

EEO PUBLIC FILE REPORT

Raycom Media- WFXG

Reporting period 12/1/08 to 11/30/09

Recruitment Sources Used For Full-Time Vacancies

MASTER LIST OF RECRUITMENT SOURCES

(Sources with an asterisk (*) denote organizations that requested notification of full-time job vacancies)

1. Aiken Technical College slizewst@atc.edu
2. Aiken Technical College layfielp@atc.edu
3. Aiken Technical College placement@atc.edu
4. AIU-American InterContinental Univ. dione.scott@buckhead.aiuniv.edu
5. Asian American Journalists Assoc. national@aaja.org
6. Auburn University / Dept. of Communications fitchme@auburn.edu
7. Augusta State University Mdarley@aug.edu
8. Augusta Technical College kmclendo@augustatech.org
9. Career Placement / Attn. Mary E. Burrus mburrus@columbustech.edu
10. Clark Atlanta University / Career Services Director cppc@cau.edu
11. Diversity Search dtadlock@RaycomMedia.com
12. Georgia Department of Labor vonteice.davis@dol.state.ga.us
13. Macon State College aloyd@mail.maconstate.edu
14. Metro Urban League Imosby@columbussurbanleague.org

15. NATIONAL Assn. HISPANIC JOURNALISTS jobbank@nahj.org
16. National Minority Business Council Inc nmbc@msn.com
17. Paine College Allenw@mail.paine.edu
18. PROMAX & BDA Boards Admin Manager tina@promaxasia.tv
19. PROMAX/BDA Managing Director jonathan@promaxasia.tv
20. Spots N Dots Website ads@spotsndots.com
21. State University of West Georgia wmcgukin@westga.edu
22. State University of West Georgia klingrell@westga.edu
23. TV Jobs jobs@tvjobs.com
24. Tvb.org hope@tvb.org
25. University of West Georgia klingrell@westga.edu
26. Raycom Web-site dtadlock@RaycomMedia.com
27. WFXG Web-site gtomlinson@wfxg.com
28. Former Employee
29. Word of mouth
30. Station On Air Announcements
31. Employee Referrals
32. Outside Referrals
33. Media Recruiters
34. Business Referrals
35. GAB Job Fair
36. WFXG Job Fair

Full-Time Positions Filled; Recruitment Sources Used (#'s in parenthesis)

[With Hiree's Recruitment Source In Brackets]

Account Executive 1-36 (#26)

Account Executive 1-36 (#29)

Marketing Assistant 1-36 (#27)

Asst. Chief Engineer 1-36 (#26)

Total Interviewees for all Full-Time Positions

#24

Number of Referrals from Sources Used

#7 (2 people)

#23 (1 person)

#26 (5 people)

#27 (9 people)

#29 (1person)

#32 (1 person)

#34 (3 people)

#36 (2 people)

Supplemental Outreach Activities

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Complete this form for every event or program established by, sponsored by, or participated in by the Station Employment Unit as part of the supplemental outreach initiatives elected.

Date(s) of Initiative Event(s): February 2009

Describe Nature of Initiative:

The Georgia Association Of Broadcasters Job Fair in Athens, GA

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Joined a number of other television and radio Broadcasters in Athens to potentially recruit students to our industry. This is an annual GAB joint effort.

Names of Station Personnel involved in Initiative:

VP/GM Barry Barth

Incorporate into EEO Public File Report and place in station's local public file annually on the anniversary date of the renewal filing due date.

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

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Date of Initiative Event: 12/1/08 to 11/30/09

Describe Nature of Initiative:

Announcement for On-Air to disseminate information that we are a Equal Employment Opportunity Employer and to gain more organizations interested in job openings

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

On Air Announcement to be aired periodically to recruit employees and additional organizations interested in being added to our list for full time job openings

Names of Station Personnel involved in Initiative:

Glenn Tomlinson (Marketing/Production Director), Barry Barth (General Manager),
Brenda Taylor (Business Office Administrator)

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DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

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Date of Initiative Event: 2009

Describe Nature of Initiative:

Georgia Association Of Broadcasters Scholarship Participant

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Make monetary contribution to fund scholarship program - E. Lanier (Lanny) Finch Scholarship Foundation originated by the Georgia Association of Broadcasters

Names of Station Personnel involved in Initiative:

Barry Barth obtained information and invoice from foundation to submit funding.

VP/GM Barry Barth serves on GAB Board and reviewed candidate's resumes as part of the judging panel for Georgia Association Of Broadcasters.

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Supplemental Outreach Activities

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Complete this form for every event or program established by, sponsored by, or participated in by the Station Employment Unit as part of the supplemental outreach initiatives elected.

Date(s) of Initiative Event(s): February 20, 2009

Describe Nature of Initiative:

Augusta State University Employer Expo Job Fair

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Career Expo-To have representatives on hand to recruit for job openings at our station.

Television Broadcasting stations attending along with WFXG FOX 54- WJBF News Channel 6, WRDW -TV Augusta News 12, & WAGT.

Names of Station Personnel involved in Initiative:

VP/GM Barry Barth, Sabrina Marshall (Internet Sales Director), Cindy Burroughs (Local Sales Manager), Clay Boatman (Account Executive), Glenn Tomlinson (Marketing Director)

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Complete this form for every event or program established by, sponsored by, or participated in by the Station Employment Unit as part of the supplemental outreach initiatives elected.

Date(s) of Initiative Event(s): December 2008/January2009

Describe Nature of Initiative:

Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

TV, through its parent company Raycom Media, provided an on-line training course titled "Discrimination-Free Workplace". This on-line training course was completed by all station Department Heads and hiring supervisors. The course covered what constitutes discrimination and how to prevent it from occurring in the workplace.

Names of Station Personnel involved in Initiative:

- | | |
|--------------------|--------------------------------------|
| 1. Barry Barth | General Manager \ Vice President |
| 2. Brenda Taylor | Business Office Administrator |
| 3. Paul Brewer | General Sales Manager |
| 4. Cindy Burroughs | Local Sales Manager |
| 5. Scott Friedline | Asst. Chief Engineer \ IT/IS Manager |
| 6. Glenn Tomlinson | Marketing Manager |
| 7. Alex Hexham | Chief Engineer |