

A Station may accumulate the relevant information for the past year (using the previous EEO Internal Job Vacancy Summary Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

A. Full-Time Vacancies Filled During Past Year

- 1. Job Title: On Air/Morning Show
- 2. Job Title: Sales Executive
- 3. Job Title: Sales Executive
- 4. Job Title: Program Director
- 5. Job Title: Sales Executive

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Job Title:

| Source | Contact Person | Address | Tel # | Referred Person Hired? |
|----------------------------|----------------|---------|-------|------------------------|
| See attached documentation | | | | |
| | | | | |
| | | | | |
| | | | | |

2. Job Title:

| Source | Contact Person | Address | Tel # | Referred Person Hired? |
|--------|----------------|---------|-------|------------------------|
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C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past Year (this will be a raw number):

56

D. Total Number of Interviewees for All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources:

| Referral Source | Contact Person | Address | Tel # | Number of Interviewees Referred |
|----------------------------|----------------|---------|-------|---------------------------------|
| See attached documentation | | | | |
| | | | | |
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E. Outreach Activities

Attach a list and brief description of all outreach activities performed during the past year. Stations may attach copies of the Outreach Activity Description Forms included in this section for these purposes.

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A. Full-Time Vacancies Filled During Past Year

6. Job Title: General Manager

7. Job Title: On Air Morning Show

8. Job Title: Business Office/Sales Assistant

9. Job Title: Sales Executive

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Job Title:

| Source | Contact Person | Address | Tel # | Referred Person Hired? |
|----------------------------|----------------|---------|-------|------------------------|
| See attached documentation | | | | |
| | | | | |
| | | | | |
| | | | | |

2. Job Title:

| Source | Contact Person | Address | Tel # | Referred Person Hired? |
|--------|----------------|---------|-------|------------------------|
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C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past Year (this will be a raw number):

D. Total Number of Interviewees for All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources:

| Referral Source | Contact Person | Address | Tel # | Number of Interviewees Referred |
|----------------------------|----------------|---------|-------|---------------------------------|
| See attached documentation | | | | |
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E. Outreach Activities

Attach a list and brief description of all outreach activities performed during the past year. Stations may attach copies of the Outreach Activity Description Forms included in this section for these purposes.

SAGA COMMUNICATIONS OF TUCKESSEE, LLC
EEO PUBLIC FILE REPORT
ADDENDUM TO PUBLIC FILE REPORT
APRIL 1, 2023 THROUGH MARCH 31, 2024

B. Recruitment/Referral Sources

1. **Job Title: On Air/Morning Show**
Date Filled: April 17, 2023
Notes: Interview Record Available
29 applicants, 11 interviews, 1 hire

Source A: All Access
Note: Screenshot Available
Referred Person Hired? No

Source B: Recruitment ads on WCVQ
Notes: Screenshot Available
Referred Person Hired? No

Source C: Indeed
Notes: Screenshot available
Referred Person Hired? No

Source D: Referral
Referred Person Hired? Yes

2. **Job Title: Sales Executive**
Date Filled: May 1, 2023
Notes: Interview Record Available
10 applicants, 3 interviews, 1 hire

Source A: Recruitment ads on WCVQ
Notes: Invoice with airtimes available
Referred Person Hired? Yes

Source B: Recruitment ads on WQEZ
Notes: Invoice with airtimes available
Referred Person Hired? No

Source C: Recruitment ads on WRND
Notes: Invoice with airtimes available
Referred Person Hired? No

Source D: Recruitment ads on WVVR
Notes: Invoice with airtimes available
Referred Person Hired? No

Source E: Recruitment ads on WZZP
Notes: Invoice with airtimes available
Referred Person Hired? No

Source F: Recruitment ads on Sunny (WCVQ HD2)
Notes: Invoice with airtimes available
Referred Person Hired? No

Source G: Recruitment ads on Outlaw (WCVQ HD3)

Notes: Invoice with airtimes available
 Referred Person Hired? No

Source H: Recruitment ads on WQEZ
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source I: Clarksvillenow.com website
 Notes: Screenshot available
 Referred Person Hired? No

Source J: Tennessee Department of Labor & Workforce Services
 Notes: Screenshot available
 Referred Person Hired? No

Source K: Indeed
 Notes: Screenshot available
 Referred Person Hired? No

3. **Job Title: Sales Executive**
 Date Filled: May 8, 2023
 Notes: Interview Record Available
 10 applicants, 6 interviews, 1 hire

Source A: Recruitment ads on WCVQ
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source B: Recruitment ads on WQEZ
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source C: Recruitment ads on WRND
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source D: Recruitment ads on WVVR
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source E: Recruitment ads on WZZP
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source F: Recruitment ads on Sunny (WCVQ HD2)
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source G: Recruitment ads on Outlaw (WCVQ HD3)
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source H: Recruitment ads on WQEZ
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source I: Clarksvillenow.com website
 Notes: Screenshot available

Referred Person Hired? No

Source J: Job Fair
Notes: Screenshot available
Referred Person Hired? Yes

Source K: Indeed
Notes: Screenshot available
Referred Person Hired? No

4. **Job Title: Program Director**
Date Filled: June 26, 2023
Notes: Interview Record Available
26 applicants, 6 interviews, 1 hire

Source A: Referral
Referred Person Hired? Yes

Source A: Facebook Ad
Note: Screenshot Available
Referred Person Hired? No

Source B: Recruitment ads on WVVR
Notes: Screenshot Available
Referred Person Hired? No

Source C: Indeed
Notes: Screenshot available
Referred Person Hired? No

Source D: All Access
Notes: Screenshot Available
Referred Person Hired? No

Source E: Saga Communications Website
Notes: Screenshot Available
Referred Person Hired? No

5. **Job Title: Sales Executive**
Date Filled: September 25, 2023
Notes: Interview Record Available
31 applicants, 11 interviews, 2 hires

Source A: Recruitment ads on WCVQ
Notes: Invoice with airtimes available
Referred Person Hired? No

Source B: Recruitment ads on WQEZ
Notes: Invoice with airtimes available
Referred Person Hired? No

Source C: Recruitment ads on WRND
Notes: Invoice with airtimes available
Referred Person Hired? No

Source D: Recruitment ads on WVVR

Notes: Invoice with airtimes available
 Referred Person Hired? No

Source E: Recruitment ads on WZZP
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source F: Recruitment ads on Sunny (WCVQ HD2)
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source G: Recruitment ads on Outlaw (WCVQ HD3)
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source H: Recruitment ads on WQEZ
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source I: Clarksvillenow.com website
 Notes: Screenshot available
 Referred Person Hired? No

Source J: Tennessee Department of Labor & Workforce Services
 Notes: Screenshot available
 Referred Person Hired? No

Source K: Indeed
 Notes: Screenshot available
 Referred Person Hired? No

Source L: Referred Person
 Referred Person Hired: Yes

6. **Job Title: General Manager**
 Date Filled: October 5, 2023
 Notes: Interview Record Available
 5 applicants, 5 interviews, 1 hire

Source A: Referral
 Referred Person Hired? Yes

Source B: Recruitment ads on WNZE
 Notes: Screen shot available
 Referred Person Hired? No

Source C: Saga Communications website
 Notes: Screen shot available
 Referred Person Hired? No

Source D: Inside Radio
 Notes: Screen shot available
 Referred Person Hired: No

7. **Job Title: On Air Morning Show**
 Date Filled: October 15, 2023

Notes: Interview Record Available
21 applicants, 7 interviews, 1 hire

Source A: Referral (from another Saga market)
Referred Person Hired? Yes

Source B: Facebook Ad
Note: Screenshot Available
Referred Person Hired? No

Source C: Recruitment ads on WVR
Notes: Screenshot Available
Referred Person Hired? No

Source D: Indeed
Notes: Screenshot available
Referred Person Hired? No

Source E: All Access
Notes: Screenshot Available
Referred Person Hired? No

Source F: Saga Communications Website
Notes: Screenshot Available
Referred Person Hired? No

8. **Job Title: Business Office/Sales Assistant**

Date Filled: November 28, 2022
Notes: Interview Record Available
15 applicants, 2 interviews, 1 hire

Source A: Indeed
Notes: Screenshot available
Referred Person Hired? Yes

Source B: Clarksvillenow.com website
Notes: Screenshot available
Referred Person Hired? No

Source C: Tennessee Department of Labor & Workforce Services
Notes: Screenshot available
Referred Person Hired? No

9. **Job Title: Sales Executive**

Date Filled: March 20, 2024
Notes: Interview Record Available
82 applicants, 5 interviews, 1 hire

Source A: Recruitment ads on WQEZ
Notes: Invoice with airtimes available
Referred Person Hired? No

Source B: Recruitment ads on WCVQ
Notes: Invoice with airtimes available
Referred Person Hired? No

Source C: Recruitment ads on Outlaw (WCVQ HD3)
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source D: Recruitment ads on WRND
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source E: Recruitment ads on WVVR
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source F: Recruitment ads on WZZP
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source G: Recruitment ads on Sunny (WCVQ HD2)
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source H: Clarksvillenow.com website
 Notes: Screenshot available
 Referred Person Hired? No

Source I: Tennessee Department of Labor & Workforce Services
 Notes: Screenshot available
 Referred Person Hired? No

Source J: Indeed
 Notes: Screenshot available
 Referred Person Hired? Yes

D. Interviewees Per Recruitment/Referral Source

All Access website = 9
 On-Air Recruitment Ads = 9
 Station websites = 6
 Referrals = 7
 Online websites = 18
 Job Fair = 7

E. Outreach Activities

Saga Communications of Tuckessee, LLC is considered a "small market station" as defined by the FCC because it is located in a metropolitan area that has a population of fewer than 250,000 persons. Therefore, only one outreach activity must be performed per each one-year period. The following outreach activities were performed within the last one-year period.

Activity #1

Name of Activity: **Job Fair**

Date: April 12-13, 2023

Level of participation: Fact sheet on file.

Activity #2

Name of Activity: **Intern**

Date: May 8, 2023

Level of participation: Fact sheet on file.

Activity #3

Name of Activity: **Job Fair**

Date: August 15-16, 2023

Level of participation: Fact sheet on file.