

## **Annual EEO Public File Report**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations:

WGZR (FM), Bluffton, South Carolina (FIN 16844)  
WGZO (FM), Parris Island, South Carolina (FIN 49910)  
WLOW (FM), Port Royal, South Carolina (FIN 72387)  
WFXH (FM), Hilton Head, South Carolina (FIN 48367)  
WFXH (AM), Hilton Head Island, South Carolina (FIN 48366)  
WGCO (FM), Midway, Georgia (FIN 11674)

The information contained in the Report covers Hilton Head Island, South Carolina/Savannah, Georgia from August 1, 2006 – July 31, 2007 (the “Applicable Period”). The FCC’s 2002 EEO Rule requires that this report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Date reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiative undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3, which follow, provide the required information.

Appendix 1

Annual EEO Public File Report

Period Covered: August 1, 2006 to July 31, 2007

Stations Comprising Employment Unit: WGZR (FM), WGZO (FM), WLOW (FM), WFXH (FM), WFXH (AM), WGCO (FM)

Section 1: Vacancy Information

<b>Full-time Positions Filled by Job Title</b>	<b>Recruitment Source of Hire</b>	<b>Total Number of Interviewees from All Sources for This Position</b>
1. On-Air Personality	Professional Reference	15
2. On-Air Personality	Allaccess.com	10
3. Program Director ESPN	Allaccess.com	3
4. News Director	Allaccess.com	3
5. Program Director WFXH	N/A	3
6. Music Director WFXH	Allaccess.com	6
7. Sales Representative	On-Air Station Ads	5
8. Sales Representative	Professional Reference	5
9. Sales Representative	On-Air Station Ads	5
10. Sales Representative	On-Air Station Ads	3
11. Sales Representative	On-Air Station Ads	2
21. Traffic Reporter	Allaccess.com	4
24. Business Manager	Robert Half	6
25. Promotions Director	Former Employee	1

Appendix 2

Annual EEO Public File Report

Period Covered: August 1, 2006 to July 31, 2007

Stations Comprising Employment Unit: WGZR (FM), WGZO (FM), WLOW (FM), WFXH (FM), WFXH (AM), WGCO (FM)

Section 2: Recruitment Source Information

<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees this Source Has Provided</b>	<b>Full-time Positions for Which This Source Was Utilized During This Period</b>
<p><b>1.</b> RegionalHelpWanted.com                      Regional Help Wanted.com Inc.                      1 Civic Center Plaza, Suite 506                      Poughkeepsie, NY 12601                      Attention: Eric Straus                      (845) 471-5200</p>	<p><b>0</b></p>	<p>On-Air Personality(1)                      On-Air Personality(2)                      News Director                      News Reporter                      Traffic Director                      Sales Representative (7)                      Sales Representative (9)                      Sales Representative (10)                      Sales Representative (11)                      Promotions Director                      Assistant Traffic Clerk                      Program Director (3)                      Program Director (5)                      Music Director</p>
<p><b>2.</b> AllAccess /Stealth                      jcaldwell@allaccess.com                      www.allaccess.com</p>	<p><b>24</b></p>	<p>On-Air Personality(1)                      On-Air Personality(2)                      News Director                      News Reporter                      Traffic Director                      Sales Representative (7)                      Sales Representative (9)                      Sales Representative (10)                      Sales Representative (11)                      Promotions Director                      Assistant Traffic Clerk                      Program Director (3)                      Program Director (5)                      Music Director</p>

<p><b>3. Employment Security Commission</b>  P.O. Box 995  Columbia, SC 29202  Attention: Job Bank</p>	<p><b>0</b></p>	<p>On-Air Personality(1)  On-Air Personality(2)  News Director  News Reporter  Traffic Director  Sales Representative (7)  Sales Representative (9)  Sales Representative (10)  Sales Representative (11)  Promotions Director  Assistant Traffic Clerk  Program Director (3)  Program Director (5)  Music Director</p>
<p><b>4. Georgia Department of Labor</b>  5520 White Bluff Road  Savannah, GA 31405  Attention Job Bank  (912) 356-2773</p>	<p><b>0</b></p>	<p>On-Air Personality(1)  On-Air Personality(2)  News Director  News Reporter  Traffic Director  Sales Representative (7)  Sales Representative (9)  Sales Representative (10)  Sales Representative (11)  Promotions Director  Assistant Traffic Clerk  Program Director (3)  Program Director (5)  Music Director</p>
<p><b>5. Savannah Morning News</b>  P.O. Box 1088  Savannah, GA 31402  Attention: Classified Ads  (912) 652-0225</p>	<p><b>0</b></p>	<p>On-Air Personality(1)  On-Air Personality(2)  News Director  News Reporter  Traffic Director  Sales Representative (7)  Sales Representative (9)  Sales Representative (10)  Sales Representative (11)  Promotions Director  Assistant Traffic Clerk  Program Director (3)  Program Director (5)  Music Director</p>

<p><b>6. Island Packet</b>  10 Buck Island Road  Bluffton, SC 29910  Attention: Classified Ads  (843) 706-8100</p>	<p><b>0</b></p>	<p>On-Air Personality(1)  On-Air Personality(2)  News Director  News Reporter  Traffic Director  Sales Representative (7)  Sales Representative (9)  Sales Representative (10)  Sales Representative (11)  Promotions Director  Assistant Traffic Clerk  Program Director (3)  Program Director (5)  Music Director</p>
<p><b>7. Station On-Air Ads (WGZR (FM), WWVV (FM), WLOW (FM), WFXH (FM), WFXH (AM) and WGCO (FM) Robert Leonard (843) 785-9569 or (912) 351-9830</b></p>	<p><b>15</b></p>	<p>Sales Representatives</p>
<p><b>8. Radio Advertising Bureau</b>  P.O. Box 972036  Dallas, Texas 75397-2036  Attention: Classified Ads  (972) 753-6750</p>	<p><b>0</b></p>	
<p><b>9. National Association of Broadcasters</b>  1771 N. Street NW  Washington, DC 20036  Attention: Career Center  (202) 429-5300  www.nab.org</p>	<p><b>0</b></p>	<p>On-Air Personality(1)  On-Air Personality(2)  News Director  News Reporter  Traffic Director  Sales Representative (7)  Sales Representative (9)  Sales Representative (10)  Sales Representative (11)  Promotions Director  Assistant Traffic Clerk  Program Director (3)  Program Director (5)  Music Director</p>
<p><b>10. R&amp;R</b>  10100 Santa Monica Boulevard  Los Angeles, CA 90067  www.radioandrecords.com  (310) 553-4330  Attention: Karen Mumaw</p>	<p><b>0</b></p>	

<p><b>11. Savannah College of Art and Design</b>  342 Bull Street  Savannah, GA 31401  Attention: Newspaper  (912) 525-5000  and  Savannah College of Art and Design  Department of Communications  PO Box 7730  Atlanta, GA 30357-1300</p>	<p>0</p>	<p>On-Air Personality(1)  On-Air Personality(2)  News Director  News Reporter  Traffic Director  Sales Representative (7)  Sales Representative (9)  Sales Representative (10)  Sales Representative (11)  Promotions Director  Assistant Traffic Clerk  Program Director (3)  Program Director (5)  Music Director</p>
<p><b>12. Armstrong Atlantic University</b>  11935 Abercorn Street  Savannah, GA 31419  (912) 927-5211  Attention: Career Services</p>	<p>0</p>	<p>On-Air Personality(1)  On-Air Personality(2)  News Director  News Reporter  Traffic Director  Sales Representative (7)  Sales Representative (9)  Sales Representative (10)  Sales Representative (11)  Promotions Director  Assistant Traffic Clerk  Program Director (3)  Program Director (5)  Music Director</p>
<p><b>13. Black Broadcasters Alliance</b>  3474 William Penn Highway  Bakersfield, CA 93311  email@thebba.org</p>	<p>0</p>	<p>On-Air Personality(1)  On-Air Personality(2)  News Director  News Reporter  Traffic Director  Sales Representative (7)  Sales Representative (9)  Sales Representative (10)  Sales Representative (11)  Promotions Director  Assistant Traffic Clerk  Program Director (3)  Program Director (5)  Music Director</p>
<p><b>14. National Association of Black Sales Professionals</b>  503 Southpark Road  Chicago, Illinois 60304  Attention: David Richardson  (732) 246-5236</p>	<p>0</p>	<p>On-Air Personality(1)  On-Air Personality(2)  News Director  News Reporter  Traffic Director  Sales Representative (7)  Sales Representative (9)  Sales Representative (10)  Sales Representative (11)  Promotions Director  Assistant Traffic Clerk  Program Director (3)  Program Director (5)  Music Director</p>

<p><b>15. NAACP</b>  918 Martin Luther King Boulevard  Savannah, GA 31415  (912) 233-4161  Attention: Janet Barksdale</p>	<p>0</p>	On-Air Personality(1) On-Air Personality(2) News Director News Reporter Traffic Director Sales Representative (7) Sales Representative (9) Sales Representative (10) Sales Representative (11) Promotions Director Assistant Traffic Clerk Program Director (3) Program Director (5) Music Director
<p><b>16. South University</b>  711 Mall Boulevard  Savannah, GA 31406  (912) 201-8000  cshall@southuniversity.org</p>	<p>0</p>	On-Air Personality(1) On-Air Personality(2) News Director News Reporter Traffic Director Sales Representative (7) Sales Representative (9) Sales Representative (10) Sales Representative (11) Promotions Director Assistant Traffic Clerk Program Director (3) Program Director (5) Music Director
<p><b>17. African-American Media Incubator</b>  2164 Wisconsin Avenue, NW  Washington, DC 20007  Attention: Job Bank  (202 ) 342-6661  (202) 342-6667 Fax</p>	<p>0</p>	On-Air Personality(1) On-Air Personality(2) News Director News Reporter Traffic Director Sales Representative (7) Sales Representative (9) Sales Representative (10) Sales Representative (11) Promotions Director Assistant Traffic Clerk Program Director (3) Program Director (5) Music Director
<p><b>18. American Women in Radio and Television</b>  8405 Greensboro Drive, Suite 800  McLean, VA 22102  (703) 506-3290  (703) 506-3266 Fax  www.awrt.org</p>	<p>0</p>	On-Air Personality(1) On-Air Personality(2) News Director News Reporter Traffic Director Sales Representative (7) Sales Representative (9) Sales Representative (10) Sales Representative (11) Promotions Director Assistant Traffic Clerk Program Director (3) Program Director (5) Music Director

<p><b>19.</b> The Association for Women in Communications  780 Ritchie Highway Suite 28-S  Severna Park, MD 21146  (410) 544-7442  (410) 544-4640 Fax  Attention: Office Manager</p>	<p>0</p>	<p>On-Air Personality(1)  On-Air Personality(2)  News Director  News Reporter  Traffic Director  Sales Representative (7)  Sales Representative (9)  Sales Representative (10)  Sales Representative (11)  Promotions Director  Assistant Traffic Clerk  Program Director (3)  Program Director (5)  Music Director</p>
<p><b>20.</b> National Association of Hispanic Journalists  1000 National Press Building  Washington, DC 20045-2001  (202) 662-7145  (202) 662-7144 Fax  Attention: Leticia Salazar</p>	<p>0</p>	<p>On-Air Personality(1)  On-Air Personality(2)  News Director  News Reporter  Traffic Director  Sales Representative (7)  Sales Representative (9)  Sales Representative (10)  Sales Representative (11)  Promotions Director  Assistant Traffic Clerk  Program Director (3)  Program Director (5)  Music Director</p>
<p><b>21.</b> National Black Media Coalition  1738 Elton Road, Suite 314  Silver Spring, MD 20903  (301) 445-2600  www.nbmc.org</p>	<p>0</p>	<p>On-Air Personality(1)  On-Air Personality(2)  News Director  News Reporter  Traffic Director  Sales Representative (7)  Sales Representative (9)  Sales Representative (10)  Sales Representative (11)  Promotions Director  Assistant Traffic Clerk  Program Director (3)  Program Director (5)  Music Director</p>
<p><b>22.</b> National Association of Black College Broadcasters  PO Box 3191  Atlanta, GA 30302  (404) 523-6136  (404) 523-5467 Fax  Attention: Lo Jelks</p>	<p>0</p>	<p>On-Air Personality(1)  On-Air Personality(2)  News Director  News Reporter  Traffic Director  Sales Representative (7)  Sales Representative (9)  Sales Representative (10)  Sales Representative (11)  Promotions Director  Assistant Traffic Clerk  Program Director (3)  Program Director (5)  Music Director</p>

<p><b>23. National Black MBA Association</b>  ATTN: Job Bank  180 N Michigan Ave., Ste. 1515  Chicago IL 60601  (312) 236-4131</p>	<p><b>0</b></p>	<p>On-Air Personality(1)  On-Air Personality(2)  News Director  News Reporter  Traffic Director  Sales Representative (7)  Sales Representative (9)  Sales Representative (10)  Sales Representative (11)  Promotions Director  Assistant Traffic Clerk  Program Director (3)  Program Director (5)  Music Director</p>
<p><b>24. Asian American Journalists Associations</b>  ATTN: Job Bank  1182 Market St., Ste. 320  San Francisco CA 93311  (442) 829-9788</p>	<p><b>0</b></p>	<p>On-Air Personality(1)  On-Air Personality(2)  News Director  News Reporter  Traffic Director  Sales Representative (7)  Sales Representative (9)  Sales Representative (10)  Sales Representative (11)  Promotions Director  Assistant Traffic Clerk  Program Director (3)  Program Director (5)  Music Director</p>
<p><b>25. Savannah State University</b>  ATTN: Student Services  3219 College St.  Savannah GA 31404</p>	<p><b>0</b></p>	<p>On-Air Personality(1)  On-Air Personality(2)  News Director  News Reporter  Traffic Director  Sales Representative (7)  Sales Representative (9)  Sales Representative (10)  Sales Representative (11)  Promotions Director  Assistant Traffic Clerk  Program Director (3)  Program Director (5)  Music Director</p>

<p><b>26. Savannah Technical College</b>  5717 White Bluff Rd.  Savannah GA 31405</p>	<p><b>0</b></p>	<p>On-Air Personality(1)  On-Air Personality(2)  News Director  News Reporter  Traffic Director  Sales Representative (7)  Sales Representative (9)  Sales Representative (10)  Sales Representative (11)  Promotions Director  Assistant Traffic Clerk  Program Director (3)  Program Director (5)  Music Director</p>
<p><b>27. National Association of Minority Media Executives</b>  ATTN: Job Bank  1934 Gallows Rd., Ste. 600  Vienna VA 22182</p>	<p><b>0</b></p>	<p>On-Air Personality(1)  On-Air Personality(2)  News Director  News Reporter  Traffic Director  Sales Representative (7)  Sales Representative (9)  Sales Representative (10)  Sales Representative (11)  Promotions Director  Assistant Traffic Clerk  Program Director (3)  Program Director (5)  Music Director</p>
<p><b>28. Inside Radio</b>  www.insideradio.com</p>	<p><b>0</b></p>	<p>On-Air Personality(1)  On-Air Personality(2)  News Director  News Reporter  Traffic Director  Sales Representative (7)  Sales Representative (9)  Sales Representative (10)  Sales Representative (11)  Promotions Director  Assistant Traffic Clerk  Program Director (3)  Program Director (5)  Music Director</p>

<p><b>29. OTHER</b> Internal postings</p>	<p><b>0</b></p>	<p>On-Air Personality(1) On-Air Personality(2) News Director News Reporter Traffic Director Sales Representative (7) Sales Representative (9) Sales Representative (10) Sales Representative (11) Promotions Director Assistant Traffic Clerk Program Director (3) Program Director (5) Music Director</p>
<p><b>30. Walk-ins and unsolicited resumes</b></p>	<p><b>14</b></p>	<p>On-Air Personality(1) On-Air Personality(2) News Director News Reporter Traffic Director Sales Representative (7) Sales Representative (9) Sales Representative (10) Sales Representative (11) Promotions Director Assistant Traffic Clerk Program Director (3) Program Director (5) Music Director</p>
<p><b>31. Employee Referrals</b></p>	<p><b>2</b></p>	<p>On-Air Personality(1) On-Air Personality(2) News Director News Reporter Traffic Director Sales Representative (7) Sales Representative (9) Sales Representative (10) Sales Representative (11) Promotions Director Assistant Traffic Clerk Program Director (3) Program Director (5) Music Director</p>
<p><b>32. O'Malley Media Group, LLC</b> 9 Desmet Ave. Milltown NY 08850</p>	<p><b>4</b></p>	<p>Program Director (3) Program Director (5) On-Air Personality(1) On-Air Personality(2)</p>
<p><b>33. Demers Programming Media Consultant</b> 204 Exton Commons Exton PA 19341-2449</p>	<p><b>4</b></p>	<p>Program Director (3) Program Director (5) On-Air Personality(1) On-Air Personality(2)</p>
<p><b>34. Peter Smith Consultant</b></p>	<p><b>4</b></p>	<p>Program Director (3) Program Director (5) On-Air Personality(1) On-Air Personality(2)</p>

35. Robert Half Finance and Accounting	4	Business Manager
--	---	------------------

## Appendix 3

### Annual EEO Public File Report

Period Covered: August 1, 2006 – July 31, 2007

Stations Comprising Employment Unit: WGZR (FM), WGZO (FM), WLOW (FM), WFXH (FM), WFXH (AM), WGCO (FM)

#### Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

Monterey Licenses, LLC, licensee of the above-referenced stations, has and will continue to be an Equal Employment Opportunity Employer. As required by Section 73.2080 of the Commission's Rules, the stations have participated in several different recruitment activities to ensure broad outreach, including the following:

1. Savannah Business Expo. Rachel Przepiora, Promotions Director, represented the stations at a booth at the Savannah Business Expo sponsored by the City of Savannah; Ms. Przepiora talked to individuals interested in potential careers in the Radio industry. She also handed out general information regarding the stations and accepted resumes.
2. Hilton Head Business Expo. Tuesday, January 16 & Wednesday, January 17  
The Westin Resort Hilton Head. One of the largest networking events in the Low country, EXPO offered phenomenal networking and marketing opportunities as well as great exposure for the business. Dottie Canterino, Marketing-Promotions Director, Robert Leonard, General Manager, and Jeff Laben, Director of Sales handed out general information regarding the stations and accepted resumes and talked to individuals about Radio.
3. Internship Program. The Savannah office has instituted an internship program. This program is an unpaid opportunity for anybody interested in learning about the Radio Industry. The program is set up to give experience four times a year for three months in general radio activities concentrating on the public marketing and promotions. Depending on the needs of the stations, this intern may be attending remote functions, prepping for these functions on an internal basis by fulfilling prize packages, handing out stickers and helping to set up activities. For the reporting dates of this report, 8 interns had been recruited from area schools or responded to on-air advertisements to partake in this opportunity.