

## EEO Public File Report

**Station: WJTV**  
**Period Covered by Report: 2/1/07 to 1/31/08**

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	Commercial Photog	10/11/06	04/09/07	TVJobs.com	Recruitment Source Listing - see attached, Clarion Ledger Newspaper	5	1
2	Reporter	12/19/06	04/30/07	MG Website	Recruitment Source Listing - see attached	4	1
3	Producer	02/06/07	05/14/07	MSU Job Fair	Recruitment Source Listing - see attached	3	1
4	IMD Account Executive	03/02/07	05/14/07	Personal Acquaintance	Recruitment Source Listing, MAB Website, Clarion Ledger Newspaper	3	1
5	WKND Weather Anchor	05/01/07	06/18/07	Personal Acquaintance	Recruitment Source Listing - see attached	3	1
6	Maintenance Engineer	07/19/05	07/16/07	Personal Acquaintance	Recruitment Source Listing - see attached	3	1
7	Director	07/10/07	08/13/07	Walk-In	Recruitment Source Listing - see attached	3	1
8	Director	07/23/07	08/27/07	Employee	Recruitment Source Listing - see attached	3	1
9	Account Executive	02/28/07	12/08/07	Job Fair	Recruitment Source Listing - see attached, Jackson Ad Federation web, JTV classifieds.com, MAB Website	5	1
10	General Sales Manager	08/07/07	01/07/08	Spots-n-Dots	Recruitment Source Listing - see attached, Media Recruiter.com, TVB.org, MAB Webiste, Jackson Ad Federation, Media Biz Jobs.com, TVNewsday.com, B&C (Variety Careers.com), Media Staffing Network,	10	1

TOTAL

42

10

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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No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	MS Valley State University 14000 Hwy 82 W, Itta Bena, MS 38941	Career Development 662-254-9041		n
2	MS Employment Services P.O. Box 13348, Jackson, MS 39236-2410	Walter Berryhill 601-961-7931		n
3	WHLT-TV Cloverleaf Mall, 5912 Hwy 49 Ste A, Hattiesburg, Ms 39401	Mamie Drake 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 1100 College Street/MUW 1607, Columbus, MS 39701	Ms. Theresa Ervin, Dir. 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		n
9	Jackson State University VP Academic Affairs, P.O. Box 17280, Jackson, MS 39217	Alisa Hughes 601-968-2477		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 Placement Center, Southern Station 5014, Hattiesburg, MS 39046	Ms. Laurie Abu-Sauod 601-266-7011		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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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	Takesia McClendon		n
	Career Planning, 500 W. County Line Road, Tougaloo, MS 39174	601-977-7817		
16	Natl Assoc of Black Journalists	Carlos Bennett		n
	3100 Taliaferro Hall, University of Maryland, College PK, MD 20742-7717	301-445-7100		
17	Antonelli College	Clarence Jones		n
	Career Services, 2323 Lakeland Drive, Jackson, MS 39232	601-853-1175		
18	TV Jobs.Com		3	n
	Fax: 760-754-2115	760-754-8177		
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, Building 1, Suite E	601-981-4211		
21	Southern Christian Leadership Conference	Ms. Stephanie Parker-Weaver		n
	P.O. Box 22724, Jackson, MS 39225	601-355-8138		
22	100 Black Men	Ms. Maxine Lyles		n
	P.O. Box 9514, Jackson, MS 39206	601-366-8301		
23	Hispanic Education & Ministries	Ted Dausch		n
	P.O. Box 2248, Jackson, MS 39225	601-969-1880		
24	Media General Website	MG Division HR	7	n
	www.themeganet.com	804-775-4608		
25	The Catholic Diocese of Jackson, Director of Black Catholic Ministry	Mrs. Joyce E. Hart		n
	Fax: 601-960--8455	601-949-6935		
26	William Carey College	Debbie Montgomery		n
	498 Tuscan Avenue, Box 17, Hattiesburg, MS 39401	601-318-6207		
27	University of Mississippi	Lisa Gooden		n
	Career Center, PO Box 1848, University, MS 39677	662-915-7211		

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No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
28	WJTV Internship Program 1820 TV Road, Jackson, MS 39204	Karen Cole 601-372-6311	5	n
29	Employee Referrals			n
30	Former Employee Referrals			n
31	Personal Acquaintances (Word of Mouth)		4	n
32	Industry Referrals		1	n
33	Walk-In		3	n
34	Career Fairs		3	n
36	Unknown			n
37	Internal		5	n
62	Holmes Community College 412 W. Ridgeland Avenue, Ridgeland, MS 39157	Ms. Rose Canterbury		n
63	Broadcast Compliance Services (BCS - web posting service) bcs-ok.com	Judy Feigenson feig@bcs-ok.com		n
65	WJTV Classifieds.com (Free MS Classifieds.com)	wjtv.com		n

### Recruitment Sources Contacted for SPECIFIC Full-Time Vacancies

35	Career Builders.com (Website associated with Clarion-Ledger)		1	n
38	Clarion Ledger, News Paper Advertisement P.O. Box 23067, Jackson, Ms 39225-3067	Beverly Brown 961-7100	2	n
39	Media Line Fax: 831-648-5204 1127 Lel Monte Blvd., Pacific Grove, CA 93950	Joyce 800-237-8073		n
40	Electronic Media Fax: 312-649-7827 (www.tvweek.com) 6500 Wilshire Blvd, Suite 2300, Los Angeles, CA 90048	Sai 312-649-7842		n
41	Don Fitzpatrick & Assoc Fax: 415-954-0820	415-954-0700		n
42	Broadcasting & Cable (web VarietyCareers.com)			n

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No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
	Fax: 212-206-8327 (katie.rosa@reedbusiness.com) 360 Park Avenue South, New York, NY 10010	212-337-7073		
43	RTNDA 1600 K street NW, Suite 700, Washington, DC 20006	202-467-5202 (nicolen@rtnda.org)		n
44	Broadcasting & Eng. Fax: 913-967-1735	Brian Huber 800-896-9939		n
45	Journalism Jobs.Com	Website		n
46	"Look Here First", MG IMD Product	Website		
47	www.media-match.com	Website		n
48	Talent Dynamics (Talent Agency) 600 E. Lascoilinus Suite 100, Irving, TX 75039 (connel@talentdynamic.com)	Sandra Connell 214-630-9590	1	n
49	B-Roll.net (website for photographer positions) 227 6th Street NE, Washington, DC 20002	broll.net support@b-roll.net		n
50	AR&D (News research group) 2440 Loftin Terrace, Fort Worth, TX 76109	Jerry Gumbert 817-924-6922		n
51	NPPAJIB@hotmail.com	Website		n
52	TVB.com	Website		n
53	Spots-n-Dots Fax: 601-729-7331 Phone: 888-884-2630	Website dai@spotsndots.com	2	n
54	TVSpy.com	Website		n
55	Media bizjobs.com	Website		n
56	Television Week Careers	Website		n
57	Ms Association of Broadcasters	Website		n
58	Marketing Ideanet (602 Communications Web Posting) gnewell@602communications.com 5707 Dearflagg Drive, Lakeland, FL 33811	Graham Newell 704-543-1426		n
59	Media Recruiters.com Phone: 303-400-5150 20456 E. Orchard Place, Centennial, CO 80016	Website sales@mediasalesavails.com	4	n
60	Media Staffing Network www.mediastaffingnetwork.com	Website Amy Wilford (312-944-9194)		n

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61	150 East Huron Street, Suite 900, Chicago, IL 60611 Jackson Advertising Federation www.jaxadfed.org	Website tsmith@mwb.com		n
64	Collective Talent Website www.collectivetalent.com	Website Michael Bille		n
66	TV Newsday.com Phone: 610-649-7989	Website Kathy Haley tvnewsday.com	1	n
<b>Total Interviewed</b>			<b>42</b>	

# EEO Public File Report

## Supplemental Recruitment Initiatives

**Station: WJTV**

**Period Covered by Report: 2/1/07 to 1/31/08**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	On-Going	Intern Program	Expose eligible college students to field of broadcasting	Host interns from colleges who are majoring in broadcasting. College credit is earned for participation.	News Director/R.Russell//Sports Director/L.Owens
2	On-Going	Training Programs & Cross-Training Programs	Train employees for positions other than what they were hired for.	Dept. Heads & employees train employees to gain skills to allow them to obtain promotions or transfers.	News Director/Business Manager/Production Director/Director of Engineering/Sales Manager/Marketing Director
3	January, 2007	Added Holmes Community College, Ridgeland, MS	College Career Center for Recruitment of College Students	Post all open positions	Karen Cole, HR Specialist
4	2/28/2007	University of Southern MS Career Fair	College Career Fair hosted by USM	Sponsored booth for recruitment of open positions & broadcast industry for JTV & HLT	WHLT Station Manager, Wally Babbidge & WJTV Marketing Director, Gary Wolverton
5	2/28/2007	Added Broadcast Compliance Services (BCS)	On-Line posting service that posts open positions w/ over 103 resources.	Posting on BCS Website. This site then posts the positions at locations that provide compliance w/ FCC posting regulations.	Karen Cole, HR Specialist
6	3/7/2007	William Carey University Job Fair	College career fair hosted by William Carey University	Sponsored booth for recruitment of open positions & broadcast industry for JTV & HLT	WHLT Station Manager, Wally Babbidge on behalf of both WJTV & WHLT

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
7	3/21/2007	Mississippi State University Career Fair	College career fair hosted by MSU	Sponsored booth for recruitment of open positions & broadcast industry for JTV & HLT	WJTV Marketing Director, Gary Wolverson & WJTV News Director, Rick Russell, on behalf of WJTV & WHLT
8	5/11/2007	MS Association of Broadcasters Job Fair	Job Fair hosted by MS Association of Broadcasters	Sponsored booth for recruitment of open positions & broadcast industry for JTV & HLT	WJTV News Director, Rick Russell, General Sales Manager, Mark Chapman & Local Sales Manager, Alan Plotkin on behalf of WJTV & WHLT
9	July 2007	Added WJTV Classifieds.com (Free MS Jobs.com)	Ad Website	Post all open positions	Karen Cole, HR Specialist
10	10/10/2007	USM Career Fair Fall 2007	College Career Fair hosted by USM (University of Southern MS)	Sponsored booth for recruitment of open positions & broadcast industry for JTV & HLT	WHLT Station Manager, Wally Babbidge on behalf of both WJTV & WHLT
11	11/8/2007	USM School of Mass Communication/Journalism Internship Fair	Internship Fair hosted by USM	Sponsored booth for recruitment of open positions & broadcast industry for JTV & HLT	WJTV Marketing Director, Gary Wolverson & WJTV News Director, Rick Russell, on behalf of WJTV & WHLT