

**WHHW(AM), WRWN-FM, WUBB-FM, WFXH-FM, WGCO-FM, WXYY-FM  
EEO PUBLIC FILE REPORT  
August 1, 2013 – July 31, 2014<sup>1</sup>**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	4-22, 26	21
Business Manager	2-17, 22-25	3
Digital Marketing Manager	4-16, 22, 26-27	27
Account Executive	4-22	21
Music Director	2, 4-18, 20, 22-23	2
Account Executive	4-22	21
Account Executive	4-22	21
Production Director	2-18, 20, 22-23	3
Program Director	2-18, 20, 22-23	3
Promotions Director	2-18, 20, 22-23	3
Midday On Air Talent	2-18, 20, 22-23, 28	2

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<sup>1</sup> This Report was modified in July 2015 to address reporting issues.

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	<b>Internal Posting</b>	N	0
2	<b>All Access Website</b> www.allaccess.com	N	9
3	<b>Word-of-Mouth Referral</b>	N	10
4	<b>Armstrong Atlantic University</b> 11935 Abercorn St Savannah, GA 31419 Attention: Career Services	N	0
5	<b>Employment Security Commission</b> P O Box 995 Columbia, SC 29202 Attention: Job Bank	N	0
6	<b>Georgia Department of Labor</b> 5520 White Bluff Road Savannah, GA 31405 Attention: Job Bank	N	0
7	<b>National Association of Colored People</b> 918 Martin Luther King Blvd. Savannah, GA 31406 Attention: Janet Barksdale	N	0
8	<b>National Association of Black Broadcasters</b> P O Box 3191 Atlanta, GA 30302 Attention: Lo Jelks	N	0
9	<b>National Association of Broadcasters</b> 1771 N Street NW Washington, DC 20036 Attention: Career Center	N	1
10	<b>National Association of Hispanic Broadcasters</b> 1000 National Press Building Washington, DC 20045-2001 Attention: Leticia Salazar	N	0
11	<b>National Black MBA Association</b> 180 N. Michigan Ave., Ste. 1515 Chicago, IL 60601 Attention: Job Bank	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
12	<b>Radio Advertising Bureau</b> P O Box 972036 Dallas, TX 75397-2036 Attention: Classified Ads	N	0
13	<b>Savannah College of Art and Design</b> 342 Bull Street Savannah, GA 31401 Attention: Newspaper	N	0
14	<b>Savannah State University</b> 3219 College Street Savannah, GA 31404 Attention: Student Services	N	0
15	<b>Savannah Technical University</b> 5717 White Bluff Road Savannah, GA 31405 Attention: Career Services	N	0
16	<b>South University</b> 711 Mall Blvd. Savannah, GA 31406 Attention: Career Services	N	0
17	<b>Georgia Association of Broadcasters</b> 8046 Roswell Road, Ste. 100-A Atlanta, GA 30350	N	0
18	<b>South Carolina Association of Broadcasters</b> One Harbison Way, Ste. 112 Columbia, SC 29212	N	0
19	<b>The Island Packet/Beaufort Gazette Newspaper</b> Contact: Classifieds Department	N	0
20	<b>Savannah Now (Savannah Morning News Website)</b> savannahnow.com	N	0
21	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	N	7
22	<b>Savannah Help Wanted</b> regionalhelpwanted.com/savannah-jobs	N	0
23	<b>Savannah Morning News</b> Contact: Classifieds Department	N	4
24	<b>Monster</b> www.monster.com	N	0
25	<b>Radio Online</b> www.radio-online.com	N	0
26	<b>Hilton Head Island/Beaufort Chamber of Commerce</b> www.hiltonheadchamber.org	N	0
27	<b>Walk-In/Self-Referral</b>	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	<b>Unknown</b> ( <i>interviewee unable to adequately identify upon inquiry</i> )	N	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			33

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Participate in job/career fair	On September 12, 2013, our SEU participated in a career fair sponsored by Armstrong Atlantic State University. Information was provided about careers in radio, general information was handed out, a resume were received and inquires about any current or upcoming positions were answered. Station participants included our Director of Promotions.
<b>2</b>	Participate in event/program sponsored by or on behalf of a community organization related to careers in broadcasting	On September 17, 2013, our Director of Sales and the Promotions Director represented the stations at a booth at the Business-to-Business Expo sponsored by the City of Beaufort, SC. Information was provided about careers in radio , general information was handed out, resumes were received and inquires about any current or upcoming positions were answered
<b>3</b>	Participate in event/program sponsored by or on behalf of an educational organization related to careers in broadcasting	On April 2, 2014, our News Director and Operations Manager spoke to approximately 50 students (2 classes of 25) at DeRenne Middle School about careers in radio during career day. Discussions included education, different jobs and career paths and a chance for some hands-on recording with a portable digital sound system.
<b>4</b>	Host event/program sponsored by or on behalf of a community organization related to careers in broadcasting	On April 2, 2014, our SEU hosted a tour of the stations for the Coastal Georgia Council of Boy Scouts of America-Communication Explorers. The tour, meetings and other hands-on activities were provided by our News Director, an Account Executive, two On-Air Talents, a Program Director as well as our Production Director. The boy scouts attended several local high schools, including Beach, Jenkins, Johnson, Woodville Tomkins and Savannah Arts.

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>5</b>	Host event/program sponsored by or on behalf of a community organization related to careers in broadcasting	On May 16, 2014, our SEU hosted a tour of the stations for approximately 20 senior citizens from The Marshes of Skidaway Island. The tour and explanations of the industry were presented by our News Director and Program Director.
<b>6</b>	Host event/program sponsored by or on behalf of a community organization related to careers in broadcasting	On July 17, 2014, our SEU hosted a tour of the stations for approximately 30 campers and counselors with Camp Leo for the Visually Impaired/Lions Club of Hilton Head. The tour and explanations of the industry were presented by our News Director and an On-Air Talent. The campers ranged in age from 12-17 and counselors from 18-40. They also participated in recorded bits that were played during our In Focus Community Affairs Program, which is broadcast on all radio stations.