

EEO PUBLIC FILE REPORT
(August 1, 2008 – July 24, 2009)
FULL-TIME VACANCIES FILLED DURING REPORT YEAR
Page 1

1. Job Title: Creative Services Director
Date Filled: November 3, 2008
Recruitment/Referral Sources Used: See Addendum 2
Total # of Interviewees Per Recruitment/Referral Sources: See Addendum 3

2. Job Title: Account Executive
Date Filled: Three (3) Individuals Hired – 10/27/08, 11/24/08, 12/15/08
Recruitment/Referral Sources Used: See Addendum 2
Total # of Interviewees Per Recruitment/Referral Sources: See Addendum 3

3. Job Title: General Sales Manager
Date Filled: November 24, 2008
Recruitment/Referral Sources Used: See Addendum 2
Total # of Interviewees Per Recruitment/Referral Sources: See Addendum 3

4. Job Title: Account Executive
Date Filled: Two (2) Individuals Hired – 1/2/09, 2/23/09
Recruitment/Referral Sources Used: See Addendum 2
Total # of Interviewees Per Recruitment/Referral Sources: See Addendum 3

5. Job Title: Traffic Director
Date Filled: January 21, 2009
Recruitment/Referral Sources Used: See Addendum 2
Total # of Interviewees Per Recruitment/Referral Sources: See Addendum 3

6. Job Title: Executive Assistant
Date Filled: January 27, 2009
Recruitment/Referral Sources Used: See Addendum 2
Total # of Interviewees Per Recruitment/Referral Sources: See Addendum 3

7. Job Title: Operations Manager
Date Filled: April 29, 2009
Recruitment/Referral Sources Used: See Addendum 2
Total # of Interviewees Per Recruitment/Referral Sources: See Addendum 3

8. Job Title: Account Executive
Date Filled: July 20, 2009
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) = 59

EEO PUBLIC FILE REPORT
(August 1, 2008 - July 24, 2009)
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 (1) individual during above referenced time frame.
- Promotions Assistants - Hired two (2) individuals during above referenced time frame.
- Receptionist – Hired one (1) individual during above referenced time frame.

ADDENDUM 2

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Source	Contact Person	Address	Tel #	Referred Person Hired?
All Access Music Group	Paul Colbert	www.allaccess.com	310-457-6616	No
WOXL,WISE, WTMT Websites	Andrea Dedman	www.Mix965Asheville.com www.1310bigwise.com www.1059themountain.com	828-259-9695	No
Saga Comm. Inc. Website	Michelle Novak	73 Kercheval Grosse Pte. Farms, MI 48236	313-886-7070	No
NC ESC	www.esc.state.nc.us	n/a	n/a	No
Mtn. Area Joblink	Rodney Embler	Rodney.embler@ncmail.net	828-250-4761	No
UNC Asheville Career Center Website	n/a	career@unca.edu	n/a	No
Mars Hill College	Gillian Bosonetto	gbosonetto@mhc.edu	n/a	No
Radio Online	Ron Chase	http://jobs.radio-online.com	806-352-7503	No
Nat'l Assoc. of Brdcstrs	Dept of Human Resources	1771 N. Street NW Washington, DC 20036	202-429-5300	No
Natl Assoc. of Black Jrnlists	Job Posting Dept	8701-A Adelphi Rd. Adelphi, MD 20783	301-445-7100	No
Natl Assoc of Minority Media	Job Posting Dept	1921 Gallows Rd. Ste 600 Vienna, VA 22182	703-893-2410	No
Assoc for Women in Comm.	Job Posting Dept	780 Ritchie Hwy, Ste285 Severna Park, MD 21146	410-544-7442	No
Assoc. of Black Media Workers	Job Posting Dept	3800 Hooper Ave. Baltimore, MD 21211	410-467-3000	No
Nat'l Press Foundation	Job Posting Dept	1211 Connecticut Ave. NW Washington, DC 20036	202-721-9100	No
Nat'l Assoc o Hispanic Jnlts	Job Posting Dept	1000 National Press Bldg Washington, DC 20045	202-662-7145	No
Nat'l Assoc of Black College	Job Posting Dept	PO Box 2191 Atlanta, GZ 30302	404-523-6138	No
RTNDA Job Svcs	Job Posting Dept	1600 K Street NW St 700 Washington, DC 20006	202-659-6510	No
Rainbow/Push Coalition	Job Posting Dept	Hemdon Plaza, 100 Alburn Ave Atlanta, GZ 30303	404-525-5663	No
AB Tech	Peggy Bulla/Career Center	340 Victoria Rd Asheville, NC 28801	828-254-1921	No
Appalachian State Univ.	De'gn McGuire/ Career Development	PO Box 32032 Boone, NC 28608-2032	828-262-2180	No
Blue Ridge Commun. College	Julie Thompson/Career Center College	180 West Campus Dr. Flat Rock, NC 28731	828-694-1700 julier@blueridge.edu	No
Brevard College	Thomas Ann Lambert	#1 Brevard College Drive Brevard, NC 28712	828-883-8292 lambert@brevard.edu	No
Carolina School of Broadcasting	Alyson Young	3435 Performance Road Charlotte, NC 28214	704-395-9272 alyson@ankatv.com	No
Employment Security Commission	Diana Love	48 Grove St. Asheville, NC 28801	828-252-6200	No
Haywood Community College	Cynthia Cook/Ginger Boyd	15 Freedlander Drive Clyde, NC 28721	828-627-2821 gboyd@haywood.edu	No
Hispanic Link News Service	Hector Erickson-Mendoza	1420 N. Street NW Washington, DC 20005	202-234-0280	No
Housing Authority of the City of Asheville	Catherine Mitchell	165 South French Broad Ave. Asheville, NC 28802	828-258-1222	No
Isothermal College	Ginger Hutcherson	P.O. Box 804 Spindale, NC 28160	828-286-3636 ghutcherson@isothermal.edu	No
Mars Hill College	Jill Bosonetto	P.O. Box 6677 Mars Hill, NC 28754	828-689-1201 gbosonetto@mhc.edu	No

Montreat College	Tom Oxenreider	P.O. Box 1267 Montreat, NC 28757	828-669-8011	No
NAACP	Johnny Hayes	P.O. Box 7148 Asheville, NC 28801	828-281-3066 abnaacp@bellsouth.net	No
NC Services for the Blind	Judith Harris	50 French Broad Avenue Asheville, NC 28801	828-251-6732 Judith.harris@ncmail.net	No
National Association of Black Journalists	Lisa Goodnight	8701-A Adelphi Road Adelphi, MD 20783	301-445-7100	No
National Association of Broadcasters		1771 North Street, NW Washington, DC 20036	202-429-5499 www.nab/org	No
National Association of Minorities in Communication	Nicole Llido	600 Anton Blvd Suite 1100 Costa Mesa, CA 92625	jobs@namic.com	No
National Hispanic Media Coalition	Alex Hogales	1201 W. 5 th Street Ste T-205 Los Angeles, CA 90017	213-534-3026	No
Native American Public Telecommunications		1800 No. 33 rd St. Lincoln, NE 68583	402-472-3522	No
UNCA Asheville	Debbie McDowell	One University Heights Asheville, NC 28804	828-251-6515	No
Veteran's Advocate	Dan Siler	136 Elliott Drive Robbinsville, NC 28711	828-479-1086 Dan.siler@usarmy.mil	No
Warren Wilson College	Dale Roberts	CPO 6328 Warren Wilson College P.O. Box 9000 Asheville, NC 28815	828-298-3325 careers@warren-wilson.edu	No
Western Carolina University	Donna Ferrara	80 McKee Bldg Cullowhee, NC 28732	227-7211	No
Winston Salem State University	Carmen Berrier	601 Martin Luther King Jr. Dr. Winston-Salem, NC 27110	336-750-3240 berriect@wssu.edu	No
The Urban News	Johnnie Grant	13 1/2 Eagle St. Ste J Asheville, NC 28802		No

ADDENDUM 3

Total Number of Interviewees Per Recruitment/Referral Source

Referral Source	Contact Person	Address	Telephone #	# of Interviewees
<u>Job Title: Creative Services Director - 11/3/08</u>				
All Access Music Group	Paul Colbert	www.allaccess.com	310.457.6616	3
Employee Referral	NA	1190 Patton Ave., Asheville, NC	828-259-9695	1

ADDENDUM 2

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Source	Contact Person	Address	Tel #	Referred Person Hired
ARG On-Air Commercial	Holly Vandegrift	1190 Patton Ave., Asheville, NC	828-259-9695	No
WOXL,WISE, WTMT Websites	Andrea Dedman	www.Mix965Asheville.com www.1310bigwise.com www.1059themountain.com	828-259-9695	No
Saga Comm. Inc. Website	Michelle Novak	73 Kercheval Grosse Pte. Farms, MI 48236	313-886-7070	No
NC ESC	www.esc.state.nc.us	n/a	n/a	No
Mtn. Area Joblink	Rodney Embler	Rodney.embler@ncmail.net	828-250-4761	No
UNC Asheville Career Center Website	n/a	career@unca.edu	n/a	No
Mars Hill College	Gillian Bosonetto	gbosonetto@mhc.edu	n/a	No
Radio Online	Ron Chase	http://jobs.radio-online.com	806-352-7503	No
Nat'l Assoc. of Brdcstrs	Dept of Human Resources	1771 N. Street NW Washington, DC 20036	202-429-5300	No
Natl Assoc. of Black Jrnlists	Job Posting Dept	8701-A Adelphi Rd. Adelphi, MD 20783	301-445-7100	No
Natl Assoc of Minority Media	Job Posting Dept	1921 Gallows Rd. Ste 600 Vienna, VA 22182	703-893-2410	No
Assoc for Women in Comm.	Job Posting Dept	780 Ritchie Hwy, Ste28S Severna Park, MD 21146	410-544-7442	No
Assoc. of Black Media Workers	Job Posting Dept	3800 Hooper Ave. Baltimore, MD 21211	410-467-3000	No
Nat'l Press Foundation	Job Posting Dept	1211 Connecticut Ave. NW Washington, DC 20036	202-721-9100	No
Nat'l Assoc o Hispanic Jnlts	Job Posting Dept	1000 National Press Bldg Washington, DC 20045	202-662-7145	No
Nat'l Assoc of Black College	Job Posting Dept	PO Box 2191 Atlanta, GZ 30302	404-523-6138	No
RTNDA Job Svcs	Job Posting Dept	1600 K Street NW St 700 Washington, DC 20006	202-659-6510	No
Rainbow/Push Coalition	Job Posting Dept	Hemdon Plaza, 100 Alburn Ave Atlanta, GZ 30303	404-525-5663	No
AB Tech	Peggy Bulla/Career Center	340 Victoria Rd Asheville, NC 28801	828-254-1921	No
Appalachian State Univ.	De'gn McGuire/ Career Development	PO Box 32032 Boone, NC 28608-2032	828-262-2180	No
Blue Ridge Commun. College	Julie Thompson/Career Center College	180 West Campus Dr. Flat Rock, NC 28731	828-694-1700 julier@blueridge.edu	No
Brevard College	Thomas Ann Lambert	#1 Brevard College Drive Brevard, NC 28712	828-883-8292 lambert@brevard.edu	No
Carolina School of Broadcasting	Alyson Young	3435 Performance Road Charlotte, NC 28214	704-395-9272 alyson@ankatv.com	No
Employment Security Commission	Diana Love	48 Grove St. Asheville, NC 28801	828-252-6200	No
Haywood Community College	Cynthia Cook/Ginger Boyd	15 Freedlander Drive Clyde, NC 28721	828-627-2821 gboyd@haywood.edu	No
Hispanic Link News Service	Hector Erickson-Mendoza	1420 N. Street NW Washington, DC 20005	202-234-0280	No
Housing Authority of the City of Asheville	Catherine Mitchell	165 South French Broad Ave. Asheville, NC 28802	828-258-1222	No
Isothermal College	Ginger Hutcherson	P.O. Box 804 Spindale, NC 28160	828-286-3636 ghutcherson@isothermal.edu	No
Mars Hill College	Jill Bosonetto	P.O. Box 6677 Mars Hill, NC 28754	828-689-1201 gbosonetto@mhc.edu	No

Montreat College	Tom Oxenreider	P.O. Box 1267 Montreat, NC 28757	828-669-8011	No
NAACP	Johnny Hayes	P.O. Box 7148 Asheville, NC 28801	828-281-3066 abnaacp@bellsouth.net	No
NC Services for the Blind	Judith Harris	50 French Broad Avenue Asheville, NC 28801	828-251-6732 Judith.harris@ncmail.net	No
National Association of Black Journalists	Lisa Goodnight	8701-A Adelphi Road Adelphi, MD 20783	301-445-7100	No
National Association of Broadcasters		1771 North Street, NW Washington, DC 20036	202-429-5499 www.nab/org	No
National Association of Minorities in Communication	Nicole Llido	600 Anton Blvd Suite 1100 Costa Mesa, CA 92625	jobs@namic.com	No
National Hispanic Media Coalition	Alex Hogales	1201 W. 5 th Street Ste T-205 Los Angeles, CA 90017	213-534-3026	No
Native American Public Telecommunications		1800 No. 33 rd St. Lincoln, NE 68583	402-472-3522	No
UNCA Asheville	Debbie McDowell	One University Heights Asheville, NC 28804	828-251-6515	No
Veteran's Advocate	Dan Siler	136 Elliott Drive Robbinsville, NC 28711	828-479-1086 Dan.siler@usarmy.mil	No
Warren Wilson College	Dale Roberts	CPO 6328 Warren Wilson College P.O. Box 9000 Asheville, NC 28815	828-298-3325 careers@warren-wilson.edu	No
Western Carolina University	Donna Ferrara	80 McKee Bldg Cullowhee, NC 28732	227-7211	No
Winston Salem State University	Carmen Berrier	601 Martin Luther King Jr. Dr. Winston-Salem, NC 27110	336-750-3240 berriect@wssu.edu	No
The Urban News	Johnnie Grant	13 1/2 Eagle St. Ste J Asheville, NC 28802		No

ADDENDUM 3

Total Number of Interviewees Per Recruitment/Referral Source

Referral Source	Contact Person	Address	Telephone #	# of Interviewees
<u>Job Title: Account Executive 10/27/08 & 11/24/08 & 12/15/08</u>				
Personal Referral	Unknown	NA	NA	1
Employee Referral	Unknown	NA	NA	2
Industry/Client Referral	Unknown	NA	NA	2
ARG On-Air Commercial	Holly Vandegrift	1190 Patton Ave., Asheville, NC	828-259-9695	3
Unknown	Unknown	NA	NA	1

ADDENDUM 2**Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy**

Source	Contact Person	Address	Tel #	Referred Person Hired?
www.mediarecruiter.com	Birschbach Recruitment	22102 E. Canyon Place, Aurora, CO	303-400-5150	No
WOXL, WISE, WTMT Websites	Andrea Dedman	www.Mix965Asheville.com www.1310biqwise.com www.1059themountain.com	828-259-9695	No
Saga Comm. Inc. Website	Michelle Novak	73 Kercheval Grosse Pte. Farms, MI 48236	313-886-7070	No
NC ESC	www.esc.state.nc.us	n/a	n/a	No
Mtn. Area Joblink	Rodney Embler	Rodney.embler@ncmail.net	828-250-4761	No
UNC Asheville Career Center Website	n/a	career@unca.edu	n/a	No
Mars Hill College	Gillian Bosonetto	gbosonetto@mhc.edu	n/a	No
Radio Online	Ron Chase	http://jobs.radio-online.com	806-352-7503	No
Nat'l Assoc. of Brdcstrs	Dept of Human Resources	1771 N. Street NW Washington, DC 20036	202-429-5300	No
Natl Assoc. of Black Jnlsts	Job Posting Dept	8701-A Adelphi Rd. Adelphi, MD 20783	301-445-7100	No
Natl Assoc of Minority Media	Job Posting Dept	1921 Gallows Rd. Ste 600 Vienna, VA 22182	703-893-2410	No
Assoc for Women in Comm.	Job Posting Dept	780 Ritchie Hwy, Ste28S Severna Park, MD 21146	410-544-7442	No
Assoc. of Black Media Workers	Job Posting Dept	3800 Hooper Ave. Baltimore, MD 21211	410-467-3000	No
Nat'l Press Foundation	Job Posting Dept	1211 Connecticut Ave. NW Washington, DC 20036	202-721-9100	No
Nat'l Assoc o Hispanic Jnlts	Job Posting Dept	1000 National Press Bldg Washington, DC 20045	202-662-7145	No
Nat'l Assoc of Black College	Job Posting Dept	PO Box 2191 Atlanta, GZ 30302	404-523-6138	No
RTNDA Job Svcs	Job Posting Dept	1600 K Street NW St 700 Washington, DC 20006	202-659-6510	No
Rainbow/Push Coalition	Job Posting Dept	Hemdon Plaza, 100 Alburn Ave Atlanta, GZ 30303	404-525-5663	No
AB Tech	Peggy Bulla/Career Center	340 Victoria Rd Asheville, NC 28801	828-254-1921	No
Appalachian State Univ.	De'gn McGuire/ Career Development	PO Box 32032 Boone, NC 28608-2032	828-262-2180	No
Blue Ridge Commun. College	Julie Thompson/Career Center College	180 West Campus Dr. Flat Rock, NC 28731	828-694-1700 julier@blueridge.edu	No
Brevard College	Thomas Ann Lambert	#1 Brevard College Drive Brevard, NC 28712	828-883-8292 lambert@brevard.edu	No
Carolina School of Broadcasting	Alyson Young	3435 Performance Road Charlotte, NC 28214	704-395-9272 alyson@ankatv.com	No
Employment Security Commission	Diana Love	48 Grove St. Asheville, NC 28801	828-252-6200	No
Haywood Community College	Cynthia Cook/Ginger Boyd	15 Freedlander Drive Clyde, NC 28721	828-627-2821 gboyd@haywood.edu	No
Hispanic Link News Service	Hector Erickson-Mendoza	1420 N. Street NW Washington, DC 20005	202-234-0280	No
Housing Authority of the City of Asheville	Catherine Mitchell	165 South French Broad Ave. Asheville, NC 28802	828-258-1222	No
Isothermal College	Ginger Hutcherson	P.O. Box 804 Spindale, NC 28160	828-286-3636 ghutcherson@isothermal.edu	No
Mars Hill College	Jill Bosonetto	P.O. Box 6677 Mars Hill, NC 28754	828-689-1201 gbosonetto@mhc.edu	No

Montreat College	Tom Oxenreider	P.O. Box 1267 Montreat, NC 28757	828-669-8011	No
NAACP	Johnny Hayes	P.O. Box 7148 Asheville, NC 28801	828-281-3066 abnaacp@bellsouth.net	No
NC Services for the Blind	Judith Harris	50 French Broad Avenue Asheville, NC 28801	828-251-6732 Judith.harris@ncmail.net	No
National Association of Black Journalists	Lisa Goodnight	8701-A Adelphi Road Adelphi, MD 20783	301-445-7100	No
National Association of Broadcasters		1771 North Street, NW Washington, DC 20036	202-429-5499 www.nab.org	No
National Association of Minorities in Communication	Nicole Llido	600 Anton Blvd Suite 1100 Costa Mesa, CA 92625	jobs@namic.com	No
National Hispanic Media Coalition	Alex Hogales	1201 W. 5 th Street Ste T-205 Los Angeles, CA 90017	213-534-3026	No
Native American Public Telecommunications		1800 No. 33 rd St. Lincoln, NE 68583	402-472-3522	No
UNCA Asheville	Debbie McDowell	One University Heights Asheville, NC 28804	828-251-6515	No
Veteran's Advocate	Dan Siler	136 Elliott Drive Robbinsville, NC 28711	828-479-1086 Dan.siler@usarmy.mil	No
Warren Wilson College	Dale Roberts	CPO 6328 Warren Wilson College P.O. Box 9000 Asheville, NC 28815	828-298-3325 careers@warren-wilson.edu	No
Western Carolina University	Donna Ferrara	80 McKee Bldg Cullowhee, NC 28732	227-7211	No
Winston Salem State University	Carmen Berrier	601 Martin Luther King Jr. Dr. Winston-Salem, NC 27110	336-750-3240 berriect@wssu.edu	No
The Urban News	Johnnie Grant	13 1/2 Eagle St. Ste J Asheville, NC 28802		No

ADDENDUM 3

Total Number of Interviewees Per Recruitment/Referral Source

Referral Source	Contact Person	Address	Telephone #	# of Interviewees
Job Title: General Sales Manager - 11/24/08				
Current Employee	NA	1190 Patton Ave., Asheville, NC	828-259-9695	1
www.mediarecruiter.com	Birschbach Recruitment	22102 E. Canyon Place, Aurora, CO	303-400-5150	4

ADDENDUM 2

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Source	Contact Person	Address	Tel #	Referred Person Hired
ARG On-Air Commercial	Holly Vandegrift	1190 Patton Ave., Asheville, NC	828-259-9695	Yes
WOXL,WISE, WTMT Websites	Andrea Dedman	www.Mix965Asheville.com www.1310bigwise.com www.1059themountain.com	828-259-9695	No
Saga Comm. Inc. Website	Michelle Novak	73 Kercheval Grosse Pte. Farms, MI 48236	313-886-7070	No
NC ESC	www.esc.state.nc.us	n/a	n/a	No
Mtn. Area Joblink	Rodney Embler	Rodney.embler@ncmail.net	828-250-4761	No
UNC Asheville Career Center Website	n/a	career@unca.edu	n/a	No
Mars Hill College	Gillian Bosonetto	gbosonetto@mhc.edu	n/a	No
Radio Online	Ron Chase	http://jobs.radio-online.com	806-352-7503	No
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Natl Assoc. of Black Jrnlsts	Job Posting Dept	8701-A Adelphi Rd. Adelphi, MD 20783	301-445-7100	No
Natl Assoc of Minority Media	Job Posting Dept	1921 Gallows Rd. Ste 600 Vienna, VA 22182	703-893-2410	No
Assoc for Women in Comm.	Job Posting Dept	780 Ritchie Hwy, Ste28S Severna Park, MD 21146	410-544-7442	No
Assoc. of Black Media Workers	Job Posting Dept	3800 Hooper Ave. Baltimore, MD 21211	410-467-3000	No
Nat'l Press Foundation	Job Posting Dept	1211 Connecticut Ave. NW Washington, DC 20036	202-721-9100	No
Nat'l Assoc o Hispanic Jnlts	Job Posting Dept	1000 National Press Bldg Washington, DC 20045	202-662-7145	No
Nat'l Assoc of Black College	Job Posting Dept	PO Box 2191 Atlanta, GZ 30302	404-523-6138	No
RTNDA Job Svcs	Job Posting Dept	1600 K Street NW St 700 Washington, DC 20006	202-659-6510	No
Rainbow/Push Coalition	Job Posting Dept	Hemdon Plaza, 100 Alburn Ave Atlanta, GZ 30303	404-525-5663	No
AB Tech	Peggy Bulla/Career Center	340 Victoria Rd Asheville, NC 28801	828-254-1921	No
Appalachian State Univ.	De'gn McGuire/ Career Development	PO Box 32032 Boone, NC 28608-2032	828-262-2180	No
Blue Ridge Commun. College	Julie Thompson/Career Center College	180 West Campus Dr. Flat Rock, NC 28731	828-694-1700 julier@blueridge.edu	No
Brevard College	Thomas Ann Lambert	#1 Brevard College Drive Brevard, NC 28712	828-883-8292 lambert@brevard.edu	No
Carolina School of Broadcasting	Alyson Young	3435 Performance Road Charlotte, NC 28214	704-395-9272 alyson@ankatv.com	No
Employment Security Commission	Diana Love	48 Grove St. Asheville, NC 28801	828-252-6200	No
Haywood Community College	Cynthia Cook/Ginger Boyd	15 Freedlander Drive Clyde, NC 28721	828-627-2821 gboyd@haywood.edu	No
Hispanic Link News Service	Hector Erickson-Mendoza	1420 N. Street NW Washington, DC 20005	202-234-0280	No
Housing Authority of the City of Asheville	Catherine Mitchell	165 South French Broad Ave. Asheville, NC 28802	828-258-1222	No
Isothermal College	Ginger Hutcherson	P.O. Box 804 Spindale, NC 28160	828-286-3636 ghutcherson@isothermal.edu	No
Mars Hill College	Jill Bosonetto	P.O. Box 6677 Mars Hill, NC 28754	828-689-1201 gbosonetto@mhc.edu	No

Montreat College	Tom Oxenreider	P.O. Box 1267 Montreat, NC 28757	828-669-8011	No
NAACP	Johnny Hayes	P.O. Box 7148 Asheville, NC 28801	828-281-3066 abnaacp@bellsouth.net	No
NC Services for the Blind	Judith Harris	50 French Broad Avenue Asheville, NC 28801	828-251-6732 Judith.harris@ncmail.net	No
National Association of Black Journalists	Lisa Goodnight	8701-A Adelphi Road Adelphi, MD 20783	301-445-7100	No
National Association of Broadcasters		1771 North Street, NW Washington, DC 20036	202-429-5499 www.nab.org	No
National Association of Minorities in Communication	Nicole Llido	600 Anton Blvd Suite 1100 Costa Mesa, CA 92625	jobs@namic.com	No
National Hispanic Media Coalition	Alex Hogales	1201 W. 5 th Street Ste T-205 Los Angeles, CA 90017	213-534-3026	No
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Veteran's Advocate	Dan Siler	136 Elliott Drive Robbinsville, NC 28711	828-479-1086 Dan.siler@usarmy.mil	No
Warren Wilson College	Dale Roberts	CPO 6328 Warren Wilson College P.O. Box 9000 Asheville, NC 28815	828-298-3325 careers@warren-wilson.edu	No
Western Carolina University	Donna Ferrara	80 McKee Bldg Cullowhee, NC 28732	227-7211	No
Winston Salem State University	Carmen Berrier	601 Martin Luther King Jr. Dr. Winston-Salem, NC 27110	336-750-3240 berriect@wssu.edu	No
The Urban News	Johnnie Grant	13 1/2 Eagle St. Ste J Asheville, NC 28802		No

ADDENDUM 3

Total Number of Interviewees Per Recruitment/Referral Source

Referral Source	Contact Person	Address	Telephone #	# of Interviewees
<u>Job Title: Account Executive 1/2/09 & 2/23/09</u>				
Client Referral	Unknown	NA	NA	1
Employee Referral	Unknown	NA	NA	1
105.9 website	Unknown	1190 Patton Ave., Asheville, NC	828-259-9695	1
ARG On-Air Commercial	Holly Vandegrift	1190 Patton Ave., Asheville, NC	828-259-9695	3
Unknown	Unknown	NA	NA	4

ADDENDUM 2

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Source	Contact Person	Address	Tel #	Referred Person Hired?
Referral Source	Contact Person	Address	Telephone #	# of Interviewees
WOXL,WISE, WTMT Websites	Andrea Dedman	www.Mix965Asheville.com www.1310bigwise.com www.1059themountain.com	828-259-9695	No
Saga Comm. Inc. Website	Michelle Novak	73 Kercheval Grosse Pte. Farms, MI 48236	313-886-7070	No
www.indeed.com	Job Posting Dept	470 West Ave., St. 2002, Stanford, Ct 06902	n/a	No
NC ESC	www.esc.state.nc.us	n/a	n/a	No
Mtn. Area Joblink	Rodney Embler	Rodney.embler@ncmail.net	828-250-4761	No
UNC Asheville Career Center Website	n/a	career@unca.edu	n/a	No
Mars Hill College	Gillian Bosonetto	gbosonetto@mhc.edu	n/a	No
Radio Online	Ron Chase	http://jobs.radio-online.com	806-352-7503	No
Nat'l Assoc. of Brdcstrs	Dept of Human Resources	1771 N. Street NW Washington, DC 20036	202-429-5300	No
Natl Assoc. of Black Jnlsts	Job Posting Dept	8701-A Adelphi Rd. Adelphi, MD 20783	301-445-7100	No
Natl Assoc of Minority Media	Job Posting Dept	1921 Gallows Rd. Ste 600 Vienna, VA 22182	703-893-2410	No
Assoc for Women in Comm.	Job Posting Dept	780 Ritchie Hwy, Ste28S Severna Park, MD 21146	410-544-7442	No
Assoc. of Black Media Workers	Job Posting Dept	3800 Hooper Ave. Baltimore, MD 21211	410-467-3000	No
Nat'l Press Foundation	Job Posting Dept	1211 Connecticut Ave. NW Washington, DC 20036	202-721-9100	No
Nat'l Assoc o Hispanic Jnlts	Job Posting Dept	1000 National Press Bldg Washington, DC 20045	202-662-7145	No
Nat'l Assoc of Black College	Job Posting Dept	PO Box 2191 Atlanta, GZ 30302	404-523-6138	No
RTNDA Job Svcs	Job Posting Dept	1600 K Street NW St 700 Washington, DC 20006	202-659-6510	No
Rainbow/Push Coalition	Job Posting Dept	Hemdon Plaza, 100 Alburn Ave Atlanta, GZ 30303	404-525-5663	No
AB Tech	Peggy Bulla/Career Center	340 Victoria Rd Asheville, NC 28801	828-254-1921	No
Appalachian State Univ.	De'gn McGuire/ Career Development	PO Box 32032 Boone, NC 28608-2032	828-262-2180	No
Blue Ridge Commun. College	Julie Thompson/Career Center College	180 West Campus Dr. Flat Rock, NC 28731	828-694-1700 julier@blueridge.edu	No
Brevard College	Thomas Ann Lambert	#1 Brevard College Drive Brevard, NC 28712	828-883-8292 lambert@brevard.edu	No
Carolina School of Broadcasting	Alyson Young	3435 Performance Road Charlotte, NC 28214	704-395-9272 alyson@ankatv.com	No
Employment Security Commission	Diana Love	48 Grove St. Asheville, NC 28801	828-252-6200	No
Haywood Community College	Cynthia Cook/Ginger Boyd	15 Freedlander Drive Clyde, NC 28721	828-627-2821 gboyd@haywood.edu	No
Hispanic Link News Service	Hector Erickson-Mendoza	1420 N. Street NW Washington, DC 20005	202-234-0280	No
Housing Authority of the City of Asheville	Catherine Mitchell	165 South French Broad Ave. Asheville, NC 28802	828-258-1222	No

Isothermal College	Ginger Hutcherson	P.O. Box 804 Spindale, NC 28160	828-286-3636 ghutcherson@isothermal.edu	No
Mars Hill College	Jill Bosonetto	P.O. Box 6677 Mars Hill, NC 28754	828-689-1201 gbosonetto@mhc.edu	No
Montreat College	Tom Oxenreider	P.O. Box 1267 Montreat, NC 28757	828-669-8011	No
NAACP	Johnny Hayes	P.O. Box 7148 Asheville, NC 28801	828-281-3066 abnaacp@bellsouth.net	No
NC Services for the Blind	Judith Harris	50 French Broad Avenue Asheville, NC 28801	828-251-6732 Judith.harris@ncmail.net	No
National Association of Black Journalists	Lisa Goodnight	8701-A Adelphi Road Adelphi, MD 20783	301-445-7100	No
National Association of Broadcasters		1771 North Street, NW Washington, DC 20036	202-429-5499 www.nab/org	No
National Association of Minorities in Communication	Nicole Llido	600 Anton Blvd Suite 1100 Costa Mesa, CA 92625	jobs@namic.com	No
National Hispanic Media Coalition	Alex Hogales	1201 W. 5 th Street Ste T-205 Los Angeles, CA 90017	213-534-3026	No
Native American Public Telecommunications		1800 No. 33 rd St. Lincoln, NE 68583	402-472-3522	No
UNCA Asheville	Debbie McDowell	One University Heights Asheville, NC 28804	828-251-6515	No
Veteran's Advocate	Dan Siler	136 Elliott Drive Robbinsville, NC 28711	828-479-1086 Dan.siler@usarmy.mil	No
Warren Wilson College	Dale Roberts	CPO 6328 Warren Wilson College P.O. Box 9000 Asheville, NC 28815	828-298-3325 careers@warren-wilson.edu	No
Western Carolina University	Donna Ferrara	80 McKee Bldg Cullowhee, NC 28732	227-7211	No
Winston Salem State University	Carmen Berrier	601 Martin Luther King Jr. Dr. Winston-Salem, NC 27110	336-750-3240 berriect@wssu.edu	No
The Urban News	Johnnie Grant	13 1/2 Eagle St. Ste J Asheville, NC 28802		No

ADDENDUM 3

Total Number of Interviewees Per Recruitment/Referral Source

Job Title: Traffic Manager 1/21/09

Resume on File	Unknown	NA	NA	1
Current Employee	NA	1190 Patton Ave., Asheville, NC	828-259-9695	1
www.indeed.com	Job Posting Dept	470 West Ave., St. 2002, Stanford, CT 06902	n/a	2

ADDENDUM 2

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Source	Contact Person	Address	Tel #	Referred Person Hired?
Referral Source	Contact Person	Address	Telephone #	# of Interviewees
WOXL,WISE, WTMT Websites	Andrea Dedman	www.Mix965Asheville.com www.1310bigwise.com www.1059themountain.com	828-259-9695	No
Saga Comm. Inc. Website	Michelle Novak	73 Kercheval Grosse Pte. Farms, MI 48236	313-886-7070	No
www.indeed.com	Job Posting Dept	470 West Ave., St. 2002, Stanford, Ct 06902	n/a	No
NC ESC	www.esc.state.nc.us	n/a	n/a	No
Mtn. Area Joblink	Rodney Embler	Rodney.embler@ncmail.net	828-250-4761	No
UNC Asheville Career Center Website	n/a	career@unca.edu	n/a	No
Mars Hill College	Gillian Bosonetto	gbosonetto@mhc.edu	n/a	No
Radio Online	Ron Chase	http://jobs.radio-online.com	806-352-7503	No
Nat'l Assoc. of Brdcstrs	Dept of Human Resources	1771 N. Street NW Washington, DC 20036	202-429-5300	No
Natl Assoc. of Black Jrnlists	Job Posting Dept	8701-A Adelphi Rd. Adelphi, MD 20783	301-445-7100	No
Natl Assoc of Minority Media	Job Posting Dept	1921 Gallows Rd. Ste 600 Vienna, VA 22182	703-893-2410	No
Assoc for Women in Comm.	Job Posting Dept	780 Ritchie Hwy, Ste28S Severna Park, MD 21146	410-544-7442	No
Assoc. of Black Media Workers	Job Posting Dept	3800 Hooper Ave. Baltimore, MD 21211	410-467-3000	No
Nat'l Press Foundation	Job Posting Dept	1211 Connecticut Ave. NW Washington, DC 20036	202-721-9100	No
Nat'l Assoc o Hispanic Jnlts	Job Posting Dept	1000 National Press Bldg Washington, DC 20045	202-662-7145	No
Nat'l Assoc of Black College	Job Posting Dept	PO Box 2191 Atlanta, GZ 30302	404-523-6138	No
RTNDA Job Svcs	Job Posting Dept	1600 K Street NW St 700 Washington, DC 20006	202-659-6510	No
Rainbow/Push Coalition	Job Posting Dept	Hemdon Plaza, 100 Alburn Ave Atlanta, GZ 30303	404-525-5663	No
AB Tech	Peggy Bulla/Career Center	340 Victoria Rd Asheville, NC 28801	828-254-1921	No
Appalachian State Univ.	De'gn McGuire/ Career Development	PO Box 32032 Boone, NC 28608-2032	828-262-2180	No
Blue Ridge Commun. College	Julie Thompson/Career Center College	180 West Campus Dr. Flat Rock, NC 28731	828-694-1700 julier@blueridge.edu	No
Brevard College	Thomas Ann Lambert	#1 Brevard College Drive Brevard, NC 28712	828-883-8292 lambert@brevard.edu	No
Carolina School of Broadcasting	Alyson Young	3435 Performance Road Charlotte, NC 28214	704-395-9272 alyson@ankatv.com	No
Employment Security Commission	Diana Love	48 Grove St. Asheville, NC 28801	828-252-6200	No
Haywood Community College	Cynthia Cook/Ginger Boyd	15 Freedlander Drive Clyde, NC 28721	828-627-2821 gboyd@haywood.edu	No
Hispanic Link News Service	Hector Erickson-Mendoza	1420 N. Street NW Washington, DC 20005	202-234-0280	No
Housing Authority of the City of Asheville	Catherine Mitchell	165 South French Broad Ave. Asheville, NC 28802	828-258-1222	No

Isothermal College	Ginger Hutcherson	P.O. Box 804 Spindale, NC 28160	828-286-3636 ghutcherson@isothermal.edu	No
Mars Hill College	Jill Bosonetto	P.O. Box 6677 Mars Hill, NC 28754	828-689-1201 gbosonetto@mhc.edu	No
Montreat College	Tom Oxenreider	P.O. Box 1267 Montreat, NC 28757	828-669-8011	No
NAACP	Johnny Hayes	P.O. Box 7148 Asheville, NC 28801	828-281-3066 abnaacp@bellsouth.net	No
NC Services for the Blind	Judith Harris	50 French Broad Avenue Asheville, NC 28801	828-251-6732 Judith.harris@ncmail.net	No
National Association of Black Journalists	Lisa Goodnight	8701-A Adelphi Road Adelphi, MD 20783	301-445-7100	No
National Association of Broadcasters		1771 North Street, NW Washington, DC 20036	202-429-5499 www.nab/org	No
National Association of Minorities in Communication	Nicole Llido	600 Anton Blvd Suite 1100 Costa Mesa, CA 92625	jobs@namic.com	No
National Hispanic Media Coalition	Alex Hogales	1201 W. 5 th Street Ste T-205 Los Angeles, CA 90017	213-534-3026	No
Native American Public Telecommunications		1800 No. 33 rd St. Lincoln, NE 68583	402-472-3522	No
UNCA Asheville	Debbie McDowell	One University Heights Asheville, NC 28804	828-251-6515	No
Veteran's Advocate	Dan Siler	136 Elliott Drive Robbinsville, NC 28711	828-479-1086 Dan.siler@usarmy.mil	No
Warren Wilson College	Dale Roberts	CPO 6328 Warren Wilson College P.O. Box 9000 Asheville, NC 28815	828-298-3325 careers@warren-wilson.edu	No
Western Carolina University	Donna Ferrara	80 McKee Bldg Cullowhee, NC 28732	227-7211	No
Winston Salem State University	Carmen Berrier	601 Martin Luther King Jr. Dr. Winston-Salem, NC 27110	336-750-3240 berriect@wssu.edu	No
The Urban News	Johnnie Grant	13 1/2 Eagle St. Ste J Asheville, NC 28802		No

ADDENDUM 3

Total Number of Interviewees Per Recruitment/Referral Source

Job Title: Executive Assistant 1/27/09

Current Employee	NA	1190 Patton Ave., Asheville, NC	828-259-9695	1
www.indeed.com	Job Posting Dept	470 West Ave., St. 2002, Stanford, CT 06902	n/a	2

ADDENDUM 2

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Source	Contact Person	Address	Tel #	Referred Person Hired?
All Access Music Group	Paul Colbert	www.allaccess.com	310-457-6616	Yes
WOXL,WISE, WTMT Websites	Andrea Dedman	www.Mix965Asheville.com www.1310bigwise.com www.1059themountain.com	828-259-9695	No
Saga Comm. Inc. Website	Michelle Novak	73 Kercheval Grosse Pte. Farms, MI 48236	313-886-7070	No
NC ESC	www.esc.state.nc.us	n/a	n/a	No
Mtn. Area Joblink	Rodney Embler	Rodney.embler@ncmail.net	828-250-4761	No
UNC Asheville Career Center Website	n/a	career@unca.edu	n/a	No
Mars Hill College	Gillian Bosonetto	gbosonetto@mhc.edu	n/a	No
Radio Online	Ron Chase	http://jobs.radio-online.com	806-352-7503	No
Nat'l Assoc. of Brdcstrs	Dept of Human Resources	1771 N. Street NW Washington, DC 20036	202-429-5300	No
Natl Assoc. of Black Jrnlists	Job Posting Dept	8701-A Adelphi Rd. Adelphi, MD 20783	301-445-7100	No
Natl Assoc of Minority Media	Job Posting Dept	1921 Gallows Rd. Ste 600 Vienna, VA 22182	703-893-2410	No
Assoc for Women in Comm.	Job Posting Dept	780 Ritchie Hwy, Ste28S Severna Park, MD 21146	410-544-7442	No
Assoc. of Black Media Workers	Job Posting Dept	3800 Hooper Ave. Baltimore, MD 21211	410-467-3000	No
Nat'l Press Foundation	Job Posting Dept	1211 Connecticut Ave. NW Washington, DC 20036	202-721-9100	No
Nat'l Assoc o Hispanic Jnlts	Job Posting Dept	1000 National Press Bldg Washington, DC 20045	202-662-7145	No
Nat'l Assoc of Black College	Job Posting Dept	PO Box 2191 Atlanta, GZ 30302	404-523-6138	No
RTNDA Job Svcs	Job Posting Dept	1600 K Street NW St 700 Washington, DC 20006	202-659-6510	No
Rainbow/Push Coalition	Job Posting Dept	Hemdon Plaza, 100 Alburn Ave Atlanta, GZ 30303	404-525-5663	No
AB Tech	Peggy Bulla/Career Center	340 Victoria Rd Asheville, NC 28801	828-254-1921	No
Appalachian State Univ.	De'gn McGuire/ Career Development	PO Box 32032 Boone, NC 28608-2032	828-262-2180	No
Blue Ridge Commun. College	Julie Thompson/Career Center College	180 West Campus Dr. Flat Rock, NC 28731	828-694-1700 julier@blueridge.edu	No
Brevard College	Thomas Ann Lambert	#1 Brevard College Drive Brevard, NC 28712	828-883-8292 lambert@brevard.edu	No
Carolina School of Broadcasting	Alyson Young	3435 Performance Road Charlotte, NC 28214	704-395-9272 alyson@ankatv.com	No
Employment Security Commission	Diana Love	48 Grove St. Asheville, NC 28801	828-252-6200	No
Haywood Community College	Cynthia Cook/Ginger Boyd	15 Freedlander Drive Clyde, NC 28721	828-627-2821 gboyd@haywood.edu	No
Hispanic Link News Service	Hector Erickson-Mendoza	1420 N. Street NW Washington, DC 20005	202-234-0280	No
Housing Authority of the City of Asheville	Catherine Mitchell	165 South French Broad Ave. Asheville, NC 28802	828-258-1222	No
Isothermal College	Ginger Hutcherson	P.O. Box 804 Spindale, NC 28160	828-286-3636 ghutcherson@isothermal.edu	No
Mars Hill College	Jill Bosonetto	P.O. Box 6677 Mars Hill, NC 28754	828-689-1201 gbosonetto@mhc.edu	No

Montreat College	Tom Oxenreider	P.O. Box 1267 Montreat, NC 28757	828-669-8011	No
NAACP	Johnny Hayes	P.O. Box 7148 Asheville, NC 28801	828-281-3066 abnaacp@bellsouth.net	No
NC Services for the Blind	Judith Harris	50 French Broad Avenue Asheville, NC 28801	828-251-6732 Judith.harris@ncmail.net	No
National Association of Black Journalists	Lisa Goodnight	8701-A Adelphi Road Adelphi, MD 20783	301-445-7100	No
National Association of Broadcasters		1771 North Street, NW Washington, DC 20036	202-429-5499 www.nab/org	No
National Association of Minorities in Communication	Nicole Llido	600 Anton Blvd Suite 1100 Costa Mesa, CA 92625	jobs@namic.com	No
National Hispanic Media Coalition	Alex Hogales	1201 W. 5 th Street Ste T-205 Los Angeles, CA 90017	213-534-3026	No
Native American Public Telecommunications		1800 No. 33 rd St. Lincoln, NE 68583	402-472-3522	No
UNCA Asheville	Debbie McDowell	One University Heights Asheville, NC 28804	828-251-6515	No
Veteran's Advocate	Dan Siler	136 Elliott Drive Robbinsville, NC 28711	828-479-1086 Dan.siler@usarmy.mil	No
Warren Wilson College	Dale Roberts	CPO 6328 Warren Wilson College P.O. Box 9000 Asheville, NC 28815	828-298-3325 careers@warren-wilson.edu	No
Western Carolina University	Donna Ferrara	80 McKee Bldg Cullowhee, NC 28732	227-7211	No
Winston Salem State University	Carmen Berrier	601 Martin Luther King Jr. Dr. Winston-Salem, NC 27110	336-750-3240 berriect@wssu.edu	No
The Urban News	Johnnie Grant	13 1/2 Eagle St. Ste J Asheville, NC 28802		No

ADDENDUM 3

Total Number of Interviewees Per Recruitment/Referral Source

Referral Source	Contact Person	Address	Telephone #	# of Interviewees
<u>Job Title: Operations Manager - 4/29/09</u>				
All Access Music Group	Paul Colbert	www.allaccess.com	310.457.6616	12
Industry Referral	Bruce Law	NA	NA	1

ADDENDUM 2
Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Source	Contact Person	Address	Tel #	Referred Person Hired
WOXL,WISE, WTMT Websites	Andrea Dedman	www.Mix965Asheville.com www.1310bigwise.com www.1059themountain.com	828-259-9695	Yes
Saga Comm. Inc. Website	Michelle Novak	73 Kercheval Grosse Pte. Farms, MI 48236	313-886-7070	No
NC ESC	www.esc.state.nc.us	n/a	n/a	No
AshevilleHelpWanted	Ben Bloise	www.AshevilleHelpWanted.com	800-365-8630	No
Mtn. Area Joblink	Rodney Embler	Rodney.embler@ncmail.net	828-250-4761	No
UNC Asheville Career Center Website	n/a	career@unca.edu	n/a	No
Mars Hill College	Gillian Bosonetto	gbosonetto@mhc.edu	n/a	No
Radio Online	Ron Chase	http://jobs.radio-online.com	806-352-7503	No
Nat'l Assoc. of Brdcstrs	Dept of Human Resources	1771 N. Street NW Washington, DC 20036	202-429-5300	No
Nat'l Assoc. of Black Jnlsts	Job Posting Dept	8701-A Adelphi Rd. Adelphi, MD 20783	301-445-7100	No
Natl Assoc of Minority Media	Job Posting Dept	1921 Gallows Rd. Ste 600 Vienna, VA 22182	703-893-2410	No
Assoc for Women in Comm.	Job Posting Dept	780 Ritchie Hwy, Ste28S Severna Park, MD 21146	410-544-7442	No
Assoc. of Black Media Workers	Job Posting Dept	3800 Hooper Ave. Baltimore, MD 21211	410-467-3000	No
Nat'l Press Foundation	Job Posting Dept	1211 Connecticut Ave. NW Washington, DC 20036	202-721-9100	No
Nat'l Assoc o Hispanic Jnlts	Job Posting Dept	1000 National Press Bldg Washington, DC 20045	202-662-7145	No
Nat'l Assoc of Black College	Job Posting Dept	PO Box 2191 Atlanta, GZ 30302	404-523-6138	No
RTNDA Job Svcs	Job Posting Dept	1600 K Street NW St 700 Washington, DC 20006	202-659-6510	No
Rainbow/Push Coalition	Job Posting Dept	Hemdon Plaza, 100 Alburn Ave Atlanta, GZ 30303	404-525-5663	No
AB Tech	Peggy Bulla/Career Center	340 Victoria Rd Asheville, NC 28801	828-254-1921	No
Appalachian State Univ.	De'gn McGuire/ Career Development	PO Box 32032 Boone, NC 28608-2032	828-262-2180	No
Blue Ridge Commun. College	Julie Thompson/Career Center College	180 West Campus Dr. Flat Rock, NC 28731	828-694-1700 julier@blueridge.edu	No
Brevard College	Thomas Ann Lambert	#1 Brevard College Drive Brevard, NC 28712	828-883-8292 lambert@brevard.edu	No
Carolina School of Broadcasting	Alyson Young	3435 Performance Road Charlotte, NC 28214	704-395-9272 alyson@ankatv.com	No
Employment Security Commission	Diana Love	48 Grove St. Asheville, NC 28801	828-252-6200	No
Haywood Community College	Cynthia Cook/Ginger Boyd	15 Freedlander Drive Clyde, NC 28721	828-627-2821 gboyd@haywood.edu	No
Hispanic Link News Service	Hector Erickson-Mendoza	1420 N. Street NW Washington, DC 20005	202-234-0280	No
Housing Authority of the City of Asheville	Catherine Mitchell	165 South French Broad Ave. Asheville, NC 28802	828-258-1222	No
Isothermal College	Ginger Hutcherson	P.O. Box 804 Spindale, NC 28160	828-286-3636 ghutcherson@isothermal.edu	No
Mars Hill College	Jill Bosonetto	P.O. Box 6677 Mars Hill, NC 28754	828-689-1201 gbosonetto@mhc.edu	No

Montreat College	Tom Oxenreider	P.O. Box 1267 Montreat, NC 28757	828-669-8011	No
NAACP	Johnny Hayes	P.O. Box 7148 Asheville, NC 28801	828-281-3066 abnaacp@bellsouth.net	No
NC Services for the Blind	Judith Harris	50 French Broad Avenue Asheville, NC 28801	828-251-6732 Judith.harris@ncmail.net	No
National Association of Black Journalists	Lisa Goodnight	8701-A Adelphi Road Adelphi, MD 20783	301-445-7100	No
National Association of Broadcasters		1771 North Street, NW Washington, DC 20036	202-429-5499 www.nab/org	No
National Association of Minorities in Communication	Nicole Llido	600 Anton Blvd Suite 1100 Costa Mesa, CA 92625	jobs@namic.com	No
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Native American Public Telecommunications		1800 No. 33 rd St. Lincoln, NE 68583	402-472-3522	No
UNCA Asheville	Debbie McDowell	One University Heights Asheville, NC 28804	828-251-6515	No
Veteran's Advocate	Dan Siler	136 Elliott Drive Robbinsville, NC 28711	828-479-1086 Dan.siler@usarmy.mil	No
Warren Wilson College	Dale Roberts	CPO 6328 Warren Wilson College P.O. Box 9000 Asheville, NC 28815	828-298-3325 careers@warren-wilson.edu	No
Western Carolina University	Donna Ferrara	80 McKee Bldg Cullowhee, NC 28732	227-7211	No
Winston Salem State University	Carmen Berrier	601 Martin Luther King Jr. Dr. Winston-Salem, NC 27110	336-750-3240 berriect@wssu.edu	No
The Urban News	Johnnie Grant	13 1/2 Eagle St. Ste J Asheville, NC 28802		No

ADDENDUM 3

Total Number of Interviewees Per Recruitment/Referral Source

Referral Source	Contact Person	Address	Telephone #	# of Interviewees
<u>Job Title: Account Executive 10/27/08</u>				
Unsolicited Call-In	Unknown	NA	NA	1
ARG On-Air Commercial	Holly Vandegrift	1190 Patton Ave., Asheville, NC	828-259-9695	2
Career Builders	Unknown	NA	NA	2
Unknown	Unknown	NA	NA	2
ARG Website	Holly Vandegrift	1190 Patton Ave., Asheville, NC	828-259-9695	2
General Referrals	Unknown	NA	NA	2

OUTREACH ACTIVITY DESCRIPTION FORM

8/1/08-8/1/09

Page 1

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 2, 2009, the following department heads viewed the following DVD: EEO Compliance for Supervisors and Managers by Kantola Productions: Bob Bolak, Holly Vandegrift, Mike Berlak, Craig Debolt, Will Candler, Gary Robinson and Shannon Lindsey
4. On June 2, 2009, a department head meeting was held to discuss EEOC information. Shannon Lindsey, 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, Mike Berlak, Craig Debolt, Will Candler, Gary Robinson and Shannon Lindsey

2. Name of Activity: Participation in Job Fairs

Description of Initiative:

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

1. December 30, 2008 – Asheville Area Chamber of Commerce/Economic Development Coalition Homecoming 2008 Job Fair – Attended by Holly Vandegrift.
2. February 17, 2009 - UNC Asheville Career Day – Attended by Will Candler.

3. Name of Activity: Host a Job Fair

Description of Initiative:

Saga Communications of North Carolina hosted the following job fairs:

1. Saturday, May 26, 2009, at the Courtyard by Marriott, Asheville, NC, from 9am-noon. Bob Bolak, GM, was in attendance.
2. Saturday, June 13, 2009, at the Holiday Inn on Tunnel Road, Asheville, NC from noon-3 pm. Holly Vandegrift, GSM, was in attendance.

OUTREACH ACTIVITY DESCRIPTION FORM

8/1/08-8/1/09

Page 2

4. 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.

5. Name of Activity: Notifying Community Groups

Description of Initiative:

Saga Communications of North Carolina began 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.

6. Name of Activity: Participation in Other Activities

Description of Initiative:

On May 15, 2009, 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. In addition, the brochure is made available to the general public at promotional and sales events.