 Moore Street, Bristol, VA 24201	Career Development Office	276-669-6101		N	
9 Walters State Community College	500 S. Davy Crockett Pkwy., Morristown, TN, 37813	Career Development Office	423-585-2600		N	
10 Emory & Henry College	30461 Garnand Drive, Emory, VA, 24327	Dr. Teresa Keller	276-944-4121		N	
11 Tusculum College	60 Shiloh Road, Greenville, TN 37743	Amanda Waddell	423-636-7300		N	
12 Southwest VA Community College	724 Community College Road, Cedar Bluff, VA 24609	Career Development Office	276-964-2555		N	
13 Virginia Highlands Community College	100 VHCC Drive, Abingdon, VA 21210	Kim Morton	276-739-2400		N	
14 University of Virginia, Wise Campus	1 College Avenue, Wise, VA 24293	Neva Bryan, Career Services	276-328-0100		N	
15 Appalachian State University	287 Rivers Street, Boone, NC 28608	Career Development Office	828-262-2000		N	
16 Bristol Herald Courier	320 Morrison Blvd., Bristol, VA 24201	Classified Advertising	276-669-2181		N	
17 Tennessee Association of Broadcasters	Two International Plaza Drive, Nashville, TN 27217	tabtn.org	615-385-1840		N	
18 Media General Careers Website	333 East Franklin Street, Richmond, VA 23219	www.mediageneral.com/careers	804-887-5000	25	N	
19 Career Builder	200 N LaSalle S. Suite 1100, Chicago, IL 60601	Reema Karmi	800-638-4212		N	
20 Walk-In/Self Initiated/Word of Mouth/Mail	338 East Main Street, Johnson City, TN 37601	Teresa Foster	423-926-2151	4	N	
21 WJHL Internal Candidates	338 East Main Street, Johnson City, TN 37601	Hiring Manager	423-926-2151		N	
22 Employee Referral	338 East Main Street, Johnson City, TN 37601	Hiring Manager	423-926-2151	13	N	
23 TV Jobs.Com	P. O. Box 4116, Oceanside, CA 92052	tvjobs.com	760-754-8177	4	N	
24 Indeed.com	7501 N. Capital of Texas Highway, Building B, Austin, TX 78731	indeed.com		1	N	
25 Facebook	Facebook, Inc., 1601 Willow Road, Menlo Park, CA 94025	facebook.cm			N	
No.	Recruitment Sources Contacted for Specific Vacancies	Contact/Telephone #	Contact Person	Telephone No	Total Interviewed by Source	Entitled to Notification
1	Spots and Dots (for Account Executive)	600 West Peachtree Street, NW, Suite 350, Atlanta, GA 30308	www.spotsndots.com	888-884-2630	0	N
2	The NWT Group (Anchor, Weekend)	2110 Elmwood, Bryan, TX, 77802	Nancy Shafran	817-987-3600	3	N
3	Winning Broadcasting (Anchor, Weekday Morning)	4282 Rochard Lane, Indian Land, SC, 29707	Scott Lauer	703-201-9469	1	

Supplemental Outreach Initiatives

This form is to be placed in the Public File Annually

Station: WJHL-TV

Year: 04/01/2013 - 03/31/2014

	Initiative	Description	Date	Personnel Involved by Title	Scope of Station Participation
1)	Intern Program	Expose eligible high school seniors and college juniors and seniors to a broadcasting environment	On-going	Mark Reynolds, Weather Anchor and John Price, Producer	Host interns from area colleges who are majoring in broadcasting for credit hours.
2)	Liberty University, Communications Career Fair	Career Fair for Communications Majors at Liberty University	March 4, 2014	Judy Ralph, H. R. Generalist and Brian Robinson, Production Manager (WSLS)	Participated in the career fair. Furnished attendees with a list of all the open positions at Media General's properties and explained application process through the Media General Careers site (www.mediageneral.com/careers). Website includes a map for all properties and all current openings at those properties. Media General internship information was also made available and the application process for that explained.
3)	Training Programs	Cross-training program for employees to give them opportunities to increase their job knowledge and skills for career growth	On-going	Michael Creamer, Production Manager, Jennifer Dale, News Director lead the way at WJHL with cross-training programs;	Department heads are continually training their employees to gain skills that will enable them to obtain internal promotions or transfers to larger markets.