

## EEO PUBLIC FILE REPORT

- 1) **Employment Unit:** North Georgia Radio Group, L.P.
- 2) **Unit Members (Stations and Communities of License):** WBLJ, Dalton, GA  
WDAL, Dalton, GA  
WYYU, Dalton, GA  
WOCE, Ringgold, GA

**3) EEO Contact Information for Employment Unit:**

|  |   |
|--|---|
| Mailing Address:<br>North Georgia Radio Group, L.P.<br>PO Box 1284<br>Dalton, GA 30722 | Telephone Number:<br>(706) 278-5511   |
|  | Contact Person/Title:<br>Paul Fink, General Manager                           |
|  | E-mail Address:<br><a href="mailto:pfink@sclairco.com">pfink@sclairco.com</a> |

**4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

| <b>Job Title</b>                   | <b>Recruitment Source Referring Hiree</b> |
|------------------------------------|---|
| 1. <u>AIR PERSONALITY</u>          | <u>COMPANY EMPLOYEE</u>                   |
| 2. <u>ADMINISTRATIVE ASSISTANT</u> | <u>PROMOTED FROM WITHIN</u>               |

[PREPARE ONE COPY OF THIS PAGE FOR EVERY FULL-TIME JOB VACANCY FILLED DURING THE REPORTING PERIOD]

5) Job Title: AIR PERSONALITY

Referral Source(s) of Hire: COMPANY EMPLOYEE

| Name of Organization<br>Notified of Job Vacancy | Contact<br>Person | Address  | Telephone<br>Number | # of<br>Interviewees<br>Referred | Did Recruitment<br>Source Request<br>Notification?<br>(Yes or No) |
|---|-------------------|--|---------------------|----------------------------------|---|
| DALTON STATE COLLEGE                            | CAREER<br>CENTER  | 213 N COLLEGE DR<br>DALTON, GA 30720                 | 706-272-4436        | 0                                | NO  |
| CHATTANOOGA STATE COLLEGE                       | SANDY TOWNLY      | 4501 AMNICOLA HWY<br>CHATTANOOGA, TN 37408           | 423-697-4797        | 0                                | NO  |
| CHATTANOOGA URBAN LEAGUE                        | PECOLA LEE        | 730 MARTIN LUTHER KING BLVD<br>CHATTANOOGA, TN 37403 | 423-756-1762        | 0                                | NO  |
| UNIV OF TENN @ CHATTANOOGA                      | JEAN DAKE         | 615 MCCALLIE AVE<br>CHATTANOOGA, TN 37403            | 423-425-4534        | 0                                | NO  |
| SERVICIOS LATINOS                               | BIANCA RINCON     | 918 ELK ST<br>DALTON, GA 30720                       | 706-281-4523        | 0                                | NO  |
| WYYU; WBLJ; WDAL & WOCE<br>RADIO                | LARRY GIBSON      | 613 SILVER CIRCLE<br>DALTON, GA 30721                | 706-278-5511        | 2                                | NO  |
| WORD OF MOUTH                                   |                   |  |                     | 1                                | NO  |
| ALLACCESS.COM                                   | JOEL DENVER       | 29855 PACIFIC COAST HWY STE 210<br>MALIBU, CA 90265  | 310-457-6616        | 0                                | NO  |
| RADIO ONLINE                                    | RON CHASE         | 3500 TRIPP AVE.<br>AMARILLO, TX 79121                | 806-352-7503        | 0                                | NO  |
| PROMOTED FROM WITHIN                            |                   |  |                     |                                  |   |
| COMPANY EMPLOYEE                                |                   |  |                     | 1                                | NO  |
| DSC Career Fair<br>(Dalton State College)       | CAREER<br>CENTER  | 213 N COLLEGE DR<br>DALTON, GA 30720                 | 706-272-4436        | 0                                | NO  |
| Company Websites                                | Larry Gibson      | 613 SILVER CIRCLE<br>DALTON, GA 30721                | 706-278-5511        | 0                                | NO  |
|   |                   |  |                     |                                  |   |
|   |                   |  |                     |                                  |   |
|   |                   |  |                     |                                  |   |
|   |                   |  |                     |                                  |   |
|   |                   |  |                     |                                  |   |
|   |                   |  |                     |                                  |   |

Stations WBLJ, WDAL, WYYU, WOCE are Equal Opportunity Employers.

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6) Job Title: ADMINISTRATIVE ASSISTANT Referral Source(s) of Hire: PROMOTED FROM WITHIN

| Name of Organization<br>Notified of Job Vacancy | Contact<br>Person | Address  | Telephone<br>Number | # of<br>Interviewees<br>Referred | Did Recruitment<br>Source Request<br>Notification?<br>(Yes or No) |
|---|-------------------|--|---------------------|----------------------------------|---|
| DALTON STATE COLLEGE                            | CAREER<br>CENTER  | 213 N COLLEGE DR<br>DALTON, GA 30720                 | 706-272-4436        | 0                                | NO  |
| CHATTANOOGA STATE COLLEGE                       | SANDY TOWNLY      | 4501 AMNICOLA HWY<br>CHATTANOOGA, TN 37408           | 423-697-4797        | 0                                | NO  |
| CHATTANOOGA URBAN LEAGUE                        | PECOLA LEE        | 730 MARTIN LUTHER KING BLVD<br>CHATTANOOGA, TN 37403 | 423-756-1762        | 0                                | NO  |
| UNIV OF TENN @ CHATTANOOGA                      | JEAN DAKE         | 615 MCCALLIE AVE<br>CHATTANOOGA, TN 37403            | 423-425-4534        | 0                                | NO  |
| SERVICIOS LATINOS                               | BIANCA RINCON     | 918 ELK ST<br>DALTON, GA 30720                       | 706-281-4523        | 0                                | NO  |
| WYYU; WBLJ; WDAL & WOCE<br>RADIO                | LARRY GIBSON      | 613 SILVER CIRCLE<br>DALTON, GA 30721                | 706-278-5511        | 0                                | NO  |
| WORD OF MOUTH                                   |                   |  |                     | 0                                | NO  |
| ALLACCESS.COM                                   | JOEL DENVER       | 29855 PACIFIC COAST HWY STE 210<br>MALIBU, CA 90265  | 310-457-6616        | 0                                | NO  |
| RADIO ONLINE                                    | RON CHASE         | 3500 TRIPP AVE.<br>AMARILLO, TX 79121                | 806-352-7503        | 0                                | NO  |
| PROMOTED FROM WITHIN                            |                   |  |                     | 1                                | NO  |
| COMPANY EMPLOYEE                                |                   |  |                     | 1                                | NO  |
| DSC Career Fair<br>(Dalton State College)       | CAREER<br>CENTER  | 213 N COLLEGE DR<br>DALTON, GA 30720                 | 706-272-4436        | 0                                | NO  |
| Company Websites                                | Larry Gibson      | 613 SILVER CIRCLE<br>DALTON, GA 30721                | 706-278-5511        | 0                                | NO  |
| Rehire former employee                          | Larry Gibson      | 613 SILVER CIRCLE<br>DALTON, GA 30721                | 706-278-5511        | 0                                | NO  |
|   |                   |  |                     |                                  |   |
|   |                   |  |                     |                                  |   |
|   |                   |  |                     |                                  |   |
|   |                   |  |                     |                                  |   |
|   |                   |  |                     |                                  |   |

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- 7) **Total # of Interviewees Referred:** For the period from November 22, 2015, through November 21, 2016, this Employment Unit interviewed 23 interviewees for full-time job vacancies.
- 8) **Supplemental Recruitment Initiatives.** List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report

**(a) Initiative: Internship Program**

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.

The Station Employment Unit maintains an Internship Program for local area students to gain experience in the field of broadcasting. During the reporting period, the unit worked with one intern from Northwest Whitfield High School. The interns were trained in the following activities: basic board operations of audio console; engineering for events such as radio shows, remote broadcasts, sporting events, religious programs, recording and editing.

**(b) Initiative: Dalton State College Career Fair**

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.

On March 21, 2016, beginning at 2:00pm, the Station Employment Unit attended an event hosted by Dalton State College, at 650 College Drive, Dalton, GA 30720. Attending were station representatives with the authority to make hiring decisions including the News Director who answered questions concerning the broadcast industry and Employment at the Station Employment Unit.

**(c) Initiative: Chattanooga State Career Fair**

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.

On March 22, 2016, beginning at 10:00 AM, the Station Employment Unit attended an event hosted by Chattanooga State Community College, at 4501 Amnicola Hwy Chattanooga, TN 37406. Attending were station representatives who answered questions concerning the broadcast industry and employment at the Station Employment Unit.

**(d) Initiative: Dalton/Whitfield Chamber of Commerce-A.M. Connect**

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.

On May 5, 2016, beginning at 8:00 AM, the Station Employment Unit attended an event sponsored by the Dalton/Whitfield Chamber of Commerce and held at RossWoods Adult day Services at 1402 Walston St., Dalton, GA 30720. Station Representatives with the authority to make hiring decisions attended, including the Sales Manager. And one Account Executive attended to answer any questions concerning the broadcast industry and employment at the Station Employment Unit.

**(e) Initiative: Dalton/Whitfield Chamber of Commerce-State of the Community Update**

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.

On May 12, 2016, beginning at 8:00 AM, the Station Employment Unit attended an event sponsored by the Dalton/Whitfield Chamber of Commerce and held at the Northwest Georgia Trade and Convention Center at 2211 Dug Gap Battle Road, Dalton, GA 30720. Station Representatives with the authority to make hiring decisions attended, including the Sales Manager. And one Account Executive attended to answer any questions concerning the broadcast industry and employment at the Station Employment Unit.

**(f) Initiative: Whitfield County Schools Career Fair**

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.

On May 17th, 2016, beginning at 8:00am, the Station Employment Unit attended an event hosted by Whitfield County Schols and held at 1175 New Hope Church Road, Dalton, GA 30720. Attending were station representatives with the authority to make hiring decisions who answered questions concerning the broadcast industry and Employment at the Station Employment Unit.

**(g) Initiative: Annual Business Expo (Dalton/Whitfield Chamber of Commerce)**

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.

On May 18th, 2016, beginning at 10:00 AM, the Station Employment Unit attended an event sponsored by the Dalton/Whitfield Chamber of Commerce and held at the Northwest Georgia Trade and Convention Center at 2211 Dug Gap Battle Road, Dalton, GA 30720. Station Representatives with the authority to make hiring decisions attended, including the Sales Manager. In addition two Account Executives attended to answer any questions concerning the broadcast industry and employment at the Station Employment Unit.

**(h) Initiative: Dalton/Whitfield Chamber of Commerce-Member Mixer**

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.

On June 16, 2016, beginning at 5:00 PM, the Station Employment Unit attended an event sponsored by the Dalton/Whitfield Chamber of Commerce and held at the Walmart Neighborhood Market 98 West Walnut Avenue, Dalton, GA 30720. Station Representatives with the authority to make hiring decisions attended, including the Sales Manager. And one Account Executive attended to answer any questions concerning the broadcast industry and employment at the Station Employment Unit.

**(i) Initiative: Dalton/Whitfield Chamber of Commerce-Educational Update**

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.

On August 27, 2016, beginning at 8:00 AM, the Station Employment Unit attended an event sponsored by the Dalton/Whitfield Chamber of Commerce and held at the Northwest Georgia Trade and Convention Center at 2211 Dug Gap Battle Road, Dalton, GA 30720. Station Representatives with the authority to make hiring decisions attended, including the Sales Manager. And one Account Executive attended to answer any questions concerning the broadcast industry and employment at the Station Employment Unit.

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.

**(j) Initiative: Dalton/Whitfield Chamber of Commerce-Higher Education Breakfast**

On October 5th, 2016, beginning at 8:00 AM, the Station Employment Unit participated in an event sponsored by the Dalton-Whitfield Chamber of Commerce and held at the Northwest Georgia Trade and Convention Center at 2211 Dug Gap Battle Road, Dalton, GA 30720. The Sales Manager attended, who has the power to make hiring decisions, and One Account Executive and One On-air Personality were on hand to answer any questions concerning the broadcast industry and employment at the Station Employment Station.

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.

**(k) Initiative: Dalton/Whitfield Chamber of Commerce-Higher Education Breakfast**

On October 5th, 2016, beginning at 8:00 AM, the Station Employment Unit participated in an event sponsored by the Dalton-Whitfield Chamber of Commerce and held at the Northwest Georgia Trade and Convention Center at 2211 Dug Gap Battle Road, Dalton, GA 30720. The Sales Manager attended, who has the power to make hiring decisions, and One Account Executive and One On-air Personality were on hand to answer any questions concerning the broadcast industry and employment at the Station Employment Station.

**(l) Initiative: Dalton State College Career Fair**

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.

On November 3rd 2016, beginning at 2pm, the Station Employment Unit attended an event hosted by Dalton State College, at the Dalton Convention Center 2211 Dug Gap Battle Road Dalton, GA 30720. Attending were station representatives with the authority to make hiring decisions, who answered questions concerning the broadcast industry and Employment at the Station Employment Unit.