

EEO PUBLIC FILE REPORT

FOR

STATION WBBJ-TV  
JACKSON, TN

**This EEO Public File Report  
Covers APRIL 1, 2007  
Ending on March 31, 2008**

## **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 [4/1/07-3/31/08], the station filled the following full-time vacancies:**

**1 MORNING SHOW PRODUCER  
1 NEWS PHOTOGRAPHER  
1 NEWS ANCHOR/REPORTER  
2 GENERAL ASSIGNMENT REPORTERS  
1 SPORTS ANCHOR/REPORTER  
2 DIRECTORS  
1 NEWS PRODUCTION  
1 MASTER CONTROL OPERATOR  
1 CHIEF PHOTOGRAPHER  
1 MASTER CONTROL TECHNICIAN  
1 COMMERCIAL PHOTOGRAPHER/EDITOR  
1 REPORTER/PHOTOGRAPHER**

**The station interviewed a total of 55 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	0
CAREER ONE STOP	0
TV JOBS.COM	10
TENNESSEE ASSOCIATION OF BROADCASTERS	2
JACKSON STATE COMM. COLLEGE	0
MIDDLE TENNESSEE STATE UNIV.	1
LANE COLLEGE	0
AMERICAN WOMEN IN RADIO & TV	0
OHIO/ILLINOIS CENTER FOR BROADCASTING	1
TENNESSEE DEPT. OF EMPLOYMENT SECURITY	0
UNIVERSITY OF TENNESSEE-MARTIN	0
FREED HARDEMAN UNIV.	0
UNION UNIVERSITY	0
MEDIALINE	0
THE STAR CENTER	0
TENNESSEE STATE UNIV.	0
BROWN COLLEGE	0
WBBJ-TV JOB BOARD	15
WBBJ-TV WEBSITE	21
EMPLOYEE REFERRAL	4
LAMBUTH UNIV.	0
WESTERN ILLINOIS UNIVERSITY	0
SOUTHERN ILLINOIS UNIVERSITY	1
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.**

**\* \* \* \* \***

**ATTACHMENT A**

**EEO INFORMATION FOR FULL-TIME VACANCIES**

Description of Vacancy: Commercial Photographer-Editor  
 Recruitment Source that Referred the Hiree: WBBJTV WEBSITE  
 Date Vacancy Opened: 5/9/2007  
 Total Number of Persons interviewed for the vacancy: 5  
 Date Vacancy filled: 7/2/2007

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			<a href="http://www.careerpage.org">www.careerpage.org</a>		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	<a href="mailto:FANTHONY@JSCC.EDU">FANTHONY@JSCC.EDU</a>		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	<a href="mailto:cgipson@Lanecollege.edu">cgipson@Lanecollege.edu</a>		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	<a href="mailto:GARY@beonair.com">GARY@beonair.com</a>		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	<a href="mailto:CCR@FHU.EDU">CCR@FHU.EDU</a>		YES
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5316	<a href="mailto:SCLARK@UU.EDU">SCLARK@UU.EDU</a>		YES
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer	<a href="mailto:Tfizer@tnstate.edu">Tfizer@tnstate.edu</a> 615-963-5981		NO
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	<a href="mailto:Aluckie-parks@browncollege.edu">Aluckie-parks@browncollege.edu</a> 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	<a href="http://WWW.WBBJTV.COM">WWW.WBBJTV.COM</a>	2	NO
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	<a href="mailto:key@lambuth.edu">key@lambuth.edu</a> 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	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a> 618-453-2121	1	NO
University of TN Knoxville	Knoxville, TN 37996	Dr. Sam Swan	<a href="mailto:Career@utk.edu">Career@utk.edu</a> 865-974-1000		NO
Murray State University	114 Wilson Hall Murray, KY 42071	Jeanne S. Scafella	<a href="mailto:Jeanne.scafella@murraystate.edu">Jeanne.scafella@murraystate.edu</a>		NO

Description of Vacancy: Director

Recruitment Source that Referred the Hiree: WBBJ JOB BOARD

Date Vacancy Opened:

8/17/07 Total Number of Persons interviewed for the vacancy

1

Date Vacancy filled:

9/6/07

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			<a href="http://www.careerpage.org">www.careerpage.org</a>		NO
CareerOneStop			Careeronestop.org/ajbprsjbl		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	<a href="mailto:FANTHONY@JSCC.EDU">FANTHONY@JSCC.EDU</a>		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	<a href="mailto:cgipson@Lanecollege.edu">cgipson@Lanecollege.edu</a>		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	<a href="mailto:GARY@beonair.com">GARY@beonair.com</a>		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	<a href="mailto:CCR@FHU.EDU">CCR@FHU.EDU</a>		YES
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5316	<a href="mailto:SCLARK@UU.EDU">SCLARK@UU.EDU</a>		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	<a href="mailto:Tfizer@tnstate.edu">Tfizer@tnstate.edu</a> 615-963-5981		NO
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	<a href="mailto:Aluckie-parks@browncollege.edu">Aluckie-parks@browncollege.edu</a> 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	<a href="http://WWW.WBBJTV.COM">WWW.WBBJTV.COM</a>		NO
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	<a href="mailto:key@lambuth.edu">key@lambuth.edu</a> 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	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a> 618- 453-2121		NO
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a> 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	<a href="mailto:Career@utk.edu">Career@utk.edu</a> 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	<a href="mailto:Jeanne.scafella@murraystate.edu">Jeanne.scafella@murraystate.edu</a>		NO
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		NO

Description of Vacancy: Chief Photographer

Recruitment Source that Referred the Hire: TVJobs.com

Date Vacancy Opened: 4/1/07 Total Number of Persons interviewed for the vacancy

8

Date Vacancy filled: 4/25/07

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	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	<a href="mailto:FANTHONY@JSCC.EDU">FANTHONY@JSCC.EDU</a>		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	<a href="mailto:cgipson@Lanecollege.edu">cgipson@Lanecollege.edu</a>		YES
American Women in Radio and Television	8405 Greensboro Drive Suite 800 McClean, VA 22102	Placement Director Careerline 703-506-3290	AWRT.ORG		NO
Ohio/ Illinois Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James 216-447-9117	<a href="mailto:GARY@beonair.com">GARY@beonair.com</a>		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	<a href="mailto:CCR@FHU.EDU">CCR@FHU.EDU</a>		YES
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5316	<a href="mailto:SCLARK@UU.EDU">SCLARK@UU.EDU</a>		YES
Medialine	P. O. Box 51909 PacificGrove, CA	Mark Shilstone 800-237-8073	Medialine.com		YES

The Star Center	69 Lyn Oak Jackson, TN 38305	Vicki Pate	fax:731-668-1666		YES
Tennessee State University	3500 John Merritt Blvd Nashville, TN 37209-1561	Tonya Fizer	<a href="mailto:tfizer@tnstate.edu">tfizer@tnstate.edu</a> 615-963-5981		NO
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	<a href="mailto:Aluckie-parks@browncollege.edu">Aluckie-parks@browncollege.edu</a> 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	<a href="http://WWW.WBBJTV.COM">WWW.WBBJTV.COM</a>	2	NO
Employee Referral	346 Muse St. Jackson, TN 38301	Employee Referral		3	
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	<a href="mailto:key@lambuth.edu">key@lambuth.edu</a> 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	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a> 618- 453-2121		NO
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a> 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	<a href="mailto:Career@utk.edu">Career@utk.edu</a> 865- 974-1000		NO
School of Journalism & Telecomm.	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	<a href="mailto:Jeanne.scafella@murraystate.edu">Jeanne.scafella@murraystate.edu</a>		NO
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		NO

Description of Vacancy: MORNING SHOW PRODUCER

Recruitment Source that Referred the Hire: WBBJTV -JOB BOARD

Date Vacancy Opened: 7/25/07 Total Number of Persons

interviewed for the vacancy

3

Date Vacancy filled: 9/3/07

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			<a href="http://www.careerpage.org">www.careerpage.org</a>		NO
CareerOneStop			Careeronestop.org/ajbprsjbl		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	<a href="mailto:FANTHONY@JSCC.EDU">FANTHONY@JSCC.EDU</a>		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	<a href="mailto:cgipson@Lanecollege.edu">cgipson@Lanecollege.edu</a>		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	<a href="mailto:GARY@beonair.com">GARY@beonair.com</a>		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	<a href="mailto:CCR@FHU.EDU">CCR@FHU.EDU</a>		YES
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5316	<a href="mailto:SCLARK@UU.EDU">SCLARK@UU.EDU</a>		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	<a href="mailto:Tfizer@tnstate.edu">Tfizer@tnstate.edu</a> 615-963-5981		NO
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	<a href="mailto:Aluckie-parks@browncollege.edu">Aluckie-parks@browncollege.edu</a> 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	<a href="http://WWW.WBBJTV.COM">WWW.WBBJTV.COM</a>		NO
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	<a href="mailto:key@lambuth.edu">key@lambuth.edu</a> 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	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a> 618- 453-2121		NO
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a> 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	<a href="mailto:Career@utk.edu">Career@utk.edu</a> 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	<a href="mailto:Jeanne.scafella@murraystate.edu">Jeanne.scafella@murraystate.edu</a>		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 Hiree: **WBBJ JOB BOARD**  
 Date Vacancy Opened: **8/5/07** Total Number of Persons interviewed for the vacancy **2**  
 Date Vacancy filled: **9/2/07**

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			<a href="http://www.careerpage.org">www.careerpage.org</a>		NO
CareerOneStop			Careeronestop.org/ajbprsjbl		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	<a href="mailto:FANTHONY@JSCC.EDU">FANTHONY@JSCC.EDU</a>		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	<a href="mailto:cgipson@Lanecollege.edu">cgipson@Lanecollege.edu</a>		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	<a href="mailto:GARY@beonair.com">GARY@beonair.com</a>		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	<a href="mailto:CCR@FHU.EDU">CCR@FHU.EDU</a>		YES
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5316	<a href="mailto:SCLARK@UU.EDU">SCLARK@UU.EDU</a>		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	<a href="mailto:tfizer@tnstate.edu">tfizer@tnstate.edu</a> 615-963-5981		NO
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	<a href="mailto:Aluckie-parks@browncollege.edu">Aluckie-parks@browncollege.edu</a> 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	<a href="http://WWW.WBBJTV.COM">WWW.WBBJTV.COM</a>	1	NO
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	<a href="mailto:key@lambuth.edu">key@lambuth.edu</a> 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	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a> 618- 453-2121		NO
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a> 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	<a href="mailto:Career@utk.edu">Career@utk.edu</a> 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	<a href="mailto:Jeanne.scafella@murraystate.edu">Jeanne.scafella@murraystate.edu</a>		NO
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		NO

Description of Vacancy: DIRECTOR

Recruitment Source that Referred the Hire: WBBJTV Website

Date Vacancy Opened:

8/17/07 Total Number of Persons interviewed for the vacancy

1

Date Vacancy filled:

9/6/07

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			<a href="http://www.careerpage.org">www.careerpage.org</a>		NO
CareerOneStop			Careeronestop.org/ajbprsjbl		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	<a href="mailto:FANTHONY@JSCC.EDU">FANTHONY@JSCC.EDU</a>		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	<a href="mailto:cgipson@Lanecollege.edu">cgipson@Lanecollege.edu</a>		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	<a href="mailto:GARY@beonair.com">GARY@beonair.com</a>		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	<a href="mailto:CCR@FHU.EDU">CCR@FHU.EDU</a>		YES
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5316	<a href="mailto:SCLARK@UU.EDU">SCLARK@UU.EDU</a>		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	<a href="mailto:tfizer@tnstate.edu">tfizer@tnstate.edu</a> 615-963-5981		NO
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	<a href="mailto:Aluckie-parks@browncollege.edu">Aluckie- parks@browncollege.edu</a> 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	<a href="http://WWW.WBBJTV.COM">WWW.WBBJTV.COM</a>	1	NO
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	<a href="mailto:key@lambuth.edu">key@lambuth.edu</a> 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	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a> 618- 453-2121		NO
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a> 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	<a href="mailto:Career@utk.edu">Career@utk.edu</a> 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	<a href="mailto:Jeanne.scafella@murraystate.edu">Jeanne.scafella@murraystate.e du</a>		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 Hiree: **WBBJTV WEBSITE**  
 Date Vacancy Opened: **6/22/07** Total Number of Persons interviewed for the vacancy **5**  
 Date Vacancy filled: **8/15/07**

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			<a href="http://www.careerpage.org">www.careerpage.org</a>		NO
CareerOneStop			Careeronestop.org/ajbprsjbl		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	1	YES
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony	<a href="mailto:FANTHONY@JSCC.EDU">FANTHONY@JSCC.EDU</a>		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	<a href="mailto:cgipson@Lanecollege.edu">cgipson@Lanecollege.edu</a>		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	<a href="mailto:GARY@beonair.com">GARY@beonair.com</a>		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	<a href="mailto:CCR@FHU.EDU">CCR@FHU.EDU</a>		YES
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5316	<a href="mailto:SCLARK@UU.EDU">SCLARK@UU.EDU</a>		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	<a href="mailto:Tfizer@tnstate.edu">Tfizer@tnstate.edu</a> 615-963-5981		NO
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	<a href="mailto:Aluckie-parks@browncollege.edu">Aluckie-parks@browncollege.edu</a> 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	<a href="http://WWW.WBBJTV.COM">WWW.WBBJTV.COM</a>	1	NO
EMPLOYEE REFERRAL	346 Muse St. Jackson, TN 38301	EMPLOYEE REFERRAL			NO
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	<a href="mailto:key@lambuth.edu">key@lambuth.edu</a> 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	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a> 618- 453-2121		NO
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a> 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	<a href="mailto:Career@utk.edu">Career@utk.edu</a> 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
LeMoyné-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	<a href="mailto:Jeanne.scafella@murraystate.edu">Jeanne.scafella@murraystate.edu</a>		NO
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		NO

Description of Vacancy: **SPORTS ANCHOR/REPORTER**  
 Recruitment Source that Referred the Hire: **WBBJ JOB BOARD**  
 Date Vacancy Opened: **6/11/07** Total Number of Persons interviewed for the vacancy **4**  
 Date Vacancy filled: **7/9/07**

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			<a href="http://www.careerpage.org">www.careerpage.org</a>		NO
CareerOneStop			Careeronestop.org/ajbprsjbl		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	<a href="mailto:FANTHONY@JSCC.EDU">FANTHONY@JSCC.EDU</a>		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	<a href="mailto:cgipson@Lanecollege.edu">cgipson@Lanecollege.edu</a>		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	<a href="mailto:GARY@beonair.com">GARY@beonair.com</a>		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	<a href="mailto:CCR@FHU.EDU">CCR@FHU.EDU</a>		YES
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5316	<a href="mailto:SCLARK@UU.EDU">SCLARK@UU.EDU</a>		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	<a href="mailto:Tfizer@tnstate.edu">Tfizer@tnstate.edu</a> 615-963-5981		NO
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	<a href="mailto:Aluckie-parks@browncollege.edu">Aluckie-parks@browncollege.edu</a> 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	<a href="http://WWW.WBBJTV.COM">WWW.WBBJTV.COM</a>		NO
Employee Referral	346 Muse St. Jackson, TN 38301	EMPLOYEE REFERRAL		1	NO
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	<a href="mailto:key@lambuth.edu">key@lambuth.edu</a> 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	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a> 618- 453-2121		NO
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a> 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	<a href="mailto:Career@utk.edu">Career@utk.edu</a> 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
LeMoyné-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	<a href="mailto:Jeanne.scafella@murraystate.edu">Jeanne.scafella@murraystate.edu</a>		NO
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		NO

Description of Vacancy: Anchor/Reporter

Recruitment Source that Referred the Hiree: WBBJTV WEBSITE

Date Vacancy Opened:

10/26/07 Total Number of Persons interviewed for the vacancy

3

Date Vacancy filled:

1/7/08

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			<a href="http://www.careerpage.org">www.careerpage.org</a>		NO
CareerOneStop			Careeronestop.org/ajbprsjbl		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	<a href="mailto:FANTHONY@JSCC.EDU">FANTHONY@JSCC.EDU</a>		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	<a href="mailto:cgipson@Lanecollege.edu">cgipson@Lanecollege.edu</a>		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	<a href="mailto:GARY@beonair.com">GARY@beonair.com</a>		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	<a href="mailto:CCR@FHU.EDU">CCR@FHU.EDU</a>		YES
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5316	<a href="mailto:SCLARK@UU.EDU">SCLARK@UU.EDU</a>		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	<a href="mailto:Tfizer@tnstate.edu">Tfizer@tnstate.edu</a> 615-963-5981		NO
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	<a href="mailto:Aluckie-parks@browncollege.edu">Aluckie-parks@browncollege.edu</a> 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	<a href="http://WWW.WBBJTV.COM">WWW.WBBJTV.COM</a>	3	NO
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	<a href="mailto:key@lambuth.edu">key@lambuth.edu</a> 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	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a> 618- 453-2121		NO
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a> 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	<a href="mailto:Career@utk.edu">Career@utk.edu</a> 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	<a href="mailto:Jeanne.scafella@murraystate.edu">Jeanne.scafella@murraystate.edu</a>		NO
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		NO

Description of Vacancy: News Production (Full Time) Recruitment Source that Referred the Hire: WBBJTV JOB BOARD  
 Date Vacancy Opened: 8/17/07 Total Number of Persons interviewed for the vacancy 2  
 Date Vacancy filled: 9/29/07

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			<a href="http://www.careerpage.org">www.careerpage.org</a>		NO
CareerOneStop			Careeronestop.org/ajbprsjbl		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	<a href="mailto:FANTHONY@JSCC.EDU">FANTHONY@JSCC.EDU</a>		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	<a href="mailto:cgipson@Lanecollege.edu">cgipson@Lanecollege.edu</a>		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	<a href="mailto:GARY@beonair.com">GARY@beonair.com</a>		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	<a href="mailto:CCR@FHU.EDU">CCR@FHU.EDU</a>		YES
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5316	<a href="mailto:SCLARK@UU.EDU">SCLARK@UU.EDU</a>		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	<a href="mailto:Tfizer@tnstate.edu">Tfizer@tnstate.edu</a> 615-963-5981		NO
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	<a href="mailto:Aluckie-parks@browncollege.edu">Aluckie-parks@browncollege.edu</a> 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	<a href="http://WWW.WBBJTV.COM">WWW.WBBJTV.COM</a>		NO
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	<a href="mailto:key@lambuth.edu">key@lambuth.edu</a> 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	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a> 618- 453-2121		NO
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a> 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	<a href="mailto:Career@utk.edu">Career@utk.edu</a> 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	<a href="mailto:Jeanne.scafella@murraystate.edu">Jeanne.scafella@murraystate.edu</a>		NO
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		NO

Description of Vacancy: **NEWS PHOTOGRAPHER**  
 Recruitment Source that Referred the Hire: **WBBJ JOB BOARD**  
 Date Vacancy Opened: **10/10/07** Total Number of Persons interviewed for the vacancy **4**  
 Date Vacancy filled: **12/9/07**

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			<a href="http://www.careerpage.org">www.careerpage.org</a>		NO
CareerOneStop			Careeronestop.org/ajbprsjbl		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	<a href="mailto:FANTHONY@JSCC.EDU">FANTHONY@JSCC.EDU</a>		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	<a href="mailto:cgipson@Lanecollege.edu">cgipson@Lanecollege.edu</a>		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	<a href="mailto:GARY@beonair.com">GARY@beonair.com</a>		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	<a href="mailto:CCR@FHU.EDU">CCR@FHU.EDU</a>		YES
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5316	<a href="mailto:SCLARK@UU.EDU">SCLARK@UU.EDU</a>		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	<a href="mailto:tfizer@tnstate.edu">tfizer@tnstate.edu</a> 615-963-5981		NO
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	<a href="mailto:Aluckie-parks@browncollege.edu">Aluckie-parks@browncollege.edu</a> 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	<a href="http://WWW.WBBJTV.COM">WWW.WBBJTV.COM</a>	2	NO
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	<a href="mailto:key@lambuth.edu">key@lambuth.edu</a> 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	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a> 618- 453-2121		NO
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a> 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	<a href="mailto:Career@utk.edu">Career@utk.edu</a> 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	<a href="mailto:Jeanne.scafella@murraystate.edu">Jeanne.scafella@murraystate.edu</a>		NO
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		NO

Description of Vacancy: Reporter/Photographer Recruitment Source that Referred the Hire: WBBJ-WEBSITE  
 Date Vacancy Opened: 8/12/07 Total Number of Persons interviewed for the vacancy 1  
 Date Vacancy filled: 9/24/07

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			<a href="http://www.careerpage.org">www.careerpage.org</a>		NO
CareerOneStop			Careeronestop.org/ajbprsjbl		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	<a href="mailto:FANTHONY@JSCC.EDU">FANTHONY@JSCC.EDU</a>		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	<a href="mailto:cgipson@Lanecollege.edu">cgipson@Lanecollege.edu</a>		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	<a href="mailto:GARY@beonair.com">GARY@beonair.com</a>		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	<a href="mailto:CCR@FHU.EDU">CCR@FHU.EDU</a>		YES
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5316	<a href="mailto:SCLARK@UU.EDU">SCLARK@UU.EDU</a>		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	<a href="mailto:tfizer@tnstate.edu">tfizer@tnstate.edu</a> 615-963-5981		NO
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	<a href="mailto:Aluckie-parks@browncollege.edu">Aluckie-parks@browncollege.edu</a> 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	<a href="http://WWW.WBBJTV.COM">WWW.WBBJTV.COM</a>	1	NO
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	<a href="mailto:key@lambuth.edu">key@lambuth.edu</a> 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	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a> 618- 453-2121		NO
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a> 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	<a href="mailto:Career@utk.edu">Career@utk.edu</a> 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	<a href="mailto:Jeanne.scafella@murraystate.edu">Jeanne.scafella@murraystate.edu</a>		NO
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		NO

Description of Vacancy: Master Control Operator

Date Vacancy Opened: 1/23/08

Date Vacancy filled: 3/24/08

Recruitment Source that Referred the Hire: WBBJTV WEBSITE

Total Number of Persons interviewed for the vacancy: 5

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			<a href="http://www.careerpage.org">www.careerpage.org</a>		NO
CareerOneStop			Careeronestop.org/ajbprsjbl		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	<a href="mailto:FANTHONY@JSCC.EDU">FANTHONY@JSCC.EDU</a>		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	<a href="mailto:cgipson@Lanecollege.edu">cgipson@Lanecollege.edu</a>		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	<a href="mailto:GARY@beonair.com">GARY@beonair.com</a>		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	<a href="mailto:CCR@FHU.EDU">CCR@FHU.EDU</a>		YES
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5316	<a href="mailto:SCLARK@UU.EDU">SCLARK@UU.EDU</a>		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	<a href="mailto:tfizer@tnstate.edu">tfizer@tnstate.edu</a> 615-963-5981		NO
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	<a href="mailto:Aluckie-parks@browncollege.edu">Aluckie- parks@browncollege.edu</a> 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	<a href="http://WWW.WBBJTV.COM">WWW.WBBJTV.COM</a>	4	NO
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	<a href="mailto:key@lambuth.edu">key@lambuth.edu</a> 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	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a> 618- 453-2121		NO
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a> 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	<a href="mailto:Career@utk.edu">Career@utk.edu</a> 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	<a href="mailto:Jeanne.scafella@murraystate.edu">Jeanne.scafella@murraystate.e du</a>		NO
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		NO

Description of Vacancy: Master Control Technician/Operator

Recruitment Source that Referred the Hiree: WBBJ JOB Board

Date Vacancy Opened: 1/17/2008

Total Number of Persons

Date Vacancy filled: 3/2/2008

interviewed for the vacancy: 11

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			<a href="http://www.careerpage.org">www.careerpage.org</a>		NO
CareerOneStop			Careeronestop.org/ajbprsjbl		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	1	YES
Jackson State Comm. College	2046 N. Parkway Jackson, TN 38301	Frances Anthony	<a href="mailto:FANTHONY@JSCC.EDU">FANTHONY@JSCC.EDU</a>		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	<a href="mailto:cgipson@Lanecollege.edu">cgipson@Lanecollege.edu</a>		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	<a href="mailto:GARY@beonair.com">GARY@beonair.com</a>	1	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	<a href="mailto:CCR@FHU.EDU">CCR@FHU.EDU</a>		YES
Union University	1050 Union University Dr. Jackson, TN 38305	Jackie Taylor 731-661-5316	<a href="mailto:SCLARK@UU.EDU">SCLARK@UU.EDU</a>		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	<a href="mailto:Tfizer@tnstate.edu">Tfizer@tnstate.edu</a> 615-963-5981		NO
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	<a href="mailto:Aluckie-parks@browncollege.edu">Aluckie-parks@browncollege.edu</a> 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	<a href="http://WWW.WBBJTV.COM">WWW.WBBJTV.COM</a>	4	NO
Lambuth University	705 Lambuth Street Jackson, TN 38301	Dawn Key	<a href="mailto:key@lambuth.edu">key@lambuth.edu</a> 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	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a> 618- 453-2121		NO
Manship School of Mass Communication	Baton Rouge, LA 70803	Mary Ann Sternberg	<a href="mailto:masscomm@lsu.edu">masscomm@lsu.edu</a> 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	<a href="mailto:Career@utk.edu">Career@utk.edu</a> 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	<a href="mailto:Jeanne.scafella@murraystate.edu">Jeanne.scafella@murraystate.edu</a>		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]	University of Tennessee-Martin Career Fair	On March 5, 2008 Chief Engineer, Randy McCaskill & Wayne Thing, the Production/Creative Services Manager attended a Career Fair hosted by the University of Tennessee - Martin, in Martin, TN. The purpose of the Career Fair was to mentor and recruit a diverse cross-section of students interested in a career in broadcasting and the technical field. They met and talked with fourteen (14) students giving them information on the station, job requirements, employment opportunities and handed out employment applications to potential candidates. The Career Fair lasted for four hours..
[4]	Middle Tennessee State University Career Day	On March 18, 2008, Middle Tennessee State University and the Tennessee Association of Broadcasters held a Career Day on the campus of MTSU. Wayne Thing, the Production/Creative Services Director, Ginger Trice and Jordan Leigh reporters from the station and both MTSU alumni attended. Wayne met and talked with twenty four (24) students and graduates about careers in broadcasting. Ginger and Jordan were also on the program and spoke about their first job in television broadcasting. The Career day lasted for 6 hours.
[12]		Job listings 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 2007-2008 the news department had 8 interns from area colleges that completed an internship that lasted from 6-8 weeks. The student receives college credit for their time.

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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.