

WSAV-TV EEO Public File
EEO PUBLIC FILE REPORT
December 1, 2013 - November 24, 2015

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
Multimedia Journalist	2-7, 9-14, 17-18, 20-23, 26-34	14
Account Executive	14, 17-24, 26-31, 33-34	14
Multimedia-Journalist	14, 17-24, 26-34	32
Meteorologist	4, 12, 14-15, 17-24, 26-31, 33-34	14
Photojournalist	14, 17-24, 26-34	32
Producer	14, 17-24, 26-32, 34	32
Web Producer	14, 17-24, 26-34	32
Producer	14, 17-24, 26-34	32
Producer	14, 17-24, 26-34	32
Inventory Control Supervisor	14, 18, 20-24, 26-34	14
Director	3-7, 9-12, 14-23, 26-31, 33-34	27
Director/commercial Producer	3-7, 10-12, 14-24, 26-34	14
National Sales Assistant	14, 17-18, 20-24, 26-31, 33-34	14
Business Administrator	14, 16, 18-24, 26-31, 33-34	14
Anchor, Sports, WKND	8, 14, 17, 20-34	32
Anchor, WKDY, Evening`**	25	25
Producer	14, 16, 18-24, 26-34	32
Producer	14, 16-24, 26-34	32
Account Executive	14, 16, 18-24, 26-31, 33-34	14
Writer/Producer	1, 14, 17-24, 26-34	32

** Exigent circumstances.

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 919-217-4438 Sandy Lizik Manual Posting	N	0
2	ABC, Inc 77 West 66th Street New York, New York 10023 Phone : 212-456-7777 Jobs Listings Manual Posting	N	0
3	Armstrong Atlantic State University 11935 Abercorn Street Savannah, Georgia 31405 Phone : 912-344-2563 Email : careers@armstrong.edu Crystal Goode	N	0
4	Black Entertainment Television 1235 W Street NE Washington, District of Columbia 20018 Phone : 202-526-4927 Jobs Listings Manual Posting	N	0
5	Charleston Southern University Post Office Box 118087 Charleston, South Carolina 29423-8087 Phone : 843-863-7000 Email : ncopeland@csuniv.edu Nicole Copeland	N	0
6	Clemson University 403 Strode Tower #341510 Clemson, South Carolina 29634 Phone : 864-656-3311 Deb Herman Manual Posting	N	0
7	College of Charleston 66 George Street Lightsey Center, Room #216 Charleston, South Carolina 29424 Phone : 843-805-5507 Jobs Listings Manual Posting	N	0

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8	Employee Referral	N	1
9	Frances Marion College Post Office Box 100547 Smith University Center STE. 210 Florence, South Carolina 29501 Phone : 843-661-1677 Rakeyta Benjamin Manual Posting	N	0
10	Georgia Department of Labor 5520 White Bluff Road Savannah, Georgia 31405-6908 Phone : 912-356-2775 Kimberly Brown Manual Posting	N	0
11	Georgia Southern University Post Office Box 8104 Department of Human Resources Statesboro, Georgia 30460 Phone : 912-681-5611 Warren Riles Manual Posting	N	0
12	Herald Of Savannah Post Office Box 486 Savannah, Georgia 31402 Phone : 912-332-4505 Khristi Chisholm Manual Posting	N	0
13	LULAC International Office 1133 19th St. NW Suite 1000 Washington, District of Columbia 20036 Phone : 202-833-6130 Fax : 1-202-833-6135 Jobs Listings	N	0
14	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	33

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15	NAACP 81-A Columbus St. Charleston, South Carolina 29403 Phone : 843-805-8030 Carol Hunt Manual Posting	N	0
16	NAB 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5300 Jobs Listings Manual Posting	N	0
17	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
18	National Association of Minority Media Executives 1921 Gallows Road Suite 600 Vienna, Virginia 22182 Phone : 703-902-1717 Toni Laws Manual Posting	N	0
19	Native American Journalist Association 395 W. Lindsey Street OU Gaylord College Norman, Oklahoma 73019-4201 Phone : 405-325-1649 Fax : 1-405-325-6945 Jobs Listings	N	0
20	Northwestern University 630 Lincoln NCA Recruit Evanston, Illinois 60208 Phone : 847-491-3741 Jobs Listings Manual Posting	N	0
21	Organization of Chinese Americans 1322 18th Street NW Washington, District of Columbia 20036 Phone : 202-223-5500 Kathy Young Manual Posting	N	0

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22	Savannah College of Art and Design PO BOX 3146 Career and Alumni Savannah, Georgia 31402 Phone : 912-525-5100 Email : scad@csn.symplicity.com Jobs Listings	N	1
23	Savannah Technical College 5717 White Bluff Road Savannah, Georgia 31405 Phone : 912-443-5700 Kim McGuire Manual Posting	N	0
24	SSU King Frazier Student Center 3219 College St Box 20634 Savannah, Georgia 31404 Phone : 912-356-3128 Wanda Lloyd Manual Posting	N	0
25	The Broadcast Image Group 200 East Grayson Ste. 116 San Antonio , Texas Phone : 210.828.6664 Stephanie Rickel Manual Posting	N	3
26	Trident Technical College PO Box 118067 CP-M Charleston, South Carolina 29423-8067 Phone : 843-574-6111 Jobs Listings Manual Posting	N	0
27	Tvjobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Jobs Listings Manual Posting	N	10
28	University of Georgia 120 Hooper Street Athens, Georgia 30602 Phone : 706-542-5032 Ryan Carthy Manual Posting	N	0

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29	University of Missouri 120 Neff Hall Columbia, Missouri 65211 Phone : 573-882-2121 Amanda Nell Manual Posting	N	0
30	University of North Carolina 250 E. Franklin St. Hanes Hall, Second Floor Chapel Hill, North Carolina 27599 Phone : 919-962-6507 Jobs Listings Manual Posting	N	0
31	University of South Carolina School of Journalism/Mass Communication 800 Sumter St. Room 118D Columbia, South Carolina 29208 Phone : 803-777-3347 Jobs Listings Manual Posting	N	0
32	Walk In/Self-Referral	N	27
33	WSAV 1430 East Victory Drive Savannah, Georgia 31404 Phone : 912-651-6844 Meaghan Perry-Price Manual Posting	N	0
34	WUFT - University of Florida PO Box 118405 Gainesville, Florida 32611 Phone : 352-273-2300 Steward Smith Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			75

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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	1/28/2015	Participation in Job Fairs	WSAV, General Sales Manager participated in the annual spring career fair at the University of Georgia. We provided students the opportunity to ask questions about the Broadcast field, as well as apply online for open positions.	1	Nowicki
2	1/30/2015	Participation in other activities designed by the station employment unit	College Outreach - Class Presentation exposing eligible college students to broadcast industry and the various career opportunities. Presentation by General Manager, Deb Thompson to the students at Savannah State 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.	1	General Manager
3	4/16/2015	Participation in events or programs sponsored by educational institutions	Junior Achievement Job Shadow Program 2014-15, 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, and Marketing) learning about the responsibilities of the various positions	3	General Manager News Director Marketing Director
4	5/27/2015	Participation in other activities designed by the station employment unit	At the Media General Business Administrator Summit in Indianapolis, our BA attended a two-day training session. The Business Administrators received training in HR compliance, employment & labor law relations, and other business matters.	1	Walker

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5	9/1/2015	Participation in other activities designed by the station employment unit	<p>Internships throughout 2015, exposing eligible college students to a broadcast environment.</p> <p>Savannah State University student worked alongside one of our Coastal Sunrise Producer to learn the producer role, which she received college credit during the time period of August 24 - November 30, 2015.</p> <p>Savannah State University student worked alongside our local sales manager to learn how local marketing integrates into broadcast television. She also received college credit during the time period of August 20 - November 30, 2015.</p>	2	<p>News Director</p> <p>Executive Director</p> <p>Sales Manager</p>
6	9/26/2015	Participation in other activities designed by the station employment unit	Georgia Association of Student Councils 2nd annual Advisor Workshop and Retreat - two day event, with our Local Sales Manager talking to students about the careers in broadcast media.	1	Local Sales Manager
7	10/22/2015	Participation in other activities designed by the station employment unit	<p>SCAD's "Media Theory" Class, station initiative to allow SCAD students see "real-world" media theory in action.</p> <p>WSAV hosted an event with Savannah College of Art and Design communication students seeking to understand how media theory works in the real world. Hosted by our evening anchor, executive producers and specialty reporter, the 30 students were able to see in action how a news station works and whether this would be a viable field of employment.</p>	4	<p>Producer</p> <p>Evening Anchor</p> <p>Specialty Reporter</p> <p>Executive Producer</p>