

EEO PUBLIC FILE REPORT

FOR

**WHHW(AM), WRWN(FM),
WUBB(FM), WFXH(FM),
WGCO(FM) & WXYX(FM)**

This EEO Public File Report
Covers the period August 1, 2018 through July 31, 2019

EEO Annual Public File Report

WHHW(AM), WRWN(FM), WUBB(FM), WFXH(FM), WGCO(FM) & WXY Y(FM)

The purpose of this EEO Public File Report is to comply with Section 73.2080 (c)(6) of the Federal Communication s Commission 's EEO Rule. This Report has been prepared on behalf of Dick Broadcasting Company, Inc., Greensboro, North Carolina, d/b/a as WHHW(AM), WRWN(FM), WUBB(FM), WFXH(FM), WGCO(FM) & WXY Y(FM). This Report will be placed in WHHW(AM), WRWN(FM), WUBB(FM), WFXH(FM), WGCO(FM) & WXY Y(FM) public inspection file and posted on WHHW(AM), WRWN(FM), WUBB(FM), WFXH(FM), WGCO(FM) & WXY Y(FM)'s website.

The information contained in this Report covers the period August 1, 2018 through July 31, 2019 (the “Reporting Period”).

Attachments 1 through 3 are intended to provide the information required by the FCC 's EEO Rule. Attachments 1 and 2 contain the following information for each full-time vacancy:

- * The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- * The recruitment source that referred the hiree for each full-time vacancy;
- * The total number of person s interviewed for each full-time vacancy; and,
- * The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment 3 contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO Rule during the Reporting Period.

Questions concerning this Report should be directed to Richard Harlow, General Manager, at (336) 274-8042.

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ATTACHMENT 1

FULL-TIME VACANCY INFORMATION

Position Title	Total No. Interviewees for the Vacancy	Recruitment Source of Hiree	Recruitment Sources Utilized (see attached list of sources)
Account Executive	7	3, 19	
Programming	11	2	
Digital Sales Manager	6	3, 19, 25	

Total number of persons interviewed during the Reporting Period: 24

ATTACHMENT 3

OUTREACH ACTIVITIES FOR THE PERIOD AUGUST 1, 2018-JULY 31, 2019

WHHW(AM), WRWN(FM), WUBB(FM), WFXH(FM), WGCO(FM) & WXYX(FM) has engaged in the following outreach activities during the period covered by this Report:

Activity Classification*	Type of Activity	Brief Description
1	Job Fair	Dick Broadcasting Company participated in the following Job Fairs: Savannah Tech Job Fair (April 2019), On-Air Personalities. Vaden Auto Job Fair (July 2019), On-Air Personality. Bob Marlow Career Fair (May 2019), On-Air Personality.
10	School Speaking Events	Station employees spoke, on several occasions, to various educational facilities, including; Liberty County Schools (March 2019), Market Manager. Coastal Empire Montesori (Oct 2019), On-Air Personality. The Godley Station Elementary (Sept 2018), On-Air Personality. May Howard (Feb 2019), On-Air Personality. Stilson Elementary (Nov 2018), On-Air Personality. Bloomingdale Elementary (Mar 2019), On-Air Personality. Georgia Southern University (May 2019), On-Air Personality. Savannah State University (Mar 2019), On-Air Personality. Rape Crisis Center (June 2019), On-Air Personality.
10	Job Shadow	A real-life look at what really happens at a Radio station for a student wanting to pursue a career in radio. Student Involved: Jennifer Burns Personnel Involved: Aaron Wilborn, Market Manager. Student Involved: Bryanna Loiaza Personnel Involved: On-Air WGCO Student Involved: Tyler Gray Personnel Involved: On-Air WGCO Student Involved: Tylesha Henderson Personnel Involved: On-Air WXYX Student Involved: Casey Carter Personnel Involved: On-Air WXYX Student Involved: Celyne Shaw Personnel Involved: On-Air WXYX.
6	Job Bank	Continuous postings through Paylocity onto Indeed.com.
16	Advertising	Date: Any Openings Dick Broadcasting Company routinely advertises any open position on each of the Greensboro stations and their respective audio streams and all stations notated websites. In addition, groups and organizations who wished to be notified of openings are encouraged to make their request to the station(s) via phone, fax, e-mail or in person.

*For "Activity Classification", use "1" through "16" in accordance with attached list.

Menu Option Classifications

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who otherwise might be unaware of such opportunities.

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SOURCE INFORMATION

1	Internal Posting
2	All Access Website www.allaccess.com
3	Employee Referral
4	Armstrong Atlantic University 11935 Abercorn Street Savannah, GA 31419 Attention: Career Services
5	Employment Security Commission P O Box 995 Columbia, SC 29202 Attention: Job Bank
6	Georgia Department of Labor 5520 White Bluff Road Savannah, GA 31405 Attention: Job Bank
7	National Association of Colored People 918 Martin Luther King Boulevard Savannah, GA 31406 Attention: Janet Barksdale
8	National Association of Black Broadcasters P O Box 3191 Atlanta, GA 30302 Attention: Lo Jelks
9	National Association of Broadcasters 1771 N Street, NW Washington, DC 20036 Attention: Career Center
10	National Association of Hispanic Broadcasters 1000 National Press Building Washington, DC 20045-2001 Attention: Leticia Salazar
11	National Black MBA Association 180 N. Michigan Avenue, Ste. 1515 Chicago, IL 60601 Attention: Job Bank
12	Radio Advertising Bureau P O Box 972036 Dallas, TX 75397-2036 Attention: Classified Ads
13	Savannah College of Art and Design 342 Bull Street Savannah, GA 31401 Attention: Newspaper
14	Savannah State University 3219 College Street Savannah, GA 31404 Attention: Student Services
15	Savannah Technical University 5717 White Bluff Road Savannah, GA 31405 Attention: Career Services
16	South University 711 Mall Boulevard Savannah, GA 31406 Attention: Career Services
17	Georgia Association of Broadcasters 8046 Roswell Road, Ste. 100-A Atlanta, GA 30350
18	South Carolina Association of Broadcasters One Harbison Way, Ste. 112 Columbia, SC 29212

SOURCE INFORMATION

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19	Linked In Website www.linkedin.com
20	Alpha Media Careers Website www.alphamediausa.com/careers/
21	On-Air Announcements <i>(one or more SEU stations)</i>
22	Savannah Help Wanted Website www.regionalhelpwanted.com/savannah-jobs
23	Traffic Directors Guild of America Website www.tdga.org/
24	Monster Website www.monster.com
25	Indeed Website www.indeed.com
26	South Carolina Broadcasters Association Job Fair <i>(see Section III)</i>
27	Walk-In/Self-Referral
28	Station Website Postings <i>(one or more SEU stations)</i>
29	Internal Transfer/Promotion