

## EEO Public File Report

Station: **WJTV**  
 Period Covered by Report: **2/1/2009 to 1/31/2010**

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	Director of Revenue	02/06/09	07/06/09	Employee Referrals	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached; Recruitment Source Contacted for Specific Vacancies (Talent Dynamics, Media Recruiter, Media Line, Spots-N-Dots, Career Builder, Craigs List, TVB.org, MAB Website, Jackson Ad Federation, Media Match.)	3	1
2	Accounting Clerk	01/08/09	04/20/09	Career Builders	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached; Recruitment Source Contacted for Specific Vacancies (Craig's List, Media-Match, MAB Website, Career Builders.com)	7	1
3	Sales Assistant	04/01/09	04/27/09	Employee Referrals	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached; Recruitment Source Contacted for Specific Vacancies (TVB.org, MAB Website, Craig's List, Jackson Ad Federation)	3	1
4	Producer	08/26/09	10/05/09	Media General/WJTV Website	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached; Recruitment Source Contacted for Specific Vacancies	4	1
5	Sales Assistant (National)	09/30/09	11/16/09	Unsolicited	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached; Recruitment Source Contacted for Specific Vacancies (Career Builders, Jackson Ad Federation, MAB website, TVB.org, Craig's List)	11	1
6	Regional Interactive Sales Manager	09/01/09	12/07/09	Employee Referrals	Recruitment Sources Contacted for Each Full-Time Vacancy - see attached; Recruitment Source Contacted for Specific Vacancies (Career Builders, Collective Talent, Media-Match, Craig's List, MAB Website, TVB.org)	1	1

TOTAL

29

6

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## Recruitment Sources Contacted for Each Full-Time Vacancy

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Source #	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	<b>MS Valley State University</b> 14000 Hwy 82 W, Itta Bena, MS 38941	Career Development 662-254-9041		n
2	<b>MS Employment Services</b> 5959 I-55 North Frontage Road, Suite C, Jackson, MS 39213	Ms. Ketra McGriggs 601-961-7931		n
3	<b>WHLT-TV</b> Cloverleaf Mall, 5912 Hwy 49 Ste A, Hattiesburg, Ms 39401	Wally Babbidge/Karen Cole 601-545-2077		n
4	<b>Holmes Jr. College</b> Career Planning, P.O. Box 369, Goodman, MS 39079	Pamela Fells 662-472-2312		n
5	<b>MS University For Women</b> 1100 College Street/MUW 1607, Columbus, MS 39701	Theresa Ervin, Dir. of Career Svc 662-329-4750		n
6	<b>Miss. State University</b> P.O. Box P, Miss State, MS 39762	Gloria Reeves 662-325-3344		n
7	<b>Hinds Community College</b> Career Center, P.O. Box 1100, Raymond, MS 39154-1100	G.R. Davis 601-857-3384		n
8	<b>Mississippi College</b> Career Services, P.O. Box 4010, Clinton, MS 39058	Karen Lindsey-Lloyd 601-925-3901		n
9	<b>William Carey College</b> 498 Tuscan Avenue, Box 181, Hattiesburg, MS 39401	Leslie Sellers 601-318-6207		n
10	<b>Alcorn State University</b> Career Placement Services, P.O. Box 390, Lorman, MS 39096	W. Johnson 601-877-6100		n
11	<b>University of Southern MS</b> Cateer Services, 118 college Drive #5014, Hattiesburg, MS 39406-0001	Ms. Kathleen Killam 601-266-4153		n
12	<b>Belhaven College</b> 1500 Peachtree Street, Jackson, MS 39202	Jennifer Griffin 601-968-5969		n
13	<b>Millsaps College</b> 1701 North State Street, Jackson, MS 39210	Ms. Tonya Craft, Director 601-974-1346		n

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14	<b>Jackson Advocate</b> Classified Department, 309 N. Farish Street, Jackson, Ms 39202	Alice Tisdale 601-648-4123		n
15	<b>Tougaloo College</b> Career Planning, 500 W. County Line Road, Tougaloo, MS 39174	Takesia McClendon 601-977-7817		n
16	<b>Department of Veterans Affairs</b> 1600 East Woodrow Wilson Dr., Jackson, MS 39216	Jennifer Armwood		n
17	<b>Antonelli College</b> Career Services, 2323 Lakeland Drive, Jackson, MS 39232	Clarence Jones 601-853-1175		n
18	<b>TVJobs Broadcast Employment Services</b> P.O. Box 4116, Oceanside, CA 92052	TVJobs.com 760-754-8177		n
19	<b>NAACP</b> 1072 Lynch Street, Ste #10, Jackson, MS 39203	Janette Self 601-353-6906		n
20	<b>Jackson Urban League</b> 2310 Hwy 80 West, Building 1, Suite E, Jackson, Ms 39213	Mr. Willie Cole 601-981-4211		n
21	<b>University of Mississippi</b> Career Center, PO Box 1848, University, MS 39677	Lisa Gooden 662-915-7211		n
22	<b>Holmes Community College</b> 412 W. Ridgeland Avenue, Ridgeland, MS 39157	Ms. Rose Canterbury		n
23	<b>WJTV Classifieds.com (Free MS Classifieds.com)</b> 1820 TV Road, Jackson, MS 39204	www.wjtv.com 601-372-6311		n
24	<b>Media General/WJTV Website</b>  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	6	n
25	<b>WJTV Internship Program</b> 1820 TV Road, Jackson, MS 39204	Richard Russell/Karen Cole 601-372-6311		n
26	<b>Employee Referrals</b>		3	
27	<b>Former Employee Referrals</b>			
28	<b>Personal Acquaintances (Word of Mouth)</b>			n
29	<b>Industry Referrals</b>			n

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Source #	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
30	Self Initiated/Walk-In/Call-In			
31	Career Fairs			n
32	Unsolicited		2	n
33	Internal		3	n

Recruitment Sources Contacted for SPECIFIC Full-Time Vacancies				
34	<b>Career Builders</b> 200 N. LaSalle St., Suite 1100, Chicago, IL 60601 <i>(For Director of Revenue, Accounting Clerk, Sales Assistant (National), &amp; Regional Interactive Sales Manager)</i>	Career Builders.com	11	n
36	<b>Media Line</b> 1127 Lel Monte Blvd., Pacific Grove, CA 93950 <i>(For Director of Revenue)</i>	Joyce 800-237-8073 Fax: 831-648-5204		n
43	<b>Media Match.com</b> 714 N. La Brea, Hollywood, CA 90038 <i>(For Director of Revenue, Accounting Clerk, &amp; Regional Interactive Sales Manager)</i>	Website 323-284-5589		n
44	<b>Talent Dynamics Website</b> 600 E. LasCoilinus Suite 100, Irving, TX 75039 <i>(For Director of Revenue)</i>	Corporate HR www.talentedynamics.com		n
48	<b>Television Bureau of Advertising, Inc.</b> 3 East 54th Street, 10th Floor, New York, NY, 10022 <i>(For Director or Revenue, Sales Assistant, Sales Assistant (National), &amp; Regional Interactive Sales Manager)</i>	Website TVB.org 212-486-1111		n
49	<b>Spots-n-Dots</b> 600 W. Peachtree Street, NW, Atlanta, GA 30308 <i>(For Director of Revenue)</i>	Website dai@spotsndots.com 888-884-2630		n
52	<b>MS Association of Broadcasters</b> 855 S Pear Orchard Rd # 403, Ridgeland, MS 39157 <i>(For Director of Revenue, Accounting Clerk, Sales Assistant, Sales Assistant (National), &amp; Regional Interactive Sales Manager)</i>	Website 601-957-9121		n
54	<b>Media Recruiters.com</b>	Website		n

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Source #	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
	Phone: 303-400-5150 20456 E. Orchard Place, Centennial, CO 80016 <i>(For Director of Revenue)</i>	sales@mediasalesavails.com		
56	<b>Jackson Advertising Federation</b> P.O. Box 922, Jackson, MS, 39205 <i>(For Director of Revenue, Sales Assistant, Sales Assistant (National))</i>	Website www.jaxadfed.org		n
57	<b>Collective Talent Website</b> www.collectivetalent.com 1721 Richardson Place, Tampa, FL, 33606 <i>(For Regional Interactive Sales Manager)</i>	Website Michael Bille 813-254-9695		n
59	<b>Craig's List</b> 1381 9th Avenue, San Francisco, CA, 94122 <i>(For Director of Revenue, Accounting Clerk, Sales Assistant, Sales Assistant (National), &amp; Regional Interactive Sales Manager)</i>	Website	4	n
<b>Total Interviewed</b>			<b>29</b>	

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## Supplemental Recruitment Initiatives

**Station:** WJTV  
**Period Covered by**  
**Report:** 2/1/2009 to 1/31/2010

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.	Director of Digital Journalism (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
3	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
4	9/9/2009	Antonelli College Career Fair	Career Fair for graduates, students & general public.	WHLT Station Manager, Wally Babbidge	Wally Babbidge attended on behalf of Media General-Mid South Group wherein he represented all stations in the Mid South Group.
5	10/28/2009	Eagle Expo & Education Career Fair/Georgia Southern University	Career Fair for Georgia Southern students.	Prejea'n Andrews, HR	Prejea'n Andrews attended on behalf of Media General-Mid South Group wherein he represented all stations in the Mid South Group.