

**EEO Public File Report**  
**Station: WSAV-TV Savannah, Georgia**  
**Period Covered by Report: 12/1/2013 through 11/30/2014**

| Full-Time Position | Position Title      | Date Open  | Date Filled | Recruitment Source(s) utilized to fill vacancy                            | Number Interviewed | Number Hired | Recruitment Source for Candidate Hired |
|--------------------|---------------------|------------|-------------|---|--------------------|--------------|--|
| 1                  | Account Executive   | 10/10/2013 | 1/20/2014   | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)   | 4                  | 1            | Word of Mouth                          |
| 2                  | Writer/ Producer    | 8/1/2013   | 2/17/2014   | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)   | 8                  | 1            | WSAV Website                           |
| 3                  | Director of Revenue | 9/27/2014  | 3/3/2014    | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) * | 19                 | 1            | Spots and Dots Website                 |
| 4                  | Producer            | 2/28/2014  | 4/28/2014   | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)   | 2                  | 1            | Employee Referral                      |
| 5                  | Reporter            | 10/17/2013 | 6/16/2014   | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) * | 2                  | 1            | TVJobs Website                         |
| 6                  | Photographer        | 4/28/2014  | 6/9/2014    | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)   | 2                  | 1            | Media General Website                  |
| 7                  | Local Sales Manager | 9/17/2014  | 11/3/2014   | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)   | 4                  | 1            | Employee Referral                      |
|                    |                     |            |             |   | <b>41</b>          | <b>7</b>     | <b>TOTAL</b>                           |

See Attached List of Recruitment Sources for Contact Information

\* Additional sources used for certain vacancies

| <b>EEO Public File Report</b><br><b>Recruitment Sources Contacted for Each Full-Time Vacancy</b><br><b>Station: WSAV-TV Savannah, Georgia</b><br><b>Period Covered by Report: 12/1/2013 through 11/30/2014</b> |  |   |                                    |                                 |
|--|--|---|------------------------------------|---------------------------------|
| <b>No.</b>   | <b>Recruitment Source</b>  | <b>Contact/Telephone #</b>                | <b>Total Interviewed by Source</b> | <b>Entitled to Notification</b> |
| 1  | <b>ABC, Inc</b><br>77 West 66th Street, New York, NY 10023   | Human Resources                           |                                    | N                               |
| 2  | <b>ABC, Inc</b><br>500 Buena Vista Street, Burbank, CA 91521-4391  | Human Resources                           |                                    | N                               |
| 3  | <b>Armstrong Atlantic State University</b><br>11935 Abercorn Street, Savannah, GA  | Office of Career Services<br>912-927-5271 |                                    | N                               |
| 4  | <b>Black Entertainment Television</b><br>1235 W Street NE, Washington, DC 20018  | Human Resources                           |                                    | N                               |
| 5  | <b>Charleston Southern University</b><br>Post Office Box 118087, Charleston, SC 29423-8087                                       | Director of Placement                     |                                    | N                               |
| 6  | <b>Clemson University</b><br>403 Strode Tower # 341510, Clemson, SC  | Director of Placement                     |                                    | N                               |
| 7  | <b>College of Charleston</b><br>66 George Street, Charleston, SC 29424   | Director of Placement                     |                                    | N                               |
| 8  | <b>Cumulus Media Inc/Cumulus Broadcasting, Inc</b><br>14 Piedmont Center Suite 1400, Atlanta, GA 30305                           | Human Resources<br>404-949-0700           |                                    | N                               |
| 9  | <b>Employee Referral</b><br>1430 E Victory Drive, Savannah, GA 31402   | Human Resources                           | 11                                 | N                               |
| 10   | <b>Frances Marion College</b><br>Post Office Box 7500, Florence, SC 29501  | Career Services                           |                                    | N                               |
| 11   | <b>Georgia Department of Labor</b><br>5520 White Bluff Road, Savannah, GA 31405-6908   | Kimberly Brown                            |                                    | N                               |
| 12   | <b>Georgia Southern University</b><br>Post Office Box 8069, Statesboro, GA 30460   | Warren Riles<br>912-681-5611              |                                    | N                               |
| 13   | <b>Herald Of Savannah</b><br>Post Office Box 486, Savannah, GA 31402   | Khristi Chisholm<br>912-332-4505          |                                    | N                               |
| 14   | <b>LULAC International Office</b><br>2000 L Street NW #619, Washington, DC 20036   | Job Recruitment                           |                                    | N                               |
| 15   | <b>Media General Website/WSAV Website</b><br>333 E. Franklin St. / Richmond VA 23219<br>1430 E Victory Drive, Savannah, GA 31402 | www.mediageneral.com<br>www.wsav.com      | 14                                 | N                               |
| 16   | <b>NAACP</b><br>98 Spring Street, Charleston, SC 29403   | Carol Hunt<br>912-233-4161                |                                    | N                               |
| 17   | <b>NAACP</b><br>918 Martin Luther King Jr. Blvd., Savannah, GA 20005   | Director Of Placement                     |                                    | N                               |
| 18   | <b>NABJ</b><br>8701 A Adelphi Road, Adelphi, MD 20783-1716   | Director Of Placement                     |                                    | N                               |
| 19   | <b>National Association of Minority Media Executives</b><br>1921 Gallows Road, Suite 600, Vienna, VA 22182                       | Human Resources                           |                                    | N                               |
| 20   | <b>NAB</b><br>1771 N Street NW, Washington, DC 20036   | Director of Placement                     |                                    | N                               |
| 21   | <b>Native American Press Association</b><br>Post Office Box 431, Toppenish, WA 98948-0431  | Director of Placement                     |                                    | N                               |
| 22   | <b>Northwestern University</b><br>1845 Sheridan Road, Fisk Hall, Suite 106, Evanston, IL 60208                                   | Career Services                           |                                    | N                               |
| 23   | <b>Organization of Chinese Americans</b><br>1001 Connecticut Avenue, #707, Washington, DC 20036                                  | Kathy Young                               |                                    | N                               |
| 24   | <b>Savannah State University</b><br>Post Office Box 20634, Savannah, GA 31404  | Novella Holmes<br>912-356-2169            |                                    | N                               |

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**Recruitment Sources Contacted for Each Full-Time Vacancy**  
**Station: WSAV-TV Savannah, Georgia**  
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| No. | Recruitment Source   | Contact/Telephone #   | Total Interviewed by Source | Entitled to Notification |
|-----|--|---|-----------------------------|--------------------------|
| 25  | <b>Savannah Technical College</b><br>5717 White Bluff Road, Savannah, GA 31405-5521                    | Kim McGuire   |                             | N                        |
| 26  | <b>Savannah College of Art and Design</b><br>342 Bull Street, Savannah, GA 31402                       | Bonita Bradley  |                             | N                        |
| 26  | <b>Self-initiated</b>  | N/A   | 3                           | N                        |
| 27* | <b>Society of Broadcast Engineers</b><br>9102 N. Meridian Street, Suite 150, Indianapolis, IN 46260    | www.sbe.org   |                             | N                        |
| 28* | <b>Spots N Dots Publishing LLC</b><br>1635 Old Hwy 41 NW Suite 112-338, Kennesaw, GA 30152             | Classified Ads  | 8                           | N                        |
| 29* | <b>R F Timberlake &amp; Company, Inc. (agency referral)</b><br>2513 Gray Hawk Trail, Zebulon, NC 27597 | Frank Timberlake  | 1                           | N                        |
| 30  | <b>Trident Technical College</b><br>Post Office Box 118067 CP-M, Charleston, SC 29423-8067             | Career & Employment Svcs  |                             | N                        |
| 31* | <b>TVJobs (web site)</b><br>PO Box 4116 Oceanside, CA 92052  | www.TVJobs.com<br>Broadcast Employment Services<br>800-374-0119 | 2                           | N                        |
| 32  | <b>University of Georgia</b><br>Sanford & Baldwin Streets, Athens, GA 30602-3018                       | Director of Placement   |                             | N                        |
| 33  | <b>University of Missouri</b><br>120 Neff Hall, Columbia, MO 65211                                     | Director of Placement   |                             | N                        |
| 34  | <b>University of North Carolina</b><br>CB #3365, Chapel Hill, NC 27599                                 | Director of Placement   |                             | N                        |
| 35  | <b>University of South Carolina</b><br>School of Journalism, Columbia, SC 29202                        | Director of Placement   |                             | N                        |
| 36  | <b>Word of Mouth</b>   | N/A   | 2                           | N                        |
| 37  | <b>WUFT - University of Florida</b><br>Post Office Box 118405, Gainesville, GA 32611                   | Steward Smith   |                             | N                        |

**EEO Public File Report**  
**Supplemental Recruitment Initiatives**  
**Station: WSAV, Savannah, GA**  
**Period Covered by Report: December 1, 2013 through November 30, 2014**

| No. | Initiative                             | Date                  | Description   | Scope of Involvement  | Personnel Involved  |
|-----|--|-----------------------|---|---|---|
| 1   | Internships                            | on-going              | Expose Eligible College Students to a broadcast environment   | Host interns from Colleges who are majoring in broadcast production, promotions, journalism or advertising, allowing them to gain hands-on knowledge while obtaining college credit.  | News Director - Kevin Brennan,<br>Director of Marketing - Daniel Flaxer,<br>Southern Scene Executive Producer-<br>Kris Hummer, Production Manager-<br>Jerry Perlman |
| 2   | Training Programs                      | on-going              | Training employees to do jobs other than what they were hired for.                                      | Department heads are continually training their employees on other desks to enable current station personnel to acquire skills that will assist them in obtaining internal promotions or realize their personal career goals and even transfer to larger markets.   | News Director-Kevin Brennan;<br>Director of Marketing - Daniel Flaxer;<br>General Sales Manager - Marnie Nowicki, General Manager - Deb Thompson                    |
| 3   | Junior Achievement Job Shadow          | 4/10/2014             | Interested students from Savannah Arts Academy shadowed station personnel in News, Sales and Marketing. | Host a Job Shadow day for High School Students who are interested in learning about the various careers in the broadcast industry. After a brief orientation and overview by the General Manager, students spend time in each area (News, Sales, Marketing, Engineering) learning about the responsibilities of the various positions   | News Director - Kevin Brennan, Sales Manager Marnie Nowicki & Director of Marketing - Daniel Flaxer, Chief Engineer - Jim Ellett                                    |
| 4   | College Outreach - Class Presentations | 10/1/2014 and 8/12/14 | Expose Eligible College Students to broadcast industry and the various career opportunities             | Presentation by General Manager, Deb Thompson to the Television and Culture class at St Leo's University. Presentation included the history of broadcast television and WSAV-TV, the changing media environment and the new career opportunities being created by those changes. A station tour (10/13/14) gave the students a behind the scenes look at the work (and people) required to broadcast a news program. 8/12/14 Presentation by Marketing Director, Dan Flaxer to the Georgia Southern University Digital Media Program students. Presentation included a discussion of branding and marketing strategies and the opportunities for marketing based careers in the media industry. | General Manager, Deb Thompson<br>Marketing Director, Dan Flaxer   |