

EEO PUBLIC FILE REPORT  
(July 25, 2010 – July 25, 2011)  
FULL-TIME VACANCIES FILLED DURING REPORT YEAR  
Page 1

1. Job Title: Promotions Director  
Date Filled: August 2, 2010  
Recruitment/Referral Sources Used: See Addendum 2  
Total # of Interviewees Per Recruitment/Referral Sources: See Addendum 3
2. Job Title: Events & Promotions Specialist  
Date Filled: August 13, 2010  
Recruitment/Referral Sources Used: See Addendum 2  
Total # of Interviewees Per Recruitment/Referral Sources: See Addendum 3
3. Job Title: Account Executive  
Date Filled: November 17, 2010  
Recruitment/Referral Sources Used: See Addendum 2  
Total # of Interviewees Per Recruitment/Referral Sources: See Addendum 3
4. Job Title: On Air Talent - WTMT  
Date Filled: February 7, 2011  
Recruitment/Referral Sources Used: See Addendum 2  
Total # of Interviewees Per Recruitment/Referral Sources: See Addendum 3
5. Job Title: Account Executive  
Date Filled: Two (2) Individuals Hired - March 21 & 23, 2011  
Recruitment/Referral Sources Used: See Addendum 2  
Total # of Interviewees Per Recruitment/Referral Sources: See Addendum 3
6. Job Title: Account Executive  
Date Filled: Two (2) Individuals Hired - June 28, 2011  
Recruitment/Referral Sources Used: See Addendum 2  
Total # of Interviewees Per Recruitment/Referral Sources: See Addendum 3
7. Job Title: Program Director  
Date Filled: July 18, 2011  
Recruitment/Referral Sources Used: See Addendum 2  
Total # of Interviewees Per Recruitment/Referral Sources: See Addendum 3

TOTAL NUMBER OF PERSONS INTERVIEWED FOR ALL FULL-TIME VACANCIES  
FILLED DURING THE PAST YEAR (raw number) = 81

EEO PUBLIC FILE REPORT  
(July 25, 2010 - July 25, 2011)  
PART-TIME VACANCIES FILLED DURING REPORT YEAR  
Page 2

Saga Communications of North Carolina had the following Part-Time Vacancies:

- Part-Time On-Air Announcer – Hired one (3) individual during above referenced time frame.
- Promotions Assistants - Hired five (12) individuals during above referenced time frame.

NC ESC	Employment Security Commission	48 Grove St.	Asheville	NC	28801
Mtn. Area Joblink	Rodney Embler	PO Box 729	Asheville	NC	28802
UNC Asheville Career Center Website	Debbie McDowell, Office Manager	259 Highsmith University UnionxOne U	Asheville	NC	28804
Mars Hill College	Gillian Bosonetto	100 Athletic St.	Mars Hill	NC	28754
Radio-Online.com	Ron Chase	3500 Tripp Ave.	Amarillo	TX	79121
Nat'l Assoc. of Broadcasters	Dept of Human Resources	1771 N. Street NW	Washington	DC	20036
National Assoc. of Black Journalists	Job Posting Dept	8701-A Adelphi Rd.	Adelphi	MD	20783
National Assoc. of Multicultural Media Executives	Job Posting Dept	7950 Jones Branch Dr.	McLean	VA	22107
Assoc. for Women in Communications	Job Posting Dept	3337 Duke St.	Alexandria	VA	22314
Assoc. of Black Media Workers	Job Posting Dept	PO Box 1795	Baltimore	MD	21203
National Press Foundation	Job Posting Dept	1211 Connecticut Ave. NW	Washington	DC	20036
National Association of Black College Broadcasters	Job Posting Dept	PO Box 3191	Atlanta	GA	30302
RTDNA -- Radio Television Digital News Association	Job Bulletin	1600 K Street N.W., Suite 700	Washington	DC	20006
RainbowPush Coalition	Job Posting Dept	Herdon Plaza@100 Auburn Ave., Ste. 10	Atlanta	GA	30303
Asheville-Buncombe Technical Community College	Peggy Bulia@Career Counselor	340 Victoria Rd	Asheville	NC	28801
Appalachian State University	Career Development Center	John E. Thomas HallnRoom 369kAppala	Boone	NC	28608
Blue Ridge Community College	Henderson County Joblink Career Center	Continuing Education Building Room 125 180 West Campus Dr.	Flat Rock	NC	28731
Brevard College	Tommasanne Lambert Davis@Office for Career	One Brevard College Drive	Brevard	NC	28712
Carolina School of Broadcasting	Attn: Career Resource Center	3435 Performance Road	Charlotte	NC	28214
Haywood Community College	Emma Dechant	185 Freedlander Dr.	Clyde	NC	28721
Housing Authority of the City of Asheville (HACA)	Catherine Mitchell	165 South French Broad Ave., Ste. 1	Asheville	NC	28802
Isothermal College	Career CenterJohnny Smith	P.O. Box 804	Spindale	NC	28160
Montreat College	Career Services Tom Oxenreider	P.O. Box 1267	Montreat	NC	28757
NAACP -- Asheville Branch	Job Postings	P.O. Box 2188	Asheville	NC	28802
N.C. Division of Services for the Blind -- Asheville D	Preston Jones	50 French Broad Avenue	Asheville	NC	28801
National Hispanic Media Coalition (NHMC)	NHMC National Office -- Job Postings	55 S. Grand Ave.	Pasadena	CA	91105
Native American Public Telecommunications	Job Postings	1800 No. 33rd St.	Lincoln	NE	68583
Warren Wilson College	Career Services@Dale Roberts	P.O. Box 9000	Asheville	NC	28815
Western Carolina University	Jessica Ross Administrative Support Specialist Career Services	205 Killian Annex Building	Cullowhee	NC	28723
Winston-Salem State University	Career Services Carmen Berrier Office Assistant	301 Thompson Center@601 S. Martin Lu	Winston-Salem	NC	27110
The Urban News	Job Postings	PO Box 2038	Asheville	NC	28802
American News Women's Club	Scholarships, Monthly Newsletter, Annual Fund	1607 22nd Street NW	Washington	DC	20008

## Addendum 3

## Total Number of Interviewees Per Recruitment/Referral Source

Referral Source	Contact Person	Address	Telephone #	# of Interviewees
ARG On Air ads	Asheville Radio Group	1190 Patton Ave	828-259-9695	2
ARG Website	Asheville Radio Group	1190 Patton Ave	828-259-9695	1
Employee Referral	Asheville Radio Group	1190 Patton Ave	828-259-9695	1
Indeed.com	Asheville Radio Group	1190 Patton Ave	828-259-9695	1
AshevilleHelpWanted.com	Asheville Radio Group	1190 Patton Ave	828-259-9695	1

NC ESC	Employment Security Commission	48 Grove St.	Asheville	NC	28801
Mtn. Area Joblink	Rodney Emblar	PO Box 729	Asheville	NC	28802
UNC Asheville Career Center Website	Debbie McDowell, Office Manager	259 Highsmith University UnionyOne U	Asheville	NC	28804
Mars Hill College	Gillian Bosonetto	100 Athletic St.	Mars Hill	NC	28754
Radio-Online.com	Ron Chase	3500 Tripp Ave.	Amarillo	TX	79121
Nat'l Assoc. of Broadcasters	Dept of Human Resources	1771 N. Street NW	Washington	DC	20036
National Assoc. of Black Journalists	Job Posting Dept	8701-A Adelphi Rd.	Adelphi	MD	20783
National Assoc. of Multicultural Media Executives	Job Posting Dept	7950 Jones Branch Dr.	McLean	VA	22107
Assoc. for Women in Communications	Job Posting Dept	3337 Duke St.	Alexandria	VA	22314
Assoc. of Black Media Workers	Job Posting Dept	PO Box 1795	Baltimore	MD	21203
National Press Foundation	Job Posting Dept	1211 Connecticut Ave. NWSte. 310	Washington	DC	20036
National Association of Black College Broadcasters	Job Posting Dept	PO Box 3191	Atlanta	GA	30302
RTDNA – Radio Television Digital News Association	Job Bulletin	1600 K Street N.W., Suite 700	Washington	DC	20006
RainbowPush Coalition	Job Posting Dept	Herdon Plaza100 Auburn Ave., Ste. 10	Atlanta	GA	30303
Asheville-Buncombe Technical Community College	Peggy Bulla@Career Counselor	340 Victoria Rd	Asheville	NC	28801
Appalachian State University	Career Development Center	John E. Thomas HallRoom 369kAppala	Boone	NC	28608
		Continuing Education Building Room 125			
Blue Ridge Community College	Henderson County Joblink Career Center	180 West Campus Dr.	Flat Rock	NC	28731
Brevard College	Tommasanne Lambert Davis@Office for Career	One Brevard College Drive	Brevard	NC	28712
Carolina School of Broadcasting	Attn: Career Resource Center	3435 Performance Road	Charlotte	NC	28214
Haywood Community College	Emma Dechant	185 Freedlander Dr.	Clyde	NC	28721
Housing Authority of the City of Asheville (HACA)	Catherine Mitchell	165 South French Broad Ave., Ste. 1	Asheville	NC	28802
Isothermal College	Career CenterJohnny Smith	P.O. Box 804	Spindale	NC	28160
	Career Services				
Montreat College	Tom Oxenreider	P.O. Box 1267	Montreat	NC	28757
NAACP – Asheville Branch	Job Postings	P.O. Box 2188	Asheville	NC	28802
N.C. Division of Services for the Blind – Asheville D	Preston Jones	50 French Broad Avenue	Asheville	NC	28801
National Hispanic Media Coalition (NHMC)	NHMC National Office – Job Postings	55 S. Grand Ave.	Pasadena	CA	91105
Native American Public Telecommunications	Job Postings	1800 No. 33rd St.	Lincoln	NE	68583
Warren Wilson College	Career Services@Dale Roberts	P.O. Box 9000	Asheville	NC	28815
	Jessica Ross				
Western Carolina University	Administrative Support Specialist Career Services	205 Killian Annex Building	Cullowhee	NC	28723
	Career Services				
Winston-Salem State University	Carmen Berrier Office Assistant	301 Thompson Center@601 S. Martin Lu	Winston-Salem	NC	27110
The Urban News	Job Postings	PO Box 2038	Asheville	NC	28802
American News Women's Club	Scholarships, Monthly Newsletter, Annual Fund	1607 22nd Street NW	Washington	DC	20008

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Allaccess.com	Asheville Radio Group	1190 Patton Ave	828-259-9695	3
ARG Website	Asheville Radio Group	1190 Patton Ave	828-259-9695	1
Indeed.com	Asheville Radio Group	1190 Patton Ave	828-259-9695	1
Central Michigan University	Asheville Radio Group	1190 Patton Ave	828-259-9695	1

NC ESC	Employment Security Commission	48 Grove St.	Asheville	NC	28801	
Mtn. Area Joblink	Rodney Embler	PO Box 729	Asheville	NC	28802	
UNC Asheville Career Center Website	Debbie McDowell, Office Manager	259 Highsmith University Union	One U Asheville	NC	28804	
Mars Hill College	Gillian Bosonetto	100 Athletic St.	Mars Hill	NC	28754	
Radio-Online.com	Ron Chase	3500 Tripp Ave.	Amarillo	TX	79121	
Nat'l Assoc. of Broadcasters	Dept of Human Resources	1771 N. Street NW	Washington	DC	20036	
National Assoc. of Black Journalists	Job Posting Dept	8701-A Adelphi Rd.	Adelphi	MD	20783	
National Assoc. of Multicultural Media Executives	Job Posting Dept	7950 Jones Branch Dr.	McLean	VA	22107	
Assoc. for Women in Communications	Job Posting Dept	3337 Duke St.	Alexandria	VA	22314	
Assoc. of Black Media Workers	Job Posting Dept	PO Box 1795	Baltimore	MD	21203	
National Press Foundation	Job Posting Dept	1211 Connecticut Ave. NW	Ste. 310 Washington	DC	20036	
National Association of Black College Broadcasters	Job Posting Dept	PO Box 3191	Atlanta	GA	30302	
RTDNA – Radio Television Digital News Association	Job Bulletin	1600 K Street N.W., Suite 700	Washington	DC	20006	
RainbowPush Coalition	Job Posting Dept	Herndon Plaza	100 Auburn Ave., Ste. 10 Atlanta	GA	30303	
Asheville-Buncombe Technical Community College	Peggy Bulla	Career Counselor	340 Victoria Rd	Asheville	NC	28801
Appalachian State University	Career Development Center	John E. Thomas Hall	Room 369k Appala Boone	NC	28608	
Blue Ridge Community College	Henderson County Joblink Career Center	Continuing Education Building Room 125	180 West Campus Dr.	Flat Rock	NC	28731
Brevard College	Tommasanne Lambert Davis	Office for Career	One Brevard College Drive	Brevard	NC	28712
Carolina School of Broadcasting	Attn: Career Resource Center	3435 Performance Road	Charlotte	NC	28214	
Haywood Community College	Emma Dechant	185 Freedlander Dr.	Clyde	NC	28721	
Housing Authority of the City of Asheville (HACA)	Catherine Mitchell	165 South French Broad Ave., Ste. 1	Asheville	NC	28802	
Isothermal College	Career Center	Johnny Smith	P.O. Box 804	Spindale	NC	28160
Montreat College	Career Services	Tom Oxenreider	P.O. Box 1267	Montreat	NC	28757
NAACP – Asheville Branch	Job Postings	P.O. Box 2188	Asheville	NC	28802	
N. C. Division of Services for the Blind – Asheville Di	Preston Jones	50 French Broad Avenue	Asheville	NC	28801	
National Hispanic Media Coalition (NHMC)	NHMC National Office – Job Postings	55 S. Grand Ave.	Pasadena	CA	91105	
Native American Public Telecommunications	Job Postings	1800 No. 33rd St.	Lincoln	NE	68583	
Warren Wilson College	Career Services	Daie Roberts	P.O. Box 9000	Asheville	NC	28815
Western Carolina University	Jessica Ross Administrative Support Specialist Career Services	205 Killian Annex Building	Cullowhee	NC	28723	
Winston-Salem State University	Career Services Carmen Berrier Office Assistant	301 Thompson Center	601 S. Martin Lu Winston-Salem	NC	27110	
The Urban News	Job Postings	PO Box 2038	Asheville	NC	28802	
American News Women's Club	Scholarships, Monthly Newsletter, Annual Fund	1607 22nd Street NW	Washington	DC	20008	
American Women in Radio and Television (AWRT)	Job Line, Job Bank	8405 Greensboro Drive Suite 800	McLean	VA	22102	
The Broadcasting Training Program	Electronic Newsletter	P.O. Box 67132	Century City	CA	90067	
My Air Check (myaircheck.com)	Online Job Listings	#1-771 Gibsons Way	Gibsons, B.C., Canada	VON 1V9		

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Total Number of Interviewees Per Recruitment/Referral Source

Referral Source	Contact Person	Address	Telephone #	# of Interviewees
AshevilleHelp Wanted.com	Asheville Radio Group	1190 Patton Ave	828-259-9695	1
ARG Website	Asheville Radio Group	1190 Patton Ave	828-259-9695	4
On Air Radio Ads	Asheville Radio Group	1190 Patton Ave	828-259-9695	5
Career Builder	Asheville Radio Group	1190 Patton Ave	828-259-9695	2
Employee Referral	Asheville Radio Group	1190 Patton Ave	828-259-9695	1

NC ESC	Employment Security Commission	48 Grove St.	Asheville	NC	28801	
Mtn. Area Joblink	Rodney Emblor	PO Box 729	Asheville	NC	28802	
UNC Asheville Career Center Website	Debbie McDowell, Office Manager	259 Highsmith University Union	Asheville	NC	28804	
Mars Hill College	Gillian Bosonetto	100 Athletic St.	Mars Hill	NC	28754	
Radio-Online.com	Ron Chase	3500 Tripp Ave.	Amarillo	TX	79121	
Nat'l Assoc. of Broadcasters	Dept of Human Resources	1771 N. Street NW	Washington	DC	20036	
National Assoc. of Black Journalists	Job Posting Dept	8701-A Adelphi Rd.	Adelphi	MD	20783	
National Assoc. of Multicultural Media Executives	Job Posting Dept	7950 Jones Branch Dr.	McLean	VA	22107	
Assoc. for Women in Communications	Job Posting Dept	3337 Duke St.	Alexandria	VA	22314	
Assoc. of Black Media Workers	Job Posting Dept	PO Box 1795	Baltimore	MD	21203	
National Press Foundation	Job Posting Dept	1211 Connecticut Ave. NW	Washington	DC	20036	
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Asheville-Buncombe Technical Community College	Peggy Bulia@Career Counselor	340 Victoria Rd	Asheville	NC	28801	
Appalachian State University	Career Development Center	John E. Thomas Hall Room 369	Appala	Boone	NC	28608
Blue Ridge Community College	Henderson County Joblink Career Center	Continuing Education Building Room 125 180 West Campus Dr.	Flat Rock	NC	28731	
Brevard College	Tommasanne Lambert Davis@Office for Career	One Brevard College Drive	Brevard	NC	28712	
Carolina School of Broadcasting	Attn: Career Resource Center	3435 Performance Road	Charlotte	NC	28214	
Haywood Community College	Emma Dechant	185 Freedlander Dr.	Clyde	NC	28721	
Housing Authority of the City of Asheville (HACA)	Catherine Mitchell	165 South French Broad Ave., Ste. 1	Asheville	NC	28802	
Isothermal College	Career Center@Johnny Smith	P.O. Box 804	Spindale	NC	28160	
Montreat College	Career Services Tom Oxenreider	P.O. Box 1257	Montreat	NC	28757	
NAACP -- Asheville Branch	Job Postings	P.O. Box 2188	Asheville	NC	28802	
N.C. Division of Services for the Blind -- Asheville Di	Preston Jones	50 French Broad Avenue	Asheville	NC	28801	
National Hispanic Media Coalition (NHMC)	NHMC National Office -- Job Postings	55 S. Grand Ave.	Pasadena	CA	91105	
Native American Public Telecommunications	Job Postings	1800 No. 33rd St.	Lincoln	NE	68583	
Warren Wilson College	Career Services@Dale Roberts	P.O. Box 9000	Asheville	NC	28815	
Western Carolina University	Jessica Ross Administrative Support Specialist Career Services	205 Killian Annex Building	Cullowhee	NC	28723	
Winston-Salem State University	Career Services Carmen Berrier Office Assistant	301 Thompson Center@601 S. Martin Lu	Winston-Salem	NC	27110	
The Urban News	Job Postings	PO Box 2038	Asheville	NC	28802	
American News Women's Club	Scholarships, Monthly Newsletter, Annual Fund	1607 22nd Street NW	Washington	DC	20008	
American Women in Radio and Television (AWRT)	Job Line, Job Bank	8405 Greensboro Drive Suite 800	McLean	VA	22102	
The Broadcasting Training Program	Electronic Newsletter	P.O. Box 67132	Century City	CA	90067	
My Air Check (myaircheck.com)	Online Job Listings	#1-771 Gibsons Way	Gibsons, B.C., Canada	VON	1V9	

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Total Number of Interviewees Per Recruitment/Referral Source

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ARG Website	Asheville Radio Group	1190 Patton Ave	828-259-9695	1

NC ESC	Employment Security Commission	48 Grove St.	Asheville	NC	28801
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Mars Hill College	Gillian Bosonetto	100 Athletic St.	Mars Hill	NC	28754
Radio-Online.com	Ron Chase	3500 Tripp Ave.	Amarillo	TX	79121
Nat'l Assoc. of Broadcasters	Dept of Human Resources	1771 N. Street NW	Washington	DC	20036
National Assoc. of Black Journalists	Job Posting Dept	8701-A Adelphi Rd.	Adelphi	MD	20783
National Assoc. of Multicultural Media Executives	Job Posting Dept	7950 Jones Branch Dr.	McLean	VA	22107
Assoc. for Women in Communications	Job Posting Dept	3337 Duke St.	Alexandria	VA	22314
Assoc. of Black Media Workers	Job Posting Dept	PO Box 1795	Baltimore	MD	21203
National Press Foundation	Job Posting Dept	1211 Connecticut Ave. NW	Ste. 310	Washington	DC 20036
National Association of Black College Broadcasters	Job Posting Dept	PO Box 3191	Atlanta	GA	30302
RTDNA – Radio Television Digital News Association	Job Bulletin	1600 K Street N.W., Suite 700	Washington	DC	20006
RainbowPush Coalition	Job Posting Dept	Herdon Plaza	100 Auburn Ave., Ste. 10	Atlanta	GA 30303
Asheville-Buncombe Technical Community College	Peggy Bulla@Career Counselor	340 Victoria Rd	Asheville	NC	28801
Appalachian State University	Career Development Center	John E. Thomas Hall	Room 369	Appala	Boone NC 28608
Blue Ridge Community College	Henderson County Joblink Career Center	Continuing Education Building Room 125	Flat Rock	NC	28731
Brevard College	Tommasanne Lambert Davis@Office for Career	One Brevard College Drive	Brevard	NC	28712
Carolina School of Broadcasting	Attn: Career Resource Center	3435 Performance Road	Charlotte	NC	28214
Haywood Community College	Emma Dechant	185 Freedlander Dr.	Clyde	NC	28721
Housing Authority of the City of Asheville (HACA)	Catherine Mitchell	165 South French Broad Ave., Ste. 1	Asheville	NC	28802
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Native American Public Telecommunications	Job Postings	1800 No. 33rd St.	Lincoln	NE	68583
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The Urban News	Job Postings	PO Box 2038	Asheville	NC	28802
American News Women's Club	Scholarships, Monthly Newsletter, Annual Fund	1607 22nd Street NW	Washington	DC	20008
American Women in Radio and Television (AWRT)	Job Line, Job Bank	8405 Greensboro Drive Suite 800	McLean	VA	22102
The Broadcasting Training Program	Electronic Newsletter	P.O. Box 67132	Century City	CA	90067
My Air Check (myaircheck.com)	Online Job Listings	#1-771 Gibsons Way	Gibsons, B.C., Canada	VON 1V9	

**Addendum 3**

**Total Number of Interviewees Per Recruitment/Referral Source**

Referral Source	Contact Person	Address	Telephone #	# of Interviewees
On Air Radio Ads	Asheville Radio Group	1190 Patton Ave	828-259-9695	29
Job Fair	Asheville Radio Group	1190 Patton Ave	828-259-9695	6
Employee Referral	Asheville Radio Group	1190 Patton Ave	828-259-9695	1

NC ESC	Employment Security Commission	48 Grove St.	Asheville	NC	28801
Mtn. Area Joblink	Rodney Emblar	PO Box 729	Asheville	NC	28802
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Mars Hill College	Gillian Bosonetto	100 Athletic St.	Mars Hill	NC	28754
Radio-Online.com	Ron Chase	3500 Tripp Ave.	Amarillo	TX	79121
Nat'l Assoc. of Broadcasters	Dept of Human Resources	1771 N. Street NW	Washington	DC	20036
National Assoc. of Black Journalists	Job Posting Dept	8701-A Adelphi Rd.	Adelphi	MD	20783
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Western Carolina University	Jessica Ross Administrative Support Specialist Career Services	205 Killian Annex Building	Cullowhee	NC	28723
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American Women in Radio and Television (AWRT)	Job Line, Job Bank	8405 Greensboro Drive Suite 800	McLean	VA	22102
The Broadcasting Training Program	Electronic Newsletter	P.O. Box 67132	Century City	CA	90067
My Air Check (myaircheck.com)	Online Job Listings	#1-771 Gibsons Way	Gibsons, B.C., Canada	VON 1V9	

**Addendum 3**

Total Number of Interviewees Per Recruitment/Referral Source

Referral Source	Contact Person	Address	Telephone #	# of Interviewees
On Air Radio Ads	Asheville Radio Group	1190 Patton Ave	828-259-9695	5
Employee Referral	Asheville Radio Group	1190 Patton Ave	828-259-9695	1

NC ESC	Employment Security Commission	48 Grove St.	Asheville	NC	28801
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UNC Asheville Career Center Website	Debbie McDowell, Office Manager	259 Highsmith University Union	One U	Asheville	NC 28804
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National Assoc. of Multicultural Media Executives	Job Posting Dept	7950 Jones Branch Dr.	McLean	VA	22107
Assoc. for Women in Communications	Job Posting Dept	3337 Duke St.	Alexandria	VA	22314
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RTDNA -- Radio Television Digital News Association	Job Bulletin	1600 K Street N.W., Suite 700	Washington	DC	20006
RainbowPush Coalition	Job Posting Dept	Herrndon Plaza	100 Auburn Ave., Ste. 10	Atlanta	GA 30303
Asheville-Buncombe Technical Community College	Peggy Bulla	Career Counselor	340 Victoria Rd	Asheville	NC 28801
Appalachian State University	Career Development Center	John E. Thomas Hall	Room 369k	Appala	Boone NC 28608
Blue Ridge Community College	Henderson County Joblink Career Center	Continuing Education Building Room 125	180 West Campus Dr.	Flat Rock	NC 28731
Brevard College	Tommasanne Lambert Davis	Office for Career	One Brevard College Drive	Brevard	NC 28712
Carolina School of Broadcasting	Attn: Career Resource Center	3435 Performance Road	Charlotte	NC	28214
Haywood Community College	Emma Dechant	185 Freedlander Dr.	Clyde	NC	28721
Housing Authority of the City of Asheville (HACA)	Catherine Mitchell	165 South French Broad Ave., Ste. 1	Asheville	NC	28802
isothermal College	Career Center	Johnny Smith	P.O. Box 804	Spindale	NC 28160
Montreat College	Career Services	Tom Oxenreider	P.O. Box 1267	Montreat	NC 28757
NAACP -- Asheville Branch	Job Postings	P.O. Box 2188	Asheville	NC	28802
N.C. Division of Services for the Blind -- Asheville Di	Preston Jones	50 French Broad Avenue	Asheville	NC	28801
National Hispanic Media Coalition (NHMC)	NHMC National Office -- Job Postings	55 S. Grand Ave.	Pasadena	CA	91105
Native American Public Telecommunications	Job Postings	1800 No. 33rd St.	Lincoln	NE	68583
Warren Wilson College	Career Services	Dale Roberts	P.O. Box 9000	Asheville	NC 28815
Western Carolina University	Jessica Ross Administrative Support Specialist Career Services	205 Killian Annex Building	Cullowhee	NC	28723
Winston-Salem State University	Career Services Carmen Berrier Office Assistant	301 Thompson Center	601 S. Martin Lu	Winston-Salem	NC 27110
The Urban News	Job Postings	PO Box 2038	Asheville	NC	28802
American News Women's Club	Scholarships, Monthly Newsletter, Annual Func	1607 22nd Street NW	Washington	DC	20008
American Women in Radio and Television (AWRT)	Job Line, Job Bank	8405 Greensboro Drive Suite 800	McLean	VA	22102
The Broadcasting Training Program	Electronic Newsletter	P.O. Box 67132	Century City	CA	90067
My Air Check (myaircheck.com)	Online Job Listings	#1-771 Gibsons Way	Gibsons, B.C., Canada	VON 1V9	

**Addendum 3**

Total Number of Interviewees Per Recruitment/Referral Source

Referral Source	Contact Person	Address	Telephone #	# of Interviewees
All Access.com	Asheville Radio Group	1190 Patton Ave	828-259-9695	8
Referrals	Asheville Radio Group	1190 Patton Ave	828-259-9695	2
ARG Website	Asheville Radio Group	1190 Patton Ave	828-259-9695	1

## OUTREACH ACTIVITY DESCRIPTION FORM

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1. Name of Activity: Provide Training to management level personnel to ensure EEO and prevent discrimination.

Description of Initiative:

Saga Communications of North Carolina ensures EEO and prevents discrimination through the following means:

1. Our EEO Poster is posted in a high traffic/visible area of the office for all employees to see.
  2. The company EEO policy is stated on Page 7 of the Saga handbook that all employees receive upon hire and also receive when the handbook is revised. (Latest revision August 11, 2008)
  3. On June 21, 2011, the following department heads viewed the following Power Point Presentation: EEO Compliance for Supervisors and Managers by U.S. Dept of Veterans Affairs: Bob Bolak, Holly Vandegrift, Jay Deacon, Shelby Wilkie, Nikki Mitchell and Gary Robinson.
  4. On June 21, 2011, a department head meeting was held to discuss EEOC information. Shelby Spowls, Asst. Business Manager, distributed and then reviewed with the individuals listed below a large EEO Overview document that she was able to print out from the U.S. EEO Commission. This document includes laws and information on sexual harassment, employment discrimination based on items such as religion, national origin, ADA, compensation, and age. In attendance: Bob Bolak, Holly Vandegrift, Jay Deacon, Shelby Wilkie, Nikki Mitchell and Gary Robinson.
2. Name of Activity: Participation in Job Fairs

Description of Initiative:

Saga Communications of North Carolina participated in the following job fairs:

1. September 30, 2010 – Hosted an Open House at Saga Communications of NC, LLC offices – General Recruitment – Attended by Bob Bolak, GM
2. February 1, 2011 – Hosted an Open House at Saga Communications of NC, LLC offices – General Recruitment – Attended by Holly Vandegrift, GSM.
3. February 24, 2011 – Hosted a “Sales Idol” casting call event at Saga Communications of NC LLC offices – General Recruitment – Attended by Holly Vandegrift, GSM
4. May 21, 2011 – Casual Job Fair – Hosted at Doubletree Inn Biltmore – Attended by Holly Vandegrift, GSM

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3. Name of Activity: Internship Program

Description of Initiative:

Saga Communications of North Carolina has an established Internship Program that is designed to assist members of the community to acquire skills needed for broadcast employment. It is our goal to offer a creative environment that allows an intern to gain hands-on experience while assisting the morning show as well as other departments to gain overall knowledge about the radio business in general.

4. Name of Activity: Notifying Community Groups

Description of Initiative:

Saga Communications of North Carolina continued to make on-air announcements on a weekly basis which alert qualified groups that they may request to be placed on our job recruitment list which is utilized when a vacancy is available. The commercial copy explains what steps an organization must take to receive notifications of job vacancies at our stations.

5. Name of Activity: Participation in Other Activities

Description of Initiative:

On August 1, 2009, Saga Communications of North Carolina continued 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. In addition, the brochure is made available to the general public at promotional and sales events.

6. Description of Initiative:

Saga Communications of North Carolina, LLC makes available tours of our facilities to the community/listeners, education, and youth groups. During these tours, discussions about different jobs that are performed by the station personnel take place.