

WJHL-TV
EEO PUBLIC FILE REPORT
April 1, 2015 - March 31, 2016

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
Local Sales Manager	1, 3-4, 10, 12-17, 19-26, 28	10
Production Tech I	1, 3-4, 12-17, 19-20, 22-26, 28	13
Director	1, 3-4, 12-17, 19-20, 22-26, 28	13
Photographer	1, 3-4, 6, 10, 12-17, 19-20, 22-28	27
Marketing Director	1, 3-4, 10, 12-17, 19-20, 22-26, 28	13
Account Executive	1, 3-4, 8, 10, 12-14, 16-17, 19-20, 22-28	27
Account Executive	1, 3-4, 12-17, 19-20, 22-25, 27-28	27
Production Technician. I	1, 3-6, 12-15, 19-28	13
Production Technician. I	1, 3-6, 12-15, 19-28	13
Digital Sales Manager	1-5, 11-15, 19-28	5
Reporter/Weekend Morning News/Weather	1-5, 11-15, 19-28	13
Anchor, Weekday, Evenings	1-4, 10-15, 19-28	27
Weekend Morning Anchor/Reporter	1-5, 11-15, 19-26, 28	5
Producer	1-5, 10-15, 19-26, 28	5
Production Technician. I	1-4, 11-15, 19-28	27
Traffic Liaison	1-4, 11-15, 19-26, 28	13
Sales Assistant	1-4, 8, 11-15, 19-28	27
Weekend Sports Anchor	1-5, 11-15, 19-26, 28	5
Production Technician. I	1-4, 7, 11-17, 19-20, 22, 24-28	7
Digital Journalist	1-4, 11-15, 18-26, 28	13
Production Technician. I	1-4, 11-15, 19-28	27
Digital Sales Manager	1-4, 8, 11-15, 19-28	27
Photographer	1-4, 11-15, 19-28	13
Producer	1-4, 11-15, 19-28	27
Producer	1-5, 11-15, 19-28	27
Photographer	1-4, 11-15, 19-28	13
Producer	1-5, 11-15, 19-26, 28	13
Director	1-4, 9-15, 19-26, 28	10
Newscast Editor/Writer	1-4, 10-15, 19-28	27
Producer	1-5, 11-15, 19-26, 28	13
Production Technician. I	1-5, 11-15, 19-28	27
Marketing Producer	1-5, 10-15, 19-26, 28	10

WJHL-TV
EEO PUBLIC FILE REPORT
April 1, 2015 - March 31, 2016

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Newscast Editor/Writer	1-4, 11-15, 19-28	27

WJHL-TV
EEO PUBLIC FILE REPORT
April 1, 2015 - March 31, 2016

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	Appalachian State University 287 Rivers Street Boone, North Carolina 28608 Phone : 828-262-2000 Email : broerecg@appstate.edu Courtney Broere	N	0
2	Broadcast Education Association (BEA) 1771 N. Street, NW Washington, District of Columbia 20036-2891 Phone : online Url : www.beaweb.org/wp Hiring Manager Manual Posting	N	0
3	East Tennessee State University PO Box 70734 Johnson City, Tennessee 37614 Phone : 423-439-8650 Email : careers@etsu.edu David Magee	N	0
4	Emory & Henry College 30461 Garnand Drive Emory, Virginia 24327 Phone : 276-944-6922 Email : bbays@ehc.edu Bence Bays	N	0
5	Employee Referral	N	14
6	Facebook 1601 Willow Road Menlo Park, California 94025 Phone : online Url : http://facebook.com Hiring Manager listing Manual Posting	N	0
7	Former Employee	N	1
8	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78731 Phone : online Url : http://indeed.com Jobs Listing Manual Posting	N	2
9	Internal Posting	N	2

WJHL-TV
EEO PUBLIC FILE REPORT
April 1, 2015 - March 31, 2016

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
10	Internal Transfer/Promotion	N	13
11	jobs4tn.gov 2515 Wesley Street Johnson City, Tennessee 37601 Url : JohnsonCity.TCC@tn.gov Hiring Manager Manual Posting	N	0
12	King College 1350 King College Road Bristol, Tennessee 37620 Phone : 423-652-4752 Email : dhfelty@king.edu Donna Felty	N	0
13	Media General Careers Website 333 East Franklin Street Richmond, Virginia 23219 Phone : 804-887-5000 Url : http://mediageneral.com/careers Cheri Stein Manual Posting	N	43
14	Milligan College 1 Bowers Blvd Milligan College, Tennessee 37682 Phone : 423-461-8316 Email : banderson@milligan.edu Beth Anderson	N	0
15	NAACP/Johnson City Branch P. O. Box 1878 Johnson City, Tennessee 37601 Phone : 423-943-6059 Email : tnnaacp3@bellsouth.net Joyce Goines	N	0
16	NAACP/Knoxville Branch 2400 Piedmont Street Knoxville, Tennessee 37921 Phone : 865-971-5845 Email : tnnaacp3@bellsouth.net John Butler	N	0

WJHL-TV
EEO PUBLIC FILE REPORT
April 1, 2015 - March 31, 2016

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
17	NAACP/Morristown Hamblen County Branch 1538 Goodson Avenue Morristown, Tennessee 37815 Phone : 731-660-5580 Email : tnnaacp3@bellsouth.net Kristi Coleman	N	0
18	Non-Employee Referral	N	1
19	Northeast State Community College 2425 Highway 75 P.O. Box 246 Blountville, Tennessee 37617 Phone : 423-354-5160 Email : mbtittle@northeaststate.edu Marquita Tittle	N	0
20	Southwest VA Community College 724 Community College Road Cedar Bluff, Virginia 24609 Phone : 276-964-7573 Email : crystal.barton@sw.edu Crystal Barton	N	0
21	Spots and Dots 1635 Old Hwy 41 Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : http://spotsndots.com Email : ads@spotsndots.com Gene McKay	N	1
22	Tennessee Association of Broadcasters Two International Plaza Drive Nashville, Tennessee 27217 Phone : 615-385-1840 Url : http://tabtn.org Email : brenda@tabtn.org Brenda Heidt	N	0
23	Tusculum College 60 Shiloh Road Greenville, Tennessee 37743 Phone : 423-636-7447 Email : rlay@tusculum.edu Robin Lay	N	0

WJHL-TV
EEO PUBLIC FILE REPORT

April 1, 2015 - March 31, 2016

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
24	TV Jobs.Com P. O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 jobs listing	N	0
25	University of Virginia, Wise Campus 1 College Avenue Wise, Virginia 24293 Phone : 276-328-0126 Email : njd8r@uvawise.edu Neva Bryan	N	0
26	Virginia Highlands Community College PO Box 828 Abingdon, Virginia 24212 Phone : 276-739-2579 Email : mwildman@vhcc.edu Mark Wildman	N	0
27	Walk In/Self-Referral	N	38
28	Walters State Community College 500 S. Davy Crockett Pkwy Morristown, Tennessee 37813 Phone : 423-585-6802 Email : stan.frazier@ws.edu Stan Frazier	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			115

WJHL-TV
EEO PUBLIC FILE REPORT
April 1, 2015 - March 31, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/1/2015	Establishment of an intern program designed to assist members of the community	<p>Two students from ETSU were interns on the Daytime show, they were responsible for show production, on camera segments and had various other duties under the supervision of the Show Producer. They did receive college credit for their internship.</p> <p>Two students from ETSU were interns in the News Department. They were responsible for News show production, on camera segments and various other duties under the supervision of one of our senior producers. They did receive college credit for their internship.</p> <p>Expose Eligible High School seniors and college juniors and seniors to a broadcasting environment.</p>	2	Producer Producer
2	4/1/2015	Establishment of a mentoring program	Our Production Director cross-trains all of our Production Technicians to be able to fulfill the duties of a Director. Also, several of our Directors have moved into the News department as Producers. We train employees to give them opportunities to increase their job knowledge and skills for career growth.	2	Production Manager News Director
3	5/26/2015	Participation in events or programs sponsored by educational institutions	5/26 WJHL Station Tour given to Rachana Muppa by the Production Manager providing a behind the scenes look at a working television station, and exposing a community member to live broadcasting and journalism..	1	Production Manager
4	5/27/2015	Provision of training to management	At the Media General Business Administrator Summit in Indianapolis, our BA attended a two-day training session. The Business Administrators received training in HR compliance, employment & labor law relations, and other business matters.	1	Business Administrator

WJHL-TV
EEO PUBLIC FILE REPORT
April 1, 2015 - March 31, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	9/2/2015	Provision of training to management	Webinar training that overviewed and explained the FCC's Equal Employment Opportunity rules and policies. The training included methods of ensuring equal employment opportunity and preventing discrimination.	1	Business Administrator
6	9/14/2015	Participation in events or programs sponsored by educational institutions	9/14 WJHL Station Tour given to the Milligan College by the Production Manager providing a behind the scenes look at a working television station, and exposing college students to live broadcasting and journalism.	1	Production Manager
7	9/17/2015	Participation in events or programs sponsored by educational institutions	9/17 WJHL Station Tour given to the Sullivan Central High School by the Production Manager providing a behind the scenes look at a working television station, and exposing high school students to live broadcasting and journalism.	1	Production Manager
8	9/18/2015	Participation in events or programs sponsored by educational institutions	9/18 WJHL Station Tour given to Roan State College by the Production Manager providing a behind the scenes look at a working television station, and exposing college students to live broadcasting and journalism.	1	Production Manager
9	11/3/2015	Participation in events or programs sponsored by educational institutions	11/03 WJHL Station Tour given to Eric Phim by the Production Manager providing a behind the scenes look at a working television station, and exposing a community member to live broadcasting and journalism.	1	Production Manager
10	12/2/2015	Participation in events or programs sponsored by educational institutions	12/02 WJHL Station Tour given to the Moshem High School by the Production Manager providing a behind the scenes look at a working television station, and exposing High School Students to live broadcasting and journalism.	1	Production Manager
11	12/17/2015	Participation in events or programs sponsored by educational institutions	12/17 WJHL Station Tour given to the Johnson City Chamber of Commerce by the Production Manager providing a behind the scenes look at a working television station, and exposing community members to live broadcasting and journalism.	1	Production Manager