

# Federal Communications Commission

**FCC MB - CDBS Electronic Filing**

**Account number: 954167**

**Description: 2008 MID-TERM EEO REPORT**

**Application Reference Number: 20081128ABY**

**Successfully filed at Nov 28 2008 5:57PM**

**Based on the information supplied, no fee is required.**

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Federal Communications Commission Washington, D.C. 20554  <p style="text-align: center;"><b>FCC 397</b></p>	Approved by OMB 3060-0922 (September 2002)	FOR FCC USE ONLY  <hr/> FOR COMMISSION USE ONLY FILE NO. - 20081128ABY
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Legal Name of the Licensee  
 SOUTHERN TV CORPORATION

Mailing Address  
 401 MALL BLVD., SUITE 201B

City SAVANNAH	State or Country (if foreign address) GA	Zip Code 31406 - 4867
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Telephone Number (include area code) 9126928000	E-Mail Address (if available) DANJOHNSON@WGSA.TV
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FCC Registration Number 0003759651	Facility ID Number 69446	Call Sign WGSA
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<b>TYPE OF BROADCAST STATION:</b>	Commercial Broadcast Station <input type="radio"/> Radio <input checked="" type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV
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**Application Purpose**

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Station List]

**Station List**

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WGSA	69446	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	SAVANNAH, GA	<input type="radio"/> Yes <input checked="" type="radio"/> No
WGSA-CA	69447	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	SAVANNAH, GA	<input type="radio"/> Yes <input checked="" type="radio"/> No
W25CQ	69448	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	STATESBORO, GA	<input type="radio"/> Yes <input checked="" type="radio"/> No
W41CR	69450	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	HINESVILLE-RICHMOND, GA	<input type="radio"/> Yes <input checked="" type="radio"/> No

WGCW-LP	130085	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	SAVANNAH, GA	<input type="radio"/> Yes <input checked="" type="radio"/> No
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**SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:**

Name PETER TANNENWALD		Street Address 1300 NORTH 17TH STREET 11TH FLOOR	
City ARLINGTON	State VA	Zip Code 22209-3801	Telephone Number 7038120404

**FILING INSTRUCTIONS**

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification] .

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

**Section I**

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio?  Yes  No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

**CERTIFICATION**

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

**I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.**

Signed	Name of Respondent DAN L. JOHNSON
Title PRESIDENT	Telephone No. ( include area code) 9126928000
Date 11/28/2008	

**GENERAL POLICY**

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

**Section II**

**RESPONSIBILITY FOR IMPLEMENTATION**

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: DAN L. JOHNSON	Title: PRESIDENT
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

**Section III**

**MID-TERM REPORT**

Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 1]
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**FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT**

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERF, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

**THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.**

**Exhibits**

**Exhibit 1**

**Description:** EEO PUBLIC FILE REPORTS

REPORTS FROM 2007 AND 2008 ARE ATTACHED.

**Attachment 1**

Description
<a href="#">2007 EEO Public File Report</a>
<a href="#">2008 EEO Public File Report</a>

<p>EEO PUBLIC FILE REPORT WGSA TV Baxley, Georgia</p>
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This EEO Public File Report is filed in Station WGSA public inspection file pursuant to Section 73.2080 (c)(6) of the Federal Communications Commission's ("FCC") Rules .

During the year (2007) period ending on Dec 31 2007, the station filled the following full time vacancies

- |                                    |             |
|------------------------------------|-------------|
| 1. Sales executive                 | 2 position  |
| 2. Master control tech ( switcher) | 7 positions |
| 3. Local Sales Manager             | 1 position  |

The following are the recruitment sources used during the period covered by this report for all positions.

Recruitment Source	Contact	Fax	phone
South University	Don Holland	201-8117	201-8000
Savannah Tech Career Placement	Kim Mguire	443-5705	443-5715
NAACP Office	Carole Davis	233-3088	233-4161
Georgia Dept of Labor		351-3800	356-2773
Armstrong Atlantic University	Career Counseling	921-2335	927-5277
Savannah State University		356-2464	356-2186
Savannah College of Art & Design Career Placement		525-4651	525-4653
Craig's List Savannah & Macon	internet access		
Savannah Morning News	Classified Ads		
Local Weekly papers in Columbus, Ga	for specific recruitments only		
CW Network	Kim Wilcox		
Direct Contact			
Self Applications	walk ins	(75) on file)	

Word of Mouth

Employee referrals

Jobs Filled

master control tech	6/18/07	self application
sales executive	7/23/07	employee referral
master control tech	1/15/07	employee referral
Local Sales Manager	4/2/07	promoted within
sales executive	10/22/07	direct contact
master control tech	9/22/07	self application
master control tech	12/18/07	self application
master control tech	6/20/07	self application
master control tech	9/11/07	self application
master control tech	3/17/07	self application

WGSA accepts interns on a first come first serve basis from colleges and universities in the Savannah area.

WGSA has many employees who serve in various service organizations, such as AmBucs, Shriners, Ad Club, local churches. These also serve as information outlets for vacancies .

During 2007, WGSA participated in a Savannah Chamber of Commerce job fair.

<b>EEO PUBLIC FILE REPORT</b> <b>WGSA TV Baxley, Georgia</b>
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This EEO Public File Report is filed in Station WGSA public inspection file pursuant to Section 73.2080 (c)(6) of the Federal Communications Commission's ("FCC") Rules .

During the year (2008) period ending on Nov 28 2008, the station filled the following full time vacancies

- |                                    |             |
|------------------------------------|-------------|
| 1. Sales executive                 | 1 position  |
| 2. Master control tech ( switcher) | 3 positions |
| 3. Traffic Assistant               | 1 position  |

The following are the recruitment sources used during the period covered by this report for all positions.

Recruitment Source	Contact	Fax	phone
South University	Don Holland	201-8117	201-8000
Savannah Tech Career Placement	Kim Mguire	443-5705	443-5715
NAACP Office	Carole Davis	233-3088	233-4161
Georgia Dept of Labor		351-3800	356-2773
Armstrong Atlantic University	Career Counseling	921-2335	927-5277
Savannah State University		356-2464	356-2186
Savannah College of Art & Design Career Placement		525-4651	525-4653
Craig's List Savannah & Macon	internet access		
Savannah Morning News	Classified Ads		
Local Weekly papers in Columbus, Ga	for specific recruitments only		
CW Network	Kim Wilcox		
Direct Contact			
Self Applications	walk ins	(100) on file)	

Word of Mouth

Employee referrals

Jobs Filled

Master control tech	1/3/08	self application
Sales executive	11/3/08	direct contact/previous employee
Master control	5/26/08	self application
Master control	9/30/08	self application
Traffic Assistant	6/16/08	promotion within

WGSA accepts interns on a first come first serve basis from colleges and universities in the Savannah area.

WGSA has many employees who serve in various service organizations, such as AmBucs, Shriners, Ad Club, and local churches. These also serve as information outlets for vacancies.

During 2008, WGSA participated with Savannah State University on jobs and internal student activities.