

A Station may accumulate the relevant information for the past year (using the previous EEO Internal Job Vacancy Summary Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

A. Full-Time Vacancies Filled During Past Year

1. Job Title: Sales Executive

2. Job Title: Sales Executive

3. Job Title: WVVR On Air

4. Job Title: WVVR On Air

5. Job Title: Sales Executive

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Job Title:

Source	Contact Person	Address	Tel #	Referred Person Hired?
		See attached documentation		

2. Job Title:

Source	Contact Person	Address	Tel #	Referred Person Hired?

C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past Year (this will be a raw number):

26

D. Total Number of Interviewees for All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources:

Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred
		See attached documentation		

E. Outreach Activities

Attach a list and brief description of all outreach activities performed during the past year. Stations may attach copies of the Outreach Activity Description Forms included in this section for these purposes.

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A. Full-Time Vacancies Filled During Past Year

6. Job Title: Traffic/Digital

7. Job Title: Sales Executive

8. Job Title: Sales Executive

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SAGA COMMUNICATIONS OF TUCKESSEE, LLC
EEO PUBLIC FILE REPORT
ADDENDUM TO PUBLIC FILE REPORT
APRIL 1, 2016 THROUGH MARCH 31, 2017

B. Recruitment/Referral Sources

1. **Job Title:** **Sales Executive**
 Date Filled: June 20, 2016
 Notes: 9 applicants, 9 interview, 2 hires (Also see #2 below)

 Source A: Referral
 Referred Person Hired? Yes
 *Scouted from competing company

 Source B: Recruitment ads on WCVQ
 Notes: Invoice with airtimes available
 Referred Person Hired? No

 Source C: Recruitment ads on WKFN
 Notes: Invoice with airtimes available
 Referred Person Hired? No

 Source D: Recruitment ads on WRND
 Notes: Invoice with airtimes available
 Referred Person Hired? No

 Source E: Recruitment ads on WVVR
 Notes: Invoice with airtimes available
 Referred Person Hired? No

 Source F: Recruitment ads on WZZP
 Notes: Invoice with airtimes available
 Referred Person Hired? No

 Source G: Recruitment ads on Sunny (WCVQ HD2)
 Notes: Invoice with airtimes available
 Referred Person Hired? No

 Source H: Clarksvillenow.com website
 Notes: Invoice with placement available
 Referred Person Hired? No

 Source I: Tennessee Department of Labor & Workforce Services
 Notes: Email flier available
 Referred Person Hired? No

 Source J: Goodwill Career Solutions
 Notes: Email flier available
 Referred Person Hired? No
2. **Job Title:** **Sales Executive**
 Date Filled: June 20, 2016
 Notes: 9 applicants, 9 interview, 2 hires (Also see #1 above)

Source A: Recruitment ads on WCVQ
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source B: Recruitment ads on WKFN
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source C: Recruitment ads on WRND
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source D: Recruitment ads on WVVR
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source E: Recruitment ads on WZZP
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source F: Recruitment ads on Sunny (WCVQ HD2)
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source G: Clarksvillenow.com website
 Notes: Invoice with placement available
 Referred Person Hired? Yes

Source H: Tennessee Department of Labor & Workforce Services
 Notes: Email flier available
 Referred Person Hired? No

Source I: Goodwill Career Solutions
 Notes: Email flier available
 Referred Person Hired? No

3. **Job Title: WVVR On Air**
 Date Filled: September 6, 2016
 Notes: 11 applicants, 9 interviews, 1 hire

Source A: All Access.com
 Referred Person Hired? Yes

Source B: WVVR website
 Notes: Screenshot available
 Referred Person Hired? No

Source C: Clarksvillenow.com website
 Notes: Invoice with placement available
 Referred Person Hired? No

Source D: Saga Communications Website
 Notes: Screenshot available
 Referred Person Hired? No

Source E: Tennessee Department of Labor & Workforce Services
 Notes: Email flier available
 Referred Person Hired? No

Source F: Goodwill Career Solutions
 Notes: Email flier available
 Referred Person Hired? No

4. **Job Title:** **WVVR On Air**
 Date Filled: October 11, 2016
 Notes: Interview Record Available
 1 applicant, 1 interview, 1 hire

Source A: Referral of part-time in house employee
 Referred Person Hired? Yes

Source B: WVVR website
 Notes: Screenshot available
 Referred Person Hired? No

Source C: Clarksvillenow.com website
 Notes: Invoice with placement available
 Referred Person Hired? No

Source D: Saga Communications Website
 Notes: Screenshot available
 Referred Person Hired? No

Source E: Tennessee Department of Labor & Workforce Services
 Notes: Email flier available
 Referred Person Hired? No

5. **Job Title:** **Sales Executive**
 Date Filled: November 14, 2016
 Notes: Interview Record Available
 12 applicants, 5 interviews, 1 hire

Source A: Open House Job Fair
 Referred Person Hired? Yes

Source B: Recruitment ads on WCVQ
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source C: Recruitment ads on WKFN
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source D: Recruitment ads on WRND
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source E: Recruitment ads on WVVR
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source F: Recruitment ads on WZZP
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source G: Recruitment ads on Sunny (WCVQ HD2)
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source H: Clarksvillenow.com website
 Notes: Invoice with placement available
 Referred Person Hired? No

Source I: Tennessee Department of Labor & Workforce Services
 Notes: Email flier available
 Referred Person Hired? No

Source J: Goodwill Career Solutions
 Notes: Email flier available
 Referred Person Hired? No

6. **Job Title: Traffic/Digital Coordinator**
 Date Filled: December 19, 2016
 Notes: Promoted from Part time
 1 applicant, 1 interview, 1 hire

Source A: Referral of in house part-time employee
 Referred Person Hired? Yes

Source B: Recruitment ads on WCVQ
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source C: Recruitment ads on WKFN
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source D: Recruitment ads on WRND
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source E: Recruitment ads on WVVR
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source F: Recruitment ads on WZZP
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source G: Recruitment ads on Sunny (WCVQ HD2)
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source H: Clarksvillenow.com website
 Notes: Invoice with placement available
 Referred Person Hired? Yes

Source I: Tennessee Department of Labor & Workforce Services
 Notes: Email flier available
 Referred Person Hired? No

Source J: Goodwill Career Solutions
 Notes: Email flier available
 Referred Person Hired? No

7. **Job Title: Sales Executive**
 Date Filled: December 21, 2016
 14 applicants, 7 interviews, 1 hire

Source A: Referral
 Referred Person Hired? Yes.

Source B: Recruitment ads on WCVQ
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source C: Recruitment ads on WKFN
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source D: Recruitment ads on WRND
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source E: Recruitment ads on WVVR
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source F: Recruitment ads on WZZP
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source G: Recruitment ads on Sunny (WCVQ HD2)
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source H: Clarksvillenow.com website
 Notes: Invoice with placement available
 Referred Person Hired? No

Source I: Tennessee Department of Labor & Workforce Services
 Notes: Email flier available
 Referred Person Hired? No

Source J: Goodwill Career Solutions
 Notes: Email flier available
 Referred Person Hired? No

8. **Job Title: Sales Executive**
 Date Filled: February 8, 2017
 Notes: Interview Record Available
 14 applicants, 7 interviews, 1 hire

Source A: Referral
 Notes: Applied for part-time position, interviewed for full-time.
 Referred Person Hired? Yes

Source B: Recruitment ads on WCVQ
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source C: Recruitment ads on WKFN
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source D: Recruitment ads on WRND
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source E: Recruitment ads on WVVR
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source F: Recruitment ads on WZZP
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source G: Recruitment ads on Sunny (WCVQ HD2)
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source H: Clarksvillenow.com website
 Notes: Invoice with placement available
 Referred Person Hired? No

Source I: Tennessee Department of Labor & Workforce Services
 Notes: Email flier available
 Referred Person Hired? No

Source J: Goodwill Career Solutions
 Notes: Email flier available
 Referred Person Hired? No

D. Interviewees Per Recruitment/Referral Source

All Access website = 5
 On-Air Recruitment Ads = 2
 Station websites = 5
 Referrals = 10
 Open house/in-house recruitment events = 4

E. Outreach Activities

Saga Communications of Tuckessee, LLC is considered a "small market station" as defined by the FCC because it is located in a metropolitan area that has a population of fewer than 250,000 persons. Therefore, only one outreach activity must be performed per each one-year period. The following outreach activities were performed within the last one-year period.

Activity #1

Name of Activity: **Paid Intern**
Date: April 20, 2016
Level of participation:
Fact sheet on file.

Activity #2

Name of Activity: **Paid Intern**
Date: May 11, 2016
Level of participation:
Fact sheet on file.

Activity #3

Name of Activity: **In House Job Fair/Open House**
Date: October 19, 2016
Level of participation: Host
Fact sheet on file.

Activity #4

Name of Activity: **Austin Peay Broadcast Students, at 5 Star Radio Goup in Clarksville, TN**
Date: February 10, 2016
Level of participation: Host
Fact sheet on file.

Activity #5

Name of Activity: **"Youth Leadership Clarksville", at 5 Star Radio Goup in Clarksville, TN**
Date: February 1, 2017
Level of participation: Host
Fact sheet on file.