

Radio Perry, Inc. / WPGA
2013 Annual EEO Public File Report

The purpose of this EEO Public File Report is to comply with the FCC's 2002 EEO rule, specifically Section 73.2080 (c) (6). This report has been prepared for **Radio Perry, Inc.** and is required to be placed in the public inspection files and posted on the web site.

The information contained in this Report covers the time period beginning:

November 21, 2012 – November 20, 2013. The 2002 EEO rule requires that this Report contain the following information:

- 1) A list of full time vacancies filled by the stations comprising the Station Employment Unit during the applicable period;
- 2) For each vacancy, the recruitment sources utilized to fill the vacancy, including organizations entitled to notification pursuant to Section 73.2080 (c) (1) (ii) of the new EEO rule, all separately identified by name, address, contact person, and telephone number;
- 3) The Recruitment source that referred the hiree for each full time vacancy during the Applicable Period;
- 4) Data 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 initiatives pursuant to Section 73.2080 (c) (2) of the FCC rules.

It is noted that no parties or organizations have requested notification of job openings pursuant to Section 73.2080(c)(1)(ii).

For purposes of this Report, a vacancy was deemed "filled" when the hiree actually accepted the job offer. The interview process was conducted either in person or over the telephone.

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I VACANCY LIST

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

JOB TITLE	Recruitment Source Used to fill Vacancy	RS Referring/date filled
Account Executive	RS# 1-6, 8-13, 25-30	RS# 28 - 08/08/12

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During the previous 12 months, the following recruitment sources were contacted as vacancies for jobs opened. Those with an asterisk (*) were organizations that requested to be contacted as job openings occurred:

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	#of Interviewees 11/21/12 to 11/20/13
1	Macon State College, Kelly Kernich, 100 College Station, Macon, GA 31204, 478-471-2700	Yes	0
2	Central Georgia Technical College, Elizabeth Hibbits, 3300 Macon Tech Dr., Macon, GA 31204, 478-757-3400	Yes	0
3	Georgia Department of Labor, Job Placement, 3090 Mercer University Dr., Macon, GA 31204, 478-751-6164	Yes	0
4	Middle Georgia Technical College, Patrick Ivey, 80 Cohen Walker Drive, Warner Robins, GA 31088, 478-988-6800, Fax 478-988-6947, pivey@middlegatech.edu	No	0
5	Middle GA Consortium, Theresa Dean, 124 Third Street, Macon, GA 31201, 478-983-4771	No	0
6	NAACP-Macon Branch, Thelma Dillard, P.O. Box 6452, Macon, GA 31208, 478-745-9944	No	0
7	American Women in Radio, Jeannine Dugan, 1595 Spring Hill Road, Vienna, VA 22182, 703-506-3290	No	0
8	Georgia Association of Broadcasters (GAB), Kathy Haugen, 8046 Roswell Rd. Suite 100A., Atlanta, GA 30350, 770-395-7200	No	0
9	Fort Valley State College, Career Services, 1005 State College, Ft. Valley, GA 31030, 478-825-6301	No	0
10	Mercer University Career Services, Mary J. Roberts, 1400 Coleman Ave., Macon, GA 31207, 478-301-2863	No	0
11	Georgia College & State University, Student Placement Services, Milledgeville, GA 31061, 800-342-0471	No	0
12	Georgia College & State University, Student Placement Services, 433 Cherry Street, Macon, GA 31201, 478-471-2985, Fax 478-471-2898	No	0
13	Wesleyan College, Debbie Smith, 4760 Forsyth Road, Macon, GA 31210, 478-477-1110	No	0

14	National Association of Broadcasters (NAB), Alex Fonchez, 1771 North St., NW, Washington, DC 20036, 202-429-5359	No	0
15	University of Georgia Career Center, Frances Purcell, Clark Howell Hall, Athens, GA 30602, 706-542-3375	No	0
16	Savannah College of Art & Design, Office of Career Planning & Placement, P.O. Box 3146, Savannah, GA 31402, 912-525-4653	No	0
17	Clark Atlanta University, Job Placement Services, James P. Brawley Drive, Atlanta, GA 30314	No	0
18	Goodwill Job Connection, 3177 Macon Tech Drive, Macon, GA 31208	No	0
19	Broadcast Employment Services (tvjobs.com), Mark Holloway, P.O. Box 4116, Oceanside, CA 92052, 760-754-8177	No	0
20	Older Americans Council of Middle Georgia, Inc., Job Placement Services, 1283 Adams Street, Macon, GA 31201, 478-751-2760	No	0
21	Step Ahead Program, Job Placement Services, 169 New Street, Macon, GA 31201	No	0
22	Peach Jobs Unit, Placement Services, Bibb County DFACS, 456 Oglethorpe Street, Macon, GA 31298	No	0
23	National Hispanic Media Coalition, Job Placement Services, 3550 Wilshire Blvd., Suite 670, Los Angeles, CA 90010	No	0
24	Middle GA Association of Black Journalists, Ella Haynes-Hooks, P.O. Box 4591, Macon, GA 31208, 478-475-9773	No	0
25	WPGA – TV on-air ad / website / Facebook page	No	3
26	Employee referral	No	0
27	College interns & former employees	No	0
28	Walk-in/Mail-in	No	3
29	Customer referral	No	0
30	Monster website, www.monster.com	No	0
	TOTAL NUMBER OF INTERVIEWEES OVER 12 MONTH PERIOD		6

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III RECRUITMENT INITIATIVES

Type of Recruitment Initiative	Brief Description of Activity
Business Fair Participation	Perry Area Chamber of Commerce hosted a Career Fair/Business Expo in September. The event was attended by Rick Humphrey, GSM, Debbie Hart, Gen. Mgr. and owner Lowell Register
Internship Program	Register Communications regularly hosts students interested in the broadcasting field. These students experience the live work environment and participate in a professional broadcast setting. The interns typically work in the station's Production, Engineering and Business Departments as well as assisting during the live morning show that is simulcast on radio and television. During this reporting period, we had a total of only 1 intern from: Macon State College. This student worked with Will Grammer in the Production Department.
Station Web-site & Facebook Page	In addition, WPGA-TV posts all of its job openings on its website and Facebook page. The website has proven to be a good source of qualified applicants from diverse backgrounds. To date in 2013, our website has had nearly 27,000 visitors to the site. The large number of visitors to the website shows that news of the job openings has been widely distributed.