

# EXHIBIT A

**EEO PUBLIC FILE REPORT<sup>1</sup>**  
Raycom Media- WFXG  
Reporting period 12/1/11 to 11/30/12

**Recruitment Sources Used For Full-Time Vacancies**

**MASTER LIST OF RECRUITMENT SOURCES**

(Sources with an asterisk(\*) denote organizations that requested notification of full-time job vacancies)

1. Aiken Technical College [slizewst@atc.edu](mailto:slizewst@atc.edu)
2. AIU - American InterContinental University  
[dione.scott@buckhead.aiuniv.edu](mailto:dione.scott@buckhead.aiuniv.edu)
3. Asian American Journalists Assoc. ([national@aaja.org](mailto:national@aaja.org))  
[national@aaja.org](mailto:national@aaja.org)
4. Auburn University / Dept. of Communications [fitchme@auburn.edu](mailto:fitchme@auburn.edu)
5. Augusta State University (Mdarley@aug.edu.) [Mdarley@aug.edu](mailto:Mdarley@aug.edu).
6. Augusta Technical College ([kmcclendo@augustatech.org](mailto:kmcclendo@augustatech.org))  
[kmcclendo@augustatech.org](mailto:kmcclendo@augustatech.org)
7. Career Placement / Attn. Mary E. Burrus [mburrus@columbustech.edu](mailto:mburrus@columbustech.edu)
8. Clark Atlanta University / Career Services Director [cppc@cau.edu](mailto:cppc@cau.edu)
9. Diversitysearch ([dtadlock@RaycomMedia.com](mailto:dtadlock@RaycomMedia.com))  
[dtadlock@RaycomMedia.com](mailto:dtadlock@RaycomMedia.com)
10. Georgia Department of Labor [vonteice.davis@dol.state.ga.us](mailto:vonteice.davis@dol.state.ga.us)
11. National Minority Business Council Inc [nmbc@msn.com](mailto:nmbc@msn.com)
12. Paine College (Allenw@mail.paine.edu) [Allenw@mail.paine.edu](mailto:Allenw@mail.paine.edu)
13. Spots N Dots Website [ads@spotsndots.com](mailto:ads@spotsndots.com)
14. TV Jobs (jobs@tvjobs.com) [jobs@tvjobs.com](mailto:jobs@tvjobs.com)
15. University of Georgia [pginn@mail.rx.uga.edu](mailto:pginn@mail.rx.uga.edu)
16. USC Aiken [lesliec@usca.edu](mailto:lesliec@usca.edu); [coreyf@usca.edu](mailto:coreyf@usca.edu); [donnad@usca.edu](mailto:donnad@usca.edu)
17. Raycom Web-site [dtadlock@RaycomMedia.com](mailto:dtadlock@RaycomMedia.com)
18. WFXG Web-site [sfriedline@wfxg.com](mailto:sfriedline@wfxg.com)
19. Former Employee
20. Employee Referrals
21. GAB Job Fair
22. WALB - another Raycom Station
23. WTOC

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<sup>1</sup> This Report was amended on April 30, 2014 to address clerical errors and provide clarification. The original Report was placed in the station's online public file on December 7, 2012.

**Full-Time Positions Filled; Recruitment Sources Used (#'s in parenthesis)  
[With Hiree's Recruitment Source In Brackets]<sup>2</sup>**

Photographer/ENG truck Operator	[1-18]	(#18 ) WFXG Website
Community Web producer	[1-15, 17, 18]	(#17) Raycom Web-site
Local Sales Assistant	[1-18]	(#5) Augusta state University
Marketing Producer	[1-18]	(#18) WFXG Website
Marketing Manager	[1-18]	(#18) WFXG Website

**Total Interviewees for all Full-Time Positions**

**20**

**Number of Referrals From Sources Used**

( #5 ) Augusta State University	2
(#17) Raycom Web-site	4
(#18) WFXG Website	9
(#10 ) Georgia Department of Labor	3
(#22) WALB – another Raycom Station	1
(#23) WTOG – another Raycom Station	1

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<sup>2</sup> The Station's original Report stated that recruitment source #16 was used with respect to the Community Web Producer position when recruitment source #16 was not in fact used. It also contained information regarding a Master Control Operator position that was part-time.

**Supplemental Outreach Activities**

**DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES**

**Complete this form for every event or program established by, sponsored by, or participated in by the Station Employment Unit as part of the supplemental outreach initiatives elected.**

Date(s) of Initiative Event(s): 2012

**Describe Nature of Initiative:**

The Georgia Association Of Broadcasters Job Fair

**Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):**

Joined a number of other television and radio Broadcasters as a sponsor to potentially recruit students to our industry. This is an annual GAB joint effort.

**Names of Station Personnel involved in Initiative:**

VP/GM Barry Barth

**Incorporate into EEO Public File Report and place in station's local public file annually on the anniversary date of the renewal filing due date.**

## DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Complete this form for every event or program established by, sponsored by, or participated in by the Station Employment Unit as part of the supplemental outreach initiatives elected.

Date of Initiative Event: 12/1/11 to 11/30/12

Describe Nature of Initiative:

On-Air announcement to disseminate information that we are a Equal Employment Opportunity Employer and to gain more organizations interested in job openings

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

On Air Announcement to be aired periodically to recruit employees and additional organizations interested in being added to our list for full time job openings

Names of Station Personnel involved in Initiative:

Glenn Tomlinson (Marketing/Production Director), Barry Barth (VP/General Manager)

Incorporate into EEO Public File Report and place in station's local public file annually on the anniversary date of the renewal filing due date.

## DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Complete this form for every event or program established by, sponsored by, or participated in by the Station Employment Unit as part of the supplemental outreach initiatives elected.

Date of Initiative Event: 2012

Describe Nature of Initiative:

Georgia Association Of Broadcasters Scholarship Participant

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Made monetary contribution to fund scholarship program - E. Lanier (Lanny) Finch Scholarship Foundation originated by the Georgia Association of Broadcasters

Names of Station Personnel involved in Initiative:

Barry Barth obtained information and invoice from foundation to submit funding. VP/GM Barry Barth serves on GAB Board and reviewed candidates resumes as part of the judging panel for Georgia Association Of Broadcasters.

Incorporate into EEO Public File Report and place in station's local public file annually on the anniversary date of the renewal filing due date.

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Raycom Media- WFXG  
Reporting period 12/1/12 to 11/30/13

**Recruitment Sources Used For Full-Time Vacancies**

**MASTER LIST OF RECRUITMENT SOURCES**

(Sources with an asterisk (\*) denote organizations that requested notification of full-time job vacancies)

1. Aiken Technical College [slizewst@atc.edu](mailto:slizewst@atc.edu)
2. AIU - American InterContinental University [dione.scott@buckhead.aiuniv.edu](mailto:dione.scott@buckhead.aiuniv.edu)
3. Asian American Jouranalists Assoc. ([national@aaaja.org](mailto:national@aaaja.org)) [national@aaaja.org](mailto:national@aaaja.org)
4. Auburn University / Dept. of Communications [fitchme@auburn.edu](mailto:fitchme@auburn.edu)
5. Augusta State University ([Mdarley@aug.edu](mailto:Mdarley@aug.edu)) [Mdarley@aug.edu](mailto:Mdarley@aug.edu).
6. Augusta Technical College ([kmccclendo@augustatech.org](mailto:kmccclendo@augustatech.org))  
[kmccclendo@augustatech.org](mailto:kmccclendo@augustatech.org)
7. Career Placement / Attn. Mary E. Burrus [mburrus@columbustech.edu](mailto:mburrus@columbustech.edu)
8. Clark Atlanta University / Career Services Director [cppc@cau.edu](mailto:cppc@cau.edu)
9. Diversitysearch ([dtadlock@RaycomMedia.com](mailto:dtadlock@RaycomMedia.com)) [dtadlock@RaycomMedia.com](mailto:dtadlock@RaycomMedia.com)
10. Georgia Department of Labor [vonteice.davis@dol.state.ga.us](mailto:vonteice.davis@dol.state.ga.us)
11. National Minority Business Council Inc [nmbc@msn.com](mailto:nmbc@msn.com)
12. Paine College ([Allenw@mail.paine.edu](mailto:Allenw@mail.paine.edu)) [Allenw@mail.paine.edu](mailto:Allenw@mail.paine.edu)
13. Spots N Dots Website [ads@spotsndots.com](mailto:ads@spotsndots.com)
14. TV Jobs ([jobs@tvjobs.com](mailto:jobs@tvjobs.com)) [jobs@tvjobs.com](mailto:jobs@tvjobs.com)
15. University of Georgia [pginn@mail.rx.uga.edu](mailto:pginn@mail.rx.uga.edu)
16. USC Aiken [lesliec@usca.edu](mailto:lesliec@usca.edu); [coreyf@usca.edu](mailto:coreyf@usca.edu); [donnad@usca.edu](mailto:donnad@usca.edu)
17. Raycom Web-site [dtadlock@RaycomMedia.com](mailto:dtadlock@RaycomMedia.com)
18. WFXG Web-site [sfriedline@wfxg.com](mailto:sfriedline@wfxg.com)
19. Former Employee
20. Employee Referrals/Word of Mouth
21. GAB Job Fair
22. WALB - another Raycom station
23. WTOC – another Raycom station
24. Media Recruiters / 602 Communications
25. Paine College Job Fair
26. University of South Carolina Aiken Job Fair
27. WMC – another Raycom station
28. WLOX – another Raycom station

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<sup>1</sup> This Report was amended on May 9, 2014 to address clerical errors. The original Report was placed in the station's online public file on November 27, 2013.

**Full-Time Positions Filled; Recruitment Sources Used (#'s in parenthesis)  
[With Hiree's Recruitment Source In Brackets]**

General Manager	[1-18] [20] [27] [28]	(20) Employee Referral/WOM
Marketing Director	[1-18] [24][25-26]	(17) Raycom Web-site
Digital Content Producer	[1-18]	(18) WFXG Web-site
Marketing Producer	[1-18]	(18) WFXG Web-site
Multi-Media Journalist	[1-18] [23] ][25-26]	(23) WTOC Referral
Director of Digital Sales	[1-18]	(18) WFXG Web-site
Account Executive	[1-18] [25] ][25-26]	(18) WFXG Web-site
Account Executive	[1-18] [20] [25-26]	(20) Employee Referral/WOM
Account Executive	[1-18] ][25-26]	(14) TV Jobs

**Total Interviewees for all Full-Time Positions**

40

**Number of Referrals From Sources Used**

(17) Raycom Web-site	(4)
(24) Media Recruiters	(3)
(18) WFXG Web-site	(17)
(14) TV Jobs	(5)
(10) Georgia Department of Labor	(1)
(23)WTOC Referral	(3)
(20) Employee Referrals/WOM	(5)
(27) WMC Referral	(1)
(28) WLOX Referral	(1)



**Supplemental Outreach Activities**

**DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES**

**Complete this form for every event or program established by, sponsored by, or participated in by the Station Employment Unit as part of the supplemental outreach initiatives elected.**

Date(s) of Initiative Event(s): 2013

Describe Nature of Initiative:

The Georgia Association Of Broadcasters Job Fair

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Joined a number of other television and radio Broadcasters as a sponsor to potentially recruit students to our industry. This is an annual GAB joint effort.

Names of Station Personnel involved in Initiative:

Brenda Taylor & Cindy Meeds

**Incorporate into EEO Public File Report and place in station's local public file annually on the anniversary date of the renewal filing due date.**

## DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Complete this form for every event or program established by, sponsored by, or participated in by the Station Employment Unit as part of the supplemental outreach initiatives elected.

Date of Initiative Event: 12/1/12 to 11/30/13

Describe Nature of Initiative:

On-Air announcement to disseminate information that we are a Equal Employment Opportunity Employer and to gain more organizations interested in job openings

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

On Air Announcement to be aired periodically to recruit employees and additional organizations interested in being added to our list for full time job openings

Names of Station Personnel involved in Initiative:

Josh Boutwell (Marketing/Production Director), Andy Wyatt (VP/General Manager)

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## DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Complete this form for every event or program established by, sponsored by, or participated in by the Station Employment Unit as part of the supplemental outreach initiatives elected.

Date of Initiative Event: 2013

Describe Nature of Initiative:

Georgia Association Of Broadcasters Scholarship Participant

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Made monetary contribution to fund scholarship program - E. Lanier (Lanny) Finch Scholarship Foundation originated by the Georgia Association of Broadcasters  
Participation in scholarship program designed to assist students interested in pursuing a career in broadcasting.

Names of Station Personnel involved in Initiative:

WFXG obtained information and invoice from foundation to submit funding.

Incorporate into EEO Public File Report and place in station's local public file annually on the anniversary date of the renewal filing due date.

**Supplemental Outreach Activities**

**DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES**

**Complete this form for every event or program established by, sponsored by, or participated in by the Station Employment Unit as part of the supplemental outreach initiatives elected.**

Date(s) of Initiative Event(s): 3/ 2013

Describe Nature of Initiative:

Pain College Job Fair- Career fair - Participation in Job Fair

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Career fair - Job openings given to representative to include in available openings for our station at the fair.

Names of Station Personnel involved in Initiative:

Brenda Taylor & Cindy Meeds

**Incorporate into EEO Public File Report and place in station's local public file annually on the anniversary date of the renewal filing due date.**

**Supplemental Outreach Activities**

**DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES**

**Complete this form for every event or program established by, sponsored by, or participated in by the Station Employment Unit as part of the supplemental outreach initiatives elected.**

Date(s) of Initiative Event(s): 3 /2013

Describe Nature of Initiative:

University of South Carolina Aiken- Participation in Job Fair

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Career fair - Job openings given to representative to include in available openings for our station at the fair.

Names of Station Personnel involved in Initiative:

Brenda Taylor & Cindy Meeds

**Incorporate into EEO Public File Report and place in station's local public file annually on the anniversary date of the renewal filing due date.**