

**EEO PUBLIC FILE REPORT**  
**Station: WJHL, Johnson City, TN**  
**Period Covered by Report: 4/1/07 - 3/31/08**

This report is a complete listing of all full-time jobs filled by station's employment unit during previous year, identified by title.

Full-Time Position	Postion Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill vacancy (including organizations entitled to notification)*	Total # Interviewed	Number Hired	Recruitment Source for Hire
Account Executive		8/17/2006	5/21/2007	Mandatory Recruitment Sources	1		
				Bristol Herald Courier	0		
				Kingsport Times News	0		
				Johnson City Press	0		
				Knoxville News Sentinel	1		
				Employee Referral	2	1	Employee Referral
				Job Fair	1		
				Tricities.com	0		
Account Executive		1/12/2007	7/2/2007	Mandatory Recruitment Sources	1	1	Emory & Henry
				Bristol Herald Courier	0		
				Kingsport Times News	1		
				Johnson City Press	1		
				Tricities.com	0		
				Employee Referral	2		
Gen. Sales Manager(JSA)		2/6/2007	4/2/2007	Tricities.com	0		
				Bristol Herald Courier	0		
				Spots n' Dots	0		
				Mandatory Recruitment Sources	0		
				Media Recruiter	2		
				Outside Referral	1	1	Outside Referral
Director of Results		2/9/2007	4/2/2007	Mandatory Recruitment Sources	0		
				Bristol Herald Courier	1		
				TriCities.com	0		
				Employee Referral	1	1	Employee Referral
Local Sales Manager		3/13/2007	8/13/2007	Mandatory Recruitment Sources	2		
				Tri-Cities.com	0		
				Spots N' Dots	1		
				Media Recruiters	4		
				Employee Referral	1	1	Employee Referral

Producer	4/30/2007	6/18/2007	Mandatory Recruitment Sources	2		
			tvjobs.com			
			Medialine			
			journalismjobs.com			
			TriCities.com	2	1	TriCities.com
Internal candidates	2					
Account Executive	6/1/2007	9/24/2007	Mandatory Recruitment Sources	0		
			Bristol Herald Courier	0		
			Johnson City Press	0		
			Kingsport Times News	1		
			WKPT-TV	3	1	WKPT-TV
Production Tech	9/6/2007	10/8/2007	Mandatory Recruitment Sources	0		
			JC Press	1	1	JC Press
			Kpt. Times News	0		
			Bristol Herald Courier	0		
			TriCities.com	1		
Production Tech	10/1/2007	11/5/2007	Mandatory Recruitment Sources	2		
			JC Press	1	1	JC Press
			TriCities.com	1		
			Employee Referral	2		
			Outside Referral	1		
Production Tech	10/1/2007	11/19/2007	Mandatory Recruitment Sources	2		
			JC Press	1		
			Employee Referral	2	1	Employee Referral
			Outside Referral	1		
			TriCities.com	1		
News Director	11/6/2007	1/7/2008	Mandatory Recruitment Sources	1	1	<a href="#">Careers@ MG</a>
			tvjobs.com	2		
			Employee Referral	1		
Account Executive	1/16/2008	2/4/2008	Mandatory Recruitment Sources	0		
			Bristol Herald Courier	0		
			Kingsport Times-News	2		
			Johnson City Press	0		
			WKPT-TV	1	1	WKPT-TV

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## Recruitment Sources

Station: WJHL-TV

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Recruitment Source	Address	Contact/ Person	Telephone	Total Interviewed by Source	Entitled to Notifications
<b>MANDATORY SOURCES LISTED IN BOLD ARE NOTIFIED OF ALL FULL-TIME OPEN POSITIONS</b>					
<b>NAACP Kingsport Chapter</b>	3717 Brandywine Rd. Kingsport, TN 37660	John Harrison	423/245-0386	0	N
<b>NAACP Bristol Chapter</b>	212 Springdale Rd. Bristol, TN. 37620	Lorenzo Wyatt	423/764-4294	0	N
<b>NAACP Johnson City Chapter</b>	1600 E. Watauga Ave. Johnson City, TN 37601	Mrs. Charles McConnell	423/928-7453	0	N
<b>East Tennessee State University</b>	http://www.etsu.edu/careers/empsrv.asp	Tracy Barry	423/439-4441	0	N
<b>Milligan College</b>	PO Box 210 Milligan College, TN 37682	Amanda Ruble	423/975-8010	0	Y
<b>American Association of University Women</b>	1333 Dupont Dr., Kingsport, TN 37664-2007	Susan Pond	423/246-4379	0	N
<b>Northeast State Technical Community College</b>	PO Box 246, Blountville, Tn 37617	Ron Smith	423/323-0216	0	N
<b>King College</b>	1350 King College Rd., Bristol, TN 37620	Career Development Ofc.	423/652-4742	0	N
<b>Virginia Intermont College</b>	1013 Moore Street, Bristol, VA 24201	Career Development Ofc.	423/669-6101	0	N
<b>Walters State Community College</b>	500 S. Davy Crockett Pkwy., Morristown, TN 37813	Career Development Ofc.	423/586-2600	0	N
<b>Emory &amp; Henry College</b>	30461 Garnand Drive, Emory, VA 24327	Dr. Teresa Keller	276/944-4121	0	N
<b>Tusculum College</b>	PO Box 5082, Greeneville, TN 37743	Amanda Waddell, Dir.	423/636-7378	0	Y
<b>Southwest VA Community College</b>	PO Box SVCC, Richlands, VA	Career Development Ofc.	276/556-6571	0	N
<b>Virginia Highlands Community College</b>	PO Box 828, Abingdon, VA 24212	Kim Morton	276/739-2574	0	Y
<b>University of Virginia at Wise</b>	1 College Ave., Wise, VA 24293 (mlm3au@uvawise.edu)	Mallory Mullins	276-328-1026	0	N
<b>Appalachian State University</b>	PO Box 32032, Boone, NC 28607	Career Development Ofc.	828/262-2000	0	N
<b>MGBG website</b>	<a href="http://www.knoxnews.com">Careers@MG.com</a>	Corporate HR	804/775-4608	11	Y
Knoxville News Sentinel	<a href="http://www.knoxnews.com">www.knoxnews.com</a>	Classified Adv.	865-607-4111	1	
National Assoc. of Broadcasters	1771 N Street, NW, Washington, DC 20036-2891	Emp. Clearing House	202/429-5300	0	N
Virginia Assoc. of Broadcasters	630 Country Green Lane, Charlottesville, VA 22902	Dot Prevette	804/977-3716	0	N
Tennessee Assoc. of Broadcasters	PO Box 101015, Nashville, TN 37224-1015	Jill Green	615/399-3791	0	N
Tennessee Dept. of Employment Security	206 Highpoint , Johnson City, TN 37601	Career Placement	423/952-6050	0	N
Virginia Employment Commission	PO Box 16129, Bristol, VA 24209-6129	<a href="mailto:bristol@vec.virginia.gov">bristol@vec.virginia.gov</a>	276/642-7330	0	N
Radio and Television News Dir. Assoc. (RTNDA)	1000 Connecticut Ave., NW, Washington, DC	Job Info. Services		0	N
American Women in Radio & TV	8405 Greensboro Dr., Ste.800, McLean, VA 22102	Career Services	703-506-3290	0	N
National Assoc. of Hispanic Journalists	1000 National Press Bldg., Washington, DC 20036	Career Services	202/662-7145	0	N
Asian American Journalists	1182 Market St., Suite 320, San Francisco, CA	aaaja.org	415-346-2051	0	N
International Women's Media Foundation	1726 M Street NW, Suite 1002, Washington, DC 20036	iwmf.org	202-496-1992	0	N
National Black Media Coalition	1738 Elton Rd., Suite 314, Silver Spring, MD 20903	nbmc.org	301-445-2600	0	N
National Lesbian and Gay Journalists Assn.	1420 K Street, NW, Suite 910, Washington, DC 20005	nljja.org	202-588-9888	0	N
Native American Public Telecommunications (NAPT)	PO Box 83111, Lincoln, NE 68501	nativetelecom.org	404-402-3522	0	N
Johnson City Press	PO Box 1717, Johnson City, TN 37605	Classified Adv.	423/929-3111	4	N
Bristol Herald Courier	320 Bob Morrison Blvd., Bristol, VA 24201	Classified Adv.	276/669-2181	1	N
Kingsport Times News	701 Lynn Garden Drive, Kingsport, TN 37660	Classified Adv.	423/929-2197	4	N
WKPT/WAPK	222 Commerce St., Kingsport, TN 37660	Art Lanham	423/246-9578	4	N
Spots 'N Dots (Sales positions only)	<a href="http://www.spotsndots.com">www.spotsndots.com</a>		607-729-7331	1	N
tvjobs.com (News, and marketing positions)	tvjobs.com			2	N
TriCities.com	338 E. Main St., Johnson City, TN 37601	Jeremy Chambers, IMD	423/926-2151	5	N
Client/Outside Referral	338 E. Main St., Johnson City, TN 37601	Dept Head/HR	423/926-2151	0	
Media Line	<a href="http://www.medialine.com">www.medialine.com</a>			0	N
Electronic Media/Television Week	<a href="mailto:Echasko@crain.com">Echasko@crain.com</a>	Eric Chasko	323/370-2415	0	N

Recruitment Source	Address	Contact/ Person	Telephone	Total	
				Interviewed by Source	Entitled to Notifications
Broadcasting and Cable	<a href="mailto:yatsumi@reedbusiness.com">yatsumi@reedbusiness.com</a>	Yuki Atsumi	646/746-6949	0	N
Broadcast Engineering (engineering positions)	Primedia, 9800 Metcalf, Overland, KS	Jennifer Shafer	800/896-9936	0	N
Talent Dynamics (used for on-air talent only)	8828 Stemmons Suite 510, Dallas, TX 75247	talentdynamics.com	214/630-9590	0	N
Shoptalk (news positions only)		tvspy.com		0	N
Napoli Management Group (News talent)	8844 W. Olympic Blvd., Ste. 100, Beverly Hills, CA 90211-3697	Mendes Napoli	310/385-8222	0	N
The LornaDave Agency (News talent)	296 Susquehanna Trail, Allentown, PA 18104	<a href="mailto:john@lornadave.com">john@lornadave.com</a>	610/248-1317	0	N
SFX Media Group(News talent)	220 W. 42nd Street,10th Floor, New York, NY 10036	Laura Mahlooji	917/421-5268	0	N
If Management (News talent)	135 W. 50th St., Ste. 2305, New York, NY 10020	Steven Herz	212/265-7711	0	N
Caruso & Company (News talent)	1306 University Dr., Yardley, PA 19067	Nancy Popkin	215-/369-2952	0	N
Willinger Talent Agency, Inc.(News talent)	875 Ave. of the Americas, Suite 1909, New York, NY 10001	Greg Willinger	212/695-1950	0	N
Ken Lindner & Assoc.(News talent)	2049 Century Park East, Suite 3050, Los Angeles, CA 90067	Ken Lindner	310/277-9223	0	N
Geller Media Management, Inc.(News talent)	250 W. 57th Street, New York, NY 10107	Alfred Geller	212/246-1212	0	N
N.S. Bienstock, Inc. (News talent)	1740 Broadway, 24th Floor, New York, Ny 10019	<a href="mailto:NSB@nsbienstock.com">NSB@nsbienstock.com</a>	212/765-3040	0	N
Signature Mgmt. Group (News talent)	1327 W. Washington Blvd., Suite 2H, Chicago, IL 60607	Marc Watts	312/226-5552	0	N
David Crane Agency (News talent)	124 Ammons Dr., Raleigh, NC 27615-6501	Steve Swienckowski	919/870-9121	0	N
David Bruner and Associates (New talent)				0	
Collective Talent	<a href="http://www.CollectiveTalent.com">www.CollectiveTalent.com</a>	<a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a>	813-254-9695	0	Y
The Pond Group	9465 Counselors Row, Suite 200, Indianapolis, In 46240	<a href="mailto:pondgroup@aol.com">pondgroup@aol.com</a>	317/844-2200	0	N
Graeme Newell's Ideanet (Marketing positions.)				0	N
Society of Broadcast Engineers (for tech positions)				0	
Internal Posting	WJHL-TV, 338 E. Main Street, Johnson City, TN 37601	Paulette Broyles, HRC	423/926-2151	<b>2</b>	N
Employee Referral	same as above			<b>11</b>	N
Unknown (walk-ins)	338 E. Main St., Johnson City, TN 37601	Paulette Broyles, HRC	423/926-2151	0	N
Job Fairs	338 E. Main St., Johnson City, TN 37601			<b>1</b>	
Outside Referrals				<b>3</b>	
Media Recruiters	various			<b>6</b>	
				<b>56</b>	

**EEO Public File Report  
Supplemental Outreach Initiatives**

Station: WJHL-TV

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	Initiative	Description	Date	Personnel Involved by Title	Scope of Participation
1)	Intern Program	Expose eligible high school and college students to a broadcast environment.	On-going	Christine Riser, News Director; Jim Bailey, Managing Editor; various dept. personnel.	Hosts interns from area high schools and colleges who are majoring in broadcasting for credit hours.
2)	Job Shadow Program	Permits high school juniors and seniors to "shadow" employees to learn more about broadcasting careers	On-going	Christine Riser, News Director, Jim Bailey Managing Editor	Permits high school juniors and seniors to "shadow" employees to learn more about broadcasting careers.
3)	Job Fair	Interstate Career Fair	4/12/2007	Paulette Broyles, HR Coord. Tina Waller, back-up HR	Day-long event accepting resumes and talking with students about broadcasting careers and answering questions. Students from 19 colleges in VA, WV, TN, and NC participated. Represented WJHL-TV, WKPT-TV, WAPK and IMD.
4)	Class Presentations			Jack Dempsey, Gen. Mgr.	Once each fall semester, GM is invited to speak to upper level junior and senior students at East Tennessee State Univ., Milligan College, and Emory & Henry College. After the presentation, a question and answer period is used to address career opportunities available to these students.
5)	Cross-Training	Training of employees both within and between departments to assume duties of another position if the need arises	Ongoing	Amanda Inscore, Mkt. Dir. Nancy Mast, Bus. Mgr. Scott Evans, Sr. Prod. Supv. Leesa Wilcher, GSM Christine Riser, News Dir. Michael Moore, Operations Mgr.	Training within marketing between writer/producer and computer editors. Training between mktg. graphic artist and production techs on Avid software. Training of production techs with Media Managers to input files into File Server. Training between staff accountants in the business office to cover each others duties. Training in sales between traffic personnel to cover all duties. Training of production techs to edit for news stories.
6)	MTSU Media Marketplace	Career and Internship Fair at Middle TN State University in Murfreesboro, TN sponsored by TN Assoc of Broadcasters	3/18/2008	Amanda Inscore, Mkt. Dir. Neal Boling, News Dir.	Day long event accepting resumes and talking with students about broadcasting careers and answering questions.
7)	SHOUT! Leadership Training Mentoring Day	Sponsored by Kingsport Chamber of Commerce	3/19/2008	Neal Boling, News Director Josh Smith, AM Anchor	Two high school students shadowed news anchor Josh Smith for the morning to learn about his job and ask questions regarding a broadcast career.