

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, 2022, through July 31, 2023

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 Communications 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) & WXY Y(FM).

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

The information contained in this Report covers the period August 1, 2022 through July 31, 2023 (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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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: 1-30-23	39	16	1, 2, 3, 16, 17
Program Director/Promotions Director Hire Date: 8-15-22	2	16	1, 2, 3, 16, 17
Engineer Hire Date: 3-16-23	1	16	1, 2, 3, 16, 17
Program Director Hire Date: 8-15-22	5	16	1, 2, 3, 16, 17

Total number of persons interviewed during the Reporting Period: 47

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Indeed www.indeed.com	Yes	
2	www.allaccess.com	No	
3	Employee Referral	Yes	3
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	
16	Job Target 600 Summer Street Stamford, CT 06901	Yes	44
17	Dick Broadcasting Website www.dickbroadcasting.com	Yes	

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II. RECRUITMENT INITIATIVES

Activity Classification*	Type of Activity	Brief Description
14	Management Training	On-line Training by the National Association of Broadcasters on “Managing the Multigenerational Workforce” in July 2023. Attended by Market Manager, CFO, COO and corporate HR Director, who work directly with the business unit on employment and recruitment initiatives.
14	Management Training	Company assigned on-line training for hiring managers via Paylocity (payroll system) in July 2023. Topics assigned were “Anti-Harassment” and “Awareness and Diversity & Inclusion
10	Participation in Events/Program Sponsored by Educational Institutions	School Speaking Event on November 17, 2022. Mia Mance spoke at Groves High School in Garden City, GA
10	Participation in Events/Program Sponsored by Educational Institutions	School Speaking Event on January 19, 2033. Mia Mance spoke at Islands High School in Savannah, GA
10	Participation in Events/Program Sponsored by Educational Institutions	School Speaking Event on February 23, 2033. Mia Mance spoke at Savannah Arts Academy High School in Savannah, GA
10	Participation in Events/Program Sponsored by Educational Institutions	School Speaking Event on March 23, 2033. Mia Mance spoke at Woodville-Tompkins Institute in Garden City, GA
10	Participation in Events/Program Sponsored by Educational Institutions	School Speaking Event on April 27, 2033. Mia Mance spoke at New Hampstead in Bloomingdale, GA
5	Internship Program	Continuous posting on our station websites with information on internship opportunities.
16	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.

*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.