

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: Business Office/Sales Assistant
2. Job Title: Sales Executive
3. Job Title: Sales Executive
4. 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):

35

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, 2024 THROUGH MARCH 31, 2025

B. Recruitment/Referral Sources

1. **Job Title:** **Business Office/Sales Assistant**
Date Filled: October 28, 2024
Notes: A decision was made to promote a very valuable part-time employee. He came on board as a part-time contributor who quickly proved his worth.

Source A: Promotion of Current Employee
Referred Person Hired? Yes

2. **Job Title:** **Sales Executive**
Date Filled: November 11, 2024
Notes: Interview Record Available
 89 applicants, 23 interviews, 1 hire

Source A: Recruitment ads on WCVQ
Notes: Invoice with airtimes available
Referred Person Hired? No

Source B: Recruitment ads on WQEZ
Notes: Invoice with airtimes available
Referred Person Hired? No

Source C: Recruitment ads on WRND
Notes: Invoice with airtimes available
Referred Person Hired? No

Source D: Recruitment ads on WVVR
Notes: Invoice with airtimes available
Referred Person Hired? No

Source E: Recruitment ads on WZZP
Notes: Invoice with airtimes available
Referred Person Hired? No

Source F: Recruitment ads on WCVQ HD2
Notes: Invoice with airtimes available
Referred Person Hired? No

Source G: Recruitment ads on WCVQ HD3
Notes: Invoice with airtimes available
Referred Person Hired? No

Source H: Recruitment ads on WQEZ
Notes: Invoice with airtimes available
Referred Person Hired? No

Source I: Clarksvillenow.com website
Notes: Screenshot available
Referred Person Hired? Yes

Source J: Tennessee Department of Labor & Workforce Services
 Notes: Screenshot available
 Referred Person Hired? No

Source K: Indeed
 Notes: Screenshot available
 Referred Person Hired? No

3. **Job Title: Sales Executive**
 Date Filled: January 1, 2025
 Notes: Interview Record Available
 44 applicants, 5 interviews, 1 hire
 A decision was made to promote a very valuable part-time employee. She came on board as a part-time contributor who quickly proved his worth.

Source A: Recruitment ads on WCVQ
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source B: Recruitment ads on WQEZ
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source C: Recruitment ads on WRND
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source D: Recruitment ads on WVVR
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source E: Recruitment ads on WZZP
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source F: Recruitment ads on Sunny (WCVQ HD2)
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source G: Recruitment ads on Outlaw (WCVQ HD3)
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source H: Recruitment ads on WQEZ
 Notes: Invoice with airtimes available
 Referred Person Hired? No

Source I: Clarksvillenow.com website
 Notes: Screenshot available
 Referred Person Hired? No

Source J: Job Fair/Open House/Referral
 Notes: Screenshot available
 Referred Person Hired? Yes

Source K: Indeed
 Notes: Screenshot available
 Referred Person Hired? No

9. **Job Title: Sales Executive**
 Date Filled: January 2, 2025
 Notes: Interview Record Available
 20 applicants, 6 interviews, 1 hire
- Source A: Recruitment ads on WQEZ
 Notes: Invoice with airtimes available
 Referred Person Hired? No
- Source B: Recruitment ads on WCVQ
 Notes: Invoice with airtimes available
 Referred Person Hired? No
- Source C: Recruitment ads on Outlaw (WCVQ HD3)
 Notes: Invoice with airtimes available
 Referred Person Hired? No
- Source D: Recruitment ads on WRND
 Notes: Invoice with airtimes available
 Referred Person Hired? No
- Source E: Recruitment ads on WVVR
 Notes: Invoice with airtimes available
 Referred Person Hired? No
- Source F: Recruitment ads on WZZP
 Notes: Invoice with airtimes available
 Referred Person Hired? No
- Source G: Recruitment ads on Sunny (WCVQ HD2)
 Notes: Invoice with airtimes available
 Referred Person Hired? No
- Source H: 5 Star Media Group website
 Notes: Screenshot available
 Referred Person Hired? Yes
- Source I: Tennessee Department of Labor & Workforce Services
 Notes: Screenshot available
 Referred Person Hired? No
- Source J: Indeed
 Notes: Screenshot available
 Referred Person Hired? No

D. Interviewees Per Recruitment/Referral Source

All Access website = 0
 On-Air Recruitment Ads = 0
 Station websites = 13
 Referrals = 2
 Online websites = 17
 Job Fair = 3

E. Outreach Activities

Saga Communications of Tuckessee, 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: **Job Fair**

Date: October 1, 2024

Level of participation: Fact sheet on file.

Activity #2

Name of Activity: **Intern**

Date: May 6, 2024

Level of participation: Fact sheet on file.

Activity #3

Name of Activity: **Intern**

Date: August 26, 2024

Level of participation: Fact sheet on file.

Activity #4

Name of Activity: **Intern**

Date: September 9, 2024

Level of participation: Fact sheet on file.

Activity #5

Name of Activity: **Intern**

Date: January 27, 2025

Level of participation: Fact sheet on file.