

## EEO Public File Report

Station: WNEG-TV, Toccoa, GA  
 Period Covered by Report: December 1, 2006 to November 30, 2007

| Full-Time Position                                                 | Position Title      | Date Open | Date Filled | Recruitment Source*                                                                                                                   | Total # Interviewed | Number Hired | Recruitment Source for Hire                       |
|--------------------------------------------------------------------|---------------------|-----------|-------------|---------------------------------------------------------------------------------------------------------------------------------------|---------------------|--------------|---------------------------------------------------|
| 1                                                                  | Commercial Producer | 12/7/2006 | 12/4/2006   | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached), Greenville News/Career Builder, Atlanta Journal Constitution | 2                   | 1            | Employee Referral                                 |
| 2                                                                  | Production Manager  | 12/5/2006 | 9/25/2007   | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)                                                               | 14                  | 1            | MG Website                                        |
| 3                                                                  | News Director       | 1/12/2007 | 10/1/2007   | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached), Athens Banner Herald                                         | 13                  | 1            | Walk-in/ Self-initiated/Word of Mouth/Unsolicited |
| 4                                                                  | Reporter-Anchor     | 5/21/2007 | 7/16/2007   | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)                                                               | 4                   | 1            | Walk-in/ Self-initiated/Word of Mouth/Unsolicited |
| 5                                                                  | Reporter            | 6/11/2007 | 7/16/2007   | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)                                                               | 4                   | 1            | Employee Referral                                 |
| 6                                                                  |                     |           |             |                                                                                                                                       |                     |              |                                                   |
| 7                                                                  |                     |           |             |                                                                                                                                       |                     |              |                                                   |
| 8                                                                  |                     |           |             |                                                                                                                                       |                     |              |                                                   |
| 9                                                                  |                     |           |             |                                                                                                                                       |                     |              |                                                   |
| * See Attached List of Recruitment Sources for Contact Information |                     |           |             | Total                                                                                                                                 | 37                  | 5            |                                                   |

## Recruitment Sources Contacted for Each Full-Time Vacancy

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| No. | Recruitment Source                          | Address                                             | Contact                                                                                                   | Telephone No.                          | Total Interviewed By Source | Entitled to Notification |
|-----|---------------------------------------------|-----------------------------------------------------|-----------------------------------------------------------------------------------------------------------|----------------------------------------|-----------------------------|--------------------------|
| 1   | WNEG-TV Website                             | WNEG-TV, 100 Boulevard, Toccoa, GA 30577            | Stephanie Harrison<br><a href="http://www.wneg32.com">www.wneg32.com</a>                                  | 706-886-0032                           | 0                           | N                        |
| 2   | Media General Website                       | 333 East Franklin St., Richmond, VA 23219           | MGBG HR Manager- Rick Roberts<br><a href="http://www.mgbg.com">www.mgbg.com</a>                           | 800-588-9885                           | 29                          | N                        |
| 3   | Talent Dynamics                             | 8828 Stemmons, Suite 510, Dallas, TX 75247          | Jed Gifford, Placement Specialist<br><a href="http://www.talentedynamics.com">www.talentedynamics.com</a> | 214-630-9590                           | 0                           | N                        |
| 4   | University of Georgia                       | Room 211-C, Journalism Bldg., Athens, GA 30602-3018 | Grady College Placement Off.                                                                              |                                        | 0                           | N                        |
| 5   | Clemson University                          | 411 Strode Tower, Clemson, SC 29634                 | Eddie Smith                                                                                               | 864-656-6000                           | 0                           | N                        |
| 6   | Tri-County Technical College                | PO Box 587, Pendleton, SC 29670                     | Bethany Wiley                                                                                             | 864-646-1577                           | 0                           | N                        |
| 7   | Anderson College                            | 316 Boulevard, Anderson, SC 29621                   | Thuwanda Davidson<br><a href="http://www.ac.edu">www.ac.edu</a>                                           | 864-622-6062                           | 0                           | N                        |
| 8   | Georgia Department of Labor                 | 112 N. Alexanders Street, Toccoa, GA 30577          | Cathy Smith                                                                                               | 706-282-4514                           | 0                           | N                        |
| 9   | Georgia Assn. Of Broadcasters               | 8010 Roswell Rd., Suite 260, Atlanta, GA 30350      | William Sanders<br><a href="mailto:sandersb@gab.com">sandersb@gab.com</a>                                 | 770-395-7200<br>770-395-7235 (fax)     | 0                           | N                        |
| 10  | Piedmont College                            | PO Box 10, Demorest, GA 30535                       | Betsy Blakeslee                                                                                           | 706-778-3000                           | 0                           | N                        |
| 11  | Broadcast Employment Services (TV Jobs.com) | PO Box 4116, Oceanside, CA 92052                    | <a href="http://www.tvjobs.com">www.tvjobs.com</a>                                                        | 800-374-0119(ph)<br>831-648-5204(fax)  | 0                           | N                        |
| 12  | SC Broadcasters Association                 | 1 Harbison Way, Suite 112, Columbia, SC 29210       | Karen Nettles<br><a href="mailto:karen@SCBA.net">karen@SCBA.net</a>                                       | 803-732-1186                           | 0                           | N                        |
| 13  | Toccoa Falls College                        | PO Box 8001057, Toccoa Falls, GA 30598              | Jerry Fliger                                                                                              | 706-886-6831<br>x5272                  | 0                           | N                        |
| 14  | Emmanuel College                            | PO Box 129, Franklin Springs, GA 30639              | Paula Dixon                                                                                               | 706-245-2837                           | 0                           | N                        |
| 15  | Media Line                                  | PO Box 51909, Pacific Grove, CA 93950               | <a href="http://www.medialine.com">www.medialine.com</a>                                                  | 800-237-80739(ph)<br>831-648-5204(fax) | 0                           | N                        |
| 16  | Media Recruiter.com                         | 20456 Orchard Place, Centinnial, CO 80016           | <a href="http://www.mediarecruiter.com">www.mediarecruiter.com</a>                                        | 303-400-5150                           | 0                           | N                        |
| 17  | Phone Inquiry                               | WNEG-TV, 100 Boulevard, Toccoa, GA 30577            | HR Coordinator                                                                                            | 706-886-0032                           | 0                           | N                        |
| 18  | Employee Referrals                          | WNEG-TV, 100 Boulevard, Toccoa, GA 30577            | HR Coordinator                                                                                            | 706-886-0032                           | 5                           | N                        |
| 19  | Agent Referral                              |                                                     |                                                                                                           |                                        | 0                           | N                        |
| 20  | Walk-in/Unsolicited/Self-Initiated/         | WNEG-TV, 100 Boulevard, Toccoa, GA 30577            | HR Coordinator                                                                                            | 706-886-0032                           | 3                           | N                        |

## Recruitment Sources Contacted for Each Full-Time Vacancy

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| No.   | Recruitment Source | Address | Contact | Telephone No. | Total Interviewed By Source | Entitled to Notification |
|-------|--------------------|---------|---------|---------------|-----------------------------|--------------------------|
|       | Word of Mouth      |         |         |               |                             |                          |
| Total |                    |         |         |               | 37                          |                          |

## Recruitment Sources Contacted for Specific Vacancies

Station: WNEG-TV, Toccoa, GA

Period Covered by Report: December 1, 2006 through November 30, 2007

| No. | Recruitment Source                  | Address                                       | Contact                                                                                  | Telephone No. | Total Interviewed By Source | Entitled to Notification |
|-----|-------------------------------------|-----------------------------------------------|------------------------------------------------------------------------------------------|---------------|-----------------------------|--------------------------|
| 1   | Athens Banner-Herald                | One Press Place, Athens, GA 30601             | Mary Danskin<br><a href="mailto:mdanskin@onlineathens.com">mdanskin@onlineathens.com</a> | 706-208-2285  | 0                           | N                        |
| 2   | WNEG TV On-Air Advertisement        | 100 Boulevard, Toccoa, GA 30577               | HR Coordinator                                                                           | 706-886-0032  | 0                           | N                        |
| 3   | Gainesville Times                   | P.O. Box 838 Gainesville, GA 30503            | Kim Southwick                                                                            | 800-395-5005  | 0                           | N                        |
| 4   | Anderson Independent Mail           | PO Box 2507, Anderson, SC 29622               | Freddie Johnson                                                                          | 864-231-7355  | 0                           | N                        |
| 5   | Dawson News & Advertiser            | PO Box 225, Dawsonville, Ga 30534             | Classified Ads Department                                                                | 706-265-2345  | 0                           | N                        |
| 6   | The Northeast Georgian              | PO Box 1555, Cornelia, GA 30531               | Classified Ads/Phyllis or Connie                                                         | 706-778-4215  | 0                           | N                        |
| 7   | The Dahlonega Nugget                | 1074 Morrison Moore Pkwy, Dahlonega, GA 30533 | Classified Ads Department                                                                | 706-864-3613  | 0                           | N                        |
| 8   | White County News/Telegraph         | 13 E. Jarrard St., Cleveland, GA 30528        | Classified Ads Department                                                                | 706-865-4718  | 0                           | N                        |
| 9   | The Hartwell Sun                    | 8 Benson Street, Hartwell, GA 30643           | Classified Ads Department                                                                | 706-376-8025  | 0                           | N                        |
| 10  | Franklin County Citizen/News Leader | 12150 Augusta Road, Lavonia, GA 30553         | Classified Ads Department                                                                | 706-356-8857  | 0                           | N                        |
| 11  | Elberton Star                       | P. O. Box 280, Elberton, GA 30635             | Classified Ads Department                                                                | 706-283-8500  | 0                           | N                        |
| 12  | Toccoa Record                       | 151 W. Doyle Street, Toccoa, GA 30577         | Classified Ads Department                                                                | 706-886-9476  | 0                           | N                        |
| 13  | The Clayton Tribune                 | P. O. Box 425, Clayton, GA 30525              | Classified Ads Department                                                                | 706-782-3312  | 0                           | N                        |
| 14  | The Greenville Times                | P. O. Box 1688, Greenville, SC 29602          | Classified Ads Department                                                                | 864-298-4100  | 0                           | N                        |
| 15  | Atlanta Journal Constitution        | P. O. Box 4689, Atlanta, GA 30302             | Classified Ads Department                                                                | 404-526-2570  | 0                           | N                        |
|     |                                     | Total:                                        |                                                                                          |               | 0                           |                          |

# EEO Public File Report

## Supplemental Recruitment Initiatives

Station: WNEG-TV, Toccoa, GA

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| No. | Date              | Initiative                                                                                   | Description                                                                                                                                         | Scope of Involvement                                                                                                                                         | Personnel Involved                                                                                                             |
|-----|-------------------|----------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|
| 1   | On-going          | College Intern Program                                                                       | Expose college students majoring in Broadcasting careers to a broadcasting environment                                                              | Allow student to work under direction of current employees in order for student to receive credit hours.                                                     | Tracy Lee Vreeland- News Director, Stephanie Harrison-HR Coordinator, Eric Brown - Operations Manager                          |
| 2   | On-going          | Training Programs                                                                            | Training employees to do jobs other than what they were hired for.                                                                                  | Department heads are continually training their employees to gain skills that will enable them to obtain internal promotions or transfers to larger markets. | Joe Walker-Engineering Supervisor; Tracy Lee Vreeland-News Director; Eric Brown-Operations Manager; David Austin-Sales Manager |
| 3   | February 28, 2007 | Georgia Association of Broadcasters, Tate Center on University of Georgia Campus, Athens, GA | Job Fair to recruit and educate UGA Students as well as the community at large about employment opportunities in the Broadcast industry at WNEG-TV. | Sponsored and participated in the Job Fair to recruit and educate potential employees about opportunities in the Broadcast industry at WNEG-TV.              | James Sanders-Station Manager, David Austin-Sales Manager                                                                      |

