

WHHW(AM), WRWN-FM, WUBB-FM, WFXH-FM, WGO-FM, WXY-FM
EEO PUBLIC FILE REPORT
August 1, 2014 – July 31, 2015

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
Receptionist/Sales Assistant	1, 3-18, 20, 23-24, 29	23
Program Director-WXY-WRWN-FM	1-18, 27, 29	27
Chief Engineer	1, 3-18, 29-30	3
Afternoon On Air Personality-WUBB-FM	1-18, 29	3
Account Executive	1, 3-22, 25-26, 29, 33	3
Account Executive	1, 3-22, 25-27, 29, 33	27
Morning Side Kick Personality-WUBB-FM	1-18, 29	3

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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	Internal Posting	N	4
2	All Access Website allaccess.com	N	4
3	Word-of-Mouth Referral	N	10
4	Armstrong Atlantic University 11935 Abercorn St Savannah, GA 31419 Attention: Career Services	N	0
5	Employment Security Commission P O Box 995 Columbia, SC 29202 Attention: Job Bank	N	0
6	Georgia Department of Labor 5520 White Bluff Road Savannah, GA 31405 Attention: Job Bank www.dol.state.ga.us/em/recruit.new.employees.htm	N	0
7	National Association of Colored People 918 Martin Luther King Blvd. Savannah, GA 31406 Attention: Janet Barksdale	N	0
8	National Association of Black Broadcasters P O Box 3191 Atlanta, GA 30302 Attention: Lo Jelks	N	0
9	National Association of Broadcasters 1771 N Street NW Washington, DC 20036 Attention: Career Center	N	0
10	National Association of Hispanic Broadcasters 1000 National Press Building Washington, DC 20045-2001 Attention: Leticia Salazar	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	National Black MBA Association 180 N. Michigan Ave., Ste. 1515 Chicago, IL 60601 Attention: Job Bank	N	0
12	Radio Advertising Bureau P O Box 972036 Dallas, TX 75397-2036 Attention: Classified Ads	N	0
13	Savannah College of Art and Design 342 Bull Street Savannah, GA 31401 Attention: Newspaper	N	0
14	Savannah State University 3219 College Street Savannah, GA 31404 Attention: Student Services	N	0
15	Savannah Technical University 5717 White Bluff Road Savannah, GA 31405 Attention: Career Services	N	0
16	South University 711 Mall Blvd. Savannah, GA 31406 Attention: Career Services	N	0
17	Georgia Association of Broadcasters 8046 Roswell Road, Ste. 100-A Atlanta, GA 30350	N	0
18	South Carolina Association of Broadcasters One Harbison Way, Ste. 112 Columbia, SC 29212	N	0
19	The Island Packet/Beaufort Gazette Newspaper Contact: Classifieds Department	N	0
20	Savannah Now (Savannah Morning News Website) savannahnow.com	N	0
21	On Air Announcements (<i>one or more SEU stations</i>)	N	4
22	Savannah Help Wanted regionalhelpwanted.com/savannah-jobs	N	0
23	Savannah Morning News Contact: Classifieds Department	N	1
24	Monster www.monster.com	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Radio Online radio-online.com	N	0
26	Hilton Head Island/Beaufort Chamber of Commerce www.hiltonheadchamber.org	N	0
27	Walk In/Self-Referral	N	7
28	<i>Intentionally Omitted</i>	N	0
29	Station Websites (<i>all SEU stations</i>)	N	0
30	Society of Broadcast Engineers www.sbe.org	N	3
31	<i>Intentionally Omitted</i>	N	0
32	Unknown (<i>interviewee unable to adequately identify upon inquiry</i>)	N	0
33	Indeed (<i>not directly contacted by SEU</i>) Indeed.com	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			35

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Training to management-level personnel as to methods of ensuring equal opportunity and preventing discrimination	On February 10, 2015, our General Manager and Business Manager participated in a training webinar, "The FCC's Equal Employment Opportunity Roles: The Nuts and Bolts for Alpha Media," presented by Elizabeth E. Goldin, Wiley Rein, LLP.
2	Participate in job/career fair	On March 27, 2015, our SEU participated in the University of South Carolina-Beaufort Career Fair. Station participants included our Director of Sales and Promotions and Digital Sales Manager, who presented the available radio promotion and marketing positions.
3	Host event/program sponsored by or on behalf of a community organization related to careers in broadcasting	On February 18, 2015, our SEU hosted a tour of the stations for the Communications and Marketing Explorers from the Coastal Georgia Council of the Boy Scouts of America. The tour and a seminar on broadcasting and radio in general were provided by our News and Public Affairs Director. The students represented various high schools in the area with an interest in communications
4	Internship program	During this reporting period, our SEU hosted two interns from Armstrong State University (Fall 2014) and Savannah Technical University (Spring 2015) who were introduced to the functions of the programming and promotions departments. The interns were exposed to the departments' daily activities, including remote set-up and prizing execution, and were supervised by our Promotions Director. The program also ensures a well-rounded experience, offering the interns opportunities to sit in with our production, traffic and sales departments as well as with our DJ's during a live shift.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
5	Participate in event/program sponsored by or on behalf of a community organization related to careers in broadcasting	On October 9, 2014, our SEU sponsored a booth at the Savannah Area Chamber of Commerce Business Expo held at the Savannah Civic Center where we presented the radio stations and the employment opportunities available. Station participants included our Market Manager, Digital Sales Manager and several Account Executives.
6	Participate in event/program sponsored by or on behalf of a community organization related to careers in broadcasting	On March 5, 2014, our SEU sponsored a booth at the Bluffton/Hilton Head Island Chamber of Commerce Business Expo held at the Hilton Head Island Marriott where we presented the radio stations and the employment opportunities available. Station participants included our Market Manager, Director of Sales, Promotions Director, Production Director and several On-Air Talent and Account Executives.
7	Participate in event/program sponsored by or on behalf of a community organization related to careers in broadcasting	On June 5, 2015, our SEU sponsored a booth at the Savannah Area Chamber of Commerce Business Expo held at the Hilton- Savannah Desoto where we presented the radio stations and the employment opportunities available. Station participants included our Market Manager, Director of Sales, Promotions Director, Production Director, Digital Director and several On-Air Talent and Account Executives.