

EEO Public File Report

Station: WJHL-TV
Period Covered By This Report 4/1/2013-3/31/2014

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 Source(s) utilized to fill each FT vacancy (including organizations entitled to notification)* | 3 | 1 | Media General Careers Website |
| 2 | Producer | 7/12/2013 | 8/5/2013 | Recruitment Source(s) utilized to fill each FT vacancy (including organizations entitled to notification)* | 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 | Media General Careers Website |
| 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 |

| | | | | | | | |
|----|-------------------------|-----------|------------|---|---|---|---|
| 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 Source(s) utilized to fill each FT vacancy (including organizations entitled to notification)* | 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 Source(s) utilized to fill each FT vacancy (including organizations entitled to notification)* | 5 | 1 | Media General Careers Website |
| 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 |
| 51 | | | | | 15 | | |

Recruitment Source Analysis

This form is to be placed in the public file annually

Station: WJHL-TV

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

Total No. of Persons Interviewed for full-time vacancies51

| No. | Recruitment Source Information | | | | Total Interviewed by Source | Entitled to Notification |
|-----|--|---|--|---------------|-----------------------------|--------------------------|
| | Recruitment Source | Address | Contact Person | Telephone No. | | |
| 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 | Tennesse 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 | 30 | 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 | 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 |

Supplemental Outreach Initiatives

This form is to be placed in the Public File Annually

tation: 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. |