

EEO Public File Report

Station: WJBF-TV

Period Covered by Report: December 1, 2010 - November 30, 2011

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	Position Title	Date Open	Date Filled	Recruitment Source	Total # Interviewed	# Hired	Recruitment Source for Hire
1	Digital Journalist	11/11/2010	12/20/2010	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	4	1	Media General Website Job Listings
2	Anchor/WKND	9/2/2011	1/24/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	5	1	Media General Website Job Listings
3	Anchor, Weather WKND, PM	11/5/2010	1/3/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	WJBF Employee Referrals
4	Account Executive	1/5/2011	1/31/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	4	1	Self-Initiated/Walk-in/Call-in/Word of Mouth
5	Inventory Control Coordinator	12/16/2010	1/24/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	2	1	WJBF Employee Referrals
6	Web Content Producer	12/28/2010	2/22/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	1	1	Self-Initiated/Walk-in/Call-in/Word of Mouth
7	Account Executive	1/17/2011	4/4/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	6	1	WJBF Employee Referrals
8	Producer	5/23/2011	5/23/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	4	1	UGA Career Fair
9	Digital Journalist	3/1/2011	6/7/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	Self-Initiated/Walk-in/Call-in/Word of Mouth

10	Digital Journalist	6/2/2011	7/26/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	Media General Website Job Listings
11	Anchor, Weather, WKDY AM	6/12/2011	8/15/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	2	1	TVJobs.com
12	Producer	8/9/2011	9/23/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	WJBF News Channel 6/WJBF Web Site
13	Marketing Coordinator	9/13/2011	11/14/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	Self-Initiated/Walk-in/Call-in/Word of Mouth
				Totals	43	13	

EEO PUBLIC FILE REPORT
Station: WJBF-TV Augusta, Georgia
Period Covered by Report: December 1, 2010 - November 30, 2011

Recruitment Sources Contacted For Each Full Time Vacancy

No.	Recruitment Source	Contact	Telephone No.	Total Interviewed	Entitled to notification
1	Valdosta State College 1500 N. Patterson ST. Valdosta, GA 31698	Placement Director	229-333-5800	0	N
2	University of SC 6th Floor, H. William Close Building Columbia, SC 29208	Career Center	803-777-7280(ph) 803-777-7556(fax)	0	N
3	Southern University and A&M College P.O. Box 9820 Baton Rouge, LA 70813	Planning & Placement Office	225-771-2200(ph) 225-771-322(fax)	0	N
4	SC State University P.O. Box 7068 Orangeburg, SC 29117	Career Planning Office	803-533-3995(ph) 803-533-3701(fax)	0	N
5	Clafin University 400 Magnolia ST. Orangeburg, SC 29116	Carolyn R. Snell csnell@clafin.edu	803-535-5338	0	N
6	Vorhees College P.O. Box 678, Denmark, SC 29042	Placement Director	803 703-7104	0	N
7	Augusta Technical School 3116 Deans Bridge Rd. Augusta, GA 30906	Lisa Palmer, Dir. Career Services	706-771-4014	0	N
8	Aiken Technical College P.O. Drawer 696, Aiken SC 29802	Career Services placement@atc.edu	803-593-9231	0	N
9	Clemson University Box 344007 Clemson, SC 29634-4007	Michelin Career Center	864-656-2160	0	N
10	Augusta State University 2500 Walton Way Augusta, GA 30909	Amy Sullivan careercenter@aug.edu	706-737-1604(ph) 706-731-7097(fax)	0	N
11	University of SC-Aiken 171 University Parkway Aiken, SC 29803	Corey Feraldi, Director	803-641-3280	0	N

12	Paine College	1235 15th St., Augusta, GA 30901	Willie Mae Allen, Director allenw@mail.paine.edu	706-821-8200	0	N
13	Norfolk State University	700 Park Ave. Norfolk, VA 23504	Placement Director www.nsu.edu/careerservices post on line	757-823-8600	0	N
14	Clark Atlanta University	223 James P. Brawley Dr, SW Atlanta, GA 30314	Ernita B. Hemmitt, Director cppc@cau.edu	800 688-3228	0	N
15	Albany State College	504 College Dr., Albany, GA 31710	Career Services	229-430-4638	0	N
16	Benedict College	1600 Harden St. Columbia, SC 29204	Karen Rutherford, Director RutherfordK@benedict.edu	803-253-5153	0	N
17	University of Florida	P.O. Box 118505 Gainesville, FL 32611	Career Resource Center	352-392-1601	0	N
18	University of Georgia	UGA Career Center 2nd Floor, Clark Howell Hall Athens, GA 30602	UGA Career Center career@uga.edu	706-542-3375(ph) 706-542-8431(fax)	0	N
19	West Georgia College	355 Parker Hall, West Georgia College Carrollton, GA 30118-001	Dept. of Career Services	678-839-6431(ph) 678-839-6432(fax)	0	N
20	Florida State University	University Center, Suite A4100 Tallahassee, FL 32306	Jeff Garis, Director reception@admin.fsu.edu	850-644-6431(ph) 850-644-3273(fax)	0	N
21	Georgia State University	33 Gilmer St. SE, Atlanta, GA 30303	Ann Perry, Director	404-651-2223	0	N
22	University of NC	Campus Box 5140, Haynes Hall Chapel Hill, NC 27599	Career Services Office	919-962-6507(ph) 919-962-2197(fax)	0	N
23	Georgia Southern Univ.	Landrum Box 8069 Statesboro, GA 30458	Warren Riles, Director	912-681-5478	0	N
24	Allen University	1530 Harden Street	Alzen Wallace-Smith, Dean/Career S	803-376-5717	0	N

		Columbia, SC 29204				
25	California Chicano News Media Association	USC Annenberg School 300 S. Grand Ave, Suite 3950 Los Angeles, CA 90071-8110	Luz Villarreal, President www.ccnma.org	213-437-4408(ph) 213-437-4423(fax)	0	N
26	National Council of LaRaza	1126 16th Street, NW Washington, Dc	Janet Murquia, President www.nclr.org	202-785-5993	0	N
27	Chinese Consolidated Association	548 Walker St., Augusta,GA 30901	Gary Tom, President	706-722-5993	0	N
28	Assoc. of Women in Communications	780 Ritchie Hwy,Suite 28-S Severna Park, MD 21146	Patricia Troy, Exec. Director pat@womcom.org	410-544-7442(ph) 410-544-4640(fax)	0	N
29	National Black MBA Association	180 N. Michigan Av Chicago, IL 60601	Barbara L. Thomas, President www.nbmbaa.org	312-236-2622	0	N
30	Korean-American Coalition	3421 W Eighth Street Los Angeles, CA 90005	T.S. Chung, President kacla1983@aol.com	213-365-5999	0	N
31	SC State Conference NAACP	PO Box 1148 Columbia, SC 29202	Placement Director	803-754-4584	0	N
32	Georgia Association of Broadcasters Job Bank	810 Roswell Rd. Atlanta, GA 30350	Jim Wilcox, Chairman www.gab.org	770-395-7206	0	N

33	Nat. Association of Broadcasters	1771 N. St. NW, Washington DC 20077	Edward O. Fritts careercenter@nab.org <div style="border: 1px solid black; height: 15px; width: 150px; margin-top: 5px;"></div>	202-429-5300(ph) 202-429-4199(fax)	0	N
34	GA Dept. of Labor	601 Greene St., Augusta, GA 30903	Placement Director	706-721-3131	0	N
35	SC Employment Security Commission	P.O. Box 567, Columbia, SC 29202	Job Bank Director www.sces.org - post on line	803-737-2588	0	N
36	Entertainment Employment Journal	P.O. Box 60163 Corpus Christi, Texas 78472	Gregorio Carbajal www.eej.com	316-986-0118	0	N
37	American Women in Radio/Television	8405 Greensboro Dr., Suite 800 McLean, VA 22102	Maria Brennan, Exec. Director mbrennan@awrt.org	703-506-3290(ph) 703-506-3266(fax)	0	N
38	Monster.com	5 Clock Tower Place, Suite 500 Maynard, MA 01754	Executive Director www.monster.com	1-800-666-7837	0	N
39	Career Builders.com	200 N. LaSalle St. Suite 1100 Chicago, IL 60601	Executive Director	800-638-4212	1	N
40	Talent Dynamics.com	8828 Stemmons, Suite 510 Dallas, TX 75247	Jed Gifford, Placement Specialist www.talentedynamics.com	214-630-9590	0	N
41	TVJobs.com	P.O. Box 4116 Oceanside, CA 92052	Director info@tvjobs.com	800-374-0119(ph) 760-754-2115(fax)	1	N
42	Media General Website Job Listings	333 E. Franklin St. Richmond, VA 23219	MG HR www.mgbg.com	800-588-9885	9	N
43	WJBF News Channel 6/WJBF Web Site Internal	1001 Reynolds Street Augusta, GA 30901	Susan Ellenburg HR@WJBF.com	706-722-6664	3	N

44	Goodwill Career Center	3120 Peach Orchard Rd Augusta, GA 30906	Sonya Francis, Career Coordinator	706 790-8500	0	N
45	WJBF Employee Referrals	1001 Reynolds St, Augusta, GA 30901	HR@WJBF.com	706 722-6664	9	N
46	Self-Initiated/Walk-in/Call-in/Word of Mouth				18	N
47	Agency/Employment or Talent				1	N
48	UGA Career Fair	Clark Howell Hall, Athens, GA 30602			1	
					43	

Note: All sources in the attached listing of Recruitment Sources were contacted for all positions.

None of the above Recruitment Sources are entitled to notification

EEO Public File Report
Supplemental Recruitment Initiatives
Period Covered by Report: December 1, 2010 - November 30, 2011
Station: WJBF-TV Augusta, GA

No	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	12/1/10-11/30/11	College Intern Program	College students exposed to Broadcast environment	Students from colleges and universities receive training in order to acquire skills needed to secure employment in Broadcasting. Students receive credit hours for participation.	Scott Elledge - DDJC; Mark Rosen - News Operations Mgr; Dan Schillinger News Operations Manager
2	12/1/2010-11/30/2011	Training Programs	Employee Training Program	Departments are pro-active in continuous training and cross training to ensure learning and growth for employees to achieve their maximum potential.	Scott Elledge - DDJC; Mark Rosen - News Operations Mgr; Dan Schillinger News Operations Manager Cary Hale - Engineering; Mary Gadson - Business Office; Scot Seabolt - Director of Revenue; Carter Murphy - Local Sales Manager
3	3/31/11	Pee Dee Job Fair	Sponsored by DSS Workforce Development	Managers met and spoke with job seekers about employment within Media General	Kat Smith - HRG; Brittany Maxson Interactive Sales Coordinator - BTW
4	4/5/2011	SCBA Job Fair	South Carolina Broadcasters Assoc. Job Fair	Managers from Media Generals Greenville-Spartanburg property met with graduates and soon to be graduates from broadcast and journalism programs from local universities.	Meema Vollmer HRG; Paul Gourley EP
5	2/25/2011	Augusta State University Career Fair	Career Fair held at Augusta State University	News Operations Manager @ Media Generals property in Augusta GA attended University Career fair and met with soon to be graduates.	Dan Schillinger News Ops Mgr
6	2/25/2011	University of Georgia	Career Fair held at Augusta State University	News Operations Manager @ Media Generals property in Augusta GA attended University Career fair and met with soon to be graduates.	Dan Schillinger News Ops Mgr