

EEO PUBLIC FILE REPORT

FOR

STATION WBBJ-TV
JACKSON, TN

**This EEO Public File Report
Covers APRIL 1, 2008
Ending on March 31, 2009**

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WBBJ-TV's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on [4/1/08-3/31/09], the station filled the following full-time vacancies:

**1 NEWS PHOTOGRAPHER
3 NEWS REPORTERS
1 GENERAL ASSIGNMENT REPORTER
1 SPORTS REPORTER
1 DIRECTOR
1 ENGINEERING OPERATIONS SUPERVISOR
3 MASTER CONTROL OPERATORS
1 MAINTENANCE ENGINEER
1 BOOKKEEPER**

The station interviewed a total of 60 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
NATIONAL ASSOC. OF STATE BROADCASTERS	2
CAREER ONE STOP	1
TV JOBS.COM	13
TENNESSEE ASSOCIATION OF BROADCASTERS	0
JACKSON STATE COMM. COLLEGE	0
MIDDLE TENNESSEE STATE UNIV.	4
LANE COLLEGE	0
AMERICAN WOMEN IN RADIO & TV	0
OHIO/ILLINOIS CENTER FOR BROADCASTING	5
TENNESSEE DEPT. OF EMPLOYMENT SECURITY	1
UNIVERSITY OF TENNESSEE-MARTIN	1
WBBJ-TV TELEVISION ADVERTISING	7
FREED HARDEMAN UNIVSERITY	0
BETTER JOBS OF JACKSON	2
UNION UNIVERSITY	0
MEDIALINE	0
THE STAR CENTER	0
TENNESSEE STATE UNIVERSITY	1
BROWN COLLEGE	0
WBBJ-TV JOB BOARD	12
WBBJ-TV WEBSITE	9
EMPLOYEE REFERRAL	2
LAMBUTH UNIVERSITY	0
WESTERN ILLINOIS UNIVERSITY	0
SOUTHERN ILLINOIS UNIVERSITY	0
MANSHIP SCHOOL OF MASS COMMUNICATION	0
OLE MISS JOURNALISM SCHOOL	0
MISSOURI SCHOOL OF JOURNALISM	0
UNIVERSITY OF TENNESSEE –KNOXVILLE	0
SCHOOL OF JOURNALISM & TELECOMMUNICATIONS	0
MISSISSIPPI STATE UNIVERSITY	0
VANDERBILT UNIVERSITY	0
UNIVERSITY OF NORTH CAROLINA	0
ARKANSAS STATE UNIVERSITY	0
RUST COLLEGE	0
LEMOYNE-OWEN COLLEGE	0
FISK UNIVERSITY	0
TREVECCA UNIVERSITY	0
MURRAY STATE UNIVERSITY	0
BELMONT UNIVERSITY	0

Attachment A contains the following information for each full-time vacancy:

- < **The number of persons interviewed for each full-time vacancy; and**
- < **The total number of interviewees referred The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;**
- < **The recruitment source that referred the hiree for each full-time vacancy;**
- < **The total number by each recruitment source used in connection with each vacancy.**

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

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ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

Description of Vacancy:

REPORTER

Recruitment Source that Referred the Hire:

WBBJ JOB BOARD

Date Vacancy Opened:

6/24/2008

Total Number of Persons

1

interviewed for the vacancy

Date Vacancy filled:

8/17/2008

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
National Assoc. of State Broadcasters			www.careerpage.org		NO
TV JOBS.COM	TV JOBS.COM	NAT'L ADVERTISING	TVJOBS.COM		NO
Tennessee Association of Broadcasters	50 Music Square West #900 Nashville, TN 37203	Whit Adamson	TABTN.ORG		YES
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony	FANTHONY@JSCC.EDU		YES
Middle TN State Univ.	1301 E. Main Murfreesboro, TN 37132	Send all notices to their website.	CAREER.WEB.MTSU.EDU		NO
Lane College	545 Lane Avenue Jackson, TN 38301	Robbie Coleman	rcoleman@Lanecollege.edu		YES
American Women in Radio and Television	8405 Greensboro Drive Suite 800 McLean, VA 22102	Placement Director Career line 703-506-3290	AWRT.ORG		NO
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James 216-447-9117	GARY@beonair.com		YES
Tennessee Dept. of Employment Security	416 W. Lafayette Jackson, TN 38301	Steve Crabtree	731-423-5860		NO
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		YES
Freed Hardman University	158 Main Street Henderson, TN 38340	Monica Alexander	CCR@FHU.EDU		YES
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5316	SCLARK@UU.EDU		YES
Media line	P. O. Box 51909 Pacific Grove, CA	Mark Shilstone 800-237-8073	Medialine.com		YES
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Vicki Pate	fax:731-668-1666 Tfizer@tnstate.edu		YES
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer	615-963-5981		NO
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	Aluckie-parks@browncollege.edu 651-905-3465		YES
WBBJ-TV JOB BOARD	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	1	NO
WBBJ-TV WEBSITE	346 Muse St. Jackson, TN 38301	WEBMASTER	WWW.WBBJTV.COM		NO
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	key@lambuth.edu 731-425-3476		YES

Western Illinois University	1 University Circle Macomb, IL 61455	CAREER CENTER	309-298-1414		NO
Southern Illinois University	1915 University Press Drive	CAREER CENTER	sronline@siu.edu 618-453-2121		NO
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	masscomm@lsu.edu 225-578-2336		NO
Ole Miss Journalism School	300 Martindale Hall University, MS 38677-1848	Ellen Meachem	662-915-7174		NO
Missouri School of Journalism	76 Gannett Hall Columbia, MO 65211-1200	Phousavanh Sengsavanah	573-882-0373 Career@utk.edu 865-974-1000		NO
University of TN Knoxville School of Journalism & Telecommunication	Knoxville, TN 37996 107 Grehan Building Lexington, KY 40506-0042	Dr. Sam Swan Career Center	859-257-2786		NO
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Placement	662-325-3344		NO
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6868		NO
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		NO
Arkansas State University	P.O. Box 2490 University, AR 72467	Neal Vickers	870-972-3025		NO
Rust College	Holly Springs, MS 38635	Martha Howard	662-252-4661 ext. 209		NO
LeMoyne-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360		NO
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711		NO
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-248-1515		NO
Murray State University	114 Wilson Hall Murray, KY 42071	Jeanne S. Scafella	Jeanne.scafella@murraystate.edu		NO
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		NO

Description of Vacancy:

REPORTER

Recruitment Source that Referred the Hiree:

TV JOBS.COM

Date Vacancy Opened:

6/24/08 Total Number of Persons
interviewed for the vacancy

3

Date Vacancy filled:

8/4/08

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV JOBS.COM	TV JOBS.COM	NAT'L ADVERTISING	TVJOBS.COM	3	NO
Tennessee Association of Broadcasters	50 Music Square West #900 Nashville, TN 37203	Whit Adamson	TABTN.ORG		YES
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony	FANTHONY@JSCC.EDU		YES
Middle TN State Univ.	1301 E. Main Murfreesboro, TN 37132	Send all notices to their website.	CAREER.WEB.MTSU.EDU		NO
Lane College	545 Lane Avenue Jackson, TN 38301	Robbie Coleman	rcoleman@Lanecollege.edu		YES
American Women in Radio and Television	8405 Greensboro Drive Suite 800 McLean, VA 22102	Placement Director Career line 703-506-3290	AWRT.ORG		NO
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James 216-447-9117	GARY@beonair.com		YES
Tennessee Dept. of Employment Security	416 W. Lafayette Jackson, TN 38301	Steve Crabtree	731-423-5860		NO
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		YES
Freed Hardman University	158 Main Street Henderson, TN 38340	Monica Alexander	CCR@FHU.EDU		YES
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5316	SCLARK@UU.EDU		YES
Media line	P. O. Box 51909 Pacific Grove, CA	Mark Shilstone 800-237-8073	Medialine.com		YES
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Vicki Pate	fax:731-668-1666		YES
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer	Tfizer@tnstate.edu 615-963-5981		NO
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	Aluckie-parks@browncollege.edu 651-905-3465		YES

WBBJ-TV JOB BOARD	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		NO
WBBJ-TV WEBSITE	346 Muse St. Jackson, TN 38301	WEBMASTER	WWW.WBBJTV.COM		NO
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	key@lambuth.edu 731-425-3476		YES
Western Illinois University	1 University Circle Macomb, IL 61455	CAREER CENTER	309-298-1414		NO
Southern Illinois University	1915 University Press Drive	CAREER CENTER	sronline@siu.edu 618-453-2121		NO
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	masscomm@lsu.edu 225-578-2336		NO
Ole Miss Journalism School	300 Martindale Hall University, MS 38677-1848	Ellen Meachem	662-915-7174		NO
Missouri School of Journalism	76 Gannett Hall Columbia, MO 65211-1200	Phousavanh Sengsavanh	573-882-0373		NO
University of TN Knoxville	Knoxville, TN 37996	Dr. Sam Swan	Career@utk.edu 865-974-1000		NO
School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042	Career Center	859-257-2786		NO
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Placement	662-325-3344		NO
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6868		NO
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		NO
Arkansas State University	P.O. Box 2490 State University, AR 72467	Neal Vickers	870-972-3025		NO
Rust College	Holly Springs, MS 38635	Martha Howard	662-252-4661 ext. 209		NO
LeMoyne-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360		NO
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711		NO
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-248-1515		NO
Murray State University	114 Wilson Hall Murray, KY 42071	Jeanne S. Scafella	Jeanne.scafella@murraystate.edu		NO
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		NO

Description of Vacancy:

Reporter

Recruitment Source that Referred the Hiree:

WBBJ JOB BOARD

Date Vacancy Opened:

5/2/2008

Total Number of Persons
interviewed for the vacancy

2

Date Vacancy filled:

5/28/2008

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
National Assoc. of State Broadcasters			www.careerpage.org		NO
TV JOBS.COM	TV JOBS.COM	NAT'L ADVERTISING	TVJOBS.COM		NO
Tennessee Association of Broadcasters	50 Music Square West #900 Nashville, TN 37203	Whit Adamson	TABTN.ORG		YES
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony	fanthony@jscc.edu		YES
Middle TN State Univ.	1301 E. Main Murfreesboro, TN 37132	Send all notices to their website.	CAREER.WEB.MTSU.EDU		NO
Lane College	545 Lane Avenue Jackson, TN 38301	Robbie Coleman	rcoleman@Lanecollege.edu		YES
American Women in Radio and Television	8405 Greensboro Drive Suite 800 McLean, VA 22102	Placement Director Career line 703-506-3290	AWRT.ORG		NO
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James 216-447-9117	GARY@beonair.com		YES
Tennessee Dept. of Employment Security	416 W. Lafayette Jackson, TN 38301	Steve Crabtree	731-423-5860		NO
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		YES
Freed Hardman University	158 Main Street Henderson, TN 38340	Monica Alexander	CCR@FHU.EDU		YES
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5316	SCLARK@UU.EDU		YES
Media line	P. O. Box 51909 Pacific Grove, CA	Mark Shilstone 800-237-8073	Medialine.com		YES
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Vicki Pate	fax:731-668-1666		YES
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer	Tfizer@tnstate.edu 615-963-5981		NO
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	Aluckie-parks@browncollege.edu 651-905-3465		YES
WBBJ-TV JOB BOARD	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	2	NO

WBBJ-TV WEBSITE	346 Muse St. Jackson, TN 38301	WEBMASTER	WWW.WBBJTV.COM		NO
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	key@lambuth.edu 731-425-3476		YES
Western Illinois University	1 University Circle Macomb, IL 61455	CAREER CENTER	309-298-1414		NO
Southern Illinois University	1915 University Press Drive	CAREER CENTER	sronline@siu.edu 618-453-2121		NO
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	masscomm@lsu.edu 225-578-2336		NO
Ole Miss Journalism School	300 Martindale Hall University, MS 38677-1848	Ellen Meachem	662-915-7174		NO
Missouri School of Journalism	76 Gannett Hall Columbia, MO 65211-1200	Phousavanh Sengsavanah	573-882-0373		NO
University of TN Knoxville	Knoxville, TN 37996	Dr. Sam Swan	Career@utk.edu 865-974-1000		NO
School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042	Career Center	859-257-2786		NO
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Placement	662-325-3344		NO
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6868		NO
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		NO
Arkansas State University	P.O. Box 2490 State University, AR 72467	Neal Vickers	870-972-3025		NO
Rust College	Holly Springs, MS 38635	Martha Howard	662-252-4661 ext. 209		NO
LeMoyne-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360		NO
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711		NO
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-248-1515		NO
Murray State University	114 Wilson Hall Murray, KY 42071	Jeanne S. Scafella	Jeanne.scafella@murraystate.edu		NO
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		NO

Description of Vacancy:

Photographer

Recruitment Source that Referred the Hire:

WBBJ Website

Date Vacancy Opened:

7/10/08 Total Number of Persons

interviewed for the vacancy

3

Date Vacancy filled:

8/6/08

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
National Assoc. of State Broadcasters			www.careerpage.org		NO
TV JOBS.COM	TV JOBS.COM	NAT'L ADVERTISING	TVJOBS.COM		NO
Tennessee Association of Broadcasters	50 Music Square West #900 Nashville, TN 37203	Whit Adamson	TABTN.ORG		YES
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony	fanthony@jssc.edu		YES
Middle TN State Univ.	1301 E. Main Murfreesboro, TN 37132	Send all notices to their website.	CAREER.WEB.MTSU.EDU		NO
Lane College	545 Lane Avenue Jackson, TN 38301	Robbie Coleman	rcoleman@Lanecollege.edu		YES
American Women in Radio and Television	8405 Greensboro Drive Suite 800 McLean, VA 22102	Placement Director Career line 703-506-3290	AWRT.ORG		NO
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James 216-447-9117	GARY@beonair.com		YES
Tennessee Dept. of Employment Security	416 W. Lafayette Jackson, TN 38301	Steve Crabtree	731-423-5860		NO
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		YES
Freed Hardman University	158 Main Street Henderson, TN 38340	Monica Alexander	CCR@FHU.EDU		YES
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5316	SCLARK@UU.EDU		YES
Media line	P. O. Box 51909 Pacific Grove, CA	Mark Shilstone 800-237-8073	Medialine.com		YES
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Vicki Pate	fax:731-668-1666 Tfizer@tnstate.edu		YES
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer	615-963-5981		NO
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	Aluckie-parks@browncollege.edu 651-905-3465		YES
WBBJ-TV JOB BOARD	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	1	NO
WBBJ-TV WEBSITE	346 Muse St. Jackson, TN 38301	WEBMASTER	WWW.WBBJTV.COM	2	NO
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	key@lambuth.edu 731-425-3476		YES

Western Illinois University	1 University Circle Macomb, IL 61455	CAREER CENTER	309-298-1414		NO
Southern Illinois University	1915 University Press Drive	CAREER CENTER	sronline@siu.edu 618-453-2121		NO
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	masscomm@lsu.edu 225-578-2336		NO
Ole Miss Journalism School	300 Martindale Hall University, MS 38677-1848	Ellen Meachem	662-915-7174 Career@utk.edu 865-974-1000		NO
University of TN Knoxville School of Journalism & Telecommunication	Knoxville, TN 37996 107 Grehan Building Lexington, KY 40506-0042	Dr. Sam Swan Career Center	859-257-2786		NO
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Placement	662-325-3344		NO
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6868		NO
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		NO
Arkansas State University	P.O. Box 2490 University, AR 72467	Neal Vickers	870-972-3025		NO
Rust College	Holly Springs, MS 38635 807 Walker Ave.	Martha Howard	662-252-4661 ext. 209		NO
LeMoyne-Owen College	Memphis, TN 38126 18th Ave. North	Michael Washington	901-942-7360		NO
Fisk University	Nashville, TN 37208 333 Murfreesboro Rd.	Peter Woolfook	615-329-8711		NO
Trevecca University	Nashville, TN 37210	David Deese	615-248-1515		NO
Murray State University	114 Wilson Hall Murray, KY 42071	Jeanne S. Scafella	Jeanne.scafella@murraystate.edu		NO
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		NO

Description of Vacancy:

MASTER CONTROL OPR.

Recruitment Source that Referred the Hire:

WBBJ JOB BOARD

Date Vacancy Opened:

9/4/2008

Total Number of Persons

16

interviewed for the vacancy

Date Vacancy filled:

10/12/2008

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
National Assoc. of State Broadcasters			www.careerpage.org		NO
CareerOneStop			careeronestop.org/ajbprsjjbl	1	NO
TV JOBS.COM	TV JOBS.COM	NAT'L ADVERTISING	TVJOBS.COM	4	NO
Tennessee Association of Broadcasters	50 Music Square West #900 Nashville, TN 37203	Whit Adamson	TABTN.ORG		YES
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony	fanthony@jsc.edu		YES
Middle TN State Univ.	1301 E. Main Murfreesboro, TN 37132	Send all notices to their website.	CAREER.WEB.MTSU.EDU	1	NO
Lane College	545 Lane Avenue Jackson, TN 38301	Robbie Coleman	rcoleman@Lanecollege.edu		YES
American Women in Radio and Television	8405 Greensboro Drive Suite 800 Mclean, VA 22102	Placement Director Career line 703-506-3290	AWRT.ORG		NO
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James 216-447-9117	GARY@beonair.com	5	YES
Tennessee Dept. of Employment Security	416 W. Lafayette Jackson, TN 38301	Steve Crabtree	731-423-5860		NO
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		YES
Freed Hardman University	158 Main Street Henderson, TN 38340	Monica Alexander	CCR@FHU.EDU		YES
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5316	SCLARK@UU.EDU		YES
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Vicki Pate	fax:731-668-1666		YES
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer	Tfizer@tnstate.edu 615-963-5981		NO
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	Aluckie-parks@browncollege.edu 651-905-3465		YES
WBBJ-TV JOB BOARD	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	1	NO

WBBJ-TV WEBSITE	346 Muse St. Jackson, TN 38301	WEBMASTER	WWW.WBBJTV.COM	4	NO
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	key@lambuth.edu 731-425-3476		YES
Western Illinois University	1 University Circle Macomb, IL 61455	CAREER CENTER	309-298-1414		NO
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	masscomm@lsu.edu 225-578-2336		NO
Ole Miss Journalism School	300 Martindale Hall University, MS 38677-1848	Ellen Meachem	662-915-7174		NO
Missouri School of Journalism	76 Gannett Hall Columbia, MO 65211-1200	Phousavanh Sengsavanh	573-882-0373		NO
University of TN Knoxville	100 Dunford Hall Knoxville, TN 37996-4010	Dr. Sam Swan	Career@utk.edu 865-974-5435		NO
School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042	Career Center	859-257-2786		NO
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Placement	662-325-3344		NO
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6868		NO
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		NO
Arkansas State University	P.O. Box 2490 State University, AR 72467	Neal Vickers	870-972-3025		NO
Rust College	150 Rust Ave Holly Springs, MS 38635	Martha Howard	662-252-4661 ext. 209		NO
LeMoyne-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360		NO
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711		NO
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-248-1515		NO
Murray State University	114 Wilson Hall Murray, KY 42071	Jeanne S. Scafella	Jeanne.scafella@murraystate.edu		NO
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		NO

Description of Vacancy: Master Control Operator

Date Vacancy Opened: 6/18/08

Date Vacancy filled: 8/5/08

Recruitment Source that Referred the Hiree:

Total Number of Persons

Interviewed for the vacancy:

WBBJ WEBSITE

6

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
National Assoc. of State Broadcasters			www.careerpage.org		NO
TV JOBS.COM	TV JOBS.COM	NAT'L ADVERTISING	TVJOBS.COM	1	NO
Tennessee Association of Broadcasters	50 Music Square West #900 Nashville, TN 37203	Whit Adamson	TABTN.ORG		YES
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony	fanthony@jssc.edu		YES
Middle TN State Univ.	1301 E. Main Murfreesboro, TN 37132	Martha Turner	615-898-2300	1	NO
Lane College	545 Lane Avenue Jackson, TN 38301	Calvin Gipson	rcoleman@lanecollege.edu		YES
American Women in Radio and Television	8405 Greensboro Drive Suite 800 McLean, VA 22102	Placement Director Career line 703-506-3290	AWRT.ORG		NO
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James 216-447-9117	GARY@beonair.com		YES
Tennessee Dept. of Employment Security	416 W. Lafayette Jackson, TN 38301	Steve Crabtree	731-423-5860		NO
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		YES
Freed Hardman University	158 Main Street Henderson, TN 38340	Monica Alexander	CCR@FHU.EDU		YES
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5316	SCLARK@UU.EDU		YES
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Vicki Pate	fax:731-668-1666		YES
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer	Tfizer@tnstate.edu 615-963-5981	1	NO
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	Aluckie-parks@browncollege.edu 651-905-3465		YES
WBBJ-TV JOB BOARD	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	1	NO

WBBJ-TV WEBSITE	346 Muse St. Jackson, TN 38301	WEBMASTER	WWW.WBBJTV.COM	2	NO
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	key@lambuth.edu 731-425-3476		YES
Western Illinois University	1 University Circle Macomb, IL 61455	CAREER CENTER	309-298-1414		NO
Southern Illinois University	1915 University Press Drive	CAREER CENTER	sronline@siu.edu 618-453-2121		NO
University of TN Knoxville	Knoxville, TN 37996	Dr. Sam Swan	Career@utk.edu 865-974-1000		NO
School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042	Career Center	859-257-2786		NO
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Placement	662-325-3344		NO
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6868		NO
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		NO
Arkansas State University	P.O. Box 2490 State University, AR 72467	Neal Vickers	870-972-3025		NO
Rust College	Holly Springs, MS 38635	Martha Howard	662-252-4661 ext. 209		NO
LeMoyne-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360		NO
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711		NO
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-248-1515		NO
Murray State University	114 Wilson Hall Murray, KY 42071	Jeanne S. Scafella	Jeanne.scafella@murraystate.edu		NO
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		NO

Description of Vacancy: Master Control Operator Recruitment Source that Referred the Hiree: Middle TN State Univ.
Date Vacancy Opened: 1/19/09 Total Number of Persons interviewed for the vacancy | 6 |
Date Vacancy filled: 2/20/09

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
National Assoc. of State Broadcasters			www.careerpage.org	2	NO
TV JOBS.COM	TV JOBS.COM	NAT'L ADVERTISING	TVJOBS.COM	1	NO
Tennessee Association of Broadcasters	50 Music Square West #900 Nashville, TN 37203	Whit Adamson	TABTN.ORG		YES
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony	fanthony@jssc.edu		YES
Middle TN State Univ.	1301 E. Main Murfreesboro, TN 37132	Send all notices to their website.	CAREER.WEB.MTSU.EDU	2	NO
Lane College	545 Lane Avenue Jackson, TN 38301	Robbie Coleman	rcoleman@Lanecollege.edu		YES
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James 216-447-9117	GARY@beonair.com		YES
TN CAREER CENTER	362 CARRIAGE HOUSE DR. Jackson, TN 38301	Steve Crabtree	731-668.2040		NO
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		YES
Freed Hardman University	158 Main Street Henderson, TN 38340	Monica Alexander	CCR@FHU.EDU		YES
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5316	SCLARK@UU.EDU		YES
Media line	P. O. Box 51909 Pacific Grove, CA	Mark Shilstone 800-237-8073	Medialine.com		YES
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Vicki Pate	fax:731-668-1666		YES
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer	Tfizer@tnstate.edu 615-963-5981		NO
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	Aluckie-parks@browncollege.edu 651-905-3465		YES
WBBJ-TV JOB BOARD	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	1	NO

WBBJ-TV WEBSITE	346 Muse St. Jackson, TN 38301	WEBMASTER	WWW.WBBJTV.COM		NO
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	key@lambuth.edu 731-425-3476		YES
Western Illinois University	1 University Circle Macomb, IL 61455	CAREER CENTER	309-298-1414		NO
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	masscomm@lsu.edu 225-578-2336		NO
Ole Miss Journalism School	300 Martindale Hall University, MS 38677-1848	Ellen Meachem	662-915-7174		NO
Missouri School of Journalism	76 Gannett Hall Columbia, MO 65211-1200	Phousavanh Sengsavanh	573-882-0373		NO
University of TN Knoxville	100 Dunford Hall Knoxville, TN 37996-4010	Dr. Sam Swan	Career@utk.edu 865-974-5435		NO
School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042	Career Center	859-257-2786		NO
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Placement	662-325-3344		NO
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6868		NO
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		NO
Arkansas State University	P.O. Box 2490 State University, AR 72467	Neal Vickers	870-972-3025		NO
Rust College	150 Rust Ave Holly Springs, MS 38635	Martha Howard	662-252-4661 ext. 209		NO
LeMoyne-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360		NO
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711		NO
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-248-1515		NO
Murray State University	114 Wilson Hall Murray, KY 42071	Jeanne S. Scafella	Jeanne.scafella@murraystate.edu		NO
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		NO

Description of Vacancy: Maintenance Engineer

Recruitment Source that Referred the Hire:

WBBJ JOB Board

Date Vacancy Opened:

3/3/08 Total Number of Persons
interviewed for the vacanc

5

Date Vacancy filled:

5/11/08

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
National Assoc. of State Broadcasters			www.careerpage.org		NO
TV JOBS.COM	TV JOBS.COM	NAT'L ADVERTISING	TVJOBS.COM	1	NO
Tennessee Association of Broadcasters	50 Music Square West #900 Nashville, TN 37203	Whit Adamson	TABTN.ORG		YES
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony	fanthony@jacc.edu		YES
Middle TN State Univ.	1301 E. Main Murfreesboro, TN 37132	Martha Turner	615-898-2300		NO
Lane College	545 Lane Avenue Jackson, TN 38301	Calvin Gipson	rcoleman@lanecollege.edu		YES
American Women in Radio and Television	8405 Greensboro Drive Suite 800 McLean, VA 22102	Placement Director Career line 703-506-3290	AWRT.ORG		NO
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James 216-447-9117	GARY@beonair.com		YES
Tennessee Dept. of Employment Security	416 W. Lafayette Jackson, TN 38301	Steve Crabtree	731-423-5860	1	NO
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		YES
Freed Hardman University	158 Main Street Henderson, TN 38340	Monica Alexander	CCR@FHU.EDU		YES
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5316	SCLARK@UU.EDU		YES
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Vicki Pate	fax:731-668-1666		YES
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer	Tfizer@tnstate.edu 615-963-5981		NO
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	Aluckie-parks@browncollege.edu 651-905-3465		YES
WBBJ-TV JOB BOARD	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	1	NO

WBBJ-TV WEBSITE	346 Muse St. Jackson, TN 38301	WEBMASTER	WWW.WBBJTV.COM		NO
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	key@lambuth.edu 731-425-3476		YES
Western Illinois University	1 University Circle Macomb, IL 61455	CAREER CENTER	309-298-1414		NO
University of TN Knoxville	333 Communications Bldg. Knoxville, TN 37996	Dr. Sam Swan	Career@utk.edu 865-974-1000		NO
School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042	Career Center	859-257-2786		NO
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Placement	662-325-3344		NO
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6868		NO
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		NO
Arkansas State University	P.O. Box 2490 State University, AR 72467	Neal Vickers	870-972-3025		NO
LeMoyne-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360		NO
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711		NO
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-248-1515		NO
betterjobsofjackson.com			betterjobsofjackson.com	2	NO
Murray State University	114 Wilson Hall Murray, KY 42071	Jeanne S. Scafella	Jeanne.scafella@murraystate.edu		NO
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		NO

Description of Vacancy:

General Assignment Reporter

Recruitment Source that Referred the Hire:

University of TN

Date Vacancy Opened:

10/16/08 Total Number of Persons

Martin

interviewed for the vacancy

3

Date Vacancy filled:

12/9/08

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
National Assoc. of State Broadcasters			www.careerpage.org		NO
TV JOBS.COM	TV JOBS.COM	NAT'L ADVERTISING	TVJOBS.COM	1	NO
Tennessee Association of Broadcasters	50 Music Square West #900 Nashville, TN 37203	Whit Adamson	TABTN.ORG		YES
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony	fanthony@jsc.edu		YES
Middle TN State Univ.	1301 E. Main Murfreesboro, TN 37132	Send all notices to their website.	CAREER.WEB.MTSU.EDU		NO
Lane College	545 Lane Avenue Jackson, TN 38301	Robbie Coleman	rcoleman@Lanecollege.edu		YES
American Women in Radio and Television	8405 Greensboro Drive Suite 800 McLean, VA 22102	Placement Director Career line 703-506-3290	AWRT.ORG		NO
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James 216-447-9117	GARY@beonair.com		YES
Tennessee Dept. of Employment Security	416 W. Lafayette Jackson, TN 38301	Steve Crabtree	731-423-5860		NO
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202	1	YES
Freed Hardman University	158 Main Street Henderson, TN 38340	Monica Alexander	CCR@FHU.EDU		YES
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5316	SCLARK@UU.EDU		YES
Media line	P. O. Box 51909 Pacific Grove, CA	Mark Shilstone 800-237-8073	Medialine.com		YES
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Vicki Pate	fax:731-668-1666		YES
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer	Tfizer@tnstate.edu 615-963-5981		NO
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	Aluckie-parks@browncollege.edu 651-905-3465		YES
WBBJ-TV JOB BOARD	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		NO

WBBJ-TV WEBSITE	346 Muse St. Jackson, TN 38301	WEBMASTER	WWW.WBBJTV.COM		NO
EMPLOYEE REFERRAL	346 Muse St. Jackson, TN 38301	EMPLOYEE REFERRAL		1	NO
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	key@lambuth.edu 731-425-3476		YES
Western Illinois University	1 University Circle Macomb, IL 61455	CAREER CENTER	309-298-1414		NO
Southern Illinois University	1915 University Press Drive	CAREER CENTER	sronline@siu.edu 618-453-2121		NO
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	masscomm@lsu.edu 225-578-2336		NO
Ole Miss Journalism School	300 Martindale Hall University, MS 38677-1848	Ellen Meachem	662-915-7174		NO
Missouri School of Journalism	76 Gannett Hall Columbia, MO 65211-1200	Phousavanh Sengsavanh	573-882-0373		NO
University of TN Knoxville	100 Dunford Hall Knoxville, TN 37996-4010	Dr. Sam Swan	Career@utk.edu 865-974-5435		NO
School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042	Career Center	859-257-2786		NO
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Placement	662-325-3344		NO
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6868		NO
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		NO
Arkansas State University	P.O. Box 2490 University, AR 72467	Neal Vickers	870-972-3025		NO
Rust College	150 Rust Ave Holly Springs, MS 38635	Martha Howard	662-252-4661 ext. 209		NO
LeMoyne-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360		NO
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711		NO
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-248-1515		NO
Murray State University	114 Wilson Hall Murray, KY 42071	Jeanne S. Scafella	Jeanne.scafella@murraystate.edu		NO
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		NO

Description of Vacancy: Engineering Operations Supervisor

Date Vacancy Opened: 5/5/08

Date Vacancy filled: 6/22/08

Recruitment Source that Referred the Hiree:

Total Number of Persons

interviewed for the vacancy:

WBBJ JOB BOARD

3

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
National Assoc. of State Broadcasters			www.careerpage.org		NO
TV JOBS.COM	TV JOBS.COM	NAT'L ADVERTISING	TVJOBS.COM	2	NO
Tennessee Association of Broadcasters	50 Music Square West #900 Nashville, TN 37203	Whit Adamson	TABTN.ORG		YES
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony	fanthony@jacc.edu		YES
Middle TN State Univ.	1301 E. Main Murfreesboro, TN 37132	Martha Turner	615-898-2300		NO
Lane College	545 Lane Avenue Jackson, TN 38301	Calvin Gipson	rcoleman@lanecollege.edu		YES
American Women in Radio and Television	8405 Greensboro Drive Suite 800 McLean, VA 22102	Placement Director Career line 703-506-3290	AWRT.ORG		NO
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James 216-447-9117	GARY@beonair.com		YES
Tennessee Dept. of Employment Security	416 W. Lafayette Jackson, TN 38301	Steve Crabtree	731-423-5860		NO
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		YES
Freed Hardman University	158 Main Street Henderson, TN 38340	Monica Alexander	CCR@FHU.EDU		YES
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5316	SCLARK@UU.EDU		YES
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Vicki Pate	fax:731-668-1666		YES
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer	Tfizer@tnstate.edu 615-963-5981		NO
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	Aluckie-parks@browncollege.edu 651-905-3465		YES

WBBJ-TV JOB BOARD	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	1	NO
WBBJ-TV WEBSITE	346 Muse St. Jackson, TN 38301	WEBMASTER	WWW.WBBJTV.COM		NO
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	key@lambuth.edu 731-425-3476		YES
Western Illinois University	1 University Circle Macomb, IL 61455	CAREER CENTER	309-298-1414		NO
Southern Illinois University	1915 University Press Drive	CAREER CENTER	sronline@siu.edu 618-453-2121		NO
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	masscomm@lsu.edu 225-578-2336		NO
Ole Miss Journalism School	300 Martindale Hall University, MS 38677-1848	Ellen Meachem	662-915-7174		NO
University of TN Knoxville School of Journalism & Telecommunication	Knoxville, TN 37996 107 Grehan Building Lexington, KY 40506-0042	Dr. Sam Swan Career Center	Career@utk.edu 865-974-1000 859-257-2786		NO
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Placement	662-325-3344		NO
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6868		NO
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		NO
Arkansas State University	P.O. Box 2490 State University, AR 72467	Neal Vickers	870-972-3025		NO
Rust College	Holly Springs, MS 38635	Martha Howard	662-252-4661 ext. 209		NO
LeMoyne-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360		NO
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711		NO
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-248-1515		NO
Murray State University	114 Wilson Hall Murray, KY 42071	Jeanne S. Scafella	Jeanne.scafella@murraystate.edu		NO
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		NO

Description of Vacancy:

Director

Recruitment Source that Referred the Hiree:

WBBJ Job Board

Date Vacancy Opened:

1/12/2009

Total Number of Persons
interviewed for the vacancy

1

Date Vacancy filled:

2/2/2009

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
National Assoc. of State Broadcasters			www.careerpage.org		NO
CareerOneStop			Careeronestop.org/ajbprs/jbl		NO
TV JOBS.COM	TV JOBS.COM	NAT'L ADVERTISING	TVJOBS.COM		NO
Tennessee Association of Broadcasters	50 Music Square West #900 Nashville, TN 37203	Whit Adamson	TABTN.ORG		YES
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony	fanthony@jsc		YES
Middle TN State Univ.	1301 E. Main Murfreesboro, TN 37132	Send all notices to their website.	CAREER.WEB.MTSU.EDU		NO
Lane College	545 Lane Avenue Jackson, TN 38301	Robbie Coleman	rcoleman@Lanecollege.edu		YES
American Women in Radio and Television	8405 Greensboro Drive Suite 800 McLean, VA 22102	Placement Director Career line 703-506-3290	AWRT.ORG		NO
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James 216-447-9117	GARY@beonair.com		YES
Tennessee Dept. of Employment Security	416 W. Lafayette Jackson, TN 38301	Steve Crabtree	731-423-5860		NO
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		YES
Freed Hardman University	158 Main Street Henderson, TN 38340	Monica Alexander	CCR@FHU.EDU		YES
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5316	SCLARK@UU.EDU		YES
Media line	P. O. Box 51909 Pacific Grove, CA	Mark Shilstone 800-237-8073	Medialine.com		YES
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Vicki Pate	fax:731-668-1666		YES
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer	Tfizer@tnstate.edu 615-963-5981		NO
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	Aluckie-parks@browncollege.edu 651-905-3465		YES
WBBJ-TV JOB BOARD	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	1	NO

WBBJ-TV WEBSITE	346 Muse St. Jackson, TN 38301	WEBMASTER	WWW.WBBJTV.COM		NO
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	key@lambuth.edu 731-425-3476		YES
Western Illinois University	1 University Circle Macomb, IL 61455	CAREER CENTER	309-298-1414		NO
Southern Illinois University	1915 University Press Drive	CAREER CENTER	sronline@siu.edu 618 453-2121		NO
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	masscomm@lsu.edu 225 578-2336		NO
Ole Miss Journalism School	300 Martindale Hall University, MS 38677-1848	Ellen Meachem	662-915-7174		NO
Missouri School of Journalism	76 Gannett Hall Columbia, MO 65211-1200	Phousavanh Sengsavanh	573-882-0373		NO
University of TN Knoxville School of Journalism & Telecommunication	100 Dunford Hall Knoxville, TN 37996-4010	Dr. Sam Swan	Career@utk.edu 865-974-5435		NO
	107 Grehan Building Lexington, KY 40506-0042	Career Center	859-257-2786		NO
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Placement	662-325-3344		NO
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6868		NO
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		NO
Arkansas State University	P.O. Box 2490 State University, AR 72467	Neal Vickers	870-972-3025		NO
Rust College	150 Rust Ave Holly Springs, MS 38635	Martha Howard	662-252-4661 ext. 209		NO
LeMoyne-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360		NO
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711		NO
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-248-1515		NO
Murray State University	114 Wilson Hall Murray, KY 42071	Jeanne S. Scafella	Jeanne.scafella@murraystate.edu		NO
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		NO

Description of Vacancy:

BOOKKEEPER

Date Vacancy Opened:

Recruitment Source that Referred the Hiree:
1/6/09 Total Number of Persons
interviewed for the vacancy

Employee Referral

Date Vacancy filled:

2/9/09

9

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
TV JOBS.COM	TV JOBS.COM	NAT'L ADVERTISING	TVJOBS.COM		NO
Tennessee Association of Broadcasters	50 Music Square West #900 Nashville, TN 37203	Whit Adamson	TABTN.ORG		YES
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony	FANTHONY@JSCC.EDU		YES
Middle TN State Univ.	1301 E. Main Murfreesboro, TN 37132	Send all notices to their website.	CAREER.WEB.MTSU.EDU		NO
Lane College	545 Lane Avenue Jackson, TN 38301	Robbie Coleman	rcoleman@Lanecollege.edu		YES
American Women in Radio and Television	8405 Greensboro Drive Suite 800 McLean, VA 22102	Placement Director Career line 703-506-3290	AWRT.ORG		NO
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James 216-447-9117	GARY@beonair.com		YES
Tennessee Dept. of Employment Security	416 W. Lafayette Jackson, TN 38301	Steve Crabtree	731-423-5860		NO
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Dr. Ann Duncan	731-881-7202		YES
Freed Hardman University	158 Main Street Henderson, TN 38340	Monica Alexander	CCR@FHU.EDU		YES
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5316	SCLARK@UU.EDU		YES
Media line	P. O. Box 51909 Pacific Grove, CA	Mark Shilstone 800-237-8073	Medialine.com		YES
The Star Center	1119 Old Humboldt Road Jackson, TN 38305	Vicki Pate	fax:731-668-1666		YES
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer	Tfizer@tnstate.edu 615-963-5981		NO
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	Aluckie-parks@browncollege.edu 651-905-3465		YES
WBBJ-TV JOB BOARD	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515		NO
WBBJ-TV WEBSITE	346 Muse St. Jackson, TN 38301	WEBMASTER	WWW.WBBJTV.COM	1	NO
WBBJ TELEVISION ADS.	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	7	NO
EMPLOYEE REFERRAL	346 Muse St. Jackson, TN 38301	EMPLOYEE REFERRAL		1	NO

Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	key@lambuth.edu 731-425-3476		YES
Western Illinois University	1 University Circle Macomb, IL 61455	CAREER CENTER	309-298-1414		NO
Southern Illinois University	1915 University Press Drive	CAREER CENTER	sronline@siu.edu 618-453-2121		NO
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	masscomm@lsu.edu 225-578-2336		NO
Ole Miss Journalism School	300 Martindale Hall University, MS 38677-1848	Ellen Meachem	662-915-7174		NO
Missouri School of Journalism	76 Gannett Hall Columbia, MO 65211-1200	Phousavanh Sengsavanh	573-882-0373		NO
University of TN Knoxville	100 Dunford Hall Knoxville, TN 37996-4010	Dr. Sam Swan	Career@utk.edu 865-974-5435		NO
School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042	Career Center	859-257-2786		NO
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Placement	662-325-3344		NO
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6868		NO
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		NO
Arkansas State University	P.O. Box 2490 State University, AR 72467	Neal Vickers	870-972-3025		NO
Rust College	150 Rust Ave Holly Springs, MS 38635	Martha Howard	662-252-4661 ext. 209		NO
LeMoyne-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360		NO
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711		NO
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-248-1515		NO
Murray State University	114 Wilson Hall Murray, KY 42071	Jeanne S. Scafella	Jeanne.scafella@murraystate.edu		NO
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		NO

Description of Vacancy:

Sports Reporter

Recruitment Source that Referred the Hiree:

Job Board

Date Vacancy Opened:

5/3/2008

Total Number of Persons

2

interviewed for the vacancy

Date Vacancy filled:

5/21/2008

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the source for the	Did the Source Request Notification?
National Assoc. of State Broadcasters TV JOBS.COM			www.careerpage.org		NO
Tennessee Association of Broadcasters	50 Music Square West #900 Nashville, TN 37203	NAT'L ADVERTISING	TVJOBS.COM		NO
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Whit Adamson	TABTN.ORG		YES
Middle TN State Univ.	1301 E. Main Murfreesboro, TN 37132	Frances Anthony	fanthony@jsc.edu		YES
Lane College	545 Lane Avenue Jackson, TN 38301	Send all notices to their website.	CAREER.WEB.MTSU.EDU		NO
American Women in Radio and Television	8405 Greensboro Drive Suite 800 McLean, VA 22102	Robbie Coleman	rcoleman@Lanecollege.edu		YES
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Placement Director Career line 703-506-3290	AWRT.ORG		NO
Tennessee Dept. of Employment Security	416 W. Lafayette Jackson, TN 38301	Gary James 216-447-9117	GARY@beonair.com		YES
University of TN Martin	240 F Gooch Hall Martin, TN 38238	Steve Crabtree	731-423-5860		NO
Freed Hardman University	158 Main Street Henderson, TN 38340	Dr. Ann Duncan	731-881-7202		YES
Union University	1050 Union University Dr. Jackson, TN 38305	Monica Alexander	CCR@FHU.EDU		YES
Media line	P. O. Box 51909 Pacific Grove, CA	Jackie Taylor 731-661-5316	SCLARK@UU.EDU		YES
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Mark Shilstone 800-237-8073	Medialine.com		YES
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Tonya Fizer	Tfizer@tnstate.edu 615-963-5981		NO
WBBJ-TV JOB BOARD	346 Muse St. Jackson, TN 38301	Amber Luckie	Aluckie-parks@browncollege.edu 651-905-3465		YES
WBBJ-TV WEBSITE	346 Muse St. Jackson, TN 38301	Human Resources	731-424-4515	2	NO
Lambuth University	705 Lambuth Street Jackson, TN 38301	WEBMASTER	WWW.WBBJTV.COM		NO
		Dawn Key	key@lambuth.edu 731-425-3476		YES

Western Illinois University	1 University Circle Macomb, IL 61455	CAREER CENTER	309-298-1414		NO
Southern Illinois University	1915 University Press Drive	CAREER CENTER	sronline@siu.edu 618 453-2121		NO
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	masscomm@lsu.edu 225 578-2336		NO
Ole Miss Journalism School	300 Martindale Hall University, MS 38677-1848	Ellen Meachem	662-915-7174		NO
Missouri School of Journalism	76 Gannett Hall Columbia, MO 65211-1200	Phousavanh Sengsavanh	573-882-0373		NO
University of TN Knoxville	Knoxville, TN 37996	Dr. Sam Swan	Career@utk.edu 865-974-1000		NO
School of Journalism & Telecommunication	107 Grehan Building Lexington, KY 40506-0042	Career Center	859-257-2786		NO
Mississippi State University	P.O. Box 5268 Mississippi State, MS 39762	Career Placement	662-325-3344		NO
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6868		NO
University of North Carolina	327 Carroll Hall Chapel Hill, NC 27599	Career Placement	919-962-2211		NO
Arkansas State University	P.O. Box 2490 State University, AR 72467	Neal Vickers	870-972-3025		NO
Rust College	Holly Springs, MS 38635	Martha Howard	662-252-4661 ext. 209		NO
LeMoyne-Owen College	807 Walker Ave. Memphis, TN 38126	Michael Washington	901-942-7360		NO
Fisk University	18th Ave. North Nashville, TN 37208	Peter Woolfook	615-329-8711		NO
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-248-1515		NO
Murray State University	114 Wilson Hall Murray, KY 42071	Jeanne S. Scafella	Jeanne.scafella@murraystate.edu		NO
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		NO

ATTACHMENT B
MENU OPTION ACTIVITIES

MENU OPTION ACTIVITIES

Station WBBJ-TV has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
[4]	Middle Tennessee State University Career Day	On January 26, 2009, a Career Fair presented by the Tennessee Association of Broadcasters and sponsored by the TN Army National Guard was held at the Middle Tennessee State University College of Mass Communications. Wayne Thing, the Production/Creative Services Director, attended. Wayne's participation goal at the Career Fair was to disseminate information to M.T.S.U. students concerning employment opportunities and internships and to have general conversation dealing with the recruitment of people interested in employment at television stations in Tennessee. Three colleges were in attendance and around 100 students attended. Wayne spoke to 16 students at the Career Fair. The event lasted for 2 1/2 hours.

[4]	RTNDAC Student Conference	<p>Nature of the activity, Including dates: Students, professionals and educators met February 20th and 21st in Charlotte, NC to discuss how to better the next generation of television professionals. There were meetings on Friday, February 20, 2009 with some students, then the actual conference on Saturday, February 21, 2009 at WCNC/NBC News channel. More than 20 universities and colleges were represented and more than 150 students attended.</p> <p>Scope of Station's Participation: We conducted seminars, reviewed work of the students, interviewed students and also conducted mock interviews with them. We also shared tips on landing jobs and sharpening their presentations. We also discussed openings at Fox Charlotte and WBBJ-TV. We also shared information on how to land an internship.</p> <p>Station personnel involved: Sports Director Bruce Snyder; Reporter/Anchor Eva Pilgrim, Executive Producer Reid Satin, Photographer Rob McMannen, News Director Ken White.</p>
[12]	American Women in Radio & Television	Job listings including all upper level postings are posted on American Women in Radio and TV website to recruit and inform potential employees of job opportunities at the station.
[5]	The News Departments Internship Program.	The News Department has an on-going Internship that was implemented in 2003 as a learning experience for individuals interested in a communications career. The students learn to shoot video, write stories and edit video for news stories. In 2008-2009 the news department had 4 interns from area colleges that completed an internship that lasted from 6-8 weeks. The student receives college credit for their time.

*

For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;

3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
 4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
 5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
 6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
 7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
 8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
 9. Establishment of a mentoring program for station personnel;
 10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
 11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
 12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
 13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
 14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
 15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
- Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.