

Annual EEO Public File Report

The purpose of this Report is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations:

WUBB (FM), Bluffton, South Carolina (FIN 16844)
WGZO (FM), Parris Island, South Carolina (FIN 49910)
WXYX (FM), Port Royal, South Carolina (FIN 72387)
WFXH -FM, Hilton Head, South Carolina (FIN 48367)
WHHW (AM), Hilton Head Island, South Carolina (FIN 48366)
WGCO (FM), Midway, Georgia (FIN 11674)

The information contained in the Report covers Hilton Head Island, South Carolina/Savannah, Georgia from August 1, 2012-July 31, 2013 (the "Applicable Period"). The FCC's 2002 EEO Rule requires that this report contain the following information:

1. A list of all full time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy during the Applicable Period.
3. The recruitment source that referred the hiree for each full time vacancy during the Applicable Period.
4. The date reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.
5. A list and brief description of the initiative undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, provide the required information.

WFXH, WUBB, WXYY, WGCO, WGZO, WHHW
EEO PUBLIC FILE REPORT
FOR FCC EEO REPORTING PERIOD, August 1, 2012-July 31, 2013

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Sales Representative 8/12	1,2, 3, 4,5, 6,7, 8, 9,10,11,12,13,14,15,16,18, 20,21	20 (EMPLOYEE REFERRAL)
Production Director 9/12	17	17 (ALL ACCESS)
Sales Representative 2/13	1,2, 3, 4,5, 6,7,8,9,10,11,12,13,14,15, 16,17,18,19,20,21	19 (PROFESSIONAL REFERENCE)
WUBB Program Director 2/13	1,2,3,4,5,6,7, 8,9,10,11,12,13,14,16,17,1 8,21	18 (INTERNAL POSTING)
Sales Representative 3/13	1,2, 3, 4,5, 6, 7, 8,9,10,11,12,13,14,15,16,1 7,18,21	21 (SAVANNAH HELP WANTED)
On Air Personality WXYY 4/13	1,2, 3, 4,5, 6, 7, 8,9,10,11,12,13,14,16,17,1 8,21	18 (INTERNAL POSTING)
On Air Personality WUBB 4/13	1,2, 3, 4,5, 6, 7,8,9,10,11,12,13,14,16,17 ,18,21	17 (ALL ACCESS)
Traffic/Administration 4/13	1,2, 3, 4,5,6,7,8,9,10,11,12,13,14, 16,18,19,20,21	21 (SAVANNAH. HELP WANTED)

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	National Association of Hispanic Journalists (EEO Letter)	N	0
2	Savannah College of Art & Design (EEO Letters)	N	0
3	Savannah State University (EEO Letter)	N	0
4	Savannah Technical College (EEO Letter)	N	0
5	South University (EEO Letter)	N	0
6	Armstrong Atlantic University (EEO Letter)	N	0
7	SC Employment Security Commission (EEO Letter)	N	0
8	GA Dept. Of Labor (EEO Letter)	N	0
9	NAACP (EEO Letter)	N	0
10	National Association of Black College (EEO Letter)	N	0
11	NAB (EEO Letter)	N	0
12	RAB (EEO Letter)	N	0
13	Savannah Morning Newspaper	N	1
14	The Island Packet Newspaper	N	0
15	Job Fairs (HH, SAV, ARMSTRONG,SC)	Y	1
16	Radio	N	2
17	All Access	N	17
18	Internal Posting	N	2
19	Professional Reference	N	2
20	Employee Referral	N	7
21	Savannah Help Wanted	N	4
TOTAL INTERVIEWEES OVER REPORTING PERIOD			36

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Savannah Business & Career Expo Savannah International Trade Center October 25, 2012 Cally D' Angelo Small Business & Events Manager 912-644-6459 cdangelo@savannahchamber.com	VP, Senior Market Manager Mark Halverson, OM Gabe Reynolds, and Promotion Director Ryan Koch visited with participants inquiring about radio employment.
2	University of South Carolina at Bluffton Internship Job Fair October, 10, 2012 Rachel Hoover Director Career Services USCB 1 University Drive, Bluffton, SC 29909 843-208-8263	Promotion Director Dottie Canterino & Program Director Scott Keith – Visited with prospective students, about applications about radio employment.
3	Armstrong Atlantic University Career Fair Feb. 27, 2013 Elizabeth Wilson (Career Services) Elizabeth.wilson@armstrong.edu	Promotion Director Ryan Koch met and visited with prospective student job seekers about radio employment, and handed out applications.
4	Hilton Head Business Expo Feb. 27-28 HH Westin Cathy Havens, HH Chamber of Commerce P.O. Box 5647 Hilton Head Island, SC 29938 843-341-8369	VP Mark Halverson, SM Kathryn Wake, OM Gabe Reynolds, and Promotion Dir. Dottie Canterino visited with interested participants regarding radio employment.
5	University of SC at Beaufort Spring Job Fair March 6, 2013 Rachel Hoover Director Career Services USCB 1 University Drive, Bluffton, SC 29909 843-208-8263	WGZO WHHW Program Director Scott Keith visited with prospective student applicants about radio employment.
6	Boy Scouts & Chatham CO. School System Explorer Program Job Outreach February 18, 2013 Barbara Foley, M.ED. Coastal Empire Council Boy Scouts of America 11900 Abercorn St. Savannah, GA 31419	News Director Claire Beverly, and VP Mark Halverson visited with High School students in Boy Scout Explorer program (LEARNING FOR LIFE) about radio jobs, and ways to become employed in the field.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
	912-308-7892 www.learningforlife.com	
7	South Carolina Broadcasters Collegiate Job Fair April 4, 2013 Karen Nettles One Harbison Way, Suite 112 Columbia, SC 29212 803-732-1186	Promotion Director Dottie Canterino met with and visited with prospective student job applicants about radio employment. Job applications were given to those interested.
8	Georgia Southern Multimedia Dept. Job Fair March 29, 2013 Reed Smith, Professor & Multimedia Communication Coordinator Department of Communication Arts Georgia Southern University 261 Forest Drive Statesboro, GA. 30458 Ph: 912-478-0531	VP, Senior Market Manager Mark Halverson spoke to, and visited with prospective student job applicants about radio jobs, and how to apply for them.
9	Savannah Help Wanted Job Fair at Savannah Riverfront Marriott July 17, 2013 Shelby Marion 6465 South Greenwood Plaza Boulevard Suite 400 Centennial, CO 80111 (303) 562-0236	Promotion Director Ryan Koch met with interested job seekers about radio employment.