

EEO Public File Report

Station: WHLT
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	Account Executive	12/07/06	04/16/07	Employee Referral	Recruitment Source List(see attached)	8	1
2	Account Executive	04/17/07	05/14/07	Employment Agency	Recruitment Source List(see attached)	5	1
3	Account Executive	05/07/07	07/30/07	Employment Agency	Recruitment Source List(see attached)	6	1
4	Account Executive	05/10/07	07/02/07	TV Ad	Recruitment Source List(see attached)	6	1
5	Videography(OPB)	01/04/07	04/02/07	Phone Inquiry	Recruitment Source List(see attached)	3	1
6	Vidographer	01/05/07	06/18/07	TV jobs.com	Recruitment Source List(see attached)	3	1
7	Account Executive	10/10/07	01/28/08	Internet	Recruitment Source List(see attached)	3	1
8	Production Supervisor	12/21/07	01/28/08	Walk In	Recruitment Source List(see attached)	3	1

TOTAL

37

8

* 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	Notification
1	Korean American Coalition 3421 W. 6th Street, Los Angeles, CA 90005	Charles Kim 213-380-6175		n
2	MS Band of Choctaw Indians P.O. Box 6010, Choctaw, MS 39350	Creda Stewart 601-656-5251		n
3	National Black MBA Assoc. 180 N. Michigan Ave, Ste 1515 Chicago, IL 60601	Adella Green 312-236-2622		n
4	Ntl. Assoc. of Hispanic Journalists National Press Bldg. Ste 1193, Washington, DC 20045	Margherite Capellino 202-662-7145		n
5	National Hispanic Media Coalition 5400 E. Olympic Blvd.Ste 250, Los Angeles, CA 90022	Alex Nogales 213-746-6988		n
6	Hispanic Link News Service 1420 N. ST NW, Washington, DC 20005	Carlos Ericksen 202-234-0280		n
7	Native American Public Broadcasting Consortium Box 83111, Lincoln, NE 68501	Becky Fauver 402-472-3522		n
8	Natl Assoc of Black Sales Professions 503 S. Oak Park Ave, Oak Park, IL 60304	Jon Parks 708-445-1010		n
9	Natl Urban League Black Executive Exchange Program 120 Wall Street, FL 10, New York, NY 10005-3902	Yolanda Prez 212-558-5300		n
10	Organization For Chinese Americans 1001 Conneticut Ave NW Ste 601,, Washington, DC 20036	Keith McAllister 202-223-5500		n
11	MS Valley State University 14000 Hwy 82 W, Box 7225, Itta Bena, MS 38941	Career Development 662-254-9041		n
12	MS Employment Services P.O. Box 13348, Jackson, MS 39236-2410	Walter Berryhill 601-961-7931		n
13	WJTV-TV	Karen Cole		n

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14	1820 TV Road, Jackson, MS 39204 Holmes Jr. College Career Planning, P.O. Box 369, Goodman, MS 39079	601-372-6311 Pamela Fells 662-472-2312	n
15	Mississippi University For Women Human Resources, 1100 College St., W-1609, Columbus, MS 39701	Jan Miles 662-329-4750	n
16	Hinds Community College Career Center, P.O. Box 1100, Raymond, MS 39154-1100	Darlene Lindsey 601-857-3384	n
17	Mississippi College Career Services, P.O. Box 4010, Clinton, MS 39058	Kathy Baldwin 601-925-3000	n
18	Jackson State University VP Academic Affairs, P.O. Box 17199, Jackson, MS 39217	Zelvelyn Foster 601-979-2244	n
19	Alcorn State University Career Placement Services, P.O. Box 390, Lorman, MS 39096	W. Johnson 601-877-6100	n
20	Univ. of Southern MS Career Placement Center, Southern Station 5014, Hattiesburg, MS 39046	Kathy Oliver 601-266-7011	n
21	Belhaven College 1500 Peachtree Street, Jackson, MS 39202	Tara Serio 601-968-5969	n
22	Milsaps College P.O. Box 150031, Jackson, Ms 39210	Tonya Craft 601-974-1215	n
23	Jackson Advocate Classified Department, 309 N. Farish Street, Jackson, Ms 39202	Alice Tisdale 601-648-4123	n
24	Media General Website www.themeganet.com	Debbie Conner 804-775-4608	4 n
25	Natl Assoc of Black Journalists 3100 Taliaferro Hall, Univertisy of Maryland, College PK, MD 20742-7717	Carlos Bennett 301-445-7100	n
26	Antionelli College 480 E. Woodrow Wilson Dr, Jackson, MS 39216	Kim Ramsey 601-853-1175	n
27	NAACP	Janette Self	n

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28	1072 Lynch Street, Ste #10, Jackson, MS 39203 Jackson Urban League 3405 Medgar Evers Blvd, Jackson, MS 39213	601-353-6906 Banita Burt 601-981-4211		n
29	So. Christian Leadership Conf. P.O. Box 22724, Jackson, MS 39225-2724	Career Planning 601-355-8138		n
30	100 Black Men P.O. Box 9514, Jackson, MS 39206	Zanita Spears 601-366-8301		n
31	Hispanic Education & Ministries P.O. Box 2248, Jackson, MS 39225	Ted Dausch 601-969-1880		n
32	Tougaloo College Career Planning, 500 W. County Line Road, Tougaloo, MS 39174	Nina Perkins-Landfair 601-977-7817		n
33	The Catholic Diocese of Jackson, Director of Black Catholic Ministry 237 East Amite Street, Jackson Ms 39225-2248 Fax: 601-960--8455	Mrs. Joyce E. Hart 601-949-6935		n
34	William Carey College 498 Tuscan Avenue, Box 17, Hattiesburg, MS 39401	Debbie Montgomery 601-318-6207		n
35	Clarion Ledger, News Paper Advertisement P.O.Box 23067, Jackson, MS 39225-3067	Beverly Brown 961-7100		n
36	Employee Referrals		7	n
37	Former Employee Referrals			n
38	Internal			n
39	Walk-In		6	n
40	WHLT TV	Local TV Advertisement	12	n
Recruitment Sources Contacted for SPECIFIC Full-Time Vacancies				
41	Hub City Employment	Johnny Fokakis 601-545-8888	6	n
42	Career Fair 2701 Hardy Street, Hattiesburg, MS 39406	University of Southern MS Carrie Bell 601-266-4153	1	n
43	TV Jobs.Com Fax: 760-754-2115	760-754-8177	1	n

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44	Media Line Fax 831-648-5204 1127 Lel Monte Blvd., Pacific Grove, CA 93950	Joyce 800-237-8073 Fax: 831-648-5204	n
45	Broadcasting & Cable Fax: 212-206-8327	212-337-7073	n
46	RTNDA 1600 K Street NW, Suite 700, Washington, DC 20006	202-467-5202 (nicolen@rtnda.org)	n
47	Broadcasting & Eng. Fax: 913-967-1735 5912 Hwy. 49, Suite A, Hattiesburg, MS 39401	Brian Huber 800-896-9939 601-545-2077	n
48	Career Building.com	Clarion-Ledger Website	n
49	Hattiesburg American Newspaper Advertisement 825 N. Main Street, Hattiesburg, MS 39401	Royslyn 601-582-4321	n
50	Spots-n-Dots Fax 601-729-7331 Phone: 888-884-2630	Website dai@spotndots.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	Training Program	Training Employees to do jobs other than what they were hired for.	Cross Training in other departments to cover when employees are out and for promotion.	Mamie Drake, HR Coordinator and Cheryl Jacks, Sales Assistant
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	2/28/2007	University of Southern Mississippi Spring 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 and WJTV Marketint Manager, Gary Wolverton.
4	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
5	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 Wolverton & WJTV News Director, Rick Russell, on behalf of WJTV & WHLT
6	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	Russell, General Sales Manager, Mark Chapman & Local Sales Manager, Alan Plotkin on behalf of WJTV & WHLT

7	10/10/2007	University of Southern Mississippi Fall College Career Fair	College Career Fair hosted by University of Southern Mississippi	Sponsored booth for recruiting for open positions & broadcast industry for WJTV & WHLT.	WHLT's Station Manager, Wally Babbidge attended the Career Fair for both stations WJTV & WHLT.
8	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 Wolverton & WJTV News Director, Rick Russell, on behalf of WJTV & WHLT