EEO PUBLIC FILE REPORT

FOR

**WHHW(AM), WRWN(FM),**

**WUBB(FM), WFXH(FM), WGCO(FM) & WXYY(FM)**

This EEO Public File Report

Covers the period August 1, 2023 through July 31, 2024

**EEO Annual Public File Report**

**WHHW(AM), WRWN(FM),**

**WUBB(FM), WFXH(FM), WGCO(FM) & WXYY(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.of Tennessee, licensee of WHHW(AM), WRWN(FM), WUBB(FM), WFXH(FM), WGCO(FM) & WXYY(FM).

This Report will be placed in the online public inspection file of stations WHHW(AM), WRWN(FM), WUBB(FM), WFXH(FM), WGCO(FM) & WXYY(FM) and posted on each station’s website.

The information contained in this Report covers the period August 1, 2023 through July 31, 2024 (the “·Reporting Period”).

Sections 1 through 3 below are intended to provide the information required by the FCC 's EEO Rule.

Section 2 contains 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 persons interviewed for each full-time vacancy; and,
* The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Section 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 Aaron Wilborn, Market Manager, at 912-351-9830.

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**August 1, 2023 - July 31, 2024**

**I. VACANCY LIST**

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

|  |  |  |  |
| --- | --- | --- | --- |
| **Position Title** | **Total No. Interviewees for the Vacancy** | **Recruitment Source of Hiree** | **Recruitment Sources Utilized (see attached list of sources)** |
| Account Executive  Hire Date: 08-01-2023 | 2 | 16 | 1, 2, 3, 15, 16, 17 |
| Account Executive  Hire Date: 12-04-2023 | 2 | 3 | 1, 2, 3, 15, 16, 17 |
| Account Executive  Hire Date: 08-01-2023 | 5 | 16 | 1, 2, 3, 15, 16, 17 |
| Account Executive  Hire Date: 08-01-2023 | 5 | 15 | 1, 2, 3, 15, 16, 17 |
| Account Executive  Hire Date: 08-01-2023 | 5 | 15 | 1, 2, 3, 15, 16, 17 |
| Account Executive  Hire Date: 04/01/2024 | 5 | 3 | 1, 2, 3, 15, 16, 17 |
| Account Executive  Hire Date: 08-01-2023 | 5 | 15 | 1, 2, 3, 15, 16, 17 |
| Account Executive  Hire Date: 08-07-2023 | 1 | 3 | 1, 2, 3, 15, 16, 17 |
|  |  |  |  |
|  |  |  |  |

Total number of persons interviewed during the Reporting Period: 30

**WHHW(AM), WRWN(FM), WUBB(FM), WFXH(FM),**

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

|  |  |  |  |
| --- | --- | --- | --- |
| 1 | Internal Posting | Yes |  |
| 2 | [www.allaccess.com](http://www.allaccess.com/) | Yes |  |
| 3 | Employee Referral | Yes | 8 |
| 4 | Armstrong Atlantic University  11935 Abercorn St Savannah, GA 31419 | No |  |
| 5 | Employment Security Commission PO Box 995  Columbia, SC 29202 | No |  |
| 6 | Georgia Department of Labor 5520 White Bluff Rd.  Savannah, GA 31405 | No |  |
| 7 | NAACP 918 Martin Luther King Blvd. Savannah, GA  31406 | No |  |
| 8 | National Association of Black Broadcasters PO Box 3191  Atlanta, GA 30302 | No |  |
| 9 | National Association of Broadcasters 1771 N. St. NW  Washington, DC 20036 | No |  |
| 10 | National Association of Hispanic Broadcasters 1000 National Press Building  Washington, DC 20045 | No |  |
| 11 | National Black MBA  Association - Classified Ads | No |  |
| 12 | Savannah College of Art and Design 342 Bull St.  Savannah, GA 31401 | No |  |
| 13 | Job Bank Radio Advertising 3219 College Street  Savannah, GA 31404 | No |  |
| 14 | South Carolina Association of Broadcasters One Harbison Way, Ste 112 Columbia, SC  29212 | No |  |
| 15 | On-Air Announcements BOB  106.9 and XYY 100.1 for Account Executives | Yes | 2 |
| 16 | Job Target 600 Summer Street Stamford, CT 06901 | Yes | 20 |
| 17 | Dick Broadcasting Website [www.dickbroadcasting.com](http://www.dickbroadcasting.com/) | Yes | 10 |

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# RECRUITMENT INITIATIVES

|  |  |  |
| --- | --- | --- |
| **Activity Classification\*** | **Type of Activity** | **Brief Description** |
| 1 | Job Fair Participation | Programming and Sales staff attended the Small Business Job Fair sponsored by the Savannah Area Chamber of Commerce on April 29, 2024 |
| 5 | Internship Program | Continuous posting on our station websites with information on internship opportunities. |
| 8 | Training Program to Enable Station Personnel to Acquire Skills for Higher Level Positions | The Market Manager conducts weekly Sales Meetings that include training each week, as well as opportunities for employees to keep advancing in the company and the industry. |
| 10 | Participation in Events/Program Sponsored by Educational Institutions | Mia Mance. On-Air Personality, emceed at several SCCPSS Gulfstream Student Leadership programs on the following dates: October 5,2023, November 16, 2023, January 18, 2024,  February, 22, 2024, March 28, 2024, April 18, 2024, May 12, 2024, June 6, 2024 and June 27, 2024. |
| 16 | Participation in other Activities designed by the station to disseminate information about employment opportunities | Dick Broadcasting Company routinely advertises any open position on each of the Savannah stations and their respective audio streams and websites including: rock1061.com, 961theisland.com, g100savannah.com, hot983savannah.com, rewind1079.com, bob1069.com, and dickbroadcasting.com. 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. |

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\*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;

1. 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;
2. 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;
3. 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; II. 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;

I4. 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.