

## EEO Public File Report

Station: WSAV-TV Savannah, Georgia

Period Covered by Report: December 1, 2007 to November 30, 2008

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source*	Total # Interviewed	Number Hired	Recruitment Source for Hire
1	Accounting Clerk	9/14/2007	12/17/2007	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached); Recruitment Sources Contacted for Specific Vacancies (Express Personnel)	4	1	MG Website/WSAV Web Site
2	Producer	11/16/2007	2/25/2008	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	2	1	MG Website/WSAV Web Site
3	Sales Assistant	1/9/2008	3/3/2008	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	Employee Referral
4	Director of Marketing	11/28/2007	3/24/2008	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached); Recruitment Sources Contacted for Specific Vacancies (Graeme Newell)	5	1	Employee Referral
5	Account Executive	8/4/2007	3/31/2008	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached); Recruitment Sources Contacted for Specific Vacancies (Bluffton Today)	7	1	Bluffton Today
6	InteractiveAccount Executive	4/16/2008	7/24/2008	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	6	1	MG Website/WSAV Web Site
7	Photojournalist	4/30/2008	8/11/2008	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	1	1	MG Website/WSAV Web Site
8	Anchor/Weather	4/24/2008	9/19/2008	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	2	1	MG Website/WSAV Web Site
9	Reporter	8/11/2008	9/29/2008	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	1	1	Employee Referral
10	IS Support Engineer	6/15/2008	9/29/2008	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	Employee Referral
11	Online Producer	6/16/2008	10/20/2008	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	1	1	Self Initiated/Walkin

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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	<b>ABC, Inc</b> 77 West 66th Street, New York, NY 10023	Human Resources	0	N
2	<b>ABC, Inc</b> 500 Buena Vista Street, Burbank, CA 91521-4391	Human Resources	0	N
3	<b>Armstrong Atlantic State University</b> 11935 Abercorn Street, Savannah, GA	Barbara Myers 912-927-5271	0	N
4	<b>Black Entertainment Television</b> 1235 W Street NE, Washington, DC 20018	Human Resources	0	N
5	<b>Charleston Southern University</b> Post Office Box 118087, Charleston, SC 29423-8087	Director of Placement	0	N
6	<b>Clemson University</b> 403 Strode Tower # 341510, Clemson, SC	Director of Placement	0	N
7	<b>College of Charleston</b> 66 George Street, Charleston, SC 29424	Director of Placement	0	N
8	<b>Cumulus Media Inc/Cumulus Broadcasting, Inc</b> 14 Piedmont Center Suite 1400, Atlanta, GA 30305	Human Resources 404-949-0700	0	N
9	<b>Florida State University</b> Tallahassee, FL 32306	Career Services	0	N
10	<b>Frances Marion College</b> Post Office Box 7500, Florence, SC 29501	Career Services	0	N
11	<b>Georgia Department of labor</b> 5520 White Bluff Road, Savannah, GA 31405-6908	Kimberly Brown	0	N
12	<b>Georgia Southern University</b> Post Office Box 8069, Statesboro, GA 30460	Warren Riles 912-681-5611	0	N
13	<b>Herald Of Savannah</b> Post Office Box 486, Savannah, GA 31402	Khristi Chisholm 912-332-4505	0	N
14	<b>LULAC International Office</b> 2000 L Street NW #619, Washington, DC 20036	Job Recruitment	0	N
15	<b>MGBG Website/WSAV Website</b> 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	11	N
16	<b>NAACP</b> 98 Spring Street, Savannah, GA 229403	Carol Hunt 912-233-4161	0	N
17	<b>NABJ</b> 8701 A Adelphi Road, Adelphi, MD 20783-1716	Director Of Placement	0	N
18	<b>National Association of Minority Media Executives</b> 1921 Gallows Road, Suite 600, Vienna, VA 22182	Human Resources	0	N
19	<b>NAB</b> 1771 N Street NW, Washington, DC 20036	Director of Placement	0	N
20	<b>Native American Press Association</b> Post Office Box 431, Toppenish, WA 98948-0431	Director of Placement	0	N
21	<b>Northwestern University</b> 1845 Sheridan Road, Fisk Hall, Suite 106, Evanston, IL 60208	Career Services	0	N
22	<b>Organization of Chinese Americans</b> 1001 Connecticut Avenue, #707, Washington, DC 20036	Kathy Young	0	N
23	<b>University of South Carolina</b> School of Journalism, Columbia, SC 29202	Director of Placement	0	N

No.	Recruitment Source	Contact/Telephone #	Total Interviewed by Source	Entitled to Notification
24	<b>Savannah Morning News (Savannahhelpwanted.com)</b> Post Office Box 1088, Savannah, GA 31402	Judy Kent 912-236-9511 judykent@savannahnow.com	3	N
25	<b>Savannah State University</b> Post Office Box 20634, Savannah, GA 31404	Novella Holmes 912-356-2169	0	N
26	<b>Savannah Technical College</b> 5717 White Bluff Road, Savannah, GA 31405-5521	Kim McGuire	0	N
27	<b>Savannah College of Art and Design</b> 342 Bull Street, Savannah, GA 31402	Bonita Bradley	0	N
28	<b>Trident Technical College</b> Post Office Box 118067 CP-M, Charleston, SC 29423-8067	Career & Employment Svcs	0	N
29	<b>TVJobs (web site)</b> PO Box 4116 Oceanside, CA 92052	<a href="http://www.TVJobs.com">www.TVJobs.com</a> Broadcast Employment Services 800-374-0119	0	N
30	<b>University of Georgia</b> Sanford & Baldwin Streets, Athens, GA 30602-3018	Director of Placement	0	N
31	<b>University of Missouri</b> 120 Neff Hall, Columbia, MO 65211	Director of Placement	0	N
32	<b>University of North Carolina</b> CB #3365, Chapel Hill, NC 27599	Director of Placement	0	N
33	<b>WUFT - University of Florida</b> Post Office Box 118405, Gainesville, GA 32611	Steward Smith	0	N
34	<b>Employee Referral</b>		10	N
35	<b>Self Initiated/Walkin</b>		4	
36	<b>Referred by Competitor</b>		1	N

No.	Recruitment Sources Contacted for Specific Vacancies	Contact/Telephone #	Total Interviewed by Source	Entitled to Notification
1	<b>Graeme Newell/602 Communications</b> 4349 E Colter Street, Pheonix, AZ 85018 (for: Director of Marketing)	Graeme Newell <a href="mailto:gnewell@602communications.com">gnewell@602communications.com</a> 919-217-4438	2	N
2	<b>Bluffton Today c/o Savannah Morning News</b> Post Office Box 486, Bluffton, SC 29910 (for Account Executive)	Classified Ads 843-815-0800	1	N
3	<b>Express Personnel</b> 1900 East Victory Drive, Suite D-12, Savannah, GA 31404 Source identified by interviewee/hiree but not contacted directly by WSAV-TV.	Tina Barefield <a href="mailto:Tina.Barefield@expresspros.com">Tina.Barefield@expresspros.com</a>	3	N
4	<b>Craigslist.com</b>		0	N

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**Supplemental Recruitment Initiatives**

**Station: WSAV, Savannah, GA**

**Period Covered by Report: December 1, 2007 through November 30, 2008**

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	4/7/2008	SCBA Job Fair	Attend job fair for soon to graduate students.	Attended two-hour South Carolina Broadcasters Association Job Fair to talk with students from South Carolina Colleges and Universities about careers in broadcasting, during which we accepted resumes and answered individual questions. (represented - CBD, SAV, SPA, BTW, VTM and IMD)	News Director-Dan Fabrizio, Marketing Director- Mark Bradley,
4	July 23 - 27, 2008	UNITY '08 Convention, Chicago, IL - McCormick Place West	The centerpiece of UNITY '08, the Media Showcase & Career Expo featured recruiters from print, broadcast and online industries, as well as exhibitors representing a variety of journalism schools, non-profit organizations and companies of interest to journalists of color.	Nearly 10,000 journalists and media executives met to discuss timely issues affecting journalism and the media industry and search for new journalists to join the ranks of Media General.	Vice Presidents of News, Donna Reed, Dan Bradley and Peter Howard, MG employees