

**EEO Public File Report**  
**Station: WSAV-TV Savannah, Georgia**  
**Period Covered by Report: December 1, 2010 to November 30, 2011**

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source*	Total # Interviewed	Number Hired	Recruitment Source for Hire
1	Director	11/11/2010	1/17/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	2	1	MG Employee/Employee Referral
2	Sales Assistant	1/7/2011	2/21/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	5	1	MG Website/WSAV Website
3	Photojournalist	6/6/2011	6/27/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	2	1	MG Employee/Employee Referral
4	Account Executive	2/9/2011	6/13/2011	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached); Recruitment Source List Contacted for Specific Vacancies (Spots N Dots,)	4	1	MG Employee/Employee Referral
5	Sales Assistant	7/22/2011	9/19/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	7	1	MG Website/WSAV Website
6	Director of Revenue	8/3/2011	9/26/2011	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached); Recruitment Source List Contacted for Specific Vacancies (Spots N Dots,)	10	1	MG Website/WSAV Website
7	Chief Engineer	4/29/2011	9/26/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	8	1	MG Website/WSAV Website
8	Anchor, WKDY, AM & or Noon	8/10/2011	9/6/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	MG Website/WSAV Website
9	Producer	8/22/2011	10/3/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	MG Website/WSAV Website
10	Anchor, Weather, WKND, PM	9/23/2011	10/17/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	MG Website/WSAV Website

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**Recruitment Sources Contacted for Each Full-Time Vacancy**  
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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		N
2	<b>ABC, Inc</b> 500 Buena Vista Street, Burbank, CA 91521-4391	Human Resources		N
3	<b>Armstrong Atlantic State University</b> 11935 Abercorn Street, Savannah, GA	Barbara Myers 912-927-5271		N
4	<b>Black Entertainment Television</b> 1235 W Street NE, Washington, DC 20018	Human Resources		N
5	<b>Charleston Southern University</b> Post Office Box 118087, Charleston, SC 29423-8087	Director of Placement		N
6	<b>Clemson University</b> 403 Strode Tower # 341510, Clemson, SC	Director of Placement		N
7	<b>College of Charleston</b> 66 George Street, Charleston, SC 29424	Director of Placement		N
8	<b>Cumulus Media Inc/Cumulus Broadcasting, Inc</b> 14 Piedmont Center Suite 1400, Atlanta, GA 30305	Human Resources 404-949-0700		N
9	<b>Frances Marion College</b> Post Office Box 7500, Florence, SC 29501	Career Services		N
10	<b>Georgia Department of labor</b> 5520 White Bluff Road, Savannah, GA 31405-6908	Kimberly Brown		N
11	<b>Georgia Southern University</b> Post Office Box 8069, Statesboro, GA 30460	Warren Riles 912-681-5611		N
12	<b>Herald Of Savannah</b> Post Office Box 486, Savannah, GA 31402	Khristi Chisholm 912-332-4505		N
13	<b>LULAC International Office</b> 2000 L Street NW #619, Washington, DC 20036	Job Recruitment		N
14	<b>MG Website/WSAV Website</b> 111 North 4th Street, Richmond VA 23219 1430 E Victory Drive, Savannah, GA 31402	www.mediageneral.com; www.wsav.com	30	N
15	<b>NAACP</b> 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	<b>NABJ</b> 8701 A Adelphi Road, Adelphi, MD 20783-1716	Director Of Placement		N
17	<b>National Association of Minority Media Executives</b> 1921 Gallows Road, Suite 600, Vienna, VA 22182	Human Resources		N
18	<b>NAB</b> 1771 N Street NW, Washington, DC 20036	Director of Placement		N
19	<b>Native American Press Association</b> Post Office Box 431, Toppenish, WA 98948-0431	Director of Placement		N
20	<b>Northwestern University</b> 1845 Sheridan Road, Fisk Hall, Suite 106, Evanston, IL 60208	Career Services		N
21	<b>Organization of Chinese Americans</b> 1001 Connecticut Avenue, #707, Washington, DC 20036	Kathy Young		N
22	<b>University of South Carolina</b> School of Journalism, Columbia, SC 29202	Director of Placement		N
23	<b>Savannah State University</b> Post Office Box 20634, Savannah, GA 31404	Novella Holmes 912-356-2169		N
24	<b>Savannah Technical College</b> 5717 White Bluff Road, Savannah, GA 31405-5521	Kim McGuire		N

25	<b>Savannah College of Art and Design</b> 342 Bull Street, Savannah, GA 31402	Bonita Bradley		N
26	<b>Trident Technical College</b> Post Office Box 118067 CP-M, Charleston, SC 29423-8067	Career & Employment Svcs		N
27	<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		N
28	<b>University of Georgia</b> Sanford & Baldwin Streets, Athens, GA 30602-3018	Director of Placement		N
29	<b>University of Missouri</b> 120 Neff Hall, Columbia, MO 65211	Director of Placement		N
30	<b>University of North Carolina</b> CB #3365, Chapel Hill, NC 27599	Director of Placement		N
31	<b>WUFT - University of Florida</b> Post Office Box 118405, Gainesville, GA 32611	Steward Smith		N
32	<b>MG Employee/Employee Referral</b>		13	N
33	<b>Self Initiated/Walkin/Internal/Word of Moutl</b>		3	
34	<b>Referred by Competitor or Agency</b>		0	N
35	<b>Monster.com</b>	5 Clock Tower Place, Suite 500 Maynard, MA 01754 <a href="http://www.monster.com">www.monster.com</a>	0	N
<b>No.</b>	<b>Recruitment Sources Contacted for Specific Vacancies</b>	<b>Contact/Telephone #</b>		<b>Entitled to Notification</b>
1	Spots N Dots ( <i>for: Sales positions</i> ) 167 Oakdale Rd. Johnson City, NY 13790 ( <i>for Accountant and Director of Revenue</i> )	<a href="http://www.spotsndots.com">www.spotsndots.com</a>	1	N

**EEO Public File Report**  
**Supplemental Recruitment Initiatives**  
**Station: WSAV, Savannah, GA**  
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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 - Steve Daniloff, General Manager - Deb
3	Career Fair	4/5/11	South Carolina Broadcast Association Job Fair	Day-long event accepting resumes and talking with students about broadcasting careers. Interstate Career Fair is an annually held job fair targeting graduating students from area colleges and universities. (WSPA represented all Media General properties in the Mid South, NC Markets)	HR Generalist, Meema Vollmer Paul Gourley, Executive Producer