

**WJHL-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2016 - March 31, 2017**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Journalist	1-2, 5-7, 13, 15-19, 22-23, 25-26, 28-32	31
Digital Journalist	1-2, 5-7, 13, 15-20, 22-23, 25-26, 28-30, 32-33	20
Account Executive	1-2, 5-6, 13, 15-19, 22-26, 28-30, 32	24
Account Executive	1-2, 5-7, 13, 15-19, 22-23, 25-26, 28-32	31
Account Executive	1-2, 5-6, 13, 15-19, 22-30, 32	24
Digital Sales Manager	1-2, 4-6, 13, 15-19, 22-23, 25-30, 32	4
General Manager	1-3, 5-6, 13, 15-19, 22-23, 25-30, 32	3
Production Technician. I	1-3, 5-6, 9, 13, 15-19, 22-23, 25-30, 32	3
Producer	1-2, 5-7, 13, 15-19, 22-23, 25-30, 32	16
Digital Journalist	1-2, 5-6, 11, 13, 15-19, 22-23, 25-30, 32	11
Producer	1-3, 5-6, 13, 15-19, 22-23, 25-30, 32	3
Sales Manager	1-2, 5-6, 13, 15-19, 22-30, 32	24
Digital Journalist	1-2, 5-6, 11, 13, 15-19, 22-23, 25-30, 32	11
Account Executive	1-3, 5-6, 13, 15-19, 22-23, 25-30, 32	3
Technician - IT	1-2, 5-6, 13, 15-19, 22-30, 32	24
Graphics Designer	1-3, 5-9, 13-19, 21-23, 25-30, 32	21
Director	1-2, 5-6, 8-10, 12-19, 21-23, 25-30, 32	10

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Appalachian State University 287 Rivers Street Boone, North Carolina 28608 Phone : 828-262-2000 Email : broerecg@appstate.edu Courtney Broere	N	0
2	Broadcast Education Association (BEA) 1771 N. Street, NW Washington, District of Columbia 20036-2891 Phone : online Url : www.beaweb.org/wp Hiring Manager Manual Posting	N	0
3	Current Employee	N	8
4	Current Employee - Transfer/Promotion	N	1
5	East Tennessee State University PO Box 70734 Johnson City, Tennessee 37614 Phone : 423-439-8650 Email : careers@etsu.edu David Magee	N	0
6	Emory & Henry College 30461 Garnand Drive Emory, Virginia 24327 Phone : 276-944-6922 Email : bbays@ehc.edu Bence Bays	N	0
7	Employee Referral	N	7
8	Facebook 1601 Willow Road Menlo Park, California 94025 Phone : online Url : http://facebook.com Hiring Manager listing Manual Posting	N	0
9	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78731 Phone : online Url : http://indeed.com Jobs Listing Manual Posting	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Internal Candidate	N	2
11	Internal Hire	N	2
12	Job Fair	N	1
13	jobs4tn.gov 2515 Wesley Street Johnson City, Tennessee 37601 Url : JohnsonCity.TCC@tn.gov Hiring Manager Manual Posting	N	0
14	Johnson City Press PO Box 1717 Johnson City, Tennessee 37605 Phone : 423-929-3111 Url : http://johnsoncitypress.com Teresa Hicks Manual Posting	N	0
15	King College 1350 King College Road Bristol, Tennessee 37620 Phone : 423-652-4752 Email : dhfelty@king.edu Donna Felty	N	0
16	Media General Careers Website 333 East Franklin Street Richmond, Virginia 23219 Phone : 804-887-5000 Url : http://mediageneral.com/careers Cheri Stein Manual Posting	N	5
17	Milligan College 1 Bowers Blvd Milligan College, Tennessee 37682 Phone : 423-461-8316 Email : banderson@milligan.edu Beth Anderson	N	0
18	NAACP/Johnson City Branch P. O. Box 1878 Johnson City, Tennessee 37601 Phone : 423-943-6059 Email : tnaacp3@bellsouth.net Joyce Goines	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Northeast State Community College 2425 Highway 75 P.O. Box 246 Blountville, Tennessee 37617 Phone : 423-354-5160 Email : mbtittle@northeaststate.edu Marquita Tittle	N	0
20	Other Source	N	1
21	Self Referral	N	2
22	Southwest VA Community College 724 Community College Road Cedar Bluff, Virginia 24609 Phone : 276-964-7573 Email : crystal.barton@sw.edu Crystal Barton	N	0
23	Spots and Dots 1635 Old Hwy 41 Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : <a href="http://spotsndots.com">http://spotsndots.com</a> Email : <a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a> Gene McKay	N	3
24	Station Website	N	12
25	Tennessee Association of Broadcasters Two International Plaza Drive Nashville, Tennessee 27217 Phone : 615-385-1840 Url : <a href="http://tabtn.org">http://tabtn.org</a> Email : <a href="mailto:brenda@tabtn.org">brenda@tabtn.org</a> Brenda Heidt	N	0
26	Tusculum College 60 Shiloh Road Greenville, Tennessee 37743 Phone : 423-636-7447 Email : <a href="mailto:rlay@tusculum.edu">rlay@tusculum.edu</a> Robin Lay	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Tusculum College P.O. Box 5051 Greeneville, Tennessee 37743 Phone : 423-530-2874 Url : <a href="http://home.tusculum.edu/">http://home.tusculum.edu/</a> Email : <a href="mailto:ktassell@tusculum.edu">ktassell@tusculum.edu</a> Fax : 1-423-636-5087 Katie Tassell	N	0
28	TV Jobs.Com P. O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://tvjobs.com">http://tvjobs.com</a> Email : <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> Fax : 1-760-754-2115 jobs listing	N	0
29	University of Virginia, Wise Campus 1 College Avenue Wise, Virginia 24293 Phone : 276-328-0126 Email : <a href="mailto:njd8r@uvawise.edu">njd8r@uvawise.edu</a> Neva Bryan	N	0
30	Virginia Highlands Community College PO Box 828 Abingdon, Virginia 24212 Phone : 276-739-2579 Email : <a href="mailto:mwildman@vhcc.edu">mwildman@vhcc.edu</a> Mark Wildman	N	0
31	Walk In/Self-Referral	N	4
32	Walters State Community College 500 S. Davy Crockett Pkwy Morristown, Tennessee 37813 Phone : 423-585-6802 Email : <a href="mailto:stan.frazier@ws.edu">stan.frazier@ws.edu</a> Stan Frazier	N	0
33	Word of Mouth Referral	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>50</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	4/27/2016	Provision of training to management	Webinar training that overviewed and explained the FCC's Equal Employment Opportunity rules and policies. The training included methods of ensuring equal employment opportunity and preventing discrimination.	1	Business Administrator/HR
2	9/14/2016	Participation in events or programs sponsored by educational institutions	9/14 WJHL Station Tour given to Milligan College TV/Video Class by the Production Manager providing a behind the scenes look at a working television station and exposing College Students to live broadcasting and Journalism.	1	Production Supervisor
3	9/16/2016	Participation in events or programs sponsored by educational institutions	9/16 WJHL Station Tour given to Trista Sandford by the Production Manager providing a behind the scenes look at a working television station and exposing community members to Live broadcasting and journalism.	1	Production Supervisor
4	9/21/2016	Participation in events or programs sponsored by educational institutions	9/21 WJHL Station Tour given to the East Tennessee State University TV-Video Class by the Production Manager providing a behind the scenes look at a working television station, and exposing community members to live broadcasting and journalism.	1	Production Supervisor
5	10/12/2016	Participation in events or programs sponsored by educational institutions	10/12 WJHL Station Tour given to Unicoi County High School Film Club by the Production Manager providing behind the scenes look at a working television station and exposing community members to live broadcasting and journalism.	1	Production Supervisor
6	12/15/2016	Participation in events sponsored by community groups	12/15 WJHL Station Tour given to the Leadership 2020, Johnson City business Leader Group by the Production Manager providing a behind the scenes look at a working television station, and exposing community members to live broadcasting and journalism.	1	Production Supervisor

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7	3/7/2017	Establishment of an intern program designed to assist members of the community	WJHL partners with area colleges and universities in a program designed to give students applicable career experiences. These students worked in departments of News, Sports, Production, Creative Service, or Community relations depending upon the student's specific area of study.	1	Producer
8	3/22/2017	Co Sponsoring Job Fair	WJHL was a media sponsor of the CareerQuest TN Career Fair. We did our Daytime Tricities Broadcast live from Career Fair after which our staff and crew participated in Q&A from participants. Approximately 900 students attended the event, and were advised about the different types of jobs needed to put together a show like this. Various personnel from the station were on hand to answer questions and give information.	8	Host Host Production Manager Director