

## EEO Public File Report

**Station: WJHL-TV, Johnson City, TN**

**Period Covered by Report: 4/1/08 - 3/31/09**

Full-Time Position	Date Open	Date Filled	Recruitment Source(s) utilized to fill vacancy (including organizations entitled to notification)*	Total # Interviewed	Number Hired	Recruitment Source for Hire
1 Weekend Meteorologist	4/10/08	6/16/08	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached); Recruitment Sources Contacted for Specific Vacancies (tvjobs; Collective Talent; MediaLine.com)	3	1	MGBG website/WJHL Website
2 Show Host	6/3/08	7/7/08	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached); Recruitment Sources Contacted for Specific Vacancies (National Black Media Coalition; National Association of Hispanic Journalists; American Women in Radio/TV)	5	1	Employee Referral
3 Show Host	6/3/08	7/7/08	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached); Recruitment Sources Contacted for Specific Vacancies (National Black Media Coalition; National Association of Hispanic Journalists; American Women in Radio/TV)	5	1	MGBG website/WJHL Website
4 Producer	6/30/08	7/28/08	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached); Recruitment Sources Contacted for Specific Vacancies (tvjobs)	4	1	tvjobs.com
5 Videographer/Digital Journalist	8/22/08	9/22/08	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached); Recruitment Sources Contacted for Specific Vacancies (tvjobs; Johnson City Press; TVBR.com)	5	1	Phone Inquiries/Self Initiated
6 Videographer/Digital	8/22/08	10/20/08	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached); Recruitment Sources Contacted for Specific Vacancies (tvjobs; Johnson City Press; TVBR.com)	5	1	tvjobs.com
7 Account Executive	8/23/08	11/3/08	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached); Recruitment Sources Contacted for Specific Vacancies (Spots N Dots; Johnson City Press; Bristol Herald Courier)	7	1	Johnson City Press
8 Account Executive	10/27/08	12/1/08	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached); Recruitment Sources Contacted for Specific Vacancies (Spots N Dots; Bristol Herald Courier)	4	1	Client/Outside Referrals

# Recruitment Source Analysis

Station: WJHL-TV

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Total No. Of Persons Interviewed for full-time vacancies/  
38

<i>Recruitment Sources Contacted for Each Full-Time Vacancy</i>					
Recruitment Source	Address	Contact/ Person	Telephone	Total Interviewed by Source	Entitled to Notifications
NAACP Bristol Chapter	212 Springdale Rd. Bristol, TN. 37620	Lorenzo Wyatt	423/764-4294	0	N
NAACP Kingsport Chapter	3717 Brandywine Rd. Kingsport, TN 37660	John Harrison	423/245-0386		
NAACP Johnson City Chapter	1600 E. Watauga Ave. Johnson City, TN 37601	Mrs. Charles McConnell Tracy Barry; www.etsu.edu/careers/empsrv.as	423/928-7453	0	N
East Tennessee State University	P O Box 70267, Johnson City, TN 37614-1700	p	423/439-4441	0	N
Milligan College	PO Box 210 Milligan College, TN 37682	Amanda Ruble	423/975-8010	0	Y
American Association of University Women	1333 Dupont Dr., Kingsport, TN 37664-2007	Susan Pond	423/246-4379	0	N
Northeast State Technical Community College	PO Box 246, Blountville, Tn 37617	Ron Smith	423/323-0216	0	N
King College	1350 King College Rd., Bristol, TN 37620	Donna Felty/Dir. Career Svcs.	423/652-4742	0	N
Virginia Intermont College	1013 Moore Street, Bristol, VA 24201	Bobbie Sturgill, Career Dev.	423/669-6101	0	N
Walters State Community College	500 S. Davy Crockett Pkwy., Morristown, TN 37813	Career Development Ofc.	423/586-2600	0	N
Emory & Henry College	30461 Garnand Drive, Emory, VA 24327	Dr. Teresa Keller	276/944-4121	0	N
Tusculum College	PO Box 5082, Greeneville, TN 37743	Amanda Waddell, Dir.	423/636-7378	0	Y
Southwest VA Community College	PO Box SVCC, Richlands, VA	Career Development Ofc.	276/556-6571	0	N
Virginia Highlands Community College	PO Box 828, Abingdon, VA 24212	Kim Morton	276/739-2574	0	Y
University of Virginia at Wise	1 College Ave., Wise, VA 24293 (mlm3au@uvawise.edu)	Mallory Mullins	276-328-1026	0	N
Appalachian State University	PO Box 32032, Boone, NC 28607	Barbara Scarborough/Career Dev.	828/262-2000	0	N
MGBG website/WJHL Website(Tricities.com)	111 North 4th Street, Richmond VA 23219	<a href="http://www.mgbg.com">www.mgbg.com</a> G. Partenheimer	804/775-4608		Y
	338 East Main Street, Johnson City, TN 37601	Nik Brown, IMD	423-232-8757	7	
Internal Posting/Internal Candidates	WJHL-TV, 338 E. Main Street, Johnson City, TN 37601	Paulette Broyles, HRC	423/434-4533	4	N
Employee Referral	WJHL-TV, 338 E. Main Street, Johnson City, TN 37601	Paulette Broyles, HRC	423/434-4533	8	N
Unknown (walk-ins)	WJHL-TV, 338 E. Main Street, Johnson City, TN 37601	Paulette Broyles, HRC	423/434-4533	2	N
Job Fairs	WJHL-TV, 338 E. Main Street, Johnson City, TN 37601	Paulette Broyles, HRC	423/434-4533	0	N
Client/Outside Referrals	WJHL-TV, 338 E. Main Street, Johnson City, TN 37601	Paulette Broyles, HRC	423/434-4533	3	N
Phone Inquiries/Self Initiated	WJHL-TV, 338 E. Main Street, Johnson City, TN 37601	Paulette Broyles, HRC	423/434-4533	2	N

  

Recruitment Source (position)	Recruitment Source Contacted for Specific Vacancies	Contact/Person	Telephone #	Total Interviewed by Source	Entitled to Notification
American Women in Radio & TV (Show Host -2)	8405 Greensboro Dr., Ste.800, McLean, VA 22102	Career Services www.awrt.org	703-506-3290	0	N
National Assoc. of Hispanic Journalists (Show Host-2)	National Press Bldg. 529 14th St., NW, Washington, DC 20045	Job Bank www.nahj.org	888-346-6245	0	N
National Black Media Coalition (Show Host-2)	1738 Elton Rd., Suite 314, Silver Spring, MD 20903	nbmc.org	301-445-2600	0	N
Johnson City Press (Account Executive-1;Videographer/Digital Journalist -2 )	PO Box 1717, Johnson City, TN 37605	Stephanie White/Classified Adv.	423/929-3111	4	N
Bristol Herald Courier (Account Executive-2)	320 Bob Morrison Blvd., Bristol, VA 24201	David Millsaps/Classified Adv.	276/669-2181	1	N
Spots 'N Dots (Account Executive -2)	600 W Peachtree Street, NW, Atlanta, GA 30308	<a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a> E. McKee	607-729-7331	0	N
Broadcast Employment Services -tvjobs.com (Videographer/Digital Journalist -2; Wkend meteorologist)	P.O. Box 4116, Oceanside, CA 92052; tvjobs.com	<a href="http://tvjobs.com">tvjobs.com</a> Neal Boling, ND	800-374-0119	6	N
Media Line (Wkend Meteorologist)	P O Box 51909, Pacific Grove, CA 93950	www.medialine.com Neal Boling, ND	530/642-6036	1	N

Collective Talent (Wkend Meteorologist)  
Television Business Report (Videographer/Digital Journalist -2)

1721 Richardson Place, Tampa, FL 33606  
2050 Old Bridge Rd., Ste. B-01, Lake Ridge, VA 22192

Michael Bille  
[www.collectivetalent.com](http://www.collectivetalent.com)  
TVBR.com Jim Carnegie

813-254-9695  
703-492-8191

**SUPPLEMENTAL OUTREACH INITIATIVES**
**Station:** WJHL-TV  
**Year:** 4/1/08-03/31/09

	Initiative	Description	Date	Scope of Participation	Personnel Involved by Title
1)	Intern Program	Expose eligible high school and college students to a broadcast environment.	On-going	Hosts interns from area high schools and colleges who are majoring in broadcasting for credit hours.	Neal Boling, News Director; Jim Bailey, Managing Editor; various dept. personnel.
2)	Job Shadow Program	Permits high school juniors and seniors to "shadow" employees to learn more about broadcasting careers	On-going	Permits high school juniors and seniors and college freshman and sophomores to "shadow" employees to learn more about broadcasting careers.	Neal Boling, News Director, Jim Bailey Managing Editor
3)	Job Fair	Interstate Career Fair	4/17/2008	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.	Paulette Broyles, HR Coord. Tina Waller, back-up HR
4)	Class Presentations	Class Presentations		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.	Jack Dempsey, Gen. Mgr.
5)	Cross-Training	Training of employees both within and between departments to assume duties of another position if the need arises	Ongoing	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.	Amanda Inscore, Mkt. Dir. Nancy Mast, Bus. Mgr. Scott Evans, Sr. Prod. Supv. Leesa Wilcher, GSM Neal Boling, News Dir. Michael Moore, Operations Mgr.
6)	Class Presentation	Class Presentation at East Tennessee State Univ	4/16/2008	Spoke to a group of 15 students in an online journalism class at ETSU. Spoke about converged journalism, Media General's "web first" approach, and the challenges facing the industry. Also discussed the switch to Digital Television on February 18 <sup>th</sup> , 2009, and handed out a pamphlet that explained the television requirements.	Neal Boling, News Director
7)	Unity 2008 Convention Chicago, IL McCormick Place - West	The centerpiece of Unity '08 the Media Showcase & Career Expo, featured recruiters from print, broadcast and online industries as well as an exhibition representing a variety of journalism schools, non-profit organizations and companies of interest to journalists.	7/23-7/27/08	Nearly 10,000 journalists and media executives met to discuss timely issues affecting journalism and the media industry and search for new journalists to join the ranks of Media General	MG VP's of News Donna Reed, Dan Bradley Peter Howard
8)	Class Presentations	Social Studies classes at Science Hill High School were taught through Jr. Achievement program.	9/29-10/10/08	8th graders were taught life skills including decision making and career planning. News anchor, Josh Smith simulated the right and wrong way to do any interview. The classes were for Jim Baggett's classroom and were 45 minutes in length 3 times per week.	Neal Boling, News Director Josh Smith, News Anchor

