

EEO Public File Report

Station: WJHL-TV
 Period Covered By This Report 4/1/2014-3/31/2015

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(s) utilized to fill each FT vacancy (including organizations entitled to notification)*	Total # Interviewed	Number Hired	Recruitment Source for Hire
1	Anchor, Weather, Weekend	3/31/2014	5/19/2014	Recruitment Sources utilized to fill each FT vacancy (including organizations entitled to notification) see attached	3	1	Media General Careers Website
2	Digital Journalist	5/21/2014	7/21/2014	Recruitment Sources utilized to fill each FT vacancy (including organizations entitled to notification) see attached	3	1	Media General Careers Website
3	Producer	5/9/2014	7/28/2014	Recruitment Sources utilized to fill each FT vacancy (including organizations entitled to notification) see attached	3	1	Employee Referral
4	Production Tech I	7/2/2014	8/11/2014	Recruitment Sources utilized to fill each FT vacancy (including organizations entitled to notification) see attached	4	1	Employee Referral
5	Account Executive	11/17/2014	2/16/2015	Recruitment Sources utilized to fill each FT vacancy (including organizations entitled to notification) see attached	4	1	Employee Referral
6	Producer	1/13/2015	3/2/2015	Recruitment Sources utilized to fill each FT vacancy (including organizations entitled to notification) see attached	3	1	Tvjobs.com
7	Producer	2/18/2015	3/16/2015	Recruitment Sources utilized to fill each FT vacancy (including organizations entitled to notification) see attached	3	1	word of mouth
8	Production Tech I	3/6/2015	3/30/2015	Recruitment Sources utilized to fill each FT vacancy (including organizations entitled to notification) see attached	3	1	Self initiated

Recruitment Source Analysis

This form is to be placed in the public file annually

Station: WJHL-TV Total No. of Persons Interviewed for full-time vacancies 26
 Year: 04/01/2014 - 03/31/2015

Recruitment Source Information				Total Interviewed by Source	Entitled to Notification	
Recruitment Source	Address	Contact Person	Telephone No.			
1 NAACP/Johnson City Branch	P. O. Box 1878, Johnson City, TN 37601	Joyce Goines	423-426-2851	0	N	
2 NAACP/Knoxville Branch	2400 Piedmont Street, Knoxville, TN 37921	Elder John Butler	865-540-1003	0	N	
3 NAACP/Morristown Hamblen County Branch	1538 Goodson Avenue, Morristown, TN 37815	President Kristi Coleman	731-660-5580 (N)	0	N	
4 East Tennessee State University	PO Box 70734, Johnson City, TN 37614	Office of Equity Diversity	423-439-1000	0	N	
5 Milligan College	1 Bowers Blvd., Milligan College, TN 37682	Dr. Carrie Swanay	423-461-8700	0	N	
6 Northeast State Technical Community College	2425 Highway 75, Blountville, TN, 37617	Marquita Tittle, Career Services Coordinator	423-323-3191	0	N	
7 King College	1350 King College Road, Bristol, TN 37620	Career Development Office	800-362-0014	0	N	
8 Virginia Intermont College	1013 Moore Street, Bristol, VA 24201	Career Development Office	276-669-6101	0	N	
9 Walters State Community College	500 S. Davy Crockett Pkwy., Morristown, TN, 37813	Career Development Office	423-585-2600	0	N	
10 Emory & Henry College	30461 Garnand Drive, Emory, VA, 24327	Dr. Teresa Keller	276-944-4121	0	N	
11 Tusculum College	60 Shiloh Road, Greenville, TN 37743	Amanda Waddell	423-636-7300	0	N	
12 Southwest VA Community College	724 Community College Road, Cedar Bluff, VA 24609	Career Development Office	276-964-2555	0	N	
13 Virginia Highlands Community College	PO Box 828, Abingdon VA 24212	Career Development Center	276-739-2400	0	N	
14 University of Virginia, Wise Campus	1 College Avenue, Wise, VA 24293	Neva Bryan, Career Services	276-328-0100	0	N	
15 Appalachian State University	287 Rivers Street, Boone, NC 28608	Career Development Office	828-262-2000	0	N	
16 Tennessee Association of Broadcasters	Two International Plaza Drive, Nashville, TN 27217	tabtn.org	615-385-1840	0	N	
17 Media General Careers Website	333 East Franklin Street, Richmond, VA 23219	www.mediageneral.com/careers	804-887-5000	11	N	
18 Career Builder	200 N LaSalle S. Suite 1100, Chicago, IL 60601	Reema Karmi	800-638-4212	1	N	
19 Walk-In/Self Initiated/Word of Mouth/Mail	338 East Main Street, Johnson City, TN 37601	Teresa Foster	423-926-2151	3	N	
20 WJHL Internal Candidates	338 East Main Street, Johnson City, TN 37601	Hiring Manager	423-926-2151	1	N	
21 Employee Referral	338 East Main Street, Johnson City, TN 37601	Hiring Manager	423-926-2151	8	N	
22 TV Jobs.Com	P. O. Box 4116, Oceanside, CA 92052	tvjobs.com	760-754-8177	1	N	
23 Indeed.com	7501 N. Capital of Texas Highway, Building B, Austin, TX 78731	indeed.com	203-564-2418	1	N	
No.	Recruitment Sources Contacted for Specific Vacancies	Contact/Telephone #	Contact Person	Telephone No	Total Interviewed by Source	Entitled to Notification
1	Spots and Dots (for General Sales Mgr & Local Sales Mgr)	1635 Old Hwy 41, Kennesaw GA 30152	www.spotsndots.com	888-884-2630	0	N
2	Facebook	1601 Willow Road, Menlo Park, CA 94025	facebook.com	650-543-4800	0	N
3	Linkedin	2029 Stierlin Court, Mountain View, CA 94043	linkedin.com	650-867-3600	0	N
4	Johnson City Press	PO Box 1717, Johnson City TN 37605	Teresa Hicks	929-3111	0	N

Supplemental Outreach Initiatives

This form is to be placed in the Public File Annually

Station: WJHL-TV
 Year: 04/01/2014 - 03/31/2015

	Initiative	Description	Date	Personnel Involved by Title	Scope of Station Participation
1)	Intern Program	Expose eligible high school seniors and college juniors and seniors to a broadcasting environment	On-going	John Price, Producer	Host interns from area colleges who are majoring in broadcasting for credit hours.
2)	Training Programs	Cross-training program for employees to give them opportunities to increase their job knowledge and skills for career growth	On-going	Michael Creamer, Production Manager, Jennifer Dale, News Director lead the way at WJHL with cross-training programs.	Department heads are continually training their employees to gain skills that will enable them to obtain internal promotions or transfers to larger markets.
3)	Presentation by News Director to College Students at ETSU	FOIA's role in Investigative Reporting to expose broadcasting students to FOIA's role in investigative reporting	September 23, 2014	Jennifer Dale, News Director	Students listened to a lecture about how the Freedom of Information Act is an integral part of investigative reporting and how WJHL uses it in our daily coverage
4)	Presentation by Daytime Tricities Show staff to ETSU Mass Comm Capstone class	We talked about our respective careers in broadcasting, the training that we received, and the changes we've seen in both media in general and broadcast technology. After we had a Q&A with the students and teacher	March 17, 2015	Toby Laek, Producer Daytime Tricities and Chris McIntosh Host Daytime Tricities	1 hour presentation in ETSU campus classroom
5)	Station Tour Groups	Expose students to live broadcasting and journalism	14 tours between 4/1/14-3/31/15	Michael Creamer, Production Manager and various anchors	Provide behind the scenes look at a broadcast station.
6)	Investigative Reporter spoke to ETSU Journalism class	Spend some time with future journalists at East Tennessee State University to expose them to the importance of accountability and public records	on going	Nate Morabito, Investigative Reporter	Supervisors gave me time to speak bi-annually to ETSU students on campus
7)	School classroom visits by Meteorologist	Speak to students about weather, forecasting and being on TV	4 visits between 4/1/14-3/31/15	Mark Reynolds, Chief Meteorologist	Meteorologist speak to students about reporting weather at a broadcast station to promote interest in this career field.