

EEO Public File Report

Station: **WJTV**

Period Covered by Report: **2/1/08 to 1/31/09**

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	Local Sales Manager	12/18/07	06/09/08	MGBG/WJTV Website	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached; Recruitment Source Contacted for Specific Vacancies (Clarion Ledger, TVB.com, Broadcasting & Cable website, Media Match.com, Sports & Dots, Media Biz Jobs.com, Media Recruiter, MAB Website)	10	1
2	Account Executive	02/01/08	08/11/08	Unsolicited	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached; Recruitment Source Contacted for Specific Vacancies (Jackson Ad Federation, MAB Website, TVB.com)	8	1
3	Inventory Control Supervisor	01/17/08	03/23/08	MGBG/WJTV Website	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached; Recruitment Source Contacted for Specific Vacancies (Clarion Ledger, Career Builders.com TVB.com)	4	1
4	Inventory Control Coordinator	03/26/08	05/05/08	TVJobs.com	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached	4	1
5	Reporter	11/30/07	03/10/08	MGBG/WJTV Website	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached; Recruitment Source Contacted for Specific Vacancies (Talent Dynamics)	5	1
6	Producer	11/15/07	02/25/08	MGBG/WJTV Website	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached; Recruitment Source Contacted for Specific Vacancies (MAB Website)	3	1
7	WKND Sports Anchor	11/19/07	03/10/08	MGBG/WJTV Website	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached; Recruitment Source Contacted for Specific Vacancies (MAB Website)	7	1
8	On-Line Producer	02/08/08	06/16/08	Career Builder.com	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached; Recruitment Source Contacted for Specific Vacancies (Journalism Jobs.com, Career Builders.com)	6	1
9	Producer	04/29/08	07/28/08	Talent Dynamics	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached; Recruitment Source Contacted for Specific Vacancies (Talent Dynamics, Jackson Ad Federation, MAB Website, TVB.org)	4	1
10	Reporter	05/07/07	02/04/08	Unsolicited	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached; Recruitment Source Contacted for Specific Vacancies (Collective Talent)	4	1
11	WKND Sports Anchor	08/08/08	09/15/08	TVJobs.com	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached	3	1
12	Sales Assistant (National)	07/02/08	09/29/08	MGBG/WJTV Website	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached; Recruitment Source Contacted for Specific Vacancies (MAB Website, Media Match, TVB.org, Jackson Ad Federation, Craig's List)	8	1
13	Sales Assistant (National)	09/30/08	12/01/08	MGBG/WJTV Website	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached; Recruitment Source Contacted for Specific Vacancies (MAB Website, Media Match, TVB.org, Jackson Ad Federation, Craig's List)	3	1
14	Digital Journalist	04/29/08	01/12/09	TVJobs.com	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached; Recruitment Source Contacted for Specific Vacancies (Jackson Ad Federation, MAB Website, TVB.org, Craig's List)	3	1
15	Account Executive	08/05/08	01/26/09	MGBG/WJTV Website	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached; Recruitment Source Contacted for Specific Vacancies (Jackson Ad Federation, MAB Website, TVB.com)	6	1

TOTAL

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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	Wally Babbidge/Karen Cole 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	Theresa Ervin, Dir. of Career Svc 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	1	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 1701 North State Street, Jackson, MS 39210	Ms. Tonya Craft, Director 601-974-1346		n

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14	Jackson Advocate Classified Department, 309 N. Farish Street, Jackson, Ms 39202	Alice Tisdale 601-648-4123		n
15	Tougaloo College Career Planning, 500 W. County Line Road, Tougaloo, MS 39174	Takesia McClendon 601-977-7817		n
16	National Association of Black Journalists 3100 Taliaferro Hall, University of Maryland, College PK, MD 20742-7717	Carlos Bennett 301-445-7100		n
17	Antonelli College Career Services, 2323 Lakeland Drive, Jackson, MS 39232	Clarence Jones 601-853-1175		n
18	TVJobs Broadcast Employment Services P.O. Box 4116, Oceanside, CA 92052	TVJobs.com 760-754-8177	6 28	n
19	NAACP 1072 Lynch Street, Ste #10, Jackson, MS 39203	Janette Self 601-353-6906		n
20	Jackson Urban League 2310 Hwy 80 West, Building 1, Suite E, Jackson, Ms 39213	Mr. Willie Cole 601-981-4211		n
21	Southern Christian Leadership Conference P.O. Box 22724, Jackson, MS 39225	Ms. Stephanie Parker-Weaver 601-355-8138		n
22	100 Black Men P.O. Box 9514, Jackson, MS 39206	Ms. Maxine Lyles 601-366-8301		n
23	Hispanic Education & Ministries P.O. Box 2248, Jackson, MS 39225	Ted Dausch 601-969-1880		n
24	MGBG/WJTV Website 111 North 4th Street, Richmond, VA 23219 / 1820 TV Road, Jackson, MS 39204	MG Division HR 804, 775-4608, www.mgbg.com, www.wjtv.com		n
25	The Catholic Diocese of Jackson, Dir. Of Black Catholic Ministry P.O. Box 2248, Jackson, MS 39225-2248	Mrs. Joyce E. Hart 601-969-1880 Fax: 601-960--8455		n

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No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
26	William Carey College 498 Tuscan Avenue, Box 17, Hattiesburg, MS 39401	Debbie Montgomery 601-318-6207		n
27	University of Mississippi Career Center, PO Box 1848, University, MS 39677	Lisa Gooden 662-915-7211		n
28	WJTV Internship Program 1820 TV Road, Jackson, MS 39204	Richard Russell/Karen Cole 601-372-6311		n
29	Employee Referrals		12	n
30	Former Employee Referrals			n
31	Personal Acquaintances (Word of Mouth)		4	n
32	Industry Referrals			n
33	Self Initiated/Walk-In/Call-In		2	n
34	Career Fairs		1	n
36	Unsolicited		8	n
37	Internal		6	n
62	Holmes Community College 412 W. Ridgeland Avenue, Ridgeland, MS 39157	Ms. Rose Canterbury		n
65	WJTV Classifieds.com (Free MS Classifieds.com) 1820 TV Road, Jackson, MS 39204	www.wjtv.com 601-372-6311		n

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No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
Recruitment Sources Contacted for SPECIFIC Full-Time Vacancies				
35	Career Builders 200 N. LaSalle Street, Suite 1100, Chicago, IL 60601 <i>(For Local Sales Manager, Inventory Control Supervisor, On-Line Producer)</i>	Career Builders.com (Automatic posting w/ Clarion Ledger)	1	n
38	Clarion Ledger, News Paper Advertisement P.O. Box 23067, Jackson, Ms 39225-3067 <i>(For Local Sales Manager, Inventory Control Supervisor)</i>	Beverly Brown 961-7100		n
42	Broadcasting & Cable (web VarietyCareers.com) 360 Park Avenue South, New York, NY 10010 <i>(For Local Sales Manager)</i>	212-337-7073 Fax: 212-206-8327 katie.rosa@reedbusiness.com		n
45	Journalism Jobs.Com 72 Plaza, 2nd Floor, Berkley, CA 94705 <i>(For On-Line Producer)</i>	Website 510-653-1521	3	n
47	Media Match.com 714 N. La Brea, Hollywood, CA 90038 <i>(For Local Sales Manager & National Sales Assistant)</i>	Website 323-284-5589		n
48	Talent Dynamics Website 600 E. LasCoilinus Suite 100, Irving, TX 75039 <i>(For Reporter & Producer)</i>	Corporate HR www.talentedynamics.com	4	n
52	Television Bureau of Advertising, Inc. 3 East 54th Street, 10th Floor, New York, NY, 10022 <i>(For Local Sales Manager, Account Executive, Inventory Control Supervisor, Producer, National Sales Assistant & Digital Journalist)</i>	Website TVB.com 212-486-1111		n
53	Spots-n-Dots 600 W. Peachtree Street, NW, Atlanta, GA 30308 <i>(For Local Sales Manager)</i>	Website dai@spotsndots.com 888-884-2630		n
55	Media bizjobs.com PO Box 95915, Seattle, WA <i>(For Local Sales Manager)</i>	Website 406-558-4696		n

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57	Ms Association of Broadcasters 855 S Pear Orchard Rd # 403, Ridgeland, MS 39157 <i>(For Local Sales Manger, Account Executive, Producer, WKND Sports Anchor, National Sales Assistant, & Digital Journalilst)</i>	Website 601-957-9121	1	n
59	Media Recruiters.com 20456 E. Orchard Place, Centennial, CO 80016 <i>(For Local Sales Manager)</i>	Website sales@mediasalesavails.com Phone: 303-400-5150	1	n
61	Jackson Advertising Federation P.O. Box 922, Jackson, MS, 39205 <i>(For Account Executive, Producer, National Sales Assistant, & Digital Journalist)</i>	Website www.jaxadfed.org		n
64	Collective Talent Website www.collectivetalent.com 1721 Richardson Place, Tampa, FL, 33606 <i>(For Reporter)</i>	Website Michael Bille 813-254-9695		n
67	Craig's List 1381 9th Avenue, San Francisco, CA, 94122 <i>(For National Sales Assistant & Digital Journalist)</i>	Website		n
Total Interviewed			78	

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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
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	July 23-27, 2008	UNITY'08 Convention, Chicago, IL - McCormick Place West	The centerpiece of UNITY '08, the Media Showcase & Career Expo featured recruiters from print, broadcast & online industries, as well s exhibitors representing a variety of journalism schools, non-profit organizations & companies of interest to journalism.	Nearly 10,000 journalists & media executives met to discuss timely issues affecting journalism & the media industry & search for new journalists to join the ranks of Media General.	Vice Presidents of News, Donna Reed, Dan Bradley & Peter Howard, MG employees.
4	2/27/2008	Mississippi State University Communication Career Fair	College communication career fair hosted by MSU	Sponsored booth for recruitment of open positions & broadcast industry for WJTV & WHLT	WJTV Interim Marketing Director, Stephen Patton & WJTV News Director, Rick Russell, on behalf of WJTV & WHLT
5	4/1/2008	Alcorn State University Media Day 2008 Conference/Workshop Program	Media Day event for promotion & education of media industry for students & Alumni	Key note speaker Richard Russell conducted sessions on "Managing Information Messages" & "Do I Really Have to Write".	Richard Russell, WJTV/WHLT News Director
6	2/11/2008	Job Shadowing Program w/ Vicksburg High School Seniors	Five Seniors from Vicksburg High School, Vicksburg, MS, shadowed WJTV News Employees for a day as part of a year-log Senior Career Research Project.	Seniors shadowed various positions in News for a day including, Anchors, Sports Reporters, Photographers, Producers, and Meteorologists.	Richard Russell, WJTV/WHLT News Director, WJTV AM Anchor Melissa Faith Payne, Meteorologist Ken South & Producer Lakeitha Terrell