

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: Sales Executive
- 4. Job Title: Receptionist
- 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):**

Forty (40)

**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.

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**

- 6. Job Title: Sales Executive
- 7. Job Title: Sales Executive
- 8. Job Title: Sales Executive
- 9. Job Title: Afternoon on-air host, WZZP
- 10. 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):**

Forty (40)

**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.

**SAGA COMMUNICATIONS OF TUCKESSEE, LLC  
EEO PUBLIC FILE REPORT  
ADDENDUM TO PUBLIC FILE REPORT  
APRIL 1, 2008 THROUGH MARCH 31, 2009**

**B. Recruitment/Referral Sources**

1.     **Job Title:       Sales Executive**

Date Filled:     April 21, 2008

Source A:        Recruitment ads on WCVQ  
Referred Person Hired? Yes

Source B:        Recruitment ads on WVVR  
Referred Person Hired? No

Source C:        Recruitment ads on WZZP  
Referred Person Hired? No

Source D:        Recruitment ads on WEGI  
Referred Person Hired? No

2.     **Job Title:       Sales Executive**

Date Filled:     August 25, 2009

Note:            Interview Record Available

Source A:        Personal Referral from an acquaintance at Austin Peay  
Referred Person Hired? Yes

Source B:        Recruitment ads on WCVQ  
Referred Person Hired? No

Source C:        Recruitment ads on WVVR  
Referred Person Hired? No

Source D:        Recruitment ads on WZZP  
Referred Person Hired? No

Source E:        Recruitment ads on WEGI  
Referred Person Hired? No

Source F:        WCVQ website  
Contact:         Scott Chase  
Address:         1640 Old Russellville Pike, Clarksville, TN 37043  
Telephone:       (931) 648-7720  
Referred Person Hired? No

Source G:        Saga Communications website  
Contact:         Michelle Novak  
Address:         73 Kercheval Ave., Suite 201, Grosse Point Farms, MI 48236  
Telephone:       (313) 886-7070  
Referred Person Hired? No

3. **Job Title: Sales Executive**

Date Filled: August 25, 2009

Source A: Recruitment ads on WVVR  
Referred Person Hired? Yes

Source B: Recruitment ads on WCVQ  
Referred Person Hired? No

Source C: Recruitment ads on WZZP  
Referred Person Hired? No

Source D: Recruitment ads on WEGI  
Referred Person Hired? No

Source E: WCVQ website  
Contact: Scott Chase  
Address: 1640 Old Russellville Pike, Clarksville, TN 37043  
Telephone: (931) 648-7720  
Referred Person Hired? No

Source F: Saga Communications website  
Contact: Michelle Novak  
Address: 73 Kercheval Ave., Suite 201, Grosse Point Farms, MI 48236  
Telephone: (313) 886-7070  
Referred Person Hired? No

4. **Job Title: Receptionist**  
Date Filled: September 15, 2009  
Note: Interview Record Available
- Source A: Recruitment ads on WCVO  
Referred Person Hired? Yes
- Source B: Recruitment ads on WVVR  
Referred Person Hired? No
- Source C: Recruitment ads on WZZP  
Referred Person Hired? No
- Source D: Recruitment ads on WEGI  
Referred Person Hired? No
- Source E: WCVO website  
Contact: Scott Chase  
Address: 1640 Old Russellville Pike, Clarksville, TN 37043  
Telephone: (931) 648-7720  
Referred Person Hired? No
- Source F: WVVR website  
Contact: Jared Mims  
Address: 1640 Old Russellville Pike, Clarksville, TN 37043  
Telephone: (931) 648-7720  
Referred Person Hired? No
- Source G: WZZP website  
Contact: Jared Mims  
Address: 1640 Old Russellville Pike, Clarksville, TN 37043  
Telephone: (931) 648-7720  
Referred Person Hired? No
- Source H: Clarksville/Montgomery County Career Center  
Contact: Donna Dunn  
Address: 350 Pageant Lane, Clarksville, TN 37043  
Telephone: (931) 648-5530  
Referred Person Hired? No
- Source I: Educational Opportunity Center  
Contact: John Johnson  
Address: Austin Peay, PO Box 4667, Clarksville, TN 37044  
Telephone: (931) 221-7481  
Referred Person Hired? No
- Source J: Murray State University Hopkinsville Regional Campus  
Contact: Kelly Morse  
Address: 5305 Ft. Campbell Blvd., Hopkinsville, KY 42240  
Telephone: (270) 707-1525  
Referred Person Hired? No

5.     **Job Title:**       **Sales Executive**  
Date Filled:       October 6, 2009  
Note:               Interview Record Available
- Source A:           WCVQ website  
Contact:           Scott Chase  
Address:           1640 Old Russellville Pike, Clarksville, TN 37043  
Telephone:         (931) 648-7720  
Referred Person Hired? Yes
- Source B:           Recruitment ads on WCVQ  
Referred Person Hired? No
- Source C:           Recruitment ads on WVVR  
Referred Person Hired? No
- Source D:           Recruitment ads on WZZP  
Referred Person Hired? No
- Source E:           Recruitment ads on WEGI  
Referred Person Hired? No
- Source F:           Saga Communications website  
Contact:           Michelle Novak  
Address:           73 Kercheval Ave., Suite 201, Grosse Point Farms, MI 48236  
Telephone:         (313) 886-7070  
Referred Person Hired? No
6.     **Job Title:**       **Sales Executive**  
Date Filled:       November 3, 2009
- Source A:           Recruitment ads on WVVR  
Referred Person Hired? Yes
- Source B:           Recruitment ads on WCVQ  
Referred Person Hired? No
- Source C:           Recruitment ads on WZZP  
Referred Person Hired? No
- Source D:           Recruitment ads on WEGI  
Referred Person Hired? No
- Source E:           WCVQ website  
Contact:           Scott Chase  
Address:           1640 Old Russellville Pike, Clarksville, TN 37043  
Telephone:         (931) 648-7720  
Referred Person Hired? No
- Source F:           Saga Communications website  
Contact:           Michelle Novak  
Address:           73 Kercheval Ave., Suite 201, Grosse Point Farms, MI 48236  
Telephone:         (313) 886-7070  
Referred Person Hired? No

7. **Job Title:** Sales Executive  
**Date Filled:** November 24, 2009
- Source A: Rehire of a former competent, qualified sales executive  
Referred Person Hired? Yes
- Source B: Recruitment ads on WCVQ  
Referred Person Hired? No
- Source C: Recruitment ads on WVVR  
Referred Person Hired? No
- Source D: Recruitment ads on WZZP  
Referred Person Hired? No
- Source E: Recruitment ads on WEGI  
Referred Person Hired? No
- Source F: WCVQ website  
Contact: Scott Chase  
Address: 1640 Old Russellville Pike, Clarksville, TN 37043  
Telephone: (931) 648-7720  
Referred Person Hired? No
- Source G: Saga Communications website  
Contact: Michelle Novak  
Address: 73 Kercheval Ave., Suite 201, Grosse Point Farms, MI 48236  
Telephone: (313) 886-7070  
Referred Person Hired? No

8. **Job Title:** Sales Executive  
**Date Filled:** November 3, 2009  
**Note:** Interview Record Available

**Source A:** Recruitment ads on WCVQ (in combination with WCVQ website\*)  
**Referred Person Hired?** Yes

**Source B:** Recruitment ads on WVVR  
**Referred Person Hired?** No

**Source C:** Recruitment ads on WZZP  
**Referred Person Hired?** No

**Source D:** Recruitment ads on WEGI  
**Referred Person Hired?** No

**Source E:** \*WCVQ website  
**Contact:** Scott Chase  
**Address:** 1640 Old Russellville Pike, Clarksville, TN 37043  
**Telephone:** (931) 648-7720  
**Referred Person Hired?** Yes (see WCVQ recruitment ads above)

**Source F:** Saga Communications website  
**Contact:** Michelle Novak  
**Address:** 73 Kercheval Ave., Suite 201, Grosse Point Farms, MI 48236  
**Telephone:** (313) 886-7070  
**Referred Person Hired?** No

9. **Job Title: Afternoon on-air host, WZZP**

Date Filled: November 24, 2008

Note: Interview Record Available

Source A: All Access website  
 Contact: Support  
 Address: (website address) allaccess.com  
 Telephone: None  
 Referred Person Hired? Yes

Source B: WVVR website  
 Contact: Jared Mims  
 Address: 1640 Old Russellville Pike, Clarksville, TN 37043  
 Telephone: (931) 648-7720  
 Referred Person Hired? No

Source C: Saga Communications website  
 Contact: Michelle Novak  
 Address: 73 Kercheval Ave., Suite 201, Grosse Point Farms, MI 48236  
 Telephone: (313) 886-7070  
 Referred Person Hired? No

Source D: Clarksville/Montgomery County Career Center  
 Contact: Donna Dunn  
 Address: 350 Pageant Lane, Clarksville, TN 37043  
 Telephone: (931) 648-5530  
 Referred Person Hired? No

Source E: Educational Opportunity Center  
 Contact: John Johnson  
 Address: Austin Peay, PO Box 4667, Clarksville, TN 37044  
 Telephone: (931) 221-7481  
 Referred Person Hired? No

Source F: Murray State University Hopkinsville Regional Campus  
 Contact: Kelly Morse  
 Address: 5305 Ft. Campbell Blvd., Hopkinsville, KY 42240  
 Telephone: (270) 707-1525  
 Referred Person Hired? No

10. **Job Title: Sales Executive**

Date Filled: January 12, 2009

Source A: Unsolicited Resume\*  
 Referred Person Hired? Yes

\*Exigent Circumstance. This candidate applied for a position with our company just after a series of sales executive recruitment ads and interviews had ended. However, since this candidate had extensive experience in the field of advertising sales, she was hired shortly after interviewing.

## D. Interviewees Per Recruitment/Referral Source

On-Air Recruitment Ads = 17  
 Station websites = 10  
 Saga Communications website = 0  
 All Access website = 2  
 Clarksville/Montgomery County Career Center = 0  
 Educational Opportunity Center = 0  
 Murray State University Hopkinsville Regional Campus = 0  
 Unsolicited Resume = 1  
 In-house Referrals = 7  
 Outside Referrals = 3

## E. Outreach Activities

Saga Communications of Tuckesse, 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: **"A Career in Full Bloom" career fair at Veterans Plaza**  
 Date: April 25, 2008  
 Level of participation: Booth & promoter  
 Flyers, e-mails, & other information are on file.

### Activity #2

Name of Activity: **"Hot Jobs in the City" Career Fair at Draughons Jr. College**  
 Date: June 20, 2008  
 Level of participation: Booth & promoter, with a WCVQ Live Remote  
 Flyers & other information are on file.

### Activity #3

Name of Activity: **"30<sup>th</sup> Annual Career Fair" at Austin Peay State University**  
 Date: October 22, 2008  
 Level of participation: Booth  
 Info is on file.

### Activity #4

Name of Activity: **"Fall Career Fest" Career Fair at Draughons Jr. College**  
 Date: November 21, 2008  
 Level of participation: Booth & promoter, with Live Remotes by both WCVQ & WVVR  
 Flyers & other information are on file.