EEO PUBLIC FILE REPORT

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

Job Title: Marketing Consultant
 Job Title: Marketing Consultant
 Job Title: Marketing Consultant
 Job Title: Marketing Consultant
 Job Title: Brand Manager
 Date Filled: 07/14/14
 Date Filled: 07/14/14

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

b. Recruitment/Referral	Sources Used to Sec	ek Candidates for Each vacancy		
1. Job Title: Marke	ting Consultant	Date Filled: 07/15/13		
Source	Contact Person	Address	Tel#	Referred Person Hired?
In House Posting	Val Spivey	1190 Patton Ave Asheville, NC 28806	828-210- 8544	Yes
All Access.com	Ann Karrick	On-line posting		
Saga Communications Websites	Theresa Whiley	73 Kercheval Ave Grosse Pointe, MI 48236	313-886- 7070	
** See List	Attached	For Resource	List	
2. Job Title: Marketi	ng Consultant	Date Filled: 08/05/13		
Source	Contact Person	Address	Tel#	Referred Person Hired?
In House Posting	Val Spivey	1190 Patton Ave Asheville, NC 28806	828-210- 8544	
All Access.com	Ann Karrick	On-line posting		
Saga Communications Websites	Theresa Whiley	73 Kercheval Ave Grosse Pointe, MI 48236	313-886- 7070	Yes
** See List	Attached	For Resource	List	
3. Job Title: Marke	ting Consultant	Date Filled: 02/03/14		
Source	Contact Person	Address	Tel#	Referred Person Hired?
In House Posting	Val Spivey	1190 Patton Ave Asheville, NC 28806	828-210- 8544	Yes
All Access.com	Ann Karrick	On-line posting		
Saga Communications	Theresa	73 Kercheval Ave	313-886-	
	Theresa Whiley	73 Kercheval Ave Grosse Pointe, MI 48236	313-886- 7070	

** See List	Attached	For Resource	List	
4. Job Title: Brand		Date Filled: 07/14/14		
Source	Contact Person	Address	Tel#	Referred Person Hired?
	Val Spivey	1190 Patton Ave	828-210-	
In House Posting		Asheville, NC 28806	8544	
All Access.com	Ann Karrick	On-line posting		Yes
Saga Communications Websites	Teresa Whiley	73 Kercheval Ave Grosse Pointe, MI 48236	313-886- 7070	
Source	Contact Person	Address	Tel#	Referred Person Hired?
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C. Total Number of Person During The Past Year		All Full-Time Vacancies Filled number):		
D. Total Number of Interviews For All Full-Time Vacancies Filled During The Past Year Per Recruitment/Referral Sources:				
Daring The Past Teal Per	- Recruitment/Refer			Number Of
Referral				Interviewees
Source	Contact Person	Address	Tel#	Referred
	Val Spivey	1190 Patton Ave	828-210-	
In House Posting		Asheville, NC 28806	8544	
All Access.com	Ann Karrick	On-line posting		
** See List	Attached	For Resource	List	

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.

OUTREACH ACTIVITY DESCRIPTION FORM

Year: 2013- Name of Activity: Job Fairs 2014

Description of Initiative: Participation in Job Fairs

Saga Communications of North Carolina has participated in the following Job Fairs:

UNCA career and Graduate Job Fair – on 10/15/13, with a focus on Sales positions, part-time employment & Internship. Representatives were: Neal Sharpe, Brand Manager, and Garry Brown DOS.

The 8th Annual Homecoming Job Fair– on 01/08/14, with a focus on part-time employment & Internship. Representatives were: Kory Suttles Promotions Coordinator.

UNCA Job and Internship Fair – on 03/25/14, with a focus on full time Sales positions, part-time employment & Internship. Representatives were: Nikki Mitchell, Promotions Director.

Saga Communications of North Carolina will continue participating in job fairs on an ongoing basis.

Description of Initiative: Internship Program

Saga Communications of North Carolina has established a twelve week internship program. Internships are paid. All interns may receive training in the fields of promotions, marketing, sales, on-air work, business office and/or production. Internship flyers are handed out at all participating job fairs and sent to local area colleges.

Description of Initiative: Training and Mentoring Programs

Saga Communications of North Carolina posted to all employees the training and mentoring programs for the staff. Both programs will enable an employee to acquire skills that could qualify them for a higher level position in another department. The program is individualized and the training or mentoring period depends on the position of the employee and their needs and desires.

Description of Initiative: Participate in other activities to disseminate information as to employment opportunities in broadcasting

Saga Communications of North Carolina participated in job shadowing when requested. This program allows
student to come to our facilities and "shadow" various staff members to observe their activities. Through this
program we are able to show young people what our industry is all about which encourages then to pursue
careers in broadcasting.

Description of Initiative: Participation in Other Activities

Saga Communications of North Carolina began their "Career Center". A brochure was created that discusses Our Mission, Services and Radio Careers. This brochure is available at our front desk and is distributed at all job fairs attended by Saga Communications of North Carolina.

Description of Initiative: Provide Training to management level personnel to ensure EEO and prevent discrimination

Saga Communications of North Carolina, LLC continues to ensure EEO and prevent discrimination through the following means:

- 1. The Business Manager discusses with each department head EEO regulations when a position becomes available in their department and reminds them to work within the EEO guidelines when going through the application/interview process.
- 2. Our EEO Poster is posted in a high traffic/visible area of the office for all employees to see.
- 3. The company EEO policy is stated on Page 8 of the Saga handbook that all employees receive upon hire and also receive when the handbook is revised. (Latest revision March 1, 2013)
- 4. All Saga Communications of North Carolina staff (including mangers) upon hire view a video entitled "With All Due Respect" as part of our market's orientation for new employees.
- 5. On February 24th, 2014, a department head meeting was held to discuss EÉO information. In this meeting, the department heads viewed a film "Legal Survival Skills for the Modern Manager" by Kantola Productions. Val Spivey, Business Manager, also distributed and then reviewed with the individuals listed below a guide that went along with the DVD. In Attendance: Chris Wheat (GM), Val Spivey (BM), Neal Sharp (Brand Manager) Gary Robinson (Engineer), Nikki Mitchell (Mktg. Manager), Garry Brown (DOS), Thad Monteiro (Creative Services) Matt Register (Traffic Director)

Asheville Radio Group - EOE Source List

SOURCE	CONTACT PERSON	ADDRESS	TELEPHONE #	WEBSITE	REFERRED PERSON HIRED?
NC ESC	Employment Security Commission	48 Grove St. Asheville, NC 28801	Office – (828) 251-6200 Fax – (828) 232-2981	www.ncesc.com	
Mtn. Area Joblink	Rodney Embler	PO Box 729 Asheville, NC 28802 Rodney.embler@ncmail.net	828-250-4761	www.buncombecounty.org	
UNC Asheville Career Center Website	Debbie McDowell Office Manager	259 Highsmith University Union One University Heights CPO #1240 Asheville, NC 28804	Office – (828) 251-6515 Fax – (828) 251-6871	https://unca-csm.symplicity.com/employers/	
Mars Hill College	Gillian Bosonetto	100 Athletic St. Mars Hill, NC 28754 gbosonetto@mhc.edu	(828) 689-1655	http://lifeworks.mhc.edu/career/index.asp	
Radio-Online.com	Ron Chase	Radio Online, LLP 3500 Tripp Ave. Amarillo, TX 79121-1637	806-352-7503	http://jobs.radio-online.com/cgi- bin/rol.exe/redir_www/form_j	
WOXL,WISE, WTMT, WOXL-HD2 Websites	Jonathan Higgins	1190 Patton Ave. Asheville, NC 28806	828-259-9695	www.Mix965Asheville.com www.1310bigwise.com www.1059themountain.com www.981theriver.com	
Saga Comm. Inc. Website	Theresa Wiley	73 Kercheval Ave., Ste. 201 Grosse Pointe. Farms, MI 48236	Office – (313) 886-7070 Fax – (313) 886-7150	www.sagacom.com	
Nat'l Assoc. of Broadcasters	Dept of Human Resources	1771 N. Street NW Washington, DC 20036	Office – (202) 429-5300 Fax – (202) 429-4199	www.nab.org	
All Access	Job Section	AllAccess.com	(615) 252-6400	http://www.allaccess.com	
National Assoc. of Black Journalists	Job Posting Dept	1100 Knight Hall Suite 3100 College Park, MD 20742	(301) 405-0248	www.nabj.org	
National Assoc. of Minority Media Executives	Job Posting Dept	1921 Gallows Rd Suite 600 Vienna. VA 22182 info@namme.org	(888) 968-7658 Fax: (703) 893-2414	www.namme.org	
Assoc. for Women in Communications	Job Posting Dept	3337 Duke St. Alexandria, VA 22314	Office - (703) 370-7436 Fax – (703) 370-7437	www.womcom.org	

National Press Foundation	Job Posting Dept	1211 Connecticut Ave. NW Ste. 310 Washington, DC 20036	(202) 663-7280	http://www.nationalpress.org/
RTNDA – The Association of Electronic Journalists	Job Posting Dept	529 14 th St Northwest #425 Washington, DC 20045	Office – (202) 659-6510 Fax – (202) 223-4007	www.rtnda.org
RainbowPush Coalition	Job Posting Dept	Herndon Plaza 100 Auburn Ave., Ste. 101 Atlanta, GA 30303-2527	Office – (404) 525-5663 Fax – (404) 525-5233	www.rainbowpush.org www.rainbowpushatlanta.org
Asheville-Buncombe Technical Community College	Peggy Bulla Career Counselor	340 Victoria Rd Asheville, NC 28801 pbulla@abtech.edu	(828) 254-1921 x 209	www.abtech.edu
Appalachian State University	Career Development Center	John E. Thomas Hall Room 369 Appalachian State University Boone, NC 28608 recruiting@appstate.edu	Office – (828) 262-2180 Fax – (828) 262-2834	http://careers.appstate.edu
Blue Ridge Community College	Daniel Harris Henderson County Joblink Career Center	Continuing Education Building Room 125 180 West Campus Dr. Flat Rock, NC 28731	828-694-1755	http://www.blueridge.edu/job_seeker/job_link.php
Brevard College	Nicole Potts Office for Career Exploration & Development	One Brevard College Drive Brevard, NC 28712 admissions@brevard.edu	(828) 884-8249	www.brevard.edu
Carolina School of Broadcasting	Attn: Career Resource Center	3435 Performance Road Charlotte, NC 28214 csbnc@bellsouth.net	Office (704) 395-9272 Fax (704) 395-9698	http://www.csbradiotv.edu
Haywood Community College	Debbie Rowland	185 Freedlander Dr. Clyde, NC 28721 careers@haywood.edu	(828) 627-2821	http://www.haywood.edu/career_services
Housing Authority of the City of Asheville (HACA)	Catherine Mitchell	165 South French Broad Ave., Ste. 1 Asheville, NC 28802	Office - (828) 257-2653 Fax - (828) 254-2276	www.haca.org
Isothermal College	Career Center Johnny Smith	P.O. Box 804 Spindale, NC 28160	(828) 286-3636	www.isothermal.edu

		jsmith@isothermal.edu			
Montreat College	Career Services Tom Oxenreider	P.O. Box 1267 Montreat, NC 28757 toxenreider@montreat.edu	(828) 669-8012 x3211	www.montreat.edu	
NAACP – Asheville Branch	Job Postings	P.O. Box 2881 Asheville, NC 28802	(828) 281-3066 abnaacp@bellsouth.net	www.naacp.org	
N.C. Division of Services for the Blind – Asheville District Office	Karen Torrence	50 French Broad Avenue Asheville, NC 28801 Karen.torrence@dhhs.nc.gov	Office – (828) 251-6732 Fax – (828) 251-6859	http://www.dhhs.state.nc.us/dsb/do_asheville.htm	
National Hispanic Media Coalition (NHMC)	NHMC National Office – Job Postings	55 S. Grand Ave. Pasadena, CA 91105 info@nhmc.org	Office – (626) 792-6462 Fax – (626) 792-6051	www.nhmc.org	
Native American Public Telecommunications	Job Postings	1800 No. 33 rd St. Lincoln, NE 68583	Office – (402) 472-3522 Fax – (402) 472-8675	www.nativetelecom.org	
Warren Wilson College	Career Services Wendy Seligmann	P.O. Box 9000 Asheville, NC 28815	(828) 771-3759 careers@warren-wilson.edu	http://www.warren-wilson.edu/~careers/	
Western Carolina University	Jessica Ross Administrative Support Specialist Career Services	205 Killian Annex Building Cullowhee, NC 28723 jcross@wcu.edu	Office – (828) 227-7133 Fax – (828) 227-7344	http://www.wcu.edu/6661.asp	
Winston-Salem State University	Career Services	301 Thompson Center 601 S. Martin Luther King Jr. Dr. Winston-Salem, NC 27110 Winston.mi@wssu.edu	Office – (336) 750-3240 Fax – (336) 750-3260	www.wssu.edu	