

EEO Public File Report

Station: **WJHL-TV Johnson City, TN**
 Period Covered by Report: **4/1/2010-3/31/2011**

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source*	Total # Interviewed	Number Hired	Recruitment Source for Hire
1	Digital Journalist	12/17/2009	8/9/2010	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached 1-27) Recruitment Sources Contacted for Specific Vacancies (see attached)	5	1	Tricities.com (WJHL-TV website)
2	News Director	3/6/2010	9/20/2010	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached 1-27) Recruitment Sources Contacted for Specific Vacancies (see attached)	7	1	Media General Recruiter - Dorrie Steinberg
3	Sales Assistant	4/29/2010	6/21/2010	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached 1-27) Recruitment Sources Contacted for Specific Vacancies (see attached)	2	1	MG Employee referred applicant
5	Weekend Meteorologist	7/26/2010	10/18/2010	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached 1-27) Recruitment Sources Contacted for Each Full-Time Vacancy (see attached 1-27)	5	1	MG Website
6	Digital Journalist	9/20/2010	12/20/2010	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached 1-27)	3	1	MG Employee referred applicant
7	Account Executive	9/20/2010	10/18/2010	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached 1-27) Recruitment Sources Contacted for Specific Vacancies (see attached)	4	1	MG Employee referred applicant
8	Digital Media Content Coordinator	11/18/2010	1/24/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached 1-27)	3	1	MG Employee referred applicant

EEO Public File Report
Recruitment Sources Contacted for Each Full-Time Vacancy
Station: WJHL-TV Johnson City, TN
Period Covered by Report: 4/1/2010 3/31/2011

No.	Recruitment Source	Contact/Telephone #	Total Interviewed by Source	Entitled to Notification
1	Johnson City/Washington County Branch NAACP PO Box 1878, Johnson City, TN 37601	Ralph Davis, Pres. 423/913-2253	0	N
2	Knoxville Branch NAACP PO Box 14096, Knoxville, TN 37914	Rev. Ezra Maisie, Pres 865-637-6250	0	N
3	Morristown Hamblen County Branch NAACP 923 N. Henry Street, Morristown, TN 37814	Donald Holness, Sr., Pres. 423-587-6011	0	N
4	East Tennessee State University PO Box 70267, Johnson City, TN 37614	Tracy Barry 423/439-4441	0	N
5	Milligan College PO Box 210, Milligan College, TN 37682	Amanda Ruble 423/975-8010	0	Y
7	Northeast State Technical Community College PO Box 246, Blountville, TN 37617	Ron Smith 423/323-0216	0	N
8	King College 1350 King College Rd., Bristol, TN 37620	Career Development Ofc. 423-652-4742	0	N
9	Virginia Intermont College 1013 Moore Street, Bristol, VA 24201	Bobbie Sturgill 423/669-6101	0	N
10	Walters State Community College 500 S. Davy Crockett Pkwy, Morristown, TN 37813	Career Development Ofc. 423/586-2600	0	N
11	Emory & Henry College 30461 Garmand Dr., Emory, VA 24327	Dr. Teresa Keller 276/944-4121	0	N
12	Tusculum College PO Box 5082, Greeneville, TN	Amanda Waddell, Dir. 423/636-7378	0	Y
13	Southwest VA Community College PO Box SVCC, Richlands, VA	Career Development Ofc. 276/556-6571	0	N
14	Virginia Highlands Community College PO Box 828, Abingdon, VA 24212	Kim Morton 276/739-2574	0	N
15	University of Virginia @ Wise 1 College Ave., Wise, VA 24293	Mallory Mullins 276/328-1026	0	N
16	Appalachian State University PO Box 32032, Boone, NC 28607	Career Development Ofc. 828/262-2000	0	N
17	Bristol Herald Courier 320 Morrison Blvd., Bristol, VA 24201	Classified Advertising 276/669-2181	0	N
18	Tricities.com (WJHL-TV website) 338 E. Main Street, Johnson City, TN 37601	Nik Brown 423/926-2151	3	N
19	MG WebSite 111 North 4th Street, Richmond, VA 23219	www.mgbg.com	17	N
20	MG Employee referred applicant		5	N
21	Self initiated/walk-in/call-in		2	
22	Outside/Client Referral			N
23	Internal Posting WJHL-TV, 338 E. Main Street, Johnson City, TN 37601	Paulette Broyles, HR Generalist 423/434-4533	0	N
24	Media Line PO Box 51909, Pacific Grove, CA 93950	www.medialine.com Crystal Xedos 8049649-6566	1	N
25	Talent Dynamics 600 E. Las Colinas Blvd., Suite 100, Irving, TX 75039	www.talentedynamics.com Crystal Xedos 8049649-6566	0	N
26	Media Recruiters 426 Broadway, Suite 201, Chico, CA	www.mediaexecruiters.com Crystal Xedos 8049649-6566	0	N
27	Rice University PO Box 1892, Houston, TX 77251-1892	Crystal Xedos 8049649-6566	0	N
No.	Recruitment Source Contacted for Specific Vacancies	Contact/Telephone #	Total Interviewed by Source	Entitled to Notification
1	Media General Recruiter - Dorrie Steinberg Media General, Inc., 333E. Franklin Street, Richmond, VA 23219 (positons posted to with this source: DJ; News Director; Sales Assistant; WKND Meteorologist; Account Executive)	804-649-6778	1	N
TOTAL INTERVIEWED FROM ALL SOURCES			29	

EEO Public File Report

Supplemental Recruitment Initiatives

Station: WJHL-TV

Period Covered by Report: April 1, 2010-March 31, 2011

No.	Initiative	Date	Description	Scope of Involvement	Personnel Involved
1	Cross-Training programs	On-going	Training employees to do jobs other than what they were hired for.	Department heads are continually training their employees on other "desks" to enable current station personnel to acquire skills that will assist them in obtaining internal promotions or transfers to larger markets.	Jack Dempsey/GM; Amanda Adams/ Mktg. Dir.; Nancy Mast/Bus. Mgr.; Scott Evans/Prod. Supv.; Leesa Wilcher/GSM; John Soares/News Dir.; Michael Moore/Ops. Mgr.
2	Mentoring programs	On-going	SHOUT! Leadership Training sponsored by the Kingsport Chamber of Commerce. Job shadowing days held at the request of area high schools.	High school students shadowed news anchor and news personnel to learn about his job and ask questions regarding broadcasting careers.	John Soares/News Dir.; Joshua Smith/News Anchor; various other departmental personnel
3	Intern Program	On-going	Expose eligible college students to the broadcasting environment.	Host interns from area colleges as part of their course credit who are majoring in broadcast journalism or broadcast production.	John Soares/News Dir.; James Bailey/Managing Editor; various department personnel
4	Job Fairs	4/15/2010	Interstate Career Fair held in the ballroom of the Holiday Inn in Bristol VA	Day-long event accepting resumes and talking with students about broadcasting careers. Interstate Career Fair is an annually held job fair targeting graduating students from area colleges and universities.	Paulette Broyles/HR Generalist WJHL-TV and Judy Ralph/HR Generalist WSLS-TV
5	Class Presentations	Fall Semester 2010	East Tennessee State University 10/29/10 spoke to Jeanne Pollock's Business Law class RE: Regulations.	Once each semester, GM Jack Dempsey is invited to speak to upper level junior and senior students at ETSU. After each presentation, a question and answer period is used to address career opportunities available to the students	Jack Dempsey/ Gen Manager