

EEO PUBLIC FILE REPORT

Recruitment Sources

Station: WJBF-TV Augusta, Georgia

Period Covered by Report: December 1, 2006 - November 30, 2007

No.	Recruitment Source	Address	Contact	Telephone No.	Total Interviewed	Entitled to notification
1	The Augusta Chronicle	725 Broad St., Augusta, GA 30901	Laura Houston Heather.Rickerson@AugustaChronicle.com	706-724-0851(ph) 706 724-0772(fax)	9	N
2	The Aiken Standard	P.O. Box 456 Aiken, SC 29802	Gloria Dairon Gdairon@AikenStandard.com	803-648-2311(ph) 803-648-6052(fax)	2	N
3	The Augusta Focus	1143 Laney Walker Blvd., Augusta, GA 30901	Michael Meyers mmeyers@augustafocus.com	706 724-7855(ph) 706 724-6969(fax)		N
4	Howard University	2400 6th St NW, Washington DC, 20059	Career Services careersrhu@howard.edu	202 806-0007(PH) 202-462-4267(fax)		N
5	Valdosta State College	1500 N. Patterson ST. Valdosta, GA 31698	Placement Director www.valdosta.edu	229-333-5800		N
6	University of SC	6th Floor, H. William Close Building Columbia, SC 29208	Career Center- (form on line) https://careerweb.sa.sc.edu/eaf/default.asp	803-777-7280(ph) 803-777-7556(fax)	1	N
7	Southern University and A&M College	P.O. Box 9820 Baton Rouge, LA 70813	Planning & Placement Office	225-771-2200(ph) 225-771-322(fax)(form on line)		N
8	SC State University	P.O. Box 7068 Orangeburg, SC 29117	Career Planning Office www.scsi.edu/careercenter	803-533-3995(ph) 803-533-3701(fax)		N

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9	Claflin University	400 Magnolia ST. Orangeburg, SC 29116	Carolyn R. Snell csnell@claflin.edu	803-535-5338		N
10	Vorhees College	P.O. Box 678, Denmark, SC 29042	Placement Director	803 703-7104		N
11	Augusta Technical School	3116 Deans Bridge Rd. Augusta, GA 30906	Lisa Palmer, Dir. Career Services	706-771-4014		N
12	Aiken Technical College	P.O. Drawer 696, Aiken SC 29802	Career Services placement@atc.edu	803-593-9231		N
13	Clemson University	Box 344007 Clemson, SC 29634-4007	Michelin Career Center clemson-csm.symplicity.com/employers	864-656-2160		N
14	Augusta State University	2500 Walton Way Augusta, GA 30909	Amy Sullivan careercenter@aug.edu	706-737-1604(ph) 706-731-7097(fax)	2	N
15	University of SC-Aiken	171 University Parkway Aiken, SC 29803	Corey Feraldi, Director	803-641-3280		N
16	Paine College	1235 15th St., Augusta, GA 30901	Career Services Willie Mae Allen, Director	706-821-8200		N
17	Norfolk State University	700 Park Ave. Norfolk, VA 23504	Placement Director www.nsu.edu/careerservices post on line	757-823-8600		N

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18	Clark Atlanta University	223 James P. Brawley Dr, SW Atlanta, GA 30314	Ernita B. Hemmitt, Director cppc@cau.edu	800 688-3228		N
19	Albany State College	504 College Dr., Albany, GA 31710	Career Services	229-430-4638		N
20	Agnes Scott College	141 E. College Avenue Decatur, GA 30030	Office of Career/Planning Development mdumas-patterson@agnescott.edu	404-471-5000		N
21	Benedict College	1600 Harden St. Columbia, SC 29204	Karen Rutherford, Director RutherfordK@benedict.edu	803-253-5153		N
22	University of Florida	P.O. Box 118505 Gainesville, FL 32611	Career Resource Center	352-392-1601		N
23	University of Georgia	UGA Career Center 2nd Floor, Clark Howell Hall Athens, GA 30602	UGA Career Center career@uga.edu	706-542-3375(ph) 706-542-8431(fax)	1	N
24	West Georgia College	355 Parker Hall, West Georgia College Carrollton, GA 30118-001	Dept. of Career Services	678-839-6431(ph) 678-839-6432(fax)		N

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25	Florida State University	University Center, Suite A4100 Tallahassee, FL 32306	Jeff Garis, Director reception@admin.fsu.edu	850-644-6431(ph) 850-644-3273(fax)		N
26	Georgia State University	33 Gilmer St. SE, Atlanta, GA 30303	Ann Perry, Director cjsamp@langate.gsu.edu	404-651-2223		N
27	University of NC	Campus Box 5140, Haynes Hall Chapel Hill, NC 27599	Career Services Office usc@unc.edu	919-962-6507(ph) 919-962-2197(fax)		N
28	Georgia Southern Univ.	Landrum Box 8069 Statesboro, GA 30458	Warren Riles, Director http://georgiasouthern-csm.symplicity.com/employers	912-681-5478		N
29	Allen University	1530 Harden Street Columbia, SC 29204	Alzen Wallace-Smith, Dean/Career Ser.	803-376-5717		N
30	California Chicano News Media Association	USC Annenberg School 300 S. Grand Ave, Suite 3950 Los Angeles, CA 90071-8110	Luz Villarreal, President www.ccnma.org	213-437-4408(ph) 213-437-4423(fax)		N
31	National Council of LaRaza	1126 16th Street, NW Washington, I DC 20036	Janet Murquia, President www.nclr.org	202-785-5993		N

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No.	Recruitment Source	Address	Contact	Telephone No.	Total Interviewed	Entitled to notifications
32	Chinese Consolidated Association	548 Walker St., Augusta,GA 30901	Gary Tom, President www.ccbaaugusta.com	706-722-5993		N
33	Assoc. of Women in Communications	780 Ritchie Hwy,Suite 28-S Severna Park, MD 21146	Patricia Troy, Exec. Director pat@womcom.org	410-544-7442(ph) 410-544-4640(fax)		N
34	American Women in Radio/Television	8405 Greensboro Dr., Suite 800 McLean, VA 22102	Maria Brennan, Exec. Director mbrennan@awrt.org	703-506-3290(ph) 703-506-3266(fax)		N
35	National Black MBA Association	180 N. Michigan Av Chicago, IL 60601	Barbara L. Thomas, President www.nbmbaa.org	312-236-2622		N
36	National Association of Hispanic Journalists	529 14th St NW Washington, DC 20005	Ivan Roman, Exec. Director roman@nahj.org	202-662-7145(ph) 202-662-7144(fax)		N
37	Korean-American Coalition	3421 W Eighth Street Los Angeles, CA 90005	T.S. Chung, President kacla1983@aol.com	213-365-5999		N
38	SC State Conference NAACP	PO Box 1148 Columbia, SC 29202	Placement Director info@scnaacp.org	803-754-4584		N
39	Georgia Association of Broadcasters Job Bank	810 Roswell Rd. Atlanta, GA 30350	Jim Wilcox, Chairman www.gab.org	770-395-7206	2	N

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No.	Recruitment Source	Address	Contact	Telephone No	Total Interviewed	Entitled to notification
40	Nat. Association of Broadcasters	1771 N. St. NW, Washington DC 20077	Edward O. Fritts careercenter@nab.org post on line-nabef.org	202-429-5300(ph) 202-429-4199(fax)		N
41	GA Dept. of Labor	601 Greene St., Augusta, GA 30903	Mrs. Colis Ivey colis.ivey@dol.state.ga.us	706-721-3131		N
42	SC Employment Security Commission	P.O. Box 567, Columbia, SC 29202	Job Bank Director www.sces.org - post on line	803-737-2588		N
43	Society of Hispanic Professional Engineers	5400 E. Olympic Blvd, Suite 210 Los Angeles, CA 90022	Eileen Chambers, Exec. Director www.shpe.org	323-725-3970(ph) 323-725-0316(fax)		N
44	Entertainment Employment Journal	P.O. Box 60163 Corpus Christi, Texas 78472	Gregorio Carbajal www.eej.com	316-986-0118		N
45	National Press Photographers Assoc.	3200 Croasdaile Dr., Suite 306 Durham NC 27705	President nppajib@hotmail.com	919-383-7246		N
46	SC Broadcasters Assoc. USC College/Journalism/ Mass Communications	600 Assembly Street Columbia, SC 29201	Shirley Staples Carter, Director	803-777-3244		N
47	Monster.com	5 Clock Tower Place, Suite 500 Maynard, MA 01754	Executive Director www.monster.com	1-800-666-7837	4	

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48	Media Line	P.O. Box 51909 Pacific Grove, CA 93950	Director www.medialine@medialine.com	800-237-8073(ph) 831-648-5204(fax)		N N
49	Career Builders.com	200 N. LaSalle St. Suite 1100 Chicago, IL 60601	Executive Director	800-638-4212	6	N
50	TVJobs.com	P.O. Box 4116 Oceanside, CA 92052	Director info@tvjobs.com	800-374-0119(ph) 760-754-2115(fax)	3	N
51	Talent Dynamics.com	8828 Stemmons, Suite 510 Dallas, TX 75247	Jed Gifford, Placement Specialist www.talentedynamics.com	214-630-9590		N
52	Media General Website Job Listings	333 E. Franklin St. Richmond, VA 23219	Richard Roberts, HR Director www.mgbg.com	800-588-9885	16	N
53	WJBF News Channel 6 Internal	1001 Reynolds Street Augusta, GA 30901	Bridget Grant HR@WJBF.com	706-722-6664	2	N
54	Goodwill Career Center	3120 Peach Orchard Rd Augusta, GA 30906	Sonya Francis, Career Coordinator	706 790-8500		N
55	WJBF Employee Referrals	1001 Reynolds St, Augusta, GA 30901	Bridget Grant HR@WJBF.com	706 722-6664	21	N
Total					69	

Note: All sources in the attached listing of Recruitment Sources were contacted for all positions.

None of the above Recruitment Sources are entitled to notification

**EEO Public File Report
Supplemental Recruitment Initiatives**

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No	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	12/1/06-11/30/07	College Intern Program	College students exposed to Broadcast environment	Students from colleges and universities receive training in order to acquire skills needed to secure employment in Broadcasting. Students receive credit hours for participation.	Scot Seabolt - Sales Scott Elledge - Production, Mark Rosen - News, Bridget Grant - Human Resources
2	2/2/2007	Junior Achievement Groundhog Job Shadow Day	One Day Job Shadow	Four area JA high school students spent the day shadowing departments at the station to gain insight into the various career options available in broadcasting.	Bridget Grant-Human Resources. Elizabeth Frazier-Marketing Director, Mark Rosen-News Director, Keith Weiss, Executive Producer, Daphne Sumner, Sales Assist., Daniel Clanton -Master Control Operator
3	2/16/2007	Augusta State University Career Fair, Augusta, GA	College Job Fair	Recruiting initiative targeting college students interested in broadcasting, booth sponsored and information distributed.	Mark Rosen - News Director, Bridget Grant - Human Resources
4	2/22/2007	Paine College Career Fair	Historically Black College Job Fair	Recruiting initiative targeting college students interested in broadcasting, booth sponsored and information distributed.	Keith Weiss- Executive Producer, Bridget Grant, Human Resources
5	2/28/2007	Georgia Association of Broadcasters Career Fair, University of Georgia, Athens, GA	College Job Fair	Recruiting initiative targeting college students interested in broadcasting, booth sponsored and information distributed.	Thomas Goodhew, Producer

6	3/22/2007	South Carolina Broadcasters Association Career Fair	College Job Fair	Recruiting initiative targeting college students interested in broadcasting, booth sponsored and information distributed.	Keith Weiss- Executive Producer, Bridget Grant, Human Resources
7	10/2007	College Scholarships	Annual Scholarships awarded to students	Two yearly scholarships awarded to qualifying students from Augusta State University and Paine College (Historically Black College)	Bill Stewart, General Manager
8	12/1/2006-11/30/2007	Training Programs	Employee Training Program	Departments are pro-active in continuous training and cross training to ensure learning and growth for employees to achieve their maximum potential.	Scott Elledge-Production, Mark Rosen - News, Cary Hale - Engineering, Mary Gadson - Business Office, Scot Seabolt - Sales, Elizabeth Frazier - Marketing
9	12/01/2006-11/30/2007	Community Outreach	Public Appearances by key station personnel	Station employees visit area schools to inform students about the different careers in broadcasting.	Jennie Elledge - Anchor, Brad Means - Anchor, Tanika Mason - Marketing Coordinator, Keith Weiss - Executive Producer
10	12/01/2006/11/30/2007	Internet Job Banks for WJBF	Job Postings for all open positions of employment	All positions are posted on internet web sites in order to reach a diversified spectrum of qualified applicants.	Bridget Grant - Human Resources

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Full Time Position	Position Title	Date Open	Date Filled	Recruitment Source	Total # Interviewed	Number Hired
1	Account Executive	1/23/2006	12/4/2006	TVJobs.com	1	1
				Employee Referral	2	
				Media General Website	2	
2	Reporter	4/19/2006	7/2/2007	Media General Website	1	1
				Employee Referral	1	
3	Producer	4/19/2006	1/15/2007	University of SC	1	1
				Employee Referral	4	
4	Producer	9/27/2006	5/21/2007	Media General Website	3	1
5	Associate Producer	11/7/2006	3/12/2007	Employee Referral	5	1
6	Producer	1/11/2007	2/26/2007	Careerbuilders.com	5	1
				Media General Website	2	
7	Account Executive	1/23/2007	7/30/2007	Augusta Chronicle	4	1
				Augusta State Univ.	1	
				Media General Website	1	
8	Sales Assistant	3/1/2007	3/26/2007	Media General Website	1	1
				Augusta Chronicle	2	
				Employee Referral	3	
9	Director of Results	3/5/2007	4/9/2007	WJBF Internal	1	1
10	Interact. Prod. Coordinator	4/2/2007	5/21/2007	Employee Referral	1	1
				Media General Website	1	
11	Maintenance Engineer	4/10/2007	8/13/2007	GA Assoc. of Broadcasters	2	1
				WJBF Internal	1	
				Media General Website	1	

12	Reporter	5/12/2007	10/22/2007	Employee Referral	1	1
				TV Jobs.com	1	
				University of GA	1	
13	Producer	5/4/5007	6/18/2007	Media General Website	2	1
				Aiken Standard	1	
				Employee Referral	1	
14	Producer	5/29/2007	7/16/2007	Media General Website	2	
				Aiken Standard	1	
				Employee Referral	1	1
				Careerbuilder.com	1	
15	AE	7/11/2007	8/13/2007	Employee Referral	2	
				Augusta Chronicle	3	1
				Augusta State University	1	
16	Exec. Producer	8/15/2007	10/22/2007	TV Jobs.com	1	1
				Monster.com	4	
				Total	69	16