

# EEO Public File Report

**Station: WJTV**  
**Period Covered by Report: 2/1/06 to 1/31/07**

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	Sales Assistant	12/20/05	02/06/06	Employee	Recruitment Source List(see attached)	3	1
2	Admin. Assistant	10/28/05	03/20/06	Jackson Urban League	Recruitment Source List(see attached)	4	1
3	Local Sales Manager	12/13/05	04/24/06	Employee	Recruitment Source List(see attached) Spots & Dots, Media Recruiters, Talent Dynamics, Media Line, Media Staffing Network, Career Builders.com, MediaBiz jobs.com, TVB.com, MAB Website	5	1
4	Anchor, Sports	03/08/06	05/08/06	Unsolicited	Recruitment Source List(see attached)	6	1
5	Account Executive	02/24/06	05/08/06	Employee	Recruitment Source List(see attached)	6	1
6	Director	05/03/06	08/14/06	Internal/Different Dept.	Recruitment Source List(see attached)	3	1
7	Photojournalist	03/30/06	08/14/06	MG Website	Recruitment Source List(see attached)	7	1
8	Producer	07/28/06	09/14/06	MG Website	Recruitment Source List(see attached)	3	1
9	Anchor	06/20/06	10/16/06	Talent Dynamics	Recruitment Source List(see attached) Talent Dynamics	6	1
10	Producer	09/01/06	11/13/06	MG Website	Recruitment Source List(see attached)	3	1
11	Photojournalist	06/20/06	11/13/06	Employee	Recruitment Source List(see attached)	8	1
12	Reporter	09/07/06	12/11/06	Talent Dynamics	Recruitment Source List(see attached)	5	1
13	Reporter	10/06/06	12/11/06	Employee	Recruitment Source List(see attached)	5	1
14	Reporter	08/03/05	12/11/06	MG Website	Recruitment Source List(see attached)	4	1
15	Director	10/16/06	12/11/06	Clarion-Ledger	Recruitment Source List(see attached)	4	1
16	Director	11/20/06	01/01/07	Employee	Recruitment Source List(see attached)	4	1
17	Account Executive	01/11/06	01/22/07	MG Website	Recruitment Source List(see attached)	17	1
18	Executive Producer	03/30/06	01/22/07	Employee	Recruitment Source List(see attached)	6	1
19	Photojournalist	09/13/06	01/22/07	Employee	Recruitment Source List(see attached)	5	1

TOTAL

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\* 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	Suzi Nyberg 601-925-3000		n
9	Jackson State University VP Academic Affairs, P.O. Box 17199, Jackson, MS 39217	Dr. Dora S. Washington 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	Ms. Elaine H. Anthony 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
	P.O. Box 150031, Jackson, MS 39210	601-974-1215		
14	Jackson Advocate	Alice Tisdale		n
	Classified Department, 309 N. Farish Street, Jackson, Ms 39202	601-648-4123		
15	Tougaloo College	Ms. Sekecha Cobbins		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, Univertisy of Maryland, College PK, MD 20742-7717	301-445-7100		
17	Antionelli College	Ms. Taheti Watson		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	Ja ckson Urban League	Mr. Willie Cole	1	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	Debbie Conner	40	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		n
29	Employee Referrals		28	n
30	Former Employee Referrals			n
31	Personal Acquaintances			n
32	Industry Referrals		8	n
33	Walk-In		3	n
34	Career Fairs			n
36	Unknown		2	n
37	Internal		8	n
<b>Recruitment Sources Contacted for SPECIFIC Full-Time Vacancies</b>				
35	Career Builders.com (Website associated with Clarion-Ledger)			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 Fax: 212-206-8327 (meclarke@reedbusiness.com) 360 Park Avenue South, New York, NY 10010	212-337-7073		n
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

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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	8	n
49	B-Roll.net (website for photographer portings) 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	1	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		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		n
60	Media Staffing Network www.mediastaffingnetwork.com 150 East Huron Street, Suite 900, Chicago, IL 60611	Website Amy Wilford (312-944-9194)		n
61	Jackson Advertising Federation www.jaxadfed.org	Website tsmith@mwb.com		n

**Total Interviewed**

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## Supplemental Recruitment Initiatives

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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	2/2/2006	University of Mississippi College Career Fair	College Career Fair hosted by University of MS	Sponsored booth for recruiting for open positoins & broadcast industry for WJTV & WHLT.	News Director, Richard Russell
4	10/4/2006	University of Southern Mississippi College Career Fair	College Career Fair hosted by University of Southern Mississippi	Sponsored booth for recruiting for open positoins & broadcast industry for WJTV & WHLT.	WHLT Station Manager, Wally Babbidge on behalf of WJTV & WHLT
5	4/21/06 to 4/27/06	Attended RTNDA & MAB in Las Vegas, NV	Radio/TV News Directors Assoc & Nat'l Assoc. of Broadcasters meetings.	Attended recruitment portions of the event.	Richard Russell, News Director & Steve Schrader, Chief Engineer
6	2/2/2006	Student Shadowing Program w/ area Highschool	Students shadowed News Anchor & Meteorologist for a day.	Highschool Senior & Junior spent 1/2 day learning the daily activities of a News Anchor & a Meteorologist.	Erin Pickens, Ken South, Rick Russell, Tony Mastro