

WSAV-TV
EEO PUBLIC FILE REPORT
November 25, 2015 - November 30, 2016

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Account Executive	5, 11, 13-14, 19, 22	5
Digital Sales Manager	5, 11, 13, 17, 22, 25	22
Anchor, Sports WKDAY, PM	11, 16, 22-23	16
General Sales Manager	5-6, 9, 11, 21-23, 25	25
Multimedia Journalist	11, 16, 23	16
News Producer	5, 11, 22-23, 25	5
Director	9, 11, 16, 22-23, 25	9
Director	11, 16, 23, 25	11
Business Administrator	11, 16, 22, 25	16
MMJ/Reporter	11, 23, 25	11
Anchor-Weekend	11, 16, 23	16
Anchor, AM and/or Noon	1-3, 7, 10-11, 14-15, 18, 20, 22-25	22
Assignment Manager	1, 3, 7, 10-11, 14-15, 18, 20, 22-23, 25	22
News Producer	1, 3-4, 10-11, 14-15, 18, 22-23	4
Meteorologist	1, 3, 7, 10-11, 14-15, 18, 22-23, 25	22
Newscast Director/Commercial Producer	1, 3-5, 10-11, 14, 16, 18, 22-23, 25	4
Multimedia Journalist	1, 3, 10-11, 14, 18, 22-23, 25	25
Anchor, Sports	1, 3, 5, 8, 11, 14, 18, 23, 25	25
Meteorologist	1, 3, 5, 9, 11, 14, 18, 23, 25	9
Digital Sales Coordinator	1, 3, 5, 8, 11-12, 14, 18, 22-23	5
Sales Assistant	1, 3, 8, 11, 16, 18, 22	16
Anchor-Weekend	1, 3, 8, 11, 14, 18, 22-23, 25	22

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Armstrong Atlantic State University 11935 Abercorn Street Savannah, Georgia 31405 Phone : 912-344-2563 Email : careers@armstrong.edu Crystal Goode	N	0
2	Black Entertainment Television 1235 W Street NE Washington, District of Columbia 20018 Phone : 202-526-4927 Jobs Listings Manual Posting	N	0
3	Charleston Southern University Post Office Box 118087 Charleston, South Carolina 29423-8087 Phone : 843-863-7000 Email : atucker@csuniv.edu Amanda Tucker	N	0
4	Current Employee	N	2
5	Employee Referral	N	11
6	Georgia Association of Broadcasters 6 W Druid Hills Drive NE Atlanta, Georgia 30329 Phone : 770-395-7200 Url : www.gab.org No Contact Manual Posting	N	0
7	Georgia Department of Labor 5520 White Bluff Road Savannah, Georgia 31405-6908 Phone : 912-356-2775 Kimberly Brown Manual Posting	N	0
8	Georgia Southern University Post Office Box 8104 Department of Human Resources Statesboro, Georgia 30460 Phone : 912-478-5197 Email : pgoodman@georgiasouthern.edu Pam Goodman	N	0
9	Internal Transfer/Promotion	N	4

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10	LULAC International Office 1133 19th St. NW Suite 1000 Washington, District of Columbia 20036 Phone : 202-833-6130 Jobs Listings Manual Posting	N	0
11	Media General/WSAV 333 E. Franklin Street Richmond, Virginia 23219 Phone : 804-887-5009 ext. 6793 Url : http://www.themeganet.com/ Susan Ellenburg Manual Posting	N	3
12	Media Recruiter 9457 S. University Blvd #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : http://www.mediarecruiter.com Art Scott Manual Posting	N	0
13	NAB 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5300 Email : hr@nab.org Jobs Listings	N	0
14	Nat'l Association of Black Journalist 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Fax : 1-301-314-1714 Jobs Listings	N	0
15	Native American Journalist Association 395 W. Lindsey Street OU Gaylord College Norman, Oklahoma 73019-4201 Phone : 405-325-1649 Email : RebeccaLandsberry@naja.com Fax : 1-405-325-6945 Jobs Listings	N	0
16	Non-Employee Referral	N	12

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17	Novotus 5508 Parkcrest Drive Suite 100 Austin, Texas 78731 Phone : 512-904-1015 Url : https://novotus.com Dena Storck Manual Posting	N	0
18	Savannah College of Art and Design PO BOX 3146 Career and Alumni Savannah, Georgia 31402 Phone : 912-525-5100 Email : scad@csm.symplicity.com Jobs Listings	N	0
19	Savannah Help Wanted 11 Abrams Road Central Valley, New York 10917 Phone : 912-662-0204 Url : www.savannahhelpwanted.com Kris Schneider Manual Posting	N	0
20	Savannah Technical College 5717 White Bluff Road Savannah, Georgia 31405 Phone : 912-443-5706 Mark Stump Manual Posting	N	0
21	Spots N Dots 1635 Old Highway 41 Suites 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : www.spotsndots.com No Representative Manual Posting	N	0
22	Station Website	N	28
23	Tvjobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Jobs Listings Manual Posting	N	0

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24	University of Georgia 120 Hooper Street Athens, Georgia 30602 Phone : 706-542-5032 Ryan Carthy Manual Posting	N	0
25	Walk In/Self-Referral	N	26
TOTAL INTERVIEWS OVER REPORTING PERIOD:			86

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/17/2016	Co Sponsoring Job Fair	Career fair at Savannah State University's annual Southern Regional Press Institute. Approximately 300 students around the region are expected to attend.	2	News Director Production Manager
2	4/27/2016	Establishment of a mentoring program	Webinar training provided by Media General, Inc. Associate General Counsel Henry Gola that overviewed and explained the FCC's Equal Employment Opportunity rules and policies. The training included methods of ensuring equal employment opportunity and preventing discrimination.	1	Business Administrator
3	5/5/2016	Participation in scholarship programs	Hosted approximately 20 Savannah College of Art and Design students to a panel discussion/Q&A with top talent and long standing News employees.	5	Anchor Executive Producer Reporter Media Content Producer
4	5/19/2016	Participation in events or programs sponsored by educational institutions	Allowing Saint Leo University Televisions and the American Culture class tour our station as well as having various staff members speak to those classes at the University.	2	Production Manager Director
5	5/23/2016	Establishment of an intern program designed to assist members of the community	Internship with student from UGA with our Sports department beginning on 5/23/16. Internship with student from USCB with our News department beginning on 1/5/16. Internship with student from SSU with Sports department beginning on 2/10/16.	3	Sports Reporter News Director Executive Producer
6	6/9/2016	Establishment of an intern program designed to assist members of the community	The first professional NABJ chapter is setting up outreach programs to help encourage the next generation of journalists by hosting a Boot Camp to bring college students and working journalists together.	3	Reporter Director News Director
7	6/28/2016	Participation in other activities designed by the station employment unit	WSAV's Production Manager upon direction of it's General Manager created a job shadow day to include but not limited to, following an entire live Newscast.	4	General Manager Production Manager Director Producer