

EEO Public File Report
Station: WSAV-TV Savannah, Georgia
Period Covered by Report: December 1, 2009 to November 30, 2010

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source*	Total # Interviewed	Number Hired	Recruitment Source for Hire
1	Director	12/29/2009	3/8/2010	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	4	1	MG Website/WSAV Web Site
2	Sales Manager	11/24/2009	3/15/2010	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	6	1	Word of Mouth
3	Accountant	3/10/2010	3/29/2010	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) & Recruitment Sources Contacted for Specific Vacancies (see attached)	1	1	Express Personnel
4	HR Generalist	1/18/2010	4/5/2010	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) & Recruitment Sources Contacted for Specific Vacancies (see attached)	5	1	Employee Referral
5	Producer	1/7/2010	4/19/2010	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	4	1	Employee Referral
6	Producer	3/4/2010	5/3/2010	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	MG Website/WSAV Web Site
7	Regional Interactive Sales	5/6/2010	6/14/2010	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	MG Website/WSAV Web Site
8	Account Executive	10/27/2010	6/14/2010	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	7	1	MG Website/WSAV Web Site
9	Reporter	5/24/2010	7/26/2010	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	MG Website/WSAV Web Site
10	Executive Producer	3/4/2010	7/19/2010	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	2	1	MG Website/WSAV Web Site
11	Maintenance Engineer	2/24/2010	7/26/2010	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	4	1	MG Website/WSAV Web Site
12	Accountant	8/11/2010	9/7/2010	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) & Recruitment Sources Contacted for Specific Vacancies (see attached)	4	1	Express Personnel
13	Maintenance Engineer	8/30/2010	9/27/2010	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	4	1	MG Website/WSAV Web Site
14	Digital Journalist	3/31/2010	9/7/2010	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	MG Website/WSAV Web Site
15	Sales Assistant	2/24/2010	11/1/2010	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) & Recruitment Sources Contacted for Specific Vacancies (see attached)	4	1	Express Personnel

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16	Account Executive	10/23/2009	5/17/2010	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	7	1	Employee Referral
17	Sales Assistant	5/6/2010	10/18/2010	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) & Recruitment Sources Contacted for Specific Vacancies (see attached)	5	1	Express Personnel
18	Account Executive	9/20/2010	11/1/2010	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	Self-Initiated

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EEO Public File Report
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
1	ABC, Inc 77 West 66th Street, New York, NY 10023	Human Resources		N
2	ABC, Inc 500 Buena Vista Street, Burbank, CA 91521-4391	Human Resources		N
3	Armstrong Atlantic State University 11935 Abercorn Street, Savannah, GA	Barbara Myers 912-927-5271		N
4	Black Entertainment Television 1235 W Street NE, Washington, DC 20018	Human Resources		N
5	Charleston Southern University Post Office Box 118087, Charleston, SC 29423-8087	Director of Placement		N
6	Clemson University 403 Strode Tower # 341510, Clemson, SC	Director of Placement		N
7	College of Charleston 66 George Street, Charleston, SC 29424	Director of Placement		N
8	Cumulus Media Inc/Cumulus Broadcasting, Inc 14 Piedmont Center Suite 1400, Atlanta, GA 30305	Human Resources 404-949-0700		N
9	Frances Marion College Post Office Box 7500, Florence, SC 29501	Career Services		N
10	Georgia Department of labor 5520 White Bluff Road, Savannah, GA 31405-6908	Kimberly Brown		N
11	Georgia Southern University Post Office Box 8069, Statesboro, GA 30460	Warren Riles 912-681-5611		N
12	Herald Of Savannah Post Office Box 486, Savannah, GA 31402	Khristi Chisholm 912-332-4505		N
13	LULAC International Office 2000 L Street NW #619, Washington, DC 20036	Job Recruitment		N
14	MGBG Website/WSAV Website 111 North 4th Street, Richmond VA 23219 1430 E Victory Drive, Savannah, GA 31402	www.mgbg.com; www.wsav.com Rick Roberts for MG HRL for SAV	37	N
15	NAACP 98 Spring Street, Charleston, SC 29403 NAACP 918 Martin Luther King Jr. Blvd., Savannah, GA 20005	Carol Hunt 912-233-4161 Director Of Placement		N
16	NABJ 8701 A Adelphi Road, Adelphi, MD 20783-1716	Director Of Placement		N
17	National Association of Minority Media Executives 1921 Gallows Road, Suite 600, Vienna, VA 22182	Human Resources		N
18	NAB 1771 N Street NW, Washington, DC 20036	Director of Placement		N
19	Native American Press Association Post Office Box 431, Toppenish, WA 98948-0431	Director of Placement		N
20	Northwestern University 1845 Sheridan Road, Fisk Hall, Suite 106, Evanston, IL 60208	Career Services		N
21	Organization of Chinese Americans 1001 Connecticut Avenue, #707, Washington, DC 20036	Kathy Young		N
22	University of South Carolina School of Journalism, Columbia, SC 29202	Director of Placement		N
23	Savannah State University Post Office Box 20634, Savannah, GA 31404	Novella Holmes 912-356-2169		N
24	Savannah Technical College 5717 White Bluff Road, Savannah, GA 31405-5521	Kim McGuire		N
25	Savannah College of Art and Design	Bonita Bradley		N

	342 Bull Street, Savannah, GA 31402			
26	Trident Technical College Post Office Box 118067 CP-M, Charleston, SC 29423-8067	Career & Employment Svcs		N
27	TVJobs (web site) PO Box 4116 Oceanside, CA 92052	www.TVJobs.com Broadcast Employment Services 800-374-0119		N
28	University of Georgia Sanford & Baldwin Streets, Athens, GA 30602-3018	Director of Placement		N
29	University of Missouri 120 Neff Hall, Columbia, MO 65211	Director of Placement		N
30	University of North Carolina CB #3365, Chapel Hill, NC 27599	Director of Placement		N
31	WUFT - University of Florida Post Office Box 118405, Gainesville, GA 32611	Steward Smith		N
32	Employee Referral		21	N
33	Self Initiated/Walkin/Internal/Word of Mout		2	
34	Referred by Competitor or Agency		0	N
35	Monster.com	5 Clock Tower Place, Suite 500 Maynard, MA 01754 www.monster.com	0	N
No.	Recruitment Sources Contacted for Specific Vacancies	Contact/Telephone #		Entitled to Notification
1	Express Personnel 1900 East Victory Drive, Suite D-12, Savannah, GA 31404 (for Accountant and Sales Assistant)	Tina Barefield Tina.Barefield@expresspros.com	9	N
2	SHRM Society for Human Resources Management 32 Bull Street, Savannah, GA 31404 (for Human Resources Generalist)	Director of Placement	3	N

EEO Public File Report
Supplemental Recruitment Initiatives
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No.	Initiative	Date	Description	Scope of Involvement	Personnel Involved
1	on-going	Intern Program	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, Director of Marketing - Daniel Flaxer
2	on-going	Training Programs	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; Director of Marketing - Daniel Flaxer; General Sales Manager - Debbie Thompson
3	Fall 2010 Career Fair	10/20/10	Career Fair held at University of South Mississippi	Station Manager from one of properties met and spoke with University of South Mississippi Students about careers in media.	Wally Babbridge - WHLT- Station Manager
4	Connect2Business Career Fair/Clemson University	9/15/10	Career Fair held at Clemson University	Managers from one of properties met and spoke with Clemson University Students about careers in media.	Dan Cates- News Director; Meema Vollmer - HR Generalist
5	Career Fair/Furman University	9/16/10	Career Fair held at Furman University	Managers from one of properties met and spoke with Furman University Students about careers in media.	Karen Kelly - Managing Editor; Meema Vollmer - HR Generalist