

A. Full-Time Vacancies Filled During Past Year

1. Job Title: Promotions Manager	Date Filled: 01/04/08
2. Job Title: Traffic/Administrative Assistant	Date Filled: 02/11/08
3. Job Title: Customer Service Representative	Date Filled: 10/01/07
4. Job Title: Customer Service Representative	Date Filled: 05/16/08
5. Job Title: Salesperson / Account Executive	Date Filled: 08/27/07
6. Job Title: Salesperson / Account Executive	Date Filled: 02/01/08
7. Job Title: Salesperson / Account Executive	Date Filled: 02/18/08
8. Job Title: Salesperson / Account Executive	Date Filled: 03/17/08
9. Job Title: Salesperson / Account Executive	Date Filled: 05/27/08
10. Job Title: Program Director - WTMT	Date Filled: 05/12/08
11. Job Title: General Manager	Date Filled: 06/16/08

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

1. Job Title: Promotions Manager

Dated Filled: 01/04/08

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel#</u>	<u>Referred Person Hired?</u>
Saga Website	Michelle Novak	www.sagacomunications.com	203-221-1166	No
WOXL, WISE, WTMT Websites	Andrea Dedman	www.965woxl.com , www.1310bigwise.com www.1059themountain.com	828-259-9695	Yes
WISE Radio Spots	Chris Hoffman	1190 Patton Ave., Asheville, NC 28806	828-259-9695	No
WOXL Radio Spots	Chris Hoffman	1190 Patton Ave., Asheville, NC 28806	828-259-9695	No
WTMT Radio Spots	Chris Hoffman	1190 Patton Ave., Asheville, NC 28806	828-259-9695	No
UNC-Asheville Career Center Website	n/a	career@unca.edu	n/a	No
Mtn. Area Joblink	Rodney Embler	Rodney.embler@ncmail.net	828-250-4761	No
Mars Hill College	Gillian Bosonetto	gbosonetto@mhc.edu	n/a	No
NC-Employment Security	www.esc.state.nc.us	n/a	828-251-6200	No
AllAccess.com Job Listings	n/a	www.allaccess.com	n/a	No

Total Number of Interviewees Per Recruitment/Referral Source:

<u>Referral Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel#</u>	<u># of Interviewees</u>
Saga Website	Michelle Novak	www.sagacomunications.com	203-221-1166	1
WOXL, WISE, WTMT Websites	Andrea Dedman	www.965woxl.com , www.1310bigwise.com www.1059themountain.com	828-259-9695	1
WISE Radio Spots	Chris Hoffman	1190 Patton Ave., Asheville, NC 28806	828-259-9695	0
WOXL Radio Spots	Chris Hoffman	1190 Patton Ave., Asheville, NC 28806	828-259-9695	0
WTMT Radio Spots	Chris Hoffman	1190 Patton Ave., Asheville, NC 28806	828-259-9695	0
UNC-Asheville Career Center Website	n/a	career@unca.edu	n/a	0
Mtn. Area Joblink	Rodney Embler	Rodney.embler@ncmail.net	828-250-4761	0
Mars Hill College	Gillian Bosonetto	gbosonetto@mhc.edu	n/a	0
NC-Employment Security	www.esc.state.nc.us	n/a	828-251-6200	0
AllAccess.com Job Listings	n/a	www.allaccess.com	n/a	1

2. Job Title: Traffic / Administrative Assistant

Date Filled 02/11/08

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel#</u>	<u>Referred Person Hired?</u>
Saga Website	Michelle Novak	www.sagacomunications.com	203-221-1166	No
WOXL, WISE, WTMT Websites	Andrea Dedman	www.965woxl.com , www.1310bigwise.com www.1059themountain.com	828-259-9695	No
WISE Radio Spots	Steve Marcus	1190 Patton Ave., Asheville, NC 28806	828-259-9695	No
WOXL Radio Spots	Steve Marcus	1190 Patton Ave., Asheville, NC 28806	828-259-9695	No
WTMT Radio Spots	Steve Marcus	1190 Patton Ave., Asheville, NC 28806	828-259-9695	No
UNC-Asheville Career Center Website	n/a	career@unca.edu	n/a	No
Mtn. Area Joblink	Rodney Embler	Rodney.embler@ncmail.net	828-250-4761	No

Total Number of Interviewees Per Recruitment/Referral Source:

<u>Referral Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel#</u>	<u># of Interviewees</u>
Saga Website	Michelle Novak	www.sagacommunications.com	203-221-1166	0
WOXL, WISE, WTMT Websites	Andrea Dedman	www.965woxl.com, www.1310bigwise.com www.1059themountain.com	828-259-9695	0
WISE Radio Spots	Steve Marcus	1190 Patton Ave., Asheville, NC 28806	828-259-9695	0
WOXL Radio Spots	Steve Marcus	1190 Patton Ave., Asheville, NC 28806	828-259-9695	0
WTMT Radio Spots	Steve Marcus	1190 Patton Ave., Asheville, NC 28806	828-259-9695	0
UNC-Asheville Career Center Website	n/a	career@unca.edu	n/a	0
Mtn. Area Joblink	Rodney Embler	Rodney.embler@ncmail.net	828-250-4761	0

3: Job Title: Customer Service Representative

Date Filled: 10/01/07

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel#</u>	<u>Referred Person Hired?</u>
Saga Website	Michelle Novak	www.sagacommunications.com	203-221-1166	No
WOXL, WISE, WTMT Websites	Andrea Dedman	www.965woxl.com, www.1310bigwise.com www.1059themountain.com	828-259-9695	No
WISE Radio Spots	Chris Hoffman	1190 Patton Ave., Asheville, NC 28806	828-259-9695	No
WOXL Radio Spots	Chris Hoffman	1190 Patton Ave., Asheville, NC 28806	828-259-9695	No
WTMT Radio Spots	Chris Hoffman	1190 Patton Ave., Asheville, NC 28806	828-259-9695	No

Total Number of Interviewees Per Recruitment/Referral Source:

<u>Referral Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel#</u>	<u># of Interviewees</u>
Saga Website	Michelle Novak	www.sagacommunications.com	203-221-1166	0
WOXL, WISE, WTMT Websites	Andrea Dedman	www.965woxl.com, www.1310bigwise.com www.1059themountain.com	828-259-9695	0
WISE Radio Spots	Chris Hoffman	1190 Patton Ave., Asheville, NC 28806	828-259-9695	0
WOXL Radio Spots	Chris Hoffman	1190 Patton Ave., Asheville, NC 28806	828-259-9695	0
WTMT Radio Spots	Chris Hoffman	1190 Patton Ave., Asheville, NC 28806	828-259-9695	0

4: Job Title: Customer Service Representative

Date Filled: 05/16/08

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel#</u>	<u>Referred Person Hired?</u>
Saga Website	Debra Barnes	www.sagacommunications.com	203-221-1166	
WOXL, WISE, WTMT Websites	Andrea Dedman	www.965woxl.com, www.1310bigwise.com www.1059themountain.com	828-259-9695	No Yes
WISE Radio Spots	Dawn Creasman	1190 Patton Ave., Asheville, NC 28806	828-259-9695	
WOXL Radio Spots	Dawn Creasman	1190 Patton Ave., Asheville, NC 28806	828-259-9695	No
WTMT Radio Spots	Dawn Creasman	1190 Patton Ave., Asheville, NC 28806	828-259-9695	No
Asheville Citizen-Times Job Fair	n/a	Biltmore Square Mall	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
NC-Employment Security	www.esc.state.nc.us	n/a	828-251-6200	No

Total Number of Interviewees Per Recruitment/Referral Source:

<u>Referral Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel#</u>	<u># of Interviewees</u>
Saga Website	Debra Barnes	www.sagacommunications.com	203-221-1166	0
WOXL, WISE, WTMT Websites	Andrea Dedman	www.965woxl.com, www.1310bigwise.com www.1059themountain.com	828-259-9695	1
WISE Radio Spots	Dawn Creasman	1190 Patton Ave., Asheville, NC 28806	828-259-9695	0
WOXL Radio Spots	Dawn Creasman	1190 Patton Ave., Asheville, NC 28806	828-259-9695	0
WTMT Radio Spots	Dawn Creasman	1190 Patton Ave., Asheville, NC 28806	828-259-9695	0
Asheville Citizen-Times Job Fair	n/a	Biltmore Square Mall	n/a	1
Mtn. Area Joblink	Rodney Embler	Rodney.embler@ncmail.net	828-250-4761	0
UNC-Asheville Career Center Website	n/a	career@unca.edu	n/a	0
Mars Hill College	Gillian Bosonetto	gbosonetto@mhc.edu	n/a	0
NC-Employment Security	www.esc.state.nc.us	n/a	828-251-6200	0

5. Job Title: Salesperson / Account Executive**Date Filled: 08/27/07**

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel#</u>	<u>Referred Person Hired?</u>
Saga Website	Michelle Novak	www.sagacommunications.com	203-221-1166	No
WOXL, WISE, WTMT Websites	Andrea Dedman	www.965woxl.com, www.1310bigwise.com www.1059themountain.com	828-259-9695	No

Total Number of Interviewees Per Recruitment/Referral Source:

<u>Referral Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel#</u>	<u># of Interviewees</u>
Saga Website	Michelle Novak	www.sagacommunications.com	203-221-1166	0
WOXL, WISE, WTMT Websites	Andrea Dedman	www.965woxl.com, www.1310bigwise.com www.1059themountain.com	828-259-9695	0

6. Job Title: Salesperson / Account Executive**Date Filled: 02/01/08**

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel#</u>	<u>Referred Person Hired?</u>
Saga Website	Michelle Novak	www.sagacommunications.com	203-221-1166	No
WOXL, WISE, WTMT Websites	Andrea Dedman	www.965woxl.com, www.1310bigwise.com www.1059themountain.com	828-259-9695	No

Total Number of Interviewees Per Recruitment/Referral Source:

<u>Referral Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel#</u>	<u># of Interviewees</u>
Saga Website	Michelle Novak	www.sagacommunications.com	203-221-1166	0
WOXL, WISE, WTMT Websites	Andrea Dedman	www.965woxl.com, www.1310bigwise.com www.1059themountain.com	828-259-9695	0

7. Job Title: Salesperson / Account Executive**Date Filled: 02/18/08**

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel#</u>	<u>Referred Person Hired?</u>
Saga Website	Michelle Novak	www.sagacommunications.com	203-221-1166	No
WOXL, WISE, WTMT Websites	Andrea Dedman	www.965woxl.com, www.1310bigwise.com www.1059themountain.com	828-259-9695	No

Total Number of Interviewees Per Recruitment/Referral Source:

<u>Referral Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel#</u>	<u># of Interviewees</u>
Saga Website	Michelle Novak	www.sagacommunications.com	203-221-1166	0
WOXL, WISE, WTMT Websites	Andrea Dedman	www.965woxl.com, www.1310bigwise.com www.1059themountain.com	828-259-9695	0

8. Job Title: Salesperson / Account Executive**Date Filled: 03/17/08**

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel#</u>	<u>Referred Person Hired?</u>
Saga Website	Michelle Novak	www.sagacommunications.com	203-221-1166	No
WOXL, WISE, WTMT Websites	Andrea Dedman	www.965woxl.com, www.1310bigwise.com www.1059themountain.com	828-259-9695	No

Total Number of Interviewees Per Recruitment/Referral Source:

<u>Referral Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel#</u>	<u># of Interviewees</u>
Saga Website	Michelle Novak	www.sagacommunications.com	203-221-1166	0
WOXL, WISE, WTMT Websites	Andrea Dedman	www.965woxl.com, www.1310bigwise.com www.1059themountain.com	828-259-9695	0

9. Job Title: Salesperson / Account Executive**Date Filled: 05/27/08**

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel#</u>	<u>Referred Person Hired?</u>
Saga Website	Michelle Novak	www.sagacommunications.com	203-221-1166	No
WOXL, WISE, WTMT Websites	Andrea Dedman	www.965woxl.com, www.1310bigwise.com www.1059themountain.com	828-259-9695	No

Total Number of Interviewees Per Recruitment/Referral Source:

<u>Referral Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel#</u>	<u># of Interviewees</u>
Saga Website	Michelle Novak	www.sagacommunications.com	203-221-1166	0
WOXL, WISE, WTMT Websites	Andrea Dedman	www.965woxl.com, www.1310bigwise.com www.1059themountain.com	828-259-9695	0

10. Program Director**Date Filled: 05/12/08**

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel#</u>	<u>Referred Person Hired?</u>
Saga Website	Michelle Novak	www.sagacommunications.com	203-221-1166	No
AllAccess.com Job Listings	n/a	www.allaccess.com	n/a	Yes
RADIO ONLINE	Ron Chase	http://jobs.radio-online.com	806-352-7503	No

Total Number of Interviewees Per Recruitment/Referral Source:

<u>Referral Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel#</u>	<u># of Interviewees</u>
Saga Website	Michelle Novak	www.sagacommunications.com	203-221-1166	0
AllAccess.com Job Listings	n/a	www.allaccess.com	n/a	2
RADIO ONLINE	Ron Chase	http://jobs.radio-online.com	806-352-7503	0

11. General Manager**Date Filled: 06/16/08**

This position was filled under the following "exigent circumstance": the candidate who was hired to replace the previous General Manager, who had resigned his position, was unlikely to be found through the usual recruitment process.

C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past Year:

18

D. Total Number of Interviewees For All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources:

6

E. Outreach Activities

Intern Program -- June 2008 -- August 2008 / WTMT-FM
Asheville Citizen-Times Job Fair May 2008

Biltmore Square Mall, Asheville, NC